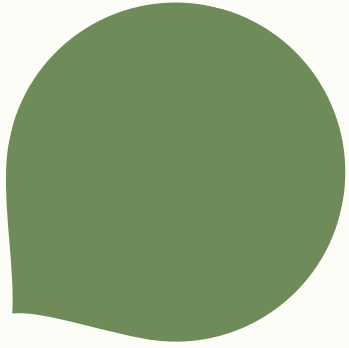


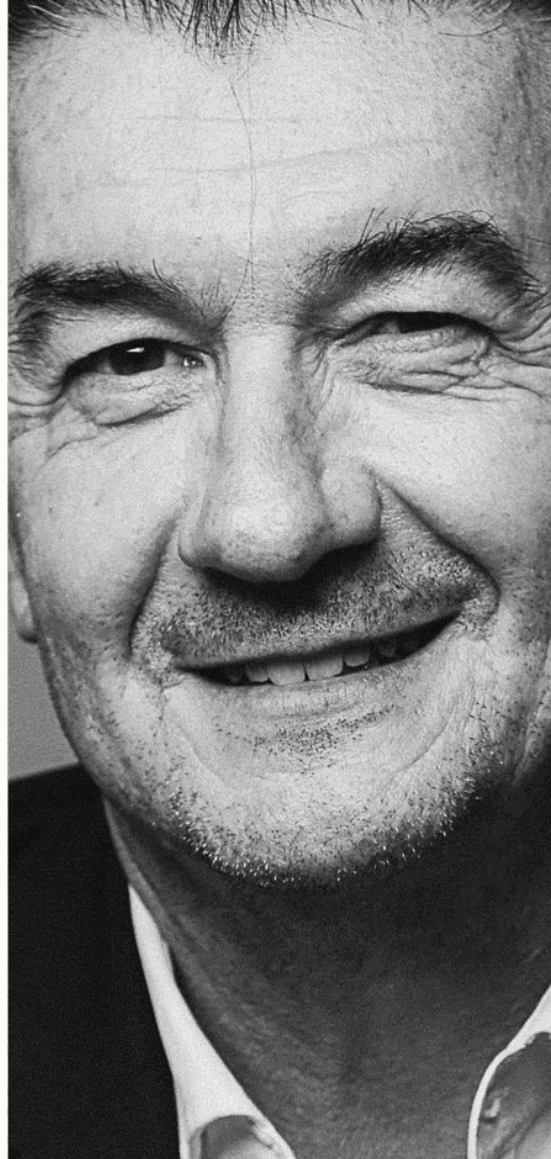


# Communication on progress

Nutrition & Santé  
2024



## N&S engagement for the sustainable development goals



Since the end of 2019, under the leadership of its CEO **Luis URIBE**, Nutrition & Santé group has been committed to act everyday on the 10 principles of the Global Compact program and on the relevant sustainable development objectives.

# N&S commitments for the Sustainable Development Goals



# Summary

How Nutrition & Santé has contributed to the Sustainable Development Goals in 2024:

1

**Nutrition & Santé presentation**

2

**Commitments towards sustainability**

3

**Our achievements in line with the SDG in 2024**

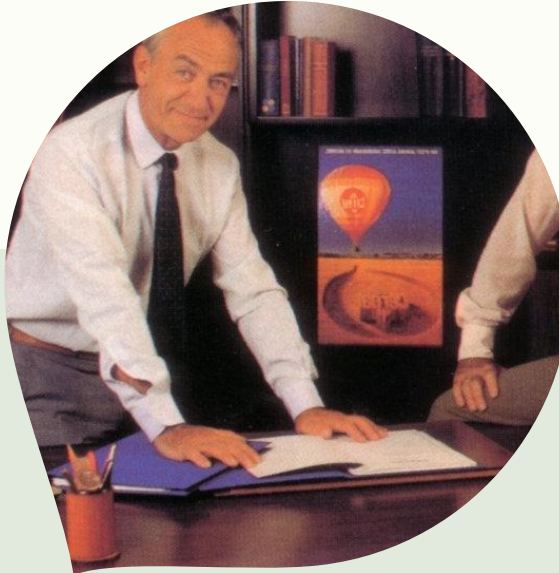
**NOURISHING OUR FUTURE  
HAS REMAINED OUR  
AMBITION SINCE THE  
BEGINNING...**

# THE PIONEERS WHO REVOLUTIONIZED OUR BELIEFS IN BETTER NUTRITION



**ALAIN CHATILLON**

NUTRITION VISIONARY



**ANDRÉ ODOUARD**

ORGANIC PIONEER



**BERNARD STORUP**

BOLDNESS & COMMITMENT

# THE SAGA OF NUTRITION & SANTÉ

Alain Chatillon acquires Gerblé and founds Diététique et Santé.



1972

Acquisition of Soy (pioneer and expert in organic soy-based food alternatives).



1993

Creation of 3 N&S European subsidiaries : Spain, BeNeLux, Italy.



2003

The Japanese group Otsuka Pharmaceutical becomes the primary N&S shareholder. Acquisition of the WeightCare brand, leader in slimming food products in The Netherlands.



2009

Towards a seamless transformation Global Compact Membership.



2019

1991



Nutrition et Santé is born following the merger between Diététique et Santé (Gerblé, Milical...) and Céréal Wander Nutrition (Céréal and Isostar).

1994



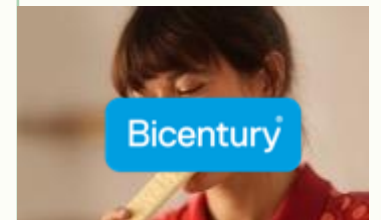
Launch of Gerlinéa (leader in slimming dietetics).

2007



The launch of Céréal Bio revolutionizes the organic offer.

2016



Purchase of the BICENTURY brand in Spain, leader in healthy snacking.

# UNITED AROUND N&S VALUES

SIMPLICITY



COLLECTIVE  
INTELLIGENCE



COMMITMENT



PATHFINDER  
SPIRIT



# PART OF THE OTSUKA GROUP SINCE 2009

PHARMACEUTICAL  
& NUTRACEUTICAL ACTIVITIES



✓ **3<sup>rd</sup>**

Japanese pharmaceutical  
group

✓ **168**

Companies located in  
32 countries

✓ **34.400**

Employees

✓ **13,2Bn€**

2023 Turnover

✓ **97**

Plants

✓ **34**

R&D centers

# 2024 KEY FIGURES



Million €  
in TO



**Plants**  
8 in France, 2 in Iberia



**Subsidiaries**  
France, Spain,  
Italy, Benelux



**Employees**  
1000 people in France



**Main**  
distribution channels \*



**Countries**  
Export of our products

\* Supermarkets and hypermarkets - Organic Healthy Food Stores - Pharmacies - Food Service - E-commerce

# INTERNATIONAL PRESENCE

Nutrition & Santé is anchored in the South-West of France and exports its products to more than 15 countries.

Each product category is tailored to adapt to local specificities and needs while preserving the very essence of N&S: our connection with nature and its well-being.

Our global reach allows us to develop synergies, both at product category and industrial levels.

Group Headquarters based in the South West of France

FRANCE

SPAIN

BENELUX

ITALY

# 8 SITES IN FRANCE



# 2 SITES IN SPAIN



# OUR PORTFOLIO IS MADE UP OF 3 DELICIOUS CATEGORIES



## WELLNESS NUTRITION

For over 90 years, our brands have been committed to offering natural and delicious nutrition. Inspired by the benefits of nature, our products meet all the needs for breakfast and snacks.



## PLANT-BASED NUTRITION

For 35 years, Nutrition & Santé has been promoting plant-based proteins as a healthy and environmentally friendly alternative.



With our Active Nutrition brands, we are committed to providing suitable nutritional products and daily advice in the areas of weight management and sports.



## WELLNESS NUTRITION

With brands such as Gerblé, Céréal, Valpibio, and Valpiform, we offer solutions for those intolerant to gluten and lactose, athletes, as well as for those looking to reduce their daily sugar intake.



## PLANT-BASED NUTRITION

A diverse range of delicious and responsible products, available in supermarkets and health food stores. Our high-quality ingredients, such as organic soy from the Southwest, ensure a balanced and GMO-free diet.



## ACTIVE NUTRITION

Brands available in several European countries make weight management accessible to everyone without compromising pleasure. Isostar, a brand launched in 1977 in Switzerland, offers a complete range of sports nutrition in collaboration with a community of athletes.

**IN 2024 NUTRITION & SANTE anchored  
its mission in its legal statutes and  
BECAME A MISSION-LED COMPANY**

# PURPOSE

(in company statutes)

” At Nutrition & Santé, we have long been convinced that **the very seeds of healthy nutrition** are found in nature and have **a beneficial effect on our health**. Drawing on our **know-how**, we are **collectively responsible** for making them **available to everyone, whilst respecting all living beings**.



## DEFINITIONS

### HEALTHY NUTRITION

Offer products with optimized nutritional quality and preserved ingredients while minimizing their processing and unnecessary substances in our recipes.

### AVAILABLE TO EVERYONE

Available across all distribution channels, with an understandable offer tailored to nutritional needs for living and aging healthily.

### OUR KNOW HOW

Industrial know-how, R&D, Nutrition, CSR, Purchasing, and supply chains.

### RESPECTING ALL LIVING BEINGS

Select ingredients grown in an environmentally respectful manner (agroecology/organic/regenerative).

# COMITE DE MISSION NUTRITION & SANTE

## ROLE

Audit /Annual  
report  
Challenge  
Propose



**DIDIER LIVIO**

Mission Committee  
President, Sustainability  
Specialist



**ANTHONY BERTHOU**

Nutritionist, researcher and  
speaker



**SABINE BONNOT**

Farmer, Planet-Score  
President



**PERRINE GRUA**

Headhunter, coach  
podcaster

## 1st MISSION COMMITTEE

October 2024  
3 per year



**GERMAIN BOUTEILLER**

Compiègne factory  
director



**MATHILDE NATHAN**

R&D engineer



**CHARLOTTE FILIPE**

Sales rep Organic and  
food service channels



**JEAN-MARC DELPY**

Central union delegate



# 4 COMMITMENTS RELATED TO OUR MISSION



## OUR PURPOSE

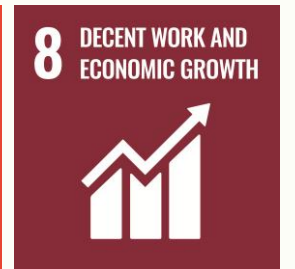
At NUTRITION & SANTÉ, we have always been convinced that the seeds of good nutrition are present in nature and have a beneficial effect on our health. Fortified by our know-how, we are collectively responsible for making them available to everyone, while respecting the living world.

# 4 COMMITMENTS RELATED TO OUR MISSION

## HEALTH AND NUTRITION AT THE HEART



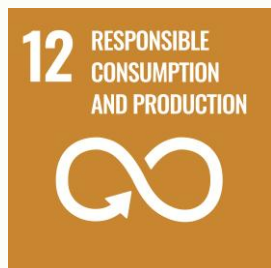
## DEVELOP & EMPOWER THE N&S TEAMS



## SUPPORT BETTER FOOD HABITS DEVELOPMENT FOR HEALTH AND THE PLANET



## ACCELERATE THE IMPLEMENTATION OF SUSTAINABLE AGRICULTURAL PRACTICES





3 GOOD HEALTH  
AND WELL-BEING



# HEALTH AND NUTRITION AT THE HEART BALANCING TASTE AND NUTRITION

## 2027 ambition

- ✓ 85% of the current portfolio with a Nutri-Score 2.0 A, B or C (eligible products, ie excluding sport and weight management, BU France)
- ✓ 100% of our portfolio re-revaluated every year
- ✓ "Nutrition & Naturality" roadmap including Ultra-processing
- ✓ Launch of support and education programs (Sugar, Weight management)
- ✓ Committed to transparency: Origin of ingredients, Environmental impact, Nutritional impact

15  
LIFE  
ON LAND



# AGRO-ECOLOGY

## A DEEPLY ROOTED CONVICTION

### A SUSTAINABLE SUPPLY CHAIN AT N&S IS :

A CONTRACTUAL COMMITMENT (volumes & prices)

A GUARANTEE of traceability and quality

LOCAL and LONG-TERM partnerships

A MINDSET: transparency, collaboration, continuous improvement, sharing

THE GUARANTEE OF FINANCIAL SUPPORT and training for farmers





# OUR LOCAL AND SUSTAINABLE SUPPLY CHAINS : A COMMITMENT TO RESPECTING LIVING BEINGS

## SUSTAINABLE SOURCING

- 9 sustainable supply chains, including 7 organic ones
- 45% of all ingredients purchased under sustainable purchasing
- A commitment for 40 years
- Sustainable purchasing charters since 2014
- Adoption of the Otsuka Code of Ethics

Nutrition & Health Ethical Charter

## OUR INGREDIENTS FROM SUSTAINABLE SUPPLY CHAINS

- Organic soy from the Southwest (France)
- Organic soy flour from the Southwest (France)
- Conventional soy from the Southwest (France)
- Organic sunflower oil from the Southwest (France)
- Chia seeds from the Southwest (France)
- Organic wheat flour (France)
- Conventional wheat (France)
- Organic quinoa (France)
- Organic French durum wheat bulgur: new for 2023

## THE AGROECOLOGICAL TRANSITION

- N&S, a pioneer and partner of the "PADV" collective
- Signing of the first agroecological contract (soy): December 2023
- 2030 Goal: 100% of our key ingredients cultivated using agroecological practices



# ENVIRONMENTALLY COMMITTED PRODUCTION SITES

## 2030 ambition



All our industrial sites certified ISO 14001 by 2028



Reduce energy consumption every year by 4%



Reduce water consumption by 10% by 2028 (vs 2023)



Zero non valorized waste by 2030



# DECARBONIZATION SCOPES 1, 2 & 3: TARGETS VALIDATED BY THE THE SCIENCE BASED TARGET INITIATIVE

2030 Commitments



Annual calculation of our  
Carbon Footprint

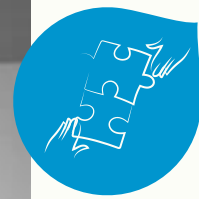
85% of our carbon  
footprint is due to our  
purchases (ingredients,  
packaging, finished  
products)

**-46,2%** reduction of  
scopes 1&2 emissions

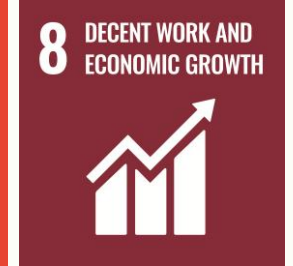
By 2030 compared to 2019  
– Aligned with a 1,5°C  
objective

**-28%** reduction of  
scope 3 emissions

By 2030 compared to 2019 –  
Aligned with a well-below 2°C  
objective



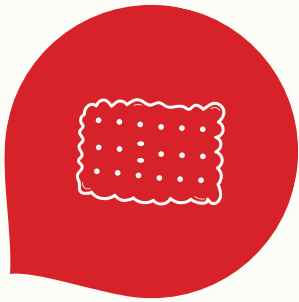
# ALL INVOLVED IN OUR MISSION



- ✓ 11 training academies in our 7 key skills
- ✓ Committed to disability: 6% disabled workers in France and participation in Disability Week since 2018
- ✓ A rich social dialogue at the heart of the company
- ✓ Launch of autonomous development time and solidarity time for all in 2025
- ✓ 100% gender parity in qualified positions, in factories and management



**OUR RECENT ACHIEVEMENTS  
IN LINE WITH THE  
SUSTAINABLE DEVELOPMENT  
GOALS**



# TEAMS HAVE BEEN PREPARING FOR NUTRISCORE 2.0 SINCE EARLY 2023

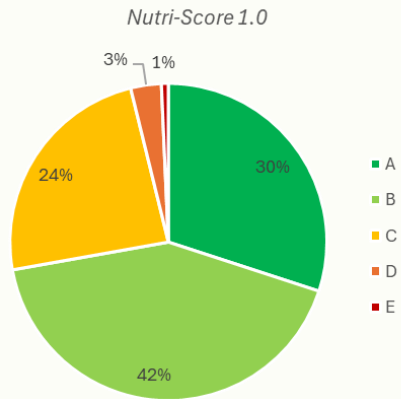
## The example of Gerblé



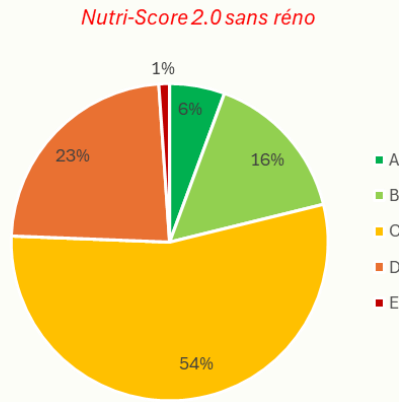
*The new algorithm of Nutri-Score impacts a lot of Gerblé's recipes*

**Renovation of 57 recipes by the end of 2026**

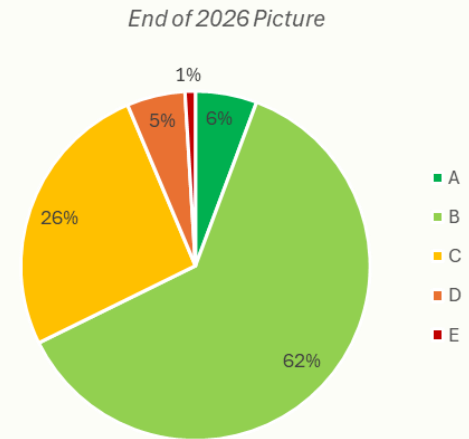
Net sales %



- A
- B
- C
- D
- E



- A
- B
- C
- D
- E



- A
- B
- C
- D
- E

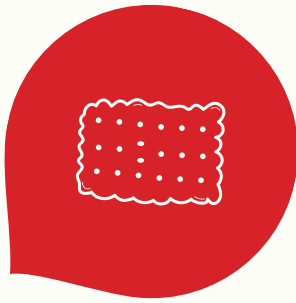


**96% de A/B/C**

**76% de A/B/C**

**94% de A/B/C**

*Ambition in the best case*



# EFFORTS TO MAXIMIZE THE PROTEIN RATE



# +20% PROTEIN IN 5 YEARS

For Céréal Bio in the Plant-Based Catering category (excluding Doypacks).

Average protein 2018: 8,9 g / 100g  
Average Protein 2022: 10,7 g / 100g





# Gerlinéa & Me (digital program)

**DÉCOUVREZ GERLINÉA&MOI,  
UN PROGRAMME MINCEUR  
SEMI-PERSONNALISÉ**

MENUS NUTRITIONNELS DÉTAILLÉS,  
PROGRAMME SPORTIF ADAPTÉ – CONSEILS QUOTIDIENS



Helping every woman find or regain healthy and sustainable lifestyle habits



Produits Gerlinéa  
products



Nutritional menus



Vidéos Sport



Accompanying booklet



# POUR UNE AGRICULTURE DU VIVANT

## Collaboration with the collective « Pour une Agriculture du vivant »

In 2020, N&S joined the collective “Pour une agriculture du vivant” (“For a living agriculture”), that promotes **agroecology** and defends the **economic dimension** of this transition for **farmers**.

Since 2024, Nutrition & Santé sits on the board of directors of the association.

This membership in the collective is yet another reflection of our pioneering spirit.

**Our ambition: 100% of our key ingredients cultivated using agroecological practices by 2030.**



# N&S HAS ALWAYS ANTICIPATED THE AGRICULTURE OF TOMORROW...



Creation of the South-West Organic Soya Agrichain partnership



Organic Sunflower Oil southwestern Agrichain partnership



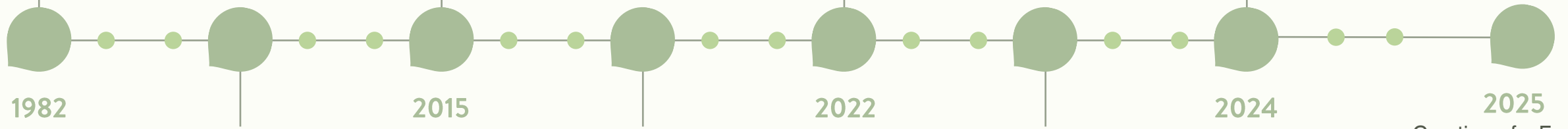
Creation of an Organic French Quinoa Agrichain partnership



Signing of the first agroecological agreements (conventional wheat and organic soybeans)



Creation of a French organic buckwheat (kasha) supply chain & an organic sunflower supply chain based on agroecology



1982

2000

2015

2019

2022

2023

2024

2025

First use of CRC Wheat



Chia Seeds Agrichain partnership

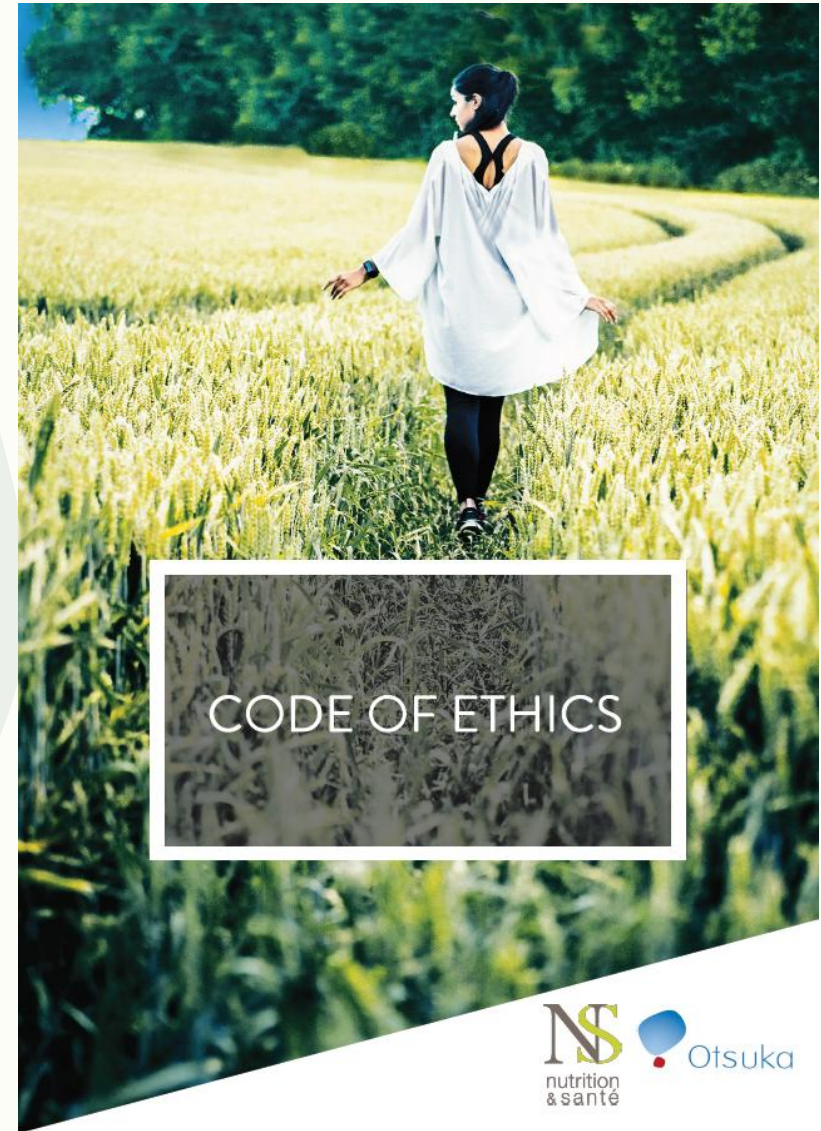


Creation of the French Organic Durum Wheat Bulgur Agrichain partnership



# Our ethic charter

100% of N&S employees (excluding production staff) have been trained to our Global Code of Business Ethics and Global Speak-Up in 2024



CODE OF ETHICS

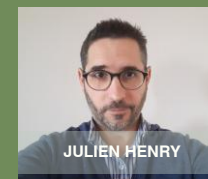
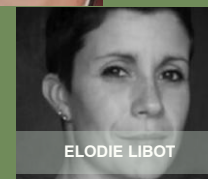
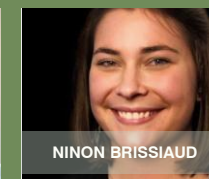
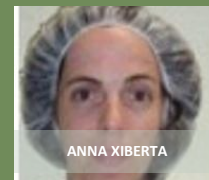
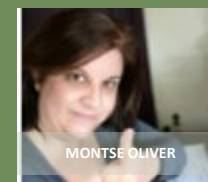
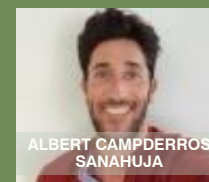
# Internal community of 31 pollinators

Since 2023, Nutrition & Santé can rely on an active community of 31 pollinators; they are Corporate Social Responsibility (CSR) ambassadors covering all departments and all Business Units of our company.

Their mission ? To engage in social and environmental issues.

How? By contributing concretely to the fight against climate change.

They will lead “2 Tonnes” decarbonization workshops throughout 2024, with 1500 N&S employees.



# Sharing experience with communities in 2024



## Vegetal masterclass with chefs

18 April 2024

We invited chefs from student to come and cook delicious recipes using our products. Some ideas for making meals more plant-based and offering Crous students a healthy and nutritious range of options!



## European Week for the Employment of People with Disabilities

November 2024

Several action of sensitization of the inclusion of disabled workers: round table discussion with para-athletes, initiation to wheelchair rugby and to French Sign Language.



## First public agroecological agri-chain partnership signature

December 2024

Signature of the first tripartite contracts with the Val de Gascogne cooperative group and the AGRIBIO UNION for wheat and soybeans

# 2024 CSR KPIs

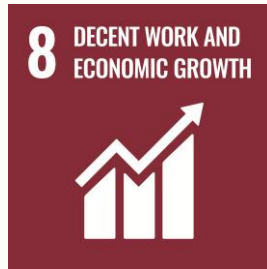


**93%** of products sold in groceries with a high Nutri-Score (A, B or C)

Categories snacking & plant based – Nutri-Score 1.0 (2023 picture)



**55%** of managers are women



**16,13** Occupational accident frequency rate

*All employees*



**94%** of products manufactured by N&S produced on ISO 14001 certified plants



**-20%** Emission reduction on scope 1&2 (2024 vs 2019)



**42%** of the agricultural ingredients are purchased from sustainable sourcing (i.e. from agri-chain partnerships and/or certified products)

A laptop is shown from a slightly elevated angle, displaying a website. The website features a large, golden-brown field of grain, possibly wheat or barley, with a person's back visible in the distance. A white search bar is overlaid on the image, containing the text 'www.nutritionetsante.com'. To the right of the search bar is a magnifying glass icon on a green background, with a white mouse cursor pointing at it. The laptop is set against a background that is split vertically into a dark green left half and a white right half.

[www.nutritionetsante.com](http://www.nutritionetsante.com)

