



# 2030 SUSTAINABILITY PLAN

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GROUP STRATEGY

# BEYOND 2020 : WE HAVE THE CAPACITY TO FACE TOMORROW'S CHALLENGES

TEREOS' SUSTAINABILITY VISION HAS BEEN DETAILED INTO FIVE PILLARS AND 10 BUILDING BLOCKS

FIVE  
PILARS

TEN  
'BUILDING BLOCKS'



## SUSTAINABLE AGRICULTURE

- Improve farm performance and sustainable market access



## PROTECTION OF THE ENVIRONMENT

- Contribute to the protection of biodiversity
- Optimise resources



## POSITIVE INDUSTRY & DECARBONISATION

- Promote energy efficiencies & low-carbon energy
- Optimise water consumption



## RESPONSIBLE, HEALTHY AND QUALITY NUTRITION

- Become a partner of reference on nutritional reformulation
- Promote responsible consumption, through a sugar education program.















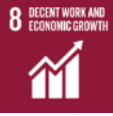




## EMPLOYEES & LOCAL DEVELOPMENT

- Ensure safety and well-being of our employees and partners
- Promote diversity and ensure gender equality
- Support local development through industrial presence and raw materials from local agriculture

# PILLARS HAVE BEEN DETAILED INTO ACTIONABLE BUILDING BLOCKS

SUSTAINABILITY BUILDING BLOCKS, OF WHICH FOUR ARE KEY PRIORITIES

Pilars	Building blocks	Flagship KPIs	UN SDG
<b>Sustainable Agriculture</b> 	<b>1 Improve farm performance and sustainable market access</b>	 % of agricultural raw materials evaluated/ certified as sustainable	
<b>Protection of the Environment</b> 	<b>2 Contribute to the protection of biodiversity</b> <b>3 Optimise resources</b> (including waste)	% of BUs with biodiversity projects meeting the criteria of the Tereos biodiversity charter % of agricultural raw materials transformed	 
<b>Positive Industry &amp; decarbonisation</b> 	<b>4 Promote energy efficiencies &amp; low-carbon energy</b> (including renewable energies) <b>5 Optimise water consumption</b>	 % of reduction of the CO2 emissions of our European factories (gross emissions) Improvement in water withdrawal intensity	 
<b>Responsible, healthy and quality nutrition</b> 	<b>6 Become a partner of reference on nutritional reformulation</b> <b>7 Promote responsible consumption, through a sugar education program</b>	% of our major customers to whom we will propose a nutritional reformulation offer % of our B2C sugar product references providing consumer education tools on responsible consumption	
<b>Employees &amp; local development</b> 	<b>8 Ensure safety and well-being of our employees and partners</b> <b>9 Promote diversity and ensure gender equality</b> <b>10 Support local development through our industrial presence and raw materials from local agriculture</b>	 Lost Work Case rate frequency rate (LWC-FR) % of women members of Tereos Management Forum <i>No KPI (qualitative)</i>	  





COMMITMENT

#1

# SUSTAINABLE AGRICULTURE

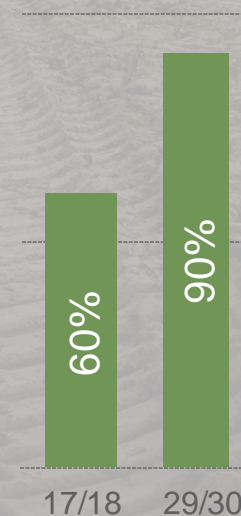
Our 2030 ambition

In 2030, 90% of our agricultural raw materials will be certified/ evaluated as sustainable (vs. 60% in 2017).



KPI

% of agricultural raw materials evaluated/ certified as sustainable







COMMITMENT

#2

# PROTECTION OF THE ENVIRONMENT

## Our 2030 ambition

**In 2030, 100% of our BUs will have achieved a biodiversity protection project, in line with our Tereos biodiversity charter.**

## KPI

**% of BUs with biodiversity projects meeting the criteria of the Tereos biodiversity charter**







COMMITMENT

#3

# PROTECTION OF THE ENVIRONMENT

## Our 2030 ambition

**In 2030, we will have reached a 100% transformation rate of our raw agricultural materials.**

## KPI

**% of agricultural raw materials transformed**





# POSITIVE INDUSTRY & DECARBONISATION

*Primary focus of our decarbonisation plan is on our European factories, representing the majority of the Group's carbon footprint.*

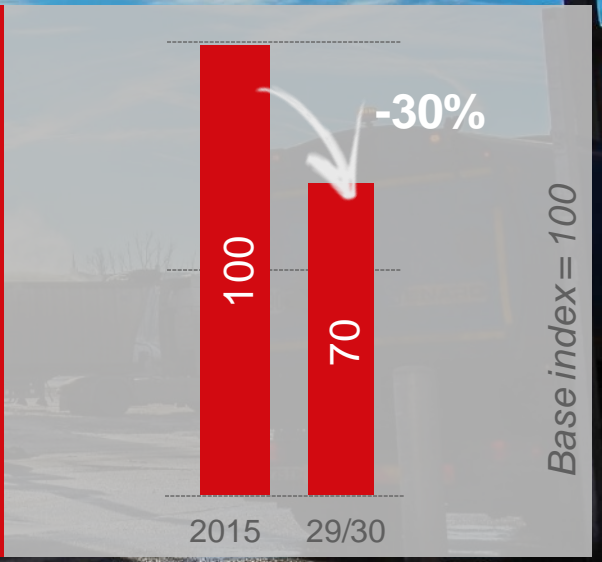
## Our 2030 ambition

**In 2030, we will have reduced the CO2 emissions of our European factories by at least 30% (vs. 2015).**



## KPI

**% of reduction of the CO2 emissions of our European factories (gross emissions)**





## POSITIVE INDUSTRY & DECARBONISATION

### Our 2030 ambition

**In 2030, we will have reduced our water consumption by at least 20% (vs. 2017).**

### KPI

**% of improvement in water withdrawal intensity per production unit**







COMMITMENT  
#6

## RESPONSIBLE, HEALTHY AND QUALITY NUTRITION

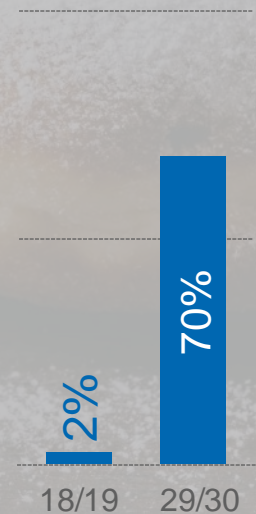
### Our 2030 ambition

**In 2030, 70% of our major clients\* will have received a reformulation offer, providing their customers with nutritional benefits.**

\*S1+S2

### KPI

**% of our major clients to whom we will propose a reformulation offer for the nutritional benefits of their clients.**







COMMITMENT  
#7

## RESPONSIBLE, HEALTHY AND QUALITY NUTRITION

### Our 2030 ambition

**In 2030, 100% of our B2C sugar product references will provide consumer education tools on responsible consumption.**

### KPI

**% of our B2C sugar product references providing consumer education tools on responsible consumption**





# EMPLOYEES & LOCAL DEVELOPMENT

Our 2030 ambition

We will reach  
best-in-class level by  
reducing our LWC-FR  
to 0.5 by 2030.  
*(vs. 2.8 in 2018).*



KPI

Lost Work Case  
frequency rate  
(LWC-FR)



# EMPLOYEES & LOCAL DEVELOPMENT

Our 2030 ambition

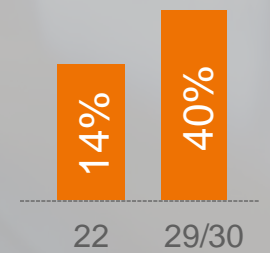
**In 2030, 40% of our  
Management Forum  
members will be  
women.  
(vs. 14% in 2022).**

*With the ambition of bridging the gender wage gap*



KPI

**% of women members  
of the Tereos  
Management Forum**





## EMPLOYEES & LOCAL DEVELOPMENT

Our 2030 ambition

**We will keep  
supporting local  
development through  
our industrial presence  
and raw materials from  
local agriculture.**  
[qualitative indicator]



