

Sustainability

Performance Table

Environmental performance				
	Unit	2020 ¹	2021 ¹	
Greenhouse gas (GHG) emissions				
Direct GHG emissions (scope 1) ²	tonnes CO ₂ e	16,267	16,945	
Indirect GHG emissions (scope 2) ³	tonnes CO ₂ e	4,661	4,956	
Total GHG emissions intensity ⁴	tonnes CO ₂ e/RMB million revenue	2.6	2.5	
Waste generated				
General waste	tonnes	3,748	4,038	
Rest milk	tonnes	9,710	10,669	
Rest powder	tonnes	1,746	2,366	
Non-hazardous waste intensity	tonnes/RMB million revenue	1.9	1.9	
Hazardous waste ⁵	tonnes	6	5	
Hazardous waste intensity	tonnes/RMB million revenue	0.00072	0.00055	
Waste recycled				
General waste	tonnes	3,192	3,621	
Rest milk	tonnes	9,710	10,669	
Rest powder	tonnes	1,746	2,366	

¹ Unless otherwise stated, performance indicators of 2020 and 2021 include the Group's operations under Ausnutria China, Ausnutria Netherlands, ADP and NCP, which is consistent with the reporting scope of this report.

² 2,079 and 2,073 tonnes of GHG emissions were offset in 2020 and 2021 respectively. This was achieved through purchasing carbon credits from verified third party.

³ A portion of electricity consumed was compensated through wind power in 2020 and 2021.

⁴ 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).

⁵ 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 (cont'd)				
	Unit		2020 ¹	2021 ¹
Energy consumption				
Electricity purchased ⁶	kWh		30,059,313	31,537,811
Natural gas consumption ⁷	m ³		10,271,735	10,646,902
	kWh		90,370,519	93,677,310
Total energy consumption	kWh		120,429,832	125,215,863
Total energy consumption intensity	kWh/RMB million revenue		15,132	14,112
Water consumption				
Municipal water supply	m ³		426,258	407,340
Groundwater	m ³		167,158	181,495
Total water consumption	m ³		593,416	588,835
Total water consumption intensity	m ³ /RMB million revenue		75	66
Major packing materials used				
Paper and wood	tonnes		6,359	6,387
Tin metal	tonnes		9,170	8,728
Plastic	tonnes		2,318	2,220
Glass	tonnes		16	15

⁶ 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 CO₂ Emission Factors in 2012 published by the National Centre for Climate Change Strategy and International Cooperation (<http://www.cec.org.cn/d/file/huanbao/xingyexinxi/qihoubianhua/2014-10-10/5fbc57bcd163a1059cf224b03b751d8.pdf>), Australian National Greenhouse Accounts Factors published by the Department of Industry, Science, Energy and Resources of the Australian Government and CO₂ mission factors published by the CO₂ Emissiefactoren, respectively.

⁷ 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 Industry, Science, Energy and Resources of the Australian Government (<https://www.industry.gov.au/sites/default/files/2020-10/national-greenhouse-accounts-factors-2020.pdf>) and The Netherlands: List of Fuels and Standard CO₂ Emission Factors published by the Netherlands Enterprise Agency respectively.

Social performance				
	Unit		2020 ¹	2021 ¹
Employee profile				
Total workforce	no. of people		5,035	4,775
Total workforce by gender				
Female	no. of people		2,648	2,474
Male	no. of people		2,387	2,301
Total workforce by age group				
30 or under	no. of people		2,120	1,541
31 – 40	no. of people		2,252	2,273
41 – 50	no. of people		439	503
Above 50	no. of people		224	458
Total workforce by position grading				
Top management	no. of people		57	54
Middle management	no. of people		875	904
Other office staff	no. of people		3,292	3,048
Operational staff	no. of people		811	769
Total workforce by geographic region				
The PRC	no. of people		4,169	3,902
The Netherlands	no. of people		733	735
Australia	no. of people		133	138
Employee turnover				
Employee turnover rate	%		27.26	36.65
Employee turnover rate by gender				
Female	%		30.61	37.91
Male	%		23.65	35.29

Social performance (cont'd)				
	Unit		2020 ¹	2021 ¹
Employee turnover rate by age group				
30 or under	%		27.26	54.70
31 – 40	%		30.61	34.49
41 – 50	%		23.65	19.88
Above 50	%		27.50	5.02
Employee turnover rate by geographic region				
The PRC	%		30.51	42.41
The Netherlands	%		7.33	5.44
Australia	%		38.14	39.86
Occupational health and safety				
Lost days ⁸	days		286	470
Lost day rate ⁸	lost day per 200,000 work hours		6.04	9.71
Work-related fatalities	number		0	0
Development and training⁹				
Percentage of employees trained	%		89	80
The percentage of employees trained by gender				
Female	%		92	85
Male	%		87	76
The percentage of employees trained by position grading				
Top management	%		81	81
Middle management	%		96	83
Other office staff	%		93	81
Operational staff	%		85	78

⁸ As work was occasionally suspended in 2020 due to the COVID-19 pandemic, the figures of lost days and lost day rate in 2021 were relatively higher when compared with that of 2020.

⁹ For Ausnutria China, only records training delivered by Ausnutria Academy.

Social performance (cont'd)				
	Unit		2020 ¹	2021 ¹
Average training hours per employee by gender				
Female	hours		34.75	37.85
Male	hours		43.82	30.70
Average training hours per employee by position grading				
Top management	hours		12.56	43.04
Middle management	hours		21.44	15.85
Other office staff	hours		52.66	42.15
Operational staff	hours		42.25	34.55
Supply chain management				
Number of suppliers by geographic location ¹⁰				
The PRC	number		59	69
The Netherlands	number		70	80
Australia	number		136	90
Other regions	number		10	9
Community investment				
Total amount of charitable contributions	RMB		35,016,000	22,283,000

¹⁰ The Group constantly revisits the methodology to achieve higher accountability standards. For the preparation of 2021 data, the methodology to record and calculate the respective data has been updated to better reflect the Group's ESG performance. The respective performance in 2021 is not directly comparable to the performance of 2020.