2025

ESG Impact Statement

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About this statement

This ESG Impact Statement was prepared by Nufarm Limited (ABN 37 091 323 312) for our stakeholders for information purposes only. The Australian government's mandatory sustainability reporting requirements will impact Nufarm next year. This year, Nufarm has released a Climate Statement and an ESG Impact Statement. The ESG Impact Statement was formerly referred to as the Sustainability Report. This ESG Impact Statement comprises Nufarm's voluntary sustainability disclosures and was prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards 2021 for the financial year ending 30 September 2025 ('FY25' or 'this year').

The information in this report relates to Nufarm Limited and its wholly owned subsidiaries. The reporting scope and entities covered by this report are listed in Appendix 1. Entities included in the GRI disclosures. In this statement, unless otherwise stated, references to 'Nufarm', 'the Nufarm Group', 'the group', 'we', 'us' and 'our' and similar expressions refer collectively to Nufarm Limited and its controlled entities.

This statement should be read in conjunction with our 2025 Annual Report and our 2025 Climate Statement which provide further insights into our management practices, operations, and financial performance. All financial data is presented in Australian dollars unless otherwise stated and it was approved by Nufarm's Board of Directors and published on 12 December 2025.

Forward-looking statements

This report contains forward-looking statements, including our expected business strategies, business performance and market conditions including 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 19 to 23 of our 2025 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.

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 updated or review any forward-looking statements, whether as a result of new information or future events.

FY25 CEO message

At Nufarm, we are proud to support people, business partners, customers and investors in evolving agriculture.

The agricultural industry faces new challenges as we work to provide the world with enough affordable food, feed, fuel and fibre.
At Nufarm, we are focused on how we continue to deliver solutions that help our customers meet these evolving challenges whilst reducing the impact on the environment.

The safety of our people and the customers we service is our most important priority. I am very sad to report that during the year, one of our sales people in the Indonesian business tragically lost his life in a motorbike accident on his way home from work. The loss of a colleague is deeply felt across the business.

In FY25 our Long-Term Injury Frequency Rate (LTIFR) increased from 1.55 in FY24 to 2.78. Turning around our injury trend is a priority in FY26 and beyond, with initiatives underway to strengthen our safety culture and our safety leadership across our entire operations.

During FY25, we have made good progress on our sustainability targets across emissions, waste and improved environmental systems.

Over the last 5 years, we have successfully reduced operational hazardous waste from our crop protection manufacturing sites by 23 per cent, overachieving on the 20 per cent reduction target we set back in 2020. We also achieved our target of 10 manufacturing sites being ISO 14001 accredited, reflecting a systemic uplift in our environmental policies and processes. These sites comprise over 99 per cent of our crop protection production volume.

As communicated last year, we have not met our target of reducing our volatile organic compound emissions from our crop protection manufacturing sites. After exploring various options, we plan to adopt technology that we expect will enable us to outperform our 25 per cent reduction target, but it is taking longer to implement.

We are progressing well towards our 2030 targets. Our 2030 target for scope 1 and 2 greenhouse gas emissions remains on track as we continue to explore ways to lower emissions at our synthesis plants. We have a range of programs in place to support the delivery of our gender diversity targets of at least 40 per cent women across our workforce by 2030, focusing on driving change in our manufacturing, technology and commercial areas.

At Nufarm, we have a longstanding commitment to innovation and partnerships. Our investments in research and development continue to deliver more efficient crop protection solutions to support farmers produce food more affordably, with better yield, more resilience and less environmental impact. In bioenergy, the production of oil from crops like carinata is helping hard to abate sectors like aviation and shipping reduce emissions. And our world first, plant-based source of omega-3 has the potential to support human health and nutrition with significantly lower environmental impact than harvesting omega-3 from wild fish stocks.

More detail about our ESG targets and performance can be found in this report, our 2025 ESG Impact Statement. This year we have also prepared a standalone Climate Statement, an important step as we progress our climate-related disclosures towards the Australian Sustainability Reporting Standards (ASRS) ASAB S2 mandatory reporting obligations, which become effective for Nufarm in 2026. A copy of this statement can be found on our website at www.nufarm.com.

Looking ahead, we recognise that the journey toward sustainability is ongoing. We are dedicated to setting targets and collaborating with our stakeholders to drive meaningful change in our operations and across the industry.

Thank you for your continued support and partnership as we work toward a more sustainable future.

Greg Hunt
Managing Director and CEO, Nufarm Limited

About us

Agriculture is evolving and so is Nufarm.

Nufarm is a global crop protection and seeds technologies company that helps farmers and businesses meet the global challenges of food, feed, fibre and fuel production. We bring our proven agility, capabilities and partnerships to help our customers in a rapidly changing world.

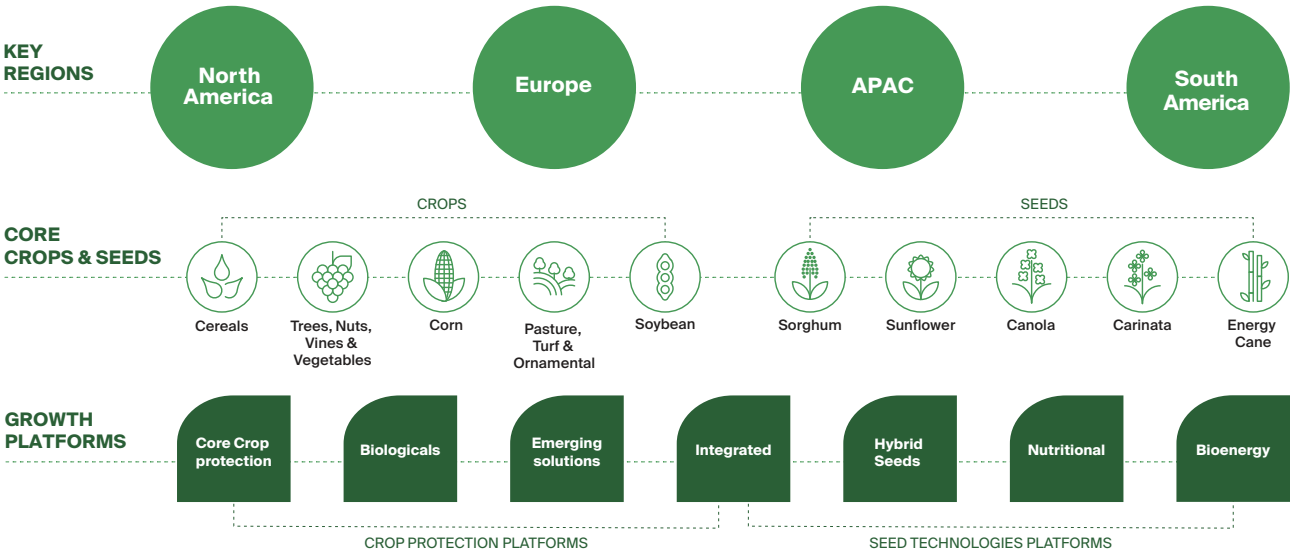
Our 3,000+ team, deep agricultural science expertise, and dynamic culture across nearly 50 countries mean that we can manoeuvre quickly into areas where technologies and opportunities converge.

We proudly join forces with universities, suppliers and innovation partners worldwide to collaborate, develop and deliver sustainable solutions that respond to the evolving needs of existing and new customers.

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 bioenergy industries.

Figure 1: We are focused on markets, crops and segments where we expect to have the biggest impact

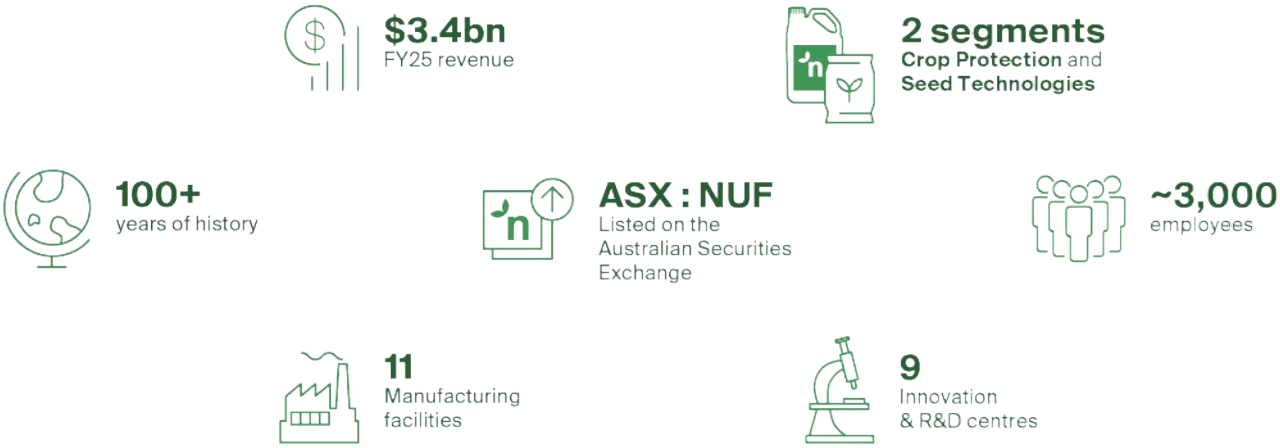
Where we play



Crop protection comprises the majority of our business.

Figure 2: Nufarm has solid foundations and significant growth aspirations

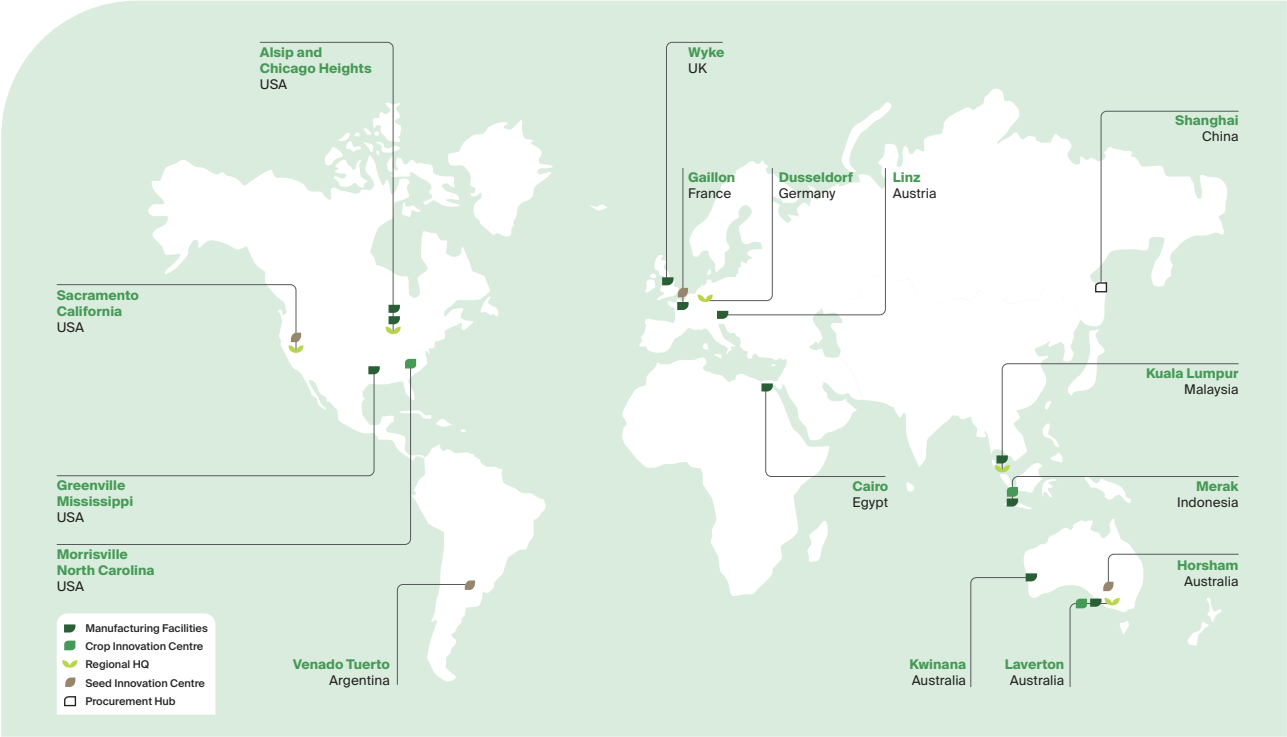
Nufarm at a glance



We have two synthesis sites at Wyke, United Kingdom 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 3 for our significant locations.

Figure 3: Our significant locations



Our culture and values

At Nufarm, the safety of our people, our products, our customers and the community is foremost in all that we do. We believe all incidents can be prevented and that we are all responsible for making sure everyone who works at, or visits our sites, goes home safely.

Our actions are anchored by our RARE values.

Our employees are encouraged to unearth the possibilities every day. We aim to provide an inclusive work environment where individuals are valued for their diversity and empowered to reach their full potential. This is a reference to our high performing culture and also reflects the three principles of our employee value proposition - own your growth, stay curious and come as you are.

R Responsibility

We are accountable for our decisions and our actions. We recognise that trust is at the foundation of relationships and that 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 of our resources.

E Empowerment

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

Our ESG performance

In FY25, we had five public ESG targets and the following two pages outline our performance and progress.

Our 2025 Targets

Reducing our environmental impacts

To reduce our volatile organic compound (VOC) emissions to air from our crop protection manufacturing sites by 25 per cent by FY25[1]

In FY25 we undertook a significant project to install a regenerative thermal oxidation **(RTO)** unit. As anticipated in our FY24 Sustainability Report, we were unable to implement this technology in time to achieve the target. While VOC emissions were 57 per cent above the baseline at the end of FY25, once the RTO unit is fully operational we expect to exceed the 25 per cent reduction target.

VOC emissions from our site at Linz in Austria comprise the majority of our total crop protection manufacturing VOC emissions, so this was the focus of our target.

Not met

To reduce our operational hazardous waste from our crop protection manufacturing sites by 20 per cent by FY25[1]

In FY25, we met this target with a 23 per cent reduction in hazardous waste - from 19.6k tonne in FY20 to 15.3k tonne in FY25. This was primarily achieved through the successful implementation of process, planning and continuous improvement initiatives at our Chicago Heights facility in the United States. Chicago Heights comprised approximately 40 per cent of our manufacturing hazardous waste when we set the target in FY20.

Met

To obtain ISO 14001 certification for 10 of our crop protection manufacturing sites by FY25[2]

10 out of 10

We set out to implement ISO 14001 environmental management systems at 10 out of 11 of our crop protection manufacturing sites which combined comprise over 99 per cent of our crop protection production volume.

In FY25, we achieved certification at our sites in Laverton and Kwinana, Australia and Chicago Heights, Alsip and Greenville in the US. Our site in Gaillon in France recertified and our sites at Wyke in the UK, Linz in Austria, Port Klang in Malaysia and Merak in Indonesia all maintained their certification.

Met

1 Measured from our FY20 manufacturing baseline.
2 Measured as a percentage of production volume made by an ISO14001 certified site.

Our 2030 Targets

Minimising our climate impacts

To reduce our scope 1 and 2 GHG emissions from our crop protection manufacturing sites by 30 per cent by FY30

Nufarm's manufacturing scope 1 and 2 GHG emissions were 23 per cent below baseline this year.

To help us achieve our target, we have established a five-year PPA at Laverton, our largest emitting site. However, we anticipate growth in our phenoxy business in the future, which will further increase emissions.

We are exploring additional, cost-effective decarbonisation options for Wyke in the United Kingdom, to contribute to our emissions reduction efforts. Together, these sites account for over 80 per cent of our manufacturing emissions and represent the best opportunity for us to reduce our emissions footprint.

On track

Working to create a diverse workforce to help facilitate our innovation agenda

To reach a gender ratio of 40:40:20 in our senior leadership team[1] by FY30, measured as full-time equivalent (FTE) employees

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.

In FY25, our gender percentage declined from 33 per cent in FY24 to 31 per cent in FY25 due to business restructuring. We believe that our targeted programs in the manufacturing, technology and customer relationship parts of our business will help us achieve the 2030 goal.

On track

1 Our senior leadership team is defined as the CEO, the direct reports to the CEO (CEO-1) and their direct reports (CEO-2).

Our approach to materiality

Our material sustainability topics are those that we and our key stakeholders consider to be most impactful on our business. Understanding these helps us develop relevant strategies, prioritise our resources, and manage risk.

In FY24, we undertook an extensive refresh of our material sustainability topics to reflect contemporary understanding of global ESG impacts and our current market. We adopted the process outlined in the Global Reporting Initiative **(GRI)** Sustainability Reporting Standard to identify and prioritise the material sustainability topics that were most important to Nufarm and its stakeholders.

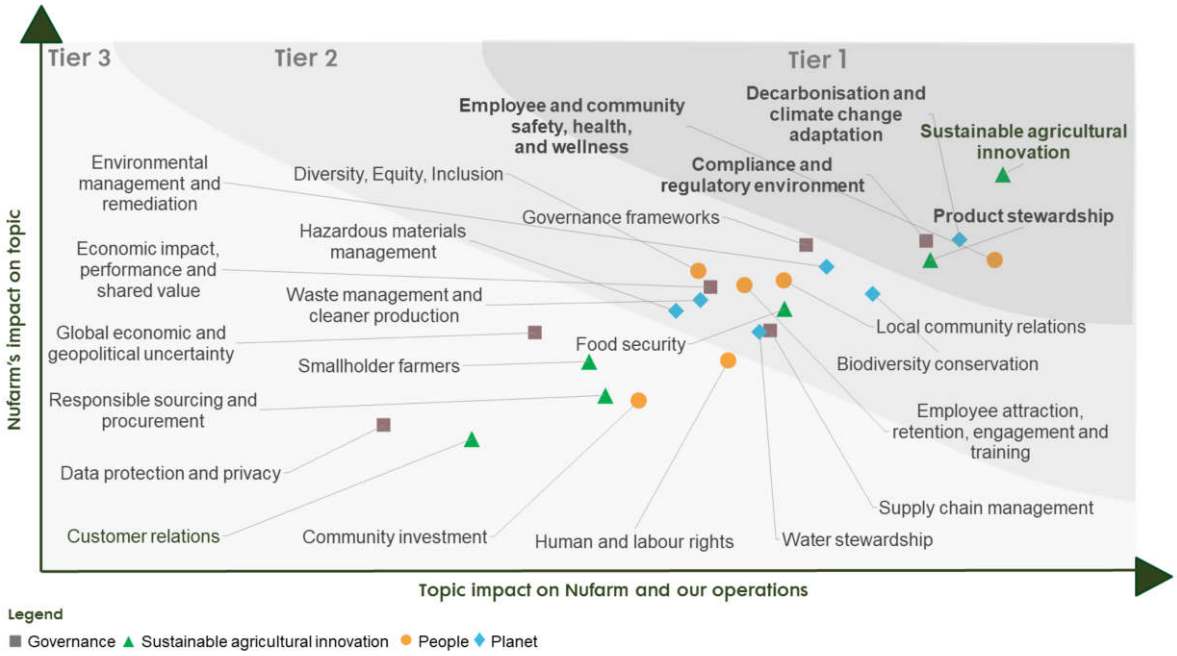
We determined our material topics using a four step process. We started with Nufarm's organisational context, identifying our material topic universe, engaging with a wide group of internal and external stakeholder groups to gain insight into Nufarm's sustainability impacts, risks and opportunities and then using this input to assess the significance of each topic. Nufarm's leadership team validated our top five most material topics and they were endorsed by Nufarm's board.

Our tier one material sustainability topics are described in Table 1. Nufarm has focused its sustainability actions and reporting disclosures in this ESG statement on these topics. Through our tier one material sustainability topics, we contribute to the United Nations Sustainable Development Goals (UN SDGs). This is shown in Disclosures on material topics (see page 36). Figure 4 shows the relative priority of all of our material topics. To aid transparency we have made disclosures against the relevant GRI standards for our tier two material topics, where the information is available

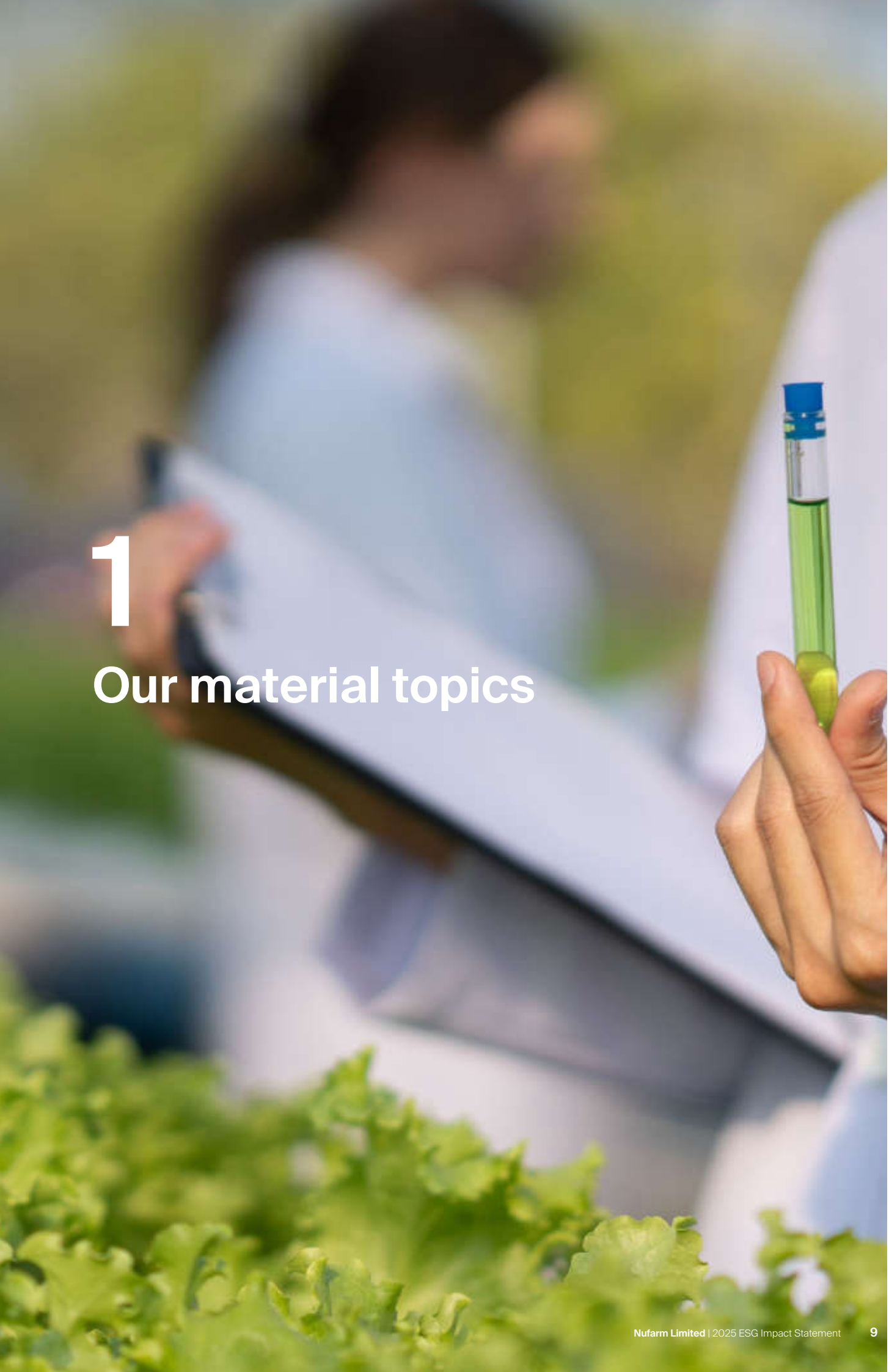
Table 1: Our tier one material topics

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

Figure 4: Our material sustainability topics



We have not changed our material sustainability topics in FY25 and further information on these can be found in Disclosures on material topics (see page 36). For our management approach and performance on each material topic, refer to the relevant sections in this statement and also Appendix 2. GRI Content Index (see page 24).



1

Our material topics

Sustainable agricultural innovation

Through innovation, our teams are delivering products and services that address critical sustainability issues.

Food security and affordability

While the rate of global population growth has slowed somewhat, the world's population is expected to continue to grow for the next 50 to 60 years, peaking at 10.3 billion people in the second half of this century.[1]

Our contribution

Nufarm supports reliable, affordable farm production through crop protection and seed technology solutions. We use advanced research techniques to develop products and seed varieties that defend yields against weeds, pests, and disease and we are expanding our natural and biological offerings, alongside our foundational synthetic chemistry products.

Our breeding technologies deliver trait-specific seed varieties tailored to local conditions. These improve the productivity of our core seed crops. Our precision spraying solutions provide farmers with further options to reduce their chemical use.

These product and service offerings give farmers tools to increase their yields, adapt to changes in growth conditions due to extreme weather events and potential climate change impacts, and give peace of mind that they are using reliable products developed for their local conditions.

Progress this year

In FY25, Nufarm's crop protection portfolio received 106 new registration approvals[2] and 42 label extensions.[3] We continue to advance our pipeline of products.

A key pillar of Nufarm's approach to sustainable agricultural innovation is working closely with partners to help accelerate the time to market without compromising product safety. This year we strengthened our partnerships across several areas of promising new research:

- In February 2025, Nufarm Australia confirmed a partnership with the Chinese agricultural biotechnology innovation company, **KingAgroot,** with plans to develop a new broad spectrum, non-selective herbicide, Flufenoximacil (FFO) for the Australian market.
- In September 2025, we extended our partnership with **Moa Technology (Moa)** with the joint ambition of bringing a novel mode of action agricultural herbicide to the global market. Nufarm began collaborating with Moa in 2024, gaining access to several promising novel mode of action compounds identified by Moa's GALAXY discovery platform. These have demonstrated strong and consistent efficacy against some of the world's most damaging and herbicide-resistant weeds. Once commercialised, we anticipate these products will help farmers combat growing resistance.

Protect marine biodiversity to improve life under water

Over 80 per cent of people worldwide lack sufficient omega-3[4], an essential nutrient for eye, brain, and heart health, while wild fish stocks, which are the current main source of omega-3, are rapidly declining. Overfishing has already left approximately 34 per cent of global fish stocks over exploited, threatening marine biodiversity and future food security.[5]

Our contribution

Nufarm has developed the world's first plant-based source of omega-3.[6] In conjunction with Australian researchers from the Commonwealth Scientific and Industrial Research Organisation **(CSIRO)** and funded by the Grains Research and Development Corporation **(GRDC)** Together, we have developed a way to produce a canola with the omega-3 producing capabilities of microalgae. Aquaterra® and Nutriterra® are plant-based oil products derived from our Omega-3 Canola, tailored to modern aquaculture and human nutritional requirements.

Omega-3 Canola helps fill the gap between how much long-chain omega-3 is needed to support human health and how little the ocean can sustainably provide. Just one hectare of Nufarm Omega-3 canola produces as much docosahexaenoic acid as 10,000 kg wild caught fish. Nutriterra has a unique fatty acid profile with DHA, eicosapentaenoic acid , and alpha-linolenic acid to support human nutrition needs.[7]

Progress this year

Nutriterra® Total Omega-3 received Health Canada approval as an ingredient in dietary supplements. Health Canada's Natural and Non-prescription Health Products Directorate (NNHPD) issued a product license, which authorises it to be marketed and sold as a novel, canola-based total omega-3 oil with specific health claims.

We have taken action to reduce the cash costs in our Omega-3 business and are focusing our omega-3 planting on South America where we believe the seed genetics deliver optimal agronomic performance. Norway has reaffirmed our Nufarm Omega-3's approval to be used as a product in aquaculture, ensuring Nufarm access to the large Norwegian aquaculture market.

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1 United Nations Department of Economic and Social Affairs, Population Division (2024). World Population Prospects 2024: Summary of Results (UN DESA/POP/2024/TR/NO. 9)

2 This includes instances of the same crop protection solution being registered in multiple countries, which occurs because each country has unique registration rules, meaning the crop protection solution is a market specific product.

3 Label extensions require that we have proven the efficacy and safety of our product when we add an additional crop use to the label.

4 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

5 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

6 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

7 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/

Decarbonising emissions-intensive industries

There is an urgent need to produce renewable feedstocks to help decarbonise hard-to-abate sectors such as aviation.[8] Plant-based alternatives, which can replace the liquid fossil fuels we rely on to meet our ongoing transport needs, are an important part of the solution to reduce global greenhouse gas 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.[9]

Our contribution

Nufarm's bioenergy platform consists of three plant-based sources: carinata, energy cane and biomass oil technology.

Nufarm's **carinata** is an independently certified[10], non-food crop cultivated in the intervals between main crop cycles and is processed for its oil to create a lower-carbon biofuel when compared with fossil fuels. Carinata serves as a protective layer for the soil during the off season capturing atmospheric carbon and rebuilding soil carbon as it grows. Carinata is differentiated from other biofuel feedstocks for several reasons, not least is its status as a non-food, intermediate crop, meaning that it does not compete with food production.

Energy cane is a hybridised cane with the potential to generate more energy value per hectare than traditional sugar cane. It is a scalable, efficient and renewable source of sugar and biomass, which can be produced at a low cost.

Our **biomass oil technology** was originally developed by CSIRO scientists and enables plants to create and store oil in leaf and stem tissue. The technology has the potential to create large amounts of oil per hectare and can be used where the oil is extracted from target biomass oil crops and refined into a biofuel, such as sustainable aviation fuel **(SAF)** or bio-diesel.

Alternatively, the oil can be used as a sustainable alternative to palm oil in the manufacture of consumer goods and has a secondary benefit in the opportunity to utilise the fibre and sugar for ethanol, biogas, electricity and biochemicals.

Progress this year

In FY25, we focused our carinata program on South America to optimise our commercial position and plant genetics. We continue to increase the scale of commercial production of carinata to respond to growing demand for the feedstock.

In May 2025, we announced a partnership with **ChrysaLabs** to address challenges in measuring the full product carbon footprint of carinata, especially soil carbon sequestration. We believe that with improved measurement, the true carbon benefits of Nufarm's carinata can be more accurately recorded. This has the potential to increase the economic benefits of growing the crop to those farmers that choose to use carinata in their rotation.

Our energy cane enables the production of ethanol, biogas and electricity and Nufarm holds an extensive global energy cane germplasm pipeline. While we are primarily targeting Brazil, we also have further expansion planned for tropical regions, such as Northern Australia, Thailand and southern parts of the United States.

In November 2024, (early FY25), Nufarm announced the establishment of a strategic R&D consortium with the University of Florida, USA, the Instituto Agronomico Brazil and the CSIRO, to further advance research in biomass oil. This was the impetus for further partnerships, firstly with Unilever in November 2024, and then in December 2024 we entered a new joint development agreement with bp on biomass oil technology for future bioenergy applications.

Figure 5: Nufarm delivers commercial solutions that help to address three global sustainability challenges[11,12,13]

Strengthening food security and affordability

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

Protecting marine biodiversity

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

Decarbonising emissions-intensive industries

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

[8] 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.
[9] 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.
[10] Carinata is certified by the Roundtable on Sustainable Biomaterials (RSB).
[11] 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
[12] World Ocean Review (2021) The Ocean, Guarantor of Life – Sustainable Use, Effective Protection, World Ocean Review. https:// worldoceanreview.com/en/wor-7/
[13] 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

Decarbonisation and climate change adaptation

As we progress our climate-related disclosures towards the *Australian Sustainability Reporting Standards (ASRS) AASB S2* mandatory reporting obligations, effective for Nufarm in 2026, Nufarm has prepared a standalone 2025 Climate Statement. The full document can be found at nufarm.com, while the following section provides a high-level summary of our management approach to this material topic and our FY25 performance.

Approach

Climate change and the transition to a low-carbon economy are material to Nufarm's business and customers. Our approach to decarbonisation and adaptation is two fold:

1 Reducing greenhouse gas (GHG) emissions across our operations, with a focus on our crop protection manufacturing sites, which account for approximately 90 per cent of our scope 1 and 2 GHG emissions footprint.
2 Supporting climate resilience and adaptation in agriculture through innovative products and partnerships that enable our customers to reduce emissions and adapt to changing environmental conditions.

Climate considerations are embedded in our governance, risk management, and strategic planning processes. The board is ultimately accountable for climate-related risks and opportunities, supported by the Sustainability and Environment Committee and the Executive Risk and Compliance Committee **(ERCC)**. Our Group Executive for IT and Sustainability holds specific responsibility for sustainability strategy development, execution, and reporting and is a member of the ERCC, while our Group ESG Manager oversees emissions reduction activities and climate reporting.

Policies and commitments

Nufarm's Climate Change Policy, updated in September 2025, aligns with international frameworks, including the Paris Agreement, and commits to progress the following actions:

- Reducing crop protection manufacturing emissions in line with our FY30 target.
- Building resilience to physical climate risks across our supply chain.
- Developing low-carbon solutions for hard-to-abate sectors, such as aviation and shipping, through plant-based feedstocks like carinata.

Risks and opportunities

This year we revised our group risk framework to include climate-related risk and are using this to progressively refresh our qualitative assessment of climate-related risks and opportunities. Each of the countries we operate in faces different challenges and opportunities due to climate. This year we focused on Australia to test our methodology for the climate strategy process identifying the following key risks and opportunities:

Transitional risks	• Regulatory changes impacting raw material costs and compliance obligations.
Physical risks	• Increased frequency and intensity of droughts, floods, and rainfall variability affecting grower demand.
Transitional opportunities	• Growth in sustainable feedstocks for biofuels (e.g., carinata for aviation fuel). • Development of technologies that reduce farm businesses carbon footprint.

The outcomes of this assessment was informed by two scenarios of potential future climate outcomes. These scenarios were developed by the Intergovernmental Panel on Climate Change (IPCC), namely the Representative Concentration Pathways (RCP) and the Shared Socioeconomic Pathways (SSP) and will be used to evaluate the climate resilience of our business strategies:

- **SSP1-1.9, Sustainability - Taking the Green Road.**
- **SSP2-4.5, Middle of the road.**

In response to these risks and opportunities, our strategy involves partnerships with industry bodies, universities, and technology companies, including a commercial relationship with bp for carinata supply to the sustainable aviation fuel (SAF) market.

Our performance

Nufarm measures its scope 1 and 2 greenhouse gas emissions (GHG) and has a target to reduce its emissions by FY30. We plan to measure scope 3 emissions in line with the ASRS standards from FY27.

Greenhouse gases

In FY25 Nufarm's gross scope 1 and 2 emissions were 80,715 tonne of CO_2e, this breakdown is shown in Table 2.

Table 2: Our scope 1 and 2 greenhouse gas emissions

Greenhouse gas emissions (tonne CO_2-e)	FY25
Scope 1 – direct emissions	
Stationary	41,325
Mobile	5,678
Process	348
Fugitive	23
Total scope 1 - direct emissions	**47,374**
Scope 2 – energy indirect emissions (location-based)[1]	
Process	94
Stationary	33,247
Total Scope 2 – energy indirect emissions	**33,341**
Total greenhouse gas emissions	**80,715**

1 Nufarm exported electricity from our site at Wyke in the United Kingdom during FY25, which was equivalent to 1,814 tonne CO_2-e. In accordance with the GHG Protocol, this does not offset Scope 2 emissions and is disclosed for transparency.

The *Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004)* was applied in measuring and reporting Nufarm's scope 1 and 2 emissions.

Since 2016, when we aligned our sustainability reporting to the GRI Sustainability Reporting Standard, we have measured scope 1 and 2 emissions from our 11 crop protection manufacturing locations. In FY24, we expanded our footprint to include an additional 15 non-manufacturing locations in Australia and New Zealand and in FY25 we have measured scope 1 and 2 emissions for our entire Group footprint (approximately 60 locations). The impact of expanding the operating boundary is shown in Figure 6.

Figure 6: Expanding our scope 1 and 2 greenhouse gas emissions measurement

1 Our manufacturing emissions are from our crop protection manufacturing sites.
2 Our non-manufacturing emissions are from our offices, warehouses and seed production and processing locations globally.

Climate-related targets

We are working to mitigate our operational climate impacts and have a target to reduce the scope 1 and 2 GHG emissions from our crop protection manufacturing sites by 30 per cent by the end of our FY30 (30 September 2030), measured from our FY20 baseline. This is an absolute reduction and is equivalent to 28.2k tonne CO_2-e. The target does not include emissions reductions from our non-crop protection manufacturing locations as we were not measuring emissions from these locations when the target was first set and emissions from these locations is a small proportion of our total emissions.

This year our crop protection manufacturing sites emitted 72,534 tonne of CO_2-e or 23 per cent below the FY20 target baseline, shown in Figure 7. Our emissions fell in FY24 due to an extended shut-down of our 2,4-D synthesis operations in Laverton, Australia to expand capacity. Emissions increased again in FY25 as the plant's output increased. This year, our Laverton site contributed to 43 per cent of our total crop-protection manufacturing emissions.

Figure 7: Emissions reduction at our crop protection manufacturing sites[1]

1 This chart shows the reduction in emissions from our crop protection manufacturing sites (only) from our FY20 baseline. This chart does not include our total Group emissions as measured for the first time in FY25 as they are not included in our FY20 baseline.
2 The increase in Scope 1 emissions and equivalent decrease in Scope 2 emissions is due to the change in ownership of our combined heat and power (CHP) plant in the United Kingdom in FY23.

While Nufarm has achieved some emissions reduction to date from local energy efficiency activities, the target will be primarily delivered through the future voluntary surrender of large-scale generation certificates **(LGCs)** generated from Nufarm's power purchase agreement **(PPA)**. In 2025, Nufarm surrendered LGCs to meet mandatory renewable energy target **(RET)** obligations as required by the terms of its PPA. Our PPA is a five year commitment that started in July 2024 and secures renewable energy from Origin Energy's Stockyard Hill Wind Farm near Ballarat in Victoria, Australia.

Our Laverton site in Australia and Wyke site in the United Kingdom are both synthesis plants, which is an emissions intensive activity. Combined they account for over 80 per cent of our manufacturing emissions and remain our primary focus for emissions reduction. Wyke is three years into its five-year program of emission reduction activities, which are discrete energy efficiency and electrification initiatives. In addition Nufarm continues to investigate opportunities to convert the site's combined heat and power **(CHP)** plant to renewable hydrogen. This is still in the early stages, but if it can be done economically, it has the potential for more significant emissions reduction.

30% emissions reduction 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.

Employee and community safety, health and wellbeing

We believe and that we all play a role in ensuring a safe environment for everyone who works at, or lives near, a Nufarm location.

We primarily employ permanent employees[1] in all regions in which we operate. This year, of our 3,068 full-time equivalent **(FTE)** employees, 75 per cent were concentrated in just two regions, Asia Pacific and Europe. Figure 8 shows where our employees are located.

Our commitment to stable employment remains strong, with 94 per cent of our team being permanent employees and the remaining 6 per cent being temporary or non-permanent employees. This is a 1 per cent increase to our permanent employees in FY25.

We also employ casual and contract labour for short periods to support our manufacturing operations during high seasonal demand. In FY25, we estimate this was 8 per cent of our workforce (measured as headcount).

We support labour rights, including the right to freedom of association and collective bargaining. 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 FY25 we estimate that approximately 21 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 23 per cent in FY24.

Figure 8: Our employees' locations[1]

1 Represented as a percentage of the total FTE at the end of the reporting period.

Our approach to health, safety and wellbeing

Nufarm acknowledges that its operations and business relationships have the potential to cause physical or emotional harm to our people, contractors, customers, and communities, particularly given the inherent risks of chemical manufacturing, crop protection, and seed technologies.

Specific risks include workplace injuries, chemical exposure, and community safety concerns around manufacturing sites. Through our extensive safety management system and community engagement efforts, we actively monitor, prevent or mitigate any negative impacts.

Policies and commitments

Nufarm's commitment to health and safety is formalised in our Health, Safety, and Environment **(HSE)** Policy, which applies to all employees, contractors, visitors, and communities where we operate. This policy reflects our core value that "safety is our highest priority" and establishes our objective that *everyone goes home safely every day*.

Our Corporate HSE standard and Safety Management System **(SMS)** provide the framework for policy implementation and continuous improvement. The board, the People, Safety and Remuneration Committee **(PRSC)** and the Executive Risk and Compliance Committee, oversee health and safety governance, ensuring accountability at all levels. Additionally, stakeholder input is formally reported and considered at the board level, particularly within the PRSC, ensuring that the concerns and perspectives of external and internal stakeholders directly influence governance decisions and strategic safety management.

Acting upon health and safety impacts

The SMS includes hazard identification, risk assessments, and controls across all sites and activities, extending protection to both employees and non-employee workers whose workplace is under Nufarm's control. We maintain rigorous process safety management programs specifically designed for the safe handling of hazardous chemicals at manufacturing sites.

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.

Safety leadership

Nufarm also actively manages actual and potential positive impacts by continuously enhancing safety culture through leadership development and employee engagement initiatives. All workers, including contractors, are empowered with the authority and training necessary to halt unsafe work activities to prevent accidents before they occur.

Training our people

All employees are required to undergo occupational health and safety induction training when they join the company. This training is extended to non-employees, such as contractors, as relevant. Workers on our crop protection manufacturing sites receive training in areas such as chemical safety handling procedures, confined space entry, chemical and electrical isolation procedures, fire safety, permit to work, and dangerous goods.

Training approach varies, and may include online, classroom-style, on-the-job training or a combination of these, supervised by qualified personnel. Online road safety training was delivered to employees with significant travel requirements. We maintain individual training records.

In the past year, we have delivered an average of 18 hours of health and safety training to almost 2,200 (71 per cent) Nufarm employees, this is equivalent to 12.9 hours per Nufarm employee. Additionally, over 1,900 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.

1 Nufarm uses the phrase "our employees" to refer to those people who are specifically employed by Nufarm and are paid through our payroll systems. Nufarm uses the phrase "our people" to refer to the wider community of employees, contractors and consultants that work for and with Nufarm. This includes people who are non-employees whose work or workplace is under Nufarm's control.

Consulting with employees and the community on health and safety

Nufarm engages with a diverse range of stakeholders including employees, contractors, local communities, regulatory authorities, and customers to inform and improve its health and safety management practices. This engagement occurs through multiple channels such as safety committees, regular employee surveys, community consultation meetings, and formal grievance mechanisms.

Each site maintains a structured health and safety committee that includes employee representatives to continuously monitor safety conditions and lead improvement initiatives. Emergency preparedness is a critical component of the approach, with regular planning and drills conducted in coordination with local emergency response services to effectively manage potential incidents. Nufarm integrates its safety culture with a robust Speak Up (whistleblower) policy, offering confidential channels through which employees can raise safety concerns without fear of retaliation. Feedback from local communities enables Nufarm to respond quickly and appropriately to any concerns related to health and safety, helping to maintain trust and the company's social license to operate.

Learning from health and safety incidents

To address actual negative impacts, all incidents and near-misses are systematically reported and thoroughly investigated using root cause analysis methodologies. Material incidents are escalated to executive leadership within 24 hours to ensure timely attention and action. Incident statistics, including those involving contractors, are included in safety performance metrics and regularly reported to the oversight committees. Corrective actions are promptly implemented to prevent recurrence, and lessons learned from incidents are communicated across the organisation to foster continuous improvement.

Looking after the wellbeing of our employees

In FY25, our wellbeing committee established Nufarm's wellbeing strategy. Through this strategy, we actively continue to empower our employees to responsibly take action to improve their wellbeing.

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 focused on the offerings provided by our employee assistance program **(EAP)**, which is available to all our employees and their immediate families globally in 48 languages.

Nufarm provides medical surveillance and occupational health services to manage existing health concerns and support early intervention for workers and in Australia, we provided mental health first aid training for some of our employees during the year. These services are provided by a combination of Nufarm employed medical professionals and external medical services, depending on the needs of the location.

Monitoring our effectiveness

Nufarm tracks the effectiveness of its health and safety actions through a variety of integrated processes. Monthly reporting on health and safety performance is conducted across all sites, utilising key metrics such as the Lost Time Injury Frequency Rate **(LTIFR)** and Serious Injury Frequency Rate **(SIFR)**, which encompass both employees and contractors. We benchmark ourselves against our peers in our industry, where the data is available in the regions we operate. Nufarm's goals and targets are clearly defined, aiming to achieve zero injuries across operations. Progress is measured through indicators such as LTIFR and SIFR per million hours worked, further details are available in GRI 403: Occupational health and safety 2018 (see page 57).

Site-level and group-level health and safety committees regularly review performance data, incident investigations, and emerging risks to guide continuous improvement. Safety climate surveys, which recently yielded a score of 87 out of 100, provide qualitative insights into the workforce's perception and engagement with safety culture, informing adjustments to programs and procedures.

We undertake internal and external audits, including corporate health and safety audits at selected manufacturing locations, to assess compliance with our Safety Management System and regulatory requirements. During FY25, we conducted these audits at 7 of our 11 crop protection manufacturing locations, including at three of our most significant locations - Laverton in Australia, Wyke in the United Kingdom and Chicago Heights in the United States.

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 monitor the reach of our EAP, with 48 per cent of our employees registered in the platform, compared to 40 per cent in FY24.

The effectiveness of these actions is monitored through data analysis, audit results, and feedback from safety committees and employees. Relevant events and lessons learnt from incident investigations are shared across the organisation to drive continuous improvement by leveraging the insights and learnings from past incidents.

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 and protocols, while personal protective equipment 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.

Our health and safety performance

Our ambition is to reach zero injuries[1]

Sadly, in August 2025, we lost a sales employee in Indonesia due to a motorbike accident on his way home from work. While driving is a necessary activity for our commercial teams as they travel to retailers and customers, often on rural roads, we continue to evaluate and implement controls to reduce the risks associated with driving.

Further risks and hazards faced by our employees include skin irritation or burns from chemical exposure, strains or fractures from over extension injuries from slips or falls, cuts and bruises from use of equipment.

This year, five of our 11 crop protection manufacturing sites achieved a lost-time injury **(LTI)**-free year. Disappointingly, despite the continued effort, we saw an increase in the LTIFR across our business. The annual impact was a year-on-year increase in the LTIFR from 1.55 in FY24 to 2.78 in FY25.[2]

Consequently we saw an increase in serious injuries **(SI)**, with 23 in FY25 compared with 13 in FY24. SI comprises the total number of medical treatment injuries **(MTI)** and LTI and we recorded 5 MTI in FY25. Off the back of a higher SI, the SIFR has increased from 2.01 in FY24 to 3.55 in FY25.

Turning around our injury trend remains a priority. We strive to improve our safety culture, leadership, training and performance and continue investing in safe and sustainable operations.

Figure 9: 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.

[2] Where data is available we obtain benchmarks within our regions and industry. The LTIFR of Australian chemical industries as reported by Chemistry Australia was 6.15 in 2024. Chemistry Australia (2024) Health and safety performance report 2024, Chemistry Australia, https://chemistryaustralia.org.au/images/sw%20files/2024_Performance_Report_FA.pdf.

Compliance and regulatory environment

Compliance with applicable laws and regulations is foundational to Nufarm's business and operations.

We operate in an industry that is highly regulated across each step of our value chain. Upstream, laws and regulations cover the development, testing and registration of our crop protection products and seed technologies, while downstream, we have obligations that apply to the application of our products and the management of post-consumer waste. Within our own operations, we are subject to strict occupational health and safety, major hazard facility, and environmental laws and regulations. As a listed entity, Nufarm is required to comply with the Corporations Act (Cth), the ASX Listing Rules and other Australian and international laws. We are also required to report on the extent to which we have complied with the ASX Corporate Governance Principles and Recommendations 4th Edition (ASX Principles).

Our governance framework aims to ensure that compliance obligations are embedded into our policies, decision-making and risk management processes.

In addition, we commit to voluntary standards where they help specific business divisions meet their continuous improvement ambitions, such as ISO9001 and ISO14001 at our manufacturing sites, and Friend of the Sea certification for our Nufarm Omega-3 products.

Approach

Our board's roles and responsibilities

Ultimate accountability for compliance rests with the Board of Directors, supported by:

- The Audit and Risk Committee **(ARC)**, which oversees legal and regulatory compliance, internal controls, risk governance and modern slavery
- The Sustainability and Environment Committee **(SEC)**, which monitors compliance with environmental and sustainability-related laws
- The People, Safety and Remuneration Committee **(PSRC)**, which has oversight of human rights obligations, such as occupational health and safety, remuneration and inclusion and diversity

Our leadership team's responsibilities

Nufarm's management supports the board's committees through its Executive Risk and Compliance Committee **(ERCC)**, which provides operational oversight of risk and regulatory compliance and aims to ensure business readiness for regulatory changes.

Our Chief Financial Officer (CFO) leads risk, with our Head of Risk, Assurance and Compliance reporting to the CFO. Responsibility for regulatory compliance obligations is delegated to the business through the relevant Group Executive. Further information on Group Executive's delegated sustainability and compliance responsibilities can be found in Appendix 2. GRI Content Index (see page 24).

Our policies and commitments

We embed our ethical and legal obligations into our code of conduct and group polices, cascading the requirements into standards and operating procedures. These include:

Code of conduct	Requires all Nufarm representatives to uphold integrity and ethical behaviour by acting responsibly, following company values, deterring misconduct, and remaining accountable for compliance with the Code.
Speak-up (whistleblower) policy	Provides a safe and transparent way for employees and other stakeholders to report suspected misconduct confidentially and without fear of retaliation.
Continuous disclosure policy	Ensures Nufarm promptly discloses any material information that could affect the value of its securities to the ASX, in compliance with legal and listing requirements, before sharing it with any other party.
Group risk policy	Provides a structured framework for identifying, managing, and integrating financial and non-financial risks—including emerging risks like cybersecurity, climate change, and geopolitical issues—into strategic decision-making, to protect and enhance shareholder value.
Anti-bribery and anti-corruption policy	Prohibits anyone acting for Nufarm from offering, giving, or receiving anything of value to gain an improper business advantage.
Human rights policy	Aims to uphold and protect human rights across Nufarm's operations and supply chain, including eliminating modern slavery, in line with international standards such as the United Nations Universal Declaration of Human Rights.
Climate change policy	Reflects Nufarm's commitment to respond to climate change by reducing operational greenhouse gas emissions, helping customers lower their emissions, and integrating climate-related risks and opportunities into governance, strategy, and operations.
Inclusion and diversity policy	Aims to foster a diverse and inclusive workplace where all employees are respected, valued, and able to thrive, regardless of personal or cultural differences.
Health, safety and environment policy	Embodies Nufarm's strong commitment to a safe and healthy environment for employees, visitors, customers, and communities by promoting HSE leadership, accountability, and continuous improvement across all operations.
Global supplier code of conduct policy	Aims to ensure ethical, legal, and responsible procurement by requiring suppliers to meet Nufarm's standards for compliance, safety, and sustainability, and to support efforts to minimise environmental and social impacts.

These policies are regularly reviewed and overseen by the board. Material breaches are reported to the relevant board committees.

Further details and links to each of these policies can be found in Strategy, policies and practices (see page 33).

Compliance and regulatory environment continued

Recognising compliance risks and opportunities

Evolving compliance obligations present risks to Nufarm's other material topics and could impact the achievement of its business objectives. We recognise these compliance risks in our group risk profile:

Regulation and market access

- Increasing complexity and cost of the product regulatory environment. Failure to meet these obligations could result in product withdrawal, litigation, and reputational damage.
- Social and political influence on crop protection products in particular, but also on our Seed Technologies, may increase the uncertainty in predicting regulatory outcomes. For example, while the withdrawal of certain products may reduce revenue, it can also create opportunities to introduce alternative solutions.

Operational compliance and continuity

- New or changing legislation can impact our operations, financial position or key relationships with our customers and suppliers. Due to being a multi-jurisdictional organisation, impacts may be positive in one region and negative or neutral in another.
- Failure to meet occupational health and safety, environmental or major hazard facility compliance obligations, could results in fines, operational closure and reputational harm.

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. Our 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)

Further details on our compliance risks and mitigation strategies are available in our Operating and Financial Review, and can be found on pages 19 to 23 of our 2025 Annual Report and information on all our policies, including our Group Risk Policy, is available in Appendix 2. GRI Content Index (see page 24).

Compliance processes and controls

Nufarm is committed to meeting all regulatory obligations across its diverse operations. Operating in multiple jurisdictions, the company designs compliance programs that reflect local requirements while maintaining consistency with global standards where appropriate. In areas where a unified approach is warranted, Nufarm establishes a global standard and works closely with regional teams to ensure effective local implementation.

We collaborate with authorities and have processes in place to monitor for changes in regulatory obligations.

Our group risk framework, policies and procedures, 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.

Our performance

Our compliance performance is monitored by our internal audit programs. These programs help to ensure that Nufarm is maintaining the standards, procedures and policies that contribute to compliance with our legal obligations. We have a comprehensive internal audit program across safety, quality and environment and nominate specific business processes each year to audit with our internal audit team. The internal audit team examines our compliance performance and looks for opportunities for continuous improvement. We also conduct audits of our higher risk suppliers, which includes monitoring their compliance performance.

We work to have constructive relationships with relevant regulatory authorities. There were no significant instances of non-compliance with laws and regulations during FY25 for which fines or non-monetary sanctions were incurred.

Product safety and stewardship

Product safety and stewardship are fundamental to Nufarm's development and production processes, and operate to protect human health and safeguard the environment.

Approach

Crop protection products

Testing and registering our products

In each of the countries where our products are registered, we comply with the regulations set out by the local regulatory authority. While these vary by country, the overarching goal is consistent: to ascertain product safety for human and environmental health across the markets in which we operate. All crop protection products we sell are labelled in accordance with local regulatory standards.

We aim to procure responsibly

Nufarm spent over $2.5 billion with more than 5,500 suppliers in FY25. Building on our work in FY24, we continued to expand the roll out of our Supplier Code of Conduct to key suppliers this year, as a minimum commitment to our values in respect to human rights, legal and ethical business practices, HSE and sustainability.

We risk assess our suppliers to identify which of these represent a higher sustainability risk in our supply chain. We target the high risk group for an independent supplier ESG assessment evaluating their management approach and performance. This year we transitioned to a new supplier ESG assessment platform to eliminate the ESG assessment cost borne by our suppliers when striving to meet our internal compliance requirements. We continue to train our procurement employees in the benefits of sustainable procurement and provide the tools they need to work with their suppliers to uphold our sustainable procurement principles.

We aim to manufacture to our quality and environmental standards

At our manufacturing locations, we operate to industry standards and enforce our own standards around quality assurance, enforced by our corporate quality policy and standards. In FY25 we achieved ISO14001 certification at ten of our eleven manufacturing sites, providing a an externally audited system for identifying and reducing environmental risks and impacts. Our quality and environmental frameworks help to provide our customers and stakeholders with increased confidence in how Nufarm operates its crop protection manufacturing operations.

Providing technical and application knowledge and advice

We provide technical and product guidance, including safety data sheets and usage notes for each product. Our sales teams support growers, agronomists, and partners with on-farm visits and tailored advice. We host field days and demonstration sites to help growers understand the potential of product benefits. Regional stewardship programs—like SprayWise Decisions® in Australia and SprayWise in the UK—enhance the importance of safe and effective application of our products for crops, humans and the community. Product stewardship approaches are tailored to the country where they are offered and consider the crops being planted, the farming practices and the regulatory environment.

We provide options for safe return, reuse and disposal

We support safe product return, reuse, and disposal through compliant labelling and collaboration with industry and local partners. We participate in regional initiatives like drumMUSTER (Australia), ACRC (US), PAMIRA (Germany), and COVADA-Adivalor (France), and support safe chemical disposal via programs such as ChemClear (Australia) and Cleanfarms (Canada). In some markets, we reduce packaging waste by using bulk containers or using packaging with recycled content.

Seed technologies

Nufarm applies rigorous stewardship and quality management across the seed supply chain, meeting or exceeding global regulatory and industry standards. Our processes aim to ensure safe, effective products that minimise risks to human health, biodiversity, and the environment. For our Nufarm Omega-3 stewardship program, we have a three-pronged approach that operates on a strong policy foundation, backed up with critical control points and training for all stakeholders involved in the value chain.

We follow industry recognised certification protocols

Nufarm is a member of the Excellence Through Stewardship® **(ETS)** program for its Nufarm Omega-3, with independent audits validating our commitment to global stewardship and quality systems in agricultural biotechnology.

Nufarm continues its partnership with the Roundtable on Sustainable Biomaterials **(RSB)** for carinata, Nufarm's low-carbon biofuel feedstock. We certify carinata to RSB's sustainability standards for biological solutions and global supply chain assurance. Certification is backed by comprehensive data from production to processing, including verified carbon emissions. Nufarm is committed to meeting RSB's high standards through continuous improvement across its end-to-end value chain.

excellence through STEWARDSHIP

RSB CERTIFIED

2

Appendices

Appendix 1. Entities included in the GRI disclosures
Appendix 2. GRI Content Index
GRI 1 & 2: Foundation and general disclosures 2021
- The organisation and its reporting practices
- Activities and workers
- Governance
- Strategy, policies and practices

GRI 3: Material topic disclosures 2024
- Disclosures on material topics
- GRI 201: Economic performance 2016
- GRI 205: Anti-corruption 2016
- GRI 302: Energy 2016
- GRI 303: Water and effluent 2018
- GRI 305: Emissions 2016
- GRI 306: Waste 2020
- GRI 308 & 414: Supplier assessment
- GRI 401: Employment 2016
- GRI 403: Occupational health and safety 2018
- GRI 404: Training and education 2016
- GRI 405: Diversity and equal opportunity 2016
- GRI 408 & 409 Child and forced or compulsory labour 2016
- GRI 413: Local communities 2016
- GRI 416: Customer health and safety 2016
- GRI 417: Marketing and labelling 2016

Appendix 3. Independent assurance report

Appendix 1. Entities included in the GRI disclosures

Table 3 lists all Nufarm owned entities as of FY25, as per our 2025 Annual Report, and their coverage in this ESG Impact Statement. We report the consolidation of all of our ESG disclosures for Nufarm Limited. Regional ESG disclosures are a consolidation of the entities in that geographical region, noting that our African locations are consolidated with our European entities.

GRI general disclosures and economic disclosures apply to all Nufarm entities listed here. GRI material topic disclosures apply to operating the entities nominated under "Material topic disclosures" in Table 3. Non-operating entities are excluded from the scope of the GRI material topic disclosures (organisational boundary) as they do not contribute to Nufarm's material sustainability impacts. Non-operating entities include dormant entities, holding companies, companies who do not conduct business or companies whose locations and activities are not within Nufarm's operational control.

Key to GRI material sustainability topic disclosures

Environmental disclosures ■ Social disclosures ● Scope 1 and 2 GHG emissions △

Table 3: Coverage of Nufarm entities by the ESG disclosures in this statement

	Country of incorporation	Percentage of shares held in 2025	Included in the organisational boundary	Material sustainability topic disclosures
Company				
Nufarm Limited – ultimate controlling entity				
Subsidiaries				
Agchem Receivables Corporation	USA	100	No	
Agryl Holdings Limited	Australia	100	No	
Agtrol International SA DE CV	Mexico	100	No	
Ag-turf SA DE CV	Mexico	100	No	
AH Marks Australia Pty Ltd	Australia	100	No	
AH Marks Holdings Limited	United Kingdom	100	No	
AH Marks Pensions Scottish Limited Partnership	United Kingdom	100	No	
Artfern Pty Ltd	Australia	100	No	
Nuseed Brazil SA (previously known as Atlantica Sementes SA)	Brazil	100	Yes	■ △
Australis Services Pty Ltd	Australia	100	No	
CNG Holdings BV	Netherlands	100	No	
Croplands Equipment Limited	New Zealand	100	No	
Croplands Equipment Pty Ltd	Australia	100	Yes	■ △
Danestoke Pty Ltd	Australia	100	No	
Edgehill Investments Pty Ltd	Australia	100	No	
Fchem (Aust) Limited	Australia	100	No	
Fernz Canada Limited	Canada	100	No	
First Classic Pty Ltd	Australia	100	No	
Frost Technology Corporation	USA	100	No	
Growell Limited	United Kingdom	100	No	
Grupo Corporativo Nufarm SA	Guatemala	100	No	
Le Moulin des Ecluses s.a	France	100	No	
Lefroy Seeds Pty Ltd	Australia	100	No	
Manaus Holdings Sdn Bhd	Malaysia	100	No	
Marman (Nufarm) Inc	USA	100	No	
Marman de Mexico Sociedad Anomima De Capital Variable	Mexico	100	No	
Marman Holdings LLC	USA	100	No	
Mastra Corporation Pty Ltd	Australia	100	No	
Mastra Corporation Sdn Bhd	Malaysia	100	Yes	■ △
Mastra Corporation USA Pty Ltd	Australia	100	No	
Mastra Holdings Sdn Bhd	Malaysia	100	No	
Mastra Industries Sdn Bhd	Malaysia	100	No	
Medisup Securities Limited	Australia	100	No	
NF Agriculture Inc	USA	100	No	
Nufarm ABF Trustees Limited	United Kingdom	100	No	
Nufarm Agriculture (Pty) Ltd	South Africa	100	No	
Nufarm Agriculture Inc	Canada	100	Yes	■ △ △
Nufarm Agriculture Zimbabwe (Pvt) Ltd	Zimbabwe	100	No	
Nufarm Americas Holding Company	USA	100	No	
Nufarm Americas Inc	USA	100	Yes	● ■ △
Nufarm Asia Sdn Bhd	Malaysia	100	No	

Appendix 1. Entities included in the GRI disclosures continued

	Country of incorporation	Percentage of shares held in 2025	Included in the organisational boundary	Material sustainability topic disclosures
Nufarm Australia Limited	Australia	100	Yes	● ■ △
Nufarm BV	Netherlands	100	Yes	■ △
Nufarm Canada Receivables Partnership	Canada	100	No	
Nufarm Chemical (Shanghai) Co Ltd	China	100	Yes	■ △
Nufarm Crop Products UK Limited	United Kingdom	100	Yes	■ △
Nufarm Costa Rica Inc. SA	Costa Rica	100	No	
Nufarm de Guatemala SA	Guatemala	100	No	
Nufarm de Mexico Sa de CV	Mexico	100	No	
Nufarm de Panama SA	Panama	100	No	
Nufarm de Venezuela SA	Venezuela	100	No	
Nufarm Deutschland GmbH	Germany	100	Yes	■ △
Nufarm do Brazil Ltda	Brazil	100	Yes	■ △
Nufarm Espana SA	Spain	100	Yes	■ △
Nufarm Europe GmbH	Germany	100	Yes	■ △
Nufarm Finance Inc	USA	100	No	
Nufarm Finance Pty Ltd	Australia	100	No	
Nufarm Finance (NZ) Limited	New Zealand	100	No	
Nufarm GmbH	Austria	100	No	
Nufarm GmbH & Co KG	Austria	100	Yes	● ■ △
Nufarm Grupo Mexico S DE RL DE CV	Mexico	100	Yes	■ △
Nufarm Holdings (NZ) Limited	New Zealand	100	No	
Nufarm Holdings BV	Netherlands	100	No	
Nufarm Holdings s.a.s	France	100	No	
Nufarm Hong Kong Investments Ltd	Hong Kong	100	No	
Nufarm Hungaria Kft	Hungary	100	Yes	■ △
Nufarm Inc	USA	100	No	
Nufarm India Private Limited	India	100	No	
Nufarm Insurance Pte Ltd	Singapore	100	No	
Nufarm Investments Cooperatie WA	Netherlands	100	No	
Nufarm Investment Pty Ltd	Australia	100	No	
Nufarm Italia srl	Italy	100	Yes	■ △
Nufarm KK	Japan	100	Yes	■ △
Nufarm Labuan Pte Ltd	Malaysia	100	No	
Nufarm Limited	United Kingdom	100	No	
Nufarm Malaysia Sdn Bhd	Malaysia	100	Yes	● ■ △
Nufarm Middle East Operations	Egypt	100	Yes	● ■ △
Nufarm Nordics AB	Sweden	100	Yes	■ △
Nufarm NZ Limited	New Zealand	100	No	
Nufarm Pensions General Partner Ltd	United Kingdom	100	No	
Nufarm Pensions Scottish Limited Partnership	United Kingdom	100	No	
Nufarm Polska SP.Z O.O	Poland	100	Yes	■ △
Nufarm Portugal LDA	Portugal	100	Yes	■ △
Nufarm Romania SRL	Romania	100	Yes	■ △
Nufarm s.a.s	France	100	Yes	● ■ △
Nufarm Services (Singapore) Pte Ltd	Singapore	100	Yes	■ △
Nufarm Services Sdn Bhd	Malaysia	100	Yes	■ △
Nufarm Technologies (M) Sdn Bhd	Malaysia	100	No	
Nufarm Technologies USA	New Zealand	100	No	
Nufarm Technologies USA Pty Ltd	Australia	100	No	
Nufarm Treasury Pty Ltd	Australia	100	No	
Nufarm Turkey Kimyevi Maddeler Ithalat ve Ticaret Limited Sirketi	Turkey	100	Yes	■ △
Nufarm UK Limited	United Kingdom	100	Yes	● ■ △
Nufarm Ukraine LLC	Ukraine	100	Yes	■ △
Nufarm Uruguay SA	Uruguay	100	No	
Nufarm USA Inc	USA	100	No	
Nufarm Vietnam Co. Ltd.	Vietnam	100	Yes	■ △
Nugrain Pty Ltd	Australia	100	No	
Nuseed Americas Inc	USA	100	Yes	■ △

	Country of incorporation	Percentage of shares held in 2025	Included in the organisational boundary	Material sustainability topic disclosures
Nuseed Canada Inc	Canada	100	Yes	■ △
Nuseed Europe Holding Company Ltd	United Kingdom	100	No	
Nuseed Europe Ltd	United Kingdom	100	Yes	■ △
Nuseed Global Holdings Pty Ltd	Australia	100	No	
Nuseed Global Innovation	United Kingdom	100	Yes	■ △
Nuseed Global Management USA Inc	USA	100	Yes	■ △
Nuseed Holding Company	USA	100	No	
Nuseed International Holdings Pty Ltd	Australia	100	No	
Nuseed Mexico SA De CV	Mexico	100	No	
Nuseed Nutritional Australia Pty Ltd	Australia	100	Yes	■ △
Nuseed Nutritional US Inc	USA	100	Yes	■ △
Nuseed Nutritional Chile SpA	Chile	100	No	
Nuseed Omega Holdings Pty Ltd	Australia	100	No	
Nuseed Paraguay SA	Paraguay	100	No	
Nuseed Proprietary Limited	Australia	100	Yes	■ △
Nuseed SA	Argentina	100	Yes	■ △
Nuseed Serbia d.o.o.	Serbia	100	Yes	■ △
Nuseed South America Sementes Ltda	Brazil	100	No	
Nuseed Spain, S.L.	Spain	100	Yes	■ △
Nuseed Ukraine LLC	Ukraine	100	Yes	■ △
Nuseed Uruguay SA	Uruguay	100	Yes	■ △
Nutrihealth Grain Pty Ltd	Australia	100	No	
Nutrihealth Pty Ltd	Australia	100	No	
Opti-Crop Systems Pty Ltd	Australia	75	No	
Plant Protection Products For Middle East Operations	Egypt	100	No	
PT Crop Care	Indonesia	100	Yes	■ △
PT Nufarm Indonesia	Indonesia	100	Yes	● ■ △
Richardson Seeds Ltd	USA	100	Yes	■ △
Selchem Pty Ltd	Australia	100	No	
Societe Des Ecluses De la Garenne	France	100	No	
Leshan Nong Fu Trading Co., Ltd[1]	China	35	50 %	■

1 Leshan Nong Fu Trading is a joint venture in which the group has joint control and a 35 per cent ownership interest. The joint venture is focused on sales and marketing of formulated crop protection products in the Chinese domestic market. It's scope 1 and 2 GHG emissions are accounted based on 50 per cent operational control and and is financially accounted for in using the equity share method.

Appendix 2. GRI Content Index

GRI 1 & 2: Foundation and general disclosures 2021

Reporting in accordance with the GRI standards

Disclosures	Our response
1-3	(a) Nufarm Limited has reported in accordance with the GRI Standards for the period 01 October 2024 to 30 September 2025 (FY25),

The organisation and its reporting practices

Disclosures		Our response
2-1	**Organisational details**	(a) This statement was prepared by Nufarm Limited (Nufarm) and applies to Nufarm Limited and its wholly owned subsidiaries. (b) Nufarm Limited is a public listed company, trading shares on the Australian Stock Exchange (ASX) under the listing code of NUF (c) Nufarm is headquartered in Australia, located at 103–105 Pipe Road, Laverton North, VIC 3026 Australia. (d) For companies within the organisational boundary in Appendix 1. Entities included in the GRI disclosures (see page 21), the countries of incorporation broadly align with our countries of operation.
2-2	**Entities included in the organisation's sustainability reporting**	(a) A list of Nufarm's entities included in this ESG Impact Statement can be found in Appendix 1. Entities included in the GRI disclosures (see page 21). (b) Nufarm prepares audited consolidated financial statements, Nufarm's 2025 Annual Report can be found at nufarm.com. Nufarm's ESG Impact statement focuses on manufacturing locations as these are responsible for the majority of Nufarm's sustainability impacts, however, energy and scope 1 and 2 emissions were reported for all operating entities. This report does not include non-operating entities, such as dormant or holding companies. (c) This report consolidates the sustainability impacts of Nufarm's wholly owned entities. Where the scope of entities varies between sustainability impact, this is shown in Appendix 1. Entities included in the GRI disclosures.
2-3	**Reporting period, frequency and contact point**	(a) Nufarm prepares an annual ESG Impact Statement (formerly referred to as its Sustainability Report) on its sustainability approach and performance for the period 1 October 2024 to 30 September 2025. (b) The reporting period for this ESG Impact Statement aligns with the financial reporting period of our 2025 Annual Report. (c) This ESG Impact Statement was published on 12 December 2025. (d) For information about this statement, telephone +61 3 9282 1000 or visit our website, Nufarm.com
2-4	**Restatements of information**	(a) Table 4 summarises the restatements of information from the previous reporting period, FY24.

Table 4: Restatements of information

Location in this statement	Restatement
Table 6: Non-guaranteed hours employees and gender	The estimated number of non-guaranteed hours employees in FY24 was reported incorrectly (typographical errors) and has been revised as follows: • Women from 225 to 22 • Men from 282 to 203 • Total 225 (No change).
Table 27: Water consumption by region	In FY24, Cairo originally reported 46.82 ML of water consumption. This was inconsistent with actual withdrawal data. The figure has been restated to 6.42 ML to reflect accurate usage. Following this adjustment, Europe's total water consumption for FY24 was restated to 340 ML, and the company total for FY24 was 611 ML.
Table 51: Age diversity of the Board of Directors	In FY24, the percentage of non-executive directors in each age group category was calculated as a percentage of the total Nufarm population. This year, to provide a more meaningful metric, it was calculated as a percentage of the the number of non-executive directors and FY24 was restated as follows: • 30-50 years from <1 per cent to 14 per cent • >50 years from <1 per cent to 86 per cent

2-5	**External assurance**	(a) The ESG Impact Statement has been prepared in accordance with the GRI Standards and includes this comprehensive GRI Content Index to support transparency and stakeholder engagement. Internal governance processes are in place to support the accuracy of reported data, including cross-functional validation and oversight by the ESG team and senior leadership. 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 ESG Impact Statement. 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. (b) Nufarm has not obtained external assurance for its 2025 ESG Impact Statement, but its scope 1 and 2 greenhouse gas emissions and energy consumption have had limited assurance by an independent third party. A copy of this certificate can be found in Appendix 3. Nufarm will continue to evaluate the need for external assurance in future reporting cycles, in line with stakeholder expectations and compliance obligations.

Activities and workers

Disclosures		Our response
2-6	**Activities, value chain and other business relationships**	(a) Nufarm is an agricultural enabler of crop protection and seed technology solutions, refer to About us (see page 4). (b) Nufarm's value chain differs by operating segment. For our crop protection and core seeds technologies business our value chain includes the following steps: • Understand grower needs • Design products • Test products and gain regulatory approvals • Manufacture products • Sell and distribute products • Educate end-users on safe practices and stewardship • Encourage return and reuse of containers For our Nutritional and Bioenergy seed technologies businesses, our value chain has additional steps: • Sign up growers • Record and maintain sustainability and growing records • Harvest • Crush crops for oil and meal content • Refine oils for end-use • Sell and distribute into industrial segments (e,g, sustainable aviation fuel, aquaculture, nutritional buyers) (c) Nufarm has other critical business relationships that exist beyond its traditional value chain. Nufarm works closely with research and development partners to help bring innovative solutions to market. We work with a range of research institutions, universities and commercial partners who 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. 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. (d) There were no significant changes in Nufarm's activities, value chain or business relationships since the previous reporting period.
2-7	**Employees**	(a) In FY25, Nufarm employed 3,068 people measured as full-time equivalent **(FTE)** employees. (b) The breakdown of Nufarm's employees by region, gender and contract type (permanent and temporary) are shown in Figure 10 and Table 5. **Figure 10: Employee region and gender[1]**

1 Measured as FTE employees.

Table 5: Employee contract type and gender

Full-time equivalent (FTE) employees[1,2,3]	FY24 Women	FY24 Men	FY24 Total	FY24 % women	FY25 Women	FY25 Men	FY25 Total	FY25 % women
Asia Pacific								
Permanent employees	310	736	**1,046**	30	310	776	**1,088**	29
Temporary employees	13	188	**201**	6	13	146	**159**	8
Total employees in Asia Pacific	**323**	**924**	**1,247**	26	**323**	**923**	**1,247**	26
Europe								
Permanent employees	346	804	**1,150**	30	318	759	**1,077**	30
Temporary employees	9	13	**22**	41	3	8	**11**	25
Total employees in Europe	**355**	**817**	**1,172**	30	**321**	**767**	**1,088**	30
North America								
Permanent employees	182	390	**572**	32	170	368	**538**	32
Temporary employees	-	1	**1**	-	-	1	**1**	**-**
Total employees in North America	**182**	**391**	**573**	32	**170**	**369**	**539**	32
South America								
Permanent employees	43	123	**166**	26	50	145	**195**	26
Temporary employees	-	1	**1**	-	-	-	**-**	**-**
Total employees in South America	**43**	**124**	**167**	26	**50**	**145**	**195**	26
Group totals								
Permanent employees	**881**	**2,053**	**2,934**	**30**	**849**	**2,048**	**2,898**	29
Temporary employees	**22**	**203**	**225**	**10**	**15**	**155**	**171**	9
Total	**903**	**2,256**	**3,159**	**29**	**864**	**2,203**	**3,068**	28

1 FTE values have been rounded to the nearest integer.
2 Permanent employees are those who do not have a contract end date, while temporary employees have a contract end date.
3 FY24 and FY25 total FTE figures include employees who identify as women and men. Individuals who have chosen not to disclose their gender are included in the total only.

- In addition to the 3,068 permanent and temporary FTE employees employed in FY25, we estimate we employed a further 243 non-guaranteed hours (casual) employees, this is shown in Table 6.

Table 6: Non-guaranteed hours employees and gender

Full-time equivalent (FTE) employees	FY24[1] Women	FY24[1] Men	FY24[1] Total	FY25 Women	FY25 Men	FY25 Total
Number of non-guaranteed hours employees (casual)	22	203	**225**	52	191	**243**
Total			**225**	**52**	**191**	**243**

1 FY24 non-guaranteed hours employees was incorrectly reported and has been restated here. The percentage of each gender is not available.

- The breakdown of Nufarm's employees by region, gender and employment mode (full-time or part-time) is shown in Table 7.

Table 7: Employee mode of employment and gender

	FY24				FY25			
Headcount[1]	**Women**	**Men**	**Total**	**% Women**	**Women**	**Men**	**Total**	**% Women**
Asia Pacific								
Full-time employees	312	918	**1,231**	25	311	918	**1,230**	25
Part-time employees	16	8	**24**	67	17	8	**25**	68
Total employees in Asia Pacific	**328**	**926**	**1,255**	26	**328**	**926**	**1,255**	26
Europe								
Full-time employees	320	804	**1,124**	28	284	755	**1,039**	27
Part-time employees	54	22	**76**	71	56	19	**75**	75
Total employees in Europe	**374**	**826**	**1,200**	31	**340**	**774**	**1,114**	31
North America								
Full-time employees	181	390	**571**	32	169	368	**537**	31
Part-time employees	1	1	**2**	50	2	1	**3**	67
Total employees in North America	**182**	**391**	**573**	32	**171**	**369**	**540**	32
South America								
Full-time employees	42	124	**166**	25	50	145	**195**	26
Part-time employees	1	-	**1**	100	-	-	**-**	-
Total employees in South America	**43**	**124**	**167**	26	**50**	**145**	**195**	26
Group totals								
Full-time employees	**855**	**2,236**	**3,092**	**28**	**814**	**2,186**	**3,001**	27
Part-time employees	**72**	**31**	**103**	**70**	**75**	**28**	**103**	73
Total	**927**	**2,267**	**3,195**	**29**	**889**	**2,214**	**3,104**	**29**

1 FY24 and FY25 total FTE figures include employees who identify as women, men, and individuals who have chosen not to disclose their gender.

(c) This information was measured at the end of our reporting period using data from our human resources information management system, with the exception of the number of non-guaranteed hours employees. This data is not collected in our human resources information system so was estimated by each of our local people and performance managers for the reporting period. Both FTE and headcount are used to measure employee numbers, the applicable measure is nominated in the below chart and tables.

(d) Nufarm employs people in more than 40 countries, working to deliver crop protection and seed technology solutions. In FY25, approximately 3,068 employees were employed, compared to 3,159 in FY24.

(e) This decrease was predominantly a result of transformation and cost optimisation activities. Nufarm also employs contractors and seasonal workers and these employees made up approximately 8 per cent of the workforce in FY25.

2-8 Workers who are not employees

Reason for omission: information unavailable

Nufarm engages labour through contract labour hire companies to carry out seasonal work at our manufacturing sites and seed processing facilities. This casual workforce was estimated in Table 6.

Nufarm also engages professional technical and business services which may involve third-parties working on Nufarm sites while delivering the contracted service. Nufarm's information systems do not track the number of these types of workers.

Governance

Disclosures		Our response
2-9	Governance structure and composition	(a) The 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 Nufarm's shareholders for the company's performance and governance. (b) The Board of Directors is supported by five board committees which assist the board in carrying out its sustainability impact decision making and oversight responsibilities. Each committee has a charter which sets out the membership structure, roles and responsibilities and meeting procedures that can be found in the corporate governance section of Nufarm's website. Generally, these committees, – review matters on behalf of the board and, as determined by the relevant charter, – refer matters to the board for decision, with a recommendation from the committee, or – determine matters (where the committee acts with delegated authority), which the committee then reports to the board. Refer to Table 8 for a summary of the responsibilities of each board committee. The full roles and responsibilities of the board and its committees are set out in Nufarm's key governance documents, including the constitution, board and board committee charters and key policies. These are all available on the company's website at https://nufarm.com/investor-centre/corporate-governance/.

Table 8: Board committee's and their responsibilities

Board committee	Responsibilities
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 to: • 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.
Sustainability and environment committee	The sustainability and environment committee assists 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 ESG Impact Statement, the Climate Statement and related content in the Annual Report and recommends these sustainability related disclosures to the Board.
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 44 to 65 our 2025 Annual Report. The progress against the company's inclusion and diversity objectives are detailed in the inclusion and diversity section in this statement.
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.
Nomination committee	The role of the nomination committee is to assist the board to oversee the composition, performance and succession planning of the board, as well as the induction and ongoing training for directors.

(c) Each committee consists of at least three independent non-executive directors, however, all board members are invited to attend all committee meetings with the consent of the committee chair. Committee members are proposed by the nomination committee to the board for approval. The board appoints the chair of each committee, who is also a member of the committee. Figure 11 shows the gender diversity of the highest governance body during the reporting period while Table 9 describes the composition of the highest governance body and its committees.

Figure 11: Gender of board members[1]

1 Includes Nufarm's seven independent board members but does not include the CEO.

Table 9: Board committee members[1,2]

Board member	Tenure	ARC	PSRC	SEC	INV	NOM
John Gillam BCom, MAICD, FAIM *Independent non-executive chair*	Board: since 31 July 2020 Chair: since 24 September 2020	M	M			**C**
Greg Hunt Harvard AMP, Grad Dip. Mgmt, AGSM, AICD *Managing Director and Chief Executive Officer, non-independent executive director*	Board: since 5 May 2015 CEO since February 2015					
Alexandra Gartmann BSc Resource & Environmental Management (Hons) *Independent non-executive director*	Board: since 23 September 2022	M		**C**		M
David Jones BA (Hons) Science, PhD *Independent non-executive director*	Board: since 23 June 2021		M		**C**	M
Marie McDonald LLB(Hons), BSc(Hons) *Independent non-executive director*	Board: since 22 March 2017	M	**C**			M
Prof. Adrian Percy BSc, MSc, PhD *Independent non-executive director*	Board: since 1 July 2023			M	M	M
Lynne Saint BCom, GradDip Ed Studies, FCPA, FAICD *Independent non-executive director*	Board: since 18 December 2020	**C**		M		M
Federico Tripodi BAgronomic Engineering, MBA *Independent non-executive director*	Board: since 19 June 2020		M		M	M

1 ARC = Audit and risk committee, PSRC = People, safety and remuneration committee, SEC = Sustainability and environment committee, INV = Innovation committee and NOM = Nomination committee
2 C = Committee chair and M = Committee member

2-10 Nomination and selection of the highest governance body

(a) When considering new appointments to the board, the nomination committee oversees the preparation of a role description and interviews the 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 Annual General Meeting (AGM).

(b) When shortlisting potential candidates, the nomination committee considers the key attributes identified in the board charter that each director must possess, including:
- 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.

In addition, they consider independence and the relevant skills of the potential candidate and any gaps identified in the board skills matrix.

2-11 Chair of the highest governance body

(a) The chair of the highest governance body is John Gilliam, who is an independent non-executive chair and board member.

2-12 Role of the highest governance body in overseeing the management of impacts

(a) Nufarm's Board of Directors plays a central role in shaping and overseeing the company's purpose, values, and strategic direction. The board charter sets out the board's key responsibilities, the matters the board has reserved for its own consideration and decision-making. The board charter is available at https://nufarm.com/corporate-governance/.

(b) The board oversees Nufarm's risk management framework, which includes processes for identifying and managing impacts on the economy, environment, and people. The oversight process is embedded into Nufarm's governance framework which is described in the Corporate governance statement in our 2025 Annual Report. The board considers the outcomes of these processes in strategic decision-making, including investments in sustainable agricultural innovation, emissions reduction initiatives, and diversity and inclusion programs.
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.

(c) The board regularly reviews the effectiveness of Nufarm's sustainability and risk management processes. This includes oversight of performance against strategic sustainability goals, such as emissions reduction, safety performance, and gender diversity targets. In FY25, the board oversaw the continued development of Nufarm's sustainability innovation and growth agenda through new development in crop protection and seeds and through its bioenergy and omega-3 platforms.

2-13 Delegation of responsibility for management impacts

(a) The board has delegated to the Managing Director and Chief Executive Officer (**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 accountable to the board for all authority delegated to management and for the company's performance. The CEO is required to operate in accordance with board approved policies, and delegations of authority and management must supply the board with information in a form, time-frame and quality that will enable the board to discharge its duties effectively. 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.
The responsibility for managing Nufarm's sustainability impacts is one of the responsibilities the board has delegated to the CEO, who in turn delegates theses responsibilities to the relevant members of the executive management team as shown in Table 10. These responsibilities have been further delegated to Nufarm's senior leaders in sustainability, health, safety and environment, people and performance, product development and procurement.

Table 10: Management sustainability and compliance responsibilities

Position	Executive leader	Sustainability and compliance responsibilities
Chief Financial Officer	Brendan Ryan[1]	Financial matters, risk and internal audit
Group Executive, IT and Sustainability	Michelle Monteiro	Sustainability and climate compliance, strategy execution and reporting
Group Executive, General Counsel and Company Secretary	Kate Hall	Governance and compliance
Group Executive, Supply Chain Operations	Dave Allen	Health, safety, quality and environment compliance, risks and impacts
Group Executive, Portfolio Solutions	Rico Christensen	Crop protection product strategy, including product development, and compliance with testing and registration obligations
Group Executive, People and Performance	John Holding	Human resources and inclusion and diversity (I&D) strategy and compliance with relevant human rights obligations
Group Executive, Customer and Commercial	James Barkhouse	Product stewardship and compliance with product application and post consumer waste obligations
Group Executive, Seed Technologies	Brent Zacharias	Seed technologies, nutritionals and bioenergy solutions and biomaterial development and supply chain compliance obligations

1 Brendan Ryan become CFO on 1 January 2025 and Michelle Monteiro's role was expanded to include IT in June of FY25.

(b) Nufarm has two committees comprised of executives and senior management, which have oversight of sustainability risks and impacts. These are summarised in Table 11. Representatives from these committees report to the relevant board committee, as described in Table 11, three to four times per year on sustainability-related risks and impacts.

Table 11: Senior management sustainability-related oversight committees

Management committee	Responsibilities
Executive risk and compliance committee (ERCC)	The ERCC supports the board sustainability and environment, audit and risk, and people, safety and remuneration committees. The committee met four times in FY25 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, and the Group Executive IT 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 **(I&D)** committee	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 cultivate inclusion across the organisation, strengthen I&D leadership and attract and retain diverse talent and increase diversity in our manufacturing and commercial footprint.

2-14	**Role of the highest governance body in sustainability reporting**	(a) The board is responsible for reviewing and approving this ESG Impact Statement. This statement was approved by our board on 12 December 2025. The board participated in the establishment of Nufarm's material topics in our FY24 revision of our materiality study. While the sustainability and environment committee retain oversight of Nufarm's materiality process and endorsement of the appropriateness of the material topics and their ongoing relevance to the organisation, individual topics are discussed in the relevant board committees as appropriate.
2-15	**Conflicts of interest**	(a) Nufarm has a board approved conflicts of interest policy which applies to Nufarm's Directors. 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. The director cannot access the minutes of the board or committee meeting in relation to the conflict. (b) A Director or Officer is required to disclose a conflict of interest to the Chair or the Company Secretary. In addition, any material contracts between a Director or Officer and Nufarm Limited or its controlled entities is disclosed in our Annual Report, this year this can be found on page 128 of our 2025 Annual Report.
2-16	**Communication of critical concerns**	(a) Critical concerns are reported to the board by the Nufarm Leadership Team via standing board and board committee updates (including accompanying board and board committee papers on key concerns and risks). Board committee meetings mostly take place three - four times per year. In addition, regular reporting on risks is addressed through Nufarm's Executive Risk and Compliance Committee who meet quarterly. The Group Executive - General Counsel and Company Secretary also receives quarterly continuous disclosure reports from each region which, among other things, require regions to report on known breaches of laws or regulations and litigation (if any). Nufarm also has a Speak-up (Whistle blower) process which can be used as a mechanism by employees and stakeholders to raise critical concerns. (b) Nufarm reported one critical sustainability matter to the board this year, which was a road fatality of an employee in Indonesia. This is included in GRI 403: Occupational health and safety 2018 (see page 57).
2-17	**Collective knowledge of the highest governance body**	(a) Our board's skills matrix sets out the current, collective sustainability knowledge base of the Board of Directors. This is set out in Table 12. For a complete list of the board's experience, refer to page 28 of our 2025 Annual Report. 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.

Table 12: 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

2-18 Evaluation of the performance of the highest governance body

(a) The board is committed to regularly reviewing its own performance and effectiveness as well of those of the committees and individual directors. An assessment of director performance is undertaken by the nomination committee with feedback sought from all directors prior to the board considering recommending a director for re-election to shareholders at an AGM.

(b) Evaluations of the board's performance are conducted regularly. The last external evaluation was completed in FY23 and the next internal evaluation is planned for FY26.

(c) All actions from the FY23 review were implemented prior to this reporting period and no further actions were taken in FY25.

2-19 Remuneration policies

(a) Nufarm publishes a detailed remuneration report as a part of its Annual Report which addresses the remuneration policies for Nufarm's directors and executive key management personnel **(KMP)**. This can be found on pages 44 to 65 of our 2025 Annual Report. Nufarm's executive KMP are the CEO, the Chief Financial Officer (CFO) and the Group Executive for Supply Chain Operations (GESC).

(b) In FY25 30 per cent of the executive KMP's, executive incentive plan was linked to non-financial goals, including our sustainability targets, the details of this plan can be found on pages 49 to 57 of our 2025 Annual Report.

2-20 Process to determine remuneration

(a) The people, safety and remuneration board committee has oversight of the remuneration process for the executive KMP, senior executives and employees.

(b) At the AGM in February 2025, 98.61 per cent of shareholders voted in favour of Nufarm's FY24 remuneration report. Nufarm's FY25 remuneration report will be put to shareholders at the February 2026 AGM.

2-21 Annual total compensation ratio

(a) The annual total compensation ratio for Nufarm's CEO is shown in Table 13.

Table 13: CEO annual total compensation ratio

	FY24	FY25
Annual total compensation ratio[1,2]	13.1	13.6

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.

Strategy, policies and practices

Disclosures		Our response
2-22	**Statement of sustainable development strategy**	(a) Our FY25 CEO message (see page 3) is a statement from our CEO on Nufarm's sustainability impacts, contributions and strategy.
2-23	**Policy commitments**	(a) Together, Nufarm's code of conduct and group policies support the principles of responsible business conduct – We have a group risk policy and framework which sets out our expectations of identifying and managing risks, across our business, helping to identify risks to our due diligence processes, people or the environment. – Our continuous disclosure policy sets out our commitment to accurate and timely disclosure of information to our stakeholders. – Our anti-bribery and anti-corruption policy commits Nufarm to compliance with ant-bribery and anti-corruption laws in the countries we operate in and the mandatory expectations on our people to prevent these crimes at Nufarm. – Our code of conduct reflects our commitment to respect human and labour rights, which is expanded on in our human rights policy. (b) Nufarm's human rights policy commits Nufarm to operating in a manner consistent with the United Nations Guiding Principles on Business and Human Rights (UNGPs), specifically it addresses the following human rights issues: – Safety and security – Freedom of association and collective bargaining – Diversity and inclusion – Flexible work arrangements – Equal opportunity, and – Modern slavery (c) Table 14 provides a summary of each of Nufarm's public policies along with their URL.

Table 14: Nufarm's code of conduct and policies

Title	Summary of purpose and applicability	URL
Code of conduct *Approved by the Board of Directors on 24 September 2024*	Nufarm's code of conduct applies to all directors, employees, contractors, agents and representatives of the company. Nufarm's 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. Material breaches of the code of conduct are reported to the board audit and risk committee.	https://cdn.nufarm.com/wp-content/uploads/2025/10/09174027/Code-of-Conduct-English-New-Brand-09.10.2025.pdf
Continuous disclosure policy *Approved by the Board of Directors on 27 September 2023*	Nufarm is committed to timely, open and effective communication with its shareholders and the general investment community. The continuous disclosure policy, establishes procedures aimed at ensuring that Nufarm complies with the legal and regulatory requirements under the Corporations Act and the ASX Listing Rules. These procedures include the establishment of a market disclosure committee, which monitors the continuous disclosure framework and is responsible for ensuring that Nufarm complies with its obligations.	https://cdn.nufarm.com/wp-content/uploads/2025/10/09174029/Continuous-Disclosure-Policy-approved-27-September-2023-New-Brand-09.10.2025.pdf
Group risk policy *Approved by the Board of Directors on 27 September 2023*	The intent of Nufarm's Group Risk Policy is to establish a consistent framework for identifying, assessing, and managing risks across the organisation in alignment with its risk appetite. It aims to embed risk management into strategic planning and decision-making to protect shareholder value while enabling sustainable growth. The policy promotes a proactive risk culture, guided by ISO31000:2018 and ASX governance principles, ensuring that all employees and stakeholders balance risk and reward responsibly to achieve long-term objectives.	https://cdn.nufarm.com/wp-content/uploads/2025/10/09174032/Group-Risk-Policy_Board-New-Brand-09.10.2025.pdf
Anti-bribery and Anti-corruption Policy *Approved by the Board of Directors on 15 May 2024*	Nufarm's anti-bribery and anti-corruption policy applies to all directors, employees, contractors, agents and representatives of Nufarm 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.	https://cdn.nufarm.com/wp-content/uploads/2025/10/09174010/Anti-Bribery-Policy-FINAL-20240515-New-Brand-09.10.2025.pdf

Title	Summary of purpose and applicability	URL
Speak-up (Whistleblower) Policy *Approved by the Board of Directors on 24 September 2024*	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.	https://cdn.nufarm.com/wp-content/uploads/2025/10/09174040/Speak-Up-Policy-English-New-Brand-09.10.2025.pdf
Human rights policy *Approved by the Board of directors on 13 November 2025*	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.	https://cdn.nufarm.com/wp-content/uploads/2025/10/09174034/Human-Rights-Policy-adopted-13-Nov-24-New-Brand-09.10.2025.pdf
Climate change policy *Approved by the Board of directors 25 September 2025*	As a global crop protection and seed technologies company, Nufarm is committed to playing its role in addressing climate change and its impacts. Nufarm is committed to reducing greenhouse gas **(GHG)** emissions across its operations, developing solutions that help Nufarm's customers lower their GHG emissions, and ensuring Nufarm's governance framework, risk management, strategy, and operating plans reflect the climate-related risks and opportunities it faces. Nufarm believes its 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.	https://cdn.nufarm.com/wp-content/uploads/2025/10/12172541/Climate-Change-Policy-adopted-by-Board-on-25-Sep-2025.pdf
Inclusion and diversity policy *Approved by Group Executive, People and Performance on September 2025*	Nufarm's inclusion and diversity policy contributes to the sustainable growth of the company by positively building our talent and developing an inclusive culture in which employees can thrive. Nufarm is 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.	https://cdn.nufarm.com/wp-content/uploads/2025/11/13130416/Inclusion-and-Diversity-Policy-adopted-by-Board-on-24-Sep-2025-New-brand-11.11.2025.pdf
Health, safety and environment policy *Approved by Executive risk and compliance committee on 30 October 2023*	Nufarm's health, safety, and environment **(HSE)** policy reflects Nufarm's belief that HSE extends beyond its employees to its customers and communities. It applies to all Nufarm directors, employees (permanent and non-permanent), and visitors to Nufarm facilities. The policy emphasises Nufarm's commitment to creating a safe working environment, promoting HSE leadership and awareness, and continuously improving Nufarm's HSE management systems. Nufarm encourage open communication on HSE matters and make sure that everyone is aware of their HSE responsibilities from the CEO to the newest employee.	https://cdn.nufarm.com/wp-content/uploads/2025/10/09174033/HSE-Policy-adopted-30-October-2023-New-Brand-09.10.2025.pdf
Global supplier code of conduct policy *Approved by Global strategic procurement manager 6 November 2024*	Our supplier code of conduct reflects Nufarm's commitment to ethical, sustainable and socially responsible procurement. We seek to partner with suppliers who hold themselves to the same standard of ethical and responsible behaviour that we hold ourselves to. Our supplier code of conduct sets out our minimum expectations for suppliers to comply with applicable jurisdictional and international law, for suppliers to adhere to our health and safety rules when working on our site and to provide a safe and healthy working environment for their employees. The code also expects suppliers to support our efforts to limit environmental and social impacts and restricts gift giving between Nufarm suppliers and Nufarm employees and officers. Nufarm may cease trading with a supplier if we become aware of breaches in legislation or failure to demonstrate compliance with our code.	https://cdn.nufarm.com/wp-content/uploads/2025/10/09174031/Global-Procurement-Supplier-Code-of-Conduct-Policy-New-Brand-09.10.2025.pdf

(d) Table 14 also shows the for approving authority and approval dates of each of these policies.

(e) Nufarm's code of conduct applies to Nufarm employees and aims to guide them in their business relationships with all Nufarm stakeholders, such as customers, suppliers, shareholders, service providers, competitors and fellow employees. The policies covered here apply to Nufarm employees, officers, contractors, consultants, third-party service providers and suppliers.

(f) Select policies are the subject periodic employee training while Nufarm's Supplier Code of Conduct is communicated to significant suppliers when they first enter a relationship with Nufarm. Nufarm policies are available to employees on Nufarm's intranet.

2-24	**Embedding policy commitments**	(a) Nufarm's policy commitments are translated into its business activities through internal standards and procedures. We train our employees in our operating procedures as appropriate to the role and responsibility. We communicate our polices to our employees through our intranet, translating them into local languages, where appropriate. New employees are advised of policy requirements through induction training. Mandatory training is provided for our core policies, such as our Code of Conduct and Speak-up (Whistleblower) policy, on a regular basis to ensure employees are reminded of their obligations. To verify policy commitments are embedded, we audit them through our internal audit program and report outcomes through to senior management and the board as appropriate.
2-25	**Processes to remediate negative impacts**	(a) Nufarm endeavours to take responsibility for and remediate negative impacts identified at its locations. (b) We have a number of mechanisms in place which may alert us to a negative impact. These include regular internal monitoring and reporting, direct escalation from an internal or external stakeholder through our management personnel, our integrity help line, our internal or external audit programs, our risk alert systems, the regulatory authorities, or media. Depending on the severity of the matter, it is brought to the attention of the responsible Nufarm executive who may seek advice from internal subject matter experts, legal counsel or other professional services on how to proceed. Appropriate steps are taken to remediate the situation.
2-26	**Mechanisms for seeking advice and raising concerns**	(a) Employees can seek advice on implementing Nufarm's policies and practices for responsible business conduct through: – The nominated executive owner of the relevant policy, – Legal counsel, which is available in each of our key business regions, or – Local subject matter experts within Nufarm's senior leadership or management teams. (b) Nufarm has a Speak-up (Whistle blower) policy and anonymous reporting process to allow employees and other stakeholders to raise concerns about Nufarm's business conduct. This is supported by an independent integrity helpline. The audit and risk committee oversees the application of the speak up policy, including reviewing reporting trends.
2-27	**Compliance with laws and regulations**	(a) Nufarm had no significant instances of non-compliance with laws and regulations during FY25 for which fines or non-monetary sanctions were incurred. Compliance is one of Nufarm's top five material topics, refer to Compliance and regulatory environment (see page 17) for further information on this topic. (b) Our processes capture information on significant instances of non-compliance across the group rather than immaterial ones. We are aware of two immaterial fines, one in the United States and the other in Germany. From time to time we also receive improvement notices from regulators and corrective actions are taken within the agreed time-frames.
2-28	**Membership associations**	(a) Nufarm is a member of Croplife in Australia, in the US, in Canada and in Europe. At member state level in Europe, Nufarm is also a member of national crop protection association (for example Phyteis in France), and in New Zealand we are a member of Animal and Plant Health New Zealand. Our manufacturing locations are members of local chemical industry groups, such as Chemistry Australia and the Chemical Industries Association, UK.
2-29	**Approach to stakeholder engagement**	(a) Nufarm engages with a range of stakeholders on sustainability for various reasons, such as to understand where they wish us to focus and what their priorities are, to work on improvement opportunities, or to educate and inform. Our materiality study provided a structured and formal mechanism to engage across our stakeholder groups helping us to obtain meaningful perspectives on our sustainability impacts and opportunities. Further information on our stakeholder groups and the nature of our ongoing engagement with them is summarised in Table 15.

Table 15: Engaging with our stakeholders

Stakeholder group	Engagement approach
Shareholders and potential investors	Our shareholders and potential investors have access to our General Manager Investor Relations and Corporate Development. 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.

Stakeholder group	Engagement approach
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.

2-30	**Collective bargaining agreements**	(a) In FY25 we estimate that approximately 21 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 23 per cent in FY24. (b) The working conditions and terms of employment of these employees are not influenced or determined by the organisation based on other collective bargaining agreements, such as agreements that cover other employees or agreements from other organisations. Each agreement applies solely to the employees it covers.

Disclosures on material topics

Disclosures		Our response
3-1	**Process to determine material topics**	(a) Nufarm determines material sustainability topics through a structured, multi-step process designed to align with our corporate strategy and ESG commitments. We last updated our material sustainability topics in FY24. – **Step 1: Organisational context**: We began by analysing our organisational context, including strategic priorities, existing sustainability initiatives, industry trends, peer performance, and the broader external landscape. This ensures our materiality assessment reflects both internal objectives and external expectations. – **Step 2: Stakeholder engagement**: We then engaged a diverse range of stakeholders globally through interviews, surveys, and workshops. Specifically, we engaged with nine of our ten stakeholder groups to understand their perspectives on Nufarm's sustainability impacts, risks and opportunities. – **Step 3: Assessing the significance**: Stakeholder input is assessed against two dimensions: the significance of each topic to Nufarm and the impact of Nufarm on the topic. These insights are plotted on a materiality matrix, prioritising 24 sustainability topics. – **Step 4: Validation and prioritisation**: This step was completed through an executive management workshop, and then board endorsement of the five material sustainability topics that guide our sustainability strategy and reporting. (b) To gain insight in to our sustainability impacts, risks and opportunities, Nufarm consulted a range of stakeholders: – **Internal stakeholders:** We conducted a broad employee survey which received 554 employee responses. These employees represented 30 regional offices and came from across six continents. We also conducted 19 in-depth interviews with internal stakeholders through ten individual and group interviews. These were cross-functional groups that represented different layers of Nufarm's hierarchy, including selected board members, senior leaders and employees working at our manufacturing plants. – **External stakeholders:** Nineteen external stakeholders were engaged over the course of 16 interviews. Participants were representatives from various stakeholder groups including shareholders, industry bodies and non-government organisations (NGOs), end market customers, suppliers, market influencers, research and development partners and policy makers and regulators.

3-2 List of material topics

(a) Table 16 lists our 24 material sustainability topics and their definition in order of rank. Our tier one material sustainability topics are those that have the most significant economic, environmental, or social impact on our organisation, or on which we impact. These are the focus of our reporting in this ESG Impact Statement. Where we have the information available, we have also reported GRI disclosures relevant to tier two material topics. Through our material sustainability topics, Nufarm contributes to six United Nations Sustainable Development Goals **(UN SDG)**, *UN SDG 2: Zero hunger, UN SDG 5: Gender equality, UN SDG 12: Responsible consumption and production, UN SDG 13: Climate action, UN SDG 14: Life below water and UN SDG 15: Life on land.* This connection to our tier one material sustainability topics is also show in Table 16.

Table 16: Our material sustainability topics

Tier	Rank	Our material topics	Impacts and response	Relevant UN SDGs
1	1	**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.	
	2	**Decarbonisation and climate change adaptation**	Reducing our greenhouse gas emissions and adapting our operations and supply chain to mitigate climate change impacts. Developing solutions that arise from climate change.	
	3	**Employee and community safety, health, and wellness**	Preventing or minimising physical and emotional harm to our people, and those in our local manufacturing and agricultural communities.	
	4	**Compliance and regulatory environment**	Complying with regulations applicable to our operations and products and having processes that respond to regulatory changes.	
	5	**Product stewardship**	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.	
2	6	**Governance frameworks**	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.	
	7	**Environmental management and remediation**	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.	
	8	**Biodiversity conservation**	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.	
	9	**Local community relations**	Building positive relationships with our local manufacturing and agricultural communities to understand and minimise any potential impacts that Nufarm has on them.	
	10	**Employee attraction, retention, engagement and training**	Successfully attracting, retaining, engaging and developing current and future employees.	

Tier	Rank	Our material topics	Impacts and response	Relevant UN SDGs
	11	**Food security**	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.	
	12	**Economic impact, performance and shared value**	Generating economic value and distributing this to our stakeholders, and value chain participants, such as employees, suppliers, shareholders and growers.	
	13	**Supply chain management**	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.	
	14	**Waste management and cleaner production**	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.	
	15	**Water stewardship**	Responsible use of water that responds to the shared social, environmental, agricultural and economic use and reuse of this resource.	
	16	**Hazardous materials management**	Preventing loss of containment or fire from our hazardous materials.	
	18	**Diversity, equity, inclusion**	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.	
3	17	**Human and labour rights**	Upholding human and labour rights in our operations and supply chain, including minimising the risk of modern slavery.	
	19	**Global economic and geopolitical uncertainty**	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**	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**	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.	
	22	**Responsible sourcing and procurement**	Having strategies and systems in place to ensure we source materials and services in a way that minimises harm to people, planet and Nufarm.	
	23	**Customer relations**	Fostering and maintaining positive and effective relationships with our consumer base.	
	24	**Data protection and privacy**	Maintaining the privacy of customer's and employee's personal information and preventing or minimising the risk of personal data loss.	

(b) There were no changes to our list of material topics from FY24 to FY25.

GRI 201: Economic performance 2016

Disclosures		Our response
3-3	**Management of material topic**	Nufarm's 2025 Annual Report covers the financial performance of the company and articulates the company's governance and management, including its approach to economic performance. The group is structured around four revenue generating operating segments, Asia Pacific, Europe, North America and Seed Technologies, and a corporate centre. Refer to pages 12 to 18 of our 2025 Annual Report.

201-1	**Direct economic value generated and distributed**	(a) In FY25, Our underlying EBITDA for the group was $302.4M, 3 per cent lower than in FY24, shown in Figure 12. **Figure 12: Underlying EBITDA** (b) In FY25, Nufarm generated $3.4B in revenue across our four revenue-generating operating segments. In FY25, North America remained our largest contributor to revenue with 38 per cent, followed by Europe with a 27 per cent contribution and then Asia Pacific with a 25 per cent contribution to revenue. Our global seed technologies operating segment contributed 10 per cent of revenue in FY25. This is similar to the FY24 contribution of 10 per cent, after the restatement for operating segment changes in FY25. This is shown in Figure 13. **Figure 13: Revenue-generating operating segments**
201-2	**Financial implications and other risks and opportunities due to climate change**	(a) Nufarm's 2025 Climate Statement outlines the risks Nufarm faces when considering climate change for its Australian business. Nufarm will expand its climate risk assessment to include the other major markets next year. Our 2025 Climate Statement is available at Nufarm.com. For the group, the largest climate opportunity is a potential increase in demand for sustainable aviation fuels and other low carbon energy sources where Nufarm's carinata and energy cane could be used to meet a portion of the increased demand. Refer to Sustainable agricultural innovation (see page 10).

GRI 205: Anti-corruption 2016

Disclosures		Our response
3-3	**Management of material topic**	Nufarm is committed to conducting business ethically and in full compliance with anti-bribery and anti-corruption laws across the jurisdictions where it operates. This commitment is formalised in the Anti-Bribery and Anti-Corruption Policy, which applies to all employees, directors, contractors, suppliers, and agents. The policy prohibits offering, giving, or receiving anything of value to gain an improper business advantage and covers gifts, entertainment, donations, and facilitation payments. To embed these commitments, Nufarm integrates anti-corruption principles into its Code of Conduct, mandatory training programs, and contractual agreements with third parties. Oversight is provided by the board audit and risk committee, supported by internal audits and a whistleblower program ("Speak Up") to report concerns confidentially. Breaches of the policy can result in disciplinary action, including termination, and may lead to legal consequences. A gift register is maintained by the Group Executive - General Counsel and Company Secretary to encourage transparency and visibility of material gifts. Nufarm regularly reviews its governance framework to ensure alignment with global standards and continuous improvement.
205-1	**Operations assessed for risks related to corruption**	(a) Corruption risk is one of the risks considered in our ongoing assessment of organisational risk. The effectiveness of our controls to mitigate this risk is evaluated through our program of rotational site reviews within the internal audit program. As part of Nufarm's internal audit practice, operations in countries which are considered higher risk for corruption are subjected to internal audit on a higher annual frequency to ensure good governance is occurring. (b) No significant corruption risks were detected by internal audit testing during FY25.

205-2	**Communication and training about anti-corruption policies and procedures**	(a) Our Anti-bribery and Anti-corruption Policy was reviewed and approved by Nufarm's Board of Directors in May, 2024. As a part of this governance process, the policy was communicated to all current board members. (b) We progressively launched training in our Anti-bribery and Anti-corruption Policy in the last quarter of FY24. As of the end of FY25, 44 per cent of Nufarm's current employees were trained in the policy, as shown in Table 17. This represents over 70 per cent of the employees nominated for this training.

Table 17: Employee anti-bribery and anti-corruption training

Region	%
Asia Pacific	39
Europe	43
North America	55
South America	50
Total	**44**

205-3	**Confirmed incidents of corruption and actions taken**	(a) There were incidences where employees were disciplined or dismissed for misconduct relating to business integrity and misappropriation of corporate assets.

GRI 302: Energy 2016

Disclosures		Our response
3-3	**Management of material topic**	Energy is a material reporting topic for Nufarm as it contributes to Nufarm's material ESG topic, *Decarbonisation and climate change adaptation.*

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

Our synthesis facilities are at Laverton in Australia, Wyke in the United Kingdom and Linz in Austria. These three sites accounted for 70 per cent of Nufarm's total energy consumption in FY25. Our site at Chicago Heights in the United States is a large formulation facility but also one of our higher energy consuming sites.

Nufarm has progressively expanded its reporting boundary and this year expanded that boundary to include energy consumption across the entire organisations. For the first time, all of Nufarm's non-manufacturing locations and activities are included in our energy consumption statistics. Our non-manufacturing sites are offices, warehouses, seed processing and innovation centres. We also have sales and field employees who drive vehicles for Nufarm. The contribution of our manufacturing and non-manufacturing locations to our overall energy consumption is shown in Figure 14.

Figure 14: Our most material energy consuming sites

1 Energy consumed by our crop protection manufacturing sites at Gaillon in France, Cairo in Egypt, Kwinana in Australia, Port Klang in Malaysia, Merak in Indonesia and Greenville and Alsip, both in the United States.

2 Our non-manufacturing locations are offices, warehouses, seed processing and innovation centres and vehicles driven by our sales and field employees. This represents over 60 locations.

Wyke operates a combined heat and power **(CHP)** plant which generates the site's steam and electricity. Excess electricity is exported to the national grid and sold to a retailer. Wyke is three years into its five-year program of emission reduction activities, which are discreet energy efficiency and electrification initiatives. In addition, Nufarm continues to investigate opportunities to convert the site's CHP plant to renewable hydrogen. This is still in the early stages, but if it can be done economically, it has the potential for more significant emissions reduction.

We obtain limited assurance for our energy consumption, refer to Appendix 3. Independent assurance report (see page 66),

Nufarm has a strategy to pursue bioenergy solutions, which will help downstream consumers reduce their emissions. Our Carinata seed is grown to produce a grain, that when crushed is a sustainable aviation fuel **(SAF)** feedstock, while our energy cane is a substitute for ethanol fuel.

Almost 100 per cent of Nufarm's scope 1 and 2 greenhouse gas emissions are derived from energy consumption activities. This means Nufarm's approach to energy management at its operations is driven by efficiency goals and its scope 1 and 2 emissions reduction target.

Nufarm is in the second year of its five-year power purchase agreement in place for its two Victorian sites in Australia, of which Laverton is the most significant electricity consumer. This was put in place to support Nufarm's emission reduction strategy.

302-1 Energy consumption within the organisation

(a) Nufarm consumed 205,160 GJ of fuel from non-renewable sources in the form of diesel, LPG and petrol (gasoline). Nufarm consumes diesel and LPG through on-site vehicles such as forklifts and consumes diesel and petrol in the cars and motorbikes used by our sales and field teams. Nufarm also has a back-up diesel boiler at its Wyke site in the United Kingdom.

(b) Nufarm consumed 1,482 GJ of fuel from renewable sources in the form of bio-diesel and ethanol. Renewable fuel was used in some of the vehicles used by Nufarm's sales teams in North America.

(c) Refer to Table 18 for a break down on Nufarm's energy consumption by energy type, this shows Nufarm's most significant source of energy is natural gas, used for producing steam for industrial heating activities. Refer also to GRI disclosure 302-1 (e) for further information about the year on year change in energy consumption.

Table 18: Energy consumption by type of energy

Energy consumption (GJ)[1]	FY24	FY25
Fuel consumption (non-renewable)	49,481	205,160
Fuel consumption (renewable)[2]	60	1,482
Electricity consumption	147,050	205,944
Heating (gas) consumption	614,113	806,850
Steam consumption	64,485	53,868
Cooling	-	-
Other energy[3]	4,732	-
Energy sold	26,918	36,891
Total energy consumption[4]	**853,003**	**1,236,414**

1 In working towards mandatory climate reporting obligations we have made stepwise increases to our energy reporting boundary. In FY24 we extended our manufacturing reporting boundary to include our non-manufacturing locations in Australia and New Zealand and in FY25 we extended the boundary to include all Nufarm locations.
2 '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.
3 'Other energy' refers to third party supplied hot water and pressurised air.
4 Total energy consumption is calculated as total gross energy consumption minus the amount of energy sold.

Table 19 provides a breakdown of Nufarm's energy consumption for its crop protection manufacturing locations and its non-manufacturing locations, by region. This shows that Europe is Nufarm's highest energy consumer due to the fact that two of Nufarm's three synthesis sites are located in that region (Wyke and Linz in Austria).

Table 19: Regional energy consumption

Energy consumption (GJ)[1,2]	FY24	FY25
Asia Pacific		
Manufacturing	140,411	297,328
Non-manufacturing	20,556	102,549
Total energy consumption Asia Pacific	**160,967**	**399,878**
Europe		
Manufacturing	574,359	616,792
Non-manufacturing	-	50,167
Total energy consumption Europe	**574,359**	**666,960**
North America		
Manufacturing	117,677	93,540
Non-manufacturing	-	65,550
Total energy consumption North America	**117,677**	**159,090**
South America		
Manufacturing	Not available	-
Non-manufacturing	Not available	10,487
Total energy consumption South America	**Not available**	**10,487**
Total manufacturing energy	**832,447**	**1,007,661**
Total non-manufacturing energy	**20,556**	**228,753**

1 Our manufacturing energy refers to energy consumed at our crop-protection manufacturing sites, while our non-manufacturing energy is consumed in our offices, warehouses, seed processing centres, innovation centres and transportation.
2 In working towards mandatory climate reporting obligations we have made stepwise increases to our energy reporting boundary. In FY24 we extended our manufacturing reporting boundary to include our non-manufacturing locations in Australia and New Zealand and in FY25 we extended the boundary further, to include Nufarm locations.

(d) Nufarm exported (sold) 36,891 GJ of electricity from its combined heat and power **(CHP)** plant in Wyke.

(e) In FY25, Nufarm consumed a total of 1,236,414 GJ of energy, this is a more than 30 per cent increase than reported in FY24 (853,003 GJ). The reason for this change is an increase in 2,4-D production at Nufarm's Laverton facility in Australia. This plant was shut-down for most of FY24, undergoing plant upgrades and is now operational again and is a significant energy consumer. In addition, Nufarm's non-manufacturing locations contributed to an additional 228,753 GJ of previously unreported energy consumption. This change is shown in Figure 15 (in TJ).

Figure 15: Change in energy consumption

1 Our FY24 crop-protection manufacturing energy consumption.
2 FY25 energy consumption from our global non-manufacturing locations.

(f) Nufarm uses energy invoices and company fleet car reports as its source of its energy activity data.

(g) As a global organisation, Nufarm's energy was invoiced in a range of units of measure. Conversion factors were used to convert energy from its invoiced quantity to GJ. These conversion factors were sourced from jurisdictional climate regulators or energy agencies. Where these were not available, generic factors were used such as those published by the United States Energy Information Administration (EIA).

302-2 Energy consumption outside of the organisation

Reason for omissions: Information unavailable.

Nufarm has not yet determined the energy consumption of its upstream and downstream value chain.

302-3 Energy intensity

(a) In FY25, Nufarm's energy intensity was 3.67, this is an increase from 3.14 in FY24. Refer to Table 20.

Table 20: Energy intensity

Energy intensity (GJ/tonne or m3 of production)[1,2]	FY24	FY25
Asia Pacific	1.56	3.3
Europe	7.47	7.81
North America	1.28	1.34
South America	Not available	0.8
Group energy intensity	**3.14**	**3.67**

1 Energy intensity is measured as a ratio of our crop protection manufacturing energy consumption divided by the tonne or cubic metre of total crop protection production volume.
2 In FY24, calculations for energy intensity were based on total production at crop protection manufacturing sites. In FY25, the methodology expanded to include all Nufarm sites

(b) Nufarm measures its energy intensity as a ratio of its crop protection manufacturing output.

(c) To provide a comparable energy intensity ratio, Nufarm calculates its ratio using all energy consumed by its crop protection manufacturing. The trend in energy consumption and energy intensity is shown in Figure 16.

Figure 16: Energy consumption and intensity trend

1 In working towards mandatory climate reporting obligations we have made stepwise increases to our energy reporting boundary. In FY24 we extended our manufacturing reporting boundary to include our non-manufacturing locations in Australia and New Zealand and in FY25 we extended the boundary to include all Nufarm locations.
2 In FY24, calculations for energy intensity were based on total production at crop protection manufacturing sites. In FY25, the methodology expanded to include all Nufarm sites.

(d) Energy intensity is calculated using energy consumed inside the organisation only.

302-4	**Reduction of energy consumption**	(a) Nufarm implemented some discrete energy efficiency and electrification projects at Wyke with the intention of reducing greenhouse gas emissions. The energy savings are immaterial within the scope of Nufarm's group energy consumption.
302-5	**Reductions in energy requirements of products and services**	*Reason for omissions: Information unavailable.* Nufarm has not yet determined the energy consumption of its products. As its scope 3 reporting matures, it will determine if customer's value this information and based on this, may consider value chain energy consumption as one of the inputs to the purchasing decision for relevant products.

GRI 303: Water and effluent 2018

Disclosures		Our response
3-3	**Management of material topic**	Water and effluent is a material reporting topic for Nufarm as it contributes to Nufarm's tier two material sustainability topics, *Environmental management and remediation* and *Water Stewardship*. Water is required for manufacturing processes and by our customers when applying our products. Managing water use and effluent discharge is necessary to comply with regulations and maintain operational efficiency. Refer to GRI disclosure 303-1 for further information on our approach to managing this material topic. Nufarm has two sites operating in areas of extreme water stress[1], Kwinana in Australia and Cairo in Egypt and four site's operating in areas of high water stress, Laverton in Australia, Merak in Indonesia and Chicago Heights and Alsip, both in the United States.

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.

303-1 Interactions with water as a shared resource

(a) We use water as an important ingredient in many of our formulations, for process heating and cooling, and for cleaning of our manufacturing plants. We measure and report water consumption at our crop protection manufacturing sites which use water sourced from local domestic water providers.

Our sites in Gaillon, France and Linz, Austria, also extract water directly for cooling water: Gaillon from a groundwater aquifer and Linz from the Danube River. This water is returned uncontaminated to the Seine River at Gaillon and the Danube River at Linz, after a once-through use.

Our synthesis operations at Laverton in Australia, Wyke in the United Kingdom and Linz all have access to onsite effluent treatment facilities with permitted discharge of treated effluent to the local sewer system. Our formulation facilities use less water and generate less waste water, so do not have effluent treatment facilities. Instead they dispose of their waste water as hazardous waste, addressed in GRI disclosure 306. Figure 17 shows our material water withdrawal locations.

Figure 17: Our material water withdrawal locations

1 Water withdrawn by our crop protection manufacturing sites at Cairo in Egypt, Kwinana in Australia, Port Klang in Malaysia, Merak in Indonesia, Chicago Heights, Greenville and Alsip, all in the United States.

(b) Where Nufarm discharges to an off-site water source, discharges are monitored to ensure permitted limits are not exceeded. Depending on the locations infrastructure and licence obligations, this may be on a test-and-release basis or monitoring of a continuous discharge. Monitoring and third party impact assessments of the Danube and Seine have found that our discharge has a negligible environmental impact on these rivers.

Some of Nufarm's sites have a long history as chemical sites and as a result, the groundwater can be contaminated from legacy practices. Nufarm has delineated contamination at these locations through longer-term studies and also has periodic groundwater monitoring programs in place.

(c) Nufarm takes steps to manage its water-related impacts:

- Our Gaillon site shares its groundwater aquifer with other domestic, commercial and agricultural water users and is working to reduce its consumption of water from this source.
- Nufarm takes steps to minimise off-site impacts from contaminated groundwater through a range of technologies that either control or remediate impacted locations. This is done in conjunction with local regulatory authorities.

(d) Cleaning production vessels is a source of contaminated water and waste, while Nufarm does not have specific water targets or goals, it works to reduce cleaning water.

303-2 Management of water discharge-related impacts

(a) When discharging treated effluent or single-use cooling water, Nufarm uses discharge limits established by the local regulatory authority. Internal limits exist for the purpose of alerting the organisation of a potential limit breach so prompt corrective action can be taken to prevent the discharge.

303-3 Water withdrawal

(a) In FY25, Nufarm withdrew 2,497 ML of water, over 70 per cent of this was the single use cooling water used at Linz and Gaillon. This compares with 2,655 ML in FY24. Nufarm's water withdrawal by water source and quality is shown in Table 21, while the regional breakdown of water withdrawal is shown in Table 22. There was an increase in water withdrawal in Asia-Pacific, driven by higher production at Laverton, this was more than off-set by a decrease in Linz, where less cooling water was needed for production, and Gaillon reducing their groundwater withdrawal by nearly 80 ML or 25 per cent.

Table 21: Water withdrawal by source and quality

Water withdrawal (ML)[1,2]	FY24	FY25
Surface water		
Freshwater (≤ 1,000 mg/L TDS)	1,762	1,546
Other water (> 1,000 mg/L TDS)	-	-
Total surface water	**1,762**	**1,546**
Groundwater		
Freshwater (≤ 1,000 mg/L TDS)	313	237
Other water (> 1,000 mg/L TDS)	-	-
Total groundwater	**313**	**237**
Other water withdrawal		
Produced water	2	2
Total other water withdrawal	**2**	**2**
Third party water		
Freshwater (≤ 1,000 mg/L TDS)	578	708
Other water (> 1,000 mg/L TDS)	-	4
Total third party water	**578**	**712**
Total water withdrawal	**2,655**	**2,497**

1 Water withdrawal information is determined from direct meter measurements or from municipal water supplier billing. We report water withdrawal for our crop protection manufacturing sites.
2 Nufarm does not withdraw water from seawater or stored rainwater.

Table 22: Water withdrawal by region

Water withdrawal (ML)[1]	FY24	FY25
Asia Pacific		
Surface water	-	-
Groundwater	7	8
Third party water	228	350
Total water withdrawal Asia Pacific	**235**	**357**
Europe		
Surface water	1,762	1,546
Groundwater	306	229
Seawater	-	-
Produced water	2	2
Third party water	305	310
Total water withdrawal Europe	**2,375**	**2,087**
North America		
Surface water	-	-
Groundwater	-	-
Third party water	45	53
Total water withdrawal North America	**45**	**53**
Total water withdrawal	**2,655**	**2,497**

1 Water withdrawal information presented here is determined from direct meter measurements or from municipal water supplier billing. We report water withdrawal for our crop protection manufacturing sites.

(b) In FY25, Nufarm withdrew 392 ML of water from regions of high and extremely high water stress. This represents 16 per cent of Nufarm's total water withdrawal. This is shown in Table 23.

Table 23: Water withdrawal in water stress areas

Water withdrawal by areas with water stress (ML)[1,2]	FY24	FY25
Low water stress		
Surface water	1,762	1,546
Groundwater	306	229
Third party water	327	330
Total water withdrawal for low water stress	**2,395**	**2,105**
High water stress		
Groundwater	7	8
Third party water	240	369
Total water withdrawal for high water stress	**247**	**377**
Extremely high		
Produced water	2	2
Third party water	11	13
Total water withdrawal for extremely high	**13**	**15**
Total water withdrawal for water stress	**2,655**	**2,497**

1 Water withdrawal information presented here is determined from direct meter measurements or from municipal water supplier billing. We report water withdrawal for our crop protection manufacturing sites.
2 We use the World Resource Institute's 'Water Risk Atlas', found at World Resources Institute (2025) Aqueduct. https://www.wri.org/aqueduct to evaluate the level of water stress at each of our crop protection manufacturing locations.

303-4 Water discharge

(a) In FY25, Nufarm discharged 2,244 ML of water, this compares with 2,442 ML in FY24. Nufarm's water discharge by water source and quality is shown in Table 24. Nufarm's water discharge by region is shown in Table 25.

Table 24: Water discharged by destination and quality

Water discharged (ML)[1,2,3]	FY24	FY25
Destination		
Surface water (freshwater)	2,083	1,791
Groundwater (other water)	< 1	-
Seawater	-	-
Third party water sent for use to other organisations	-	-
Third party Sewer/utilities (other water)	220	319
Third party Treatment (other water)	139	134
Unplanned discharge	-	-
Total water discharged	**2,442**	**2,244**
Water discharged quality		
Chemical oxygen demand (tonne)	3,171	3,684

1 Water discharged is determined from direct meter measurements or from municipal water billing. We report water discharged for our crop protection manufacturing sites.
2 Freshwater is water with concentration of total dissolved solids equal to or below 1,000 mg/L.
3 Other water is water with concentration of total dissolved solids greater than 1,000 mg/L.

Table 25: Water discharged by region

Water discharged (ML)[1]	FY24	FY25
Asia Pacific		
Surface water	15	16
Groundwater	-	-
Third party water	180	278
Total water discharged Asia Pacific	**195**	**294**
Europe		
Surface water	2,068	1,775
Groundwater	<1	-
Third party water	179	175
Total water discharged Europe	**2,248**	**1,950**
North America		
Surface water	-	-
Groundwater	-	-
Third party water	-	-
Total water discharged North America	**-**	**-**
Total water discharged	**2,442**	**2,244**

1 Water discharged information presented here is determined from direct meter measurements or from municipal water supplier billing. We report water discharged for our crop protection manufacturing sites.

(b) In FY25, Nufarm discharged 294 ML of water from regions of high and extremely high water stress, this is shown in Table 26.

Table 26: Water discharged in water stress areas

Water discharged by areas with water stress (ML)[1,2,3,4]	FY24	FY25
Low water stress		
Surface water (freshwater)	2,068	1,775
Third party water (other water)	179	175
Total water discharged for low water stress	**2,247**	**1,950**
High water stress		
Surface water (freshwater)	2	2
Third party water (other water)	180	278
Total water discharged for high water stress	**182**	**280**
Extremely high		
Surface water (freshwater)	13	14
Groundwater (other water)	<1	-
Third party water (other water)	<1	<1
Total water discharged for extremely high	**13**	**14**
Total water discharged for water stress	**2,442**	**2,244**

1 Water discharged information presented here is determined from direct meter measurements or from municipal water supplier billing. We report water discharged for our crop protection manufacturing sites.
2 We use the World Resource Institute's 'Water Risk Atlas', found at World Resources Institute (2025) Aqueduct. https://www.wri.org/aqueduct to evaluate the level of water stress at each of our crop protection manufacturing locations.
3 Freshwater is water with concentration of total dissolved solids equal to or below 1,000 mg/L.
4 Other water is water with concentration of total dissolved solids greater than 1,000 mg/L.

303-5 Water consumption

(a) In FY25, Nufarm consumed 746 ML of water, this is an increase of 134 ML compared to FY24 and is shown in Table 27. Water withdrawal fell at Linz due to lower synthesis production and fell at Gaillon due to water savings activities. Both of these impacted once-through cooling water only. As water consumption measures water removed from social or environmental use (at the point it is discharged from our location), water consumption increased due to higher production at Laverton. Laverton's water is either used in production or discharged as effluent and is removed from our catchment.

Table 27: Water consumption by region

Water consumption (ML)[1]	FY24	FY25
Asia Pacific	226	349
Europe	340	345
North America	45	52
Total water consumption (ML)	**611**	**746**

1 Water consumption is an estimate of the water used by Nufarm and no longer available for social or environmental use. Water returned for reuse is water returned to the catchment.

(b) In FY25, Nufarm consumed 382 ML of water from regions of high and extremely high water stress, this is shown in Table 28.

Table 28: Water consumption in water stress areas

Water consumption (ML)[1,2]	FY24	FY25
Low water stress	360	364
High water stress	239	368
Extremely high water stress	13	14
Total water consumed	**611**	**746**

1 Water consumption is an estimate of the water used by Nufarm and no longer available for social or environmental use. Water returned for reuse is water returned to the catchment.
2 We use the World Resource Institute's 'Water Risk Atlas', found at World Resources Institute (2025) Aqueduct. https://www.wri.org/aqueduct to evaluate the level of water stress at each of our crop protection manufacturing locations.

(c) Nufarm does not store water.

GRI 305: Emissions 2016

Disclosures	Our response
3-3 Management of material topic	Emissions is a material reporting topic for Nufarm as it contributes to Nufarm's tier one material sustainability topic, *Decarbonisation and climate change adaptation* and its tier two topic, *Environmental management and remediation.* Nufarm published a 2025 Climate Statement which should be referred to for Nufarm's climate-related disclosures. This statement is available at nufarm.com. The following disclosures use *GRI's 305: Emissions* reporting standard. The intention of these disclosures is to capture the additional greenhouse gas **(GHG)** emissions data required by GRI and also disclose our approach and performance for non-GHG air emissions. 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 strive to reduce air emissions from our operations to protect the health of our employees, local communities, and the environment: • We do not have emissions of persistent organic pollutants **(POP)** and have almost eliminated our emissions of hazardous air pollutants **(HAP)**. • We have established maintenance programs to prevent or minimise leaks from these systems, and minimise the release of ozone-depleting substances **(ODS)**. • Our Wyke facility in the United Kingdom is a significant contributor to our NOx emissions. Upgrades made to our largest boiler at this site in late FY24 has resulted in a material reduction in our total NOx emissions this year. • We have a group target to reduce our VOC emissions by 25 per cent, measured from our FY20 manufacturing baseline. Our site in Linz, Austria is our largest emitter of volatile organic compound (VOC) emissions to air and our strategy to deliver this target focuses on Linz. Since we first set the target, Linz explored several technical solutions to reduce the VOC emissions. Our engineering team determined a regenerative thermal oxidation **(RTO)** plant was the best solution. While the installation of the RTO was well progressed in FY25, it was not operational in time to achieve the target at the end of FY25. Commissioning of the RTO will take place in early FY26 and we anticipate achieving the intended emissions reduction in that year. At the end of FY25, our VOC emissions were 57 per cent above our FY20 manufacturing baseline.

305-1 Direct (Scope 1) GHG emissions

(a) Table 29 shows our scope 1 and scope 2 emissions by emission source and the breakdown of our regional emissions is shown in Table 30. Figure 18 shows the relative contribution of our significant GHG emitting locations. Refer to our 2025 Climate Statement at nufarm.com for further information on our climate-related disclosures.

Table 29: Our scope 1 and 2 greenhouse gas emissions by source

Greenhouse gas emissions (tonne CO_2-e)[1,2,3,4]	FY24	FY25
Scope 1 – direct emissions		
Fuel	3,393	6,034
Gas	34,472	40,969
Onsite incineration	68	183
Hydrofluorocarbons (HCFs)	25	23
Other[5]	85	165
Total scope 1 - direct emissions	**38,043**	**47,374**
Scope 2 – energy indirect emissions		
Purchased steam	1,804	2,968
Purchased electricity	16,824	30,373
Total Scope 2 – energy indirect emissions	**18,628**	**33,341**
Total greenhouse gas emissions	**56,671**	**80,715**

1 In working towards mandatory climate reporting obligations we have made stepwise increases to our energy reporting boundary. In FY24 we extended our manufacturing reporting boundary to include our non-manufacturing locations in Australia and New Zealand and in FY25 we extended the boundary to include all Nufarm locations.
2 We apply the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) to calculate our scope 1 and 2 emissions.
3 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) or nitrogen trifluoride (NF_3) and no sulphur hexafluoride (SF6) in the reporting year.
4 Scope 1 and 2 emission factors were sourced from relevant climate regulatory authorities globally. Where a particular jurisdiction did not have emission factors available, generic, publicly available country based emission factors were applied. Global warming potentials for HFC's are 100-year global warming potentials (GWPs) from the Intergovernmental Panel on Climate Change (IPCC) fourth assessment report, 2007 (AR4).
5 'Other' refers to CO_2 released from in process use of soda ash (sodium carbonate).

Table 30: Our scope 1 and 2 greenhouse gas emissions by region

Greenhouse gas emissions (tonne CO_2-e)[1,2,3,4]	FY24	FY25
Asia Pacific		
Scope 1 – direct	5,473	11,133
Scope 2 – energy indirect	13,424	23,859
Total greenhouse gas emissions Asia Pacific	**18,897**	**34,991**
Europe		
Scope 1 – direct	27,359	29,300
Scope 2 – energy indirect	3,313	4,914
Total greenhouse gas emissions Europe	**30,672**	**34,213**
North America		
Scope 1 – direct	5,211	6,270
Scope 2 – energy indirect	1,892	4,517
Total greenhouse gas emissions North America	**7,102**	**10,787**
South America		
Scope 1 – direct	Not available	672
Scope 2 – energy indirect	Not available	52
Total greenhouse gas emissions Latin America	**Not available**	**724**
Total greenhouse gas emissions	**56,671**	**80,715**

1 In working towards mandatory climate reporting obligations we have made stepwise increases to our energy reporting boundary. In FY24 we extended our manufacturing reporting boundary to include our non-manufacturing locations in Australia and New Zealand and in FY25 we extended the boundary to include all Nufarm locations.
2 We apply the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) to calculate our scope 1 and 2 emissions.
3 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) or nitrogen trifluoride (NF_3) and no sulphur hexafluoride (SF6) in the reporting year.
4 Scope 1 and 2 emission factors were sourced from relevant climate regulatory authorities globally. Where a particular jurisdiction did not have emission factors available, generic, publicly available country based emission factors were applied. Global warming potentials for HFC's are 100-year global warming potentials (GWPs) from the Intergovernmental Panel on Climate Change (IPCC) fourth assessment report, 2007 (AR4).

Figure 18: Material scope 1 and 2 GHG emissions

1 Emissions from our crop protection (CP) manufacturing sites at Kwinana in Australia, Port Klang in Malaysia, Merak in Indonesia, Gaillon in France, Cario in Egypt, and Alsip and Greenville, both in the United States.
2 Our non-manufacturing emissions are from our offices, warehouses and seed production and processing locations globally.

305-2 Energy indirect (Scope 2) GHG emissions

(a) Refer to GRI disclosure 305-1.

305-3 Other indirect (Scope 3) GHG emissions

Reason for omission: Information unavailable.

Nufarm does not yet measure or report its scope 3 greenhouse gas emissions.

305-4 GHG emissions intensity

(a) We measure our intensity as a ratio of production output across our crop protection and seed technology locations. Our emissions intensity fell in FY24 due to an extended shut-down of our 2,4-D synthesis operations in Laverton, Australia to expand capacity and increased again in FY25 as the plant's output increased. The FY25 increase is also partially attributed to the expanded scope of emissions reporting to locations that have low to no production output. Refer to Table 31 for our scope 1 and 2 emissions intensity by region.

Table 31: Greenhouse gas emissions intensity by region

Greenhouse gas emissions intensity (tonne CO_2-e/tonne or m3 of production)[1]	FY23	FY24	FY25
Asia Pacific	0.30	0.18	0.29
Europe	0.39	0.40	0.40
North America	0.09	0.08	0.09
South America		Not available	0.05
Group GHG emission intensity	**0.26**	**0.21**	**0.24**

1 Our greenhouse gas emissions intensity is calculated for the scope 1 and 2 emissions reported in GRI disclosure 305-1 and 305-2.

305-5 Reduction of GHG emissions

(a) Refer to Decarbonisation and climate change adaptation (see page 12) for information on our greenhouse gas emissions reductions and target.

305-6 Emissions of ozone-depleting substances (ODS)

(a) We have had less than one tonne of ODS emissions in FY25 (measured in tonne of CFC-11). These emissions were due to leaks from air conditioning units.

305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

(a) Refer to Table 32 for our manufacturing NOx, SOx and other emissions and Table 33 for these manufacturing air emissions by region.

Table 32: Manufacturing air emissions

Air emissions (tonne)[1,2]	FY24	FY25
Nitrogen oxides (NO_x)	155	39
Sulphur oxides (SO_x)	1	1
Carbon monoxide (CO)	16	23
Volatile organic compounds (VOCs)	61	64
Persistent organic pollutants (POP)	-	-
Hazardous air pollutants (HAP)	<1	<1
Particulate matter (PM)	3	3
Ozone depleting substances (ODS) (tonne of CFC-11 equivalent)	<1	<1
Other air emissions	<1	<1
Total air emissions	**235**	**132**

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 Air emissions are reported for crop protection manufacturing sites only.

Table 33: Manufacturing air emissions by region

Air emissions (tonne)[1,2,3]	FY24	FY25
Asia Pacific		
Nitrogen oxides (NOx)	9	14
Carbon monoxide (CO)	8	13
Volatile organic compounds (VOCs)	4	4
Balance	3	3
Total air emissions Asia Pacific	**24**	**34**
Europe		
Nitrogen oxides (NOx)	143	23
Carbon monoxide (CO)	5	7
Volatile organic compounds (VOCs)	56	60
Balance	<1	<1
Total air emissions Europe	**205**	**91**
North America		
Nitrogen oxides (NOx)	2	2
Carbon monoxide (CO)	3	3
Volatile organic compounds (VOCs)	<1	<1
Balance	1	1
Total air emissions North America	**6**	**6**
Total air emissions	**235**	**132**

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 Air emissions are reported for crop protection manufacturing sites only. Nufarm does not have crop protection manufacturing sites in South America so the region was not included in this table.

- Figure 19 shows a 75 per cent reduction in NOx emissions, due to boiler upgrades at Wyke. This resulted in a similar reduction in emissions intensity. It also shows an increase in VOC emissions since we set our target baseline in FY20. Once fully operational, the RTO is expected to significantly reduce VOC emissions from the plant at Linz in Austria, responsible for the emissions.

Figure 19: Manufacturing air emissions and intensity[1]

1 Air emissions are reported for crop protection manufacturing sites only.
2 In January 2023, we took over ownership of the combined heat and power (CHP) plant at Wyke, transferring emissions previously reported by the operator into our reporting. This resulted in increased NOx emissions for FY23 and FY24.
3 'Balance' refers to the sum of sulphur oxides (SOx), persistent organic pollutants (POP), hazardous air pollutants (HAP), particulate matter (PM), ozone depleting substances (ODS) and other air emissions.

GRI 306: Waste 2020

Disclosures		Our response
3-3	**Management of material topic**	Waste is a material reporting topic for Nufarm as it contributes to Nufarm's tier two material sustainability topics, *Environmental management and remediation* and *Waste management and cleaner production* , due to its potential environmental impacts and regulatory obligations. Effective waste management reduces environmental risks and can reduce consumption of finite resources. Our manufacturing operations generate hazardous and non-hazardous waste streams. The hazardous waste is largely comprised of water and solvents contaminated with low levels of chemicals, generated from cleaning our production vessels, while non-hazardous waste streams are mostly uncontaminated packaging and damaged pallets. Nufarm's health safety and environment **(HSE)** policy reflects Nufarm's commitment to eliminating or minimising adverse environmental impacts from our operations and seeking opportunities to use renewable resources and minimise wastes and emissions. For waste management, this commitment is cascaded through our corporate HSE standards and procedures to our operating procedures. Our waste management approach focuses on reducing waste generation, improving waste segregation and recycling, and ensuring safe disposal of hazardous and non-hazardous waste. Pollution prevention plans at manufacturing sites identify waste streams, assess impacts, and prioritise initiatives that improve economic and environmental outcomes. Nufarm's hazardous waste reduction target was to reduce hazardous waste from our manufacturing sites by 20 per cent by FY25, measured from our FY20 manufacturing baseline. This year we achieved this target with a 23 per cent reduction in hazardous waste, shown in Figure 20. This was primarily achieved by our facility at Chicago Heights in the United States, who is our most significant generator of hazardous waste. **Figure 20: Waste generated from manufacturing** 1 In FY24 we begun several significant construction projects which generated non-operating waste. This is reported separately to waste from normal operations.
306-1	**Waste generation and significant waste-related impacts**	(a) Due to the nature of Nufarm's operations, almost 80 per cent of its waste is hazardous: – Nufarm is reliant on third-parties disposing of our waste. Potentially significant environmental or social impacts could arise from waste providers not operating in a legal and responsible manner. – The primary disposal route for this waste is incineration, having an actual environmental impact by contributing to our scope 3 greenhouse gas emissions. Nufarm also has a potential significant waste-related impact in its downstream value chain from its finished product packaging and post-consumer chemical waste.
306-2	**Management of significant waste-related impacts**	(a) Our Chicago Heights formulation facility is reliant on off-site disposal, primarily incineration, for the destruction of its waste. To achieve the hazardous waste reduction target, the site implemented a range of initiatives, including changing the production scheduling to reduce the frequency of vessel cleaning, improving the efficiency of cleaning equipment and procedures, and reducing the contamination of rainwater captured in bunds. The site has eliminated over 2,000 tonnes of hazardous waste and avoided the associated energy consumption and greenhouse gas emissions that would have resulted from its incineration. (b) Where Nufarm is reliant on third-parties to manage potential waste related impacts from our waste, or waste in our downstream value chain, we: – Periodically audit our hazardous waste suppliers, seeking to assure ourselves that the waste is being transported, stored and destroyed in accordance with legal requirements and meeting our own expectations. This year we audited approximately 30 per cent of our hazardous waste suppliers. – Participate in industry collection and recycling programs for finished product packaging and post-consumer chemical waste as addressed in Product safety and stewardship (see page 19). These programs avoid chemically contaminated materials potentially being disposed of in landfill or abandoned on farms. (c) Waste data is collected at a local manufacturing site level and monitored monthly, we also have a quarterly scorecard that consolidates our waste KPI's for our manufacturing sites. Our performance against our hazardous waste target was reported to our ERCC and our sustainability and environment committee at all of their meetings in FY25.

306-3 Waste generated

(a) In FY25, Nufarm produced 21,023 tonne of waste, this is show in Table 34.

Table 34: Waste generated by type

	FY24		FY25	
Waste generated	**tonne**	**%**	**tonne**	**%**
Operating hazardous waste				
Diverted from disposal	934	4	530	3
Directed to disposal	11,748	51	13,165	63
Stored on site	1,899	8	1,584	8
Total operating hazardous waste generated	**14,581**	**63**	**15,279**	**73**
Non-operating hazardous waste[1]				
Diverted from disposal	-	-	-	-
Directed to disposal	4,048	18	273	1
Stored on site	-	-	-	-
Total non-operating hazardous waste generated	**4,048**	**18**	**273**	**1**
Operating non-hazardous waste				
Diverted from disposal	1,335	6	1,571	7
Directed to disposal	2,754	12	3,650	17
Stored on site	253	1	250	1
Total non-hazardous waste generated	**4,343**	**19**	**5,471**	**26**
Total waste				
Operating waste diverted from disposal	2,270	10	2,102	10
Operating waste directed to disposal	14,502	63	16,814	80
Operating waste stored on site	2,152	9	1,834	9
Non-operating waste diverted from disposal	-	-	-	-
Non-operating waste directed to disposal	4,048	18	273	1
Non-operating waste stored on site	-	-	-	-
Total waste generated	**22,972**	**100**	**21,023**	**100**

1 In FY24 we begun several significant construction projects which generated non-operating waste. This is reported separately to waste from normal operations.

(b) Operating waste is waste that originates from normal production processes and is within the control of the site's management team. Our FY25 hazardous waste target is calculated from our hazardous operating waste. Non-operating waste is waste is generated from abnormal circumstances, such as removal of legacy contaminated soil, construction activities or removal of obsolete plant. Our waste is determined from our crop protection manufacturing sites based on waste transfer certificates, weigh-bridge and supplier invoice data. Onsite waste disposal is calculated from production records and waste stored on site is determined from waste inventory records.

306-4 Waste diverted from disposal

(a) In FY25, Nufarm diveted 2,102 tonnes of waste or 10 per cent from disposal, refer to Table 35.

Table 35: Waste diverted from disposal

	FY24			FY25		
Waste (tonne)	Onsite	Offsite	**Total**	Onsite	Offsite	**Total**
Hazardous waste						
Preparation for reuse	-	-	-	-	-	-
Recycling	-	915	**915**	-	493	**493**
Other recovery operations	-	19	**19**	-	37	**37**
On-site storage	-	-	-	-	-	-
Total hazardous waste	-	934	**934**	-	530	**530**
Non-hazardous waste						
Preparation for reuse	<1	-	**<1**	<1	-	-
Recycling	-	1,343	**1,343**	-	1,571	**1,571**
Other recovery operations	-	-	-	-	-	-
On-site storage	<1	-	-	-	-	-
Total non-hazardous waste	**<1**	**1,343**	**1,343**	**<1**	**1,571**	**1,571**
Total waste diverted from disposal	**<1**	**2,277**	**2,277**	**<1**	**2,102**	**2,102**

306-5 Waste directed to disposal

(a) In FY25, Nufarm directed 18,921 tonnes of waste to disposal, refer to Table 36.

Table 36: Waste directed to disposal

	FY24			FY25		
Waste (tonne)	Onsite	Offsite	**Total**	Onsite	Offsite	**Total**
Operating hazardous waste						
Incineration (with energy recovery)	-	4,591	**4,591**	-	4,449	**4,449**
Incineration (without energy recovery)	57	5,504	**5,561**	188	6,276	**6,464**
Recovered (including energy recovery)	-	519	**519**	-	817	**817**
Third party treatment	-	614	**614**	-	1,219	**1,219**
Deep well injection	-	362	**362**	-	-	**-**
Landfill	-	102	**102**	-	202	**202**
Other disposal operations	-	-	**-**	-	14	**14**
On-site storage	1,899	-	**1,899**	-	1,584	**1,584**
Total operating hazardous waste	**1,956**	**11,692**	**13,647**	**188**	**14,561**	**14,748**
Non-operating hazardous waste[1]						
Recovered (including energy recovery)	-	346	**346**	-	213	**213**
Treatment	-	3,603	**3,603**	-	-	**-**
Landfill	-	98	**98**	-	60	**60**
Total non-operating hazardous waste	**-**	**4,047**	**4,047**	**-**	**273**	**273**
Non-hazardous						
Incineration (with energy recovery)	-	789	**789**	-	166	**166**
Incineration (without energy recovery)	-	1	**1**	-	-	**-**
Recovered (including energy recovery)	-	-	**-**	-	-	**-**
Third party treatment	-	1,451	**1,451**	-	1,587	**1,587**
Deep well injection	-	70	**70**	-	1,437	**1,437**
Landfill	-	414	**414**	-	319	**319**
Direct to surface or groundwater	-	-	**-**	-	-	**-**
Other disposal operations	-	29	**29**	-	141	**141**
On-site storage	253	-	**253**	250	-	**250**
Total non-hazardous waste	**253**	**2,754**	**3,007**	**250**	**3,650**	**3,900**
Total waste directed to disposal	**2,209**	**18,493**	**20,702**	**438**	**18,483**	**18,921**

1 In FY24 we begun several significant construction projects which generated non-operating waste. This is reported separately to waste from normal operations.

GRI 308 & 414: Supplier assessment

Disclosures		Our response
3-3	Management of material topic	Supplier environmental and social assessment are material reporting topics for Nufarm as they contribute to Nufarm's tier two material sustainability topic *Supply chain management*. Our approach to responsible sourcing is outlined in Product safety and stewardship (see page 19).

Nufarm monitors its suppliers environmental and social performance as part of our supplier ESG assessment program. Through this program we assess a portion of our existing suppliers and our new suppliers. We have one dedicated resource who runs our program and who also has responsibility for administering our supplier code of conduct. In FY25, we had 465 suppliers in our ESG assessment program, representing 61 per cent of our total FY25 spend. Refer to Table 37.

Table 37: Participation in our supplier ESG assessment program[1]

	FY24		FY25	
	Count[2]	% of total spend	Count	% of total spend
Suppliers in our ESG assessment program				
Direct suppliers[3]	182	49	197	54
Indirect suppliers[4]	220	5	268	7
Total suppliers in our ESG assessment program	**402**	**54**	**465**	**61**
Suppliers with an executed supplier code of conduct				
Direct suppliers	37	1	51	5
Indirect suppliers	106	2	170	4
Total number of suppliers	**143**	**3**	**221**	**9**

1 Suppliers in our ESG assessment program are those that have participated in a third-party ESG assessment in the last three years.
2 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.
3 Direct suppliers are those that supply the chemical inputs, packaging materials and finished crop protection products ready for sale.
4 Indirect suppliers are those that provide ancillary materials, professional services and outbound logistics to support our business.

308-1 and 414-1	New suppliers that were screened using environmental or social criteria	(a) In FY25 we assessed 95 new suppliers using an environmental and social assessment criteria, these suppliers represented 6 per cent of our FY25 spend. Refer to Table 38.

Table 38: New suppliers assessed for environmental and social impacts

	FY24		FY25	
	Count	% of total spend	Count	% of total spend
New suppliers assessed using environmental and social criteria[1]				
Direct suppliers[2]	28	2	19	4
Indirect suppliers[3]	74	3	76	2
Total new suppliers assessed	**102**	**5**	**95**	**6**

1 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.
2 Direct suppliers are those that supply the chemical inputs, packaging materials and finished crop protection products ready for sale.
3 Indirect suppliers are those that provide ancillary materials, professional services and outbound logistics to support our business.

308-2 and 414-2 Negative environmental or social impacts in the supply chain and actions taken

(a) In FY25 we assessed 312 existing suppliers using an environmental and social assessment criteria. These suppliers represented 37 per cent of our FY25 spend. Refer to Table 39.

Table 39: Existing suppliers assessed for environmental and social impacts

	FY24		FY25	
	Count	% of total spend	Count	% of total spend
Existing suppliers assessed using environmental and social criteria[1]				
Direct suppliers[2]	135	40	127	33
Indirect suppliers[3]	157	4	185	5
Total suppliers reassessed	**292**	**44**	**312**	**37**

1 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.
2 Direct suppliers are those that supply the chemical inputs, packaging materials and finished crop protection products ready for sale.
3 Indirect suppliers are those that provide ancillary materials, professional services and outbound logistics to support our business.

(b) In FY25 we identified three of our assessed suppliers that had either a significant environmental or social impact, combined this represented 1-2 per cent of our FY25 spend. Refer to Table 40.

Table 40: Suppliers with environmental or social impacts

	FY24		FY25	
	Count	% of total spend	Count	% of total spend
Significant supplier environmental and social impacts and their improvement plans[1,2,3,4]				
Suppliers with significant environmental impacts	2	6	2	1
Suppliers with significant social impacts	3	-	1	-
Suppliers with agreed improvement plans	-	-	-	-
Suppliers terminated due to environmental or social impacts	-	-	-	-

1 We define a significant supplier environmental or social impact as a negative finding raised by our third-party supplier ESG assessment program and which they have classified as major or severe and where the supplier's location or product is in Nufarm's supply chain.
2 The percentage of affected spend is based on the total spend with the supplier, we are unable to sperate total spend with a supplier from impacted spend, making it a conservative estimate.
3 Significant impacts are reported in the year they are first identified; however they may relate to historical incidents
4 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

(c) Three of our supplier's were identified to have had significant actual environmental or social impacts at the location where we source materials. Two of our supplier's locations in the United States were issued with EPA fines, one for violation of the Clean Air Act and the other for failure under the Spill Prevention, Control and Countermeasures Act. The third, also in the United States, received a penalty for disability discrimination.
(d) In FY25, none of our suppliers have agreed improvement plans in place as a result of environmental or social assessments.
(e) In FY25, none of our suppliers were terminated as a result of environmental or social assessments.

GRI 401: Employment 2016

Disclosures		Our response
3-3	Management of material topics	Nufarm identifies employment as a material reporting topic, to the extent that it contributes to Nufarm's material topic, *Employee attraction, retention, engagement and training*. Nufarm recognises that the engagement, wellbeing, and diversity of its global workforce is an important contributor to its long-term success and that these workplace attributes help to uphold our people's human rights. In this topic, Nufarm considers its employees to be its permanent, non-permanent and casual workers. Nufarm has established Human Rights, Inclusion and Diversity and Health, Safety and Environment policies. Through these, Nufarm has committed to safety first and employee health and wellbeing, offering a global employee assistance program to support mental health and flexible work arrangements to improve employee work-life balance. In FY25, we saw a 76 per cent increase in the number of employees accessing parental leave, demonstrating the importance of this leave to our employees. Nufarm recognises employees' right to freedom of association and collective bargaining and works to build inclusive workplaces free of discrimination, harassment and bullying. Nufarm maintains a confidential grievance mechanisms and promotes a speak-up culture, supported by training in ethical conduct and respectful workplace behaviour. The company regularly monitors and evaluates its performance using metrics such as injury rates, gender representation, and employee engagement. It also publicly reports on employment outcomes, demonstrating transparency and accountability in its employment practices.
401-1	New employee hires and employee turnover	(a) Refer to Table 41 for the number and rate of both new employees and employee turnover by age group, gender and region.

Table 41: Employee hire and turnover

Full-time equivalent (FTE) employees[1]	FY24				FY25[2]			
	New employees		Turnover		New employees		Turnover	
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
Employee age group[3]								
Under 30 years old	139	40	81	20	109	26	87	20
30-50 years old	213	13	190	11	187	11	242	14
Over 50 years old	70	7	110	11	52	6	155	17
Employee gender								
Women	137	16	108	12	103	12	144	16
Men	295	13	276	12	246	11	344	15
Employee region								
Asia Pacific	138	11	131	11	135	11	150	12
Europe	174	16	119	11	72	6	153	14
South America	31	21	17	11	43	24	18	10
North America	90	15	118	20	99	18	168	30
Total	**432**	**14**	**384**	**12**	**349**	**11**	**489**	**16**

1 Both the new employee hire rate and the employee turnover rate are calculated as the percentage of full-time equivalent (FTE) employees hired or terminated, respectively, relative to the average annual FTE of employees.
2 In FY25, two new headcount employees are not included in the new employee age group measures, and four are not represented in the turnover age group measures, as their date of birth information was not disclosed in our HRIS system.
3 Some employees do not provide their date of birth or age as we do not mandate this in our human resources information system.

401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	(a) Nufarm provides a consistent suite of benefits to all full-time and part-time employees across our operations. These benefits typically include health and wellbeing programs, retirement contributions, and other locally relevant provisions. Exceptions apply for temporary and casual employees, and these are determined by the legal and regulatory requirements of the country in which the employee is based. In all cases, Nufarm seeks to comply with applicable workplace legislation and employment standards. Contractors engaged through labour hire companies are not employed directly by Nufarm. These workers receive benefits from their direct employer in accordance with local laws and contractual agreements. Nufarm regularly reviews its benefits framework to maintain fairness, legal compliance, and alignment with our commitment to supporting our people globally. (b) Our significant locations included in this disclosure were Laverton in Australia, Wyke in the United Kingdom, Linz in Austria and Chicago Heights in the United States.

401-3 Parental leave

(a) Parental leave is available to all Nufarm permanent employees, 100 per cent of permanent employees were entitled to parental leave in the reporting period.
(b) Refer to Table 42 for the total number of employees that took parental leave, by gender.
(c) Table 42 also contains the total number of employees that returned from parental leave, by gender.

Table 42: Number of employees accessing parental leave

	FY24			FY25		
Headcount	**Women**	**Men**	**Total**	**Women**	**Men**	**Total**
Took parental leave						
Primary carer	32	3	**35**	47	3	**50**
Secondary carer	-	16	**16**	-	41	**41**
Total parental leave	**32**	**19**	**51**	**47**	**44**	**91**
Returned from parental leave	21	18	**39**	27	43	**70**

(d) *Reason for omission: Information not available*
(e) *Reason for omission: Information not available*

GRI 403: Occupational health and safety 2018

Disclosures		Our response
3-3	**Management of material topic**	Safety remains a high priority for Nufarm and as one of our top five material topics. As a chapter of this report is dedicated to our management of worker heath and safety only limited additional disclosures are included here. Full details of Nufarm's approach to occupational health and safety can be found in Employee and community safety, health and wellbeing (see page 14).
403-1	**Occupational health and safety management system**	(a) Nufarm has taken a risk-based approach the the development and implementation of its safety management system **(SMS)**. Our SMS has been informed by local regulatory requirements in the countries we operate as well as industry best practice. (b) Nufarm's SMS covers its employees and workers whose work and/or workplace is controlled by Nufarm.
403-2	**Hazard identification, risk assessment and incident investigation**	(a) Employee and community safety, health and wellbeing (see page 14) responds to this disclosure with a description of Nufarm's: • Processes for identifying hazards and assessing risks, • Employee consultation process by which workers can report work-related hazards, • Policies for employees and non-employee workers to remove themselves from hazardous work situations. and • A description of the process to investigate work related incidents.
403-3	**Occupational health services**	(a) Nufarm provides occupational health services for its employees. Further information on these can be found in *Looking after the wellbeing of our employees in Employee and community safety, health and wellbeing (see page 14).*
403-4	**Worker participation, consultation, and communication on OHS**	(a) Nufarm provides mechanisms for workers to participate and consult on the SMS and meet formally with management on safety matters, further information can be found in *Consulting with employees on health and safety, Employee and community safety, health and wellbeing (see page 14).*
403-5	**Worker training on occupational health and safety**	(a) All employees are required to undergo occupational health and safety training, further information on our safety training programs can be found in *Training our people in Employee and community safety, health and wellbeing (see page 14),* supporting information is also available in *GRI 404: Training and education 2016 (see page 59).*
403-6	**Promotion of worker health**	(a) Further information on Nufarm's voluntary wellbeing programs can be found in *Looking after the wellbeing of our employees in Employee and community safety, health and wellbeing (see page 14).*
403-8	**Workers covered by an OHS management system**	(a) Our Nufarm HSE Standard applies to all employees and workers who are not employees but whose work and/or workplace is controlled by Nufarm, however, we have implemented the key elements using a phased approach, based on risk: • Our incident reporting and investigation process is company wide and subject to internal audit, • Our manufacturing workers who work in major hazard facilities are the focus of the process safety management aspects of our safety management system. All manufacturing sites are subject to internal health and safety audits, • Our commercial teams who drive while conducting Nufarm business are the focus of the driver safety aspects of our safety management system.

403-9 Work-related injuries

(a) Nufarm measures and reports fatalities, high-consequence work related injuries, lots time injuries **(LTI)**, medical treatment injuries and serious injuries **(SI)** for its employees and workers whose work and/or workplace is controlled by Nufarm together.

(i) Table 43 shows an increase in injuries this year and a motorbike fatality for one of Nufarm's employees in Indonesia.
(ii) Nufarm had no high-consequence work-related injuries in the reporting period.
(iii) Table 44 shows that the most significant year on year increase in LTIs occurred in Asia Pacific, with 2 in FY24, increasing to 9 in FY25.
(iv) Table 45 shows that SIs also increased in Asia Pacific, from 1.49 in FY24 to 4.22 in FY25. Table 46 shows medical treatment injuries increased during the reporting period in both Europe and North America.
(v) The majority of injuries contributing to these increased injury rates were sprains, strains and bruises.
(vi) Nufarm recorded 6,478,477 combined hours of work for Nufarm employees and employees whose work and/or workplace is controlled by Nufarm, this is a less than 1 per cent increase on FY24 hours worked.

Table 43: Our safety performance

	FY24		FY25	
Types and rates of injuries[1]	Number	Rate	Number	Rate
Work-related fatalities	-	0.00	1	0.15
High-consequence work-related injuries[2]	-	0.00	-	0.00
Lost time injuries (LTI)[3]	10	1.55	17	2.62
Medical treatment-related injuries (MTI)[4]	3	0.46	5	0.77
Serious injuries (SI)[5,6]	13	2.01	23	3.55
Number of hours worked	6,451,908		6,478,477	

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. Injury rates are based on one million hours worked.
2 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.
3 The lost time injury frequency rate (LTIFR) is the number of lost time injuries per million hours worked. The work-related fatality is include in the FY25 LTI count and LTIFR.
4 A medical treatment injury is an injury that requires treatment above and beyond first aid.
5 A serious injury within Nufarm is the sum of both lost time and medical treatment injuries.
6 The work-related fatal motorcycle accident is included in the FY25 SI count and SIFR.

Table 44: Lost time injuries by region

	FY24		FY25	
LTI and LTIFR[1,2]	Number	Rate	Number	Rate
Asia Pacific[3]	2	0.75	9	3.45
Europe	5	2.18	7	3.01
South America	-	0.00	-	0.00
North America	3	2.81	2	1.85
Total LTI and LTIFR	**10**	**1.55**	**18**	**2.78**

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 The lost time injury frequency rate (LTIFR) is the number of lost time injuries per million hours worked.
3 The work-related fatal motorcycle accident is included in the FY25 LTI count and LTIFR for Asia Pacific.

Table 45: Serious injuries by region

SI and SIFR[1,2]	FY24 Number	FY24 Rate	FY25 Number	FY25 Rate
Asia Pacific[3]	4	1.49	11	4.22
Europe	6	2.61	9	3.87
South America	-	0.00	-	0.00
North America	3	2.81	3	2.78
Total SI and SIFR	**13.00**	**2.01**	**23.00**	**3.55**

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. Injury rates are based on one million hours worked.
2 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.
3 The work-related fatal motorcycle accident is included in the FY25 LTI count and LTIFR for Asia Pacific.

Table 46: Medical treatment injuries by region

MTI and MTIFR[1,2]	FY24 Number	FY24 Rate	FY25 Number	FY25 Rate
Asia Pacific	2	0.75	2	0.77
Europe	1	0.44	2	0.86
South America	-	0.00	-	0.00
North America	-	0.00	1	0.93
Total MTI and MTIFR	**3**	**0.46**	**5**	**0.77**

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.

(b) This year, Nufarm began separately recording injuries reported by Nufarm employees from injuries reported by workers who are not employees, but whose work and/or workplace is controlled by Nufarm. In addition Nufarm also began recording contractor hours for these workers, although at its manufacturing locations only. Nufarm seeks to use this data for improved injury reporting transparency in FY26.

(c) As an operator of major hazard facilities, Nufarm has work-related hazards that pose a risk of high-consequence injury. The processes Nufarm uses to identify hazards are described in Our approach to health, safety and wellbeing (see page 14).

403-10 Work-related ill health	*Reason for omission: Information unavailable.*

GRI 404: Training and education 2016

Disclosures	Our response
3-3 Management of material topic	Nufarm identifies training and education as a material reporting topic as it contributes to Nufarm's material topic, *Employee attraction, retention, engagement and training*. We recognise that the capability of people is fundamental to Nufarm's long-term success and we have an important role to play in our people's ongoing development. In FY25, Nufarm supported 240 employees through a 10-12 week leadership program focused on leading growth through innovation. This program supports the development of our senior and middle management to lead innovation, it created opportunities for cross collaboration and it increased cultural awareness amongst colleagues. Our ability to innovate and deliver sustainable agricultural solutions relies on a skilled, engaged, and diverse workforce. Training and education support safety, inclusion, leadership development, and technical expertise, which are essential for operational excellence and helping Nufarm to meet the evolving needs of our customers. 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 our employees to "own your own growth" and participate in this program, which includes continual check-in conversations with managers to discuss progress against agreed goals, providing employees with real-time, continuous feedback to support performance achievements and development objectives. Global training and development programs were used where we needed to up-skill our people in global policies and procedures, this includes training in topics such as driver safety, code of conduct, speak-up (whistleblower), anti-trust and anti-bribery and procurement policies. Nufarm provides role and departmental specific training, tailored to meet the needs of a particular department or function. Our manufacturing sites run structured, competency based training programs, necessary for operating major hazard facilities.

404-1 Average hours of training per year per employee

(a) We provide a range of training and education opportunities to help our employees and contractors (where applicable), obtain the skills needed to perform their role and responsibilities and to develop them in line with our business goals. However, we have different training systems in place at our various locations, and cannot consolidate on all training and education carried out in the business. In the spirit of transparent reporting, we have captured some training activities in Table 48, recognising that this understates Nufarm's total employee training effort.

Table 48: Training and education for our employees[1,2]

	FY24		FY25	
Type of training and education	Average hours of employee training	Average hours of non-employee training	Average hours of employee training	Average hours of non-employee training
Health and safety	13.7	1.6	12.9	2.0
Environmental	0.2	0.4	0.3	0.7
Learning management system[3]	Not available	Not available	5.5	-
Leadership development	Not available	Not available	2.3	-
Total	**13.9**	**2.0**	**21.0**	**2.7**

1 Average hours of training per employee is calculated for all Nufarm employees, measured as hours per employee headcount, the actual training is attended by a subset of Nufarm's employees for whom the training is relevant.
2 Average hours of non-employee training is health, safety and environment training provided to contractors working on Nufarm's crop protection manufacturing sites, measured as hours per contractor headcount.
3 Training information recorded in our learning management system covers a variety of training topics.

404-2 Programs for upgrading employee skills and transition assistance programs

(a) We invest in continuous learning and development to ensure our workforce is future ready and our employees are equipped to do their roles. Our training includes technical and on the job training, leadership development and programs aligned with business objectives.
(b) We provide transition assistance programs including career counselling and reskilling opportunities to support employability during organisational changes or role transitions.

404-3 Percentage of employees receiving regular performance and career development reviews

(a) Refer to Table 49 for the percentage of employees who have had performance objectives and career development goals reviewed in the reporting period.

Table 49: Employee performance and development reviews

	FY24			FY25		
Full-time equivalent (FTE) employees	Women (%)	Men (%)	Total (%)	Women (%)	Men (%)	Total (%)
Performance objectives in place[1]	69	51	**56**	67	52	**57**
Development objectives in place[2]	33	18	**22**	30	19	**22**
Performance and development check-ins[3]	49	37	**41**	43	29	**34**

1 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.
2 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.
3 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.

GRI 405: Diversity and equal opportunity 2016

Disclosures		Our response
3-3	**Management of material topic**	Nufarm recognises diversity and equal opportunity as a key contributor to its sustainability, advancing its material topic, *Employee attraction, retention, engagement and training*.material topic. The company's approach is guided by its Inclusion and Diversity Policy, which aims to create an inclusive culture where employees can thrive regardless of gender, marital or family status, sexual orientation, gender identity, age, abilities, ethnicity, religious beliefs, cultural background, socioeconomic background, perspective or experience. This policy is overseen by the board and reviewed regularly to ensure alignment with best practice and organisational objectives. The board sets measurable inclusion and diversity objectives for itself, senior management, and the broader workforce, and reports annually on progress. These objectives are embedded in Nufarm's 2025–2030 Inclusion and Diversity Roadmap, which was informed by global diagnostics, data analysis, and stakeholder consultation. Key targets include achieving at least 40 per cent representation of each gender on the board and senior leadership team by FY30, and 35 per cent representation across the workforce. Additional goals address succession planning, people manager roles, and representation in manufacturing and commercial functions. To achieve these objectives, Nufarm integrates diversity considerations into recruitment, succession planning, and leadership development. Recruitment panels are intentionally diverse, and employees receive training to recognise and minimise conscious and unconscious bias. Selection decisions are based on competency and potential contribution to Nufarm's growth. The People, Safety and Remuneration Committee monitors inclusion and diversity performance, ensuring accountability at the highest level of governance. Progress is tracked through annual reporting and disclosed in the ESG Impact Statement and Corporate Governance Statement. In FY25, women represented 43 per cent of non-executive directors, 31 per cent of senior leadership, and 28 per cent of the workforce. While organisational restructuring impacted some metrics, Nufarm remains committed to inclusion and diversity goals. The company also promotes equal opportunity through its Code of Conduct, which reinforces ethical behaviour and respect for human rights, and through policies addressing modern slavery and workplace rights. Nufarm's approach reflects its belief that diversity strengthens decision-making, innovation, and resilience. By embedding inclusion into governance, strategy, and culture, Nufarm seeks to ensure fair treatment and equal opportunity for all employees, contributing to sustainable business performance and positive social impact.
405-1	**Diversity of governance bodies and employees**	(a) Refer to Table 50 for the gender diversity of our Board of Directors and employees.

Table 50: Gender diversity of the Board of Directors and employees

	FY24		FY25	
	Women (%)	Men (%)	Women (%)	Men (%)
Non-executive directors	43	57	43	57
Employees				
Senior leadership team	33	67	30	70
Executive key management personnel[1,2]	-	100	-	100
Executive and senior management	34	66	31	69
People manager	26	74	26	73
Professionals	31	69	30	70
Manufacturing shop floor	14	86	16	84
Administration	70	30	75	25
Other	25	75	21	79
Total	**29**	**71**	**28**	**72**

1 Greg Hunt, Managing Director and Chief Executive Officer is included with the executive key management personnel in this table.
2 Our executive key management personnel are the CEO, CFO and Group Executive Supply Chain Operations.

(b) Refer to Table 51 for the age diversity of our Board of Directors, which remains unchanged since last year. Table 52 show's the age diversity of our employees, of which the majority (57 per cent) are between the ages of 30 and 50 years old.

Table 51: Age diversity of the Board of Directors

Percentage of headcount	FY24[1] ≤ 30 years	FY24[1] 30-50 years	FY24[1] > 50 years	FY25 ≤ 30 years	FY25 30-50 years	FY25 > 50 years
Non-executive directors	-	14	86	-	14	86

1 FY24 was restated from <1 per cent to 14 per cent in the 30-50 year age group and from < 1 per cent to 86 per cent in the > 50 years age group. Refer to GRI disclosure 2-4 for further information on this restatement.

Table 52: Age diversity of employees

Percentage of headcount	FY24[1] ≤ 30 years	FY24[1] 30-50 years	FY24[1] > 50 years	FY25[2] ≤ 30 years	FY25[2] 30-50 years	FY25[2] > 50 years
Executive key management personnel (KMP)[3]	-	-	<1	-	-	<1
Executive and senior leadership team	-	<1	2	-	<1	2
People manager	<1	12	8	<1	13	7
Professionals	7	24	10	7	24	8
Manufacturing shop floor	5	13	9	4	15	9
Administration	1	5	2	<1	4	2
Other	1	<1	<1	<1	<1	<1
Total	**14**	**55**	**31**	**14**	**57**	**29**

1 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.
2 In FY25, nearly 0.4 per cent of our employees have not disclosed the date of birth info.
3 Our executive key management personnel are the CEO, CFO and Group Executive Supply Chain Operations.

405-2	**Ratio of basic salary and remuneration of women to men**	(a) We conduct gender pay equality reviews regularly with the next review planned in FY26. In FY24 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 1.00 and for men is 1.05.

GRI 408 & 409 Child and forced or compulsory labour 2016

Disclosures		Our response
3-3	**Management of material topic**	Child labour and Forced or compulsory labour are material reporting topics for Nufarm as they contribute to Nufarm's tier two material sustainability topic *Supply chain management* and because Nufarm is subject to the *Australian Commonwealth Modern Slavery Act 2018*, the *UK Modern Slavery Act 2015* and *Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023*. As required by these regulations, we publish an annual modern slavery statement that provides information on the steps taken to identify and reduce the risk of modern slavery in our business. Our most recent statement (FY24) was published in March 2025 and is available at nufarm.com and our FY25 statement will be published in early 2026. Modern slavery describes exploitative situations where a person cannot refuse or leave because threats, violence, coercion, deception or abuse of power deprive them of their freedom. Modern slavery can take the form of trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, and the worst forms of child labour where children are subjected to slavery or similar practices or engaged in hazardous work.[1,2] Nufarm considers slavery and trafficking in persons and child labour to be a very serious issues. Our human rights policy establishes our commitment to workplaces free from harassment, violence or threats of violence, in keeping with our goal of zero harm to our employees. We recognise modern slavery risk in our operations and supply chain due to: **Country vulnerability** • We source materials from countries that are more vulnerable to modern slavery practices, such as India, Indonesia and China. • We operate in countries that have some vulnerability to modern slavery practices, such as Egypt, Indonesia and Brazil. **Industry/commodity** • We purchase raw materials and finished products containing copper, there is a potential for some at risk copper to enter our supply chain. • We purchase solvents and surfactants derived from palm oil and there is a potential for some at risk palm oil to enter our supply chain.

	Employment arrangements	• We engage a small number of foreign workers at our manufacturing facility in Malaysia. • Contracting low-skilled workers either directly or indirectly, to meet seasonal demand in our factories or on farms growing and harvesting seed.
		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 our modern slavery risk: • We conducted modern slavery training for our people and performance team, over 70 per cent of this team completed training in FY25. • We progressed our foreign worker remediation plan in Port Klang, Malaysia, reimbursing workers for recruitment-related fees paid in their home country (refer to GRI disclosure 409-1) , consolidating all workers into newer and better maintained accommodation, and we implemented weekly safety inspections of worker accommodation. • We completed a proactive internal modern slavery self-assessment on our companies operating in countries more vulnerable to modern slavery practices. No modern slavery concerns were found, however, we identified some areas where we aim to align our global internal process, including the retention of copies of employee age verification records, policies for extending loans to employees and provision of employment contracts in the employee's preferred language. • We transitioned to a new business system for conducting supplier sustainability assessments. This removed the cost of compliance with our policy from our suppliers, which had become a barrier to participation for some of our suppliers in higher risk sourcing regions, such as China and India.
408-1	**Operations and suppliers at significant risk for incidents of child labour**	(a) We have not identified operations or suppliers at significant risk of child labour this year.
409-1	**Operations and suppliers at significant risk for incidents of forced or compulsory labour**	(a) We identified a risk of forced or compulsory labour for our 21 foreign workers employed at our site in Port Klang, Malaysia. (b) In FY24 we undertook a third-party audit of the site and conducted our own internal investigations. There were two validated major findings of modern slavery risk relating to the payment of recruitment and repatriation fees by workers, creating the potential for a debt or cost which could have prevented foreign workers from choosing to leave their employment at Nufarm: – This year we undertook remediation activities, which included a one off payment of RM 7,000 to each worker, or approximately AUD 50,000 in total, as reimbursement for costs incurred. An internal audit verified workers received this payment. – In the short to medium term, we implemented an approval and audit process. All appointments of foreign workers now require approval and oversight from our Asia Pacific People and Performance Lead. This aims to provide greater process control, transparency, and accountability so to reduce the risk of modern slavery within our Malaysian operation. – Our longer term goal is to reduce our reliance on foreign workers. We will do this by working to build capability with local temporary workers, wherever possible, to further reduce modern slavery risk associated with foreign workers in Malaysia.

1 Attorney-General's Department. (2023). Commonwealth Modern Slavery Act, Guidance for Reporting Entities. May 2023* Commonwealth of Australia. https://modernslaveryregister.gov.au/resources/Commonwealth_Modern_Slavery_Act_Guidance_for_Reporting_Entities.pdf

2 Walk Free Foundation. (2023). The global slavery index 2023. Walk Free Foundation. https://cdn.walkfree.org/content/uploads/2023/05/17114737/Global-Slavery-Index-2023.pdf

GRI 413: Local communities 2016

Disclosures		Our response
3-3	**Management of material topic**	We recognise that strong, respectful relationships are fundamental to maintaining our social licence to operate. As part of our commitment to ESG principles, we strive to create shared value by providing sustainable employment opportunities and supporting locally relevant priorities. For Nufarm, the local community is primarily those people living and working within the vicinity of its manufacturing sites. As an operator of major hazard facilities, we actively mitigate risks to our people and the community. Management has risk mitigating activities in place, we: • Undertake comprehensive hazard identification and risk assessment for our processes and chemicals • Identify potential scenarios that could lead to a major incident • Implement engineering and administrative controls to provide layers of protection that minimise the risk to as low as reasonably practicable • Implement safety management systems to monitor and maintain the effectiveness of our controls • Have emergency response procedures and regularly practice these with emergency services • Communicate the nature of the hazard and appropriate emergency response procedures to potentially impacted communities • Have engagement activities and grievance mechanisms in place to proactively manage community concerns and potential impacts. Nufarm's operations can also cause less significant potential impacts on their local communities, such as noise, odour, light pollution, and increased traffic. We recognise that these can impact local community amenity and take these concerns seriously. To help mitigate these we: • Identify environmental risks and impacts through ISO14001 certified environmental management systems, regular monitoring, and compliance with local regulations • Participate in local community groups where they exist, to foster open dialogue and address concerns • Maintain community complaints and resolution processes to ensure timely and transparent responses.
413-1	**Operations with local community engagement, impact assessments, and development programs**	(a) While most of our manufacturing sites are located in industrial zones, some interface directly with residential or community areas. Nufarm representatives actively participate in local community groups at our manufacturing sites where such a group exists. These actions reinforce our commitment to stakeholder engagement and responsible corporate citizenship and allow us to be more responsive to the concerns of our neighbours.
413-2	**Operations with significant actual and potential negative impacts on local communities**	(a) Our operations at Wyke in the United Kingdom, Laverton in Australia, Linz in Austria, and Gaillon in France have significant, potential impacts on local communities. The four sites have major hazard scenarios with the potential for an off-site impact which could take the form of a factory fire or chemical release to atmosphere. There were no actual, significant negative impacts on the local community during the reporting period.

GRI 416: Customer health and safety 2016

Disclosures		Our response
3-3	**Management of material topic**	Customer health and safety is a material reporting topic as it contributes to one of Nufarm's tier one material sustainability topic, *Product Safety and Stewardship.* For further information on Nufarm's management approach to this topic, refer to Product safety and stewardship (see page 19).
416-1	**Assessment of the health and safety impacts of product and service categories**	(a) As part of the product development process, Nufarm assesses the health and safety impacts of its products. All products are assessed during the development process, refer to Product safety and stewardship (see page 19).
416-2	**Incidents of non-compliance concerning the health and safety impacts of products and services**	*Reason for omission: Information not available* Nufarm does not have a process to consolidate this information across all of its businesses.

GRI 417: Marketing and labelling 2016

Disclosures		Our response
3-3	**Management of material topic**	Customer health and safety is a material reporting topic as it contributes to two of Nufarm's tier one material sustainability topics, *employee and community health, safety and wellbeing* and *product safety and stewardship*. Crop protection labelling provides essential information for product users on the safe, effective, and compliant use of plant protection chemicals. Product labels are further supported by safety data sheets **(SDSs)** which provide critical information on the safe use, handling, storage, first aid and emergency response of the chemical product. Both of these are legal documents and their content is stipulated by the appropriate local regulator. Labels and label changes are submitted to the local regulator for approval. Nufarm has quality processes in place which aim to ensure the most recent, approved label is available on our product at time of sale. In addition to physical product label applied to the packaging, electronic versions of the labels and safety data sheets are available for our products on our local company websites. We make product technical notes available on our websites. These provide further supporting material on the registered application rates, incompatibilities with other crop protection products, tank mixing guides and other practical, easy to understand, use instructions. While technical notes do not require regulatory approval, we are required to ensure that the information contained on product technical notes aligns with the registered product information.
417-1	**Requirements for product and service information and labelling**	(a) Specific label requirements vary between jurisdictions, however, where our products have regulated labelling requirements: – Product labels and SDSs contain the name and address of the registered or distributing Nufarm company. – Product labels and SDSs contain the quantity of active ingredient present in the product. SDSs will also contain further information on any hazardous chemicals content. – Product labels contain information on the safe use of the product, while the SDSs prioritises first aid and emergency response information. The SDSs also contain information on safe storage and transportation of the product – Product labels and SDSs contain information on the safe disposal and potential environmental impacts that could arise from inappropriate or unintended use of the product. – There is a globally harmonised system **(GHS)** for classifying and labelling chemicals which has been adopted by many of the jurisdictions in which we operate. Table 49 shows the information categories disclosed on our labels and SDSs to the extent the local regulator has adopted GHS. **Table 53: Product information on labels and safety data sheets** **Information categories** • Identification: product identifier and chemical identity • Hazard(s) identification • Composition and information on ingredients • First aid measures • Firefighting measures • Accidental release measures • Handling and storage, including how the chemical may be safely used • Exposure controls and personal protection • Physical and chemical properties • Stability and reactivity • Toxicological information • Ecological information • Disposal considerations • Transport information • Regulatory information • Any other relevant information (b) All of Nufarm's products that are required to be registered have labels and SDSs that comply with local registration requirements. Where registration is not required, some or all of this data may still be provided as a part of the product, depending on local regulatory obligations.
417-2	**Incidents of non-compliance concerning product and service information and labelling**	(a) We aim to comply with product registration labels in all jurisdictions that we operate. From time to time human error can lead to unintended incidents of label non-compliance. When this occurs, we take prompt steps to rectify the situation as soon as we become aware of it.
417-3	**Incidents of non-compliance concerning marketing communications**	*Reason for omission: Information not available* Nufarm does not have a process to consolidate this information across all of its businesses, however if an error in product technical notes or marketing communications were identified, we would take steps to promptly rectify the issue.

Appendix 3. Independent assurance report

INDEPENDENT ASSURANCE STATEMENT

To the Stakeholders of Nufarm Limited ("Nufarm")

Limited Assurance Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe the total energy consumption and Scope 1 and 2 Greenhouse Gas (GHG) emissions ("Subject Matter Information"), including associated methods, assumptions, and estimation uncertainty, presented in Nufarm's FY25 ESG Impact Statement ("the Report"), are not fairly presented and prepared, in all material respects, in accordance with the Reporting Criteria, within the scope of our limited assurance engagement (as outlined below).

Scope of the Assurance Engagement

The scope of assurance was limited to the Subject Matter Information, as presented in the table below and within the Report, applicable to all entities under Nufarm's operational control for the period of 1st October 2024 to 30th September 2025.

Subject Matter Information	Assured Figures
Energy Consumption (GJ)	1,236,414
Scope 1 GHG emissions (tCO2-eq)	47,374
Scope 2 GHG emissions (tCO2-eq) - location based	33,341
Total Scope 1 & 2 GHG emissions (tCO2-eq) - location based	80,715

Our assurance engagement does not extend to any other information included in the Report or information from earlier periods. We have not performed any procedures on the excluded information and, therefore, do not express any conclusion on it.

Reporting Criteria

The Reporting Criteria used for the reporting of the GHG emissions are the *GHG Protocol Corporate Accounting and Reporting Standard* (Revised Edition) (2015) issued by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). The Subject Matter Information was prepared in accordance with Nufarm's internal basis of preparation for scope 1 and 2 greenhouse gas emissions dated 5th November 2025.

Inherent Uncertainty in preparing GHG disclosures

The GHG quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Nufarm's Responsibilities

Management of Nufarm was responsible for:

- Selecting and establishing suitable reporting criteria for preparing the Subject Matter Information subject to assurance.
- Preparing and presenting the Subject Matter Information in accordance with the Reporting Criteria.
- Designing, implementing, and maintaining internal controls relevant to the preparation of the Subject Matter Information that is free from material misstatement whether due to fraud or error.
- Advising us of any known or suspected issues related to the Subject Matter Information.

Our Responsibilities

Bureau Veritas Australia Pty Ltd ("Bureau Veritas") was responsible for:

- Planning and performing the engagement to obtain the intended level of assurance about whether the Subject Matter Information is free from material misstatement, whether due to fraud or error.
- Forming an independent conclusion based on the procedures performed and evidence obtained.
- Reporting our conclusion to the Directors of Nufarm.

Bureau Veritas was not involved in the drafting of the Report and our independence has not been compromised.

Summary of Work Performed

Our limited assurance engagement was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3410 *Assurance Engagements on Greenhouse Gas Statements,* ISAE 3000 *Assurance Engagements other than Audits or Reviews of Historical Financial Information* issued by the International Auditing and Assurance Standards Board (IAASB) and informed by Bureau Veritas' standard procedures and guidelines for external verification and assurance of ESG Information and Sustainability Reports.

Our work was planned and executed in a manner designed to produce the intended level of assurance and to provide a sound basis for our conclusions.

INDEPENDENT ASSURANCE STATEMENT

The procedures we performed were based on our professional judgement and included enquiries, observation of processes performed, inspection o documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling witl underlying records. In undertaking our assurance engagement, our procedures comprised:

- Review of the suitability and application of the Reporting Criteria used as the basis for preparing the Subject Matter Information.
- Enquiries of Nufarm representatives to gain an understanding and evaluate implementation of processes, systems and internal controls tc collect, aggregate, calculate, analyse and report the Subject Matter Information.
- Enquiries of personnel responsible for the performance of the processes and preparation of the Subject Matter Information.
- Review of documentary evidence produced by Nufarm representatives.
- Comprehensive performance data testing, involving source verification as well as mathematical accuracy of the calculations pertaining to the Subject Matter Information.
- Assessment of whether the methods for developing estimates are appropriate and had been consistently applied.
- Review of the presentation and disclosure of the Subject Matter Information within the Report.
- Request of Management Representation Letter on key assertions.

The scope of a limited assurance engagement is significantly narrower than a reasonable assurance engagement. This includes fewer risk assessmen procedures, a more limited understanding of internal controls, and less extensive responsive testing. Consequently, the level of assurance obtained in a limited engagement is substantially lower than a reasonable assurance. Even a reasonable assurance engagement, while providing a high level c assurance, does not guarantee the detection of all material misstatements, should they exist.

Inherent Limitations and Exclusions

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

- Activities outside the defined reporting period.
- Statements of commitment to, or intention to undertake future actions by Nufarm.
- Statements of position, opinion, belief and/or aspiration by Nufarm.
- Financial data audited by an external third party.
- Other sites and/or activities not included in the scope.

This independent assurance statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

Statement of Independence, Impartiality, Competence

Bureau Veritas is a global leader in Testing, Inspection and Certification ("TIC") services whose mission is to support its clients complying with regulations managing risks and improving performance to meet the challenges of quality, health, safety, hygiene, environmental protection and social responsibility Leveraging its renowned expertise, as well as its impartiality, integrity and independence, Bureau Veritas has helped build trust between companies public authorities and consumers for nearly 200 years (https://group.bureauveritas.com/).

Bureau Veritas operates a quality management system across its activities and has implemented a robust Code of Ethics to maintain high ethical standards among its personnel and business partners in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with Nufarm, its Directors or Managers beyond that required of this assignment. We have conducted this assurance engagement independently and there has been no conflict of interest.

The assurance team was selected based on its extensive industry sector knowledge and experience in conducting independent verification, validatio and assurance of Environmental Social and Governance (ESG) information and associated systems and processes.

Bureau Veritas Australia Pty Ltd
27th November 2025

Bureau Veritas

Jeremy Leu
General Manager, Perth, Australia