



Press release – Paris, March 15th, 2024

At the heart of the skills and AI revolution, Danone launches “DanSkills”, an innovative global training program

True to the spirit of its dual commitment to business success and social progress, which places men and women at the heart of its growth model, Danone is preparing to meet the challenges of tomorrow with DanSkills. This innovative training program has two primary objectives: upskill all 100,000 Danone employees for the jobs of the future and attract new talent. Between now and 2030, Danone plans to reallocate 1 million training hours annually to help its people learn tomorrow’s skills, and a budget of €100 million over the period. This global project includes the creation of a dedicated management training center at Danone’s historic Evian site.

Revolutions in digital technology and artificial intelligence, coupled with the environmental and demographic transitions, have prompted business to radically rethink the world of work and invent sustainable new organizational models.

Amid these profound upheavals, Danone has created the DanSkills program to both prepare its workforce for the coming skills revolution and prepare to fill the 2,500 positions in Europe, including over 500 in France, that the company anticipates it will need by 2027.

DanSkills' debut marks the first step in building the new Social Pact launched by Danone CEO Antoine de Saint-Affrique in 2023, when he gathered an expanded team of leaders and experts to reflect on the human and social challenges in the years ahead.

Rooted in the company’s dual commitment to business success and social progress, DanSkills is an integral part of Danone’s Impact Journey commitments, and will be open to all Danone employees, anywhere in the world at any point in their careers. It will give each of them the opportunity to pursue career opportunities in line with their professional aspirations. In the process, DanSkills will strengthen Danone’s potential for innovation, creativity, shared efficiency, and performance.

Concretely, this global skills development program:

- will be deployed in the 55 countries where Danone operates, and be open to all employees, regardless of qualification, job or age;
- will be formalized by Danone’s commitment to reallocate 1 million training hours a year to the jobs of the future, starting in 2024;
- is designed to be expanded to include Danone’s key external partners, bringing its entire ecosystem into the digital, environmental and food transitions.

Altogether, Danone estimates the budget needed to train Danone employees in the jobs of tomorrow at €100 million between now and 2030.

- Ends -



FORWARD-LOOKING STATEMENTS

This press release contains certain forward-looking statements concerning Danone. In some cases, you can identify these forward-looking statements by forward-looking words, such as "estimate", "expect", "anticipate", "project", "plan", "intend", "objective", "believe", "forecast", "guidance", "foresee", "likely", "may", "should", "goal", "target", "might", "will", "could", "predict", "continue", "convinced" and "confident," the negative or plural of these words and other comparable terminology. Forward looking statements in this document include, but are not limited to, predictions of future activities, operations, direction, performance and results of Danone.

Although Danone believes its expectations are based on reasonable assumptions, these forward-looking statements are subject to numerous risks and uncertainties, which could cause actual results to differ materially from those anticipated in these forward-looking statements. For a detailed description of these risks and uncertainties, please refer to the "Risk Factor" section of Danone's Universal Registration Document (the current version of which is available at www.danone.com).

Subject to regulatory requirements, Danone does not undertake to publicly update or revise any of these forward-looking statements. This document does not constitute an offer to sell, or a solicitation of an offer to buy Danone securities.

About Danone (www.danone.com)

Danone is a leading global food and beverage company operating in three health-focused, fast-growing and on-trend categories: Essential Dairy & Plant-Based products, Waters and Specialized Nutrition. With a long-standing mission of bringing health through food to as many people as possible, Danone aims to inspire healthier and more sustainable eating and drinking practices while committing to achieve measurable nutritional, social, societal and environment impact. Danone has defined its Renew strategy to restore growth, competitiveness, and value creation for the long-term. With almost 90,000 employees, and products sold in over 120 markets, Danone generated €27.6 billion in sales in 2023. Danone's portfolio includes leading international brands (Actimel, Activia, Alpro, Aptamil, Danette, Danio, Danonino, evian, Nutricia, Nutrilon, Volvic, among others) as well as strong local and regional brands (including Aqua, Blédina, Bonafont, Cow & Gate, Mizone, Oikos and Silk). Listed on Euronext Paris and present on the OTCQX platform via an ADR (American Depositary Receipt) program, Danone is a component stock of leading sustainability indexes including the ones managed by Moody's and Sustainalytics, as well as the MSCI ESG Indexes, the FTSE4Good Index Series, Bloomberg Gender Equality Index, and the Access to Nutrition Index. Danone's ambition is to be B-Corp certified at global level in 2025.