



Purposeful
Performance



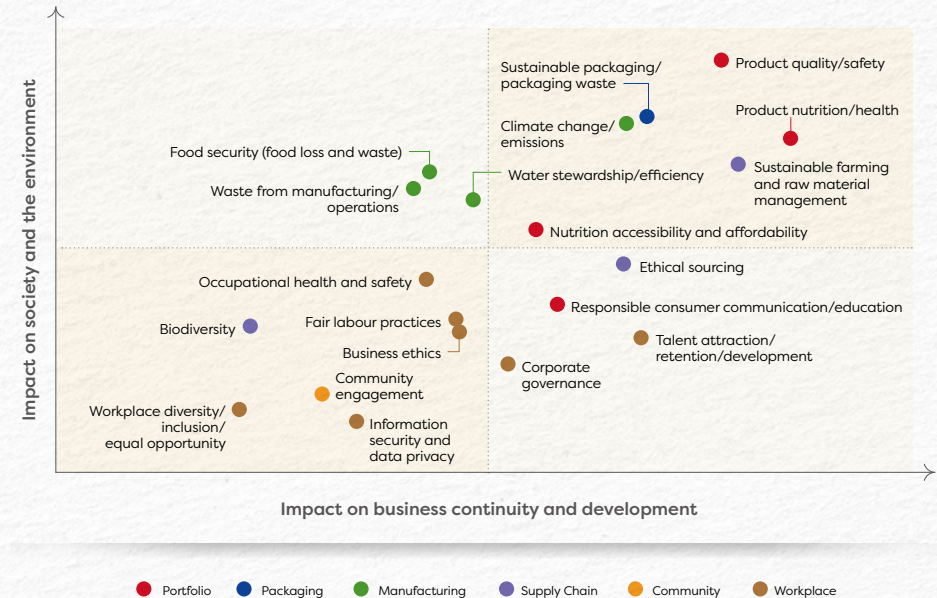
Vitasoy: A Singular Purpose

We are united by a singular purpose: “To craft tasty, nutritious plant-based products that care for both your well-being and the world we live in.” Our goal at Vitasoy is to make the right products and to make them in the right way. This philosophy guides our policies, decisions and operations and ensures they are aligned with our core values of **Nutrition, Taste** and **Sustainability**.



Vitasoy Double Materiality Matrix

To identify, prioritise and address the sustainability topics most relevant to our business and stakeholders, we conduct a rigorous materiality assessment process at least every three years. The findings of our previous assessment, completed in FY2022/23, are reflected in our double materiality matrix. The next review of the matrix will be held in FY2026/27.



A Refreshed Sustainability Framework

Our Sustainability Framework provides a comprehensive structure for organising the Group’s ESG initiatives and evaluating performance. During the year, the ESG Committee endorsed a new Sustainability Framework with goals for 2030/31 that will succeed our 2025/26 goals and integrate climate and nature considerations more systematically into our risk management, strategic planning and operations.

VITASOY SUSTAINABILITY FRAMEWORK



To craft tasty, nutritious plant-based products that care for both your well-being and the world we live in

Making the Right Products

Making Products the Right Way

Refer to Sustainability Report for KPI definitions

Portfolio

Plant-based Products

Increase plant-based product offerings

FY2025/2026 Performance: **92%**

FY2030/2031 Goal: **Maintain ≥92%**

2. Climate Action, 3. Good Health and Well-being

Nutritious Products

Increase product offerings meeting Vitasoy Nutrition Criteria

FY2025/2026 Performance: **90%**

FY2030/2031 Goal: **Maintain ≥90%**

2. Climate Action, 3. Good Health and Well-being

Low Saturated Fat

Increase "low saturated fat" product offerings

FY2025/2026 Performance: **95%**

FY2030/2031 Goal: **Maintain ≥95%**

2. Climate Action, 3. Good Health and Well-being

Low & No Added Sugar Products

Increase "low & no added sugar" product offerings

FY2025/2026 Performance: **72%**

FY2030/2031 Goal: **≥80%**

2. Climate Action, 3. Good Health and Well-being

Front-of-Pack Nutrition Label

Nutrition label in all key markets

FY2025/2026 Performance: **100%**

FY2030/2031 Goal: **Maintain 100%**

3. Good Health and Well-being

Packaging

Carton Paper

Increase laminated carton packs with the FSC certification

FY2025/2026 Performance: **100%**

FY2030/2031 Goal: **Maintain 100%**

12. Responsible Consumption and Production

Glass

Glass bottle recycling rate

FY2025/2026 Performance: **91%**

FY2030/2031 Goal: **Maintain ≥90%**

12. Responsible Consumption and Production

Plastics

Optimise plastic bottles and bottle caps design with lightweight materials

Increase replacement of Virgin PET with Recycled PET

Increase the use of paper straws and paper sleeves to replace plastics

FY2025/2026 Performance: **91%**

FY2030/2031 Goal: **Maintain ≥90%**

12. Responsible Consumption and Production

Climate

Carbon Footprint

Reduce carbon emissions of our operations, value chain and product portfolio

FY2025/2026 Scope 1 + 2 emission intensity: **0.11** kgCO₂e per kg

FY2025/2026 Scope 3 emission intensity: **0.56** kgCO₂e per kg

Align climate and nature disclosure with TCFD and TNFD frameworks

13. Climate Action

Manufacturing

Energy

Reduce energy used to manufacture each unit of product

FY2025/2026 Performance: **-8.6%**

FY2030/2031 Goal: **-10%** vs FY2023/2024

7. Affordable and Clean Energy, 12. Responsible Consumption and Production

Water

Reduce water used to manufacture each unit of product

FY2025/2026 Performance: **-4.7%**

FY2030/2031 Goal: **-10%** vs FY2023/2024

6. Clean Water and Sanitation, 12. Responsible Consumption and Production

Waste

Reduce manufacturing waste to landfill

FY2025/2026 Performance: **98%**

FY2030/2031 Goal: **≥98%**

12. Responsible Consumption and Production

Suppliers

Supplier Management

Supplier ESG risk assessment

Prioritise sustainable sourcing via farming guidelines, sourcing policies, and zero-deforestation commitments

Drive supplier ESG engagement via audits, training, and carbon data collection

2. Climate Action, 8. Decent Work and Economic Growth, 12. Responsible Consumption and Production

Workplace

Health and Safety

Lost-time injury rate

FY2025/2026 Performance: **0.46**

FY2030/2031 Goal: **0**

8. Decent Work and Economic Growth

Inclusive Workplace

Overall gender ratio: **48% : 52%**

Gender ratio (manager and above): **52% : 48%**

Average training hours per employee: **18.2 p.a**

8. Decent Work and Economic Growth

Community

Community Engagement

Multi-year school nutrition and education programme in Chinese Mainland

Partnership with NGOs and schools to promote plant-based nutrition

Partnership with environmental organisations to support nature conservation

2. Climate Action, 3. Good Health and Well-being

3



Portfolio

We are committed to “making the right products” by ensuring they are both environmentally sustainable and healthy. We use plant-based ingredients such as soy, oats, and almonds and innovative production processes that minimise our greenhouse gas emissions, water usage and land consumption.

Plant-based Milk



92%

Plant-based product

Plant-based Yogurt



95%

Products meeting low saturated fat target

Tofu



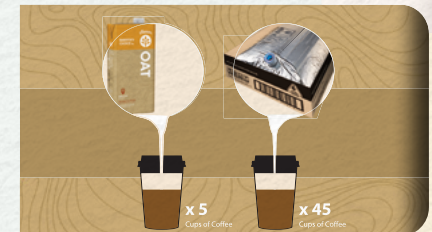
72%

Products meeting low sugar and no added sugar targets

Packaging

In line with our [Responsible Packaging Policy](#), we continued to advance the use of more sustainable materials and designs in our primary and secondary packaging during the year. These included several pilot projects and initiatives aimed at reducing plastic consumption and lowering package weight.

In **Australia**, we introduced a 9 litre bag format for the coffee shop channel as an alternative to the existing 1 litre carton.



For illustration purposes only. Actual cup yield may vary depending on coffee type and preparation method.



In **Hong Kong SAR**, we expanded our packaging options with the introduction of a large PET bottle format for our No Sugar Tea range.

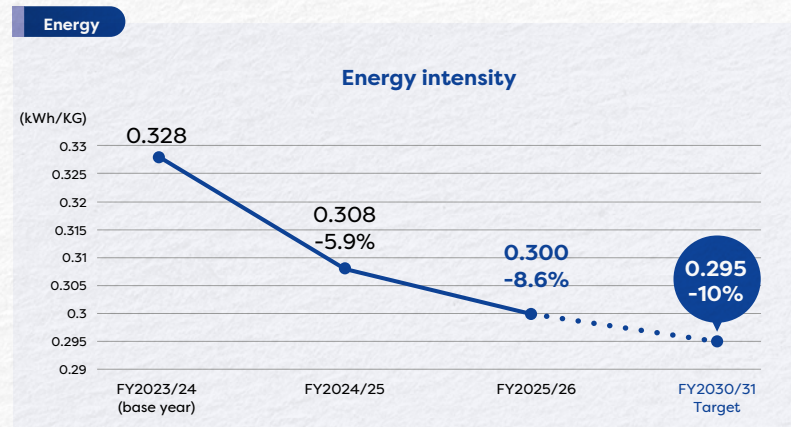
In the **Chinese Mainland**, we re-engineered the structural design of our existing 500ml PET bottle to increase bottle strength, creating new opportunities for further reducing bottle weight.





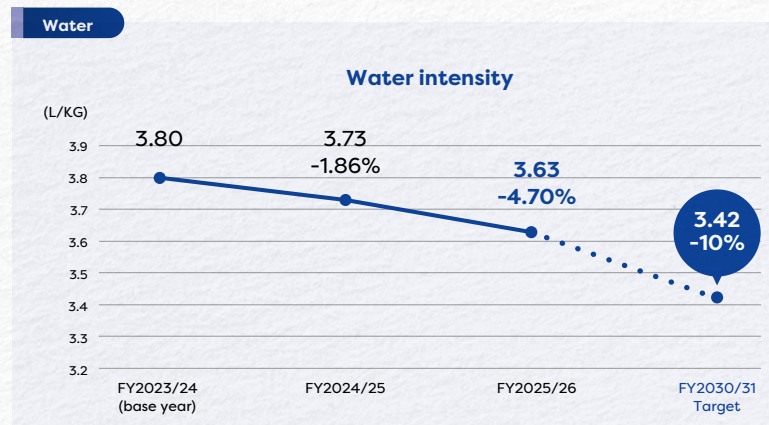
Manufacturing

In our Sustainability Strategy, we are committed to reducing the environmental impacts of our production facilities in the Chinese Mainland, Hong Kong SAR, Singapore, the Philippines and Australia. Our main focus is on energy consumption, water use and waste generation.



Zero Landfill achieved

≥98%
in FY25/26



Supply Chain

As set out in our Responsible Procurement Policy, we address key drivers of nature loss through policies and practices on non-GM sourcing and zero deforestation.

We also focus on the risks and opportunities associated with working conditions and environmental impacts across our supply chain.

Regular ESG audits for over 40% of high-impact suppliers.

Training in environmental and social issues for suppliers.

Launch of TCFD and TNFD-aligned nature-related risk assessments for key raw materials to mitigate biodiversity loss.



Encouraging suppliers to go electric

To reduce logistics-related emissions, Vitasoy partnered with third-party logistics (3PL) providers in Mainland China to adopt electric vehicle (EV) trucks. Following extensive research and feasibility trials on routes under 150 km, the initiative successfully cut Well-to-Wheel (WTW) greenhouse gas (GHG) emissions by **50%**, NOx by **74%**, and particulate matter (PM) by **7%**.



Workplace

At Vitasoy, we drive performance by creating a purpose-driven, inclusive and safe corporate culture. We focus on growing and developing talent and keeping pace with our employees' evolving expectations by continuously engaging them.



LEAD and REWARD – Employee Engagement and Recognition

- “Leadership Lounge” sessions for connecting talent with executives.
- Annual Global Excellence Award: celebrates teams that excel in achieving business outcomes, championing culture and building the company's capabilities.



GROW – Employee Development

- We want our associates' careers to grow with us, so we strive to develop their skills to match our critical business needs.
- Launch of year-long cross market mentorship programme pairing high potential employees with senior leaders.



THRIVE – Fair and Safe Working Environment

- Strengthened health and safety awareness across our operations through continuous training and communication.



Community Engagement

We aim to create lasting positive impact in the communities where we operate through our Community Engagement Strategy. Our focus is on public education and helping communities make healthier, more informed choices.



Chinese Mainland: Our Community Care programme reached around **14,000 children** with nutrition education and soymilk donations.



Hong Kong: Our “Beverage Carton Recycling Programme” recovering over **12,000 kg** of cartons from 500+ locations.



Australia: Continued our “**Buy a Litre, Restore a Metre**” campaign to restore farmland with the Mulloon Institute.



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For details of our sustainability performance
in 2025/26, please visit:



www.vitasoy.com

Vitasoy Sustainability Report 2025/26

We welcome your feedback

You are invited to share your suggestions on how we can enhance our sustainability performance and disclosure. Please contact us via our website or directly at sustainability@vitasoy.com.