



Vitasoy International Holdings Ltd.

維他奶國際集團有限公司

Sustainability Report 2024/25

Stock Code : 0345



Growing Nutrition

Since 1940



## One Purpose



To advance the world's transformation towards a sustainable future through the amazing power of plants.



## Plant-based diets are better for people and the planet



**Nutrient-dense** - including a variety of fruits, vegetables, whole grains, legumes, nuts, and seeds



**Lower in calories, saturated fat and cholesterol, but higher in fibre** - beneficial for weight management and heart health



**Linked with lower risks of obesity, heart disease, hypertension, type 2 diabetes, and certain cancers**



**Lower greenhouse gas emissions, land use, and water consumption** compared with animal proteins

### References

- FAO. 2024. The State of Food Security and Nutrition in the World 2024. Rome.
- FAO. 2024. World Food and Agriculture – Statistical Yearbook 2024. Rome. <https://doi.org/10.4060/cd2971en>
- 2025 Dietary Guidelines Advisory Committee. 2024. Scientific Report of the 2025 Dietary Guidelines Advisory Committee: Advisory Report to the Secretary of Health and Human Services and Secretary of Agriculture. U.S. Department of Health and Human Services. <https://doi.org/10.52570/DGAC2025>

Please visit <https://www.vitasoy.com/nutrition/> to learn more.



# VITASOY SUSTAINABILITY FRAMEWORK



To advance the world's transformation towards a sustainable future, through the amazing power of plants

## Making the Right Products

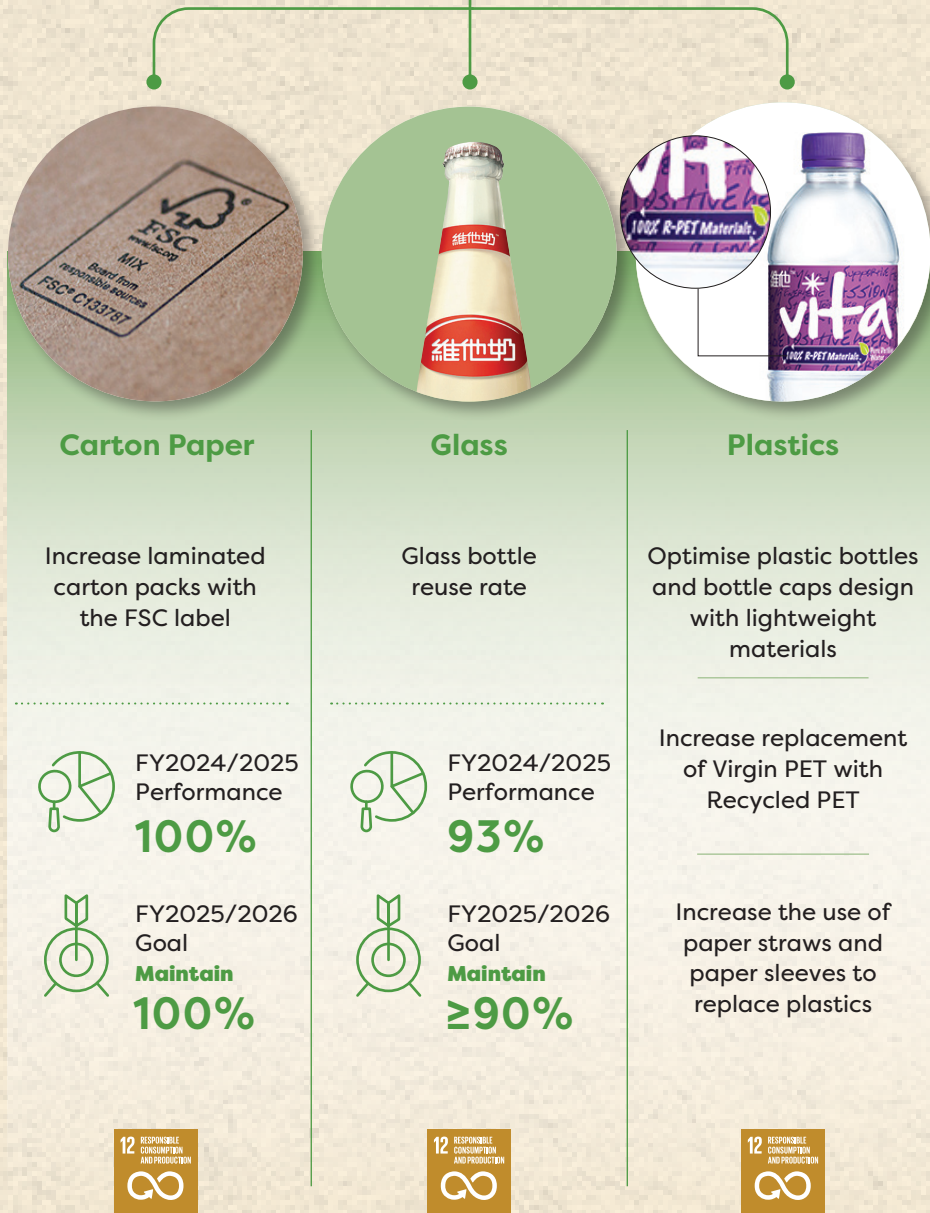
## Making Products the Right Way

Refer to Sustainability Report for KPI definitions

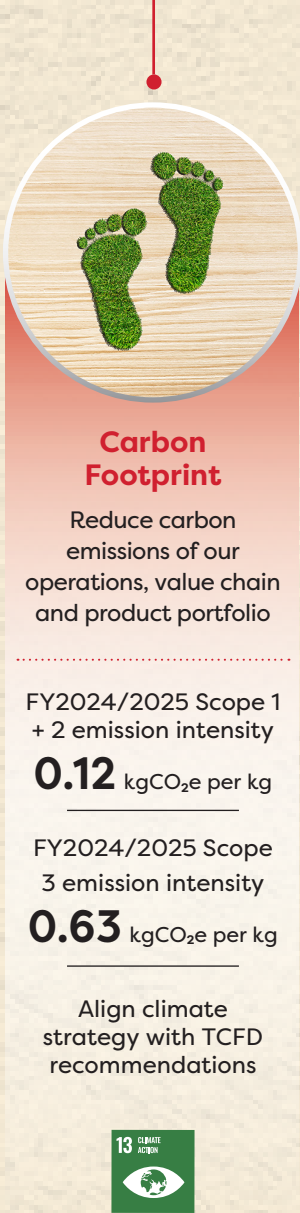
### Portfolio



### Packaging



### Climate



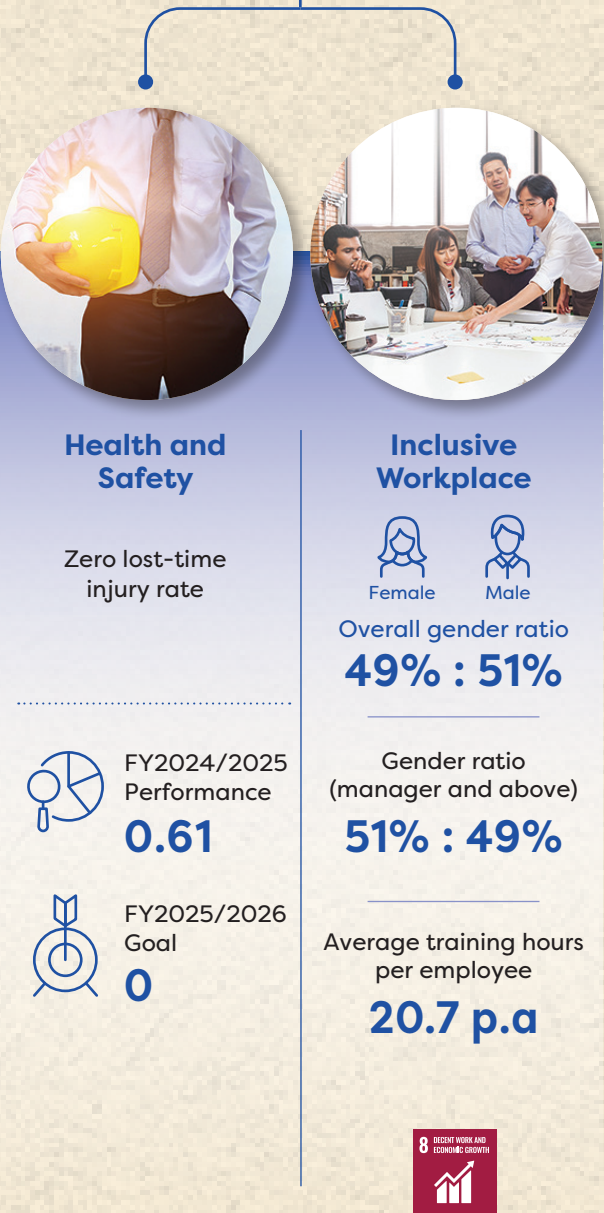
### Manufacturing



### Suppliers



### Workplace



### Community







## New 2030/31 Sustainability Framework Goals

The ESG Committee has endorsed a new set of targets that will succeed our 2025/26 goals:

- Existing targets for Portfolio, Packaging, Manufacturing and Workplace will be retained. Since these are expressed in percentage terms, they will continue to drive meaningful progress in line with business growth.
- In addition, we have upgraded three goals for sugar content and energy and water. These demonstrate renewed focus on progressing the Group's most material ESG opportunities.



### Low sugar & No added sugar products

Increase “Low-sugar & No-added-sugar” product offerings

2030/31 Goal  
**80%**



### Energy intensity

Reduce energy used to manufacture each unit of product

2030/31 Goal  
**-10%** vs 2023/24



### Water intensity

Reduce water used to manufacture each unit of product

2030/31 Goal  
**-10%** vs 2023/24



## Climate Change, Nature and Carbon Reduction


Climate change and nature are cross-cutting topics that are related to many areas of our Sustainability Framework. We are committed to managing our climate and nature related risks and opportunities, and reducing carbon emissions in our operations, value chain and product portfolio.

### Making the Right Products

- Plant-based portfolio offers lower carbon alternatives
- Reducing sugar in our products lowers environmental footprint
- Sustainable packaging options have environmental benefits

### Making Products the Right Way

- Optimising energy efficiency and water intensity in our manufacturing operations
- Working with suppliers to measure, monitor and manage Scope 3 emissions footprint
- Assess and manage climate and nature-related opportunities and risks

The Group's climate strategy is a work with progressive refinement. Please refer to [The Vitasoy Climate and Nature Disclosure Statement](#)  prepared in line with the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD) and the Taskforce on Nature-related Financial Disclosures (TNFD).



## Portfolio

### 2024/25 Portfolio Highlights – New and reformulated products

91%

all food & beverages  
Plant-based products

#### Plant-based Milk

- Singapore – Vitasoy Soy Drinks in Banana and Strawberry flavours
- Mainland China – VITASOY CALCI-PLUS Soymilk
- Australia – Vitasoy Barista Oat Milk and Almond Milk
- Philippines – Vitasoy Plus Milky Almond



#### Tea Beverages

- Mainland China & Hong Kong, China – VITA Cold-brew Tea Drink
- Hong Kong, China – VITA GYH Fruity Tea Drinks



NEW

Low sugar & No added sugar products (includes food and beverage products)

By 2030, 80% of our portfolio will be low sugar and no added sugar products, which contain no more than 5g total sugar or no added sugar per 100ml or 100g. instead of the previous target of moderate to zero sugar beverages. This enhanced objective reflects our commitment to significantly reducing sugar content across our product range, aligning with evolving health trends, regulatory expectations, and consumer demand.

## Packaging

Guided by our Responsible Packaging Policy, the Group strives to adopt more sustainable primary and secondary product packaging using alternative materials and designs, where feasible.

### FY2024/2025 Packaging Pilot Projects and Initiatives Highlights

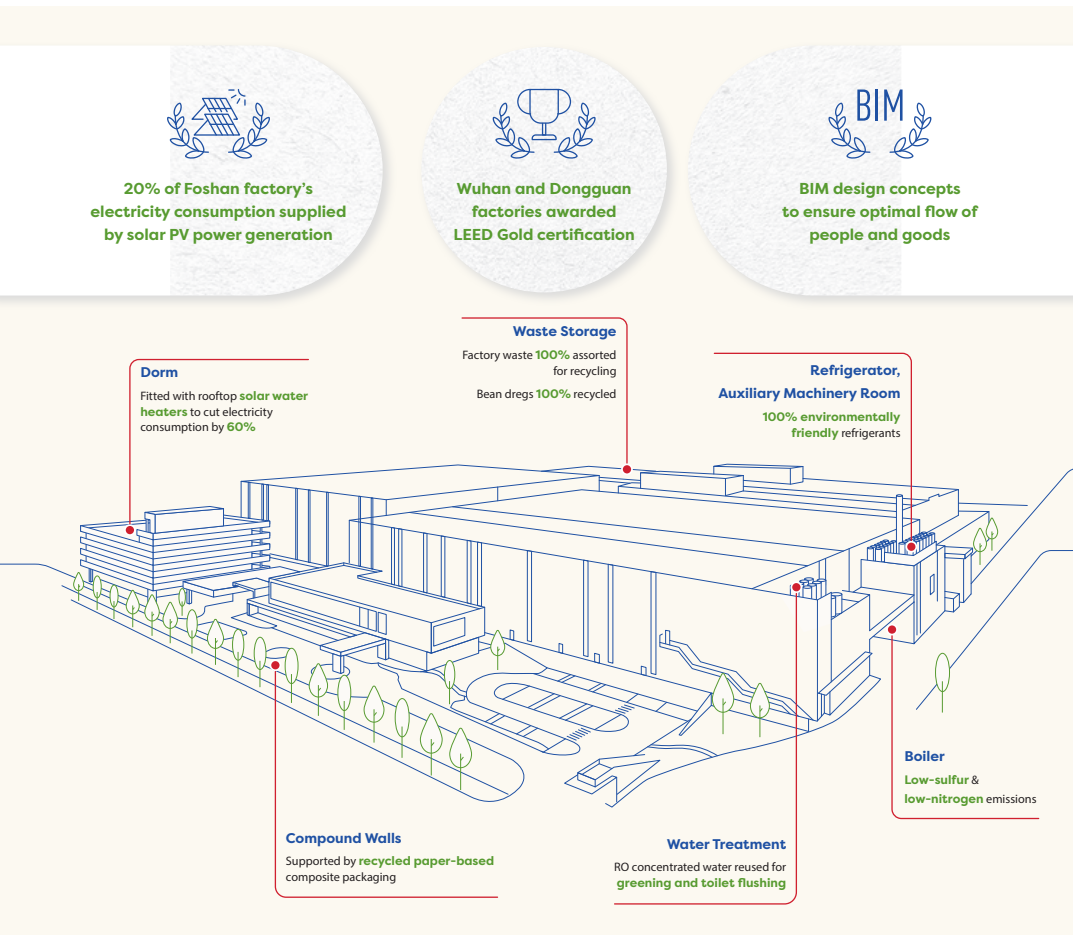
Targets	Projects	Material reduction	Carbon reduction
Switching to lighter weight bottle caps	 APET Light Weight PE bottle cap (FY2024/2025 Mainland China)	Increase from 0.2 T to <b>1.6 T</b>	<b>5 TCO<sub>2</sub>e</b>
	 Distilled Water PE bottle cap (FY2024/2025 Hong Kong, China)	Increase to <b>66 T</b>	<b>215 TCO<sub>2</sub>e</b>
Progress on lighter cartons	 Scale up of Lighter APET cartons (FY2024/2025 Mainland China)	Increase to <b>500 T</b>	<b>1,275 TCO<sub>2</sub>e</b>
Replacing virgin PET sleeves material	 Pilot: 30% rPET project (FY2024/2025 Mainland China and Hong Kong, China)	From 0.4 T to <b>2.9 T</b>	
Replacing virgin PE shrink wrap film material	 Pilot: 30% rPE project (FY2024/2025 Mainland China and Hong Kong, China)	Increase from 0.4 T to <b>4 T</b>	





## Manufacturing

We have reviewed the Group's performance for energy and water use against Chinese national standards and other relevant benchmarks. Vitasoy factories in Mainland China have received several accolades for strong performance in energy efficiency, clean energy and waste management among other sustainability credentials.



## Supply Chain

Every step in our value chain adheres to **exacting standards for quality, taste, nutrition, hygiene and ethical business practices.**

### 2024/25 Supply Chain Management Highlights

This year, we made a deep dive into nature-related risk for soy in our supply chain. We looked systematically at impacts and dependencies of major soy farms in China and Australia. Under Vitasoy's Sustainable Farming Guidelines, we are working closely with contract farmers for soy and other commodities on integrated land management plans.

An independent third party has helped us to develop an audit checklist. We plan to implement regular ESG audits on a three-year rolling cycle for high impact suppliers starting from 2025/26.





## Workplace

The Group is on a transformative journey to connect even more deeply with associates and to take action in line with their needs and expectations.

### FY 2024/25 initiatives

Sustainability Forum  
for top 70 key  
leaders worldwide

New 6-month  
Leadership Induction  
Programme

Annual Global  
Excellence Award

Leadership Lounge  
for 'Rising Stars' and  
VSD Role Models

Lunch & Learn  
upskill sessions

Vitasoy Success  
Drivers Star Awards



During the reporting period, Vitasoy received Best Growth in HR Initiative – People and Employer of the Year from JobsDB “The Hong Kong HR Awards” 2024/25.

A welcoming, respectful and inclusive work environment promotes inclusivity and wellbeing.

#### Female | Male (All Employees)

**2,958**  
49%

**3,131**  
51%

#### Female | Male (Management)

**247**  
51%

**240**  
49%

## Community

Vitasoy is committed to creating long term positive impact where we operate. In our Community Engagement Strategy, we are focussed on educating the public and enabling communities to make healthier choices.



HK\$

**3,027,000**

Donations →



**147,979**

# Beneficiaries →



**441**

→ # Institutional partnerships

### Promoting Healthy Diets and Rural Revitalisation

**1,970,000**

Vitasoy products

**49** primary schools

**11** rural counties

multi-year school nutrition and education programme in Mainland China



### Mulloon Institute partnership

This year, our “Buy a Litre, Restore a Metre” campaign channeled profits from the sale of Vitasoy plant-based milk products in participating stores directly toward helping to achieve Mulloon Institute’s goal of restoring 2.5 million hectares of farmland.







## Vitasoy International Holdings Limited

1 Kin Wong Street, Tuen Mun, The New Territories, Hong Kong

Tel : (852) 2466 0333 Fax : (852) 2456 3441



[www.vitasoy.com](http://www.vitasoy.com)

### Request for feedback

Your input matters to us. We invite you to share your suggestions on how we can enhance our sustainability performance and disclosure. Please reach out to us via our website or directly at [sustainability@vitasoy.com](mailto:sustainability@vitasoy.com).