

ACCESSIBLE DOCUMENT

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Better Tomorrow 2025 Our nine commitments and objectives

As an employer, we are committed to:

- Improve the Quality of Life of our employees, safely
- Ensure a diverse workforce and inclusive culture that reflects and enriches communities we serve
- Foster a culture of environmental responsibility within our workforce and workspaces

As a service provider, we are committed to:

- Provide and encourage our consumers to access healthy lifestyle choices
- Promote local development, fair, inclusive and sustainable business practices
- Source responsibly and provide management services that reduce carbon emissions

As a corporate citizen, we are committed to:

- Act sustainably for a free-hunger world
- Drive diversity and inclusion as a catalyst for societal change
- Champion sustainable resource usage

As an employer, we have the following objectives by 2025:

- 80% Employee Engagement rate in the U.S.
- 100% of our segments have gender balanced management teams in the U.S.
- 100% of on-site management & senior leaders are trained on sustainable practices

As a service provider, we have the following objectives by 2025:

- 100% of our consumers are offered healthy lifestyle options everyday in the U.S.
- 25% of spend on Small and Medium Enterprises (SMEs) in the U.S.
- 34% reduction of carbon emissions in the U.S. ⁽¹⁾

As a corporate citizen, we have the following objectives by 2025:

- 3.6 million annual Stop Hunger beneficiaries in the U.S.
- Empower women in communities in the U.S.
- 50% reduction in our food waste in the U.S. at sites representing 85% of our raw material cost

Notes:

- (1) Absolute reduction in Scope 1, Scope 2 and Scope 3 carbon emissions, compared to a 2017 base line.