

Sustainability

Performance Table

Environmental performance				
	Unit		2021 ¹	2022 ¹
Greenhouse gas (GHG) emissions				
Direct GHG emissions (scope 1) ²	tonnes CO ₂ e		16,945	15,281
Indirect GHG emissions (scope 2) ³	tonnes CO ₂ e		4,956	5,135
Total GHG emissions intensity ⁴	tonnes CO ₂ e/RMB million revenue		2.6 ⁶	2.6
Waste generated				
General waste	tonnes		4,038	4,001
Rest milk	tonnes		10,669	12,124
Rest powder	tonnes		2,366	1,914
Non-hazardous waste intensity	tonnes/RMB million revenue		2.1 ⁶	2.3
Hazardous waste ⁵	tonnes		5	6
Hazardous waste intensity	tonnes/RMB million revenue		0.00057 ⁶	0.00077
Waste recycled				
General waste	tonnes		3,621	3,366
Rest milk	tonnes		10,669	12,124
Rest powder	tonnes		2,366	1,914

¹ Unless otherwise stated, performance indicators of 2021 and 2022 include the Group's operations under Ausnutria PRC, Ausnutria Netherlands and Ausnutria Australia, which is consistent with the reporting scope of this report.

² 2,073 and 2,294 tonnes of GHG emissions were offset in 2021 and 2022 respectively. This was achieved through purchasing carbon credits from verified third party.

³ A portion of electricity consumed was compensated through wind power in 2021 and 2022.

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.

⁶ The intensity figures are recalculated due to the restated total revenue of 2021.

Environmental performance (cont'd)			
	Unit	2021 ¹	2022 ¹
Energy consumption			
Electricity purchased ⁷	kWh	31,537,811	32,599,878
Natural gas consumption ⁸	m ³	10,646,902	9,821,356
	kWh	93,677,310	86,416,220
Total energy consumption	kWh	125,215,863	119,016,782
Total energy consumption intensity	kWh/RMB million revenue	14,602 ⁶	15,267
Water consumption			
Municipal water supply	m ³	407,340	356,714
Groundwater	m ³	181,495	190,834
Total water consumption	m ³	588,835	547,548
Total water consumption intensity	m ³ /RMB million revenue	68 ⁶	70
Major packing materials used			
Paper and wood	tonnes	6,387	7,578
Tin metal	tonnes	8,728	9,227
Plastic	tonnes	2,220	2,721
Glass	tonnes	15	0.5 ⁹

⁷ 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/aiqhoubianhua/2014-10-10/5fbc57bcd163a1059cf224b03b751d8.pdf>), Australian National Greenhouse Accounts Factors published by the Department of Climate Change, Energy, the Environment and Water of the Australian Government and CO₂ emission factors published by the CO₂ Emissiefactoren, respectively.

⁸ 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.dcccew.gov.au/sites/default/files/documents/national-greenhouse-accounts-factors-2022.pdf>) and The Netherlands: List of Fuels and Standard CO₂ Emission Factors published by the Netherlands Enterprise Agency respectively.

⁹ Due to reductions in the production of glass-contained products, the figures of glass consumption in 2022 were relatively lower when compared with that of 2021.

Social performance ^{10, 11}				
	Unit		2021 ¹	2022 ¹
Employee profile				
Total workforce	no. of people		4,454	4,700
Total workforce by gender				
Female	no. of people		2,480	2,495
Male	no. of people		2,244	2,205
Total workforce by age group				
30 or under	no. of people		1,722	1,601
31 – 40	no. of people		2,255	2,310
41 – 50	no. of people		496	516
Above 50	no. of people		251	273
Total workforce by position grading				
Top management	no. of people		48	44
Middle management	no. of people		896	993
Other office staff	no. of people		3,033	2,915
Operational staff	no. of people		747	748
Total workforce by geographic region				
The PRC	no. of people		3,581	3,824
The Netherlands	no. of people		735	780
Australia	no. of people		138	96
Employee turnover				
Employee turnover rate	%		39.29	30.45
Employee turnover rate by gender				
Female	%		37.82	28.58
Male	%		36.19	32.56

¹⁰ Total workforce is restated after consolidation and recalculation, and actual employee turnover rate and lost day rate are reflected in above column of 2021 data.

¹¹ For employee profiles and other workforce-related figures, we record full-time, part-time and temporary staff.

Social performance ¹⁰ (cont'd)				
	Unit		2021 ¹	2022 ¹
Employee turnover rate by age group				
30 or under	%		48.95	39.98
31 – 40	%		34.77	28.53
41 – 50	%		20.16	20.35
Above 50	%		9.16	9.89
Employee turnover rate by geographic region				
The PRC	%		46.22	34.07
The Netherlands	%		5.44	10.90
Australia	%		39.86	44.79
Occupational health and safety				
Lost days	days		470	149
Lost day rate	lost day per 200,000 work hours		10.04	3.16
Work-related fatalities	number		0	0
Development and training ¹²				
Percentage of employees trained	%		80	85
The percentage of employees trained by gender				
Female	%		85	79
Male	%		76	88
The percentage of employees trained by position grading				
Top management	%		81	60
Middle management	%		83	83
Other office staff	%		81	85
Operational staff	%		78	86

¹² For Ausnutria PRC, only records training delivered by Ausnutria Academy.

Social performance ¹⁰ (cont'd)			
	Unit	2021 ¹	2022 ¹
Average training hours per employee by gender			
Female	hours	37.85	25.41
Male	hours	30.70	45.53
Average training hours per employee by position grading			
Top management	hours	43.04	22.76
Middle management	hours	15.85	30.77
Other office staff	hours	42.15	31.61
Operational staff	hours	34.55	43.72
Supply chain management			
Number of suppliers by geographic location ¹³			
The PRC	number	69	57
The Netherlands	number	80	103
Australia	number	90	82
Other regions	number	9	8
Community investment			
Total amount of charitable contributions	RMB	22,283,000	11,680,000

¹³ The Group constantly revisits the methodology to achieve higher accountability standards. For the preparation of 2022 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 2022 is not directly comparable to the performance of 2021.