



## EXHAUSTIVE 2022 EXTRA-FINANCIAL DATA

### Exhaustive 2022 Social Data

Human Resources

Human Rights

Procurement

## Exhaustive 2022 Social Data

Unit	2021	2022	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE	SASB
------	------	------	--------	-------------	----------	---------------------	-----------------------------	--------------------	------------------------	------

### 👥 HUMAN RESOURCES

#### Total Company Employees Social Indicators <sup>(a)</sup>

Total number of entities having reported social indicators	Number of entities	150	128			✓				
Percentage of Danone's total employees		99.6%	99.9%			✓				

(a) Refer to our Methodology Note

#### Safety reporting scope <sup>(a)</sup>

Total number of entities having reported safety-related indicators	Number of entities	190	73			✓				
Percentage of Danone's total employees	%	99.9%	99.9%			✓				

(a) Refer to our Methodology Note. 2022 decrease is due to a new structure of the reporting entities

### WORKFORCE

#### Total employees

Total number of employees	Number of employees	97,737	96,072			✓				
---------------------------	---------------------	--------	--------	--	--	---	--	--	--	--

#### Employees by Geographical Zone

Europe	%	26%	27%			✓				
North America	%	6%	6%			✓				
China, North Asia & Oceania	%	9%	9%			✓				
Africa, Middle East, South-East Asia	%	24%	24%			✓				
Latin America	%	24%	24%			✓				
CIS, Turkey, Iran, Ukraine	%	11%	10%			✓				

#### Employees by Gender

Board of Directors	Number of Directors	13	12							
- Percentage of women in the Board of Directors	%	45%	50%							
Executive Committee	Number of Executives	7	16							
- Percentage of women in the Executive Committee	%	29%	25%							
Managers, directors and executives	Number of managers, directors and executives	22,469	22,488							
- Percentage of women managers, directors and executives	%	52%	52%							
Senior managers: executives (excluding Executive Committee) and directors	Number of senior managers	1,700	1,637							
- Percentage of women senior managers	%	41%	42%							
Other managers	Number of other managers	20,762	20,851							
- Percentage of women other managers	%	53%	53%							
Non-managers employees	Number of non-managers	75,268	73,584							
- Percentage of women non-managers	%	27%	26%							
Total number of men	%	65,994	65,485			✓				
Percentage of men on total employees	%	68%	68%			✓				
Total number of women	%	31,743	30,587			✓				
Percentage of women on total employees	%	32%	32%			✓				

Unit	2021	2022	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE	SASB
------	------	------	--------	-------------	----------	---------------------	-----------------------------	--------------------	------------------------	------

#### Employees by Age <sup>(a)</sup>

< 20 years	%	0.3%	0.3%				✓			
20 - 29 years	%	17.6%	16.6%				✓			
30 - 39 years	%	36.9%	35.3%				✓			
40 - 49 years	%	28.9%	30.0%				✓			
50 - 59 years	%	14.2%	15.4%				✓			
60 years and >	%	2.1%	2.4%				✓			

<sup>(a)</sup> Social Indicators Scope (refer to Methodology Note)

#### Hires and Dismissals <sup>(a)</sup>

Total number of hires	Number of hires	13,808	14,835				✓	Disclosure 401-1	5.1   8.5	Principle 6
Total number of dismissals	Number of dismissals	6,553	6,405				✓	Disclosure 401-1	5.1   8.5	Principle 6
Turnover rate	%	19%	20%				✓	Disclosure 401-1	5.1   8.5	Principle 6

<sup>(a)</sup> Social Indicators Scope (refer to Methodology Note)

#### Working time and Organization <sup>(a)</sup>

Percentage of total employees working in part-time	%	3%	3%				✓			
--	---	----	----	--	--	--	---	--	--	--

<sup>(a)</sup> Social Indicators Scope (refer to Methodology Note)

#### Absenteeism <sup>(a)</sup>

Absenteeism rate	%	2.9%	3.1%				✓	Disclosure 403-2	8.8	Principle 3
------------------	---	------	------	--	--	--	---	------------------	-----	-------------

<sup>(a)</sup> Refer to our Methodology Note

### INCLUSIVE TALENT DEVELOPMENT

#### Inclusive Diversity

Score on the inclusion index	%	87%	86% <sup>(a)</sup>							
Percentage of female executives	Number of women/ Total number of executives	31%	33%					Disclosure 405-1	5.1   8.8   16.7	Principle 3, 6
Percentage of female directors	Number of women/ Total number of directors	43%	44%					Disclosure 405-1	5.1   8.8   16.7	Principle 3, 6

<sup>(a)</sup> 2022 data based on the results of the Danone People Survey.

#### Deployment of the Parental Policy

Number of countries having implemented the Danone Global Parental Policy	Number of countries	54	56					Disclosure 401-3	5.1   8.5	Principle 6
Number of employees covered by the Parental Policy	Number of employees	91,628	94,761							

#### Disability

Percentage of persons with disabilities employed by Danone in France	%	4.2%	3.8%					Disclosure 405-1	5.1   8.8   16.7	Principle 3, 6
--	---	------	------	--	--	--	--	------------------	------------------	----------------

#### Gender Pay Gap

Gender Pay Gap	Points	3.1	3.2							
----------------	--------	-----	-----	--	--	--	--	--	--	--

### TALENT

#### Talent development <sup>(a)</sup>

Number of employees having participated in at least one training course	Number of employees	95,542	95,341					Disclosure 404-1	4.3   4.4	Principle 6
Percentage of employees trained	Employees trained/total number of employees under Social Indicator Scope	100%	100%					Disclosure 404-1	4.3   4.4	Principle 6
Total number of training hours	Number of training hours	2,332,335	2,451,042				✓	Disclosure 404-1	4.3   4.4	Principle 6
Average number of training hours per employee	Training hours/employee	25	26				✓	Disclosure 404-1	4.3   4.4	Principle 6

<sup>(a)</sup> Social Indicators Scope (refer to Methodology Note)

Unit	2021	2022	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE	SASB
------	------	------	--------	-------------	----------	---------------------	-----------------------------	--------------------	------------------------	------

## 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 (b)	Number of visits	62	68					Disclosure 407-1	8.8	Principle 3	
Percentage of employees covered by collective bargaining agreements	%	74%	74%				✓	Disclosure 407-1	8.8	Principle 3	

(a) International Union of Food Workers

(b) Between 2009 and 2022

## HEALTH & SAFETY

### Fatal accidents by Businesses (a)

Europe	Number of fatal accidents	-	-				✓	Disclosure 403-2	8.8	Principle 3	
North America	Number of fatal accidents	-	-				✓	Disclosure 403-2	8.8	Principle 3	
China, North Asia & Oceania	Number of fatal accidents	-	-				✓	Disclosure 403-2	8.8	Principle 3	
Africa, Middle East, South-East Asia	Number of fatal accidents	-	1				✓	Disclosure 403-2	8.8	Principle 3	
Latin America	Number of fatal accidents	1	-				✓	Disclosure 403-2	8.8	Principle 3	
CIS, Turkey, Iran, Ukraine	Number of fatal accidents	-	-				✓	Disclosure 403-2	8.8	Principle 3	
<b>Total number of fatal accidents</b>	<b>Number of fatal accidents</b>	<b>1</b>	<b>1</b>				✓	Disclosure 403-2	8.8	Principle 3	

(a) Safety reporting Scope (see Methodology Note)

### Workplace accidents with lost-time by Businesses (a)

Europe	Number of workplace accidents with lost-time	n/a	161				✓	Disclosure 403-2	8.8	Principle 3	
North America	Number of workplace accidents with lost-time	n/a	16				✓	Disclosure 403-2	8.8	Principle 3	
China, North Asia & Oceania	Number of workplace accidents with lost-time	n/a	14				✓	Disclosure 403-2	8.8	Principle 3	
Africa, Middle East, South-East Asia	Number of workplace accidents with lost-time	n/a	28				✓	Disclosure 403-2	8.8	Principle 3	
Latin America	Number of workplace accidents with lost-time	n/a	26				✓	Disclosure 403-2	8.8	Principle 3	
CIS, Turkey, Iran, Ukraine	Number of workplace accidents with lost-time	n/a	23				✓	Disclosure 403-2	8.8	Principle 3	
<b>Total number of workplace accidents with lost-time</b>	<b>Number of workplace accidents with lost-time</b>	<b>245</b>	<b>268</b>				✓	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)

Europe	Number of workplace accidents with lost-time/ 1,000,000 working hours	n/a	3.5				✓	Disclosure 403-2	8.8	Principle 3	
North America	Number of workplace accidents with lost-time/ 1,000,000 working hours	n/a	1.4				✓	Disclosure 403-2	8.8	Principle 3	
China, North Asia & Oceania	Number of workplace accidents with lost-time/ 1,000,000 working hours	n/a	0.8				✓	Disclosure 403-2	8.8	Principle 3	

Unit	2021	2022	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE	SASB	
Africa, Middle East, South-East Asia	Number of workplace accidents with lost-time/ 1,000,000 working hours	n/a	0.4				✓	Disclosure 403-2	8.8	Principle 3	
Latin America	Number of workplace accidents with lost-time/ 1,000,000 working hours	n/a	0.4				✓	Disclosure 403-2	8.8	Principle 3	
CIS, Turkey, Iran, Ukraine	Number of workplace accidents with lost-time/ 1,000,000 working hours	n/a	1.0				✓	Disclosure 403-2	8.8	Principle 3	
Company frequency rate of workplace accidents with lost-time (FR1) <sup>(b)</sup>	Number of workplace accidents with lost-time/ 1,000,000 working hours	1.0	1.1				✓	Disclosure 403-2	8.8	Principle 3	✓

(a) Safety reporting Scope (see Methodology Note)

(b) For SASB standard, The FR1+FR2 is equivalent to TRIR, the difference is that FR1+2 is based on the frequency per one million hours.

#### Severity rate of accidents <sup>(a)</sup>

Severity rate	Number of days lost related to workplace accidents with lost-time/ 1,000 working hours	0.07	0.06				✓	Disclosure 403-2	8.8	Principle 3	
---------------	--	------	------	--	--	--	---	------------------	-----	-------------	--

(a) Safety reporting Scope (see Methodology Note)

#### Frequency rate of workplace accidents without lost-time (FR2) <sup>(a)</sup>

Company frequency rate of workplace accidents without lost-time (FR2) <sup>(b)</sup>	Number of workplace accidents without lost-time/1,000,000 working hours	0.79	0.68				✓	Disclosure 403-2	8.8	Principle 3	✓
--	---	------	------	--	--	--	---	------------------	-----	-------------	---

(a) Safety reporting Scope (see Methodology Note)

(b) For SASB standard, The FR1+FR2 is equivalent to TRIR, the difference is that FR1+2 is based on the frequency per one million hours.

#### WISE<sup>2</sup> Audits

Percentage of WISE <sup>2</sup> audits performed in eligible site for WISE <sup>2</sup> audits in operations	%	26%	43%								
Percentage of eligible locations covered by WISE <sup>2</sup> audits	%	15%	24%								

#### Dan'Cares <sup>(a)</sup>

Employees covered by Dan'Cares	Number of employees	91,672	94,761	ALL			✓		8.8		
Number of countries covered by Dan'Cares	Number of countries	55	56				✓				

(a) Dan'Cares program goal is to provide all Danone employees with quality healthcare coverage of major risks, while taking a account of different market practices. The three main risks taken into account are hospitalization and surgery, ambulatory care and maternity care (for more information refer to 2022 Universal Registration Document)

#### Employee Assistance Program (EAP)

Number of countries including the EAP in their local implementation plan	Number of countries	28	35				✓				
--	---------------------	----	----	--	--	--	---	--	--	--	--

### SECURITY

#### Employees' security

Percentage of production plants having performed a Security self-assessment	%	65%	47%					Disclosure 404-1	4.3   4.4	Principle 6	
---	---	-----	-----	--	--	--	--	------------------	-----------	-------------	--

Unit	2021	2022	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE	SASB
------	------	------	--------	-------------	----------	---------------------	-----------------------------	--------------------	------------------------	------

### Security Operational Center (SOC)

Number of events noted as important or urgent by the SOC	Number of events	52	61				✓			
Number of events reported to Danone's Security Team, as employees were identified as being in the area of the event	Number of events	4	10				✓			
Number of occasions where the Security Team decided to contact all employees potentially affected by the event	Number of occasions	1	8				✓			

### HUMAN RIGHTS

#### Danone Ethics Line <sup>(a)</sup>

Number of alerts related to Human Rights <sup>(b)</sup>	Number of alerts	395	273							
Total number of alerts that were closed during the year	Number of alerts	391	220							
Total number of alerts under investigation	Number of alerts	76	53							
Total number of alerts in the "environmental violation" category	Number of alerts	1	6							
Number of countries where human rights alerts originate from	Number of countries	32	25							
Number of alerts into the Ending Exploitation Category	Number of alerts		149							
Number of alerts into the Decent work category	Number of alerts		123							
Number of alerts into the Impact to people linked to the environment	Number of alerts		1							

(a) For more information on Danone Ethics Line please refer to our 2022 Universal Registration Document

(b) In 2021, additional issues related to discrimination, harassment, employee health & safety and security, have been brought to the category

### PROCUREMENT

#### Relationship with milk producers:

Number of farms from which Danone sources directly or indirectly milk	Number of farms	59,000	58,000							
Number of these farms which are smallholders <sup>(a)</sup>	%	94%	94%							
Tonnage of milk directly sourced by Danone worldwide	ktons	5,567	5,100							

(a) For 2020 and before, smallholders farms were defined as "less than 10 cows". From 2021 onwards, it is defined as "less than 25 cows"

#### Main sourcing regions:

Europe	%	26%	26%							
CIS	%	23%	23%							
North America	%	29%	29%							
Latin America	%	10%	11%							
Other regions	%	11%	11%							
Percentage of total milk collected directly by Danone coming from producers working under CPM contract <sup>(a)</sup>	%	26%	23%							
Percentage of milk collected directly by Danone in EU coming from producers working under CPM contract <sup>(a)</sup>	%	36%	44%							
Percentage of milk collected directly by Danone in the U.S coming from producers working under CPM contract <sup>(a)</sup>	%	54%	29%							
Number of entities having deployed the Cool Farm Tool	Number of entities	15	16							
Number of entities having implemented the Animal Welfare tool	Number of entities	15	15							

(a) CPM (Cost-Performance Model) 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. (For more information refer to our 2022 Universal Registration Document ).

Unit	2021	2022	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE	SASB
------	------	------	--------	-------------	----------	---------------------	-----------------------------	--------------------	------------------------	------

**Relationship with suppliers except liquid milk producers (RESPECT program <sup>(a)</sup>)**

Number of tier 1 suppliers sites registered on Sedex or Ecovadis platform <sup>(b)</sup>	Number of sites	3,489	3,189				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 <sup>(c)</sup>	Number of audits	556	482				Disclosure 414-2 Disclosure 308-2	8.7   8.8   12.7	Principles 1, 2, 4, 5	
RESPECT KPI 1: percentage of supplier registration on Sedex or Ecovadis	%	98%	94%							
RESPECT KPI 2: Percentage of SMETA audits planned completed	%	91%	83%				Disclosure 414-2 Disclosure 308-2	8.7   8.8   12.7	Principles 1, 2, 4, 5	
RESPECT KPI 3: Percentage of audits that identified critical non-conformities that were closed in expected timeline	%	82%	91%				Disclosure 414-2 Disclosure 308-2	8.7   8.8   12.7	Principles 1, 2, 4, 5	
Percentage of supplier sites that completed Sedex self-assessment or obtained Ecovadis scorecard	%	92%	91%							
Total number of sites that completed Sedex self-assessment or obtained Ecovadis scorecard	Number of sites	3,297	2,160							
Total number of high risk or high priority sites selected in audit plan	Number of sites	129	103							
Total number of buyers, champions or purchasing managers that completed all the modules of the RESPECT e-learning course	Number of employees	500	571							

(a) Responsible procurement program of Danone (For more information see our 2022 Universal Registration Document).

(b) Sedex (Supplier Ethical Data Exchange) is a platform for suppliers to self-declare their CSR performance, which can be accessible to all their clients. EcoVadis is a platform for suppliers to be assessed on their CSR performance which they can share with all their clients.

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

**Employee Education on Human Rights**

Total number of employees that completed the e-learning training program on human rights and fight against forced labor	Number of employees	6,949	6,658							
---	---------------------	-------	-------	--	--	--	--	--	--	--

**Critical non-conformities from SMETA audits (or those conducted using a similar methodology) of Danone suppliers in 2021**

Total number of critical non-conformities	number of non-conformities	279	267				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	%	3.2%	2.6%				Disclosure 414-2	8.7   8.8   12.7	Principles 1, 2, 4, 5	
child labor	%	0%	0.4%				Disclosure 414-2	8.7   8.8   12.7	Principles 1, 2, 4, 5	
health & safety	%	43.7%	53.6%				Disclosure 414-2	8.7   8.8   12.7	Principles 1, 2, 4, 5	
discrimination	%	0%	2.6%				Disclosure 414-2	8.7   8.8   12.7	Principles 1, 2, 4, 5	
freedom of association and the right to collective bargaining	%	2.9%	0.8%				Disclosure 414-2	8.7   8.8   12.7	Principles 1, 2, 4, 5	
working hours and compensation	%	26.2%	25.5%				Disclosure 414-2	8.7   8.8   12.7	Principles 1, 2, 4, 5	
the environment	%	11.5%	6.0%				Disclosure 308-2	8.7   8.8   12.7	Principles 1, 2, 4, 5	
business ethics	%	3%	4%					8.7   8.8   12.7	Principles 1, 2, 4, 5	
other	%	9.3%	4.5%					8.7   8.8   12.7	Principles 1, 2, 4, 5	

Unit	2021	2022	TARGET	TARGET YEAR	BASELINE	EXTERNALLY VERIFIED	CORRESPONDING GRI STANDARDS	RELATED SDG TARGET	RELATED UNGC PRINCIPLE	SASB
------	------	------	--------	-------------	----------	---------------------	-----------------------------	--------------------	------------------------	------

The critical non-conformities identified and reported above have been resolved or are being remedied with the suppliers.

**Traceability on priority categories of procurement <sup>(a)</sup>**

"RSPO segregated" certified palm oil	%	93%	88%							
"RSPO Mass Balance" certified palm oil	%	5%	9%							
Traceability of Danone's fruit supplies to the Company's Tier 2 suppliers	%	100%	100%							
Percentage of cocoa certified within one or more programs (Rainforest Alliance, Organic, Fair Trade, Fair for Life)	%	86%	79%							
Traceability of Cane Sugar back to the mills	%	88%	94%							
Certified cane – Bonsucro + organic	%	33%	51%							

(a) For more information, see our 2022 Universal Registration Document