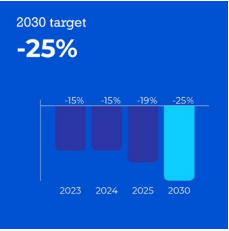




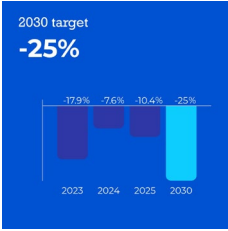
Our life+nature 2030 goals are aligned with 12 of the 17 United Nations Sustainable Development Goals (SDGs).



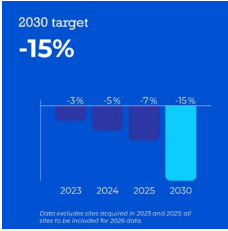
PRESERVE  
the planet



**Direct emissions: -25%**  
Reduce absolute direct CO<sub>2</sub> emissions (scope 1 and 2) by 25% compared to 2021, according to our trajectory validated by SBTi (Science Based Targets initiative).



**Indirect emissions: -25%**  
Work with suppliers to reduce absolute selected indirect CO<sub>2</sub> emissions (scope 3) by 25%, according to our trajectory validated by SBTi (Science Based Targets initiative).



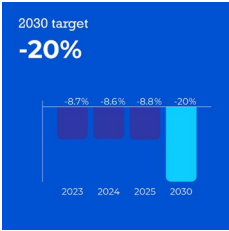
**Energy intensity: -15%**  
Improve energy performance at the workshop level by 15% compared to 2021.



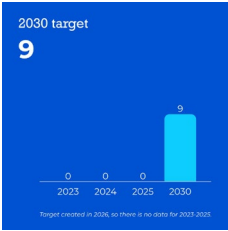
**Key sustainable raw materials: 100%**  
Reach 100% of sustainable and certified sourcing of key raw materials (wheat, waxy corn, pea, cellulose, seaweed).



**Regenerative agriculture programs: 20**  
Support 20 regenerative agriculture programs worldwide with our business partners by 2030.



**Water withdrawals: -20%**  
Reduce water withdrawals by 20% in absolute terms, compared to 2021.



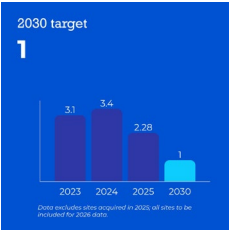
**Water stewardship program: 9**  
Roll out our water stewardship program in areas of high water stress (T1&2\*), implementing the Alliance for Water Stewardship global standard.  
*\*Tier 1 and 2 cover the priority sites.*



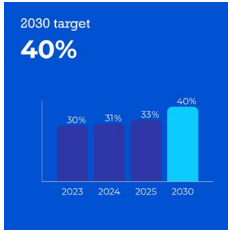
**Biodiversity: 100**  
Foster 100 initiatives to regenerate nature and biodiversity in our community and along our value chain.



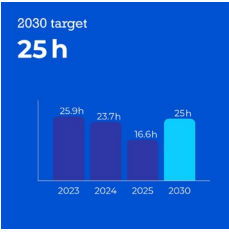
CARE  
for people



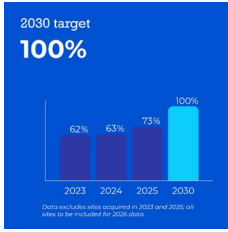
**Safety: 1**  
Achieve world-class safety performance with a Frequency Rate 2\*\* of 1.0.  
*\*\*Number of recordable accidents per million hours worked*



**Diversity: 40%**  
Have a diversified and more gender-balanced workforce with 40% of management positions\*\*\* held by women.  
*\*\*\*Global professional grades*



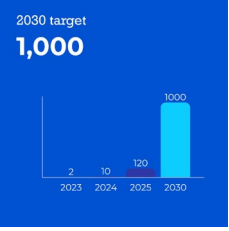
**Learning for employees: 25 h**  
Guarantee all employees a minimum of 25 hours of learning per year, on average, to develop their careers and skills.



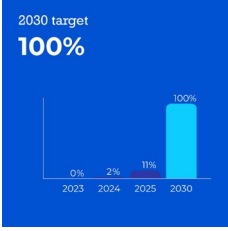
**Human rights: 100%**  
Ensure compliance and respect of human rights by assessing 100% of strategic suppliers.



INVENT  
for the future



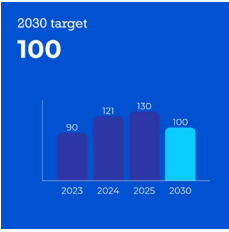
**Ecodesign training: 1,000**  
Develop collective expertise in ecodesign by training 1,000 experts in our value chain.



**Innovation projects: 100%**  
Power 100% of our innovation projects by ecodesign.



**LCA coverage: 100%**  
Cover the entire product portfolio with Life Cycle Assessments (LCAs), using generic, semi-specific and specific data.



**Local communities: 100**  
Implement around 100 initiatives every year that contribute to local communities.