

TABLE OVERVIEW: DANONE COMMITMENTS TO THE EU CODE OF CONDUCT

Type of business/ sector (E.g. retail, dairy)	Sustainability dimension (E.g. environmental, nutritional, social)	Code aspirational objective* (1-7)	Individual commitments with baseline
Food and drink: dairy, plant-based alternatives, waters and specialized nutrition	Nutritional	1	<p>We strive to offer tastier and healthier food and drinks and commit to :</p> <ul style="list-style-type: none"> - 85% volume of dairy, plant-based and aquadrinks rated 3.5 stars by Health Star Rating by 2025 globally. - 95% volume Kids dairy and plant-based with less than 10g total sugars/100g by 2025 globally. - 95% volume toddlers milk (1-3 yo) with less than 1.25g added sugars/100kcal by 2025 globally.
	Nutritional	1	<p>We commit to increase the number of products with a meaningful amount of positive nutrients:</p> <ul style="list-style-type: none"> o 85% volume of Kids dairy fortified with relevant vitamins & minerals by 2025 globally.
	Nutritional	1	We commit to 95% volumes sold of dairy, plant-based and aquadrinks products with on pack/online interpretative nutritional information by 2025 globally.
	Environmental and nutritional	1	We are committed to promoting a shift to flexitarian diets, which consist of plenty of plant-based foods (cereals, fruits, vegetables, legumes, nuts, seeds) along with good quality dairy products, but lower amounts of meat.
	Nutritional	1	As part of its Specialized Nutrition business, Danone is specifically committed to the health and nutrition of mothers and infants from the youngest age. We support the World Health Organization's view of the importance of breastfeeding for infant health, namely the nutritional recommendation for exclusive breastfeeding for the first six months of age and continued breastfeeding up to two years and beyond, combined with the safe introduction of appropriate complementary foods. We believe Danone has a role to play in supporting this recommendation while empowering parents and caregivers to make informed feeding decisions for their babies. We aim to work with the UN, governments, civil society organizations, as well as pediatric / medical societies to develop an evidence-based, shared policy agenda focused on increasing breastfeeding rates, supporting parents and the improved nutritional health of infants and mothers.

	Environmental	3	<p>We commit to net zero carbon emissions by 2050 across our full supply chain including the following interim targets:</p> <ul style="list-style-type: none"> - CO2 reduction by 2030 in line with 1.5°C SBTi target. - 30% reduction in methane emissions from fresh milk in 2030. - 30% improvement in energy efficiency by 2025.
	Environmental	3 & 6	We commit to purchase 30% of its volume of agricultural ingredients directly from farms that have begun to transition to regenerative agriculture by 2025.
	Environmental	7	<p>We commit to zero deforestation & conversion on key commodities by 2025:</p> <ul style="list-style-type: none"> - 100% recycled or certified virgin paper (FSC, PEFC or equivalent). Top five direct suppliers, by weight will match our commitments by 2025. 80% of secondary and tertiary packaging by weight contains recycled material by 2025. - 100% traceable soy to trader and sub-national region by 2023 for our plant-based products. Farm-level traceability for all direct soybeans by 2025 in high risk regions for deforestation and conversion. - 100% RSPO Segregated palm oil by 2025. 100% traceability of palm oil to plantation by 2023. - 100% of cocoa verified deforestation and conversion free cocoa by 2025. Top three direct suppliers and their progress towards our goal, and associated risk assessment. Third party farm level traceability for all forms of cocoa. - 100% mapping and risk assessment of animal feed by 2025.
	Environmental	3	<p>We commit to protect watersheds:</p> <ul style="list-style-type: none"> o 4R approach (reducing, reusing, recycling, reclaiming) to be deployed in all production sites by 2030. o Watershed preservation/restoration plans to be developed in highly water-stressed areas by 2030.
	Environmental	4	<p>We commit to make our packaging 100% reusable, recyclable or compostable by 2025. In 2022, 84% of the packaging used by Danone was reusable, recyclable or compostable.</p> <p>We commit to halve the use of virgin fossil-based packaging by 2040, with a 30% reduction by 2030, accelerating reuse and recycled materials.</p> <p>We commit to lead the development of effective collection systems to recover as much plastic as we use by 2040.</p>
	Environmental	2 & 6	We commit to achieve SDG 12.3—reduce food waste within our operations and supply chain by half by 2030 (vs. 2020).
	Social	5 & 7	We aim to meet the following targets:

			<ul style="list-style-type: none">○ 100% of Danoners trained on Danone’s Human Rights Policy by 2025.○ Danone Responsible Sourcing Policy to be deployed to 100% suppliers by 2030.
	Social	5	<p>We commit to foster a unique, diverse & inclusive culture and empower Danoners for positive impact:</p> <ul style="list-style-type: none">○ All Danone employees covered by B Corp certification by 2025.○ Achieve gender balance in management globally by 2030.○ Drive equity and close gender pay gap by 2025.○ Maintain inclusion index above peers.