

2022 CSR SCORECARD

HEALTHIER FOOD

Commitments	KPI	2021	2022	2025 target	Progress
Continuously improve the nutritional quality of products	Children & family product portfolio meeting "Bel Nutri+" criteria*	72%	72%	80%	☹️
	Portfolio of children & family products with 0 or 1 additives*	(a)	48%	(a)	(a)
	"Positive" recipes (portfolio of children & family products meeting Bel Nutri+ criteria or with 0 or 1 additives*)	(a)	79%	(a)	(a)
Foster healthy consumption habits and lifestyle	Countries where a program is implemented for consumers ("Educanut")	7	8	10	😊

SUSTAINABLE AND REGENERATIVE AGRICULTURE

Commitments	KPI	2021	2022	2025 target	Progress
Contribute to better quality-of-life and working conditions for partner producers	Share of farmers that have access to innovative social models	82%	79%	100%	😊
Encourage good practices to promote animal welfare	Share of farms abiding by the Animal Welfare Charter certified by a third party	15%	29%	100%	😊
Farms carrying out a carbon diagnostic	Percentage of farms having carried out an initial carbon diagnostic	64%	75%	100%	😊
Guarantee the responsible procurement of the vegetable fats used in products	Procurements which are certified or honor the commitments of the Vegetable Fats Charter (where there is no certification)**	90%	100%	100%	😊

RESPONSIBLE PACKAGING

Commitments	KPI	2021	2022	2025 target	Progress
Work toward 100% recyclable-ready and/or home-compostable packaging	Recyclable-ready and/or home-compostable packaging*** (b)	84%	83%	90%	😊

- ☺️ In line with the plan
- 😊 Stable
- ☹️ Not in line with the plan

- * Excluding Fruit.
- ** Excluding Algeria.
- *** Excluding subcontractors.

- (a) New indicator defined in 2022. The target for this indicator will be set in these projection exercises.
- (b) Excluding wax.
- (c) Because there is a one-year lag in determining the Scope 3 carbon footprint, only the 2021 performance can be reported.
- (d) This objective of a net reduction of one-quarter of Bel's GHG emissions across its entire value chain compared to 2017 is in line with the 1.5°C reduction scenario approved by the SBT, and aims to reduce its Scope 1 and 2 emissions by 75% in absolute terms by 2035, and its Scope 3 emissions by 25% in absolute terms by 2035 compared to 2017.
- (e) Data to October 2022 for Saudi Arabia and to the end of 2021 for small countries where the data are not renewed every year: Iran, Iraq, Italy, Senegal, Slovakia and South Africa.
- (f) As part of the Nurture program, a study is under way to define a new indicator that takes into account other diversity-related issues.
- (g) Excluding collected milk.
- (h) 12 Advantage Surveys, conducted in the following markets: France, United States, Portugal, Canada, Spain, Slovakia, Belgium, The Netherlands.
- (i) Positive products are those that meet one of the "positive recipe" nutritional criteria AND one of the following environmental criteria: organic milk, recyclable and/or home-compostable packaging, or carbon intensity.
- (j) Calculation method updated in 2022; a target will eventually be set.

FIGHT AGAINST CLIMATE CHANGE

Commitments	KPI	2021	2022	2025 target	Progress
Preserve natural ecosystems and fight deforestation through its supply chain	Zero deforestation (area of at-risk land/total area needed for production of monitored raw materials)	34%	38%	0%	😊
Reduce Scope 1 & 2 GHG emissions	GHG emissions in Scopes 1 and 2 vs 2017 (✓) (absolute value in ktons CO ₂)	-8%	-28%	-34% (d)	😊
Reduce the Group's global carbon footprint to meet the Paris Agreement targets	Global carbon footprint (Scopes 1, 2, 3) vs 2017 (absolute value in ktons CO ₂)	-12%	(c)	-12% (d)	😊
Reduce the water footprint of its production sites	Water consumption per ton of finished product vs 2008 (✓)	-43%	-44%	-55%	😊

ACCESSIBILITY AND AFFORDABILITY OF OUR PRODUCTS

Commitments	KPI	2021	2022	2025 target	Progress
Develop consistent offer for all consumers	Number of consumers who bought at least one of the Group's products in the reference year (in millions) (e)	414	401	440	😊
Improve the accessibility and affordability of its products	Number of people participating in an <i>Inclusive Business</i> program	4,027	2,298	40,000	😊
	<i>Sharing Cities</i>	2,892	1,444		😊
	<i>Inaya</i>	1,135	854		😊

WELL-BEING FOR ALL

Commitments	KPI	2021	2022	2025 target	Progress
Work toward zero accidents at sites	AFR (Accident Frequency Rate) (✓)	4.40	3.36	3	😊
Promote gender diversity and inclusion(f)	Share of women in Top management	31%*	30%	35%	😊
Develop our employees' talent	Percentage of employees who attended at least one training course during the year	76%	73%	100%	😊
Promote a positive dialogue	Employee commitment (Your Voice) (score out of 100)	74*	76	77	😊
Promote good social and environmental practices among its suppliers	Average EcoVadis supplier score (out of 100)* (g)	52,8	54,6	55	😊
Become a key and committed partner for its customers	Number of surveys in which the Group is identified among the "Top 5" partners (Advantage Survey)(h)	9/12	10/12	12/12	😊
Offer positive products to consumers	Share of revenue generated by the sale of positive products* (i)	(j)	49.5%	(j)	😊

The data relating to the indicators for 2021 have been recalculated for the 2022 reporting scope to ensure that they can be compared. This means that the scope pertaining to the sale of Safilait has been excluded.
(✓) Indicators included in the Statutory Auditors' reasonable assurance report.