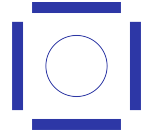
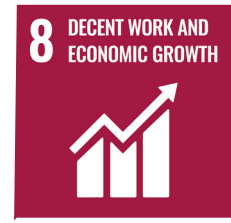


# life+nature

2030

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



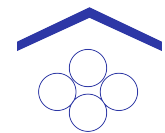
**PRESERVE**  
the planet

- 25% IN 2030** Reduce absolute **direct CO<sub>2</sub> emissions** by 25% compared to 2021, according to our trajectory validated by SBTi.\*
- 25% IN 2030** Work with suppliers to reduce absolute selected **indirect CO<sub>2</sub> emissions** (scope 3) by 25%, according to our trajectory validated by SBTi.\*
- 60% IN 2030** Purchase 60% of **sustainable plant-based raw materials**.
- 20 IN 2030** Support 20 **regenerative agriculture programs** worldwide with our business partners.
- 30% IN 2030** Increase **energy performance** at the workshop level by 30% compared to 2021.
- 20% IN 2030** Reduce **water withdrawals** by 20% in absolute, compared to 2021.
- 100 IN 2030** Foster 100 **initiatives to regenerate nature and biodiversity** in our community and along our value chain.



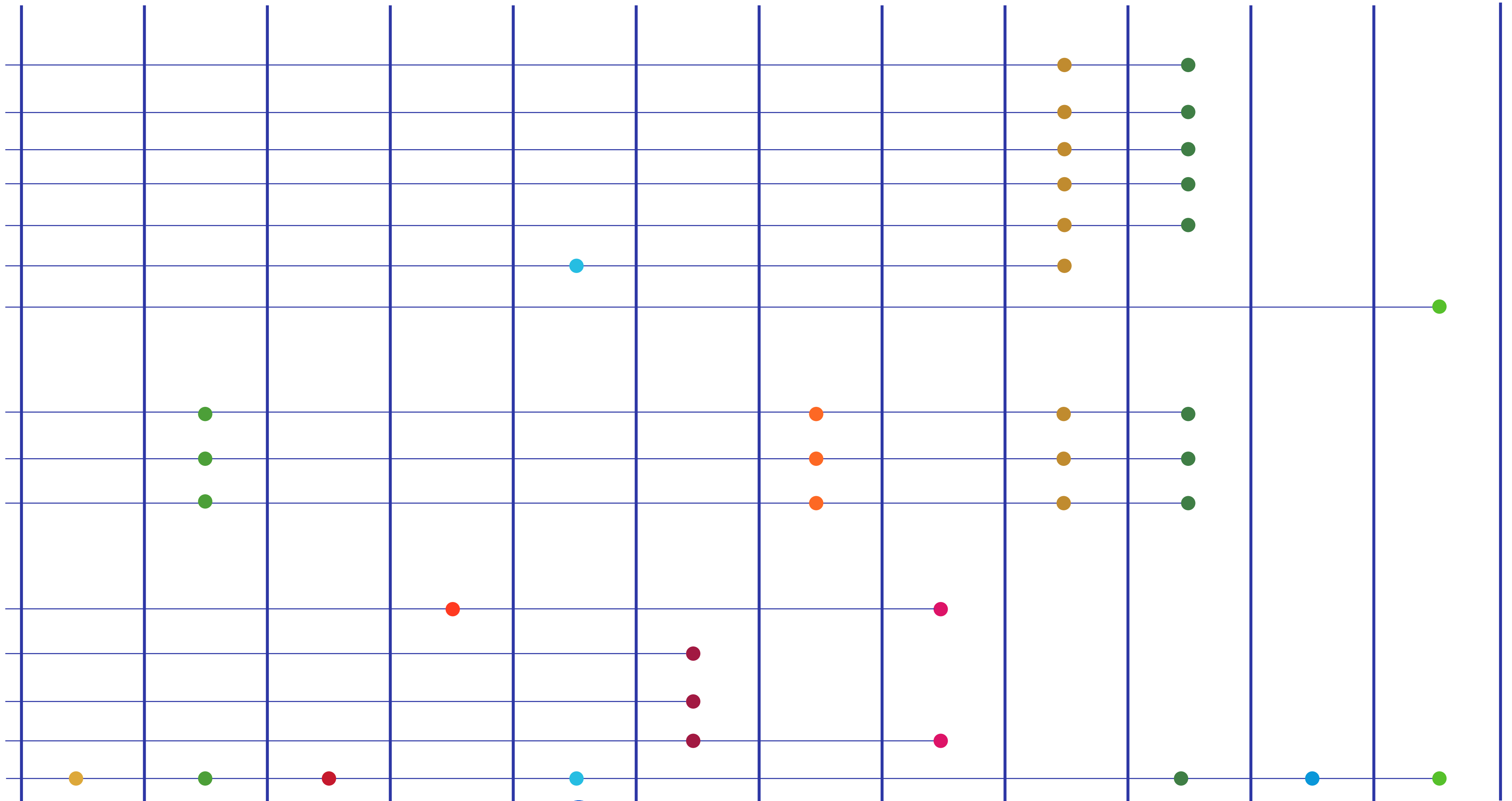
**INVENT**  
for the future

- 500 IN 2030** Develop collective expertise in **eco-design** by **training 500+** experts in our value chain.
- 100% IN 2030** Achieve specific LCAs (**Life Cycle Analysis**) for all our products to execute our **SPARQ** (Sustainable Portfolio Assessment by Roquette) program.
- 100% IN 2030** Power 100% of our **innovation projects** by **eco-design**.



**CARE**  
for people

- 40% IN 2030** Have a **diversified and more gender-balanced workforce** with 40% of management position held by women.
- 25 h IN 2030** Guarantee all **employees** a minimum of 25 hours of **learning** per year, on average, to develop their career and skills.
- 2 IN 2030** Achieve world-class **safety performance** with a Frequency Rate 2 of 2.0.
- 100% IN 2030** Ensure compliance and respect of **human rights** by assessing 100% of strategic suppliers.
- 100 IN 2030** Implement around 100 initiatives every year that contribute to **local communities**.



\*Science Based Targets initiative