

	Our Commitments	2025 achievements	Targets
 Decarbonization and Climate Change	<ul style="list-style-type: none"> Reduce Scope 1 & 2 carbon emissions [versus baseline year 2020; Scope 1 & 2] 	<ul style="list-style-type: none"> Target 2025: -35.5% ✓ -35.5% 	<ul style="list-style-type: none"> Target 2030: -42%
	<ul style="list-style-type: none"> Address Scope 3 carbon emissions through supplier engagement 	<ul style="list-style-type: none"> (Year End 2024: 34%) Target 2025: SBTi validation → Postponed to 2026. 	<ul style="list-style-type: none"> Target 2026: Achieve SBTi validation
 Sustainable Production and Packaging	<ul style="list-style-type: none"> Increase share of renewable electricity [out of total electricity] 	<ul style="list-style-type: none"> Target 2025: 66% ✓ 68% 	<ul style="list-style-type: none"> Target 2026: 70%
	<ul style="list-style-type: none"> Recycle waste [diverted from landfill] 	<ul style="list-style-type: none"> (Year End 2024: 65%) Target 2025: >82% ✓ 85% 	<ul style="list-style-type: none"> Target 2026: -3% [Waste to landfill]*
			*KPI adjusted in line with zero landfill long-term target
 Access to Medicine & Health Promotion	<ul style="list-style-type: none"> Build on partnership with 'Direct Relief' for further product donation 	<ul style="list-style-type: none"> Target 2025: Systematized donation process and successful pilot ✓ 	<ul style="list-style-type: none"> Target 2026: Evaluation of the pilot project, further formalization and roll-out
 Employee Attraction and Safety	<ul style="list-style-type: none"> Enhance Work Safety [Lost Time Incident Rate] 	<ul style="list-style-type: none"> Target 2025: < 0.3 ✓ 0.25 	<ul style="list-style-type: none"> Target 2026: ≤ 0.35
	<ul style="list-style-type: none"> Foster Employee Engagement [Pulse Survey Participation Rate and Score] 	<ul style="list-style-type: none"> (Year End 2024: 0.35) Target 2025: >80% ✓ 87% ≥ 8.0 Score ✓ 8.0 	<ul style="list-style-type: none"> Target 2026: ≥ 80% ≥ 8.0 Score
 Uniqueness & Equal Pay	<ul style="list-style-type: none"> Enforce Gender Equality [women in management position] 	<ul style="list-style-type: none"> Target 2025: 50% ✓ 52.5% 	<ul style="list-style-type: none"> Target 2026: ≥ 50%
	<ul style="list-style-type: none"> Promote Equal Pay 	<ul style="list-style-type: none"> (Year End 2024: 51%) Target 2025: Complete Gender Gap for prioritized countries ✓ 	<ul style="list-style-type: none"> Ensure compliance with local and EU legislation on Equal Pay



Responsible Procurement

- Expand supplier assessment [EcoVadis Coverage in % of direct spend category]
- Improve Supplier ESG Performance [EcoVadis Supplier Score]

• Target 2025: 90% **✓ 93%**

• Target 2026: **≥ 95%**

• Target 2025: 63
(Year End 2024: 57) **✓ 63**

• Target 2026: **≥ 66**



Ethical Business Conduct

- Maintain high compliance training rate [% completion rate compliance basic e-learning]
- Sustain high Code of Conduct declaration rate [% of employees]

• Target 2025: **≥ 97%**
(Year End 2024: 94%) **✓ 98%**

• Target 2026: **≥ 97%**

• Target 2025: **≥ 95%**
(Year End 2024: 96%) **✓ 97%**

- Target 2026: **≥ 95%**
- Global rollout of the fully revised Code of Conduct

Our Commitments

2025 achievements

Targets