



OUR 2023 ESG HIGHLIGHTS

ENVIRONMENT



DRIVING CLIMATE ACTION



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

97%
RENEWABLE
ELECTRICITY



CDP
WATER
SCORE
IMPROVED TO
B
C SCORE IN
2021

**PHASE OUT
PVC**
FROM
PRODUCTS &
PACKAGING

SOCIAL



**EQUAL-SALARY
GLOBALLY
CERTIFIED**

FOR >38 000
COLLEAGUES
ACROSS 39 MARKETS
(excluding YNAP and
sites in Russia)

**FEMALES
REPRESENT**

58% **25%**

GLOBAL
WORKFORCE SENIOR EXECUTIVE
COMMITTEE

4TH
WORLD'S BEST
EMPLOYERS
Forbes
2023
CONSECUTIVE
YEAR



**MOST
ATTRACTIVE
EMPLOYER**
IN SWITZERLAND,
FRANCE & CHINA

GOVERNANCE



OUR FIRST CHIEF
SUSTAINABILITY
OFFICER JOINED

**SENIOR EXECUTIVE
COMMITTEE**

IN 2023

ESG REPORT
IN ACCORDANCE
WITH GLOBAL
REPORTING
INITIATIVE STANDARDS

40

QUANTITATIVE INDICATORS
INDEPENDENTLY ASSURED



**MSCI
ESG RATINGS**



CCC B BB BBB A AA AAA



11.3
LOW ESG RISK

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9 AUG 2023