



COMMUNICATI ON 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

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
C.E.O.

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



2021 TURNOVER

418 MILLIONS €



1748 EMPLOYEES

1020 IN FRANCE



5 SUBSIDIARIES

France, Spain, Benelux, Italy,
Brazil



11 PLANTS

8 IN FRANCE - 2 IN SPAIN, 1 IN
BRAZIL



5 MAIN
DISTRIBUTION
CHANNELS

GRAND SUPERMARKETS & HYPERMARKETS -
ORGANIC & HEALTHY FOOD STORES -
PHARMACIES FOOD SERVICE - E-
COMMERCE



Exportation

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

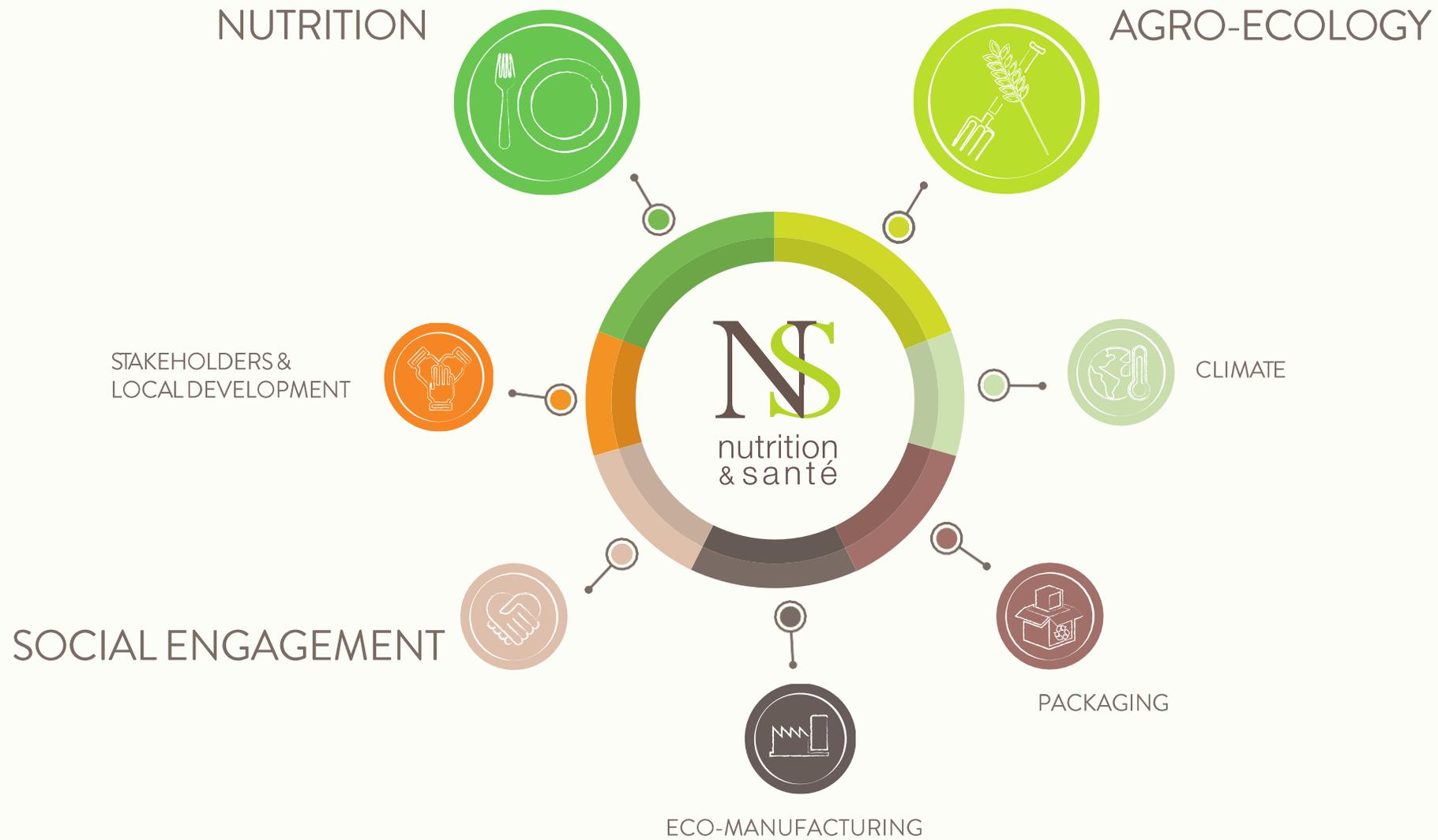
GUARANTORS OF GOOD QUALITY AND CLEAN ENVIRONMENTAL PRACTICES



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 SDG'S AND THE THE GLOBAL COMPACT

THEMATICS	LINK WITH 17 SDGS	LINK WITH 10 PRINCIPLES GLOBAL COMPACT
Nutrition	    	Principles 1, 2, 7, 8
Agroecology	 	Principles 7, 8
Climate	 	Principles 7, 8
Packaging	 	Principles 7, 8, 9
Eco-production	   	Principles 8, 9
Social commitment	  	Principles 1, 2, 3, 6
Stakeholders & Local développement		Principles 1, 2, 3, 4, 6, 10

2021 PROGRESS ON OUR 3 PRIORITY STAKES

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 portfolio 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".



Vegetal burger

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.



2021 PROGRESS ON OUR 3 PRIORITY STAKES

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



SUSTAINABLE SOURCING
SIMPLE & CLEAN RECEPIES

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**

Value Creation & Differentiation

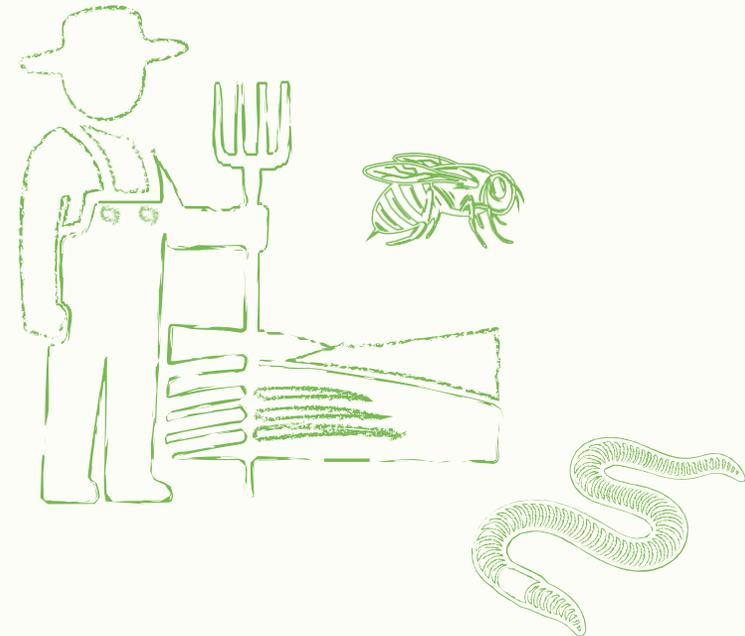
AGRO-ECOLOGY

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 !

2040

Contribute at our level to **CARBON NEUTRALITY** by **2040**

PACKAGING

REDUCE, REUSE, RECYCLE, RETHINK

OUR AMBITIONS

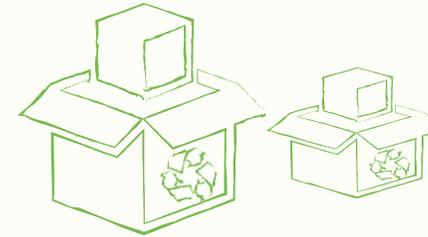
100%

Our **PLASTIC** will be **RECYCLABLE** by **2025**

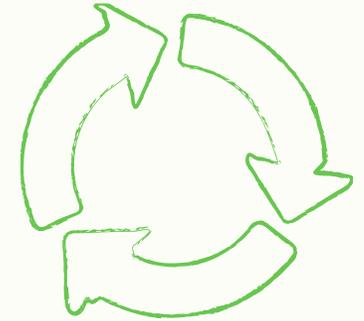
100%

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

WEIGHT



Reduce **WEIGHT**



ECO-DESIGN CHARTER since **2011**

CLIMATE AND ENVIRONMENT CONSCIOUS MANUFACTURER

OUR COMMITMENTS



14001

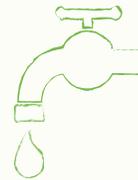
All European sites
by **2025**

All our manufacturing
sites by **2030**

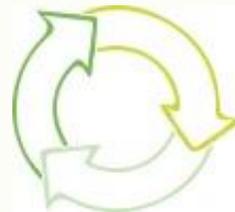


Reduce **ENERGY CONSUMPTION**
by 2% **PER YEAR**

ELECTRICITY
production
15% by **2030**
for 100% of sites
> 8000m²



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)**

* GREENHOUSE GAS

SOCIAL ENGAGEMENT

A GREAT PLACE TO GROW!

OUR COMMITMENTS

- GOOD WORKING CONDITIONS



- TEAM COHESION

- ETHICAL PRINCIPLES
DIVERSITY EQUALITY
INCLUSION



- PROFESSIONAL DEVELOPMENT

- SOCIAL DIALOGUE



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

100%

PARITY for **EXECUTIVE WOMEN**
by 2025

100%

TRAINED employees
per **YEAR** by 2025



100%
PARITY for **QUALIFIED JOB**
in plants by 2030



Encourage constructive **SOCIAL DIALOGUE**

6%

DISABLED EMPLOYEES by 2030
4,5% by 2025



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

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**



Measure our **SOCIO-ECONOMIC FOOTPRINT**

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

1

KPI SOCIAL

EFFECTIFS 2019/2020 GLOBALEMENT STABLES

1777

en 2019

VS

1752

en 2020

soit -1,4% avec le Brésil et de -0,7% hors Brésil.



STABLE

DIVERSITÉ | ÉGALITÉ | INCLUSION

41%
 moyenne des femmes dans le groupe

&

47.4%
 femmes dans encadrement



3.3%
 TAUX DE COLLABORATEURS PORTEURS D'UN HANDICAP

CULTURE DE L'APPRENTISSAGE

78%

DE COLLABORATEURS FORMÉS



ACCIDENTOLOGIE
 2018-2019



AMÉLIORATION du taux de TF1 et du taux de gravité.

TF1 = accidents avec arrêt

2

KPI ENVIRONNEMENTAL

PREMIÈRE CERTIFICATION ISO 14001 DU SITE QUART

66% à 89%

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



7 SITES / 10 CERTIFIÉS ISO 14001 europe

60%

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



CONSOMMATION D'EAU



RATIO CONSOMMATION* D'EAU / TONNAGE

de produits fabriqués : 2.17 vs 3.19 en 2019 grâce à la contribution de Quart.

CONSOMMATION D'ÉNERGIE



RATIO CONSOMMATION* D'ÉNERGIE / TONNAGE

de produits fabriqués : 0.95 vs 1.10 en 2019.

*Périmètre sites certifiés

3

KPI SOCIÉTAL & ÉCONOMIQUE

14 FAMILLES D'INGRÉDIENTS ISSUS D'ACHATS DURABLES

% DES VOLUMES ACHETÉS DE :

45%
 en 2020 vs 38% en 2019



LA FÈVE BIO

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).

DONS ALIMENTAIRES

2019 - 2020
 au niveau du groupe

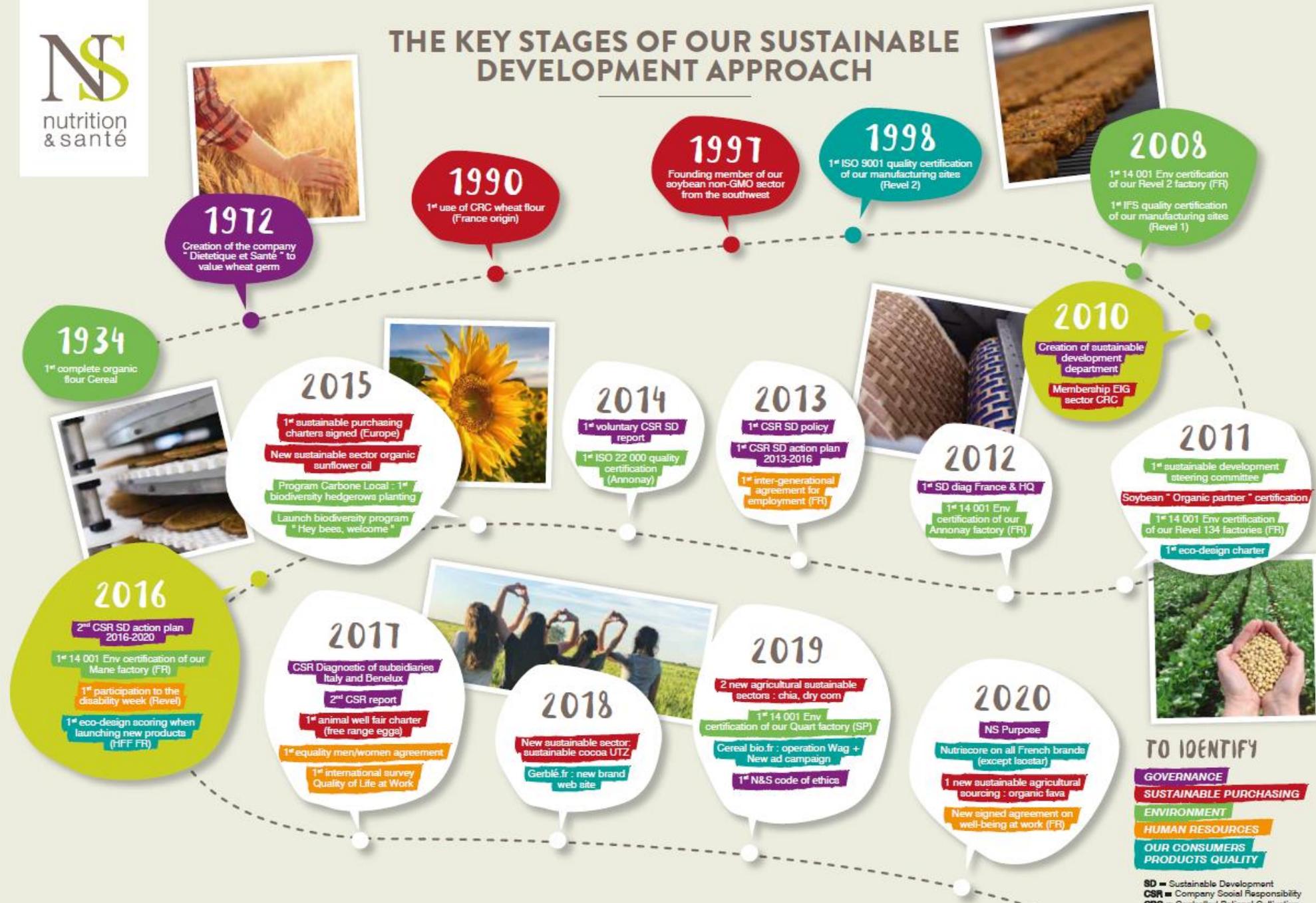
X2
 306K€
 VS
 743K€

25%
 DU CA
 DU GROUPE
 EN BIO

KPI ÉCONOMIQUE

Accélération
 +2.5pts
 versus 2019

THE KEY STAGES OF OUR SUSTAINABLE DEVELOPMENT APPROACH



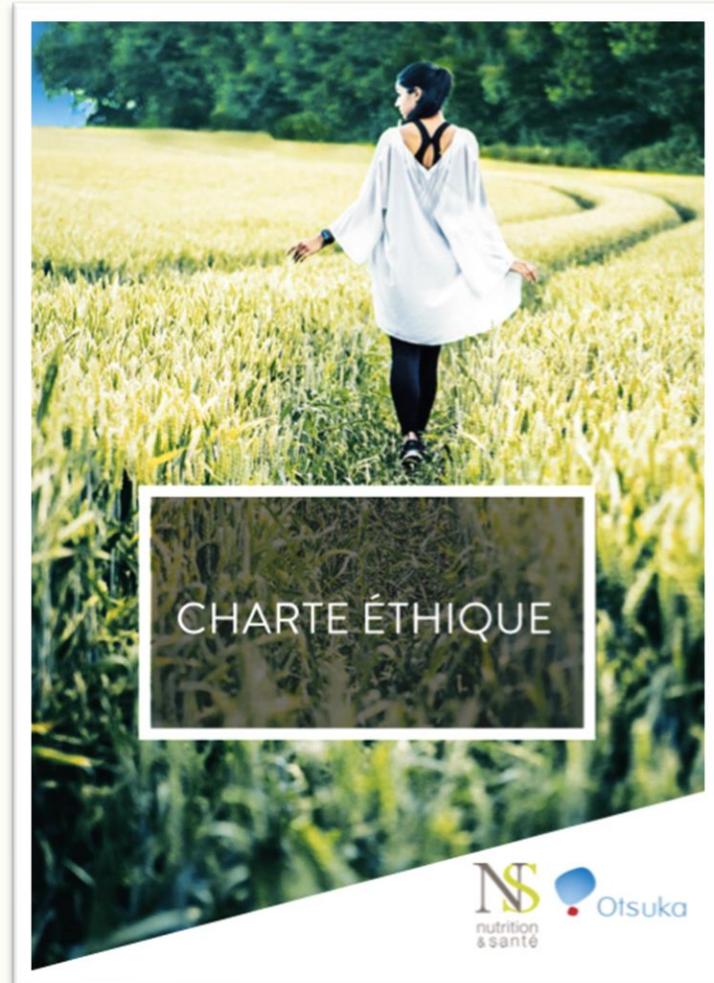
- TO IDENTIFY**
- GOVERNANCE
 - SUSTAINABLE PURCHASING
 - ENVIRONMENT
 - HUMAN RESOURCES
 - OUR CONSUMERS
 - PRODUCTS QUALITY

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

N&S AND GOVERNANCE

« ACT FOR A TRANSPARENT GOVERNANCE »

-  Human rights
-  Labour
-  Environment
-  Anti-corruption



“

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.

”

Tatsuo Higuchi
CEO Otsuka Holding Co., Ltd

N&S AND GOVERNANCE

« ACT FOR A TRANSPARENT 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).



THE HUMAN
AT THE HEART OF OUR ACTIONS

NS nutrition
& santé
Nourrir notre futur

www.nutritionetsante.com