

# Annual Sustainability Report 2025

## About this report

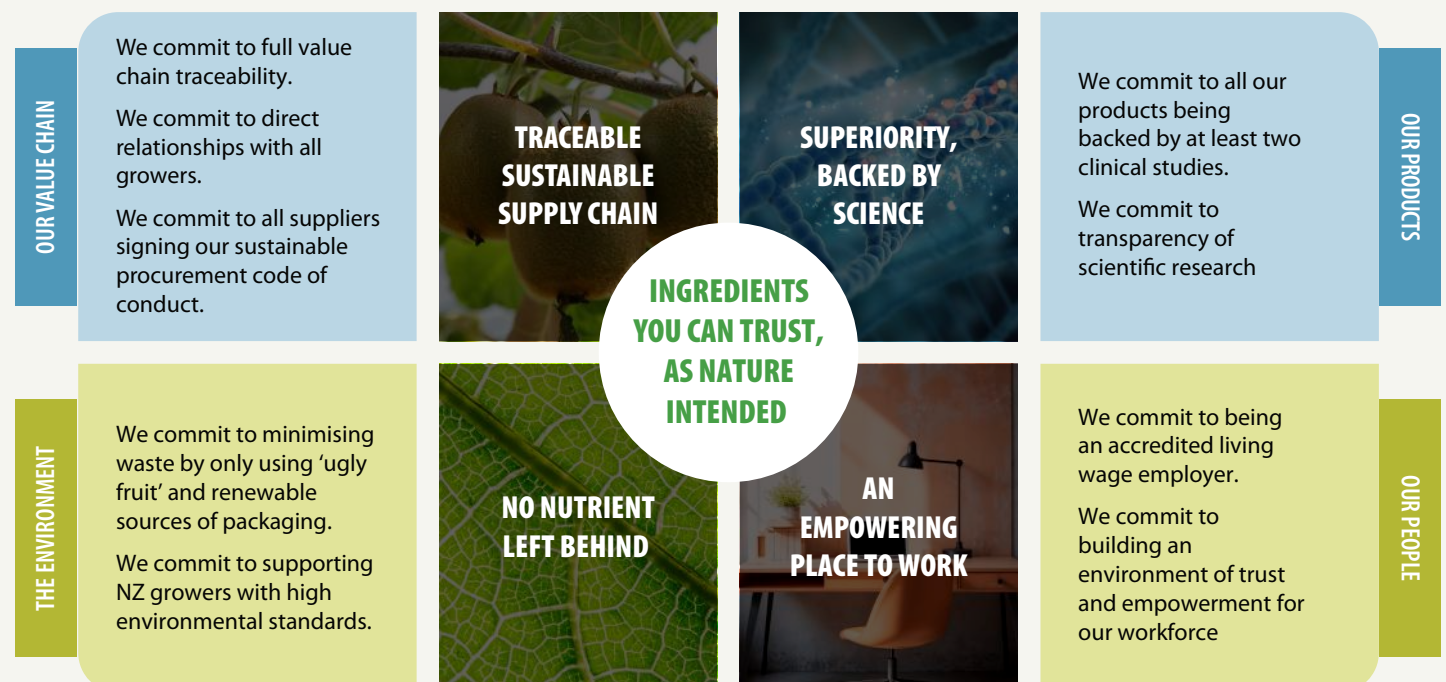
As we continue to push forward with our sustainability efforts here at Anagenix, this report covers the financial year ending 31 March 2025 and outlines our progress and commitments across key areas of our business.

## Performance Highlights

- EcoVadis platinum rating
- Baseline carbon emissions established
- 90% employee satisfaction rating

## Our Sustainability Commitment – The 4 Pillars

Anagenix is dedicated to providing ingredients you can trust, as nature intended. Our sustainability strategy is built on four pillars:



Our Commitments		Progress to date	Indicator
<b>OUR VALUE CHAIN</b> <hr/> Traceable sustainable supply chain	We commit to full value chain traceability	A specific requirement to assist Anagenix on traceability is included in our Sustainable Procurement Code of Conduct.  100% of our products are fully traceable back to the orchard/grower.	On track
	We commit to direct relationships with all grower	A specific requirement to assist Anagenix on fostering relationships with the growers and facilitating on site visits is included in our Sustainable Procurement Code of Conduct.	On track
	We commit to all suppliers signing our sustainable procurement code of conduct	100% of all of our key raw material suppliers have signed our Sustainable Procurement Code of Conduct	On track
<b>OUR PRODUCTS</b> <hr/> Product superiority, backed by science	We commit that all our products are backed by two clinical studies	Both Actazin and Livaux are backed by 2 clinical trials following the completion of the study in North America.  <b>For BerriQi</b> , the ozone clinical study was completed by April 2024. Due to a delay in the ethics approval process for the BerriQi kids clinical, this study was started in March 2025 and is due to be completed this year.  <b>For Feiolix</b> , the FERDINAND study was completed in March 2024 with full analysis completed in February 2025, the SYNERGY study was completed in August 2024, and a safety study is nearing completion. A new GLP-1 study was also started in 2025.	On track
	We commit to transparency of scientific research	Manuscripts for all clinical results will be published in journals. The first article in a series of 4 from the Actazin and Livaux North America study was published in July 2023. The Actazin article was published in July 2024. The Livaux article was published in January 2025.  Once the data from the BerriQi and Feiolix clinicals have been analysed, the results for these will also be submitted for publication.	On track

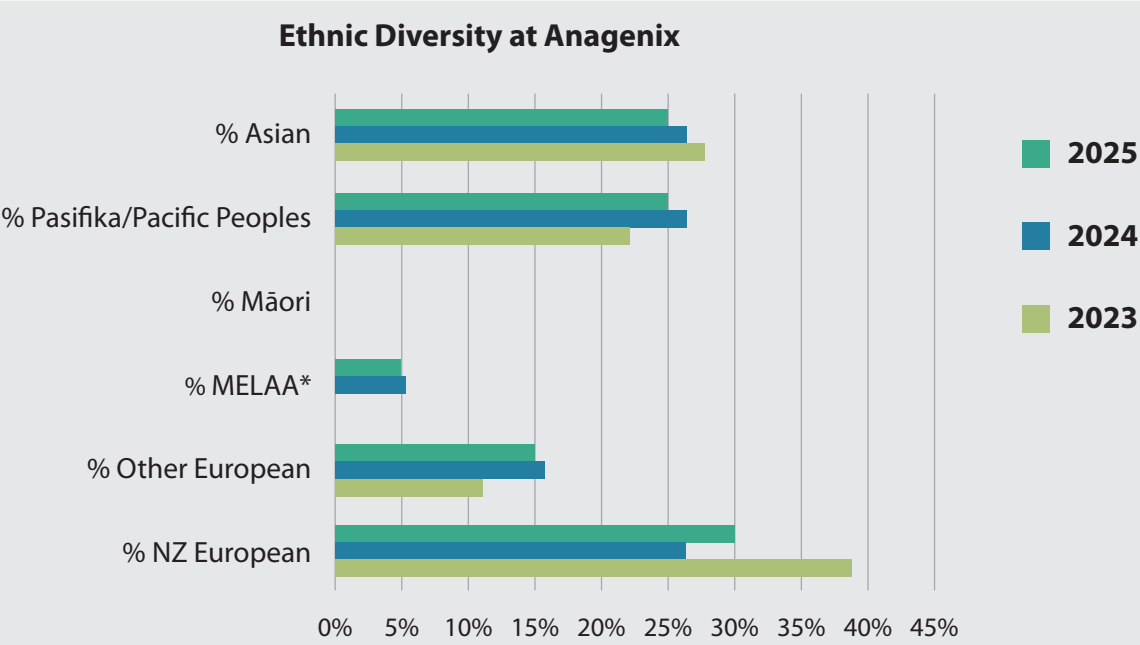
<b>The Environment</b> <hr/> <b>No nutrient left behind</b>	We commit to minimising waste by only using 'ugly fruit' and renewable sources of packaging	100% of our fruit is process-grade – the “ugly fruit” deemed not suitable for sale in supermarkets or for export. This requirement has been built into our Sustainable Procurement Code with our suppliers.  75% of packaging materials are from renewable sources.	On track with fruit  Work in progress
	We commit to supporting NZ growers with high environmental standards	100% of our fruit comes from growers who are GAP accredited and 100% of fruit comes from NZ growers.	On track
<b>OUR PEOPLE</b> <hr/> <b>An empowering place to work</b>	We commit to being an accredited living wage employer	We continue to be an Accredited Living Wage Employer	Achieved
	We commit to building an environment of trust and empowerment for our workforce	We formalised a flexible work policy in October 2023, providing flexibility to those staff with roles that allow it to work from home 2 days a week. 50% of all staff and 83% of office staff utilise this.  Engagement survey completed in April 2024 showed employee satisfaction was rated at 90%.	On track

Additional metrics

In addition to the above commitments, we track various other metrics to help identify areas of improvement and set other commitments/targets for the future.

Our People

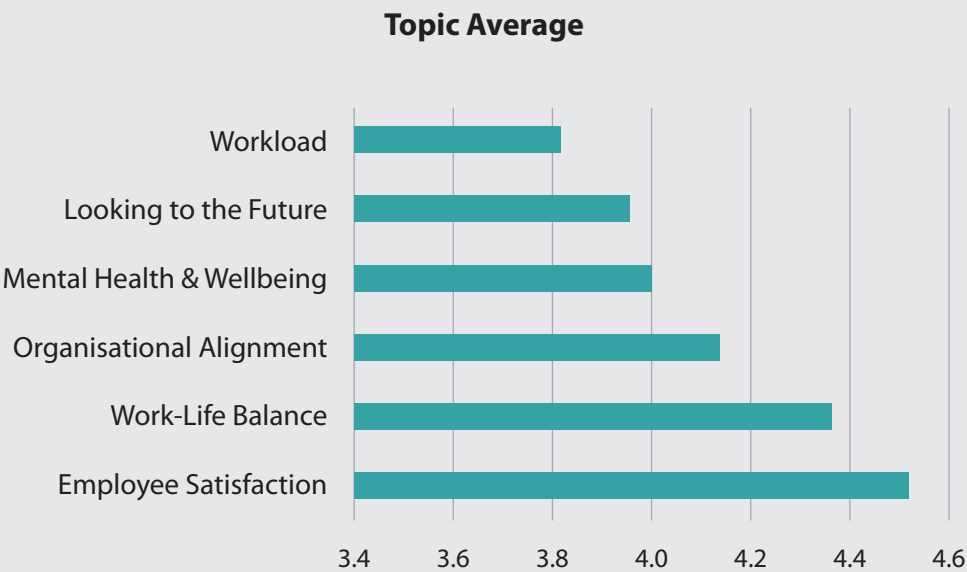
Anagenix is a diverse company with a mixture of people from various ethnic groups. In 2025, we had fairly even numbers of NZ European, Asian and Pasifika people in the company. Females represent 45% of all staff and 50% of management.





Anagenix is committed to providing and maintaining a safe and healthy workplace for all staff. 100% of workplace incidents are investigated and data is monitored for trends. All factory staff (who are at the greatest risk of injury due to the manual nature of their work) undertake annual health and safety refresher training. In 2023, our accident frequency rate (lost time injuries per 100 workers) was 10.5 and our accident severity rate (lost days) was 0.05. In 2024 and again in 2025, both metrics were 0. Our turnover rate for 2025 was 15%. This was down from 22% in 2024 and below the national average for 2023 (21.4%) as reported by Lawson Williams<sup>1</sup>.

An engagement survey was conducted in April 2024. Employee satisfaction was the highest rated topic with an average score of 4.5 out of 5 (90%). A big part of this score was due to the people at Anagenix as everyone enjoyed working with their teammates. Work-life balance was also highly ranked, whilst areas for improvement included workload and looking to the future. The survey will be repeated in 2025 to see if improvements have been made.



**The Environment**

In 2024, we consulted with Lumen to measure our carbon footprint. Following a decarbonisation workshop in September 2024, our baseline carbon emissions were established and the first steps taken towards setting reduction targets were made.

**Business Ethics**

In November 2024, we completed the annual EcoVadis sustainability assessment. After having refined and enhanced our policies and procedures, we were awarded a platinum rating placing us in the top 1% of companies assessed by EcoVadis globally. This achievement reflects our unwavering dedication to sustainability and ability to implement effective strategies across various aspects of our operations. We continue to be a member of Sedex, an ethical data sharing platform linking suppliers and buyers in the supply chain to provide greater visibility, understand sustainability performance and identify risks.

**Conclusion**

Anagenix remains committed to sustainable practices that benefit our environment, employees, suppliers, customers, and shareholders. We will continue to refine and enhance our practices, ensuring we are poised to make an even greater positive impact on the environment, our employees, and the communities we serve.



1 New Zealand Employment & Staff Turnover Survey Report 2024. Lawson Williams Consulting Group Limited.