

REPORT: DANONE'S COMMITMENTS | EU CODE OF CONDUCT ON RESPONSIBLE FOOD BUSINESS AND MARKETING PRACTICES

SUMMITTED ON 30 APRIL 2025

Type of business/ sector (E.g. retail, dairy)	Sustainability dimension (E.g. environmental, nutritional, social)	Code aspirational objective* (1-7)	Individual commitments with baseline	Progress on KPIs and goals + <i>comments</i>
Food and drink manufacturer, covering the following categories: dairy, plant-based, waters and specialized nutrition	Nutritional	1	We strive to offer tastier and healthier food and drinks and commit to: <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. 	In 2024: <ul style="list-style-type: none"> 87.7% of volume of dairy, plant-based and aquadrinks rated 3.5 stars by Health Star Rating – above the 2025 target. 78.5% of volume of Kids dairy and plant-based had less than 10g total sugars/100g – progressing from 2023 (62.2%) towards our 2025 target. 99% of volume of toddlers milk (1-3 yo) had less than 1.25g added sugars/100kca – above the 2025 target.
	Nutritional	1	We commit to increase the number of products with a meaningful amount of positive nutrients: 85% volume of Kids dairy fortified with relevant vitamins & minerals by 2025 globally.	In 2024, 89.8% of volume of Kids dairy were fortified with relevant vitamins & minerals – above the 2025 target.
	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.	In 2024, 71.5% of volumes sold of dairy, plant-based and aquadrinks products had on pack/online interpretative nutritional information globally. <i>Comment: In the EU, Danone continues to support and calls EU policymakers to develop a harmonized, interpretative nutritional labelling scheme.</i>
	Environmental & Nutritional	1	We are committed to promoting a shift to flexitarian diets, which consist of plenty of plant-based foods	We continue to actively promote the shift to flexitarian diets, and to invest in our research and innovation

			(cereals, fruits, vegetables, legumes, nuts, seeds) along with good quality dairy products, but lower amounts of meat.	<p>capabilities to offer a wide variety of products to respond to different diets, consumption needs and situations.</p> <p><i>Comment: Policy has a key role to play in the uptake of flexitarian diets, and Danone has been calling, alongside with other businesses and NGOs, for EU public procurement rules to include a sustainability criteria (here and here). This would contribute to the uptake of more plant-based foods in canteens and public restaurants, contributing to shifting diets.</i></p>
	Nutritional	1	<p>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.</p>	<p>We have continued to actively support the health and nutrition of mothers and infants, both as Danone and with partners.</p> <p>For example: Launched in the Czech Republic and Hungary in 2015 through the "First1000Days" Foundation, the NutriCHEQ program has since expanded to Slovakia and revitalized in Hungary. Its objective is to better understand the nutritional and dietary habits of toddlers in these countries and maintain fact-based discussions with key opinion leaders (KOLs), healthcare professionals, and authorities.</p> <p>The digitalization of the tool, which took place progressively from 2022 to 2024, enables anonymous data collection and allows for the long-term monitoring of toddler nutrition as part of the societal determinants of lifelong health. The main results, validated by local expert groups comprising pediatric and medical societies, reveal several nutritional concerns in toddlers: early transition to cow's milk, insufficient intake of vitamin D and iron, and low fiber consumption.</p> <p>With these results, and by raising healthcare professional and parent awareness, alongside</p>

				engagement with authorities, Danone ambitions to improve the nutritional health of infants and toddlers.
	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. 	<p>In 2024:</p> <ul style="list-style-type: none"> • We achieved a 16.1% CO2 reduction vs 2020 – progressing towards the SBTi target; • We achieved a 25% methane reduction from fresh milk vs 2020 – progressing towards the 2030 target; • We achieve a 34.5% GHG reduction on scope 1 and 2 vs 2020.
	Environmental	3 & 6	<p>We commit to purchase 30% of our volume of agricultural ingredients directly from farms that have begun to transition to regenerative agriculture by 2025.</p>	<p>In 2024, 39% of our key ingredients sourced directly were from farms that have begun to transition to regenerative agriculture – above the 2025 target.</p> <p><i>Comment: The transformation needed to achieve more sustainable agrifood systems, and the transition to regenerative agriculture in particular, requires coordinated action from all actors. Public-private partnerships are key to unlock new, additional investments to support farmers in the transition. Danone has been calling for the EU, the EIB and Member States to work with the private sector on co-financing programs through blended instruments (grants, loans, guarantees of first loss). The new EU Vision for Agriculture and Food should also lead to the development of common methodologies and incentives for regenerative agriculture, the practices that it includes, and the outcomes it generates.</i></p>
	Environmental	7	<p>We commit to zero deforestation & conversion on key commodities by 2025 globally:</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 	<p>In 2024, 93% of these key commodities were deforestation & conversion free at global level – progressing towards the 2025 target.</p>

			<p>2025. 80% of secondary and tertiary packaging by weight contains recycled material by 2025.</p> <ul style="list-style-type: none"> • 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 as deforestation and conversion free cocoa by 2025. Top three direct suppliers to 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"> • 4R approach (reducing, reusing, recycling, reclaiming) to be deployed in all production sites by 2030; • Watershed preservation/restoration plans to be developed in highly water-stressed areas by 2030. 	<p>In 2024:</p> <ul style="list-style-type: none"> • 99.3% of production sites deployed the 4R approach – progressing very well towards the 2030 target; • 62% of operational sites located in highly water-stressed areas had watershed preservation / restoration plans – progressing towards the 2030 target. <p><i>Comment: In the context of the upcoming EU Water Resilience initiative, the European Commission should ensure better enforcement of the EU Water Framework Directive and swift implementation of the EU Nature Restoration Law so that Member States reach healthy watersheds. The EU and Member States should also further support the development and deployment of water reuse systems in food and drink production sites.</i></p>

	Environmental	4	<ul style="list-style-type: none"> We commit to make our packaging 100% reusable, recyclable or compostable by 2025. We commit to halve the use of virgin fossil-based packaging by 2040, with a 30% reduction by 2030, accelerating reuse and recycled materials. We commit to lead the development of effective collection systems to recover as much plastic as we use by 2040. 	<p>In 2024:</p> <ul style="list-style-type: none"> 85% of packaging was reusable, recyclable or compostable globally; We achieved an 8% reduction of virgin fossil-based packaging vs 2020; We recovered plastic to the amount of 60% of the volumes we used. <p><i>Comment: Policy has a critical role to play in our ability to reach our targets for more circular packaging. The set-up of deposit-return schemes across the EU is a key enabler to improve collection, increase quality and availability of recycled materials, and support the uptake of reuse. Food and drink manufacturers should also get priority access to food-grade recycled materials to avoid downcycling into other sectors.</i></p>
	Environmental	2 & 6	We commit to achieve SDG 12.3 – reducing food waste within our operations and supply chain by half by 2030 (vs 2020).	In 2024, we achieved a 18.1% reduction of food waste vs 2020 – progressing towards the 2030 target.
	Social	5 & 7	<p>We aim to meet the following targets:</p> <ul style="list-style-type: none"> 100% of Danoners trained on Danone’s Human Rights Policy by 2025; Danone Sustainable Sourcing Policy to be deployed to 100% of suppliers by 2030. 	The deployment of these policies are ongoing among employees and suppliers.
	Social	5	<p>We commit to foster a unique, diverse and 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. 	<p>In 2024:</p> <ul style="list-style-type: none"> 83% of employees were covered by B Corp certification – progressing towards 2025 target; We achieved a 44% gender balance in management; The gender pay gap was 1.1 pt; Danone’s inclusion index was 2 pts above peers.

