DANONE
ONE PLANET. ONE HEALTH

IMPACT JOURNEY

OUR IMPACT JOURNEY IN ACTION

UK & Ireland

Our Progress 2025-26

Welcome to Danone UK & Ireland's 2025-26 Impact Journey

At Danone UK & Ireland, our mission is to bring health through food to as many people as possible.

We believe in better health through better nutrition, for people of all ages. Guided by over 130 years of scientific, nutritional and medical expertise, we deliver products and services that respond to consumer and patient needs.

We have long believed that economic success must go hand in hand with social and environmental progress. The Danone Impact Journey sets out how we track our progress in delivering our mission through our products and services whilst acting responsibly and sustainably. Our goal is to create lasting value for society while building a resilient business. Across the UK & Ireland, our people, our Danoners, bring this journey to life through their expertise, care and commitment.

This report shares our progress over the past year and outlines how, through the Danone Impact Journey Phase 2, we will step up our efforts.

HEALTH

NATURE

PEOPLE AND COMMUNITIES

INTRODUCTION

Introduction to the Danone Impact Journey Phase 2 2
Highlights from our Impact Journey 3
Our business at a glance 4

HEALTH

How we're delivering on Health 5
Our progress on Health 6

NATURE

How we're delivering on Nature 8
Our progress on Nature 9

PEOPLE AND COMMUNITIES

How we're delivering on People and Communities 11
Our progress on People and Communities 12

The Impact Journey Phase 2

Since the Impact Journey was launched in 2023, we have made **meaningful progress against our global and local priorities**. We have launched health-led innovations, reduced our emissions, helped restore and protect nature and maintained our status as a B Corp in the UK & Ireland. There's a lot to be proud of.

However, the external context is changing fast – shaped by increasing population health challenges, climate change and changing legislation. To meet the challenges of the moment, **we're refocusing and reaffirming our ambitions for the next five years** through our Danone Impact Journey Phase 2.

The Danone Impact Journey Phase 2 is rooted in the same three pillars - **Health, Nature, and People and Communities**. We've evolved our focus and updated our KPIs to ensure they remain relevant and motivate us to keep improving. For example, we're increasing our focus on how our healthcare business can tackle societal challenges such as malnutrition, strengthening our ambition to scale regenerative agriculture practices and investing in training our Danoners with the new skills required for work in the future.

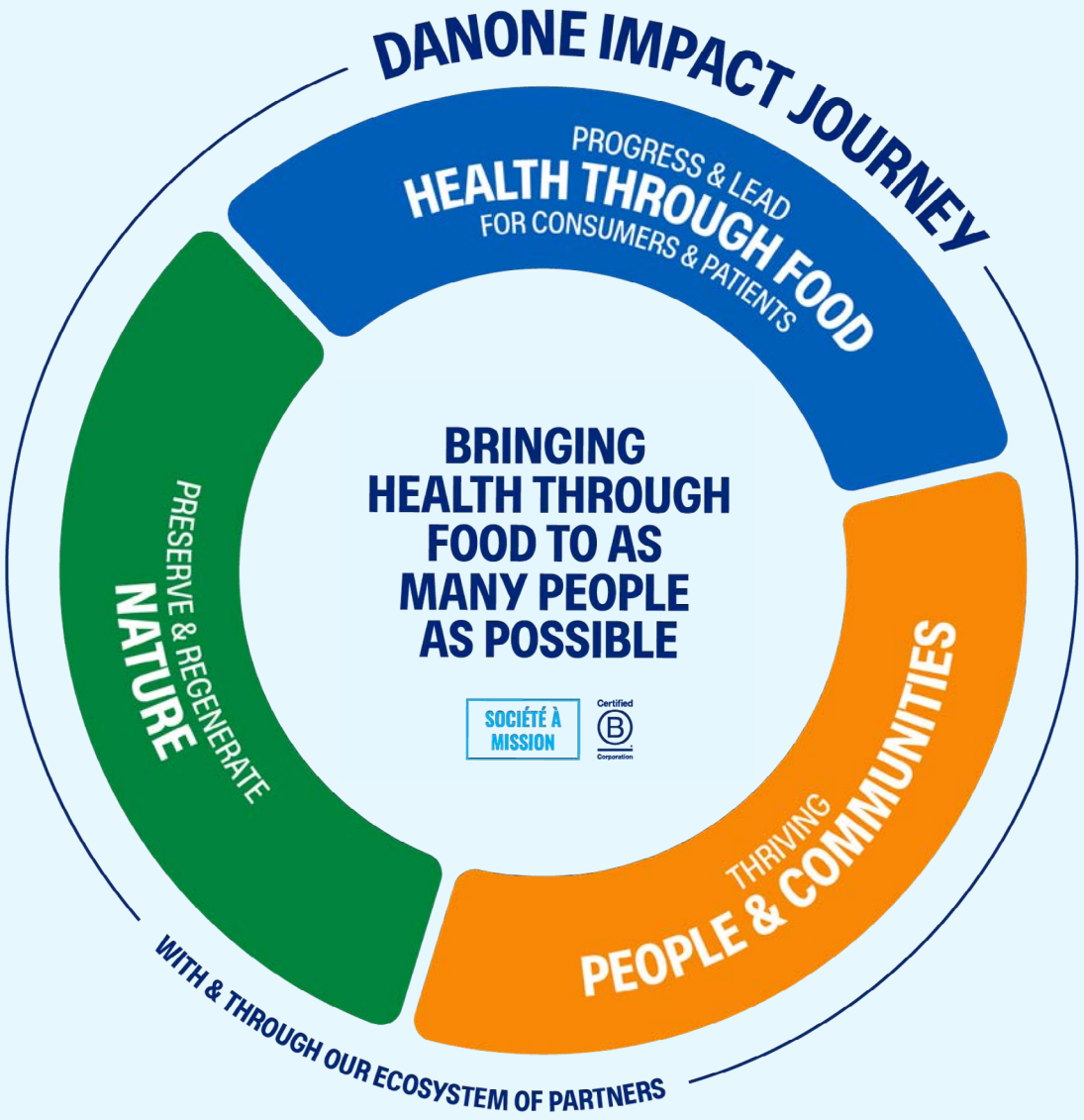
For more information on our global 2025 KPI results and our Danone Impact Journey Phase 2 KPIs please visit
https://www.danone.com/sustainability/our-approach/danone-impact-journey.html

Our progress on this journey depends on strong, trusted partnerships across our wider ecosystem – from farmers and suppliers to healthcare professionals, customers and communities. Above all, **it depends on our people – the talented Danoners who work every day to deliver positive impact**.

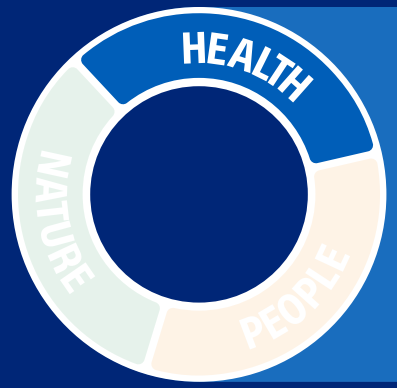
Sustainability is fundamental to the long-term resilience of Danone, and to our ability to continue delivering trusted, science-led nutrition for the future. We have made a renewed commitment to embed our Impact Journey priorities even more deeply into how we operate and grow our business. **Our B Corp certification continues to provide a rigorous framework for accountability** in the way we operate as a business. We will keep putting sustainability and responsibility at the heart of our business.

Nathalie Alquier
Chief Sustainability Officer

"What's not sustainable does not last. So we focus on solutions that are nature-based, enhanced by pioneering technologies and led with people – Danoners, farmers, communities. We're reaffirming our sustainability ambition and stepping up our efforts for the next five years."



HIGHLIGHTS FROM OUR UK & IRELAND IMPACT JOURNEY 2025-26



OVER 90%

of Danone UK & Ireland's sales are not high in fat, sugar or salt*

* UK Department of Health (2004/05) Nutrient Profiling Model, used to define HFSS foods

Launched Nutrison Bolus Energy HP a **first of its kind tube-feed,** supporting patient independence and flexibility

Developed innovations to meet health needs, such as Alpro kids plant-based yogurts with **30% less sugar*** and Actimel Simple with **no added sugar or sweeteners**

* than the market average

Supported the introduction of **mandatory health reporting** in the UK

CDP
DRIVING SUSTAINABLE ECONOMIES

Only food company achieving Carbon Disclosure Project **AAA rating**

Joining LENS programme to **support UK oat farmers** to implement regenerative agriculture practices

Expanded plant-based specialised medical nutrition – Fortisip Plant Based 2kcal **43% lower carbon** than the non-plant-based variant

95% recyclable packaging and supporting the introduction of UK Deposit Return Scheme

Certified B Corporation

Certified **B Corp** using business as a force for good

Over **2 million meals donated** to support communities in need in 2025

Renewed FoodCycle and FoodCloud partnerships to continue to tackle food waste and food insecurity

New **employee wellbeing benefits:** fitness, musculoskeletal support and industry leading carer and cancer benefits

OUR BUSINESS AT A GLANCE

We bring together global expertise and local insight to meet people's nutritional needs at every stage of life. From specialised products for early life and medical nutrition to everyday dairy, plant-based and beverage choices, our broad and trusted portfolio is designed to support health – today and for generations to come.

Our strength lies in the depth and diversity of what we do: responding to patient and consumer needs, creating solutions grounded in decades of science, research and innovation.

Behind this portfolio is a passionate community of Danoners working right across the region. From our UK & Ireland headquarters in Chiswick and Dublin, to our expert teams in Trowbridge, our nurses in the community and our manufacturing and supply operations in Kettering, Liverpool, Macroom, Harrogate and Wexford, our Danoners collaborate every day to turn expertise into impact.

We're proud that our commitments and progress are recognised through our B Corp certification, which reflects our belief that business can be a catalyst for positive change, and drives us to keep making progress. B Corp certification is an externally recognised standard awarded to companies that meet high levels of social and environmental performance, transparency and accountability. It assesses how businesses operate across areas such as governance, workers, communities, customers and the environment, ensuring they balance purpose with profit.

James Mayer
President, Danone North Europe

"At Danone UK & Ireland, we are proud to be a B Corp and believe business can be a force for good. Our mission is to bring health through food to as many people as possible, and we believe that people, purpose and performance are inherently connected."

What we do

SPECIALISED NUTRITION

Early Life Nutrition

Medical Nutrition

BEVERAGES

PLANT-BASED

DAIRY

Danone hubs in the UK & Ireland:

- **Chiswick** Regional headquarters
- **Trowbridge** Regional headquarters
- **Dublin** Regional headquarters
- **Macroom** Formula milk site
- **Wexford** Formula milk site
- **Kettering** Plant-based beverages site
- **Liverpool** Specialised medical nutrition site
- **Harrogate** Water bottling facility

Health sits at the very heart of Danone's purpose. We focus on supporting better nutrition and hydration at every stage of life, from early life and medical nutrition to everyday choices that can make a real difference to long-term health outcomes.

Our health priorities are rooted in science and reflect genuine societal needs.

Our health goals:

- Offer tastier and healthier food and drinks
- Provide positive nutrition and hydration for a healthier life
- Promote healthier choices
- Invest in nutrition and hydration science and research

How we're delivering on HEALTH

Niamh Brannelly
Head of Nutrition,
Danone UK & Ireland

"What makes me proud to be a Danoner is the depth of nutrition expertise we have across the organisation. Working alongside such an experienced community of nutritionists allows us to build products rooted in quality, taste, and science, while addressing nutritional needs across the life course. It's rewarding to contribute to healthier choices that can support people's health and wellbeing across the UK & Ireland."

HEALTH IN ACTION:

Supporting patient needs with innovative tube feeding solutions

Through our Nutricia Homeward service, **Danone supports 32,000+ patients across the UK who are tube-fed**. Tube feeding is a way of giving people food and fluids when they're unable to eat or drink safely, or are recovering from medical procedures. A specially made liquid feed is given to patients through a tube, commonly done with a pump overnight. But patients increasingly prefer to bolus feed: a method of administering a feed using a syringe directly into their feeding tube. This allows nutrition to be taken in smaller, meal-like portions, and can offer greater flexibility.

Current bolus feeding methods make use of oral nutritional supplements, which were not designed specifically for tube feeding. This can result in multiple preparation steps, be time consuming and inconvenient.

In response, **we developed Nutrison Bolus Energy HP, the first of its kind in the UK**[1]. Our ready-to-use solution enables the user to simply connect the bolus pouch directly to their enteral feeding tube and administer the feed by squeezing the pouch. This reduces preparation time, minimises mess and contamination risk, and supports a discreet and convenient feeding experience. This can enable greater independence and flexibility for patients and caregivers. It's just one example of how our patient-centric innovation is delivering meaningful benefits for the people who need it most, backed by Nutricia research and innovation.

"It's easier and a lot cleaner just having to connect it once... instead of having to do it over and over again. I really like it, it's really cool and convenient... I can just chuck a pouch in my bag."

Olivia,
Nutrison Bolus Energy HP Patient

Nutrison Bolus Energy HP saves patients

6 hours 32 minutes
a week (based on 4 pouches a day)[1]

1 MIMS, October 2025

Important notice: The Nutrison range are Foods for Special Medical Purposes for the dietary management of disease related malnutrition and must be used under medical supervision.

OUR PROGRESS ON HEALTH

GOAL

Offer tastier and healthier food and drinks

Leading on plant-based innovation for kids with less sugar

Children's diets in the UK & Ireland are typically too high in sugar and saturated fat, and too low in fibre and essential nutrients such as vitamin D. **In response, in 2025 we launched Alpro Kids, to support healthier choices for families**, without compromising on taste. Alpro Kids offers plant-based yogurt and plant-based drinks, with 30% less sugar than the market average[2]. Products in the range are also fortified with calcium and vitamin D to support healthy bone development – all in a format designed for kids.

Responding to consumer demand for simple, healthy choices

Consumers are increasingly seeking natural products with simple, recognisable ingredients, and we are responding to this and a broader spectrum of consumer preferences with innovations such as **Danone Skyr and Actimel Simple, made with only a few ingredients, and no added sugars or sweeteners**. Alongside this, we continue to gradually reduce sugar across our portfolio, whilst protecting the taste consumers expect. **We've reformulated our Core and Triple Action Actimel recipes to cut sugar by up to 13%.** All of our Actimel products now contain less than 10g of total sugars per 100g. All whilst maintaining Actimel's delicious taste.

2 Contains 30% less sugar that the market references in kids flavoured yogurts or milk-based drinks, and plant-based alternatives.

30% less sugar

in Alpro Kids[2]

GOAL

Provide positive nutrition and hydration for a healthier life

Formulating and fortifying to support nutritional needs

Across the UK & Ireland, nutrient gaps such as low vitamin D intake continue to present a significant public health challenge[3]. In response, Danone UK & Ireland is focused on developing products that help support everyday nutritional needs through accessible, fortified nutrition. **The Alpro range is fortified with key nutrients including calcium, vitamin D, vitamin B12 and iodine**, aligning with recognised public health guidance on fortification. Alongside this, innovations such as Alpro Meal to Go are designed to meet evolving consumer needs for convenient, nutrient-dense products. They combine plant-based protein, fibre, and a broad range of vitamins and minerals in an accessible format.

Expanding our fibre-friendly range

Fibre is an essential nutrient that supports healthy digestion and is associated with reduced risk of several chronic diseases, However, low fibre intake is widespread in UK & Ireland, affecting 96% adults in the UK and 80% in Ireland[4]. This presents a clear public health nutrition challenge. In response, **Activia has expanded its fibre yoghurt range, including Fibre On The Go pots**, to provide more accessible, convenient options that help consumers increase fibre intake within everyday dietary habits. Danone UK & Ireland is also proud to support the Food and Drink Federation's Action on Fibre initiative. Through this, we're working alongside industry partners to help bridge the fibre gap through reformulation, innovation and consumer education, and to make higher-fibre choices more accessible in everyday diets.

3 UK: UK NDNS Year 11-13 (2019-23) (OHID, 2025). Ireland: Vitamin D intake and status in Ireland, 2023

4 UK:Office for Health Improvement and Disparities (2025). National Diet and Nutrition Survey 2019 to 2023: Results from the NDNS Rolling Programme. London: Department of Health and Social Care. Ireland: Healthy Ireland Survey 2022

OUR PROGRESS ON HEALTH

GOAL
Promote healthier choices

Transparency in health reporting

Transparent food systems help to drive progress and encourage healthier product innovation across the sector. Danone UK is supporting efforts to create a healthier food environment through collaborative engagement with government and industry on health reporting. A key focus of this advocacy is the **call for mandatory reporting on the nutritional quality of products**, enabling clearer benchmarking across the food industry and helping drive improvements in public health outcomes.

We welcome the UK government's commitment within its 10-Year Health Plan to require mandatory health reporting by large food companies, and the publication of draft metrics by the Department of Health and Social Care. As part of our ongoing commitment to transparency, we continue to report the proportion of our sales that are non-HFSS (not high in fat, sugar or salt) and **have expanded our reporting to include the sales-weighted average NPM (Nutrient Profile Model) score across our portfolio**, aligning with the direction of travel for future health reporting.

Danone UK key health metrics

Maintain our commitment for ≥90% of sales by volume to be rated not high in fat, sugar or salt

2025: 98% non-HFSS[5]

Sales weighted Average NPM score across portfolio

2025: -0.09 average NPM[6]

The weighted average NPM score provides a measure of the nutritional quality of a company's products and enables progress to be tracked over time. **Danone UK's score reflects the nutritional strength of our portfolio in line with our mission to bring health through food to as many people as possible**. We continue to innovate and offer a range of delicious and healthy products that are adapted to the needs of consumers as more people make healthier choices[7].

By reporting openly on nutritional quality, we aim to encourage industry transparency and demonstrate how portfolio improvements can contribute to healthier diets.

5 Covers dairy, plant-based and beverages sales.
6 As defined by UK Government Nutrient Profile Model (2004/05).
7 Find out more at www.danone.com/gb/en/sustainability/health

GOAL
Promote healthier choices

Promoting malnutrition awareness in the UK & Ireland

Disease-related malnutrition is a significant but often overlooked public health issue. In the UK, up to 80% of cancer patients are at risk of malnutrition[8]. This makes them twice as likely to experience complications with their treatment[9]. **We are working across the UK to mitigate the risk of malnutrition, improving health outcomes for patients with cancer, frailty and long-term conditions**. In Ireland, we work closely with the Irish Society for Clinical Nutrition and Metabolism (IrSPEN) to raise awareness of this condition, highlighting the vital role nutrition plays in patient wellbeing and recovery and advocating for improved access to malnutrition screening and dietary guidance.

3 million
people in England are estimated to be malnourished[10]

220,000
adults in Ireland are estimated to be at risk of malnutrition at any given time[11]

8 BAPEN, 2022
9 Zhang et al, 2024. Public Health Nutrition, Volume 27, Issue 1.
10 Future Health. Hiding in plain sight: Tackling malnutrition as part of the prevention agenda. 2023
11 IrSPEN, 2023

GOAL
Invest in science and research

Supporting parents on their feeding journey with AI enabled tools

In 2025, Aptamil Follow On Milk launched Aptaclub's Poo Checker – an innovative, AI-powered tool designed to support parents with guidance on their baby's nappies. This responds to a common concern among parents, with more than one million searches for the topic made online each year. **The tool was developed using Aptamil's expertise in early life nutrition, and backed by 50 years of research in infant health and the immune system**. The tool is for parents of all babies, no matter how they are fed. The tool uses artificial intelligence to analyse baby bowel movements, offering real time results and helping parents to track changes over time. It helps parents understand what they're seeing – giving them reassurance around what is normal variation in baby poo. It also highlights if there are changes they want to explore with a healthcare professional for peace of mind.

Nature is fundamental to Danone's ability to deliver our mission and long-term resilience. We're a business rooted in agriculture and dependent on natural resources. So we recognise the need to reduce our environmental footprint, while helping protect and regenerate the ecosystems that underpin our food system.

How we're delivering on NATURE

Our nature goals:

- Cutting greenhouse gas emissions, including methane
- Scaling regenerative agriculture
- Driving the transition to a circular packaging system
- Reducing food waste across our value chain
- Strengthening water best-in-class practices and water access

Across the UK & Ireland, this means embedding nature into everyday decision-making – from sourcing and manufacturing to packaging and distribution. As a B Corp, we're committed to measurable environmental progress and transparency in line with our science-based climate targets.

Hannah Cornick
Sustainability and Social Impact Director, Danone North Europe

"Protecting the planet for future generations is a responsibility shared by every team across our organisation. From our nurses reducing plastic use, to supply chain experts eliminating food waste, our Danoners bring sustainability to life through everyday actions. Guided by science and data, we prioritise solutions that deliver measurable impact – enhancing efficiency and strengthening resilience."

NATURE IN ACTION

Supporting regenerative oat farming to benefit nature

We're strengthening our support for British farmers and continuing to reduce our environmental impact. In 2025, we moved to 100% British oats for our Alpro core oat drinks, sourcing the oats mostly within an 80-mile radius of the local mill up the road from our factory in Kettering. **Our new recipe has on average a 25% lower carbon footprint and 70% less water use across the product life cycle in the UK**. In 2025 it saved approximately 5,000 tonnes carbon emissions[1].

In 2026, Danone UK & Ireland is joining Landscape Enterprise Network (LENs) in England to help accelerate the transition to regenerative agriculture across our local supply chain. Through LENs, Danone will help support farmers to adopt regenerative practices that strengthen the resilience of both farms and landscapes.

Since 2021, LENs has channelled more than €24 million of funding to over 350 farmers, supporting practical on-farm measures designed to improve soil health, enhance biodiversity, support water resilience and reduce climate impacts. LENs' measurement, reporting and verification process will evidence what is delivered on farm and assess changes over time across these key impact areas.

We are proud to help LENs to expand the benefits of their innovative model which brings farmers, businesses and environmental experts together at a landscape level.

This enables coordinated action across whole ecosystems to deliver greater climate, nature and farming resilience than isolated, farm-by-farm approaches.

"We are delighted to welcome Danone into LENs. Danone's ambitions for regenerative agriculture align closely with LENs' focus on practical, collaborative action that strengthens supply chain resilience. We look forward to working together to support oat farmers in producing lower-carbon crops, restoring soil health, enhancing biodiversity, protecting water quality and building more resilient farms and landscapes."

Donald Lunan,
CEO, Landscape Enterprise Networks (LENs)

1 Comparative cradle-to-grave lifecycle assessment aligned with ISO 14044 and ISO 14067 conducted by Foodsteps (2025), using primary data where available and high-quality UK/EU secondary data and assumptions where needed, critically reviewed.

OUR PROGRESS ON NATURE

GOAL

Cutting greenhouse gas emissions and methane

Reducing logistics emissions through alternative fuels

We've continued to decarbonise our logistics network, including our Nutricia Homeward vans which deliver healthcare products to patients in the community. **Half of the Nutricia Homeward in-house fleet has already transitioned to electric vehicles**, with remaining vehicles operating on fossil free Hydrotreated Vegetable Oil (HVO) as a transitional solution. We're moving to a fully electric fleet in 2026 – strengthening the resilience of our operations while reducing emissions. In 2025, we also piloted electric heavy good vehicles (HGVs) across two of our categories: Waters and Baby products. We worked closely with third-party logistics partners to test vehicle performance, charging infrastructure and operational fit. These pilots have built practical insight to inform our future plans for electric HGV roll-out.

Reducing carbon through plant-based healthcare innovation

We're reducing carbon intensity across parts of our healthcare portfolio by using plant-based proteins.

We first launched Fortisip PlantBased 1.5kcal in 2024. This oral nutritional supplement supports the nutritional needs of people with or at risk of disease-related malnutrition. **We have now added to the range with Fortisip PlantBased 2kcal** – a high calorie, and high-protein formulation specifically designed to meet the needs of people with increased requirements. Unlike other supplements, Fortisip PlantBased 2kcal comes in both sweet and savoury flavours. This supports patient choice and makes them more likely to keep using these supplements in line with medical advice, whilst reducing carbon **with a 43% lower carbon footprint than our non-plant-based variant**[2]. For tube-fed patients, we offer a fully plant-based tube-feed and have also reformulated our Nutrison Energy Multi-Fibre tube-feed to use more plant-based protein from pea and soy. **This delivers the same excellent tolerance for patients, now with 18% lower carbon footprint**[3].

2 Compared per ton to Fortisip 2kcal, verified with Carbon trust certification.
3 Carbon footprint for Nutrison Energy Multi-Fibre 1L certified by the Carbon Trust.

Fortisip PlantBased 2kcal has a

43%

lower carbon footprint versus our non-plant-based variant[2]

Leading on methane reduction

We are taking decisive action to reduce methane emissions from dairy, recognising methane from cows as a major source of climate impact. **Danone was the first food company to commit to the Global Methane Pledge,** targeting a 30% reduction in methane emissions from fresh milk dairy products by 2030, against a 2020 baseline. **We have already achieved a 29.8% reduction in methane emissions from fresh milk globally** through a combination of procurement decisions, herd management, manure management and feed additives.

In France, where the milk used in products such as Activia and Skyr sold in the UK & Ireland is sourced, **we support farmers through our Les Deux Pieds Sur Terre programme**. This programme enables the transition towards more regenerative farming systems, tailored to local conditions, that strengthen soil health, support biodiversity, and enhance farm resilience, while contributing to emissions reduction. We support farmers throughout this transition by providing access to technical expertise on best farming practices, as well as tools to measure greenhouse gas emissions. We also co-invest in on-farm projects to help implement these changes. To date, the programme has financed more than 2,800 carbon assessments.

OUR PROGRESS ON NATURE

GOAL

Driving the transition to a circular packaging system

Championing deposit return schemes

Danone UK & Ireland has long championed innovation in circular packaging, playing an active role to establish a Deposit Return Scheme (DRS) for beverage containers in Ireland. Danone is part of a coalition of drinks producers and retailers collaborating to introduce a DRS scheme in the UK, in order to cut litter and boost recycling rates. As part of this, **evian partnered with Exchange for Change, the UK deposit management organisation, and The All England Lawn Tennis Club (AELTC), to pilot reverse vending machines** to collect beverage containers at the Wimbledon Qualifying Competition. The actionable consumer insights will be used to support a smooth launch for the full DRS scheme in 2027.

Pioneering circular solutions

In 2025, evian continued to pioneer innovation in circularity with the wider roll-out of a full refill system at the Wimbledon Championships. Using learnings from year one, we optimised the solution with a less carbon intensive and more accessible recycled PET bottle. The circular system encouraged spectators to refill and reuse their evian bottles. In 2025, **approximately 40,000 refills were dispensed during the Championships** and 54% of spectator survey respondents who took part in the scheme continued to refill their bottles at home. In 2026 we embedded this approach, making evian refill a simple, convenient solution throughout the Wimbledon Championships.

95%
of all packaging in the UK & Ireland is recyclable

GOAL

Cutting food waste across the value chain

Using innovation to prevent food waste

Danone UK & Ireland is using advanced forecasting technology to reduce the likelihood of chilled stock reaching its best before date. Through daily analytical insights, the technology flags stock risks and guides timely actions, including donation and other preventative measures. We are also working with new partners to unlock alternative pathways for surplus food not safe for human consumption. We've set up a partnership with Papilo, UK-based waste specialists, enabling surplus products to be safely repurposed as animal feed. **In the first three months of our pilot in 2025, 170 tons of plant-based product were sent to animal feed instead of going to waste**. We're using this pilot to inform roll out to other product categories.

GOAL

Strengthening water best in class practices and water access

Investing to protect our water sources

2026 marks the bicentenary of evian, celebrating 200 years of heritage and a commitment to water stewardship. In 1992 evian co-created the Association for the Protection of the Evian Mineral Water Impluvium (APIEME) to help preserve our source and promote sustainable agricultural practices in the Évian-les-Bains area. And in 2008 we established the evian Water Institute to share our expertise with the next generation of hydrogeologists. In 2026, **Danone is investing an additional €8 million through to 2030 to preserve the aquifers of Evian, Volvic, Badoit and La Salvetat**, and more than €20 million over the next two years to modernise the evian bottling plant, improving energy use and water efficiency.

170 tons
of plant-based product were sent to animal feed instead of going to waste

People are central to Danone's purpose and performance. From our Danoners across the UK & Ireland and the supplier partners we work with every day, to the communities we support.

How we're delivering on PEOPLE AND COMMUNITIES

Our People and Communities goals:

- Fostering a unique, inclusive and diverse culture, where every Danoner can be their best
- Equipping and empowering employees with skills and capabilities for the future
- Promoting human rights across our supply chain and pursuing social progress

As a certified B Corp, we are committed to delivering positive impact for all our stakeholders. We're assessed against rigorous standards for an inclusive workplace and supply chain. We are proud to be living wage certified.

Sophie Springay
Culture & Engagement lead, Danone North Europe

"Our culture is one of Danone's greatest strengths. By creating an inclusive environment where Danoners feel supported, valued and connected to our purpose, we enable our teams to thrive. The Danone Impact Journey Phase 2 reinforces our commitment to putting people at the heart of everything we do."

PEOPLE AND COMMUNITIES IN ACTION

Connecting surplus food with community needs

Food poverty affects millions of people across the UK & Ireland: nearly 1 in 6 of the UK's population[1] and approximately 9% of Ireland's population is estimated to be living in food poverty[2].

We partner with three innovative community organisations – Felix and FoodCycle in the UK, and FoodCloud in Ireland to tackle this challenge. Together, we're creating scalable solutions that reduce waste, strengthen local resilience, and ensure that nutritious food reaches the people who need it most. In 2025 Danone's support across the UK & Ireland provided **surplus product donations equivalent to over 2 million meals**.

Felix (formerly FareShare) is the UK's leading food redistribution charity, helping to reduce food waste and support families facing food insecurity. **Through our surplus product donations in 2025 we supported over 4,400 charities**, including projects supporting families with children, people on low or no income, and older people's community groups.

FoodCycle's community dining model brings communities together across the UK, with volunteers transforming surplus food into free nutritious, shared meals. This approach tackles food waste, food poverty and social isolation. **Over the last three years Danoners have volunteered over 1,000 volunteering hours**. Danone has also used its nutrition expertise to develop healthier eating resources to support FoodCycle volunteers and guests.

FoodCloud uses innovative digital technology to connect food businesses offering surplus food that would otherwise go to waste, with charities, in real time. **We support FoodCloud in Ireland by donating surplus products, as well as providing tailored recipes and educational webinars** to help community organisations transform surplus food into healthy meals.

We have renewed our strategic partnerships with FoodCycle and FoodCloud for another two years, allowing us to continue to strengthen our impact together.

"The recipes created by Danone were incredibly helpful in developing our FoodCloud Cookery Programme. The programme used surplus food we received from FoodCloud, alongside a folder of Danone's nutritious and delicious recipes. These recipes saved us a lot of time and were very well received by our clients. We are very grateful for the support!"

Gort Resource Centre

1 The Food Foundation, Food Insecurity Tracking, 2025
2 Safefood, 2025 Communicating food poverty on the island of Ireland

OUR PROGRESS ON PEOPLE AND COMMUNITIES

GOAL

Foster a unique, inclusive and diverse culture

Enhancing employee wellbeing

We're passionate about creating a safe and healthy working environment, supporting the nutritional, mental, physical and financial wellness of Danoners, because when people are at their healthiest, they can perform at their best. We support our employees nutritional health by providing healthy food options in our office hubs, and enable Danoners to claim back an annual allowance on our products. **Our trained Mental Health First Aid community are there to offer colleague support for those in need**. In 2025 we saw the roll out of many additional employee benefits such as Wellhub fitness and wellbeing support, musculoskeletal support from Vida and new industry leading carer and cancer benefits.

> "Offering Wellhub as a benefit shows how Danone prioritises us as people and says a lot about the company culture."
>
> **Zoe Renoux**
> Senior Regulatory Affairs Manager, Danone UK & Ireland

Championing GroceryAid

This year, **Danone has once again received the GroceryAid Gold Award in the UK** for our awareness raising and fundraising support. GroceryAid has been providing free financial, emotional and practical support to people working across the grocery industry since 1857 – all our Danone UK employees have access to this support. It's also a great forum through which we share and learn about inclusion and diversity with our peers and customers in the grocery industry, supporting our work to build an inclusive culture at Danone.

Strengthening inclusion and diversity

Our voluntary Employee Network Groups (ENGs) play a key role in building inclusive communities and driving change within our business. Our Employee Network Groups span a range of identities and topics from carers to neurodiversity. Internally, we have embedded our employee network groups and **strengthened our internal governance with our new Inclusion Board**, including senior leaders and employee networks, accelerating accountability and driving meaningful change.

GOAL

Equip and empower employees with skills and capabilities of the future

Taking a future-focused approach to learning

At Danone, our learning model takes a blended approach, with most learning taking place on the job. This model is proven as most likely to generate long-term behaviour change. We've also launched a cutting-edge 'skills of the future' training approach, focused on transversal (cross-cutting) skills that can translate to a wide variety of job roles and life experiences. By developing these critical skills, all Danoners can continuously learn, supporting them to navigate careers that don't have to follow a straight path. **Organisations that embed a skills-based approach are 63% more likely to achieve business results**[3], and individuals who are continuously evolving their skillset are 42% more likely to experience career advancement opportunities[3].

GOAL

Uphold human rights and pursue social progress

Creating shared ownership for human rights

In 2025, we rolled out a dedicated human rights e-learning programme to all Danoners, delivering on a specific commitment under the Danone Impact Journey. **The training was designed to build awareness and understanding of human rights across the business**, ensuring colleagues are equipped to recognise and address potential risks. We complemented this with tailored briefings for key functions. This helped teams understand the role they play in upholding human rights and embedding responsible practices into day-to-day decision making.

Over a 1/4
of Danone UK & Ireland employees have attended a transversal skills of the future programme

3 Deloitte, 2024: Skills-based organisations | Deloitte UK

DANONE
ONE PLANET. ONE HEALTH

- Find out more about our progress on health, nature and people & communities at **danone.co.uk** and **danone.ie**
- Read our global Integrated Annual Report here **danone.com**