



2025

ESG Sustainability Summary Report

for the year ended 30 September 2025

ESG SUSTAINABILITY SUMMARY REPORT

for the year ended 30 September 2025

INTRODUCTION

This ESG Summary Report presents a concise overview of Astral's environmental, social, and governance (ESG) data. For a comprehensive account, please refer to pages 66 to 130 of the Integrated Report available on the Group's website: www.astralfoods.com.

At Astral, ESG matters remain a cornerstone of our corporate culture, reflecting our commitment to caring for our people, supporting the communities in which we operate, and upholding robust governance practices. We continuously strive to minimise our environmental footprint through proactive initiatives and responsible operations. This report includes further disclosures about our ESG material risk topics and the ESG risk mitigation framework we have implemented.

During the 2025 financial year, we refined our ESG material topics and standards, resulting in measurable improvements in environmental impact and meaningful social upliftment. Our governance control systems were streamlined to align with reporting standards, reinforcing transparency and accountability. We recognise, however, that ESG integration is an ongoing journey. As a Group, we are committed to deepening our understanding and disclosure of significant ESG impacts to better assess the timeline and actions required for effective mitigation.

In response to both the demand for information from the investment community and broader public expectations of the role of businesses in society, several frameworks, methodologies, and metrics for sustainability reporting have been developed around the world, including in South Africa. Given our operations in animal feed, agricultural production, and meat processing, Astral is deeply aware of the risks posed by climate change as well as of our ESG impacts, and we therefore continue to report voluntarily in line with the recommendations of the local framework, the JSE Sustainability Disclosure Guidance (JSE Guidance). The JSE Guidance complements the Global Reporting Initiative (GRI) Standards, which remains one of the most universally adopted sustainability reporting frameworks, as well as the more recent IFRS Sustainability Standards, i.e., *S1 General Requirements for Disclosure of Sustainability-related Financial Information* and *IFRS S2 Climate-related Disclosures*.

For the purpose of more transparent disclosure, the data contained in the tables in this report reflects our reporting against the JSE Guidance and the GRI Standards, while we continue to consider the adoption of the IFRS Standards.

South Africa continues to face severe socio-economic challenges, including high unemployment, poverty, social inequality, limited access to public services, and inadequate infrastructure. These realities underscore the importance of corporate responsibility. Astral embraces the Six Capitals model – Financial, Manufactured, Human, Social and Relationship, Natural, and Intellectual – as the foundation of our governance approach, integrating these principles into all our economic activities.

As one of South Africa's largest integrated poultry producers, our success depends on strong relationships with stakeholders. Our core operations include animal feed pre-mixes, broiler genetics, day-old chick sales, and the production and distribution of fresh, frozen, and value-added chicken products. ESG objectives are embedded in our daily operations and are essential to our business model, which is detailed on pages 50 and 51 of the Integrated Report.

Our employee involvement programme, "20 Keys", fosters engagement, ownership, and continuous improvement across all business metrics. Supported by our governance structures, management, and Board oversight, we remain dedicated to advancing ESG performance across the Group.

ENVIRONMENT

Astral recognises that its environmental responsibility goes beyond mere compliance with legal and regulatory requirements. While sustainability presents many challenges, it also offers significant opportunities. Astral has proactively identified ways to ensure the Group's long-term sustainability. Our approach allows us to address key stakeholder concerns, particularly around potential supply chain disruptions caused by climate change. We continue to collaborate closely with suppliers to source innovative products and services that align with our "better cost strategy". For a detailed overview of our environmental impact, please refer to pages 71 to 81 of the Integrated Report.

SOCIAL

South Africa faces a complex socio-economic environment, characterised by deteriorating public infrastructure, inadequate service delivery, and record-high unemployment rates. These conditions have led to a decline in the quality of life for many vulnerable communities. In response, Astral has expanded its social impact initiatives to support those in need. Through these efforts, Astral has positively impacted numerous communities, thousands of households, and key support institutions. Further details are available on pages 86 to 89 of the Integrated Report.

GOVERNANCE

The governance structure and principles guiding the Group are outlined on pages 90 to 100 of the Integrated Report. Astral upholds the highest standards of governance to ensure quality decision-making within a disciplined framework of policies, procedures, and clearly defined delegations of authority.

REMUNERATION POLICY REGARDING ESG

In 2024, Astral introduced ESG performance hurdles as part of its Long-Term Incentive (LTI) Policy for the Executive Team. These non-financial performance measures are aligned with the Group's ESG material topics, risk mitigation framework, and long-term sustainability strategy. For more information, please refer to the Remuneration Report on pages 108 to 129 of the Integrated Report.

ESG SUSTAINABILITY SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2025

GENERAL DISCLOSURE METRICS

| | Unit of measure | 2025 | 2024 | 2023 | 2022 | 2021 |
|------------------------------------------------------------------------------------------------------------------------|-----------------|------|------|------|-------------------|------|
| STANDARD DISCLOSURES | | | | | | |
| Organisational details | Y/N | Y | Y | Y | Y | Y |
| Entities included in the organisation's sustainability reporting | Y/N | Y | Y | Y | Y | N |
| Stated reporting period of the report | Y/N | Y | Y | Y | Y | Y |
| Month of the financial year end | Y/N | Y | Y | Y | Y | Y |
| Restatements of information | Y/N | N | N | N | N | N |
| Activities, value chain and other business relationships | Y/N | Y | Y | Y | Y | Y |
| Is the reporting aligned to SASB? | Y/N | N | N | N | N | N |
| Has the report undergone a process of Independent Third Party Assurance over the Sustainability/ESG Reporting? | Y/N | N | N | N | N – only reviewed | N |
| If so, by whom? | Name | n/a | n/a | n/a | IBIS | n/a |
| Is a standalone ESG data table provided ... either in the IAR/ESG/Sustainability Report or as a supplemental document? | Y/N | Y | Y | Y | Y | Y |
| Does the report contain a King IV™ compliance checklist? | Y/N | Y | Y | Y | Y | Y |
| Is the Company a signatory of the UN Global Compact? | Y/N | N | N | N | N | N |
| Is the Company a signatory of any Industry-specific regulatory body (e.g., ICMM) or the Equator Principles? | Y/N | N | N | N | N | N |
| Is the Company associated with any Sustainability Initiatives and/or Sustainable Memberships? | Y/N | N | N | N | N | N |
| Registered trademarks | Number | 11 | 11 | 11 | 11 | 11 |
| Does the Company provide mention of the UN SDGs? | Y/N | Y | Y | Y | Y | Y |
| Do the SDG disclosures extend to one or more of the 169 SDG targets? | Y/N | N | N | N | N | N |
| Does the Company provide targets for one or more of the SDGs? | Y/N | N | N | N | N | N |
| Does the Company provide progress against prior targets for one or more of the SDGs? | Y/N | N | N | N | N | N |

ESG SUSTAINABILITY SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2025

Application of JSE Guidance

Core = C

IR = Integrated Report

Leadership = L

GOVERNANCE DISCLOSURE METRICS

| | Unit of measure | Leadership/ Core | 2025 | 2024 | 2023 | 2022 | 2021 | Reference in IR [Reference to GRI] |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|------------------|------|------|------|------|------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| G1 BOARD COMPOSITION | | | | | | | | |
| G1.1 BOARD DIVERSITY | | | | | | | | |
| <i>Composition of the Board and its committees by race, gender, age and where relevant, any under-represented social groups.</i> | | C | | | | | | GRI 2-9, Governance structure and composition, and GRI 405: Diversity and equal opportunity 2016 |
| ▶ HDSA Board members | Number | | 3 | 3 | 3 | 3 | 2 | Page 17 |
| ▶ Percentage of HDSA Board members | % | | 38 | 30 | 30 | 30 | 30 | Page 17 |
| ▶ Female Board members | Number | | 2 | 2 | 2 | 2 | 1 | Page 17 |
| ▶ Percentage of female Board members | % | | 25 | 30 | 20 | 20 | 13 | Page 17 |
| G1.2 BOARD COMPETENCE | | | | | | | | |
| <i>Description of the specific skills, competencies, and experience on the Board to address the organisation's significant sustainability-related impacts, risks, and opportunities.</i> | | C | Y | Y | Y | Y | Y | Pages 17 GRI 2-17, Collective knowledge of the highest governance body |
| G1.3 BOARD INDEPENDENCE | | | | | | | | |
| <i>The composition of the Board regarding executive or non-executive; independence; tenure on the governance body; and number and nature of each individual's other significant positions and commitments.</i> | | C | | | | | | GRI 2-9 Governance structure and composition, GRI 2-10 Nomination and selection of the highest governance body, and GRI 2-11 Chair of the highest governance body |
| ▶ Board members | Number | | 8 | 10 | 10 | 10 | 8 | Page 17 |
| ▶ Executive Directors | Number | | 2 | 4 | 4 | 4 | 3 | Page 17 |
| ▶ Percentage of Executive Directors | % | | 25 | 40 | 40 | 40 | 38 | Page 17 |
| ▶ Non-Executive Directors | Number | | 6 | 6 | 6 | 6 | 5 | Page 17 |

ESG SUSTAINABILITY SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2025

| | Unit of measure | Leadership/ Core | 2025 | 2024 | 2023 | 2022 | 2021 | Reference in IR [Reference to GRI] |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|------------------|---------------------------------------------------------------------------------------|------|------|------|------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ▶ Percentage of Non-Executive Directors | % | | 75 | 60 | 60 | 60 | 62 | Page 17 |
| ▶ Independent Non-Executive Directors | Number | | 6 | 6 | 6 | 6 | 5 | Page 17 |
| ▶ Average length of Executive Director service at financial year-end | Years | | 7.5 | 12.5 | 11.5 | 10.5 | 12.3 | |
| ▶ Average length of Non-Executive Director service at financial year-end | Years | | 8.7 | 8.2 | 7.2 | 6.2 | 6.4 | |
| ▶ Average age of directors | Years | | 62 | 61 | 60 | 59 | 61 | |
| ▶ Overall Board and Committee meeting attendance | % | | 100 | 98 | 100 | 100 | 100 | Page 93 |
| ▶ Independence of Board Chairman | Y/N | | Y | Y | Y | Y | Y | |
| ▶ Publicly available policy on Board conflicts of interest and PEP ¹ | Y/N | | Y | Y | Y | Y | Y | GRI 2-15 Conflicts of interest |
| G2 REMUNERATION <i>How the Remuneration policies for Board members and senior executives relate to their objectives and performance in relation to the delivery of the organisation's strategy and management of its impacts on people, the environment and the economy, noting the split between fixed pay and variable pay, and with variable pay split into short and long-term incentives.</i> | Y/N | C | TGP = 100% STI = 0% to 160% of TGP LTI = 0% to 135% of TGP | | | | | The Remuneration Policy and the implementation thereof are detailed on pages 108 to 128 of the Integrated Report 2025. GRI 2-19 Remuneration policies, and GRI 2-20 Process to determine remuneration |
| G3 ETHICAL BEHAVIOUR G3.1 ANTI-CORRUPTION Total percentage of governance body members, employees and business partners who have received training or awareness-raising on the organisation's anti-corruption policies and procedures, broken down by employee category and region. | % | C | 0 | 15 | 14 | 17 | 16 | Page 103 GRI 205-2 Communication and training about anti-corruption policies and procedures |

ESG SUSTAINABILITY SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2025

| | Unit of measure | Leadership/ Core | 2025 | 2024 | 2023 | 2022 | 2021 | Reference in IR [Reference to GRI] |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|------------------|------|------|------|------|------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Total number and nature of incidents of corruption confirmed during the current year, related to this year and previous years, with a description of the activities taken to address confirmed incidents, and of the outcomes of these activities. | Number and description | | 0 | 0 | 0 | 0 | 0 | Page 103 GRI 205-3 Confirmed incidents of corruption and actions taken |
| A description of (i) the internal and external grievance mechanisms (including whistle-blowing facilities) for reporting concerns about unethical or unlawful behaviour and lack of organisational integrity; (ii) mechanisms for seeking advice about ethical and lawful behaviour and organisational integrity; and (iii) the extent to which these various mechanisms have been used, and the outcomes of processes using these mechanisms. | Description | | Y | Y | Y | Y | Y | Page 105 GRI 2-25 Processes to remediate negative impacts, GRI 2-26 Mechanisms for seeking advice and raising concerns |
| Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, to combat corruption. | Description | L | Y | Y | Y | Y | Y | Page 33 GRI 2-29 Approach to stakeholder engagement |
| G4 COMPLIANCE AND RISK MANAGEMENT | | | | | | | | |
| G4.1 INCIDENTS | | | | | | | | |
| Number and nature of significant environmental, social and/or governance-related incidents during the reporting period, including incidents of legal non-compliance (whether under investigation, pending finalisation, or finalised) and directives, compliance notices, warnings or investigations, and any public controversies. ² | Number | C | 0 | 1 | 6 | 0 | 0 | Pages 34 to 47 GRI 2-27 Compliance with laws and regulations, GRI 205-3 Confirmed incidents of corruption and actions taken, GRI 2-16 Communication of critical concerns |

ESG SUSTAINABILITY SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2025

| | Unit of measure | Leadership/ Core | 2025 | 2024 | 2023 | 2022 | 2021 | Reference in IR [Reference to GRI] |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|------------------|------|------|------|------|------|------------------------------------------------------------------------------------------------|
| G4.2 FINES AND MONETARY LOSS | | | | | | | | |
| <i>Total number and monetary value of fines, settlements, penalties, and other monetary loss suffered in relation to ESG incidents or breaches, including individual and total cost of the fines, settlements and penalties paid in relation to ESG incidents or breaches; and description of plans to address any incidents or breaches.³</i> | Number and value | C | 0 | | | | | See above, plus GRI 308-2 Negative environmental impacts in the supply chain and actions taken |
| ▶ Total Environmental Incidents (Level 1, 2 and/or 3) ³ | Number | | 0 | 1 | 6 | 0 | 0 | Pages 72 |
| ▶ Total Environmental Fines and/or Non-Compliances ³ | Number | | 0 | 1 | 6 | 0 | 0 | Pages 72 |
| ▶ Total Environmental Complaints ³ | Number | | 0 | 0 | 0 | 0 | 0 | Pages 72 |
| Additional disclosures | | | | | | | | |
| ▶ Department of Employment and Labour audit findings | Number | | Nil | Nil | Nil | Nil | Nil | Page 103 |
| ▶ B-BBEE Commissioner audit findings | Number | | Nil | Nil | Nil | Nil | Nil | Page 103 |
| ▶ Child labour deployed | Number | | Nil | Nil | Nil | Nil | Nil | Page 103 GRI 408-1 Operations and suppliers at significant risk for incidents of child labour |
| ▶ Client HR audit findings | Number | | Nil | Nil | Nil | Nil | Nil | Page 103 |

ESG SUSTAINABILITY SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2025

SOCIAL DISCLOSURE METRICS

| | Unit of measure | Leadership/ Core | 2025 | 2024 | 2023 | 2022 | 2021 | Reference in IR [Reference to GRI] |
|----------------------------------------------------------------------------------------------------------------------|-----------------|------------------|-------|-------|-------|-------|-------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| S1 LABOUR STANDARDS | | | | | | | | |
| S1.1 DIVERSITY & INCLUSION | | | | | | | | |
| <i>Percentage of employees per employee category by race, gender, and where relevant other diversity indicators.</i> | | C | | | | | | GRI 405-1 Diversity of governance bodies and employees, GRI 202-2 Proportion of senior management hired from the local community, and GRI 2-7 Employee statistics – number, race, gender, etc. |
| ▶ Management (Top and Senior) deemed HDSA | % | | 35 | 32 | 30 | 30 | 26 | Page 103 |
| ▶ Management (Top and Senior) who are women | % | | 25 | 24 | 24 | 24 | 22 | Page 103 |
| ▶ Employees who are deemed HDSA | % | | 95 | 94 | 94 | 95 | 95 | Page 103 |
| ▶ Employees who are women | % | | 48 | 49 | 49 | 49 | 51 | Page 103 |
| ▶ Employees who are permanent | Number | | 9 310 | 9 238 | 9 226 | 9 236 | 9 088 | Page 103 |
| ▶ Employees who are deemed 'disabled' | Number | | 251 | 246 | 253 | 181 | 179 | Page 103 |
| ▶ B-BBEE Level | Number | | 5 | 5 | 6 | 6 | 7 | B-BBEE certificate posted on the Astral website |
| Additional disclosures | | | | | | | | |
| ▶ Male employees in employment | % | | 52% | 51% | 51% | 51% | 49% | Page 106 |
| ▶ Disabled employees in employment | % | | 2.7% | 2.4% | 2.4% | 2.4% | 1.3% | Page 106 |
| ▶ Skilled categories defined as HDSA | % | | 78% | 64% | 65% | 59% | 59% | Page 103 |
| ▶ Semi-skilled categories defined as black | % | | 97% | 98% | 95% | 96% | 95% | Page 103 |
| ▶ Unskilled categories defined as HDSA | % | | 99% | 99% | 99% | 100% | 100% | Page 103 |

ESG SUSTAINABILITY SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2025

| | Unit of measure | Leadership/ Core | 2025 | 2024 | 2023 | 2022 | 2021 | Reference in IR [Reference to GRI] |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|------------------|------|------|------|------|------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Number of allegations and confirmed incidents of discrimination and/or human rights incidents relating to workers incidents during the reporting period, noting the investigation status of reported and actual incidents, actions taken, and total amount of monetary losses due to legal proceedings associated with labour law violation, employment discrimination, and/or human rights violations. | Number and description | C | Nil | Nil | Nil | Nil | Nil | Page 105 GRI 406-1 Incidents of discrimination and corrective actions taken |
| SI.4 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING <i>Describe how the organisation manages freedom of association and collective bargaining, noting any policy or policies considered likely to affect workers' decisions to form or join a trade union, to bargain collectively or to engage in trade union activities.</i> | Qualitative – Y/N | C | | | | | | GRI 2-30 Collective bargaining agreements and GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk |
| <i>Percentage of total employees covered under collective bargaining agreements.</i> | | | 58% | 55% | 51% | 48% | 48% | |
| ▶ Union membership | % | | 41% | 38% | 37% | 38% | 34% | Page 102 |
| <i>Disclose the extent of major work stoppages (including both strikes and lockouts) due to disputes between the undertaking and its workforce, including the number of major work stoppages, and for each: number of workers involved; length in days of stoppage, reasons, and steps taken to resolve each dispute.</i> | | | Nil | Nil | Nil | Nil | Nil | |
| ▶ Total person days lost due to industrial action (i.e. strike action, community unrest) ⁴ | Number | | Nil | Nil | 5.2 | 3.7 | 8.9 | Page 102 |
| ▶ Total person days lost due to industrial action – calculated | % | | Nil | Nil | Nil | Nil | Nil | Page 102 |

ESG SUSTAINABILITY SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2025

| | Unit of measure | Leadership/ Core | 2025 | 2024 | 2023 | 2022 | 2021 | Reference in IR [Reference to GRI] |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|------------------|--------|--------|--------|--------|--------|-----------------------------------------------------------------------------------------------------------------------|
| Additional disclosures | | | | | | | | |
| ▶ Permanent employees belonging to a trade union | Number | | 3 101 | 3 418 | 3 377 | 3 395 | 3 453 | Page 102 |
| ▶ Part time employees belonging to a trade union | Number | | 1 087 | 402 | 312 | 595 | 470 | Page 102 |
| ▶ Working hours lost due to protected strike action | Number | | Nil | Nil | Nil | Nil | Nil | Page 102 |
| ▶ Working hours lost due to unprotected strike action | Number | | Nil | Nil | Nil | 172 | 188 | Page 102 |
| ▶ Trade unions within different operational bargaining entities | Number | | 18 | 17 | 14 | 12 | 9 | Page 102 |
| SI.5 CHARACTERISTICS OF EMPLOYEES AND WORKERS IN WORKFORCE | | | | | | | | |
| Describe key characteristics of employees in own workforce, including total number of all employees; permanent employees; temporary employees – with breakdown by race and gender for each. | | C | | | | | | GRI 405-1 Diversity of governance bodies and employees, and GRI 2-7 Employees statistics – number, race, gender, etc. |
| Describe key characteristics of non-employee workers in the organisation's own workforce, including total number of non-employee workers, noting the most common type of workers and their relationship with the organisation. | | | | | | | | GRI 2-8 Workers who are not employees |
| ▶ Total number of permanent employees | Number | | 9 310 | 9 238 | 9 226 | 9 236 | 9 088 | Page 102 |
| ▶ Total contract employees | Number | | 3 685 | 3 055 | 3 085 | 3 181 | 3 095 | Page 102 |
| ▶ Total employees operating in South Africa (excluding contracted services ⁶) | Number | | 12 995 | 12 293 | 12 311 | 12 417 | 12 183 | Page 102 |
| ▶ Total employees operating in South Africa (excluding contracted services ⁶) | % | | >99% | >99% | 100 | 100 | 100 | Page 102 |
| ▶ Total employees – fixed term (>90 days, but not permanent) | Number | | <3% | <1% | <1% | <2% | <2% | |
| ▶ Total employees – temporary (<90 days) | % | | 28 | 26 | 25 | 26 | 28 | |
| ▶ Average length of employee service | Years | | ≤7 | ≤7 | ≤7 | ≤7 | ≤9 | |

ESG SUSTAINABILITY SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2025

| | Unit of measure | Leadership/ Core | 2025 | 2024 | 2023 | 2022 | 2021 | Reference in IR [Reference to GRI] |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|------------------|------------------------------|------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| S2 COMMUNITY DEVELOPMENT | | | | | | | | |
| S2.1 COMMUNITY HUMAN RIGHTS | | | | | | | | |
| Nature of processes for engaging with affected communities and their representatives, and channels for affected community members to raise concerns. | Qualitative – Y/N | | Community forums engaged = 3 | Community forums engaged = 4 | Community forums engaged = Nil | Community forums engaged = Nil | Community forums engaged = Nil | GRI 2-16 Communication of critical concerns, GRI 2-25 Processes to remediate negative impacts, GRI 2-26 Mechanisms for seeking advice and raising concerns, and GRI 2-29 Approach to stakeholder engagement |
| ▶ Human Rights Policy | Y/N | | Y | Y | Y | Y | Y | |
| S2.2 SKILLS FOR THE FUTURE | | | | | | | | |
| Describe the employee and external skills development programmes aimed at developing skills that increase the recipient's future mobility, career development, and/or income earning potential. | Qualitative – Y/N | C | | | | | | GRI 404-1 Average hours of training per year per employee, GRI 404-2 Programmes for upgrading employee skills and transition assistance programmes, and GRI 404-3 Percentage of employees receiving regular performance and career development reviews |
| ▶ Total employees trained, including internal and external training interventions | Number | | 3 015 | 3 755 | 1 629 | 2 629 | 2 267 | Page 102 |
| ▶ Employees trained in South Africa | % | | 100 | 100 | 100 | 100 | 100 | Page 102 |
| ▶ Employee training spend | R'm | | 23.4 | 18.4 | 13.7 | 11.7 | 7.1 | Page 104 |
| ▶ Training spend in South Africa | % | | 100 | 100 | 100 | 100 | 100 | Page 104 |
| Additional disclosures | | | | | | | | |
| ▶ Employees receiving technical skills training | Number | | 713 | 787 | 425 | 790 | 588 | Page 102 |
| ▶ Employees receiving safety and health training | Number | | 2 160 | 1 360 | 984 | 1 175 | 1 097 | Page 102 GRI 403-5 Worker training on occupational health and safety |

ESG SUSTAINABILITY SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2025

| | Unit of measure | Leadership/ Core | 2025 | 2024 | 2023 | 2022 | 2021 | Reference in IR [Reference to GRI] |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|------------------|--------|--------|--------|--------|--------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ► Employees receiving managerial training | Number | | 61 | 108 | 48 | 60 | 131 | Page 102 |
| ► Employees receiving leadership and organisational culture training | Number | | 76 | 93 | 20 | 267 | 146 | Page 102 |
| ► Employees receiving anti-corruption training | Number | | 51 | 1 407 | 152 | 337 | 305 | Page 102 GRI 205-2 Communication and training about anti-corruption policies and procedures |
| S2.3 EMPLOYMENT AND WEALTH CREATION <i>Total number and rate of employee turnover (for permanent employees) during the reporting period.</i> | | C | | | | | | GRI 401-1 New employee hires and employee turnover |
| Employee turnover percentage | % | | 11 | 9 | 12 | 9 | 8 | |
| Additional disclosures | | | | | | | | |
| Job opportunities sustained | % | | 100 | 100 | 100 | 100 | 100 | Page 102 |
| Job opportunities declared redundant | Number | | Nil | Nil | 1 | Nil | Nil | Page 102 |
| New job opportunities created | Number | | 72 | 12 | 2 | 148 | 68 | Page 102 |
| S2.4 ECONOMIC CONTRIBUTION⁶ <i>Direct economic value generated and distributed on an accrual basis, covering the basic components of the organisation's operations.</i> | | C | | | | | | Refer to the Annual Financial Statements on pages 148 to 202 of the Integrated Report 2025. GRI201-1 Direct economic value generated and distributed, GRI 207 Tax, GRI 203-2 Significant indirect economic impacts, and GRI 204-1 Proportion of spending on local suppliers |
| ► Total revenue generated | R'm | | 22 619 | 20 480 | 19 251 | 19 334 | 15 866 | |
| ► Total revenue generated in South Africa | R'm | | 22 108 | 20 011 | 18 758 | 18 863 | 15 577 | |
| ► Revenue generated in South Africa | % | | 98 | 98 | 97 | 98 | 98 | |
| ► Total taxes paid, inclusive of income tax, royalties, rates and taxes, and all other payments to Government | R'000 | | 127 | 62 | 47 | 294 | 136 | |
| ► Dividends paid to shareholders | R'000 | | 285 | 0 | 226 | 457 | 414 | |

ESG SUSTAINABILITY SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2025

| | Unit of measure | Leadership/ Core | 2025 | 2024 | 2023 | 2022 | 2021 | Reference in IR [Reference to GRI] |
|--------------------------------------------------------------------------------------|-------------------|---------------------|-------|-------|-------|-------|---------|-------------------------------------------------|
| ► Retained earnings | R'000 | | 5 614 | 5 019 | 4 226 | 4 952 | 4 348 | |
| ► Payments to employees relative to dividends paid to shareholders | ratio | | 5 | n/a | 10.4 | 5.2 | 4.9 | |
| ► Current assets – total | R'000 | | 5 650 | 5 332 | 5 446 | 4 890 | 4 189 | |
| ► Current liabilities – total | R'000 | | 2 702 | 3 116 | 4 286 | 1 136 | 2 558 | |
| ► Capital investment | R'm | | 336 | 278 | 398 | 258 | 252 | |
| ► CSI/SED expenditures – reported | R'm | | 6.1 | 5.3 | 4.8 | 5.3 | 5.2 | |
| ► CSI/SED spend as a percentage of total revenue | % | | <1 | <1 | <1 | <1 | <1 | |
| ► CSI spend as a percentage of net profit after tax (NPAT) | % | | <1 | <1 | <1 | <1 | <1 | |
| ► Total CSI and SED spend in South Africa | % | | 100 | 100 | 100 | 100 | 100 | |
| ► CSI and SED spend on: | | | | | | | | |
| – Education | R'm | | 12 | 18.4 | 18.2 | 21.6 | 11.1 | |
| – Small Business Development projects | R'm | | 18 | 16.5 | 8.9 | 14.6 | 20.3 | |
| ► CSI spend – calculated and reported | R'm | | 6.1 | 5.3 | 4.8 | 5.3 | 5.2 | |
| ► Enterprise Development spend (i.e., support for small business) | R'm | | 7.9 | 7.1 | 6.2 | 12.8 | 18.3 | |
| Additional disclosures | | | | | | | | |
| ► Total revenue generated per employee | R'm | 1 741 | 1 666 | 1 564 | 1 557 | 1 302 | Page 48 | |
| ► Net PAT per employee | R'000 | 67 | 61 | (42) | 85 | 39 | | |
| ► Total discretionary/measured procurement spend (South Africa only) | R'm | 18.2 | 16.6 | 20.0 | 17.9 | n/a | Page 89 | |
| ► B-BBEE procurement spend (South Africa only) | R'm | 1.9 | 1.9 | 1.9 | 1.7 | n/a | Page 89 | |
| Description of significant identified indirect economic impacts of the organisation. | Qualitative – Y/N | C | | | | | | GRI 203–2 Significant indirect economic impacts |

ESG SUSTAINABILITY SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2025

| | Unit of measure | Leadership/ Core | 2025 | 2024 | 2023 | 2022 | 2021 | Reference in IR [Reference to GRI] |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|------------------|------|------|------|------|------|-------------------------------------------------------------------------|
| S3 HEALTH AND SAFETY | | | | | | | | |
| S3.1 WORKPLACE HEALTH AND SAFETY | | | | | | | | |
| <i>Number and rate of fatalities as a result of a work-related injury or ill-health during the reporting period across the organisation; the disclosure should include both employees and workers who are not employees, but whose work and/or workplace is controlled by the organisation.</i> | | C | Nil | Nil | 2 | Nil | Nil | GRI 403-9 Work-related injuries, and GRI 403-10 Work-related ill health |
| ► Fatalities (i.e., injuries on duty leading to death, excluding the deaths of workers not occurring 'at work') | Number | | 1 | Nil | 3 | 1 | 3 | Page 105 |
| <i>Number of recordable work-related injuries, and number of work-related illnesses or health conditions arising from exposure to work-related hazards during the reporting period; the disclosure should include both employees and workers who are not employees, but whose work and/or workplace is controlled by the organisation.</i> | | | | | | | | |
| ► Medical treatment cases (MTCs, i.e., injuries on duty leading to medical treatment, but no lost days) | Number | | 223 | 318 | 177 | 195 | 86 | Page 105 |
| ► Lost Time Injuries (LTIs, i.e., injuries on duty leading to at least one lost day) | Number | | 205 | 241 | 223 | 232 | 250 | Page 105 |
| ► Total recordable injuries, including MTCs, LTIs and fatalities – calculated | Number | | 428 | 559 | 403 | 428 | 339 | Page 105 |
| ► Fatal Injury Frequency Rate (FIFR, i.e., number of fatalities per 200 000 person hours worked) – reported | Number | | Nil | Nil | 0.03 | 0.01 | 0.04 | Page 105 |
| ► LTIFR i.e., number of LTIs per 200 000 person hours worked) – reported (lost days) | Number | | 1.30 | 1.44 | 1.39 | 1.18 | 1.70 | Page 105 |
| ► TRIFR – calculated | Number | | 1.30 | 1.44 | 1.39 | 1.18 | 1.70 | Page 107 |
| ► Does the Company report a LTIFR and/or TRIFR target? | Y/N | | Y | Y | Y | Y | Y | Page 107 |

ESG SUSTAINABILITY SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2025

| | Unit of measure | Leadership/ Core | 2025 | 2024 | 2023 | 2022 | 2021 | Reference in IR [Reference to GRI] |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|------------------|-------|--------|--------|--------|--------|-----------------------------------------------------------------------------------------------------------------|
| <i>An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services and the scope of access provided for employees and workers, and a description of any voluntary health promotion services and programmes offered to workers to address major non-work-related health risks, including the specific health risks addressed.</i> | Qualitative – Y/N | L | | | | | | GRI 403-6 Promotion of worker health |
| Employees on HIV/AIDS counselling and education support programmes | Number | | 1 263 | 1 658 | 1 799 | 1 650 | 1 144 | Page 103 |
| Employees on the medicine dispensation programme | Number | | 328 | 608 | 784 | 785 | 694 | Page 103 |
| Employees on the health screening programme | Number | | 1 342 | 9 094 | 9 336 | 9 102 | 8 774 | Page 103 |
| Employees on the winter wellness programme | Number | | 9 988 | 10 851 | 11 225 | 10 858 | 10 776 | Page 103 |
| Employees and family members partaking on the Ask Nelson EAP programme ⁶ | Number | | 5 053 | 382 | 510 | 350 | 58 | Page 103 |
| Employees registered on the Crisis-on-Call emergency support programme | Number | | 238 | 228 | 223 | 228 | Nil | Page 103 |
| S4 CUSTOMER RESPONSIBILITY S4.3 CONSUMER DATA AND PRIVACY A description of the mechanisms and steps taken to ensure the privacy of consumer data. Employees trained on POPI compliance | Qualitative – Y/N | C | 62 | 53 | 58 | 30 | Nil | |
| Number of substantiated complaints received regarding breaches of customer privacy | Number | | Nil | Nil | Nil | Nil | Nil | Page 103 GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data |

ESG SUSTAINABILITY SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2025

ENVIRONMENTAL DISCLOSURE METRICS

| | Unit of measure | Leadership/ Core | 2025 | 2024 | 2023 | 2022 | 2021 | Reference in IR [Reference to GRI] |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|------------------|---------|---------|---------|---------|---------|-----------------------------------------------------------|
| EI CLIMATE CHANGE | | | | | | | | |
| ESG policy in place | Qualitative – Y/N | C | N | N | N | N | N | |
| Climate change risk assessment | Qualitative – Y/N | | Y | Y | N | N | N | Page 73 |
| ESG included in service level agreements with suppliers | Y/N | | Y | Y | Y | N | N | Page 73 GRI 102-9 GHG removals in the value chain |
| <i>Absolute gross greenhouse gas emissions expressed as metric tonnes of CO₂ equivalent and measured in accordance with the Greenhouse Gas Protocol for Scope 1, Scope 2 and Scope 3</i> | tCO ₂ e | C | | | | | | |
| ► Scope 1 (direct emissions – mobile and stationary fuels) | tCO ₂ e | | 141 560 | 178 019 | 199 541 | 195 467 | 184 272 | Page 79 GRI 305-1 Direct (Scope 1) GHG emissions |
| ► Scope 2 (indirect emissions) | tCO ₂ e | | 315 800 | 294 363 | 285 899 | 336 515 | 340 448 | Page 79 GRI 305-2 Energy indirect (Scope 2) GHG emissions |
| ► Scope 3 | tCO ₂ e | | N/A | N/A | N/A | N/A | N/A | |
| Additional disclosures | tCO ₂ e | | | | | | | |
| Scope 1 direct emissions per fuel source | tCO ₂ e | | | | | | | |
| Coal | tCO ₂ e | | 102 556 | 139 185 | 144 810 | 160 971 | 154 541 | Page 79 |
| LPG | tCO ₂ e | | 24 879 | 17 774 | 17 313 | 22 680 | 20 890 | Page 79 |
| Diesel | tCO ₂ e | | 14 125 | 21 060 | 37 419 | 11 817 | 8 840 | Page 79 |
| Scope 2 indirect emissions per source: | tCO ₂ e | | | | | | | |
| Electricity | tCO ₂ e | | 315 800 | 294 363 | 285 899 | 336 515 | 340 448 | Page 79 |
| Material environmental aspects – direct and indirect emissions | tCO ₂ e | | 457 360 | 472 382 | 485 440 | 531 982 | 524 720 | Page 80 |

ESG SUSTAINABILITY SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2025

| | Unit of measure | Leadership/ Core | 2025 | 2024 | 2023 | 2022 | 2021 | Reference in IR [Reference to GRI] |
|-----------------------------------------------------------------------------------|-----------------------------------|---------------------|-----------|-----------|-----------|-----------|-----------|----------------------------------------------|
| Material environmental aspects non-accumulative – energy efficiency/energy saved | GJ | | 5 861 | 2 450 | 49 899 | 51 023 | 53 916 | Page 72 |
| Material environmental aspects – carbon emission reduction | tCO ₂ e | | 543 | 544 | 5 740 | 9 769 | 9 670 | Page 71 GRI 305-5 Reduction of GHG emissions |
| Coal | tCO ₂ e | | 370 | 79 | 3 876 | 2 301 | 2 710 | Page 370 |
| LPG | tCO ₂ e | | 0 | 0 | 0 | 0 | 0 | Page 71 |
| Diesel | tCO ₂ e | | 0 | 0 | 0 | 0 | 0 | Page 71 |
| Electricity | tCO ₂ e | | 173 | 465 | 1 864 | 7 468 | 6 960 | Page 71 |
| Carbon Tax | R'000 | | 0 | 6 846 | 7 172 | 7 000 | 6 799 | Page 72 |
| Scope 1 – direct carbon emissions per person hour worked | tCO ₂ e person hour | | 0.007 | 0.008 | 0.008 | 0.008 | 0.007 | Page 72 |
| Scope 2 – indirect carbon emissions per person hour worked | tCO ₂ e person hour | | 0.015 | 0.013 | 0.011 | 0.014 | 0.014 | Page 72 |
| Scope 1 and Scope 2 – direct and indirect carbon emissions per person hour worked | tCO ₂ e person hour | | 0.021 | 0.021 | 0.019 | 0.022 | 0.021 | Page 72 |
| Stationery fuels | | | | | | | | |
| Coal | GJ | | 1 461 069 | 1 566 590 | 1 629 897 | 1 811 796 | 1 739 426 | Page 72 |
| Coal used per bird | GJ/bird | | 0.0047 | 0.0055 | 0.0063 | 0.0060 | 0.0062 | Page 72 |
| Coal used per ton of birds slaughtered | GJ/ton of birds slaughtered | | 2.6 | 3.1 | 3.1 | 3.3 | 3.5 | |
| Coal saved due to conservation and efficiency improvements | GJ | | 5 278 | 884 | 43 628 | 25 896 | 30 498 | Page 72 |
| LPG | GJ | | 385 641 | 275 509 | 268 347 | 351 640 | 323 915 | Page 72 |

ESG SUSTAINABILITY SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2025

| | Unit of measure | Leadership/ Core | 2025 | 2024 | 2023 | 2022 | 2021 | Reference in IR [Reference to GRI] |
|---------------------------------------------------------------------------|-----------------------------|------------------|-----------|-----------|-----------|-----------|------------|-----------------------------------------------------------------------------------------|
| Mobile fuels | | | | | | | | |
| Diesel ⁷ | GJ | | 195 708 | 291 815 | 518 458 | 180 206 | 134 794 | Page 75 |
| E1.2 ENERGY MIX | | | | | | | | |
| Material direct energy use and share of energy usage by generation type | GJ | C | 2 063 774 | 2 133 914 | 2 416 702 | 2 343 642 | 2 198 1315 | Page 75 GRI 103-2 Energy consumption and self-generation within the organisation |
| ▶ Material direct energy consumption per bird | GJ/bird | | 0.0066 | 0.0075 | 0.0094 | 0.0077 | 0.0078 | Page 75 GRI 103-4 Energy intensity |
| ▶ Material direct energy consumed per ton of birds slaughtered | GJ/ton of birds slaughtered | | 3.7 | 4.2 | 4.6 | 4.3 | 4.4 | GRI 103-4 Energy intensity |
| ▶ Total electricity self-generated from renewable sources | % | | 0.4348 | 0.001 | 0.017 | 0.001 | 0.001 | Page 75 |
| ▶ Total volume of diesel consumed | KL | | 5 355 | 7 977 | 14 185 | 4 930 | 3 638 | |
| ▶ Total volume of petrol consumed | KL | | 60 | 229 | 104 | 137 | 96 | |
| E2 WATER SECURITY | | | | | | | | |
| E2.1 WATER USAGE | | | | | | | | |
| Total water consumption from all areas, and from areas with water stress. | KL | C | | | | | | GRI 303-1 Interactions with water as a shared resource, and GRI 303-5 Water consumption |
| ▶ Water consumption | KL | | 6 161 985 | 6 082 325 | 6 204 507 | 6 480 689 | 6 102 502 | Page 74 |
| ▶ Water consumption per bird | KL/bird | | 0.0197 | 0.0214 | 0.0241 | 0.0214 | 0.0217 | |
| ▶ Water consumption per ton of birds slaughtered | KL/ton of birds slaughtered | | 11 | 12 | 12 | 12 | 12 | |
| ▶ From dams and boreholes | KL | | 1 147 069 | 1 222 664 | 874 028 | 1 300 794 | 1 217 139 | Page 72 |
| ▶ From municipal sources | KL | | 5 014 916 | 4 859 661 | 5 330 479 | 5 179 895 | 4 885 363 | Page 72 |

ESG SUSTAINABILITY SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2025

| | Unit of measure | Leadership/ Core | 2025 | 2024 | 2023 | 2022 | 2021 | Reference in IR [Reference to GRI] |
|----------------------------------------------------------------------------------|-----------------|------------------|---------|---------|-----------|---------|---------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Additional disclosures | | | | | | | | |
| ▶ Non-accumulative – water saved due to conservation and efficiency improvements | KL | | 32 | 3 | 87 | 2 251 | 2 581 | Page 72 |
| ▶ Recycled water ⁸ | KL | | 763 373 | 620 096 | 1 540 699 | 895 991 | 946 690 | Page 72 |
| ▶ Recycled water as a percentage of total water | % | | 12 | 9 | 25 | 14 | 16 | Page 72 |
| ▶ Water treated to potable standards ⁹ | KL | | 229 696 | 211 305 | 705 049 | 267 779 | 615 667 | Page 72 |
| ▶ Potable water as a percentage of total water | % | | 4 | 3 | 11 | 4 | 10 | Page 72 |
| E4 POLLUTION AND WASTE | | | | | | | | |
| E4.1 SOLID WASTE | | | | | | | | |
| ▶ Waste to landfill | Tons | | 5 800 | 4 910 | 9 071 | 6 727 | 6 394 | Page 72 GRI 306-1 Waste generation and significant waste-related impacts, and GRI 306-5 Waste directed to disposal |
| ▶ Hazardous waste disposed | Tons | | 133 | 24 | 49 | 50 | 24 | Page 72 GRI 306-1 Waste generation and significant waste-related impacts, GRI 306-5 Waste directed to disposal, and GRI 306-2 Management of significant waste-related impacts |
| ▶ Litter | m ³ | | 423 402 | 431 224 | 371 892 | 419 685 | 418 872 | Page 72 GRI 306-5 Waste directed to disposal |
| ▶ Litter diverted from disposal | m ³ | | 420 367 | 429 618 | 363 407 | 416 479 | 416 175 | Page 72 GRI 306-4 Waste diverted from disposal |
| ▶ Waste to rendering plant | Tons | | 16 116 | 11 261 | 16 757 | 12 469 | 11 419 | Page 72 |
| ▶ Waste to rendering plant diverted from disposal | Tons | | 5 773 | 7 178 | 10 236 | 10 698 | 11 037 | Page 72 GRI 306-4 Waste diverted from disposal |

ESG SUSTAINABILITY SUMMARY REPORT (CONTINUED)

for the year ended 30 September 2025

| | Unit of measure | Leadership/ Core | 2025 | 2024 | 2023 | 2022 | 2021 | Reference in IR [Reference to GRI] |
|-------------------------------------------------------------|-----------------|------------------|-----------|-----------|-----------|-----------|-----------|------------------------------------------------------------------------------------------------|
| ▶ Hatchery waste | Tons | | 6 865 | 45 984 | 25 032 | 26 934 | 19 742 | Page 72 GRI 306-5 Waste directed to disposal |
| ▶ Hatchery waste diverted from disposal | Tons | | 6 841 | 40 519 | 3 165 | 14 733 | 9 282 | Page 72 GRI 306-4 Waste diverted from disposal |
| ▶ Farm waste | Tons | | 13 393 | 12 492 | 25 887 | 14 027 | 14 715 | Page 72 |
| ▶ Farm waste diverted from disposal | Tons | | 13 085 | 12 408 | 25 498 | 13 600 | 8 096 | Page 72 GRI 306-4 Waste diverted from disposal |
| ▶ Waste diverted from disposal as percentage of total waste | % | | 98 | 98 | 90 | 97 | 97 | Page 72 GRI 306-4 Waste diverted from disposal |
| Additional disclosure | | | | | | | | |
| ▶ Packaging material | Tons | | 15 275 | 12 388 | 10 507 | 11 439 | 9 445 | Page 72 |
| ▶ Packaging material waste | Tons | | 422 | 400 | 1 283 | 1 181 | 1 055 | Page 72 |
| ▶ Recycled – packaging material recycled | Tons | | 895 | 768 | 678 | 679 | 545 | Page 72 |
| E4.4 WATER POLLUTION | | | | | | | | |
| ▶ Water discharged | KL | | 2 839 061 | 2 648 138 | 2 789 080 | 2 829 661 | 2 736 850 | Page 72 GRI 303-4 Water discharge |
| ▶ Number of significant spills | Number | | 0 | 0 | 0 | 0 | 0 | Page 72 GRI 303-2 Management of water discharge-related impacts |
| ▶ Water and effluent discharged per bird slaughtered | L | | 9.05 | 9.32 | 10.85 | 9.33 | 9.71 | Page 72 GRI 303-2 Management of water discharge-related impacts, and GRI 303-4 Water discharge |

1. PEP: Politically Exposed Person.
2. Penalties charged by Ekurhuleni Municipality to Festive for high volumes of suspended solids (SS) found in water samples. During 2025, Astral reported zero penalties (2024: one (1)).
– Sustainability projects implemented are aligned with our vision and strategic goals.
– Operation action plans are aligned with strategic action plans and strategic goals are realised through participative management practices.
– Business units and various stakeholders work closely together to implement projects.
3. Refers to the above – these are not additional incidents or fines.
4. The number of person days lost due to community unrest for 2021 was high due to the KwaZulu-Natal looting incident.

5. Total number of employees excludes contracted services.
6. Please refer to page 136 of the Integrated Report 2025 for a five-year financial summary.
7. 2023 Diesel consumption was exceptionally high as a result of the high levels of loadshedding throughout that financial year.
8. Recycled water is dependent on the volume of water required to treat water to potable standards as per note 9 below.
9. Water treated to potable standards is dependent on the lower cost of water supplied by Lekwa Municipality.
- N/A Not Applicable
- n/a Not measured previously



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