2024
Sustainability Report

Nufarm

Grow a better tomorrow

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About this report

This report was prepared by Nufarm Limited (ABN 37 091 323 312) to provide an understanding of how our business processes support our sustainability objectives and how we navigated key sustainability challenges for our financial year ending 30 September 2024 ('FY24' or 'this year'). Nufarm prepares an annual sustainability report, aligned with our financial reporting year. It is prepared for our employees, non-government organisations, investors, financiers, customers, suppliers, and government bodies for information purposes only. Alongside this report, we use various tools to engage with local stakeholders, seeking to address their specific concerns. This report should be read in conjunction with our annual report which provides further insights into our management practices, operations, and financial performance. It was approved by Nufarm's board of directors and published on 13 December 2024.

The report was prepared with reference to the Global Reporting Initiative (GRI) Sustainability Reporting Standards 2021 and progresses towards alignment with the Task Force on Climate-related Financial Disclosures (TCFD). An independent assurer undertook limited assurance of our greenhouse gas emissions and energy consumption. The assurance certificate is in Appendix 9.

The information in this report relates to Nufarm Limited and its wholly owned subsidiaries listed in Appendix 2. Entities included in this report, covering, among other things:

- all of the wholly owned subsidiaries of Nufarm Limited that employ people
- all of the manufacturing sites in our Crop Protection business
- all of the purchasing activities of our Crop Protection business.

More information about the specific environmental, social and governance (ESG) data provided per entity is set out in Appendix 3.

References to 'Nufarm', 'the organisation', 'we', 'our', 'us' are to Nufarm Limited and the wholly owned subsidiaries included in Appendix 2. Nufarm Limited shares trade on the ASX under the listing code of NUF. Any previously published data requiring restatement is included in Appendix 9.

All references to sustainability target delivery dates should be read as the end of our financial year for the reference year; for example, a target delivery date of 'by FY25' means by 30 September 2025.

All financial data is presented in Australian dollars unless otherwise stated.

Forward-looking statements and scenario analysis

This report contains forward-looking statements, including our expected business strategies, business performance and market conditions including with respect to climate change and other environmental and energy transition scenarios. While these forward-looking statements reflect Nufarm's current knowledge, expectations and assumptions at the date of this report, they are not guarantees or predictions of future performance or statements of fact and Nufarm does not give any assurance that the assumptions will prove to be correct. They involve known and unknown risks and uncertainties, which may cause actual outcomes and developments to differ materially from those expressed in the statements contained in this report. More information about Nufarm's risks are set out on pages 27 to 32 of our annual report. Past performance cannot be relied on as a guide for future performance.

In the report we use two terms to talk about our future ambitions: "Targets" are used where we have a clear and credible pathway to support the achievement of the stated target. For these, we have an implementation plan and where appropriate allocated budget funding. "Goals" are used where we have intentions to achieve a long-term outcome but where the exact plan on how to get there and the delivery time-frame is still uncertain. Both goals and targets involve known and unknown risks and uncertainties, which may cause actual outcomes and developments to differ materially from those expressed in the goals and targets contained in the report.

This report contains scenario analysis related to potential climate impacts. Scenario analysis has inherent limitations, including its reliance on assumptions that may or may not prove to be correct or eventuate, and may be impacted by factors apart from the assumptions disclosed. It is difficult to predict which (if any) of the scenarios might eventuate. Nufarm cautions readers against undue reliance on any forward-looking statements or guidance. Except as required by applicable laws or regulations, Nufarm does not undertake to publicly update or review any forward-looking statements, whether as a result of new information or future events.

Contact details

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For information about this report, telephone: +61 3 9282 1000 or visit our website, Nufarm.com

CEO message

At Nufarm, we continue to play a role in accelerating plant science and technology to protect crops, increase yields and help the world grow enough affordable food, feed, fuel and fibre.

As we look ahead to 2025, the challenges and opportunities facing global agriculture have never been clearer—or more urgent. Globally, 2023 was the warmest year on record according to NASA, and the increase in extreme heat events, along with the intensity of heavy rainfall events bring challenges to the entire agriculture and food industry.

In FY24, we refreshed our materiality study, emerging with a set of five topics that are critical to our operations and that we have an impact on. These topics will guide our sustainability efforts across the group and help us address the challenges the industry faces.

A key tenet of our philosophy at Nufarm is that these challenges cannot be faced alone. Partnerships across industry are critical so that collective action can have meaningful impact. We continue to collaborate with leading research institutions, universities, startups and other industry stakeholders up and down the value chain. These partners bring a diversity of ideas and approaches that help our teams innovate in ways we could not do on our own. Together, we are helping to address emerging challenges in crop health, pest resistance and sustainable farming practices.

We our proud of the fact that we are known in the industry as "easy to do business with" which is a critical component of our customer value proposition. Our employees strengthen that reputation every day in the way they transact with customers, suppliers and each other. Our team is now 3,159 employees across the world and they represent more than 80 nationalities.

Our employees and the diversity of their thinking fuel Nufarm's growth. In FY24, we publicly reported our gender pay gap data to the Australian Government. We recognise there is more work to do in advancing gender equity and we have active plans and behaviours in place to foster a workplace that is both inclusive and forward-thinking. We remain committed to our gender target of 40:40:20 in our senior leadership team by FY30.

We continue to invest in our employees' safety, capability, growth and wellbeing. Our latest engagement survey confirms a GLINT top-quartile satisfaction rate, with employees reporting high scores in safety, authenticity and empowerment—a reflection of our commitment to an inclusive, values-driven culture.

In FY24, our omega-3 business signed distribution agreements with key food players seeking to use our Nutriterra oil as an ingredient in their own products, citing the improved health profile of our oil as a benefit. Our Aquaterra oil continues to gain traction in the aquaculture industry as that industry looks for solutions that bring additional sustainability to their own operations.

We see our role in emissions reduction as twofold: We can reduce our own emissions, and we can help others reduce their emissions via our bioenergy solutions.

FY24 saw us sign a Power Purchase Agreement (PPA) with Origin Energy's Stockyard Hill Wind Farm in Australia. This will help us progressively offset our greenhouse gas emissions from our manufacturing site at Laverton and our seed innovation centre at Horsham over the five year contract.

In FY24, we started to scale and further commercialise carinata, our sustainable aviation fuel (SAF) feedstock. With increased regulation requiring SAF mandatory percentages in the European market, Nufarm's carinata solution provides a viable alternative—bringing increased income to carinata growers, and improved soil health and downstream emission reduction benefits to fuel distributors and airlines. We are also scaling our energy cane solution, with increased plantings in the important Brazilian market.

We remain focused on expanding our climate strategy, with plans for initiatives that will further reduce emissions and waste across our manufacturing sites, and prepare for expanded emissions reporting aligned with regulatory frameworks.

Sustainability challenges for the agriculture and food industry remain daunting as it looks to feed more than 10 billion people by 2050 with existing land. However, at Nufarm we remain confident that our industry will rise to the challenges through innovative thinking, new approaches to data and collaborative partnerships that can bring valuable solutions to reality. Nufarm's core offering remains critical to helping growers increase yields, operate safely and regenerate their soils with practices such as minimum tillage, the use of cover crops and carbon sequestration. We remain committed to helping our customers reach their sustainability goals while we also achieve our own.

Greg Hunt
Managing Director and CEO, Nufarm Limited

Executive summary

Nufarm's purpose is to 'grow a better tomorrow'. Agricultural sustainability and the sustainability of our operations are integral to achieving our purpose.

Governance

Nufarm is committed to having policies and practices that reflect a high standard of corporate governance. The board considers that Nufarm's governance framework and adherence to that framework are fundamental in demonstrating that the directors are accountable to shareholders, are overseeing the management of risk and are promoting a culture of ethical, lawful and responsible behaviour within Nufarm.

During FY24, the board finalised its board renewal program (commenced in FY22), facilitating a diverse mix of skills, experience and tenure that is aligned with the future of our business.

We seek to comply with our regulatory obligations and this year received no material fines.

Further information on our governance approach is in our corporate governance statement, on pages 35 to 52 of our FY24 annual report.

Sustainable agricultural innovation

For us, 'agricultural sustainability' means the ability of the agricultural value chain to reliably and securely produce affordable food, feed, fuel and fibre in ways that regenerate the environment and protect the needs of future generations. We strive to enable this by engaging with our customers to understand their needs and bring innovative solutions to market. Sustainable agricultural innovation is a tier one material topic for Nufarm.

Our crop protection products and solutions contribute towards the United Nations Sustainable Development Goals (UN SDGs), 'Zero hunger' and 'Life on land'. They protect crops from weeds, diseases and pests and contribute to a more reliable and affordable food system.

Our nutritional portfolio provides renewable plant-based sources of protein and nutrition while also preserving the biodiversity of our oceans, contributing to the UN SDGs, 'Life below water' and 'Life on land'. Our Nuseed Omega-3 oil produces higher quality outputs in fish and nutritional supplements.[1] In FY24 we were recertified by Friend of the Sea® for the contribution of our omega-3 canola to biodiversity protection.

Our bioenergy portfolio of carinata and energy cane provides a source of renewable fuel, contributing towards the UN SDGs, 'Climate action' and 'Life on land'. Nuseed Carinata is an accredited sustainable aviation fuel (SAF) that can be used with existing infrastructure for liquid fuels. FY24 saw an increased area of carinata plantings and also saw carinata added to the Annex IX [2] list of feedstocks, setting the crop up for an increased market presence as the European SAF requirement percentages increase over time.

Figure 1: We deliver commercial solutions that contribute to addressing three sustainability challenges the world faces.[3,4,5]

Strengthening food security and affordability[1]

By 2050, 10B people will need to be fed affordably, reliably and sustainably

Protecting marine biodiversity[2]

Oceans are increasingly overfished to meet growing needs for protein and omega-3

Decarbonising emissions-intensive industries[3]

Aviation is responsible for approximately 3.5 per cent of greenhouse gas emissions

[1] Ruyter, B et al. (2019) n-3 Canola oil effectively replaces fish oil as a new safe dietary source of DHA in feed for juvenile Atlantic salmon, National Library of Medicine, Vol 122, December 2019, doi: 10.1017/S0007114519002356.

[2] EU Commission delegated directive of 14 March 2024 amending Annex IX to Directive (EU) 2018/2001 of the European Parliament and of the Council as regards adding feedstock for the production of biofuels and biogas.

[3] Food and Agriculture Organization of the United Nations (2023) The State of Food Security and Nutrition in the World 2023 https://openknowledge.fao.org/server/api/core/bitstreams/1f66b67b-1e45-45d1-b003-86162fd35dab/content

[4] World Ocean Review (2021) The Ocean, Guarantor of Life – Sustainable Use, Effective Protection, World Ocean Review. https://worldoceanreview.com/en/wor-7/

[5] Masum, FH et al. (2023) Supply chain optimization of sustainable aviation fuel from carinata in the southeastern United States, Renewable and Sustainable Energy Reviews, Vol 171, January 2023, 113032.

People

Our long-term strategic goals rely on the dedication, creativity and resilience of our employees across the world.

Safety is our highest priority and we strive to improve our approach and achieve better outcomes. We have dedicated programs to address process safety management, personal safety and wellbeing. Our objective is that 'everyone goes home safely' every day—whether they are working in the manufacturing plants, out on the road, or in the field meeting with our customers. Our wellness program is available to all employees and provides support to our employees and their family members.

In FY24, we saw 6 of our 11 crop protection manufacturing sites achieve a lost time injury (LTI) free year. Despite these milestone achievements, our overall rate of injury remained on an upward trend, due to injuries that occurred in the first six months of the year. In the last six months of FY24 we saw an improvement in safety performance and we remain ever vigilant to the risks that could see this more recent trend reverse. The Serious Injury Frequency Rate has declined during FY24: 2.01 in FY24 compared with 2.92 in FY23.

We aim to foster a workplace where diversity is celebrated and our employees feel included. We understand that diverse thinking helps contribute to our innovative culture, among other things. Our activities in this area include targeted hiring policies, ongoing cultural sensitivity training, and specific gender equality programs. FY24 saw a decrease in the number of women in our senior leadership team[6] by two percentage points, bringing our gender ratio down from 35 per cent to 33 per cent. Our target for FY30 is to have a gender balance that is 40:40:20 for our senior leadership team, meaning 40 per cent who identify as women, 40 per cent who identify as men and 20 per cent who identify as men, women or other. Overall, we increased the total percentage of women at Nufarm this year by one percentage point, with women now making up 29 per cent of our employee population. We have identified that supply chain, manufacturing and commercial remain three areas where our representation of women is lower and we will need more targeted initiatives to make a difference in our gender metrics in these areas.

Our employees remain engaged in our business, with our latest employee survey resulting in an engagement score of 79[7], which is top quartile compared with other organisations.[8]

Planet

We have made steady progress in responding to our environmental challenges. We continue to work towards aligning our climate-related disclosures with the Taskforce on Climate-related Financial Disclosures (TCFD) recommendations.

We recorded a 42 per cent reduction in our greenhouse gas emissions from our FY20 baseline (FY23: 19 per cent reduction).[9] This reduction was due to the extended shutdown of our synthesis plant at Pipe Road, Laverton, Australia.

We continue to focus on our decarbonisation pathways and concluded a power purchase agreement at Pipe Road and Horsham, which will help us achieve our 30 per cent reduction target by FY30. We also continue to monitor the suitability of hydrogen energy supply for our Wyke site in the UK.

We understand the importance of a risk-based approach to environmental management. Our activities include training our workforce and conducting regular environmental audits, to ensure compliance with our environmental obligations. Currently 4 of our 11 crop protection manufacturing sites are ISO 14001 certified and we are on track to certify six sites in the coming year to achieve our target of 10 sites certified to ISO 14001 by FY25. This initiative aims to embed strong governance and process around environmental management at our manufacturing sites.

We aim to use materials responsibly, reduce waste, and increase recycling rates. This year, our operational hazardous waste was 27 per cent below our FY20 baseline (FY23: 12 per cent). This year-on-year change is mostly due to efforts made at Chicago Heights in North America to reduce their waste. We anticipate the activities planned at Chicago Heights will continue to reduce operational hazardous waste, helping us achieve our target of a 20 per cent reduction by FY25, measured from our FY20 baseline.[10]

Our efforts in air emissions management have progressed and we are focusing on reducing volatile organic compounds (VOCs) at our site in Linz, Austria. We have a target to reduce our VOC emissions by 25 per cent by FY25, measured from a FY20 baseline. Next year we will install a regenerative thermal oxidation (RTO) plant at Linz which will allow us to reduce VOC emissions to a much lower level, however, the impact of the solution will not be achieved in time for us to achieve our FY25 target.

We recognise the need to protect ecosystems and have incorporated biodiversity considerations into our operations and product development. Where applicable, we evaluate the potential impact of our products on biodiversity as a part of the registration process to minimise the risk of harm from their use.

Our planned sustainability activity for FY25

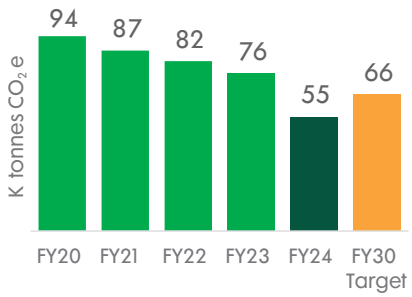
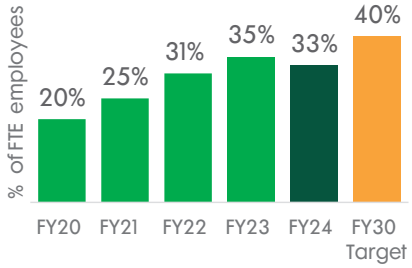
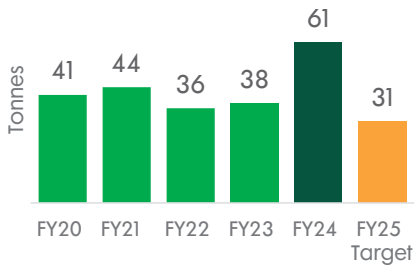
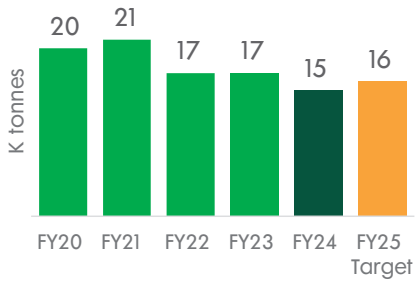
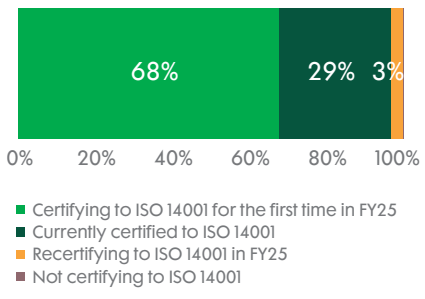
We made progress in FY24 against our sustainability plans, but as sustainability challenges grow we understand there will be increasing areas for improvement. In FY25, we will improve the processes needed to capture emissions across the group, including a spend-based approach to measure our scope 3 emissions. This will help us to comply with the Australian mandatory climate related financial disclosure legislation coming into law on 1 January 2025, which Nufarm will report against for the first time in FY26.

6 Our senior leadership team (SLT) comprises of the CEO's direct reports (CEO-1) and their direct reports (CEO-2).
7 This is an employee satisfaction score out of 100.
8 "Top Quartile" is in reference to the GLINT database of companies. We have partnered with GLINT to facilitate our employee engagement surveys. We benchmark Nufarm against GLINT's 900-strong customer base.
9 Our greenhouse gas emissions (GHG) target is to reduce our scope 1 and 2 emissions from our crop protection manufacturing sites by 30 per cent by FY30, from a FY20 baseline.
10 This year we produced approximately 23,000 tonnes of waste, of which 18,629 tonnes was hazardous waste. Due to significant construction activities at several of our locations, over 4,000 tonnes (18 per cent) was non-operating hazardous waste, in the form of construction materials, soil and obsolete plant equipment. Our hazardous waste target was set with the intention of reducing our operational waste. As such we have separated non-operating (construction) waste from our hazardous waste performance measure.

Executive summary continued

Our sustainability performance

	Our sustainability objective	Target	Plan	
1	**Reduce Nufarm's scope 1 and 2 greenhouse gas (GHG) emissions**	To reduce our scope 1 and 2 GHG emissions from our crop protection manufacturing sites by 30 per cent by FY30 from a FY20 baseline	We will establish a power purchase agreement (PPA) for our Victorian, Australia sites and use the large-scale renewable energy certificates (LGCs) to progressively offset our scope 1 and 2 GHG emissions at these locations. Our Pipe Road site in Australia is our largest emitting site, comprising almost 50 per cent of our crop protection manufacturing GHG emissions, (under normal operating conditions) and is the focus of our GHG emissions reduction target.	**Scope 1 and 2 greenhouse gas emissions from our crop protection manufacturing sites**
2	**Create a diverse workforce to help facilitate our innovation agenda**	To reach a gender ratio of 40:40:20 in our senior leadership team by FY30, measured as full-time equivalent (FTE) employees	We have a strategy and actions to address the larger gender gaps in specific functional areas, in particular the commercial and supply chain functions and to help uplift women representation throughout the business through a focus on senior leadership positions.	**The percentage of women in our senior leadership team**
3	**Reduce our environmental impact to air by reducing volatile organic compound (VOC) emissions to air**	To achieve a 25 per cent reduction in our VOC emissions to air from our crop protection manufacturing sites by FY25 from a FY20 baseline	VOC emissions from our site at Linz in Austria comprise the majority of our total crop protection manufacturing VOC emissions, so this is the focus of our target. We will implement a regenerative thermal oxidation (RTO) plant at our site at Linz in FY25 to reduce VOC emissions.	**VOC emissions from our crop protection manufacturing sites**
4	**Reduce our consumption of materials by producing less waste**	To achieve a 20 per cent reduction in operational hazardous waste, from our crop protection manufacturing sties by FY25 from a FY20 baseline	Implement process, planning and plant continuous improvement opportunities at our largest hazardous waste generating location; Chicago Heights in the United States. Chicago Heights comprises approximately 40 per cent of our total crop protection manufacturing hazardous waste.	**Operational hazardous waste from our crop protection manufacturing sites**
5	**Reach a high state of environmental governance at our crop protection manufacturing sites**	To obtain ISO 14001 certification for 10 of our crop protection manufacturing sites FY25	Implement ISO 14001 environmental management systems at 10 out of 11 of our crop manufacturing sites which combined comprise over 99 per cent of our crop protection production volume. Project plans, resources and budgets have been put in place to execute this target.	**Crop protection manufacturing sites covered by ISO 14001 certification**

Progress	Comments	Status
	Our target is based on normal operating conditions, however in the last two years, Nufarm has seen extended shutdowns at our two synthesis plants as we conduct asset integrity and capacity enhancing work which has driven emissions reductions. These plants are the largest source of our scope 1 and 2 GHG emissions. Adjusting for normal production levels in FY24 our GHG emissions would have been approximately 74 K tonne CO_2e.	**On track**
	Our 40:40:20 target is defined as representation of 40 per cent who identify as women, 40 per cent who identify as men and 20 per cent who identify as men, women or other. Our senior leadership team is defined as the CEO, the direct reports to the CEO (CEO-1) and their direct reports (CEO-2).	**On track**
	Linz has explored several technical solutions to reduce the VOC emissions since we set the reduction target. In FY23 we investigated a scrubber system which revealed the scrubber would not be suitable. The engineering team has determined a regenerative thermal oxidation (RTO) plant as the best viable solution to reduce the VOC emissions at the site. It has the potential to reduce emissions to much lower levels of concentration but will not be installed in time to meet our VOC target.	**Not on track**
	This year we generated non-operating waste from construction activities at our crop protection manufacturing sites. When we established the target, these construction activities were not planned and the target was established to reduce operational hazardous waste, being the waste created from normal day to day operation of Nufarm's crop protection, synthesis and formulation plants. This year we saw our hazardous waste drop to 15 K tonnes, which is below our target. Our challenge is to maintain these lower levels going forward.	**On track**
	Our site in Gaillon, France will re-certify to ISO 14001 in early FY25. Our sites at Pipe Road, Laverton and Kwinana in Australia and Chicago Heights, Alsip and Greenville in the United States will all certify to ISO 14001 for the first time in FY25. This target excludes our manufacturing site at Cairo, in Egypt, although the site is required to operate to our internal corporate environmental standards and procedures. We have measured this target here as a percentage of production volume.	**On track**

Executive summary continued

External recognition of our sustainability journey

Our accreditations, certifications and industry recognitions acknowledge our continuous improvement and sustainable solutions.

Corporate sustainability

January 2024

Nufarm joins WBCSD.

WBCSD's shared vision is "A world where over 9 billion people can thrive within the planet's boundaries by 2050."

Over 230 leading companies are members.

November 2024

Nufarm maintains Ecovadis silver sustainability rating.

Ecovadis rates companies based on their sustainability performance compared to all other companies. Silver is awarded to companies in the top 15 per cent.

Leadership and capability development

April 2024

Nufarm recognised as one of the top 101 employers in Australia for women.

Our North American business has also been recognised by WORK180 and continues to be a WORK180 endorsed employer.

September 2024

Nufarm receives GOLD for "Best Leadership Development" program.

Our leadership development program has been running for four years and equips our leaders with the tools they need to lead the change required on our journey to becoming an agricultural innovator.

September 2024

Nufarm receives GOLD for "Best Competencies and Skill Development".

For the second year in a row, Nufarm has been awarded for its Global Commercial Capabilities program, which over 300 of our commercial team have participated in.

Bioenergy platform — carinata and energy cane

Since 2022

Carinata is on CORSIA's list of acceptable feedstocks.

CORSIA is the Carbon Offsetting and Reduction Scheme for International Aviation. CORSIA's ultimate goal is to prevent the carbon emissions created by the aviation industry from exceeding 2020 levels.

2024

Carinata is the first agricultural feedstock to be certified to three RSB standards.

Already certified under the RSB standard for EU market access since 2020, our carinata program was certified to two additional standards in 2024: RSB Global Advanced Products and RSB ICAO CORSIA, providing more flexibility to downstream customers.

Omega-3 platform — Aquaterra® and Nutriterra®

August 2024

Omega-3 Canola wins the Eureka Prize for Sustainability Research.

"In the most complex genetic engineering of a plant to reach commercial production, the Sustainable Omega-3 Oil team has produced and commercialised omega-3 long-chain polyunsaturated fatty acids from canola crops. This could save the need for unsustainable harvests of wild-caught fish, and double the world's supply of omega-3, which is essential for good health."[1]

April 2024

Aquaterra and Nutriterra are recertified under Friend of the Sea.

"We are honoured to re-certify Nutriterra DHA canola oil. With ocean resources under increasing pressure, plant-based innovations like Nuseed's are vital to the future supply of essential omega-3 nutrition."[2]

2024

Nufarm maintains ETS accreditation for Nutriterra in Australia and the US.

Accreditation involves multiple modules of operating procedures, quality assurance, site reviews and audits, and has strict requirements across the whole lifecycle of biotechnology products.[3]

1 Australian Museum (2024) 2024 Australian Museum Eureka Prizes winners, July 9 2024, australian.museum/get-involved/eureka-prizes/2024-eureka-prize-winners/.

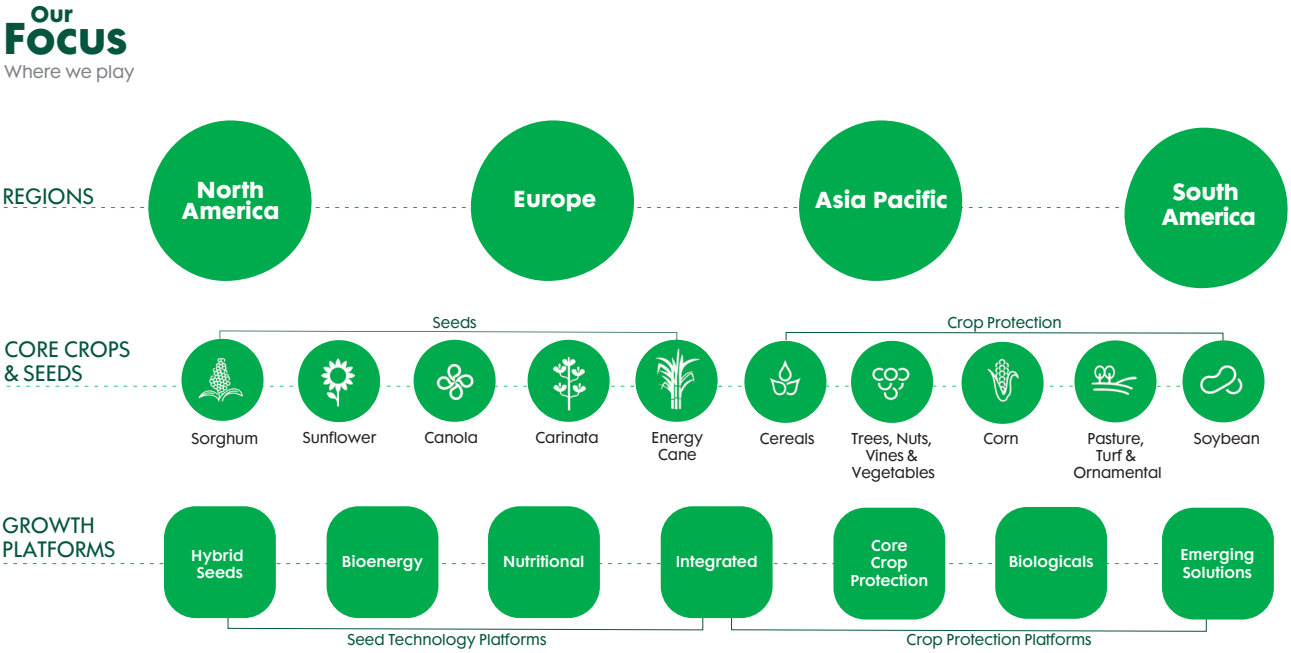
2 Friend of the Sea (2024) Friend of the Sea Recertifies Nutriterra as Sustainable Plant-based Omega-3, 24 April 2024, friendofthesea.org/friend-of-the-sea-recertifies-nutriterra-as-sustainable-plant-based-omega-3/.

3 ETS is a global non-profit organisation that promotes the universal adoption of product stewardship programs and quality management systems for the full lifecycle of agricultural biotechnology products.

About us

Nufarm is a global agricultural innovator developing crop protection and seed technology solutions for our customers.

Figure 2: We are focused on a set of core markets around the world

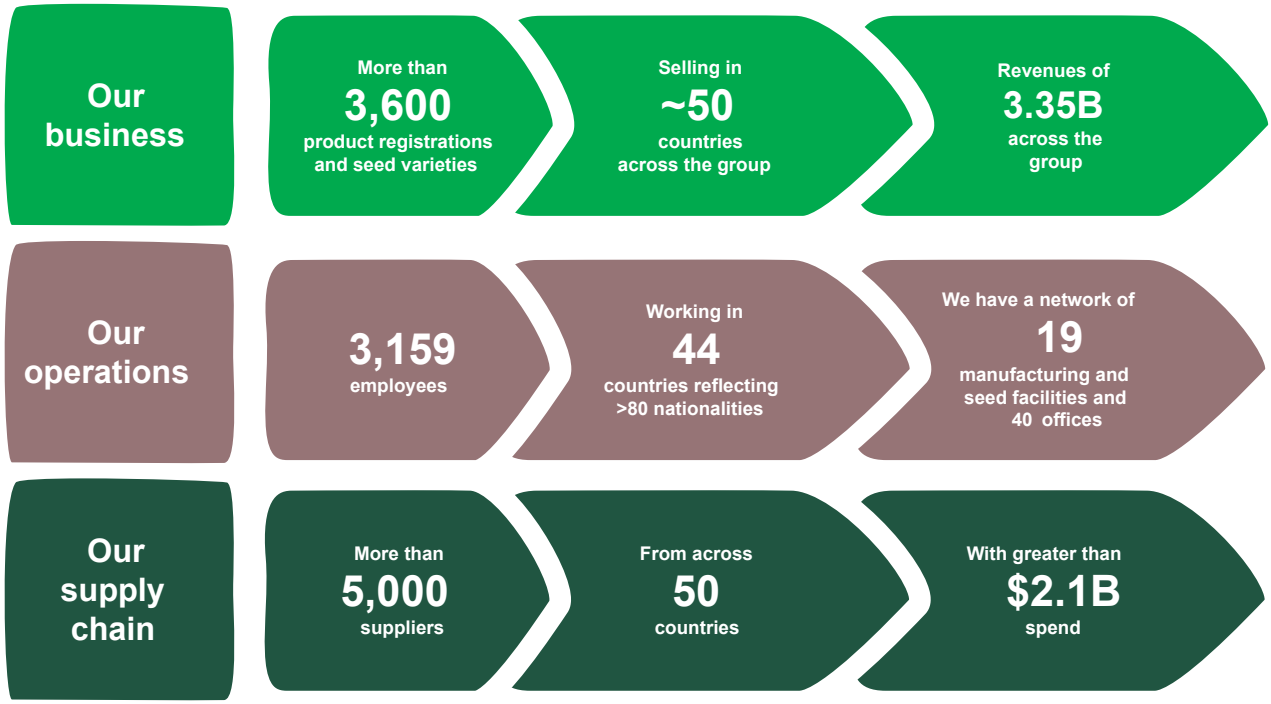


Our customers span the agriculture, food and fuel industry. They are primarily agricultural distributors and growers and in more recent years, the aquaculture, nutritional and biofuel industries. We leverage our unique capabilities across chemistry, production, seeds, digital sciences and alliances to create new solutions for the agricultural industry and beyond, helping our customers grow a better tomorrow.

Figure 3: Our customers

Our operations are global and involve a diversity of suppliers, employees and locations.

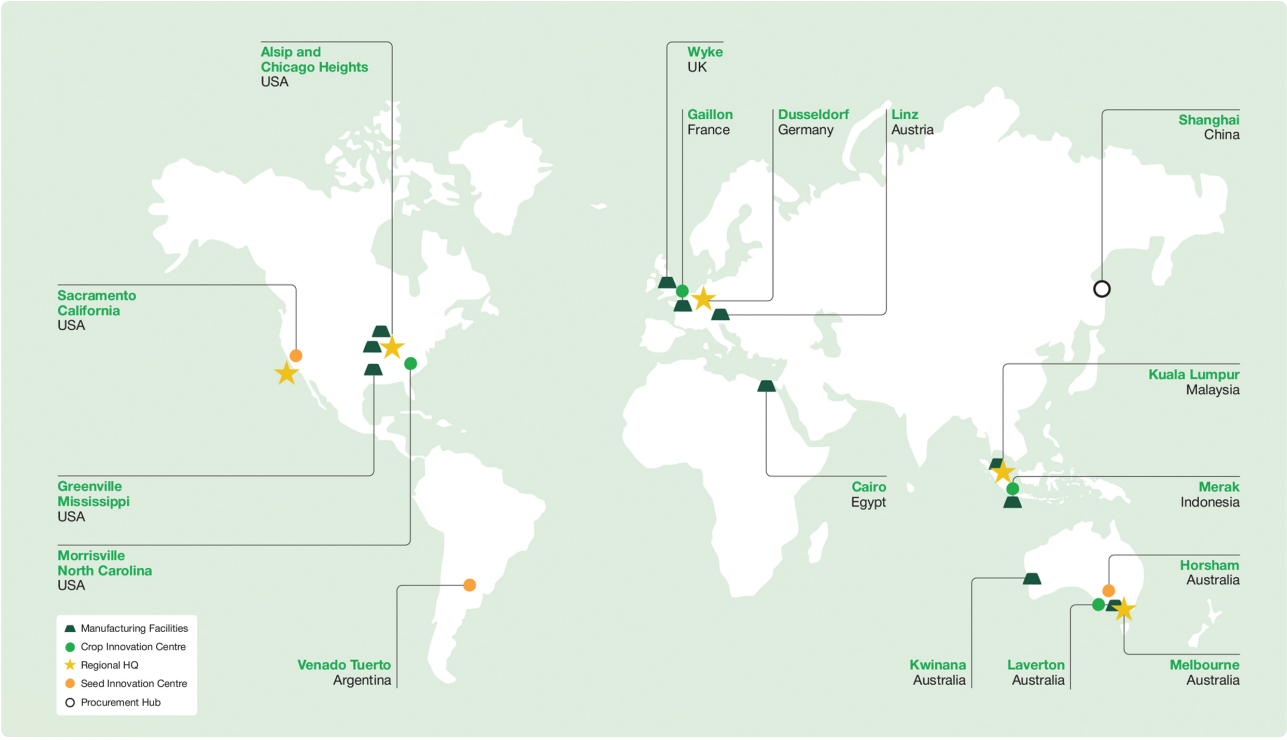
Figure 4: A snapshot of our business and operations



We have two synthesis sites at Wyke, UK and Laverton, Australia. We formulate crop protection products in 11 manufacturing sites across the world. Our largest and most significant sites with respect to sustainability impacts are located in Laverton, Australia; Linz, Austria; Wyke, United Kingdom; and Chicago Heights, United States.

We have three seed innovation centres—in Horsham, Australia; Sacramento, USA; and Venado Tuerto, Argentina. We have five seed R&D facilities: three in North America, one in Brazil and one in Serbia. We have a global procurement hub in Shanghai, China. See Figure 5 for our significant locations.

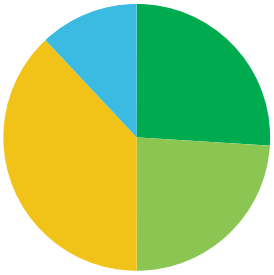
Figure 5: Our significant locations



We have four revenue-generating operating segments. In FY24, North America remained our largest contributor to revenue with 38 per cent, followed by Asia Pacific with 26 per cent and then Europe with 24 per cent. Our seed technologies operating segment, which is global, contributed 12 per cent of revenue in FY24, up from 11 per cent in FY23. Refer to Figure 6.

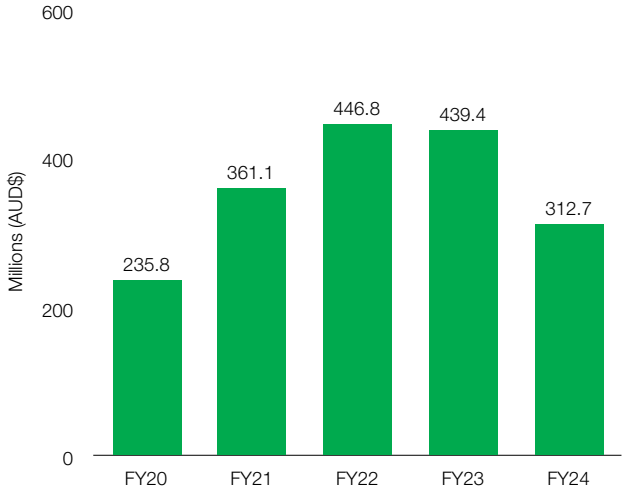
We had lower profitability this year compared with FY23 mainly due to competitive market conditions which negatively impacted selling prices and margin in many parts of our business. Refer to Figures 7 and 8.

Figure 6: Our FY24 underlying revenue was A$3,346m



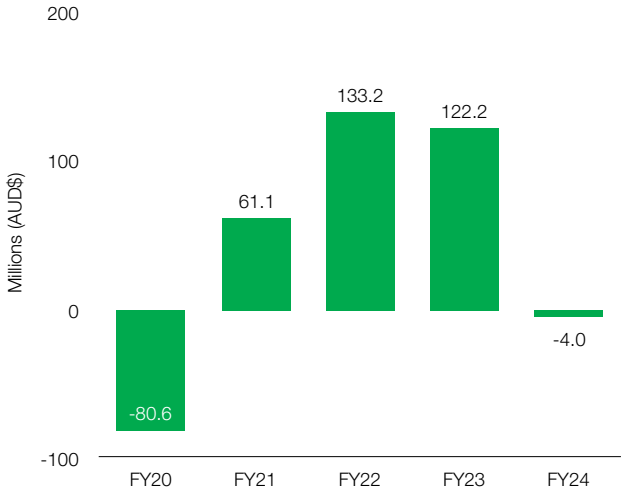
Percentage contribution	
Asia Pacific	**26%**
Europe	**24%**
North America	**38%**
Seed technologies	**12%**

Figure 7: Underlying EBITDA[1,2]



1 In FY20, Nufarm Ltd changed its financial year from a 31 July to a 30 September reporting date. FY20 numbers reported here reflect the 12 months ended 31 July 2020 for the continuing group.
2 Underlying EBITDA is earnings before net finance costs, taxation, depreciation and amortisation and material items.

Figure 8: Underlying NPAT[1,2]



1 In FY20, Nufarm Ltd changed its financial year from a 31 July to a 30 September reporting date. FY20 numbers reported here reflect the 12 months ended 31 July 2020 for the continuing group.
2 Underlying NPAT is net profit/loss after tax, less material items.

Our approach to materiality

Nufarm's purpose is to grow a better tomorrow. Agricultural sustainability and the sustainability of our operations are integral to achieving our purpose.

Our platforms and solutions help to:

- improve farm productivity and strengthen agriculture's resilience
- protect crops and soils to reduce food loss and enable sustainable practices such as no-till farming
- reduce pressure on oceans for marine sources of omega-3 oil
- provide plant-based renewable fuel sources through bioenergy
- provide farm inputs that safeguard the supply of affordable food, fibre, feed and fuel.

For us, agricultural sustainability means the ability of growers to reliably and securely produce affordable food, feed, feed, fuel and fibre in ways that regenerate the environment and protect the needs of future generations.

Our material sustainability topics

In FY24, we refreshed our material topics to reflect the current market and social dynamics. Our FY24 materiality assessment gave us an opportunity to take into account changing stakeholders as we grow our omega-3 and bioenergy businesses, and as farming undergoes its own changes in response to new challenges.

We adopted the process outlined in the Global Reporting Initiative (GRI) standard to identify and prioritise the material sustainability topics that are most important to Nufarm and its stakeholders. We are conscious of the changing requirements for understanding materiality and this FY24 study sets the foundation for a future, double materiality assessment.

Our tier one material topics identified are those that have the most significant economic, environmental, or social impact on our organisation, or on which we impact.

Table 1: Our tier one material topics

Sustainable agricultural innovation	Decarbonisation and climate change adaptation	Employee and community safety health and wellbeing	Compliance and regulatory environment	Product safety and stewardship
The use of technology and innovation of processes and products to increase efficiency, productivity, and sustainability in agricultural production, and promote regenerative agriculture. This includes investment in research and development, as well as market access.	Reducing our greenhouse gas emissions and adapting our operations and supply chain to mitigate climate change impacts. Developing solutions that respond to opportunities that arise from climate change.	Preventing or minimising physical and emotional harm to our people and people in our local manufacturing and agricultural communities.	Complying with regulations applicable to our operations and products, and having processes that respond to regulatory changes.	Preventing and minimising harm to growers, the community and the environment by ensuring the safe and responsible use of our products. Providing accurate and meaningful health, safety and environmental product information.

For our management approach and performance on each material topic, refer to the below chapters in this report.

Sustainable agricultural innovation	Planet	People	Governance	Sustainable agricultural innovation

For more information on all of our material sustainability topics, refer to Appendix 1. Material sustainability topics.

Our approach to materiality continued

Determining our material topics

Step one: Organisational context

We began the process of developing a material topic universe and assessing Nufarm's current state through a comprehensive analysis of our corporate strategy and existing ESG initiatives, our industry's trends, peer performance and the external landscape at large.

Step two: Stakeholder engagement

We engaged with key stakeholders across the globe to gain insight about Nufarm's sustainability impacts, risks and opportunities. This included interviews with customers, growers, non-profit organisations, investors, analysts and financiers. Internally, we sought the input of senior managers, executives, and board members, representing the breadth of our organisational functions and regions. We also engaged with a broad population of our employees through an internal survey spanning six continents. Through this process we validated and refined our material topic universe.

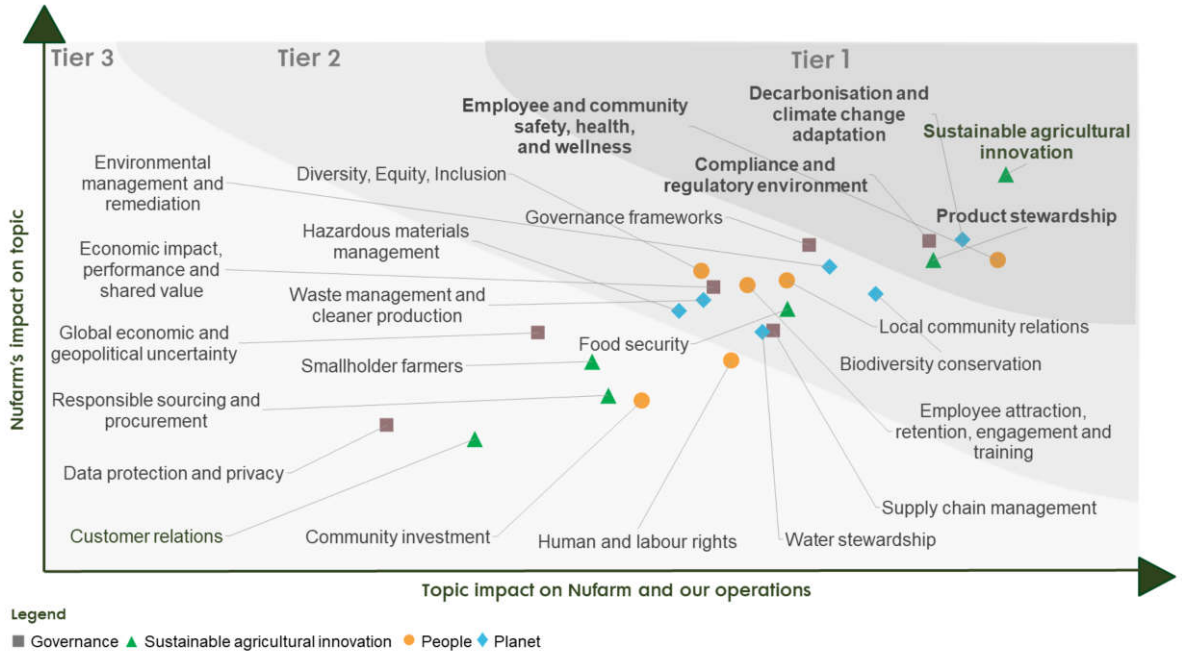
Step three: Assessing the significance

The inputs from each of the various stakeholders were weighted and plotted against two key factors: the topic's impact on Nufarm, and Nufarm's impact on the topic. This formed the basis of the initial materiality matrix, prioritising 25 sustainability topics.

Step four: Validate and prioritise

The topics, their definition and relative priority were debated and ultimately endorsed in an executive validation workshop, comprising of seven members of the executive management team. This refinement saw the emergence of what we consider to be our tier one material topics, which will be the focus of our sustainability activities and reporting. These topics were confirmed by the board.

Figure 9: Our material topics graphed



Our engagement with stakeholders

Stakeholder relationships are at the heart of our business. This year gave us the opportunity to engage with an expanded set of stakeholders as we enter into markets with new customers and partners in our omega-3 and bioenergy platforms. We have organised our stakeholders into 10 groups, and we engaged with most of these when completing our materiality study this year.

Shareholders and potential investors

Our shareholders and potential investors have access to our head of investor relations and senior management. Beyond our normal reporting, we attend investor conferences to present on Nufarm's growth strategy and performance. We work to be transparent and accountable for our execution and performance.

Employees and prospective talent

This essential group includes current employees, contractors, labour relations organisations, and those who are considering joining Nufarm. We listen to our employees through our regular employee survey, which we conduct three times a year. Our people leaders discuss the survey results with their teams, and regularly communicate about the activities resulting from the survey. We also have our speak up/integrity hotline as a channel for listening to feedback.

Research and development partners

We work with a range of research institutions, universities and commercial partners that are developing novel technologies. We engage on a project-by-project basis as solutions are explored and developed. This builds a strong foundation of trust. Each year we expand the range of partners supporting our strategy.

End market customers

We design our solutions for how our end-market customers will use them. Each growth platform considers specific end-market customers. We regularly engage with end-market customers to better understand their current and future needs and pain points, and to gauge their reactions to products we are developing.

Distribution partners

We have a range of distribution partners that differ by the growth platforms, countries and industry structures we operate in. We work with our distribution partners, taking orders and supplying them with the required products. For our key accounts, we develop joint plans around their priorities, and we conduct regular 'voice of customer' surveys.

Local communities

We keep local communities front of mind. While local needs differ widely across our business, we aim to align on local priorities and engage on how we can best support those priorities.

Suppliers

We have a broad range of suppliers; from raw materials, to contract growers, to those that provide services such as crushing, logistics and technology, financial and consulting services. We have a sustainability supplier program that reviews supplier practices and seeks to accredit suppliers to Nufarm's standards. The assessment forms the basis for ongoing engagement and actions to improve supplier practices.

Market influencers

This diverse group includes agronomists who influence seed and chemical choices for growers; human nutrition and seafood trade associations; and accreditation and certification agencies for sustainable aviation fuel and those organisations that provide independent sustainability scoring.

Industry bodies and NGOs

We work with industry bodies and non-government organisation (NGOs) to discuss the evolution of policy and standards, especially where we are contributing to the creation of new markets, such as in the bioenergy and aquaculture spaces. Examples of this include national farming organisations (e.g. the National Farmers' Federation), industry taskforces (e.g. CropLife), NGOs (e.g. Friend of the Sea®) and others. These vary by our growth platforms and our local markets.

Policy makers and regulators

We interact with governments and regulators who form and influence policy around agricultural practices. We engage with local regulatory authorities to ensure our core crop protection and seed technology products are being brought to market in accordance with local standards. We focus our time on policy work in the aquaculture and bioenergy markets to support this emerging industry.

Our approach to materiality continued

Our contribution to the UN SDGs

We are pleased to see clear and continued similarities between the topics our stakeholders find most material, and the six United Nations Sustainable Development Goals (SDGs) we have chosen to focus on. The most significant shift we have witnessed has been the ascension of our most important material topic, sustainable agricultural innovation. The very core of what we do leverages agricultural solutions to meet global sustainability challenges, helping the world work towards zero hunger, while sustaining life on land and below water. This theme previously fell outside our top five most material topics.

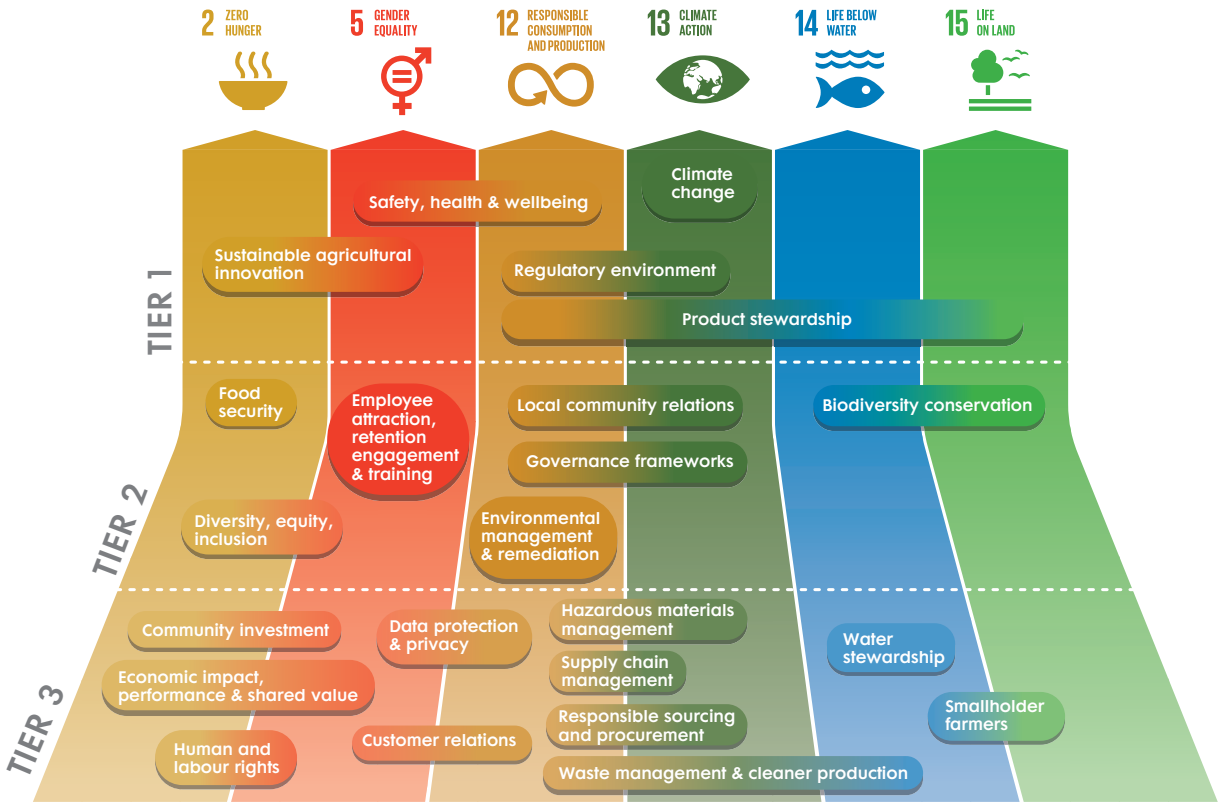
The safety, health and wellbeing of our people and the community continues to be one of Nufarm's most material topics, and is an essential facet of our commitment to our people, customers, and growers which we demonstrate by practising responsible consumption and production. Our stakeholders told us that waste management and cleaner production, previously one of our most material issues, is now an expected part of business as usual.

Reducing our greenhouse gas emissions and adapting our operations and supply chain to mitigate climate change impacts is now one of our most material sustainability topics. This reflects the risks and opportunities that climate change presents to agriculture, and Nufarm has positioned itself to take climate action by responding with solutions such as Nuseed Carinata and energy cane. As an organisation, we are taking steps to reduce our greenhouse gas emissions. Our current target is to reduce our scope 1 and 2 emissions from our crop protection manufacturing sites by FY30, measured from our FY20 baseline.

Minimising harm to growers, the community, and the environment through the development of safe products and promoting responsible product stewardship also continues to be a key material topic. This commitment is a crucial step in our focus on sustainable life on land and below water.

Nufarm's concentration on gender equality means employees feel empowered to bring their whole self to work, improving the overall wellbeing of our workforce. While not identified by stakeholders as a tier one material topic, we consider it an important driver of the innovative thinking needed to respond to the sustainability challenges we face. We are targeting a gender composition of 40:40:20 in our senior leadership team by FY30.

Figure 10: Contributing to the SDGs



1 Governance

Our approach to governance

Nufarm is committed to ensuring that its policies and practices reflect a high standard of corporate governance.

Key governance policies are reviewed regularly to ensure they continue to reflect a high standard of corporate governance and comply with the ASX Corporate Governance Principles and Recommendations 4th Edition (ASX Principles). Nufarm as a listed entity is required to comply with the Corporations Act (Cth), the ASX Listing Rules and other Australian and international laws, and is required to report on the extent to which it has complied with the ASX Principles.

Nufarm's key governance documents, including constitution, board and board committee charters and key policies are available on the company's website.

Our board's roles and responsibilities

Our constitution provides that the business and affairs of Nufarm are to be managed by or under the direction of the board. Ultimate responsibility for governance and strategy rests with the board. The role of the board is to represent shareholders, and to demonstrate leadership and approve the strategic direction of Nufarm. The board is accountable to the shareholders for the company's performance and governance.

The board charter sets out the board's key responsibilities, the matters the board has reserved for its own consideration and decision-making, and the authority it has delegated to the Managing Director and Chief Executive Officer (CEO).

Our board's composition

The board has seven non-executive directors and the CEO. The chair of the board is John Gillam, an independent non-executive director. The chair serves as the primary link between the board and management.

Details about the directors, including their qualifications, experience, date of appointment and independent status are set out in the Directors Report on pages 53 to 59 of the 2024 Annual Report and in this report on page 72, in Appendix 5. Our employee data.[1]

Our directors' skills, experience and attributes

The key attributes that directors must possess are set out in the board charter and include:

- honesty, integrity and a proven track record of creating value for shareholders
- an ability to apply strategic thought
- a preparedness to debate issues openly and constructively and to question, challenge and critique
- a willingness to understand and commit to the governance framework of the company
- an ability to devote sufficient time to properly carry out the role and responsibilities of the board.

The following table summarises our board's relevant sustainability experience. The full list of board experience can be found on pages 33 to 34 of our FY24 Annual Report.

Table 2: Our board's sustainability skills and experience

Skills/Experience	Description	No. of directors with skill
Innovation and technology	Experience in the research, development, selection, implementation and leveraging of innovations and technologies.	5
Agricultural experience	Experience in crop protection, seed technologies or other agricultural industries obtained through a large international company.	6
Safety	Experience in health and safety governance and reporting.	5
Sustainability	Experience in sustainability governance and reporting, and climate change and emissions oversight.	6
Corporate governance and compliance	Experience serving on boards in different industries, including publicly listed. Awareness of leading practice in corporate governance and compliance with a demonstrated commitment to achieving those standards.	6
Regulatory, government, public policy	Relevant experience identifying and managing legal, regulatory, public policy and corporate affairs issues.	7
People, culture and remuneration	Relevant experience overseeing or implementing a company's culture and people management framework, including succession planning, inclusion and diversity and setting and applying remuneration policy and frameworks linked to strategy.	7

[1] Non-executive directors Gordon Davis and Peter Margin retired effective 15 November 2023.

We manage conflicts of interest

The company has a conflict of interest policy to ensure that directors disclose any conflicts of interest and that any conflicts are appropriately addressed. In the event a director does have an actual or potential conflict, the director does not receive the relevant board or committee papers and must absent themselves from the room when the board or committee discusses and votes on matters subject to the conflict. This continues unless the other directors resolve otherwise. The director cannot access the minutes of the board or committee meeting in relation to the conflict.

We introduce, maintain and develop board knowledge and skills

When considering new appointments to the board, the nomination committee oversees the preparation of a role description which includes the key attributes identified in the board charter and relevant skills, taking into account the principles set out in the directors' skills, experience and attributes paragraph above, and any gaps identified in the board skills matrix.

When suitable candidates are identified, the nomination committee will interview a shortlist of candidates before making a recommendation to the board. Prior to appointment all directors are subject to extensive background and screening checks. With the exception of the CEO, all directors appointed by the board to a casual vacancy are required to stand for shareholder election at the next AGM (Annual General Meeting).

Induction training is provided to all new directors and all directors are expected to undertake ongoing professional development to develop and maintain the skills and knowledge required to discharge their responsibilities. Directors are provided with information papers and presentations on developments in the law, industry or related matters that may have a material impact on the company.

Our board evaluates their performance

The board is committed to regularly reviewing its own performance and effectiveness as well of those of the committees and individual directors. The board conducted an externally facilitated review during FY23 and all actions from this review have been implemented. The next external review is planned for FY25.

We may seek independent professional advice

The board and its committees may access independent experts and professional counsel for advice where appropriate and may, on occasion, invite any person to attend meetings.

Our board committees

Audit and risk committee

The audit and risk committee assists the board in fulfilling its responsibilities in respect to:

- the company's financial statements and corporate reporting
- the effectiveness of internal and external audit processes
- internal control systems
- treasury and taxation practices
- reviewing the effectiveness of risk governance.

It also has oversight of any material financial and non-financial risk areas not included in the scope of other committees (including process safety management and modern slavery) as well as insurances and compliance with relevant legal, regulatory and best practice requirements falling within the responsibility of the committee.

People, safety and remuneration committee

The role of the people, safety and remuneration committee is to assist the board to perform its functions in relation to remuneration policies and practices for directors, the CEO and key management personnel (KMP). It also assists in the development, retention and termination of the CEO and KMP, succession planning for the CEO and senior executives, equity-based remuneration plans for employees, management of inclusion and diversity including the policy, and management of occupational health and safety (OHS).

Further details on the company's remuneration framework, the policies, and practices regarding the remuneration of directors, as well as the contractual arrangements, remuneration and performance evaluation of other members of KMP, are reflected in the Remuneration Report on pages 59 to 77 of our FY24 Annual Report. The progress against the company's inclusion and diversity objectives are detailed in the inclusion and diversity section in this report.

Sustainability and environment committee

The role of the sustainability and environment committee is to assist the board in sustainability and environment related performance, risks, and reporting, including compliance with related laws, regulation and policies, sustainability and environmental related risks (including climate change), and the annual sustainability and environmental reporting program.

The sustainability and environment committee oversees the preparation and content of Nufarm's periodic sustainability and environmental reporting, including the Sustainability Report, and related content in the Annual Report and recommends the disclosures to the Board.

Innovation committee

The role of the innovation committee is to assist the board in the oversight of the company's strategy, policies, and procedures with regard to the development and adoption of innovation solutions and technologies in crop protection and seed technologies.

Charters for our board committees can be found in the Corporate Governance section of Nufarm's website.

Our leadership team

Our board's delegation to management

The board has delegated to the CEO responsibility for the day-to-day management of the company's affairs and implementation of the strategic objectives, the annual budgets and policy initiatives. The CEO is required to report to the board in a spirit of openness and trust and is required to ensure that all decisions are made lawfully, ethically, and responsibly.

Our leadership team's sustainability responsibilities

The CEO has delegated critical components of our sustainability responsibilities across the executive team:

- **Chief Financial Officer**, Paul Townsend – financial matters, risk and internal audit
- **Group Executive, Growth and Sustainability**, Michelle Monteiro – sustainability, strategy development, execution and reporting
- **Group General Counsel and Company Secretary**, Kate Hall – governance and compliance
- **Group Executive, Supply Chain Operations**, Dave Allen – health, safety and environment matters
- **Group Executive, Portfolio Solutions**, Rico Christensen – crop protection product strategy, including product development
- **Group Executive, People and Performance**, John Holding – human resources and inclusion and diversity strategy
- **Group Executive, Customer and Commercial**, James Barkhouse – product stewardship
- **Group Executive, Technology and Information**, Sonia Greguol – digital strategies and cybersecurity
- **Group Executive, Nuseed, Brent Zacharias** – seed technologies, nutritionals and bioenergy solutions.

Our executive key management personnel are the CEO, CFO and Group Executive Supply Chain Operations.

Our management's response to sustainability governance

Sustainability governance at Nufarm is outlined below, with appropriate governance mechanisms set up to monitor and mitigate the risks and opportunities of specific sustainability topics.

Executive risk and compliance committee

The executive risk and compliance committee supports the board sustainability and environment, audit and risk, and people, safety and remuneration committees. The committee met four times in FY24 and during these meetings management is briefed on health, safety and environmental incidents, compliance matters, audit findings, key performance indicators and progress against our targets. The committee also has oversight of the group risk framework, which includes matters such as cybersecurity risk and modern slavery.

The members of the committee are the CEO (Chair), CFO, Group Executive Supply Chain Operations, Group Executive People and Performance, the Group Executive General Counsel and Company Secretary, the Group Executive Technology and Information Services and the Group Executive Growth and Sustainability. A standing invitation to attend the meeting is issued to the Head of Risk, Assurance and Compliance, Group ESG Manager and the Global Lead – Health, Safety and Quality.

Inclusion and diversity governance

Supporting the board's people, safety and remuneration committee is the executive I&D steering committee, which is a vehicle for visible leadership, commitment and accountability. The committee positions inclusion and diversity as a core strategic priority for Nufarm. It also evaluates our policies, and offers recommendations to the people, safety and remuneration committee to foster a diverse and inclusive organisational culture. Meeting quarterly, the executive I&D steering committee aims to ensure we meet our diversity and inclusion objectives.

Each of our regions has its own I&D council, which is where action plans are developed and our people drive locally relevant and globally aligned initiatives. The three objectives of our I&D program are to increase I&D awareness, strengthen I&D leadership and attract and retain diverse talent.

Local sustainability committees

In some countries we have active local sustainability committees that consider what can be changed in their local operations to contribute to lowering emissions, lowering waste and partnering with communities and customers where appropriate.

Responsible and ethical behaviour

Our values and code of conduct guides our daily actions

At Nufarm, our organisational culture sets us apart. Our values are responsibility, agility, respect, and empowerment, all of which drive our actions and decisions towards our colleagues, customers, stakeholders, and the environment, ultimately shaping us as a resourceful and entrepreneurial organisation. Our code of conduct helps us live these Nufarm values every day.

Our code of conduct aims:

- to promote high standards of personal integrity and honest, ethical and responsible conduct
- to promote behaviour in accordance with the company's values
- to deter wrongdoing, and
- to ensure accountability for adherence to the Code.

Nufarm's code of conduct applies to all directors, employees, contractors, agents and representatives of the company[1].

Material breaches of the code of conduct are reported to the audit and risk committee.

R Responsibility

We are accountable for our decisions and our actions. We recognise trust is at the foundation of relationships, and acting ethically, safely and responsibly creates that trust.

A Agility

We are resourceful and adaptable in meeting the needs of our customers and our organisation.

R Respect

We respect others – colleagues, customers and stakeholders – and our environment. We care for all our resources.

E Empowerment

We are an innovative, entrepreneurial organisation where individuals and teams work to do what is best for the customer, the organisation and our stakeholders.

Our anti-bribery and anti-corruption policy[2]

Nufarm's anti-bribery and anti-corruption policy applies to all directors, employees, contractors, agents and representatives who must not offer, provide, or receive anything of value to or from a public official or someone in business, either directly or indirectly, to obtain or retain a commercial advantage, or to induce or reward the recipient, or any other person, for acting improperly.

Material breaches of the anti-bribery and anti-corruption policy are reported to the audit and risk committee.

Our speak up (whistleblower) policy

Nufarm has in place a speak up (whistleblower) policy to provide a clear and transparent way for employees and contractors to report unethical, unlawful or irresponsible behaviour without fear of intimidation or recrimination.

The purpose of the speak up policy is to help detect and address any potential misconduct including breaches of the law, the code of conduct or other company policy, and anything else the whistleblower reasonably believes to be harmful, dishonest or unethical.

The speak up policy sets out protections that will be afforded to whistleblowers as well as the option to make an anonymous report.

The audit and risk committee oversees the application of the speak up policy, including a review of reporting trends.[3]

Modern Slavery Statement and our human rights policy

Nufarm takes its human rights obligations and responsibilities seriously and strives to protect human rights in its business, supply chain and the communities in which it operates, consistent with the United Nations Universal Declaration of Human Rights. Nufarm believes that respecting human rights is integral to the sustainability and success of its business.

Nufarm has in place a human rights policy, including modern slavery, that will be reviewed and updated by the board in early FY25.

Slavery, trafficking in persons and child labour are very serious issues. We follow the requirements of the UK and Australian Modern Slavery Acts and publish an annual modern slavery statement, with the most recent one (FY23) published in March 2024. Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* came into effect in January 2024 and Nufarm Agriculture Inc. (our Canadian entity), submitted its first statement in May 2024.

Both statements provide information on the steps taken to identify and reduce the risk of modern slavery in our business. FY24 modern slavery statements will be published in early 2025.

Our climate change policy

As a global crop protection and seed technologies company, Nufarm is committed to playing its role in addressing climate change and its impacts. We recognise the need to reduce our own emissions and believe we can provide solutions to help those who produce food, feed, fuel and fibre to reduce the impact of their operations on climate change. We believe our crop protection products support growers to increase crop yields, which reduces the need for land clearing and deforestation by producing more food on less land, while our innovative plant-based solutions play an important role in helping to address climate change.

Adopted in July 2021, our climate change policy solidifies Nufarm's commitment to reducing the contribution our operations make to climate change through manufacturing excellence, energy efficiency and transitioning to renewable energy sources as economical solutions become available.

[1] The code of conduct was reviewed with updates approved by the board in September 2024.
[2] The anti-bribery and anti-corruption policy was reviewed with updates approved by the board in May 2024.
[3] The speak up policy was reviewed with updates approved by the board in September 2024.

Responsible and ethical behaviour continued

Our inclusion and diversity policy

Our inclusion and diversity policy, approved in November 2022, contributes to the sustainable growth of our company by positively building our talent and developing an inclusive culture within the organisation in which our people can thrive. We are committed to inclusion at all levels of the organisation, regardless of a person's gender, marital or family status, sexual orientation, gender identity, age, abilities, ethnicity, religious beliefs, cultural background, socioeconomic background, perspective, and experience.

Our health, safety and environment policy

Our updated health, safety, and environment policy (HSE), approved in November 2023, reflects our belief that HSE extends beyond our employees to our customers and communities. It applies to all Nufarm directors, employees (permanent and non-permanent), and visitors to our facilities.

The policy emphasises our commitment to creating a safe working environment, promoting HSE leadership and awareness, and continuously improving our HSE management systems. We encourage open communication on HSE matters and make sure that everyone is aware of their HSE responsibilities, from the CEO to the newest employee.

These policies and other documents described in this section are available in the Corporate Governance section of Nufarm's website.

Our approach to tax management

We seek to meet our responsibilities as taxpayers, adhering to tax obligations in all the jurisdictions where we conduct operations. Following tax rules wherever we do business means paying the correct amount of tax in the right place and at the right time. It involves sharing necessary details with tax officials and taking advantage of available incentives such as research and development tax credits.

Our board audit and risk committee oversees our tax strategy framework, which guides our decisions related to taxation and shapes our interactions with tax professionals and authorities. We have a commitment to openness, honesty, integrity, and transparency in all tax matters.

Our approach to compliance

We strive to meet all legal requirements and regulations in the countries and regions in which we do business as the expected minimum standard for our operations. We work to have constructive relationships with relevant regulatory authorities. In FY24, we had no significant instances of non-compliance with applicable laws.

We verify our periodic reports

Nufarm is committed to ensuring that all the information contained in its corporate reports is accurate, effective, and clear. Nufarm has put in place a process to verify the integrity of its periodic reports that are not subject to audit or reviewed by the external auditor. This includes the annual Directors Reports, the Annual Report, and the Sustainability Report.

A statement on the processes undertaken to verify the information not audited or verified by the external auditor is available in the Corporate Governance section of Nufarm's website.

Our approach to risk management

The board recognises that the effective identification and management of risk reduces the uncertainty in executing the company's business strategies. The board has a focus on strategy development and execution and actively supports integrated risk management to strengthen this focus area.

The risk framework, policies and procedures align to the concepts and principles identified in the Australia/New Zealand standard on Risk Management (AS/NZ ISO 31000:201809).

They set out the roles, responsibilities, and guidelines for managing financial and non-financial risks associated with the company's business and have been designed to provide effective management of material risks at a level appropriate to the company's global business and have continued to be enhanced as the group's operations develop and its range of activities expand. These risks include contemporary and emerging risks such as cyber-security, privacy and data breaches, increased geopolitical risk, sustainability, climate change, and other risks and issues that will impact Nufarm's medium to long term strategic growth.

The policy and framework emphasise the board's and executive's commitment to maintaining a positive risk culture across Nufarm to maximise the effectiveness of risk management practices, with a particular focus on integrating risk into strategy and decision-making. Nufarm is committed to continuing to improve its enterprise risk management practices to protect and enhance shareholder value.

The group risk management policy is available in the Corporate Governance section of Nufarm's website.

We identify modern slavery risks and act to address them

Modern slavery encompasses practices such as forced labour, debt servitude, compulsory marriage, and human trafficking.

We have due diligence processes and controls in place to identify and reduce the risk of modern slavery in our operations and supply chain. This year we undertook the following steps to mitigate modern slavery risk:

- We launched modern slavery training to our senior leadership team; as of the end of FY24, 74 per cent of our senior leadership team had completed this training.
- We undertook a third-party audit of our recruitment and employment practices for foreign workers at our site in Port Klang, Malaysia. The use of 24 foreign workers in Malaysia is one of our modern slavery risks. There were two validated major findings of modern slavery risk relating to payment of recruitment and repatriation fees by some workers, creating the potential for the debt or cost to prevent foreign workers from leaving their employment at Nufarm. We are implementing a plan to remediate this promptly and to reduce the risk of similar instances in future.
- We conducted on-farm audits at three seed growing farms in Turkey with no major findings. The use of contract growers in Turkey is also one of our modern slavery risks.

We continued our work to manage cybersecurity

The global advancement in digitalisation and technology can create significant business opportunities. However, our interconnectedness and dependence on digital infrastructure also expose us to the threat of digital piracy and the unauthorised release of sensitive information. Safeguarding our customers' data is paramount for us to retain their trust.

In FY24, there were elevated external cybersecurity threat conditions and high-profile cyber incidents experienced by other businesses across Australia and abroad. During this time, we maintained our overall system control maturity. We continued to focus on the fundamentals: protecting our systems, assets, data, and identities, and making modifications as the cyber threat landscape changed. This has led to a reduction in the number of gaps or weaknesses in applications, operating systems, and databases that could be exploited by a cyber attacker gaining access to our systems. In FY24, there were no known instances of direct data breaches.

2

Sustainable agricultural innovation

Our products and solutions

We deliver commercial solutions that contribute to addressing three of the many sustainability challenges the world faces.[1,2,3] Sustainable agricultural innovation is a tier one material topic.

Figure 11: Global sustainability challenges

Nufarm's crop protection technologies and seed varieties are practical tools that growers can rely on to help solve important farm management issues while working to help address global challenges. We help growers farm crops reliably and affordably. Our omega-3 canola, carinata and energy cane are examples of where we are creating new solutions and business models that are expanding markets for agricultural products by leveraging the potential of plant science for local and global challenges.

Challenge 1: Providing food security and affordability to contribute to zero hunger

The challenge

By 2050, the world must feed 10 billion people using existing resources and land.[4] Innovative approaches to producing more food on less land with fewer resources is one of the contributing factors to making nutritious, safe, and healthy food accessible and affordable.

Nufarm's contribution

Nufarm provides crop protection products and seed variety solutions to the agricultural industry. These solutions help growers farm crops reliably and affordably. In the future, we anticipate that resources will be scarce, so we are employing advanced analytics to develop our crop protection products. Our products are designed to help protect crops from weeds, diseases and pests, thus protecting farmer yields. We are expanding our range of natural and biological crop protection products. These products will complement our existing synthetic chemistry solutions.

Our goal is to improve crop productivity through trait-specific germplasm. We have invested in breeding technology and capabilities that enable development of improved seed varieties. The techniques help us solve for specific local conditions and market needs. These advancements, along with new phenotypes, trait pairings and data-driven recommendations combine together to improve our seed solutions. Our global breeding centres support crop advancements around the world in canola, sunflower, sorghum, carinata and energy cane.

As our customers seek solutions that protect yields with reduced chemical use, we are expanding our 'emerging' solutions portfolio while our Croplands division provides spraying solutions that can meet emerging needs of growers.

Sustainability impact

Nufarm's solutions aim to maintain the long-term health of the land, combating the rise of resistance in weeds, pests and fungi. Effective resistance management is a part of our approach to extending the efficacy of our crop protection products. Introducing new products with novel modes of action is a way Nufarm helps to support growers to manage resistance effectively.

By offering cost-effective resistance solutions, Nufarm enables growers to sustain high yields and keep food production costs affordable. This directly supports UN SDG 2: Zero hunger. Additionally, by maintaining yields on existing agricultural land, our solutions help reduce the expansion into new land, which aligns with UN SDG 15: Life on land.

1 Food and Agriculture Organization of the United Nations (2023) The State of Food Security and Nutrition in the World 2023 https://openknowledge.fao.org/server/api/core/bitstreams/1f66b67b-1e45-45d1-b003-86162fd35dab/content
2 World Ocean Review (2021) The Ocean, Guarantor of Life – Sustainable Use, Effective Protection, World Ocean Review. https://worldoceanreview.com/en/wor-7/
3 Masum, FH et al. (2023) Supply chain optimization of sustainable aviation fuel from carinata in the southeastern United States, Renewable and Sustainable Energy Reviews, Vol 171, January 2023, 113032.
4 Reiserer, A (2023) How To Feed 10 Billion People, OPEC Fund for International Development. https://opecfund.org/news/how-to-feed-10-billion-people

Progress this year

In FY24, Nufarm's crop protection portfolio received 86 new registration approvals[1] and 26 label extensions.[2] We continue to advance our pipeline of products anticipated for future release. For our seed portfolio, the strong adoption of our new varieties indicates that we are meeting grower needs, with over 70 per cent of our Australian seed revenue in FY24 stemming from varieties launched in the past three years. Consequently, one in every two hectares of canola in Australia is sown with Nuseed genetics.[3] Australian canola plays a role in decarbonising European transport emissions.[4]

This year we strengthened our partners in the biological area with a collaboration agreement with IBI-AG Ltd. IBI-Ag is a leading ag-biologicals company that develops single domain antibody insecticides to increase crop production while minimising harm to growers, consumers and the environment. In FY24, Nufarm obtained exclusive rights to further develop several specific bioinsecticide candidates.

Autonomous spraying solutions with Kilter

In FY24, Nufarm continued its commitment towards investment in innovative agricultural solutions through an agreement with Norwegian start-up Kilter AS. Kilter is an application technology company present in the Norwegian, Swedish and German markets.

Using a patented Single Drop Technology, Kilter AX-1 can apply herbicide to weeds selectively, thus shielding the crop from the negative impacts of traditional herbicides. This unique, precision approach has the potential to greatly reduce the use of herbicides, even in the treatment of weeds significantly tangled with crop plants.

Kilter's rigorous understanding of agricultural practices, experienced engineering team and advanced AI platform has given the company the tools to approach weeding in a more innovative way than current traditional farming practices. Nufarm is optimistic about the potential for greater commercialisation of this promising innovative technology in the years to come.

"Kilter's autonomous sprayer will not only reduce the need for crop protection products, it also increases yields and helps overcome the rising issue of labour shortage for growers. AX-1 will open up our access to precision application in vegetable crops, and is complementary to our existing precision application system Weed-It for use in broad acre crops. It also adds another autonomous vehicle to our portfolio and will be sold alongside Prospr which we launched earlier in FY24."

Rico Christensen, Nufarm Group Executive, Portfolio Solutions

Kilter AX-1 autonomous sprayer

[1] Each country has unique rules around registrations and this number reflects in some cases the same product registered for multiple countries.
[2] Label extensions require that we have proven the efficacy and safety of our product for additional crop uses.
[3] Based on FY24 internal calculations combining data from the Australian Bureau of Agricultural and Resource Economics and Sciences (ABARES), our sales volumes and Nuseed's end point royalty (EPR) collection data.
[4] Western Australia exports 90 per cent of its canola, accounting for over half of Australia's total canola exports. The European Union is the biggest market for Australian canola exports, using canola as a source of both food and biofuel. Government of Western Australia Department of Primary Industries and Regional Development (2023) Western Australia canola industry, 5 July 2023. https://agric.wa.gov.au/n/1466

Challenge 2: Protecting marine biodiversity to improve life under water

The challenge

Over 80 per cent of the global population does not receive adequate amounts of omega-3,[5] an essential nutrient vital for eye, brain, and heart health. Wild fish stocks, the primary source of omega-3 for human consumption, are in decline and require conservation. Overfishing has led to significant declines in fish populations worldwide, directly impacting marine biodiversity and disrupting the intricate balance of ocean ecosystems. One of the primary overfishing consequences is the depletion of certain species, which can trigger a cascade of effects throughout the food web, impacting marine ecosystems. Around 34 per cent[6] of the world's fish stocks are currently overfished, which will lead to fewer fish for future generations and reduced biodiversity.

Nufarm's contribution

Nufarm has developed the world's first plant-based source of omega-3[7]. Australian researchers from the Commonwealth Scientific and Industrial Research Organisation (CSIRO) and the Grains Research and Development Council (GRDC) have developed a way to produce a canola with the omega-3 producing capabilities of microalgae. Our Nuseed Nutritionals' Aquaterra® and Nutriterra® are plant-based oil products derived from Nuseed Omega-3 Canola, tailored to fulfil human nutritional requirements.

Prior to this invention, the aquaculture industry would source the oil needed for fish to grow from other fish. Similarly, the nutraceutical industry would also use small fish as a source for the omega-3 oil in its nutraceutical products. Nuseed's proprietary Omega-3 Canola presents a viable, alternative omega-3 source that can be grown like other crops and still meet the needs of the aquaculture and nutraceutical markets.

Sustainability impact

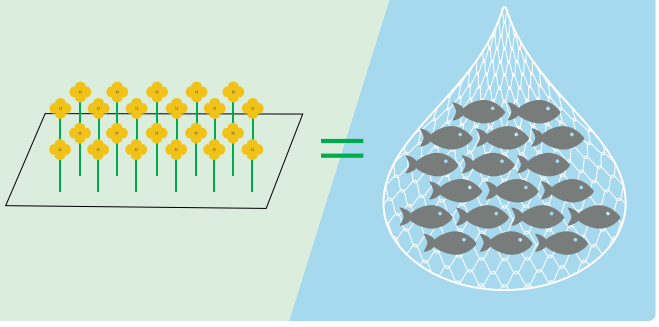
Utilising less than 5 per cent of the land currently dedicated to canola cultivation, Aquaterra and Nutriterra have the potential to double the global supply of omega-3 nutrition.[8] Omega-3 Canola is processed in the same facilities as conventional canola, streamlining Aquaterra's and Nutriterra's production and market distribution. The cultivation of the crop used for Aquaterra and Nutriterra is less demanding on resources compared with traditional marine algal oil extraction, and just 1–2 hectares of Nuseed Omega-3 Canola can produce as much docosahexaenoic acid (DHA) as 10,000 kg of wild caught fish.[9]

Progress this year

In July 2024, Nufarm further expanded its omega-3 portfolio by acquiring a commercial license to certain omega-3 intellectual property assets, materials and know-how for producing oil in camelina from Yield10. Camelina is a cover crop that has the potential to produce both omega-3 oil and bioenergy products.

Figure 12: A land-based alternative to marine sourced omega-3

Just one-two hectares of Nuseed Omega-3 Canola can produce as much docosahexaenoic acid (DHA) as 10,000 kg of wild caught fish.[4]



[5] Stark, K et al. (2016) Global survey of the omega-3 fatty acids, docosahexaenoic acid and eicosapentaenoic acid in the blood stream of healthy adults, Progress in Lipid Research. DOI:10.1016/j.plipres.2016.05.001

[6] Food and Agriculture Organization of the United Nations (2022) State of World Fisheries and Aquaculture 2022 (SOFIA) report, UN FAO. https://www.fao.org/documents/card/en?details=cc0461en

[7] Nutraceutical Business Review (2024) Nuseed at IFT 2024: presenting the world's first plant-based comprehensive omega-3, July 2024, https://nutraceuticalbusinessreview.com/Nuseed-IFT-FIRST-2024-plant-based-omega-3-DHA-EPA-ALA

[8] Xhou, X et al. (2023) New sustainable oil seed sources of omega-3 long-chain polyunsaturated fatty acids: a journey from the ocean to the field, Sustainability Vol 15, no. 4. https://doi.org/10.3390/su151411327

[9] Fazer, S. (2018) OM(e)G(a)! Omega-3 canola gets the green light, CSIRO, https://blog.csiro.au/omega-omega-3-canola-gets-green-light/

Partnership for growth for downstream uses of Nutriterra

In December 2023, Nuseed Nutritional selected Connoils as the exclusive partner for producing a powdered formulation of its Nutriterra® DHA Canola oil. The new format will expand potential applications for the plant-based source of DHA from a genetically engineered canola, including in beverages and functional foods.

“We’ve been searching for the right plant-based omega-3 for our portfolio, and Nutriterra is best-in-class,” said Stacy Peterson, President of Connoils.

Connoils will use low temperature electrostatic dehydration to achieve encapsulation and maintain nutritional integrity. The clean excipient ingredients are in line with Nutriterra’s simple expeller pressed oil, the company reports.

Nutriterra Canola is a source of DHA and elevated ALA content compared to standard canola, and the Nutriterra oil powder has a neutral taste suitable for food and beverages, which allows for more versatility than marine-sourced omega-3s. Connoils can adapt powder formulations to better meet a variety of uses.

“Our proprietary research indicates that 64 per cent of consumers prefer a plant-based omega-3 when presented an alternative to marine oils,” said Mark Smith, nutraceutical lead at Nutriterra. “Nutriterra offers a mild flavour and is Friend of the Sea® certified, so consumers can meet their nutritional needs without compromising their taste or values.”

In May 2024, Nufarm selected Mitsubishi International Food Ingredients (MIFI) as a distributor for Nutriterra DHA Canola Oil. This affiliation will increase access to the world’s first plant-based source of total omega-3 oil, which can be formulated into functional foods and is also FDA approved as a New Dietary Ingredient for use in dietary supplements.

Mark Smith, Nuseed Nutritional’s nutraceutical lead, says “MIFI has a history of delivering unique branded ingredients like Nutriterra into blockbuster products. MIFI demonstrated the ability to maintain quality control and provide logistics support and customer service in line with Nuseed Nutritional’s values.”

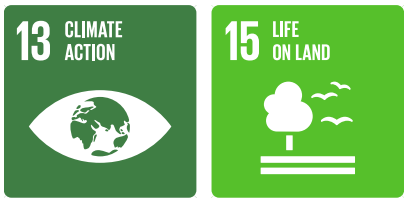
Nutriterra is well aligned with MIFI’s strategic initiative of delivering ingredients that foster innovation and market leadership. Nutriterraappeals to plant-based, health conscious, and sustainably motivated consumers. In addition to availability within MIFI’s food, nutritional, and pharmaceutical divisions, Nutriterra has the potential to also be relevant to MIFI’s beauty and pet businesses.

In July 2024, Nufarm entered into a partnership with KD Nutra®, a division of the KD Pharma Group to expand offerings of plant-based long-chain omega-3 ingredients.

The partnership allows both companies to leverage their expertise to offer the market new sources of omega-3 beyond marine sources and tap into the rapidly growing demand for alternatives.

“We’re excited to partner with Nufarm to expand our plant-based omega-3 offerings,” said Kimberly Smith, CEO of KD Nutra. “Nufarm’s innovation in plant-based nutrition together with KD Nutra’s technology platform and leadership in omega-3 will allow us to bring unique and renewable solutions to the industry.”

Challenge 3: Decarbonising emissions-intensive industries to contribute to climate action



The challenge

There is an urgent need to produce renewable feedstocks to help decarbonise hard-to-abate sectors such as aviation.[1] Greener alternatives that can replace the liquid fossil fuels we rely on to meet our ongoing transport needs are an important part of the solution to reduce our carbon emissions from air, land and sea transport. The International Energy Agency anticipates a 22 per cent rise in global biofuel demand within the next five years, with the United States, Canada, Brazil, Indonesia, and India driving 80 per cent of this increase.[2]

Nufarm's contribution

At the end of FY24, Nufarm's bioenergy platform consists of two sources: carinata and energy cane.

Our Nuseed Carinata is an independently certified,[3] non-food cover crop, cultivated in the intervals between main crop cycles and processed for its oil to create a lower-carbon biofuel when compared with fossil fuels. The by-product of carinata serves as a source of traceable, non-GMO plant protein. This crop serves as a protective layer for the soil during the off-season, capturing atmospheric carbon and restoring soil carbon as it grows. Our Nuseed Carinata program incentivises growers to follow the required sustainability criteria as set out by the RSB and does not require additional acres of land.

Nuseed Carinata is recognised by the International Civil Aviation Organization (ICAO) as having similar industry-leading greenhouse gas (GHG) savings to waste, like used cooking oil. The product is listed as a feedstock for ICAO's carbon offsetting and reduction scheme for international aviation (CORSIA) sustainable aviation fuels.[4] In February 2022, Nufarm secured a 10-year off-take agreement with bp, who transform the carinata oil into a sustainable biofuel, offering a greener alternative to fossil fuels.

The airlines who then buy and use that fuel will realise the benefit of emission reductions when compared with traditional fossil fuels.

Energy cane is a specially bred crop that produces greater ethanol and bio-electricity per hectare of production than traditional sugar cane.

Sustainability impact

Carinata produces oil and a meal by-product that is a source of traceable plant protein. The entire production process of Nuseed Carinata is tracked, independently audited and certified by the Roundtable on Sustainable Biomaterials (RSB). The land it is grown on is verified to have been farmland since at least 2008. Growers benefit financially from adopting these certified sustainable practices. Beyond serving as a sustainable, lower-carbon fuel source that can replace fossil fuels and cut emissions, Nuseed Carinata also captures atmospheric carbon and enhances soil carbon, thus improving soil health.

Carinata is among the first biofuel feedstocks that has achieved all three certifications under the European Union's certification programs: RSB EU Market Access, RSB CORSIA[5] and RSB Global Advanced Products[6].

Energy cane stands out from sugar cane with its distinct sustainability benefits. It boasts 50 to 100 per cent more biomass than conventional sugar cane, which can increase ethanol output by 20 to 30 per cent per hectare. Additionally, its growth characteristics allow for 8 to 10 harvests, compared with 4 to 5 for traditional sugar cane, effectively doubling the crop's longevity. Energy cane has extra-large roots which decompact the soil and bring carbon, nutrients, and water deeper down, allowing for increased carbon sequestration. Energy cane can be grown on degraded land that is not suitable for primary food production, providing a positive land-use impact.

Progress in FY24

We continued to scale the commercial production of carinata with new planting areas piloted in FY24 across three continents. We saw pilot carinata plantings in northern NSW in Australia, in southern France and northern Spain in Europe, and Uruguay and Brazil in South America. This adds to our existing commercial plantings in southern USA and Argentina. Scaling production is critical for the future growth of the platform and to meet the increasing demand for sustainably produced biofuels.

FY24 also saw carinata added to the important Annex IX list of feedstocks as part of the European Union's Renewable Energy Directive (RED). Annex IX lists a series of feedstocks that solve multiple policy targets under the RED to produce biofuels. The EU has set ambitious carbon neutrality targets, particularly in the aviation sector. Fuel marketers and customers in the EU are legally bound to add SAF options to their existing fuel tanks to meet regulations aimed at curbing emissions. Fuel suppliers must incorporate 2 per cent SAF by 2025, 6 per cent by 2030 and 70 per cent by 2050. Any feedstock that is listed on Annex IX is recognised as renewable and will count towards the SAF targets set by the EU.

In FY24 we continued to develop our biomass oil technology for utilisation in energy cane to create sustainable vegetable oil to replace fossil fuels.

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1 Masum, FH et al. (2023) Supply chain optimization of sustainable aviation fuel from carinata in the southeastern United States, Renewable and Sustainable Energy Reviews, Vol 171, January 2023, 113032.
2 International Energy Regulator (2023) Will energy security concerns drive biofuel growth in 2023 and 2024? Renewable Energy Market Update. https://www.iea.org/reports/renewable-energy-market-update-june-2023/will-energy-security-concerns-drive-biofuel-growth-in-2023-and-2024.
3 Carinata is certified by the Roundtable on Sustainable Biomaterials (RSB).
4 Carinata is listed as Brassica Carinata Oil in the SAF Feestock table of the ICAO; https://www.icao.int/environmental-protection/Pages/SAF_Feedstocks.aspx
5 RSB CORSIA specifies requirements for operators along the supply chain to produce SAF that is eligible under the Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA), and complies with RSB's sustainability requirements – thus allowing aviation leaders to make powerful claims on GHG reductions and other important sustainability aspects such as food security, environmental protection and human rights.
6 RSB Global Advance Products enables the certification of non-energy products like plastics, textiles, pharmaceuticals, packaging, tableware, cosmetics, nutritional supplements, food, feed, pulp, paper and many others.

We collaborate with partners

We collaborate with research and development organisations, including universities, to innovate and expedite the delivery of new solutions to the market.

Partnering to develop innovative ag-tech solutions

In FY24, we made further steps in the field of agricultural technology. Nufarm Australia and its wholly owned subsidiary Croplands, are collaborating with the Grain Research and Development Corporation (GRDC) on an emerging solutions spray platform to further improve green-on-green optical spot spray equipment, This collaboration includes supporting herbicide registrations available to Australian growers.

Croplands uses sensors to visually distinguish green vs brown herbicide patterns and thus spot-target weeds, giving growers the same weed-control outcome with less herbicide use. This also helps them save on costs.

The development of green-on-green spraying is the next step in our journey and will allow growers to tackle the most problematic in-crop weeds. Where most of the development in this area has previously been focused on cotton, soybean and corn crops in the North American market, through Croplands, Nufarm is committed to optimising green-on-green technology for Australia's unique conditions and tough weeds.

This year, we've collected over 500,000 images from paddocks in South Australia and the Australian Plant Phenomics Facility, and established trials to explore potential concepts for an APVMA recognised regulatory framework for the creation of new use patterns for site-specific chemical application technologies. In the coming year we endeavour to start testing three potential green-on-green systems for broadleaf weed control in wheat and barley, thus expanding the program to southern Queensland and northern New South Wales.

In partnership with Robotics Plus, in 2024 we also launched Prospr in Australia. Prospr is a robust autonomous, multi-use hybrid vehicle platform designed for horticulture crops. This single-unit technology allows for intelligent automated spraying, pruning and mowing. Prospr boasts all-day running and a small footprint, adapting to the needs of growers. It supports economically sustainable agriculture by reducing the reliance on hard-to-find machine operators, and at the same time can achieve a reduction in fuel consumption of over 70 per cent when compared to traditional diesel tractors doing the same job.

This partnership links the decades-long experience in spraying solutions of Croplands with the innovative robotics, AI and machinery expertise of Robotics Plus.

It is partnerships and collaborations such as these that are an important facet of our commitment to sustainable agricultural innovation and being a partner for growth.

Prospr at work in a vineyard in the Barossa Valley, South Australia

We practise responsible product stewardship

Our crop teams work across the end-to-end value chain in four major areas of product stewardship.

Figure 13: Our product stewardship journey

Our product stewardship is defined by robust governance and processes, ensuring productivity and sustainability from initial development through to post-launch oversight. We cover all lifecycle stages, including pre-development, development, advancement, and product launch.

We develop, test and register crop protection products to the required standards

In each of the countries where our products are registered, we follow the standards that are set out by the regulatory body that approves those products being applied to a particular crop in a particular way. While regulatory standards and procedures for product registration vary by country, the overarching goal is consistent: to ascertain product safety for human and environmental health across the markets in which we operate.[1]

We comply with environmental legislation and our internal policies. Every crop protection product we offer is labelled in accordance with local regulatory standards.

Figure 14: Our value chain

We aim to procure and manufacture to quality and environmental standards

We are committed to responsible procurement

Nufarm has a large supplier base and spent over $2.1 billion in FY24. We work to build long-term relationships with our suppliers to support the extended time horizons we face in developing, registering, and bringing our products to market.

In FY24, we sought to have suppliers execute our Global Supplier Code of Conduct as a minimum commitment to our values in respect to human rights, legal and ethical business practices, health and safety, and environmental sustainability, all of which are contained in our Supplier Code of Conduct. With a supply base of over 5,000 active suppliers, it was not feasible to reach all of these so instead we targeted high risk, vulnerable suppliers. These include those in industries where modern slavery is more likely to be prevalent, such as cleaning, facilities management, security, catering/food management, and manual labour hire companies. We were successful in obtaining executed documents from all suppliers in this target group, as well as other suppliers.

Last year we ran modern slavery training for our procurement team. That training program is now embedded in our procurement group on-boarding process. We have also developed and delivered sustainable procurement workshops to the key procurement category leads in each region.

We partner with Ecovadis, a global leader in supplier environmental social governance (ESG) assessment, to evaluate key current and new suppliers. Our ethical sourcing metrics can be found in Appendix 8. Our ethical sourcing data. We have increased our participants in this program and continue to promote this via our procurement group as our preferred assessment program for sophisticated suppliers. We continue to use the Ecovadis IQ program to assist in identifying risk in our supply chain, building on the work we commenced last year.

Establishing new standards for our suppliers is an iterative process and we will continue to identify and target specific high/medium risk supplier groups to participate in our Ecovadis assessment program or through signing up to our Supplier Code of Conduct.

[1] Testing requirements to bring a product to market vary by market, type of product, crop, formulation type and active ingredient.

We practise responsible product stewardship continued

Creating a sustainable procurement practice

What is sustainable procurement? That was the question that was asked and answered at our Sustainable Procurement Workshops, delivered to the category leads in each region. Sustainable procurement practice requires planning, risk assessments, and identification of the different sustainability elements that can positively or negatively impact good sustainable practices in the purchase of goods and services.

To support our procurement group and as part of our procurement ESG continuous improvement plans, we created an internal sustainable procurement platform which we launched in conjunction with the sustainable procurement workshops.

The aim of the platform is to provide the procurement group with tools and information that will assist them in identifying opportunities for sustainable procurement practices in their respective spend categories. The tools have been developed to work with existing procurement tools to enable sustainability to be incorporated as an integral part of any category strategy. The platform also contains resources from external parties who have completed similar activities.

We aim to manufacture to our quality and environmental standards

Our customers are at the centre of everything we do, so it is important that our commitment to high-quality, safe, effective and reliable seed and crop protection products is carried through our entire supply chain. This starts from the raw ingredients we buy, continuing to our manufacturing processes and finally through to healthy and productive crops.

We work to deliver on this ambition through building a culture that is committed to quality assurance. In addition to assessing our suppliers' ESG performance, we evaluate the quality of their products and quality assurance processes. At our locations, we operate to industry standard and quality procedures and processes through the implementation of our corporate quality policy and standard. Our crop protection manufacturing sites at Merak in Indonesia and Wyke in the UK have ISO 9001 quality management systems in place and our site in Gaillon, France is certifying to ISO 9001 in early FY25.

We apply our HSE policy, environmental standards and procedures at our locations to minimise adverse environmental impacts. More detail on our approach to environmental management can be found in Section 4 Planet.

We provide technical and application product knowledge and advice

Within established industry frameworks we support growers' training in the safe use of our products, and also produce safety data sheets (SDS) for each product. These contain detailed emergency response information and are complemented by technical notes that advise on approved crops, correct usage rates, and optimisation strategies.

Our field teams, which we establish in many of the communities using our products, can address technical queries from growers, agronomists, and channel partners, as well as undertake on-farm visits to offer bespoke guidance. As part of technical support we facilitate field days and demonstration events where growers, agronomists and channel partners can learn how to maximise the benefits of our products.

Tailored product stewardship initiatives, such as SprayWise Decisions® in Australia and SprayWise in the UK are responsive to regional needs, enhancing growers' knowledge and application techniques. As part of Agsafe in Australia, we contribute to the training on safe chemical handling, while our virtual learning series in the United States offers comprehensive online education. In Indonesia, we are developing mobile applications to assist growers in addressing their challenges and understanding Nufarm's solutions.

We provide options for safe return, reuse and disposal

Our labels comply with relevant local laws and provide guidance on product use and disposal to protect people and the environment. Each market varies when it comes to available return and reuse options we can access. Where possible we actively collaborate with industry groups to forge effective and unified solutions.

To reduce packaging waste, in some markets, we have partnered with some of our suppliers to shift from packaged raw materials to bulk containers. When bulk containers are not feasible, waste service providers often clean large steel and plastic drums for recycling or reuse. Intermediate (1,000 L) bulk containers used for raw material storage and product distribution are typically dismantled; their steel cages are reused, and the plastic bladders recycled when they've reached the end of their useful life.

We engage with local service providers and charities in some of our locations to collect empty product containers from growers, participating in initiatives such as drumMUSTER in Australia, ACRC in the US, PAMIRA in Germany, and COVADA-Adivalor in France. Customer support extends to retrieving old or damaged products through entities such as Agsafe's ChemClear in Australia and Cleanfarms in Canada, facilitating the safe disposal of obsolete chemicals.

Our involvement in crop protection container return programs offers convenient drop-off points for growers to dispose of our used packaging, which is then collected, cleaned and recycled.

Recycling plastic crop-protection containers

Roundtable on Sustainable Biomaterials

Nufarm has continued its partnership with the Roundtable on Sustainable Biomaterials (RSB), a collaborative network of global organisations dedicated to developing biological solutions on the basis of RSB's robust sustainability framework. We recognise and align with the RSB Principles & Criteria as a leading industry standard that sets the highest level of rigour and validation. Through our partnership with RSB, we have been able to build a sustainability assurance program that enables us to navigate complex policy and a global supply chain.

Our low-carbon biofuel feedstock Nuseed Carinata is in its fifth season of contract production and has earned RSB certification annually. Our certifications with RSB are substantiated by robust data from soil to oil – production data from the field, through storage and transportation and processing – complete with carbon emissions calculation and verification. We know that lower carbon oils derived from cover and intermediate crops like carinata play a crucial role in the sustainable supply of biofuel feedstocks, and our teams embrace the challenge to deliver grain that meets or exceeds RSB's certification requirements.

We practise responsible product stewardship continued

Our approach to stewardship for seed technologies

Nufarm is committed to responsible product stewardship and quality management practices ensuring strict adherence to all applicable global regulations. We have developed robust stewardship processes and practices that meet or exceed industry standards for our seed portfolio across the end-to-end supply chain. This approach ensures that we are producing safe and effective seed products that minimise potential risks to human health, biodiversity and the environment.

Our core seeds platform continues to grow and differentiate across the regions, platforms, and value chain. Our supply chain success is directly related to our commitment to reliable quality products and service. We achieve this through our robust quality management system that continuously evolves to meet or exceed our customer's expectations.

Nufarm's processes, stewardship system, and controls are designed to mitigate the risk of trait contamination in the canola value chain outside of omega-3 canola products.

We recognise the risk potential of low-level presence (LLP) throughout the end-to-end supply chain and we believe our approach provides effective mitigation actions that recognise and address this risk.

Our omega-3 stewardship program promotes best agricultural practices, responsible management and commercialisation of omega-3 canola products. The program includes our commitment to continuous improvement where processes are continually evaluated and improved for greater efficiency, effectiveness and flexibility.

Nufarm participates in the Excellence Through Stewardship® (ETS) program administered by the Global Stewardship Group. ETS is an industry-coordinated program that promotes the adoption of product stewardship programs and quality management systems in agricultural biotechnology. Global stewardship audits are conducted by independent, third party ETS-qualified auditors.

Figure 15: Elements of our omega-3 stewardship program

3 People

Our employees

At Nufarm, we recognise that our workforce is central to our success. It is crucial that we continue to cultivate a diverse workforce and inclusive workplace. We are proud to have employees from over 80 different nationalities working across 44 countries.

We strive to create diverse teams that reflect our customers, the markets we engage in, and the communities we support. Our workforce grew to 3,159 full-time equivalent employees in FY24 (2023: 3,059), an increase of 100 full-time equivalent employees, seen mostly in the portfolio, supply chain and finance functions.

Our senior leadership team[1] remains culturally diverse, representing at least 20 different nationalities. Eighteen per cent of our employees are currently working in a country other than that of their birth, of which 40 per cent are women and 60 per cent are men (Figure 16 shows the location of our employees working in a country other than that of their birth. The locations where our employees work is shown in Figure 17, and Figure 18 shows the departments they work in.[2]

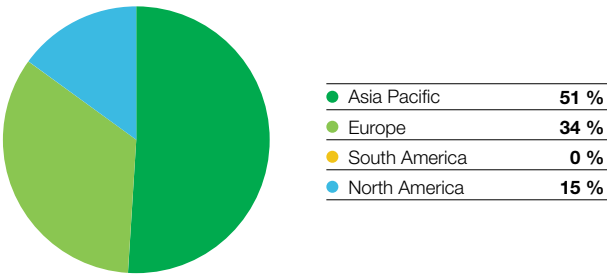
Most of our workforce remain full-time but, where the role allows it, we support flexible working arrangements, with 3 per cent of our workforce operating under part-time arrangements (2023: 3 per cent). The number of men participating in part time work continues to increase. Men now represent 30 per cent of our part-time workforce compared with women, who represent 70 per cent (2023: 28 per cent men and 72 per cent women).

Our commitment to stable employment remains strong, with 93 per cent of our team being permanent employees and the remaining 7 per cent being contract or non-permanent employees. This is consistent with FY23 and is shown in Figure 19. Our three-year plan to transition our large non-permanent sales force from non-permanent to permanent contracts in Indonesia continues to provide greater employment security to this group of employees.

We also employ casual and contract labour for short periods to support our manufacturing operations during high seasonal demand. In FY24, we estimate this was 7 per cent of our workforce (measured as headcount).

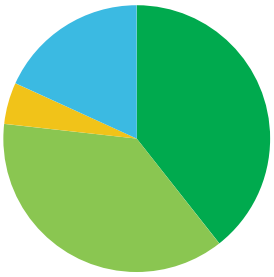
More information on our employee demographics, gender and employment practices is in pages 70 to 75 in Appendix 5. Our employee data.

Figure 16: Location of our employees working in a country other than that of their birth



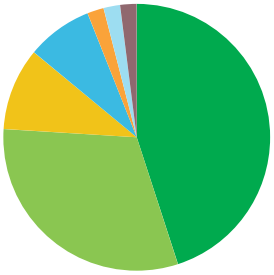
Asia Pacific	**51 %**
Europe	**34 %**
South America	**0 %**
North America	**15 %**

Figure 17: Our employees' locations



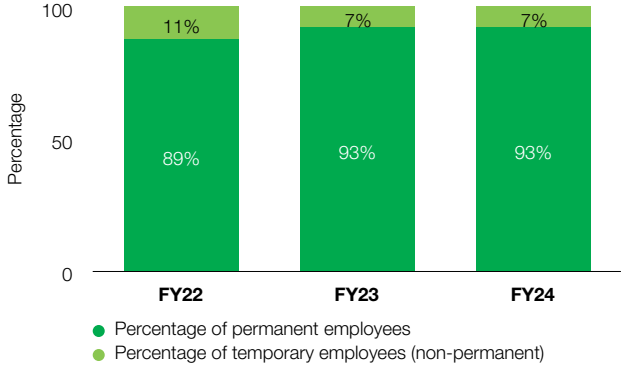
Asia Pacific	**39 %**
Europe	**37 %**
South America	**5 %**
North America	**18 %**

Figure 18: Our employees' functional departments



Supply chain	**45 %**
Sales	**31 %**
Portfolio solutions	**10 %**
Finance	**8 %**
Corporate	**2 %**
Information technology	**2 %**
Human resources	**2 %**

Figure 19: Our employees' employment contracts



[1] Our senior leadership team is made up of the CEO's direct reports (referred to as CEO-1) and also their direct reports (referred to as CEO-2).
[2] Figures 16, 17, 18 and 19 are measured as full-time equivalent (FTE) employees.

We value safety above all else

At Nufarm, we value the safety of our team, our products, our customers, our community and our environment. We believe that every incident should be avoidable, and we all play a vital role in ensuring a safe environment for everyone who works with us or visits our sites. We know that by putting safety first, we're not just protecting today, but we're also paving the way for a better tomorrow.

Our approach to safety management

Our safety management system (SMS) embodies our corporate health, safety and environment (HSE) policy, HSE standard, HSE procedures, and site-specific HSE procedures, with a particular emphasis on process safety. This systematic framework cascades from our corporate office down to regional and site locations. A key feature of our SMS is its inclusivity; it extends to all Nufarm employees and non-employees whose work or workplace is under Nufarm's control. The SMS encompasses important health and safety elements such as incident and injury reporting and investigation, management of change, training and competency, and emergency planning and response and is supported by our extensive network of qualified and industry-experienced health and safety professionals and line managers.

Each of our crop protection manufacturing sites has an HSE management team that ultimately reports to our Group Executive for Supply Chain Operations.

Each site also has its own health and safety committee. These committees, consisting of employees and managers, monitor performance and identify safety improvements and distribute the learnings. Complying with regional regulatory requirements, these committees often include employee-elected representatives with defined roles and powers. The committees typically meet monthly or quarterly.

Our HSE standard requires all employees and non-Nufarm personnel to halt any activity they perceive as potentially harmful or dangerous and to report these conditions to management. We aim to foster a culture where safety risks are reported without fear of negative repercussions. Our speak up (whistleblower) policy supports this approach, and our integrity helpline is available as a confidential avenue for reporting safety concerns.

At site, regional and global levels, monthly reports track health and safety performance indicators, including process safety metrics. These include serious injury frequency rate (SIFR) and lost time injury frequency rate (LTIFR) calculated per million hours worked for employees and contractors. Process safety metrics that measure the efficiency of our process safety management system are also reported, covering loss of containment incidents, asset integrity, change management, and operational safety measures.

Our ambition is to reach zero injuries

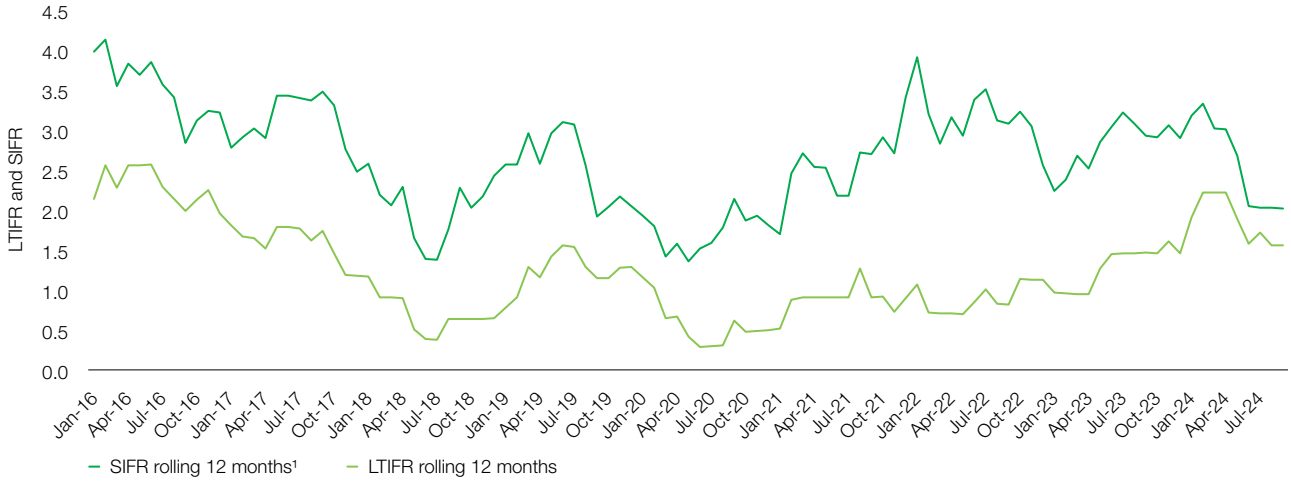
This year, 6 of our 11 crop protection manufacturing sites achieved a lost time injury (LTI)-free year. Despite the continued efforts of the manufacturing sites that achieved an LTI-free year, disappointingly we saw an increase in the LTIFR across our business over the first six months of the year, with improved performance in the second half. However, the annual impact was a year-on-year increase in the LTIFR from 1.46 in FY23 to 1.55 in FY24.[1]

We made an improvement in the number of serious injuries (SI), with 13 in FY24 compared with 18 in FY23. The SI comprises the total number of medical treatment injuries (MTI) and lost time injuries (LTI). Although the LTIFR increased slightly this year, the three MTI cases was less than last year (FY23: nine). The SIFR has consequently reduced: 2.01 in FY24 compared with 2.92 in FY23.

Driving down our injury trend remains a priority, and we strive to improve our safety culture, performance and training, and continue investing in safe and sustainable operations.

Our detailed health and safety performance data can be found in pages 68 to 69 in Appendix 4. Our health and safety data.

Figure 20: Serious injury frequency rate (SIFR) and lost time frequency rate (LTIFR) – rolling 12-month averages (per million hours worked)



1 All injury rates include injuries of employees and workers whose work/workplace is controlled by Nufarm. They are calculated using the hours worked by Nufarm employees and the majority of the hours worked by workers whose work/workplace is controlled by Nufarm. While workers whose work/workplace is controlled by Nufarm includes professional service providers and technical contractors, we include injuries for these groups but not hours worked as we do not have a business system that captures this information globally.

[1] Where data is available we obtain benchmarks within our regions and industry. The LTIFR of Australian chemical industries as reported by Chemistry Australia was 3.69 in 2023. Chemistry Australia (2023) Health and safety performance report 2023, Chemistry Australia, https://www.chemistryaustralia.org.au/docs_mgr/Health__Safety/HS_Performance_Report_2022_FA1_Digital.pdf.

We value safety above all else continued

We are committed to responsible process safety

As licensed major hazard facility operators, we focus on the safe handling and processing of chemicals. Our process safety management program helps to identify and control hazards at our manufacturing sites.

We actively manage our process safety risks

A hierarchy of controls for a major hazard site is a structured approach to managing and reducing risks. It begins with the highest priority, which is eliminating hazards entirely. This is followed by substituting hazardous materials or processes with safer alternatives. If elimination or substitution is not possible, engineering controls are put in place to contain and mitigate risks. Administrative controls establish standard operating procedures (SOPs) and protocols, while personal protective equipment (PPE) offers the last line of defence. This hierarchy aims to provide a systematic and effective approach to minimise potential harm to people, property, and the environment in major hazard environments.

Figure 21: Hierarchy of controls

We train our people in safe work practices

Health and safety training is important for building capability and responsibility. All employees and non-Nufarm personnel (such as contract workers) are required to undergo occupational health and safety induction training when they join the company. Workers on our crop protection manufacturing sites receive training in areas such as chemical safe handling procedures, confined space entry, chemical and electrical isolation procedures, fire safety, permit to work, and dangerous goods.

Training varies, and may include online, classroom-style, on-the-job training or a combination of these, supervised by qualified personnel. We maintain individual training records, and our training systems schedule follow-up refresher training as required.

In the past year, we have delivered an average of 18 hours of health and safety training to over 2,000 (65 per cent) Nufarm employees. Additionally, more than 1,400 non-Nufarm personnel, including contractors, engineers and maintenance staff who typically work on our sites temporarily, received an average of two hours of health and safety training.

We clearly communicate potential hazards

Safety and hazard communication involves prominently labelling hazardous materials and processes throughout our facilities. We ensure that crucial resources such as safety data sheets (SDS) and other informative documentation are readily available. This gives our employees, contractors and emergency responders the knowledge they need to navigate our workplace safely.

Making our operations safer and more reliable

At our manufacturing site at Wyke, the team has been working on an Asset Integrity Management (AIM) program to make the site safer, more efficient, and more reliable. As part of this program, the site has had a major pipework overhaul. Wyke's pipe network spans over 115 kilometres (km), and is an integral part of the manufacturing process, therefore it is one of our priorities to ensure its safety and reliability.

Since 2018, the team has replaced 8.7 km of pipework. By systematically replacing older sections, it has significantly boosted the safety and reliability of the infrastructure. The team have also introduced a new pipe support system, which aims to improve safety and engineering efficiency for current and future installations.

The team has removed 4.2 km of redundant pipework. This not only reduces unnecessary weight on pipe bridges but also removes the risk of degradation, which could lead to possible failures or dropped objects.

AIM is an important element of Process Safety Management (PSM). The intent of the program is to ensure that PSM assets continue to perform their required function and maintain their design intent to prevent, control, and mitigate unexpected losses of containment that could lead to a Major Incident event.

Our crop protection manufacturing site at Wyke

We value safety above all else continued

We regularly review our emergency preparedness and response

Our sites regularly review their operations and assess credible emergency scenarios. Based on these scenarios, they establish appropriate emergency response plans to guide emergency responses. Emergency response plans consider potential impact on neighbouring facilities, engagement with emergency responders and general response strategies for different scenarios, including incident control, employee evacuation, communications and assessments for return to work or resumption of operations.

At our manufacturing sites in Kwinana, Wyke, Gaillon and Port Klang, we conducted emergency response exercises in FY24. Some of these exercises involved our emergency response teams (ERT) coordinating with the external emergency responders to attend to credible emergency scenarios.

Emergency response training in Kwinana

We manage, monitor, report and review our safety risks

We use quantitative and qualitative risk assessment methodologies to understand our inherent risk levels and determine management strategies to reduce them to an acceptable level. These range from the relatively simple 'Take 5' approach to hazard and operability studies (HAZOP) and human factors analysis for more complex situations. We analyse complex, low frequency, high consequence scenarios that could occur at major hazard facilities.

Our health and safety management system reflects our safety culture

We maintain a record of hazards and incidents in our incident reporting and investigation system, which is accessible to all our staff. The methods we employ depend on the severity of the hazard or event or its potential impact. Each of our operational sites conducts incident management training programs, and we have dedicated HSE professionals who are trained to facilitate more complex investigations using methodologies such as root cause analysis. In cases of significant incidents, we ensure timely notification to the Nufarm CEO within 24 hours. Our commitment to safety extends to contracted labour and service providers, who fall under the umbrella of Nufarm's safety management system. Any incidents involving contractors, whose work or workplace are controlled by Nufarm, are recorded in our incident reporting system and are included in our injury statistics. Material incidents are reported to the board's people, safety and remuneration committee.

We review our performance

During FY24, we conducted corporate health and safety audits at 3 of our 11 crop protection manufacturing locations, including sites in Australia (Kwinana), France (Gaillon), and Austria (Linz). We evaluated the sites against our process safety management (PSM) standard, which encompasses 15 elements such as hazard identification risk assessment and control (HIRAC), permit to work, management of change, and asset integrity. Governmental and other regulatory and statutory authorities regularly audit our sites to confirm compliance and we also use external auditing organisations on an ad-hoc basis to test particular sites.

We cultivate a culture of safety and responsibility

A portion of our workforce, particularly our sales representatives, spends a substantial amount of their working hours on the road visiting customers. This year, we continued our driver safety training program. The program is an online, interactive course designed to be self-paced, accommodating the various schedules of our employees. This year 296 employees completed the training. By educating our employees about safe driving habits and preventative measures, we aim to reduce the risk of road accidents.

Empowering our people for better safety outcomes

In FY24, we launched our new global Health, Safety, Environment, Quality (HSEQ), Risk, Compliance and Assurance system providing one single, integrated platform to align our global HSEQ processes. One of our primary objectives in implementing this system is to strengthen the reporting of hazards and near misses – fostering a culture of continuous improvement in injury prevention.

In FY24 we focused on implementing global incident reporting and investigation functionality and management of change functionality.

We conducted extensive training across the organisation in these new areas, and we will continue this learning path as the new system is further embedded into our operations.

In the coming year, we will deploy audit, compliance, and risk management capabilities. These additional modules will provide a more complete picture of Nufarm's compliance and risk landscape, supporting our due diligence processes and improving the identification of potential issues. We are empowering our people to make informed risk-based decisions in a timely manner.

86

Safety climate score[1]

Our people agree that safety is a top priority at Nufarm.

[1] From our 2024 Nufarm Voice survey results; scored out of 100. At the end of FY23 our safety climate score was 87.

We provide wellbeing support for our employees

Nufarm works towards creating a stronger and healthier workplace and offers health and wellbeing services to our employees across all our global operations. These services vary depending on the size and nature of each manufacturing site, as well as the availability of local medical facilities. For some sites, we have dedicated on-site medical centres that are staffed with company occupational health nurses and other healthcare professionals. In other cases, we collaborate with local providers to deliver these services. Our employees have access to these services during their working hours on site.

We implement specialised medical surveillance programs at our crop protection manufacturing sites. These sites conduct and maintain occupational hygiene risk assessments of their workplaces where there is potential for adverse health effects from exposure to chemical, physical or biological stressors (e.g. hazardous substances, airborne dusts and powders, noise, heat or bacteria). The objective of the occupational hygiene risk assessments is to develop and implement monitoring plans to quantify exposure and to develop appropriate risk-based controls. These programs adhere to the standards set by relevant health authorities. Confidential employee medical records are maintained in accordance with established medical standards and practices.

We support our employees and their families drawing on the offerings available via our Employee Assistance Program (EAP) and our global wellness platform. These are both available to all employees in 48 languages, and in FY24 we saw a 40 per cent uptake in utilisation of the services, a 4 per cent increase from FY23.

We use TELUS Health as Nufarm's EAP provider, which delivers global health and wellbeing services across physical, mental and financial health. We offer this service to employees and their immediate families 24 hours a day.

This year over 1,200 employees and 40 family members participated in online wellness programs, such as those to help people manage stress, grief, working from home, work-life balance and more. TELUS provides a Total Wellbeing Index (TWI), with Nufarm participants ranking 65 in FY24, against a median benchmark score of 63.

Mental health is a universal human right. Since FY21, we have held mental health activities during the month of October. What started as a 'mental health awareness week' has now expanded into a broader 'wellbeing month'. This year wellbeing month took place in October 2024 (the beginning of FY25) with a focus on the offerings provided by our employee assistance program TELUS. In Australia, we also provide mental health first aid training, with training planned for approximately 40 employees in early FY25.

We value inclusion and diversity

We are stronger when our operations and solutions reflect the diverse thinking of all our employees, representing a broad range of backgrounds, cultures, and experiences. As we continue to support the future of agriculture, we will also continue to cultivate a rich diverse and inclusive culture and a strong sense of belonging for all.

We continued to focus on our 2022–2025 inclusion and diversity target with oversight and leadership from our executive inclusion and diversity (I&D) steering committee.

We undertook a number of activities this year as a part of our I&D strategy. We placed a focus on attracting diverse talent through targeted shortlists and gender diverse interview panels, and established graduate and internship programs in all regions to help build diversity pipelines across commercial, technology and engineering functions.

In Europe, we launched the Women at Nufarm (WaN) Network, created with the goal of fostering a workplace where every individual feels valued, heard, and empowered. In its inaugural year the program hosted talks from industry and NGO guest speakers, and a new menopause support initiative is in the volunteer recruitment stage, a project with exciting potential to improve employee wellbeing and retention.

Our I&D self-audit saw Nufarm employees surveyed on 14 different themes that support Nufarm's I&D target, as well as the company's progress in these areas. We were pleased to see a marked increase in every single category since our last audit in 2021. This year-on-year improvement is an encouraging indication that our diversity initiatives are resonating with employees.

We are committed to gender equality

This year, 33 per cent of our senior leadership team are women (2023: 35 per cent). This decline in senior leadership representation is partially due to restructuring of senior roles. We acknowledge that there is more work to be done and are actively working to elevate representation of women in all areas of the business.

We remain steadfast in our 40:40:20 target for FY30 in our senior leadership team.

We saw a positive increase in the representation of women across Asia Pacific, North and South America, and maintained steady numbers in Europe. We continue to focus on improving gender diversity in our commercial and manufacturing functions and pursue targeted objectives to address the gender diversity gaps in those areas.

Table 3: Our gender representation performance

	Our gender goals	Our performance	Commentary
Board	The board to have not less than 40 per cent of any gender represented by 2025	**43%** **(33% in FY23)**	Women non-executive directors made up only 33 per cent of the board at the end of FY23 due to the board's successions planning, which temporarily lowered women's representation on the board.[1]
Senior Leadership	Senior leadership team[2] to have not less than 35 per cent of either gender represented by 2025	**33%** **(35% in FY23)**	The main cause of decline from FY23 to FY24 was a restructuring of senior roles in FY24. In FY24, 38 per cent of senior leadership new appointments were women, up from 24 per cent in FY23.
Total Nufarm	Our workforce to have not less than 35 per cent of either gender represented by 2025[3]	**29%** **(28% FY23)**	32 per cent of all new appointments went to women, down from 35 per cent in FY23. 28 per cent of employees who left were women, up from 27 per cent in FY23. Women made up 26 per cent of promotions, flat compared with 26 per cent in FY23.

1 Board succession planning resulted in an overlapping period between the appointment of two men and the planned retirement of two men; Gordon Davis and Peter Margin both retired effective 15 November 2023.
2 Our senior leadership team (SLT) comprises of the CEO's direct reports (CEO-1) and their direct reports (CEO-2).
3 Our workforce includes all Nufarm permanent and non-permanent employees (where they are paid through Nufarm's payroll in our human resource information system). It does not include our non-executive board members.

Promoting gender equality with WORK180

In FY24, Nufarm Australia was selected as one of Australia's Top 101 workplaces for women by WORK180. We were assessed on several criteria including inclusive hiring processes, representation in leadership, flexible working arrangements, pay equity, career development and a culture of inclusivity and anti-discrimination. For a company to be WORK180 endorsed, they must meet or exceed minimum criteria for flexible working arrangements and paid parental leave, demonstrate a genuine commitment to continuing improvements in inclusion, equity, and diversity, and have transparent, published employee benefits and policies available.

We are WORK180 endorsed in our Australian, New Zealand and North American markets, and in our fourth year of our accreditation, we have improved from being in the top 38 per cent of employers to the top 19 per cent.

Supporting pay parity

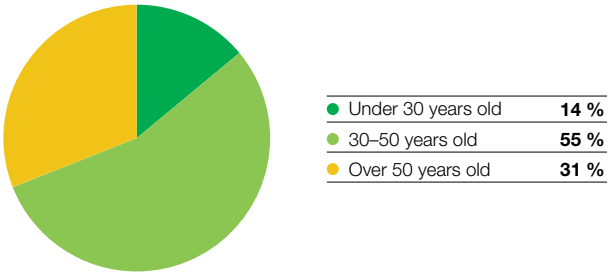
This year, we conducted a gender pay equality review for all roles with available data. Analysis conducted by an external consultant confirmed no gender bias in Nufarm's salary decision making. It also found that 92 per cent of staff are within or above the market compensation ratio range (0.8–1.2). At a group level, the average compensation ratio for women is 1.0 and for men is 1.05.

We value people from all life stages

In FY24, we continued to recruit across the career lifespan, with a new hire rate[1] of 40 per cent for employees aged under 30 years (FY23: 46 per cent), 13 per cent for employees aged between 30 and 50 years (FY23: 22 per cent), and 7 per cent for employees aged over 50 (FY23: 11 per cent).

Figure 22 shows the age of our employees, and more detailed diversity and inclusion data can be found in the tables on pages 70 to 75 in Appendix 5. Our employee data.

Figure 22: Age of our employees



[1] The new employee hire rate is calculated as the percentage of full-time equivalent (FTE) of employees hired, out of the average monthly FTE of employees.

We value collaboration

We aim for a positive and collaborative workplace for our people and we are committed to providing a safe, respectful and fair workplace for all employees.

We continued to foster workplaces free from discrimination

We actively champion equal opportunities and are focused on cultivating a discrimination-free work environment. This commitment is upheld by our policy and is integrated into our daily operations. We educate employees on the importance of these principles, and we have established avenues for reporting and investigating any unacceptable conduct. We take disciplinary action for confirmed breaches of our non-discrimination standards.

Our independently operated integrity helpline allows concerns about potential discrimination to be raised anonymously. For FY24, we are pleased to report zero confirmed incidents of discrimination.

Our talent management strategies are designed to minimise bias and actively promote equal opportunities. The results of this year's Nufarm Voice survey closely align with the global GLINT benchmark for high-performing organisations. Our employees rated us highly in a number of categories; 'equal opportunity' scored at the top quartile benchmark (78) and 'freedom to speak their mind' scored one point above the top quartile benchmark (75) in the 2024 GLINT database.[1]

In recruitment we actively promote gender-neutral practices. Women are consistently included on interview panels and shortlists for senior roles. Through evidence-based assessments and calibrated group perspectives, we are actively working to counteract unconscious bias, ensuring a fair and equitable hiring process.

We respect employee rights and freedoms

We support labour rights, including the right to freedom of association and collective bargaining. We take pride in fostering supportive work environments and maintaining open communication with our employees regarding fair treatment. In the countries where we have manufacturing operations, our employees are legally able to join collective representative organisations, such as unions. Our employees can choose to negotiate directly with Nufarm or seek help from collective representative organisations.

In FY24 we estimate that approximately 23 per cent of our employees were covered by a collective bargaining agreement. These employees are primarily based at our manufacturing sites. This compares with approximately 27 per cent in FY23.

We invest in employee development

Our performance and career development program, Grow Plan Succeed, is a company-wide program that aligns employee priorities and career development goals with business objectives. We encourage all employees to participate in this program, which includes continual check-in conversations with managers to discuss progress against agreed goals, providing employees with real-time feedback to support performance achievements and development objectives. This year, 41 per cent of our employees participated in and recorded their performance reviews and check-ins. Refer also to page 72 in Appendix 5. Our employee data.

Nufarm employees are continually learning how to be more effective communicators within their teams. One approach we have taken to build leadership capability is partnering with Harvard Business Publishing Corporate Learning to have our senior managers and other Nufarm employees participate in tailored learning programs, such as 'Leading change and inspiring others' and 'Leading a customer centric organisation'. During FY24, at least 10 per cent (or approximately 320 of our employees) participated in specific leadership training.

We continue to sustain and grow our graduate and internship initiatives, aimed at fostering a diverse pipeline of future talent, across our regions. Our early in-career programs focus on regional prioritised capabilities. North America continues to partner with the University of Georgia and Purdue University to develop internships. APAC has expanded its talent strategy beyond the Australian graduate program to include varied internships partnered with The University of Melbourne and the inaugural launch of a graduate program in Indonesia. Europe is facilitating multiple early in-career engineering programs and creating partnerships with local schools to provide education on potential career pathways.

We believe renewal helps fuel innovation

We continue to bring new ideas and perspectives into our business through our programs to attract talent. This year we brought 432 new people into the Nufarm community, which is a new employee hire rate of 14 per cent compared with 21 per cent in FY23. We have also seen a reduction in our employee turnover this year, falling from 13 per cent in FY23 to 12 per cent in FY24, returning to our pre-COVID baseline turnover rate.

[1] We have partnered with GLINT to facilitate our employee engagement surveys. We benchmark ourselves against GLINT's 900-strong customer base.

We support local communities

We are part of the local communities where our people work. Building respectful relationships with these communities is key to maintaining our licence to operate. We provide sustainable employment and support relevant local priorities.

Most of our manufacturing sites are in industrial zones but some have interfaces with local communities. Our sites have community complaints and resolution processes in place and at some locations our representatives participate in local community groups.

Our local teams support causes important to their local communities. Nuffield Australia and Nufarm have a strategic partnership to create mutual value for both organisations and build upon each other's reach across Australian primary industries. As a strategic partner of Nuffield Australia, Nufarm becomes part of the Nuffield community. The strategic partnership provides invaluable opportunities to engage with scholar leaders and innovators who are producing change in Australian agriculture and agribusiness globally. Nuffield alumni is made up of the most innovative, contemporary and progressive primary producers.

In the US, our team have been a strong supporter of Project EverGreen. This is a charitable organisation that brings the benefits of public green spaces to communities across the nation. Parks, lawns, landscapes and maintained green spaces help to mitigate temperature increase in communities and significantly reduce energy use and cooling costs. Project EverGreen has two initiatives – GreenCare for Troops and GreenCare for Communities.

Through its nationwide base of professional volunteers, Project EverGreen has connected people, plants and their communities to maximise the health of grass, plants and trees, which in turn sequesters carbon and cleans the air. Both initiatives support healthy green spaces in neighbourhoods and cities, enabling maintained green spaces to function as the lungs of the city and offsetting the negative effects of a warming environment. Nufarm has been a title partner of "Greencare for Troops" , a subprogram of Project EverGreen. This program provides help to families who have a family member in the service. This support is highly regarded by those who receive direct support.

Empowering young minds

This year, Nufarm took a special interest in cultivating emerging talent as a way of supporting education in science, technology, engineering and mathematics (STEM) and agricultural innovation, both important elements of sustainable growth. One of the most promising initiatives we have launched was KANGAROO, an accelerated graduate career program paving the way for young people within Nufarm Indonesia.

A nod to Nufarm's Australian roots, the KANGAROO program provides participants with valuable exposure to a diverse array of functions across the company whilst simultaneously establishing a talent pipeline for future leadership roles. Our impressive final five graduates were selected from over 2,000 applicants.

Nufarm was part of an apprenticeship panel at New College Bradford in the UK, which saw students inquiring about the benefits and logistics of an engineering apprenticeship. We held a Women in STEM event in Leeds, where the benefits and challenges of a career in the chemical sector were discussed.

This year, we hosted a tour for local school children aged 8 to 11 at our site in Wyke as a part of NuGeneration, a UK-based program aimed at inspiring interest in careers at Nufarm and in STEM. Highlights included plant tours, a careers panel and a hands-on lab experience that introduced the children to the world of chemistry and critical thinking.

Our five KANGAROO graduates in green

4 Planet

Our approach to environmental management

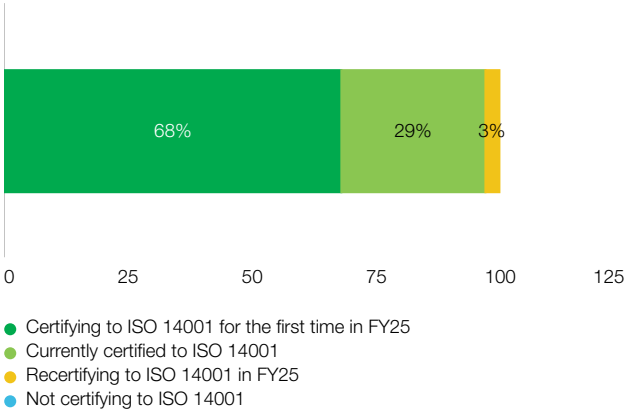
We seek to prevent or minimise potential adverse environmental impacts from our operations.

Our corporate environmental management framework sets the environmental standard for our operating sites. It addresses soil and water protection, pollution prevention, waste management, potential community impacts, and resource efficiency. Our operating sites maintain risk-based environmental aspects and impacts registers, which help to establish and prioritise improvements of environmental controls.

Our group health, safety and environment (HSE) policy sets our ambition to conduct our business without negative effects on our people, the community, the environment, and to protect resources through sustainable consumption and reuse. Our executive risk and compliance committee approved revisions to this policy for implementation in early FY24.

Our sites have environmental management systems which broadly align with the key aspects of ISO 14001. To instil a discipline of environmental risk and compliance management, and drive continuous environmental improvement, we set a target to achieve ISO 14001 certification at 10 of our crop protection manufacturing sites by 2025.[1] Two of our sites in Europe, Linz in Austria and Wyke in the UK, along with our two Asian sites, Merak in Indonesia and Port Klang in Malaysia, are already certified. Our site at Gaillon in France is currently undergoing recertification and our sites in North America and Australia are progressing towards this target.[2]

Figure 23: Crop protection manufacturing sites covered by ISO 14001 certification[1,2]



1 Measured as a percentage of production volume.
2 Our site in Cairo, Egypt who is not included in our target is not visible on this chart as they contribute to only 0.20 per cent of our production volume.

We provide environmental training

We want our workforce to be aware of our potential environmental impact and the measures in place to mitigate it. To this end, we tailor environmental training to the specific competency needs of each role and responsibility within our organisation. This training extends beyond our employees to include non-Nufarm personnel, such as contractors. It helps to ensure that the people who can influence our environmental impacts are aligned with our environmental standards.

In FY24 we delivered an average of one hour of environmental training to over 600 (20 per cent) of Nufarm employees.

Additionally, almost 400 non-Nufarm personnel, including contractors, engineers and maintenance staff who typically engage with our sites temporarily, received an average of approximately 0.5 hours of environmental training.

We conduct regular environmental audits

Nufarm maintains an internal environmental audit program to provide assurance of compliance with our established standards and procedures. Initiated in FY20, the program is in its second cycle, with audits conducted at four crop protection manufacturing locations in FY24. The majority of the audited sites demonstrated a stepwise improvement in lowering their environmental risk profile.

Additionally, we have site-specific audit programs where local management teams conduct environmental reviews in line with corporate standards and operational procedures. Our sites with ISO 14001 certification undergo recertification every three years which, along with annual interim assessments, are all performed by external auditors. Routine inspections by local environmental authorities are also part of our oversight process.

Environmental complaints

Some of the chemicals we process are odorous and, in abnormal operating conditions, have the potential to impact local communities. We have procedures in place to promptly address any public concerns regarding our operations. Where possible, we engage with complainants to identify odour sources and take corrective action. At Pipe Road in Australia we actively participate in local community groups to better understand and address community concerns. This year we received two complaints, an odour complaint at our facility at Pipe Road, where investigation identified that the emissions had not emanated from our operations, and a noise and light complaint from a neighbour to our site at Wyke in the UK. In this case, our investigation upheld the complaint and we promptly took measures to adjust the security lighting and install an acoustic barrier to address these concerns.

See pages 85 to 87 in Appendix 7. Our environmental data for further details on our environmental complaints.

Compliance with environmental obligations

Our facilities aim to operate in accordance with their environmental licenses and undertake extensive monitoring to maintain compliance with their regulatory requirements. We aim to adhere to all environmental obligations and have not received any material environmental fines this year.

Our target is to achieve ISO 14001 certification at 10 of our 11 manufacturing sites by FY25[1]

1 Our site in Cairo, Egypt is an exception to this target. It is a small formulating and repacking facility, contributing less than 0.20 per cent of our total manufacturing volume. However, it is required to adhere to our corporate environmental standards and procedures.
2 Our site in Gaillon, France was certified to ISO 14001 for the majority of FY24 and aim to re-certify to the standard in early FY25.

We aim to minimise our environmental impacts

We are working to reduce our greenhouse gas emissions

Our emissions reporting scope

We measure location-based scope 1 and 2 greenhouse gas emissions from our crop protection manufacturing sites over which we have both financial and operational control. We do not yet measure emissions across our entire business footprint but are planning to progressively expand our measurement and reporting of scope 1 and 2 emissions. This year we expanded our measurement to include an additional 15 locations beyond our manufacturing locations. We aim to expand our reporting footprint again in FY25.

We have reported an estimated 90 per cent of our total scope 1 and 2 emissions this year, based on the scope of our operations globally and the anticipated energy activities of the activities carried out at each location. We do not yet measure or report scope 3 emissions, but we aim to from FY26.

Our emissions calculations include carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbons (HFCs). We do not produce perfluorocarbons (PFCs), sulphur hexafluoride (SF_6) or nitrogen trifluoride (NF_3) emissions.

Our emissions reduction target

We are working to reduce our own operational climate impacts and set a target to reduce scope 1 and 2 emissions from our crop protection manufacturing sites only (and over which we have both financial and operational control), by 30 per cent by FY30. This is an absolute reduction, measured from our FY20 baseline, which was our most current annual crop protection emissions data at the time we established the target. This target does not include our other locations as emissions data was not available for these locations at the time we established the target. A 30 per cent reduction from our FY20 baseline is approximately 28k tonne $CO2_e$.

Our material emissions

The majority of our emissions come from energy used in our synthesis plants and the heating of raw materials for processing.

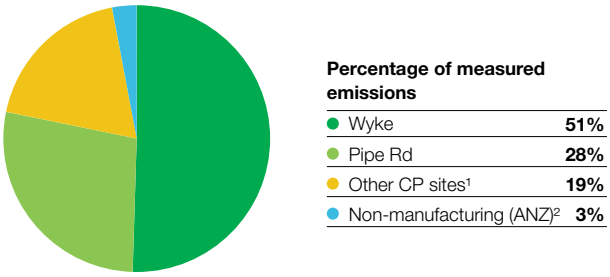
Under normal operating conditions, our Pipe Road site in Laverton, Australia is our most significant emitter. The primary source of emissions at this site is scope 2 electricity emissions, which are generated during chlorine production, a key ingredient in 2,4-D synthesis. This year we had an extended plant shutdown at the site while we upgraded plant capacity which reduced the site's emissions by 56 per cent compared with FY23 (FY24:15,596 tonnes CO_2e versus FY23: 35,069 tonnes CO_2e).

Our second major emitter is our Wyke site in the United Kingdom (28,633 tonnes CO_2e in FY24 versus 28,685 tonnes CO_2e in FY23), normally accounting for approximately 40 per cent of our reported emissions, but this year 50 per cent of our total measured emissions are attributed to Wyke due to the lower emissions from Pipe Road. Wyke has its own gas-fired combined heat and power (CHP) plant, which produces steam and electricity for manufacturing.

In January 2023 (FY23), our site at Wyke in the UK took over ownership of the CHP plant. The change in ownership resulted in an increase in our scope 1 emissions and a corresponding decrease in scope 2 emissions. We also had a small increase in scope 1 emissions as we sell the excess electricity generated by the CHP plant back to the national electricity grid.

Despite being one of our larger facilities, our Linz site in Austria has low emissions, (76 tonnes CO_2e in FY24 and 77 tonnes in FY23 CO_2e), and only contributes 0.1 per cent to our reported emissions footprint. This is due to the use of 100 per cent renewable electricity and waste heat and cooling, which supply most of its energy requirements. For this site, our approach is to focus on energy reduction opportunities in the short-term. The emissions contribution of our locations is shown in Figure 24.

Figure 24: Our material greenhouse gas emissions this year



1 Emissions from our crop protection (CP) manufacturing sites at Kwinana in Australia, Port Klang in Malaysia, Merak in Indonesia, Linz in Austria, Gaillon in France, Cairo in Egypt, and Chicago Heights, Alsip and Greenville, all in the United States.
2 Emissions from our 15 non-manufacturing sites in Australia and New Zealand were reported for the first time in FY24.

30% by FY30

Our target is to reduce our scope 1 and 2 greenhouse gas emissions from our crop protection manufacturing sites by 30% by FY30, measured from our FY20 baseline.

13 CLIMATE ACTION

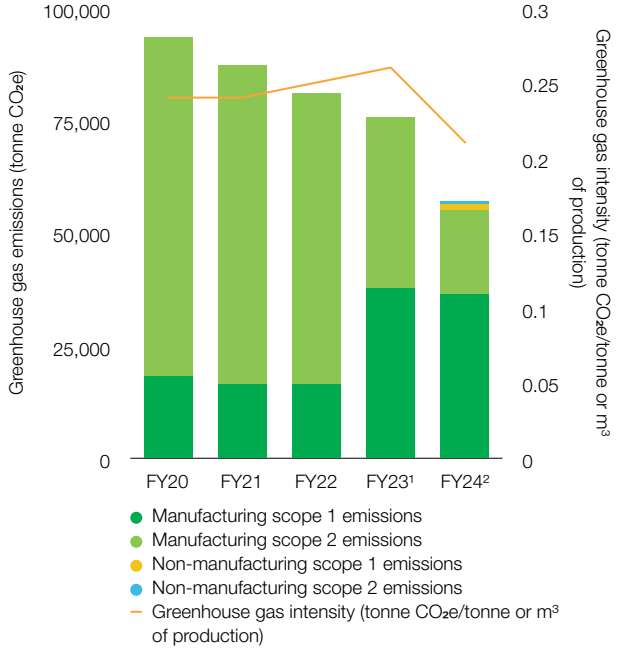
Our emissions fell this year

This year our total reported scope 1 and 2 greenhouse gas emissions were 56,671 tonne CO_2e, representing a decrease of approximately 25 per cent compared with FY23. When comparing our crop protection manufacturing site emissions only, this is 42 per cent lower than our FY20 baseline, which is the reference for our target.[1] This is show in Figure 25.

[1] Non-manufacturing locations in Australia and New Zealand were reported for the first time in FY24. These locations are not included in our FY20 manufacturing emissions, which was the baseline for our FY30 emissions reduction target.

We aim to minimise our environmental impacts continued

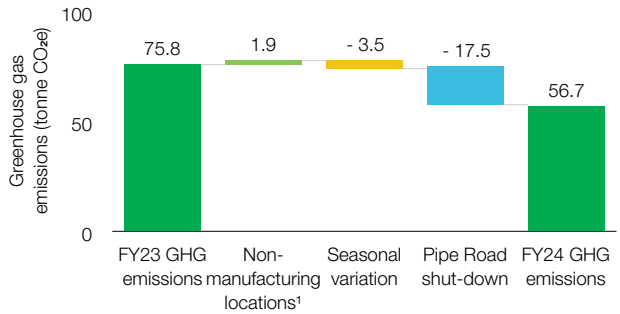
Figure 25: Our greenhouse gas emissions



1 The increase in Scope 1 emissions and decrease in Scope 2 emissions is due to the change in ownership of the CHP plant at Wyke in FY23.
2 Our manufacturing emissions are from our crop protection manufacturing sites, while our non-manufacturing emissions are from our offices and warehouses in Australia and New Zealand.

The decline in this year's emissions is primarily due to the extended shutdown at our Pipe Road facility. The year-on-year change in our emissions is shown in Figure 26. Under normal operating circumstances, we estimate this year's emissions footprint would have been approximately 74,000 tonne CO_2e. We anticipate emissions increasing in FY25 once our Pipe Road facility is fully operational again, but we remain committed to reducing our total emissions in accordance with our climate strategy.

Figure 26: Changes in our emissions footprint this year



1 Our 15 non-manufacturing locations in Australia and New Zealand.

See pages 85 to 87 in Appendix 7. Our environmental data for a detailed emissions breakdown.

Our decarbonisation progress

Our strategy for lowering emissions focuses on our largest emitting site, Pipe Road.

We are working towards our emissions reduction target

In line with our strategy to reduce our greenhouse gas emissions, this year we established a power purchase agreement (PPA) for our Australian sites; Horsham and Pipe Road, Laverton. Emissions intensive synthesis operations at Pipe Road drive the majority of the demand, and these have been recently expanded. While our Horsham site is a relative low emitting site, combining its energy requirements with Pipe Road delivered a better economic outcome for the site and will also deliver some emissions reduction benefit.

The five-year PPA commenced in July 2024 and secures renewable energy from Origin Energy's Stockyard Hill Wind Farm near Ballarat in Victoria. The large-scale renewable certificates (LGCs) will allow us to progressively reduce our greenhouse gas emissions as we step down towards our emissions reduction target.

The CHP plant at Wyke is powered almost entirely by natural gas, making it more challenging to transition to a renewable energy source in the short term. We have a decarbonisation strategy for the site which identified hydrogen as the preferred alternative fuel source to eventually replace natural gas.

While the UK Government is advancing its hydrogen strategy, we do not anticipate hydrogen being available as a source of energy supply at the site until the mid 2030s. In addition, as the technology is still developing for commercial use, we do not yet know whether it will deliver the cost effective emissions reductions required. In the short-term, the site is focusing on energy efficiency and electrification initiatives. We continue to monitor hydrogen developments and if any of the fundamental assumptions change we will reconsider its suitability. We appointed a specialised sustainability project leader in early FY24 to champion emissions reduction efforts for the site.

We obtained limited assurance

We obtained limited assurance from Bureau Veritas for our FY24 reported scope 1 and 2 emissions and energy consumption. Our certificate of assurance is available in Appendix 9. Independent assurance report.

Looking ahead

In anticipation of Australia's mandatory climate-related financial disclosure obligations, we developed a roadmap to identify the steps we need to take to implement the requirements of this regulation. These regulations will apply to Nufarm's FY26 reporting year and next year (FY25) we aim to extend our current reporting to all scope 1 and 2 emissions across our entire business and begin a spend based estimate for scope 3 emissions. For our current, non-mandatory climate-related disclosures, refer to Appendix 6. Our progress towards climate-related disclosures.

We strive to use materials responsibly and reduce waste

Responsible material use and waste reduction are central to sustainability efforts as the global community seeks to curb natural resource consumption.

Our facilities have pollution prevention plans that identify environmental outputs, such as waste, and focus on initiatives that meet regulatory requirements and can yield either material environmental or economic outcomes.

We manage and reduce our waste

To maintain regulatory and quality standards, we clean our plant and equipment with water and solvents between production runs. Whenever feasible and permitted by regulations, we recycle these cleaning materials for use in future production, although we do not report the volume of materials reused here. When reuse is not feasible, the cleaning liquids, classified as hazardous waste due to chemical contamination, must be incinerated in most of the locations in which we operate. This type of waste constitutes approximately 70 per cent of our hazardous waste output.

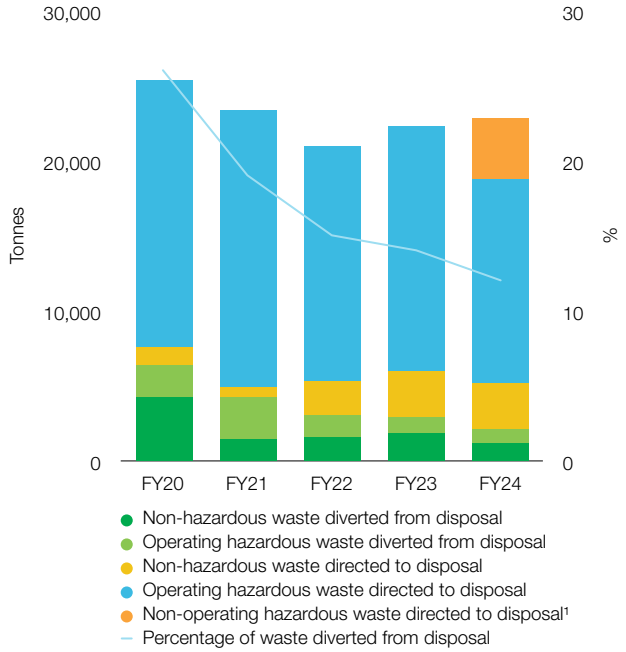
In addition to hazardous waste, we produce non-hazardous waste, typically comprising clean plastic and cardboard packaging. Non-hazardous waste accounts for over 20 per cent of our waste, of which almost 30 per cent is recycled or reused. Diverting this waste from landfill or incineration helps contribute to a circular economy. Changes in waste classifications and increasing challenges in the waste industry have led to a decline in hazardous wastes diverted from disposal, as show in Figure 27.

Our facilities monitor waste disposal volumes at least quarterly. Waste management practices, including on-site waste storage and disposal procedures, undergo regular inspections and are evaluated through our corporate environmental audit program.

This year we produced approximately 23,000 tonnes of waste, of which 18,629 tonnes was hazardous waste. Due to significant construction activities at several of our locations, over 4,000 tonnes, or 18 per cent, was non-operating hazardous waste, in the form of construction materials, soil and obsolete plant equipment. Refer to Figure 28.

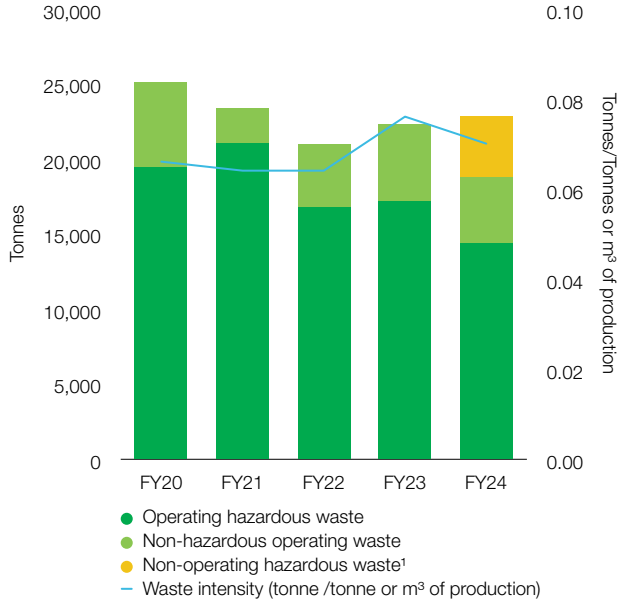
We have a target to reduce our hazardous waste by 20 per cent by FY25, measured from our FY20 baseline. This target was set with the intention of reducing our operational waste and as such we have separated non-operating (construction) waste from our hazardous waste performance measure. Our current progress against our hazardous waste target is a 27 per cent reduction when compared to our FY20 baseline. Our Chicago Heights location in the United States is the primary source of our hazardous waste so we are concentrating our efforts there. This year's hazardous waste reduction result is a combination of efforts made at that site to reduce waste and lower production at key sites.

Figure 27: Destination of hazardous and non-hazardous waste



1 Significant construction activities have generated waste construction materials, soil and obsolete plant this year. We have categorised this as non-operating hazardous waste and excluded it from our calculation of the 'percentage of waste diverted from disposal' as this measures recycling from ongoing operations.

Figure 28: Waste



1 Significant construction activities have generated waste construction materials, soil and obsolete plant this year. We have categorised this as non-operating hazardous waste and excluded it from our waste intensity calculation as this metric relates to ongoing operations.

Refer to pages 81 to 84 in Appendix 7. Our environmental data for further details on our waste.

We audit our waste suppliers

We evaluate waste service providers as part of the contracting process to assess their compliance with local regulatory requirements and environmental standards. We prioritise our hazardous waste suppliers for our waste supplier audit program, this year we audited 23 per cent of our hazardous waste suppliers, evaluating topics such as licences and certifications, business practices, environmental procedures and controls, worker health and safety, and regulatory non-compliances.

Solving a waste problem one solution at a time

Our formulation facility in Chicago Heights in the United States contributed to more than 40 per cent of our total hazardous waste when we set our target in FY20, so it is the focus of our improvement activities. The site has a comprehensive program of procedural and process changes underway to help drive their waste down and achieve our group target of 20 per cent reduction by the end of FY25.

The need to thoroughly clean process equipment with water between production campaigns to prevent cross-contamination of our products generates much of the site's hazardous waste. The site does not have onsite effluent treatment facilities and due to the nature of our chemicals, most contaminated water is incinerated.

A cross-functional team worked together to identify the numerous root causes of hazardous waste and systematically find solutions to each. A number of our initiatives tackle the issue of contaminated wash water. These include optimising the production schedule to reduce the number of times the process equipment has to be washed, reuse of vessel wash water where possible, and the efficiency of in-process cleaning equipment.

We also learnt that we had other improvement opportunities on site, in particular the implementation of better separation of our hazardous and non-hazardous waste, as well as eliminating sources of rain water contamination when it is captured in bunds.

We are starting to see the benefit of these initiatives, with almost 1,000 tonne of hazardous waste reductions achieved at the end of FY24 and we anticipate these projects will continue to deliver reductions in FY25.

Our site in Chicago Heights

We are working to reduce our air emissions

We strive to reduce air emissions from our operations to protect the health of our employees, local communities, and the environment.

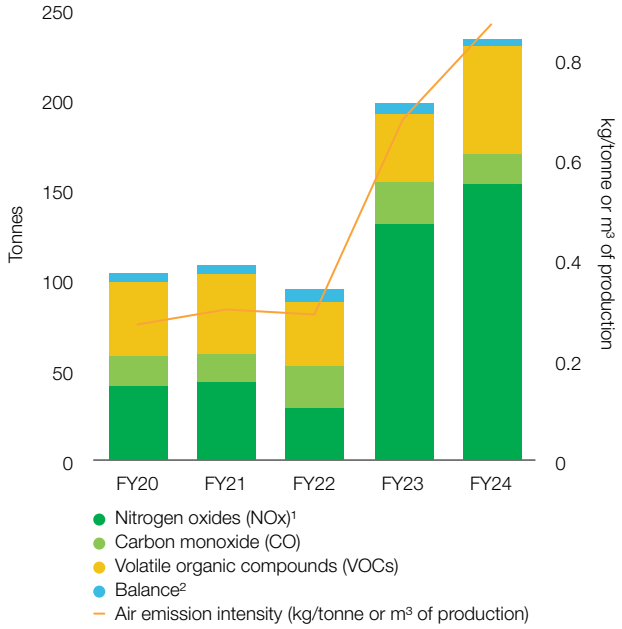
Our significant facilities hold environmental permits for process emissions, including volatile organic compounds (VOCs) and particulate matter (PM), as well as combustion emissions such as carbon monoxide (CO) and nitrogen oxides (NOx). Our strategy to manage air emissions involves the use of scrubbers, filters and incinerators, alongside internal compliance monitoring which is complemented by regular third-party reviews.

We take global warming potential into account when selecting refrigerants to use in our processes and air conditioning systems. We have established maintenance programs to prevent or minimise leaks from these systems, and minimise the release of ozone-depleting substances.

NOx and CO emissions

In January 2023 we took ownership of the combined heat and power (CHP) plant at Wyke, transferring emissions that were previously reported by the plant's operator into our reporting boundary. This led to the increase in NOx emissions both in FY23 (nine months of additional emissions) and FY24 (12 months of additional emissions) and the increase in our emissions intensity. This is shown in Figure 29. We upgraded two of our three boilers at Wyke last year and our largest boiler at this site was upgraded in late FY24. With these improvements NOx and CO emissions may fall in FY25.

Figure 29: Air emissions



1 In January 2023, we took ownership of the CHP plant at Wyke, transferring emissions previously reported by the operator into our reporting. This resulted in increased NOx emissions for FY23 and FY24.

2 'Balance' refers to the sum of sulphur oxides (SO_x), persistent organic pollutants (POP), hazardous air pollutants (HAP), particulate matter (PM), ozone depleting substances (ODS) and other air emissions.

VOC emissions

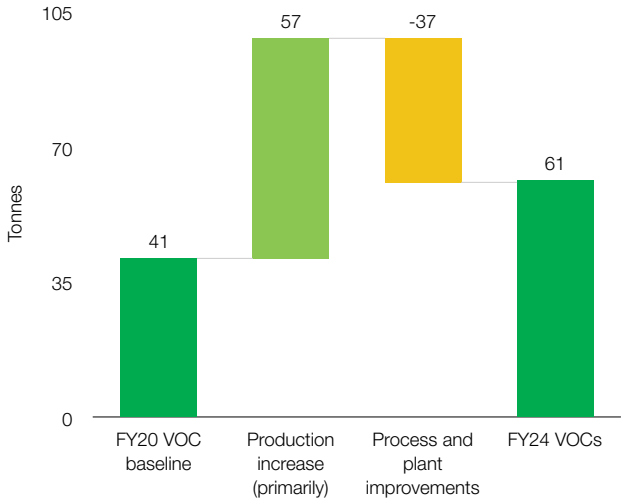
To minimise our potential impact on air quality, we set ourselves a target to reduce our VOC emissions by 25 per cent by FY25, measured from our FY20 baseline. Our site in Linz, Austria is our primary source of VOC emissions due to a specific herbicide manufactured at that location.

In FY24, our production at Linz increased due to strong demand for our products which was the primary cause for the generation of an additional 57 tonnes of VOC emissions above the FY20 baseline. Our team were successful in removing 37 tonnes of VOC emissions through plant and process improvements. The net result was that VOC emissions for FY24 were 61 tonnes, or 48 per cent higher than our baseline. The impact of these changes on our VOC emissions is visualised in Figure 30.

Linz has explored several technical solutions to reduce the VOC emissions since we set the reduction target. In FY23 we investigated a scrubber system which revealed the scrubber would not be suitable. The engineering team has determined a regenerative thermal oxidation (RTO) plant as the best viable solution to reduce the VOC emissions at the site.

We plan to install the RTO in FY25 and anticipate it will remove the higher levels of VOC emissions we now have at the site due to the increased production. However, we are not on track to meet our VOC target as the RTO plant will not be able to achieve the 25 per cent reduction from our FY20 baseline by the end of FY25.

Figure 30: Changes in our VOC emissions this year



Our energy consumption

Our most energy-intensive activity is the synthesis of crop protection ingredients at our manufacturing facilities. We also operate formulation facilities, but formulating is a less energy-intensive activity than synthesis because synthesis involves chemical reactions, whereas formulation is the blending of chemicals.

The primary energy-consuming elements of our manufacturing sites are:

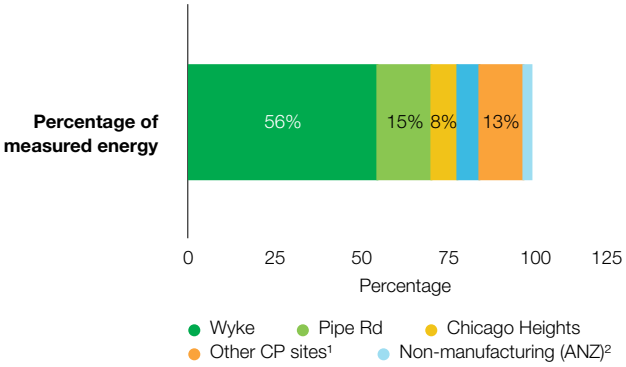
- boilers, which generate steam to heat materials or provide space heating
- electricity to produce chlorine and power process equipment
- fuel for vehicles such as forklifts.

We aim to minimise our environmental impacts continued

Our non-manufacturing sites are predominately sales offices and seed research and development facilities, using energy for fleet vehicles and heating and cooling.

Our synthesis facilities are at Pipe Road in Australia, Wyke in the United Kingdom and Linz in Austria. Our site at Chicago Heights in the United States is a large formulation facility but also one of our higher energy consuming sites. Figure 31 shows our material energy consumption across these main energy consuming sites. Normally Pipe Road is a more significant contributor to our energy consumption, however, this year due to the extended plant closure at the site, the site's energy consumption was reduced by more than 50 per cent (FY24 123 TJ: FY23 269 TJ).

Figure 31: Our material energy consumption in FY24



1 Energy consumed by our crop protection manufacturing sites at Gaillon in France, Kwinana in Australia, Port Klang in Malaysia, Merak in Indonesia and Greenville and Alsip, both in the United States. The most significant of these is Gaillon, consuming 6.5% and Alsip consuming 4.5%.
2 Our 15 non-manufacturing sites in Australia and New Zealand.

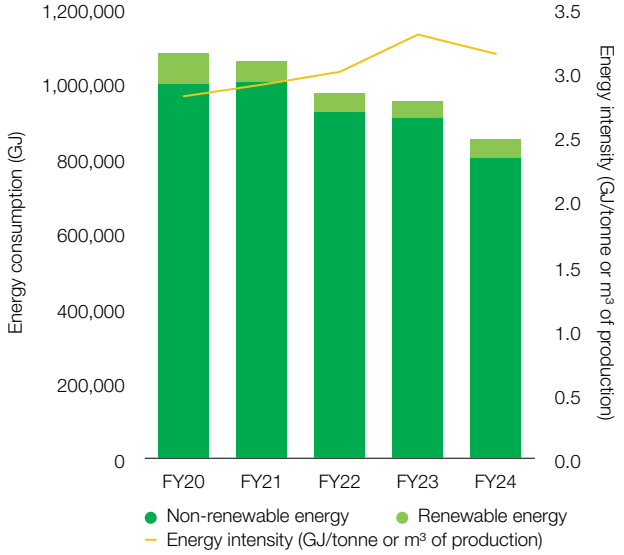
At Wyke we operate a combined heat and power (CHP) plant, which is an efficient system for generating steam and electricity from gas, and we now sell surplus electricity to the national grid. Our Linz site uses 100 per cent renewable hydro-electricity and utilises waste heat and cooling from the industrial complex in which it is located.

Historically we have only measured and reported energy consumption at our crop protection manufacturing sites as these are our most energy intensive locations. This year, we have also reported energy consumption for our 15 non-manufacturing sites in Australia and New Zealand for the first time. The 15 non-manufacturing locations represented approximately 2 per cent of this total. In FY24, our energy consumption for our reporting locations was approximately 850,000 GJ, 10 per cent lower than last year due to the extended plant closure at Pipe Road. This is shown in Figure 32.

We obtained limited assurance for our FY23 energy consumption and our certificate of assurance is available in Appendix 9. Independent assurance report.

Refer to page 87 in Appendix 7. Our environmental data for our energy indices.

Figure 32: Energy consumption

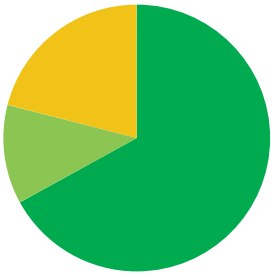


We use water for production

Water is not only an important ingredient in many of our formulations, it is also essential for our manufacturing plants for creating steam, enabling cooling, and cleaning.

We measure and report water consumption at our crop protection manufacturing sites which use water supplied by third parties, with the exception of our Gaillon site in France, which extracts groundwater, and our Linz, site in Austria, which draws water from the Danube River. Both use this water for cooling purposes. These two sites account for nearly 80 per cent of our total water withdrawal (refer to Figure 33), but water stress[1] at both locations has been evaluated as low.[2]

Figure 33: Our material water withdrawal



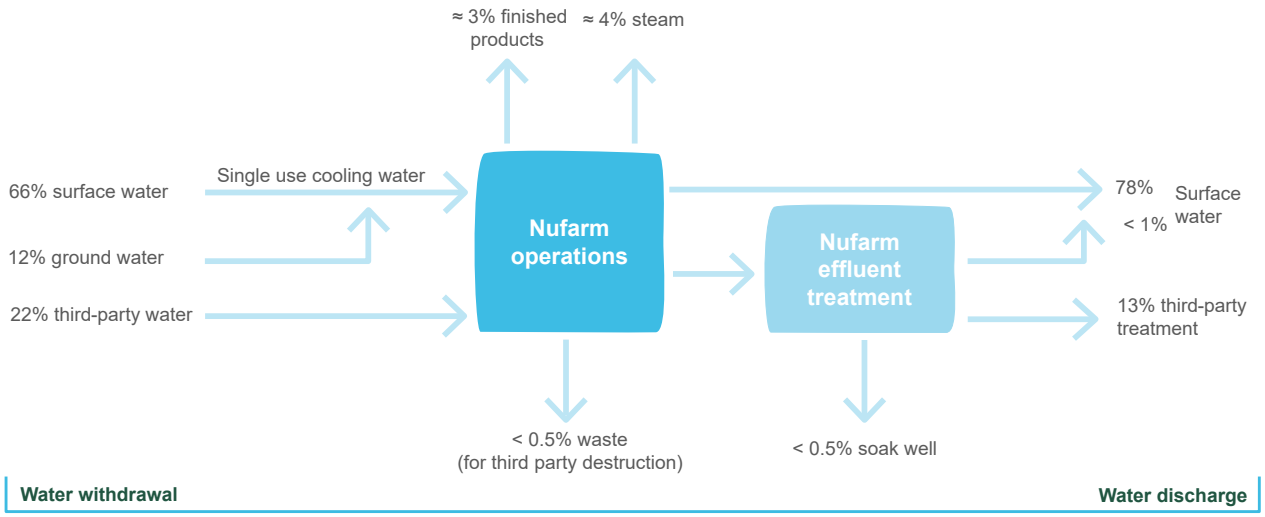
Precentage of water withdrawal	
Linz	67%
Gaillon	12%
Balance of CP sites[1]	21%

1 Water withdrawal from our crop protection (CP) manufacturing sites at Pipe Road and Kwinana, both in Australia, Port Klang in Malaysia, Merak in Indonesia, Wyke in UK, Cairo in Egypt, and Chicago Heights, Alsip and Greenville, all in the United States.

Our operations return the once-through, uncontaminated cooling water to the Seine River at Gaillon and the Danube River at Linz. We adhere to stringent regulatory discharge limits and maintain controls to ensure we meet these standards. Monitoring and third party impact assessments confirm that our discharge has a negligible environmental impact on these rivers.

1 Water stress measures the ratio between the total demand for water in a catchment compared with the supply from renewable surface and groundwater sources. Water demand includes domestic, industrial, irrigation and livestock uses.
2 We use the World Resource Institute's 'Water Risk Atlas', found at World Resources Institute (2024) Aqueduct. https://www.wri.org/aqueduct to evaluate the level of water stress at each of our crop protection manufacturing locations.

Figure 34: Our water balance[3]



Our synthesis facilities at Pipe Road (Australia), Wyke (UK), and Linz (Austria) are equipped with on-site treatment plants where we process wastewater before sending it to external treatment facilities for further processing. Where necessary to meet discharge limits, our sites also use solvent extraction and activated carbon filtration to minimise organic compounds in our wastewater. A high level water balance is shown in Figure 34.

Our manufacturing facilities have secondary containment to capture spills as well as rainwater, which is collected and treated at our effluent treatment plants. In Gaillon, we treat and release rainwater into the Seine River, while our Kwinana, Australia site follows a similar process, but discharging to a soak well. Given that Kwinana is in a region of extremely high water stress,[4] this practice is important for aiding the replenishment of the local water catchment. These processes are authorised water discharges.

The sites that discharge effluent do so under licence. We conduct tests on all effluent before discharge, comparing it against both the licence requirements and our own internal standards to comply with our water discharge obligations.

Our total freshwater withdrawal and discharge was 260 ML or 9 per cent lower this year compared with FY23 due to lower production at our larger sites. Since FY20 our water withdrawal has decreased by 2,600 ML or nearly 50 per cent. This reduction is primarily the result of closing our 2,4-D synthesis operation in Linz, Austria, whose use of single-use cooling water was a material contributor to our overall water withdrawal. The same change in our manufacturing footprint reduced water discharged by an equivalent amount. Refer to Figure 35.

In our latest water stress assessment we identified that 9 per cent of our water withdrawal occurs in areas of high water stress and 0.5 per cent is in areas of extremely high water stress, the latter being from water used at our sites in Kwinana, Australia and Cairo, Egypt. The majority of our water withdrawal, 90 per cent, is in regions with low water stress.[4] According to our conservative climate projections, we anticipate limited alteration in this distribution up to the year 2050.[4,5,6]

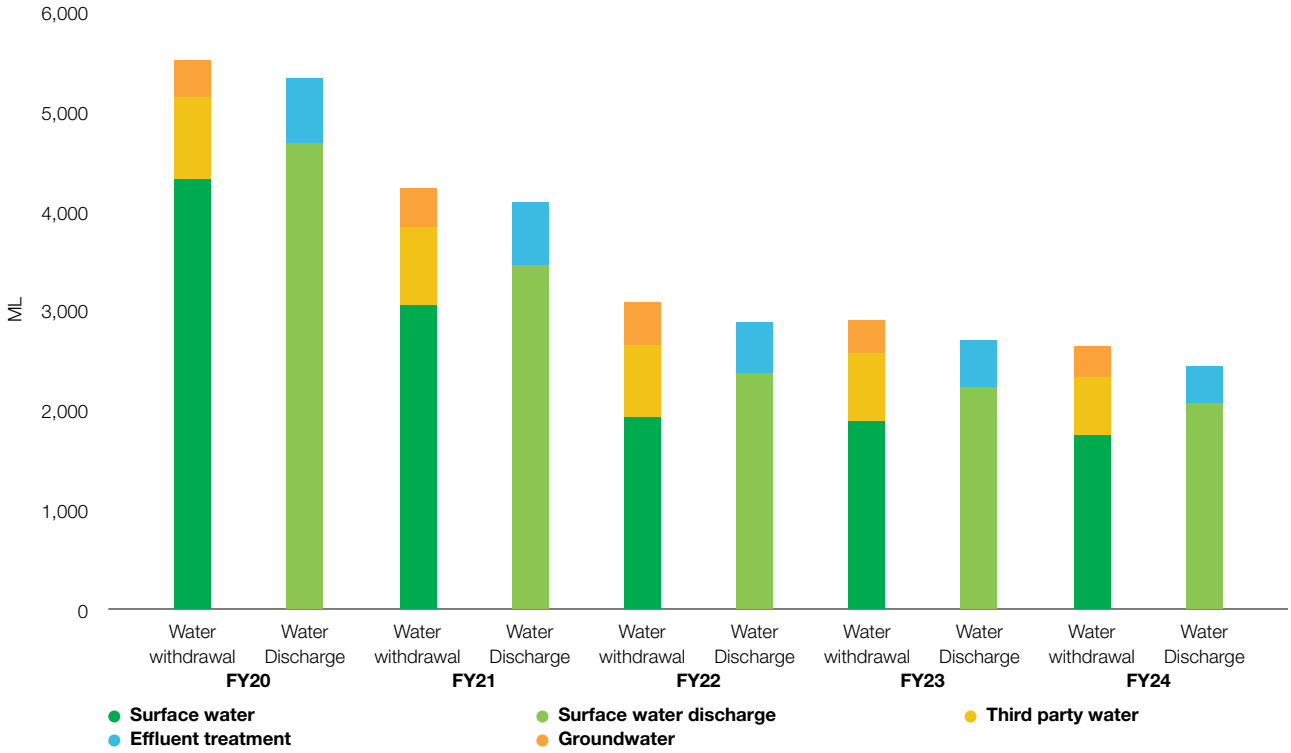
We take measures to protect groundwater at our sites. We have groundwater monitoring networks in place and robust controls to prevent chemical contamination. Some of our sites have a long history as manufacturing facilities, and past practices have impacted the groundwater. Where necessary, we carry out remediation to mitigate the environmental impact of this historical contamination.

Refer to pages 87 to 90 in Appendix 7. Our environmental data for our detailed water indices.

[3] Based on water consumption at Nufarm's crop protection manufacturing sites.
[4] We use the World Resource Institute's 'Water Risk Atlas', found at World Resources Institute (2024) Aqueduct. https://www.wri.org/aqueduct to evaluate the level of water stress at each of our crop protection manufacturing locations.
[5] RCP8.5: "Worst case" pathway; SSP5: Fossil Fuelled Development (Taking the Highway)
[6] Under the pessimistic climate scenario, water stress at our site in Wyke, UK may move from low to low-medium by 2050. Wyke is responsible for 10 per cent of our total water withdrawal.

We aim to minimise our environmental impacts continued

Figure 35: Water withdrawal and water discharge



We recognise the importance of biodiversity

Biodiversity is essential for thriving ecosystems, farms and ongoing food security. It fosters healthy soils, supports pollinator populations, offers habitats for wildlife, and aids in pest and disease management.

We consider the impacts on biodiversity in our new and existing product portfolio, through impact and risk assessments that form a part of the registration process. Examples of the types of assessments carried out include human toxicology studies to understand potential direct and indirect exposure risks to people, environmental fate studies to determine risks to soil, air, and water, and ecotoxicology studies to evaluate the short-term and long-term exposure risks to living organisms, including fish, mammals, birds and plants. Careful product design and application instructions help to reduce the risks to as low as reasonably achievable.

Nufarm participates in industry bodies that collect data to support the scientific evaluation and reduction of the impact of crop protection products on non-target species, such as the FIFRA Endangered Species Task Force (FESTF) in the United States.

We aim to minimise the impact of our operations on biodiversity

Our crop protection manufacturing operations are located in industrial zones, which are mostly separated from protected areas. Each operating site has an environmental aspects and impacts register that considers potential risks to flora, fauna and natural habitats. We aim to implement control measures to reduce the risk to as low as reasonably practicable.

Our crop protection manufacturing site in Gaillon, France is located in a small industrial zone on the Seine River in Normandy. The vicinity, including our site, is recognised under the Zone naturelle d'intérêt écologique, faunistique et floristique (ZNIEFF) and Natura 2000 for its ecological significance. A portion of our site includes land that, while historically industrial, is now noted for its diverse flora and fauna, hosting species unique to that region of the Seine Valley. We aim to ensure this area within Nufarm's boundaries is well-protected and isolated from operational activities to support its conservation. There were no incidents affecting these areas this year.

Pioneering new biological solutions

This year, Nufarm continued to collaborate on the development of innovative biological crop protection solutions (biologicals). Biologicals are products that have an active constituent that is, or is derived from, a living organism.[1] They can help to support biodiversity as they usually have lower toxicity than chemical crop protection solutions and have a limited impact on non-target species.[1] Biologicals complement chemical crop protection in an integrated pest management program, contributing to sustainable agriculture.[2]

In September 2022, we signed a distribution agreement with Brandon Bioscience for SEALICIT®, a sustainable biological product derived from a specially selected seaweed concentrate. We are pleased to announce this year that SEALICIT has been successfully launched into multiple European markets, including the United Kingdom, Ireland, Poland and Scandinavia.

SEALICIT is a biological solution that aids in the cultivation of oilseed rape, reducing the pod shattering tendency and ensuring the full ripening of seed pods, thus improving the yield, and facilitating a more flexible harvesting period. SEALICIT is derived from *Ascophyllum nodosum specie*, a sustainably harvested natural seaweed from the North Atlantic Ocean, and carries a CE mark for high quality[3]. As oilseed rape crops face increasing restrictions on desiccation methods and the need for the rapeseed to ripen naturally, SEALICIT's early application benefits growers by proactively preventing pod shattering.

Additionally, Nufarm will launch our own formulation of Spinosad[4], into Portugal, Greece and Italy. Spinosad is a naturally derived insecticide produced by the fermentation of the soil bacterium *Saccharopolyspora spinosa*. Nufarm's formulation of Spinosad, Simpell™, is used for pest control in agricultural and gardening applications, and is effective against insects such as thrips, leaf-miners, spider mites, mosquitoes, ants, and fruit flies. Simpell is specially formulated to fight against insecticide resistance and can be used in organic production mode. We plan to launch Simpell in further geographies in 2025.

Spraying an oilseed rape field in Europe

[1] Environmental Protection Agency (2024) What are Biopesticides? October 16 2024, https://www.epa.gov/ingredients-used-pesticide-products/what-are-biopesticides

[2] CropLife (2024) What are Biologicals and Why Are They Important? https://croplife.org/case-study/what-are-biological-and-why-are-they-important/

[3] A 'CE' or 'conformité européenne' mark refers to products traded on the extended Single Market in the European Economic Area (EEA), and signifies that products sold in the EEA have been assessed to meet high safety, health, and environmental protection requirements.

[4] Spinosad was originally developed and launched by Corteva.

5 Appendices

Appendix 1. Material sustainability topics

Our material sustainability issues are those that we consider to be most impactful on our business strategies and influence the decisions of our key stakeholders. Understanding these helps us to prioritise our resources and risk management activities.

In FY24, we undertook our most extensive materiality study to date. This study allowed us to assess Nufarm's potential positive and negative impacts, as well as the most important social, economic and environmental issues that affect Nufarm and our workforce.

The material topics of interest were assessed by weighing up the impact of the topic on Nufarm, and Nufarm's impact on the topic. Ultimately, the results were calculated through a combination of sources including internal and external shareholder interviews, board interviews, peer company and industry trend examinations, corporate strategy and risk register, and employee surveys.

The 24 material issues to Nufarm, as determined by this most recent study, are shown in order of rank in Table 4. We aim to transparently report on our management approach and performance for all material sustainability topics but we prioritise the highest ranked topics (tier one).

Table 4: Our material sustainability topics

Tier	Rank	Our material topics	Category	Impacts and response	Management approach
1	1	**Sustainable agricultural innovation**	Sustainable agricultural innovation	The use of technology and innovation of processes and products to increase efficiency, productivity, and sustainability in agricultural production and promote regenerative agriculture. Investment in research and development, as well as market access.	FY24 SR pages 27-31 and 32
	2	**Decarbonisation and climate change adaptation**	Planet	Reducing our greenhouse gas emissions and adapting our operations and supply chain to mitigate climate change impacts. Developing solutions that arise from climate change.	FY24 SR pages 31, 51-53 and 76-80
	3	**Employee and community safety, health, and wellness**	People	Preventing or minimising physical and emotional harm to our people, and those in our local manufacturing and agricultural communities.	FY24 SR pages 39-44 and 48
	4	**Compliance and regulatory environment**	Governance	Complying with regulations applicable to our operations and products and having processes that respond to regulatory changes.	FY24 SR pages 22 and 33
	5	**Product stewardship**	Sustainable agricultural innovation	Preventing and minimising harm to growers, the community and the environment by ensuring the safe and responsible use of our products. Providing accurate and meaningful health, safety and environmental product information.	FY24 SR pages 33-36
2	6	**Governance frameworks**	Governance	Preventing or minimising regulatory, legal, financial and reputational risk to Nufarm and ensuring the company is being managed in the best interests of our shareholders. This includes anti-bribery and anti-corruption, transparency, accountability, and business ethics.	FY24 SR pages 23-24
	7	**Environmental management and remediation**	Planet	Preventing or minimising risk or harm to the environment from our operations, and advancing positive environmental outcomes and impacts. Restoration of environmental harm caused by Nufarm's activities or products.	FY24 SR page 50
	8	**Biodiversity conservation**	Planet	Preventing or minimising harm from our operations, products and agricultural practices on biodiversity, and advancing nature and biodiversity positive outcomes. Consideration for competing land uses. Biodiversity includes soil health, natural habitats, ecosystems, plant and animal health, species and productivity, and marine biodiversity.	FY24 SR pages 33 and 58-59
	9	**Local community relations**	People	Building positive relationships with our local manufacturing and agricultural communities to understand and minimise any potential impacts that Nufarm has on them.	FY24 SR page 48
	10	**Employee attraction, retention, engagement and training**	People	Successfully attracting, retaining, engaging and developing current and future employees.	FY24 SR page 47

Appendix 1. Material sustainability topics continued

Tier	Rank	Our material topics	Category	Impacts and response	Management approach
	11	**Food security**	Sustainable agricultural innovation	Contributing to meeting the demand for food for a growing global population through our crop protection products and seed variety solutions, which help growers farm crops reliably, affordably, and in a way that is environmentally and economically sustainable and involves climate resilient agricultural practices. Developing products which support human health and nutrition.	FY24 SR pages 27-31
	12	**Economic impact, performance and shared value**	Governance	Generating economic value and distributing this to our stakeholders, and value chain participants, such as employees, suppliers, shareholders and growers.	FY24 SR pages 33-34 and 91-92
	13	**Supply chain management**	Governance	Effectively and efficiently managing our supply chain to ensure the timely response our customers demand while minimising reputational, operational, social and environmental risks in our supply chain and promoting traceability and transparency.	FY24 SR pages 33-34
	14	**Waste management and cleaner production**	Planet	Managing our waste to minimise harm to people, the environment and Nufarm. Continuously seeking opportunities to reduce, reuse and recycle materials, contributing to a circular economy.	FY24 SR pages 34 and 53-55
	15	**Water stewardship**	Planet	Responsible use of water that responds to the shared social, environmental, agricultural and economic use and reuse of this resource.	FY24 SR pages 56-58
	16	**Hazardous materials management**	Planet	Preventing loss of containment or fire from our hazardous materials.	FY24 SR pages 40-44
	18	**Diversity, equity, inclusion**	People	Creating a respectful and inclusive workplace where people feel safe to 'come as they are' and contribute to diverse and innovative thinking. Promoting the same values and benefits to our growers in agriculture.	FY24 SR pages 45-46
3	17	**Human and labour rights**	People	Upholding human and labour rights in our operations and supply chain, including minimising the risk of modern slavery.	FY24 SR pages 23 and 47
	19	**Global economic and geopolitical uncertainty**	Governance	Having processes in place to respond to impacts and opportunities arising from macroeconomic and geopolitical instability, including supply chain disruptions and environmental and social crises.	
	20	**Smallholder farmers**	Sustainable agricultural innovation	Improving the environmental, social and economical sustainability of smallholder growers particularly contributing to economic development that includes smallholder growers. Smallholder farmers produce one third of the world's food supply.	
	21	**Community investment**	People	Making monetary or non-monetary, or other meaningful contributions, to the local manufacturing and agricultural communities on which Nufarm depends, to leave a positive legacy and help us maintain our social license to operate.	FY24 SR page 48
	22	**Responsible sourcing and procurement**	Sustainable agricultural innovation	Having strategies and systems in place to ensure we source materials and services in a way that minimises harm to people, planet and Nufarm.	FY24 SR pages 91-92
	23	**Customer relations**	Sustainable agricultural innovation	Fostering and maintaining positive and effective relationships with our consumer base.	
	24	**Data protection and privacy**	Governance	Maintaining the privacy of customer's and employee's personal information and preventing or minimising the risk of personal data loss.	FY24 SR page 25

Key:

FY24 SR: This sustainability report for the year ending 30 September 2024 (FY24).
FY24 AR: Our Annual Financial Report for the year ending 30 September 2024 (FY24), which is available on our corporate website.
FY22 CC Sup: Our supplementary climate change risk assessment, undertaken in FY22 and available on our corporate website.

Appendix 2. Entities included in this report

Table 5 lists all entities represented in this sustainability report. These entities are wholly owned Nufarm subsidiaries and are included in Nufarm's audited consolidated financial statements. Nufarm's financial statements also include non-operating subsidiaries which are not included in this sustainability report.

Table 5: Entities included in this sustainability report

Entity	Location	ESG data			
		Health and safety	Environmental	Ethical sourcing	Our employees
Nufarm Limited – ultimate controlling entity	Australia				
Subsidiaries					
Nuseed Brazil SA (previously known as Atlantica Sementes SA)	Brazil	●			●
Croplands Equipment Limited	New Zealand	●			●
Croplands Equipment Pty Ltd	Australia	●			●
Nufarm Agriculture Pty Ltd	South Africa	●			●
Nufarm Agriculture Inc	Canada	●		●	●
Nufarm Americas Inc	USA	●	●	●	●
Nufarm Australia Limited	Australia	●	●	●	●
Nufarm BV	Netherlands	●		●	●
Nufarm Chemical (Shanghai) Co., Ltd	China	●			●
Nufarm Crop Products UK Limited	United Kingdom			●	
Nufarm Deutschland GmbH	Germany	●		●	●
Nufarm España SA	Spain	●		●	●
Nufarm Europe GmbH	Germany	●		●	●
Nufarm GmbH & Co KG	Austria	●	●	●	●
Nufarm Grupo Mexico S DE RL DE CV	Mexico	●			●
Nufarm Hungária Kft	Hungary	●		●	●
Nufarm Italia srl	Italy	●		●	●
Nufarm KK	Japan	●			●
Nufarm Korea Ltd	Korea	●			●
Nufarm Malaysia Sdn Bhd	Malaysia	●	●	●	●
Nufarm Middle East Operations	Egypt	●	●		●
Nufarm Nordics AB	Sweden	●		●	●
Nufarm NZ Limited	New Zealand		▲	●	
Nufarm Polska SP.Z O.O	Poland	●		●	●
Nufarm Portugal LDA	Portugal	●		●	●
Nufarm Romania SRL	Romania	●		●	●
Nufarm s.a.s	France	●	●	●	●
Nufarm Services (Singapore) Pte Ltd	Singapore	●		●	●
Nufarm Services Sdn Bhd	Malaysia	●		●	●
Nufarm Turkey Import & Trade of Chemical Products LLP	Turkey	●		●	●
Nufarm UK Limited	United Kingdom	●	●	●	●
Nufarm Ukraine LLC	Ukraine	●		●	●
Nuseed Americas Inc	USA	●			●
Nuseed Canada Inc	Canada	●			●
Nuseed Europe Ltd	United Kingdom	●			●
Nuseed Global Management USA Inc	USA	●			●
Nuseed Nutritional Australia Pty Ltd	Australia	●			●
Nuseed Nutritional US Inc	USA	●			●
Nuseed Pty Ltd	Australia	●			●
Nuseed SA	Argentina	●			●
Nuseed Serbia d.o.o.	Serbia	●			●
Nuseed Ukraine LLC	Ukraine	●			●
PT Nufarm Indonesia	Indonesia	●	●	●	●
Richardson Seeds Ltd	USA	●			●

Key:

▲ – Partially included

Appendix 3. GRI content index

Nufarm Ltd has reported the information cited in the GRI content index for the period 1 October 2023 to 30 September 2024 with reference to the GRI standards.

Table 6: Our GRI content index

GRI Standard		Location of our disclosure
General Disclosures		
GRI 2: General Disclosures 2021		
2-1	Organisational details	FY24 SR pages 3, 12-14 and 63-63
2-2	Entities included in the organisation's sustainability reporting	FY24 SR pages 63-63
2-3	Reporting period, frequency and contact point	FY24 SR page 3
2-4	Restatements of information	No restatements of information in this reporting period.
2-5	External assurance	FY24 SR pages 93-95
2-6	Activities, value chain and other business relationships	FY24 SR pages 12-14
2-7	Employees	FY24 SR pages 38 and 70-75
2-8	Workers who are not employees	FY24 SR page 38
2-9	Governance structure and composition	FY24 SR pages 20-21 and 71
2-10	Nomination and selection of the highest governance body	FY24 SR pages 21
2-11	Chair of the highest governance body	FY24 SR pages 20
2-12	Role of highest governance body in overseeing the management of impacts	FY24 AR pages 33-39 and FY24 SR page 20
2-13	Delegation of responsibility for managing impacts	FY24 SR page 22
2-14	Role of the highest governance body in sustainability reporting	FY24 SR pages 3 and 21
2-15	Conflicts of interest	FY24 SR page 21
2-16	Communicating critical concerns	FY24 SR page 23
2-17	Collective knowledge of highest governance body	FY24 SR page 20
2-18	Evaluation of the performance of the highest governance body	FY24 SR page 21
2-19	Remuneration policies	FY23 AR pages 71–73
2-20	Process for determining remuneration	FY23 AR pages 62-67
2-21	Annual total compensation ratio	FY24 SR page 73
2-22	Statement on sustainable development strategy	FY24 SR page 4
2-23	Policy commitments	FY24 SR page 23
2-24	Embedding policy commitments	FY24 SR page 23
2-25	Processes to remediate negative impacts	FY24 SR pages 23 and 48
2-26	Mechanisms for seeking advice and raising concerns	FY24 SR page 23
2-27	Compliance with laws and regulations	FY24 SR page 24
2-28	Membership associations	FY24 SR page 10 In addition, Nufarm is a member of Croplife in Australia, the US and Europe, while in New Zealand we are a member of Animal and Plant Health New Zealand. We are also a member of the glyphosate renewal group in Europe.
2-29	Approach to stakeholder engagement	FY24 SR page 17
2-30	Collective bargaining agreements	FY24 SR page 47
Material Topics		
GRI 3: Material topics 2021		
3-1	Process to determine material topics	FY24 SR pages 15-17
3-2	List of material topics	FY24 SR pages 61-62
GRI 201: Economic performance 2016		
201-2	Financial implications and other risks and opportunities due to climate change	FY24 SR pages 76-80 and FY22 CC Sup.
GRI 204: Procurement practices 2016		
3-3	Management of material topics	FY24 SR page 33
204-1	Proportion of spending on local suppliers	FY24 SR page 91

GRI Standard		Location of our disclosure
GRI 205: Anti-corruption 2016		
3-3	Management of material topics	FY24 SR page 23 FY24 AR page 48
205-1	Operations assessed for risks related to corruption	Corruption risk is one of the risks considered in our ongoing assessment of organisational risk. The effectiveness of our controls to mitigate corruption risk is evaluated through our program of rotational site reviews within the internal audit program.
205-2	Communication and training about anti-corruption policies and procedures	FY24 SR page 23
205-3	Confirmed incidents of corruption and actions taken	No confirmed incidents of material corruption in FY24.
GRI 206: Anti-competitive behaviour 2016		
3-3	Management of material topics	FY23 SR page 23
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	No material legal action related to anti-competitive behaviour, anti-trust, and monopoly practices.
Environmental		
GRI: 302 Energy 2016		
3-3	Management of material topics	FY24 SR pages 55-56
302-1	Energy consumption within the organisation	FY24 SR page 87
302-3	Energy intensity	FY24 SR page 87
302-4	Reduction of energy consumption	FY24 SR pages 55-56
GRI: 303 Water and effluents 2018		
3-3	Management of material topics	FY24 SR pages 56-58
303-1	Interactions with water as a shared resource	FY24 SR pages 56-58
303-2	Management of water discharge-related impacts	FY24 SR pages 56-58
303-3	Water withdrawal	FY24 SR pages 87 and 89
303-4	Water discharge	FY24 SR pages 88 and 90
303-5	Water consumption	FY24 SR page 90
GRI: 304 Biodiversity 2016		
3-3	Management of material topics	FY24 SR pages 58-59
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside of protected areas	FY24 SR pages 58-59
304-2	Significant impacts of activities, products, and services on biodiversity	FY24 SR pages 58-59
304-3	Habitats protected or restored	FY24 SR pages 58-59
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	The Eurasian Thick-knee Burhinus oedicnemus is a bird that nests in the ZENIFF area on and adjacent to our site in Gaillon, France and which is classified in the IUCN Red List species as 'least concern'.
GRI: 305 Emissions 2016		
3-3	Management of material topics	FY24 SR pages 51-53 and 76-80
305-1	Direct (scope 1) GHG emissions	FY24 SR pages 79-80
305-2	Energy indirect (scope 2) GHG emissions	FY24 SR pages 79-80
305-4	GHG emissions intensity	FY24 SR pages 79-80
305-5	Reduction of GHG emissions	FY24 SR page 51
305-6	Emissions of ozone-depleting substances (ODS)	FY24 SR pages 55 and 85
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	FY24 SR pages 55, 85 and 86
GRI: 306 Waste 2020		
3-3	Management of material topics	FY24 SR pages 34 and 53
306-1	Waste generation and significant waste-related impacts	FY24 SR page 53
306-2	Management of significant waste related impacts	FY24 SR page 53
306-3	Waste generated	FY24 SR page 82

Appendix 3. GRI content index continued

GRI Standard		Location of our disclosure
306-4	Waste diverted from disposal	FY24 SR page 83
306-5	Waste directed to disposal	FY24 SR page 84
GRI: 307 Environmental compliance 2016		
3-3	Management of material topics	FY24 SR pages 21, 22 and 50
307-1	Non-compliance with environmental laws and regulations	FY24 SR page 50
GRI: 308 Supplier environmental assessment 2016		
3-3	Management of material topics	FY24 SR pages 33-34
308-1	New suppliers that were screened using environmental criteria	FY24 SR pages 91-92
308-2	Negative environmental impacts in the supply chain and actions taken	FY24 SR pages 91-92
Social		
GRI: 401 Employment 2016		
3-3	Management of material topics	FY24 SR pages 38 and 47
401-1	New employee hires and employee turnover	FY24 SR pages 47 and 75
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	FY24 SR page 38
401-3	Parental leave	FY24 SR page 72
GRI: 402 Labour management relations 2016		
3-3	Management of material topics	FY24 SR page 47
402-1	Minimum notice periods regarding operational changes	We comply with regulatory minimum notice periods in all locations and endeavour to exceed them when possible; prior to significant operational changes we have minimum notice periods starting from 1 month (4 weeks) with regulatory requirements in some locations providing for more.
GRI: 403 Occupational health and safety 2018		
3-3	Management of material topics	FY24 SR pages 21, 22 and 39
403-1	Occupational health and safety management system	FY24 SR pages 39 and 40-44
403-2	Hazard identification, risk assessment, and incident investigation	FY24 SR pages 40-44
403-3	Occupational health services	FY24 SR page 44
403-4	Worker participation, consultation, and communication on occupational health and safety	FY43 SR page 43
403-5	Worker training on occupational health and safety	FY24 SR page 40
403-6	Promotion of worker health	FY24 SR page 44
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	FY24 SR page 34
403-8	Workers covered by an occupational health and safety management system	FY24 SR page 39
403-9	Work-related injuries	FY24 SR pages 68-69
GRI: 404 Training and education 2016		
3-3	Management of material topics	FY24 SR page 47
404-1	Average hours of training per year per employee	FY24 SR pages 40, 47 and 50
404-2	Programs for upgrading employee skills and transition assistance programs	FY24 SR page 47
404-3	Percentage of employees receiving regular performance and career development reviews	FY24 SR page 72
GRI: 405 Diversity and equal opportunity 2016		
3-3	Management of material topics	FY24 SR pages 45-46
405-1	Diversity of governance bodies and employees	FY24 SR pages 71, 72 and 74
405-2	Ratio of basic salary and remuneration of women to men	FY24 SR page 46
GRI: 406 Non-discrimination 2016		
3-3	Management of material topics	FY24 SR page 47
406-1	Incidents of discrimination and corrective actions taken	FY24 SR page 47
GRI: 407 Freedom of association and collective bargaining 2016		
3-3	Management of material topics	FY24 SR page 47

GRI Standard		Location of our disclosure
GRI: 408 Child labour 2016		
3-3	Management of material topics	FY23 Modern Slavery Statement
408-1	Operations and suppliers at significant risk for incidents of child labour	FY23 Modern Slavery Statement
GRI: 409 Forced or compulsory labour 2016		
3-3	Management of material topics	FY23 Modern Slavery Statement
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	FY23 Modern Slavery Statement
GRI: 413 Local communities 2016		
3-3	Management of material topics	FY24 SR page 33
413-1	Operations with local community engagement, impact assessments, and development programs	FY24 SR pages 42, 48 and 50
GRI: 414 Supplier social assessment 2016		
3-3	Management of material topics	FY24 SR pages 33-34
414-1	New suppliers that were screened using social criteria	FY24 SR pages 91-92
414-2	Negative social impacts in the supply chain and actions taken	FY24 SR pages 91-92
GRI: 416 Customer health and safety 2016		
3-3	Management of material topics	FY24 SR page 33
416-1	Assessment of the health and safety impacts of product and service categories	FY24 SR page 33
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	FY24 SR page 6
GRI: 417 Marketing and labelling 2016		
3-3	Management of material topics	FY24 SR page 33
417-1	Requirements for product and service information and labelling	Crop protection product labels must meet strict regulatory requirements and be approved by the local regulatory authority. Our labels contain important information, such as how to use and dispose of the product without causing harm to people or the environment. Refer also to FY24 SR page 34
417-2	Incidents of non-compliance concerning product and service information and labelling	We had no material incidents of non-compliance concerning product and service information and labelling in FY24.
417-3	Incidents of non-compliance concerning marketing communications	We had no significant incidents of non-compliance concerning concerning marketing communications in FY24.
GRI: 418 Customer privacy 2016		
3-3	Management of material topics	FY24 SR page 25

Key:

FY24 SR: This sustainability report for the year ending 30 September 2024 (FY24).
FY24 AR: Our annual report for the years ending 30 September 2024 (FY24), which is available on our corporate website.
FY22 CC Sup: Our supplementary climate change risk assessment, undertaken in FY22 and available on our corporate website.

Appendix 4. Our health and safety data

Table 7: Safety performance

	FY20		FY21[1,2,3]		FY22		FY23		FY24	
Types and rates of injuries[4]	**Number**	**Rate**	**Number**	**Rate**	**Number**	**Rate**	**Number**	**Rate**	**Number**	**Rate**
Work-related fatalities	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
High-consequence work-related injuries[5]	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Lost time injuries (LTI)[6]	2	0.29	5	0.90	5	0.81	9	1.46	10	1.55
Medical treatment-related injuries (MTI)[7]	9	1.29	10	1.79	14	2.26	9	1.46	3	0.46
Serious injuries (SI)[8]	11	1.58	15	2.69	19	3.07	18	2.92	13	2.01
Number of hours worked	6,978,173		5,582,732		6,188,811		6,170,512		6,451,908	

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July. During August and September 2020 we had two lost time incidents and one medical treatment incident.
2 In FY21 we reorganised our business, combining Australia and New Zealand with Asia to form our Asia Pacific region.
3 In FY21 the following were incorrectly reported and have been restated here: LTIFR was reported as 0.91 instead of 0.90; the medical treatment injury frequency rate as 1.82 instead of 1.79; the SIFR as 2.73 instead of 2.69 and the number of hours worked as 5,489,359 instead of 5,582,732.
4 All injury counts include injuries of employees and workers whose work/workplace is controlled by Nufarm. Injury rates include the hours worked by Nufarm employees and the majority of the hours worked by workers whose work/workplace is controlled by Nufarm, however we do not have an information system that records the number of people or hours worked by professional services and other technical contractors. Injury rates are based on one million hours worked.
5 A high consequence work-related injury is one where the worker cannot, does not, or is not expected to recover fully to pre-injury health within six months. This excludes fatalities.
6 The lost time injury frequency rate (LTIFR) is the number of lost time injuries per million hours worked.
7 A medical treatment injury is an injury that requires treatment above and beyond first aid.
8 A serious injury within Nufarm is the sum of both lost time and medical treatment injuries.

Table 8: Lost time injuries by region

	FY20		FY21[1,2]		FY22		FY23		FY24	
LTI and LTIFR[3,4]	**Number**	**Rate**	**Number**	**Rate**	**Number**	**Rate**	**Number**	**Rate**	**Number**	**Rate**
Asia Pacific			2	0.77	2	0.69	4	1.56	2	0.75
Australia & New Zealand		0.88								
Asia		0.00								
Europe		0.00	2	1.03	1	0.48	5	2.22	5	2.18
Latin America[5]		0.62								
South America			0	0.00	0	0.00	0	0.00	0	0.00
North America		0.00	1	1.19	2	2.14	0	0.00	3	2.81
Nufarm Group		**0.29**	**5**	**0.90**	**5**	**0.81**	**9**	**1.46**	**10**	**1.55**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July. During August and September 2020 we had two lost time incidents and one medical treatment incident.
2 In FY21 we reorganised our business, combining Australia and New Zealand with Asia to form our Asia Pacific region.
3 All injury counts include injuries of employees and workers whose work/workplace is controlled by Nufarm. Injury rates include the hours worked by Nufarm employees and the majority of the hours worked by workers whose work/workplace is controlled by Nufarm, however we do not have an information system that records the number of people or hours worked by professional services and other technical contractors.
4 The lost time injury frequency rate (LTIFR) is the number of lost time injuries per million hours worked.
5 In FY20 we sold our crop protection business in Latin America. From FY21 onwards we continued to operate our seeds businesses only in South America. We also retained our Mexican crop protection business, which we report under North America.

Table 9: Serious injuries by region

	FY20		FY21[1,2]		FY22		FY23		FY24	
SI and SIFR[3,4]	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Asia Pacific			5	1.92	12	4.13	9	3.50	4	1.49
Australia & New Zealand		6.17								
Asia		0.00								
Europe		0.95	4	2.07	4	1.92	5	2.22	6	2.61
Latin America[5]		0.62								
South America			0	0.00	0	0.00	0	0.00	0	0.00
North America		1.25	6	7.11	3	3.21	4	3.89	3	2.81
Nufarm Group		**1.58**	**15.00**	**2.69**	**19.00**	**3.07**	**18.00**	**2.92**	**13.00**	**2.01**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July. During August and September 2020 we had two lost time incident and one medical treatment incident.
2 In FY21 we reorganised our business, combining Australia and New Zealand with Asia to form our Asia Pacific region.
3 All injury counts include injuries of employees and workers whose work/workplace is controlled by Nufarm. Injury rates include the hours worked by Nufarm employees and the majority of the hours worked by workers whose work/workplace is controlled by Nufarm, however we do not have an information system that records the number of people or hours worked by professional services and other technical contractors. Injury rates are based on one million hours worked.
4 The serious injury frequency rate (SIFR) is the headline safety metric used within Nufarm. It is measured as the number of serious injuries per million hours worked and includes both Nufarm employees and contractors.
5 In FY20 we sold our crop protection business in Latin America. From FY21 onwards we continued to operate our seeds businesses only in South America. We also retained our Mexican crop protection business, which we report under North America.

Table 10: Medical treatment injuries by region

	FY22		FY23		FY24	
MTI and MTIFR[1,2]	Number	Rate	Number	Rate	Number	Rate
Asia Pacific	10	3.44	5	1.95	2	0.75
Europe	3	1.44	0	0.00	1	0.44
South America	0	0.00	0	0.00	0	0.00
North America	1	1.07	4	3.89	0	0.00
Nufarm Group	**14**	**2.26**	**9**	**1.46**	**3**	**0.46**

1 A medical treatment injury (MTI) is an injury that requires treatment above and beyond first aid. The medical treatment injury frequency rate (MTIFR) is the number of medical treatment injuries per million hours worked.
2 All injury counts include injuries of employees and workers whose work/workplace is controlled by Nufarm. Injury rates include the hours worked by Nufarm employees and the majority of the hours worked by workers whose work/workplace is controlled by Nufarm, however we do not have an information system that records the number of people or hours worked by professional services and other technical contractors.

Table 11: Severity rate by region

Severity rate[1,2]	FY20	FY21[3,4]	FY22	FY23	FY24
Asia Pacific		0.002	0.008	0.005	0.003
Australia & New Zealand	0.003				
Asia	0.000				
Europe	0.000	0.000	0.000	0.042	0.103
Latin America[5]	0.005				
South America		0.000	0.000	0.000	0.000
North America	0.000	0.006	0.006	0.000	0.006
Nufarm Group	**0.001**	**0.002**	**0.005**	**0.017**	**0.039**

1 All injury counts include injuries of employees and workers whose work/workplace is controlled by Nufarm. Injury rates include the hours worked by Nufarm employees and the majority of the hours worked by workers whose work/workplace is controlled by Nufarm, however we do not have an information system that records the number of people or hours worked by professional services and other technical contractors.
2 Severity rate is the sum of lost days of work per thousand hours worked.
3 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July. During August and September 2020 we had two lost time incidents and one medical treatment incident.
4 In FY21 we reorganised our business, combining Australia and New Zealand with Asia to form our Asia Pacific region.
5 In FY20 we sold our crop protection business in Latin America. From FY21 onwards we continued to operate our seeds businesses only in South America. We also retained our Mexican crop protection business, which we report under North America.

Appendix 5. Our employee data

Table 12: Gender diversity by employee contract[1]

Full-time equivalent (FTE) employees	FY20			FY21[2]			FY22			FY23			FY24		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Number of permanent employees	646	1,733	**2,379**	661	1,711	**2,372**	733	1,773	**2,506**	840	2,012	**2,852**	881	2,052	**2,934**
Number of temporary employees (non-permanent)	30	293	**323**	25	280	**305**	34	271	**305**	16	190	**206**	22	203	**225**
Number of non-guaranteed hours employees (casual)										52	114	**166**	225	282	**339**
Total	**676**	**2,026**	**2,702**	**686**	**1,992**	**2,678**	**767**	**2,044**	**2,811**	**856**	**2,202**	**3,059**	**903**	**2,255**	**3,159**

1 FY23 and FY24 total FTE includes women, men and those who classify as other.
2 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Table 13: Gender diversity by employee contract and region[1]

Full-time equivalent (FTE) employees	FY22				FY23[2]				FY24[2]			
	Women	Men	Total	% women	Women	Men	Total	% women	Women	Men	Total	% women
Asia Pacific												
Number of permanent employees	274	633	**907**	30%	308	740	**1,048**	29%	310	736	**1,047**	30%
Number of temporary employees (non-permanent)	19	263	**282**	7%	6	182	**188**	3%	13	188	**201**	6%
Total employees in Asia Pacific	**293**	**896**	**1,189**	25%	**314**	**921**	**1,236**	25%	**323**	**924**	**1,248**	26%
Europe												
Number of permanent employees	286	714	**1,000**	29%	319	748	**1,068**	30%	347	804	**1,150**	30%
Number of temporary employees (non-permanent)	12	5	**17**	70%	10	5	**15**	66%	9	13	**22**	41%
Total employees in Europe	**298**	**719**	**1,017**	29%	**329**	**753**	**1,083**	30%	**356**	**817**	**1,172**	30%
South America												
Number of permanent employees	27	86	**113**	24%	42	133	**175**	24%	43	123	**166**	26%
Number of temporary employees (non-permanent)		1	**1**	0%		1	**1**	0%	0	1	**1**	0%
Total employees in South America	**27**	**87**	**114**	23%	**42**	**134**	**176**	24%	**43**	**124**	**167**	26%
North America												
Number of permanent employees	147	340	**487**	30%	171	390	**561**	30%	182	390	**571**	32%
Number of temporary employees (non-permanent)	3	2	**5**	60%		3	**3**	0%	0	1	**1**	0%
Total employees in North America	**150**	**342**	**492**	30%	**171**	**393**	**564**	30%	**182**	**391**	**572**	32%
Total	**767**	**2,044**	**2,811**		**856**	**2,202**	**3,059**		**903**	**2,255**	**3,159**	

1 FY23 and FY24 total FTE includes women, men and those who classify as other.
2 Rounding applied to FTE calculations.

Table 14: Gender diversity by employee function

	FY23				FY24[1]			
Function	**Women**	**Men**	**Total**	**Women (%)**	**Women**	**Men**	**Total**	**Women (%)**
Supply chain	306	1,105	1,411	22%	315	1,110	1,425	22%
Sales	219	738	957	23%	216	751	967	22%
Portfolio solutions	119	173	292	41%	133	180	312	42%
Finance	113	99	212	53%	131	120	251	52%
Corporate	35	37	72	49%	39	39	78	50%
Information technology	12	37	49	24%	10	42	52	19%
Human resources	52	13	65	80%	59	14	73	81%
Total	**856**	**2,202**	**3,059**	**28%**	**903**	**2,255**	**3,159**	**29%**

1 FY24 total includes women, men and those who classify as other.

Table 15: Gender diversity by employee type[1]

	FY20			FY21[2]			FY22			FY23			FY24		
Headcount	**Women**	**Men**	**Total**	**Women**	**Men**	**Total**	**Women**	**Men**	**Total**	**Women**	**Men**	**Total**	**Women**	**Men**	**Total**
Number of full-time employees	640	2,019	2,659	653	1,988	2,641	725	2,034	**2,759**	810	2,186	**2,996**	855	2,236	**3,092**
Number of part-time employees	56	15	71	52	9	61	61	18	**79**	68	27	**95**	72	31	**103**
Total	**696**	**2,034**	**2,730**	**705**	**1,997**	**2,702**	**786**	**2,052**	**2,838**	**878**	**2,213**	**3,092**	**927**	**2,267**	**3,195**

1 FY23 and FY24 total headcount includes women, men and those who classify as other.
2 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Table 16: Gender diversity by region and employee type

	FY22				FY23[1]				FY24			
Headcount	**Women**	**Men**	**Total**	**%Women**	**Women**	**Men**	**Total**	**%Women**	**Women**	**Men**	**Total**	**%Women**
Asia Pacific												
Number of full-time employees	279	893	**1,172**	24%	303	918	**1,221**	25%	312	918	**1,231**	25%
Number of part-time employees	19	5	**24**	79%	17	6	**23**	74%	16	8	**24**	67%
Total employees in Asia Pacific	**298**	**898**	**1,196**	25%	**320**	**924**	**1,244**	26%	**328**	**926**	**1,255**	26%
Europe												
Number of full-time employees	271	712	**983**	28%	296	742	**1,038**	29%	320	804	**1,124**	28%
Number of part-time employees	40	13	**53**	75%	49	19	**68**	72%	54	22	**76**	71%
Total employees in Europe	**311**	**725**	**1,036**	30%	**345**	**761**	**1,106**	31%	**374**	**826**	**1,200**	31%
South America												
Number of full-time employees	26	87	**113**	23%	41	134	**175**	23%	42	124	**166**	25%
Number of part-time employees	1		**1**	100%	1		**1**	100%	1		**1**	100%
Total employees in South America	**27**	**87**	**114**	24%	**42**	**134**	**176**	24%	**43**	**124**	**167**	26%
North America												
Number of full-time employees	149	342	**491**	30%	170	392	**562**	30%	181	390	**571**	32%
Number of part-time employees	1		**1**	100%	1	2	**3**	33%	1	1	**2**	50%
Total employees in North America	**150**	**342**	**492**	30%	**171**	**394**	**565**	30%	**182**	**391**	**573**	32%
Total	**422**	**1,054**	**1,476**		**468**	**1,136**	**3,092**		**503**	**1,195**	**3,195**	

1 FY23 total headcount includes women, men and those who classify as other.

Appendix 5. Our employee data continued

Table 17: Gender of governance body and employees

	FY20		FY21[1]		FY22		FY23[2]		FY24	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Non-executive directors	25%	75%	25%	75%	43%	57%	33%	67%	43%	57%
Employees										
Senior leadership team	20%	80%	25%	75%	31%	69%	35%	65%	33%	67%
Executive key management personnel[3,4]	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%
Executive and senior management	21%	79%	26%	74%	32%	68%	36%	64%	34%	66%
People manager	20%	80%	21%	79%	19%	81%	23%	77%	26%	74%
Professionals	28%	72%	28%	72%	30%	70%	31%	69%	31%	69%
Manufacturing shop floor	10%	90%	10%	90%	15%	85%	14%	86%	14%	86%
Administration	71%	29%	70%	30%	72%	28%	67%	33%	70%	30%
Other	17%	83%	23%	77%	21%	79%	11%	88%	25%	75%
Total	**25%**	**75%**	**26%**	**74%**	**27%**	**73%**	**28%**	**72%**	**29%**	**71%**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
2 Women non-executive directors made up only 33 per cent of the board on 30 September 2023 due to the board's successions planning. This resulted in an overlapping period between the appointment of two men and the planned retirement of two men; Gordon Davis and Peter Margin both retired effective 15 November 2023.
3 Greg Hunt, Managing Director and Chief Executive Officer, is included with the executive key management personnel in this table.
4 Our executive key management personnel are the CEO, CFO and Group Executive Supply Chain Operations.

Table 18: Number of employees using parental leave

	FY20			FY21[1]			FY22			FY23			FY24		
Headcount	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Took parental leave	27	19	**46**	35	40	**75**	26	17	**43**	45	57	**102**	32	19	**51**
Primary carer										45	4	**49**	32	3	**35**
Secondary carer										0	53	**53**	0	16	**16**
Returned from parental leave	11	16	**27**	19	40	**59**	13	15	**28**	26	53	**79**	21	18	**39**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Table 19: Employees with performance objectives and who engaged in performance and development check-ins

	FY20			FY21[1]			FY22			FY23			FY24		
Full-time equivalent (FTE) employees	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Performance objectives in place[2]	78%	71%	**73%**	64%	55%	**57%**	55%	38%	**43%**	58%	41%	46%	69%	51%	56%
Development objectives in place[3]										23%	15%	17%	33%	18%	22%
Performance and development check-ins[4]	79%	68%	**71%**	65%	49%	**53%**	59%	58%	**58%**	40%	35%	**37%**	49%	37%	**41%**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
2 Performance objectives in place is measured as a percentage of full-time equivalent women, men or total employees with performance objectives registered in our human resources business system.
3 Personal development objectives in place is measured as a percentage of full-time equivalent women, men or total employees with development objectives registered in our human resources business system.
4 Performance and development check-ins is measured as a percentage of full-time equivalent women, men or total employees with performance objectives registered in our human resources business system and who also registered check-in conversations.

Table 20: Board structure and composition[1,2]

Board Members	Position	Commencement	Audit and risk committee	People, safety and remuneration committee	Sustainability and environment committee	Innovation committee
John Gillam	Chair Independent non-executive director	Chair since 24 September 2020 Board member since 31 July 2020	•	•		▲
Greg Hunt	Managing Director Chief Executive Officer (CEO)	CEO since February 2015 Board member since 5 May 2015				
David Jones	Independent non-executive director	23 June 2021		•		•
Marie McDonald	Independent non-executive director	22 March 2017	•	▲		•
Lynne Saint	Independent non-executive director	18 December 2020	•		•	•
Alexandra Gartmann	Independent non-executive director	23 September 2022	•		▲	•
Federico Tripodi	Independent non-executive director	19 June 2023		•		•
Adrian Percy	Independent non-executive director	1 July 2023			•	•

1 Key: • = committee member, ▲ = committee member and chair
2 Independent non-executive directors Gordon Davis and Peter Margin retired effective 15 November 2023, and are not included in this table.

Table 21: Annual total compensation ratio

CEO remuneration (AUD)[1,2]	FY22	FY23	FY24
Annual total compensation ratio	12.0	12.3	13.1

1 The annual total compensation ratio is the ratio of Nufarm's CEO fixed annual remuneration to the median fixed annual remuneration of all Nufarm's Australian-based employees, less the CEO's fixed annual remuneration.
2 The fixed annual remuneration includes base salary and superannuation.

Table 22: Board and employees by age group

	FY20			FY21[1]			FY22			FY23			FY24[2]		
	≤ 30 years	30-50 years	> 50 years	≤ 30 years	30-50 years	> 50 years	≤ 30 years	30-50 years	> 50 years	≤ 30 years	30-50 years	> 50 years	≤ 30 years	30-50 years	> 50 years
Non-executive directors[3]			100%			100%		14%	86%		22%	78%	0%	<1%	<1%
Employees[4]															
Executive key management personnel[5,6]		< 1%	< 1%			< 1%			< 1%			<1%			<1%
Executive and senior leadership team		1%	2%		1%	2%		1%	2%		1%	2%		<1%	2%
People manager	< 1%	10%	7%	< 1%	10%	7%		8%	7%	<1%	8%	6%	<1%	12%	8%
Professionals	7%	28%	10%	6%	27%	11%	6%	26%	9%	6%	26%	9%	7%	24%	10%
Manufacturing shop floor	3%	12%	9%	4%	12%	10%	5%	15%	12%	5%	15%	11%	5%	13%	9%
Administration	1%	4%	3%	1%	4%	3%	1%	4%	3%	1%	5%	2%	1%	5%	2%
Other	1%			1%	< 1%		< 1%			1%	<1%		1%	<1%	<1%
Total	**13%**	**55%**	**31%**	**12%**	**55%**	**33%**	**13%**	**54%**	**32%**	**14%**	**55%**	**31%**	**14%**	**55%**	**31%**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
2 It is not mandatory to provide date of birth in our HRIS system. In FY24, nearly 1 per cent of our employees have not disclosed this data.
3 Only non-executive directors are included in the Board of Directors measures in this table.
4 It is not mandatory to provide date of birth or age in our human resources information business system. In FY24, nearly one per cent of employees have not disclosed this data.
5 Greg Hunt, Managing Director and Chief Executive Officer, is included with the executive key management personnel in this table.
6 Our executive key management personnel are the CEO, CFO and Group Executive Supply Chain Operations.

Table 23: Employee hire and turnover[1]

	FY20				FY21[4,5]				FY22				FY23[6]				FY24[7,8]			
	New employees		Turnover		New employees		Turnover		New employees		Turnover		New employees		Turnover		New employees		Turnover	
Full-time equivalent (FTE) employees[2,3]	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Employee age group[9]																				
Under 30 years old	73	22%	59	18%	171	52%	106	32%	171	49%	81	23%	168	46%	66	18%	139	40%	81	20%
30-50 years old	157	10%	176	12%	191	13%	202	14%	256	17%	193	13%	358	22%	194	12%	213	13%	190	11%
Over 50 years old	47	5%	87	10%	53	6%	108	12%	85	9%	110	12%	107	11%	133	14%	70	7%	110	11%
Employee gender																				
Women	85	13%	78	11.5%	124	18%	118	17.0%	182	25%	103	14%	210	26%	108	13%	137	16%	108	12%
Men	192	9%	244	11.7%	296	15%	297	14.9%	337	17%	285	14%	432	20%	289	13%	295	13%	276	12%
Employee region																				
Asia Pacific	-	-	-	-	-	-	-	-	187	16%	172	15%	178	15%	121	10%	138	11%	131	11%
Europe	105	10%	88	9%	119	12%	138	14%	143	14%	99	10%	221	21%	146	14%	174	16%	119	11%
Latin America[10]	13	14%	5	6%																
South America					10	10%	6	6%	8	8%	4	4%	45	34%	10	8%	31	21%	17	11%
North America	99	27%	73	19%	152	36%	107	25%	182	38%	113	24%	199	36%	119	21%	90	15%	118	20%
Total	**277**	**10%**	**321**	**12%**	**420**	**16%**	**416**	**15%**	**520**	**19%**	**388**	**14%**	**643**	**21%**	**396**	**13%**	**432**	**14%**	**384**	**12%**

1 FY23 and FY24 total headcount includes women, men and those who classify as other.
2 The new employee hire rate is calculated as the percentage of full-time equivalent (FTE) of employees hired, out of the average monthly FTE of employees.
3 The employee turnover rate is calculated as the percentage of full-time equivalent (FTE) of employees terminated (voluntary and involuntary) out of the average monthly FTE of employees.
4 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
5 In FY21 we reorganised our business, combining Australian and New Zealand with Asia to form our Asia Pacific region.
6 In FY23 10 of our new employees are not represented in the new employees age group measures and three are not represented in the turnover age group measures.
7 In FY24, 11 of our new headcount employees are not represented in the new employees age group measures and 3 are not represented in the turnover age group measures.
8 From FY24, we have transitioned from calculating employee hire and turnover on a monthly basis to an annual average method. Though the output difference might be insignificant, this change aims to provide a more stable and comprehensive view of our hire and turnover rates over the year.
9 It is not mandatory to provide date of birth or age in our human resources business system.
10 In FY20 we sold our crop protection business in Latin America. From FY21 onwards we continued to operate our seeds businesses only in South America. We also retained our Mexican crop protection business, which we report under North America.

Appendix 6. Our progress towards climate-related disclosures

In FY22 we partnered with an experienced service provider who conducted a qualitative climate-related risk and opportunity assessment over Nufarm's value chain. In FY23 we developed a roadmap to guide us on the incremental improvements needed to lift our climate-related governance frameworks, embed climate scenario analysis and risk assessment into business processes and expand our emissions measurement and reporting. In FY24 we expanded our scope 1 and 2 emissions reporting and planned for the processes and technology solutions that will help us further expand this in FY25.

Our TCFD index

	Recommendations	Reference
Governance Disclose the organisation's governance around climate-related risks and opportunities.	a. Describe the board's oversight of climate-related risks and opportunities.	FY24 SR page 77
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	FY24 SR page 77
Strategy Disclose the action and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning where such information is material.	a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term.	FY24 SR pages 77 to 79 FY22 CC Sup pages 5–8
	b. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning.	
	c. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios.	
Risk management Disclose how the organisation identifies, assesses, and manages climate-related risks.	a. Describe the organisation's processes for identifying and assessing climate-related risks.	FY22 CC Sup pages 5–8
	b. Describe the organisation's processes for managing climate-related risks.	FY24 SR page 77
	c. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management.	FY24 SR page 77
Metrics and targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	FY24 SR page 79
	b. Disclose scope 1, scope 2 and, if appropriate, scope 3 greenhouse gas (GHG) emissions and the related risks.	FY24 SR page 79
	c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	FY24 SR page 51

Key:

FY24 SR: This sustainability report for the year ending 30 September 2024 (FY24).
FY24 AR: Our annual financial report for the years ending 30 September 2024 (FY24), which is available on our corporate website.
FY22 CC Sup: Our supplementary climate change risk assessment, undertaken in FY22 and available on our corporate website.

Governance

Board oversight

Our board is responsible for our strategy and the approval of Nufarm's sustainability report and climate change policy, which includes our commitment to addressing climate change. The board is also responsible for Nufarm's overall climate change approach.

Our board sustainability and environment committee is responsible for:

- overseeing material environmental and sustainability risks and opportunities, including climate-related risks
- reviewing and advising on climate objectives and declarations
- monitoring Nufarm's strategic progress towards its sustainability and environment targets.

In FY24, the board sustainability and environment and compliance committee received four reports on Nufarm's activities to progress towards its greenhouse gas emissions reduction target, which is to reduce its manufacturing emissions by 30 per cent by FY30 from a FY20 baseline.

More detail on board oversight and committee responsibilities can be found in pages 20 to 21 of the Governance section of this report and at the Corporate Governance section of our website.

Management's role

The executive risk and compliance committee has oversight of climate-related risks. It convenes three to four times annually to (among other things):

- guide and endorse the risk management framework
- oversee internal compliance and control systems, including those encompassing climate-related risks
- review reports from Nufarm's Group ESG manager on progress towards Nufarm's scope 1 and 2 greenhouse gas emissions target to reduce its manufacturing emissions by 30 per cent by FY30 from a FY20 baseline, and updates on climate-related reporting frameworks.

In addition, Nufarm has local environmental teams who monitor and report scope 1 and 2 greenhouse gas emissions from our manufacturing sites. This information is reported regularly to the executive risk and compliance committee and through to the governing board committee.

Strategy

Our approach to climate change scenario analysis

In identifying the risks and opportunities from climate change, we undertook a qualitative climate change scenario analysis in FY22 that looked across selected geographies in which Nufarm products are distributed and used, as well as key regions in which Nufarm has supply chain operations.

We used future climate-related emissions scenarios developed by the Intergovernmental Panel on Climate Change (IPCC), namely the Representative Concentration Pathways (RCP) and the Shared Socio-economic Pathways (SSP), and selected two scenarios of potential climate outcomes. One of these responds to the temperature goal of the Paris Agreement, and the other is the potential worst case outcome scenario:

- **Low emissions scenario** (high transition impact) – global average temperature < 2° C warming relative to pre-industrial levels.[1]
- **High emissions scenario** (high physical impact) – global average temperature > 3° C warming relative to pre-industrial levels by 2100.[2]

The assessment used a short-term and a long-term time horizon:

- **The short-term horizon** was defined as 2030, aligning with Nufarm's own and international decarbonisation targets and the transition risks expected to materialise over the short term.
- **The long-term horizon** was defined as 2030 to 2050, aligning with further materialisation of physical risks, especially material to Nufarm's grower demand, and with key international targets.

Risk management

Our risk management framework

Nufarm is working towards managing climate-related risks in an integrated manner including periodically refreshing our scenario analysis, identifying climate-related impacts, reassessing the risks and opportunities and developing mitigation plans, into our existing business cycles.

Comprehensive information on Nufarm's risk management practices is available in our FY24 annual report.

Risks and opportunities

Risks arising from our scenario analysis were rated using our group risk management framework. The qualitative climate change risk assessment undertaken in FY22 helped us to identify the potential impacts to Nufarm if climate change progressed in the manner described by these scenarios rather than providing forecasts of impacts. We also identified where we are already taking steps which may help to mitigate risk.

Table 24 summarises the climate-related risks, opportunities and strategies identified through this exercise. More information can be found in our supplementary climate change risk assessment document, available on our website.

[1] RCP2.6: "Very Stringent" pathway; SSP1: Sustainability (Taking the Green Road)
[2] RCP8.5: "Worst case" pathway; SSP5: Fossil Fuelled Development (Taking the Highway)

Appendix 6. Our progress towards climate-related disclosures continued

Table 24: Summary of climate-related risks, opportunities and strategies

	Description – Risk	Description – Opportunity	Strategy and mitigating actions
Transition risks	**1. Changes in product demand – driven by changes in the market, and in policy and regulation**		
	Transition: Policy, legal and regulation; Market		
	Risk Scenario: Low emissions **(<2° C)** Time horizon: 2030 *Impact: Reduced volume of sales*	**Opportunity** Scenario: Low **(<2° C)** and high emissions **(>3° C)** Time horizon: 2050 *Impact: Increased revenue*	Manufacturing and selling products that enable sustainable farming practices such as no-till farming.
	2a. Operational changes – fossil fuel and carbon footprint reduction/compliance with GHG policy and regulation **2b. Operational cost/cost of goods increase – suppliers passing on transition costs**		
	Transition: policy, legal and regulation		
	Risk Scenario: Low emissions **(<2° C)** Time horizon: 2030 *Impact: Increased capital and operational expenditure*	**Opportunity** Scenario: Low **(<2° C)** and high emissions **(>3° C)** Time horizon: 2030–2050 *Impact: Reduced operating costs, access to new suppliers and sources of finance, reduced climate-related impact on revenue*	Seeking to minimise our emissions through transitioning to renewable energy and reducing energy consumption. We have set a target to reduce our scope 1 and 2 greenhouse gas emissions from our crop protection manufacturing sites by 30 per cent by FY30, measured from our FY20 baseline. See pages 51-53 for more information
Physical risks	**3a. Changes in product demand – driven by climate unsuitability (chronic physical)** **3b. Changes in product demand – driven by acute physical events**		
	Physical		
	Risk Scenario: High emissions **(>3° C)** Time horizon: 2030–2050 *Impact: Reduced sales*	**Opportunity** Scenario: Low **(<2° C)** and high emissions **(>3° C)** Time horizon: 2050 Refer to the opportunities outlined under: 1 Changes in product demand – driven by changes in the market, and in policy and regulation	The climate change risk assessment gives us insights into how climate change may impact our core crop selection and geographies. We expect to integrate these insights into our longer-term strategic planning process.
	4. Impacts on our operations (including supply chain) – driven by changes in climate and weather events		
	Physical		
	Risk Scenario: High emissions **(>3° C)** Time horizon: 2030–2050 *Impact: Increased operational expenditure*	**Opportunity** Refer to the opportunities outlined under: 2a. Operational changes – fossil fuel and carbon footprint reduction/compliance with GHG policy and regulation 2b. Operational cost/cost of goods increase – suppliers passing on transition costs	Our business continuity and insurance programs consider physical risk exposures relating to our manufacturing and non-manufacturing operations, including identifying actions to physically strengthen our facilities. The longer-term suitability of our manufacturing footprint and supply chain arrangements is assessed through our strategic risk management process.

Strategic implications

Nufarm is able to respond to climate-related opportunities through investing in new products to meet lower-carbon biofuel demand. In our Sustainable Agricultural Innovation section on pages 26 to 36 of this report, we outline in detail how our bioenergy platform addresses this increasing demand, especially in the hard to abate area of liquid fuels.

The transitional and physical impacts of climate change may require some adaptation of our supply chain and operations:

- Under the low emissions scenario, regulatory changes to address climate change in some locations may affect our manufacturing and processing facilities. Opportunities also exist to achieve greater resource efficiency and resilience to climate variability under the low emissions scenario.
- Physical events may disrupt our operations. Repeated disruptions may render parts of our supply chain and manufacturing arrangements nonviable in the long term. Our business continuity and insurance programs consider physical risk exposures relating to our manufacturing and non-manufacturing operations, including identifying actions to physically strengthen our facilities. We assess the longer-term suitability of our manufacturing footprint and supply chain arrangements through our strategic risk management process.

Metrics and targets

We measure location-based scope 1 and 2 greenhouse gas emissions from our crop protection manufacturing sites over which we have both financial and operational control. We do not yet measure emissions across our entire business footprint but are planning to progressively expand our measurement and reporting of scope 1 and 2 emissions. This year we expanded our measurement to include an additional 15 locations beyond our manufacturing locations. We aim to expand our reporting footprint again in FY25.

We have reported an estimated 90 per cent of our total scope 1 and 2 emissions this year, based on the scope of our operations globally and the anticipated energy activities of the activities carried out at each location. We do not yet measure or report scope 3 emissions, but we aim to from FY26.

Our emissions calculations include carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbons (HFCs). We do not produce perfluorocarbons (PFCs), sulphur hexafluoride (SF_6) or nitrogen trifluoride (NF_3) emissions.

We are working to reduce our own operational climate impacts and set a target to reduce scope 1 and 2 emissions from our crop protection manufacturing sites only over which we have both financial and operational control, by 30 per cent before the end of FY30. This is an absolute reduction, measured from our FY20 baseline, which was our most current annual crop protection emissions data at the time we established the target. This target does not include our other locations as emissions data was not available for these locations at the time we established the target. A 30 per cent reduction from our FY20 baseline is approximately 28k tonne $CO2_e$.

Our greenhouse gas emissions

Table 25: Greenhouse gas emissions

Greenhouse gas emissions (tonne CO_2e)[1,2,3,4]	FY20	FY21[5]	FY22	FY23	FY24[6,7]
Scope 1 – direct emissions					
Fuel			2,139	2,150	3,393
Gas			14,241	35,011	34,472
Onsite incineration			417	243	68
Hydrofluorocarbons (HCFs)			15	452	25
Other[8]			226	194	85
Total scope 1 - direct emissions	18,848	16,951	17,039	38,049	38,043
Scope 2 – energy indirect emissions					
Purchased steam			18,571	5,509	1,804
Purchased electricity			45,914	32,251	16,824
Total Scope 2 – energy indirect emissions	75,070	70,430	64,485	37,760	18,628
Total greenhouse gas emissions	**93,918**	**87,381**	**81,524**	**75,809**	**56,671**
Greenhouse gas intensity (tonne CO_2e/tonne or m^3 of production)	0.244	0.239	0.251	0.261	0.209

1 We report our scope 1 and 2 greenhouse gas emissions from our crop protection manufacturing sites, over which we have both financial and operational control. We estimate this represents 80 per cent of our total scope 1 and 2 emissions.
2 We include the following gases in our calculation of our emissions: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbons (HFCs). We do not have emissions of perfluorocarbons (PFCs), sulphur hexafluoride (SF_6) or nitrogen trifluoride (NF_3).
3 Scope 1 and 2 emissions are calculated using the relevant regulatory authority conversion factors (location-based method). Where not available, Intra-governmental Panel on Climate Change (IPCC) default emission and global warming potential factors are used to determine scope 1 emissions and supplier emission factors are used to determine scope 2 emissions.
4 Greenhouse gas intensity includes only the scope 1 and 2 emissions reported under total greenhouse gas emissions.
5 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
6 The reduction in emissions in FY24 was due to an extended shut-down at our Pipe Road site in North Laverton, Australia.
7 In working towards mandatory climate reporting obligations we expanded the scope of our emissions reporting in FY24 to include the scope 1 and 2 emissions for all our Australian and New Zealand locations. These additional 15 locations contributed 1,900 tonne to our reported emissions which is included in the FY24 total of 56,671 tonne. Non-crop protection manufacturing locations are not included in our scope 1 and 2 emissions reduction target.
8 'Other' refers to CO_2 released from in process use of soda ash (sodium carbonate).

Appendix 6. Our progress towards climate-related disclosures continued

Table 26: Greenhouse gas emissions by region

Greenhouse gas emissions (tonne CO_2e)[1,2,3,4]	FY20	FY21[5]	FY22	FY23	FY24[6,7]
Asia Pacific					
Scope 1 – direct	10,582	10,806	10,645	9,375	5,473
Scope 2 – energy indirect	43,680	37,802	34,271	27,469	13,424
Total greenhouse gas emissions Asia Pacific	**54,261**	**48,607**	**44,917**	**36,844**	**18,897**
Greenhouse gas intensity (tonne CO_2e/tonne or m^3 of production)	0.47	0.34	0.36	0.30	0.18
Europe					
Scope 1 – direct	1,999	930	883	22,749	27,359
Scope 2 – energy indirect	29,449	30,684	28,291	8,111	3,313
Total greenhouse gas emissions	**31,448**	**31,614**	**29,174**	**30,860**	**30,672**
Greenhouse gas intensity (tonne CO_2e/tonne or m^3 of production)	0.28	0.28	0.30	0.39	0.40
Latin America					
Scope 1 – direct	1,550				
Scope 2 – energy indirect	289				
Total greenhouse gas emissions Latin America	**1,839**				
Greenhouse gas intensity (tonne CO_2e/tonne or m^3 of production)	0.03				
North America					
Scope 1 – direct	4,717	5,215	5,511	5,925	5,211
Scope 2 – energy indirect	1,652	1,944	1,922	2,180	1,892
Total greenhouse gas emissions North America	**6,369**	**7,159**	**7,433**	**8,105**	**7,102**
Greenhouse gas intensity (tonne CO_2e/tonne or m^3 of production)	0.06	0.07	0.07	0.09	0.08

1 We report our scope 1 and 2 greenhouse gas emissions from our crop protection manufacturing sites, over which we have both financial and operational control. We estimate this represents 80 per cent of our total scope 1 and 2 emissions.
2 We include the following gases in our calculation of our emissions: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbons (HFCs). We do not have emissions of perfluorocarbons (PFCs), sulphur hexafluoride (SF_6) or nitrogen trifluoride (NF_3).
3 Scope 1 and 2 emissions are calculated using the relevant regulatory authority conversion factors (location-based method). Where not available, Intra-governmental Panel on Climate Change (IPCC) default emission and global warming potential factors are applied to determine scope 1 emissions and supplier emission factors for determining scope 2 emissions.
4 Greenhouse gas intensity includes only the scope 1 and 2 emissions reported under total greenhouse gas emissions.
5 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
6 The reduction in emissions in FY24 was due to an extended shut-down at our Pipe Road site in North Laverton, Australia.
7 In working towards mandatory climate reporting obligations we expanded the scope of our emissions reporting in FY24 to include the scope 1 and 2 emissions for all our Australian and New Zealand locations. These additional 15 locations contributed 1,900 tonne to our reported emissions which is included in the FY24 total of 56,671 tonne. Non-crop protection manufacturing locations are not included in our scope 1 and 2 emissions reduction target.

Appendix 7. Our environmental data

Table 27: Environmental complaints

	FY20	FY21[1]	FY22	FY23	FY24
Number of complaints received where investigation revealed Nufarm was at fault	1	1	2	2	1
Number of complaints received where investigation revealed Nufarm was not at fault	-	-	-	14	1
Number of complaints where the cause was undetermined	1	1	36	13	0
Total environmental complaints	**2**	**2**	**38**	**29**	**2**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Table 28: Waste composition

	FY20		FY21[1]		FY22		FY23		FY24	
Waste generated[2]	**tonne**	**%**	**tonne**	**%**	**tonne**	**%**	**tonne**	**%**	**tonne**	**%**
Operating hazardous										
Operating waste diverted from disposal	2,082	8	2,750	12	1,417	7	1,075	5	934	4
Operating waste directed to disposal	17,722	70	18,389	78	15,558	74	16,275	72	13,647	59
Total non-operating hazardous waste generated	**19,804**	**78**	**21,139**	**90**	**16,975**	**81**	**17,350**	**77**	**14,581**	**63**
Non-operating hazardous[3]										
Non-operating waste diverted from disposal									-	0
Non-operating waste directed to disposal									4,048	18
Total non-operating hazardous waste generated									**4,048**	**18**
Non-hazardous										
Operating waste diverted from disposal	4,408	17	1,604	7	1,794	9	1,984	9	1,343	6
Operating waste directed to disposal	1,198	5	777	3	2,316	11	3,121	14	3,007	13
Total non-hazardous waste generated	**5,606**	**22**	**2,381**	**10**	**4,110**	**19**	**5,105**	**23**	**4,351**	**19**
Total waste										
Operating waste diverted from disposal	**6,490**	**26**	4,354	**19**	3,211	**15**	3,058	14	2,278	10
Operating waste directed to disposal	**18,919**	**74**	19,166	**81**	17,874	**85**	19,396	86	16,654	72
Non-operating waste diverted from disposal									-	0
Non-operating waste directed to disposal									4,048	18
Total waste generated	**25,409**	**100**	**23,520**	**100**	**21,085**	**100**	**22,455**	**100**	**22,980**	**100**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
2 Waste disposal method and quantities were determined from reports and invoices provided by the waste contractors. Onsite waste was compiled from internal waste inventory records.
3 In FY24 we begun several significant construction projects which generated non-operating waste. This is reported separately to waste from normal operations.

Appendix 7. Our environmental data continued

Table 29: Waste composition by region

Waste type (tonne)[1]	FY20	FY21[2]	FY22	FY23	FY24[3]
Asia Pacific					
Operating hazardous waste	2,537	2,909	2,157	1,567	1,393
Operating non-hazardous waste	1,057	980	1,110	1,280	787
Non-operating hazardous waste					98
Total waste generated by Asia Pacific	**3,594**	**3,889**	**3,267**	**2,847**	**2,279**
Waste intensity (tonne /tonne or m^3 of production)	0.03	0.03	0.03	0.02	0.02
Europe					
Operating hazardous waste	8,688	10,259	8,356	9,175	7,546
Operating non-hazardous waste	1,458	923	1,210	1,489	1,084
Non-operating hazardous waste					3,949
Total waste generated by Europe	**10,146**	**11,182**	**9,566**	**10,664**	**12,580**
Waste intensity (tonne /tonne or m^3 of production)	0.09	0.10	0.10	0.14	0.11
Latin America					
Operating hazardous waste	166				
Operating non-hazardous waste	1,158				
Non-operating hazardous waste					
Total waste generated by Latin America	**1,324**				
Waste intensity (tonne /tonne or m^3 of production)	0.02				
North America					
Operating hazardous waste	8,412	7,971	6,462	6,607	5,642
Operating non-hazardous waste	1,933	477	1,790	2,336	2,479
Non-operating hazardous waste					
Total waste generated by North America	**10,345**	**8,449**	**8,252**	**8,943**	**8,121**
Waste intensity (tonne /tonne or m^3 of production)	0.10	0.08	0.09	0.10	0.09
Total waste					
Operating hazardous waste	**19,637**	**21,139**	**16,975**	**17,350**	**14,581**
Operating non-hazardous waste	**5,606**	**2,381**	**4,110**	**5,104**	**4,351**
Non-operating hazardous waste					**4,048**
Total waste generated	**25,409**	**23,520**	**21,085**	**22,454**	**22,980**
Waste intensity (tonne /tonne or m^3 of production)	**0.066**	**0.064**	**0.064**	**0.076**	**0.085**

1 Waste disposal method and quantities were determined from reports and invoices provided by the waste contractors. Onsite waste was compiled from internal waste inventory records.
2 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
3 Significant construction activities have generated waste construction materials, soil and obsolete plant this year. We have categorised this as non-operating hazardous waste and excluded it from our waste intensity calculation as this metric relates to ongoing operations

Table 30: Waste diverted from disposal by recovery operation

	FY20			FY21[1]			FY22			FY23			FY24		
Waste (tonne)[2]	Onsite	Offsite	**Total**	Onsite	Offsite	**Total**	Onsite	Offsite	**Total**	Onsite	Offsite	**Total**	Onsite	Offsite	**Total**
Hazardous waste															
Preparation for reuse	144	-	**144**	-	-	**-**	-	-	**-**	-	**-**	**-**	-	**-**	**-**
Recycling	-	1,843	**1,843**	-	2,543	**2,543**	-	1,270	**1,270**	-	**919**	**919**	-	**915**	**915**
Other recovery operations	-	95	**95**	-	208	**208**	-	146	**146**	-	**156**	**156**	-	**19**	**19**
On-site storage	-	-	**-**	-	-	**-**	-	-	**-**	-	**-**	**-**	-	**-**	**-**
Total hazardous waste	**144**	**1,938**	**2,082**	**-**	**2,750**	**2,750**	**-**	**1,417**	**1,417**	**-**	**1,075**	**1,075**	**-**	**934**	**934**
Non-hazardous waste															
Preparation for reuse	1	-	**1**	1	-	**1**	-	-	**-**	<1	**-**	**<1**	<1	**-**	**<1**
Recycling	-	4,217	**4,217**	-	1,603	**1,603**	-	1,794	**1,794**	-	**1,983**	**1,983**	-	**1,343**	**1,343**
Other recovery operations	-	190	**190**	-	-	**-**	-	-	**-**	-		**-**	-	**-**	**-**
On-site storage	-	-	**-**	-	-	**-**	-	-	**-**	<1		**<1**	<1	**-**	**-**
Total non-hazardous waste	**1**	**4,407**	**4,408**	**1**	**1,603**	**1,604**	**-**	**1,794**	**1,794**	**<1**	**1,983**	**1,983**	**<1**	**1,343**	**1,343**
Total waste diverted from disposal	**145**	**6,345**	**6,490**	**1**	**4,354**	**4,354**	**-**	**3,211**	**3,211**	**<1**	**3,058**	**3,058**	**<1**	**2,277**	**2,277**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
2 Waste disposal method and quantities were determined from reports and invoices provided by the waste contractors. Onsite waste was compiled from internal waste inventory records.

Table 31: Waste directed to disposal by disposal operation

	FY20			FY21[1]			FY22			FY23			FY24[2]		
Waste (tonne)[3]	Onsite	Offsite	**Total**	Onsite	Offsite	**Total**	Onsite	Offsite	**Total**	Onsite	Offsite	**Total**	Onsite	Offsite	**Total**
Operating hazardous waste															
Incineration (with energy recovery)	23	11,280	**11,303**	-	9,861	**9,861**	-	3,058	**3,058**		5,396	**5,396**		4,591	**4,591**
Incineration (without energy recovery)	264	665	**929**	292	2,344	**2,635**	-	7,831	**7,831**		6,759	**6,759**	57	5,504	**5,561**
Recovered (including energy recovery)	-	2,952	**2,952**	-	2,987	**2,987**	-	2,302	**2,302**		1,602	**1,602**		519	**519**
Third party treatment	-	928	**928**	-	1,107	**1,107**	-	1,469	**1,469**		378	**378**		614	**614**
Deep well injection	-	929	**929**	-	800	**800**	-	330	**330**		707	**707**		362	**362**
Landfill	-	298	**298**	-	419	**419**	-	177	**177**		202	**202**		102	**102**
Other disposal operations	-	27	**27**	-	19	**19**	-	9	**9**		0	**0**		-	**-**
On-site storage	357	-	**357**	560	-	**560**	381	-	**381**	1,230	-	**1,230**	1,899	-	**1,899**
Total operating hazardous waste	**645**	**17,077**	**17,722**	**852**	**17,537**	**18,389**	**381**	**15,177**	**15,558**	**1230**	**15,045**	**16,275**	**1,956**	**11,692**	**13,647**
Non-operating hazardous waste															**-**
Recovered (including energy recovery)														346	**346**
Treatment														3,603	**3,603**
Landfill														98	**98**
Total non-operating hazardous waste	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**4,047**	**4,047**
Non-hazardous															
Incineration (with energy recovery)	-	193	**193**	-	111	**111**	-	500	**500**		419	**419**		789	**789**
Incineration (without energy recovery)	-	-	**-**	-	-	**-**	-	561	**561**		3	**3**		1	**1**
Recovered (including energy recovery)	-	130	**130**	-	107	**107**	-	-	**-**		-	**-**		-	**-**
Third party treatment	-	151	**151**	-	70	**70**	-	582	**582**		1,922	**1,922**		1,451	**1,451**
Deep well injection	-	-	**-**	-	-	**-**	-	91	**91**		113	**113**		70	**70**
Landfill		580	**580**	-	489	**489**	-	564	**564**		631	**631**		414	**414**
Direct to surface or groundwater	-	144	**144**	-	-	**-**	-	-	**-**		-	**-**		-	**-**
Other disposal operations	-	-	**-**	-	-	**-**	-	20	**20**		33	**33**		29	**29**
On-site storage	-	-	**-**	-	-	**-**	-	-	**-**	-	-	**-**	253	-	**253**
Total non-hazardous waste	-	1,198	**1,198**	-	777	**777**	-	2,316	**2,316**	**-**	**3,121**	**3,121**	**253.00**	**2,754**	**3,007**
Total waste directed to disposal	**645**	**18,275**	**18,919**	**852**	**18,313**	**19,166**	**381**	**17,493**	**17,874**	**1,230**	**18,166**	**19,396**	**2,209**	**18,493**	**20,702**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
2 Significant construction activities have generated waste construction materials, soil and obsolete plant this year. We have categorised this as non-operating hazardous waste and reported it separately from waste generated from ongoing operations.
3 Waste disposal method and quantities were determined from reports and invoices provided by the waste contractors. Onsite waste was compiled from internal waste inventory records.

Table 32: Air emissions

Air emissions (tonne)[1]	FY20	FY21[2]	FY22	FY23	FY24
Nitrogen oxides (NO_x)[3]	43	44	30	132	155
Sulphur oxides (SO_x)	1	1	1	1	1
Carbon monoxide (CO)	17	16	23	23	16
Volatile organic compounds (VOCs)	41	44	36	38	61
Persistent organic pollutants (POP)	-	-	-	-	-
Hazardous air pollutants (HAP)	<1	<1	<1	<1	<1
Particulate matter (PM)	4	4	4	3	3
Ozone depleting substances (ODS) (tonne of CFC-11 equivalent)	<1	<1	<1	<1	<1
Other air emissions	<1	<1	<1	<1	<1
Total air emissions	**105**	**109**	**95**	**198**	**235**
Air emission intensity (kg/ tonne or m^3 of production)	0.27	0.30	0.29	0.68	0.87

1 Combustion air emissions are calculated from the fuel source using combustion emissions conversion factors. Other air emissions have been determined by a combination of direct online measurement, emissions monitoring and estimation.

2 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

3 In January 2023, we took ownership of the CHP plant at Wyke, transferring emissions previously reported by the operator into our reporting. This resulted in increased NOx emissions for FY23 and FY24.

Table 33: Air emissions by region

Air emissions (tonne)[1,2]	FY20	FY21[3]	FY22	FY23	FY24
Asia Pacific					
Nitrogen oxides (NOx)	14	15	13	14	9
Carbon monoxide (CO)	12	12	16	18	8
Volatile organic compounds (VOCs)	1	4	2	2	4
Balance	4	4	5	4	3
Total air emissions Asia Pacific	**32**	**35**	**37**	**38**	**24**
Air emission intensity (kg/tonne or m^3 of production)	0.28	0.25	0.29	0.31	0.23
Europe					
Nitrogen oxides (NOx)[4]	25	26	13	116	143
Carbon monoxide (CO)	2	2	2	3	5
Volatile organic compounds (VOCs)	39	40	34	36	56
Balance	0	0	0	0	0
Total air emissions Europe	**66**	**68**	**49**	**155**	**205**
Air emission intensity (kg/tonne or m^3 of production)	0.59	0.60	0.50	1.98	2.67
Latin America					
Nitrogen oxides (NOx)	0				
Carbon monoxide (CO)	0				
Volatile organic compounds (VOCs)	0				
Balance	0				
Total air emissions Latin America	**1**				
Air emission intensity (kg/tonne or m^3 of production)	0.01				
North America					
Nitrogen oxides (NOx)	3	3	4	2	2
Carbon monoxide (CO)	2	2	5	5	3
Volatile organic compounds (VOCs)	0	0	0	0	0
Balance	0	1	1	1	1
Total air emissions North America	**6**	**6**	**10**	**6**	**6**
Air emission intensity (kg/tonne or m^3 of production)	0.06	0.05	0.10	0.06	0.06

1 Combustion air emissions are calculated from the fuel source using combustion emissions conversion factors. Other air emissions have been determined by a combination of direct online measurement, emissions monitoring and estimation.

2 'Balance' refers to the sum of sulphur oxides (SO_x), persistent organic pollutants (POP), hazardous air pollutants (HAP), particulate matter (PM), ozone depleting substances (ODS) and other air emissions.

3 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

4 In January 2023, we took ownership of the CHP plant at Wyke, transferring emissions previously reported by the operator into our reporting. This resulted in increased NOx emissions for FY23 and FY24.

Table 34: Energy and energy intensity

Energy consumption (GJ)[1,2,3]	FY20	FY21[4]	FY22	FY23	FY24[5]
Fuel consumption (non-renewable)	49,398	28,102	30,711	31,630	49,481
Fuel consumption (renewable)[6]	-	67	58	57	60
Electricity consumption	305,933	296,096	284,380	201,371	147,050
Heating (gas) consumption	268,620	271,614	267,565	628,572	614,113
Steam consumption	441,737	453,120	384,558	126,723	64,485
Cooling	10,440	4,791	-	-	
Other energy[7]	6,776	6,002	9,475	5,570	4,732
Total energy consumption	**1,082,903**	**1,059,792**	**976,745**	**956,113**	**853,003**
Energy sold	-	-	-	37,811	26,918
Energy intensity (GJ/tonne or m^3 of production)	2.81	2.90	3.00	3.29	3.14

1 Energy consumption data are determined from invoices with United States Energy Information Administration (EIA) conversion factors applied.
2 The total energy consumption reported here is from our crop protection manufacturing operations only and the energy intensity includes energy consumed within the organisation only.
3 Energy consumption for our former Latin American site at Fortaleza, Brazil has been estimated up to March 2020. This represented less than 3 per cent of our total energy consumption.
4 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
5 In working towards mandatory climate reporting obligations we expanded the scope of our energy reporting in FY24 to include energy consumption for all our Australian and New Zealand locations. These additional 15 locations contributed 20,556 GJ to our reported energy consumption which is included in the FY24 total of 853,003 GJ.
6 'Renewable fuel' refers to the portion of fuel consumed in company vehicles that suppliers of the fuel report as renewable fuel, such as bio-diesel and bio-ethanol.
7 'Other energy' refers to third party supplied hot water and pressurised air.

Table 35: Energy and renewable energy consumption by region[1]

Energy consumption (GJ)[2,3,4]	FY20	FY21[5]	FY22	FY23	FY24[6]
Asia Pacific					
Renewable	27,480	25,827	23,419	21,261	9,904
Non-renewable	316,172	313,062	300,297	270,627	151,063
Total energy consumption Asia Pacific	343,652	338,889	323,716	291,888	160,967
Europe					
Renewable	55,919	26,402	24,232	24,749	38,583
Non-renewable	544,419	578,918	509,507	512,705	535,776
Total energy consumption Europe	600,338	605,321	533,739	537,454	574,359
Latin America					
Renewable	-				
Non-renewable	28,158				
Total energy consumption Latin America	28,158				
North America					
Renewable	-	-	-	-	-
Non-renewable	113,119	115,583	119,290	126,771	117,677
Total energy consumption North America	113,119	115,583	119,290	126,771	117,677
Total renewable energy	**83,399**	**52,229**	**47,651**	**46,010**	**48,487**
Total non-renewable energy	**1,001,869**	**1,007,563**	**929,094**	**910,103**	**804,516**

1 Renewable energy refers to the portion of energy supplied by third parties to our locations that is derived from renewable sources such as solar, wind or hydro electricity, or renewable fuel.
2 Energy consumption data are determined from invoices with United States Energy Information Administration (EIA) conversion factors applied.
3 The total energy consumption reported here is from our crop protection manufacturing operations only and the energy intensity includes energy consumed within the organisation only.
4 Energy consumption for our former Latin American site at Fortaleza, Brazil has been estimated up to March 2020. This represented less than 3 per cent of our total energy consumption.
5 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
6 In working towards mandatory climate reporting obligations we expanded the scope of our energy reporting in FY24 to include energy consumption for all our Australian and New Zealand locations. These additional 15 locations contributed 20,556 GJ to our reported energy consumption which is included in the FY24 total of 853,003 GJ.

Table 36: Water withdrawal by source

Water withdrawal (ML)[1,2]	FY20	FY21[3]	FY22	FY23	FY24
Surface water (total)	4,336	3,072	1,955	1,903	1,762
Freshwater (≤ 1,000 mg/L TDS)	4,336	3,072	1,955	1,903	1,762
Other water (> 1,000 mg/L TDS)					
Groundwater (total)	351	385	428	327	313
Freshwater (≤ 1,000 mg/L TDS)	351	385	428	327	313
Other water (> 1,000 mg/L TDS)					
Seawater (total)			8		
Produced water (total)			9	2	2
Third party water (total)	822	774	705	680	578
Freshwater (≤ 1,000 mg/L TDS)	822	774	705	680	578
Other water (> 1,000 mg/L TDS)					
Rainwater collected and stored					
Total water withdrawal	**5,508**	**4,232**	**3,104**	**2,912**	**2,655**
Water withdrawal intensity (KL/tonne or m³ of production)	14.3	11.6	9.5	10.0	9.8

1 Water withdrawal information presented here is determined from direct meter measurements or from municipal water supplier billing.
2 TDS is the total dissolved solids.
3 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Table 37: Water discharge by destination

Water discharge (ML)[1,2]	FY20	FY21[3]	FY22	FY23	FY24
Surface water	4,687	3,473	2,394	2,240	2,083
Groundwater	< 1	< 1	< 1	< 1	< 1
Seawater					
Third party water (total)	649	621	502	472	359
Third party water sent for use to other organisations					
Sewer/utilities	446	390	342	321	220
Treatment	203	230	161	151	139
Unplanned discharge	-	-	-		
Total water discharge	**5,336**	**4,094**	**2,896**	**2,713**	**2,442**
Water discharge intensity (KL/tonne or m³ of production)	13.9	11.2	8.9	9.4	9.0
Freshwater discharged (ML)					
Freshwater (≤ 1,000 mg/L TDS)	4,687	3,473	2,394	2,240	2,083
Other water (> 1,000 mg/L TDS)	649	621	502	504	359
Water discharge quality					
Chemical oxygen demand (tonne)	5,045	4,922	3,976	3,589	3,171

1 Water discharge (effluent) has been determined by direct meter measurement.
2 TDS is the total dissolved solids.
3 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Table 38: Water withdrawal by region

Water withdrawal (ML)[1]	FY20	FY21[2]	FY22	FY23	FY24
Asia Pacific					
Surface water	-	-	-	-	-
Groundwater	4	4	4	3	7
Third party water	362	362	354	342	228
Total water withdrawal Asia Pacific	**366**	**366**	**358**	**346**	**235**
Water withdrawal intensity (KL/tonne or m^3 of production)	3.2	2.6	2.9	2.9	2.3
Europe					
Surface water	4,336	3,072	1,955	1,903	1,762
Groundwater	347	382	424	324	306
Seawater	-	-	8	-	-
Produced water	-	-	9	2	2
Third party water	367	358	295	295	305
Total water withdrawal Europe	**5,049**	**3,812**	**2,691**	**2,524**	**2,375**
Water withdrawal intensity (KL/tonne or m^3 of production)	45.0	33.3	27.3	32.3	30.9
Latin America					
Surface water					
Groundwater					
Third party water	36				
Total water withdrawal Latin America	**36**				
Water withdrawal intensity (KL/tonne or m^3 of production)	0.6				
North America					
Surface water					
Groundwater					
Third party water	57	54	56	42	45
Total water withdrawal North America	**57**	**54**	**56**	**42**	**45**
Water withdrawal intensity (KL/tonne or m^3 of production)	0.6	0.5	0.5	0.5	0.5

1 Water withdrawal information presented here is determined from direct meter measurements or from municipal water supplier billing. Refer to Appendix 2. Entities included in this report for a list of entities represented here.

2 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Appendix 7. Our environmental data continued

Table 39: Water discharge by region

Water discharge (ML)[1]	FY20	FY21[2]	FY22	FY23	FY24
Asia Pacific					
Surface water	11	20	15	14	15
Groundwater					
Third party water	292	295	298	290	180
Total water discharge Asia Pacific	**303**	**315**	**313**	**304**	**195**
Water discharge intensity (KL/tonne or m^3 of production)	2.6	2.2	2.5	2.5	1.9
Europe					
Surface water	4,676	3,454	2,379	2,227	2,068
Groundwater	0	0	0	0	0
Third party water	356	325	204	182	179
Total water discharge Europe	**5,032**	**3,779**	**2,583**	**2,409**	**2,248**
Water discharge intensity (KL/tonne or m^3 of production)	44.8	33.0	26.2	30.8	29.2
Latin America					
Surface water					
Groundwater					
Third party water	0.2				
Total water discharge Latin America	**0.2**				
Water discharge intensity (KL/tonne or m^3 of production)	0.0	0.0	0.0	0.0	0.0
North America					
Surface water					
Groundwater					
Third party water					
Total water discharge North America	**0**	**0**	**0**	**0**	**0**
Water discharge intensity (KL/tonne or m^3 of production)	0.0	0.0	0.0	0.0	0.0

1 Water discharge (effluent) has been determined by direct meter measurement.
2 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Table 40: Water consumption by region

Water consumption (ML)[1,2]	FY20	FY21[3]	FY22	FY23	FY24
Asia Pacific					
Water consumption	366	366	367	349	226
Water consumption intensity (KL/tonne or m^3 of production)	3.2	2.6	2.9	2.9	2.2
Europe					
Water consumption	416	406	341	384	380
Water consumption intensity (KL/tonne or m^3 of production)	3.7	3.5	3.5	4.9	5.0
Latin America					
Water consumption	16	0	0	0	0
Water consumption intensity (KL/tonne or m^3 of production)	0.3	0.0	0.0	0.0	0.0
North America					
Water consumption	50	46	35	42	45
Water consumption intensity (KL/tonne or m^3 of production)	0.5	0.4	0.3	0.5	0.5
Total water consumption (ML)	**848**	**818**	**743**	**774**	**652**
Total water consumption intensity (KL/tonne or m^3 of production)	2.2	2.2	2.3	2.7	2.4

1 Water consumption is an estimate of the water used by Nufarm and no longer available for social or environmental use.
2 Water returned for reuse is water returned to the catchment.
3 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Appendix 8. Our ethical sourcing data

Table 41: Proportion of spending on local suppliers at signification locations

Percentage of spending on local suppliers[2,3,4,5]	FY23			FY24[1]		
	Direct spend	Indirect spend	Total	Direct spend	Indirect spend	Total
Asia Pacific	7%	23%	**12%**	8%	23%	**13%**
Europe	7%	28%	**27%**	7%	39%	**18%**
North America	26%	29%	**14%**	18%	24%	**20%**
Total spending on local suppliers	**40%**	**80%**	**53%**	**33%**	**86%**	**51%**
Total spending on non-local suppliers	**60%**	**20%**	**47%**	**67%**	**14%**	**49%**

1 FY24 spend on local suppliers includes spending at Nufarm's significant locations. Entities included in this total spend are listed in Appendix 2. Entities included in this report.
2 The total percentage spend on local suppliers is the proportion of the total group spend attributed to local supplier per region and spend category.
3 Locally sourced materials or goods and services are those sourced from suppliers who have an address in the same country as the Nufarm purchasing company.
4 Direct spend refers to spending on materials consumed in manufacturing and finished goods purchased for resale. Spend on local direct suppliers is expressed as a percentage of spending with all direct suppliers.
5 Indirect spend refers to all other goods and services not directly associated with a product. Spend on local indirect suppliers is expressed as a percentage of spending with all indirect suppliers.

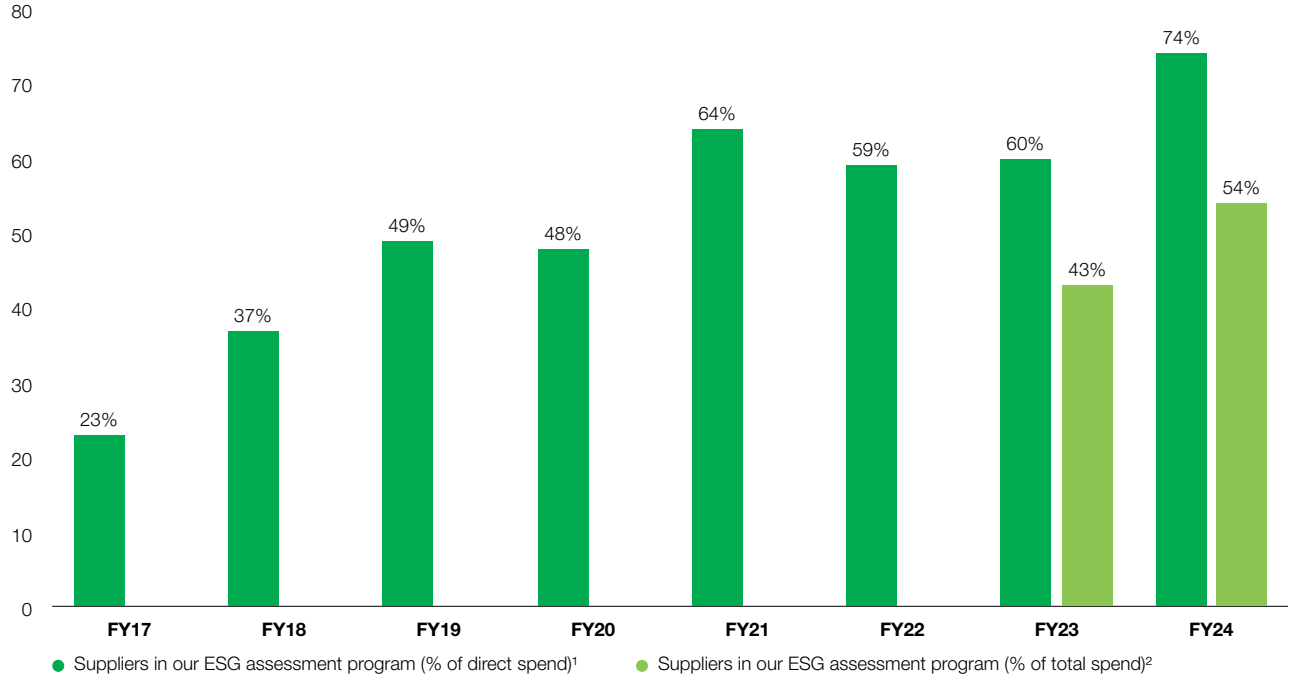
Table 42: Supplier environmental social governance (ESG) assessment program

Supplier environmental and social impacts[1,2]	FY23		FY24	
	Count	% of total spend	Count[3]	% of total spend
New suppliers assessed for environmental and social impacts				
Direct suppliers	73	7%	28	2%
Indirect suppliers	164	2%	74	3%
Total new suppliers assessed	**237**	**9%**	**102**	**5%**
Suppliers assessed for environmental social impacts this year				
Direct suppliers	68	20%	135	40%
Indirect suppliers	9	<1%	157	4%
Total suppliers reassessed	**77**	**21%**	**292**	**44%**
Suppliers in our ESG assessment program[4]				
Direct suppliers	176	40%	182	49%
Indirect suppliers	161	3%	220	5%
Total suppliers in our ESG assessment program	**337**	**43%**	**402**	**54%**
Suppliers with an executed supplier code of conduct				
Direct suppliers	5	<1%	37	1%
Indirect suppliers	86	1%	106	2%
Total number of suppliers	**91**	**1%**	**143**	**3%**
Significant supplier environmental and social impacts and their improvement plans[5,6,7]				
Suppliers with significant environmental impacts	1	0%	2	6
Suppliers with significant social impacts	0	0%	3	0%
Suppliers with agreed improvement plans	0	0%	0	0%
Suppliers terminated due to environmental or social impacts	0	0%	**0**	**0%**

1 Direct suppliers are those that supply the chemical inputs, packaging materials and finished crop protection products ready for sale.
2 Indirect suppliers are those that provide ancillary materials, professional services and outbound logistics to support our business.
3 Some suppliers choose to have an ESG assessment completed on behalf of their entire group. While Nufarm may purchase from multiple subsidiaries within the group, we have adopted a conservative approach and count this as one ESG assessment only. This has no impact on the percentage spend covered by an ESG assessment.
4 Suppliers in our ESG assessment program are those that have participated in an Ecovadis ESG assessment in the last three years through the Ecovadis platform.
5 We define a significant supplier environmental or social impact as a negative finding raised by Ecovadis in their 360 Watch, which Ecovadis has classified as major or severe and where the supplier's location or product is in Nufarm's supply chain.
6 The percentage of affected spend is based on the total spend with the supplier as we are unable to separate total spend from impacted spend, making it a conservative estimate.
7 Significant impacts are reported in the year they are first identified; however they may relate to historical incidents.

Appendix 8. Our ethical sourcing data continued

Figure 36: Percentage of suppliers in our ESG assessment program



1 Direct spend refers to spending on materials consumed in manufacturing and finished goods purchased for resale.
2 Total spend is sum of direct and indirect spend, where indirect spend refers to all other goods and services not directly associated with a product.

Appendix 9. Independent assurance report

INDEPENDENT ASSURANCE REPORT

To: The Stakeholders of Nufarm Limited

1. Introduction and Objectives of Work

Bureau Veritas Limited (Bureau Veritas) has been engaged by Nufarm Limited (Nufarm) to provide limited assurance of its total energy use, and Scope 1 and 2 Greenhouse Gas (GHG) emissions associated with all crop protection manufacturing sites globally and non-manufacturing locations only in Australia and New Zealand, in the 2024 Sustainability Report (the 'Report'). The objective is to provide assurance to Nufarm and its stakeholders over the accuracy and reliability of the reported information and data.

2. Scope of Work

The scope of our work was limited to assurance over the following information included within the Report for the period 1st October 2023 to 30th September 2024 (the 'Selected Information'):

- Scope 1 GHG emissions (site vehicles, company cars, gas boilers and heating, fuel boilers and heating, onsite incineration, refrigerants, process emissions)
- Scope 2 GHG emissions location-based (purchased steam, purchased electricity, sold electricity) and
- Total energy use (fuel consumption, petrol consumption, electricity consumption, heating (gas) consumption, steam consumption, cooling consumption, electricity sold)

3. Reporting Criteria

The Selected Information needs to be read and understood together with Nufarm's internal Corporate Procedure – CP 5691 Annual Sustainability Report: HSE metrics (v3.0 30/09/2022), prepared in reference to the Greenhouse Gas Protocol and GRI Sustainability Reporting Standard. Nufarm have defined their reporting boundary to include crop protection manufacturing facilities globally and non-manufacturing locations only in Australia and New Zealand.

4. Limitations and Exclusions

Excluded from the scope of our work is assurance of information relating to:

- Activities outside the defined assurance period;
- Positional statements of a descriptive or interpretative nature, or of opinion, belief, aspiration or commitment to undertake future actions; and
- Other information included in the Report other than the Selected Information.

The following limitations should be noted:

- This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails;
- The reliability of the reported data is dependent on the accuracy of metering and other production measurement arrangements employed at site level, not addressed as part of this assurance; and
- This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

5. Responsibilities

This preparation and presentation of the Selected Information in the Report are the sole responsibility of the management of Nufarm.

Bureau Veritas was not involved in the drafting of the Report or of the Reporting Criteria. Our responsibilities were to:

- Obtain limited assurance about whether the Selected Information has been prepared in accordance with the Reporting Criteria;
- Form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- Report our conclusions to the Directors of Nufarm.

6. Assessment Standard

We performed our work to a limited level of assurance in accordance with International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after December 15, 2015), issued by the International Auditing and Assurance Standards Board.

7. Summary of Work Performed

As part of our independent assurance, our work included:

1. Conducting interviews with relevant personnel of Nufarm;
2. Reviewing the data collection and consolidation processes used to compile Selected Information, including assessing assumptions made, and the data scope and reporting boundaries;
3. Reviewing documentary evidence provided by Nufarm;
4. Agreeing a selection of the Selected Information to the corresponding source documentation;
5. Reviewing Nufarm systems for quantitative data aggregation and analysis;
6. Assessing the disclosure and presentation of the Selected Information to ensure consistency with assured information;
7. Carrying out two remote site visits, selected on a risk-based approach to Wyke, UK, and Chicago Heights, USA. These sites contribute to over 50% of Scope 1 and 2 GHG emissions. Bureau Veritas also conducted desk-based reviews two non-manufacturing sites Nuseed Horsham and Toowoomba;
8. Reperforming a selection of aggregation calculations of the Selected Information;
9. Reperforming greenhouse gas emissions conversions calculations;
10. Comparing the Selected Information to the prior year amounts taking into consideration changes in business activities, acquisitions and disposals; and
11. Evaluating the design of internal systems, processes and controls to collect and report the Selected Information.

A 5% materiality threshold was applied to this assurance. It should be noted that 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. 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.

8. Conclusion

On the basis of our methodology and the activities and limitations described above nothing has come to our attention to indicate that the Selected Information is not fairly stated in all material respects.

KPI	Value
Scope 1 GHG emissions (tonnes CO2e)	38 043.00
Scope 2 GHG emissions (location based) (tonnes CO2e)	18 628.30
Total Energy Use (GJ)	853 003.00

9. Statement of Independence, Integrity and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety and social accountability with over 190 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified[1] Quality Management System which complies with the requirements of ISO 9001:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, quality reviews and applicable legal and regulatory requirements which we consider to be equivalent to ISQM 1 & 2[2].

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA)[3], across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour and high ethical standards in their day-to-day business activities. We consider this to be equivalent to the requirements of the IESBA code[4]. The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Nufarm.

Bureau Veritas UK Ltd
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London, 25th November 2024

[1] Certificate available on request
[2] International Standard on Quality Management 1 (Previously International Standard on Quality Control 1) & International Standard on Quality Management 2
[3] International Federation of Inspection Agencies – Compliance Code – Third Edition
[4] Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants