

GRI content index

FY25 ESG reporting

The Global Reporting Initiative (GRI) aims to develop and deliver the global best practice for how organisations communicate and demonstrate accountability for their impacts on the environment, economy and people. This GRI content index and report has been prepared with reference to the 2021 Global Reporting Initiative (GRI) universal standards.

Refer to page 26 of The a2 Milk Company's FY25 Annual Report for the assurance statement for alignment to GRI. This index includes references to relevant content in the Company's FY25 Annual Report, FY25 Climate Statement, FY24 Modern Slavery Statement and Corporate Governance Statement.

Statement of use:		The a2 Milk Company has reported with reference to the GRI Standards for the period 01/07/2024–30/06/2025.
GRI 1 used		GRI 1: Foundation 2021
Disclosure	Location	
2-1 Organizational details	Annual report, page 15, page 153	
2-2 Entities included in the organization's sustainability reporting	Annual Report, page 136, Climate Statement, page 32–34	
2-3 Reporting period, frequency and contact point	Annual Report, page 4, page 25, page 153, Climate Statement page 3	
2-4 Restatements of information	N/A no restatements	
2-5 External assurance	Annual report, page 26–27, page 87	
2-6 Activities, value chain and other business relationships	Annual report, page 18–19	
2-7 Employees	Modern Slavery Statement, page 4	
2-8 Workers who are not employees	Modern Slavery Statement, page 4	
2-9 Governance structure and composition	Annual Report, page 68–75	
2-10 Nomination and selection of the highest governance body	Annual Report, page 68–73	
2-11 Chair of the highest governance body	Annual Report, page 2–3 , page 72	
2-12 Role of the highest governance body in overseeing the management of impacts	Annual Report, page 68–73, Corporate Governance Statement	
2-13 Delegation of responsibility for managing impacts	Annual Report, page 68–69	
2-14 Role of the highest governance body in sustainability reporting	Annual Report, page 68–75, Climate Statement, page 5–8	
2-15 Conflicts of interest	Annual Report, page 68–75 and Corporate Governance Statement, page 3	
2-16 Communication of critical concerns	Annual Report, page 71 and Modern Slavery Statement, page 26	
2-17 Collective knowledge of the highest governance body	Annual Report, page 68–70, Corporate Governance Statement, page 5–6	
2-18 Evaluation of the performance of the highest governance body	Annual Report, page 70 and Corporate Governance Statement	
2-19 Remuneration policies	Annual Report, page 76–84	
2-20 Process to determine remuneration	Annual Report, page 76–84	
2-21 Annual total compensation ratio	Given the geographic make-up of our workforce across multiple countries and pay markets, the median or average team member pay is not comparable across these markets, and therefore the ratio is not applicable.	
2-22 Statement on sustainable development strategy	Annual Report, page 20–24, and page 38–47	
2-23 Policy commitments	Annual Report, page 20–24, page 34, page 71, and Modern Slavery Statement, page 20	
2-24 Embedding policy commitments	Annual Report, page 71 and Modern Slavery Statement, page 30–32	
2-25 Processes to remediate negative impacts	Annual Report, page 34, page 38–47, Modern slavery statement, page 27–28, and Code of Ethics page 6	
2-26 Mechanisms for seeking advice and raising concerns	Modern slavery statement, page 26, and Code of Ethics page 6	
2-27 Compliance with laws and regulations	No significant issues of non-compliance. Code of Ethics	
2-28 Membership associations	Annual Report, page 72–75, indicates the current member associations for each Director	
2-29 Approach to stakeholder engagement	Annual Report, page 21, page 25	
2-30 Collective bargaining agreements	Modern Slavery Statement, page 4	
3-1 Process to determine material topics	Annual Report, page 25	
3-2 List of material topics	Annual Report, page 25	