

HEALTHIER FOOD

Commitments	KPI	2020	2021	2025 target	Progress
Continuously improve the nutritional quality of products	Children & family product portfolio meeting "Bel Nutri +" criteria* (Bel nutritional profiling system)	72%	72%	80%	☹️
Foster healthy consumption habits and lifestyle	Key countries where a program is implemented for consumers ("Educanut")	6	7	10	😊
	Share of subsidiaries where a program is implemented for their employees ("Healthy smiles")	73%	83%	100% ^(a)	😊

RESPONSIBLE PACKAGING

Commitments	KPI	2020	2021	2025 target	Progress
Work towards 100% recyclable-ready and/or biodegradable packaging	Recyclable-ready and/or biodegradable packaging ^(b)	95%**	95%**	100%	☹️

ACCESSIBILITY AND AFFORDABILITY OF PRODUCTS

Commitments	KPI	2020	2021	2025 target	Progress
Improving the accessibility and affordability of products	Number of people participating in a Bel inclusive business program	7,450	4,027	40,000 ^(a)	☹️
		Sharing Cities	6,487	2,892	
		Inaya	963	1,135	

WELL-BEING FOR ALL

Commitments	KPI	2020	2021	2025 target	Progress
Work toward Zero accidents at sites	Bel AFR (Accident Frequency Rate)	4.73	3.78	3	😊
Promote gender diversity and inclusion	Share of women in top management	25%*	30%*	35% ^(a)	😊

SUSTAINABLE AGRICULTURE

Commitments	KPI	2020	2021	2025 target	Progress
Contribute to better quality of life and working conditions for partner farmers	Farmers access to innovative social models	63%	77%	100%	😊
Encourage good practices to promote animal welfare	Share of farms abiding by the Animal Welfare Charter certified by a third party	8%	14%	100%	😊
Foster non-GMO feeding of the cows providing milk	Milk collected from non-GMO-fed cows	51%	51%	100%	☹️
Guarantee the responsible procurement of the vegetable fats used in products	Procurements which are certified or honor the commitments of the Charter (where there is no certification)	95%	90%	100%	☹️

FIGHT AGAINST CLIMATE CHANGE

Commitments	KPI	2020	2021	2025 target	Progress
Achieve net zero emissions in Scopes 1 and 2	Greenhouse gas emissions (Scopes 1 & 2) (kg CO ₂ eq./Metric ton produced)	200.487	182.500	0	😊
Reduce the Group's global carbon footprint to meet the Paris Agreement targets	Global carbon footprint (Scopes 1,2 and 3) vs 2017 (kg CO ₂ eq./metric ton produced)	-5.34%	NA ^(c)	-15%	😊
Preserve natural ecosystems and fight deforestation through supply chains	Zero deforestation (area of at-risk land/total area needed for production of monitored raw materials)	39%	44%	0% ^(a)	☹️
Reduce the water footprint of production sites	Water consumption per ton produced versus 2008	-49%	-47%	-55% ^(a)	☹️

*Excluding MOM
**Excluding MOM and subcontracting

☺️ On-plan
☹️ Off-plan
☺️ Stabilization

(a) Target or calculation method updated in 2021
(b) Excluding wax
(c) Because there is a one-year lag in determining the Scope 3 carbon footprint, only the 2020 performance can be reported
(d) Excluding collected milk
(e) Positive products are those that have at least one of the following characteristics: organic, "Bel Nutri+" compliant, contain no more than one additive or made from milk from non-GMO-fed cows
(f) This indicator is currently in development and a target will eventually be defined.

The data relating to the indicators for 2020 have been recalculated based on the 2021 reporting in order to ensure that they can be compared. This excludes the scope relating to the sale of Royal Bel Leerdammer NL, Bel Italia, Bel Deutschland, the Leerdammer brand and all related rights, and Bel Shostka Ukraine.