



Communication of Progress 2021





Summary

- Introduction
- Nutrition & Santé presentation
- Sustainable Dev Stakes of NS
- Our sustainable commitments in line with the SDG's and the pillars of the Global Compact
- KPI sum-up
- Conclusion



Declaration of support for the United Nations Global Compact 2021



Letter of commitment N&S 2021-2022

For Global Compact COP 2022



Dear all,

This 2nd Communication on Progress (COP) is the opportunity to explain better who we are and how we contribute to a sustainable growth model in line with the ten fundamental principles of the United Nations Global Compact program.

Aware of Nutrition & Santé Group's responsibility as an economic player in the healthy food sector and committed to contributing to the 17 United Nations SDOs at our level, we engaged with the United Nations Global Compact program in December 2019 and we are proud to post our 2nd Communication on Progress (COP).

Our corporate project is to offer a transparent approach to nutrition, both rich in taste and benefits and solutions, with a food model transition, essential to protect the health of the humans and the planet.

Nutrition & Santé formalized "officially" its Sustainable approach in 2013, deploying two dedicated action plans leading up to 2020. But the year 2021 was a major one as Nutrition & Santé has been revising its Sustainable Development Strategy, to address major societal issues, redefine key areas of focus and integrate better sustainability in its global strategy. This is reflected in a stated ambition in each domain, with clear objectives for 2025 and through to 2040, and concrete commitments for which the results we hope will be visible from the start.

While each of the 7 stakes within the Sustainable Development strategy are fundamental to our strategy, Nutrition & Santé aims to be exemplary in its sector at the global level for the following areas:

- Nutrition offer comprehensive nutritional solutions and associated services for consumers and customers
- Sourcing of ingredients solely derived from agroecology practices, and advocate for respecting both the soil and
 the people who cultivate it
- Demonstrate strong social commitment to our employees.

Areas in which we will also develop sustainability strategies for impact area :

- Packaging optimisation towards reducing packaging and improved recycling
- Eco-manufacturing efficiency for better resources consumption
- Climate change and the reduction of CO2 emissions in our sector
- Co-construction with partners and stakeholders for concrete, cross-functional and beneficial health, environmental and social developments for the communities in which we operate.

Our Sustainable Development approach is fundamental to our global strategy, integrated to our business game plan and people mindset. We believe it is a constructive way to contribute, at our level, to healthier communities and a healthier Planet.

Every day, we draw our inspiration from our purpose: to cultivate active and natural nutrition, with respect for the Living « In each of our categories, be the recommended partner in active and natural nutritional solutions »

Sincerely yours,

Luis URIBE

Since the end of 2019, under the leadership of its CEO, Luis URIBE, Nutrition & Santé Group has been committed to act everyday on the 10 principles of the Global Compact program and its 17 sustainable development objectives.







NUTRITION & SANTÉ GROUP PRESENTATION







KEY NUMBERS

KEY NUMBERS N&S



418 Millions €





1020 in France



Supermarkets & Hypermakets - Organic & Healthy food stores - Pharmacies
Food Service - E-commerce





In more than 25 countries

OUR MAIN BRANDS BY CATEGORY

HEALTHY NUTRITION **PLANT-BASED NUTRITION**

ACTIVE NUTRITION



























OUR PURPOSE « WHY? »

Fostering active and natural nutrition, with respect for the Living

MISSION « WHAT? »

Designing active and natural nutritional solutions for the well-being of body and mind

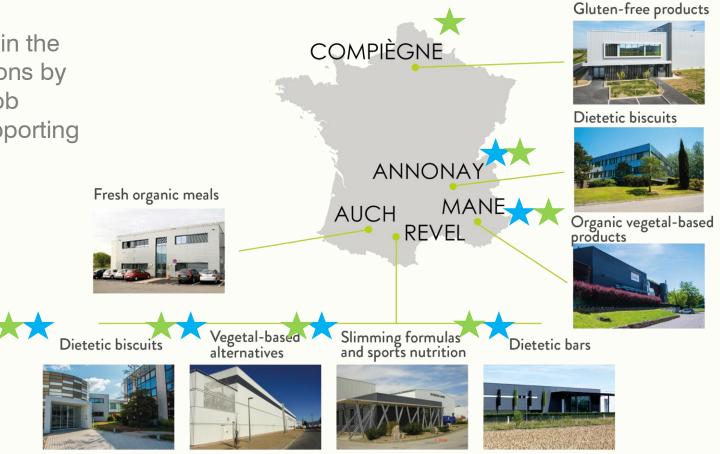
VISION « HOW? »

In each of our categories, be the recommended partner for active and natural nutritional solutions

11 PRODUCTION SITES

GUARANTORS OF GOOD QUALITY AND CLEAN ENVIRONMENTAL PRACTICES

We create value in the heart of our regions by contributing to job creation and supporting local industries.



8 SITES IN FRANCE







11 PRODUCTION SITES

GUARANTORS OF GOOD QUALITY AND CLEAN ENVIRONMENTAL PRACTICES



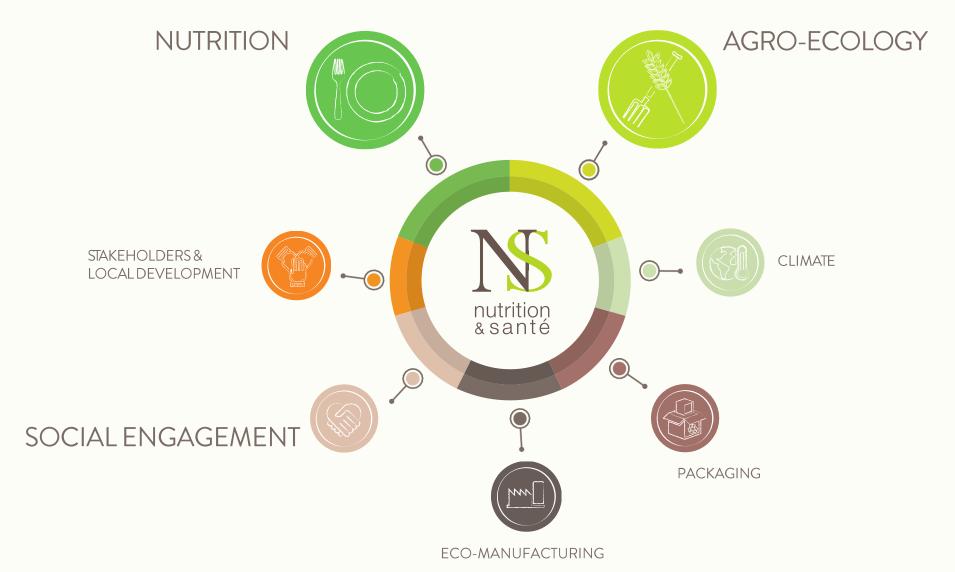


NS SUSTAINABLE DEVELOPMENT STAKES



7 SUSTAINABLE STAKES of NS FOR PEOPLE AND FOR THE PLANET





3 Priority stakes: Nutrition, Agroecology, Social Engagement

NS SUSTAINABLE DEVELOPMENT STAKES AND CORRESPONDANCE WITH SDG's AND GLOBAL COMPACT







CORRESPONDANCE of NS sustainable stakes, the United Nation SDGs and the THE GLOBAL COMPACT



Thematics	Link with 17 SDGs	Link with 10 principles Global Compact
Nutrition	2 TERM 3 GOOD HEALTH A QUALITY A STEELY HOOK AND SECONDAL	Principles 1, 2, 7, 8
Agroecology	13 CLIMITE 12 RESPONSEL LEGISLATION METHODICITION	Principles 7, 8
Climate	13 CLUMATE 15 INF. DATE OF THE PRINCIPLE	Principles 7, 8
Packaging	12 MODORNI I SOLIMIT MODORNI M	Principles 7, 8, 9
Eco-production	3 GOOD HEADER TO GLISH SEED TO CONTROL OF CO	Principles 8, 9
Social commitment	4 GOLDITON 8 RECENT HORS AND REQUIRED STORE SERVICE SE	Principles 1, 2, 3, 6
Stakeholders & Local dévelopment	17 PARTHEESHIPS OF THE GOLDS	Principles 1, 2, 3, 4, 6, 10



nutrition * santé

1 - NUTRITION

Nutrition is in our DNA. As a long-standing player in the health food sector for over 90 years, nutrition is at the heart of our actions, our values, and in the products and services carried by our brands.

In 2021, we continue to revise our recipes of our major brands to improve our Nutriscore (80% of our portofio except the Isostar brand is A or B or C scored).

Our ambition in 2025 is that all our products are graded no higher than "Nutri-score C", while preserving our recipe's premium taste and helping the consumer for "a better eating".



2021 PROGRESS ON OUR 3 PRIORITY STAKES



2 - VIRTUOUS AGRICULTURAL PRACTICES AND AGROECOLOGY

At N&S, we are highly dependent on agricultural ingredients for our products and are convinced that a living, well-nourished soil yields healthy crops, and **agroecological practices** are among the most efficient.

In March 2019, we launch with 25 CRC® wheat flour farmers the "Objective Terre" program to support them in their transition to Soil Conservation Agriculture (SCA).

In 2021, we are proud to say that 44% of our wheat farmers were engaged into SCA. We also worked on a new sustainable partnership for organic Quinoa and grown in France for our vegetal meals.

At the present time, we have today 10 French sustainable agricultural supply chains involving some 650 farmers in France.





nutrition & santé

3 - OUR COLLABORATORS

The third main pillar of our Sustainable Development Strategy is our most important asset, namely our 1,750 employees. We aim to fulfil of our social role and embody our values within an environment that fosters innovation and mutual well-being for our teams. During the 2020 / 2021 Covid crisis, we were very attentive to the moral of our collaborators facilitating organization, pushing advices & trainings, putting in place a "social barometer" for our teams... End of the year, we organize a big campaign on disability at a European level mobilizing our different sites in France, Benelux and Italy to better sensibilize our collaborators and progress on inclusion.



NUTRITION



OFFER PRODUCTS THAT BALANCE TASTE AND NUTRITION AND PROVIDE GUIDANCE AND TRUSTWORTHY INFORMATION FOR HEALTHY EATING

OUR COMMITMENTS: a positive and holistic Nutrition



100%

Of our **3 CATEGORIES** will offer a **NUTRITIONAL SUPPORT PROGRAM** by **2025**

30%

Of our **PORTFOLIO** will be **REVIEWED every YEAR**

100%

Of A&P'S SUPPORT for brands aligned with NUTRISCORE + by 2025*

100%

Of our products will have a

NUTRISCORE + A, B or **C** integrating criteria at the portion level by **2025**



AGRO-ECOLOGY EUROPEAN LEADER ADVOCATING FOR NEW MODELS

OUR COMMITMENTS: ACTING THROUGH AGROECOLOGY FOR THE PLANET AND HUMAN HEALTH AND « RESPECT THE LIVING »



100%

of our key agricultural ingredients under **AGRO-ECOLOGICAL** practices by 2030



CLIMATE CUTTING CARBON EMISSIONS

OUR COMMITMENTS

GHG*

-40%

Reduce emissions at the group level by **2030**

-50%

Reduce emissions at group level by **2035**

Net values!

Contribute at our level to CARBON NEUTRALITY by 2040

nutrition & santé



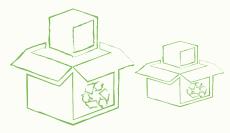
OUR AMBITIONS

Our PLASTIC will be RECYCLABLE by 2025

100%

Our PACKAGING will use RECYCLED, BIOSOURCED or REUSABLE MATERIAL by 2030

WEIGHT



Reduce **WEIGHT**



ECO-DESIGN CHARTER since **2011**



ECO-MANUFACTURING



CLIMATE AND ENVIRONMENT CONSCIOUS MANUFACTURER

OUR COMMITMENTS



14001

All European sites by **2025**

All our manufacturing sites by **2030**



Reduce **ENERGY CONSUMPTION**by 2% **PER YEAR**





Reduce **WATER CONSUMPTION** by 15% by **2030**



ZERO non recyclable WASTE in **2030**

GHG

Reduce **GHG EMISSIONS** on N&S operations by **-59%** by **2030 (net values)**

SOCIAL ENGAGEMENT

nutrition & santé

A GREAT PLACE TO GROW!

OUR COMMITMENTS

GOOD WORKING CONDITIONS



TEAM COHESION

Full safety **WORK ENVIRONMENT ZERO STOP WORK ACCIDENT** by 2030

100% **PARITY** for **EXECUTIVE WOMEN** by 2025

100%

TRAINED employees per **YEAR** by 2025



6%

DISABLED EMPLOYEES by 2030 **4,5%** by 2025

100%

PARITY for

QUALIFIED JOB

in plants by

2030

ETHICAL PRINCIPLES DIVERSITY EQUALITY INCLUSION



PROFESSIONAL DEVELOPMENT



SOCIAL DIALOGUE



Regular **WELLBEING BAROMETER** every **YEAR**

Encourage constructive

SOCIAL DIALOGUE

STAKEHODERS & LOCAL DEVELOPMENT



ESTABLISHING COLLABORATIVE PARTNERSHIPS & MONITORING OUR SOCIO-ECONOMIC FOOTPRINT IN THE TERRITORIES IN WHICH WE OPERATE





OUR COMMITMENTS 100%

In **2022**, all **N&S SITES** run a **LOCAL PARTNERSHIP PROGRAM**



Sharing of experiences with communities in 2021





Tour de France of Impact France Movement

The network of entrepreneurs and CEOs who put ecological and social impact at the heart of their business

Montpellier stage, December 14, 2021

#UED2021



Sharing of experiences with communities in 2021







Forum "Water and agriculture" organized on Thursday, November 18, 2021 by the « Agence de l'Eau Adour Garonne" with the support of "Occitanie" and "Nouvelle-Aquitaine" Regions.

Presentation by Sylvie Martinel of Supply chains commitments within the round table "Supply chains and Consumers, actors of the agricultural transition". Participation of Anne Moulis in the workshop dedicated to securing agricultural income and structuring supply chains.



Performance measures 2020 and historic key dates







nutrition &santé

KPI SOCIAL

KPI ENVIRONEMENTAL

KPI SOCIÉTAL & ÉCONOMIQUE

EFFECTIFS 2019/2020 GLOBALEMENT STABLES

en 2019

٧s

1752 en 2020

soit -1.4% avec le Brésil et de -0,7% hors Brésil.



PREMIÈRE CERTIFICATION ISO 14001 DU SITE QUART

66% à 89%

De nos **VOLUMES** fabriqués proviennent de sites **CERTIFIÉS** pour limiter nos impacts.



14 FAMILLES D'INGRÉDIENTS ISSUS D'ACHATS DURABLES

% DES VOLUMES ACHETÉS DE :

en 2020 vs 38% en 2019

LA FÈVE BIO

DIVERSITÉ | ÉGALITÉ | INCLUSION

moyenne des femmes du groupe

femmes dans encadrement



Lancement de la filière la FÈVE BIO portant à 9 le nombre de familles d'ingrédients issus de PARTENARIATS AGRICOLES DURABLES (en bio, ACS, agriculture raisonnée, conventionnel).

TAUX DE COLLABORATEURS



de nos déchets SONT RECYCLÉS contribuant ainsi à L'ÉCONOMIE CIRCULAIRE.

CONSOMMATION

D'EAU



DONS ALIMENTAIRES

au niveau du groupe

DUCA

EN BIO

DU GROUPE

306K€

CULTURE DE L'APPRENTISSAGE

DE COLLABORATEURS FORMÉS

ACCIDENTOLOGIE



RATIO CONSOMMATION 3 D'EAU / TONNAGE de produits fabriqués : 2.17 vs 3.19 en 2019 grâce à la contribution de Quart.

CONSOMMATION D'ENERGIE

RATIO CONSOMMATION * D'ÉNERGIE / TONNAGE de produits fabriqués : 0.95 vs 1.10 en 2019.

*Périmètre sites certifiés

KPI ÉCONOMIQUE

Accélération

versus 2019





value wheat germ

THE KEY STAGES OF OUR SUSTAINABLE **DEVELOPMENT APPROACH**

1997 1990 Founding member of our soybean non-GMO sector from the southwest

1998

1# ISO 9001 quality certification of our manufacturing sites (Revel 2)

2008

1# 14 001 Env certification of our Revel 2 factory (FR)

1# IFS quality certification of our manufacturing sites (Revel 1)



(France origin)

2014

1st voluntary CSR SD report

1# ISO 22 000 quality

2013 1st CSR SD policy

1 CSR SD action plan 2013-2016

2010

Creation of sustainable development department

Membership EIG sector CRC

2012 1st SD diag France & HQ

> 1= 14 001 Env ertification of our nonay factory (FR

2011

Soybean "Organic partner" certification

1 14 001 Env certification of our Revel 134 factories (FR)

1st eco-design charter

2016

2nd CSR SD action plan 2016-2020

1st 14 001 Env certification of our Mane factory (FR)

1st participation to the disability week (Revel)

1* eco-design scoring when launching new products (HFF FR)

2017

CSR Diagnostic of subsidiaries Italy and Benelux

2nd CSR report

1st animal well fair charter (free range eggs)

1st international survey Quality of Life at Work

2018

New sustainable sector: sustainable cocoa UTZ

Gerblé.fr : new brand web site

2019

2 new agricultural sustainable sectors : chia, dry com

1 * 14 001 Env entification of our Quart factory (SP)

Cereal bio.fr : operation Wag + New ad campaign

1 N&S code of ethics

2020

NS Purpose

Nutriscore on all French brands (except leostar)

1 new sustainable agricultural sourcing : organic fava

New signed agreement on well-being at work (FR)



TO IDENTIFY

GOVERNANCE

SUSTAINABLE PURCHASING

ENVIRONMENT

HUMAN RESOURCES

OUR CONSUMERS PRODUCTS QUALITY

SD = Sustainable Development CSR = Company Social Responsibility CRC = Controlled Rational Cultivation

N&S and GOVERNANCE

« act for a transparent governance »

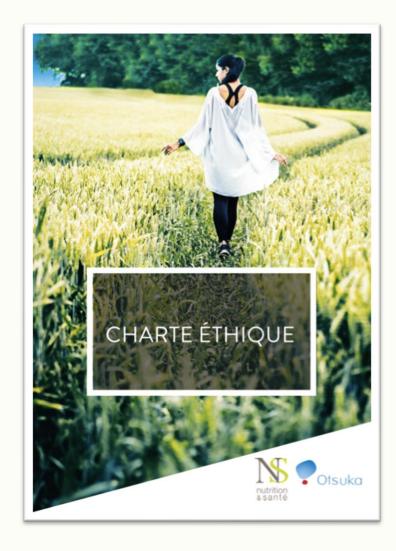












66

To gain the trust of our shareholders and consumers, we conduct our business ethically and with integrity. We are raising our requirements in terms of compliance with ethical and regulatory obligations, as well as our duty to be a citizen, and responsible.

77

Tatsuo Higuchi CEO Otsuka Holding Co., Ltd

N&S and GOVERNANCE

Human rights Labour Environment Anti-corruption







Why an Ethics Charter?

This Charter, which includes a set of key guiding principles, presents the standards of conduct applicable by Nutrition & Santé Group employees.



Fair competition

We are committed to conducting a transparent competition policy. We follow "anti-trust" laws that encourage fair and equitable competition. We also respect the laws of fair competition towards consumers.



Integrity

Integrity means acting honestly and transparently. Our values are based on integrity in all areas of our activities.



Corruption

We never give or accept, whether directly or indirectly, a payment, an object/asset of value/a benefit in kind (gifts, meals, shows, etc.) with a view to improperly influencing an act or decision in order to obtain or retain business, or to obtain any other improper advantage (financial/commercial).







www.nutritionetsante.com