



Bega Cheese Limited

2025 SUSTAINABILITY REPORT



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About this report

This is the 2025 Sustainability Report (Report) published by Bega Cheese Limited (ABN 81 008 358 503). Bega Cheese Limited is a company publicly listed on the Australian Securities Exchange (ASX Code: BGA). Unless otherwise stated, this Report details the performance of Bega Cheese Limited in relation to material and other sustainability impacts during the financial year 1 July 2024 to 30 June 2025 (FY2025). Material sustainability topics are those which represent our most significant impacts.

All references to a year refer to FY2025, unless otherwise stated. Some data has been included for previous financial years to provide trend information and context. Throughout this Report we use the terms "Bega Group," "Bega Cheese," "the Company," "the Group," "we," or "us" when referring to the entity of Bega Cheese Limited and its subsidiaries. An outline of the current company structure and entity ownership is provided on page 10, with further details provided on page 85 of the 2025 Bega Cheese Limited Annual Report (Annual Report). Entities and the associated performance data included in the scope and boundary of this Report are listed in Appendix A. All currency referred to in this Report is in Australian dollars, unless otherwise stated.

This Report references the GRI Standards and the SASB Standard for Processed Foods (2023-12). A navigation index with links to relevant sections of the document is provided in Appendix D. We produce a suite of public reports including an Annual Report, Corporate Governance Statement, Workplace Gender Equality Report, an Australian Packaging Covenant Organisation Annual Report and a Modern Slavery Statement. This Report should be read in conjunction with our Corporate Governance Statement and the Annual Report, which provides a detailed overview of our financial and operating performance for FY2025.

We have, where appropriate, verified the source and accuracy of the information contained in this Report, and obtained limited independent assurance in relation to selected information. An assurance statement is provided in Appendix C. Where there are changes to previously reported data, this is explained in notes where the restated information appears.

This Report contains forward-looking statements. Forward-looking statements may be identified using terms including 'forecast,' 'estimate,' 'expect,' 'believe,' 'target,' 'likely,' 'anticipate,' 'should,' 'could,' 'intend,' 'aim' or similar expressions. These forward-looking statements are not guarantees or predictions of future performance. They are based on our good faith assumptions as at the date of this Report. Such statements can be impacted by known and unknown risks, uncertainties and other factors, many of which are beyond our control, and which may cause actual results and performance to differ materially from those expressed or implied in the forward-looking statements.

Readers are cautioned to not place undue reliance on forward-looking statements. Except as required by applicable laws or regulations, we do not undertake any obligation to publicly update or revise such forward looking statements or advise of a change in assumptions on which the statements are based. Past performance cannot be relied on as a guide to future performance.

The Board of Bega Cheese Limited has reviewed and approved the publication of this Report. Please address any questions, comments or suggestions to beqa.admin@bega.com.au. Previous reports are available at www.begagroup.com.au.

About us

Bega Group is an integrated producer of packaged foods, beverages and ingredients that millions of people use every day.

We operate across two business segments:

1. Branded – consumer and foodservice products sold through grocery, route, foodservice, petrol and convenience channels.
2. Bulk – nutritional powders and dairy ingredients sold primarily to food manufacturers.



About us

Since 2001 we have transformed from a dairy co-operative with a strong regional cheese brand into a diversified branded food and beverage business. This transition from a commodity-led to a brand-led company has generated higher and more consistent earnings.

We will continue to strengthen and grow as a branded food products company, which creates value for our customers, consumers, suppliers and investors and advances us towards our vision to become a great Australian Food company.



BUILD 1899–2000

Dairy co-operative based in Bega Valley.

Primarily cheese production at Bega sites.



EXPAND 2001–2016

Increase in scale with acquisition of Tatura Milk Industries and investment in capacity.

Successful ASX listing and accessing growth capital.

Expanded dairy portfolio – nutritionals, cream cheese, cheese cut and wrap.



BALANCE 2017–2020

New platform with acquisition of grocery brands.

Shift in focus to grow branded business while diversifying milk sourcing.

Branded food portfolio including Vegemite.

Products expanded into non-dairy categories.



STRENGTH 2021–2025

Acquisition of dairy and drinks.

Increased brand portfolio with iconic dairy brands.

Extensive cold chain distribution network with expanded customer base.

Accelerated investments in innovation and branded growth.

Portfolio expanded into branded beverages, yoghurts and more.



FUTURE 2026–2030

Product innovation that responds to the functional health benefits of dairy.

Productivity through technology and scale.

Grow international branded presence.

Expand global sourcing.

Chairman and Chief Executive Officer's report

Barry Irvin
Executive Chairman

Pete Findlay
Chief Executive Officer



This year Bega Group launched a refreshed approach to our sustainability strategy. Great Food for a Better Future focuses on three pillars: circularity, community and collaboration. These reflect our heritage in the Bega Valley, our long-term partnerships, and our growth as a food producer. This Report details our commitments and our progress across a range of impacts from staff safety and wellbeing, to food safety and greenhouse gas emissions.

The Better Future Strategy presents opportunities for us to realise multiple benefits by incorporating learnings from the Bega Circular Valley program into the business. This work is in its first phase, focusing on measuring circularity and understanding priorities to improve balancing a commitment to continuous improvement and efficiency gains while laying the groundwork for long-term, transformative change.

Our work this year has also included preparing for mandatory reporting on climate-related risks and opportunities in FY2026 in accordance with AASB S2 and the *Corporations Act 2001*. While we have publicly reported our scope 1 and 2 emissions since FY2010, we have, this year, focused on estimating our scope 3 emissions and conducting a climate risk scenario analysis to provide a foundation for further assessment and disclosure.

The global and domestic operating context again brought challenges this year. Inflationary and cost-of-living pressures have continued to impact the domestic market, with large retail customers concentrating on cost reductions and creating value for money for consumers. To meet this shift in emphasis, we have focused on increasing efficiency in our operations and supply chain and reducing complexity in our brands.

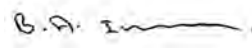
Weather events again created difficult conditions for our farmers. Western Victoria, South Australia, and Gippsland experienced drought conditions while some of our farmer suppliers in New South Wales were impacted by floods. There has been a shift towards drier conditions across southern Australia, particularly for the cool season months from April to October.

Responding to consumer needs and demands is vital to our business. Our diversified brand portfolio was positioned well to do this, with our multi-channel brands maintaining their presence in Australian households. While our consumers want value for money, they also seek convenience as well as different health and nutrition outcomes. Voluntary Health Star Ratings now appear on more than 75% of labels on our milk, milk beverages, yoghurt, drinks, and peanut butter products. Consumers are adopting the latest trends very quickly. This year we launched new products in gut health as well as protein-fortified products, which is a growth market rapidly becoming a consumer expectation. Dare Protein became the number one protein iced coffee, while millions of bottles of Dairy Farmers Protein Smoothies sold within months of launch.

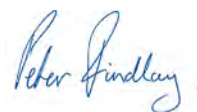
Our safety performance improved markedly this year with Total Recordable Incidents dropping 30% year-over-year, reflecting sustained investment in our six life-saving rules and comprehensive safety programs. We have narrowed our gender pay gap and exceeded our target of 30% women on our Board by 2027. We have increased our sourcing of certified palm oil and coffee ingredients and developed a new sourcing policy for cocoa. Our work in sustainable packaging proved to be more challenging this year. Almost 90% of total packaging in the 2024 calendar year was reusable, recyclable or compostable and the recycled content of our packaging increased by 5% over the same period. However, there has been a general lack of progress toward national packaging targets, and a government review has pointed to significant barriers. Due to a significant increase in costs, we have made the decision to reduce the percentage of recycled plastic used in some bottles, including flavoured milk and juice impulse products. Our \$14 million investment in in-house production of bottles will enable us to increase the use of recycled material in the future.

In May, we announced the consolidation of our Strathmerton cheese processing and packaging operations into our Ridge Street site in Bega. Subsequent to the end of the financial year, we announced our exit from our peanut processing business, the Peanut Company of Australia Pty Ltd. This will impact sites at Kingaroy and Tolga in Queensland. We are working closely with impacted staff at all three sites to support them during this period.

We thank all our stakeholders, particularly our employees, farmer suppliers, partners, the executive team, and Directors for their commitment to our sustainability work throughout the year.



Barry Irvin
Executive Chairman



Peter Findlay
Chief Executive Officer

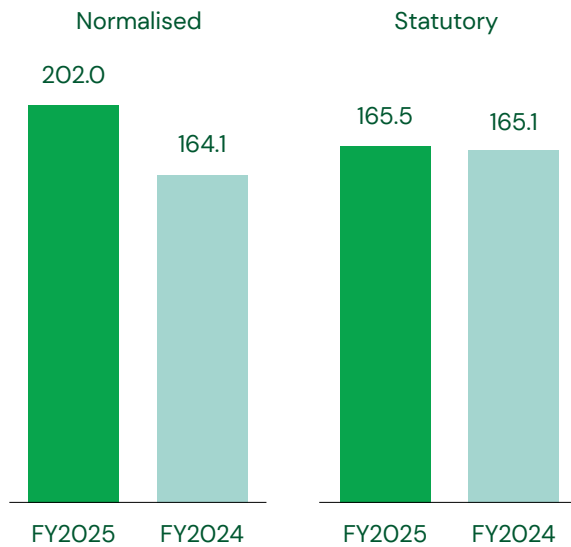
FY2025 performance at a glance

Revenue

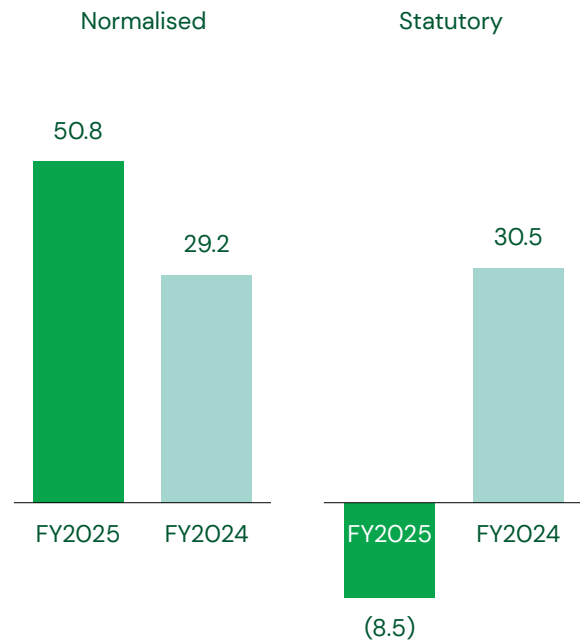
FY2025
\$3.54
 billion

FY2024
\$3.52
 billion

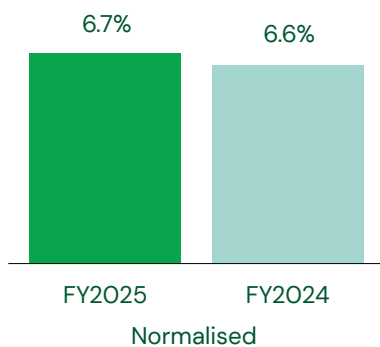
EBITDA (\$ million)



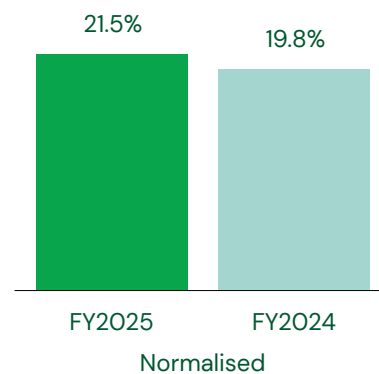
Profit after tax (\$ million)



Branded EBITDA margin

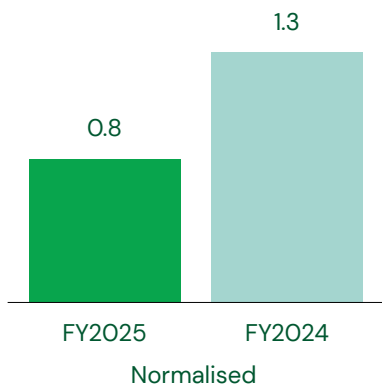


Group gross margin

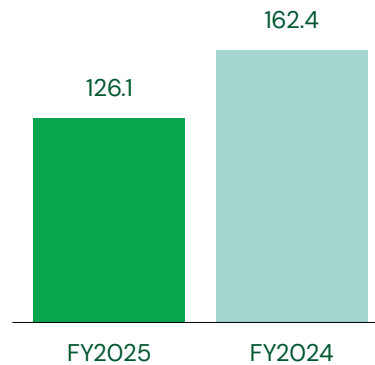


FY2025 performance at a glance

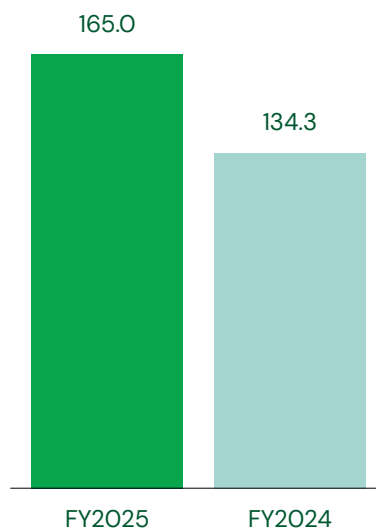
Leverage ratio[#]



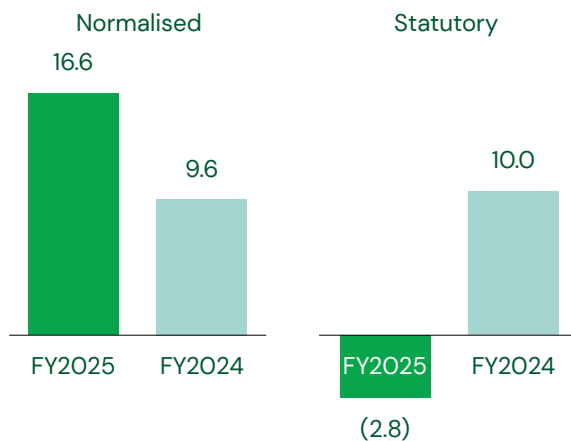
Net debt (\$ million)



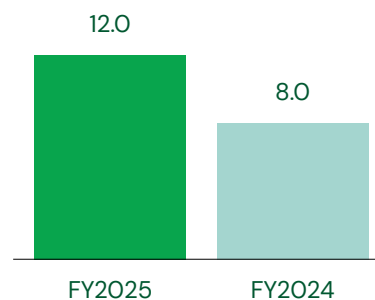
Cash flows from operating activities (\$ million)



Basic earnings per share (cents)



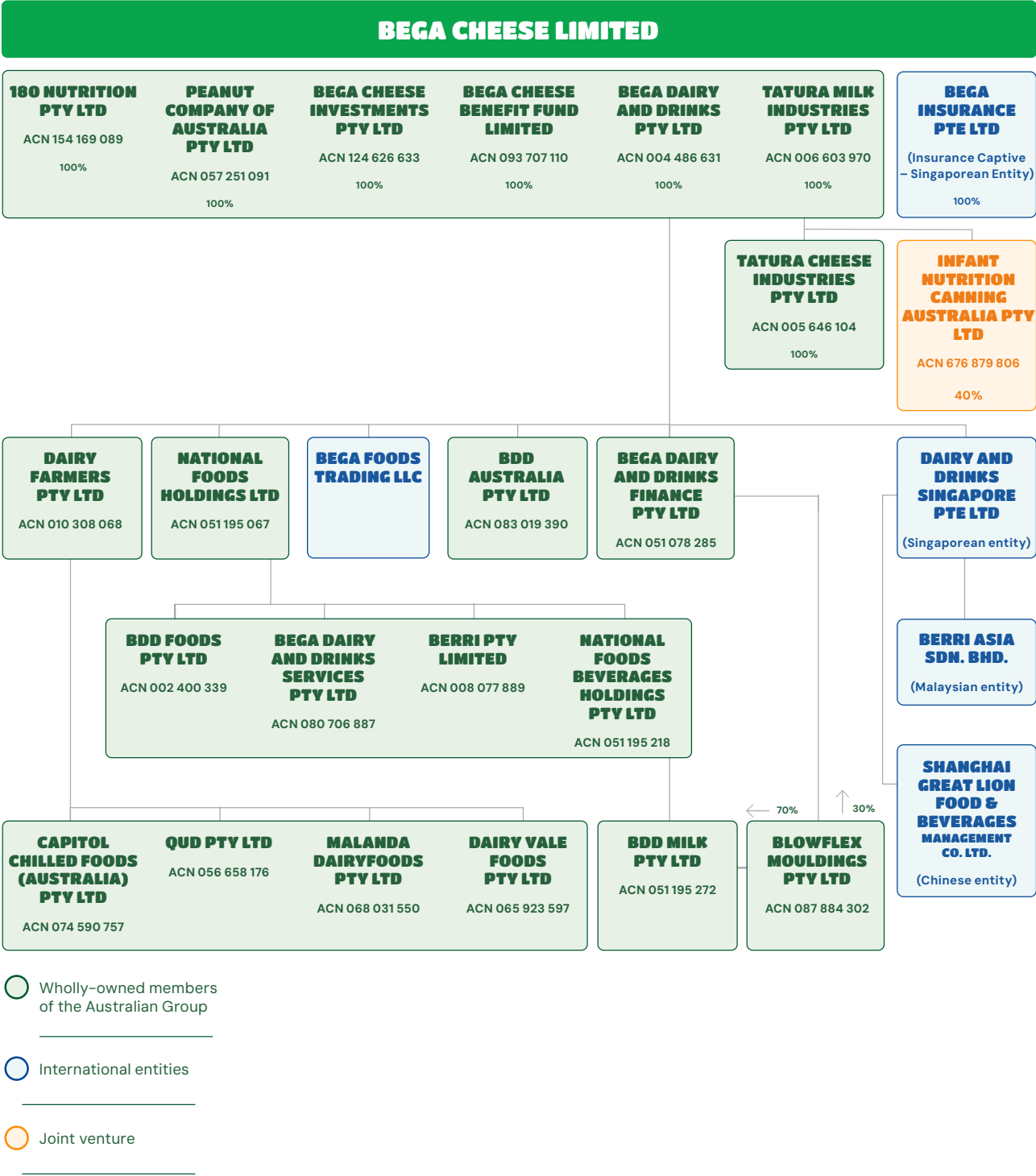
Total dividend per share (cents)



[#]Net debt/normalised EBITDA (adjusted for AASB 16 leases).

Company structure

as at 30 June 2025



Manufacturing and distribution

Our integrated network produces and delivers chilled food daily across Australia. This extensive reach and strong retail partnerships ensure our brands are readily available nationwide.

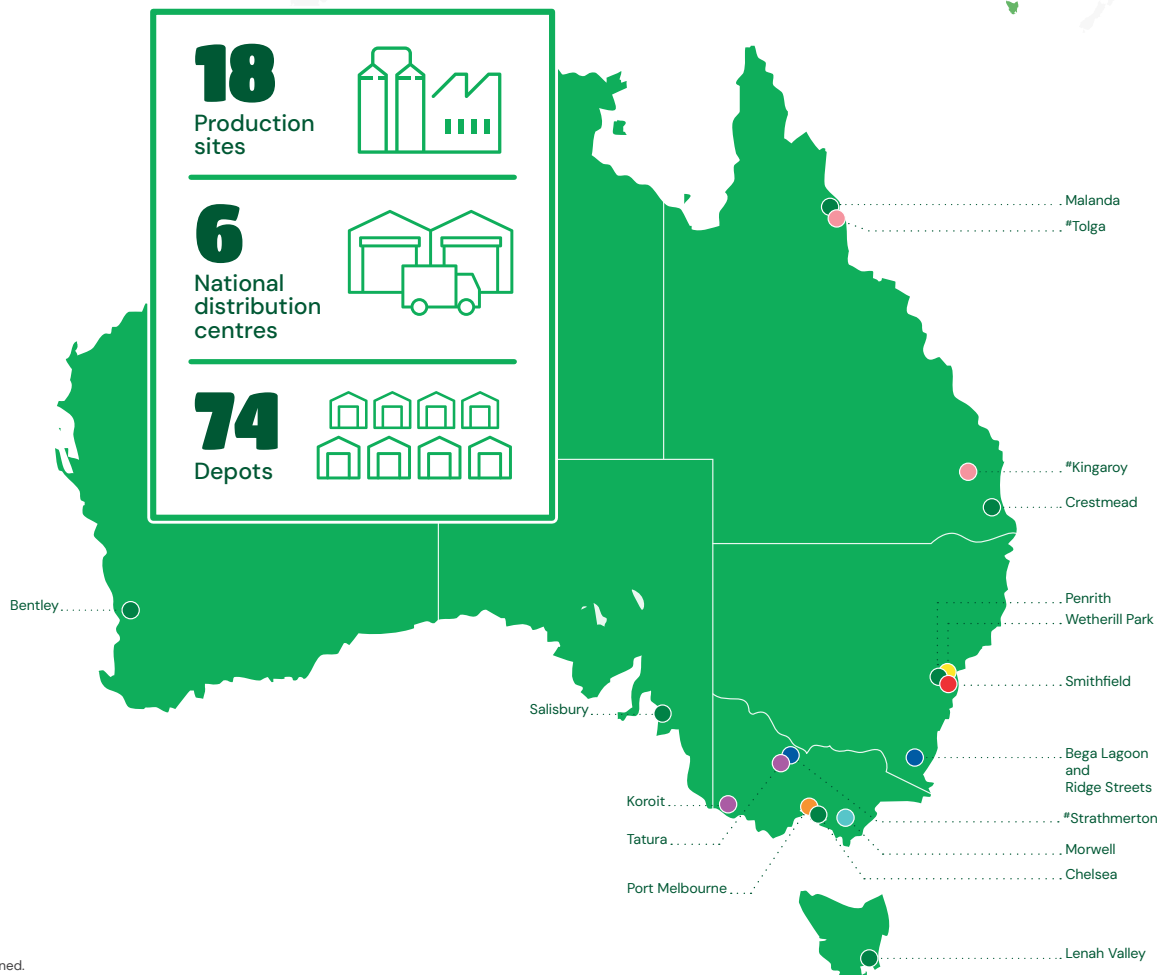
By aligning our Bulk and Branded businesses, we extract more value from the milk collected each year for the Group.

This approach helps us manage seasonal milk supply, reduce input costs, and realise the most value from every component of the milk we process.

We continue to invest in scaling this network to drive efficiency, optimise capacity utilisation, and support long-term growth.

- 7** White milk and milk-based beverages
- 1** Milk-based beverages hub
- 3** Cheese
- 2** Dairy powder and fats
- 2** Peanuts
- 1** Juice
- 1** Yoghurt
- 1** Spreads

- A** China office
- B** Malaysia office
- C** Singapore office
- D** Dubai office



#Site exit planned.

Our brands, markets and operations

Our top eight brands generate the majority of our branded revenue. They span a wide mix of products, from everyday essentials to discretionary food items. Many brands are market leaders that are known and trusted by generations of consumers.

We operate in food categories that have high household penetration. They have shown consistent demand across economic cycles and offer good potential for future growth.

Our brands span multiple sales channels such as grocery retail, route trade, petrol and convenience, and foodservice.



Grocery category	Bega market share	Bega market position	Australian retail categories \$m	Bega brands
Milk-based beverages	46%	1	1,142	    
Yoghurt	24%	2	2,114	  
Spreads	28%	1	776	  
Chilled juice and drinks	18%	2	729	  
Fresh white milk	12%	3	2,145	    
Creams and custards	8%	4	665	 
Water ice	89%	1	67	 

Source: Data (retail sales value) sourced from Circana Market Edge 12 months to 29 June 2025 based on data definitions provided by Bega. (Market: AU Grocery Unweighted and Structured Convenience). Excludes Costco, Aldi, local trade and unstructured convenience.

Yoplait brand used under licence.

Our business model

Our business model is built around an integrated value chain which supports our growth as a branded food products manufacturer.

OUR UNIQUE CAPABILITIES

FARMER RELATIONSHIPS

Strong, direct links with farmers and suppliers

MANUFACTURING NETWORK

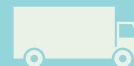
Large scale, robust, and flexible supply chain

OUR VALUE CHAIN

1

SOURCING

We are one of Australia's largest purchasers of milk, with approximately 575 farmer supply contracts. We have approximately 350 material¹ suppliers that support our business.



2

MANUFACTURING

We convert dairy and other ingredients into high quality packaged foods in facilities across Australia.

THE VALUE WE CREATE



FARMERS AND SUPPLIERS

\$1.5bn

paid for milk and ingredients



OUR PEOPLE AND COMMUNITIES

\$91m

invested in food manufacturing²



DISTRIBUTION NETWORK

Extensive and efficient logistics

BRANDS

Diversified portfolio of market-leading brands

3

DISTRIBUTION

We deliver daily across Australia through an extensive network of 6 national distribution centres and 74 active regional distribution centres or local depots. We also distribute products to more than 40 countries.

4

SALES AND MARKETING

We serve approximately 29,000 customers in multiple sales channels such as grocery retail, route trade, petrol and convenience, industrial and foodservice in Australia and around the world.

5

CONSUMERS

Our products are consumed by the majority of Australian households, and are part of the daily diet of millions of consumers worldwide.



CUSTOMERS

\$1.8bn

estimated retail sales value generated³

\$258m

branded export revenue generated



CONSUMERS

97%

of Australian households consume a Bega branded product⁴



SHAREHOLDERS

\$50.8m

normalised profit after tax

\$36.6m

dividends declared for FY2025

1. Suppliers with annual purchases over \$1 million.

2. Annual supply chain capital and research and development expenditure.

3. Combined Bega categories, MAT to 29 June 2025, Aus Grocery + Aus Convenience combined. Circana Total Business Scan Database.

4. Circana IHP Combined Unify Panel MAT to 15 June 2025.

Our strategy

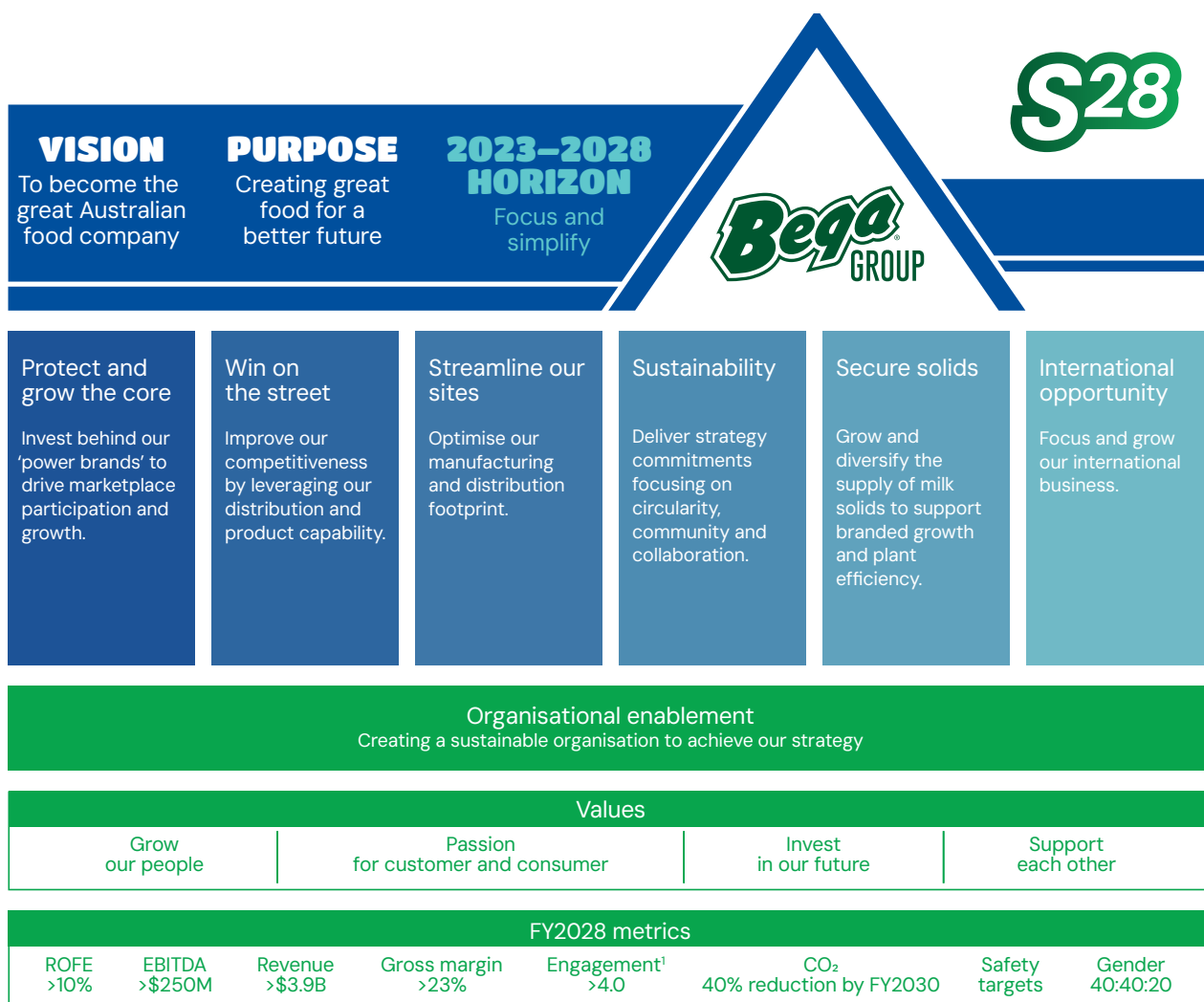
We built our five-year strategic plan, S28, around two core objectives:

1. Win in the markets where we compete.
2. Simplify our business to reinforce our position as Australia's leading branded food manufacturer.

We structured our plan around six strategic pillars, supported by organisational enablement.

In FY2025, we successfully completed two years of our plan, and in FY2026, we will advance our strategy through the following initiatives:

1. Revenue mix improvements by utilising advanced promotional analytics, refining our product portfolio and optimising bulk commodity returns.
2. New product launches in high demand health and wellbeing segments.
3. Continued expansion of foodservice and international businesses.
4. Increase margins through supply side savings and efficiency improvements.
5. Strengthening cash flow and reducing net debt.
6. Scaling operations to drive efficiency and lower the cost of doing business.



1. Engagement measured by Gallup's Q12 employee engagement survey.

Our sustainability strategy

In FY2025 we launched our Better Future sustainability strategy. The strategy focuses on three pillars: circularity, community and collaboration. These reflect our heritage in the Bega Valley, our long-term partnerships and our growth as a food producer. Better Future is informed by our most material sustainability impacts, aligns to our vision for an enduring legacy of our business, and demonstrates our commitment to the United Nations Sustainable Development Goals.

CIRCULARITY

We will lead in circularity through our practices, industry partnerships and the effective use, reuse and recycling of our resources.

COMMUNITY

We will make a positive and lasting impact by supporting our people, their families and our communities.

COLLABORATION

We will work together with our producers, customers and communities to enable sustainable practices, grow domestic economies and deliver great Australian products that people love and trust.

We aim for a future that is greater through sustainability, so we can keep nourishing and nurturing not just Australians but Australia, and the world, for generations to come.



CIRCULARITY

RESOURCE EFFICIENCY

- measuring and improving how circular we are
- minimising waste and maximising diversion by designing for recovery
- working with our customers and brands to align with national packaging targets
- cutting water use by 30% by 2030*.

EMISSIONS REDUCTION

- net Zero Carbon by 2050
- 40% reduction in scope 1 and 2 emissions by 2030*
- collaborating to mitigate scope 3 emissions.



*From FY2021



COMMUNITY

EMPLOYEE HEALTH AND WELLBEING

- safety is our first priority. We provide a healthy and safe workplace for all
- supporting the health and wellbeing of our people and their families
- promoting diversity, inclusion and gender equality.

POSITIVE NUTRITION OUTCOMES

- providing great-tasting nutritious products for all life stages
- clearly communicating nutrition information for informed, healthy choices.

COMMUNITY ENGAGEMENT AND AWARENESS

- supporting our communities to create meaningful and lasting impacts.



COLLABORATION

NATURAL RESOURCE MANAGEMENT

- supporting healthy ecosystems and a sustainable dairy industry
- promoting on-farm biodiversity and ecological protection
- integrating mitigation, adaptation and resilience strategies to effectively manage and report on climate risk.

RESPONSIBLE AND ETHICAL PROCUREMENT

- sourcing ingredients from suppliers that share our ethical procurement values and use accredited sources.

QUALITY SUSTAINABLE PRODUCTS

- delivering value to our consumers through high quality products and sustainable practices across our value chain.

Focus areas and key topics

This report focuses on the topics which are most important to our stakeholders and to our business. Last year, we conducted a double materiality assessment to identify our most significant impacts on the economy, environment and people as well as risks and opportunities to our business. The assessment was informed by reporting standards, specifically GRI 3: Material Topics 2021 which defines material topics as those which represent our most significant impacts on the economy, environment, and people, including impacts on their human rights. As a double materiality assessment, it also reflects risks and opportunities to our business and was performed by a third-party agency. We will review our material topics again in FY2026.

The pillars of our Better Future strategy are outlined below and we have included a navigation table for our key impacts, risks and opportunities arising from the materiality assessment to those pillars. This also demonstrates how our strategy aligns with the United Nations Sustainable Development Goals. Page references are also provided to show where our responses in policies, projects and performance are detailed in this report.

CIRCULARITY	UN SDG	Focus area	Key topic	Our response
	    	Resource efficiency Emissions reduction	Waste management and circular economy Sustainable packaging Water management Greenhouse gas emissions Energy management	Pages 20–21 Pages 23–24
COMMUNITY	UN SDG	Focus area	Key topic	Our response
	   	Employee health and wellbeing	Health and safety	Pages 27–28
			Employee wellbeing, training & retention	
			Diversity, equity and inclusion	
		Positive nutrition outcomes	Product quality	Pages 30, 42
			Product development	Page 30
			Responsible marketing and branding	Pages 30, 20–21
			Sustainable consumption and production	
			Changing consumer preferences	Page 30
		Community engagement and awareness	Industry collaboration and partnerships	Pages 22, 33–34, 47–48
			Localised food systems	Pages 36–38
			Community education and empowerment	Pages 33–34
			Engaging with farmers	Pages 36–38
COLLABORATION	UN SDG	Focus area	Key topic	Our response
	   	Natural resource management	Climate risk	Pages 7, 36, 16 and Annual Report
			Animal welfare and feed	Page 36
			Biodiversity and natural capital	Pages 36–37
		Responsible and ethical procurement	Responsible procurement	Pages 39–40
			Human rights	Pages 27–28, 39–40
		Quality sustainable products	Food safety	Page 42

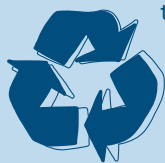
FY2025 HIGHLIGHTS



REUSED
1,483,000
litres of water

Reduced waste generation by 6%
from FY2024

Diverted 93% of waste from landfill
to recycling, reuse or energy recovery.



Reduced Scope 1 and 2 emissions by OVER 19%
from our FY2021 baseline.



IMPROVED SAFETY PERFORMANCE
with a
24% REDUCTION
in our Total Recordable Injury Frequency Rate (TRIFR)

Health Star Ratings on 75.7%
of our milk, milk beverages, yoghurt, drinks and peanut butter products.

Donated the equivalent of 2,187,292 meals to FOODBANK



ACHIEVED
one of our gender equity targets of more than
30%
= female representation
on the Board by 2027. (37.5%)



Launched the Better Farms Program Survey
to support lower emissions, improved profitability and enhanced ecological outcomes for our farmers.

'99% AND '74%
of the palm oil
of the coffee we use come from **accredited sustainable sources**

Building a **NATIONAL CENTRE FOR CIRCULARITY**
at our Lagoon Street site in partnership with the **Bega Circular Valley program.**

Bega circular valley





CIRCULARITY

Our Ambition:

Leading in circularity through our practices, industry partnerships and effective use, reuse and recycling of our resources.





Circularity

The launch of our refreshed sustainability strategy, Better Future, sets an ambition for circularity and presents us with the opportunity to realise a range of benefits from our efforts in operational efficiency.

We have assessed many projects in emissions reduction and resource efficiency across the business and have learned a great deal from our direct involvement in the Bega Circular Valley program. Understanding the application of circularity principles across the business is still in its early stages and we are working to improve our own understanding of systems, measurements and data to support a Bega Group Circularity Roadmap. It will be informed by evidence to help drive operational efficiency and optimal use of resources, creating value for the business and its stakeholders while reducing our environmental footprint.

Resource efficiency

OUR APPROACH

We revised our approach and commitments to resource efficiency as part of the development of our Better Future Strategy.

Our resource efficiency commitments under this strategy are:

- measuring and improving how circular we are
- minimising waste and maximising diversion by designing for recovery
- working with our customers and brands to align with national packaging targets
- cutting water use by 30% by 2030, against our 2021 baseline.

Decisions regarding packaging are guided by the Bega Group Packaging Sustainability Policy, which aligns with Australia's National Packaging Targets. As a signatory to the Australian Packaging Covenant Organisation (APCO), we also adopt APCO's Sustainable Packaging Guidelines as part of our minimum internal standards and we publish our annual APCO Action Plan against which we report our progress.

OUR PROGRESS

We continue to work with others in the dairy industry on the implementation of the Dairy Sector Food Waste Action Plan. The project is supported by Sustainability Victoria and is a partnership of Dairy Australia, the Australian Dairy Products Federation, End Food Waste Australia, Gardiner Foundation and the Dairy Manufacturers Sustainability Council. We also commissioned End Food Waste Australia this year to complete audits at our Penrith and Tatura sites as pilots to understand food waste and identify opportunities to reduce food waste through the manufacturing process. These sites were chosen so that learnings could then be applied to other sites in our network. The results of these audits have identified an opportunity to avoid up to 20% of actual food waste volume. Once validated, we can use this data to improve the accuracy of reporting, develop procedures to guide other sites in analysing their own opportunities, and start the work of identifying and prioritising projects that will be the most effective in reducing food waste. While this will reduce overall food waste, it will also save other resources used to produce that food, including energy and water.

While we are aligning our packaging stewardship with APCO's 2030 Strategic Plan, APCO has acknowledged in its review of national targets that Australia has made insufficient progress and that most barriers to progress are economic. It often costs more to recycle packaging materials than the market value of the recycled material. We made the decision to reduce the percentage of recycled Polyethyleneterephthalate (rPET) we use in some of our bottles, including flavoured milk, iced coffee, and juice impulse products. While these bottles will still contain recycled content, they will not be made of 100% recycled plastic. This decision was informed by challenges facing the Australian plastic packaging, collection and recycling supply chain, increased demand for rPET from companies contributing to national packaging targets and significantly increased cost for us to purchase rPET.

The \$14 million investment we made in our sustainable packaging capability will allow us to optimise the use of recycled content in the future and we have maintained our use of recycled high density polyethylene (rHDPE) for some white milk and juice bottles and will continue to look for opportunities to roll this out across more of our manufacturing network.

Circularity | Resource efficiency

Last year we reported on our aim to finalise the phase-out of polyvinyl chloride (PVC) packaging, with packaging of single portions of spreads in foodservice moving from PVC to PET by our contract manufacturer. The transition took longer than expected but was completed by January 2025.

National discussions regarding packaging reforms continue and will shape our future approach to sustainable packaging. We participate in multiple initiatives including APCO's materials stewardship committees on flexible packaging and rigid plastic packaging. These committees validate the actions that need to be taken by government, the packaging sector, recyclers, reprocessors, and by APCO itself to remove barriers and create opportunities for improved circularity of key materials. We are also active members of Dairy Australia's Industry Working Group for Sustainable Packaging (IWGSP) which collaborates with APCO to develop design guidelines for high density polyethylene (HDPE) for use in milk and cream bottles. The guidelines aim to support national objectives by offering a best-practice design framework to optimise recyclability, reduce contamination in recycling streams, and align with circular economy principles.

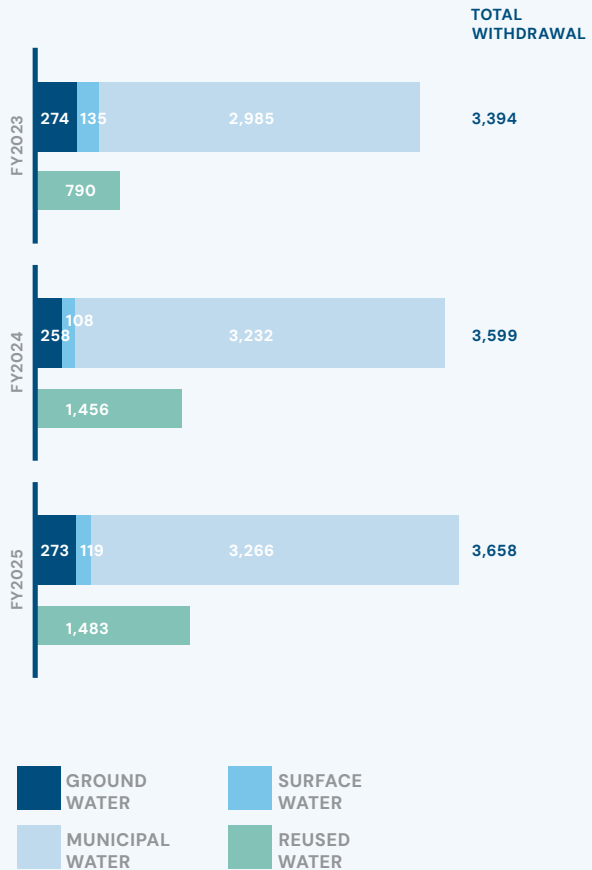
OUR PERFORMANCE

We generated 6.1% less total waste compared to FY2024 and have maintained a rate of solid waste diversion from landfill of more than 90%. This result is particularly encouraging given the sale of the Leeton site, which took effect on 1 October 2024. As a juice manufacturer, the Leeton site was nearing 100% diversion of waste streams such as peels and pulp, so its exclusion from the company-wide data in FY2025 is relevant given it contributed around 1% of our diversion in FY2024.

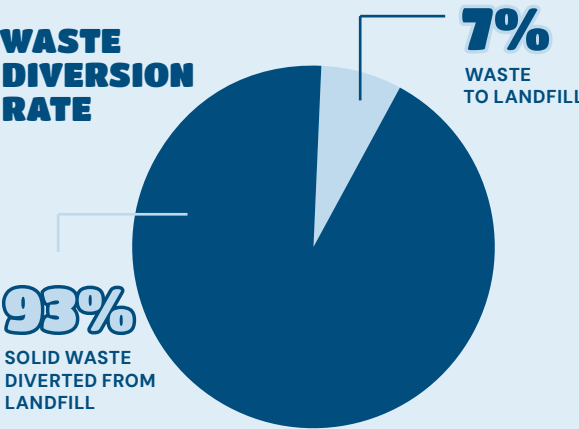
The purchasing of packaging constituted nearly 10% of our spending this year. We have focused on improving our data collection and monitoring of packaging materials. This work supports decision-making for the greatest impact. Approximately 90% of our total packaging was reusable, recyclable, or compostable in the 2024 calendar year (CY2024). This is a decrease on the previous year which is, in part, due to the collapse of a national soft plastic recycling program. Despite this, we increased the recycled content of our packaging by 5%, reflecting the efforts of our packaging team working with our partners to develop sustainable packaging solutions in recent years. This trend will be challenged given the costs of including materials such as rPET and rHDPE. We used 34,451 tonnes of packaging material in the production of our branded products placed on the Australian market in CY2024. This is a reduction of more than 10,000 tonnes in two years, which can be attributed to a range of initiatives, including reducing the weight of packaging.

We have maintained an increase in the volume of water reuse over the last 2 years, while overall water consumption has remained steady.

WATER WITHDRAWAL AND REUSE



WASTE DIVERSION RATE





CASE STUDY

BEGA CIRCULAR VALLEY 2030

The Regional Circularity Co-operative (RCC) is a not-for-profit, independent entity established in 2021, with Bega Group being one of the founding members. The Bega Circular Valley (BCV) is an initiative of the RCC, to drive the Bega region's transition to a circular economy.

We are an active member of the BCV program and participated in the development of the strategic framework. We are also contributing to project focus areas such as community engagement, circularity baselining, agriculture and aquaculture innovation, and leading efforts to build the National Circularity Centre in Bega.

In May, the Bega Circular Valley program was invited to join the Circular Alliance of Regions (CARE), a new global partnership with eight other leading regions including members in the Netherlands, France and Spain as well as the United States and United Kingdom. This partnership brings the Bega Circular Valley (BCV) into a global forum at the forefront of the place-based circular transition. As a member of the BCV, this partnership helps deepen our understanding and application of circularity.

One of the many large-scale collaborations is the Circularity in Fisheries and Aquaculture Program, headed by the Fisheries Research and Development Corporation in collaboration with KPMG, University of Wollongong and Charles Sturt University.

This national program encompasses five initiatives which aim to build capacity, quantify material flows, identify opportunities and barriers, measure impact, support the commercialisation of innovative ideas, and establish a comprehensive community of practice. Foundational to the program is engagement with industry, community, government, and all parts of the value chain to share experiences and accelerate the adoption of circular economy.

Bega Circular Valley also includes many community-based projects which contribute meaningfully to the circularity ambition. Grow the Future is a social enterprise that grows food, cares for the land and creates space for young people to thrive, primarily through training, supported employment and hands-on engagement. This year a group of our staff members partnered with Grow the Future to transform underutilised land into a productive food garden, promoting sustainable agriculture and education. Among other activities, the group ran a successful 'tool drive' to collect and donate essential gardening tools for local students and community members to maintain the site and learn practical skills in sustainability.

Emissions reduction

OUR APPROACH

Our Environmental Policy outlines how we manage our key environmental impacts, including greenhouse gas emissions. It confirms our commitment to compliance and continuous improvement in natural resource management, carbon emissions, waste generation and packaging. Our approach is based on the international standard ISO 14001:2015.

In our Better Future strategy, we have committed to reducing carbon. Our carbon reduction commitments are:

- 40% reduction in absolute scope 1 and 2 greenhouse gas (GHG) emissions by 2030 (from a 2021 base year)
- net zero by 2050 – committing to developing a clearly defined path, aligned to the Science-Based Targets Initiative (SBTi), to achieve net zero by 2050
- collaborating with suppliers to measure, mitigate and reduce scope 3 emissions.

OUR PROGRESS

Seventeen of our sites are certified under ISO14001:2015 in addition to our corporate certification. We are now six years into our Energy Management Capability (EMC) Program, and two more manufacturing sites have completed energy mapping. This helps identify the major energy usage.

With funding support from the New South Wales Government's Department of Climate Change, Energy, the Environment and Water, our Penrith site has installed sub-metering systems to provide in-depth monitoring of key performance equipment and it's specific energy usage.

We continue to look at efficiencies to reduce our consumption of gas across our network while also exploring technologies that may allow us to reduce our reliance on gas in the long term.

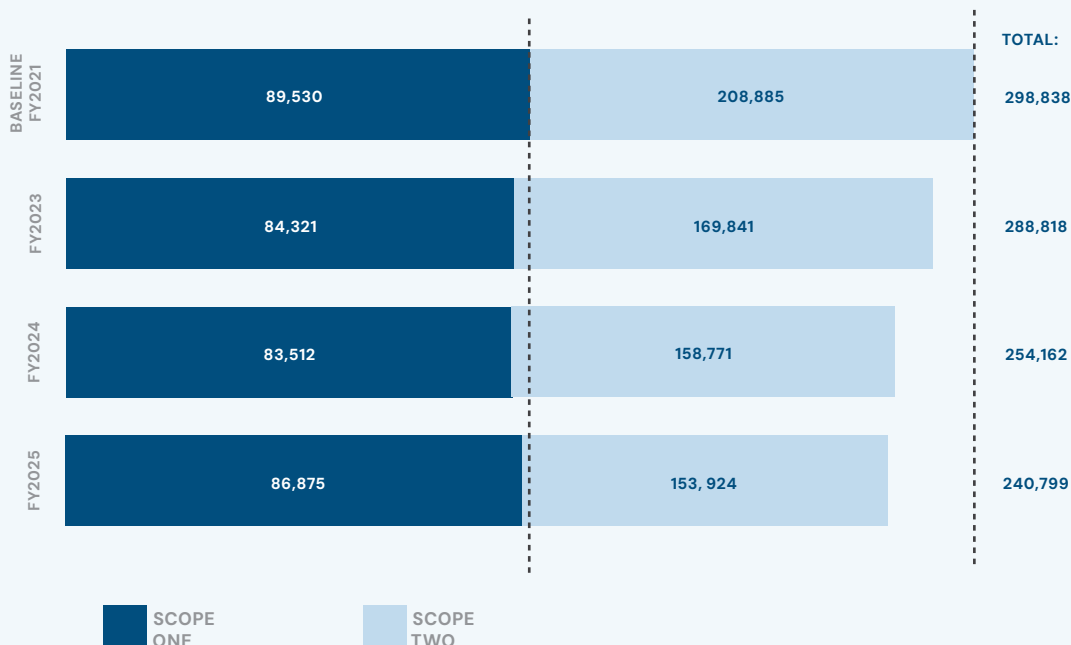
OUR PERFORMANCE

We have reduced our total absolute scope 1 and 2 greenhouse gas emissions for the fourth consecutive year, achieving a total reduction of 19.4% to the baseline year of FY2021 and continued progress towards our target of 40% by 2030.

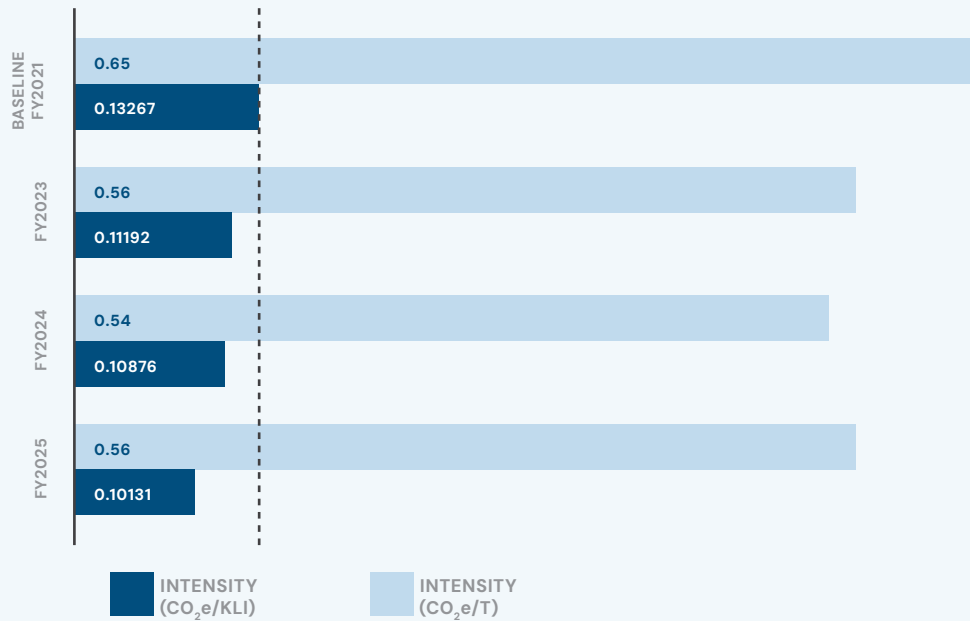
Our greenhouse gas emissions intensity for scope 1 and 2 continues to trend below the baseline year of FY2021, with further reductions delivered in FY2025. We use kilolitres and tonnes of product when reflecting our emissions intensity against production and have achieved a reduction of 23.6% to the baseline year of FY2021 by kilolitre of product (tCO₂e/kL). We achieved a reduction in tonnes of carbon dioxide equivalent generated by tonnes of product (tCO₂e/t) of 13.7% to the baseline year of FY2021.

Detailed information on our scope 1 and 2 emissions, total emissions and energy consumption by source is provided in the performance data table in Appendix B.

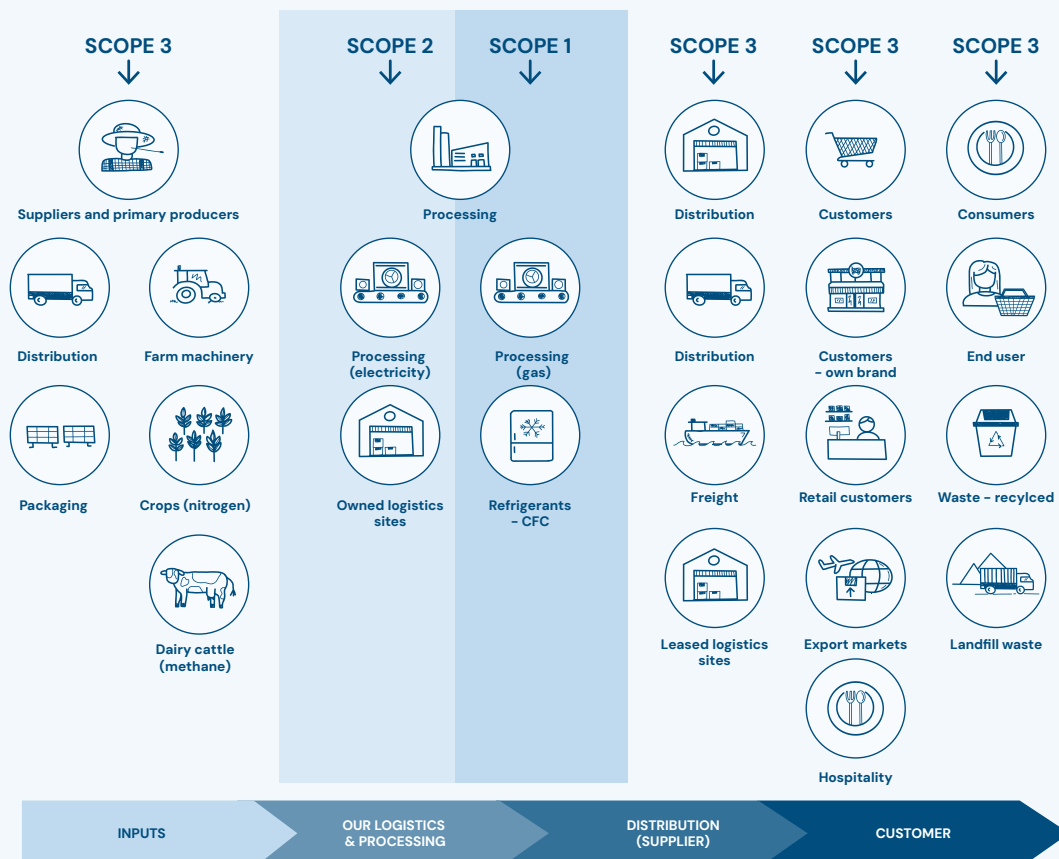
SCOPE 1 AND 2 GREENHOUSE GAS EMISSIONS (TONNES OF CO₂e)



GREENHOUSE GAS EMISSIONS INTENSITY (TONNES OF CO₂e)



UNDERSTANDING BEGA GROUP'S GREENHOUSE GAS EMISSIONS





CASE STUDY

PREPARING FOR MANDATORY REPORTING OF SCOPE 3 EMISSIONS

Collaborating with suppliers to measure, mitigate and reduce scope 3 emissions.

We are preparing for mandatory climate-related financial reporting, which includes scope 3 emissions. These mandatory reporting requirements are set out in the Australian Accounting Standards Board (AASB) S2 Climate-related Disclosures, a mandatory standard for certain entities to apply in accordance with the *Corporations Act 2001*.

Scope 3 emissions are the indirect emissions, not included in scope 1 and 2, that occur in our value chain, for example on farms and in transport. Our focus is on gathering better information on these types of emissions, their sources and measurement. Understanding our scope 3 emissions is important to meeting our reporting commitments and our priority is to improve the accuracy and integrity of this data ahead of mandatory disclosure and assurance. In addition, understanding scope 3 emissions helps to identify most material areas where we can collaborate with suppliers to reduce emissions. We first reported our scope 3 emissions in our 2022 Sustainability Report. This was based on FY2021 data and was consistent with the Greenhouse Gas Protocol.

Our modelling that year showed that scope 3 emissions account for more than 90% of our overall emissions, and that emissions associated with dairy farming are the largest single source. Since then we have commenced several projects that aim to better understand and reduce these emissions. First, we partnered with the Regional Circularity Co-operative Limited, the New South Wales Department of Primary Industries and a group of farmers in the Bega Valley, to better understand on-farm emissions. In a separate project, with the New South Wales Department of Primary Industries, we identified the data inputs that statistically had the greatest impact on both total emissions and emission intensity values. This year, our Bega Groups Better Farms program introduced the Better Farms Survey, offering dairy farmers a \$500 incentive and a personalised farm report for participating. Surveys were completed by around one third of our dairy farm suppliers, allowing us to accurately estimate regional emissions intensity and total emissions data for our milk supply. The personalised farm survey reports include estimated carbon emissions and performance indicators to support improvement in on-farm performance and to enhance the long term viability of Australian dairy farmers.

For more information on our direct assistance to farmers to reduce their greenhouse gas emissions, see the Bega Better Farms Program case study later in this report.



COMMUNITY

Our Ambition:

Making a positive and lasting impact by supporting our people, their families and our communities.





Community

Employee wellbeing and diversity

OUR APPROACH

Safety is our first priority. We are focussed on providing a healthy and safe workplace for all. We are committed to supporting the safety, health and wellbeing of our people and their families and to promoting diversity, inclusion and gender equality.

Our Code of Conduct details our expectations of all our employees and, in turn, our responsibilities to them. It outlines our approach to responsible business conduct, human rights, health and safety, fair business practices, discrimination and employee grievance processes. Our Workplace Health and Safety Statement outlines how we will achieve our safety goals, and it applies across all our business operations. Our Safety Management System is informed by international standards and supports legal compliance. Safety performance is also linked to individual performance objectives including those of the Chief Executive Officer and executive team.

We updated our Diversity, Equity and Inclusion Policy earlier this year, expressly setting out our commitment to fostering a workplace where diversity, equity and inclusion are integrated into our operations and embedded in our culture. Our Bega Group Respect Statement, launched in 2024, outlines how we take reasonable and proportionate measures to eliminate discrimination, harassment, and victimisation in the workplace.

OUR PROGRESS

We are committed to ensuring a healthy and safe work environment for employees, contractors, and visitors to our operations. Our safety principles guide our safety culture. Throughout the year, we focused on proactive hazard identification to drive improvement in our safety performance as a key element of the safety behavioural leadership program. By focusing on leading metrics we have achieved a significant improvement in FY2025 in our safety performance. Key activities this year included progress on machine safety risk reduction across our manufacturing network and the rollout of advanced Lock Out Tag Out (LOTO).

Our broader wellbeing program continued this year, rolling out mental health education for leaders, basic health checks and financial education for retirement planning. This year, we expanded our on-site physiotherapy service to help prevent injuries from manual handling and we conducted a trial of wearable 'exoskeleton' lifting aids at two sites to improve manual handling safety.

Our Diversity, Equity and Inclusion Strategy is focused on three commitments: closing the gender gap, supporting working families, and fostering inclusion across all our operations and sites. As a signatory to the HESTA 40:40 Vision, our goal is to achieve a target of 40% females on our Executive Leadership Team by 2030, with an interim milestone of 30% by 2027. The Board now comprises

3 female and 5 male members with Janette Kendall appointed to the Board in February 2025. This initiative is led by members of Australia's investor and business community across all ASX300 companies. This year, we built targets into our talent acquisition process, including requirements for interview panels and shortlists. We are currently gathering data on broader demographics of diversity across the business, in addition to gender. This survey through IMPACTER is being rolled out through our diversity, equity and inclusion site leads.

This year we were certified as a family inclusive workplace, joining more than 140 workplaces across Australia. Our certification benchmarks the company against global best practice in flexible work, parental leave, leadership, family wellbeing and family care. The family inclusive workplace initiative acts as a social impact tool, designed to provide measurable outcomes over time. Through benchmarking and a guided action plan, certified companies can demonstrate tangible progress toward gender equity and workforce sustainability. A key initiative of this action plan included a review of our parental leave offering in line with best. New provisions are in development and planned for release in FY2026, including an additional week of leave for both primary and secondary carers and the ability to take the leave more flexibly.

We have conducted our employee engagement survey since November 2018, providing a solid benchmark against which to measure engagement. Conducted by Gallup, the survey consists of 12 core questions to help us understand the existing level of employee engagement. The results generate conversations and facilitate action. Participation in the most recent survey in May 2025 was 74% and the engagement index has increased from 2.50:1 in November 2023 to 2.81:1.

In May we announced the consolidation of our Strathmerton cheese processing and packaging operations into our Ridge Street, Bega site – which we expect to complete by mid-2026. We are working closely with the approximately 300 employees whose roles are impacted by this change. We are very aware of the impact of this decision, and are doing our best to manage this transition with care and respect for our Strathmerton employees and the local community. Where possible, we will offer redeployment to employees and continue to support them through this period.

Subsequent to the end of the financial year, we announced the winding down and closure of the peanut processing business, Peanut Company of Australia Pty Ltd. This will lead to a phased exit of the facilities at Kingaroy and Tolga in Queensland. We will work closely with growers and the approximately 150 employees at the Kingaroy and Tolga facilities to support them through this period.

Community | Employee wellbeing and diversity

OUR PERFORMANCE

This year, there were no workplace fatalities and our Total Recordable Injury Frequency Rate (TRIFR) was 13.4 compared to 17.6 in FY2024. There were 19 high-consequence work-related injuries this year. Overall, safety performance improved markedly with Total Recordable Incidents dropping 30% year-over-year, reflecting sustainable investment in our six life-saving rules and comprehensive safety programs. No prosecutions or directions to cease work to resolve a health and safety issue in the workplace were initiated or received during the financial year.

We have welcomed a new female director to the Board and have exceeded our internal interim target of 30% females on our Board by 2027. We reported a gender pay gap of 12.1% to the Workplace Gender and Equality Agency (WGEA) in the FY23-24 gender equality reporting program. This reflects a narrowing of the gender pay gap of 1.3% since the first reporting period. We submitted our WGEA report for the 12-month period ended 31 May 2025 and have received a notification of compliance. We analyse pay equity data annually and seek to reduce the pay gap year on year.



Learn more about [Diversity, Equity and Inclusion Policy](#)

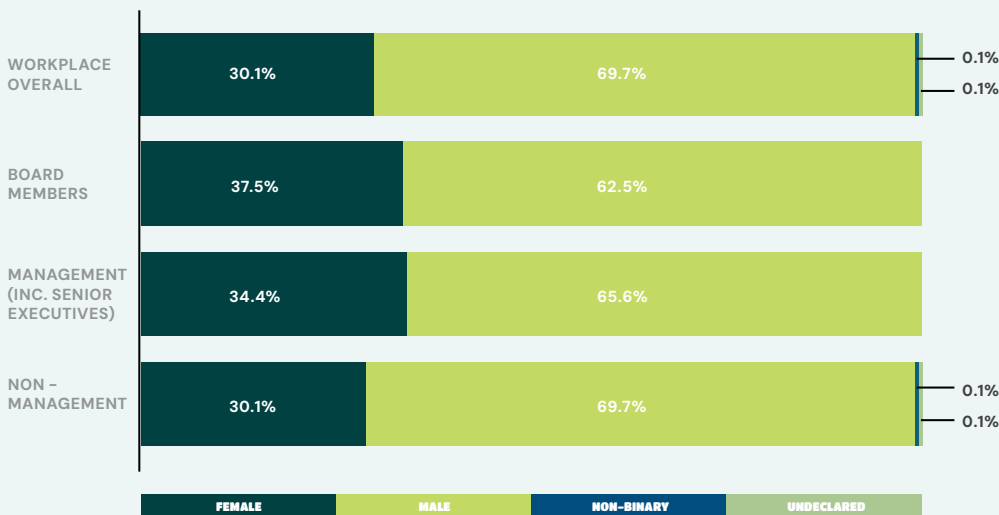


Learn more about [Bega Group Respect Statement](#)



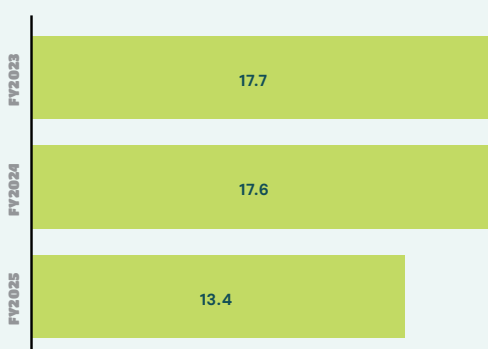
Learn more about [Workplace Health and Safety Statement](#)

GENDER REPRESENTATION BY CATEGORY

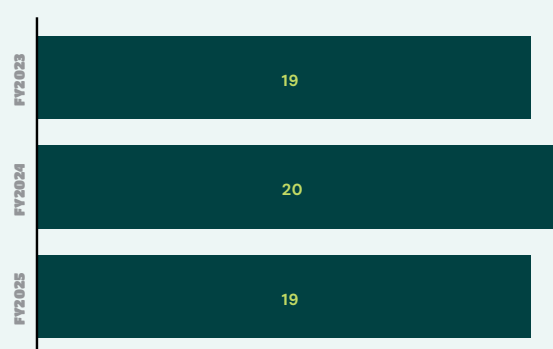


BEGA GROUP SAFETY PERFORMANCE

TOTAL RECORDABLE INJURY FREQUENCY



HIGH CONSEQUENCE WORK-RELATED INJURIES





CASE STUDY

dadfit

For a five week period over June 2025, we participated in Dadfit, a community-driven initiative designed to support fathers in their parenting journey. Dadfit transforms “dadding” into a team sport, bringing together dads from all walks of life to connect, move, and grow through weekly sessions.

Each session tackles an important dad-centric topic, fostering open and honest discussion between group members (“Dad Chats”) to share their experiences. Each session ends with a practical “Dad Challenge” that encourages participants to apply new parenting insights from that particular weeks’ program.

The benefits were profound. The program fostered a supportive environment where dads could speak freely, learn from one another, and build lasting connections. Our participants reported feeling less isolated, more confident in their parenting, and better equipped to handle the challenges of fatherhood. Many noticed improvements in their physical and mental health, and partners observed positive changes in empathy and responsiveness at home.

With over 500 dads having completed the program and a 98% recommendation rate, Dadfit contributes to personal growth and family wellbeing. Our team is proud to have been part of this program and we look forward to rolling out further programs in the future where fathers and father figures from the first program will act as mentors for the next groups.

DADFIT was a game-changer for me. It helped me build consistency and stay accountable, all while connecting with a great community of dads at Bega. The program was well-structured, supportive, and motivating, exactly what I needed to really push myself. Highly recommend it to any dad looking to improve their health and mental wellbeing in a fun and inclusive environment.

Paul Hegedus, Dad

The Dadfit program at Bega Group is showing just how powerful it can be when workplaces invest in fathers — the honesty and connection shared in the program created real change at home and at work. As a dad myself, I know how valuable it is to have a safe space to connect, share experiences, and try out new ideas as working parents.

Ryan Carters, Dadfit Founder

Positive nutrition outcomes

OUR APPROACH

We are committed to providing great-tasting, nutritious products for all life stages and to clearly communicating nutrition information for informed, healthy choices.

We use a variety of sources to inform our approach to nutrition outcomes. This includes drawing on national public health statistics and working with industry bodies, such as Dairy Australia and the Australian Food and Grocery Council, as well as investing in research with universities.

We focus on four key areas:

- everyday performance – delivering better nutrition for vitality throughout life
- gut health
- weight wellness
- healthy minds

In planning and delivering great food and nutrition for a better future, we consider dairy sustainability, consumer perceptions of food processing, and the increasing use of technology in health and nutrition.

We maintain our commitment to the Australian Association of National Advertisers (AANA) codes of practice, such as the Food and Beverages Advertising Code (the Code) which regulates food and beverage advertising in Australia. Our marketing team is trained annually in the requirements of the Code and our legal and regulatory teams monitor and review implementation.

OUR PROGRESS

While we have continued to focus on reducing sugar across our portfolio, we have also launched new products in gut health and higher protein which are of increasing interest to consumers. Our Farmers Union Gut Good Yogurt, for example, promotes a healthy gut microbiome. Our research with Deakin University's Food and Mood Centre on the gut-brain link featured in our FY2023 Sustainability Report, and this work contributed to our understanding of the value of fermented dairy products. We also launched protein products, including some with no sugar added, in FY2025 including: Dare Protein Double Espresso (750ml) with 45 grams of protein, Farmers Union Iced Coffee with 36 grams of protein, and Dairy Farmers Protein Smoothie+ with 30 grams of protein and prebiotics. Our Dairy Farmers Whole Milk Powder Instant is now offered to aged care facilities through our Bega Foodservice business which helps to address the long-standing under-consumption of dairy by Australians over 70 years of age, which is associated with increased falls and fractures*.

We participate in Australia's Health Star Rating System which is a voluntary front-of-pack labelling system that rates the overall nutritional profile of packaged food and beverages.

Our work is also informed by The Australian Dietary Guidelines 2013 which support healthy food choices and eating behaviours for all Australians. The Guidelines are under review by the National Health and Medical Research Council and not expected to be finalised until 2026. The review process will include a consideration of the strength and quality of evidence about sustainability and diets, specifically accessible, affordable and equitable diets with low environmental impacts.

OUR PERFORMANCE

Health Star Ratings now appear on 75.7% of our labels on our milk, milk beverages, yoghurt, drinks and peanut butter products. 67% of our Bega Group branded sales by volume in FY2025 have a Health Star Rating of 3.5 or above. 53% of our consumer product revenue was from products with a Health Star Rating of 3.5 stars or above.

Up to 58% of our Bega Group branded consumer product revenue in FY2025 was from products labelled or marketed to promote health and nutrition attributes.

While we did not receive any complaints of non-compliance with industry or regulatory labelling or marketing codes in FY2025, consumers raised concerns regarding three products.

Our No Sugar Zooper Dooper includes preservatives 202, 211 and 223 which, while of concern to some consumers, are currently approved for use by Food Standards Australia New Zealand.

Two of our juice products – Daily Juice Green Mix and Daily Juice Green Juice Blend with Folate were fruit based and relied on the use of a naturally derived food colouring, E141, to produce a green colour. We withdrew both products from the market in September 2024.

*Iuliano S, Poon S, Robbins J, Bui M, Wang X, De Groot L et al. Effect of dietary sources of calcium and protein on hip fractures and falls in older adults in residential aged care: cluster randomised controlled trial BMJ 2021; 375:n2364 doi:10.1136/bmj.n2364.



CASE STUDY

GUT GOOD – NUTRITIOUS FOOD FOR A HEALTHIER FUTURE

In February 2025, we launched Farmers Union Gut Good – a gut health yoghurt with prebiotic and billions of bacteria. We believe this is one of the most comprehensive gut health yoghurts available, providing a convenient solution to help Australians eat well.

Two key strategies guided the launch:

- our innovation strategy, which focuses on meeting growing consumer demand for products that support overall health and wellness, and
- our sustainability strategy, which centres on delivering nutritious, great-tasting products suitable for all life stages.

Developed in collaboration with the consumer insights team, nutritionists, and R&D experts, the Gut Good range brings together a powerful combination of health benefits in a single, category-leading product. It includes the probiotic cultures BB-12™,

LGG™, and Lactobacillus casei, along with prebiotic galacto-oligosaccharides (GOS). The GOS increases the number of good bugs in the gut to support microbiome, whilst the B.lactis (BB-12™) improves regularity, when consumed as part of a balanced diet. Gut Good is also high in protein, contains no added sugar, and has achieved the highest possible Health Star Rating.

The launch comes amid a rise in the incidence of gut health concerns¹, along with consumer and scientific interest in gut health. Probiotics, kombucha, fermented foods, and yoghurt have seen sustained increases in popularity. Scientific research linking the gut microbiome to overall wellbeing is growing, in areas such as mental health, digestive health, cardiovascular health, metabolic health, immunity and inflammation.

Research into the gut-brain axis is reshaping how we understand the connection between the gut and wellbeing. The gut microbiota affects brain development and behaviour by producing key hormones and neurotransmitters². An example is serotonin, often called the “feel-good” chemical, 90% of which is produced in the gut³. We have supported research into the link between consumption of probiotic yoghurts, gut health and the brain with Deakin Food and Mood Centre and will continue to support this exciting new area of scientific discovery/learning.

Gut Good is an example of innovation in our sustainability commitment to our communities, creating accessible, nutritious food that supports a healthier future for all Australians.

1. Irritable bowel syndrome (IBS) | Dietitians Australia as updated February 2022.

2. Hou K, Wu ZX, Chen XY et al. Microbiota in health and diseases. Sig Transduct Target Ther. 2022 April;7:13.

3. Integr Med (Encinitas). 2018 Aug;17(4):28–32. <https://pmc.ncbi.nlm.nih.gov/articles/PMC6469458/>



CASE STUDY

DAIRY IN AGED CARE: DAIRY FARMERS INSTANT WHOLE MILK POWDER

Australians aged 71 and over only have around one serve of the recommended three and a half to four servings of dairy each day¹.

A landmark study of over 7,000 participants across more than 60 aged care facilities, found that increasing dairy intake can significantly reduce the risk of falls and fractures². By increasing dairy serves from two to three and a half a day over five months, residents experienced a 46% reduction in hip fractures, a 33% reduction in all fractures and an 11% reduction in falls¹. Increasing calcium and protein intake in Australian aged care residents to the recommended daily requirements could also save up to \$66 million a year in preventative healthcare costs³.

Our health and aged care portfolio offers a large range of highly nutritious foods and drinks, vital in helping deliver more nutrition in hospitals, aged care and healthcare settings. While we have a long history of providing white milk, cream, yoghurt and custards to the aged care sector, this year we launched Dairy Farmers Instant Whole Milk Powder which aims to improve the nutrition of residents through fortification at meals.

1. Australian Health Survey: Consumption of Food Groups From the Australian Dietary Guidelines, 2011-12. Australian Bureau of Statistics [updated 2018; cited 2024]. Available from: 4364.0.55.012 – Australian Health Survey: Consumption of Food Groups from the Australian Dietary Guidelines, 2011-12 (abs.gov.au)

2. Iuliano S, Poon S, Robbins J, Bui M, Wang X, De Groot L et al. Effect of dietary sources of calcium and protein on hip fractures and falls in older adults in residential aged care: cluster randomised controlled trial BMJ 2021; 375:n2364 doi:10.1136/bmj.n2364.

3. Iuliano S, et al. Reducing hip and non-vertebral fractures in institutionalised older adults by restoring inadequate intakes of protein and calcium is cost-saving. Age & Ageing. 2023;1-60.

Community engagement and awareness

OUR APPROACH

We are committed to supporting our communities to create meaningful and lasting impacts, through purposeful engagement and partnerships.

Our community engagement and awareness work consists of three categories:

- Locally generated, grassroots projects where we contribute
- Funding and/or other resources in the form of employee time
- Long term partnerships with national charitable organisations
- Fundraising events initiated or sponsored by us to benefit a nominated charitable organisation.

We also make community service leave available to support employees who wish to volunteer for an approved range of charities and organisations, including the Australian Defence Force Reserve, the Country Fire Authority and the Red Cross.



OUR PROGRESS

Our Aspire Leadership Development Program is offered to employees from across the business. Over 12 months, participants explore leadership at Bega Group, personal leadership styles, and a group leadership challenge. This involves a team contributing time and energy to a local community project.

We maintain long-term partnerships with specific charities, particularly organisations that align with the nature of our business, to which we are best-placed to contribute, and with those which require consistent support. As a food business, we are uniquely placed to support Foodbank, Australia's largest food relief organisation. We are Foodbank's fourth largest donation partner. Importantly, we also partner with Foodbank's Collaborative Supply Program, which helps improve certainty in their supply chain, particularly for staples such as fresh white milk. We are also a funding partner of R U OK?, a national suicide prevention charity that encourages people to stay connected and have conversations that can help others through difficult times. Our three-year partnership means we contribute financially and collaboratively to R U OK?'s strategic programs and campaigns.

We run two fundraising events annually - The Tatura 200 Charity Bike Ride (and Walk known as TAT200) and the Bega Group Corporate Event. The TAT200 is in its fifteenth year and aims to extend our community support beyond traditional stakeholders, specifically in regional Australia. Next year this event will be more inclusive and renamed Tatura Pedals and Steps to reflect a wider range of events and participation. Our Corporate Event combines business networking with our customers and suppliers with social activities in the Bega Valley while raising funds for local charities.



Community | Employee wellbeing and diversity

OUR PERFORMANCE

Our Aspire leadership development projects this year included work with:

- Grow The Future – transforming unutilised space into a productive food garden, promoting sustainable agriculture and education
- Penrith Community Kitchen – our team helped to develop key documentation in response to compliance requirements and supported daily operations, preparing more than 200 Christmas hampers as well as an annual volunteering program. Bega Group donated 1,100 units of product to the project including Vegemite and Bega Smooth and Crunchy Peanut Butter. The Penrith Community Kitchen was established in 1994 and plays a crucial role in helping vulnerable, homeless, and low-income families in the area.
- Tatura Trading Post – supporting a weekly employee shop offering discounted Bega products in a small regional town where the Bega manufacturing site is a major employer. Bega Group also donated a refrigerator to the Tatura Community House to extend the range of goods on offer to include yoghurts, fresh juices and vegetables.

In FY2025, we donated 1,213,897 kilograms of products to Foodbank, equating to more than 2 million meals for Australians in need. This year we also supplied 436,000 jars of 150 gram Vegemite to Foodbank's Collaborative Supply Program, providing 13 million serves of Vegemite available to Australians in need. This was made possible thanks to the support from some of our key supply partners, including Asahi, Lesaffre, VISY (including VISY Glass and VisyGlama) and Labelmakers Group.

Our work with R U OK? this year focused on our Dare Iced Coffee, which is a leading iced coffee brand in Australia, known for the catch phrase a 'Dare Fix'll Fix it'. In August and September 2024, we rolled out labels with the modified message – 'A Dare Fix'll Fix It' – and campaign materials to raise awareness and start conversations on mental health.

The Tatura 200 Charity Bike Ride and Walk has raised \$1.17 million between 2008 and 2024 for local charities across the Goulburn Valley. The primary recipient in FY2025 was the Vincent Care Marian Community which received \$50,000. Vincent Care Marian Community is a specialist family violence service supporting victim survivors with immediate intervention. Other fund recipients included: GV Pregnancy and Family Services, Tatura Lions Club, Rotary Club of Tatura, Tatura CFA and Shepparton Kiwanis Sunrisers. The Corporate Event raised \$120,000 for the Southern Women's Group which provides services, support and advocacy that empowers women in the Bega Valley to live free from violence and discrimination and achieve their personal goals. Other donations of over \$500 each totalled more than \$150,000 across fifty community groups this year.





COLLABORATION

Our Ambition:

Working together with our producers, customers and communities to enable sustainable practices, grow domestic economies and deliver great Australian products that people love and trust.





Collaboration

Natural resource management

OUR APPROACH

We are committed to the health of our land and the natural ecosystems on which our farmers depend. Our business relies on a sustainable dairy industry.

Our milk supply agreements, required by the Australian Dairy Industry Code of Conduct, outline the terms and conditions upon which our milk suppliers sell milk to us and our responsibilities, as a purchaser, to them. In 2005, the Bega Cheese Environmental Management System (BEMS) program commenced in partnership with the Southern Rivers Catchment Management Authority. Within the Bega Valley, this natural resource management initiative resulted in the construction of 261km of fencing protecting 405ha of waterways, including 274ha of riparian revegetation and the upgrade of over 50 dairy effluent systems. The program engaged over 90% of dairy suppliers in the Bega Valley, with dairy farmers investing over \$10 million in cash and in-kind funds supported by \$7.3 million in grant funds from State and Federal sources.

In 2014, we launched the three-year Milk Sustainability and Growth Program that provided our dairy farm suppliers across NSW and Victoria with access to match-funded grants to invest in farm sustainability and milk growth projects.

By 2018 the Bega Cheese Sustainability & Growth program contributed \$25 million of investment in on-farm initiatives and was utilised by 94% of our dairy farm suppliers, paving the way for our current Better Farms Program.

While our milk supply agreements and Farm Quality Assurance Manual detail requirements which include environmental compliance and animal welfare, our Better Farms Program encourages the adoption of efficient, sustainable and economically sound farming practices. Commencing in April 2018, the Better Farms Program invested \$3,477,538 in grant support to June 2025 across all milk supply regions, including funding of projects in soil and nutrient, effluent, irrigation and chemical management.

Our Better Future commitments are:

- supporting healthy ecosystems and a sustainable dairy industry
- promoting on-farm biodiversity and ecological protection
- integrating mitigation, adaptation and resilience strategies to effectively manage and report on climate risk.

OUR PROGRESS

This year we developed an animal welfare policy which is now available on our website. While our milk supply agreements and Farm Quality Assurance Manual include compliance requirements, a dedicated policy provides greater access and transparency for our stakeholders.

We completed a review of our Better Farms Program, reviewing data on sustainable agriculture practices. The Better Farms Program has been revised to include initiatives to better support our dairy farmers in the transition to a low carbon economy and to include learnings from our work in the Bega Circular Valley project. The program now incorporates circular economy principles of optimising resource use, reducing waste, and enhancing natural ecological processes, whilst maximising farm profitability.

The Better Farms Program is designed to provide our dairy farmers with:

- a means of measuring and monitoring farm performance over time
- farm specific performance data and regional benchmarks to inform decisions around resource optimisation and practice change
- access to targeted training programs
- up to \$5,000 in grant support to encourage the adoption of improved farming practices.

The first step in the program is the Better Farms Survey which is used to calculate farm performance indicators, including estimated greenhouse gas emissions, using industry assumptions and the Australian Dairy Carbon Calculator. Participating dairy farmers receive a \$500 incentive and a report detailing carbon emissions and tailored recommendations to enhance farm performance.



OUR PERFORMANCE

We analysed the results of Better Farms Surveys completed in respect of around a third dairy farm suppliers across Australia. Data and calculations from these surveys will form part of our reporting on scope 3 emissions.

The survey data will also form a dairy circularity baseline which will be used to help our dairy suppliers identify resource efficiency opportunities within their business to lead to lower emissions, improved profitability and enhanced ecological process outcomes. The most productive dairy farms also have lower emissions.

A total of 23 Better Farms Program capital works projects were completed this year. The majority of these supported emission reduction or climate adaptation outcomes. A smaller number of projects supported workplace health and safety and water use efficiency outcomes on farm.



A Better Farms Case Study – GHG emission focus

Here's how Better Farms has helped inform one dairy farmer

Our case study dairy farm milks 220 cows on dryland pasture with supplementary irrigation, producing 1,495,000 litres of milk each year.

Their Better Farms Report indicated their GHG emission intensity was high in comparison to other farms in their region – 1.04kg of CO₂e/kg FPCM*.

! Compared to other farms, their Better Farms Report showed the dairy farmer relied heavily on purchased feed and their homegrown feed utilisation was low

! Additionally, compared to other farms, their herd feed conversion efficiency indicator was also low

✓ On the positive side, the farm's electricity efficiency use was better than many other farms in the same region.

Based on their Better Farms Report we recommended the farmer seek independent agronomy and nutritional advice to:

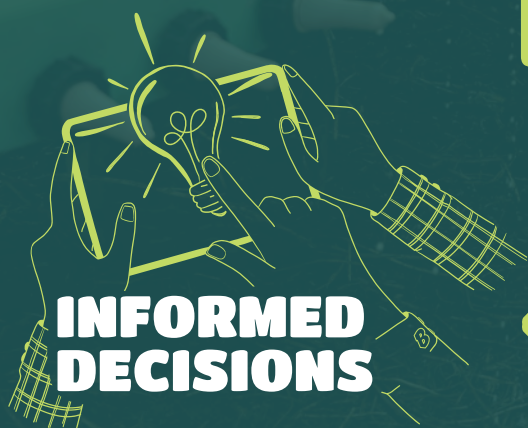
- Improve homegrown feed utilisation
- Refine purchased feed inputs
- Improve herd feed conversion efficiency.

Improvements in these areas can increase milk production and profitability as well as reduce GHG emissions.

We also highlighted they could access up to \$5,000 in Better Farms grant support to implement improvements on farm, such as upgrade their: dairy feed system, fencing and stock water infrastructure or to plant trees for stock shade and shelter.

With Better Farms and by seeking independent advice the farmer could:

- ✓ Reduce their purchased feed costs by utilising more quality homegrown feed
- ✓ Increase milk production whilst lowering enteric methane emissions
- ✓ Increase carbon sequestration through tree planting
- ✓ Reduce their emission intensity
- ✓ Increase the profitability of their business.



1.04^{kg}
OF CO₂e/kg FPCM
EMISSION INTENSITY



*GHG Emission intensity measure. Carbon dioxide equivalents (CO₂e) is a unit used to compare emissions from different greenhouse gases based on their global warming potential over a specific time period. Fat and protein corrected milk (FPCM) is a kg of milk standardised to 4.0% fat and 3.3% protein to allow comparison of milk with varying fat and protein percentages.

Responsible and ethical procurement

OUR APPROACH

We are committed to sourcing ingredients from suppliers that share our ethical procurement values and use accredited sources.

Our Code of Conduct outlines labour standards and human rights with which suppliers must comply. Our Ethical Sourcing Policy, relaunched in June 2025, outlines the standards to be met by those who supply goods and services to us and the obligations of our staff to work with our suppliers to meet those standards. Our Supplier Responsible Sourcing Code provides greater details of the minimum standards we expect of suppliers and includes a focus on human rights as well as the provision of remedies.

We assess all new suppliers for risk. We require suppliers to use the Supplier Ethical Data Exchange (SEDEX), or equivalent, to share information and to complete an annual self-assessment questionnaire (SAQ). The Sedex SAQ requires completion of self-assessment questions with respect to four pillars: labour standards, health and safety, environment, and business ethics. We reserve the right to require an independent audit of suppliers, particularly those considered to be medium to high risk.

We prepare an annual Modern Slavery Statement in accordance with the *Modern Slavery Act 2018* (Cth) with progress communicated regularly to the Risk and Sustainability Committee.

OUR PROGRESS

There were multiple challenges to procurement this year, particularly the speed and scale of geopolitical risks such as conflict, trade shifts, and tariffs impacting global commodities and logistics. The global prices of commodities such as coffee, cocoa, sugar and diesel fuel have been volatile. Domestic procurement continues to be characterised by a shrinking milk pool and extreme weather events in some regions. Transparency in supply chains has become increasingly important and high-quality data is needed to meet stakeholder expectations.

This year we progressed modern slavery and human rights risk mitigation and management of coffee, cocoa, and peanuts which have been identified as high-risk categories. We have also undertaken in-depth due diligence on fruit, logistics, marketing, and labour hire. In FY2024, we launched a remediation process for modern slavery to 'set things right' for the person who has experienced harm and restore them to the position they would be in had the harm not occurred. This included establishing incident response requirements, managing incidents and how we deal with suppliers involved. In April 2025, we rolled out mandatory e-learning on the remediation process for all buyers, supplier managers and leaders.

OUR PERFORMANCE

In FY2025, more than 95% of our spending was with suppliers in Australia. Sourcing of milk is the largest single category of procurement at more than 36% of our spend, while ingredients are nearly 17%. New suppliers assessed as high-risk were onboarded to SEDEX or an equivalent global data exchange platform where they are required to complete an annual ethical sourcing self-assessment questionnaire (SAQ). Those suppliers who were assessed as moderate-risk were asked to sign up to our Supplier Responsible Sourcing Code. There were two business-critical non-conformances arising from audits of high-risk suppliers this year, both of which will be resolved through an external SEDEX appointed auditor review.

As part of our own participation in SEDEX, and to provide assurance to customers, we also undergo third party SMETA audits at selected site. Since FY2022, we have completed audits at: Vegemite Way, Bentley, Tatura, Lagoon Street, Ridge Street, Salisbury, Lenah Valley, Strathmerton, Malanda, Morwell, Kingaroy, Koroit, Wetherill Park and Crestmead sites. Audits will be conducted at the Chelsea, Penrith and Smithfield sites in FY2026. This will finalise SMETA audits for all our sites and four sites will also be re-audited in FY2026.

50%

of high risk suppliers
completed an independent audit
of their **environmental**
and **social performance**.



Learn more about our Ethical Sourcing Policy, Responsible Sourcing Code, and Modern Slavery initiatives.



Learn more about [Bega Modern Slavery Statement](#)



Learn more about [Supplier Responsible Sourcing Code](#)



Learn more about [Coffee Sourcing Policy](#)



Learn more about [Cocoa Sourcing Policy](#)



Learn more about [Sustainable Palm Oil Sourcing Policy](#)

Deforestation in our supply chain

PALM OIL

We are committed to sourcing palm oil and palm oil products and derivatives in a socially, and environmentally responsible and sustainable manner. We have adopted the Roundtable on Sustainable Palm Oil (RSPO) as our standard for the certification of palm oil.

RSPO is a not-for-profit that aligns stakeholders within the palm oil industry to develop and implement global standards and accredited certification. We aim for all palm oil used in Bega branded products to be RSPO Certified Sustainable Palm Oil (CSPO). Our Sustainable Palm Oil Sourcing Policy was updated in October 2024. It requires our suppliers to supply CSPO products, with a preference for segregated (from many sources) and identity-preserved (from a single source) model materials, and to provide validation consistent with RSPO standards.

This year more than 99.99% of our total palm oil purchased by weight was sourced from mass balance, segregated or identity-preserved sources.



COFFEE

All of our Australian sites producing Dare Iced Coffee are certified under the Rainforest Alliance (RFA) Standard. Our commitment is to ensure that the majority of coffee sourced for and used in Dare branded products directly manufactured by us will be RFA certified and accredited coffee. We also commit to sustainably source and use sustainably sourced coffee for all non-Dare brands within our portfolio by engaging with suppliers, monitoring raw materials, and ensuring claims are accurate. In FY2025, we developed a new Bega Coffee Sourcing Policy.

The RFA is an international non-profit organisation working in more than 70 countries, specifically with cooperatives of smallholder coffee farms. Sourcing coffee from RFA certified farms helps farmers follow more sustainable farming practices that protect forests, improve their livelihoods, promote human rights of farm workers, and help them mitigate and adapt to climate change.

Of the total coffee powder by weight we sourced in FY2025, 74.15% was certified under the RFA Standard. This has increased from 13% in FY2022. This excludes coffee powders pre-mixed by suppliers for Dare Iced Coffee which have been separately certified by the supplier.

COCOA

In FY2025, we developed a new Bega Cocoa Sourcing Policy. It requires all cocoa and cocoa derivatives purchased through our suppliers to be produced and sourced in a manner that minimises environmental and human rights impact and promotes long-term sustainable practices. We look forward to reporting our progress in FY2026.



99.99% palm oil and 74.15% of coffee powder certified by a third party



CASE STUDY

STRENGTHENING PARTNERSHIPS WITH RIVERINA CITRUS GROWERS

This year we worked closely with over 70 citrus growers in the Leeton and Griffith regions. The collaboration rewards loyalty creating a win-win partnership. Carefully selecting growers who produce high-quality, high-yield fruit, helps safeguard a consistent supply of premium citrus needed for our brands including Daily Juice, The Juice Brothers, and Mildura Juice.

Growers attended our Christmas celebrations in Leeton where we also presented special awards that value the contribution of growers that supply us with fruit. Vic Nardi was recognised as Grower of the Year and Mick Vecchie was awarded the Young Grower of the Year Award. To further enhance relationships with growers, we rolled out programs in 2025 offering supplier training and resources to effectively manage labour, including fruit pickers, and updated and continued to roll out the Bega Better Farms Program.

Our procurement team oversees the complex scheduling of fruit deliveries – including oranges, apples, and pears – to the Leeton factory on behalf of both Bega Group and Grove. The team also plays a key role in arranging new ways of working with Grove to optimise the efficiency of the Leeton factory, which we sold to Grove on 1 October 2024.

Quality sustainable products

OUR APPROACH

We are committed to delivering value to our consumers through high-quality products and sustainable practices across our value chain.

This starts with producing safe food guided by our Food Safety and Quality Policy which supports an overall Food Safety and Quality Management System. Using a continuous improvement approach, the Policy and System apply to all our manufacturing sites. The same principles apply to third parties contracted to make products on our behalf.

OUR PROGRESS

This year we commenced consolidating our approach to food safety certification across our facilities toward the British Retail Consortium (BRC) Global Standards, which are recognised by the Global Food Safety Initiative (GFSI). Prior to this, we maintained certifications of our manufacturing facilities to either the BRC Global Standards or Food Safety System Certification (FSSC) 22000 Global Standards. To date, seven facilities including our Group Head Office have transitioned to BRC.

Speed and accuracy of testing is crucial to food safety. We have started to implement rapid, on-site microbiological testing at a number of sites. The program which encompasses proactive and accurate testing of milk, enabling quick results and responses. We have also commenced a program of microbial-typing which includes the identification of specific molecular structures, allowing for more specific understanding of potential sources of contamination.

OUR PERFORMANCE

In FY2025, 100% of our manufacturing sites maintained certification to GFSI-recognised certifications. We recorded two major non-conformances and 77 minor non-conformances against GFSI audits of our manufacturing sites. We resolved all within the required period. There were no product recalls for food safety nor notices of food safety violations this year.



GOVERNANCE



Governance for sustainability

The Board considers the social, ethical and environmental impact of our activities and operations. It sets standards and monitors what we do and the extent to which we comply with our social responsibilities. These responsibilities are detailed in the Bega Group Board Charter and include climate-related risks and opportunities. As at 30 June 2025, the Board consisted of eight directors.

The Board is supported by four Board committees: the Risk & Sustainability Committee, the Nomination, Remuneration and People and Capability Committee, the Milk Services Committee, and the Audit Committee. The roles and responsibilities of the Board and Board committees are defined in the Board Charter and the written charters of the four Board committees.

The Risk & Sustainability Committee (RSC) was established in FY2023 to assist the Board in risk management, compliance and sustainability. The RSC is comprised solely of Non-executive directors, including an independent Chair, Peter Margin, who is also the Deputy Chairman of the Board. The RSC met four times during FY2025 to oversee the adequacy and effectiveness of the sustainability framework and consider our material exposure to environmental or social risks, including climate-related risks and opportunities. This work is supported and coordinated with other Board committees which provide reports regarding material risks to the board. The RSC reviews the annual Sustainability Report, the scope, results and recommendations arising from external assurance.



Governance | Governance for sustainability

Details of each Director's period of office, skills, experience, expertise and their other current directorships, can be found on our website and in our 2025 Annual Report. An assessment of the Board's competencies to manage the impact of the business on the environment and community is outlined in our Corporate Governance Statement.

Remuneration reflects a commitment to safety, quality and environmental standards and the Chairman, Chief Executive Officer and Chief Financial Officer are expected to lead by example. No short-term incentives (STIs) will be paid if there is a major safety, quality or environmental event that was within our reasonable control during the year. For further information please refer to our Annual Report. The Board reviews remuneration for key management personnel (KMP) annually. Shareholders are asked to vote on the adoption of the Remuneration Report at the Annual General Meeting and we announce the result of that vote on the Australian Securities Exchange (ASX) and publish it on our website.

Representatives from the executive and other senior personnel meet quarterly as a Sustainability Steering Group (SSG). The SSG is chaired by the Executive General Manager of Operational Excellence and coordinates implementation of the sustainability strategy across business units and provides regular updates to the RSC. The SSG held four meetings during FY2025.

Further information on our approach to corporate governance is outlined in our Corporate Governance Statement, which responds to the ASX Corporate Governance Principles and Recommendations (4th edition). It should be read alongside the 2025 Annual Report.

BEGA GROUP SUSTAINABILITY GOVERNANCE AS AT 30 JUNE 2024



Learn more about our **2025 Annual report**

Responsible business conduct

We recognise the need for our business to observe the highest standards of corporate practice and business conduct in our interaction with customers, shareholders, employees, suppliers, business partners, the community and environment in which we operate.

Engaging with our stakeholders is fundamental to the success of our business objectives and sustainability journey. Stakeholders—those who influence or are impacted by our operations—play a critical role in identifying our impacts, shaping our direction, informing our decisions, and enabling us to deliver long-term value. Meaningful engagement ensures we remain responsive to evolving expectations, build trust, and foster collaboration across the value chain.

Through proactive and transparent engagement, we also align our sustainability commitments with stakeholder priorities, strengthen our social license to operate, and enhance our ability to deliver on our purpose.

Our Code of Conduct guides us on how to make decisions and act. The Code of Conduct is used alongside all our policies and procedures including our Respect Statement, Diversity, Equity and Inclusion Policy, Privacy Policy, Health and Safety Policy, Environment Policy, Whistleblower Policy and Ethical Sourcing Policy. This year, we updated our Anti-Fraud and Corruption Policy as part of a contemporary approach to operating ethically, responsibly, and with moral integrity. We also publicly released our Global Tax Risk Policy, Governance and Strategy, which outlines our commitment to act with integrity and to contribute to the communities in which we operate. This includes a commitment to global tax disclosure standards, including public country-by-country (CBC) reporting and GRI 207.

We recognise that effective grievance mechanisms are essential to enable workers and affected stakeholders to raise concerns and seek remediation. Our grievance framework includes an independent whistleblower service, which is accessible by all our direct and indirect employees, supply chain workers and other eligible persons. The service is fully outsourced, and complaints can be lodged 24 hours a day, 7 days per week. Whistleblower activity is reviewed by the Whistleblower Protection Officer who tables quarterly reports to the Risk and Sustainability Committee.

We maintain a consumer care phone hotline and email, through which consumers of our products can lodge feedback, enquiries or complaints. A documented internal procedure is followed to capture, assess, categorise, investigate, resolve and report all customer and consumer contacts relating to all Bega branded products, and as required, where we manufacture products on behalf of a customer. Registered complaints are reported to the Executive and Board through monthly reporting on quality.

We also maintain a privacy email for questions or complaints regarding how we have managed personal information in accordance with our Privacy Policy. Any material complaints about how we have handled personal information that have been raised with the

Privacy Commissioner are reported to the Board. No such reports were received this year.

A Dare Iced Coffee promotion – ‘Daremergency’ – gave customers the chance to win \$1,000 if they had purchased a specially marked bottle in February 2025. Due to a technical error by the external contest provider, incorrect provisional winner notifications were sent to some participants. We awarded all recipients of the incorrect notification a \$50 gift voucher within 24 hours of the incorrect notification, as an acknowledgement of the mistake and to recognise their disappointment. We also initiated an investigation to understand the error and remedy the situation.

Bega Group is subject to environmental regulation in Australia, including the *National Greenhouse and Energy Reporting Act 2007 (Cth)* and national environment protection measures. Some of our sites report to the Commonwealth Government’s National Pollutant Inventory (NPI) on emissions to air, with this information made publicly available on the NPI website.

Our operating sites are also subject to state legislation, regulations and licence conditions including, the *Environmental Management and Pollution Control Act 1994 (Tas)*, *Environment Protection Act 1993 (SA)*, *Environment Protection Act 2017 (Vic)*, the *Protection of the Environment Operations Act 1997 (NSW)*, *Environmental Protection Act 1986 (WA)* and the *Environmental Protection Act 1994 (Qld)*.

Results from New South Wales environmental monitoring programs are publicly available and published on our website on a monthly basis. In FY2025, we reported compliance activities to environmental regulators and water authorities with no financial penalties for non-compliance reported. We have successfully resolved most notifications with the appropriate regulator, with the following specifically reported:

- one event of exceeding solid particle limits at the Koroit site in Victoria was reported to the EPA. Corrective actions have been implemented.
- one event of potential contamination of stormwater from irrigation water at the Koroit farm area was reported to the EPA. Corrective actions have been implemented

Eighteen wastewater breaches were reported against trade waste agreements:

- twelve at the Penrith site in New South Wales
- one at the Lenah Valley site in Tasmania
- two at the Koroit site
- one at the Port Melbourne site
- one at the Morwell site in Victoria
- one at the Salisbury site in South Australia.

No fines were issues in respect of these breaches.

Governance | Responsible business conduct

All remaining informal and formal complaints received in relation to environmental issues were resolved and no further action was required of us by respective regulators. We did not receive any significant fines for non-compliance in FY2025.

Our stakeholders	
Stakeholder	Examples of how we engage
Consumers	• Customer service teams across all brands • Active engagement on social media channels • Consumer research programs including monthly brand health listening research • General advertising across digital media, out of home signage, on pack, and at store
Customers	• Hosting customer visits and audits • Periodic meetings and quarterly reviews via dedicated accounts teams • Regular information sharing and status updates with our project teams • Access to programs such as SEDEX
Farmer	• Representative groups such as the Grower Advisory Group and Annual Growers Meeting • Face to face and direct engagement by our dedicated farm services officers • Resources such as our Better Farms Program, providing dairy farmers with advice and support, training and development, and capital works grants
Government & regulators	• Responding to consultations and requests for information to inform initiatives and policy development • Periodic strategic meetings with government departments and regulators through statutory reporting, site inspections and audits • Collaborate with export authorities
Industry associations	• Membership of key industry bodies • Participation in forums and working groups • Representation on collective action groups and industry led initiatives
Investors	• Investor meetings, results presentations and corporate reporting suite • ASX announcements, press releases and annual general meetings • Monitoring and responding to ESG investment analyst surveys
Other suppliers and producers	• Face-to-face meetings, regular reviews and dedicated relationship managers • Participation in supply chain platforms such as SEDEX • Periodic supplier visits and audits
Our people	• Regular employee surveys • Quarterly whole business town halls • Internal recognition system • Employee assistance, safety and diversity programs • Internal community opportunities such as site-based DEI teams

Memberships

Memberships
Australian Association of Convenience Stores
Australian Association of National Advertisers
Australian Dairy Industry Council (Executive)
Australian Dairy Products Federation (Executive)
Australian Food and Grocery Council
Australian Honey Bee Industry Council
Australian Packaging Covenant Organisation
Dairy Australia
Dairy Australia's Industry Working Group for Sustainable Packaging
Dairy Industry Association of Australia
FoodService Association Australia (FSAA)
Independent Food Distributors Australia (IFDA)
Infant Nutrition Council Australia and New Zealand
Roundtable on Sustainable Palm Oil (Associate member)
Voluntary sustainability initiatives
APCO Collective Action Group
APCO Flexible Plastics Material Stewardship Committee
APCO Rigid Plastics Material Stewardship Committee
Australian Dairy Industry Sustainability Framework (Steering Committee)
Dairy Manufacturers Sustainability Council
The Regional Circularity Co-operative Limited (Chair)

APPENDIX



APPENDIX A:

Data boundary

Data included in Sustainability Report FY2025

Entities in Consolidated Financial Statement in 2024	Ownership	Supply chain	Food safety	Nutrition	Workforce	Safety	Energy	Carbon	Water ¹	Wastewater ¹	Waste ¹	Packaging ²
Bega Cheese Ltd (Parent)	100	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
180 Nutrition Pty Ltd	100	✓	✓	✓	x	x	x	x	x	x	x	✓
BDD Australia Pty Ltd	100	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
BDD Foods Pty Ltd	100	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
BDD Milk Pty Ltd	100	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Bega Cheese Benefit Fund Ltd	100	x	x	x	x	x	x	x	x	x	x	x
Bega Cheese Investments Pty Ltd	100	x	x	x	x	x	x	x	x	x	x	x
Bega Dairy and Drinks Pty Ltd	100	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Bega Dairy and Drinks Finance Pty Ltd	100	x	x	x	x	x	x	x	x	x	x	x
Bega Dairy and Drinks Services Pty Ltd	100	x	x	x	x	x	x	x	x	x	x	x
Bega Insurance Pte Ltd	100	x	x	x	x	x	x	x	x	x	x	x
Berri Pty Ltd	100	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Berri Asia Sdn Bhd	100	x	x	x	x	x	x	x	x	x	x	x
Blowflex Mouldings Pty Ltd	100	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Capitol Chilled Foods (Australia) Pty Ltd	100	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Dairy & Drinks Singapore Pte Ltd	100	x	x	x	x	x	x	x	x	x	x	x
Dairy Farmers Pty Ltd	100	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Dairy Vale Foods Pty Ltd	100	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Malanda Dairyfoods Pty Ltd	100	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
National Foods Holdings Ltd	100	x	x	x	x	x	x	x	x	x	x	x
National Foods Beverage Holdings Pty Ltd	100	x	x	x	x	x	x	x	x	x	x	x
Peanut Company of Australia Pty Ltd	100	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
QUD Pty Ltd	100	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Shanghai Great Lion Food & Beverages Management Co Ltd	100	x	x	x	x	x	x	x	x	x	x	x
Tatura Milk Industries Pty Ltd	100	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Tatura Cheese Industries Pty Ltd	100	x	x	x	x	x	x	x	x	x	x	x
Infant Nutrition Canning Australia Pty Ltd	40	x	x	x	x	x	x	x	x	x	x	x

¹ Excludes logistics sites and depots outside of Bega operational control.

² Excludes contract manufacturing and SKUs exported outside of Australia.

APPENDIX B:

Performance data

Unless otherwise stated:

- all references to a year refer to 1 July 2024 to 30 June 2025, except packaging data which is based on calendar year data, consistent with the requirements of APCO
- acquisitions are included from the first full reporting cycle following the date of completion of the acquisition, and
- divestments are excluded from the date of completion of the transaction.

Business activity

Measure – business activity metrics		FY2025
Weight of products sold	Tonnes of product	266,238
	Kilolitres of product	903,015
Number of production facilities		18

Volume of products sold

This is calculated as the total production volume measured in either tonnes or kilolitres manufactured across all our sites and reporting entities, as outlined in the data boundary, in this financial year.

Number of production facilities

This is the number of facilities owned and operated by us and our subsidiaries that process or manufacture products. It does not include sites or facilities used only for the purposes of logistics or administration.

Environment

Measure – energy			
Consumption (gigajoules)	FY2023	FY2024	FY2025
Energy consumption	2,613,303	2,588,775	2,656,470
Natural gas	1,519,750	1,516,502	1,588,431
Electricity	815,445	811,013	807,922
Wood	206,040	192,134	192,953
LPG stationary	62,114	61,445	59,672
LPG mobile	0	0	0
Diesel mobile	1,974	619	585
Diesel stationary	209	382	527
Petrol mobile	847	178	98
Petrol stationary	305	271	219
Biogas	6,220	5,371	4,644
Solar	398	861	1,421

Total energy consumed

The total amount of energy used by our manufacturing sites and logistics facilities. This includes energy from natural gas, electricity, wood, liquid petroleum gas (stationary and mobile), diesel fuel (stationary and mobile), petroleum (stationary and mobile) and biogas. Electricity and gas data are converted to gigajoules. Data are calculated using the Australian Government's National Greenhouse and Energy Reporting (Measurement) Determination.

APPENDIX B | Performance data

Environment

Measure – greenhouse gas emissions				
Greenhouse gas emissions (tonnes CO ₂ e)	FY2021 BASELINE	FY2023	FY2024	FY2025
Scope 1	89,953	84,321	83,512	86,875
Scope 2	208,885	169,841	158,771	153,924
Total	298,838	254,162	242,283	240,799

Scope 1 greenhouse gas emissions

This is the total greenhouse gas emissions produced directly from our activities from on-site combustion and logistics. The key activities that give rise to scope 1 emissions are generating heat from combustion of natural gas and LPG in boilers for making products and for cleaning. The reporting boundary is based on operational control. Emissions are calculated using the Australian Government's National Greenhouse and Energy Reporting (Measurement) Determination.

Scope 2 greenhouse gas emissions

This is the total greenhouse gas emissions produced indirectly from our activities including purchased electricity. The key activities that give rise to scope 2 emissions include utilising electricity to power production equipment and provide refrigeration, compressed air and chilled water. The reporting boundary is based on operational control. Emissions are calculated using the Australian Government's National Greenhouse and Energy Reporting (Measurement) Determination.

Measure – greenhouse gas emissions				
Greenhouse gas emissions intensity	FY2021 BASELINE	FY2023	FY2024	FY2025
Tonnes of CO ₂ e per kilolitre of product (tCO ₂ e/kL)	0.13267	0.11192	0.10876	0.10131
Tonnes of CO ₂ e per tonne of product (tCO ₂ e/t)	0.65	0.56	0.54	0.56

Greenhouse gas emissions intensity

This is our total scope 1 and 2 greenhouse gas emissions by tonne of product and by kilolitre of product reported separately.

Measure – water				
Water withdrawal by source (megalitres)	FY2021 BASELINE	FY2023	FY2024	FY2025
Ground water	311	274	258	273
Municipal water	3,206	2,985	3,233	3,266
Surface water	84	135	108	119
Total withdrawal	3,601	3,394	3,599	3,658
Reused water	868	790	1,456	1,483
Wastewater discharge (megalitres)				
Effluent discharge	3,806	3,585	3,665	3,683

APPENDIX B | Performance data

Water withdrawal

This is the total amount of water withdrawn at our manufacturing facilities. This includes water sourced from municipal or other water authorities (third parties), surface water and ground water. This is expressed in megalitres.

Water reuse

This is the total amount of water reused at our manufacturing facilities. This includes waste water for irrigation and condensate water. This is expressed in megalitres.

Wastewater generation

Wastewater is generated from cleaning, heating and cooling, and from evaporating milk into powder products. This is expressed in megalitres.

Measure – waste			
Waste diversion (%)	FY2023	FY2024	FY2025
Solid waste diverted from landfill	92	93	93
Solid waste generated (tonnes)			
Waste total	72,193	78,332	73,533
Waste to landfill	5,451	5,200	5,068
Waste diverted from landfill	66,742	73,132	68,485

Total waste

This is the total solid waste generated from our manufacturing facilities. It includes solid and liquid waste, organic waste and sludge. It excludes waste arising from office buildings where we do not have operational responsibility and any milk loss included within wastewater. Waste data is primarily collected directly from invoices and from monthly reports provided by our contractors.

Waste to landfill

This is the total solid waste sent to landfill and includes general dry waste and wet waste, hazardous waste, laboratory waste, packaging, and other waste which cannot be recycled. Waste data is primarily collected from monthly reports provided by our contractors.

Waste diverted from landfill

This is the percentage of solid waste generated from our manufacturing and distribution facilities which is diverted from landfill. Waste data is primarily collected from monthly reports provided by our contractors. We rely on our contractors to determine waste segregation and subsequent diversion from landfill based on bin type collected.

Packaging

Measure – packaging			
	CY2022	CY2023	CY2024
Total weight of packaging used (tonnes)	46,298	38,546	34,451
Percentage made from recycled and/or renewable materials (%)	34.8	34.1	39.3
Percentage that is recyclable, reusable, and/or compostable (%)	88.7	93.2	89.7

APPENDIX B | Performance data

Total weight of packaging used

This is the total weight of packaging material used in the production of our branded products placed on the Australian market. This includes all types of primary and secondary packaging material across all product categories in tonnes. This excludes the products we manufacture on behalf of our customers. Reporting aligns to our APCO reporting period (calendar year).

Percentage of our packaging made from recycled material

This is the percentage of our total weight of packaging used in production of our branded products that contains recycled material. Reporting aligns to our APCO reporting calendar year period.

Percentage of our packaging materials which are recyclable, reusable and/or compostable

This is the percentage of our total weight of packaging that is made of materials considered recyclable, reusable or compostable, as defined by the Australian Packaging Covenant Organisation (APCO). Reporting aligns to our APCO reporting calendar year period.

Workforce

Measure – workforce	FY2025				
Workforce by employment type and gender	Female	Male	Non-binary	Undeclared	Total
Total workforce	1,072	2,482	2	4	3,560
Full time	868	2,265	1	4	3,138
Part-time	204	217	1	0	422
Permanent	992	2,343	2	4	3,341
Fixed term	29	24	0	0	53
Casual	51	115	0	0	166

Workforce by region and gender	Female	Male	Non-binary	Undeclared	Total
Australian Capital Territory	2	14	0	0	16
New South Wales	287	800	0	1	1,088
Northern Territory	1	2	0	0	3
Queensland	87	239	0	0	326
South Australia	32	133	0	1	166
Tasmania	8	47	0	0	55
Victoria	629	1,162	2	2	1,795
Western Australia	18	81	0	0	99
Other – Dubai, Malaysia, Singapore, Thailand, China	8	4	0	0	12

Workforce by gender representation by employment category	Female	Male	Non-binary	Undeclared
Board members	3	5	0	0
Management	168	320	0	0
Non-management	904	2,162	2	4
Workforce overall	30.13%	69.70%	0.06%	0.11%

APPENDIX B | Performance data

Workforce by age group of employees by category	<30 years of age	30–50 years of age	50+ years of age
Board members	0	0	8
Management	10	299	179
Non-management	358	1,539	1,175
Workforce overall	10.32%	51.51%	38.17%

Freedom of association	% of total workforce
Employees covered by collective bargaining agreements	56.37

Unless otherwise stated, our workforce metrics include all our permanent and fixed term employees (both full time and part-time) on a full time equivalent (FTE) basis as at 30 June 2025. This excludes contractors. Diversity metrics are based on self-identification by employees themselves at either onboarding or through a dedicated employee survey. Management includes senior management and executives. Where metrics based on percentage are presented, rounding of raw data has occurred.

Employees covered by a collective bargaining agreement

This is the percentage of our total employees (both full time and part-time) covered by collective bargaining agreements.

Safety

Measure – safety	FY2023	FY2024	FY2025
Fatalities	0	0	0
Total recordable injury frequency rate (TRIFR)	17.7	17.6	13.4
High-consequence work-related injuries	19	20	19

We include, in our safety performance data, all incidents and injuries involving employees, labour hire, contractors and visitors at all our manufacturing and network logistics sites and commercial offices in Australia. Safety performance data also includes sales and field support personnel working domestically or overseas across all locations where we have management control.

Total recordable injury frequency rate (TRIFR)

The TRIFR is calculated as the total number of recordable injuries for each million hours worked during the financial year. Recordable injuries include all lost time injuries, medical treatment injuries and restricted work injuries for our employees and contractors. A medical treatment injury is any injury or condition requiring medical treatment over and above that possible by a first aid trained staff member.

High-consequence work-related injuries

High-consequence work-related injuries are those injuries from which the worker cannot, does not, or is not expected to recover fully to pre-injury health within six months. It is calculated as the total number of high-consequence work-related injuries for our employees and contractors.

Foodbank

Data regarding the donation of product and provision of fresh white milk to Foodbank is provided by Foodbank and is not verified or otherwise assured by us.

APPENDIX B | Performance data

Nutrition

Health Star ratings

As defined by Australian government Health Star rating front of pack labelling scheme.
See healthstarrating.gov.au/

Revenue from products labelled or marketed to promote health and nutrition attributes.

Percentage of revenue from products that can make/ label health claims (as defined by Food Standards Australia New Zealand's Nutrient Profile Scoring Criteria, documented in the Food Standards Code). Noting that wherever possible we promote the nutrition and health benefits of our products as they deliver many key nutrients both inherently and added such as protein, calcium, B vitamins and probiotics.

Revenue from products with a Health Star rating of 3.5 or above.

Percentage of our owned brands of consumer facing foods and beverages that have a Health Rating of 3.5 or greater. Data is based on 12 months Net Sales Revenue (NSR).

Food safety and quality

Measure – food safety and quality	FY2023	FY2024	FY2025
Number of food safety audits	162	122	132
Number of food safety audit days	221	195	198
Number of sites audited for food safety	20	18	16
Number of food safety recalls issued	1	0	0
Number of incidents of non-compliance with food safety regulations or voluntary codes	0	0	0
% of manufacturing sites certified to GFSI recognised certifications	100	100	100
Number of major non-conformances against GFSI audits of manufacturing sites	–	1	2
Number of minor non-conformances against GFSI audits of manufacturing sites	–	86	77

APPENDIX B | Performance data

Number of food safety audits

This is the total number of individual audits conducted across all sites operated by us. This number includes commercial (third party) audits, customer specific audits, regulatory (food authority) audits and audits by bodies for assured status certification (such as halal, kosher, etc.)

Number of food safety audit days

This is calculated by totalling the number of person days used to complete all audits. For example, an audit carried out over two days with two auditors is equivalent to four audit days.

Number of sites audited for food safety

This relates only to manufacturing sites owned and operated by us.

Number of food safety recalls issued

A food recall is action taken by a food business to remove unsafe food from distribution, sale and consumption. This means food that may cause illness or other physical harm to a person consuming the food.

Number of incidents of non-compliance with food safety regulations or voluntary codes

This is the total number of non-conformance notices received from advisory and administrative code(s), statute(s), or other requirement(s) related to food safety, but not leading to a recall. A notice of non-compliance can relate to, but is not limited to, issues with facilities' hygienic practices, product allergen labelling, product contamination, food and colour additive violations, and other food safety issues covered by relevant regulations.

Percentage of manufacturing sites certified to Global Food Safety Initiative (GFSI) standards

This is the number and percentage of operated facilities which are certified to certification programs that meet the Global Food Safety Initiative (GFSI) Benchmarking Standards on June 30 of the financial year.

Major and minor non-conformances with GFSI

Major and minor non-conformance is defined by the relevant GFSI-recognised certification program. Specifically, the BRCGS Global Food Safety Standard or the FSSC 22000 Global Standards.

Sourcing

Measure – food ingredients certified by a third-party sustainability standard			
% of total purchased by weight	FY2023	FY2024	FY2025
Palm oil products (RSPO) certified	99.76	99.93	99.99
Coffee powder (RFA)	71	72.7	74.15

Measure – % of certified palm oil by category			
% of total purchased by weight	FY2023	FY2024	FY2025
Identity preserved or segregated	95.59	96.59	95.97
Mass balance	4.17	3.35	4.03
Non-RSPO/unknown	0.24	0.07	<0.01

APPENDIX B | Performance data

Palm oil sourced to a certified standard

This is the percentage of direct (where palm oil is the ingredient) and indirect (where palm oil is an ingredient of an ingredient we purchased) palm oil ingredients by weight that we purchased for the financial year for Bega branded products certified from suppliers as RSPO Certified Sustainable Palm Oil and consistent with the RSPO Supply Chain Certification Standard (SCCS:2020). Our Sustainable Palm Oil Sourcing Policy details our approach including a preference for segregated and identity preserved model materials. Part of our data is estimated. Where exact ingredient % split isn't provided, certain assumptions are made taking industry averages or worst case scenario. Where an ingredient with palm oil is used in both Bega branded and non-branded products, the full amount purchased is included in the calculation. Additionally, for certain oils and fats (eg. glycerol, vegetable oil), where it has not been specified otherwise it is assumed that the entirety of these ingredients are derived from palm oil. Our data is presented according to the following model.

Identity preserved – RSPO certified sustainable palm oil from a single identifiable certified source that is kept separately from ordinary palm oil throughout the supply chain.

Segregated – RSPO certified sustainable palm oil from different certified sources that is kept separate from ordinary palm oil throughout the supply chain.

Mass balance – RSPO certified sustainable palm oil from certified sources that is mixed with ordinary palm oil throughout the supply chain.

Non RSPO/ unknown – Palm oil which is not certified, where certification is incomplete, or purchase is indirect (ie. where palm oil is pre-mixed in an ingredient).

Coffee sourced to a certified standard

This is the total Rain Forest Alliance certified coffee as a percentage of total coffee powder purchased by weight for the financial year for Bega Group from suppliers certified under the Rainforest Alliance Sustainable Agriculture Standard. Coffee powders pre-mixed by suppliers for Dare Iced Coffee are not included in the reporting. However these have also been certified as part of chain of custody requirements. Product claims associated with Rain Forest Alliance (RFA) meet the criteria as defined by the RFA.

<https://www.rainforest-alliance.org/for-business/2020-certification-program/>

Measure – ethical sourcing supplier audits				
Non-conformance outcomes	Business critical	Critical	Major	Minor
Resolved	0	2	22	3
Open	2	13	64	15

Business critical non-conformance

Defined by the Sedex Members Ethical Trade Audit (SMETA) Non-Compliance Guidance as: A breach of a code item or law which presents an imminent or serious risk of life and limb, or which constitutes a severe human rights impact that could be difficult or impossible to remedy.

Critical non-conformance

Defined by the Sedex Members Ethical Trade Audit (SMETA) Non-Compliance Guidance as: A systemic, deliberate or severe breach of a code item or local law which represents a danger to workers or others, or which denies a basic human right; An attempt to pervert the course of the audit through fraud, coercion, deception or interference with the audit process.

Major non-conformance

Defined by the Sedex Members Ethical Trade Audit (SMETA) Non-Compliance Guidance as: A systemic breach of a code item, local law that could present a danger to workers or violate upon a human right.

APPENDIX B | Performance data

Minor non-conformance

Defined by the Sedex Members Ethical Trade Audit (SMETA) Non-Compliance Guidance as: An isolated breach of a code item or local law which represents low risk to workers; A policy issue or misunderstanding where there is no evidence of a material breach of a code item or local law.

Open non-conformance outcome

Non-conformance report that has not yet been closed out by the vendor or is awaiting an auditor's review and acceptance of the proposed corrective action plan.

Resolved non-conformance outcome

A corrective action plan has been completed and approved by the auditor with no further works to be completed.

Bega Better Farms Program grants

Grants under the Better Farms Program are paid to our suppliers of milk through the milk payment system and reconciled against the supplier payment report. Better Farms capital works projects are paid based on the completion of the project works verified by our milk supply officers and following the provision of completed works paid invoices and a completed works photograph. The program is subject to an independent audit, last undertaken in June 2020.

Governance

Number of significant fines for non-compliance

All matters for which a regulatory body or agency has issued a fine that has a monetary value of \$100,000 or more or is a material regulatory breach (e.g. resulting in serious injury or environmental damage).

APPENDIX C:

Assurance statement



To the Directors of Bega Cheese Limited

Independent Limited Assurance Report on identified Subject Matter Information in Bega Cheese Limited's Sustainability Report for the year ended 30 June 2025

The Board of Directors of Bega Cheese Limited ("Bega") engaged us to perform an independent limited assurance engagement in respect of the identified Subject Matter Information in Bega's 2025 Sustainability Report for the year ended 30 June 2025 (2025 Sustainability Report).

Subject Matter Information and Criteria

The Subject Matter Information is as set out in the table below:

Subject Matter Information for the year ended 30 June 2025	
Total Greenhouse gas (GHG) emissions Scope 1 & Scope 2 (tCO ₂ e)	240,799
Total percentage of palm oil purchased by weight from Roundtable on Sustainable Palm Oil (RSPO) certified suppliers (%)	99.99
Total percentage of coffee powder purchased by weight that is supplied by Rainforest Alliance Standard certified suppliers (%)	74.15

The Reporting Criteria used by Bega to prepare the Subject Matter Information is set out in Appendix B, beginning on page 51 of Bega's 2025 Sustainability Report, which is published on Bega's website (the "Criteria").

The maintenance and integrity of Bega's website is the responsibility of Bega Management; the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to the reported Subject Matter Information or Criteria when presented on Bega's website.

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Our assurance conclusion is with respect to the year ended 30 June 2025 and does not extend to information in respect of earlier periods or to any other information included in, or linked from, the 2025 Sustainability Report including any images, audio files or videos.

Responsibilities of Management

Bega Management is responsible for the preparation of the Subject Matter Information in accordance with the Criteria. This responsibility includes:

- Determining appropriate reporting topics and selecting or establishing suitable criteria for measuring, evaluating and preparing the underlying Subject Matter Information;
- Ensuring that those criteria are relevant and appropriate to Bega and the intended users; and
- Designing, implementing and maintaining systems, processes and internal controls relevant to the preparation of the Subject Matter Information, which is free from material misstatement, whether due to fraud or error.

Our independence and quality management

We have complied with the ethical requirements of the Accounting Professional and Ethical Standard Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards) relevant to assurance engagements, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies Australian Standard on Quality Management ASQM 1, Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our responsibilities

Our responsibility is to express a limited assurance conclusion based on the procedures we have performed and the evidence we have obtained.

Our engagement has been conducted in accordance with the Australian Standards on Assurance Engagements (ASAE) 3000 Assurance Engagements Other Than Audits or Reviews of Historical

APPENDIX C | Assurance statement



Financial Information and ASAE 3410 Assurance Engagements on Greenhouse Gas Statements. Those standards require that we plan and perform this engagement to obtain limited assurance about whether anything has come to our attention to indicate that the Subject Matter Information has not been prepared, in all material respects, in accordance with the Criteria, for the year ended 30 June 2025.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and consequently the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not express a reasonable assurance opinion.

In carrying out our limited assurance engagement we:

- Made inquiries of the persons responsible for the Subject Matter Information;
- Obtained an understanding of the process for collecting and reporting the Subject Matter Information;
- Tested the mathematical accuracy of a sample of calculations with respect to the Subject Matter Information;
- Undertook analytical review procedures over data utilised within the calculations and preparation of the Subject Matter Information;
- Performed limited substantive testing on a selective basis of the Subject Matter Information at corporate head office to assess that data had been appropriately measured, recorded, collated and reported; and
- Assessed the methodologies applied and calculations undertaken by management in the preparation of the Selected Subject Matter against the Criteria; and
- Considered the disclosure and presentation of the Subject Matter Information.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.



Inherent limitations

Inherent limitations exist in all assurance engagements due to the selective testing of the information being examined. It is therefore possible that fraud, error or non-compliance may occur and not be detected. A limited assurance engagement is not designed to detect all instances of non-compliance of the Subject Matter Information with the Criteria, as it is limited primarily to making enquiries of Bega Management and applying analytical procedures.

Additionally, non-financial data may be subject to more inherent limitations than financial data, given both its nature and the methods used for determining, calculating and estimating such data. The precision of different measurement techniques may also vary. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, evaluation and measurement techniques that can affect comparability between entities and over time. In addition, GHG quantification is subject to inherent uncertainty because of evolving knowledge and information to determine emissions factors and the values needed to combine emissions of different gases.

Where procedures are performed over metrics that involve a certification from an external industry body or organisation, we have not performed any procedures over those external providers, and express no conclusion about the veracity of their certifications.

The limited assurance conclusion expressed in this report has been formed on the above basis.

Our limited assurance conclusion

Based on the procedures we have performed, as described under 'Our responsibilities' and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Subject Matter Information has not been prepared, in all material respects, in accordance with the Criteria for the year ended 30 June 2025.



Use and distribution of our report

We were engaged by the board of directors of Bega on behalf of Bega to prepare this independent assurance report having regard to the criteria specified by Bega and set out in this report. This report was prepared solely for Bega for providing limited assurance in respect of the identified Subject Matter Information contained within its 2025 Sustainability Report for the year ended 30 June 2025.

We accept no duty, responsibility or liability to anyone other than Bega in connection with this report or to Bega for the consequences of using or relying on it for a purpose other than that referred to above. We make no representation concerning the appropriateness of this report for anyone other than Bega and if anyone other than Bega chooses to use or rely on it they do so at their own risk.

This disclaimer applies to the maximum extent permitted by law and, without limitation, to liability arising in negligence or under statute and even if we consent to anyone other than Bega receiving or using this report.

PricewaterhouseCoopers

Scott Thompson

Partner

Melbourne

7 October 2025

APPENDIX D:

GRI and SASB Content Index

GRI content index

Statement of use	Bega Cheese Limited has reported the information cited in this GRI content index for the period 1 July 2024 to 30 June 2025 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	Pages 3–5
	2-2 Entities included in the organization's sustainability reporting	Page 10 and Appendix A
	2-3 Reporting period, frequency and contact point	Page 3
	2-4 Restatements of information	Page 3 and Appendix B
	2-5 External assurance	Page 3 and Appendix C
	2-6 Activities, value chain and other business relationships	Pages 4–5, 7, 10–14, 39 and Bega Group Modern Slavery Statement
	2-7 Employees	Page 28 and Appendix B
	2-9 Governance structure and composition	Pages 44–45, pages 3, 6–8 of Bega Group Corporate Governance Statement, pages 31–32 of Annual Report and Bega Group Board Charter
	2-10 Nomination and selection of the highest governance body	Pages 44–45, page 3 of Bega Group Corporate Governance Statement and the Nomination, Remuneration, People and Capability Committee Charter
	2-11 Chair of the highest governance body	Page 31 of Annual Report, page 8 of Bega Group Corporate Governance Statement and Bega Group Board Charter
	2-12 Role of the highest governance body in overseeing the management of impacts	Pages 44–45, page 3 of Bega Group Corporate Governance Statement and Bega Group Risk & Sustainability Committee Charter
	2-13 Delegation of responsibility for managing impacts	Pages 44–45 and page 3 of Bega Group Corporate Governance Statement
	2-14 Role of the highest governance body in sustainability reporting	Pages 44–45
	2-15 Conflicts of interest	Bega Group Board Charter, Bega Group Code of Conduct, page 8 of Bega Group Corporate Governance Statement, pages 31–32, 89 of Annual Report
	2-16 Communication of critical concerns	Pages 44–45, 46
	2-18 Evaluation of the performance of the highest governance body	Pages 5–7 of Bega Group Corporate Governance Statement
	2-19 Remuneration policies	"Pages 35–48 of Annual Report and Bega Group Nomination, Remuneration, People and Capability Committee Charter "
	2-20 Process to determine remuneration	"Page 45. Pages 35–48 of Annual Report and Bega Group Nomination, Remuneration, People and Capability Committee Charter "
	2-22 Statement on sustainable development strategy	Pages 7, 16
	2-23 Policy commitments	Page 16, Bega Group Code of Conduct, Standards of Business Conduct, Bega Group Risk Management Policy and Bega Group Modern Slavery Statement

APPENDIX D | GRI and SASB Content Index

GRI standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Page 44–45, page 3 of Bega Group Corporate Governance Statement and Bega Group Board Charter
	2-25 Processes to remediate negative impacts	Bega Group Code of Conduct, Bega Group Corporate Governance Statement, Bega Group Whistleblower Policy and Bega Group Modern Slavery Statement
	2-26 Mechanisms for seeking advice and raising concerns	Page 46, Bega Group Code of Conduct, Bega Group Corporate Governance Statement, Bega Group Whistleblower Policy, Bega Group Anti-Fraud and Corruption Policy, Bega Group Privacy Policy, Bega Group Modern Slavery Statement and Report on Disputes https://begagroup.com.au/farm-services/milk-supply-agreement-disputes/
	2-27 Compliance with laws and regulations	Pages 30, 46–47 and Appendix B
	2-28 Membership associations	Page 48
	2-29 Approach to stakeholder engagement	Page 47
	2-30 Collective bargaining agreements	Appendix B
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 17
	3-2 List of material topics	Page 17
	3-3 Management of material topics	Pages 20–21, 23, 27, 30, 33, 36, 39–40, 42
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Appendix B
GRI 303: Water and effluents 2018	303-3(a) Total water withdrawal	Page 21 and Appendix B
GRI 305: Emissions 2016		Page 23 and Appendix B
	305-2 Energy indirect (Scope 2) GHG emissions	Page 23 and Appendix B
	305-4 GHG emissions intensity	Page 24 and Appendix B
GRI 306: Waste 2020	306-4 (a) Waste diverted from disposal	Page 21 and Appendix B
	306-5 (a) Waste directed to disposal	Appendix B
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 39 and Appendix B
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Pages 27–28 and Bega Group Code of Conduct, Bega Group Safety Principles, Bega Group Health and Safety Policy and Bega Group Life Saving Rules
	403-6 Promotion of worker health	Pages 27–28
	403-9 Work-related injuries	Page 28 and Appendix B
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 39 and Appendix B and Bega Group Modern Slavery Statement
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Pages 30, 42
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Page 42 and Appendix B

APPENDIX D | GRI and SASB Content Index

SASB Navigation Index

The following index provides a list and location of disclosures in our report associated with the SASB Food & Beverage Sector: Processed Foods Sustainability Accounting Standard Version 2023-12. Specific disclosures from the SASB Food & Beverage Sector: Meat, Poultry & Dairy Sustainability Accounting Standard Version 2023-12 and the SASB Food & Beverage Sector: Non-Alcoholic Beverages Sustainability Accounting Standard Version 2023-12 are also included where relevant to priorities in our Better Future strategy and where data is available.

Activity metric	Category	Unit of measure	Code	Disclosure/ location
Weight of products sold	Quantitative	Metric tons	FB-PF-000.A	Appendix B
Number of production facilities	Quantitative	Number	FB-PF-000.B	Appendix B

Topic	Accounting metric	Category	Unit of measure	Code	Disclosure/ location
Energy management	1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ),	FB-PF-130a.1 FB-MP-130a.1 FB-NB-130a.1	Appendix B. Partially reported
Greenhouse Gas Emissions	Gross global Scope 1 emissions	Quantitative	Metric tonnes (t) CO ₂ -e	FB-MP-110a.1	Page 23 and Appendix B
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets,	Discussion and Analysis	n/a	FB-MP-110a.2	Page 23. Partially reported
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m ³), Percentage (%)	FB-PF-140a.1 FB-MP-140a.1 FB-NB-140a.1	Pages 20-21 and Appendix B. Partially reported
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Quantitative	Number	FB-PF-140a.2 FB-MP-140a.3	Page 46
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	FB-PF-140a.3 FB-MP-140a.2 FB-NB-140a.2	Not reported
Food Safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-PF-250a.1 FB-MP-250a.1	Page 42 and Appendix B. Partially reported
	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	Quantitative	Percentage (%) by cost	FB-PF-250a.2 FB-MP-250a.2	Not reported
	(1) Total number of notices of food safety violation received, (2) percentage corrected	Quantitative	Number, Percentage (%)	FB-PF-250a.3	Page 42
	(1) Number of recalls issued and (2) total amount of food product recalled	Quantitative	Number, Metric tons (t)	FB-PF-250a.4 FB-MP-250a.3	Page 42
Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes	Quantitative	Reporting currency	FB-PF-260a.1	Page 30
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Discussion and Analysis	n/a	FB-PF-260a.2	Pages 30

APPENDIX D | GRI and SASB Content Index

Topic	Accounting metric	Category	Unit of measure	Code	Disclosure/ location
Product labelling and Marketing	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	Quantitative	Percentage (%)	FB-PF-270a.1	Not reported
	Revenue from products labelled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Quantitative	Presentation currency	FB-PF-270a.2	Not reported
	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Quantitative	Number	FB-PF-270a.3 FB-NB-270a.3	Page 30
	Total amount of monetary losses as a result of legal proceedings associated with labelling and/or marketing practices	Quantitative	Reporting currency	FB-PF-270a.4 FB-NB-270a.4	Page 30
Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	Quantitative	Metric tons (t), Percentage (%)	FB-PF-410a.1 FB-NB-410a.1	Page 20–21 and Appendix B
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	n/a	FB-PF-410a.2 FB-NB-410a.2	Pages 20–21
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of food ingredients sourced that are certified to third-party environmental and/or social standards, and percentages by standard	Quantitative	Percentage (%) by cost	FB-PF-430a.1	Page 40
	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-PF-430a.2 FB-NB-430a.1	Page 39
Ingredient Sourcing	Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	Quantitative	Percentage (%) by cost	FB-PF-440a.1	Not reported
	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	Discussion and Analysis	n/a	FB-PF-440a.2	Pages 36, 39–41. Refer also to the Bega Group Modern Slavery Statement on the Bega Group website
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	FB-MP-320a.1	Page 28 and Appendix B. Partially reported

APPENDIX E:

Glossary

Terms	
AANA	Australian Association of National Advertisers
AASB	Australian Accounting Standards Board
ADISF	Australian Dairy Industry Sustainability Framework
APCO	Australian Packaging Covenant Organisation
BCV	The Bega Circular Valley
BRC	British Retail Consortium Global Standards
CARe	The Circular Alliance of Regions
EMC	Energy Management Capability
EMS	Environmental management system
EBITDA	Earnings before interest, taxes, depreciation and amortisation
FSSC	Food Safety System Certification
GHG	Greenhouse gas
GFSI	Global Food Safety Initiative
GRI	Global Reporting Initiative
IWGSP	Dairy Australia's Industry Working Group for Sustainable Packaging
KMP	Key management personnel
LOTO	Lock Out Tag Out
NSW	New South Wales
NPI	National Pollutant Inventory
PVC	Polyvinyl chloride
Qld	Queensland
RFA	Rainforest Alliance
rHDPE	Recycled high density polyethylene
rPET	Recycled polyethylene terephthalate
RCC	Regional Circularity Cooperative
RSC	Risk & Sustainability Committee
RSPO	Roundtable on Sustainable Palm Oil
SA	South Australia
SAQ	Self-Assessment Questionnaire
SASB	Sustainability Accounting Standards Board
SBTi	Science-Based Targets Initiative
SEDEX	Supplier Ethical Data Exchange
SMETA	Sedex Members Ethical Trade Audit
SSG	Sustainability Steering Group
STIs	Short-term incentives
Tas	Tasmania
TRIFR	Total Recordable Injury Frequency Rate

Vic	Victoria
WA	Western Australia
WGEA	Workplace Gender and Equality Agency
SASB	Sustainability Accounting Standards Board
SMETA	Sedex Members Ethical Trade Audit

Units	
CO₂e	Carbon dioxide equivalent, a standard unit for measuring carbon. The amount of a greenhouse gas that a business emits is measured as an equivalent amount of carbon dioxide which has a global warming potential of one
tCO₂e	Tonnes of carbon dioxide equivalent gas
GJ	Gigajoule, unit of energy equal to one billion (10 ⁹) joules of energy
GJ/t	Gigajoules per tonne of product
kg	Kilogram, unit of mass equal to 1,000 grams
Kg/t	Kilograms per tonne
kl	Kilolitre, a unit of volume equivalent to 1,000 litres
kl/t	Kilolitre per tonne
kWh	Kilowatt hour, unit of energy equivalent to 3.6 megajoules
ml	Megalitre, a unit of volume equivalent to 1 million litres
MJ	Megajoule, unit of energy equal to one million (10 ⁶) joules of energy
T	Tonnes, unit of mass equal to 1,000 kilograms

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