



1 Scope

This Policy applies to a2MC and its directly managed operations globally. Whilst the Company has a broader sustainability strategy with commitments and initiatives that aim to reduce environmental impacts and contribute to environmental improvements in our value chain, this Policy applies to the production sites, offices, sales activity and any other activity that the Company directly controls.

As a2MC is a multinational company operating in various jurisdictions, this Policy may be supplemented with specific guidance relevant to a local jurisdiction's operations provided that such local supplement does not in any way undermine the scope and application of this Policy.

All a2MC Team Members, contractors and agents must comply (in letter and spirit) with this Policy and all environmental protection laws and regulations which apply to a2MC and its operations. Further, all a2MC Team Members have a role to play in using due care and diligence when fulfilling their role or representing a2MC to protect the environment and raise both risks and opportunities.

2 Commitment

a2MC is committed to proactively protecting the environment, conserving resources, preventing pollution and reducing the environmental impacts of our operations, including consideration of the communities in which we operate. This commitment includes:

- Sustainable resource use;
- Climate change mitigation and adaptation;
- Wastewater reduction and management;
- Waste management and recycling; and
- Nature: protection of biodiversity and ecosystems.

These commitments are detailed below.

2.1 Sustainable Resource Use

The Company is committed to using resources responsibly and taking proactive steps to sustainable resource use. Key areas of focus include:

- **Packaging** – we aim to use recyclable packaging, reduce materials use, include recycled content, source materials from responsible supply chains, and include relevant disposal instructions on-pack to support responsible consumer behaviour, where possible and viable.
- **Transport** – we aim to optimise transport for supply of materials, distribution of product and movement of a2MC Team Members. Where possible and viable we will prioritise lower-impact transport modes such as sea freight over air freight, and use sustainable transport options, such as electric or hybrid vehicles. In addition, we will utilise technology to reduce the need for unnecessary travel by a2MC Team Members.



- **Product Ingredients** – we aim to source responsible ingredients from supply chains that reduce environmental impacts and optimise our purchasing and processing activity to reduce waste.
- **Water use** – we aim to optimise water use in our operations to reduce our water intensity whilst maintaining product safety and operational hygiene.

2.2 Climate Change Mitigation and Adaptation

The Company is committed to contributing to climate change mitigation by reducing climate impacts. We will do this by increasing energy efficiency in all our operations and use of renewable energy wherever possible and viable. We are committed to reducing our direct (Scope 1) and indirect (Scope 2) emissions to net zero by 2030, with a focus on reduction before any use of certified offsets. The Company's broader sustainability strategy also includes commitments and initiatives to reduce emissions across our value chain (Scope 3), working with our suppliers and partners to achieve this.

We also recognise the need to adapt to physical and transitional risks of climate change. To support this, we will continually assess and manage climate-related risks to our operations and supply chains, implementing measures that build resilience and reduce our exposure to climate impacts and support long-term value creation.

2.3 Wastewater reduction and management

The Company is committed to proactively managing wastewater from our operational sites to meet discharge licence conditions, avoid surface water pollution and reduce nutrient load.

2.4 Waste management

The Company is committed to avoiding and reducing waste generation on all operational sites, reusing materials wherever possible and viable, and engaging recycling services wherever possible and viable.

2.5 Nature: protection of biodiversity and ecosystems

a2MC is committed to contributing to Nature Positive in our value chain and our own operations, pursuing the following goals developed in FY25:

- Sustainable use of natural resources (including water, fodder, waste and recycling);
- Contribute to biodiversity gains;
- Enhance soil health and soil carbon and nitrogen capture; and
- Improve surface water quality.

3 Monitoring and Reporting

We are committed to setting clear environmental targets and commitments and monitoring our performance against them. We will publicly report on our progress against these commitments in our annual report and climate disclosures. To support continuous improvement, we will implement best practise environmental management systems for a2MC's owned manufacturing sites that meet our compliance obligations. We will also conduct regular internal and, where relevant, external audits to verify environmental performance and ensure accountability.



4 Review of this Policy

This Policy will be reviewed regularly by the Board to check that it is effective and having regard to a2MC's changing circumstances and changes in law or practice. At a minimum, this policy will be formally reviewed once every two years.

5 Questions

Any person who has questions about this Policy or requires further information should contact the sustainability team via sustainability@a2milk.com.

6 Definitions

In this Policy, the following definitions apply:

a2MC means the Company and its related companies (as that term is defined in the Companies Act 1993 (NZ)) or any company that is managed, advised or controlled by any of the above.

a2MC Team Members means all Employees, directors and officers, consultants, contractors or subcontractors (and their employees), volunteers, employees of labour hire organisations, work experience students, trainees and volunteers employed or engaged by a2MC in any jurisdiction.

Board means the board of directors of the Company.

Company means The a2 Milk Company Limited.