



**2030 SUSTAINABILITY
PLAN**

.....
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



SUSTAINABLE AGRICULTURE



PROTECTION OF THE ENVIRONMENT



POSITIVE INDUSTRY & DECARBONISATION



RESPONSIBLE, HEALTHY AND QUALITY NUTRITION



EMPLOYEES & LOCAL DEVELOPMENT

TEN
'BUILDING BLOCKS'

- Improve farm performance and sustainable market access

- Contribute to the protection of biodiversity
- Optimise resources



















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

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

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



COMMITMENT

#1

SUSTAINABLE AGRICULTURE



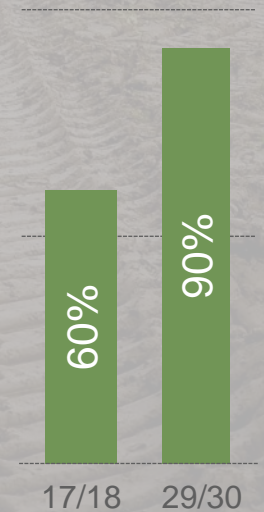
Our 2030 ambition

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.

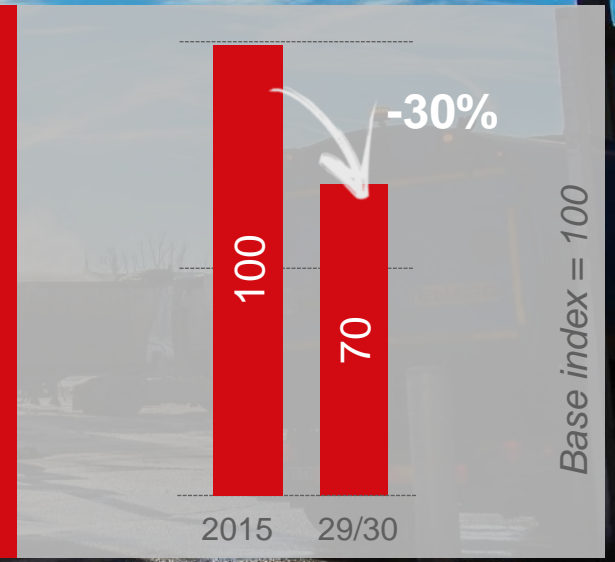
Our 2030 ambition

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)



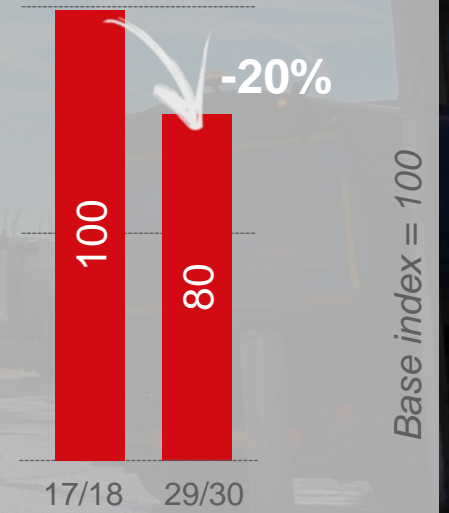
POSITIVE INDUSTRY & DECARBONISATION

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



RESPONSIBLE, HEALTHY AND QUALITY NUTRITION

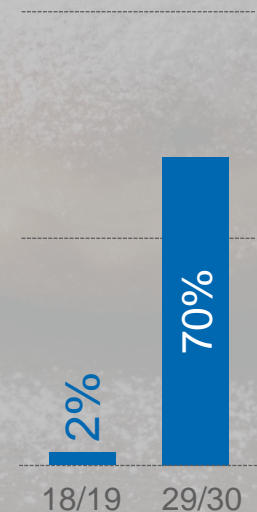
Our 2030 ambition

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.



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





COMMITMENT
#8

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

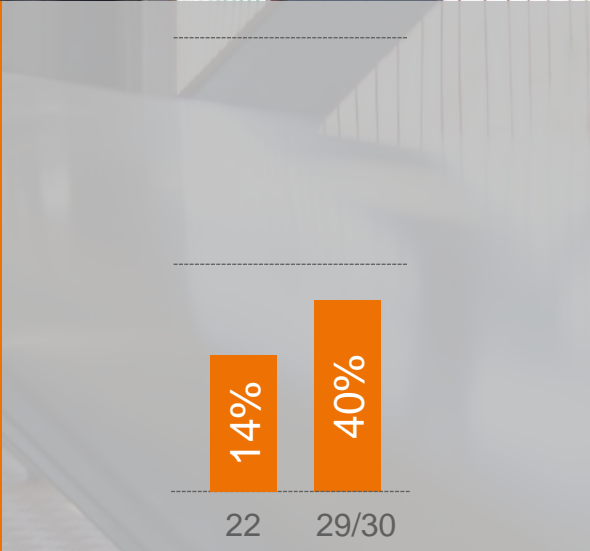
In 2030, 40% of our Management Forum members will be women. (vs. 14% in 2022).

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]

