

EXHAUSTIVE 2019 ENVIRONMENTAL DATA

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
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Production Site Environment scope^(a)

Total number of sites in the Production Site Environment scope	Number of sites	187	185				✓			
Environmental performance coverage rate	Nb of sites under Production Site Environment scope/Total number of sites	96%	99%				✓			

^(a) Refer to Methodology Note

Production^(a)

Production volumes	Thousands of tons	37,534	36,904				✓			
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^(a) Production Site Environment Scope (refer to Methodology Note)

ISO 14001 certification^(a)

Total number of ISO 14001 certified sites	Number of sites	86	85				✓			
Percentage of ISO 14001 certified sites	%	46%	46%							
Production volumes covered by ISO 14001 certification	Thousands of tons of products	25,342	24,554							
Percentage of volumes covered by ISO 14001 certification	%	68%	67%							
Total number of ISO 50001 certified sites	Number of sites	8	8							
Percentage of ISO 50001 certified sites	%	4%	4%							
Percentage of volumes covered by ISO 50001 certification	%	10%	6%							

^(a) Production Site Environment Scope (refer to Methodology Note)

GREEN audit^(a)

Percentage of sites undergone an external GREEN audit	%	66%	68%							
Number of sites undergone an external GREEN audit	Number of sites	124	126							
Percentage of production covered by a GREEN audit	%	79%	79%							
Number of sites compliant with GREEN standards (scoring over 800 out of 1000)	Number of sites	104	109							
Percentage of sites compliant with GREEN standards (scoring over 800 out of 1000)	%	84%	87%							
Percentage of compliant production	%	94%	95%							

^(a) GREEN (Global Risk Evaluation for the Environment) program of external audits world-wide to identify and monitor the main environmental risks related to the production sites (see Universal Registration Document 2019).

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
Investments										
Investment in environmental protection	€	31,000,000	27,000,000							
Percentage of Danone's total capital expenditure	€	3.4%	2.9%							
Operating expenditures related to environment	€	123,000,000	117,000,000							
Expenditures related to waste, water and air quality management	€	33,000,000	36,000,000							
Expenditures for taxes on packaging	€	61,000,000						Disclosure 307-1	16.5	Principle 10
Contributions paid for the collection and recycling of packaging	€		55,000,000					Disclosure 307-1	16.5	Principle 10
Other expenditures	€	29,000,000	26,000,000					Disclosure 307-1	16.5	Principle 10

CLIMATE

CO2 EMISSIONS SCOPE 1, 2 AND 3

Scope 1 & 2 emissions market-based^(a)

Scope 1	Ktons CO ₂ equivalent	753	722				✓	Disclosure 305-1	13.1	Principle 7,8
Scope 2	Ktons CO ₂ equivalent	679	588				✓	Disclosure 305-2	13.1	Principle 7,8
Total Scope 1 & 2	Ktons CO₂ equivalent	1,432	1,310				✓			

^(a) Greenhouse Gases Scope (refer to Methodology Note)Absolute reduction of scope 1 & 2 emissions market-based since 2015^(a)

		20.3%	29.1%	30%	2030	2015	✓	Disclosure 305-5	13.1	
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^(a) Based on constant consolidation scope and methodologyGreenhouse gas emissions in scope 3^(a)

Purchased goods and services	Ktons CO ₂ equivalent	19,055	20,628					Disclosure 305-3	13.1	Principle 7,8
Upstream transportation and distribution of goods	Ktons CO ₂ equivalent	629	382					Disclosure 305-3	13.1	Principle 7,8
Downstream transportation and distribution of goods	Ktons CO ₂ equivalent	1,886	2,199					Disclosure 305-3	13.1	Principle 7,8
Use of sold products	Ktons CO ₂ equivalent	1,577	1,922					Disclosure 305-3	13.1	Principle 7,8
End-of-life treatment of sold products	Ktons CO ₂ equivalent	1,004	245					Disclosure 305-3	13.1	Principle 7,8
Emissions related to upstream energy use	Ktons CO ₂ equivalent	330	320					Disclosure 305-3	13.1	Principle 7,8
Waste generated in operations	Ktons CO ₂ equivalent	405	173					Disclosure 305-3	13.1	Principle 7,8
Total Scope 3	Ktons CO₂ equivalent	24,886	25,869					Disclosure 305-3	13.1	Principle 7,8

^(a) Covering 94% of Danone sales volumes, Greenhouse Gases Scope (refer to Methodology Note)

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
Total greenhouse gas emissions on the extended responsibility perimeter for scopes 1, 2 and 3^(a)										
Scope 1	Ktons CO2 equivalent	753	722				✓	Disclosure 305-1	13.1	Principle 7,8
Scope 2	Ktons CO2 equivalent	679	588				✓	Disclosure 305-2	13.1	Principle 7,8
Scope 3	Ktons CO2 equivalent	24,886	25,869					Disclosure 305-3	13.1	Principle 7,8
Total Scope 1, 2, 3	Ktons CO2 equivalent	26,318	27,179							
Ratio of total emissions for scopes 1, 2, 3	grams of CO ₂ equivalent/kg of product sold	711.0	740.1					Disclosure 305-4		
Intensity reduction full scope since 2015^(b)		15.6%	24.8%	50%	2030	2015		Disclosure 305-5	13.1	Principle 7,8

^(a) Greenhouse Gases Scope (refer to Methodology Note)

^(b) Based on constant consolidation scope and methodology

Total emissions breakdown^(a)

Scope 1	%	2.9%	2.7%					Disclosure 305-1	13.1	Principle 7,8
Scope 2	%	2.6%	2.2%					Disclosure 305-2	13.1	Principle 7,8
Scope 3 Purchase of goods and services : Agriculture - milk	%	41.0%	35.5%					Disclosure 305-3	13.1	Principle 7,8
Scope 3 Purchase of goods and services : Agriculture - dairy ingredients	%	9.4%	15.4%					Disclosure 305-3	13.1	Principle 7,8
Scope 3 Purchase of goods and services : Agriculture - other raw materials	%	9.1%	9.0%					Disclosure 305-3	13.1	Principle 7,8
Scope 3 Purchase of goods and services: Packaging	%	10.4%	10.3%					Disclosure 305-3	13.1	Principle 7,8
Scope 3 Purchase of goods and services: Purchase of finished products	%	2.5%	5.6%					Disclosure 305-3	13.1	Principle 7,8
Scope 3 Upstream transportation and distribution of goods	%	2.4%	1.4%					Disclosure 305-3	13.1	Principle 7,8
Scope 3 Downstream transportation and distribution of goods	%	7.2%	8.1%					Disclosure 305-3	13.1	Principle 7,8
Scope 3 Use of sold products	%	6.0%	7.1%					Disclosure 305-3	13.1	Principle 7,8
Scope 3 End-of-life treatment of sold products	%	3.8%	0.9%					Disclosure 305-3	13.1	Principle 7,8
Scope 3 Fuel and energy related activities	%	1.2%	1.2%					Disclosure 305-3	13.1	Principle 7,8
Scope 3 Waste generated in operations	%	1.5%	0.6%					Disclosure 305-3	13.1	Principle 7,8

^(a) Greenhouse Gases Scope (refer to Methodology Note)

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
Agricultural emissions breakdown^(a)										
Milk	%	68.9%	59.2%					Disclosure 305-3	13.1	Principle 7,8
Dairy ingredients	%	15.8%	25.7%					Disclosure 305-3	13.1	Principle 7,8
Other raw materials	%	15.3%	15.1%					Disclosure 305-3	13.1	Principle 7,8

^(a) Greenhouse Gases Scope (refer to Methodology Note)

ENERGY EFFICIENCY AND RENEWABLES

Energy consumption within the organization^(a)

Total thermal energy consumption	MWh	3,395,125	3,298,502				✓	Disclosure 302-1	7.3 12.2 13.1	Principle 7,8
Total electricity consumption (in MWh)	MWh	2,181,458	2,122,809				✓	Disclosure 302-1	7.3 12.2 13.1	Principle 7,8
Total	MWh	5,576,583	5,421,311				✓	Disclosure 302-1	7.3 12.2 13.1	Principle 7,8
Intensity of energy consumption	KWh/ton of product	148.6	146.9				✓	Disclosure 302-3	7.3 12.2 13.1	Principle 7,8
Total reduction of energy intensity since 2000		46%	47%	60%	2020	2000	✓	Disclosure 302-4 Disclosure 302-5	7.3 12.2 13.1	Principle 7,8

^(a) Production Site Environment Scope (refer to Methodology Note)

Renewable energy^(a)

Production plant purchasing electricity from 100% renewable sources	Number of sites	40	50				✓	Disclosure 302-1	7.3 12.2 13.1	Principle 7,8
Percentage of renewable electricity purchase	Quantity of renewable electricity/ total electricity purchased	34.2%	42.4%	100%	2030	2017	✓	Disclosure 302-1	7.3 12.2 13.1	Principle 7,8
Percentage of total renewable energy	Quantity of renewable energy/total energy	16.2%	19.7%				✓	Disclosure 302-1	7.3 12.2 13.1	Principle 7,8

^(a) Production Site Environment Scope (refer to Methodology Note)

DEFORESTATION

Palm oil and soy policy

Tons of palm oil used ^(a)	Tons	71,443	≈68,000					Disclosure 308-2	12.7	
"RSPO segregated" certified palm oil	%	58%	48%					Disclosure 308-2	12.7	
"RSPO Mass Balance" certified palm oil	%		51%							

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
Paper and board for packaging										
Percentage of recycled paper-based ^(a)	%	70%	70%					Disclosure 301-2	12.5	Principle 7,8
Percentage of paper and board packaging made of recycled fibers or FSC certified fibers (compliance with Danone forest footprint policy) ^(a)	%	79%	90%	100%	2020			Disclosure 301-2	12.5	Principle 7,8

^(a) Packaging Scope (refer to Methodology Note)

REFRIGERATION RESOLUTION

Emissions of ozone-depleting substances (ODS)^(a)

CFC	Ton equivalent CFC	0	0					Disclosure 305-6	13.1	Principle 7,8
HCFC	Ton equivalent CFC	0.236	0.056					Disclosure 305-6	13.1	Principle 7,8

^(a) Production Site Environment Scope (refer to Methodology Note)

New Cooling equipment purchased using HFC free or Low GWP gas (<150)^(a)

Industrial cooling installation	%	99%	98%					Disclosure 305-6	13.1	Principle 7,8
Commercial coolers	%	97%	79%					Disclosure 305-6	13.1	Principle 7,8

^(a) Refrigeration resolution scope (refer to Methodology Note)

REGENERATIVE AGRICULTURE

REGENERATIVE AGRICULTURE PRACTICES

Animal welfare

Lamb and beef having access to pasture (Socrates Scope: Early Life Nutrition food factories in the EU)		100%	100%					Disclosure 308-2	12.7	
Cage-free eggs and eggs ingredients volumes sourced worldwide		37%	>80%	100%	2019	2018		Disclosure 308-2	12.7	
Percentage of fresh milk volumes worldwide assessed through Danone's welfare assessment tool or via Validus Animal Welfare certification in Essential Dairy and Plant-Based Business ^(a)		43%	81%	80%	2020			Disclosure 308-2	12.7	

^(a) Including the following countries covering more than 80% of total fresh milk (Algeria, Argentina, Belgium, Brazil, Egypt, France, Germany, Mexico, Poland, Romania, Russia, South Africa, Spain, and U.S.A.)

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CIRCULAR ECONOMY										
Post-consumer Packaging^(a)										
Tons of plastic used by Danone	Tons of plastic	794,000	800,000					Disclosure 301-2	12.5	Principle 7,8
Percentage of total packaging being reusable, recyclable or compostable^(b)	%	87%	81%	100%	2025			Disclosure 301-2	12.5	Principle 7,8
Percentage of total plastic packaging being reusable, recyclable or compostable	%	65%	67%					Disclosure 301-2	12.5	Principle 7,8
Percentage of packaging coming from recycled materials (primary, secondary & tertiary packaging)	%	38%	39%					Disclosure 301-2	12.5	Principle 7,8
Percentage of recycled materials in plastic packaging	%	6%	10.6%	25%	2025			Disclosure 301-2	12.5	Principle 7,8
Percentage of recycled PET in Waters Business where local standards and regulations allow for it	%	17%	20.5%	25%	2020			Disclosure 301-2	12.5	Principle 7,8
Percentage of recycled PET in Waters Business worldwide	%	12%	16%	50%	2025			Disclosure 301-2	12.5	Principle 7,8

^(a) Packaging Scope (refer to Methodology Note).

^(b) This decrease is due to a strict application of the new definition of recyclability promoted by EMF Foundation for the circular economy and its change in approach with the adoption of a new tool to monitor environmental performance.

Industrial waste^(a)										
Total quantity of industrial waste	in ktons	452	510				✓	Disclosure 306-2	6.3	Principle 7,8
Total quantity ratio of industrial waste per ton of products	in kg/tons	12.1	13.8				✓	Disclosure 306-2	6.3	Principle 7,8
Proportion of industrial waste recovered	%	88.3%	90.1%				✓	Disclosure 306-2	6.3	Principle 7,8
Waste generated	Total quantity in thousand of tons	499	545				✓	Disclosure 306-2	6.3	Principle 7,8
Recovered waste	Total quantity in thousand of tons	412	584				✓	Disclosure 306-2	6.3	Principle 7,8
Proportion of recovered waste	%	82.5%	84.9				✓	Disclosure 306-2	6.3	Principle 7,8
Ratio of total quantity of waste per ton of products	Kg/ton of products	13.3	15.0				✓	Disclosure 306-2	6.3	Principle 7,8

^(a) Production Site Environment Scope (refer to Methodology Note)

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
Industrial Packaging waste^(a)										
Total quantity of packaging industrial waste	in ktons	119	122					Disclosure 306-2	6.3	Principle 7,8
Total quantity ratio of packaging industrial waste per ton of products	in kg/tons	3.2	3.3					Disclosure 306-2	6.3	Principle 7,8
Packaging industrial waste recovered	Thousand of tons	115	116					Disclosure 306-2	6.3	Principle 7,8
Proportion of packaging industrial waste recovered	%	96.8%	95.3%					Disclosure 306-2	6.3	Principle 7,8
Proportion of plastic packaging waste recovered	%	95.4%	95.8%					Disclosure 306-2	6.3	Principle 7,8

^(a) Production Site Environment Scope (refer to Methodology Note)

Industrial Food waste^{(a)†}

Total quantity of food waste generated	Thousand of tons	331	386					Disclosure 306-2	6.3	Principle 7,8
Total quantity of recovered food waste	Thousand of tons	283	344					Disclosure 306-2	6.3	Principle 7,8
Ratio of total quantity of food waste per ton of products	Kg/ton of products	37.7	45.0					Disclosure 306-2	6.3	Principle 7,8
Ratio of total quantity of food waste recovered per ton of products	Kg/ton of products	32.3	39.9					Disclosure 306-2	6.3	Principle 7,8
Proportion of recovered food waste	%	85.5%	88.6%					Disclosure 306-2	6.3	Principle 7,8

^(a) Production Site Environment Scope (refer to Methodology Note)

[†] Excluding Waters Business

Total food waste in our operations (Industrial and supply chain)^(a)

Total quantity of food waste generated	Thousands of tons	464	481					Disclosure 306-2	6.3	Principle 7,8
Total quantity of recovered food waste	Thousands of tons	368	396					Disclosure 306-2	6.3	Principle 7,8
Proportion of recovered food waste	%	79%	82%					Disclosure 306-2	6.3	Principle 7,8
Ratio of total food waste per ton of products sold	Kg/ton of product sold	54.3	57.3					Disclosure 306-2	6.3	Principle 7,8
Ratio of total recovered food waste per ton of products sold	Kg/ton of product sold	43.1	47.2					Disclosure 306-2	6.3	Principle 7,8
Ratio of total non-recovered food waste per ton of products sold	Kg/ton of product sold	11.2	10.1					Disclosure 306-2	6.3	Principle 7,8
Total reduction in non-recovered food waste ratio since 2016^(b)		-1.6%	-7.0%	50%	2025	2016				

^(a) Total Food waste Scope (refer to Methodology Note)

^(b) Based on constant consolidation scope and methodology

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
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WATER

Water Risk Assessment^(a)

Percentage of production sites located in high or extreme risk zones according to the Aqeduct tool ^(b) (WRI - global risk: physical, regulatory and reputation)	%	9%	44%							
Percentage of Danone sites audited for their water risk according to the WRF ^(c) tool.	%	64%	76%							
Percentage of production sites identified at high risk for the Company	%	14%	19%							

^(a) Production Site Environment Scope (refer to Methodology Note)

^(b) Aqeduct Water Risk Atlas from the World Resources Institute, more information in our 2019 Universal Registration Document

^(c) Water Risk Filter (WRF) from the World Wildlife Fund, more information in our 2019 Universal Registration Document

SPRING audits^(a)

Percentage of Waters division sites having run a SPRING audited	%	100%	100%	100%	2020				12.2	Principle 7,8
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^(a) Internal water resource management tool SPRING (Sustainable Protection and Resources manag(ING) that covers the physical, regulatory and community management of aquifers (geological formations containing groundwater) and their watershed (see 2019 Universal Registration Document)

Water withdrawal at production sites^(a)

River water withdrawn from the surrounding area	Thousand of m ³	2,937	3,038				✓	Disclosure 303-1	6.4	Principle 7,8
Municipal water withdrawn from the surrounding area	Thousand of m ³	23,395	22,751				✓	Disclosure 303-1	6.4	Principle 7,8
Well water withdrawn from the surrounding area	Thousand of m ³	48,161	47,276				✓	Disclosure 303-1 Disclosure 303-2	6.4	Principle 7,8
Total water withdrawal from surrounding area	Thousand of m³	74,493	73,064				✓	Disclosure 303-1	6.4	Principle 7,8
Water used in finished products and water co-product	Thousand of m ³	31,182	31,292				✓		6.4	Principle 7,8
Water consumption in the production processes	Thousand of m³	43,311	41,773				✓		6.4	Principle 7,8
Water consumption intensity related to the production processes	m ³ /tons of product	1.15	1.13				✓		6.4	Principle 7,8
Total reduction of water intensity since 2000	%	48%	49%	60%	2020	2000	✓		6.4	Principle 7,8

^(a) Production Site Environment Scope (refer to Methodology Note)

Wastewater^(a)

Final discharge of Chemical Oxygen Demand (COD)	Thousands of tons	6.63	6.38				✓	Disclosure 306-1	6.3 14.1	Principle 7,8
Net COD Ratio	Kg/ton of product	0,18	0.17				✓	Disclosure 306-1	6.3 14.1	Principle 7,8
Compliance with Clean Water Standards (CWS) of production sites discharging wastewater directly to nature	Nb of sites compliant / total nb of site under CWS	75%	68%	100%	2020			Disclosure 306-1	6.3 14.1	Principle 7,8
Percentage of clean wastewater returned to nature	m³ of clean wastewater / m³ of wastewater under CWS	74%	62%	100%	2020			Disclosure 306-1	6.3 14.1	Principle 7,8

^(a) Production Site Environment Scope (refer to Methodology Note)

EXHAUSTIVE 2019 SOCIAL DATA

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
HUMAN RESOURCES										
Total Company Employees Social Indicators^(a)										
Total number of entities having reported social indicators	Number of entities	183	168				✓			
Percentage of Danone's total employees		100%	99.9%				✓			
<small>^(a) Refer to our Methodology Note</small>										
Safety reporting scope^(a)										
Total number of entities having reported safety-related indicators	Number of entities	181	210				✓			
Percentage of Danone's total employees		100%	99.8%				✓			
<small>^(a) Refer to our Methodology Note</small>										
WORKFORCE										
Total employees										
Total number of employees	Number of employees	105,783	102,398				✓			
Employees by Geographical Zone										
Africa	%	8%	8%				✓			
Asia-Pacific, Middle East	%	21%	21%				✓			
Europe	%	24%	25%				✓			
North America	%	7%	6%				✓			
Latin America	%	23%	23%				✓			
Greater China	%	8%	8%				✓			
CIS	%	9%	9%				✓			
Employees by Business										
Essential Dairy and Plant-Based	%	42%	41%				✓			
Waters	%	35%	35%				✓			
Specialized Nutrition	%	20%	21%				✓			
Others ^(a)	%	3%	3%				✓			

^(a) Others: Headquarters, Danone Nutricia Research, Evian Resort

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
Employees by Gender										
Board of Directors	Number of Directors	16	16							
- Percentage of women in the Board of Directors	%	43%	43%							
Executive Committee	Number of Executives	6	7							
- Percentage of women in the Executive Committee	%	33%	43%							
Managers, directors and executives	Number of managers, directors and executives	22,297	22,699							
- Percentage of women managers, directors and executives	%	50%	51%							
Senior managers: executives (excluding Executive Committee) and directors	Number of senior managers	1,789	1,753							
- Percentage of women senior managers	%	39%	40%							
Other managers	Number of other managers	20,508	20,946							
- Percentage of women other managers	%	51%	52%							
Non-managers employees	Number of non-managers	83,476	79,692							
- % of women non-managers	%	25%	25%							
Total number of men	%	73,403	70,587				✓			
Percentage of men on total employees	%	69%	69%				✓			
Total number of women	%	32,380	31,811				✓			
Percentage of women on total employees	%	31%	31%				✓			
Employees by Age^(a)										
< 20 years	%	0.5%	0.4%				✓			
20 - 29 years	%	20.4%	19.5%				✓			
30 - 39 years	%	38.7%	38.3%				✓			
40 - 49 years	%	26.3%	27.2%				✓			
50 - 59 years	%	12.4%	12.9%				✓			
60 years and >	%	1.7%	1.7%				✓			

^(a) Social Indicators Scope (refer to Methodology Note)

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
Hires and Dismissals^(a)										
Total number of hires	Number of hires	15,208	13,202				✓	Disclosure 401-1	5.1 8.5	Principle 6
Total number of dismissals	Number of dismissals	4,635	6,146				✓	Disclosure 401-1	5.1 8.5	Principle 6
Turnover rate	%	16%	17%					Disclosure 401-1	5.1 8.5	Principle 6

^(a) Social Indicators Scope (refer to Methodology Note)

Working time and Organization^(a)

Percentage of total employees working in part-time	%	3%	3%				✓			
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^(a) Social Indicators Scope (refer to Methodology Note)

Absenteeism^(a)

Absenteeism rate	%	2.4%	2.4%				✓	Disclosure 403-2	8.8	Principle 3
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^(a) Refer to our Methodology Note

INCLUSIVE TALENT DEVELOPMENT

INCLUSIVE DIVERSITY

Inclusive Diversity

Score on the inclusion index ^(a)	%		86.5%	90%	2020					
Percentage of female executives	Number of women/ Total number of executives	26%	27%	30%	2020			Disclosure 405-1	5.1 8.8 16.7	Principle 3, 6
Percentage of female directors	Number of women/ Total number of directors		42%	42%	2020			Disclosure 405-1	5.1 8.8 16.7	Principle 3, 6
Percentage of executives from under-represented nationalities	Number of executives from under-represented nationalities/ Total number of executives	28%	30%	30%	2020			Disclosure 405-1	5.1 8.8 16.7	Principle 3, 6
Percentage of directors from under-represented nationalities	Number of directors from under-represented nationalities/ Total number of directors		48%	50%	2020			Disclosure 405-1	5.1 8.8 16.7	Principle 3, 6

^(a) This information is based on the results of the Danone People Survey (DPS) which is sent to each Company employee every two years

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Deployment of the Parental Policy

Number of countries having implemented the Danone Global Parental Policy	Number of countries	9	18	ALL	2020			Disclosure 401-3	5.1 8.5	Principle 6
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Disability

Percentage of persons with disabilities employed by Danone in France	%	36%	36%					Disclosure 405-1	5.1 8.8 16.7	Principle 3, 6
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TALENT

Talent development^(a)

Number of employees having participated in at least one training course	Number of employees	94,125	81,628				✓	Disclosure 404-1	4.3 4.4	Principle 6
Percentage of employees trained	Employees trained/total number of employees under Social Indicator Scope	94%	83%				✓	Disclosure 404-1	4.3 4.4	Principle 6
Total number of training hours	Number of training hours	2,479,826	2,246,183				✓	Disclosure 404-1	4.3 4.4	Principle 6
Average number of training hours per employee	Training hours/employee	25	23				✓	Disclosure 404-1	4.3 4.4	Principle 6

^(a) Social Indicators Scope (refer to Methodology Note)

SOCIAL DIALOGUE

Number of agreements signed between Danone and the IUF ^(a)	Number of agreements	10	10					Disclosure 407-1	8.8	Principle 3
Number of visits made by Danone and IUF representatives in the subsidiaries	Number of visits	60	60					Disclosure 407-1	8.8	Principle 3
Percentage of employees covered by collective bargaining agreements	%		78%					Disclosure 407-1	8.8	Principle 3

^(a) International Union of Food Workers

HEALTH & SAFETY

Fatal accidents by Businesses^(a)

Essential Dairy and Plant-Based	Number of fatal accidents	-	-				✓	Disclosure 403-2	8.8	Principle 3
Waters	Number of fatal accidents	1	1				✓	Disclosure 403-2	8.8	Principle 3
Specialized Nutrition	Number of fatal accidents	-	-				✓	Disclosure 403-2	8.8	Principle 3
Others ^(a)	Number of fatal accidents	1	-				✓	Disclosure 403-2	8.8	Principle 3
Total number of fatal accidents	Number of fatal accidents	2	1	0	2020	2014	✓	Disclosure 403-2	8.8	Principle 3

^(a) Safety reporting Scope (see Methodology Note)

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
Workplace accidents with lost-time by Businesses^(a)										
Essential Dairy and Plant-Based	Number of workplace accidents with lost-time	211	157				✓	Disclosure 403-2	8.8	Principle 3
Waters	Number of workplace accidents with lost-time	102	103				✓	Disclosure 403-2	8.8	Principle 3
Specialized Nutrition	Number of workplace accidents with lost-time	46	50				✓	Disclosure 403-2	8.8	Principle 3
Others ^(a)	Number of workplace accidents with lost-time	35	46				✓	Disclosure 403-2	8.8	Principle 3
Total number of workplace accidents with lost-time	Number of workplace accidents with lost-time	394	356				✓	Disclosure 403-2	8.8	Principle 3

^(a) Safety reporting Scope (see Methodology Note)

Frequency rate of workplace accidents with lost-time (FR1) by Businesses^(a)

Essential Dairy and Plant-Based	Number of workplace accidents with lost-time/1,000,000 working hours	2.3	1.6				✓	Disclosure 403-2	8.8	Principle 3
Waters	Number of workplace accidents with lost-time/1,000,000 working hours	1.2	1.2				✓	Disclosure 403-2	8.8	Principle 3
Specialized Nutrition	Number of workplace accidents with lost-time/1,000,000 working hours	0.9	1.0				✓	Disclosure 403-2	8.8	Principle 3
Others ^(a)	Number of workplace accidents with lost-time/1,000,000 working hours	2.4	2.9				✓	Disclosure 403-2	8.8	Principle 3
Company frequency rate of workplace accidents with lost-time (FR1)	Number of workplace accidents with lost-time/1,000,000 working hours	1.6	1.4	50% reduction	2020	2014	✓	Disclosure 403-2	8.8	Principle 3

^(a) Safety reporting Scope (see Methodology Note)

Severity rate of accidents

Severity rate	Number of days lost related to workplace accidents with lost-time/1,000 working hours	0.06	0.06				✓	Disclosure 403-2	8.8	Principle 3
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^(a) Safety reporting Scope (see Methodology Note)

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
Frequency rate of workplace accidents without lost-time (FR2)^(a)										
Company frequency rate of workplace accidents without lost-time (FR2)	Number of workplace accidents without lost-time/1,000,000 working hours	1.7	1.24				✓	Disclosure 403-2	8.8	Principle 3

^(a) Safety reporting Scope (see Methodology Note)

Dan'Cares^(a)										
Employees covered by Dan'Cares	Number of employees	74,420	99,627	ALL					8.8	
Number of countries covered by Dan'Cares	Number of countries	49	53							

^(a) Dan'Cares program goal is to provide all Danone employees with quality healthcare coverage of major risks, while taking account of different market practices. The three main risks are hospitalization and surgery, outpatient care and maternity care (for more information refer to 2019 Universal Registration Document)

SECURITY

Employees' security										
Percentage of production plants having performed a Security self-assessment	%	83%	91%					Disclosure 404-1	4.3 4.4	Principle 6
Security Operational Center (SOC)										
- number of events noted as important or urgent by the SOC			59							
- number of events reported to Danone's Security Team, as employees were identified as being in the area of the event			23							
- number of occasions where the Security Team decided to contact all employees potentially affected by the event			6							

HUMAN RIGHTS

Danone Ethics Line^(a)										
Number of alerts related to Human Rights	%	12	20					Disclosure 404-1	4.3 4.4	Principle 6

^(a) For more information on Danone Ethics Line please refer to our 2019 Universal Registration Document or our 2019 Integrated Annual Report

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
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PROCUREMENT

Relationship with milk producers

Number of farms from which Danone sources directly or indirectly milk	Number of farms	58,000	58,000							
Number of these farms which are smallholders (less than 10 cows)	%		80%							
Tonnage of milk directly sourced by Danone worldwide	ktons	5,223	5,196							
Main sourcing regions:										
- Europe	%	31%	30%							
- CIS	%	26%	24%							
- North America	%	14%	20%							
- Other regions	%	29%	26%							
Percentage of total milk collected directly by Danone coming from producers working under CPM contract ^(a)	%	24%	28%				✓			
Percentage of milk collected directly by Danone in EU and in the U.S coming from producers working under CPM contract ^(a)	%	43%								
Percentage of milk collected directly by Danone in EU coming from producers working under CPM contract ^(a)	%		41%							
Percentage of milk collected directly by Danone in the U.S coming from producers working under CPM contract ^(a)	%		53%							
Number of entities having deployed the Cool Farm Tool	Number of entities	14	14							
Number of entities having implemented the Animal Welfare tool	Number of entities	14	14							

^(a) CPM contract: innovative contracts with producers in the United States, in Europe and in Russia to reduce milk price volatility, thereby offering better visibility and financial stability. The Cost-Performance Model (CPM) contracts (For more information see our 2019 Integrated Annual Report).

Relationship with suppliers except milk producers (RESPECT program^(a))

Number of tier 1 suppliers sites registered on Sedex platform ^(b)	Number of sites	4,043	4,062				✓	Disclosure 414-1 Disclosure 308-1	8.8 12.7	Principle 7,8
Number of SMETA audits conducted on Danone tier 1 suppliers, commissioned either by Danone or by peers ^(c)	Number of audits	333	573					Disclosure 414-2 Disclosure 308-2	8.7 8.8 12.7	Principles 1, 2, 4, 5
Percentage of audits completed following the audit plan launch, in 2018 and 2019	%	51.8% ^(d)	82%					Disclosure 414-2 Disclosure 308-2	8.7 8.8 12.7	Principles 1, 2, 4, 5
Percentage of on-time closures by the auditors of audits that identified critical non-conformities for 2018 and 2019.	%		64%					Disclosure 414-2 Disclosure 308-2	8.7 8.8 12.7	Principles 1, 2, 4, 5

^(a) Responsible procurement program of Danone (For more information see our 2019 Universal Registration Document).

^(b) Sedex (Supplier Ethical Data Exchange) is a platform for suppliers to self-declared their CSR performance which can be accessible to all their client

^(c) Suppliers identified at risk by Sedex are audited by third-party organizations according to the SMETA protocol (Sedex Members Ethical Trade Audit).

^(d) In 2018 monitoring of audit completion and audit closure for audits with critical non-conformities was performed under a unique KPI.

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
Critical non-conformities from SMETA audits (or those conducted using a similar methodology) of Danone suppliers in 2019										
Total number of critical non-conformities	number of non-conformities		277					Disclosure 414-2 Disclosure 308-2	8.7 8.8 12.7	Principles 1, 2, 4, 5
Percentage of critical non-conformities related to:										
- forced labor	%		1%					Disclosure 414-2	8.7 8.8 12.7	Principles 1, 2, 4, 5
- child labor	%		1%					Disclosure 414-2	8.7 8.8 12.7	Principles 1, 2, 4, 5
- health & safety	%		51%					Disclosure 414-2	8.7 8.8 12.7	Principles 1, 2, 4, 5
- discrimination	%		0%					Disclosure 414-2	8.7 8.8 12.7	Principles 1, 2, 4, 5
- freedom of association and the right to collective bargaining	%		2%					Disclosure 414-2	8.7 8.8 12.7	Principles 1, 2, 4, 5
- working hours and compensation	%		27%					Disclosure 414-2	8.7 8.8 12.7	Principles 1, 2, 4, 5
- the environment	%		8%					Disclosure 308-2	8.7 8.8 12.7	Principles 1, 2, 4, 5
- business ethics	%		5%						8.7 8.8 12.7	Principles 1, 2, 4, 5
- other	%		5%						8.7 8.8 12.7	Principles 1, 2, 4, 5

The critical non-conformities identified and reported above have been resolved or are being remedied with the suppliers. The child labor non-conformities correspond to incomplete documentation on age in the employee files. The non-conformities resolved to date have not revealed any confirmed cases of child labor. The non-conformities related to forced labor correspond to fees charged to workers by the recruitment agency in excess of the legal threshold and to a lack of on-site procedures to ensure that overtime is actually voluntary.

Traceability on priority categories of procurement^(a)

"RSPO segregated" certified palm oil	%	58%	48%							
"RSPO Mass Balance" certified palm oil	%		51%							
Traceability of Danone's fruit supplies to the Company's Tier 2 suppliers ^(b)	%		100%							
Traceability of cocoa back to country of origin	%	70%	70%							
Traceability of Cane Sugar back to the mills	%	41%	36%							
Traceability of Cane Sugar back to the plantations	%	43%	50%							

^(a) For more information, see our 2019 Universal Registration Document

EXHAUSTIVE 2019 HEALTH & NUTRITION DATA

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
FOOD SAFETY & QUALITY										
Food Safety production sites scope^(a)										
Number of production sites included in the Food Safety sites scope	Number of production sites	208	195							
^(a) Refer to our Methodology Note										
FSSC 22000 certification^(a)										
Number of FSSC 22000 certification audits completed by independent certification bodies	Number of audits	159	175					Disclosure 416-1		
Number of production sites FSSC 22000 certified	Number of production sites	155	167					Disclosure 416-1		
Number of production sites underway FSSC22000 certification	Number of production sites	4	8					Disclosure 416-1		
FSSC 22000 certification rate	Number of sites certified/Total Production Sites under Food Safety scope	74%	86%	100%	2020			Disclosure 416-1		
^(a) Food Safety production sites Scope (refer to our Methodology Note). (FSSC 22000 is a food safety certification recognized by the Global Food Safety Initiative)										
Internal Food Safety Audits										
Number of food safety audits conducted in-house by the Global Food Safety Audit team	Number of audits	27	34					Disclosure 416-1		
HEALTH & NUTRITION										
One Health scorecard scope^(a)										
Number of subsidiaries included in the One Health scorecard scope	Number of subsidiaries	61	66				✓			
Percentage of consolidated sales reporting health & nutrition indicators	% of consolidated sales	65.2%	74%				✓			
^(a) Refer to our Methodology Note										
Supporting R&D and Innovation										
Number of patent families at the end of the year		491	504							
Number of international research centers ^(a)		2	2							
Number of specialized centers ^(b)		6	6							
Number of branches around the world		55	55							
^(a) The Center Daniel Carasso (Paris-Saclay, France), the Nutricia Research Centre (Utrecht, The Netherlands)										
^(b) Packaging in France, Precision Nutrition D-Lab in Singapore, Fresh Dairy Technology in Spain, Fresh Dairy Technology in Russia, Plant-based in Belgium and the USA										

Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
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UNDERSTAND LOCAL NUTRITION PRACTICES AND PUBLIC HEALTH ISSUES

Further reinforce our understanding of local contexts

Number of advisory panels active at local level ^(a)	Number of panels	134	100			✓			
Number of countries or regions covered by Nutriplanet program ^(b)	Number of countries or regions	57	56						
- Number of countries with data on the whole population	Number of countries	20	14						
- Number of countries with data focused on adults and children over 3	Number of countries	5	7						
- Number of countries with data focused on babies and pregnant & lactating women	Number of countries	32	34						
- Number of countries with additional focus on elderly people	Number of countries	15	15						
- Number of countries with fluid intake cross-sectional surveys ^(c)	Number of countries	9	7						
- Number of countries with dietary data (total diet) ^(d)	Number of countries	11	10						
- Number of countries with FoodStyles studies ^(e)	Number of countries	10	8						

^(a) One Health scorecard Scope (refer to our Methodology Note)

^(b) Nutriplanet program which covers: syntheses on the local nutritional and health context, more precise surveys on the consumption of food and/or fluids, socio-anthropological studies.

^(c) Fluid intake studies: scientifically validated and published original approach developed by the Waters Division to gather data of individual drinking habits of population groups.

^(d) Dietary intake assessments are used to understand what people are eating and drinking and to compare their intakes with dietary recommendations.

^(e) FoodStyles studies: comprehensive study generating data, for a given community and at country level, on people's real-life practices, norms and representations associated with food"

BETTER PRODUCTS: IMPROVE OUR OFFER

Healthy categories of products^(a)

Percentage of volumes of products sold in healthy categories	Volumes in healthy categories/ Total volumes sold	89%	90%			✓			
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^(a) One Health scorecard Scope (refer to our Methodology Note)

In operational terms, "healthy product categories" for Danone refers to water, yogurts, milks and other daily dairy products, daily plant-based products (not yet included in our performance figures), beverages with 0% sugar, and specialized nutrition products (except the following early life nutrition products: foods for children over 3 years old as well as biscuits and beverages for children under 3 years old). The remaining categories are mainly low sugar beverages and indulgent products.

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
Better products										
Percentage of volumes sold in line with our Nutritional Targets 2020 ^(a)	%	78%	82%	100%	2020	2016	✓			
- Percentage of volumes sold in line with the sugar target 2020 ^(b)	%	86%	85%					FP6	3.4	
- Percentage of volumes sold in line with the saturated fat target 2020 ^(b)	%	98%	98%					FP6	3.4	
- Percentage of volumes sold in line with the salt target 2020 ^(b)	%	86%	97%					FP6	3.4	
- Percentage of volumes without added sugars ^(c)	%	81%	82%				✓	FP6	3.4	
- Percentage of volumes nutritionally improved within the year ^(d)	%	10%	9%				✓			
- Percentage of volumes sold which are fortified ^(e)	%	25%	25%					FP7	3.4	

^(a) All product categories except packaged water, cooking aids, and products for which a target is not yet defined. Products must meet all nutrient thresholds for their category in the "Danone Nutritional Targets 2020". The compliance is weighted by volumes of products sold. This rule applies both at portfolio and product (i.e. multipack) levels.

^(b) % of sales volumes 2019 meeting respectively the sugar, saturated fat and salt threshold for their category in the "Danone Nutritional Targets 2020". The compliance is weighted by volumes of products sold. This rule applies both at portfolio and product (i.e. multipack) levels.

^(c) % of sales volumes 2019 containing no added sugars. This percentage indicator is calculated on the scope of the One Health Scorecard (see Methodology Note), for the product categories where it is relevant: Essential Dairy and Plant-Based Products (excluding plant-based products), Specialized Nutrition (except medical products), and all plain water and Aquadrinks.

^(d) % of sales volumes for which a nutritional improvement has been made. This percentage indicator is calculated on the scope of the One Health Scorecard (see Methodology Note), for the product categories where it is relevant: Essential Dairy and Plant-Based (excluding plant-based products), Specialized Nutrition (except medical products) and sweetened Aquadrinks. The percentage of improved products is declining as nutrition renovation projects are completed and the percentage of target-compliant products increases.

^(e) % of sales volumes having a nutrient fortification. This percentage indicator is calculated on the scope of the One Health Scorecard (see Methodology Note), for the Essential Dairy Products and Plant-Based Products (excluding plant-based products).

BETTER CHOICES: DRIVE DEMAND

Nutritional labeling

Percentage of volumes having nutritional on-pack information ^(a)	%	99%	99%				✓	Disclosure 417-1	12.8	
Percentage of volumes having nutritional off-pack information (e.g., on website, or through a consumer info line) ^(a)	%	100%	100%				✓	Disclosure 417-1	12.8	
Percentage of volumes giving clear portion size guidance ^(b)	%	73%	74%				✓	Disclosure 417-1	12.8	
Percentage of volumes carrying Front of Pack nutritional information ^(c)	%	53%	68%				✓	Disclosure 417-1	12.8	

^(a) This percentage indicator is calculated on the scope of the One Health Scorecard (see Methodology Note) for the Businesses Essential Dairy and Plant-Based (excluding plant-based products), Specialized Nutrition and Aquadrinks (not relevant for Waters, which are subject to separate regulations).

^(b) This percentage indicator is calculated on the scope of the One Health Scorecard (see Methodology Note) for the Businesses Essential Dairy and Plant-Based (excluding plant-based products), Aquadrinks (not relevant for Waters, which are subject to separate regulations) and Specialized Nutrition (for medical nutrition products, 100% is by definition applied due to the fact that products are prescribed by health care professionals and labeling has to follow the local legislation).

^(c) This percentage indicator is calculated on the scope of the One Health Scorecard (see Methodology Note) for the Essential Dairy and Plant-Based Business (excluding plant-based products), and Aquadrinks (excluding countries where regulations forbid the disclosure of this information).

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
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Responsible Company practices

Number of employees trained on the Danone Policy for the Marketing of Breast Milk Substitutes ^(a)	Number of employees	3,253	4,786				✓			
Number of local marketing to children pledges signed by Danone in addition to the EU Pledge and IFBA Pledge ^(b)	Number of pledges	11	10							
Danone compliance with the EU Pledge criteria regarding registered television advertising ^(c)	%	98.4%	99.8%				✓	Disclosure 417-1 Disclosure 417-3		
Danone compliance with the EU Pledge criteria regarding websites and brand profiles on social media ^(d)	%	100%	100%				✓	Disclosure 417-1 Disclosure 417-3		

^(a) One Health scorecard Scope (refer to our Methodology Note).

^(b) These local pledges are in addition to Danone's global Pledge on Marketing to Children which was updated in 2019.

^(c) Based on independent audits performed in the seven countries audited in 2018 (France, Germany, Hungary, Italy, Portugal, Spain, the UK) and in the six countries audited in 2019 (France, Germany, Hungary, Italy, Portugal and Spain).

^(d) Based on independent audits performed in the eight countries audited in 2018 (Belgium, Bulgaria, France, Germany, Greece, Italy, Spain and Sweden) and in the eight countries audited in 2019 (Czech Republic, France, Germany, Greece, Italy, the Netherlands, Spain and Sweden).

Claims validation process

Percentage of subsidiaries that have applied the claim validation procedure to 100% of their products sold in the past year	%	95%	98%							
Percentage of volumes with nutrition claims ^(a)	%	57%	60%							
Percentage of volumes with Health claims ^(a)	%	12%	35%							

^(a) One Health scorecard Scope (refer to our Methodology Note), for the product categories: Essential Dairy and Plant-Based (except plant-based products) and the Aquadrinks

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
Education and information programs										
Number of active education, information programs ^(a)	Number of programs	30	23				✓			
Number of people potentially reached by these programs since their launch ^{(a)(b)}	Number of people	35,156,178	12,313,155				✓			
Number of active education, information programs for Essential Dairy and Plant-Based Business ^(a)	Number of programs	8	8				✓			
Number of people potentially reached by Essential Dairy and Plant-Based Business programs since their launch ^{(a)(b)}	Number of people	5,474,656	5,794,516				✓			
Number of active education, information programs for Waters Business ^(a)	Number of programs	8	4				✓			
Number of people potentially reached by Waters Business programs since their launch ^{(a)(b)}	Number of people	2,258,523	551,380				✓			
Number of active education, information programs for Specialized Nutrition Business ^(a)	Number of programs	14	11				✓			
Number of people potentially reached by Specialized Nutrition Business programs since their launch ^{(a)(c)}	Number of people	27,423,000	5,967,259				✓			

The decline in figures is mainly due to the continued strengthening of Danone's expectations in terms of education and information programs (refer to our Methodology Note).

^(a) One Health scorecard Scope (refer to our Methodology Note)

^(b) People reached by several programs can be counted several times.

Health @ Work

Number of entities giving their employees access to a health & wellness program ^{(a)(b)(c)}	Number of entities	61	66				✓			
Number of employees having access to these programs ^{(a)(b)}	Number of employees	63,619	64,718				✓			
Percentage of employees having access at least to one free offer of Health@Work program ^{(a)(b)(c)}	%	85%	84%				✓			

^(a) One Health scorecard Scope (refer to our Methodology Note)

^(b) An active "Health @ Work" program means having a health & wellness program for employees that covers at least one of three aspects: Healthy Diet, Healthy Body and Healthy Mind and must provide at least one free offer.

^(c) On the total employees in the One Health scorecard scope (refer to our Methodology Note)

EXHAUSTIVE SOCIAL INNOVATION PLATFORMS DATA

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
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DANONE COMMUNITIES

Social businesses supported by the fund^(a)

Number of social businesses supported by the fund	Number of social businesses	10	12					Disclosure 413-1	1.4 2.3	Principle 9
Number of countries in which these businesses are located	Number of countries	14	15					Disclosure 413-1	1.4 2.3	Principle 9

^(a) Danone Communities Scope (Refer to our Methodology Note)

Measuring the commitment of Danone's employees^(a)

Percentage of Danone Communities fund held by employees	%	30%	30.5%					Disclosure 413-1	1.4 2.3	Principle 9
Percentage of Danone's employees in France having subscribed to the FCPE Danone Communities	%	56%	56%					Disclosure 413-1	1.4 2.3	Principle 9
Amount invested by Danone's employees since 2008	€	22,400,000	26,000,000					Disclosure 413-1	1.4 2.3	Principle 9

^(a) Danone Communities Scope (Refer to our Methodology Note)

Social performance of the fund^(a)

Total number of beneficiaries ^(b)	Number of beneficiaries	1,100,000	6,000,000					Disclosure 413-1	1.4 2.3	Principle 9
Number of beneficiaries with access to safe drinking water ^(c)	Number of beneficiaries	800,000	5,700,000					Disclosure 413-1	1.4 2.3	Principle 9
Number of beneficiaries in the fight against malnutrition and poverty ^(d)	Number of beneficiaries	300,000	300,000					Disclosure 413-1	1.4 2.3	Principle 9

^(a) Danone Communities Scope (Refer to our Methodology Note)

^(b) The indicator refers to the total number of the social businesses beneficiaries supported by Danone Communities, in regards to the countries in the Fund.

^(c) The indicator refers to the total number of the water access social businesses beneficiaries supported by Danone Communities.

^(d) The indicator refers to the total number of the nutrition social businesses beneficiaries supported by Danone Communities.

DANONE ECOSYSTEM FUND

Danone Ecosystem fund projects^(a)

Number of projects validated by the Fund's Board since its creation	Number of projects	85	88					Disclosure 413-1	1.4 2.3	Principle 9
Number of active projects supported by the fund	Number of projects	45	36					Disclosure 413-1	1.4 2.3	Principle 9
Number of partners working with the Fund	Number of partners	81	88					Disclosure 413-1	1.4 2.3	Principle 9
Total funding engaged by the Fund	€	77,000,000	77,000,000					Disclosure 413-1	1.4 2.3	Principle 9
Total funding engaged by the Fund and its partners	€	196,000,000	191,000,000					Disclosure 413-1	1.4 2.3	Principle 9

^(a) Danone Ecosystem Fund Scope (Refer to our Methodology Note)

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
Social impact of the fund^(a)										
Number of jobs created ^(b)	Number of jobs	4,087	4,574					Disclosure 431-1	1.4 2.3	Principle 9
Number of professionally empowered people ^(c)	Number of people	57,259	62,331					Disclosure 431-1	1.4 2.3	Principle 9
Number of women professionally empowered ^(d)	Number of women	35,701	39,007					Disclosure 431-1	1.4 2.3	Principle 9
Number of indirect beneficiaries ^(e)	Number of beneficiaries	4,443,000	4,702,351					Disclosure 431-1	1.4 2.3	Principle 9

^(a) Danone Ecosystem Fund Scope (Refer to our Methodology Note)

^(b) This indicator refers to the creation of positions with a contract or a formalized micro-entrepreneurship status and with an employment of at least 6 months per year and occupied at the reporting date.

^(c) This indicator refers to empowerment—a process to enable people to develop and strengthen their employability and their social and economic inclusion through, for example, trainings, social benefits, micro-credit services, donations for equipment etc.

^(d) This indicator refers to empowerment—a process that enables women to develop and strengthen their employability and their social and economic inclusion through, for example, trainings, social benefits, micro-credit services, donations for equipment etc.

^(e) This indicator refers to people with an indirect benefit specific to the project, such as family members benefiting from an increased or secured revenue, people sensitized to nutrition or health and others linked to activities created by the project.

Environmental impact of the fund^(a)

PET collected annually	Tons	3,252	3,775							
Number of people supported by Danone and the fund to develop their competencies in recycling	Number of people	6,000	6,500							
Waste collected annually through recycling projects	Tons	46,000	48,000							

^(a) Danone Ecosystem Fund Scope (Refer to our Methodology Note)

LIVELIHOODS CARBON FUND

LIVELIHOODS CARBON FUND #1

Livelihoods Carbon Fund #1 projects^(a)

Total number of projects	Number of projects	9	9					Disclosure 413-1	1.4 2.3	Principle 9
- Number of ecosystem restoration projects	Number of projects	3	3					Disclosure 413-1	1.4 2.3	Principle 9
- Number of agroforestry projects	Number of projects	3	3					Disclosure 413-1	1.4 2.3	Principle 9
- Number of rural energy projects	Number of projects	3	3					Disclosure 413-1	1.4 2.3	Principle 9
Total investment volume (Danone and co-investors)	€	27,800,000	37,900,000	45,000,000				Disclosure 413-1	1.4 2.3	Principle 9

^(a) Livelihoods Carbon Fund Scope (Refer to our Methodology Note)

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
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Social impact of the fund^(a)

People positively impacted since 2011 ^(b)	Number of people	1,200,000	1,500,000	1,500,000	2020	2011		Disclosure 413-1	1.4 2.3	Principle 9
Households equipped with efficient cookstoves since 2011	Number of households	120,000	163,000	120,000	2020	2011		Disclosure 413-1	1.4 2.3	Principle 9

^(a) Livelihoods Carbon Fund Scope (Refer to our Methodology Note)^(b) Number of people whose livelihoods are improved thanks to projects' benefits: more resources available (fish, food, cash crops, etc.) and more resilient ecosystems (restoration of agricultural land and forests, barriers against seawater, etc.). It includes households equipped with Livelihoods efficient cookstoves thus less exposed to toxic smoke.**Environmental impact of the fund^(a)**

Trees planted since 2011	Number of trees	126,000,000	126,000,000	130,000,000	2020	2011		Disclosure 304-3	6.6	Principle 7, 8
Hectares restored since 2011	Ha	42,000	46,000	47,000	2020	2011		Disclosure 304-3	6.6	Principle 7, 8
Carbon emissions avoided or sequestered since 2014	Tons	1,550,000	1,975,000	10,000,000	2032	2012		Disclosure 304-3	6.6	Principle 7, 8

^(a) Livelihoods Carbon Fund Scope (Refer to our Methodology Note)**LIVELIHOODS CARBON FUND #2****Livelihoods Carbon Fund #2 projects^(a)**

Total number of projects validated	Number of projects	3	5					Disclosure 413-1	1.4 2.3	Principle 9
Total investment volume (Danone and co-investors)	€	31,683,000	55,000,000	65,000,000				Disclosure 413-1	1.4 2.3	Principle 9

^(a) Livelihoods Carbon Fund Scope (Refer to our Methodology Note)**Social impact of the fund^(a)**

People positively impacted since the launch of the second compartment ^(b)	Number of people	-	100,000	2,000,000				Disclosure 413-1	1.4 2.3	Principle 9
Households equipped with efficient cookstoves since the launch of the second compartment	Number of households	-	22,000					Disclosure 413-1	1.4 2.3	Principle 9

^(a) Livelihoods Carbon Fund Scope (Refer to our Methodology Note)^(b) Number of people whose livelihoods are improved thanks to projects' benefits: more resources available (fish, food, cash crops, etc.) and more resilient ecosystems (restoration of agricultural land and forests, barriers against seawater, etc.). It includes households equipped with Livelihoods efficient cookstoves thus less exposed to toxic smoke.

	Unit	2018	2019	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE
LIVELIHOODS FUND FOR FAMILY FARMING										

Livelihoods Fund for Family Farming projects^(a)

Number of active projects	Number of projects	7	6					Disclosure 413-1	1.4 2.3	Principle 9
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^(a) Livelihoods Fund For Family Farming Scope (Refer to our Methodology Note)
Targets given are set for current projects in the fund's portfolio

Social impact of the fund^(a)

Number of people reached ^(b)	Number of people	13,900	15,187	41,000				Disclosure 413-1	1.4 2.3	Principle 9
Number of people directly empowered ^(c)	Number of people	2,200	3,400	13,000				Disclosure 413-1	1.4 2.3	Principle 9
Number of farms connected to markets or supply chains of investors in the fund ^(d)	Number of farms	1,500	1,180	10,000				Disclosure 413-1	1.4 2.3	Principle 9

^(a) Livelihoods Fund For Family Farming Scope (Refer to our Methodology Note)
Targets given are set for current projects in the fund's portfolio

^(b) This indicator corresponds to the number of people whose livelihoods are improved thanks to projects' benefits: more resources available (food, cash crops, etc.) and more resilient ecosystems (restoration of agricultural land and forests, access to water etc.) It includes people benefiting somehow from the project directly or indirectly, being or not involved in L3F project action. They include Family members of direct beneficiaries, people sensitized to good practices and people benefiting from a shared access to the project facilities, tools or services.

^(c) This indicator corresponds to the number of men and women who, as a direct result of an L3F project action, have strengthened their social and economic inclusion, or their awareness on how to best achieve his/her social and professional goals, or their capacity to best achieve his/her social and professional goals.

^(d) This indicator corresponds to the number of farms that are connected to markets or supply chains of investors in the funds. Number of farms (one farm = one household) that are GPS-localized, who benefit from one of the L3F project activities and for who yearly volumes and values of local crop(s) production are recorded up to the first transformer. The farms are considered as connected if they are active project participants and that their production can be traced up to the supply chain of the project partners.

Environmental impact of the fund^(a)

Hectares converted to sustainable farming practices	Ha	-	868	22,000				Disclosure 304-3	6.6	Principle 7, 8
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^(a) Livelihoods Fund For Family Farming Scope (Refer to our Methodology Note)
Targets given are set for current projects in the fund's portfolio