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23 | SUMMARY REPORT
for the year ended 30 September 2023

RESET

REFOCUS

RESTART



ESG Sustainability Summary Report

for the year ended 30 September 2023

Introduction

This ESG Sustainability Summary Report provides a summary of the Group's ESG-related data. For the comprehensive ESG Report, please refer to pages 63 to 126 of our Integrated Report, available on the Group's website www.astralfoods.com.

Astral places high importance on ESG-related matters as part of its culture of being an organisation that cares for our people, the communities in which we operate, adherence to good governance practices, and every effort is made to reduce our environmental footprint.

ESG material topics and standards were further refined during the 2023 financial year and brought about positive environmental impact improvement and conscious social upliftment. Subsequently, the governance control systems adopted were successfully streamlined to reporting standards.

The severe socio-economic challenges faced by many in South Africa, such as high unemployment, poverty, social inequality, limited access to public services and inadequate public infrastructure, emphasise the importance of corporates, like Astral, to subscribe to the Six Capitals model (Financial, Manufactured, Human, Social and Relationship, Natural and Intellectual Capitals). We consider these principles to be the bedrock of our governance, and we endeavour this in all economic activities.

As one of the largest integrated poultry producers in South Africa, our business is dependent on positive relationships with all our stakeholders. Our key activities are animal feed pre-mixes, broiler genetics, sale of day-old chicks and the production and distribution of a variety of fresh, frozen and value-added chicken products. Our ESG business model is on pages 72 and 73 of this Integrated Report. We simply cannot operate as a business without ESG objectives being integrated into our day-to-day operations. Our employee involvement programme, '20 Keys', enables involvement, ownership and improvement of all business metrics and our governance structures and management as well as Board, ensure that ESG matters are managed and improved.

Environment

Astral acknowledges that its responsibility to the environment extends beyond legal and regulatory requirements. Although sustainability poses many challenges, Astral has identified many opportunities to proactively ensure the Group's sustainability over the long-term. For further details on our environmental impact, please refer to pages 118 to 126 of the Integrated Report.

Social

Astral's socio-economic projects support job creation and poverty alleviation within the local communities at our operations. Astral supports sustainable development initiatives and community resilience. Our well-entrenched social involvement initiatives, including the "Astral Cares" CSI programme; Seriti programmes such as aRe Bapaleng (a parental support programme for early childhood development) and Work.Learn.Grow (an agricultural programme aimed to strengthen food security and agribusiness); and our employee assistance programme (EAP), are outlined on pages 113 to 117 of the Integrated Report.

Governance

The Group's governance structure and principles are set out on pages 74 to 77 of the Integrated Report. We maintain the highest standards of good governance to promote quality decision making and to ensure these decisions are made and executed within a disciplined framework of policies, procedures and defined delegations of authority.

ESG Sustainability Summary Report (continued)

for the year ended 30 September 2023

ESG Summary Table

Description	Unit of measure	2023	2022	2021	2020
STANDARD DISCLOSURES					
Stated reporting period of the report	Y/N	Y	Y	Y	Y
Month of financial year end	Y/N	Y	Y	Y	Y
Is the IAR, ESG and/or Sustainability Report GRI-compliant?	Y/N	N	N	N	N
Is the reporting aligned to SASB?	Y/N	N	N	N	N
Has the report undergone a process of Independent Third-Party Assurance over the Sustainability/ESG Reporting?	Y/N	N	N – only reviewed	N	N
If so, by whom?	name	n/a	IBIS	n/a	n/a
Is a standalone ESG data table provided, either in the IAR/ ESG/Sustainability Report or as a supplemental document?	Y/N	Y	Y	Y	N
Does the Company submit an annual CDP submission, or produce an annual Climate Change Report and/or report in accordance with TCFD?	Y/N	N	N	N	N
Does the Company submit a CDP-Water submission, or produce a Climate Change or Water Scarcity Report and/or TCFD disclosure?	Y/N	N	N	N	N
Does the report contain a King IV™ compliance checklist?	Y/N	N	N	N	N
Is the Company a signatory of the UN Global Compact?	Y/N	N	N	N	N
Is the Company a signatory of any Industry-specific regulatory body (e.g. ICMM) or the Equator Principles?	Y/N	N	N	N	N
Is the Company Associated with any Sustainability Initiatives and/or Sustainable Memberships?	Y/N	N	N	N	N
Registered trademarks	number	11	11	11	11
Does the Company provide mention of the UN SDGs?	Y/N	Y	Y	Y	N
Do the SDG disclosures extend to one or more of the 169 SDG targets?	Y/N	N	N	N	N
Does the Company provide targets for one or more of the SDGs?	Y/N	N	N	N	N
Does the company provide progress against prior targets for one or more of the SDGs?	Y/N	N	N	N	N
FINANCIAL CAPITAL¹					
Total revenue generated per employee	R'm	1 564	1 557	1 302	1 231
Net PAT per employee	R'000	(42)	85	39	49
Total discretionary/measured procurement spend (South Africa only)	R'bn	17.5	17.9	n/a	n/a
B-BBEE procurement spend (South Africa only)	R'bn	1.8	1.7	n/a	n/a
B-BBEE procurement spend: Percentage of Total Measured Spend (South Africa Only)	%	10.4	9.7	10.8	n/a
GOVERNANCE					
Board members	number	10	10	8	9
Executive Directors	number	4	4	3	4
Percentage of Executive Directors	%	40	40	38	44
Non-Executive Directors	number	6	6	5	5
Percentage of Non-Executive Directors	%	60	60	62	56
Independent Non-Executive Directors	number	6	6	5	5
Black South African Board members	number	3	3	2	2
Percentage of Black South African Board members	%	30	30	25	22
Female Board members	number	2	2	1	1

ESG Sustainability Summary Report (continued)

for the year ended 30 September 2023

Description	Unit of measure	2023	2022	2021	2020
Percentage of Female Board members	%	20	20	13	11
Average length of Executive Director service	years	11.5	10.5	12.3	9.5
Average length of Non-Executive Director service	years	7.2	6.2	6.4	5.4
Average age of directors	years	59.9	58.9	60.9	58.7
Overall Board and Committee meeting attendance	%	100	100	100	100
Auditor remuneration: non-audit fee	%	0.6	2.4	3.7	4.4
Length of current Auditor's services ²	years	23	22	21	20
Independence of Board Chairman	Y/N	Y	Y	Y	Y
Publicly available policy on Board conflicts of interest and PEP ³	Y/N	Y	Y	Y	Y
Publicly available Human Rights Policy	Y/N	Y	Y	Y	Y
ESG included in service level agreements with suppliers	Y/N	Y	Y	Y	Y
Shareholders vote (non-binding) on Remuneration Policy	Y/N	Y	Y	Y	Y
Shareholders vote (non-binding) on implementation of Remuneration Policy	Y/N	Y	Y	Y	Y
HUMAN CAPITAL					
Employment demographics					
Total permanent employees	number	9 226	9 236	9 088	9 067
Total contract employees	number	3 085	3 181	3 095	2 394
Total employees (excluding contracted services) ⁴	number	12 311	12 417	12 183	11 461
Employment opportunities					
Job opportunities sustained	%	100	100	100	100
Job opportunities declared redundant	number	1	Nil	Nil	Nil
New job opportunities created	number	2	148	68	42
Employees trained					
Employees receiving technical skills training	number	425	790	588	203
Employees receiving safety and health training	number	984	1 175	1 097	117
Employees receiving managerial training	number	48	60	131	Nil
Employees receiving leadership and organisational culture training	number	20	267	146	Nil
Employees receiving training (other than the above)	number	152	337	305	32
Community training					
Unemployed youths trained	number	84	120	25	Nil
Unemployed people with disabilities trained	number	38	35	Nil	32
Unemployed people who received training (other than the above)	number	198	356	281	44
Employee relations and organised labour					
Permanent employees belonging to a trade union	number	3 377	3 395	3 453	2983
Part time employees belonging to a trade union	number	312	595	470	165
Working hours lost due to protected strike action	number	Nil	Nil	Nil	Nil
Working hours lost due to unprotected strike action	number	Nil	172	188	102
Trade unions within different operational bargaining entities	number	14	12	9	8
Number of man days lost due to community unrest ⁵	number	5.2	3.7	8.9	2.8
Gender equality and disabilities					
Female employees in employment	%	49	49	51	53
Male employees in employment	%	51	51	49	47
Disabled employees in employment	%	2.4	2.4	1.3	0.8

ESG Sustainability Summary Report (continued)

for the year ended 30 September 2023

Description	Unit of measure	2023	2022	2021	2020
Transformation and socio demographics					
Managerial categories defined as black	%	33	39	41	26
Skilled categories defined as black	%	65	59	59	47
Semi-skilled categories defined as black	%	95	96	95	94
Unskilled categories defined as black	%	99	100	100	100
Employee assistance programme participation					
Employees vaccinated under the Astral Covid-19 vaccine programme	%	Nil	72	51	Nil
Employees on HIV/AIDS counselling and education support programmes	number	1 799	1 650	1 144	998
Employees on the medicine dispensation programme	number	784	785	694	628
Employees on the health screening programme	number	9 336	9 102	8 774	9 867
Employees on the winter wellness programme	number	11 225	10 858	10 776	6 211
Employees and family members partaking on the Ask Nelson EAP programme ⁶	number	510	350	58	Nil
Employees registered on the Crisis-on-Call emergency support programme	number	223	228	Nil	Nil
Regulatory compliance					
Department of Employment and Labour audit findings	number	Nil	Nil	Nil	Nil
B-BBEE Commissioner audit findings	number	Nil	Nil	Nil	Nil
Child labour deployed	number	Nil	Nil	Nil	Nil
Client HR audit findings	number	Nil	Nil	Nil	Nil
Workplace attendance					
Confirmed positive Covid-19 cases for the year	number	14	365	901	335
Absent without permission for the year	%	<2	<2	<2	<2
Overtime hours worked for the year ⁶	hours	3 667 168	3 015 749	2 604 298	n/a
Normal time hours worked for the year	hours	24 908 088	24 908 310	24 149 664	24 142 669
Working hours cancelled due to load shedding	hours	49 588	13 596	3 379	n/a
Health and safety					
Fatalities	number	3	1	3	1
First aid cases	number	102	167	63	72
Medical treatment cases	number	63	28	31	30
Disabling injuries	number	200	232	273	310
Recordable injuries	number	368	428	370	413
Injury frequency rate	%	1.39	1.18	1.70	1.81
PRODUCTIVITY					
Feed sales	tons	1 484 594	1 471 496	1 330 991	1 305 203
Poultry sales	tons	469 308	519 380	476 750	447 918
ENVIRONMENTAL					
Energy consumption					
Material direct energy consumption (non-renewable fuels burned)	GJ	2 416 702	2 343 642	2 198 135	2 127 907
Material direct energy consumption per bird	GJ/bird	0.0094	0.0077	0.0078	0.0079
Total electricity self-generated from renewable sources (solar, wind, etc.)	%	0.017	0.001	0.001	0.001
Total direct and indirect energy consumed	GJ	3 378 604	3 475 842	3 343 570	3 270 277
Total direct energy spent as a percentage of operational expenses	%	14.9	8.6	7.7	7.1

ESG Sustainability Summary Report (continued)

for the year ended 30 September 2023

Description	Unit of measure	2023	2022	2021	2020
Total electricity spent as a percentage of operational expenses	%	11.4	10.1	10.3	9.6
Total direct and indirect energy spent as a percentage of total operational expenses	%	26.2	18.7	18.0	16.7
Carbon emissions					
Material environmental aspects – Scope 1 direct emissions	tCO ₂ e	199 541	195 467	184 272	180 049
Coal	tCO ₂ e	144 810	160 971	154 541	153 107
LPG	tCO ₂ e	17 313	22 680	20 890	16 809
Diesel	tCO ₂ e	37 419	11 817	8 840	10 133
Material environmental aspects – Scope 2 indirect emissions	tCO ₂ e	285 899	336 515	340 448	339 539
Electricity	tCO ₂ e	285 899	336 515	340 448	339 539
Material environmental aspects – Direct and indirect emissions	tCO ₂ e	485 440	531 982	524 720	519 588
Material environmental aspects – Energy efficiency/energy saved	GJ	49 899	51 023	53 916	20 268
Material environmental aspects – Carbon emission reduction	tCO ₂ e	5 740	9 769	9 670	6 024
Coal	tCO ₂ e	3 876	2 301	2 710	–
LPG	tCO ₂ e	–	–	–	–
Diesel	tCO ₂ e	–	–	–	–
Electricity	tCO ₂ e	1 864	7 468	6 960	6 024
Carbon Tax	R'000	–	–	6 799	6 369
Scope 1 – direct carbon emissions per man hour worked	tCO ₂ e/man hour	0.008	0.008	0.007	0.008
Scope 2 – indirect carbon emissions per man hour worked	tCO ₂ e/man hour	0.011	0.014	0.014	0.015
Scope 1 and Scope 2 – direct and indirect carbon emissions per man hour worked	tCO ₂ e/man hour	0.019	0.022	0.021	0.023
Stationery fuels					
Coal	GJ	1 629 897	1 811 796	1 739 426	1 723 281
Coal used per bird	GJ/bird	0.0063	0.0060	0.0062	0.0064
Coal saved due to conservation and efficiency improvements	GJ	43 628	25 896	30 498	–
LPG	GJ	268 347	351 640	323 915	267 433
Mobile fuels					
Diesel ⁷	GJ	518 458	180 206	134 794	137 193
Energy usage					
Electricity	GJ	961 902	1 132 200	1 145 435	1 142 370
Electricity used per bird	GJ/bird	0.0037	0.0037	0.0041	0.0042
Energy saved	GJ	6 271	25 127	23 418	20 268
Water usage					
Water consumption	kl	5 941 246	6 480 689	6 102 502	5 759 399
Water consumption per bird	kl/bird	0.0231	0.0214	0.0217	0.0214
From boreholes	kl	874 029	1 300 794	1 217 139	1 269 534
From municipal sources	kl	5 067 218	5 179 895	4 885 363	4 489 865
Water saved due to conservation and efficiency improvements	kl	87	2 251	2 581	2 510
Recycled water	kl	1 540 699	895 991	946 690	1 084 997
Recycled water as a percentage of total water	%	26	14	16	19

ESG Sustainability Summary Report (continued)

for the year ended 30 September 2023

Description	Unit of measure	2023	2022	2021	2020
Water treated to potable standards	kl	705 049	267 779	615 667	377 518
Potable water as a percentage of total water	%	12	4	10	7
Materials					
Packaging material	tons	10 507	11 439	9 445	9,376
Packaging material waste	tons	1 283	1 181	1 055	1,020
Recycled – packaging material recycled	tons	678	679	545	490
Effluents and waste					
Waste to landfill	tons	9 071	6 727	6 394	7 375
Hazardous waste disposed	tons	49	50	24	14
Water discharged	kl	4 126 798	2 829 661	2 736 850	2 641 758
Litter	m ³	371 892	419 685	418 872	399 891
Waste to rendering plant	tons	16 757	12 469	11 419	8 004
Waste to rendering plant recycled	tons	10 236	10 698	11 037	n/a
Hatchery waste	tons	25 032	26 934	19 742	4 913
Hatchery waste – recycled	tons	3 165	14 733	9 282	2 339
Farm waste	tons	25 887	14 027	14 715	n/a
Farm waste recycled	tons	25 498	13 600	8 096	n/a
Number of significant spills	number	–	–	–	–
Recycled litter	m ³	363 407	416 479	416 175	397 646
Recycled waste as a percentage of total waste	%	90	97	97	97
Other					
Number of environmental non-compliance prosecution and fines ⁸	number	6	–	–	–
SOCIAL CAPITAL					
CSI/SED expenditures	R'm	4.8	5.6	5.2	11.8
Total CSI/SED spend in South Africa	%	100	100	100	100
Are CSI/SED projects aligned to government's National Development Plan (NDP)?	Y/N	Y	Y	Y	Y

Notes:

1. Please refer to page 131 of the Integrated Report 2023 for a 5-year financial summary.
 2. Deloitte Inc ("Deloitte") has been appointed as the External Auditor of Astral with effect from 1 October 2023. A comprehensive transition is being done between PwC and Deloitte.
 3. PEP: Politically Exposed Person
 4. Total number of employees excludes contracted services.
 5. The number of man days lost due to community unrest for 2021 was high due to the KwaZulu-Natal looting incident.
 6. Overtime hours worked were adversely affected due to load shedding and additional shifts to be worked to sustain production.
 7. Diesel consumption was exceptionally high as a result of the high levels of load shedding throughout the 2023 financial year.
 8. Penalties charged by Ekurhuleni Municipality to Festive for high volumes of suspended solids found in water samples.
 - Sustainability projects implemented are aligned with our vision and strategic goals.
 - Operation action plans are aligned with strategic action plans and through participative management practices, strategic goals are realised.
 - Business units and various stakeholders work closely together to implement projects.
- n/a Not measured previously.

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Astral

