

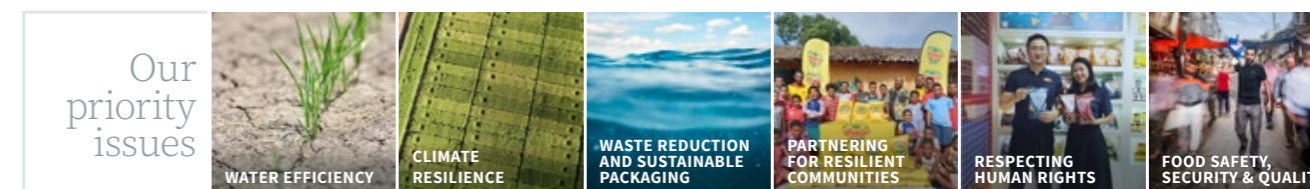


Our Sustainability Performance

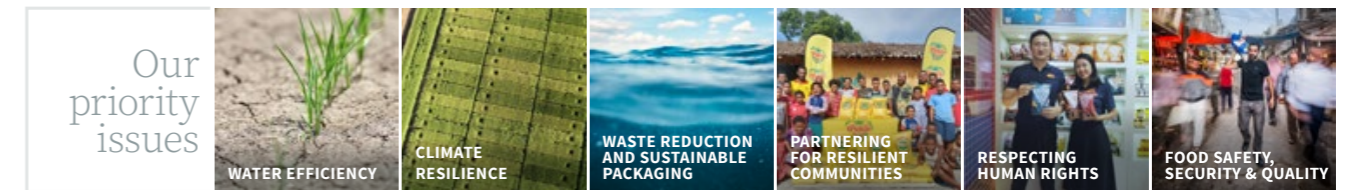
FY2021



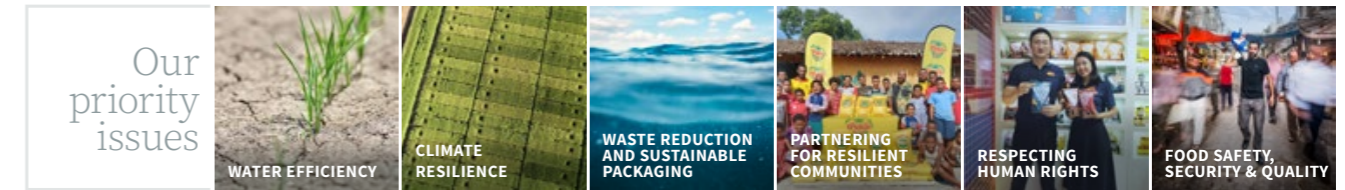
Performance Data	Crop Year 18 Financial Year 19	Crop Year 19 ¹ Financial Year 20	Crop Year 20 ¹ Financial Year 21	Material Topic For detail on Material Topics including definitions, boundaries and key stakeholder see our Stakeholder Engagement Statement .	Our Priority Issue
General					
Group Revenue	\$1.19 billion	\$1.13 billion	\$1.03 billion		Financial challenges in the supply chain
Aust Paddy Price*	A\$411 per tonne (Reiziq)	A\$500 Fixed Price per tonne (Reiziq)	A\$750 Fixed Price per tonne (Reiziq)		
Tonnes rice harvested in Australia*	623,000 paddy tonnes harvested	54,000 paddy tonnes harvested	45,000 paddy tonnes harvested		R&D and agronomics Financial challenges in the supply chain Water management Secure rice supply Product quality and safety
Number of regions (countries) rice sourced from	9 countries	11 countries	12 countries		
Number of Australian growers*	571	71	105		
Government and University partnerships	Data not reported	24	28		



Performance Data	Crop Year 18 Financial Year 19	Crop Year 19 ¹ Financial Year 20	Crop Year 20 ¹ Financial Year 21	Material Topic	Our Priority Issue
Environment					
Tonnes of paddy rice per hectare average yield*	10.47 tonnes per hectare	10.75 tonnes per hectare	10.62 tonnes per hectare	R&D and agronomics Water management	Water efficiency Climate resilience
Average paddy tonnes produced/ML*	0.87 tonnes per megalitre	0.87 tonnes per megalitre	0.88 tonnes per megalitre	Secure rice supply Product quality and safety Role in local economies Climate change	
Group Scope 1 emissions²	9,980 tonnes of CO2e	9,576 tonnes of CO2e	FY2021 data was not available at the time of publishing the Annual Report. [#]	Energy efficiency and energy reduction Climate change	Climate resilience
Group Scope 2 emissions²	62,647 tonnes of CO2e	51,612 tonnes of CO2e	FY2021 data was not available at the time of publishing the Annual Report. [#]		
Group Total energy consumed²	432,549 GJ	377,700 GJ	FY2021 data was not available at the time of publishing the Annual Report. [#]		
Total GJ per tonne of finished product (FP) produced	0.287 GJ/ FP tonne	0.285 GJ/ FP tonne	FY2021 data was not available at the time of publishing the Annual Report. [#]		
Total tonnes of CO2e per tonne of FP produced	0.048 Tonnes of CO2e / FP tonne	0.046 Tonnes of CO2e / FP tonne	FY2021 data was not available at the time of publishing the Annual Report. [#]		
% increase in SunRice packaging being recycled through the REDcycle program³	52% increase	167% increase ³	93.2% increase ³	R&D and agronomics Role in Local economies Product safety & quality	Waste reduction and sustainable packaging
% of Australian product packaging that are conditionally recyclable and/or kerb side recyclable (by weight)	Data not available	99% (71% curb side, remainder through REDcycle ⁴)	99% (71% curb side, remainder through REDcycle ⁴)		Partnering for resilient communities
% of Group product packaging SKU'S optimised against sustainable packaging guidelines based on APCO			63%		
Tonnes of waste diverted from landfill*	2,986⁵	3,297⁵	FY2021 data was not available at the time of publishing the Annual Report. [#]		
% of tonnes of waste diverted (recycled, reused) from landfill (excluding by-products sold or donated)*	Data not reported	25.2%	FY2021 data was not available at the time of publishing the Annual Report. [#]		
% of rice hulls resulting from the yearly rice production which are onsold for re-use*	95.10%	99.80%	100.00%		



Performance Data	Crop Year 18 Financial Year 19	Crop Year 19 ¹ Financial Year 20	Crop Year 20 ¹ Financial Year 21	Material Topic	Our Priority Issue
Community					
Number of community organisations supported	Data not reported	150+	100+	Partnering for resilient communities	Our people Labour practices Role in local economies
Total Employees	1902	2176	1953		
Female Employees	489	560	543		
Male Employees	1413	1616	1410		
Diversity statistics at board, snr management, senior executive, and total women	See full graphs in 2019 Annual Report (page 19)	See full graphs in 2020 Corporate Governance Statement (page 2)	See full graphs in 2021 Corporate Governance Statement (page 7)		
Senior leadership positions held by women	33.3%	31.3%	40%		
Number of employees who undertook leadership development courses	118	58⁸	31		
Generational statistics⁶	14% Baby Boomers, 39% Gen X, 43% Gen Y, 4% Gen Z*	11% Baby Boomers, 35% Gen X, 46% Gen Y, 8% Gen Z	9% Baby Boomers, 34% Gen X, 46% Gen Y, 11% Gen Z		
Indigenous employees**	2.5%	1.8%	3.4%		
Employee Engagement Score	61%⁷	Survey is conducted every 18–24 months	75% (Global)⁷		
Average Age of Employees	39.9	39	38		
Average Tenure	8	6.7	6.4		
TRIFR (per million per hours worked)	11.94	12.89	15.49	Partnering for resilient communities Respecting human rights	Our people Labour practices Work health and safety
Change in TRIFR	Decrease of 15.7% from CY17	Increase of 8% from CY18	Increase of 16.7% from CY19		
Safety training completion rate	93.50%	94.60%	95%		
Safety Leadership Activities			99.6%		
Quality Standards – No of facilities meeting specified std	Alignment to the GFSI in all our facilities (Global Food Safety Initiative)	All SunRice manufacturing plants hold food safety and quality certification to the Codex HACCP International Food Standard. Additional quality and related certifications are held at Plants according to the needs of the business and customer requirements. These include GFSI, non-GMO, Halal, Kosher and Organic certifications. ⁹		Food safety, security & quality	Product safety and quality



Performance Data	Crop Year 18 Financial Year 19	Crop Year 19 ¹ Financial Year 20	Crop Year 20 ¹ Financial Year 21	Material Topic	Our Priority Issue
Governance					
Training of employees completed Anti-Bribery and Corruption (ABC) training target met	ABC training program is up to date. All new starters complete online training with medium and high risk employees receiving alternate face to face and online training each year.	ABC training program is up to date. All new starters complete online training with medium and high risk employees receiving alternate face to face and online training each year.	ABC training program is up to date. All new starters complete online training with medium and high risk employees receiving alternate face to face and online training each year.	Anti-bribery and corruption Our people Role in local economies	Respecting human rights Partnering for resilient communities
Training of employees completing Modern Slavery Act and Labour Rights training in support of Supplier Sustainability Program (SSP)		Roll out to commence early FY2021	527	Our people Role in local economies	
Number of new suppliers engaged in new Supplier Sustainability Program		Roll out to commence early FY2021	2000+		
Number of new suppliers in detailed engagement		Roll out to commence early FY2021	~40		

* Australia only.

** Based on % of Australian employees.

Due to reporting cycles, FY2021 data was not available at the time of publishing the Annual Report. Details will be updated online when available.

1. Unless otherwise stated all disclosures in the Annual Report and this performance data table relate to the Financial Year ended 30 April 2021 (FY2021).

2. Facilities under SunRice operational control. Above Australian data prepared as per NGER reporting standards for the SunRice FY ending 30 April 2021 (note NGER public reports and disclosure in the Directors Report 1 July–30 June). International data calculated based on available data.

3. Australia program only Calendar Year. The % increase in SunRice packaging returned is reflective of the general increase in consumers returning soft packaging for recycling via the RedCycle program and related to calendar year 2020. Due to a change in REDcycle reporting approach for partners, the % is an estimate based on the actual total branded packaging returned via the program and the last SunRice REDcycle specific review completed by REDcycle in the prior year.

4. Number refers to SunRice and CopRice brands for this reporting period and Riviana has made significant progress during the FY, with 64% of their products reviewed for sustainability and the ARL. 93% of these products are kerbside recyclable. The same packaging is used internationally but not all countries have REDcycle or similar systems to recycle soft plastics. Measurements are by weight.

5. Improvement reflects data collection improved since prior year. Continuing to focus on data collection improvements.

6. Statistics 12 months to Nov 20.

7. FY2021 survey was expanded to include SunFoods, Vietnam and Papua New Guinea in a Group global survey. In prior years the survey did not include these global operations and as such each year cannot be compared. As a result we have not reported Change in Employee Engagement Score.

8. Reduction in participants due to Riverina re-configuration and current Leadership Development Program under review.

9. Codex = Codex Alimentarius Commission of the UN Food and Agriculture Organisation; HACCP = Hazard Analysis and Critical Control Point (a systematic risk based approach to food safety); GFSI = Global Food Safety Initiative. A global network organisation comprised of retailers, manufacturers and others. Aim is to recognise and accredit various food safety certification models and standards. We generally use SQF Standard (Safe Quality Food) administered by the SQF Institute; Non-GMO = not containing any genetically modified organisms or genetic modification; Halal = Islamic food standard meaning "lawful"; Kosher = "compliant" to Jewish food laws; Organic = grown and processed according to organic produce standards.