Sustainability

Performance Table[1]

Environmental performance			
	Unit	2024	2025
Greenhouse gas (GHG) emissions			
Direct GHG emissions (scope 1)	tonnes CO_2e	16,878	11,918
Indirect GHG emissions (scope 2)[2]	tonnes CO_2e	8,441	9,451
Total GHG emissions intensity[3]	tonnes CO_2e/RMB million revenue	3.4	2.9
Waste generated			
General waste	tonnes	2,824	2,505
Rest milk	tonnes	9,065	7,588
Rest powder	tonnes	536	524
Non-hazardous waste intensity	tonnes/RMB million revenue	1.7	1.4
Hazardous waste[4]	tonnes	10	7
Hazardous waste intensity	tonnes/RMB million revenue	0.00137	0.00098
Waste recycled			
General waste	tonnes	2,353	1,980
Rest milk	tonnes	9,065	7,588
Rest powder	tonnes	536	524

1 The performance indicators of 2024 and 2025 include the Group's operations in the newly built Headquarters building in the PRC, Bioflag Huaian and Anhui factory, in addition to Ausnutria PRC, Ausnutria Netherlands and Ausnutria Australia, which is consistent with the reporting scope of this report.

2 The above-mentioned Scope 2 emissions in Sustainability Performance Table are calculated based on market-based method. The Scope 2 emissions in 2025 calculated by location-based method are 26,431 tCO_2e.

3 Total GHG emissions include direct emissions from operations that are owned or controlled by the Company (Scope 1) and energy indirect emissions resulting from the generation of purchased or acquired electricity consumed within the Company (Scope 2) calculated by market-based method.

4 Hazardous waste is defined according to local standards by operating locations, and includes waste machine oil, laboratory chemical waste and other industrial waste.

Environmental performance			
	Unit	2024	2025
Energy consumption			
Electricity purchased[2]	kWh	45,985,047	**52,629,016**[1]
Natural gas consumption[3]	m^3	9,438,776	**6,656,543**
	kWh	83,259,216	**58,761,623**
Total energy consumption	kWh	129,244,922	**111,391,105**
Total energy consumption intensity	kWh/RMB million revenue	17,460	**14,876**
Water consumption			
Municipal water supply	m^3	491,023	**476,796**
Groundwater	m^3	148,394	**29,699**
Total water consumption	m^3	639,417	**506,495**
Total water consumption intensity	m^3/RMB million revenue	86	**68**
Major packing materials used			
Paper and wood	tonnes	5,092	**5,463**
Tin metal	tonnes	5,958	**5,550**
Plastic	tonnes	1,868	**1,714**
Glass	tonnes	12.3	**20.6**

1 The absolute electricity consumption of 2025 comparing to that of 2024 has increased due to business expansion in PRC and Australia, and the transition from natural gas to electricity in the Netherlands, part of ongoing decarbonization efforts. We will assess any feasibility to increase the energy efficiency regarding the productions in the future.

2 GHG emissions from purchased electricity in the PRC, Australia and the Netherlands in this report were calculated based on factors in China's Regional Grid Average CO_2 Emission Factors in 2023 published by the Ministry of Ecology and Environment of the People's Republic of China and National Bureau of Statistics of China (https://www.mee.gov.cn/xxgk2018/xxgk/xxgk01/202512/W020251231726284332528.pdf), Australian National Greenhouse Accounts Factors published by the Department of Climate Change, Energy, the Environment and Water of the Australian Government and CO_2 emission factors published by the CO_2 Emissiefactoren, respectively.

3 GHG emission from natural gas consumption in the PRC, Australia and the Netherlands in this report were calculated based on Requirements of the Greenhouse Gas Emission Accounting and Reporting, Australian National Greenhouse Accounts Factors published by the Department of Climate Change, Energy, the Environment and Water of the Australian Government (https://www.dcceew.gov.au/sites/default/files/documents/national-greenhouse-account-factors-2025.pdf) and The Netherlands: List of Fuels and Standard CO_2 Emission Factors published by the Netherlands Enterprise Agency respectively. The conversion factors for converting natural gas consumption from cubic meters (m^3) to kWh in the PRC, Australia and the Netherlands in this report were based on the following sources respectively: General rules for calculation of the comprehensive energy consumption (GB/T 2589-2020), Australian National Greenhouse Accounts Factors published by the Department of Climate Change, Energy, the Environment and Water of the Australian Government (https://www.dcceew.gov.au/sites/default/files/documents/national-greenhouse-account-factors-2025.pdf) and The Netherlands' list of fuels and standard CO_2 emission factors, version of January 2025 (https://english.rvo.nl/sites/default/files/2025-02/the-Netherlands-%20list-of-fuels-January-2025.pdf).

Social performance			
	Unit	2024	2025
Employee profile[1]			
Full-time equivalent ("FTE")	no. of people	3,279	2,884
Total workforce	no. of people	3,160	2,916
Total workforce by gender			
Female	no. of people	1,652	1,546
Male	no. of people	1,508	1,370
Total workforce by age group			
30 or under	no. of people	770	673
31-40	no. of people	1,613	1,495
41-50	no. of people	525	495
Above 50	no. of people	252	253
Total workforce by position grading			
Top management	no. of people	36	41
Middle management	no. of people	904	654
Other office staff	no. of people	1,591	1,565
Operational staff	no. of people	629	656
Total workforce by geographic region			
Mainland China	no. of people	2,373	2,111
The Netherlands	no. of people	705	719
Australia	no. of people	82	86
Employee turnover[2]			
Employee turnover rate	%	42.15	27.43
Employee turnover rate by gender			
Female	%	36.38	25.49
Male	%	48.47	29.64

1 For employee profiles and other workforce-related figures, we record the total headcount of full-time, part-time and temporary staff in Ausnutria PRC, Ausnutria Netherlands and Ausnutria Australia. For Ausnutria Australia, we do not include the workforce under Ozfarm Royal Pty Ltd, which is consistent with the reporting scope of this report.

2 In 2024, a relatively high number of employees left mainly due to business integration. Moreover, the outsourced workers are not included in the total number of workforce as mentioned, leading to a higher turnover rate compared with 2025.

Social performance			
	Unit	2024	2025
Employee turnover rate by age group			
30 or under	%	58.70	41.90
31-40	%	43.21	27.16
41-50	%	20.95	17.17
Above 50	%	28.97	10.67
Employee turnover rate by geographic region			
Mainland China	%	48.93	34.01
The Netherlands	%	22.84	10.29
Australia	%	10.98	9.30
Occupational health and safety			
Lost days	days	28	108
Lost day rate	lost day per 200,000 work hours	0.85	3.59
Work-related fatalities[1]	number	0	0
Development and training			
Percentage of employees trained	%	91	97
The percentage of employees trained by gender			
Female	%	94	97
Male	%	88	97
The percentage of employees trained by position grading[2]			
Top management	%	58	100
Middle management	%	92	100
Other office staff	%	92	98
Operational staff	%	91	100

1 The work-related fatality number in 2023 was 0.

2 The calculation of the percentage of employees trained by position grading does not include the Netherlands, as data are unavailable due to its ongoing migration to a new training management system.

Social performance			
	Unit	2024	2025
Average training hours per employee by gender			
Female	hours	43.20	40.89
Male	hours	113.24	54.41
Average training hours per employee by position grading[1]			
Top management	hours	28.44	37.51
Middle management	hours	26.79	41.63
Other office staff	hours	64.74	74.79
Operational staff[2]	hours	181.06	23.74
Supply chain management			
Number of suppliers by geographic location			
The PRC	number	645	428
The Netherlands	number	54	50
Australia	number	95	50
Other regions[3]	number	46	41
Community investment			
Total amount of charitable contributions	RMB	2,632,000	7,863,000

1 The calculation of average training hours per employee by position grading does not include the Netherlands, as data are unavailable due to its ongoing migration to a new training management system.

2 The average training hours per employee by position grading for operational staff has decreased compared to 2024, primarily due to a change in data collection method resulting from Australia's transition of part of the training to on-the-job training.

3 "Other regions" refers to New Zealand, France, Germany, United Kingdom, Ireland, Denmark, Sweden and Italy.