# Content Index

## HKEx ESG Reporting Code

| HKEX ESG Reporting Aspects | | Location of Disclosures | Additional Remarks |
|---|---|---|---|
| Governance Structure | A statement from the Board containing the following elements:<br>(i) a disclosure of the Board's oversight of ESG issues;<br>(ii) the Board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and<br>(iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. | **Chairman's Message (P. 3 - 4)**<br>**Sustainability at Vitasoy**<br>• Sustainability Governance (P. 19)<br>• Integrated Risk Governance Structure (P. 19)<br>• Integrating ESG Risks into Risk Management (P. 20) | |
| Reporting Principles | A description of, or an explanation on, the application of the following Reporting<br>Principles in the preparation of the ESG report:<br>Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and (iii) the process and results of the issuer's stakeholder engagement.<br>Quantitative: Information on the standards, methodologies, assumptions and/ or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.<br>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison. | **About This Report (P. 5)**<br>**Reporting What Matters (P. 7)** | There were no changes to methods or metrics affecting meaningful comparison during the reporting period. |
| Reporting Boundary | A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change | **About This Report (P. 5)** | |
| ***A. Environmental*** | | | |
| Aspect A1: Emissions | | | |
| **Aspect A1: Emissions** | General Disclosure:<br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.<br>*Note: Air emissions include $NO_x$, $SO_x$, and other pollutants regulated under national laws and regulations. Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Hazardous waste is those defined by national regulations.* | **Making products the Right Way: Manufacturing (P. 37)** | There were no instances of material non-compliance with laws and regulations relating to emissions, discharges or waste during the reporting period. |
| KPI A1.1 | The types of emissions and respective emissions data | **Not applicable** | $SO_x$ and $NO_x$ emissions are not material for the Group. |

| HKEX ESG Reporting Aspects | | Location of Disclosures | Additional Remarks |
|---|---|---|---|
| KPI A1.3 | Total hazardous waste produced (in tonnes) and, where appropriate, intensity<br>(e.g. per unit of production volume, per facility). | **Making products the Right Way: Manufacturing**<br>• Managing Waste to Landfill (P. 42)<br>**Sustainability Performance Table (P. 62)** | |
| KPI A1.4 | Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity<br>(e.g. per unit of production volume, per facility). | **Making products the Right Way: Manufacturing**<br>• Managing Waste to Landfill (P. 42)<br>**Sustainability Performance Table (P. 62)** | |
| KPI A1.5 | Description of emissions target(s) set and steps taken to achieve them. | **Making products the Right Way: Manufacturing**<br>• Manufacturing performance against targets (P. 39)<br>**Vitasoy Climate and Nature Disclosure Statement**<br>• KPIs and Targets (P. 77) | |
| KPI A1.6 | Description of how hazardous and non-hazardous waste is handled, and a description of reduction target(s) set, and steps taken to achieve them. | **Making products the Right Way: Manufacturing**<br>• Manufacturing performance against targets (P. 39)<br>• Managing Waste to Landfill (P. 42)<br>• Addressing food waste (P. 44) | |
| **Aspect A2: Use of Resources** | | | |
| **Aspect A2: Use of Resources** | General Disclosures:<br>Policies on the efficient use of resources, including energy, water and other raw materials.<br>*Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.* | **Making products the Right Way: Manufacturing (P. 39)** | |
| KPI A2.1 | Direct and/or indirect energy consumption by type<br>(e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). | **Making products the Right Way: Manufacturing**<br>• Energy and Water Efficiency (P. 40)<br>**Sustainability Performance Table (P. 62)** | |
| KPI A2.2 | Water consumption in total and intensity<br>(e.g. per unit of production volume, per facility). | **Making products the Right Way: Manufacturing**<br>• Manufacturing performance against targets (P. 41)<br>**Sustainability Performance Table (P. 62)** | |
| KPI A2.3 | Description of energy use efficiency target(s) set and steps taken to achieve them. | **Making products the Right Way: Manufacturing**<br>• Manufacturing performance against targets (P. 40)<br>• Energy and water efficiency (P. 40)<br>**Sustainability Performance Table (P. 62)** | |
| KPI A2.4 | Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set, and steps taken to achieve them. | **Manufacturing performance against targets (P. 39)**<br>**Vitasoy Climate and Nature Disclosure Statement**<br>• Nature-related dependencies and impacts for Vitasoy Group (P. 68)<br>• Physical risks identification and assessment (P. 70)<br>• Risk and opportunities (P. 72 - 73)<br>• KPIs and Targets (P. 77) | Water-related risks are considered in the Group's analysis of physical risks associated with various climate and nature scenarios. |
| KPI A2.5 | Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. | **Making the Right Products: Packaging**<br>• Transforming Product Packaging (P. 30) | |

| HKEX ESG Reporting Aspects | | Location of Disclosures | Additional Remarks |
|---|---|---|---|
| **Aspect A3: The Environment and Natural Resources** | | | |
| **Aspect A3: The Environment and Natural Resources** | General Disclosures:<br>Policies on minimising the issuer's significant impacts on the environment and natural resources. | **Making products the Right Way: Manufacturing (P. 37)** | |
| KPI A3.1 | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. | **Making products the Right Way: Manufacturing**<br>• Green Manufacturing (P. 37)<br>**Vitasoy Climate and Nature Disclosure Statement**<br>• Sustainable Operation (P. 74 - 75)<br>• Vitasoy Sustainable Farming Guidelines (P. 76)<br>• Other metrics and targets (P. 77) | |
| ***B. Social*** | | | |
| **Aspect B1: Employment** | | | |
| **Aspect B1: Employment** | General Disclosure:<br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. | **Making products the Right Way: Workplace (P. 52)** | There were no instances of material non-compliance with laws and regulations relating to employment during the reporting period. |
| KPI B1.1 | Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. | **Sustainability Performance Table (P. 63)** | |
| KPI B1.2 | Employee turnover rate by gender, age group and geographical region. | **Sustainability Performance Table (P. 63)** | |
| **Aspect B2: Health and Safety** | | | |
| **Aspect B2: Health and Safety** | General Disclosure Information on:<br>(a) the policies; and<br>(a) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. | **Making products the Right Way: Workplace (P. 52)** | There were no instances of material non-compliance with laws and regulations relating to occupational health and safety. |
| KPI B2.1 | Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. | **Sustainability Performance Table (P. 64)** | |
| KPI B2.2 | Lost days due to work injury. | **Sustainability Performance Table (P. 64)** | |
| KPI B2.3 | Description of occupational health and safety measures adopted, and how they are implemented and monitored. | **Making products the Right Way: Workplace**<br>• Building a Safe, Inclusive and Rewarding Workplace (P. 54) | |
| **Aspect B3: Development and Training** | | | |
| **Aspect B3: Development and Training** | General Disclosure:<br>Policies on improving employees' knowledge and skills for discharging duties at work.<br>Description of training activities. (Training refers to vocational training. It may include internal and external courses paid for by the employer.) | **Making products the Right Way: Workplace**<br>• Employee Development (P.54) | |

| HKEX ESG Reporting Aspects | | Location of Disclosures | Additional Remarks |
|---|---|---|---|
| KPI B3.1 | The percentage of employees trained by gender and employee category (e.g. senior management, middle management). | **Sustainability Performance Table (P. 64)** | We are in the process of preparing the data. |
| KPI B3.2 | The average training hours completed per employee by gender and employee category. | **Sustainability Performance Table (P. 64)** | |
| **Aspect B4: Labour Standards** | | | |
| **Aspect B4: Labour Standards** | General Disclosure Information on:<br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. | **Making Products the Right Way: Workplace (P. 52)**<br>**Making products the Right Way: Supply Chain (P. 46)** | There were no instances of material non-compliance with laws and regulations relating to child and forced labour. |
| KPI B4.1 | Description of measures to review employment practices to avoid child and forced labour. | **Making Products the Right Way Supply Chain**<br>• Supplier ESG Management (P. 48) | Our Vitasoy Supplier Responsibility Principles outlines our expectations for supplier working conditions, including the strict prohibition of child and forced labour. We encourage our suppliers to disseminate these expectations throughout their own value chains. All our suppliers are required to sign a formal pledge as a demonstration of their commitment to these principles. |
| KPI B4.2 | Description of steps taken to eliminate such practices when discovered. | **Making Products the Right Way Supply Chain**<br>• Supplier ESG Management (P. 48) | |
| **Aspect B5: Supply Chain Management** | | | |
| **Aspect B5: Supply Chain Management** | General Disclosure<br>Policies on managing environmental and social risks of the supply chain. | **Making products the Right Way: Supply Chain (P. 46)** | |
| KPI B5.1 | Number of suppliers by geographical region. | Not disclosed | Number of suppliers by geographical region is considered commercially sensitive and not disclosed. |
| KPI B5.2 | Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. | **Making Products the Right Way: Supply Chain**<br>• Supplier ESG Management (P. 48) | |
| KPI B5.3 | Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. | **Making Products the Right Way: Supply Chain**<br>• Supplier ESG Management (P. 48) | |
| KPI B5.4 | Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. | **Making Products the Right Way: Supply Chain**<br>• Sustainable Farming (P. 47) | |
| **Aspect B6: Product Responsibility** | | | |
| **Aspect B6: Product Responsibility** | General Disclosures<br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. | **Making products the Right Way: Portfolio (P. 23)** | There were no instances of material non-compliance with laws and regulations relating to product responsibility. |
| KPI B6.1 | Percentage of total products sold or shipped subject to recalls for safety and health reasons. | | There were no cases of product recall in relation to food safety and health during the reporting period. |

| HKEX ESG Reporting Aspects | | Location of Disclosures | Additional Remarks |
|---|---|---|---|
| KPI B6.2 | The number of products and service-related complaints received and how they are dealt with. | | There were no complaints leading to product recall during the reporting period. The Group has standard operating procedures for handling complaints. |
| KPI B6.3 | Description of practices relating to observing and protecting intellectual property rights | | The Group has standard procedures for observing and protecting intellectual property rights. |
| KPI B6.4 | Description of quality assurance process and recall procedures. | **Making products the Right Way: Portfolio**<br>• Ensuring health and safety (P.27 - 28) | |
| KPI B6.5 | Description of consumer data protection and privacy policies, and how they are implemented and monitored. | **Sustainability at Vitasoy**<br>• Sustainability governance (P. 19) | |
| **Aspect B7: Anti-Corruption** | | | |
| **Aspect B7: Anti-corruption** | General Disclosure Information on:<br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. | **Sustainability at Vitasoy**<br>• Sustainability governance (P. 19) | There were no instances of material non-compliance with laws and regulations relating to bribery or corruption. |
| KPI B7.1 | Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases | **Sustainability at Vitasoy**<br>• Sustainability governance (P. 19) | A legal case concluded during the reporting period, resulting in the conviction of former associates. The matter was identified by Internal Audit and proactively reported to the relevant authorities. Since then, the Company has implemented robust remedial actions to strengthen internal controls. Specifically, we have enhanced procurement workflows, instituted periodic audit reviews, and rolled out integrity training programmes focused on ethical decision-making, adherence to corporate values, and strict compliance with all applicable laws and regulations across our jurisdictions of operation. |
| KPI B7.2 | Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. | **Sustainability at Vitasoy**<br>• Business Ethics and Integrity (P. 21) | |
| KPI B7.3 | Description of anti-corruption training provided to directors and staff. | **Sustainability at Vitasoy**<br>• Business Ethics and Integrity (P. 21) | |
| **Aspect B8: Community Investment** | | | |
| **Aspect B8: Community Investment** | General Disclosures:<br>Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. | **Making Products the Right Way: Community (P. 57)** | |
| KPI B8.1 | Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). | **Making Products the Right Way: Community (P.57 - 59)** | |
| KPI B8.2 | Resources contributed (e.g. money or time) to the focus area. | **Making Products the Right Way: Community (P.57 - 59)** | |

# Part D: Climate-related Disclosures

| Part D: Climate-related Disclosures | | Location of Disclosures | Additional Remarks |
|---|---|---|---|
| ***I. Governance*** | | | |
| 19(a) | The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities.<br>(i) How the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities.<br>(ii) How and how often the body(s) or individual(s) is informed about climate-related risks and opportunities.<br>(iii) How the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade- offs associated with those risks and opportunities.<br>(iv) How the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities,including whether and how related performance metrics are included in remuneration policies | **Sustainability at Vitasoy**<br>• Sustainability Governance (P. 19)<br>• Integrated Risk Governance Structure (P. 19)<br>• Integrating ESG Risks into Risk Management (P. 20)<br><br>**Vitasoy Climate and Nature Disclosure Statement**<br>• Governance (P. 65)<br>• Risk Management (P. 66)<br>• Strategy: Climate & nature risks and opportunities (P. 67) | We recognise the materiality of climate-related risks and opportunities and are actively evaluating the integration of climate-related KPIs into our incentive structures to ensure these metrics are quantifiable, verifiable, and aligned with our long-term strategy. |
| 19(b) | Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.<br>(i) Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee.<br>(ii) Whether management uses controls and procedures to support the oversight of climate- related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions. | **Sustainability at Vitasoy**<br>• Sustainability Governance (P. 19)<br>• Integrated Risk Governance Structure (P. 19)<br>**Vitasoy Climate and Nature Disclosure Statement**<br>• Governance (P. 65) | |
| ***(II) Strategy*** | | | |
| **Climate-related risks and opportunities** | | | |
| 20(a) | Climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. | **Vitasoy Climate and Nature Disclosure Statement**<br>• Strategy: Climate & Nature Risks and Opportunities<br>- Key climate and nature risks identified (P. 71)<br>- Risks and opportunities (P. 72 - 73 ) | |
| 20(b) | For each climate-related transition risk, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk. | **Vitasoy Climate and Nature Disclosure Statement**<br>• Strategy: Climate & Nature Risks and Opportunities<br>- Climate and Nature Scenarios for Vitasoy (P. 69) | |
| 20(c) | For each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur. | **Vitasoy Climate and Nature Disclosure Statement**<br>• Strategy: Climate & Nature Risks and Opportunities<br>- Climate and Nature Scenarios for Vitasoy (P. 69)<br>- Risks and opportunities (P. 72 - 73) | |

| Part D: Climate-related Disclosures | | Location of Disclosures | Additional Remarks |
|---|---|---|---|
| 20(d) | How the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making | **Vitasoy Climate and Nature Disclosure Statement**<br>• Strategy: Climate & Nature Risks and Opportunities<br>- Physical risks identification and assessment (P. 70) | |
| **Business model and value chain** | | | |
| 21(a) | A description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. | **Vitasoy Climate and Nature Disclosure Statement**<br>• Strategy: Climate & nature risks and opportunities (P. 67) | |
| 21(b) | A description of where in the issuer's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets). | **Vitasoy Climate and Nature Disclosure Statement**<br>• Strategy: Climate & nature risks and opportunities - Climate and Nature Scenarios for Vitasoy (P. 69) | |
| **Strategy and decision-making** | | | |
| 22(a) | Information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate- related targets it has set and any targets it is required<br>to meet by law or regulation, including the information about:<br>(i) Current and anticipated changes to the issuer's business model, including its resource allocation, to address climate-related risks and opportunities.<br>(ii) Current and anticipated adaptation and mitigation efforts (whether direct or indirect).<br>(iii) Any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer's transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan.<br>(iv) How the issuer plans to achieve any climate- related targets. | **Vitasoy Climate and Nature Disclosure Statement**<br>• Strategy: Climate & Nature Risks and Opportunities<br>- Resilience of our strategy (P. 73)<br>- Plant-based portfolio (P. 74)<br>- Our strategic transition plan (P. 74)<br>- Sustainable Operations (P. 74)<br>- Supply chain management and engagement (P. 75) | |
| 22(b) | How the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a). | **Vitasoy Climate and Nature Disclosure Statement**<br>• Governance (P. 65)<br>• Strategy: Climate & nature risks and opportunities<br>- Climate and Nature Scenarios for Vitasoy (P. 69)<br>- Resilience of our strategy (P. 73) | |
| 23 | The progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a). | **Vitasoy Climate and Nature Disclosure Statement**<br>• Strategy: Climate & nature risks and opportunities<br>- Resilience of our strategy (P. 73)<br>- Our strategic transition plan (P. 74) | In our previous report, we identified initial initiatives regarding the transition of product lines toward plant-based portfolio and sustainable operations.<br>In this reporting period, we have formalised these efforts into a structured transition plan aligned with the TPT Disclosure Framework. |

<table>
<tr><th colspan="2">Part D: Climate-related Disclosures</th><th>Location of Disclosures</th><th>Additional Remarks</th></tr>
<tr><td colspan="4">Financial position, financial performance and cash flows</td></tr>
<tr><td colspan="4">Current financial effect</td></tr>
<tr><td>24(a)</td><td>How climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period.</td><td rowspan="2">Vitasoy Climate and Nature Disclosure Statement<br>• Strategy: Climate & nature risks and opportunities<br>- Risks and opportunities (P. 72 - 73)</td><td rowspan="2">Our current climate disclosures focus on qualitative risk assessment and strategy. Quantitative data regarding asset vulnerability and capital deployment are not included in this reporting period.</td></tr>
<tr><td>24(b)</td><td>The climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.</td></tr>
<tr><td colspan="4">Anticipated financial effect</td></tr>
<tr><td>25(a)</td><td>How the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:<br>(i) Its investment and disposal plans.<br>(ii) Its planned sources of funding to implement its strategy</td><td rowspan="2">Vitasoy Climate and Nature Disclosure Statement<br>• Strategy: Climate & nature risks and opportunities<br>- Risks and opportunities (P. 72 - 73)</td><td rowspan="2">The Group has identified exposure to physical and transition climate-related risks but quantitative estimates of the anticipated financial effects on its financial position, financial performance and cash flows over the short, medium and long term are not disclosed. This is due to the limitations in the current stage of development of the methodologies for assessing and quantifying climate-related financial impacts, as well as limitations in data availability across operations and the value chain.</td></tr>
<tr><td>25(b)</td><td>How the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.</td></tr>
<tr><td colspan="4">Climate resilience</td></tr>
<tr><td>26(a)</td><td>The issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of:<br>(i) The implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis.<br>(ii) The significant areas of uncertainty considered in the issuer's assessment of its climate resilience.<br>(iii) The issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term.</td><td>Vitasoy Climate and Nature Disclosure Statement<br>• Strategy: Climate & nature risks and opportunities (P. 67)</td><td></td></tr>
<tr><td>26(b)(i)</td><td>How and when the climate-related scenario analysis was carried out, including: Information about the inputs used, including:<br>(1) Which climate-related scenarios the issuer used for the analysis and the sources of such scenarios.<br>(2) Whether the analysis included a diverse range of climate-related scenarios.<br>(3) Whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks.<br>(4) Whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change.<br>(5) Why the issuer decided that its chosen climate- related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties.<br>(6) Time horizons the issuer used in the analysis.<br>(7) What scope of operations the issuer used in the analysis.</td><td rowspan="3">Vitasoy Climate and Nature Disclosure Statement<br>• Strategy: Climate & nature risks and opportunities<br>- Climate and nature scenarios (P. 69)<br>- Key climate and nature risks identified (P. 71)</td><td rowspan="3"></td></tr>
<tr><td>26(b)(ii)</td><td>The key assumptions the issuer made in the analysis.</td></tr>
<tr><td>26(b)(iii)</td><td>The reporting period in which the climate-related scenario analysis was carried out.</td></tr>
</table>

| Part D: Climate-related Disclosures | | Location of Disclosures | Additional Remarks |
|---|---|---|---|
| ***(III) Risk management*** | | | |
| 27(a) | The processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about:<br>(i) The inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes).<br>(ii) Whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks.<br>(iii) How the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria).<br>(iv) Whether and how the issuer prioritises climate-related risks relative to other types of risks.<br>(v) How the issuer monitors climate-related risks.<br>(vi) Whether and how the issuer has changed the processes it uses compared with the previous reporting period. | **Vitasoy Climate and Nature Disclosure Statement**<br>• Risk Management (P. 66)<br>• Climate and nature scenarios (P. 69)<br>• Physical risks identification and assessment (P. 70)<br>• Key climate and nature risks identified (P. 71) | The climate risk and scenario analysis process established in FY2023/2024 remains our primary methodology. There have been no material changes to our processes for identifying, assessing, and managing climate-related risks compared to the previous reporting period. |
| 27(b) | The processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities. | **Vitasoy Climate and Nature Disclosure Statement**<br>• Strategy: Climate & Nature Risks and Opportunities<br>- Risks and opportunities (P. 72) | |
| 27(c) | The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process. | | |
| ***(IV) Metrics and Targets*** | | | |
| **Greenhouse gas emissions** | | | |
| 28 | The issuer's absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO2 equivalent, classified as:<br>(a) Scope 1 greenhouse gas emissions.<br>(b) Scope 2 greenhouse gas emissions.<br>(c) Scope 3 greenhouse gas emissions. | **Sustainability Performance Table (P. 62)** | |
| 29(b) | The approach it uses to measure its greenhouse gas emissions including:<br>(i) The measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions;<br>(ii) The reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and<br>(iii) Any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes. | **Vitasoy Climate and Nature Disclosure Statement**<br>• Metric and Targets – Vitasoy's Carbon Footprint (P. 79) | |
| 29(c) | For Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), it location-based Scope 2 greenhouse gas emissions, and information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions. | **Vitasoy Climate and Nature Disclosure Statement**<br>• Metric and Targets – Vitasoy's carbon footprint – Scope1 & 2 emissions (P. 79) | |
| 29(d) | For Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011). | **Vitasoy Climate and Nature Disclosure Statement**<br>• Metric and Targets – Vitasoy's carbon footprint – Scope 3 emissions (P. 79) | |

| Part D: Climate-related Disclosures | | Location of Disclosures | Additional Remarks |
|---|---|---|---|
| **Climate-related transition risks** | | | |
| 30 | The amount and percentage of assets or business activities vulnerable to climate-related transition risks. | **Vitasoy Climate and Nature Disclosure Statement**<br>• Other metrics and targets (P. 78) | In progress to review the impact of EU deforestation law and preparing the associated regulatory requirement.<br>Ongoing monitoring of international regulations related to plastic packaging.<br>The Group has identified that certain assets and business activities are exposed to climate-related transition and physical risks through scenario analysis. However, the Group has not disclosed the amount and percentage of such exposed assets or activities during the reporting period, because the Group does not yet have a standardised methodology to map climate-related risks to specific financial line items. The Group intends to disclose such quantitative information when reliable methodologies and data become available without undue cost or effort. |
| **Climate-related physical risks** | | | |
| 31 | The amount and percentage of assets or business activities vulnerable to climate-related physical risks. | **Vitasoy Climate and Nature Disclosure Statement**<br>• Other metrics and targets (P. 78) | The Group has identified that certain assets and business activities are exposed to climate-related transition and physical risks through scenario analysis. However, the Group has not disclosed the amount and percentage of such exposed assets or activities during the reporting period, because the Group does not yet have a standardised methodology to map climate-related risks to specific financial line items. The Group intends to disclose such quantitative information when reliable methodologies and data become available without undue cost or effort.We also conduct ongoing evaluation of nature- and climate-related risks affecting our upstream suppliers of high-spend key commodities. |
| **Climate-related opportunities** | | | |
| 32 | The amount and percentage of assets or business activities aligned with climate-related opportunities | **Vitasoy Climate and Nature Disclosure Statement**<br>• Other metrics and targets (P. 78) | The Group considers its plant-based product portfolio to be aligned with climate-related opportunities, particularly the transition to lower-carbon food systems.<br>During the reporting period, plant-based products accounted for approximately 92% of the Group's product formulations. This percentage is derived based on internal product composition data across the Group's portfolio. The Group has not disclosed the corresponding monetary amount of assets or business activities aligned with these climate-related opportunities as it is business confidential information. |

| Part D: Climate-related Disclosures | | Location of Disclosures | Additional Remarks |
|---|---|---|---|
| **Capital deployment** | | | |
| 33 | The amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities. | **Vitasoy Climate and Nature Disclosure Statement**<br>• Other metrics and targets (P. 78) | While the Group's capital expenditure, financing and investment activities support its climate- and nature-related strategy, the Group has not disclosed the specific amounts of capital deployed towards climate-related risks and opportunities during the reporting period.<br>This is because climate-related expenditures are not currently tracked or classified separately within the Group's financial reporting systems. Capital investments are evaluated and approved based on overall business and strategic priorities, including operational efficiency, supply chain resilience and product innovation, which collectively contribute to addressing climate-related risks and opportunities. |
| **Internal carbon prices** | | | |
| 34 | (a) An explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and<br>(b) The price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; or an appropriate negative statement that the issuer does not apply a carbon price in decision-making. | **Vitasoy Climate and Nature Disclosure Statement**<br>• Metrics and Targets - Internal carbon prices (P. 81) | |
| **Remuneration** | | | |
| 35 | Whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement | **Vitasoy Climate and Nature Disclosure Statement**<br>• Resilience of our strategy (P. 73) | |
| **Industry-based metrics** | | | |
| 36 | Industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. | **Not Applicable** | The Group monitors performance through internal key performance indicators tailored to our specific business activities. Standardized industry-based metrics have not been adopted for this reporting period. |
| **Climate-related targets** | | | |
| 37(a) | The qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals. | **Vitasoy Climate and Nature Disclosure Statement**<br>• Metrics and Targets (P. 77) | |

| Part D: Climate-related Disclosures | | Location of Disclosures | Additional Remarks |
|---|---|---|---|
| 37(b) | Any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose:<br>(a) The metric used to set the target.<br>(b) The objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives).<br>(c) The part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region).<br>(d) The period over which the target applies.<br>(e) The base period from which progress is measured.<br>(f) Any milestones or interim targets.<br>(g) If the target is quantitative, whether the target is an absolute target or an intensity target.<br>(h) How the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target. | **Sustainability at Vitasoy**<br>• Conclusion of the FY2025/26 KPI Cycle (P. 16 - 17)<br>**Making Products the Right Way: Manufacturing**<br>• Green Manufacturing (P. 37)<br>**Vitasoy Climate and Nature Disclosure Statement**<br>• Metrics and Targets (P. 77) | |
| 38(a) | Whether the target and the methodology for setting the target has been validated by a third party. | **Not Applicable** | The Group target has been set based on the baseline of our climate and nature-related impact across our operations and value chain. |
| 38(b) | The issuer's processes for reviewing the target. | **Sustainability at Vitasoy**<br>• Conclusion of the FY2025/26 KPI Cycle (P. 16 - 17)<br>**Vitasoy Climate and Nature Disclosure Statement**<br>• Metrics and Targets (P. 77) | |
| 38(c) | The metrics used to monitor progress towards reaching the target. | | |
| 38(d) | Any revisions to the target and an explanation for those revisions. | | |
| 39 | The issuer's performance against each climate-related target and an analysis of trends or changes in the issuer's performance. | | |
| 40(a) | Which greenhouse gases are covered by the target. | | |
| 40(b) | Whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target. | | |
| 40(c) | Whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target. | **Not Applicable** | We do not currently disclose a separate gross greenhouse gas emissions target. |
| 40(d) | Whether the target was derived using a sectoral decarbonisation approach. | **Not Applicable** | Our target was not derived using a sectoral decarbonisation approach |
| 40(e) | The issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose:<br>(i) The extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits.<br>(ii) Which third-party scheme(s) will verify or certify the carbon credits.<br>(iii) The type of carbon credit, including whether the underlying offset will be nature based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal.<br>(iv) Any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset). | **Not Applicable** | We do not currently use carbon credits to achieve our climate-related targets. |

# GRI Standards

Vitasoy International Holdings Limited has reported 'with reference' to GRI Standards for the period 1st April 2025- 31st March 2026.

| GRI Standards | | Locations of Disclosures | Additional Remarks |
|---|---|---|---|
| ***GRI 2: General Disclosures 2021*** | | | |
| 2-1 | Organisational details | **About This Report (P. 5)** | |
| 2-2 | Entities included in the organization's sustainability reporting | **About This Report (P. 5)** | |
| 2-3 | Reporting period, frequency, and contact point | **About This Report (P. 5)** | |
| 2-4 | Restatements of information | | There have been no restatements of information. |
| 2-5 | External assurance | **Independent Assurance Report (P. 60)** | |
| 2-6 | Activities, value chain and other business relationships | **Reporting What Matters**<br>• About Vitasoy (P. 9)<br>**Making Products the Right Way: Supply Chain**<br>• Vitasoy supplier categorisation (P. 46) | There have been no significant changes in the Group's value chain compared to the previous reporting period. |
| 2-7 | Employees | **Making Products the Right Way: Workplace**<br>• Vitasoy's employment profile (P. 53)<br>• Sustainability Performance Table (P. 63) | |
| 2-8 | Workers who are not employees | **Not disclosed** | |
| 2-9 | Governance structure and composition | **Sustainability Governance (P. 19)** | Please also refer to our Annual Report |
| 2-10 | Nomination and selection of the highest governance body | | |
| 2-11 | Chair of the highest governance body | | |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | **Sustainability Governance (P. 19)** | |
| 2-13 | Delegation of responsibility for managing impacts | **Sustainability Governance (P. 19)** | |
| 2-14 | Role of the highest governance body in sustainability reporting | **Sustainability Governance (P. 19)** | |
| 2-15 | Conflicts of interest | **Sustainability at Vitasoy**<br>• Sustainability governance (P. 19) | Please also refer to our Annual Report |
| 2-16 | Communication of critical concerns | **Business Ethics and Integrity (P. 21)** | |
| 2-17 | Collective knowledge of the highest governance body | | |
| 2-18 | Evaluation of the performance of the highest governance body | | |
| 2-22 | Statement on sustainable development strategy | **Chairman's Message (P. 3 - 4)** | |
| 2-23 | Policy commitments | **Making the Right Products: Portfolio (P. 23)**<br>**Making products the Right Way: Manufacturing (P. 37)**<br>**Making products the Right Way: Workplace (P. 51)**<br>**Making products the Right Way: Supply Chain (P. 45)**<br>**Making products the Right Way: Community (P. 57)** | |
| 2-24 | Embedding policy commitments | **Integrating ESG Risks into Risk Management (P. 20)** | |

| GRI Standards | | Locations of Disclosures | Additional Remarks |
|---|---|---|---|
| 2-25 | Processes to remediate negative impacts | **Integrating ESG Risks into Risk Management (P. 20)** | |
| 2-26 | Mechanisms for seeking advice and raising concerns | **Integrating ESG Risks into Risk Management (P. 20)** | |
| 2-27 | Compliance with laws and regulations | | There were no incidents of non-compliance with laws and regulations, significant fines or non-monetary sanctions that had a significant impact on the Group during the reporting period. |
| 2-28 | Membership associations | | In Hong Kong SAR, the Group participates in community groups promoting environmental and social sustainability such as the Business Environment Council and the Caring Company Scheme organised by Hong Kong Council of Social Service. |
| 2-29 | Approach to stakeholder engagement | **Double Materiality Matrix (P. 8)** | |
| 2-30 | Collective bargaining agreements | | Employees are not restricted from forming or joining collective bargaining agreements and the Company does not actively track such information. |
| ***GRI 3: Material Topics 2021*** | | | |
| 3-1 | Process to determine material topics | **Reporting What Matters (P. 7)** | |
| 3-2 | List of material topics | **Double Materiality Matrix (P. 8)** | |
| ***GRI 301: Materials 2021*** | | | |
| 3-3 | Management of material topics | **Making the Right Products: Packaging (P. 30)** | |
| 301-1 | Materials used by weight or volume | **Transforming product packaging (P. 30)** | |
| ***GRI 302:Energy 2016*** | | | |
| 3-3 | Management of material topics | **Making products the Right Way: Manufacturing (P. 37)** | |
| 302-1 | Energy consumption within the organisation | **Energy & Water Efficiency (P. 40 - 41)**<br>**Sustainability Performance Table (P. 62)** | |
| 302-3 | Energy intensity | **Manufacturing performance against targets (P. 39)**<br>**Energy and water efficiency (P. 40 - 41)**<br>**Sustainability Performance Table (P. 62)** | |
| ***GRI 303:Water and Effluents 2018*** | | | |
| 3-3 | Management of material topics | **Energy and water efficiency (P. 40 -41)** | Water-related risks are considered in the Group's analysis of physical risks associated with various climate and nature scenarios. |
| 303-3 | Water withdrawal | **Sustainability Performance Table (P. 62)**<br>**Vitasoy Climate and Nature Disclosure Statement (P. 65)** | 100% of water use in manufacturing comes from municipal water sources except for the Philippines. |
| ***GRI 101: Biodiversity 2024*** | | | |
| 3-3 | Management of material topics | **Vitasoy Climate and Nature Disclosure Statement (P. 65)** | |
| 101-1 | Policies to halt and reverse biodiversity loss | **Sustainable farming (P. 47)** | |
| 101-2 | Management of biodiversity impacts | **Vitasoy Climate and Nature Disclosure Statement (P. 65)** | |
| 101-4 | Identification of biodiversity impacts | **Nature-related dependencies and impacts (P. 68)** | |

| GRI Standards | | Locations of Disclosures | Additional Remarks |
|---|---|---|---|
| ***GRI 305: Emissions 2016*** | | | |
| 3-3 | Management of material topics | **Making products the Right Way: Manufacturing (P. 37)** | |
| 305-1 | Direct (Scope 1) GHG emissions | **Manufacturing performance against targets (P. 39)**<br>**Sustainability Performance Table (P. 65)** | Reported GHG emissions include $CO_2$, $CH_4$, $N_2O$, HFCs, and did not involve emissions from biogenic sources. The GHG calculation is in line with the Greenhouse Gas Protocol. |
| 305-2 | Energy indirect (Scope 2) GHG emissions | | |
| 305-3 | Other indirect (Scope 3) GHG emissions | | |
| ***GRI 306: Waste 2020*** | | | |
| 3-3 | Management of material topics | **Making Products the Right Way: Manufacturing (P. 37)** | |
| 306-1 | Waste generation and significant waste-related impacts | **Manufacturing waste diverted from landfill (P. 43)**<br>**Addressing food waste (P. 44)** | |
| 306-2 | Management of significant waste-related impacts | **Manufacturing waste diverted from landfill (P. 43)**<br>**Addressing food waste (P. 44)** | |
| 306-3 | Waste generated | **Managing Waste to Landfill (P. 42)**<br>**Sustainability Performance Table (P. 62)** | |
| 306-4 | Waste diverted from disposal | **Manufacturing waste diverted from landfill (P. 43)**<br>**Sustainability Performance Table (P. 62)** | |
| ***GRI 308: Supplier Environmental Assessment 2016*** | | | |
| 3-3 | Management of material topics | **Making Products the Right Way: Supply Chain (P. 46)** | |
| 308-1 | New suppliers that were screened using environmental criteria | **Supplier ESG Management (P. 48)** | |
| ***GRI 401: Employment 2016*** | | | |
| 3-3 | Management of material topics | **Making Products the Right Way:  Workplace (P. 52)** | |
| 401-1 | New employee hires and employee turnover | **Sustainability Performance Table (P. 63)** | |
| ***GRI 405: Diversity and Equal Opportunity 2016*** | | | |
| 3-3 | Management of material topics | **Making Products the Right Way – Workplace (P. 52)** | |
| 405-1 | Diversity of governance bodies and employees | **Sustainability Performance Table (P. 63)** | Please also refer to our Annual Report |
| ***GRI 414: Supplier Social Assessment 2016*** | | | |
| 3-3 | Management of material topics | **Making Products the Right Way – Supply Chain (P. 46)** | |
| 414-1 | New suppliers that were screened using social criteria | **Supplier ESG Management (P. 48)** | |
| ***GRI 416: Customer Health and Safety 2016*** | | | |
| 3-3 | Management of material topics | **Making the Right Products – Portfolio (P. 23)** | |
| 416-1 | Assessment of the health and safety impacts of product and service categories | **Ensuring health and safety (P. 27)** | |
| ***GRI 417: Marketing and Labeling 2016*** | | | |
| 3-3 | Management of material topics | **Making the Right Products – Portfolio (P. 23)** | |
| 417-1 | Requirements for product and service information and labeling | **Healthier Choices (P. 27 - 28)** | |
| ***GRI 418: Customer Privacy 2016*** | | | |
| 3-3 | Management of material topics | **Cybersecurity and data privacy (P. 21)** | |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | | There were no substantiated complaints concerning breach of customer privacy and/or loss of customer data during the reporting period. |