



NUTRICIA



2024
**SUSTAINABILITY
REPORT**
Danone Group in Indonesia



**Stronger Impact
for a Healthier Generation
and Sustainable Living**

A photograph of four children in school uniforms playing on a grassy field. The child in the foreground is running and holding a large, colorful kite. Three other children are in the background, also in uniform. Tall, thin trees are in the background under a clear blue sky. A large blue curved shape is on the right side of the image, containing the text.

Stronger Impact for a Healthier Generation and Sustainable Living

Preface

Amid global challenges such as climate change, environmental degradation, social inequality, and increasingly complex health issues, Danone Group in Indonesia firmly believes that every business action must contribute meaningfully to a better future. The theme “Stronger Impact for a Healthier Generation and Sustainable Living” reflects our commitment to aligning business sustainability with transformation that also bring delivering meaningful, positive impacts on both the environment and society.

We believe that building a healthier generation begins with access to safe, nutritious, and affordable food and hydration. Through responsible product innovation, sustainable resource management, and collaboration with various stakeholders, we aim to strengthen an inclusive and resilient food system. This aligns with our vision of One Planet, One Health.

Our strong impact is demonstrated by the scale of our initiatives and the quality of transformation we drive, both within our organization and in the communities where we operate. We empower our employees as agents of change, cultivate a work environment that supports their well-being and development, and ensure that everyone has a role to play in the journey towards sustainability.

Through this theme, Danone Group in Indonesia reaffirms its commitment to using business as a force for good—generating real impact for human health and planetary preservation, while building a more sustainable future for all.

Table of Contents

Preface	1
Table of Contents	2
Sustainability Performance Highlights	01
Sustainability Performance Highlights	4
Report of the Board of Directors	02
Report of the Board of Directors	15
Company Profile	03
About Us	20
Vision, Mission, and Corporate Culture Values	21
Organizational Scale and Operational Reach	23
Business Activities and Product Portfolio	24
Responsible Supply Chain	26
2024 Highlights	28
Significant Changes	29
Association Memberships	30
2024 Awards	31
Certifications	33
Sustainability Strategy	04
Sustainability Strategy	36
Sustainability Governance	05
Commitment to Governance with Integrity	44
Structure and Roles in Sustainability Governance	45
Upholding Ethical Conduct and Regulatory Compliance in Business	48
Upholding Human Rights in the Value Chain	53
Risk Management	54
Fostering a High-Quality Environment	06
Fostering a High-Quality Environment	58
Wise Use of Materials	59
Climate Change Mitigation	61
Emissions	66
Achieving a Positive Water Impact	69
Protecting Biodiversity	78
Realizing Circular Economy through #BijakBerplastik (Be Wise with Plastic) Initiative	82
Waste Management	85
Mitigating Potential Negative Impacts	87
Environmental Complaints	87

Danone Indonesia for Society

07

Danone Indonesia for Society	90
Plays a Role in Improving Public Health	91
Women Empowerment as the Key to Social Transformation	96
Empowering the Community's Economy	97
Commitment to Drinking Water Quality and Community Needs	102
Direct Benefits Distribution	103
Indirect Economic Impact	103
Humanitarian Support	104
Fostering Community Relationships	105

Commitment to Quality Products

08

Delivering Healthy Nutrition Products	108
Customer Health and Safety	113
Responsible Marketing and Advertising	116
Customer Service	119
Recalled Products	120
Customer and Consumer Data Protection	120
Purchasing Practices	121
Customer Satisfaction Survey	123

Achieving Prosperity and Growth Together

09

Achieving Prosperity and Growth Together	126
Ensuring Employee Welfare	126
Occupational Health and Safety Management System	132
Enhancing Talents and Competencies	140
Strengthening a Culture of Inclusivity	142
Respect for Human Rights	146

About This Report

10

About This Report	150
Stakeholder Engagement	151
Determining Material Topics	153
Disclosure Index Based on SEOJK No. 16/SEOJK.04/2021	157
GRI 2021 Content Index	159
Index of Food Processing Supplement Disclosure	164
Index of SASB Processed Foods Industry Standard	165
Ten Principles of United Nation Global Compact Index	167
IFRS S1 Index (General Requirements for Disclosure of Sustainabilityrelated Financial Information)	168
IFRS S2 Index (Climate-related Disclosures)	169
Task Force on Climate-related Financial Disclosure (TCFD)	171
Support for the Implementation of Sustainable Development Goals	172
Feedback Form	175

Sustainability Performance Highlights



Danone Group in Indonesia, comprising Danone-AQUA and Danone Specialized Nutrition Indonesia, has successfully achieved B Corporation (B Corp) certification with a score of 98.6. This year, we extended the B Corp certification to cover our Specialized Nutrition category. Previously, in 2018 and 2021, Danone-AQUA was awarded B Corp certification and became the first FMCG company in Indonesia to earn this prestigious recognition.

Economic Aspect [OJK B.1]



Product Excellence Award 16th
CSR & ESG Summit

Suppliers

233 suppliers with
50% classified as
local suppliers

233 or **100%**
suppliers have been
assessed based on local and
social responsibility criteria

100% suppliers are
registered with Sedex or
EcoVadis

100% suppliers are
verified members of the
Roundtable on Sustainable
Palm Oil (RSPO)

100% of Danone Indonesia's production volume is manufactured at facilities certified to international food safety standards, including ISO 22000:2018 and FSSC 22000.

Environmentally Friendly Product Packaging

AQUA Gallon Bottles

100% circular and
reusable



AQUA 600 ml, AQUA 1500 ml

Contains **35%** recycled
PET (rPET) materials



AQUA 600 ml rPET
(Bali exclusive), AQUALIFE

Made from **100%**
recycled materials



Mizone

Contains **50%**
recycled materials



Environmental Aspect [OJK B.2]



Best Companies for Nature
and Environmental Sustainability
CNN Awards 2024

Green PROPER



Gold PROPER

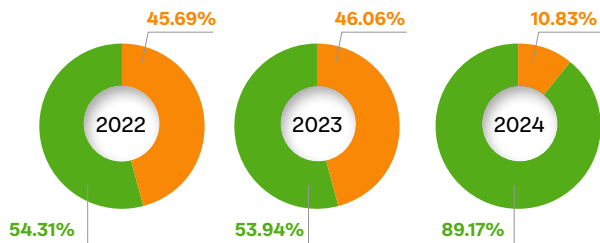


Energy

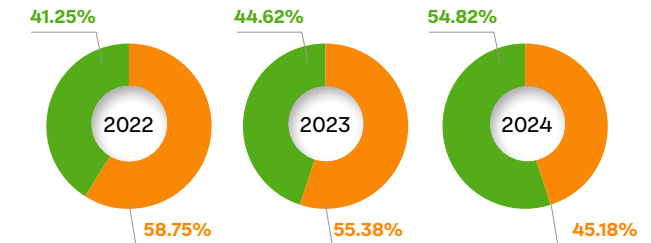
- An increase in Rooftop Solar Photovoltaic (PV) system capacity by **1,321 kWp** brought the total rooftop solar power generation capacity in 2024 to **8.9 MWp**, successfully reducing emissions by **9,213 tons of CO₂ eq/year**.
- The biomass boiler at Danone SN Prambanan reduced carbon emissions by **8,300 tons of CO₂**, equivalent to the amount absorbed by planting approximately **120,000 trees**.
- As of 2024, **100%** of electricity consumption from brown energy sources has been completely offset by **Renewable Energy Certificates (RECs)**.

Energy Use

Danone-AQUA



Danone SN Indonesia



● Non-renewable Energy ● Renewable Energy

Energy Consumption Reduction

(in GJ)

Danone-AQUA

Energy Consumption	2022	2023	(+/-)	2024	(+/-)
Electricity	717,936	715,463	-2,473 ▼	714,744	-719 ▼
CNG	69,131	66,538	-2,593 ▼	81,579.60	15,042 ▲
Diesel	17,558	14,184	-3,374 ▼	9,774.00	-4,410 ▼
Propane/Butane	53	37,17	-16 ▼	34.49	-3 ▼
Total	804,678	796,223	-8,455 ▼	806,132	9,909 ▲

Danone SN Indonesia

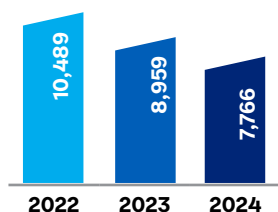
Energy Consumption	2022	2023	(+/-)	2024	(+/-)
Electricity	156,090	151,885	-4,205 ▼	142,474	-9,411 ▼
CNG	250,745	233,374	-17,371 ▼	209,693	-23,681 ▼
Diesel	1,786	2,180	394 ▲	731	-1,449 ▼
Total	408,621	387,439	-21,182 ▼	352,898	-34,541 ▼

Emissions Management

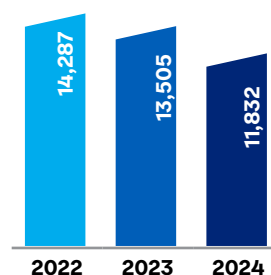
(in tons CO₂ eq)

Scope 1 Emissions

Danone-AQUA



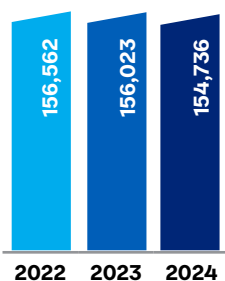
Danone SN Indonesia



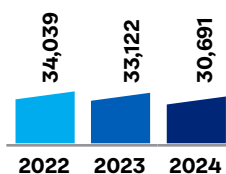
Thermal Energy (Boiler, Genset, Forklift)

Scope 2 Emissions

Danone-AQUA

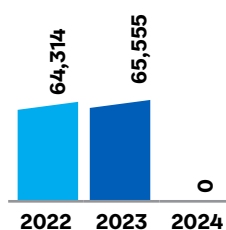


Danone SN Indonesia

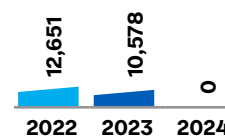


Grid electricity (PLN), excluding RECs

Danone-AQUA



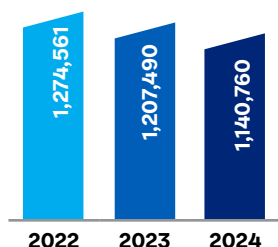
Danone SN Indonesia



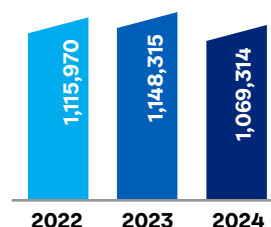
Grid electricity (PLN), including RECs

Scope 3 Emissions

Danone-AQUA



Danone SN Indonesia



Emission Intensity

Category	Danone-AQUA			Danone SN Indonesia		
	tons CO ₂ eq/m ³ of production			tons CO ₂ eq/m ³ of production		
	2022	2023	2024	2022	2023	2024
Scope 1	0.78	0.68	0.62	0.08	0.07	0.06
Scope 2	4.79	4.94	0.00	0.07	0.05	0.00
Scope 3	87.03	90.87	90.84	5.94	5.79	5.77
Total	92.61	96.49	91.46	6.09	5.91	5.84

Emission Reduction

(in tons CO₂ eq)

Danone-AQUA

	2022	2023	(+/-)		2024	(+/-)	
Scope 1	10,488	8,959	-1,529	▼	7,766	-1,193	▼
Scope 2	64,314	65,555	1,241	▲	0	-65,555	▼
Scope 3	1,274,561	1,207,490	-67,071	▼	1,140,760	-66,730	▼
Total	1,349,364	1,282,004	-67,360	▼	1,148,526	-133,478	▼

Danone SN Indonesia

	2022	2023	(+/-)		2024	(+/-)	
Scope 1	14,287	13,505	-782	▼	11,832	-1,673	▼
Scope 2	12,651	10,578	-2,073	▼	0	-10,578	▼
Scope 3	1,109,953	1,148,316	38,363	▲	1,069,314	-79,002	▼
Total	1,136,891	1,172,399	35,508	▲	1,081,146	-91,253	▼



Inaugurated the first large-scale recycled plastic collection center through a strategic collaboration with Prevented Ocean Plastic™ Southeast Asia - marking a concrete step in addressing plastic waste issues, particularly in coastal areas vulnerable to marine pollution.

Contributed to the development of five Super Priority Tourism Destinations through sustainable initiatives that empower communities, preserve the environment, and promote a circular economy at the heart of Indonesia's tourism sector.

The Waste Donation Movement from places of worship to strengthen the role of faith-based values in fostering environmental responsibility as an act of charity and collective care.

#BijakBerplastik



31.506 tons
PET bottle waste collected

A total of **1,120** students in 2024
have received education through the "**Sampahku Tanggung Jawabku**"
(**SAMTAKU – My Waste, My Responsibility**) program.
Meanwhile, public education was carried out through activities
at Waste Banks established at the village level.

139 new Waste Pickers
were empowered
in 2024

Addition of **285**
Recycling Sector Workers
in 2024

25%-100%
Recycled Packaging

*up to 25% for SPS packaging
and 100% for AQUA Life



**New Collection Facility
Established**



4 Collection Centers
(RBU and CC)



2 Agregator
(1 Recosystem and 1 POPSEA)



**Regenerative
Agriculture**



313.91
hectares (ha)



2,231
farmers



**Water
Conservation**

1

Infiltration Pond

21,639






Trees Planted

81

Infiltration Wells

6,927

Water Retention
Trenches

<div></div> <div>WASH (Water Access, Sanitation, and Hygiene) & Water Credit</div>	Implemented in 17 Cities and 22 Villages	10,656 Clean Water and Sanitation Facilities	10,794 WASH Beneficiaries
<div>8 Islamic Boarding Schools received Water Credits</div> <div></div>	519 loans disbursed through Bank UMKM & BKK Forum, Koperasi Baik, BPRS HKP, and BTM Mulia, benefiting 6,046 individuals	Bank UMKM independently extended an additional 5,038 water credits, reaching 119,061 individuals	
<div></div> <div>Biodiversity Conservation</div>	13 plants developed Taman Kehati (Biodiversity Gardens) and local endemic animal breeding programs.	8 plants partnered with national parks to implement biodiversity initiatives within forested areas.	
3.50 Species Diversity Index	517 Flora Species	664 Fauna Species	
<div></div> <div>Biodiversity Restoration Danone-Aqua 96.72 ha</div>	<div></div> <div>Biodiversity Restoration Danone SN Indonesia 25.2 ha</div>		



Social Aspect [OJK B.3]



Top 5 Platinum Champion
Bisnis Indonesia Social Responsibility
Awards 2024



GASING NEKMESE Program

6 Villages
across **3**
Sub-districts

13,583 Residents
from **2,676** Households

395

Stunted Children

1,158

Children Under Five

70

Pregnant Women

125

Integrated Health
Post cadres

2,350

General Community
Members



Isi Piringku (Fill My Plate)

7 Elementary Schools and **2 Kindergartens** in Sleman, along with **2 Elementary Schools, 3 Kindergartens, and 2 Playgroups** in Bantul.

Provision of nutritious meals and milk for **1,967 students, 5 days** a week for **4.5 months**.

To ensure that no food waste was sent to the landfill, the Company distributed **37 waste segregation bins** and facilitated the construction of **32 food waste pits (Losida)** along with composting buckets. Meanwhile, in two other schools, food leftovers were repurposed as animal feed by school custodians.

166 teachers improved their knowledge by 94% after receiving educational training.

1,896 students received nutrition education, and **1,892 students** received "my waste" education.

Health, Nutrition, and Parenting Education Program

20 Early Childhood Education becomes a model

1 Public Kindergarten
in Cakung District

involving **2** Public
Kindergartens in
Pulogadung District

12 Private Kindergartens

and **3** Public
Kindergartens
in Duren Sawit District

1 Public Kindergarten
in Jatinegara District

and **1** Public Kindergarten
in Matraman District

174 sessions were conducted,
consisting of parenting education for
parents, children's parties, and Training
of Trainers (ToT) for teachers.

A total of **12,504** participants
consisting of teachers, children, and
parents.



Generasi Sehat Indonesia (GESID)



10 Regions across Indonesia: including
Medan, Padang, Lampung, Tangerang,
Bandung, Semarang, Sleman, Bantul,
Surabaya, and Sidoarjo.

1,666
School Ambassadors
(964 female and 702 male
students)

250
Mentoring
Teachers

129
Schools

189
University Student
Volunteers

Since its launch in 2021, the program has benefited a total of **303 Junior High Schools** and **310 Senior High Schools**, impacted over **70,000 students**, and established **6,133 GESID Ambassadors**. In addition, more than **3 million people** have been reached through social media and digital education initiatives.



Bunda Mengajar

100% of mothers of children under five reported no more open defecation in their communities



The Company facilitated the establishment of **196** home nutrition gardens

95% of mothers of children under five stated that consuming vegetables and fruits had become a habit within their families

Healthy Schools Program Towards Golden Indonesia 2045



352
Schools



556
Teachers



62,685
Students

Rumah Bunda Sehat (RBS)

1,124

Mothers of
Children Under Five

1,124

Children
Under Five

238

Pregnant
Women

54

Nutrition
Ambassador
Mothers

Construction of a Greenhouse and three biofloc systems for catfish farming as an income-generating activity

Establishment of a demonstration plot for a hydroponic installation managed by “Bunda Gizi Sehat” and accessible to the local community

AQUA Home Service



2 million
Consumers



15,000
Active Partners

MSME Mentoring

Has generated a positive impact for more than **9,400 individuals** and **3,300 MSMEs** across Indonesia

19
MSMEs
received intensive mentoring

Regular assistance provided through webinars, trainings, coaching sessions, and graduation programs, totaling up to **8,172 training hours**

1,131 Direct Beneficiaries
consisting of
696 women
and **435** men

1,526 Indirect Beneficiaries
consisting
of **958** women
and **568** men

The average monthly revenue of the 19 MSMEs **increased** by **63.45%** from **IDR4,882,921** to **IDR7,424,080** after participating in the program



Infrastructure Development



3
Road Improvement Locations
including shoulder reinforcement, road widening,
and the construction of **1** Bridge Unit

3 New Waste Management Infrastructures



Recycling Business Unit
for PET bottle collection and processing with a capacity of 100 tons/day and a total area of 2,000 square meters.



Installation of 2 (two) additional press machines, operational expenditure (OPEX) support for the rekoHUB site, and sorting incentives for waste pickers, contributing to an **increased processed volume** of **1,400 tons**.



PET POPSEA Collection Center
with a capacity of 400 tons/month, a total land area of 3,568 square meters, and a building area of 1,211 square meters.

Human Resources



**Best Companies to
Work for in Asia** by
HR Asia



Total Employees
11,136



Proportion of Local
Senior Management
97%



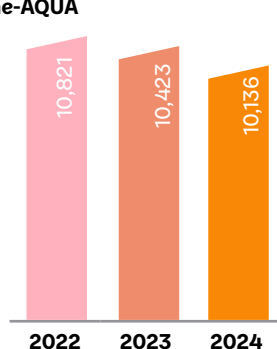
Employees covered
by Collective Labor
Agreement (CLA)
100%



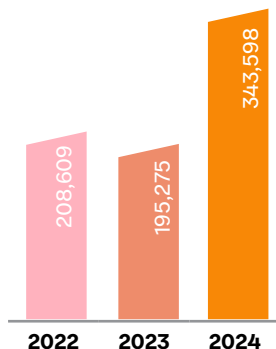
Employees covered
by BPJS (National
Social Security)
100%

Total Training Participants
(people)

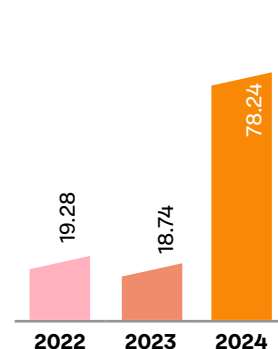
Danone-AQUA



Total Training Hours
(hours)

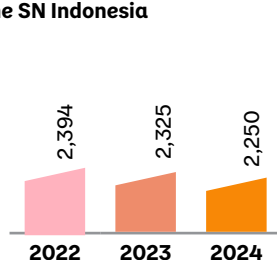


Average Training Hours per Employee per Year
(people/hours)

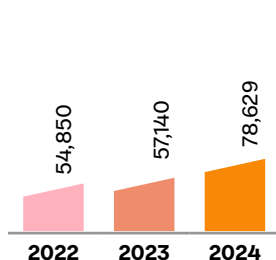


Total Training Participants
(people)

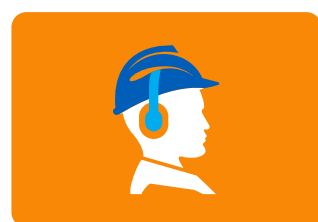
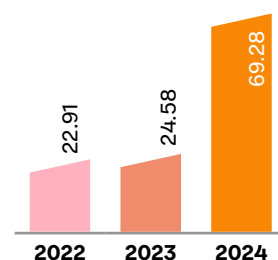
Danone SN Indonesia



Total Training Hours
(hours)



Average Training Hours per Employee per Year
(people/hours)



Employees Trained in Occupational Health and Safety (OHS)

> 2,770
employees

Employees Receiving Anti-Corruption Awareness Training

100%
employees

Be Well Program
Beneficiaries

> 13,000
employees

739 Security Personnel
Trained on Human Rights
100%

Employees
Evaluated
100%

Director Positions
Held by Women
22%



Fatal Work-related Accidents

NIL



Child Labor

NIL



Incidents of Discrimination and Harassment

NIL

Report of the Board of Directors

[OJK D.1]



Throughout 2024, Danone Group in Indonesia continued to strengthen the integration of sustainability principles across its entire value chain. This commitment was manifested through responsible sourcing of raw materials, efficient and environmentally friendly production processes, and responsible waste management within the framework of a circular economy. We also maintained our employees' role as a key element in the Company's operations, while ensuring the distribution of accessible healthy hydration and nutrition products to the wider community, in pursuit of a healthier Indonesia.

LAURENT BOISSIER
CEO of Danone Indonesia

Dear Valued Stakeholders,

The pursuit of sustainability is a collaborative endeavor that necessitates the active engagement of all stakeholders. For the Danone Group in Indonesia, sustainability represents not only a commitment but also a strategic cornerstone for conducting business in a responsible manner. Our sustainability initiatives and actions are systematically detailed in the Danone Impact Journey roadmap, which is designed to facilitate the realization of our vision of "One Planet One Health." This vision underscores our dedication to fulfilling our mission of promoting health for as many individuals as possible through our products and sustainability commitments. In a broader dimension, through the adoption of sustainable practices, the Company endeavors to contribute to the achievement of the Sustainable Development Goals (SDGs). The Danone Group's sustainability strategy in Indonesia is aligned with the distinctive characteristics and responsibilities inherent in our primary business activities, focusing on nutritious food and beverages. Our objective is to construct a healthier, more sustainable future by providing nutritious products that are both affordable and accessible to all segments of society. We maintain the belief that human health and planetary sustainability are intrinsically linked, serving as foundational elements for economic and

social development, as well as improved quality of life. By persistently innovating our products and production processes, grounded in scientific principles and attuned to the nutritional needs of the Indonesian populace, the Danone Group in Indonesia strives diligently to be part of the solution and secure a social license to operate.

In the execution of our sustainability strategy, we adhere to several pertinent guidelines, which include the Financial Services Authority Regulation No. 51/POJK.03/2017 concerning Sustainable Finance, the 2021 Global Reporting Initiative (GRI) Standards, and the Principles of the United Nations Global Compact (UNGC).

During this reporting year, we have also commenced the exploration of implementing select aspects of the Sustainability Accounting Standards Board (SASB) Standard for the Processed Food sector, alongside the International Financial Reporting Standards Sustainability reporting framework (IFRS S1 and S2). Our primary objective is to enhance transparency regarding material issues, particularly pertaining to the resilience of our business amidst climate change and the potential transition to a low-carbon economy. Although a comprehensive climate risk assessment based on IFRS S1 and S2 standards has not yet been fully accomplished,

this initial endeavor signifies our commitment to progressively fortify our risk management practices and expand the scope of sustainability in the long term.

Our Sustainability Performance

Throughout 2024, Danone Group in Indonesia was committed to enhancing the integration of sustainability principles across its value chain. This effort encompasses responsible sourcing of raw materials, efficient production processes, respect for human resources, waste management, and product distribution. To ensure that sustainability principles are embedded in all operational aspects, the Company has authorized the management of sustainability initiatives to a group of Collective Leaders (CL), which includes General Managers (GM)/President Director and Directors/Vice Presidents from each department or division within the organization. The designated sustainability leader will consistently oversee the implementation and policy adherence related to sustainability and will report directly to the Board of Directors, who will serve as the primary authority in this domain. Additionally, the Company has established various Committees with responsibilities aligned to the collective governance of sustainability initiatives.

The Danone Group's environmental commitment in Indonesia is reflected through an array of strategic initiatives that prioritize the sustainable management of natural resources. Key efforts include the management of plastic waste, water conservation, and the reduction of carbon emissions.

The Company is dedicated to fostering a circular economy ecosystem in Indonesia through the #BijakBerplastik program, which is structured around three principal pillars: the development of waste collection infrastructure, waste management education, and packaging innovation. Recognizing that waste management, particularly with regard to plastics, poses a significant challenge in Indonesia, Danone actively engages in public awareness campaigns, empowers waste banks, supports the recycling of plastic bottles, and develops various innovations rooted in recycled materials.

Through this program, the Company promotes active community involvement in waste management, thereby contributing to the achievement of Zero Waste to Landfill and decreasing the volume of household waste directed to landfills. This initiative not only facilitates a reduction in plastic waste but also aids in diminishing greenhouse gas emissions originating from the waste sector.

In the realm of water conservation, we have developed a Watershed-Based Conservation Program within our operational areas as part of our commitment to achieving a Positive Water Impact. This program encompasses activities such as tree planting, the construction of infiltration wells and dams, as well as the enhancement of irrigation systems to optimize

the use of natural water resources. Furthermore, we encourage the establishment of Watershed Forums that engage various stakeholders, particularly water users, to foster collaboration in maintaining the sustainability of watershed ecosystems.

To augment our efforts in climate change mitigation, we are proactively reducing carbon emissions across our supply chain. This initiative involves the utilization of recycled PET, the optimization of packaging and logistics, and the incorporation of new and renewable energy sources, including a Solar Power Plant (PLTS) and biomass. In addition, we are committing to emission offsetting through the acquisition of Renewable Energy Certificates (RECs). Throughout the reporting year, all electricity consumption derived from brown energy sources in our facilities has been fully compensated through RECs, underscoring our dedication to supporting the transition towards low-carbon operations.

In the aspect of employment, Danone Group in Indonesia places great emphasis on employees' well-being. We are committed to fostering a harmonious, inclusive, and ethical work environment that upholds the principles of Human Rights, with zero tolerance for discrimination, violence, or any other form of misconduct. This commitment is reflected in our equal opportunities in recruitment, training, and career development, as well as our comprehensive support for employees' health, including through the Be Well program. Our REHAT initiative, which has been utilized by hundreds of employees throughout the year, provides easy access to mental and financial health services, including psychological counseling, financial education, and supportive activities such as self-screening and regular fitness classes. This holistic approach has proven effective in enhancing employees' work-life balance and overall quality of life within the workplace.

In the social dimension, we enhance partnerships with local farmers to create a more resilient and inclusive food ecosystem while empowering the local economy through the reinforcement of micro, small, and medium enterprises (MSMEs). Additionally, we focus on the development of village and district infrastructure, including road systems, *Kebun Gizi* (nutrition gardens), and clean water pipelines, to improve community access to essential services.

Furthermore, we maintain our commitment to public health by providing healthy hydration and nutrition products, as well as implementing various education programs focused on balanced nutrition and parenting, such as *Isi Piringku*, *Generasi Sehat Indonesia* (GESID), and *Gasing Bebas Stunting* through *Nutrisi Edukasi Keluarga Menuju Sehat* (NEKMESE). The Danone Group in Indonesia holds the belief that access to nutritional information and healthy living practices are fundamental to fostering a more resilient generation. Moreover, we expand our social impact through initiatives related to Water Access, Sanitation, and Hygiene (WASH),

alongside campaigns promoting Clean and Healthy Living Behavior to raise awareness regarding the significance of proper sanitation.

We acknowledge that success should be evaluated not only through financial metrics but also through contributions to sustainable development. Consequently, we conduct regular evaluations of key sustainability indicators encompassing environmental impact, the quality of health and nutrition derived from our product portfolio, and stakeholder engagement outcomes. Each year, we undergo a sustainability audit conducted by an external party overseen by Danone Global.

For our commitment and tangible implementations, the Danone Group in Indonesia has received international recognition through the B Corp certification awarded by B Lab, United States. Domestically, we have also been honored with a number of prestigious awards in 2024, including PROPER EMAS, Indonesia Green Awards, Corporate Sustainability Initiatives Awards, TOP CSR Awards, Best Companies to Work for in Asia, and the Indonesia Safety Culture Awards (WISCA). These accolades reflect public trust and recognition of the Danone Group's contribution to fostering a healthier, more prosperous, and sustainable Indonesia.

Challenges and Prospects

The Fast-Moving Consumer Goods (FMCG) sector, particularly within the nutritional food and beverage domain, has encountered increasingly complex dynamics in recent years. The industry faces significant challenges, including shifts in consumer behavior that prioritize health and environmental sustainability, inflationary pressures affecting purchasing power, fluctuations in global raw material prices, and geopolitical uncertainties. These factors present considerable obstacles for industry stakeholders, including the Danone Group in Indonesia. [OJK E.5]

In Indonesia, the shift towards healthier consumption patterns is beginning to exhibit positive trends, yet ongoing challenges remain, such as issues related to accessibility, uneven nutrition education, and disparities in distribution across regions. Concurrently, climate change has intensified pressures on the supply of agricultural raw materials, the availability of clean water, and has heightened operational risks associated with extreme weather events and natural disasters. Such complexities

necessitate that the Company be more adaptive, innovative, and resilient in its business operations.

In response to these challenges, the Danone Group in Indonesia has adopted a resilient and responsible business approach. The Group continues to innovate by developing a diverse range of scientifically-based products while ensuring a sustainable and ethical supply chain. Comprehensive research, advanced technological processes, and the application of technology in production, logistics, and marketing underpin the efficiency and adaptability of the business in the face of an evolving market.

Sustainability remains a fundamental principle in addressing challenges and capitalizing on opportunities. The Group is committed to a long-term strategy that integrates sustainability principles, believing that such an approach will enhance competitiveness and foster public trust, thereby enabling continued contributions to the development of a healthier generation.

Closing

The Danone Group in Indonesia acknowledges that effecting a meaningful impact on individuals and the environment constitutes a long-term commitment, requiring resilience amidst the dynamic nature of the industry, as well as the capacity for continuous innovation and adaptation. We consistently seek opportunities to enhance every facet of our operations and sustainability strategy, ensuring alignment with evolving community needs and environmental challenges. Moving forward, we will strengthen the integration of sustainability throughout our value chain, from upstream to downstream, to develop a business model that is resilient, responsible, and capable of delivering a broader positive impact.

In conclusion, we wish to extend our utmost gratitude to all stakeholders for their ongoing support, collaboration, and trust. To the government, consumers, business partners, supporting institutions, and all employees of the Danone Group in Indonesia, we appreciate the well-established collaboration. We firmly believe that a spirit of partnership, combined with unwavering commitment, will allow the Danone Group in Indonesia to contribute significantly to shaping a healthier, more sustainable future for both current and future generations.

On behalf of the Board of Directors



LAURENT BOISSIER
CEO of Danone Indonesia













Company Profile

About Us

Profile of Danone Group in Indonesia [GRI 2-1] [GRI 2-2] [GRI 2-6] [OJK C.2]

Danone Group in Indonesia comprises Waters and Specialized Nutrition (SN) business units. Since its inception, Danone Group in Indonesia has upheld its commitment to providing high-quality products that support the health and well-being of consumers. We actualize this commitment through iconic brands such as AQUA and SGM, which have flourished in Indonesia and are produced by Indonesian talent. These brands then establish strategic alliances with Danone Group to enhance its commitment to delivering healthy, high-quality products to Indonesian families and communities. The Waters and SN product portfolios include mineral water, isotonic drinks, and nutritional products for pregnant and lactating mothers and children, all of which are tasty, affordable, and meet international standards.

Amid the rapid growth, Danone Group in Indonesia continues to strengthen its operational excellence by placing innovation at the core of its business strategy. The Company consistently introduces new products designed to remain relevant to the evolving needs and preferences of the community. As of 2024, the Danone Group in Indonesia has continued its sustainable growth journey with a strong commitment to contributing to a healthier and more prosperous Indonesian society through food, nutrition, and access to quality mineral water.

	Danone Group in Indonesia	Waters Division <ul style="list-style-type: none">• PT Tirta Investama• PT Tirta Sibayakindo Specialized Nutrition Division <ul style="list-style-type: none">• PT Sarihusada Generasi Mahardhika• PT Nutricia Indonesia Sejahtera• PT Nutricia Medical Nutrition• PT Sugizindo
	Office Address	RDTX Place, 5 th -9 th Floor Jl. Prof. Dr. Satrio Kav. 3 Karet Kuningan, Setiabudi South Jakarta, 12940
	Legal Entity	Private Limited Company (Ltd)
	Country of Operation	Indonesia
	Website	https://danone.co.id/
	Email	corporate.communicationID@danone.com
	Social Media	 @danoneindonesia

Vision, Mission, and Corporate Culture Values [OJK C.1]

Vision

One Planet, One Health



Mission

Bringing Health through Food to as many People as Possible

Human and planetary health are inextricably linked. Therefore, various parties need to participate and play a role in sustainability. We believe that natural resources must be preserved and processed according to sustainability principles, starting from how we obtain raw materials, through product processing, to when the product reaches consumers.

With a mission to bring health through quality products, the Danone Group in Indonesia recognizes that sustainability is important to all of the company's business operational activities. We are committed to maintaining and protecting the ecosystem as a whole to ensure the health of people and the planet is preserved properly.

Values and Danone Behavior

H

Humanism

Sharing Responsibility,
Respecting Others



O

Openness

Curiosity, Agility,
Dialogue



P

Proximity

Accessibility,
Authenticity, Empathy



E

Enthusiasm

Courage, Passion, and
Desire for Challenge



Danone Behaviors

PUT DANONE FIRST

We act and work as one team, across countries and functions.

- Our priority is to make Danone successful: we work as one team to achieve the same goal regardless of our organizational hierarchy or structure.
- Consumers, patients and customers are at the heart of what we do: we are there for them.

LEAD WITH PEOPLE

We grow as leaders by developing our colleagues.

- We empower our colleagues to act as owners and learn from mistakes to innovate and co-create the future.
- We give and ask for honest feedback and reward our colleagues for their contributions.

KEEP IT SIMPLE

We face complexity with focus and a pragmatic approach.

- We raise issues, analyze them, and clearly define actions.
- We set and communicate priorities and stay focused on them.

BE ACCOUNTABLE

We are decisive and fact-based.

- We propose solutions to solve problems, without hiding behind rules, role definitions or hierarchies.
- We intend to do the “right thing when it's hard” rather than the “easy thing when it's wrong”.
- We take responsibility for the results of our actions.

WALK THE TALK

We do what we say, acting as role models.

- When we commit to something, we are quick to execute, allocating the necessary time and resources.
- When needed, we rise to the challenge and adapt nimbly to changing situations & environments.

Organizational Scale and Operational Reach [GRI 2-6] [OJK C.3]

As a company committed to providing health through food and beverages to as many people as possible, the Danone Group in Indonesia continues to expand its scale of operations to meet consumer needs and support long-term business sustainability. With a wide operational scope, we manages various production facilities, distribution networks spread throughout the region, and various brands that have become part of people's lives. In 2024, the scale of Danone Group operations in Indonesia was as follows:

Organizational Scale



2022	2023	2024
13,172	12,752	11,136

Danone-Aqua



2022	2023	2024
22	20	20



2022	2023	2024
2	1	1



2022	2023	2024
15	15	15

Danone SN Indonesia



2022	2023	2024
4	4	4



2022	2023	2024
31	23	23

Notes:

The composition of employees by gender, position, age, education level, and employment status can be found in the Human Resources section.

Business Activities and Product Portfolio [OJK C.4]

As of today, Danone operates in 130 countries and employs over 100,000 people worldwide. In Indonesia, Danone operates through two main business categories: Danone-AQUA and Danone Specialized Nutrition.

Danone-AQUA Products



AQUA Cube

220 ml Bottle



AQUA

220 ml Cup	750 ml Bottle
330 ml Bottle	1,500 ml Bottle
600 ml	19 liter Gallon
600 ml (100% recycled bottle)	



AQUA Reflections

380 ml & 750 ml Glass Bottle



VIT

200 ml Cup	550 ml Bottle
330 ml Bottle	1,500 ml Bottle
19 liter Gallon	



AQUA Life

1,100 ml (100% recycled plastic)
Carbon Neutral certified



AQUA Returnable Glass Bottle (RGB)

350 ml Bottle
(100% recyclable and refillable)
*exclusive to Bali area



Mizone

500 ml Bottle
with Lychee Lemon and Cranberry variants

Danone-AQUA focuses on providing bottled drinking water and isotonic beverages, with popular products including AQUA, Mizone, and VIT. On the other hand, Danone Specialized Nutrition is committed to offering high-quality nutrition for pregnant women and children throughout their developmental stages, with products such as SGM Eksplor, SGM Bunda, Lactamil, Bebelac, Nutrilon Royal, and specialized medical nutrition. By the end of 2024, Danone in Indonesia had 11,136 employees and operated 24 plants across the region.

Danone SN Indonesia Products



**SGM Eksplor
PRO-GRESS MAXX**



**SGM Eksplor ISOPRO SOY
PRO-GRESS MAXX**



**SGM Eksplor Gain Optigrow
PRO-GRESS MAXX**



**SGM Family Yummi-Nutri
PRO-GRESS MAXX**



**SGM Bunda High Iron & DHA
PRO-GRESS MAXX**



Nutrinidrink



Nutrilon Royal



Bebelac



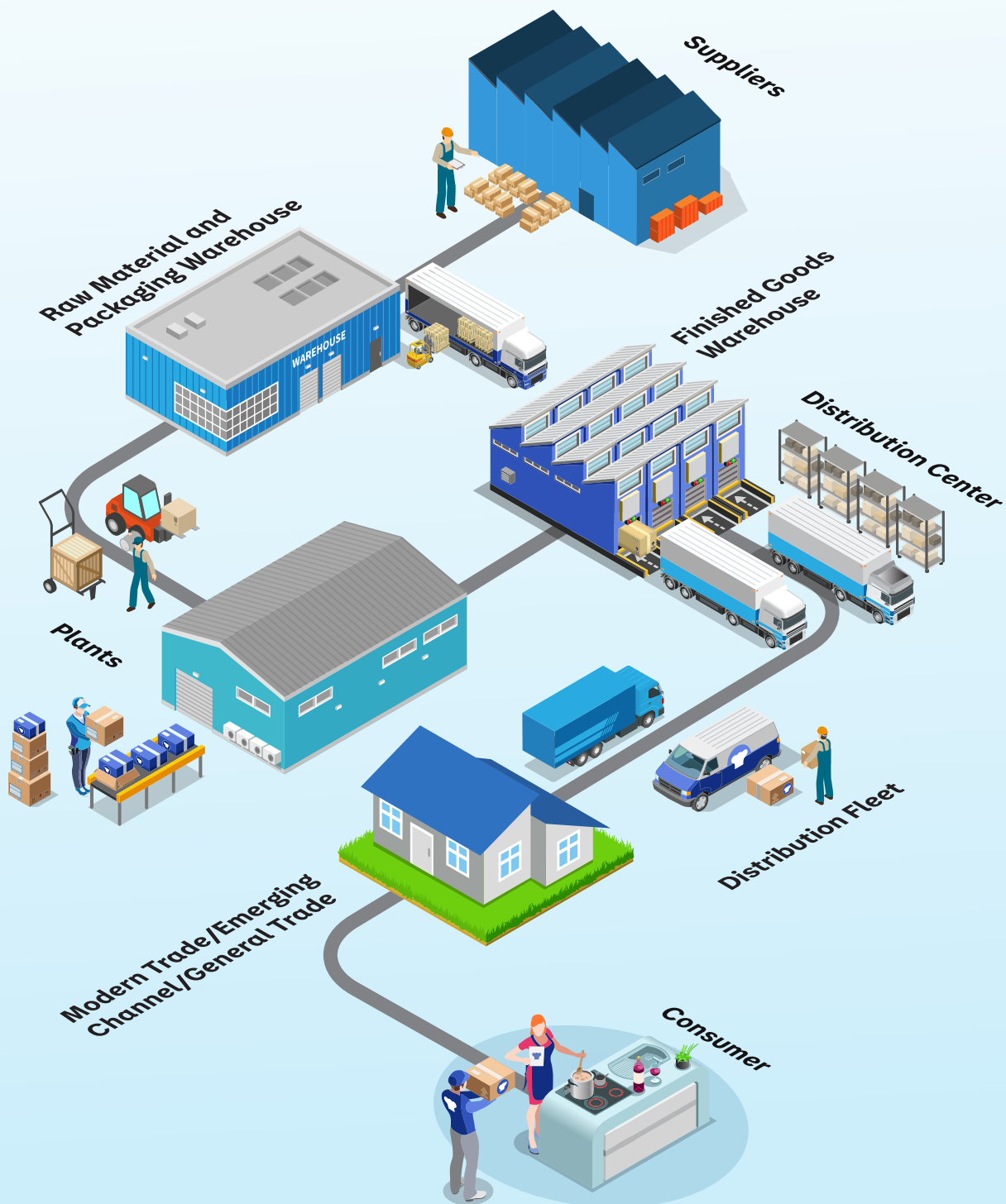
Bebelac Gold



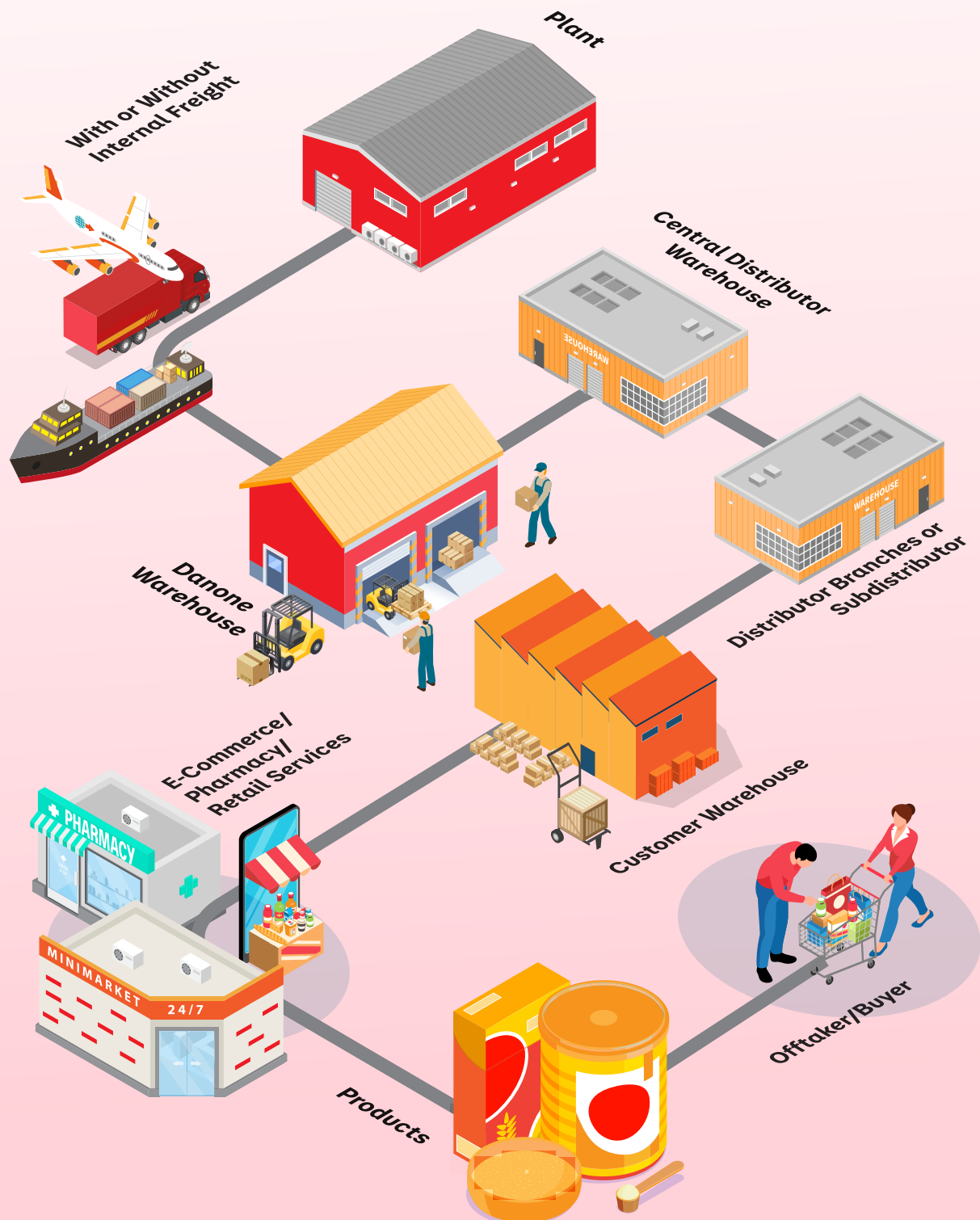
Bebelac Gold Soya

Responsible Supply Chain [GRI 2-6]

Danone-Aqua Supply Chain



Danone SN Indonesia Supply Chain



2024 Highlights



Danone-AQUA signed a partnership with the Indonesian Mosque Council (DMI).



Danone Indonesia distributed humanitarian aid to Palestine.



51st Anniversary of AQUA as Indonesia's Iconic Brand.



Danone Indonesia participated in the 10th World Water Forum.



AQUA officially became the Official Partner of PSSI.



70th Anniversary of SGM in nourishing Indonesia's advanced generation.



Merger of PT Tirta Investama (TIV) and PT Aqua Golden Mississippi (AGM).

Significant Changes [GRI 2-6] [OJK C.6]

In 2024, a significant corporate action took place involving the merger of PT Tirta Investama (“TIV”) and PT Aqua Golden Mississippi (“AGM”). This merger was formalized with the signing of the Deed of Merger No. 100 by Mala Mukti, S.H., LL.M, on September 26, 2024. The Deed of Merger was subsequently approved by the Minister of Law and Human Rights in Decree No. AHU-AH.01.09-0258181 dated October 1, 2024. According to the Deed, the effective date of the merger is October 1, 2024. As a result of this merger, AGM will be the “Merging Entity”, while TIV will be the “Surviving Entity”.

The Boards of Directors and Commissioners of TIV and AGM, the companies involved in the merger, have reviewed the merger plan. They have taken effective corporate administrative steps and aligned their working methods to enhance business growth by simplifying their business structures. This includes sectors such as bottled water, packaging plastic goods, soft drinks, wholesale trading of non-dairy non-alcoholic beverages, and various management consulting activities.

The merger is executed with careful consideration of the interests of each merger participant, ensuring fair competition and fulfilling the rights of both shareholders and employees. The objectives of the merger include:

- a. Integrating the business operations of PT Tirta Investama and PT Aqua Golden Mississippi;
- b. Improving corporate administrative effectiveness and aligning working methods to boost business growth and profitability; and
- c. Strengthening operational compliance with applicable laws and regulations.

Association Memberships

[GRI 2-28] [OJK C.5]

No.	Name of Association	Role	Business Unit
1	Indonesian Bottled Water Companies Association (ASPADIN)	Chairman, Deputy Secretary General, Deputy Treasurer, Member of the Division	Danone-AQUA
2	Indonesian Food and Beverage Entrepreneurs Association (GAPMMI)	Vice Chairman for Public Policy and Inter-Institutional Relations, Member of the Technical Food Regulation Committee, Member of the Cooperation and Promotion Division.	Danone-AQUA & Danone SN Indonesia
3	Indonesian Soft Drink Industry Association (ASRIM)	Head of the Bottled Drinking Water Division, Member of the Non-Technical Regulatory Division	Danone-AQUA
4	Association of Companies Producing Nutritional Products for Mothers and Children (APPNIA)	Chairwoman; Board of CEO, Lead Public Affairs and Communication, Member of the Public Affairs and Communication Committee, Member of the Ethical Committee, Member of the Regulatory Affairs Committee, Member of the Medical Affairs Committee.	Danone SN Indonesia
5	Indonesian Child-Friendly Companies Association (APSAI)	Chairperson of the Development Division, Vice Chairperson of the Development Division, Vice Chairperson of the Standardization and Certification Division	Danone-AQUA & Danone SN Indonesia
6	Indonesian Dairy Industry Association (AIPS)	Company Representative	Danone SN Indonesia
7	Nutrition and Health Food Partner Indonesia	Member of the Board of Trustees	Danone-AQUA & Danone SN Indonesia
8	Scaling Up Business Network (SBN)	Committee Member	Danone-AQUA
9	Indonesian Chamber of Commerce and Industry (KADIN)	Member of the Environment Commission, Company Representative	Danone-AQUA & Danone SN Indonesia
10	European Business Chamber of Commerce (EuroCham)	Executive Board, Head of Working Group Sustainable Development, Head of Working Group Import-Export and Transport & Logistics	Danone-AQUA & Danone SN Indonesia
11	The American Chamber of Commerce (AmCham)	Member	Danone Group in Indonesia
12	Packaging and Recycling Alliance for Indonesia Sustainable Environment (PRAISE)	Chairman PRAISE, Member of Working Group Program, Member of Working Group Advocacy	Danone-AQUA & Danone SN Indonesia
13	Indonesian Packaging Recovery Organization (IPRO)	Chairman of Board of Supervisor, Head of Working Group Collection Recycling & Market Development, Member of WG Collection Recycling & Market Development, Research & Innovation, Member of WG Collection Recycling & Market Development, Research & Innovation, Member of WG Advocacy, Communication & Education	Danone-AQUA & Danone SN Indonesia
14	Indonesian Employers Association (APINDO)	Member of the Advocacy Committee on Employment Member of the Environmental Sustainability Committee on SDGs	Danone-AQUA
15	Indonesian French Chamber of Commerce and Industry (IFCCI)	Member	Danone-AQUA
16	Most Valued Business Indonesia (IMVB)	Member	Danone-AQUA & Danone SN Indonesia
17	Indonesia National Plastic Action Partnership (NPAP)	Member of Working Group	Danone-AQUA & Danone SN Indonesia

2024 Awards



No.	Event	Award Category	Awarding Body
1	PR Indonesia Awards 2024	Bronze Winner-Sustainability Report	Humas Indonesia
2	Corporate Performance Rating Assessment in Environmental Management (PROPER)	1 Gold PROPER and 12 Green PROPER	Ministry of Environment and Forestry
3	16 th CSR & ESG Summit	Best PR & Investor Relations Team	Pinnacle Company
4	Nusantara TV Sustainability Communications Award	The Best Embedding Sustainable Communication Company in FMCG Sector	Nusantara TV
5	Employee Experience Awards 2024-Singapore	Bronze Award-Best Employee Advocacy Program	Human Resources Online
6	Bisnis Indonesia Social Responsibility Awards 2024	Top 5 Platinum Champion Bisnis Indonesia Social Responsibility Awards 2024	Bisnis Indonesia
7	Bina Mitra UMKM Award 2024	Gold-MSME Development Partner	Bina Mitra UMKM Award
8	Apresiasi BKKBN 2024	BKKBN's Appreciation: Reducing Stunting through Access to Clean Water	National Population and Family Planning Board (BKKBN)
9	Green Economy Award	Green Economy Award	detikcom & Ministry of Environment and Forestry
10	Annual Indonesia Green Industry Summit (AIGIS) 2024	<ul style="list-style-type: none"> Green Industry Certification Best Energy Efficiency Initiative 	Ministry of Environment and Forestry
11	CNN Awards 2024	Best Companies for Nature and Environmental Sustainability	CNN
12	Indonesia Industry 4.0 Readiness Index (INDI 4.0)	Sustainable Technology	Ministry of Industry
13	Recognition for the Producer Waste Reduction Roadmap	Recognition for the #BijakBerplastik (Be Plastic Wise) Campaign	Ministry of Environment and Forestry

No.	Event	Award Category	Awarding Body
14	The Best Contact Center Indonesia 2024	Gold Award The Best Contact Center Indonesia	Contact Center Indonesia
15	Processed Food Safety Management System (SMKPO) Certification	Processed Food Safety Management System (SMKPO) Certification	National Agency of Drug and Food Control (BPOM)
16	Top Halal Award 2024	Top Halal Index <ul style="list-style-type: none"> Kids Milk Powder for SGM Bottled Drinking Water for Aqua Isotonic Drink for Mizone 	IHATEC Marketing Research
17	MIX Marcomm PR of the Year 2024	<ul style="list-style-type: none"> Creative Campaign of the Year 2024 PR Practitioners of the Year 	Mix MarComm Magazine from SWA Media Group
18	Conference and Awarding Indonesia Best Companies 2024 in HSE Implementation	Best Companies 2024 in HSE Implementation	SPOT Corporate Communication from SWA Media Group
19	16 th CSR & ESG Summit	Product Excellence Award	Pinnacle Company
20	PR Indonesia Awards 2024	Silver Winner: <ul style="list-style-type: none"> PR Program (Corporate PR): Mombassador SGM Eksplor, SGM with Iron-c, Bersama Cegah Stunting (Joining Forces to Prevent Stunting) CSR Communication (Community Based Development)-Warung Anak Sehat (Healthy Kids' Stall) 	Humas Indonesia
21	Child-Friendly Company Award (PLA 2024)	Main Category of the Child-Friendly Company Award (PLA 2024)	Child-Friendly Companies Association
22	Annual Indonesia Green Industry Summit (AIGIS) 2024	Top Three Best Performance	Ministry of Environment and Forestry
23	AsiaCX Indonesia Awards 2024	Customer Service Team of the Year	Asia Symposiums
24	16 th CSR & ESG Summit	Best Workplace Practice	Pinnacle Company
25	HR Excellence Award 2024	<ul style="list-style-type: none"> Silver Award for HR Tech & Crisis Management Planning Bronze Award in CSR 	Human Resource Online
26	HR Asia Award 2024	<ul style="list-style-type: none"> Best Companies to Work Most Caring Sustainable Workplace 	Business Media International

Certifications

Danone Aqua

Certificate	Remarks
ISO 9001:2015 Quality Management System	AQUA Group & PT Tirta Investama
ISO 14001:2015 Environmental Management System	AQUA Group & PT Tirta Investama
Food Safety System Certification (FSSC) 22000	PT Tirta Investama, PT Aqua Golden Mississippi, PT Aqua Tirta Sibayakindo
Indonesian National Standard (SNI) 3553-2015 Mineral Water Quality Standard	PT Tirta Investama, PT Aqua Golden Mississippi, PT Aqua Tirta Sibayakindo
Halal Certification (Halal Product Assurance Organizing Agency-BPJPH)	PT Tirta Investama, PT Aqua Golden Mississippi, PT Aqua Tirta Sibayakindo
Good Manufacturing Practices Certificate by National Agency of Drug and Food Control (BPOM)	PT Tirta Investama, PT Aqua Golden Mississippi, PT Aqua Tirta Sibayakindo
Processed Food Safety Management System (SMKPO) Certification issued by the National Agency of Drug and Food Control (BPOM) for Distribution Facilities	15 Depots of PT Tirta Investama
Type II Ecolabel	AQUA Life, 100 ml PET Bottle, AQUA PET Bottle-220ml, 330ml, 600ml, 750ml, 1,500ml, Mizone 500ml PET Bottle.
B Corp Certification	PT Sarihusada Generasi Mahardhika, PT Nutricia Indonesia Sejahtera, PT Sugizindo
Green Industry Certificate	13 plants of PT Tirta Investama (Solok, Tanggamus, Ciherang, Mekarsari, Cianjur, Subang, Klaten, Pandaan, Wonosobo, Kebon Candi, Banyuwangi, Mambal, Airmadidi), PT Tirta Sibayakindo.

Danone SN Indonesia

Certificate	Remarks
ISO 9001:2015 Quality Management System	PT Sarihusada Generasi Mahardhika, PT Nutricia Indonesia Sejahtera, PT Sugizindo
ISO 14001:2015 Environmental Management System	PT Sarihusada Generasi Mahardhika, PT Nutricia Indonesia Sejahtera, PT Sugizindo
Food Safety System Certification (FSSC) 22000	PT Sarihusada Generasi Mahardhika, PT Nutricia Indonesia Sejahtera, PT Sugizindo
Halal Certification (Halal Product Assurance Organizing Agency-BPJPH)	PT Sarihusada Generasi Mahardhika, PT Nutricia Indonesia Sejahtera, PT Sugizindo
Risk Management Program Certification National Agency of Drug and Food Control (BPOM)	PT Sarihusada Generasi Mahardhika, PT Nutricia Indonesia Sejahtera, PT Sugizindo
GMP Certification issued by BPOM	PT Sarihusada Generasi Mahardhika, PT Nutricia Indonesia Sejahtera, PT Sugizindo
Type II Ecolabel	Bebelac Gold Soya, Bebelove, SGM Ananda
B Corp Certification	PT Sarihusada Generasi Mahardhika, PT Nutricia Indonesia Sejahtera, PT Sugizindo
Green Industry Certificate	PT Sarihusada Generasi Mahardhika, PT Sugizindo
Occupational Health and Safety Management System (OHSMS)	PT Sarihusada Generasi Mahardhika, PT Nutricia Indonesia Sejahtera, PT Sugizindo





Sustainability Strategy

Sustainability Strategy

[GRI 2-22] [OJK A.1] [OJK F.1] [S1-29a]



For over a century, Danone has remained committed to its mission of providing nutritious and delicious products tailored to people's needs and consumption habits. The Company's diverse product range, available in various parts of the world, results from continuous innovation and high-quality standards aimed at meeting consumer expectations throughout all stages of life.

Danone focuses on enhancing the quality of life by addressing the need for better nutrition. With growing consumer awareness of both the quality of food and beverages and the production process's environmental impact, Danone has proactively responded to these changes. Committed to sustainability, the company strives to conserve natural resources and maintain ecological balance.

In 2017, Danone introduced the concept of "One Planet, One Health" as a new identity reflecting its philosophy. This phrase emphasizes the close connection between human health and planetary sustainability.

This vision is not just a statement of the Company's values; it serves as an invitation for all stakeholders to participate in the food revolution. This movement encourages consumption patterns that are both healthier and more environmentally friendly. As a global player in the food and beverage sector, Danone believes its role in this revolution is vital. Therefore, the Company continues to transform its business practices by adopting local wisdom-based food systems and utilizing more sustainable resources.

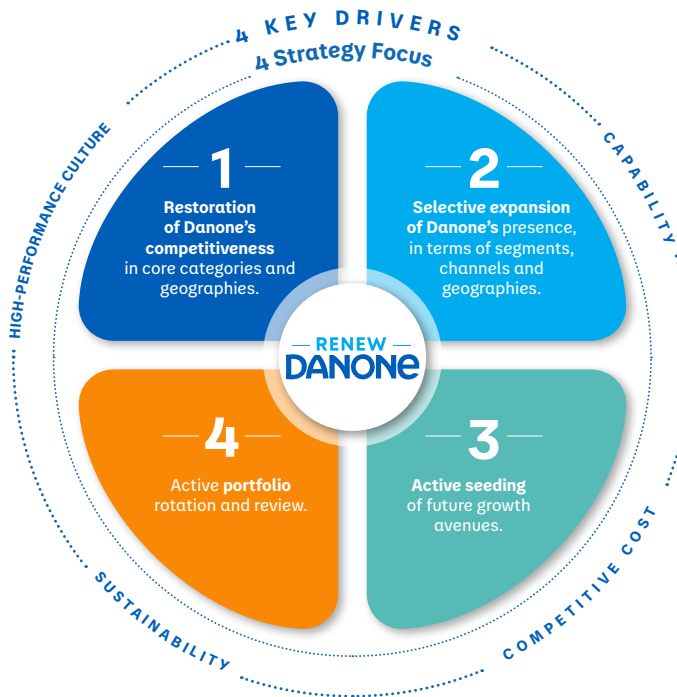
Danone's commitment to a sustainable future is evident in its various initiatives, including efforts to reduce methane emissions, promote regenerative agriculture, and protect watersheds in its operational areas to decrease water usage. Additionally, the Company is innovating circular and low-carbon packaging systems to minimize its environmental impact.

Through the vision of "One Planet, One Health," Danone aims to create a healthier future with a food-centered approach. The Company believes that a healthy body requires nutritious food, and that quality food can only be produced in a preserved environment.

"Renew Danone" Strategy and Business Transformation

Since its introduction in 2022, the "Renew Danone" strategy has served as the primary guideline for improving performance across various aspects of the Company. Through consumer-oriented innovation and investment, Danone aims to enhance its competitiveness in a sustainable manner. With extensive experience and a dedicated team, the company is optimistic about its long-term achievements.

This strategy is crafted to address challenges while seizing new opportunities, ensuring that Danone remains competitive and provides greater value. The "Renew Danone" strategy focuses on four main areas:



As part of the “Renew Danone” strategy, the Company has established a sustainability roadmap known as the Danone Impact Journey (DIJ). This initiative is centered on three main pillars: Health, Environment, and People & Community.

Each pillar in the DIJ includes specific, prioritized steps to ensure a positive impact in both the medium and long term. This approach aims to align all business activities with the Company's commitment to preserving and regenerating natural resources while supporting the development of communities near its operations.

Danone's commitment to improving public health is manifested not only through nutritious products but also through various sustainability programs. Particularly for the Danone Group in Indonesia, environmental, social, and governance (ESG) criteria and sustainability have been integrated into the company's Key Performance Indicators (KPIs) in its business strategy. In addition to its focus on environmental sustainability, the Company pays significant attention to the welfare of its workforce.

Guided by responsible business principles, the Danone Group in Indonesia continues to strive to provide broad benefits to society. The DIJ serves as the main framework for creating real change through quality products, sustainability initiatives, and empowerment programs that support sustainable business growth.

Danone Impact Journey





The following is an explanation of each DIJ Pillar:

1. Advancing and Leading Health through Food for Consumers and Patients

The Danone Group in Indonesia is dedicated to making a meaningful impact on public health through quality products consumed by millions across the country. By offering better nutrition and hydration solutions, we aim to enhance the well-being of as many individuals as possible. This commitment not only serves as our competitive advantage but also reflects a broader objective of promoting health overall.

As part of this initiative, we focus on four key priority areas:

- › Offering tastier and healthier food and beverages;
- › Promoting healthier choices;
- › Providing positive nutrition and hydration for healthier living; and
- › Investing in nutrition and hydration science and research.

Under Danone Specialized Nutrition Indonesia, we deliver dairy products tailored to meet nutritional needs at every critical life stage, particularly for children. Our innovative formulations include a combination of iron and vitamin C (Iron C), Triple A (DHA, LA, ALA), and Double Biotics (FOS:GOS), which support optimal growth and development. These products are not only rich in nutrients but also designed with lower sugar content, ensuring they remain healthy while meeting necessary nutritional requirements and being affordable for a wider community.

Regarding hydration, AQUA positions itself as a safe and inclusive bottled water solution. We believe that access to safe drinking water is a fundamental rights for everyone. Therefore, we strive to ensure that our products are accessible to all levels of society, promoting a healthier and more sustainable lifestyle.

Research, Innovation and Contribution to Society

To continually enhance the benefits of our products, we prioritize investment in research and innovation. By collaborating with the scientific community, we contribute to the advancement of science by publishing various research findings with research institutions. This collaboration ensures that every product we offer is based on current and credible scientific data.

Beyond simply providing nutritious products, we aim to create meaningful change in society. Consequently, we implement various initiatives to address nutrition issues, including programs aimed at increasing iron intake for children and efforts to improve access to safe drinking water. All these initiatives align with our commitment to supporting the sustainable development goals.

Addressing Health Challenges in Indonesia

Several health challenges remain significant concerns in Indonesia, such as limited access to safe drinking water, malnutrition, high stunting rates in children, and elevated cases of anemia among pregnant women and children due to iron deficiency. To tackle these challenges, Danone Indonesia initiated the Joint Movement to Prevent Stunting. This initiative involves collaboration with the National Population and Family Planning Agency (BKKBN), the Ministry of Education and Culture, local governments, and organizations like Muhammadiyah and Nahdlatul Ulama (NU).

One component of this program is *Generasi Bebas Stunting*, which includes various initiatives such as GASING NEKMESE, Isi Piringku, Warung Anak Sehat, Duta 1,000 Pelangi, Rumah Bunda Sehat, TANGKAS, and GESID. Additionally, WASH and Clean and Healthy Living Behavior programs are implemented as part of the company's efforts to promote healthy living habits within the community.

2. Preserving and Regenerating the Environment

The Danone Group in Indonesia employs an integrated approach to water resource management, addressing the entire process from upstream to downstream. This initiative focuses not only on conservation and water use efficiency but also on strengthening local water governance. Furthermore, it contributes to the empowerment of local communities and improves the welfare of surrounding areas. We prioritize three main pillars in this aspect:

Maintaining Sustainable Water Resources

We are committed to achieving positive water impact by 2030, through the following programs:

- › Water conservation programs;
- › Regenerative agriculture;
- › Access to clean water & sanitation; and
- › Water efficiency programs through the 4Rs movement (Reduce, Reuse, Recycle, Reclaim).

Packaging Circularity

Our commitment is to support the resolution of plastic waste in Indonesia and encourage innovative collaboration through the **#BijakBerplastik** movement for a cleaner Indonesia.

1. Collection

Collecting more plastic than is used.

2. Education

Educating 5 million children and 100 million consumers by initiating the My Waste My Responsibility campaign.

3. Innovation

Using 100% reusable, recyclable and compostable packaging.

Towards Zero Carbon Emissions

1. Use of Renewable Energy

Develop and use renewable energy in the form of solar panels and biomass boilers to achieve the target of 100% renewable electricity sources by 2030.

2. Energy Efficiency

Using Artificial Intelligence (AI) to monitor and optimize energy usage, distribution routes, and replacement of shipping transportation to minimize energy such as replacing truck fleets with trains.

3. Packaging Product Innovation

Reducing energy in producing new packaging by using reusable packaging.



As part of its nature-based conservation efforts, Danone Indonesia Group has implemented various initiatives to maintain ecosystem balance. These include planting 2.6 million trees to promote landscape sustainability and constructing 20,000 infiltration trenches and 2,500 infiltration wells to support groundwater recovery. Additionally, the Company has adopted regenerative agriculture practices on 500 hectares of land, involving more than 1,000 farmers to enhance water use efficiency and strengthen the agricultural sector's resilience.

In addition to conservation efforts, Danone Group in Indonesia aims to improve community access to clean water. To date, over 563,000 people in various communities, both around operational areas and nationally, have benefited from the clean water supply program. These initiatives are part of the Company's commitment to achieving a Positive Water Impact, which focuses on returning more water to nature and society than what is used in the production process.

To strategically protect water resources, Danone Indonesia collaborates with various stakeholders, including local governments, communities, non-governmental organizations, academics, and the private sector. This collaboration has led to the formation of a watershed forum that plays a vital role in the sustainable management of water resources. Currently, the Company actively participates in seven watershed forums across different operational areas, including the Cisadane, Cicatih, and Cibelong watersheds in West Java; Pusur watershed in Central Java; Rejoso and Pandaan watersheds in East Java; and Ayung watershed in Bali. In addition, to enhance governance, we have introduced a Payment for Environmental Services (PES) scheme that provides financial compensation as an incentive for individuals who contribute to conservation and natural resource management efforts.

Beyond external initiatives, Danone Group's commitment to water sustainability is also reflected in its production system. Danone Group in Indonesia continuously works to improve water use efficiency by reducing consumption during the manufacturing process. One of the key metrics used is the Total Water Utilization/Water Ratio, which measures the amount of water needed to produce one liter

of product. A smaller ratio indicates more efficient water use in production. The initiative model developed not only offers long-term benefits for the environment and society but also serves as a reference for the implementation of broader water management programs throughout Danone Group's operational areas in Indonesia moving forward.



3. Developing Employees and Communities

Danone Group in Indonesia is committed to making its business a force for positive impact. The Company fosters an inclusive work culture and empowers employees at all levels. Various initiatives have been implemented not only to comply with regulations but also to enhance the internal work environment.

Furthermore, we have been recognized as the "Best Company to Work For" for the fifth consecutive year, the "Most Caring Company" for the third time, and we received an award for "Sustainable Workplace" as a new category at the HR Awards 2024. At the HR Awards 2024, Danone Group in Indonesia excelled among more than 300 other companies across Asia.

These awards reflect Danone Group's commitment in Indonesia to create a work environment that values employees and promotes a sustainable business chain. This achievement aligns with our goals at Danone Indonesia, where we are dedicated to growing alongside our employees and society through various leadership and career development programs, efforts to maintain a positive work environment, and collaboration with partners and the broader community.

Inclusive Culture and Space to Innovate

Danone Group in Indonesia encourages an open work culture where every individual has the opportunity to participate in discussions, share ideas, and propose innovative solutions. The Company does not take



a strictly top-down approach but instead provides space for employees to negotiate, challenge existing policies, and develop better alternatives. This environment fosters a work ecosystem that promotes critical and innovative thinking, where every constructive idea is valued and has the opportunity to grow.

Additionally, Danone Group in Indonesia strives to create a safe and comfortable working environment for all employees by applying the principles of diversity and inclusion. We open equal opportunities for every individual, regardless of gender, ethnicity, religion, or other backgrounds. As part of this commitment, we also recruit employees with disabilities to empower their expertise. Furthermore, Danone Group in Indonesia emphasizes a policy of non-discrimination across all aspects of operations, ensuring that all employees can work professionally, with a sense of security and respect.

Preparing Employees for the Future

In response to evolving economic dynamics, Danone Group in Indonesia is committed to equipping its employees with relevant skills and providing a variety of development opportunities to boost their confidence in facing future challenges. The Company offers several employee development programs, including the Danone Academy Indonesia, Innovation Class & Hackathon Program, Leadership Development Program, International Talent Exchange Program, and Danone Volunteering Month.

We adhere to Environmental, Social, and Governance (ESG) principles in our internal policies, placing a special emphasis on employee health and well-being. One significant aspect of this commitment is our dedication to creating an inclusive and family-friendly workplace. Since 2016, we have implemented a six-month maternity leave policy for mothers and ten working days of paternity leave for fathers. We believe that exceptional human resources can flourish and develop when given the opportunity to focus fully on their families, especially in the crucial early stages of their children's lives.

Building Community Welfare [GRI 203-2]

Beyond its internal operations, Danone Group in Indonesia proactively implements community empowerment programs through various initiatives that contribute to local economic growth. Some of them are the MSME assistance program around the plant, the national DAMPING MSME program, and the integrated farming program. In addition, the Company has also developed the AQUA Home Service micro distribution network, which has now empowered more than 10,000+ households across Indonesia.



Contributing as Part of the Solution

The Danone Group in Indonesia aims to be an active participant in the industry while also addressing public health challenges. We strive not only to articulate our value proposition but also to create a meaningful impact. This journey begins with building trust among all stakeholders, which is essential for maintaining a sustainable license to operate in the industry.

Aligned with DIJ's ambitions, we are dedicated to enhancing the positive impact of our business activities, particularly in the areas of health, environment, community, and governance transparency. In 2024, the Danone Group in Indonesia, which includes Danone-AQUA and Danone Specialized Nutrition Indonesia, successfully achieved B Corporation (B Corp) certification with an impressive score of 98.6. This year, we extended the B Corp certification to the Specialized Nutrition category, building on our previous

achievements where Danone-AQUA obtained B Corp certification in 2018 and 2021, making it the first FMCG in Indonesia to receive this prestigious recognition.

Our consistent improvement in the B Corp certification score from 2018 to 2024 reflects our commitment to sustainable business practices. More than just a certification, B Corp represents a movement aimed at creating a better world through responsible operations and meaningful social and environmental impact. Through this achievement, the Danone Group in Indonesia supports Danone Group's global ambition to become 100% B Corp Certified by 2025. These efforts are conducted to achieve greater goals, including reducing inequality, lowering poverty levels, fostering a healthier environment, building stronger communities, creating more high-quality jobs that offer dignity and purpose, and working towards a better and more sustainable future for all.



Sustainability Governance



Commitment to Governance with Integrity

A key factor in the success of the Danone Group in Indonesia is its dedication to sustainability governance, guided by the principles of Good Corporate Governance (GCG): transparency, accountability, responsibility, independence, fairness, and equality. These principles are essential for ensuring responsible business practices, creating long-term value, and safeguarding the interests of all stakeholders, including consumers, employees, business partners, and the broader community.

Transparency

The Company is committed to maintaining transparency by effectively communicating sustainability aspects, including policies, achievements, and challenges faced in environmental, social, and governance (ESG) matters. This information is shared through various platforms, such as sustainability reports, official publications, and communications to stakeholders, ensuring clarity, accuracy, and timeliness.

Accountability

The Company ensures that all sustainability policies and programs are implemented according to the mandates provided by shareholders and stakeholders. Management is responsible for executing sustainability strategies and meeting established targets, while the Board of Commissioners oversees and evaluates the effectiveness of these sustainability initiatives.

Responsibility

The Company is committed to conducting its operations in compliance with applicable regulations, including environmental and social standards. This encompasses aspects such as natural resource management, employee welfare, ethical business practices, and social responsibility towards the communities where the Company operates.

Independence

Decision-making relating to sustainability is performed objectively and professionally, free from external interference that could compromise the Company's commitment to responsible business practices. This independence ensures that sustainability policies and programs are developed and implemented fairly and in accordance with legal and regulatory standards.

Fairness

The Company upholds principles of inclusivity and equitable treatment for all stakeholders. It ensures that the rights of employees, business partners, and the community are respected without discrimination, providing equal opportunities in employment, training, promotions, and access to information and benefits from sustainability programs.

By implementing robust sustainability governance, the Danone Group in Indonesia strives to build a responsible business that positively impacts the environment and society while ensuring sustainable growth.

The tools used for governance at Danone include:

1

Danone Operating System

2

Danone Internal Control Evaluation as an internal control guideline

3

Danone Way (DW), a tool used to assess the most material sustainability topics for Danone

4

Vestalis as a guideline for risk management

Structure and Roles in Sustainability Governance [GRI 2-9] [GRI 2-11]

General Meeting of Shareholders (GMS)

The General Meeting of Shareholders (GMS) is a governing body of a Limited Liability Company with the authority to handle matters that cannot be delegated to the Board of Directors or the Board of Commissioners. During the GMS, shareholders make decisions by approving or rejecting proposals put forth by the Company through the Board of Directors. These decisions are made based on either a unanimous vote or a majority vote, in accordance with the provisions outlined in the Company's Articles of Association and Law Number 40 of 2007 concerning Limited Liability Companies, as partially amended by the Government Regulation in Lieu of Law of the Republic of Indonesia Number 2 of 2022. According to the provisions of the Company Law, the GMS must be conducted at least once a year, manifested as an Annual GMS, and must take place no later than six months after the conclusion of the financial year. An Extraordinary General Meeting of Shareholders (EGMS) can be convened as needed at any time.

Collective Leadership Team

As part of the Danone global network, the sustainability governance structure of Danone Group in Indonesia is overseen by the Collective Leadership Team, which includes the General Manager (GM) and Directors/Vice Presidents as the top governance body. Specifically, governance management is delegated to Collective Leaders (CL), who are leaders from each department or division within the company. These departments include Human Resources, General Secretary, Sales, Marketing, Research & Innovation, IT & Data, Cycles & Procurement, Operations, Quality & Food Safety, Finance, Healthcare Nutrition, and Danone Business Services.

To ensure that sustainability principles are integrated into all business operations, decision-making, and strategy, the Collective Leadership Team makes business and governance decisions. However, if certain business decisions require corporate governance approval under the Limited Liability Company Law and the Articles of Association of Legal Entities, these decisions must be documented and approved by the Board of Directors and the Board of Commissioners.

Appointment of the Board of Commissioners and Board of Directors [GRI 2-10]

In accordance with Law No. 40 of 2007 regarding Limited Liability Companies (UUPT), as partially amended by Government Regulation in Lieu of Law No. 2 of 2022, as well as the provisions outlined in the Company's Articles of Association, the Shareholders appoint the Board of Directors and the Board of Commissioners for each company in the Danone group during the General Meeting of Shareholders (GMS).

Person in Charge of Sustainability Aspects [GRI 2-12] [GRI 2-13] [OJK E.1]

In general, the responsibility for sustainability aspects lies with the CL who leads the division under his responsibility. In addition, Danone Group in Indonesia has also established several Committees whose duties are related to the implementation of sustainability governance collectively. These committees are:

Committee Name	Scope of Responsibility
Danone Impact Journey Committee	This committee replaces the One Planet and One Health committees and is responsible for ensuring that DIJ operates in alignment with its goals. It consists of three steering committees: Nature, Health, and People & Communities. Each pillar has a designated lead person in charge, who will be supported by a CL. Ultimately, all accountability falls under the GM of Danone Indonesia.

Committee Name	Scope of Responsibility
Compliance Committee	This committee is responsible for ensuring that all Danone employees contribute to the Company's vision and mission by conducting operations ethically, benefiting Danone, its employees, and society as a whole. Additionally, the committee implements various compliance programs to foster an ethical culture in Danone's daily practices. The Compliance Committee is led by the Head of Compliance and reports to the VP General Secretary.
DANgo Committee	The committee is responsible for facilitating risk discussions at the local level, conducting thorough internal control assessments, reviewing documents, and evaluating risks. It reports the findings of these evaluations to Danone's Internal Control Group. Additionally, the DANgo Committee supports the Business Process Owner (BPO) in identifying "Critical Area" and implementing appropriate "Action Plan". In Indonesia, the DANgo Committee is led by an Internal Control Director and reports to the DBS Indonesia Director.
Crisis Management Committee	This committee is responsible for supporting the organization during challenging situations and, whenever possible, minimizing the risk of injury to customers or harm to the organization's reputation. It operates in line with Danone's crisis management procedures, focusing on the preparation and management of all types of crises that require immediate attention. The committee is led by the Business Unit Crisis Management team.
Safety & Health Committee	This committee is responsible for ensuring that safety and health laws and procedures are implemented in all factory operations. Its goal is to maintain a safe, comfortable, and healthy working environment. The Safety and Health Committee operates at both the head office and the factory level. At the head office, it is led by the VP Human Resources.

Training for the Highest Governance Body [GRI 2-17] [OJK E.2]

To enhance sustainability governance, Danone Group in Indonesia is focused on strengthening the capacity of its highest governance body to guide a responsible and sustainable business strategy. To support this effort, CL has participated in various training and development programs throughout 2024. These programs were organized by different training providers and covered a wide range of topics related to sustainability, including environmental, social, and economic governance, sustainability risk management, and compliance with relevant regulations. Below are the details of the training materials that have been attended:

Training	Participants	Place and Date	Organizer
CEE-PowerBI training	CL/BOC/BOD	February 14	BS HR CEN
INDO-Marketing Essentials Boothcamp	CL/BOC/BOD	February 26-28	BS HR Indonesia
INDO-TTT Danone Culture & Behaviors First Line Danoners Workshop	CL/BOC/BOD	February 21	BS HR Indonesia
WBS-Business Process Masterclass in HCP Engagement	CL/BOC/BOD	February 27	Global Danone Academy
WBS-Danone Culture Experiential Workshop	CL/BOC/BOD	June 14 June 21 October 3 November 22 November 27	Global Danone Academy
WBS-Lead Ahead-Module 1	CL/BOC/BOD	April 22 May 27 June 24 September 19	Global Danone Academy
WBS-Lead Ahead-Module 2	CL/BOC/BOD	July 2 November 19	Global Danone Academy
WBS-Compliance Fundamentals at Danone	CL	September 30	Global Danone Academy
WBS-Crisis Management CM1-Fundamentals	CL/BOC/BOD	October 29	Global Danone Academy
WBS-Antitrust & Competition Law Essentials	CL Commercial	October 31	Global Danone Academy

Diversity in the Composition of the Highest Governance Body

Danone Group in Indonesia is committed to promoting gender equality and creating opportunities for individuals who demonstrate capability and integrity to become leaders and contribute to the Company's development. Below is the diversity composition of the Highest Governance Body within the Danone Group in Indonesia, as of 2024:

Position	Male	Percentage	Female	Percentage
Collective Leaders	8	80	2	20
Board of Commissioners	10	77	3	23
Board of Directors	16	89	2	11

Highest Governance Body Meetings and Communication of Critical Issues [GRI 2-16]

To oversee the implementation of governance, CL as the highest governance body hears and accommodates any form of critical issues that develop to be managed. CL regularly monitors and evaluates any critical issues including potential and actual negative impacts on stakeholders and other matters concerning the Company's operational strategy. Together with the GM, the CL team conducts monthly meetings to evaluate business developments and important issues related to the Company's development. This is also followed by board meetings for certain business units.

The meetings conducted in the Company are divided as follows:

1. GPS meetings and topline meetings for business strategy and economic drivers, held monthly.
2. LIM Indonesia meetings for innovation followed by specific innovation meetings of each business unit, held monthly.
3. DIJ-driven meetings where the steering committee meets and makes decisions on a quarterly basis, and stream-specific meetings on a monthly basis, both meetings are organized for health, people and nature.
4. VESTALIS meetings/processes where bottom-up functional risks are assessed and submitted with mitigation plans. Through this meeting/process, the board will determine the top 10 business and compliance risks that have been mapped and closely monitored.

All of these meetings will result in business decisions and strategies that will relate to each other and become KPIs of the business as a whole. Throughout 2024, the Highest Governance Body has conducted 47 (forty seven) meetings.

Performance Assessment of the Highest Governance [GRI 2-18]

The targets set in DIJ serve as part of Danone Indonesia's global targets and are continuously monitored to ensure positive achievement. In assessing the set targets and their management performance, Danone Group in Indonesia conducts a series of meetings led by the GM and CL.

In addition to monthly meetings that focus on strategic decision making, the Company also holds quarterly performance reviews with Danone Global. In this meeting, the Company evaluates the Key Performance Indicators (KPIs) and progress of DIJ, as well as mapping the risks faced by the Company. Important topics related to DIJ are also reported and discussed at the GMS. The entire assessment process is overseen by the Steering Committee.

Remuneration and Compensation of the Highest Governance Body [GRI 2-19] [GRI 2-20] [GRI 2-21]

In this Sustainability Report, we do not disclose information related to the remuneration and compensation of the highest governance body due to its confidentiality. The Company has also not linked the performance of the highest governance body to the Company's remuneration policy.

Upholding Ethical Conduct and Regulatory Compliance in Business

Conflict of Interest

Danone Group in Indonesia has established a Potential Conflict of Interest (PCOI) declaration mechanism as part of its sustainability governance efforts to maintain transparency and accountability. All employees are required to periodically complete the PCOI declaration if they have, know of, or identify any potential conflicts of interest. This mechanism ensures that potential conflicts can be detected and managed appropriately, thereby promoting ethical business practices in line with the principles of responsible and sustainable governance.

Why is PCOI important?	What does it mean for the business?	What does it mean for employees?	What if employees do not declare PCOI?
Declaring a potential conflict of interest protects both the Company and its employees. Employees can easily declare any potential conflicts as circumstances change.	In line with Danone's Code of Business Conduct and Compliance Policy. To protect the business from poorly managed conflicts of interest.	To minimize the potential consequences that may arise. After evaluation, the Company will identify the best solution to help employees avoid conflicts of interest.	Honesty and transparency from employees are expected. If there is negligence or intentional misrepresentation of the statement, the Company may address this issue by following the Danone Group policies and relevant regulations.

All members of the Board of Directors can participate in the Danone Group Collective Leadership Team in Indonesia, while Commissioners are not permitted to be part of the team. This policy is in place to ensure the independence of the supervisory function and to prevent potential conflicts of interest, in accordance with the governance guidelines and code of ethics that are implemented.

Danone Group in Indonesia requires all employees to proactively declare any potential conflicts of interest, whether direct or indirect. To avoid conflicts of interest, employees and members of the Collective Leadership Team (CL) must declare any conflicts of interest and/or do so periodically each year by answering questions about:

1. Whether they or any family members have a business relationship with a supplier or competitor.
2. Whether they or their family members are suppliers to the Company.
3. Whether their next of kin work for a supplier's company and hold decision-making positions.
4. Whether their relatives work as pediatricians, obstetricians/midwives, or in government roles where they make decisions.

5. Whether they are members of associations outside their roles as employees of the Danone Group in Indonesia.
6. Any other circumstances that may potentially cause a conflict of interest.

If the Compliance Team's analysis or evaluation of the responses indicates a potential conflict of interest risk, particularly in the medium to high risk categories, the matter will be discussed with the Human Resources Business Partner (HRBP) and CL. Following this discussion, specific measures will be taken to mitigate the risk of conflict of interest. [\[GRI 2-15\]](#)

Danone's Code of Business Conduct/Code of Ethics [\[GRI 2-23\]](#) [\[GRI 2-24\]](#)

The Danone Group in Indonesia upholds a comprehensive Code of Conduct that serves as a standard for the ethical behavior of all employees. Ensuring commitment to this Code is crucial for maintaining integrity, protecting the Company's reputation, and ensuring business continuity. The Code is designed to align with and support the Company's operations, vision, and mission, ensuring that all members of the organization adhere to the same high standards of conduct.

1. Compliance with the Law

Every employee must comply with all applicable laws and regulations.

2. Employees

Danone is committed to providing a friendly work environment where respect and equal opportunity are paramount. The Company respects the human rights of every employee and will not tolerate violence, bullying, harassment, discrimination, or any form of forced, bonded, or child labor. [OJK F.19]

3. Consumers

Danone is dedicated to ensuring the highest product quality and safety, adhering to international legislation and best practices in honest and responsible marketing as well as accurate and clear labeling.

4. Customers and Business Partners

Danone is focused on building fair and ethical relationships with customers and business partners, including suppliers, service providers, agents, distributors, and labor providers, based on clear and respected business terms.

5. Shareholders

Danone is committed to providing shareholders with accurate, timely, regular, and reliable information regarding the Company's activities, performance, prospects, and strategies.

6. Community

Danone aims to promote health through food for as many people as possible by actively participating in the community and having a positive impact through its products, business practices, and social activities.

7. Competitors

Danone prioritizes the principles of fair and open competition.

8. Environment

Danone is committed to respecting and protecting the environment through sustainable business practices, including the monitoring and reporting of the environmental impacts of our operations.

9. Government and International Organizations

Danone does not make political donations to any parties. Any advocacy activities will be conducted transparently and ethically, considering the best interests of consumers and aligning with public health goals.

10. Bribery and Corruption

Danone has a zero-tolerance policy for all forms of bribery and corruption, either directly or indirectly.

11. Conflict of Interest

All employees must declare and avoid any conflicts of interest that may arise, in accordance with the Integrity Policy.

12. Confidentiality

Danone employees and business partners must protect the Company's confidential information and intellectual property. They must also safeguard the confidential information of consumers, customers, and business partners, as well as their intellectual property rights that may be accessed in the course of business relationships.

13. Respect for Privacy

Danone is committed to governing personal data in accordance with applicable regulations and maintaining public trust in the management of personal data.

14. Money Laundering and Fraud

Danone rejects any attempts to use its business for money laundering and only collaborates with legitimate customers and business partners.

15. International Trade Sanctions Policy

Danone is committed to complying with all relevant international trade sanction requirements.

The Danone Group in Indonesia ensures that the code of conduct is not merely a formal document but is actively lived and applied in the daily lives of all employees. We provide regular training on the code of ethics to all Danone employees in Indonesia. Additionally, all employees receive an introduction to the Company's values upon joining, which includes information about the code of conduct, anti-fraud policies, potential conflicts of interest, and the fundamental principles of compliance at Danone. The Danone Group in Indonesia enforces strict consequences for any violations of the code of ethics. Sanctions may include formal reprimands, disciplinary actions, termination of employment, and other penalties as outlined in the company regulations, all in accordance with applicable laws and regulations.

Administrative Sanctions/Fines [GRI 2-27]

Throughout 2024, the Company, CL, Board of Directors, and Board of Commissioners did not receive any administrative sanctions from regulators or other policymakers. In addition, the Company also did not receive any fines for the cases faced.

Anti-Corruption Policy [GRI 2-23] [GRI 2-24]

Danone Group in Indonesia is committed to building a transparent and integrity business ecosystem, as well as actively preventing and eradicating fraud, corruption, extortion and bribery practices. This commitment is implemented through a number of policies and strategic measures, including:

1. Implementation of risk management involves identifying and preparing mitigation measures to reduce or eliminate potential impacts. This risk management process is continuously monitored by the Local Compliance Committee, which reports periodically to the global Compliance team.
2. Provide training sessions and socialization of Standard Operating Procedures (SOPs) regarding the following areas: the giving and receiving of gifts to and from third parties, sponsorships and donations to third parties, interactions with government officials, interactions within the healthcare system, and the tendering process.
3. Provide a whistleblowing system which is managed globally by the Danone Ethics Line Committee, Investigation Team and Anti-Fraud Committee, which consists of the General Manager, Human Resources

Director, Finance Director, General Secretary, and the investigation team.

4. Proper monitoring through self-assessments and audits, including both internal and external audits.

Communication and Training on Anti-Corruption Policies and Procedures [GRI 205-2] [GRI 205-3]

The Company's commitment to an anti-corruption culture is implemented comprehensively across all employees and business partners by ensuring they understand and comply with established policies and procedures. As part of its dedication to good corporate governance and integrity in business operations, the Company actively communicates its anti-corruption policies and procedures throughout the organization. This communication aims to ensure that every individual is aware of the expected standards of conduct and their responsibility in preventing corrupt practices. [GRI 3-3]

Throughout 2024, the Company has undertaken various communication activities regarding its anti-corruption policies and procedures, as presented in the following table:

Communication on Anti-Corruption Policies and Procedures

By Position	Danone-AQUA						Danone SN Indonesia					
	2022		2023		2024		2022		2023		2024	
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
Chief Executive Officer	8	100	10	100	3	100	8	100	9	100	4	100
Director	75	100	28	100	33	100	55	100	12	100	20	100
Manager	771	100	850	99.6	759	100	309	100	371	99.1	385	100
Supervisor	1,543	100	1,476	100	1,291	100	444	100	417	100	395	100
Staff	8,416	100	8,062	100	6,861	100	1,587	100	1,517	100	1,385	100

By Region	Danone-AQUA					
	2022		2023		2024	
	Total	%	Total	%	Total	%
Head Office	1,018	100	887	100	894	100
Sumatra	851	100	997	100	889	100
Western Region	4,734	100	4,397	100	3,573	100
Eastern Region	4,210	100	4,145	100	3,591	100

By Work Unit	Danone SN Indonesia					
	2022		2023		2024	
	Total	%	Total	%	Total	%
Ciracas Unit	343	100	334	100	282	100
Head Office	350	100	352	100	360	100
Prambanan Unit	705	100	665	100	617	100
Region	547	100	546	99,6	538	100
Sentul Unit	199	100	194	100	179	100
Yogyakarta Unit	259	100	235	100	213	100

In addition to direct communication, the Company also organizes anti-corruption training programs to increase employees' understanding and capacity in applying anti-corruption principles in the work environment, as follows:

Training on Anticorruption Policies and Procedures

By Position	Danone-AQUA						Danone SN Indonesia					
	2022		2023		2024		2022		2023		2024	
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
Chief Executive Officer	8	100	10	100	3	100	8	100	9	100	4	100
Director	75	100	28	100	33	100	55	100	12	100	20	100
Manager	771	100	850	99.6	759	100	309	100	371	99.1	385	100
Supervisor	1,543	100	1,476	100	1,291	100	444	100	417	100	395	100
Staff	6,789	100	8,062	100	6,861	100	1,308	100	1,517	100	1,385	100

By Region	Danone-AQUA					
	2022		2023		2024	
	Total	%	Total	%	Total	%
Head Office	1,018	100	887	100	894	100
Sumatra	851	100	997	100	889	100
Western Region	3,882	82	4,397	100	3,573	100
Eastern Region	3,435	82	4,145	100	3,591	100

By Work Unit	Danone SN Indonesia					
	2022		2023		2024	
	Total	%	Total	%	Total	%
Ciracas Unit	297	78	334	100	282	100
Head Office	350	100	352	100	360	100
Prambanan Unit	571	81	665	100	617	100
Region	547	100	546	99.6	538	100
Sentul Unit	172	86	194	100	179	100
Yogyakarta Unit	219	85	235	100	213	100

Danone Group in Indonesia firmly rejects and does not tolerate any form of corruption. Throughout 2024, there were no incidents of corruption that occurred within the Company committed by employees, business partners, or cases filed by the public. [\[GRI 205-3\]](#)

Conducting Ethical and Compliant Business

[GRI 2-27] [GRI 206-1]

The Danone Group in Indonesia adheres to policies that prohibit monopolistic practices and unfair business competition. As a result, the Company fosters fair competition to promote a transparent and conducive business environment for economic growth.

In 2024, the Danone Group in Indonesia did not incur any fines or sanctions from the Business Competition Supervisory Commission (KPPU) for violations related to monopolistic practices or unfair competition. Additionally, the Company was not involved in any legal cases concerning anti-competition, anti-tax issues, or monopolies. [GRI 3-3]

Code of Conduct for Danone Business Partners



In an effort to build fair and ethical relationships with business partners, Danone Group in Indonesia implements a strict policy prohibiting monopolistic practices and unfair business competition. This policy is integrated into a code of conduct that all business partners must follow, which can be accessed in full on our official website at www.danone.com. The code regulates several important aspects, including:

1. Commitment to equal treatment of all partners.
2. Avoidance of conflicts of interest.
3. Anti-bribery, corruption, money laundering, and anti-competition in any form to gain unfair or improper advantage.
4. Business partners are prohibited from offering gifts or hospitality intended to influence business decisions.
5. Business partners are expected to protect and promote human rights.
6. Business partners are required to comply with all applicable laws relating to health, safety, and the environment in their work for Danone.
7. Danone reserves the right to confirm business partners' compliance with the principles set out in this Code of Conduct through field audits.

Danone Group in Indonesia provides broad access for all parties wishing to raise concerns regarding the implementation of this code of conduct or to provide important information for maintaining ethical integrity in business through www.danoneethicsline.com.

Upholding Human Rights in the Value Chain

Declaration on Human Rights [GRI 2-23]

We believe that business should be based on respect for human rights. This commitment extends throughout our value chain. Danone's human rights approach is grounded in a pledge to uphold human rights as outlined in internationally recognized standards and guidelines, including:

1. United Nations Universal Declaration of Human Rights
2. UN Guiding Principles on Business & Human Rights
3. International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work
4. Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
5. Ten principles of the United Nations Global Compact (UNGC)
6. United Nations Women's Empowerment Principles
7. Children's Rights and Business Principles
8. Food and Agriculture Organization (FAO) Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests (VGGT)

Throughout 2024, there were no reports or incidents of human rights violations across all Danone Group operational areas in Indonesia.

Whistleblowing System [GRI 2-25] [GRI 2-26]

Danone Group in Indonesia is strongly committed to fostering a culture of safe and open reporting regarding any violations of our code of ethics, including conflicts of interest involving internal parties. We encourage all employees to report any potential violations without fear of retaliation or intimidation. Reports made in good faith will be protected from retaliation.

To safeguard whistleblowers, we offer a dedicated reporting tool called the Danone Ethics Line (www.danoneethicsline.com). Employees can submit reports anonymously if they choose. While we encourage reporters to share their identity to aid the investigation, we also prioritize confidentiality and provide options for those wishing to report discreetly.

Additionally, we have established clear communication channels for every employee to report violations related to anti-discrimination and harassment guidelines in the workplace. Reports can be directed to either their direct supervisor or the HR Department. Employees are encouraged to submit complaints through:

Danone Ethics Line



Website

www.danoneethicsline.com



e-mail

danone.mendengar@danone.com



Hotline

0877 8245 1818

Number of Complaints Received and Processed



Number of Complaints

36



In Process

5



Completed

31

Complaints can be made through Danone's whistleblowing line, either via the website, email, or call center.

Risk Management [OJK E.3]

Danone Group in Indonesia operates in food and beverage industry, which faces various risks such as supply chain volatility, regulatory changes, fluctuations in raw material prices, and shifting market dynamics along with evolving consumer preferences. To address these challenges, the Company continually strengthens its risk management system by proactively identifying and managing potential risks before they can affect operational sustainability and the Company's business objectives.

The approach to risk management is comprehensive and systematic. It includes analyzing the business environment, mapping key risks, developing effective mitigation strategies, and periodically evaluating and adjusting the risk management framework. Through this structured strategy, we ensure operational resilience, regulatory compliance, and the ability to adapt to industry changes, thereby maintaining competitiveness and promoting sustainable growth in the Indonesian market.

Risk Identification, Monitoring and Management [GRI 2-12]

Danone Group in Indonesia identifies, monitors, and targets risk management by prioritizing efforts to strengthen business resilience, ensure product quality and safety, maintain regulatory compliance, protect the Company's reputation, and manage operational impacts on the environment in a sustainable manner.

The process of identifying, monitoring, and managing risks is delegated to the Chief Leaders (CL), who are part of the Company's highest governance body. In this process, the CLs address and accommodate all significant issues that arise. The CLs periodically monitor and evaluate each critical issue, including any potential and actual negative impacts on stakeholders, as well as other matters related to the Company's operational strategy. Together with the GM, the CL team holds monthly meetings to assess business developments and important issues concerning the Company's growth.

Danone Group in Indonesia implements the VESTALIS process, which assesses bottom-up functional risks and creates mitigation plans. The VESTALIS process is carried out through several specific steps as follows:

- 1. Preparation:** Determine timing and local governance.
- 2. Risk Identification:** Select strategic risks by discussing directly with each CL.
- 3. Evaluate Risks:** Assess risks based on business impact and likelihood, and quantify them. This evaluation is conducted together with the Finance and Internal Control teams.
- 4. Develop Mitigation Plan:** Identify risk owners and develop mitigation plans for each Business Unit's Top 10 Risks.
- 5. Share, Approve & Implement:** Communicate these plans to GM, VP GS, and VP Finance for approval, and implement actions.
- 6. Monitor:** Monitor risk mitigation and risk levels regularly.

Ultimately, the boards will identify the key business risks for each business unit and ensure that the highest compliance standards have been mapped and closely monitored. Oversight is provided by CL, who acts as the Person in Charge (PIC) for each risk. The identified risk maps are then regularly presented to the business, including on a global scale.

Risk Profile and Management Strategy

Danone Group in Indonesia has identified ten major strategic risk categories for each business unit, along with five compliance risks that could potentially impact its operations. Managing these risks is a priority for ensuring long-term business continuity and sustainability. Below are the details of these risk categories, accompanied by the mitigation strategies and concrete steps the company has implemented to manage and minimize their impact:

Assessment of existing risks in Danone Indonesia, including:

- 1. Macro-economic changes:** GDP growth, inflation, purchasing power, forex volatility.
- 2. Demographic and social changes:** Birth rate, household structure, urbanization, shifts in consumer behavior.
- 3. Government & regulation:** Political stability, governance processes, compliance reforms, taxes.
- 4. Climate change and environmental stress:** Frequency of adverse climate events, natural resource scarcity.
- 5. Food quality and safety:** Food safety crisis, contamination risks.

6. **License to operate & regulation:** Packaging/waste resources, water pollution policies.
7. **Key technology drivers/disruptions:** Product/technology development, innovation pipeline, patents.
8. **Key profitability drivers/enablers:** Pricing power, evolution of input costs, inflation in prices/costs, currency exchange rates.
9. **Changing competitive landscape:** Competitor moves, new market entrants, competitive intensity.
10. **Change in design to delivery model:** Supply chain resilience, sourcing dependency, manufacturing constraints.
11. **Impact of capital/R&D investments:** Major project delays/cancellations.
12. **Data security and cybersecurity:** Production site security, data protection.

Danone Group in Indonesia has established and carried out a targeted and measurable mitigation strategy against the risks as we mentioned above. The concrete measures that the Company has taken to manage and minimize the impact of the above risks are as follows:

1. **Risk Valuation:** Assess and prioritize risks based on their impact on the Company's operations and financial performance.
2. **Risk Control and Mitigation:** Develop mitigation strategies, including securing long-term contracts and leveraging technology for risk monitoring.
3. **Rapid Response:** Establish contingency plans to enable swift and effective responses to potential disruptions.
4. **Periodic Review:** Conduct regular reviews of risk management strategies and refine them based on lessons learned and evolving conditions.
5. **Training and Awareness:** Enhance employee awareness and provide training on the importance of risk management, including how to identify and manage risks.

Evaluation of the Effectiveness of Risk Management

Danone Group in Indonesia regularly conducts assessments to evaluate the effectiveness of its risk management system in addressing challenges within the food and beverage industry. This risk management system has proven instrumental in reducing the potential impact of risks on business operations and decision-making. By 2024, the Danone Group aimed to achieve a specific level of risk maturity by developing and implementing best practices in risk management, and it continued to strive to maintain and enhance

this level. Based on recent evaluations, the Company believes it has successfully mitigated the identified risks, ensuring that they do not significantly affect its financial performance, business resilience, or overall business model.

Risks and Opportunities from Climate Change [GRI 201-2]

Danone Group in Indonesia has not yet assessed the risks and opportunities associated with climate change. However, we are committed to tackling this challenge through various sustainability initiatives. We have identified emissions throughout our entire supply chain that contribute to climate change, in accordance with the GHG Protocol, encompassing scope 1, 2, and 3 emissions.

Our goal at Danone Group in Indonesia is to achieve carbon neutrality across our entire value chain by 2050. We also have an interim target aligned with the Science Based Targets initiative (SBTi) aiming for a 1.5-degree Celsius limit, which involves reducing emissions from our entire supply chain by 50% compared to business-as-usual (BAU) levels by 2030. Some of the steps we are taking include: [GRI 3-3]

1. CO₂ Reduction

We aim to reduce emissions throughout our supply chain by minimizing energy use and developing new renewable energy sources. This includes optimizing transportation routes, exploring alternative modes of transportation, innovating packaging methods, and using recycled materials. Additionally, we support a circular economy in plastic packaging.

2. Positive Water Impact

Our goal is to return more water to the environment and communities than we consume. We achieve this through conservation programs along the watersheds where we operate.

3. Ecosystem Preservation

We strive to positively impact ecosystems by implementing biodiversity protection programs and promoting regenerative agriculture. We are committed to raising awareness and fostering collaboration to address climate change through various programs, partnerships, and educational initiatives aimed at all stakeholders and consumers.





Fostering a High-Quality Environment

Fostering a High-Quality Environment



Danone Group in Indonesia views environmental responsibility as a commitment that is integral to its business strategy, rather than just an option. In addressing the challenges posed by climate change, ecosystem degradation, and resource crises, we are dedicated to playing an active role through effective policies and tangible actions. [QJK E.5]

At the core of our decision-making regarding environmental issues is the precautionary principle, aimed at creating long-term sustainable value. In alignment with this principle in response to global environmental challenges, our company has adopted various policies and initiatives designed to mitigate the negative impacts of our business operations while fostering a positive effect on the ecosystem. These initiatives include science-based approaches, responsible environmental governance, and proactive engagement with our stakeholders.

Our commitment is demonstrated through a series of comprehensive and integrated efforts, including the use of sustainable materials, enhancing energy efficiency in our production processes, and controlling energy consumption and emissions. We continuously strengthen our climate change mitigation strategy by implementing relevant environmentally friendly innovations and technologies. Additionally, we employ

a holistic approach to water management, aiming to achieve a Positive Water Impact while maintaining the sustainability of our water resources.

The #BijakBerplastik movement symbolizes our collective commitment to encourage changes in plastic consumption behavior, establish a sustainable plastic management ecosystem, reduce the impact of plastic pollution, and promote a circular economy. We also systematically and responsibly manage waste, ensuring the availability of an open and responsive environmental complaint channel. These actions are driven not only by a desire to meet obligations but also by our belief that the success of our business is closely tied to the sustainability of the environment in which we operate.

Moreover, the Danone Group in Indonesia extends its impact through cross-sector collaboration to promote the development and application of environmentally friendly technologies at the levels of industry, community, and supply chains. This approach reflects our commitment to not just comply with regulations but also to be part of the solution for preserving the environment sustainably. Through these efforts, we aim not only to reduce the environmental impact of our business activities but also to actively contribute to building a more sustainable future.

Wise Use of Materials [OJK F.5]

As part of the Innovation Pillar of the #BijakBerplastik Movement, the Company aims to create packaging that is 100% reusable, recyclable, or biodegradable. To achieve this goal, the Company is actively conducting research and innovation to promote the use of circular packaging, thereby creating a positive impact on the environment.

We design and produce plastic bottles using raw materials that contain rPET (Recycled PET). These rPET bottles are manufactured with the latest technology and adhere to food quality standards. As a result, they are not only environmentally friendly but also meet quality standards set by BPOM, SNI, and Halal Certification from the Indonesian Government.

AQUA Life

Demonstrating Danone's commitment to tackling plastic waste, AQUA introduced AQUA LIFE, the first bottle packaging innovation in Indonesia made from 100% recycled and 100% recyclable materials.

Launched for the first time in Bali at the end of 2018, AQUA is determined to become a company that produces products with 100% circular packaging. This commitment was further realized by expanding the distribution of AQUA LIFE to Jakarta in mid-2019.

AQUA Cube

AQUA Cube is available in a convenient size of 220 ml and is fully recyclable. It is designed without straws, labels, or heat-sealed lids to facilitate collection and recycling, thereby increasing value for waste pickers.

This initiative reflects AQUA's commitment to Indonesia as part of the #BijakBerplastik movement, aiming for fully circular packaging by 2025, while introducing environmentally friendly and practical products for consumers and their communities.

The handy size of the AQUA Cube makes it suitable for various occasions: at home, while traveling, at work or school, or during gatherings, ultimately saving costs and reducing unnecessary plastic waste.

AQUA Returnable Glass Bottle

This year, Danone-AQUA has reintroduced drinking water in glass bottles called AQUA RGB (Returnable Glass Bottle). By implementing a reuse business model, these glass bottles can be collected after use, decontaminated to ensure hygiene, and then refilled at the AQUA plant. This model helps reduce the carbon emissions produced during the manufacturing of new glass bottles while minimizing the use of disposable materials.

The RGB manufacturing process adheres to rigorous standards, maintaining quality from mountain water sources to the final product packaging to ensure it is safe for consumption.

The production process includes two stages of automatic inspection using Empty Bottle Inspection and Full Bottle Inspection tools. Additionally, RGB products undergo manual inspections by visual inspectors to ensure there are no defects in the bottles. Used empty RGB bottles can be resold through AQUA's sales team.

AQUA 600 ml rPET

Danone-AQUA continues to innovate with the launch of a special AQUA 600 ml packaging for the Bali area in 2020. This packaging features a label marked with two circular arrows, symbolizing that the bottle is made from 100% recycled PET material and is 100% recyclable.

MIZONE

Mizone is an isotonic drink product whose packaging contains 96% to 100% recycled PET material, making it fully recyclable.

Materials Used by Weight or Volume [GRI 301-1]

Water plays a crucial role as the primary component in the production of Bottled Drinking Water at Danone-AQUA. To ensure the highest quality, we adhere to strict standards in selecting our water sources, guided by nine key criteria and five evaluation stages, backed by a year of research. [GRI 3-3]

Through in-depth research, we launched several innovations, particularly focused on using more sustainable packaging materials, such as recycled PET in Danone-AQUA product packaging. Details about the percentage of recycled materials used and a list of products that incorporate these materials can be found in the following table:

Raw Materials-WATER

No.	Materials (Production Raw Materials)	Unit	Volume	
			Renewable	Non-Renewable
1.	Water	%	100	0

No.	Materials for Packaging	Unit	Volume	
			Recycle Content	Virgin Material
1.	Plastic for Product Packaging Validated by BRIN and the Ministry of Environment and Forestry as Recyclable Material			
	AQUA 600 ml, AQUA 1500 ml	%	35	65
	Mizone Validated by BRIN* and the Ministry of Environment and Forestry as a Recyclable Material and contains 96% Recycled Content	%	96	4
	AQUA 600 ml rPET special for Bali and AQUALIFE Validated by BRIN and the Ministry of Environment and Forestry as a Recyclable Material and 100% Recycled Content	%	100	0
2.	Carton	%	100	0

*The actual for 2024 is 96%, while the 50% BRIN certification issued in 2023 is in the process of renewal.

At Danone SN Indonesia, we prioritize sustainability in our use of raw materials for products. The main raw materials include dairy, maltodextrin, fatty oil, and premix.

We are also committed to environmentally friendly practices by utilizing 100% recycled paper for carton packaging and folding boxes for Danone SN Indonesia products. This initiative is a part of our efforts to reduce our environmental impact and support a circular economy. Thus, we continue to contribute to the preservation of natural resources while ensuring product quality is maintained.

Raw Materials-SN

No.	Production Raw Materials	Unit	Volume	
			Renewable	Non-Renewable
1.	Powder milk	%	100	0
2.	Fresh Milk	%	100	0

No.	Materials for Packaging	Unit	Volume	
			Recycle Content	Virgin Material
1.	Aluminium Foil	%	0	100
2.	Paper for Folding Box	%	100	0
3.	Carton Box	%	100	0

Climate Change Mitigation

Global warming has created significant challenges that threaten both the quality of life and the balance of ecosystems on earth. Its impacts are increasingly evident, ranging from health issues in humans and other living beings to prolonged droughts, reduced agricultural productivity, and threats to environmental ecosystems. This situation necessitates the active participation of all stakeholders, including the business sector, in taking concrete actions to mitigate the rate of climate change.

Danone Group in Indonesia addresses this challenge through a long-term commitment to energy efficiency and transitioning to a low-carbon economy. The Company aims to achieve net-zero emissions by 2050 as part of its global climate responsibility. To this end, various initiatives are consistently implemented, including enhancing plant energy efficiency, utilizing renewable energy, innovating more environmentally friendly packaging, optimizing distribution systems, and managing post-consumption plastic packaging.

Beyond internal operations, we also ensure that the entire supply chain supports sustainable and responsible practices.








One example is implementing the Roundtable on Sustainable Palm Oil (RSPO) standard in the procurement of palm oil raw materials at Danone SN Indonesia, ensuring that no deforestation practices occur during the process. Throughout 2024, we recorded that 100% of our raw material sources were RSPO-certified. This collaboration reflects our comprehensive approach to reducing our carbon footprint while preserving nature. **[GRI 3-3]**

Energy Efficiency Efforts **[OJK F.7]**

Dependence on fossil fuels as the primary source of energy is a significant contributor to greenhouse gas (GHG) emissions, which accelerate global warming. Recognizing this, Danone Group in Indonesia prioritizes energy efficiency as a key element of sustainable operations. We continuously improve our production processes and utility systems to significantly reduce energy consumption. Since 2017, the Company has also begun transitioning to New and Renewable Energy (NRE) as part of our long-term commitment to reducing emissions and enhancing climate resilience.

Energy Reduction Initiatives	Danone-AQUA	Danone SN Indonesia
Energy Efficiency	<ul style="list-style-type: none"> Adjustment of air pressure in blowing machines. Upgrading heating equipment for cleaner machine operations. Automation and integrated control systems for multiple compressors. 	<ul style="list-style-type: none"> Replacing large silo machines with smaller units. Reducing the number of machine cooling motors. Implementing a more efficient Cleaning in Place (CIP) process. Lowering the power consumption of cooling machines.
Renewable Energy	Solar Panel Installation	Construction of biomass boiler facilities
Green Office	<ul style="list-style-type: none"> Regulating standard air conditioner (AC) temperature settings and installing automated lighting systems. Efficient water usage by installing sensor-based faucets. Waste management through sorting and processing in collaboration with appointed partners. Campaigns on energy efficiency, water conservation, and waste separation for employees and visitors at office premises. 	
Production Process Innovation in the Wet Line Area through CIP Compliance Project	Replacement of high-energy-consuming components such as the Mix Storage Tank (MST) and Direct Steam Injection (DSI) heating system with Tubular Heat Exchangers (THE). The shift from DSI to THE was made to enhance energy efficiency, provide more precise temperature control, and ensure better compliance with global standards.	
Energy Audit	Conducting more intensive energy audits across all plants to raise employee awareness on energy-saving behavior and replace machines with energy-efficient alternatives.	

Below are our achievements in energy reduction:

	Biomass Boiler	Reduced carbon emissions by 8,300 tons CO₂ and decreased the carbon footprint of the Prambanan Plant's production process by up to 32% . Additionally, it reduced steam-related carbon emissions by up to 90% .
	Tubular Heat Exchanger	Reduced electricity consumption with a projected total carbon emission reduction of 2,265 tons CO₂ per year.
	Installation of Solar Panels	Solar panels with a capacity of 8.8 MWp have reduced emissions by 9,608 tons CO₂ .
	Energy Efficiency	Reduced energy intensity by 2.4% .
	Renewable Energy	>50% of our electricity consumption is sourced from renewable energy sources.
	Reuse Business Model	83% lower emissions compared to single-use gallon packaging.
	100% Recycled Plastic	65% less CO ₂ emissions compared to plastic bottles.

Energy Efficiency Initiative through Cleaning in Place (CIP) Compliance Project-Phase 2

As a tangible commitment to resource efficiency and decarbonization efforts, the implementation of CIP Compliance Phase 2 has significantly reduced energy consumption and carbon emissions. One of the main steps taken was the elimination of energy-intensive components, such as the Mix Storage Tank (MST) and the Direct Steam Injection (DSI) heating system.

In their place, the project adopted the more efficient Tubular Heat Exchanger (THE) technology. This replacement was made because THE offers higher energy efficiency, more precise temperature control, and better compliance with the hygienic standards set by the Company.

Overall, the project achieved the following benefits:

- Total annual energy savings of 340,170 kWh from reduced consumption of:
 - Electricity
 - Chilled water
 - Steam
- A total carbon emission reduction of 2,265 tons of CO₂ per year, thereby contributing to Danone's global decarbonization target.

The implementation of CIP Compliance Phase 2 demonstrates that technological innovations aimed at improving compliance and quality can also advance the Company's environmental mission. Thus, operational efficiency and environmental sustainability can go hand in hand.



Renewable Energy – Rooftop Solar Power Plant

As part of our commitment to sustainable operations, we are actively developing and implementing renewable energy initiatives aimed at reducing our carbon footprint. One of the key steps we have taken is the installation of Solar Power Plants at various operational facilities.

Investing in solar power aligns with our vision in Indonesia to achieve carbon neutrality and support the transition to cleaner, more environmentally friendly energy sources. By utilizing solar power, we not only reduce our dependence on fossil fuels but also improve energy efficiency in our production processes.

Danone-AQUA's Sustainable Efforts to Reduce Carbon Emissions through Renewable Energy						
2017	2020	2021	2022	2023	2024	Total
770 kWp	2,919 kWp +378 kWp	+2,112 kWp	+673 kWp	+1,045 kWp	+220 kWp	8,117 kWp

Since 2017, through Danone-AQUA, the Company has installed a rooftop solar photovoltaic (PV) at the Ciherang Plant with a capacity of 770 kWp, generating 1,000 MWh of electricity annually and reducing carbon emissions by 825 tons of CO₂ eq per year.

In February 2020, another rooftop solar PV installation was completed at the Banyuwangi Plant in East Java, with a capacity of 378 kWp, generating 545.2 MWh of electricity annually and reducing carbon emissions by 450 tons of CO₂ eq per year. In the same year, Danone-AQUA also installed rooftop solar PV at the Klaten Plant in Central Java. This installation is the largest industrial-initiated rooftop solar project in the province, with a capacity of 2,919 kWp, producing 4,000 MWh of electricity annually and reducing carbon emissions by 3,340 tons of CO₂ eq per year.

In 2021, a rooftop solar PV was installed at the Mekarsari Plant in West Java with a capacity of 2,112 kWp, generating 2,000 MWh of electricity annually and reducing carbon emissions by 1,670 tons of CO₂ eq per year. Meanwhile, in 2022, a solar panel system was installed at the Mambal Plant with a capacity of 673 kWp, generating 1,050 MWh of electricity annually and reducing carbon emissions by 882 tons of CO₂ eq per year.

In 2023, the Company further expanded its solar capacity by installing a rooftop solar PV at the Cianjur Plant with a capacity of 1,045 kWp, generating 1,400 MWh of electricity annually and reducing carbon emissions by 1,153 tons of CO₂ eq.

Also in 2023, a rooftop solar PV was installed at the Langkat Plant with a capacity of 220 kWp, generating approximately 300 MWh of electricity annually and reducing emissions by 231 tons of CO₂ eq per year. The Langkat facility began operations in 2024 following the issuance of its operational permit from the government, increasing Danone-AQUA's total rooftop solar capacity to 8,117 kWp, with an estimated annual emission reduction of 9,213 tons of CO₂ eq.

Meanwhile, Danone SN Prambanan has adopted renewable energy through a rice husk-based biomass boiler. This environmentally friendly technology utilizes renewable natural resources derived from biological materials, such as dead organisms or living plants. Biomass feedstock commonly includes rice husks, corn cobs, coconut shells, agricultural waste, wood processing residues, and industrial waste. The biomass boiler reduces carbon emissions by 8,300 tons of CO₂ eq, equivalent to the carbon sequestration of planting 120,000 trees. This initiative has successfully lowered the carbon footprint of production processes at the Prambanan Plant by 32%.

Renewable Energy Roadmap

As part of the global commitment to achieving net zero emissions by 2050, Danone Group in Indonesia has developed a comprehensive energy transition roadmap. This Renewable Energy Roadmap aims to reduce reliance on fossil fuels through a phased approach that includes improving energy efficiency, strengthening infrastructure, and utilizing renewable energy sources across all operational areas.

	< 2023	2023	2024	2025	2026	2027-2030
PLN (GWh)	238	238	237	237	237	237
Solar PV (GWh)	8	9	10.47	11	14	14
Solar PV (kWp)	7,665	8,710	8,930	11,452	11,452	11,452
Energized Solar PV	AQUA: KLT, BYG, MKS, CHR, MBL	AQUA: CJR	AQUA: LKT	SN: JF, PF, NIS, SGZ		-
RECs		147	227	226	224	224
Brown Elc. (GWh)		81	0	0	0	0
CO ₂ Reduction		9	10	11	12	12

The initiative is continuously evolving, with a clear objective to significantly increase the share of renewable energy in the operational energy mix. Each plant is directed to implement adaptive strategies based on the region's potential and the availability of green energy sources. Additionally, the Company is enhancing its energy performance monitoring and reporting system to align with global sustainability standards. Through this strategy, Danone is not only building energy security but also contributing to the acceleration of Indonesia's clean energy transition.

Energy Consumption within the Organization

[GRI 302-1]

Today, the Danone Group in Indonesia highlights that sustainability is not only reflected in the products we produce, but also in every stage of our production process. This commitment is realized through operations designed to align with sustainability principles, particularly in energy consumption. The Company utilizes various energy sources, including electricity, Compressed Natural Gas (CNG), gas, and diesel, to carry out its production activities.

Acknowledging that energy consumption significantly impacts our environmental footprint, we have adopted a sustainable approach. Solar energy and biomass are now part of our operational energy mix, serving as concrete steps to reduce our dependence on fossil fuels while enhancing long-term energy efficiency.

In addition to directly utilizing renewable energy, the Danone Group in Indonesia takes strategic measures by purchasing Renewable Energy Certificates (RECs) to offset the use of electricity from conventional sources. We have consistently engaged in purchases of RECs over the past few years as a tangible demonstration of our commitment to the clean energy transition.

By 2024, we fully compensated for all electricity consumption from brown energy sources through RECs, resulting in 142,474 GJ of our electricity usage being sourced from renewable energy. We are dedicated to continuing our use of RECs and increasing our reliance on renewable energy sources.

(in GJ)

Description	Danone-AQUA			Danone SN Indonesia		
	2022	2023	2024	2022	2023	2024
Non-Renewable Energy						
Electricity	293,601	301,211	0	58,426	49,405	0
CNG	69,131	66,539	81,580	250,745	233,374	209,693
Diesel	17,558	14,184	9,774	1,786	2,180	731
Propane/Butane Gas	53	37.2	34	0	0	0
Sub Total	380,343	381,971	91,388	310,957	284,959	210,424
Renewable Energy						
Solar Energy	27,849	32,998	37,692	0	0	0
Biomass Energy	0	0	0	121,701	127,084	112,893
Purchase of RECs	424,336	414,252	714,744	97,664	102,480	142,474
Sub Total	452,185	447,250	752,436	218,365	229,564	255,367
Total Energy Consumption	832,527	829,221	843,824	530,321	514,523	465,791

Description	Danone-AQUA			Danone SN Indonesia		
	2022	2023	2024	2022	2023	2024
RECs	57%	56%	95%	35%	37%	100%
Solar energy	4%	4%	5%	44%	45%	0%
Electricity	39%	40%	0%	21%	18%	0%

Description	Danone-AQUA			Danone SN Indonesia		
	2022	2023	2024	2022	2023	2024
Non-Renewable Energy	45.69%	46.06%	10.83%	58.75%	55.38%	45.18%
Renewable Energy	54.31%	53.94%	89.17%	41.25%	44.62%	54.82%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Electricity Mix by Source

Description	Danone-AQUA			Danone SN Indonesia		
	2022	2023	2024	2022	2023	2024
Electricity	39.4%	40.2%	0.0%	37.4%	32.5%	0.0%
Solar Energy	3.7%	4.4%	5.0%	0.0%	0.0%	0.0%
Purchase of RECs	56.9%	55.3%	95.0%	62.6%	67.5%	100.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Energy Intensity [GRI 302-3] [OJK F.6]

Danone Group in Indonesia is dedicated to managing energy efficiently and responsibly across all aspects of its operations. To evaluate the effectiveness of our energy efficiency strategy, we measure energy intensity, which is the ratio of energy consumption to production levels. Over the past three years, our energy intensity value has remained stable, indicating our ongoing efforts to optimize energy usage for more sustainable operations.

In 2024, Danone-Aqua experienced a slight increase in operational energy intensity. This change correlates with the Company's additional production volume needed to transition from reusable gallon product packaging to clearer PET gallons. This new packaging was introduced in Jakarta and West Java in May 2024, following successful tests in Bali and North Sulawesi since 2019. The PET plastic gallon is also reusable, safe for consumers, and reinforces the principles of a circular economy.

Description	Danone-AQUA				Danone SN Indonesia			
	Unit	2022	2023	2024	Unit	2022	2023	2024
Total Energy	GJ	832,527.00	829,221.00	843,824.09	GJ	530,321	514,524	465,791
Total Production	m ³	13,413,094	13,268,065	12,558,333	ton	187,036	202,378	185,196
Energy Intensity	GJ/m ³	0.06	0.06	0.07	GJ/ton	2.84	2.54	2.52

Notes: For Danone-AQUA, the production unit used is cubic meters (m³) to measure the volume of water, considering that as the main raw material is water. In contrast, for Danone SN Indonesia, weight units measured in tons are utilized.

Energy Consumption Reduction [GRI 302-4]

Overall, Danone SN Indonesia achieved a reduction in energy consumption of 34,541 GJ in 2024. This decrease underscores our commitment to optimizing energy efficiency and adopting more responsible management practices.

(in GJ)

Danone-AQUA						
Energy Consumption	2022	2023	(+/-)		2024	(+/-)
Electricity	717,936	715,463	-2,473	▼	714,744	-719
CNG	69,131	66,538	-2,593	▼	81,579.60	15,042
Diesel	17,558	14,184	-3,374	▼	9,774.00	-4,410
Propane/Butane Gas	53	37.17	-16	▼	34.49	-3
Total	804,678	796,223	-8,455	▼	806,132	9,909

Danone SN Indonesia						
Energy Consumption	2022	2023	(+/-)		2024	(+/-)
Electricity	156,090	151,885	-4,205	▼	142,474	-9,411
CNG	250,745	233,374	-17,371	▼	209,693	-23,681
Solar	1,786	2,180	394	▲	731	-1,449
Total	408,621	387,439	-21,182	▼	352,898	-34,541

Emissions

Direct GHG Emissions (Scope 1) [GRI 305-1]

Scope 1 emissions refer to greenhouse gas (GHG) emissions that are directly generated from assets owned or controlled by the Company. These emissions originate from various operational assets such as boilers, generators, and forklifts, which emit GHGs during their combustion processes. As part of our environmental responsibility, we are committed to continuously reducing emissions across all areas of operation. The following table presents the Scope 1 GHG emissions generated in 2024: [GRI 3-3]

(in tons CO₂eq)

Description	Danone-AQUA			Danone SN Indonesia		
	2022	2023	2024	2022	2023	2024
Thermal Energy (Boiler, Genset, Forklift)	10,489	8,959	7,766	14,287	13,505	11,832

Scope 1 emissions from Danone Group's operations in Indonesia have consistently shown a downward trend. This is largely due to our adoption of biomass as one of our energy sources. We remain committed to utilizing renewable resources such as biomass to further reduce our emissions in the years to come.

Indirect GHG Emissions (Scope 2) [GRI 305-2]

The calculation of Scope 2 GHG emissions is based on electricity consumption sourced from the national utility provider (PLN). As part of our commitment to addressing the challenges of climate change, we have purchased Renewable Energy Certificates (RECs) issued by internationally certified providers.

(in tons CO₂eq)

Type	Danone-AQUA			Danone SN Indonesia		
	2022	2023	2024	2022	2023	2024
Grid Electricity (PLN) excluding RECs	156,562	156,023	154,736	34,039	33,122	30,691
Grid Electricity (PLN) including RECs	64,314	65,555	0	12,651	10,578	0

In 2024, we fully compensated all electricity consumption from PLN with RECs. This initiative resulted in a reduction of Scope 2 emissions, directly contributing to the reduction of the Company's carbon footprint and reaffirming our commitment to minimizing climate change impacts through a transition to renewable energy sources.

Other Indirect GHG Emissions (Scope 3) [GRI 305-3]

The calculation of other indirect greenhouse gas (GHG) emissions (Scope 3) in our business is based on product distribution activities. We are committed to continuously reducing our carbon footprint throughout the value chain by implementing various environmentally friendly initiatives.

In terms of distribution, we have developed systems to optimize distribution routes, thereby improving operational efficiency and reducing environmental impacts. In addition, we utilize rail transportation as a more sustainable alternative for distributing Small Packaging Size (SPS) products.

The Company calculates Scope 3 GHG emissions in accordance with policies established by the global headquarters. This process follows internationally recognized standards and methodologies, using a calculation approach that consolidates all subsidiaries of the Danone Group in Indonesia as a single reporting entity. This approach does not rely on equity share, financial control, or operational control boundaries, but instead accounts for total emissions generated across our entire business value chain.

(in tons CO₂eq)

Danone-AQUA			
Type	2022	2023	2024
Other Raw Materials	12,611	8,787	5,523
Packaging	485,199	442,862	470,170
Finished Products	107,162	119,860	117,508
Use of Sold Products	255,843	256,572	248,273
Downstream Transportation and Distribution	172,791	175,456	148,963
Upstream Transportation and Distribution	37,716	34,418	7,599
End-of-Life Treatment of Sold Products	179,684	145,526	139,009
Fuel and Energy-related Activities (not included in Scope 1 and 2)	23,236	23,677	3,410
Waste Generated in Operations	319	330	305
Total Scope 3 Emissions	1,274,561	1,207,490	1,140,760

(in tons CO₂eq)

Danone SN Indonesia			
Type	2022	2023	2024
Other Raw Materials	105,922	108,971	97,425
Packaging	30,605	33,833	32,265
Finished Products	10,895	3,990	0
Use of Sold Products	104,952	108,415	107,220
Downstream Transportation and Distribution	6,709	7,317	11,014
Upstream Transportation and Distribution	11,285	11,501	11,756
End-of-Life Treatment of Sold Products	5,822	31,419	32,068
Fuel and Energy-related Activities (not included in Scope 1 and 2)	6,936	5,970	2,448
Waste Generated in Operations	195	114,33	130,22
Dairy Raw Materials	828,751	825,087	760,719
Milk	3,898	11,693	14,269
Total Scope 3 Emissions	1,115,970	1,148,315	1,069,314

GHG Emissions Intensity [GRI 305-4] [OJK F.11]

GHG emissions intensity provides an overview of how a specific metric—such as the volume of products manufactured, services delivered, or total sales—is related to the greenhouse gas (GHG) emissions generated. In the context of our operations, GHG emissions intensity

is calculated based on total emissions, which include Direct Emissions (Scope 1), Indirect Emissions (Scope 2), and Other Indirect Emissions (Scope 3). To ensure accurate calculations aligned with the nature of our operations, we use liters (Danone AQUA production units) and grams (Specialized Nutrition production units) as our specific intensity metrics:

Category	Danone-AQUA			Danone SN Indonesia		
	2022	2023	2024	2022	2023	2024
Scope 1	0.78	0.68	0.62	0.08	0.07	0.06
Scope 2	4.79	4.94	0	0.07	0.05	0
Scope 3	87.03	90.87	90.84	5.94	5.79	5.77
Total	92.61	96.49	91.64	6.09	5.91	5.84

Reduction of GHG Emissions [GRI 305-5] [OJK F.12]

Danone Group in Indonesia has implemented a range of strategies to reduce greenhouse gas emissions, including increasing energy efficiency in electricity use, optimizing residual heat recovery, and utilizing biomass as an alternative energy source. Additionally, we harness solar panels as a renewable energy solution and improve transportation efficiency across our product distribution processes to reduce fuel consumption.

Emission reduction efforts are also carried out through packaging innovations, such as lightweighting, increasing the proportion of recycled materials, and improving energy efficiency in utility machinery operations. In 2023, we began incorporating the use of Renewable Energy Certificates (RECs) in our emissions accounting, leading to data discrepancies compared to previous sustainability reports. Below are the outcomes of our GHG emission reduction initiatives in 2024:

Category	Danone-AQUA					
	2022	2023	(+/-)	2024	(+/-)	
Scope 1	10,488	8,959	-1,529	7,766	-1,193	▼
Scope 2	64,314	65,555	1,241	0	-65,555	▼
Scope 3	1,274,561	1,207,490	-67,071	1,140,760	-66,730	▼
Total	1,349,364	1,282,004	-67,360	1,148,526	-133,478	▼

(tons CO₂eq)

Danone SN Indonesia						
Category	2022	2023	(+/-)		2024	(+/-)
Scope 1	14,287	13,505	-782	▼	11,832	-1,673
Scope 2	12,651	10,578	-2,073	▼	0	-10,578
Scope 3	1,109,953	1,148,316	38,363	▲	1,069,314	-79,002
Total	1,136,891	1,172,399	35,508	▲	1,081,146	-91,253

Emissions of Ozone-Depleting Substances (ODS)

[GRI 305-6]

As part of our efforts to mitigate global warming, Danone Group in Indonesia monitors the use of ozone-depleting substances (ODS). These substances are primarily found in our cooling systems, including air conditioners (AC), air handling units (AHU), and chillers, which may contain refrigerants categorized as ODS. To improve

ODS management, we periodically review our ODS usage records and identify opportunities for improvement.

Since 2023, we have excluded Hydrofluorocarbons (HFCs) from our ODS emissions calculations. This methodological change has resulted in differences in data presented compared to previous sustainability reports. Our ODS data for 2024 is presented as follows:

(in metric tons of trichlorofluoromethane (CFC-11) equivalent)

Type	Danone-AQUA			Danone SN Indonesia		
	2022	2023	2024	2022	2023	2024
ODS Emissions	0	0	0	0	0	0
Installed ODS Gases	37.6	34.8	0	0	0	0

Achieving a Positive Water Impact

[GRI 303-1] [GRI 303-2]

The quality of water we utilize directly affects our production processes and the quality of the final product, ensuring that our offerings deliver optimal health benefits to consumers. We recognize that sustainable water resource management is critical to supporting long-term business continuity. Therefore, we

are committed to managing water resources efficiently and responsibly, always adhering to sustainability principles. The total volume of water used in our operations during the reporting period is as follows:

[GRI 303-3] [OJK F.8]

Type	Danone-AQUA			Danone SN Indonesia		
	2022	2023	2024	2022	2023	2024
Water Intake at all Factory Locations						
Groundwater	15,703.16	15,737.79	14,880.17	489.40	471.92	402.05
Groundwater supplied by third parties (piped water supply)	0	0	0	21.30	0	20.30
Total	15,703.16	15,737.79	14,880.17	510.70	471.92	471.92

Water Abstraction and Utilization Management

As the global population continues to grow, the demand for clean water is increasing, while climate change exacerbates the resilience of water supply systems. Acknowledging these challenges, we have implemented a Water Resources Policy as a strategic step toward achieving a Positive Water Impact by 2030. This commitment is part of our broader efforts to ensure the sustainable use of water across all aspects of our operations, with a focus on efficient and responsible water management.

Our initiatives include replenishing water back to nature through Conservation Programs, optimizing water use in agriculture through the Regenerative Agriculture Program, and enhancing community access to clean water through the Water Access, Sanitation, and Hygiene (WASH) Program. In 2024, Danone Indonesia successfully achieved a Positive Water Impact, demonstrating its strong commitment to sustainable water stewardship for the benefit of both the environment and society. [GRI 3-3]

Water Resource Management Policy		
Protecting Water Resources and Natural Ecosystems	Promoting Water Circularity in Production Systems	Clean Water Supply
<p>Watershed Protection</p> <p>Collective action for water source protection across the watersheds where AQUA operates</p>	<p>Water Efficiency and Wastewater Management</p> <p>Reducing the intensity of process water consumption by 50%</p>	<p>Access to Clean Water, Sanitation, and Hygiene</p> <p>Access to clean water for communities is ensured at a minimum of 15% of the total water withdrawal permitted under WASG4Work, aimed at providing access to safe drinking water, sanitation, and hygiene in operational and production facilities</p>

To achieve this goal, we have developed initiatives under three main pillars, which include:

- Preserving Water Resources through Watershed-Based Management
- Enhancing Water Efficiency and Circularity within Our Operations
- Providing Access to Clean Water and Sanitation (WASH) for Communities

Preserving Water Resources through Watershed-Based Management

Watershed conservation is a crucial aspect of ensuring the long-term sustainability of water availability for current and future generations. As a company that relies heavily on water as its primary raw material, Danone Group in Indonesia is committed to actively participating in the protection of water resources—a shared right of all living beings on Earth. One of our core initiatives is the management of watersheds (*DAS – Daerah Aliran Sungai*) surrounding our operational sites, aiming to safeguard both water quality and quantity through nature-based solutions. In its implementation, the Company collaborates with multiple stakeholders, including local governments and communities, to protect watersheds and ensure water is utilized responsibly and sustainably.



Since 2010, Danone Group in Indonesia has been implementing watershed-based conservation programs around its operational areas, with the objective of maximizing rainwater infiltration into the ground, thereby replenishing water reserves for communities and supporting the sustainability of our business. These initiatives are carried out in partnership with local NGOs across all recharge areas within our operational sites. As of 2024, the program has resulted in the planting of over 2.65 million trees, the construction and maintenance of 2,187 infiltration wells, 1 deep well, 19,941 water retention trenches, 46 water ponds, 4 check dams, 102 rainwater harvesting, and more than 91,000 biopores. The Company's conservation activities conducted throughout 2024 are as follows:

2024 Forms of Conservation			
Tree Planting	Infiltration Well	Water Pond	Water Retention Trench
21,639 Trees	81 Units	2 Units	6,924 Units

In addition, we have engaged more than 500 farmers through a Payment for Environmental Services (PES) scheme. Under this initiative, farmers receive compensation for their contributions in maintaining trees, water retention trenches, and infiltration wells. This scheme not only provides economic benefits to the local community but also ensures the continued sustainability of the Conservation Program's outcomes. Simultaneously, we continue to collaborate with various stakeholders to ensure that existing Watershed Forums (Forum DAS) remain active in safeguarding watershed ecosystems in Rejoso (East Java), Klaten, Mambal, and Bali.

Conservation Program of SGM Jogja



Since 2022, SGM Jogja has been implementing the Conservation Program on an area of 38 hectares in Hargobinangun Village, Pakem Sub-district, a designated groundwater recharge area. This program aims to preserve groundwater sustainability through a combination of environmental conservation activities, eco-based economic initiatives, and community education.

By 2024, SGM Jogja had constructed 57 infiltration wells, 20 rainwater harvesting tanks, and planted over 150 trees across 2 hectares of land, contributing to an estimated total water absorption of 69,100,000 liters. Community-based activities have supported this initiative through

mentoring for SDN I Kaliurang, the Warih Lestari group, MSME development groups, and the Circular Waste Management initiative led by the Makmur Jaya group.

The program is a multi-stakeholder collaboration involving BPDAS Serayu Opak, Sleman Environmental Office (DLH Sleman), BBWS Serayu Opak, the Regional Environmental Office of Yogyakarta (DLHK DIY), Pakem Sub-District Head, the Head of Hargobinangun Village, Banyu Bening Community, and Janabadra University. Through this integrated approach, the program aims to ensure the long-term sustainability of local environmental conservation efforts. A total of 860 individuals have benefited from this program, comprising 526 women and 334 men.

Conservation of SGM Prambanan

The Company's plant in Kemudo Village, Prambanan, implemented a conservation program in Tegalmulyo Village, Kemalang Sub-District, Klaten Regency, Central Java, to enhance water availability through groundwater preservation efforts. This village is endowed with abundant natural resources, particularly sand and gravel, which have attracted mining companies. However, these mining activities have had adverse environmental impacts, including reduced land cover and threats to water quality.

The majority of residents in Tegalmulyo rely on agriculture and livestock farming, with their water needs primarily supported by a village reservoir. Unfortunately, the reservoir had not been optimally managed. In response, the Company partnered with the Alliance of Volunteers for Nature Conservation (ARuPA) to implement a conservation initiative in the groundwater recharge area of SGM Prambanan.

The program activities included revitalization of the reservoir, installation of rainfall gauges and water meters, construction of infiltration wells and water retention trenches, and reforestation of former mining areas. Local communities in Tegalmulyo have experienced tangible benefits from the program, such as reduced flooding in residential yards due to the infiltration wells, and improved road conditions as rainwater no longer accumulates on the streets.

Between July and December 2024, various activities were undertaken, including maintenance of 71 infiltration wells and 30 water retention trench units, construction of 33 new infiltration wells, and the planting of 515 tree seedlings. Additionally, monitoring and maintenance were conducted for 500 plants in the former mining area, and the local reservoir management group was revitalized. Community discussions also produced the concept for a "Merti Embung" event—designed as a camping and community dialogue initiative focused on environmental preservation.

Throughout 2024, we conducted a comprehensive risk assessment related to our water management practices. We consider that the strategies and best practices we have implemented to manage water-related impacts are adequate in mitigating identified risks. Furthermore, we recorded no incidents of non-compliance with water quality permits, standards, or regulations as a result of the Company's operational activities.



Regenerative Agriculture

Regenerative agriculture aims to improve soil fertility and overall ecological health, playing a vital role in the sustainable production of food. Danone Group in Indonesia promotes regenerative agriculture at its

operational sites to support farmers in producing healthy, chemical-free food. Simultaneously, the program seeks to preserve water resource quality throughout the watershed and maintain biodiversity within agricultural ecosystems.

Through this program, the Company encourages farmers to cultivate their land following regenerative principles, including diversified planting patterns and the use of organic fertilizers and pesticides. The next steps involve establishing efficient agricultural water governance, reducing chemical inputs, and building farmer independence by strengthening farmer group institutions—enabling them to address agricultural challenges more effectively. This includes irrigation water sharing, collective work initiatives, resolving fertilizer shortages, and empowering the next generation of farmers.

In implementing this initiative, the Company collaborates with organizations such as the Yayasan Negeri Ternak Indonesia and government agencies like the Department of Agriculture to support the rollout of Regenerative Agriculture Programs around Company-owned plant sites. Throughout 2024, the Company made significant progress in expanding regenerative agriculture practices in its operational areas, reaching 2,231 farmer beneficiaries in 15 mill locations and a total land area of 313.91 ha.

Agroforestry Coffee: Preserving the Environment and Empowering Women Coffee Farmers in Jempanang Hamlet



In Jempanang Hamlet, Belok Sidan Village, Bali, the local community has demonstrated that agriculture can serve not only as a solution to environmental challenges but also as a platform for inclusive social empowerment. In 2024, Danone Indonesia, in collaboration with the local NGO Nirudaya, supported the community in developing an Integrated Agroforestry Coffee Education Center, grounded in the values of Tri Hita Karana, which emphasize the harmonious relationship between people, nature, and spiritual well-being.

Through this program, farmers were trained to adopt regenerative agricultural practices. These include the use of organic fertilizers, the transformation of coffee waste into solid compost and biogas fuel, the installation of solar panels for coffee roasting, and the application of conservation-aligned shade tree pruning techniques. As a result, 10 hectares of previously degraded coffee farmland were successfully rehabilitated.

From an economic standpoint, the program delivered measurable improvements in farmers' income. The Jempanang Lestari Farmers Group recorded a revenue increase of IDR411,147,000, reflecting a 10.6% year-on-year growth. Additionally, the use of renewable energy such as biogas helped reduce household production costs by up to IDR140,000, while organic fertilizers lowered agricultural input costs by approximately IDR7,800,000 per hectare per year.

The initiative also contributed to a shift in gender roles within the community's agricultural sector. Whereas women were previously involved primarily in post-harvest activities, they now play active roles in training programs, decision-making processes, and leadership within the farmers group. The number of female members increased from 16 to 19. One notable figure is Dewa Ayu, who serves as the Secretary of the Jempanang Lestari Farmers Group and is recognized as the first female barista in Belok Sidan Village. She has also been appointed as the ambassador for Jempanang's agroforestry coffee program.

The success of this program contributed to Danone Indonesia, through AQUA Mambal, being awarded the Gold PROPER Rating by the Ministry of Environment and Forestry for two consecutive years, in 2023 and 2024.

"When women thrive, the whole community thrives"

Dewa Ayu Dewi Artini, Secretary of the Jempanang Lestari Farmers Group and the first female barista in Belok Sidan Village

Enhancing Water Efficiency and Circularity in Company Operations [GRI 303-2] [GRI 303-4]

Danone Group in Indonesia has established a water policy focused on reducing water consumption and promoting efficient and sustainable water use through three core approaches: Reduce, Reuse, and Recycle (3R). In addition, we are committed to ensuring that all wastewater discharged from our operations is properly treated in accordance with hygiene and environmental quality standards to prevent environmental contamination. These efforts also include enhancing water circularity within our production systems across all Danone Indonesia facilities. Through this strategy, we aim to improve water use efficiency by up to 50% by 2030.

Initiatives carried out by Danone Indonesia include:

- Dissemination of information on efficient water use
- Improving water efficiency throughout production processes, including ensuring leak free water infrastructure
- Utilization of rainwater
- Optimization of water consumption during processing
- Water recycling
- Maintenance of water wells using Hydro Pulse technology and implementation of predictive maintenance, a method pioneered as the first and only of its kind in Indonesia

Wastewater generated during our production processes is managed through on-site Wastewater Treatment Plants (WWTPs). These systems ensure that wastewater undergoes proper treatment and meets applicable quality standards before being discharged into the environment.

The following is the water discharge data for the period 2022-2024 from Danone-AQUA and Danone SN Indonesia for the period 2022-2024:

(in megaliter)

Description		Danone-AQUA			Danone SN Indonesia		
		2022	2023	2024	2022	2023	2024
Discharge to All Destinations							
Water discharge by destination	Surface water	1,797.80	2,119.30	1,732.43	197.16	272.30	198.20
	Groundwater	0.00	0.00	0.00	57.00	0.00	0.00
Used by other organizations		0.00	0.00	0.00	0.02	0.00	0.00
Total		1,797.80	2,119.30	1,732.43	254.18	272.30	198.20

After undergoing a series of rigorous treatment processes, water that meets our quality standards will be released back into the river. We are committed to preventing the liquid waste generated from polluting the surrounding environment. Our liquid waste management is handled through our Wastewater Treatment Plant (WWTP), which is specifically designed to avoid negative impacts on communities and ecosystems. Before any wastewater is discharged, it goes through a treatment stage that ensures it meets the necessary quality requirements and regulatory thresholds.



Providing WASH Access to Communities

In 2024, Danone Group in Indonesia remained committed to improving public health, particularly in the communities surrounding our operational areas. This commitment is manifested through initiatives such as the Water Access, Sanitation, and Hygiene (WASH) Program.

The WASH program represents one of the Company's efforts to return water to the communities, as stipulated in the Water Abstraction Permit (Surat Izin Pengambilan Air/SIPA). At the same time, the program aims to improve public health by expanding access to clean water and environmental sanitation. The Company collaborates with various institutions, including international organizations such as Water.org, as well as national and local institutions such as Yayasan Pembangunan Cipta Insan Indonesia (YPCII), the Institute for Rural

Technology Development (Lembaga Pembangunan Teknologi Pedesaan/LPTP), Rumah Zakat, and others.

Key approaches implemented under this program include:

- Development of clean water infrastructure, including public faucets and household connections
- Construction of sanitation facilities, such as septic tanks and hygienic latrines
- Strengthening of local water management groups to ensure the long-term sustainability of facilities
- Public campaigns promoting clean and healthy living behaviors through the Community-Based Total Sanitation approach and/or Clean and Healthy Lifestyle initiatives
- Regular monitoring and evaluation of the program

Throughout 2024, the implementation of the WASH Program was carried out through the following initiatives:

No.	Plant	Program	Location	Number of Water Access Beneficiaries	Number of Villages	Number of Cities
1	SN Jogja	Water Access	Giricahyo Urban Village, Purwosari Village, Gunung Kidul Regency	372	1	1
2	SN Prambanan	Water Access	- Tegalmulyo Village Kemalang Sub-district and Klaten Sub-district, - Jemowo Village, Tamansari Sub-district, Boyolali Regency	300	2	2
3	Langkat	Water Access	Namu Ukur Selatan Village, Sei Bingai Sub-district	100	1	1
4	Berastagi	Improved Water Access	- Hamlet 1-3, Doulu Village, Berastagi Sub-district - Hamlet 4 Doulu Village, Berastagi Sub-district - Bulan Jahe Village, Bulan Jahe Sub-district	3,243	2	1
5	Solok	Water Access	Hamlet 4 Jorong Kayu Aro	818	1	1
6	Tanggamus	Water Access and Sanitation	Tanggamus Regency, Kotaagung Timur Sub-district, Kota Agung Sub-district	1,052	1	1
7	Sentul	Water Access	Blok Monong Hamlet, RW 07, Leuwinutug Village	385	1	1
8	Ciherang	Water Access and Sanitation	The program was implemented in 2 Ring I villages of AQUA Ciherang: - Ciherang Pondok Village, Caringin Sub-district, Bogor Regency - Ciderum village, Caringin Sub-district, Bogor Regency	800	2	1
9	Caringin	Water Access	Pasir Muncang Village, Caringin Sub-district, Bogor Regency	480	1	1

No.	Plant	Program	Location	Number of Water Access Beneficiaries	Number of Villages	Number of Cities
10	Babakanpari	Water Access	Pojok Hamlet, RT 01/05, Babakan Pari Village, Cidahu Sub-district, Sukabumi Regency	280	1	1
11	Cianjur	Water Access	The SAB point in Peuntas Hamlet has been equipped with a main water meter	275	1	1
12	Subang	Water Access	Karihkil Kasomalang Hamlet, Kulon Village-Kasomalang Sub-district	680	1	1
13	Klaten	Water Access	- Kebonharjo Village, Polanharjo - Dk Jurang Jero Cokro Daleman	295	2	1
14	Keboncandi	Water Access and Sanitation	Keboncandi Village (Water Access), Tenggilisrejo Village, Wonojati Village Gondang Wetan Sub-district	520	3	1
15	Banyuwangi	Water Access	Benelan Kidul Village, Singojuruh Sub-district, Banyuwangi Regency	736	1	1
16	Lido	Water Access	Ciburuy Hamlet, Ciburuy Village, Cigombong, Bogor	320	1	1
Total				10,656	22	17

Through this program, the Company has contributed to supporting the Government's initiative to achieve 100% access to clean water and sanitation by 2030, in alignment with Sustainable Development Goal (SDG) 6. As of 2024, the WASH program has reached more than 600,000 beneficiaries across 80 villages, with over 10,656 individuals identified as new beneficiaries in 2024.

Tegalmulyo Village and Jemowo Village WASH Program



In 2024, Danone Group in Indonesia expanded the WASH Program to Tegalmulyo Village, located in Kemalang Sub-district, Klaten Regency, and to Jemowo Village, located in Tamansari Sub-district, Boyolali Regency. Both villages experience limited access to clean water due to geographic factors that restrict rainwater infiltration into the soil. The communities in these villages also include dairy farmers who supply milk to the Company. The program aims to improve access to clean water while strengthening the capacity of local clean water management groups to ensure clean water sustainability.

The activities carried out included the revitalization of clean water infrastructure networks, the construction and optimization of rainwater harvesting facilities, assessments of clean water needs, capacity building for community groups, mentoring and assistance for clean water management groups, improvements in water distribution and user fee recording systems, as well as the protection of springs through vegetative and civil engineering-based conservation efforts.

Rainwater harvesting infrastructure was developed through the construction of two reservoirs located at Musala (prayer room) in Gir Tengah Hamlet and Musala in Duren Banyusri Hamlet in Jemowo Village. A comprehensive study on clean water needs was also conducted to produce formal documentation for both sites. Overall, the program successfully reached its target by providing access to clean water for 300 individuals, consisting of 160 women and 140 men.

WASH Program in Doulu Village and Semangat Gunung Village

The Company also implemented the WASH Program in Doulu Village, Berastagi Sub-district, and Semangat Gunung Village, Merdeka Sub-district, Karo Regency. The program was carried out in collaboration with Cipta Fondasi Komunitas Foundation (CFK). In Hamlet 3, Doulu Village, the Company constructed a public water tap system for 30 households. This area was selected due to the availability of a water source with a flow rate of up to 1.5 liters per second. In addition, pipeline revitalization efforts were undertaken in Doulu Pasar Village to repair leakage and ensure that 180 households could continue accessing clean water. Aside from household beneficiaries, students of SDN 046411 Doulu Village also benefited from school toilet rehabilitation and the construction of a water reservoir.

The program placed strong emphasis on promoting Clean and Healthy Living Behavior, with campaigns conducted for both school children and residents of Doulu and Semangat Gunung villages. A particular focus of this initiative was the Open Defecation-Free (ODF) campaign. Through this campaign, the Company aims to ensure that within two years, 100% of the residents in these two villages no longer practice open defecation. To secure support from local governments, the Company facilitated the establishment of a Sanitation Committee in Semangat Gunung Village. This committee is expected to serve as a catalyst toward achieving an ODF status within the next two years.

Furthermore, the Company mobilized local communities to participate in communal efforts to clean the village environment, with the ultimate goal of creating a cleaner and healthier living space.

Water Consumption [GRI 303-5]

Danone Group in Indonesia recognizes water as a vital natural resource essential not only for operational continuity but also for sustaining life itself. In managing water consumption responsibly, we have adopted a range of strategies aimed at enhancing water use efficiency, reducing water footprint, and ensuring the sustainability of water sources around our operational areas. Through a combined approach of circularity and conservation, Danone Group in Indonesia continues to optimize water usage across its entire value chain—from production processes to distribution. We also work closely with stakeholders to support water conservation programs, watershed rehabilitation efforts, and the expansion of community access to clean water.

The following section provides an overview of the Company's optimized water consumption throughout 2024:

(in megaliters)



Description	Danone-AQUA			Danone SN Indonesia		
	2022	2023	2024	2022	2023	2024
Water withdrawal (a)						
All areas	15,703.16	15,737.79	14,880.17	511.00	472	402.05
Water discharge (b)						
All areas	1,797.80	2,119	1,732	254.18	274.02	198.20
Water consumption (a-b)*						
All areas	13,905	13,619	13,147	256.82	197.98	203.85

*(Calculation method: Water consumption = Water withdrawal-Water discharge)

Protecting Biodiversity [GRI 304-1]

Biodiversity plays a critical role in maintaining the balance and sustainability of ecosystems as a whole. Efforts to preserve biodiversity are not only essential for ensuring ecosystem resilience, but also serve as concrete actions to safeguard the survival of all life on Earth. One important aspect of biodiversity conservation is its strong interconnection with water resource management, particularly in maintaining soil permeability and the absorption of rainwater.

As part of its commitment to sustainability, Danone Group in Indonesia ensures that all operational activities do not pose negative impacts on the biodiversity richness at each of its operating sites. In addition, the Company implements various initiatives to support the sustainability of both aquatic and terrestrial ecosystems. The Company's water conservation programs are designed in alignment

with biodiversity preservation efforts, thereby creating synergistic environmental benefits. [GRI 3-3]

In 2024, 13 of the Company's plants developed Biodiversity Programs in the form of Taman Kehati (Biodiversity Parks) and conservation of local endemic species. Among these, 8 plants collaborated with National Parks to develop biodiversity initiatives within forest areas, while the remaining 3 established Biodiversity Parks in the vicinity of their manufacturing sites.

Several of Danone Group's operational locations in Indonesia are situated within or adjacent to areas of high biodiversity value or ecologically significant ecosystems. These locations are categorized as follows:

No.	Plant Location	Biodiversity (Kehati) Program Name	Total Area (Ha)	Biodiversity index	Number of Seedlings Distributed
Danone-AQUA					
1	Langkat	Taman Kehati, Dusun 5 Pasar VI Kwala Village Mencirim, Sei Bingai District, Langkat Regency	11.79	3.29	0
2	Berastagi	Bukit Barisan Selatan Forest Park (Tahura)	4.8	2.9	60
		Rehjlilena Biodiversity Park	4.17	3.3	
3	Solok	Lumbok Seminung Tourism Area, West Lampung Regency	2.5	4.12	0
4	Tanggamus	Taman Kehati Galih Batin, Pekon Teba, Kota agung Timur District-Tanggamus, Lampung Province	3.2	3.23	875
5	Ciherang	Ciderum Village, Caringin District, Bogor Regency	3.76	4.63	130
6	Citeureup	Taman Kehati Lido, Ciburuy Village and Cigombong Village, Cigombong District, Bogor Regency, West Java	5.61	3.98	0
7	Babakanpari	Papisangan Lio Village, Caringin Village, Cicurug Sub-District, Sukabumi District	5.5	4.16	76
8	Mekarsari	Kubang Village, Babakanpari Village, Cidahu Sub-district, Sukabumi District	10.12	4.36	0
9	Cianjur	TIV Cianjur Factory Area, Gekbrong Village, Cianjur Regency	5	4.29	1,040
10	Subang	Pasanggrahan Village, Kasomalang Sub-district, Subang Regency	5.8	3.80	750
11	Wonosobo	Kejiwan Village, Wonosobo District, Wonosobo Regency, Central Java	4.6	3.25	0
12	Klaten	Taman Kehati AQUA Klaten District Polanharjo, Klaten Regency, Central Java Province	4.6	3.62	0
13	Pandaan	Taman Kehati Sapen Nusantara, Kelurahan Leduk, Kecamatan Prigen, Kabupaten Pasuruan	19.3	2.88	70

No.	Plant Location	Biodiversity (Kehati) Program Name	Total Area (Ha)	Biodiversity index	Number of Seedlings Distributed
14	Keboncandi	Jl. Raya Winongan, Gondangwetan, Kb.Sawo, Keboncandi, Gondang Wetan District, Pasuruan, East Java	3.26	3.79	35
15	Banyuwangi	Taman Kehati Raung, Sumberarum Village, Songgon District, Banyuwangi Regency	5	1.68	500
16	Mambal	Banjar Jempanang, Belok Sidan Village, Petang Sub-district, Badung Regency	42.75	3.34	0
17	Airmadidi	Taman Kehati Kaki Dian, Kaki Gunung Klabat	3.6	3.25	0
Danone SN Indonesia					
18	SN Yogyakarta	Taman Kehati Eroniti, Karangasem Village, Kapanewon Ponjong, Gunungkidul Regency, Yogyakarta	15	1.89	0
19	SN Ciracas	Taman Kehati Telaga Inspirasi, IPB Dramaga Campus, Bogor	8.6	3.68	0
20	SN Prambanan	Taman Kehati Prambanan, Kemudo Village, Prambanan District, Klaten Regency	6.4	3.57	0
Total			175.36	3.50	3,536

Description of Biodiversity Index

$H' < 1.0$	$1.0 < H' < 3.322$	$H' > 3.322$
Diversity: Low Productivity: Very Low Implication: Indicates heavy ecological stress and unstable ecosystems.	Diversity: Medium Productivity: Moderate Implications: Ecosystem is fairly balanced with moderate ecological pressure.	Diversity: High Productivity: High Implications: Indicates good ecosystem stability.

Rehjilena Biodiversity Park

Danone Group in Indonesia established the Rehjilena Biodiversity Park on a 4.17-hectare site at Gelora Kasih Sibolangit, Deli Serdang Regency. Based on the initial baseline assessment, 65 tree species and 22 animal species were identified. The biodiversity index for the area was calculated at 3.3. To enhance biodiversity richness, the Company cultivated an additional 100 endemic tree seedlings. The Company also built supporting infrastructure within the Biodiversity Park, including a main gate, signage, information boards, walking trails, gazebos, and perimeter fencing. Ten local community members were actively involved in the development process.





Prambanan Biodiversity Park

Danone Group in Indonesia developed the Prambanan Biodiversity Park in collaboration with Kanopi Indonesia, located in Kemudo Village, Prambanan District, Klaten Regency. The area is managed with the involvement of 60 local residents (35 women and 25 men) in various activities, including data monitoring, facility maintenance and development, educational material creation, publications, and infrastructure development.

Monitoring data recorded 428 individual flora across 84 species and 35 families. For the insect group, 82 species were identified from 6 orders and 17 families, with Lepidoptera being the most dominant (51 individuals). The herpetofauna group includes 5 species from 2 orders and 3 families, predominantly Squamata (57 individuals from Gekkonidae and 53 from Agamidae). The Arachnida group consists of 4 species from 4 families, and the Avifauna group includes 31 bird species from 22 families.

The 2024 Shannon-Wiener Biodiversity Index (H') reached 3.57, with an evenness index (E) of 0.7, indicating a high level of vegetation distribution balance. The Prambanan Biodiversity Park is also home to species listed as Vulnerable on the International Union for Conservation of Nature (IUCN) Red List, including *Eusideroxylon zwageri* (Bornean ironwood) and *Acridotheres javanicus* (Javan myna).

Impacts on Biodiversity [GRI 304-2] [OJK F.9]

As of 2024, there were no significant direct or indirect negative impacts on biodiversity resulting from the Company's business operations. Additionally, the Company has not received any complaints, fines, or sanctions related to biodiversity matters.

Protected or Restored Habitats [GRI 304-3] [OJK F.10]

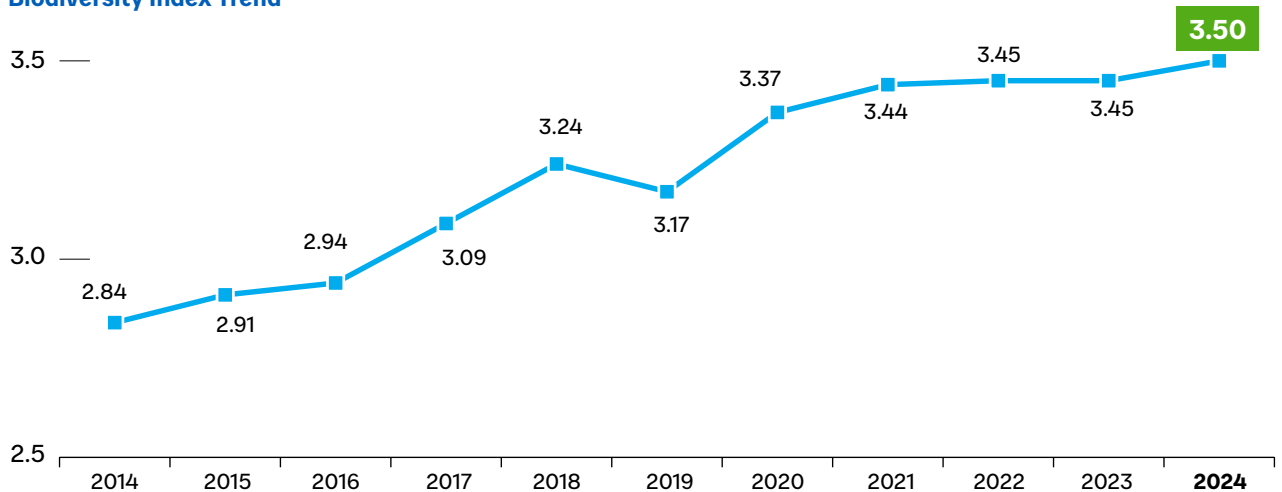
Danone Group in Indonesia carries out various habitat restoration initiatives in collaboration with third parties to ensure the preservation of biodiversity surrounding its operational facilities. These efforts are conducted on an ongoing basis to maintain ecosystem balance and support long-term environmental sustainability.

Danone-AQUA			
Plant Location	Area (Ha)	Collaboration with Third Parties in Management	Restoration Activities
Biodiversity Conservation Park	4.8	Bukit Barisan Grand Forest Park (Tahura Bukit Barisan)	Protection of the Bukit Barisan Grand Forest Park area from humus theft through community education. Tree planting in rehabilitation areas.
Mount Halimun Salak National Park (Taman Nasional Gunung Halimun Salak/TNGHS)	69.02	TNGHS Authority (Balai Besar TNGHS)	Protection of flora and fauna within the national park area and development of disaster early warning infrastructure.
Kaki Dian Biodiversity Park	3.6	Klabat Regional Company (PD Klabat)	Protection of flora and fauna within the area designated as Taman Kehati Kaki Dian.
Sapen Nusantara Biodiversity Park	19.3	Indonesian State Forestry Company (Perhutani)	Protection of flora in Perhutani protected forest area. Inventory and digitalization of existing herbal plant species in the area.

Danone SN Indonesia			
Plant Location	Area (Ha)	Collaboration with Third Parties in Management	Restoration Activities
Telaga Inspirasi IPB-Nutricia Biodiversity Park	8.6	IPB University	Establishment of a park to protect: leopard cats, kekes squirrels, cockatoos, and coconut squirrels. For plant species: African walnut, canarium trees, rubber trees, buffalo rubber trees, various bamboo species, and mahogany.
Eroniti Biodiversity Park	16.6	Institut Pertanian STIPER (INSTIPER) Yogyakarta	Tree planting activities in the karst area of Eroniti Biodiversity Park together with INSTIPER students.

While our operations do not directly impact biodiversity, we remain committed to environmental conservation. Our conservation efforts around our plants have positively influenced the national biodiversity index.

Biodiversity Index Trend



In addition to recording the biodiversity index, Danone Group in Indonesia also monitors flora and fauna species found near the Company's operational areas. The list includes species identified in the International Union for Conservation of Nature (IUCN) Red List and the national conservation list whose habitats are within the areas impacted by our operations: [\[GRI 304-4\]](#)

Realizing Circular Economy through #BijakBerplastik (Be Wise with Plastic) Initiative [GRI 306-2]

According to the National Waste Management Information System (SIPSN), Indonesia generated 33.98 million tons of waste in 2024. Of this amount, 40.17% or 13.65 million tons were not properly treated and pose risks of polluting water sources, the environment, and oceans. The government targets a 70% reduction of plastic waste in the ocean by 2025 and calls upon communities and the private sector to contribute to waste management efforts.

One of the waste management approaches we have adopted is the circular economy approach, which emphasizes prolonging the life cycle of materials and maximizing resource efficiency. This approach also focuses on product and packaging recovery and regeneration, aiming to reduce waste and ultimately achieve Zero Waste to Landfill.

Danone Group in Indonesia has adopted a circular business model, especially through its Danone-AQUA unit, where more than 70% of its business involves 100% reusable gallon products. In addition, 30% of its Small Packaging Size (SPS) bottled water products contain up to 25% recycled content and are 100% recyclable. Products from both Danone-AQUA and Danone SN Indonesia are packaged using cartons that are 100% made from recycled and recyclable materials, in support of circular economy principles that serve as the foundation of our operations.

To further promote the circular economy, Danone-AQUA launched the #BijakBerplastik movement on June 5, 2018. This movement is part of our commitment and concrete action to support the Indonesian government's target of

reducing plastic waste in the ocean by 70% by 2025. The movement is built upon three main pillars: Collection, Education, and Innovation – each reinforcing the other in efforts to reduce plastic waste in the environment.

We also implement the Zero Waste to Landfill approach, a waste management model aimed at minimizing waste accumulation in both households and offices, ensuring that generated waste is either recycled or reused. We are committed to preventing any waste from ending up in landfills, which could otherwise pollute the environment. We also have Standard Operating Procedures (SOPs) related to the management of wastewater, hazardous waste, and non-hazardous waste to ensure compliance with regulations and support environmental sustainability.

Collection Pillar: Creating a Plastic Waste Collection Ecosystem [GRI 301-3]

Under this pillar, the Company targets collecting more plastic waste than it produces by the end of 2024. To achieve this, the Company collaborates with community organizations and local governments to develop waste management infrastructure and systems across the communities surrounding our plant operational areas. Furthermore, we have expanded waste infrastructure development beyond plant operations, including in Yogyakarta Special Region, Semarang City and Regency, as well as Lamongan and Ponorogo Regencies. The Company also supports government-led waste management efforts in five national priority tourism destinations: Lake Toba, Borobudur, Labuan Bajo, Mandalika, and Likupang.





Through collaborative programs, the Company collects plastic waste via established infrastructure, including Integrated Waste Processing Sites and Main Waste Banks at the regency and city levels, 3R Waste Processing Sites, and Unit Waste Banks at the sub-district/village and even school levels. All collected PET plastic bottle waste is directed to collection centers (major aggregators) and Recycling Business Units (RBUs), which then supply the recycled materials to companies that produce new AQUA bottles.

In addition, the Company continues to strengthen its collection initiatives through partnerships, such as with GRAB Indonesia through the “Grab Recycled” feature, and PlasticPay, which installs Reverse Vending Machines (RVMs) in Alfamart stores. Partnerships with the Ministry of Environment and Forestry and the United Nations Development Programme (UNDP) also remain active, including the GRADASI (Indonesia’s Waste

Donation and Collection Movement) that encourages religious leaders to mobilize communities to collect waste at places of worship.

The Company is also actively involved in the Indonesia Packaging Recovery Organization, which comprises companies such as Danone, Coca-Cola, Unilever, Indofood, Nestlé, Tetra Pak, Sampoerna Indonesia, SC Johnson, and Suntory Garuda Beverage.

One of the most recent initiatives is a partnership with Prevented Ocean Plastic Southeast Asia (POPSEA) to develop a plastic waste collection infrastructure in Samarinda.

As a result of collection activities throughout 2024, the Company successfully collected 31,505.53 tons of PET bottle waste, sourced from:

Collection Centers (12)	Waste Banks (113)	Recycling Business Units (11)	3R Waste Processing Sites (31)	Main Waste Banks (9)
Recosystem	APPS - Grab (Application)	Reverse Vending Machines	Outer island (super priority tourist destination)	Integrated Waste Processing Sites
Indonesia Packaging Recovery Organisation (IPRO)	Bali Waste Cycle	Indonesia’s Waste Donation and Collection Movement (GRADASI)	Prevented Ocean Plastic South East Asia (POPSEA) Samarinda	Circulate Capital

As part of its responsibility in collecting packaging waste, the Company also assists community-based waste banks around its plants and collaborates with relevant stakeholders. The support includes capacity-building training for waste bank administrators, enabling them to carry out accurate weighing and recording activities. Administrators are also guided in organizing activities to attract new members, such as organizing waste

sorting competitions. In addition, the Company provides practical tools such as burlap sacks to store valuable recyclable waste. To instill a sense of ownership and independence, administrators are encouraged to work together to repair damaged waste bank infrastructure. During 2024, these community waste bank assistance initiatives successfully collected a total of 2,966.34 tons of plastic waste.



Strategic Collaboration with Prevented Ocean Plastic™ Southeast Asia: A Concrete Step Toward Tackling Plastic Waste

As part of its long-term commitment to #BijakBerplastik movement and in line with the Danone Impact Journey strategy, Danone-AQUA has once again demonstrated its leadership in advancing the circular economy in Indonesia. In 2024, Danone-AQUA inaugurated the first large-scale plastic waste collection center in Samarinda, East Kalimantan. This facility was established through a strategic collaboration with Prevented Ocean Plastic™ Southeast Asia, representing a concrete action to address the issue of plastic waste, particularly in coastal areas vulnerable to marine pollution.

According to Indonesia's National Waste Management Information System (SIPSN), East Kalimantan generated over 791,000 tons of waste in 2022, with 19.5% consisting of plastic waste. The establishment of this collection center offers a practical solution to this challenge. Located near the Mahakam River and Mahakam Delta—an ecologically critical area and vital water source for local communities—the facility is designed to process up to 500 tons of plastic waste per month. It also generates 90 direct jobs, ensuring decent and safe working conditions while providing economic benefits to the surrounding communities.

The facility also plays a key role in protecting the region's biodiversity, particularly the endangered Mahakam River dolphin, whose wild population is estimated to number fewer than 90 individuals. By preventing plastic from entering the river and ocean, the facility helps preserve the habitat of this rare species.

This initiative marks the ninth collection center established by Prevented Ocean Plastic™ as part of its global target to develop 25 centers in high-risk coastal areas by 2025. Danone-AQUA not only serves as the donor for the development of this facility but will also become the primary user of the recycled plastic processed there. The recycled material meets international quality standards, is traceable, and is suitable for use in global markets.

Through this project, Danone-AQUA reinforces its commitment to supporting Extended Producer Responsibility (EPR) policies and contributes to achieving national waste reduction targets. The facility is also part of the Company's broader initiative to build circular economy infrastructure beyond Java Island, aiming to expand positive impacts through collaborative and internationally standardized approaches.

Danone-AQUA continues to scale the tangible impact of #BijakBerplastik movement by strengthening waste management systems, engaging local communities, and applying sustainable innovations in packaging and waste collection. The Samarinda collection center stands as a significant milestone in Danone Group's sustainability journey in Indonesia, demonstrating that a transformation toward an inclusive and impactful circular economy is both possible and sustainable.

Education Pillar

The #BijakBerplastik education pillar aims to foster a culture of recycling and responsible waste management within Indonesian communities. To achieve this, Danone Group in Indonesia developed the SAMTAKU (My Waste, My Responsibility) education program. This initiative targets students from kindergarten through videos and comic series, primary and junior high school students through the SAMTAKU modules, and the general public through media campaigns and direct engagement within community areas. In 2024, the number of school children reached through this program totaled 1,120,000

individuals. Public education was also delivered through activities at Waste Banks at the village level (Bank Sampah Unit or BSU).

Innovation Pillar

To sustain a circular business model, in 2024 Danone Group in Indonesia introduced a product innovation – the Refillable Gallon with Eco-Friendly Packaging. This new product utilizes recyclable PET packaging while maintaining a returnable business model. This pillar also reflects our broader innovations in the use of sustainable material inputs, as previously explained in the subsection Wise Use of Materials.

Waste Management [GRI 306-1] [OJK F.14]

Danone Group in Indonesia adopts a Zero Waste to Landfill approach as part of its sustainable waste management strategy. This model aims to minimize waste generated from both domestic and office activities by ensuring that all waste is either recycled or reused. As a result, the volume of waste disposed of in landfills is significantly reduced, while also mitigating environmental pollution risks. To support this effort, the Company has established Standard Operating Procedures (SOPs) covering the management of wastewater, hazardous waste, and non-hazardous waste. [GRI 3-3]

Waste generation and significant waste-related impacts

In our production processes, both for dairy and bottled water, no hazardous materials are used. Therefore, the core operations do not generate hazardous waste. However, a small amount of hazardous waste is produced from supporting activities such as the sanitation of domestic equipment and utilities operations.

All waste generated—whether classified as non-hazardous or hazardous—is managed responsibly in compliance with applicable regulations. Waste management is conducted in collaboration with licensed third parties who possess the appropriate capacity and authorization to manage such materials. Throughout 2024, there were no spills or significant environmental impacts resulting from the Company's operations.

[GRI 306-2] [OJK F.15]

The types of waste generated, their potential impacts, and the control measures implemented are as follows:

Activity	Waste Generated	Potential Impact	Control Measures
Production	Packaging waste	Greenhouse gas emissions, reduced soil and water quality	Recycled into alternative usable goods
	Off-spec milk products	Resource waste, environmental contamination	Used as animal feed
Wastewater Treatment	WWTP Sludge from beverage, milk, and domestic wastewater	Degradation of soil quality carrying capacity	Recovered and used as compost material
Equipment Sanitation	Chemical residues, used chemical packaging, and hazardous waste-contaminated materials	Degradation of soil quality and carrying capacity	Further treatment of hazardous waste by licensed parties
Utility Equipment	Used lubricants, chemical waste	Degradation of soil quality and carrying capacity	Further treatment of hazardous waste by licensed parties
Employee Domestic Activities	Organic and inorganic waste	Degradation of soil quality and carrying capacity	Zero Waste to Landfill program by optimizing organic waste composting and non-organic waste recycling

Waste generated [GRI 306-3] [OJK F.13]

(in tons)

Description	Danone-AQUA			Danone SN Indonesia		
	2022	2023	2024	2022	2023	2024
Hazardous waste	114.00	81.44	73.55	27.56	17.00	15.22
Non-hazardous waste	16,227.95	18,725.00	18,371.16	6,474.91	6,951.00	529.88
Total	16,341.95	18,806.44	18,444.71	6,502.47	6,968.00	5,313.10

Waste diverted from disposal [GRI 306-4]

(in tons)

Description	Danone-AQUA			Danone SN Indonesia		
	2022	2023	2024	2022	2023	2024
Hazardous waste						
Prepared for reuse	0	0	0	0	0	0
Recycling	22.39	23.1	14.00	0	0	0
Other recovery operations	6.77	8.05	6.32	27.56	17.00	15.20
Total	29.16	31.16	20.33	27.56	17.00	15.20
Non-hazardous waste						
Prepared for reuse	0	0	0	0	0	0
Recycling	15,833.84	18,401.19	18,366.65	2,760	3,400	5,297.88
Other recovery operations	0	0	0	2,137	3,191	0
Total	15,833.84	18,401.19	18,366.65	4,897	6,591	5,297.88

Waste directed to disposal [GRI 306-5]

(in tons)

Description	Danone-AQUA			Danone SN Indonesia		
	2022	2023	2024	2022	2023	2024
Hazardous waste						
Incineration (with energy recovery)	0	0	0	0.06	0	0
Incineration (without energy recovery)	0	0	0	0.02	0	0
Sanitary Landfill	83.55	52.91	53.23	27.56	17.00	15.20
Other disposal methods	0	0	0	0	0	0
Total	83.55	52.91	53.23	27.64	17.00	15.20
Non-hazardous waste						
Incineration (with energy recovery)	0	0	0	0	0	0
Incineration (without energy recovery)	0	0	0	0	0	0
Landfilling (Final Disposal Facility)	394.11	323.81	306.27	29.83	22.91	0
Other disposal methods	0	0	0	4,406.44	5,753.76	0
Total	394.11	323.81	306.27	4,436.26	5,776.66	0

Mitigating Potential Negative Impacts

Danone Group in Indonesia has successfully minimized potential negative impacts on the environment through mitigation actions aligned with national regulations and the Company's internal standards. We acknowledge that the journey toward long-term sustainability is ongoing. Therefore, we regularly review and update our operational standards to ensure that all business activities remain aligned with our long-term sustainability goals and strong environmental governance principles.

Environmental Complaints [GRI 2-25] [OJK F.16]

Danone Group in Indonesia values the active role of all stakeholders in preserving and protecting the environment and surrounding communities from potential negative impacts. As part of our commitment to sustainability, we provide transparent communication channels through which stakeholders can submit feedback or complaints regarding environmental concerns. We are committed to responding to all complaints professionally and effectively to ensure sustainable resolutions. Environmental concerns can be reported via the AQUA Menyapa consumer service and Careline. In 2024, the Company received complaints related to environmental matters. However, no significant issues were found to be caused by the Company's operations, and all complaints were addressed appropriately in accordance with the applicable procedures.







**Danone
Indonesia
for Society**

Danone Indonesia for Society

[GRI 413-1] [OJK F.23] [OJK F.25]



As an integral part of Indonesian society, Danone Group in Indonesia is committed to a business journey that emphasizes meaningful social responsibility. This commitment goes beyond obligation; it stems from our belief that our presence should create a sustainable, relevant, and deeply rooted impact on the needs of society, particularly in the areas where we operate.

To exceed our social responsibilities, we have developed various programs aimed at improving community health, empowering local economies, strengthening the role of women, expanding access to clean water, and fostering inclusive communities. These initiatives are designed collaboratively and participatorily, with communities serving as key partners throughout the planning, implementation, and evaluation processes. Our data-driven approach, coupled with an understanding of local needs, ensures that each intervention is impactful, leverages community potential, and aligns with existing social dynamics.

Through these programs, Danone Group in Indonesia also generates significant indirect economic benefits. This includes the creation of indirect employment opportunities, enhancing the capacity of small and medium enterprises, and developing essential

social infrastructure. All of these efforts contribute to strengthening the socio-economic resilience of the community and support the establishment of an ecosystem conducive to inclusive growth.

Meanwhile, as a privately held company, the disclosure of information related to direct economic impacts and other financial data such as revenue, operating profit, investments, and fiscal contributions is carried out through the Annual Financial Statements, which are shared exclusively with shareholders during the General Meeting of Shareholders (GMS). [OJK F.2] [OJK F.3]

The implementation of these programs reflects not only our social commitment but also Danone Group's long-term sustainability strategy in Indonesia. By treating the community as a strategic partner, we foster harmonious and sustainable relationships that benefit both parties. The results of this approach are evident in the improved quality of life for communities surrounding our operational areas and the development of a more resilient social ecosystem. The added value generated through these initiatives also supports sustainable business stability and growth, aligning with the principle that business success and social progress must go hand in hand. [GRI 3-3] [GRI 2-23]

Plays a Role in Improving Public Health

Danone's Stunting Prevention Program

Referring to data from the Coordinating Ministry for Human Development and Culture of the Republic of Indonesia, the Government of Indonesia has completed data collection for the 2024 Indonesian Nutrition Status Survey. The results indicate that the national prevalence of stunting has declined to 19.8%, equivalent to approximately 4,482,340 toddlers. This represents a decrease of 1.7% compared to 2023, when the prevalence was recorded at 21.5%. Furthermore, 377,000 new cases of stunting were successfully prevented. Despite this encouraging progress, the figure still fell short of the Government's target of reducing the prevalence of stunting to 14% by 2024¹.

Danone Group in Indonesia is committed to supporting the Government in its efforts to prevent and reduce stunting by ensuring proper nutrition during the First 1,000 Days of Life. Therefore, Danone Indonesia initiated the "Bersama Cegah Stunting" or BCS (Joint Prevent Stunting) umbrella program, which delivers targeted interventions across four key stages that contribute to the stunting cycle. Adolescents suffering from undernutrition are supported through the GESID Program and "Sekolah Sehat Menuju Indonesia Emas 2045" Program (Healthy Schools Towards Golden Indonesia 2045 Program). Mothers with nutritional deficiencies receive support through "Bunda Mengajar" Program (Teaching Mother Program). Undernourished infants are assisted through "Duta 1.000 Pelangi" Program (1,000 Rainbow Ambassadors Program), while undernourished children are reached through "Isi Piringku" Program (Fill My Plate Program) and the Health, Nutrition, and Parenting Education Program. In addition, Danone Indonesia has also developed community-based stunting prevention initiatives such as "Gasing Nemekse" Program.

In implementing these programs, Danone Indonesia builds strong collaborations with local governments, healthcare professionals, academic institutions, and community organizations to deliver nutrition education and intervention programs that directly reach and benefit vulnerable groups.

GESID

Since 2021, Danone Indonesia has designed and implemented the Generasi Sehat Indonesia (GESID) Program with the aim of shaping junior and senior high

school students into a generation that is healthy, high-achieving, and of strong character. This is achieved by strengthening peer-to-peer education through a range of educational activities and health campaigns focused on balanced nutrition, anemia, the First 1,000 Days of Life, and reproductive health. Additionally, the program seeks to enhance the capacity of mentor teachers and encourage stakeholder involvement in its implementation. Broadly, GESID program activities include:

1. Formation and training of GESID Ambassadors on relevant health topics.
2. Collaboration with schools and the formation of student volunteer teams to support GESID Ambassadors.
3. Implementation of peer-to-peer education and seminars in schools, involving thousands of students and teachers.
4. Creation of informative media such as posters, flyers, and educational dramas for school distribution.
5. Collaboration with relevant parties such as the Agriculture Office, Education Office, and National Population and Family Planning Board (BKKBN) to support the program's implementation.
6. Use of social media platforms, such as Instagram, to disseminate educational content to adolescents.



In 2024, the Company collaborated with the Association Internationale des Étudiants en Sciences Économiques et Commerciales (AIESEC) and the Institute for Rural Technology Development (LPTP) to implement the GESID Program. In partnership with AIESEC, the program was carried out in junior and senior high schools across ten regions: Medan, Padang, Lampung, Tangerang, Bandung, Semarang, Sleman, Bantul, Surabaya, and Sidoarjo. Meanwhile, in collaboration with LPTP, the program was successfully implemented in Surakarta City, Brebes Regency, and Klaten Regency in Central Java.

¹ kemenkopmk.go.id

The approach to implementing the GESID Program in all these locations includes:

- a. **Training of Trainers (ToT):** Training sessions for mentor teachers and GESID Ambassadors held in multiple batches. These sessions aim to improve participants' understanding of the program and the materials to be delivered.
- b. **Implementation Checklist:** Preparation of work plans for GESID Ambassadors covering school-based and digital activities, including peer education sessions, social media campaigns, and other outreach efforts to expand their impact.
- c. **Digital Activation:** Instagram and TikTok campaigns that reached a total audience of 1.2 million, featuring content creation, thematic campaigns, and engagement activities with adolescent audiences.
- d. **GESID National Gathering:** A major national gathering of active and alumni GESID Ambassadors held on November 23, 2024, aimed at strengthening networks and sharing experiences and best practices.

The GESID Program managed by AIESEC engaged 1,666 school ambassadors (964 girls and 702 boys), 250 accompanying teachers, and 189 student volunteers across 129 schools. Meanwhile, the GESID Program led by LPTP in Central Java formed 497 ambassadors and 98 mentor teachers, reaching a total of 42,454 beneficiaries, including students, teachers, and other stakeholders.

Since its inception in 2021, the program has reached 303 junior high schools and 310 senior high schools, engaged more than 70,000 students, and formed 6,133 GESID Ambassadors. In addition, it has provided health education to more than 3 million people through social and digital media platforms.

Bunda Mengajar Program

In an effort to reduce the prevalence of stunting in Indonesia, the Danone Group, in collaboration with Human Initiative DIY, launched the Bunda Mengajar Program in Gunungkidul Regency, DI Yogyakarta. This program targeted 108 integrated health post cadres, 622 mothers of toddlers, 622 toddlers, and 930 community members in Salam Village, Patuk, Gunungkidul; Ngalang, Gedangsari, Gunungkidul; and Notoprajan, Ngampilan, Yogyakarta. The cadres received training on mentoring techniques for integrated health post and participated in workshops alongside pregnant women and mothers of toddlers and teenagers, focusing on Balanced Nutrition and Clean and Healthy Behavior.



The primary objective of the program is to enhance the nutritional knowledge of mothers and integrated health post cadres while supporting families in meeting their nutritional needs through the utilization of home gardens. Throughout 2024, the training and workshops provided participants with valuable insights into the importance of balanced nutrition, optimizing child growth, and the benefits of vitamins for child development. Post-test results indicated a significant increase in knowledge among the mothers and integrated health post cadres involved.

Additionally, the integrated health post cadres were trained on critical topics such as complementary feeding, baby handling techniques, menu variations, teamwork, and managing integrated health post administration. To promote healthy behavior change, the program included the creation of murals and informational signs, as well as the provision of educational materials at the integrated health post focusing on clean and healthy living behaviors.

To evaluate the effectiveness of the program, an End Line Survey (ELS) was conducted. The results showed that 100% of mothers of children under five reported that there were no residents defecating in the open, and 95% stated they had established a habit of consuming vegetables and fruits for their families. Educational materials, including murals and posters, were utilized to reinforce these health messages.

To ensure toddlers receive adequate nutrition, the Company provides additional food through the integrated health post. Furthermore, it promotes food self-sufficiency by facilitating the establishment of 196 backyard nutrition gardens. The program also supports economic empowerment by helping form the "Bunda Mandiri Baran" Business Group, which involves integrated health post cadres and is committed to allocating 2% of its profits to stunting prevention initiatives.



Isi Piringku Program

Throughout 2024, Danone Group in Indonesia was reinforcing the implementation of the Isi Piringku Program as part of its efforts to prevent stunting and improve child nutrition. This initiative was carried out through the Advanced Generation Nutritious Meal Program (Makan Bergizi Generasi Maju/MBGM), aiming to enhance the health and nutrition of primary school-age children and adolescents in Indonesia. SGM collaborated with the Sleman and Bantul Regency Governments, the Yayasan Pembangunan Citra Insan Indonesia (YPCII), and the Indonesia Food Security Review (IFSR). This program supports the Free Nutritious Meal Program (Makan Bergizi Gratis/MBG), a strategic government initiative towards a golden generation by 2045.

The program was being implemented in Sleman and Bantul regencies, covering 7 elementary schools and 2 kindergartens in Sleman, along with 2 elementary schools, 3 kindergartens, and 2 playgroups in Bantul. As part of this program, the Company provided nutritious food and milk five days a week for 4.5 months to 1,967 students. To ensure that food waste was not sent to landfills, the company distributed 37 segregated waste bins and facilitated the construction of 32 kitchen waste pits and buckets. Additionally, in two schools, food waste was being repurposed as animal feed by school guards.

The Company also conducted training for teachers on balanced nutrition, clean and healthy lifestyles, healthy hydration, and responsible waste management through the module “Sampahku Tanggung Jawabku” (My Waste, My Responsibility). Educational methods include micro-teaching and Training for Trainers (ToT). As a result, a total of 166 teachers increased their knowledge by 94% after receiving this education. Similarly, students received nutrition education, with 1,896 students participating, and 1,892 students receiving education on waste management.



Health, Nutrition and Parenting Education Program

The Danone Group in Indonesia developed the Health, Nutrition, and Parenting Education Program to promote a holistic approach to child development by encouraging balanced nutrition and healthy lifestyles through the following three approaches:

1. **Nutrition Education:** Educating children and parents about a balanced diet, with a focus on the importance of fruits, vegetables, and protein sources.
2. **Physical Activity:** Encouraging at least 30 minutes of daily physical activity, integrated into children's routines.
3. **Holistic Health:** Addressing overall well-being, including mental and emotional health, through compassionate and collaborative educational practices.

This approach is implemented in an integrated manner through regular sessions conducted at Taman Pintar and participating Early Childhood Care and Education (ECCS) centers. Throughout 2024, the program held 174 sessions consisting of parenting education for parents, children's events, and Training of Trainers (ToT) sessions for teachers. A total of 12,504 participants—including teachers, children, and parents—benefited from the program. All sessions were held at Taman Pintar in Yogyakarta.

In support of the Government of Indonesia's efforts to foster a golden generation, the Danone Group in Indonesia also renewed its collaboration with Yayasan Muslimah Indonesia (Yasmina) to further develop the Health, Nutrition, and Parenting Education Program. The objective is to enhance and strengthen the understanding of teachers, students, parents, and Family Welfare Empowerment (Pembinaan Kesejahteraan Keluarga/PKK) cadres regarding the importance of adequate, balanced nutrition and effective parenting during a child's growth and development stages.



In 2024, this program focused on 109 Early Childhood Care and Education (ECCE) institutions under the Jakarta State Kindergarten Association (Paguyuban Taman Kanak-Kanak) and the Indonesian Kindergarten Teachers Association (IGTKI) in Duren Sawit. A total of 20 ECCEs institutions have been selected as pilot programs, including 12 private kindergartens and 3 public kindergartens in Duren Sawit District, 1 public kindergarten in Cakung District, 2 public kindergartens in Pulogadung District, 1 public kindergarten in Jatinegara District, and 1 public kindergarten in Matraman District.

The program utilizes the “Isi Piringku” Guidebook for children aged 4-6 as teaching material. The Company organized training sessions focused on health, nutrition, parenting, and Clean and Healthy Living Behavior (PHBS) for kindergarten and ECCE teachers. The initial event included a Training of Trainers (ToT) session for 20 teachers representing the 20 pilot ECCEs. Participants assessed their understanding through pre-tests and post-tests, showing a notable improvement of 13.75% in comprehension after the ToT. These trained teachers were then tasked with sharing their knowledge with colleagues in their respective ECCEs, resulting in 92 individuals gaining insights from the sessions by the end of 2024.

Additionally, the Company conducted a “Nutrition Education Safari” themed “Cegah Stunting, Indonesia Maju, Bersama Isi Piringku” (Prevent Stunting, Advanced Indonesia, Together with My Plate), attended by 145 teachers from 102 non-pilot ECCE schools. These teachers subsequently delivered classroom instruction to reach 1,206 ECCE students. Furthermore, parental education took place through parenting classes at schools, the distribution of nutrition education flyers via WhatsApp groups, and online education sessions through Zoom Cloud Meetings. By the conclusion of the program, 1,200 parents participated in these activities, with 85% achieving satisfactory scores on pre-tests and post-tests. The Company also created educational murals at 5 ECCE schools that actively implement Balanced Nutrition education.

To expand the reach of the educational materials, information was also shared on social media, resulting in 74 posts on Instagram, 63 posts on Facebook, and 53 posts on X (formerly Twitter).

Healthy Schools Towards Golden Indonesia 2045 Program

In 2024, Danone Group in Indonesia partnered once again with MPKU PP Muhammadiyah to enhance the Healthy School Program Towards Golden Indonesia 2045. This initiative targets beneficiaries such as teachers, students, and parents across elementary, junior high, and high schools in Magelang Regency, Kulon Progo Regency, Klaten Regency, and Purworejo Regency.

The program aims to improve teachers’ competencies in teaching Clean and Healthy Living Behavior (PHBS), support students’ mental health through digital literacy, and prevent online gender-based violence (GBV). To achieve these objectives, a series of workshops, training sessions, and Focus Group Discussions (FGDs) were organized for Muhammadiyah school teachers. These sessions covered effective teaching techniques related to balanced nutrition, character education, PHBS, and digital literacy.

Additionally, the Company collaborated with the Yogyakarta Special Region Integrated Service Center for Women and Children Empowerment (PUSPA) to protect children from cybercrime. This partnership led to 3 Muhammadiyah schools conducting Training of Community (ToC) sessions for 614 parents, focusing on the physical and mental health of students.

This program involves Muhammadiyah schools with the following details:

Level	School	Teacher	Students
Elementary School	197	262	33,266
Junior High	90	181	9,890
Junior High School	65	113	19,502

In addition, the program found 48 cases of GBV, which include:

Elementary School/Islamic Elementary School	Junior High School/Islamic Junior High School	High School/Vocational High School
<ul style="list-style-type: none"> • 1 case of cyber grooming • 7 cases of cyberbullying 	<ul style="list-style-type: none"> • 2 cases of cyber harassment • 3 cases of image-based sexual abuse • 4 cases of creepshot • 2 cases of sextortion • 1 case of doxing • 1 case of cyber grooming • 11 cases of cyberbullying 	<ul style="list-style-type: none"> • 1 case of cyber harassment • 3 cases of image-based sexual harassment • 4 cases of creepshot • 3 cases of sextortion • 5 cases of cyber grooming • 5 cases of cyberbullying



GASING NEKMESE Program

East Nusa Tenggara (NTT) is one of the provinces in Indonesia that has long struggled with a high prevalence of stunting, which remains above 20%. According to the Indonesian Health Survey 2023, the stunting rate in NTT reached 37.9%, making it the second highest province in Indonesia². Kupang, a district that has consistently reported one of the highest stunting rates since 2018, has seen some decline in numbers; however, it still requires further efforts to address this issue.

As part of its commitment, Danone Group in Indonesia fully supports the GASING NEKMESE Program, which has been active since 2020 in collaboration with Yayasan Jaringan Peduli Masyarakat (JPM). The primary focus of this program is to assist the Kupang Regency Government in addressing and preventing stunting through a comprehensive approach. This includes education on

nutrition, parenting, and campaigns promoting Clean and Healthy Living Behavior.

By 2024, the GASING NEKMESE Program has progressed to phase 5 and is expanding into new areas. The program aims to enhance community health and capacity in stunting prevention through nutrition education, the establishment of nutrition gardens, and catfish farming. The new program locations are in Southwest Sumba Regency and East Nusa Tenggara. The program's main activities include:

- Socializing the program with village officials, cadres, and community leaders;
- Developing nutrition gardens and catfish farming to improve access to nutritious food;
- Campaigning for PHBS and providing Community-based Total Sanitation (STBM) education;
- Monitoring and evaluating with stakeholders; and
- Offering training and technical assistance to families and integrated health post cadres.

Program beneficiaries include:

No.	Sub-district	Village	Population	Household	Stunted Children	Children Under Five	Pregnant Women	Integrated Health Post Cadres	Adolescent	General Public
1.	Loura	Karuni	2,343	452	45	180	12	20	50	400
2.		Ramadana	2,470	472	36	245	20	25	50	450
3.	West Wewewa	Tawowara	2,288	487	77	160	10	25	50	400
4.		Kalembu Tilu	2,116	401	88	189	8	20	50	400
5.		Pero	2,127	437	68	152	11	15	50	400
6.	South Wewewa	Delo	2,239	427	81	202	9	20	50	400
Total			13,583	2,676	395	1,158	70	125	300	2,350

The program successfully enhanced the variety of nutritious food available to families and improved the nutritional status of children, adolescents, and pregnant women and increased the knowledge and skills of integrated health post cadres. Moreover, the program generated a new source of income by enabling the sale of surplus produce from the nutrition garden and catfish farm.

² BPS Provinsi NTT: JURNAL STATISTIKA TERAPAN, Analisis Faktor-Faktor yang Memengaruhi Stunting di Provinsi Nusa Tenggara Timur Tahun 2019-2023

Women Empowerment as the Key to Social Transformation

Danone Group in Indonesia recognizes the vital role women play in the social and economic development of society. As a result, we are committed to implementing various programs that empower women both within our company and in the surrounding community. These initiatives include skills training, entrepreneurship support, and leadership development for women across different sectors.

Through strategic partnerships with educational institutions, NGOs, and local communities, Danone Group in Indonesia helps women improve their families' standard of living and contribute more significantly to the economy. These programs not only enhance women's roles as key contributors to household economies but also promote the advancement of gender equality in society. This commitment forms part of our sustainable approach to creating an inclusive environment that enables women to reach their full potential.

Rumah Bunda Sehat (RBS)

Rumah Bunda Sehat (RBS) is a program aimed at addressing maternal and child health issues in urban areas. It focuses on empowering women to build community economic independence and improving the nutritional status of pregnant women and toddlers.

Launched in 2017 in Bekasi City, RBS has since expanded to Jatinegara Central Village and Sasak Panjang Village in the Tajur Halang District of Bogor Regency. The program forms and trains mothers to become Nutrition Ambassadors, who serve as key advocates. These ambassadors provide peer education for mothers of toddlers and pregnant women on topics such as balanced nutrition, parenting, and Clean and Healthy Living Behavior.

RBS also emphasizes food self-sufficiency by establishing nutrition gardens, managed in collaboration with the local Department of Agriculture. The produce from these gardens not only meets the nutritional needs of families but is also marketed through local consumer cooperatives, creating new livelihoods and boosting the local economy.



Additionally, the program facilitates local nutrition fulfillment by establishing a hydroponic demonstration plot managed by Bunda Gizi Sehat, which is accessible to residents. To ensure that Rumah Bunda Sehat is spatially independent, a greenhouse and 3 biofloc systems for catfish farming have also been set up as part of a business initiative.

Rumah Bunda Sehat serves as a learning center for other integrated health posts (posyandu), including Posyandu Belimbing, Posyandu Seruni, and Posyandu Cempaka.

Through this initiative, Rumah Bunda Sehat acts as a hub for health and economic empowerment, providing hope and opportunities for mothers and children while strengthening the resilience of families and communities as a whole. By continuing to expand its positive impact, RBS aims to create a healthier, more independent, and prosperous generation for the future:

Beneficiaries	Achievements
Mothers of Children Under Five	1,124
Pregnant Women	238
Children Under Five	1,124
Nutrition Ambassador Mothers	54

Empowering the Community's Economy

AQUA Home Service: Addressing the Need for Healthy Water and Independent Business in the Community

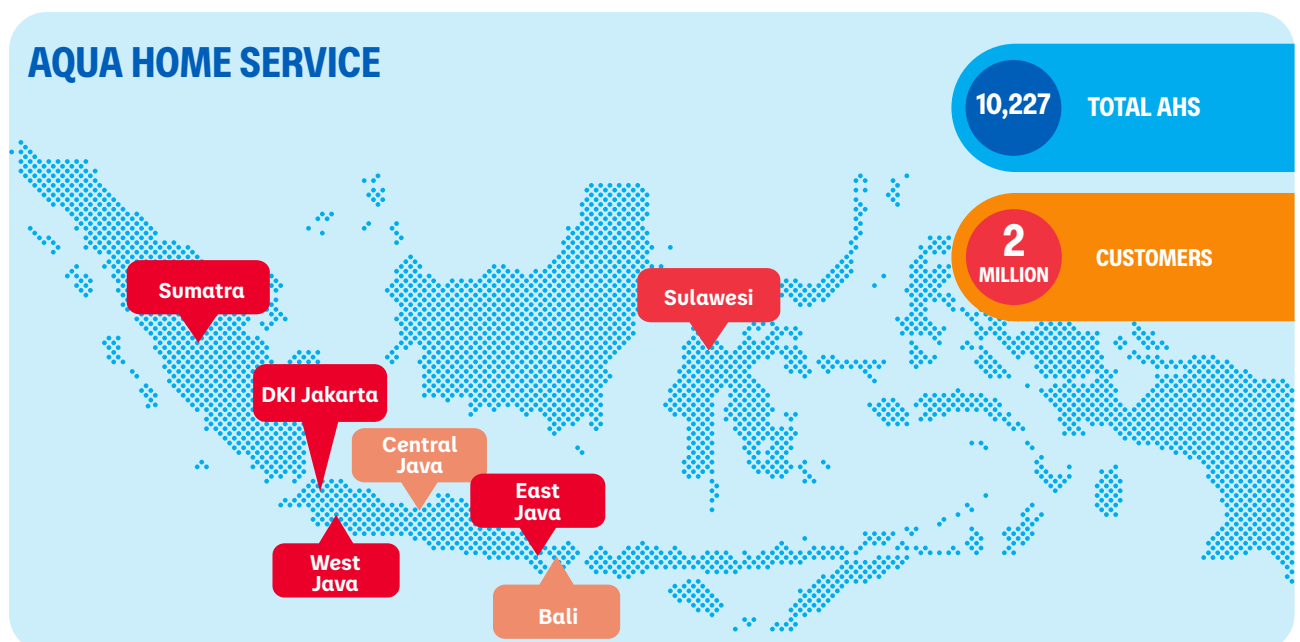
AQUA Home Service (AHS) is a strategic initiative by Danone-AQUA aimed at increasing community access to quality Bottled Drinking Water while promoting economic empowerment through the creation of business opportunities. In light of the challenges posed by climate change and extreme weather that affect the quality of water sources, AHS offers a solution that guarantees the availability of safe and healthy drinking water for Indonesian families. As Indonesia's leading bottled water producer, Danone-AQUA implements comprehensive measures to protect the water it produces, from preserving water sources and maintaining natural mineral content to ensuring an integrated and hygienic production process, all accomplished without human intervention.

Over time, AHS continues to demonstrate significant progress. By the end of 2024, the program has reached more than 2 million consumers, supported by approximately 15,000 active partners across Indonesia. Through a direct home delivery system, AHS simplifies the process for individuals to obtain quality drinking water while providing a positive economic impact to the partners involved in this distribution chain.

Through the AHS Program, we not only seek to provide access to quality drinking water but also to create meaningful economic opportunities for the community. With flexible working hours, AHS partners can earn additional income while contributing to meeting the basic need for clean water. Danone-AQUA offers full support, including financial management training and marketing tools, to help partners succeed in their businesses.

Community Economic Development Program [GRI 203-2]

The Danone Group in Indonesia is dedicated to enhancing the welfare of the Indonesian people, particularly in the communities surrounding its operations. This commitment is demonstrated through the Community Economic Development Program, which focuses on providing assistance to these communities. The Company adopts a community-based, multistakeholder approach to its initiatives, involving various stakeholders such as local governments, partners, NGOs, educational institutions, and active community members in the program design process. Throughout 2024, the Economic Empowerment Programs developed by the Company included:



No.	Program Name	Program Location	Program Activities	Number of Beneficiaries
1	MSME-Based Community Economic Development	<ul style="list-style-type: none"> Kp. Kutajaya Kutajaya Village Cicurug District Kp. Pasir Dalem Babakanpari Village Cidahu District Kp. Bangbayang Bangbayang Village Cidahu District 	<ol style="list-style-type: none"> 1. Needed Assessment 2. Mentoring program for Giri Catur- Kutajaya group 3. Mentoring program for Baraya-Babakanpari MSME group 4. Mentoring program for Halim Bee-Babakanpari MSME group 5. Product promotion and sales through exhibitions 6. Group capacity building 	<ul style="list-style-type: none"> Kp. Babakanpari: 20 MSME entrepreneurs Kp. Kutajaya: 27 general and young farmers Kp. Bangbayang: 10 people
2	Sustainable Local Resource-Based Microeconomic Model Development Program	12 villages in ring 1 and 2, Polanharjo Subdistrict, Klaten Regency	<ol style="list-style-type: none"> 1. Community potential development 2. Mentoring and empowerment 3. Individual capacity building 4. Cooperative development 	172 people (137 women and 35 men)
3	Services for Persons with Disabilities through Community-Sourced Rehabilitation in 2024	Karanganom Sub-district, Tulung Sub-district, Polanharjo Sub-district	<ol style="list-style-type: none"> 1. Speech therapy services for Children with Special Needs (CSN) 2. Physiotherapy services for CSN 3. Home visit therapy services 4. Health post services for People with Mental Disorders in Kranggan Village 5. Disability Health Post services in Sidowayah Village 6. Disability Health Post services at Polanharjo Community Health Center 7. Provision of therapy equipment at Polanharjo and Karanganom Community Health Centers 8. Play and learning activities for CSN 9. Food self-sufficiency for families 10. Economic empowerment mentoring for People with Mental Disorders in Kranggan Village 11. Simultaneous population administrative data recording at subdistrict level 12. Formation of village-level Self Help Groups (SHG) 13. Commemoration of Indonesia Disability Day (HDI) 	<ul style="list-style-type: none"> Speech therapy services for CSN: 15 CSN Physiotherapy services for CSN: 15 CSN Home visit therapy services: 10 CSN Disability Health Post in Sidowayah Village: 30 persons with disabilities Disability Health Post at Polanharjo Community Health Center: 13 CSN People with Mental Disorders Health Post in Kranggan Village: 20 persons Provision of therapy equipment at Polanharjo and Karanganom Community Health Centers: 2 locations
4	Ciburuy Cigombong Empowerment Program	Ciburuy Village, Cigombong Village	<ol style="list-style-type: none"> 1. Development of Ciburuy Adventure Plus tourism facilities 2. Capacity building for human resources 3. Mentoring and capacity enhancement for MSMEs 4. Development of aquaculture and revitalization of freshwater ponds 5. Upstream-downstream agricultural development 6. Implementation of educational activity mentoring 	<ul style="list-style-type: none"> Tourism development: 15 persons MSME mentoring: 15 MSME stalls Agriculture: 2 farmer groups Education: 230 students
5	PESAN BERMAKNA Program (Productive Islamic Boarding Schools, Independent and Prosperous Communities) in 2024	<ul style="list-style-type: none"> Babakanpari Village, Cidahu Sub-district, Kuta Jaya Village Benteng Tengah, Cicurug Sub-district 	<ol style="list-style-type: none"> 1. Development of shallot cultivation 2. Development of Islamic boarding school economy 3. MSME development 	<ul style="list-style-type: none"> 8 shallot farmers 17 students involved in the islamic boarding school business group
6	Jatiarjo Lestari Community Development Program 2024	Jatianom Village, Sukorejo Village, Karangjati Village Pandaan Sub-district, Pasuruan Regency, East Java	<ol style="list-style-type: none"> 1. Mushroom cultivation development 2. Regenerative agriculture 3. Urban farming 4. Development of meat duck farming 5. Compost production management 	<ul style="list-style-type: none"> Women: 10 people Male: 30 people

No.	Program Name	Program Location	Program Activities	Number of Beneficiaries
7	Aryo Coffee Processing House	Air Badak, Kayu Aro, Nagari Batang Barus, Solok Regency, West Sumatra	<ol style="list-style-type: none"> 1. Formation of Farmer Economic Group 2. Wood-roasted Coffee Processing Group 3. Post-harvest training and consolidation 4. Training on group management 	Number of members: 21 people
8	MSME Mentoring	<ul style="list-style-type: none"> • Ring 1: Teba Village, Kota Agung Timur Sub-district, Tanggamus Regency, Lampung • Ring 2: Kampung Baru Village, East Kota Agung Sub-district, Tanggamus Regency, Lampung 	<ol style="list-style-type: none"> 1. Farmer field school, coffee farmer group meetings 2. Construction of infiltration holes, planting of Leguminosa Cover Crop (LCC) species Arachis pintoy 3. Planting of refugia, Coral Vine flower species (Antigonon) 4. Soil sample analysis 5. Utilization of plantation waste and animal manure as compost fertilizer 6. Financial management training 7. Group meetings 8. Support for 3K coffee production enhancement 9. Support for Café Teba facilities and infrastructure 10. Provision of moisture meter tools 11. Human resource development for Café Teba 12. Capacity building for mentors 13. Profit-sharing for the remaining business proceeds 14. Product promotion through various events 	<ul style="list-style-type: none"> • Direct: 52 people • Indirect: 327 people
9	Wonosobo Tangkas Lestari 2023	<p>Wonosobo Regency, East Java</p> <ul style="list-style-type: none"> • Garung Sub-district: Mlandi Village, Kuripan Village, • Kejajar Sub-district: Sigedang Village, • Wonosobo Sub-district: Kejiwan Urban Village, Kuripan Village, Sigedang Village, • Mojotengah Sub-district: Blederan Village, Kalibeber Urban Village • Kepil Sub-district: Tanjunganom Village 	<ol style="list-style-type: none"> 1. Conservation 2. Sanitation 3. Economic development 4. Sustainable agriculture 5. Nutritional response and stunting prevention in children 6. Clean water 	5,473 people



No.	Program Name	Program Location	Program Activities	Number of Beneficiaries
10	Orisa Market Development Program	Jakarta, Bogor, Depok, Tangerang, Bekasi, Cianjur, Jember, and Pasuruan	<ol style="list-style-type: none"> 1. Preparation of SOPs and upstream-downstream assessment tools 2. Provision of incentives for BPRL farmers 3. Scholarship for children of Cibeber farmers 4. Strengthening of Rejoso business management 5. Organic Quality Assurance Process (PAMOR) for Environmentally Friendly Rice Farming (BPRL) Rejoso Group 6. Procurement of Milled Dry Grain (GKG)/rice by Rejoso group 7. Provision of transportation facilities for Rejoso unit 8. Post-harvest partnership for Rejoso unit 9. Subsidy support to strengthen the Organic Farmers Association of Cianjur (HIPOCI) business 10. Gathering event and upgrading of Orisa agents 11. Canvassing activities in West Java and East Java 12. Orisa content management on WhatsApp, website, and Instagram 13. Advertising, promotion, and marketing tools 	<ul style="list-style-type: none"> • Direct: 52 people (28 male, 16 female) • Indirect: 327 people (169 male, 158 female)
11	Pesantren Business School	West Java, DIY, East Java	<ol style="list-style-type: none"> 1. Assessment, participant registration, 2. Kick-off 3. Socialization 4. Focus Group Discussion (FGD) 5. Training 6. Internship 7. Stakeholder engagement 	212 islamic boarding schools, 318 <i>asatidz</i> (Islamic teachers), 59,335 students (30,261 female students, 29,074 male students)
12	Damping UMKM Inclusive Bocimi 2024	MSME BOCIMI Line (Bogor-Ciawi-Sukabumi)	<ol style="list-style-type: none"> 1. Technical training and mentoring 2. Business development 3. Formation of product supply chain network 	60 MSME entrepreneurs, 1 new Whole seller Stock Point
13	Culinary Market	Caringin, Klaten, Subang, Tanggamus, Cianjur	<ol style="list-style-type: none"> 1. Capital provision for MSMEs 2. MSME market 	MSME entrepreneurs

MSME Mentoring Program

Danone Group in Indonesia is committed not only to empowering communities around its factories but also to supporting the development of Micro, Small, and Medium Enterprises (MSMEs) in the country through the Damping Program. Launched in collaboration with the Usmar Usman Business School in 2020. This program aims to enhance the capacity and competitiveness of MSMEs by providing training, coaching clinics, establishing business incubators, and improving market access. The initiative was created to assist in the economic recovery following the Covid-19 pandemic, specifically targeting affected MSME owners.

Therefore, in 2024 the Company continued to strengthen the capacity and networks of MSMEs across Indonesia through various activities, including:

1. Regular mentoring via webinars, training, coaching, and graduation, totaling up to 8,172 hours of training.
2. Branding for the Food Court Damping.
3. Implementation of the Damping Incubator Program.

4. Damping outreach programs to Islamic boarding schools and schools.
5. Integration of Damping with Usmar Usman through Train-the-Trainer programs for MSME facilitators.
6. Development and establishment of a Damping Community.
7. Ongoing support for MSME alumni from the program.
8. Documentation of best practices through the development of curricula and modules.
9. Assistance and awards for MSMEs.
10. Optimization of the Damping Indonesia website and social media, aiming for 2,669 new followers on the Damping Instagram account by the end of 2024.
11. Provision of grants to 5 tenants of the Damping Incubator and 15 recipients of the Damping Awards.
12. Regular monitoring and evaluation.

Through these activities, the Damping Program has directly benefited 1,131 individuals—696 women and 435 men. Additionally, there have been 1,526 indirect beneficiaries, consisting of 568 men and 958 women.

Since its inception five years ago, the Damping Program has positively impacted over 9,400 individuals and 3,300 MSMEs across Indonesia. Participants from various regions continue to access intensive mentoring classes that help them develop their businesses more effectively and sustainably.

Furthermore, Danone Indonesia provides assistance to 500 MSME entrepreneurs around its plants. MSME entrepreneurs receive capital support in the form of production equipment, training in product manufacturing skills, guidance in obtaining halal certification and PIRT certification. An example of this support is the assistance provided to MSMEs in Muja-Muju Village, which started in 2023. Danone Group in Indonesia also collaborates with “Rumah Zakat” to enhance the MSME Mentoring Program.

In 2024, the program assisted 9 MSMEs, including traders of soto (Indonesian traditional soup), chicken noodles, rice, Javanese specialties, and bread. The Company supports these businesses through incubation, online and offline marketing strategies, capacity-building training, and advocacy for business licenses and halal certificates.

To sustain the impact, the 10 beneficiaries from the 2023 program received continued support to foster business growth. This brings the total direct beneficiaries to 19 individuals, while 57 family members benefit indirectly. Through this mentoring program, the average monthly revenue of these 19 MSMEs increased by 63.45%, rising from IDR4,882,921 before the program to IDR7,424,080.



Andi Harmawati
Ritellaqu (Damping Batch 8)

Reaching Wider Markets with Damping: The Success Story of Ritellaqu

Danone Indonesia's Damping Program not only supports MSME entrepreneurs in growing their businesses, but also opens up opportunities to level up and penetrate broader markets—even internationally. One inspiring story comes from Ritellaqu, a producer of cassava-based snacks seasoned with traditional Indonesian spices.

Ritellaqu was founded in 2015 and focuses on producing cassava chips that highlight Indonesia's rich flavors. Andi Harmawati, the figure behind Ritellaqu, joined the Damping Program in batches 8 and 9 and became one of the top 11 finalists of the 2024 Damping Award. She was also selected to join the 2024 Damping Incubator, an intensive program offering training, coaching clinics, and a business grant of IDR5 million.

Before joining the Damping program, Ritellaqu's monthly revenue ranged between IDR8–9 million. After receiving guidance and support from the program, revenue increased to around IDR10 million. Ritellaqu also succeeded in partnering with a major player by entering the department store network—a significant leap for a small business. Beyond revenue growth, Ritellaqu also underwent a visual transformation. Through incubator coaching, Andi received valuable feedback from Coach Rasyid to refine the product packaging design.

Ritellaqu is one of many MSMEs that have experienced tangible benefits from the Damping Program. For Andi, the program is not just about business growth, but also about proving that MSMEs can go further and compete both nationally and internationally.

"Alhamdulillah, the ups and downs during the process of exporting Ritellaqu products were incredibly impressive. From not knowing anything to learning how to export products abroad—it was a big leap. Even though only a few Ritellaqu products have been shipped internationally, the experience from receiving the order to finally shipping the product was overwhelmingly emotional. I never imagined that a regular MSME product like mine could be exported. It truly means a lot."

Commitment to Drinking Water Quality and Community Needs

At Danone-AQUA, we don't just focus on ensuring the purity of our drinking water products, we also focus on meeting community water needs in a sustainable manner. Through our Water Access Sanitation and Hygiene (WASH) program, we collaborate with various local NGOs and governments to improve access to clean water and promote healthy living practices. Our main activities include constructing clean water facilities such as boreholes, piping networks, and public taps. Additionally, we build sanitation facilities like septic tanks and healthy latrines. To ensure the ongoing maintenance of these facilities, we have established the Clean Water Facilities Management Group. Furthermore, we have implemented a Health Cadre program to promote Community-Based Total Sanitation, ensuring that communities maintain clean and healthy environments. Throughout 2024, the WASH program has reached 10,794 beneficiaries.

Additionally, Danone Indonesia has partnered with the international NGO Water.org to develop a Water Credit program, enhancing access to drinking water and proper sanitation, particularly in areas with limited services.

Water Credit is an innovative financing scheme that allows Water Supply and Sanitation System Management Groups (KPSPAMS) to expand service coverage and improve the quality of existing facilities. Since 2017, in collaboration with Water.org Indonesia, we have helped KPSPAMS in Central Java and East Java secure loans from financial institutions, such as rural banks and cooperatives, for constructing clean water and sanitation facilities.

Starting in 2023, we extended this program to educational institutions, including Islamic boarding schools, providing financing for four schools in West Java. In 2024, an additional eight Islamic boarding schools received loans to meet the drinking water and sanitation needs of students and staff facing infrastructure challenges.



The program continued through 2024, expanding coverage and beneficiaries. Our efforts also include installing pumps, constructing boreholes, and enhancing water connections, particularly in low-income rural areas.

By the end of 2024, we will have disbursed 519 direct loans through Bank UMKM & BKK Forum, Koperasi Baik, BPRS HKP, and BTM Mulia, directly benefiting 6,046 people. Overall, from 2017 to 2024, the Water Credit Program has provided 2,757 loans with a total of 257,574 beneficiaries. Additionally, Bank UMKM has continued the water credit service independently, resulting in 5,038 new loans that have benefited 119,061 people.

We believe that access to safe drinking water and sanitation is essential for improving public health. As part of our sustainability commitment detailed in the Danone Impact Journey, we will continue to innovate and expand the impact of this program.

Direct Benefits Distribution

In addition to offering benefits through various ongoing programs, Danone Group in Indonesia also makes direct donations to support community activities. Throughout 2024, total donations in cash and products amounted to IDR450,000,000, which included thousands of items, support for basic necessities, assistance with religious activities, and medicines. The contributions included:

1. Cash donations to village governments, religious activities, Village Anniversary celebrations, and other social events.
2. Donations of thousands of products for the needs of Special Schools (SLB) and Early Childhood Care and Education (ECCE), community activities, religious holidays, and disaster relief efforts.
3. Provision of used wooden pallets for the Farmer Group Association (Gapoktan) and agricultural equipment, such as Gas Oil Separator tanks.
4. Donation of sacrificial animals to the community, totaling 154 goats, 7 cows, and 42 sheep.
5. Distribution of food packages to orphans and those in need.

Indirect Economic Impact

[GRI 203-1]

The Danone Group in Indonesia believes that equitable infrastructure distribution across the country is crucial for improving people's welfare. Therefore, we are committed to contributing to the development and enhancement of infrastructure in various regions, particularly around our operational areas.

To demonstrate this commitment, we have collaborated with various stakeholders to develop more viable and sustainable infrastructure. Some of the initiatives we have implemented include road widening at the Klaten Plant and road improvements at the Lido, Mekarsari, and Subang Plants. Below are further details on the infrastructure support we realized throughout 2024:

[GRI 3-3]



Operational Location	Infrastructure Location	Infrastructure Support
Road Improvement		
TIV Sentul	Jalan Olympic Raya Bogorindo Industrial Estate, Bogor	Road improvement towards the plant using 5-centimeter thick hotmix overlay, with a length of 200 meters, width of 8 meters, and a total area of 1,600 square meters.
Kebon Candi	Jalan Raya Winongan, Pasuruan	Road patching (CTB & hotmix) covering 128 square meters, road shoulder reinforcement (concrete) covering 400 square meters, and construction of 1 bridge unit with a total volume of 190.4 square meters.
Klaten	Jl. Cokro-Delanggu	Concrete roads with a total length of 2,918 meters. Widening of concrete roads by 0.5 meters on both sides along 1,650 meters.

Operational Location	Infrastructure Location	Infrastructure Support
Waste Infrastructure		
Bogor District	Cimanggis Village, Bogor	Development of a Recycling Business Unit (RBU) for the collection and processing of PET bottle waste, with a capacity of 100 tons per day and a total area of 2,000 square meters.
Samarinda City	Jl. Samarinda East Kalimantan	Establishment of a PET POPSEA Samarinda Collection Center, with a capacity of 400 tons per month, a site area of 3,568 square meters, and a building area of 1,211 square meters.
Gresik Regency	Jl. Raya Driyorejo East Java	Provision of 2 (two) additional press machines, OPEX support for the rekoHUB site, and sorting incentives for waste pickers, resulting in an additional volume of 1,400 tons.

In addition, the Company has also provided infrastructure support through the following initiatives:

1. Improvement of neighborhood roads in 8 (eight) villages in Gekbrong District, Cianjur.
2. Construction of public street lighting at 5 (five) locations in the villages surrounding the Cianjur Plant.
3. Enhancement of village facilities, including the village's head office, repair of the Village Hall, procurement of CCTV packages, construction of tomb fences, creation of child-friendly spaces, and repair of parking lots.
4. Installation of field grass over an area of 3,000 meters in Cianjur.

By developing this essential infrastructure, we aim to make a significant positive impact on local communities and economies. These efforts, combined with our investments in the Company's operations, reflect our commitment to strengthening the economy in the areas where we operate. The Company is committed to providing infrastructure support through the following initiatives.

Humanitarian Support

Danone Group in Indonesia is dedicated to upholding human rights and humanitarian values both nationally and globally. This commitment is demonstrated through various humanitarian actions aimed at supporting communities affected by tragedies, no matter where they occur.

In 2024, Danone Group in Indonesia provided humanitarian assistance to Palestine, delivering bottled drinking water products under the AQUA brand as well as cash donations. This support was coordinated through the Palestinian Embassy in Indonesia, LAZISNU (Amil Zakat, Infaq, and Alms Institution of Nahdlatul Ulama), and Baznas (National Amil Zakat Agency).



Domestically, Danone Group in Indonesia also actively responds to natural disasters. When floods struck Demak in Central Java, we distributed aid, including basic necessities and AQUA products, through the Muhammadiyah Disaster Management Center (MDMC) of PP Muhammadiyah. Following the earthquake on Bawean Island, we collaborated with LAZISNU to provide cash donations for the recovery of public infrastructure and residents' homes. Additionally, we assisted flood victims in Sukabumi Regency by partnering with the Indonesian Red Cross.



Fostering Community Relationships

As a company committed to transparency and accountability, Danone Group in Indonesia offers various communication channels to gather feedback, input, and complaints from the community. We believe that engaging with the public, especially the communities surrounding our operational areas, is essential for building constructive and sustainable relationships.

Each complaint received is processed systematically, with a responsive and solution-oriented approach. Our dedicated team listens to community recommendations and complaints and follows up on reports promptly. This team employs face-to-face interactions, online complaint services, and collaborates with local stakeholders to ensure that every community voice is given appropriate attention.

Through this mechanism, Danone Group in Indonesia not only mitigates potential social impacts that may arise from our operations but also strengthens trust and relationships within the community. This approach aligns with our commitment to conducting a responsible and human-centered business. Throughout the year, we did not receive any significant complaints, fines, or sanctions related to violations against the communities in our operational areas. Additionally, we did not record any operations that had, or could potentially have, significant negative effects on local communities.

[GRI 413-2]

Community Grievances [GRI 2-25] [OJK F.24]

Community grievance channels are accessible through various means, including consumer care centers, the official company email, actively managed social media accounts, and local complaint mechanisms at production and distribution facilities. Danone Group in Indonesia ensures that every complaint received is recorded, verified, and professionally addressed, adhering to the principles of prudence and respect for community rights.

To ensure effective complaint handling, the Company has implemented a recording system that includes the type of complaint, the location of the incident, and the status and resolution outcomes. This process is coordinated by the relevant unit based on the nature of the complaint, with the primary goal of resolving issues in a fair, transparent, and solution-oriented manner.





**Commitment
to Quality
Products**

Delivering Healthy Nutrition Products

At Danone Indonesia, we believe that food and beverages have the power to enhance quality of life. Every product we create is designed to deliver tangible health benefits while upholding responsibility at every stage of the production process—from the selection of raw materials and resource management to distribution to consumers.

We are also committed to ensuring that all our products are available and accessible equitably to consumers from diverse backgrounds. This commitment is reflected in our efforts to provide a variety of packaging sizes, offer products at affordable prices, and expand our distribution network to reach remote areas—enabling more individuals and families across Indonesia to access quality nutrition and hydration. [\[OJK F.17\]](#)

We bring this perspective to life through the following initiatives:

- Offering tastier and healthier food and beverages.
- Supporting healthier choices.
- Providing positive nutrition and hydration for healthier living.
- Investing in nutritional and hydration science and research.

We fulfill our commitments through two main business units: AQUA, which offers quality bottled water to meet the hydration needs of Indonesians, and Specialized Nutrition, which provides nutritional products for pregnant and lactating mothers, as well as children. These products are designed to be tasty, affordable, and compliant with international standards.

We understand that public health challenges are constantly evolving, making innovation and research critical components of our product development process. By employing scientific methods and gaining a deep understanding of consumer needs, we continuously aim to create relevant, impactful, and sustainable nutritional solutions for both today and the future.

AQUA: Preserving Purity from Source to Consumer

Danone Group in Indonesia, particularly Danone-AQUA, understands that the essence of our products lies in the purity and quality of our water. Sourced from naturally protected springs, every drop of AQUA reflects our commitment to providing a healthy and high quality drinking experience.

At Danone-AQUA, we believe that high-quality drinking water starts from protected sources, stringent processes, and a sustained commitment to excellence. Each drop of AQUA is carefully selected, tested, and processed to the highest standards, ensuring safe and beneficial hydration for Indonesian communities.

Research on each source is conducted by a team of experts using geological, hydrological, hydrogeological, hydrogeochemical, and microbiological approaches. In addition to ensuring water quality, the study also assesses the water balance to maintain a balance between water withdrawal and availability, thereby supporting the sustainability of natural resources and the surrounding environment.

AQUA water is sourced from 19 protected mountain regions across Indonesia. Each source is selected through a rigorous process that includes nine criteria and five stages, followed by at least one year of in-depth research. The water comes from deep mountain aquifers, not shallow groundwater, ensuring natural protection from contamination and enabling consumers to enjoy AQUA's natural mineral purity and best-in-class quality.

9 Required Criteria

- Water discharge
- Physical Parameters
- Chemical Parameters
- Microbiological Parameters, Environmental Conditions of the Water Source, Stability of Physical Parameters
- Chemical Parameters, Water Source Sustainability, Infrastructure Availability

5 Stages of AQUA Water Source Selection

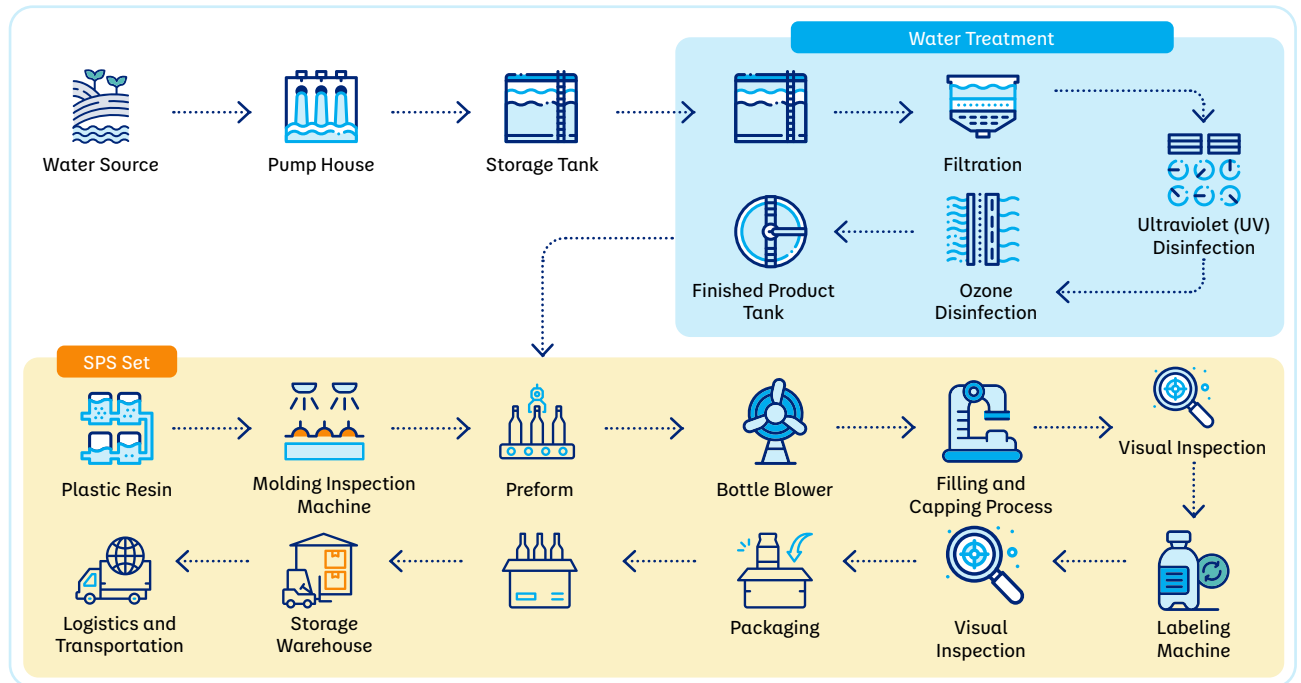
- Literature Review & Prospects for Survey and Analysis
- Geophysical Study
- Exploration Study
- Validation Study

Production Process

From a process standpoint, AQUA preserves the purity of its water throughout the entire production chain. Even before reaching the plant, the water has undergone natural filtration through layers of mineral-rich rock. Within the production facilities, all processes are carried out hygienically and in a fully enclosed system—untouched by human hands—to prevent contamination and safeguard its natural mineral content.

To ensure safety and product quality, AQUA performs more than 400 quality checks before the water is bottled and distributed through a nationwide logistics network. The final product contains no sweeteners, colorants, or additives—just pure water enriched with natural minerals essential for the body. Through our unwavering dedication to quality, safety, and sustainability, AQUA strives to deliver the best of nature to consumers nationwide.

Danone-AQUA Bottled Water Production Process



AQUA's Products



AQUA Gallon Packaging
100% circular and reusable.



AQUA Bottled Packaging
330 ml, 600 ml, 750 ml, 1500 ml
Contains up to 25% recycled material (rPET).



600 ml rPET
Made from 100% recycled material (rPET).
*Only available in Bali.



AQUA Cube 220 ml

100% recyclable and straw-free packaging.



AQUALIFE 1100 ml

- 100% recycled plastic (rPET) and 100% recyclable.
- Practical 1.1-liter size for versatile needs.
- Ergonomic bottle design for easy handling.



AQUA Returnable Glass Bottle (RGB)*

- Produced under AQUA's high-quality standards and process.
- Refillable glass bottles for repeated use.

*Only available in Bali.



AQUA Reflections

Packaged in designer glass bottles crafted by Indonesian talents.



Vit

Mineral water processed with a controlled filtration system and meets recognized quality standards.



Mizone

Isotonic beverage designed for youth to stay hydrated, enriched with vitamins and infused with a light, refreshing fruit flavor.

Specialized Nutrition: Science-Based Reliable Nutrition

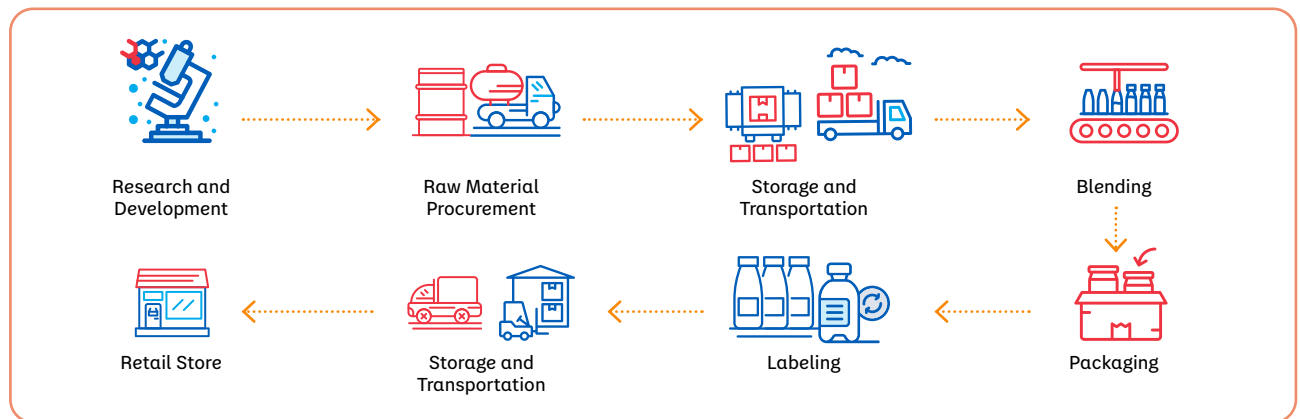
In an effort to promote better health through food and beverages, Danone SN Indonesia is dedicated to providing nutritional products that are widely accessible, affordable, and based on scientific research. Each product is designed to meet the nutritional needs of the community, particularly for pregnant women, breastfeeding mothers, and children, by incorporating essential proteins and nutrients that support optimal growth and development.

Research and innovation play a crucial role in our product development. With the collaboration of scientists and nutritionists, we continually strive to offer nutritional solutions that are not only effective for health but also relevant to local needs and easily accepted by consumers.

As part of our commitment to quality, we implement the Focus on Quality (FOQUAL) program throughout our production line. This program ensures that quality and food safety standards are ingrained in every operational process. It includes comprehensive controls from the stage of receiving raw materials, through the manufacturing process, to the distribution of products to consumers.

All Danone SN products are produced in accordance with strict national and international standards. With a scientific approach and a strong sense of responsibility, we guarantee that every product not only meets safety and quality criteria but also makes a significant impact on improving the nutritional status of the Indonesian population.

Danone SN Indonesia Production Process



Raw Materials

- Supplier selection with material specifications approval, periodic audits, and quality control processes.
- Transport vehicles comply with the requirements.
- Multilayer packaging to maintain quality and prevent contamination.

Manufacturing

- Hazardous Analysis Critical Control Point (HACCP) and strict verification at every stage of the production process.
- Autonomous Operator, to ensure that production area operators possess the competence, ethics, and skills in accordance with established standards.

Distribution

First In First Out principle to maintain product freshness.

SN Indonesia's Products



SGM Eksplor PRO-GRESS MAXX

The only growing-up milk for children 1-3 years that contains IronCTM, complemented with 100% high-quality DHA, tuna fish oil, and Omega 3 & 6.

SGM Bunda

High-quality DHA and tuna fish oil, rich in iron, and folic acid, and a good source of protein.



SGM Eksplor ISOPRO SOY PRO-GRESS MAXX

Contains DHA & IronCTM, and is also fortified with other essential nutrients such as Omega 3 & 6, Calcium, Vitamin D, Zinc, Vitamin C, and dietary fiber for children aged 1-5 years.



SGM Eksplor GAIN OPTIGROW

Contains IronCTM, fish oil, Omega 3 & 6, vitamin C, and zinc to help strengthen the immune system.



SGM Family YUMMI-NUTRI

Nutrition from IronCTM, high in Calcium & Vitamin D, high in Vitamin C & Zinc, complemented by other essential vitamins & minerals, and also contains DHA, fish oil, and Omega 3 & 6.



Nutrinidrink

The only oral nutritional supplement with energy density of 1.5 kcal/mL. It features MF6TM (Multifiber), which is clinically proven to support digestive health and provides prebiotic effects.



Nutrilon Royal

Scientifically formulated with advanced ingredients—Double Biotics (FOS:GOS) and higher DHA & EPA. It contains zero sucrose and is clinically proven to strengthen immunity and help children reach their full cognitive potential.



Bebelac

Enriched with prebiotic fiber FOS:GOS in a 1:9 ratio, essential brain fatty acids Triple A (DHA, ALA, LA), and high in iron. Includes 14 vitamins and 9 minerals.



Bebelac Gold

Triple Comfort innovation with low glycemic index carbohydrates, zero sucrose, and triple fiber amino acids. Contains FOS:GOS 1:9 and corn starch enriched with brain fatty acids Triple A (DHA, LA, ALA).



Bebelac Gold Soya

Consists of FOS Inulin fiber content and is 100% lactose free.

Science as the Foundation of Nutrition Innovation

The Danone Group in Indonesia has established a comprehensive Quality and Food Safety Policy. Each product innovation is grounded in a strong scientific foundation, supported by over 400 scientists from various global research centers, including those in the Netherlands, Singapore, and Indonesia. We are dedicated to providing nutritional solutions that are relevant, reliable, and impactful for public health. Our nutritional formulation strategies are progressively implemented, and we regularly conduct public education initiatives through various family nutrition health programs, working closely with local nutritionists.

We believe that quality products stem from a deep understanding of nutritional needs at every stage of life. Therefore, we ensure that every product developed not only meets the highest quality standards but also provides measurable benefits—from pregnancy through childhood—to support optimal growth and development.

This commitment is further reinforced by the latest research presented at the International Conference on Health and Well-Being (ICHWB) 2023, which indicates that the consumption of SGM Eksplor 1+ milk offers significant benefits for children's health and growth. These findings not only highlight the effectiveness of our products but also emphasize Danone's vital role in delivering science-based nutrition that Indonesian families can trust. [OJK F.26]

Key Benefits of SGM Eksplor 1+ Milk

Fulfillment of Daily Iron Needs: Drinking SGM Eksplor 1+ milk twice a day provides 100% of a child's daily iron requirements, in addition to their regular diet. Iron is a vital nutrient that supports both cognitive and physical development in children.

Increased Height: Children who receive the full recommended amount of iron show a more significant increase in height compared to those who do not meet this requirement. This highlights the crucial role of iron in promoting optimal growth.

We are dedicated to continuous innovation and strive to ensure that every product we produce not only meets the highest quality standards but also offers genuine health benefits to our consumers. The Danone Group in Indonesia is committed to supporting the growth and development of Indonesian children through quality products and optimal nutrition.

Customer Health and Safety

[GRI 416-1] [OJK F.27] [OJK F.28]

The Danone Group in Indonesia is committed to maintaining product safety and quality by implementing procedures that adhere to the latest standards. This commitment spans the entire process, from raw material procurement and material receipt to production, storage, shipping, and finally, delivery to consumers.

Our mission is to enhance quality of life through health-focused food and beverages. We adhere to the highest quality standards to ensure that our products are both healthy and safe for all consumers. By prioritizing the health and safety of our customers, we provide offerings that meet these essential criteria. Through our commitment to quality, we strive to deliver products that support the well-being of everyone.

For food safety and health, we implement the following practices: [GRI 3-3]

- The Food Safety Management System aligns with Global Food Safety Initiative (GFSI) standards.

- Recommended Dietary Allowance (RDA) standards determine the average daily nutritional needs for most healthy individuals.
- Food Safety Certifications and Circulation Licenses from the Indonesia's National Agency of Drug and Food Control (BPOM).
- Hazard Analysis and Critical Control Point (HACCP) Certification.
- ISO 22000:2005 Food Safety Management System; Indonesian National Standard (SNI).
- HALAL Product Assurance System.
- Special Nutrition Standard (SN), which is an integrated internal standard on nutrition and health based on accurate and evidence-based measurements.

This comprehensive approach is part of our quality control efforts to minimize risks that could negatively impact health and safety. Our commitment to prioritizing customer safety is further supported by participation in various seminars and training on product health and safety:

Activity	Organizer	Topic	Participant Entity
e-Learning	Danone Academy Global	Allergen Labeling Tool Training Module	Waters
e-Learning	Danone Academy Global	Food Safety Academy Learning Map.pptx	Waters
Offline Training	Region/Plant/Depot	INDO-Food Safety	Waters
Offline Training	Region/Plant/Depot	INDO-Quality & Food Safety AQUA	Waters
Offline Training	Region/Plant/Depot	INDO-Quality Product Check	Waters
e-Learning	Danone Academy Global	WBS-Allergen Risk Identification and Assesment & ARID	SN
e-Learning	Danone Academy Global	WBS-Food Safety Hazard Control Plan Advanced (FSHCP)	Waters
e-Learning	Danone Academy Global	WBS-Food Safety Risk Analysis Module 1: FS Risk Analysis Overview	SN
e-Learning	Danone Academy Global	WBS-Food Safety Risk Analysis Module 2.1: Microbiological Risk Assessment	SN
e-Learning	Danone Academy Global	WBS-Food Safety Risk Analysis Module 2.2: Chemical Risk Assessment	SN
e-Learning	Danone Academy Global	WBS-Food Safety Risk Analysis Module 2.3: Allergen Risk Assessment	SN
e-Learning	Danone Academy Global	WBS-Food Safety Risk Analysis Module 2: Risk Assessment Overview	SN
e-Learning	Danone Academy Global	WBS-Food Safety Risk Analysis Module 3: Risk Management	SN
e-Learning	Danone Academy Global	WBS-Food Safety Risk Analysis Module 4: Risk Communication	SN
e-Learning	Danone Academy Global	WBS-Food Safety Risk Analysis Intro Video	SN
e-Learning	Danone Academy Global	WBS-Introduction to Food Safety and Food Safety Policy	SN
e-Learning	Danone Academy Global	WBS-Introduction to Food Safety and Food Safety Policy	Waters
e-Learning	Danone Academy Global	WBS-Quality and Food Safety Discovery: Food Safety	SN

During 2024, there were no incidents related to non-compliance or procedural errors concerning Danone-AQUA and Danone SN Indonesia products. The Company also did not receive any complaints, fines, or sanctions related to the health and safety impacts of our products. **[GRI 2-27]**

Compliance with International Safety and Quality Standards

As part of our commitment to maintaining overall product quality and safety, the Danone Group in Indonesia ensures that the entire production process adheres to internationally recognized management system standards. All of our main production facilities have obtained certifications from independent third parties, including ISO 9001 for quality management systems and ISO 14001 for environmental management systems.

During the reporting year, 100% of Danone's production volume in Indonesia was generated from sites certified in accordance with international food safety standards, such as ISO 22000:2018 and FSSC 22000. This aligns with Danone's global policy, which has required all production facilities to transition from ISO 22000 to FSSC 22000 since 2014. This certification serves as our foundation for ensuring that every product reaching consumers is processed hygienically, safely, and in an environmentally responsible manner.

By implementing an integrated management system that is regularly audited by an independent organization, we not only comply with regulations but also continuously improve our operational performance and product quality, fulfilling our responsibilities to consumers and other stakeholders.

Percentage of production volume manufactured at sites certified by an independent third party according to internationally recognized food safety management system standards

Description	Total (in Rp, Kg, Ton)	
	Water (tons)	SN (tons)
Production volume generated from certified sites (a)	12,558,333	185.196
Total Production (b)	12,558,333	185.96
Percentage of production volume generated at certified sites (c= a:b)	100%	100%

Product Reformulation to Support Healthier Consumer Choices

With the growing public awareness of healthy lifestyles, the sugar content in beverages is a major concern for consumers. In the isotonic beverage category, the Danone Group in Indonesia is represented by Mizone, the only product offered by the Company, which holds a significant advantage in terms of sugar content.

Percentage of total consumer product sales volume, by product category, that has reduced content of saturated fat, trans fat, sodium, and added sugars

Reduced Sugar Content (g/L)				
All Category Products in Retail and Food Service Portfolio	Saturated Fat (g/L)	Trans Fat (g/L)	Sodium (mg/L)	Sugar (g/L)
Mizone	0	0	0	32,00
SGM Explor 1+				47% of products with added sugar content that is within the limits allowed by WHO (max.1.25g/100kcal)
Bebelac 3				
Nutrilon Royal 3				

According to data from Nielsen Indonesia (MT & GT Volume Share YTD June 2024), the average sugar content in isotonic drinks available in the Indonesian market is 56.02 grams per liter. This indicates that most products in this category contain relatively high levels of sugar. In response, Mizone has been formulated with a sugar content of only 32.00 grams per liter, which is

approximately 42.88% lower than the category average. This makes Mizone one of the products with the lowest sugar content in its class, without compromising on taste or the hydration benefits that the body needs. With this formulation, Mizone offers a smarter alternative for active consumers who are looking for a balance between refreshment and nutritional value in their daily beverages.



Percentage of total consumer product sales volume, by category, that contains enhanced levels of nutrients such as fiber, vitamins, minerals, phytochemicals, or functional food additives

All Product categories in the Retail and Food Portfolios	Contains More (Added Value)					
	Dietary Fiber	Vitamins			Minerals	
SGM Milk (dairy category)	40%	100%			100%	
Mizone Lychee Lemon & Cranberry	Vit B1	0.31 mg/l	12% AKG/bottle	Sodium	253 mg/l	11 mEq/l
	Vit B3	12.4 mg/l	40% AKG/bottle	Potassium	156 mg/l	4 mEq/l
	Vit B6	1.1 mg/l	40% AKG/bottle	Chloride	425 mg/l	12 mEq/l
	Vit B12	2.1 mg/l	40% AKG/bottle			11 mEq/l

RDA: Recommended Dietary Allowances

Throughout 2024, Danone Indonesia's consumer product portfolio achieved 100% of sales volume in each product category containing added nutritional value. These nutritional components include vitamins, minerals, dietary fiber, prebiotics, electrolytes, and/or other functional nutrients.

Consumer Product Categories	Product	Types of Nutritional Supplements	% Sales Volume with Added Nutrition
Isotonic Beverages	Mizone	Vitamins B1, B3, B6, B12, Electrolytes (Na, K, Cl); close to 40% RDA per bottle	100%
Children's Growth Milk	SGM Eksplor, Nutrilon, Bebelac	Omega 3 & 6, Iron, Vitamins A, C, D, Zinc	100%
Medical Nutrition (Liquid)	Nutrinidrink	MF6™ Prebiotics, High Energy, fiber, complete vitamins and minerals	100%
Plant-Based/Soy Products	SGM ISOPRO Soy, Bebelac Gold Soya	Dietary fiber, Omega, Vitamin D, Lactose free	100%

In addition to containing Omega 3 & 6, Iron, and Vitamins A, C, D, and Zinc in the Child Growth Milk category, 90% of the total sales volume has been specifically formulated with DHA and dietary fiber. This formulation is part of a gradual product reformulation initiative aimed at enhancing cognitive benefits and supporting children's digestive health.

Meanwhile, medical nutrition liquid products contain prebiotics and a complete range of micronutrients,

with dietary fiber available in specific variants, such as the Multi Fibre variant. All Plant-Based/Soy products contain dietary fiber as part of their composition, derived from soy isolate and prebiotics. The Isotonic Drinks category is formulated to support hydration by incorporating B-complex vitamins and electrolytes. These efforts reflect our commitment to providing choices that are not only enjoyable but also nutritionally enhanced and aligned with the evolving needs of Indonesian consumers.

Responsible Marketing and Advertising

Danone Group in Indonesia is dedicated to providing transparent, accurate, and responsible information in all marketing communications and product labeling. Our marketing activities are designed to comply with national laws and regulations, industry standards, and Danone's global marketing policies. This includes adherence to the Policy for the Marketing of Breast Milk Substitutes (BMS) and the Danone Responsible Marketing Policy.

As part of our commitment to ethical marketing, Danone Indonesia carefully limits communications directed at children. We regularly monitor the percentage of advertisements targeting this demographic, ensuring that all promotional materials meet dietary and nutritional criteria according to our internal guidelines and applicable local regulations. Products marketed to children are developed with a balanced nutritional composition and do not contain any additives inconsistent with national nutritional recommendations.

During the 2024 reporting period, we did not encounter any incidents of non-compliance with labeling regulations or applicable marketing codes. All our marketing practices align with the WHO Code of Ethics and BPOM regulations. Furthermore, we did not incur any monetary losses due to legal proceedings related to product labeling or marketing practices.

All marketing activities are periodically reviewed by both internal and independent teams, including compliance evaluations conducted by the Quality, Regulatory Affairs, Legal, and Compliance functions. Danone Indonesia prioritizes integrity, transparency, and trust as the foundation for building long-term relationships with consumers and other stakeholders.

Advertising Impressions Directed at Children

Total Number of Advertisements in 2024

524

Percentage of advertising impressions directed at children that promote products meeting dietary guidelines

100%

Aligning Communication Strategies with Future Generations

The Danone Group in Indonesia recognizes Millennials and Gen Z as key consumer groups that significantly influence current and future consumption patterns. These two generations constitute over half of Indonesia's population and are characterized by their dynamic nature, nutritional awareness, and strong connections to the digital ecosystem.

In response to these trends, we have developed communication and marketing strategies that are relevant, impactful, and grounded in sustainability principles. We utilize various digital channels, data-driven methods, and empathy-based strategies to ensure that every message resonates with the values and aspirations of these generations.

Our key brands actively engage in campaigns that are not only creative and informative but also promote awareness of the importance of health through better food and beverages. These initiatives further enhance the Danone Group's reputation in Indonesia as a company committed to a healthy, balanced, and inclusive future.

Our marketing strategy has been acknowledged by various stakeholders, thanks to high-impact campaigns in the digital space and our active involvement in responsible marketing discussions.

Public Relations Indonesia Awards (PRIA) 2024 Marketing PR Category

Silver Winner-Marketing PR

- **Campaign:** SGM Eksplor in collaboration with Iron C Innovation
- **Objective:** To raise public awareness about the importance of iron for children's growth through a visually, and emotionally engaging campaign focused on nutritional education.
- **Marketing Elements:** This campaign utilizes storytelling, an influencer approach (featuring Mombassadors), and both digital and offline activations, making it one of the most impactful child nutrition marketing campaigns in Indonesia.
- **Advertising Relevance:** This reflects marketing activities that are based on advertising, presented as an integrated communication campaign.

Silver Winner – Impactful Communication

- **Campaign:** Bersama Cegah Stunting (Together, Prevent Stunting)
- **Objective:** To communicate the importance of preventing stunting through inclusive and easily understandable media channels, reaching diverse regions and stakeholders.
- **Marketing Elements:** Utilizes both ATL (above-the-line) and BTL (below-the-line) media strategies, including campaign videos, infographics, and cross-platform digital integration.
- **Advertising Relevance:** Emphasizes the role of media in encouraging public behavior change concerning child nutrition and stunting prevention, which is closely tied to the effectiveness of social advertising.

Product Information Transparency and Labeling Compliance [GRI 417-1] [GRI 417-2] [GRI 417-3]

As part of our commitment to product responsibility, we ensure that product information is clearly communicated to consumers through labeling and clear packaging information. Our labels and packaging provide comprehensive details about product ingredients, including raw material content, nutritional values, calories, usage instructions, safety information, expiration dates, and compliance with regulatory standards. [GRI 3-3]

In our marketing strategy, we adhere to all applicable requirements and regulations, reflecting our dedication to providing responsible information to consumers. Each of our product labels includes mandatory elements such as the product name, ingredient list, net weight, manufacturer or importer information, production code, shelf life or expiration date, BPOM (Indonesia's National Agency of Drug and Food Control) registration number, Halal logo, and specific food origin.

Our product packaging labels demonstrate our commitment to providing accurate, clear, and detailed information. This information includes nutritional information as a reference for daily nutritional needs, usage instructions, and allergen content information. Additionally, all our product packaging displays a Consumer Hotline number, allowing consumers to provide feedback, suggestions, or complaints regarding our products. Every product is labeled with complete information and has been assessed and approved by BPOM. Throughout 2024, the Company did not experience any incidents or losses, nor did it receive any fines or sanctions related to marketing or labeling errors. [GRI 417-2] [GRI 417-3]

Regarding the use of genetically modified organisms (GMOs), Danone in Indonesia does not have similar policies or practices in place. Therefore, in the context of sustainability reporting or compliance with standards such as SASB, Danone Indonesia can confirm that currently, there are no products containing GMO ingredients or requiring special labeling related to GMOs.

Danone-AQUA

Product category information:

Meets HALAL requirements

Storage instructions: in a clean, cool place, away from direct sunlight and sharp-smelling objects.



Type 2 ecolabel logo including information on up to 50% recycled plastic content and recyclability

Storage instructions: in a clean, cool place, away from direct sunlight and strong-smelling objects.

Meets HALAL requirements

Recyclable logo



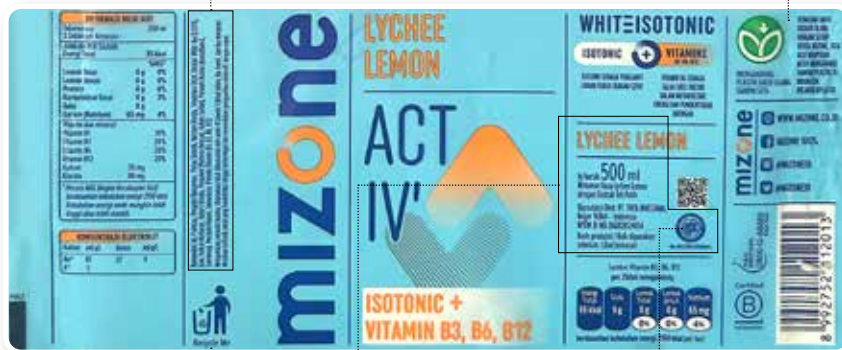
Product category information: Mineral Water

Recycle Me logo

Information on the label	Fulfilled
Source of product components	✓
Substances with environmental or social impacts	✓
Safe use of the product	✓
Product disposal and environmental or social impacts	✓

Intended audience: Contains artificial sweeteners, not recommended for consumption by children under 5 years old, pregnant women and nursing mothers.

Type 2 ecolabel logo including information on up to 50% recycled plastic content and recyclability



Recycle Me logo

According to product composition

HALAL requirements

Danone SN Indonesia

Instructions for preparation, use, and precautions



Includes recycle and dispose properly logo

HALAL requirements

Expiration date information

Product composition and nutritional information


Information on the label	Fulfilled
Source of product components	✓
Substances with environmental or social impacts	✓
Safe use of the product	✓
Product disposal and environmental or social impacts	✓

Customer Service [GRI 2-25]


To communicate with customers—whether to receive complaints, reports, or other information—we provide the following means of communication:

Danone-AQUA Customer Service


AQUA MENYAPA/AQUA GREET'S YOU


 0800-15-88888


VIT

 0800-15-99999

Social media


 SehatAQUA

 @sehatAQUA

 sehatAQUA

Website


 www.aqua.co.id


 www.sehataqua.co.id


SN Indonesia Customer Service


SGM


Sahabat Bunda Generasi Maju


 0800-1-360-360 (toll-free)


 082-360-360-660

 @akuanaksgm

 Aku Anak SGM


 AkuAnakSGM


 carelineSGM@sarihusada.co.id


 www.generasimaju.co.id


Bebelac


Bebecare


 0800-1-360-360 (toll-free)


 0821-2345-8383

 @bebeclub

 Bebeclub


 Bebeclub


 careline@bebeclub.co.id


 www.bebeclub.co.id


Nutrilon


Nutriclub Expert Advisor


 0800-1-360-360 (toll-free)


 0822-5858-1818

 @nutriclub_id

 Nutriclub_Indonesia

 NutrilonRoyalIndonesia

 careline@nutriclub.co.id

 www.nutriclub.co.id

All information received through Customer Service will be managed according to strict procedures and resolved within a designated timeframe. Customer Service will work with relevant divisions to obtain approval and determine the best solution for each complaint received.

In 2024, the Customer Service department handled a total of 9,617 complaints for SN and 5,983 complaints for Waters. This reflects a decrease from the previous year, during which we received 11,671 complaints for SN and 7,017 for Waters. The majority of complaints were related to the CRM Loyalty Program for SN and Delivery Not on Time for Waters. All complaints received in 2024 were resolved and followed up on appropriately.

[GRI 2-16] [OJK F.24]

Customer Service Performance	2022	2023	2024
Complaints Received	SN: 9,683 WATERS: 6,800	SN: 11,671 WATERS: 7,017	SN: 9,617 WATERS: 5,983 (related to products, packaging, business, or negative sentiment impact)
Complaints Resolved	SN: 9,683 WATERS: 6,800	SN: 11,671 WATERS: 7,017	SN: 9,617 WATERS: 5,983

Danone SN received the AsiaCX Indonesia Awards 2024

Danone Specialized Nutrition (SN) has once again received a prestigious award at the AsiaCX Indonesia Awards 2024, honoring our commitment to delivering outstanding customer service. This award underscores our efforts to provide an exceptional consumer experience and reinforces our position as a leader in the nutrition industry in Indonesia.

Recalled Products [GRI 416-2] [OJK F.29]

Danone Group in Indonesia takes full responsibility for ensuring product quality and safety once products are on the market. This is achieved through an integrated market quality incident management process. One key measure we implement is a product recall procedure, which is activated if a potential risk to consumers is identified or if a product fails to meet established quality and safety standards.

The product recall process follows a systematic approach that begins with identifying and evaluating potential issues and continues with the implementation of comprehensive corrective and preventive actions. The results of this process serve as the foundation for ongoing improvements to prevent similar issues from occurring in the future.

Oversight of this incident management process is coordinated by the Supply Chain Quality Lead, who collaborates with various cross-functional teams and relevant stakeholders. This collaboration ensures a prompt and effective response to any issues that may arise, thereby maintaining the integrity of the products in the market.

Throughout 2024, there were no product recalls, which reflects our strong commitment to HACCP and ISO 22000 standards in delivering safe, high-quality products to consumers. [GRI 416-2] [OJK F.29]

Customer and Consumer Data Protection [GRI 2-27] [GRI 418-1]

We uphold a very strict policy regarding customer and consumer privacy and data protection. We never use consumer or customer data for any purpose other than its intended use. The Danone Group in Indonesia is fully committed to safeguarding customer data and ensuring confidentiality. We protect customer data privacy by consistently adhering to all applicable regulations. [GRI 3-3]

Data Breaches [GRI 418-1]

Throughout 2024, there were no incidents related to customer data privacy breaches. The Company has also never received complaints, fines, or sanctions related to customer data leaks.



Purchasing Practices

In producing quality products at Danone-AQUA and Danone SN Indonesia, we also pay special attention to our suppliers. We recognize that suppliers play an important role in our business and in achieving our sustainability goals.

Supplier Selection

The Danone Group in Indonesia is committed to sourcing all raw materials from responsible suppliers who meet various standards, including quality and all relevant environmental and social regulations. We require all direct suppliers who have a spending threshold of 50,000 EUR or more to be registered on the Supplier Ethical Data Exchange (Sedex). This global platform evaluates suppliers based on four key areas: environment, labor and human rights, ethics, and sustainable procurement.

In 2024, 100% of our suppliers were registered with either Sedex or Ecovadis, which are global platforms that assist businesses in managing supply chain sustainability, protecting workers' rights, and promoting ethical practices in alignment with Danone's global standards. For all suppliers whose environmental impact has been assessed, none demonstrated any significant negative environmental or social effects, as they all adhered to the necessary regulatory procedures. [\[GRI 301-1\]](#) [\[GRI 308-1\]](#) [\[GRI 308-2\]](#) [\[GRI 414-1\]](#) [\[GRI 414-2\]](#)

Supplier Ethical Data Exchange (Sedex)

SEDEX is a global platform designed to manage information about business ethics in the supply chain. Companies utilize SEDEX to evaluate their suppliers and vendors, ensuring that business partners adhere to high ethical standards, support fair labor practices, and maintain environmental sustainability. This evaluation process enables companies to build a more responsible and sustainable supply chain.

Contractor Safety Management System (CSMS)

CSMS is a risk management system implemented between companies and suppliers to assess the safety management procedures carried out by suppliers during the production process or the services provided. In the event of an accident during production, it will be recorded in the CSMS report.

Dairy Sustainability Framework (DSF)

For dairy products, several principles are applied to ensure high-quality production. These principles include:

1. Animal Care
2. Biodiversity
3. Greenhouse Gas Emissions
4. Market Development
5. Product Safety and Quality
6. Rural Economies
7. Soil Nutrients
8. Soil Quality and Retention
9. Waste
10. Water Availability and Quality
11. Working Conditions

Roundtable on Sustainable Palm Oil (RSPO)

We strive to ensure that the raw materials we use, including palm oil, align with sustainability principles. To achieve this, the palm oil purchased by the company is verified by the Roundtable on Sustainable Palm Oil (RSPO). This verification has led to an indirect increase in positive impacts and a reduction in negative impacts across economic, social, and environmental aspects. Currently, all our palm oil raw material sources are 100% RSPO-compliant.

The principles of the RSPO are as follows:

1. Behave ethically and transparently.
2. Operate legally while respecting the rights of others.
3. Optimize productivity, efficiency, positive impact, and resilience.
4. Respect human rights and benefit society.
5. Support the inclusion of small farmers.
6. Respect workers' rights and pay attention to the work environment.
7. Protect, preserve, and improve ecosystems and the environment.



Danone Group in Indonesia is committed to supporting local suppliers as part of its sustainability strategy while strengthening the national economy. By prioritizing domestic suppliers, the Company ensures the smooth operation of its supply chain and contributes to local economic growth through increased investment and job creation. The supplier selection process at Danone in Indonesia adheres to high standards concerning quality, price, and delivery timeliness.

Moreover, the Company ensures that our business partners comply with sustainability principles, including adherence to regulations, fair labor practices, respect for human rights, and the implementation of environmentally friendly practices. Through this approach, we not only comply with internal policies and applicable regulations but also promote responsible business practices throughout the supply chain. By defining “local” as suppliers originating from Indonesia, the Danone Group aims to strengthen the involvement of domestic businesses, create local economic stability, and build sustainable relationships with the surrounding community.

Supply chain efficiency, alongside support for the national economy and local communities, are our primary considerations when selecting local suppliers for our operational activities. Moving forward, we are dedicated to increasing the number of suppliers from Indonesia.

Proportion of Expenditure on Suppliers [GRI 204-1]

We require all direct suppliers with an expenditure threshold of €50,000 to be registered on the Supplier Ethical Data Exchange (Sedex), which serves as a global platform for assessing the four pillars: environment, labor and human rights, ethics, and sustainable procurement. As a result, 100% of the volume purchased by the Company has been verified as compliant with internationally recognized responsible production standards.

Commitment to a Sustainable Dairy Supply Chain

Danone Indonesia, particularly through its Specialized Nutrition business line, does not directly engage in animal husbandry or processing operations. Therefore, we do not have data on the animals raised or processed.

Nevertheless, we are strongly committed to building a responsible and sustainable milk supply chain through our Local Milk Sourcing Program. This program aims to improve the quality of local fresh milk while supporting the welfare of dairy farmers in Indonesia. Danone Indonesia has established partnerships with local cooperatives and farmers and provides training on good farming practices, animal health, feed management, and barn hygiene.

The program is designed to enhance the quality and productivity of local fresh milk while ensuring animal welfare and environmental sustainability. In its implementation, Danone Indonesia collaborates with cooperatives and farmer partners to provide technical assistance, farming management training, and ensure ethical and hygienic farming practices.

Through this approach, we ensure that the milk used in our products comes from reliable and standardized sources, while also contributing to the capacity-building of local farmers. This program reflects our ongoing efforts to create positive social and economic impacts on farming communities without directly operating farms.

Supplier Environmental and Social Assessment
[GRI 308-1] [GRI 308-2] [GRI 414-1] [GRI 414-2]

Danone Group in Indonesia has established a due diligence process for selecting suppliers that considers both environmental and social impacts. This process begins during the initial stages of cooperation to ensure that chosen suppliers comply with specific environmental and social standards. This approach aligns with the Company’s commitment to the One Planet One Health principle, ensuring that all suppliers operate responsibly and do not harm the environment or society. To further minimize the risk of collaborating with companies that may negatively impact the environment or society, the Company includes relevant provisions in its contract clauses or agreements.

Number of Suppliers	Percentage of Suppliers Screened Using Environmental & Social Criteria	
	Total	Percentage
233	233	100

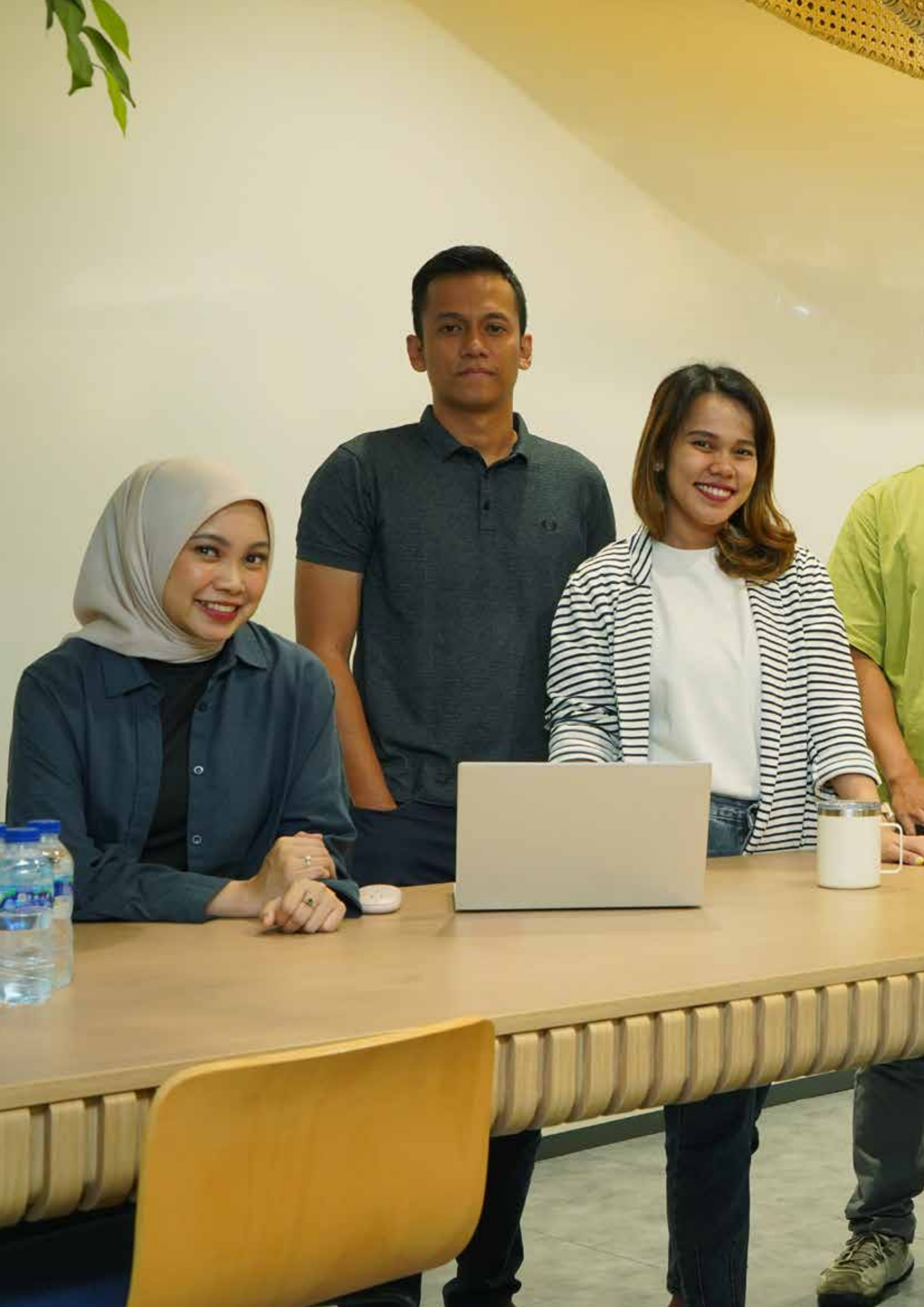
To ensure supplier compliance with established sustainability standards, Danone consistently conducts social and environmental responsibility audits across its supply chain. These audits are carried out collaboratively between Danone’s sustainability team and its suppliers as part of a continuous improvement effort in social and environmental aspects.

The audits conducted follow the SEMETA (Self-Assessment for Environmental and Social Performance) framework, which is regularly used as a monitoring tool to assess suppliers’ social and environmental performance. The assessment covers two categories of non-conformance: major non-conformance and minor non-conformance. In 2024, the SEMETA audit results reported no findings of non-conformance.

Customer Satisfaction Survey [OJK F.30]

Understanding customer satisfaction is a key priority for the Danone Group in Indonesia, as it helps us maintain the quality of our products and services. To achieve this, we regularly conduct customer satisfaction surveys, which serve as an objective measurement tool to assess how well our products and services meet consumer expectations.

The results of these surveys provide valuable insights that guide our continuous improvement efforts, ensuring that every innovation and service we offer delivers maximum value and satisfaction to our customers.





**Achieving
Prosperity
and Growth
Together**

Achieving Prosperity and Growth Together [OJK F.18]

As a part of a global company that values sustainability, Danone Group in Indonesia believes that human resources are the key driving force in realizing our vision of “One Planet. One Health.” Throughout the reporting year, we have strengthened our strategic approach to human resource management. This includes fair and equal recruitment practices, sustainable training programs, and empowerment through value-based leadership. Our employment practices not only comply with applicable laws and regulations but also align with the principles of human rights, gender equality, and diversity.

Key Priorities in Danone Impact Journey

- Transforming Danone into a force for good by fostering a unique, diverse, and inclusive culture that empowers employees to make a positive impact.
- Equipping both internal and external communities with cutting-edge skills and capabilities needed to thrive in a rapidly changing economy.







- Supporting a renewed social contract by promoting a prosperous and inclusive ecosystem, upholding human rights, and driving social progress.

We believe that fostering a healthy and collaborative work culture will enhance innovation and employee productivity while also supporting the Company's sustainability goals. By adopting this approach, Danone Group in Indonesia aims to make a meaningful contribution not only to business growth but also to the well-being of our employees and the broader community.

Ensuring Employee Welfare

Recognizing that a diverse range of ideas and perspectives is essential for supporting our operations and realizing the Company's vision, we are committed to developing a skilled, innovative, and professional human resource ecosystem. We believe that the unique backgrounds, experiences, and characteristics of each individual will add significant value to the Company's growth and development.

Employee Composition [GRI 2-7]

Business Unit	2024				Total
	Full-time Employees		Contract Employees		
					
Danone AQUA	7,741	960	8	6	8,715
Danone (CBS & DBS)	130	143	1	2	276
SN Indonesia	1,623	496	15	11	2,145
Total	9,494	1,599	24	19	11,136

Remarks:

- Data exclude employees on probation.

-  Male  Female



Non-employee Workers [GRI 2-8]

Danone Group in Indonesia recognizes that labor contributions extend beyond direct employees. This includes non-employee workers who play a crucial role in supporting the Company's operations, such as those involved in the supply chain, business partners, and third-party service providers. Therefore, we are committed to ensuring that the rights of these non-employee workers are respected and met under relevant labor standards.

Business Units	Non-employee Workers (Outsourced)
	2024
Danone-AQUA	2,307
Danone SN Indonesia	2,179
Total	4,486

Standardized Ratio of Lowest Class Employee Wages [GRI 202-1] [GRI 202-2]

The Danone Group in Indonesia is committed to addressing the gender pay gap. To achieve this, we actively monitor the gender pay gap across different job levels and tenures. For managerial and other strategic positions, we ensure that our policies are fair and equal, regardless of gender. [GRI 3-3]

As part of our commitment to fairness and compliance with labor regulations, all Danone Group employees in Indonesia receive wages at or above the Provincial Minimum Wage, per the Minister of Manpower and Transmigration Regulation No. 7 of 2013. The Provincial Minimum Wage is determined based on comprehensive studies of the Decent Living Needs in each region. Our wage policies do not discriminate based on ethnicity, religion, class, or gender. [OJK F.20]

In implementing our remuneration policy, the Company ensures equality by maintaining a salary ratio of one to one (1:1) between female and male employees. [GRI 405-2]

Proportion of Senior Management from Local Communities [GRI 202-2]

Diversity in senior management reflects our commitment to equal opportunity and contributes to innovation and more well-rounded decision-making. Therefore, the Danone Group in Indonesia continuously strives to create an inclusive work environment where individuals from various backgrounds have equal opportunities to contribute and develop. We define the local workforce as individuals who are Indonesian citizens and come from local communities.

Description	2024	Percentage
Local Senior Management	441	97%
Non-local Senior Management	13	3%
Total Senior Management	454	100%





Description: Management category starts from Senior Manager L8 to Executive L1

New Employee Hiring and Employee Turnover [GRI 401-1]







We continue to invite great talents to join us on a wonderful journey to provide benefits for as many people as possible. Danone Group in Indonesia ensures that every candidate has an equal opportunity to join us without any discrimination based on their background. This commitment aligns with the principles of inclusiveness and diversity upheld in the recruitment process. The following data relates to our recruitment rate and employee turnover for the year 2024:

[GRI 3-3]





Number of Recruitment and New Hires Ratio by Age Group and Gender

Age Group	2024									
	Danone-AQUA					Danone SN Indonesia				
		%		%	Total		%		%	Total
<30 years old	6	30	5	42	11	21	50	22	79	43
30 - 50 years old	14	70	7	58	21	21	50	6	21	27
>50 years old	0	0	0	0	0	0	0	0	0	0
Recruitment Level	20	63	12	38	32	42	60	28	40	70







Number of Recruitments and Ratio of New Hires by Age Group and Gender by Region

Region	2024					
	< 30 years old		30-50 years old		> 50 years old	
						
Danone-AQUA						
Head Office	3	4	7	7	0	0
Sumatra (Region 1)	2	1	0	0	0	0
Western Region (Region 2)	0	0	7	0	0	0
Eastern Region (Region 3)	0	0	0	0	0	0
Danone SN Indonesia						
Head Office	13	17	8	4	0	0
Ciracas Unit	1	2	1	0	0	0
Prambanan Unit	1	1	0	0	0	0
Region	6	2	12	2	0	0
Sentul Unit	0	0	0	0	0	0
Yogyakarta Unit	0	0	0	0	0	0

Number and Turnover Ratio of Employees by Age Group and Gender

Age Group	2024									
	Danone-AQUA					Danone SN Indonesia				
		%		%	Total		%		%	Total
<30 years old	23	2	12	5	35	14	10	9	23	23
30 - 50 years old	553	45	102	45	655	46	31	20	50	66
>50 years old	665	54	111	49	776	87	59	11	28	98
Recruitment Level	1,241	85	225	15	1,466	147	79	40	21	187

Number and Turnover Ratio of Employees by Age Group and Gender by Region

Region	2024					
	< 30 years old		30-50 years old		> 50 years old	
						
Danone-AQUA						
Head Office	6	9	25	18	37	9
Sumatra (Region 1)	4	1	56	12	19	4
Western Region (Region 2)	7		319	52	393	54
Eastern Region (Region 3)	6	2	153	20	216	44
Danone SN Indonesia						
Head Office	6	8	11	12	2	3
Ciracas Unit	3	0	16	1	26	6
Prambanan Unit	5	1	4	3	39	0
Region	0	0	12	4	10	1
Sentul Unit	0	0	0	0	4	0
Yogyakarta Unit	0	0	3	0	6	1

Benefits for Permanent Employees [GRI 401-2]

The commitment of Danone Group in Indonesia to grow alongside its employees is demonstrated through continuous efforts to enhance the welfare of all staff members. As part of this strategy, we offer various facilities, benefits, and remuneration schemes that are equitable for both permanent and non-permanent employees. All these forms of support are designed to address the needs of employees while facilitating the efficient operation of the Company, which includes, among others:

Benefits	Permanent Employees	Non-permanent Employees
Religious Holiday Allowance	√	√
Welfare Benefits	√	√
Leave Allowance	√	√
Income Tax Allowance	√	√
Employee Relocation Allowance	√	√
Transportation Allowance	√	√
Life Insurance	√	√
Health	√	√
Maternity Leave	√	√
Share Ownership	√	√
Scholarship	√	√
Meal Allowance	√	√
Pension Fund	√	√
Car Ownership Program (COP)	√	√
Compensation	√	√
Marriage Allowance	√	√
Communication Allowance	√	√

One Voice One Share

Danone Group in Indonesia is committed to sustainable business development while also fostering a solid, inclusive, and empowered work community. Through the initiative "One Person, One Voice, One Share," launched in 2018, we promote an approach that transcends traditional employment concepts by encouraging active employee involvement as key stakeholders in the company.

This initiative allows every employee the opportunity to become a shareholder in Danone. In Indonesia, 100% of employees have become shareholders, with 93% of them increasing their share ownership. This participation demonstrates a strong commitment and sense of belonging to the Company's vision and direction. Employee share ownership not only aims to provide economic benefits but also to enhance involvement and shared responsibility in building the Company's future. Moreover, this program highlights the importance of every employee's voice within the organization.

In addition to the ownership aspect, we emphasize that each employee's voice is vital in the decision-making process. Each year, employee representatives from Indonesia are selected to participate in a global forum

alongside representatives from other countries, engaging directly with members of the Danone Board of Directors and the Executive Committee. This forum serves as a strategic platform to express aspirations, understand real needs in the field, and formulate concrete steps to accelerate innovation, strengthen the capacity of local teams, and encourage policies that are responsive to ongoing challenges.

Retirement Benefits [GRI 201-3]

As part of its commitment to support the long-term welfare of employees, Danone Group in Indonesia provides additional pension programs beyond the provisions required by law. More than just providing financial benefits, we view the pension program as an integral part of a holistic approach to employee empowerment. This effort is in line with our aspiration to create a valuable and sustainable work experience, where each individual is empowered to prosper not only during their productive years, but also as they enter the next phase of life. Therefore, we regularly record pension accruals based on long-term benefit projections and conduct external benchmarks to ensure that the pension contribution scheme we offer remains competitive and relevant to industry developments. [GRI 3-3]

Danone-AQUA and Danone SN Indonesia 2024







Details	Employer Contribution	Employee Contribution
Social Security Administering Body for Employment (BPJS for Employment)		
- Work Accident Benefit	0.89%	0.00%
- Death Benefit	0.30%	0.00%
- Old Age Security	3.70%	2.00%
- Pension Benefit	2.00%	1.00%
Social Security Administering Body for Health (BPJS for Health)	4.00%	1.00%





Maternity Leave [GRI 401-3]

As a concern for our employees' families, we offer adequate maternity leave of six months for mothers and ten days for fathers. We guarantee that taking such leave will not affect the salary or job position of the employee concerned. Details regarding maternity and parental leave for three consecutive years can be seen in the following table:

Description	2022			2023			2024		
			Total			Total			Total
Total number of employees who took parental leave (excluding circumcision leave)	575	66	641	528	42	570	523	53	576
Number of employees who returned to work during the reporting year after their parental leave ended	575	66	641	528	42	570	521	50	571
Number of employees who returned to work after parental leave and remained employed for 12 months	533	62	595	522	42	564	487	44	531
Retention rate	92.70%	93.94%	92.82%	98.86%	100.00%	98.95%	93.48%	88.00%	92.99%

The percentage of employees returning to work after their leave period was recorded at 92%. Additionally, we offer convenient lactation room facilities, allowing mothers to care for their babies at work in a peaceful environment. We also encourage all employees, including fathers, to actively participate in nurturing and caring for their families. Through these initiatives, we are fostering a work environment that supports a healthy balance between professional and personal life for everyone.

Labor/Management Relations [GRI 402-1]

Constructive industrial relations between the Company and its employees, as well as among employees themselves, serve as the main foundation for creating a safe, productive and sustainable work environment. Danone Group in Indonesia consistently promotes open and respectful two-way communication, grounded in a strong understanding of each party's rights and responsibilities.

All employee and management rights and obligations are clearly regulated in the Collective Labor Agreement (CLA), which is developed through a social dialogue process between the Company and employee representatives who are members of the trade union. In the reporting year, 100% of Danone Group's permanent employees in Indonesia were covered by the CLA, demonstrating our commitment to the principles of fairness and labor protection. [GRI 3-3] [GRI 2-30]

Since the signing of the Memorandum of Understanding (MoU) between Danone Group and the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) in 1997, we have prioritized the principles of transparency and inclusiveness in all decision-making processes that affect employees. Any planned operational changes that could potentially impact a large number of employees must first be discussed with the relevant trade unions.



This consultation process begins as early as possible, even before decisions are finalized—particularly in cases involving workforce reductions or organizational restructuring. As part of our ethical standards and commitment to openness, Danone Group has established a three-month consultation period. However, we

recognize that each situation may vary. Therefore, in certain cases, this principle may be adapted through intensive dialogue between the IUF General Secretariat and Danone Group's General Management. This approach reflects the collaborative spirit that underpins our industrial relations, with the primary goal of ensuring mutual respect among all parties involved. [GRI 3-3] [GRI 407-1]

Freedom of Association and Collective Bargaining

Danone Group in Indonesia fully supports freedom of association for workers as part of the commitment to fair and dignified labor rights. At each work site, there are trade unions that represent the interests and aspirations of employees. We ensure that these unions operate freely, without any barriers or restrictions, and have the right to negotiate for better working conditions for their members. The following is a list of trade unions that exist within the Danone Indonesia Group: [GRI 3-3]

Danone-AQUA	Danone SN Indonesia
<ol style="list-style-type: none"> 1. Serikat Pekerja AQUA Grup (SPAG)/AQUA Group Workers Union (SPAG) 2. Subang: SBM (Serikat Buruh Mandiri)/(Independent Labor Union) 3. DIAS Citeureup: SBM/(Independent Labor Union) ADI 4. Babakan Pari: SBM/(Independent Labor Union) DIABI 5. Mekarsari: SBM/(Independent Labor Union) DIAKSI 6. Cibinong: SBM/(Independent Labor Union) DAIC 	<ol style="list-style-type: none"> 1. PT Sarihusada Generasi Mahardhika Employee Association (PERKASA) 2. Nutricia Indonesia Trade Union 3. Sugizindo Employees Union 4. PT Sarihusada Generasi Mahardhika Employee Union (PERKASA) 5. Nutricia Indonesia Workers Union 6. Sugizindo Employees Union

Occupational Health and Safety Management System [GRI 403-1] [GRI 403-8] [OJK F.21]

Danone Group in Indonesia always upholds its commitment to managing Occupational Health and Safety (OHS) aspects as an integral part of the Company's responsibility to its employees. OHS management is carried out in accordance with national legislation, including Law No. 13 of 2003 concerning Manpower and all relevant implementing regulations, which are updated periodically.

As a concrete manifestation of the implementation of the OHS management system, Danone-AQUA has developed a framework called WISE (Working in a Safe Environment), which is based on the concepts of Behavior-Based Safety and the Plan-Do-Check-Act (PDCA) cycle. This system includes the development of a structured work program, definition of key performance

indicators (KPIs), program implementation, and regular monitoring and reporting to ensure its effectiveness.

In addition, the Danone Group has also established an Occupational Safety and Health Committee, which involves the active participation of employees in communicating, maintaining, and improving safety standards in the workplace. The Committee meets regularly to review achievements, identify potential risks, and develop recommendations for improvement as part of a continuous evaluation process. [GRI 3-3]

The guidelines we apply in occupational health services cover the following aspects:



Document Level	Title	Scope	
		Employee	Contractor
Procedure	Medical Check Up Procedure	√	√
	Return to Work Procedure for Employees with Prolonged Illness	√	-
	Standard Procedures for Medical Services at the Worksite	√	-
Work Instructions	Workplace Health Risk Assessment	√	√
	Management of Occupational Diseases	√	√
	HIV/AIDS Prevention and Control Program Management in the Workplace	√	√

Occupational Safety and Health Committee

The scope of OHS management is overseen by the Occupational Safety and Health Committee. The duties and responsibilities of the Occupational Safety and Health Committee are as follows:

- Ensure that the Occupational Health and Safety Management System is implemented consistently and effectively.
- Ensure that all occupational health and safety standards are applied throughout the operational areas.
- Ensure that any issues related to occupational health and safety are addressed and resolved in the field.

As of December 31, 2024, each plant's Occupational Safety and Health Committee consists of approximately 15 members. All Committee members are responsible for implementing OHS procedures, including the execution of risk management measures.

Hazard Identification, Risk Assessment, and Incident Investigation [GRI 403-2] [GRI 403-7]

As part of its commitment to occupational safety and the prevention of occupational diseases, Danone Group in Indonesia proactively implements a hazard

identification and OHS risk assessment system to ensure that all work processes comply with applicable standard procedures. This initiative aims to minimize the risk of workplace accidents and protect the health and safety of all employees and business partners.

One of the main approaches used is the Task Risk Assessment (TRA) method, which serves as a key tool in implementing the OHS program across all work units. This method consists of four main stages:

- Assessment;
- Hazard identification;
- Risk identification; and
- Control Measures and Opportunities for Improvement.

This approach requires each department to develop and implement a risk mitigation plan tailored to the specific characteristics of their activities. The outcomes of risk identification and the effectiveness of the mitigation measures are evaluated every six months. The results of these assessments are then communicated to all employees and business partners as part of the strategy to prevent workplace incidents and foster a strong safety culture. In addition, every incident—whether it results in injury or has the potential to cause harm—must be reported and thoroughly analyzed.

The investigation process is conducted to identify the root cause of the incident and to formulate appropriate corrective and preventive measures. The findings from each investigation are also shared openly to encourage collective learning and prevent the recurrence of similar incidents in the future. The hazard, risk, and incident identification results, along with their mitigation measures in 2024, are presented as follows:

Risk Potential Activities	Type of Risk	Control and Mitigation Efforts
Working at heights	Falls	<ul style="list-style-type: none"> Periodic inspections of ladder and height-access safety measures. Height safety training for employees. Internal and external audits on height-related risks, with follow-up on findings.
Forklift operation work	Struck by object	<ul style="list-style-type: none"> Forklift safety training for operators. Pre-operation forklift inspections. Installation of forklift safety features. Segregation of employee work areas from forklift traffic zones. Regular audits on the risks of working with forklifts, both internally and externally, and follow up on the audit findings.
Working with machinery	Caught in/ between, exposure to heat, pressure, electrocution, lacerations.	<ul style="list-style-type: none"> Installation of machine safeguards (e.g., interlocks and guards). Routine audits on machinery safety risks, with follow-up actions. New machinery subject to third-party Machine Safety Assessment.

OHS Risk Control [GRI 403-2] [GRI 403-8]

We regularly monitor the development of potential risks of workplace accidents, record and calculate incident rates, and determine the severity levels of these incidents as part of our continuous OHS quality improvement efforts. OHS risk control is implemented to ensure a safe and healthy working environment for all employees. Key focus areas of our OHS risk control include:

- Production machinery safety
- Plant transportation equipment safety (forklifts)
- Road safety
- Hazardous chemical safety
- Hazardous gas safety

Occupational Health Services [GRI 403-3] [GRI 403-6]

Danone Group in Indonesia is committed to fostering a safe and healthy working environment while supporting the well-being of all employees and partners. This commitment is realized through the provision of

comprehensive occupational health services across our production facilities. Each plant is equipped with a polyclinic and a First Aid unit, operated by professional medical personnel, including doctors, nurses, and trained health workers. These facilities are accessible to all employees and third parties within the factory area and are designed to provide rapid emergency response and regular health monitoring.

In addition, all Danone Group employees in Indonesia are enrolled in the national health insurance program managed by the Social Security Administering Body (BPJS). This program ensures access to adequate healthcare for employees and their families as part of a holistic social protection framework.

The occupational health services provided by Danone Group in Indonesia refer to the Ministry of Manpower Regulation No. PER.03/MEN/1982, covering the following aspects:

Promotive Services	Preventive Services	Curative Services	Rehabilitative Services
<ul style="list-style-type: none"> • Health education • Sports program • Ergonomics implementation • Nutrition awareness program • HIV AIDS prevention and control program 	<ul style="list-style-type: none"> • Periodic medical check-ups (MCU) • Health Risk Assessment • Vaccination • Mental health program • Metabolic disease management program • Surveillance and analysis of suspected occupational diseases 	<ul style="list-style-type: none"> • Employee Treatment • First aid measures for emergency cases • Provision of referrals 	Return-to-work program for sick employees

Worker Participation, Consultation, and Communication on Occupational Safety and Health [GRI 403-4]

One tangible form of the occupational health program is the annual Medical Check-Up (MCU) provided to all employees. MCU results are categorized into four groups, namely:

- Fit;
- Fit with Note;
- Need Further Evaluation (NFE); and
- Need Further Evaluation Immediately (NFEI).



This classification enables the Company to appropriately follow up on employees' health conditions based on the urgency level. During the reporting year, a total of 5,729 employees were categorized as NFE or NFEI, indicating the need for further health evaluation.

In response to these findings, Danone Group ensures that all employees with NFE or NFEI status have access to consultations with medical personnel and actively participate in follow-up programs. By the end of the reporting year, 100% of employees identified with NFE/NFEI had undergone follow-up consultations and evaluations, demonstrating the Company's commitment to supporting their improved health outcomes.

Safety-Related Training [GRI 403-5]

The Company identifies the need for OHS-related training based on an assessment of employees' OHS competencies relative to established competency standards. At the beginning of each year, the Company designs the training plan, selects certified training providers, and determines the employees to participate. During implementation, the Company fully covers the cost of training and provides incentives to employees who take part. Following the training sessions, the Company evaluates their effectiveness and encourages employees to apply the knowledge gained to relevant aspects of their work. Throughout 2024, the following OHS trainings were conducted for employees:

Training Name	Participant Entity	Organizer	Certification	Number of Participants
OHS Leadership Training (WISE Leadership)	SGM, NIS, AQUA	Internal (within Danone)	-	Around 500 people
OHS Training Standards (12 SBS)	SGM, NIS, AQUA	Internal (within Danone)	Danone Internal Certificate	Around 2,000 people
Training for Road Safety Trainers	SGM, NIS, AQUA	Patrarijaya & BNSP	BNSP	6 people
Road Safety Training	SGM, NIS, AQUA	Internal (within Danone)	Danone Internal Certificate	15 people
Contractor OHS Inspector Training	SGM, NIS	Internal (within Danone)	Danone Internal Certificate	50 people
LOTO Training	SGM, NIS AQUA	Internal (within Danone)	Danone Internal Certificate	100 people
Forklift Operator Training	SGM, NIS, AQUA	Ministry of Manpower	Ministry of Manpower	100 people

Worker Health Promotion [GRI 403-6]

As part of its commitment to creating a workplace that supports holistic well-being, Danone Group in Indonesia implemented various health promotion initiatives throughout 2024 under the Be Well program. This program is part of the Company's sustainability strategy

to enhance employee health and well-being in physical, mental, and social aspects. This program, which has benefited over 13,000 employees, is centered on three main pillars:

1. Physical Health
2. Mental Health
3. Nutrition



Supporting Employees' Mental and Financial Well-being through REHAT

Employee health remains a top priority for Danone Group in Indonesia. The Company ensures that every employee works under conditions that support both their health and overall well-being. Beyond physical health, Danone also provides comprehensive support for employees' mental and financial wellness through the implementation of the Be Well program, known locally as REHAT (Recharge on your Mental Health). One program beneficiary shared that, despite initial doubts and concerns about the complexity of the process, the REHAT service turned out to be highly accessible and offered practical solutions that could be applied in daily life. This testimonial reflects the effectiveness and

positive impact of Danone Indonesia's holistic approach to supporting employees' mental health.

Through REHAT, employees have access to on-site consultations with licensed clinical psychologists. These sessions are strictly confidential and address a wide range of issues, including both professional and personal concerns. In 2024, a total of 265 employees benefited from these psychologist consultation sessions.

In addition to counseling with psychologists, employees are also facilitated to ensure financial health is maintained through financial health check-up sessions and consultation sessions with Financial Advisors. Employees are provided with financial planning, education on investment practices, and financial preparation for retirement. A total of 104 employees have benefited from this program.

In addition to personal consultations, both with psychologists and Financial Advisors, the Company also facilitates mental health screening through an application that can be accessed by all employees and helps employees assess their respective mental health conditions and conduct necessary follow-up. Employees are also facilitated to join exercise classes to support the creation of good mental health conditions in the workplace. Various exercise classes such as Yoga, Zumba, Poundfit, and so on, are held at the workplace.

Health Promotion Efforts		Danone-AQUA			Danone SN Indonesia		
		Employees	Contract	Family	Employees	Contract	Family
Physical Health	Health education	√	-	-	√	-	-
	Influenza vaccination	√	-	√	√	-	√
	Dengue Vaccination	√	-	√	√	-	√
	HPV Vaccination and PapSmear	√	-	√	√	-	√
	Sports Class	√	√	-	√	-	-
	Blood Donation	√	√	-	√	√	-
	HIV AIDS Program	√	√	-	√	√	-
	Medical Monitoring	√	√	-	√	-	-
	Weight Loss Competition	√	√	-	√	-	-
	Company Polyclinic Medical Access	√	-	√	√	-	-
Mental Health	Counseling	√	-	-	√	-	√
	EAP	-	-	-	√	-	-
	Financial Counseling	√	-	-	√	-	-
	Mental Health Application Orientation	√	-	√	√	-	√

Health Promotion Efforts		Danone-AQUA			Danone SN Indonesia		
		Employees	Contract	Family	Employees	Contract	Family
Nutrition	Nutrition Consultation	√	-	-	√	-	-
	Journal Diet Competition	√	-	-	√	-	-
	Food Traffic Light System	√	-	-	√	-	-
	Canteen Inspection	√	-	-	√	-	-

Preventing and Reducing the Impact of Occupational Health Problems [GRI 403-7]

Danone Group in Indonesia implements several occupational health programs to prevent and mitigate the impact of workplace health issues on business sustainability:

Program	Monitored aspects
Workplace Sickness Absence Management	1. Monitoring individual sickness absence rates 2. Monitoring sickness absence rate by location 3. Collaboration with nearby healthcare providers in managing sick leave rates
Workplace Infectious Diseases Prevention	Screening and treatment for infectious diseases: 1. Tuberculosis 2. Hepatitis A (HCA employees and food handlers) 3. Gastrointestinal infections (HCA employees and food handlers)
Workplace Critical Illness Management	1. Follow up on employees diagnosed with heart disease conditions in the workplace 2. Recommendations for appropriate work activity adjustments

Coverage: SN and AQUA employees

Occupational Accidents [GRI 403-9]

Although various preventive measures have been implemented, we acknowledge that the risk of workplace accidents still exists. Therefore, we continue to promote safety awareness through regular training sessions, strict monitoring of compliance with OHS procedures, and the adoption of technology and innovation in our safety systems. We are committed to continuously strengthening our safety culture in pursuit of our zero-accident target as part of our responsibility toward employees and the entire business ecosystem.

By 2024, our occupational accident classifications were as follows:

- **Fatalities**
Work accidents resulting in death.
- **Lost Time Case (LTC)**
Work accidents that result in the employee being unable to work on the day after the incident, or the next day, regardless of whether that day is a scheduled working day.

- **Non Lost Time Case (NLTC)**

An incident where an employee sustains a work-related injury that does not require leave but results in restricted duties or medical treatment.

- **Near Miss**

Events that could have caused injury under unfavorable conditions.

- **Unsafe Act/Condition**

Actions by individuals or conditions in the workplace that increase the likelihood of an accident or incident.

Throughout 2024, there were no fatal accidents recorded in the operational areas of Danone Indonesia Group, including Danone AQUA and SN Indonesia. This achievement reflects the Company's strong commitment to consistently implementing occupational safety and health principles across all operations.

Workplace Incident RateWorkplace Incident Rate

Description	2022			2023			2024		
	Total Number of Incidents (Frequency Rate)	Ratio (per 200,000 working hours) =OHSAS =i/ 200,000	Ratio (per 1,000,000 working hours) = i/ 1,000,000	Total Number of Incidents (Frequency Rate)	Ratio (per 200,000 working hours) =OHSAS =i/ 200,000	Ratio (per 1,000,000 working hours) = i/ 1,000,000	Total Number of Incidents (Frequency Rate)	Ratio (per 200,000 working hours) =OHSAS =i/ 200,000	Ratio (per 1,000,000 working hours) = i/ 1,000,000
Danone-AQUA									
Fatalities	0	0	0	0	0	0	0	0	0
Lost Time Case (LTC)	3	15	13	2	1	2	2	0.00001	0.000002
Non Lost Time Case (NLTC)	7	35	7	2	1	2	4	0.00002	0.000004
First Aid	19	95	19	21	105	21	14	0.00007	0.000014
Near Miss	12,047	60,235	12,047	11,522	5,761	11,522	12,090	0.06045	0.01209
Unsafe Act	80,751	403,755	80,751	68,585	342,925	68,585	59,500	0.2975	0.0595
Danone-AQUA Partner (Non-Employee)									
Fatalities	0	0	0	0	0	0	0	0	0
Lost Time Case(LTC)	0	0	0	0	0	0	0	0	0
Non Lost Time Case (NLTC)	1	0.000005	0	0	0	0	0	0	0
First Aid	0	0	0	0	0	0	6	0.00003	0.000006
Near Miss	0	0	0	0	0	0	0	0	0
Unsafe Act	0	0	0	0	0	0	0	0	0
Danone SN Indonesia									
Fatalities	0	0	0	0	0	0	1	0.000005	0.000001
Lost Time Case(LTC)	0	0	0	0	0	0	0	0	0
Non Lost Time Case (NLTC)	0	0	0	0	0	0	1	0.000005	0.000001
First Aid	3	15	3	20	1	2	10	0.00005	0.00001
Near Miss	136	68	136	507	2,535	507	678	0.00339	0.000678
Unsafe Act	9,266	4,633	9,266	11,178	5,589	11,178	3,850	0.01925	0.00385

Major types of occupational accidents causing incidents, injuries, and fatalities:

Type of Incident	2022			2023			2024		
	Total Fatalities	Total High-Consequence Work-Related Injuries	Total Recordable Injuries	Total Fatalities	Total High-Consequence Work-Related Injuries	Total Recordable Injuries	Total Fatalities	Total High-Consequence Work-Related Injuries	Total Recordable Injuries
Danone-AQUA									
Burns or Blisters	0	1	0	0	0	0	0	0	0
Falling from a Height	0	1	0	0	1	0	1	1	1
Machines - Contact with Moving Parts	0	1	1	0	0	1	0	0	0
Ergonomic Injury due to Lifting or Carrying	0	0	2	0	0	0	0	1	0
Slips, Trips, Falls	0	0	1	0	1	0	0	0	0
Motor Vehicle Incident	0	0	1	0	0	1	0	0	0
Struck by Moving Object	0	0	1	0	0	0	1	0	1
Chemical Exposure	0	0	1	0	0	0	0	0	0
Electrocution	0	0	0	0	0	0	0	0	0
Laceration by Sharp Object	0	0	0	0	0	0	0	1	0
Caught in/ Between	0	0	0	0	0	0	0	1	0
Struck Against Object	0	0	0	0	0	0	0	1	0







Occupational Diseases [GRI 403-10]







Throughout 2024, both Danone AQUA and Danone SN reported no cases of occupational diseases. All hazards and health-related risks have been identified, analyzed, and controlled through our health and safety programs. Additionally, there was no lost work time due to industrial disputes or strikes.

Enhancing Talents and Competencies [GRI 404-1] [OJK F.22]

Danone Group in Indonesia is dedicated to the continuous development of employee skills and competencies through various training and development programs. We believe that investing in the enhancement of employee skills and knowledge not only supports individual growth but also contributes to the overall achievement of company goals. In line with this commitment, we regularly organize training sessions that focus on technical skills, leadership, sustainability, and soft skills development. These programs are designed to ensure that every employee has equal access to learning opportunities that are relevant to their roles and responsibilities. The following is the average training hours attended by Danone Indonesia employees during the reporting period. [GRI 3-3]

Average Training Hours per Year per Employee

Description	2022			2023			2024		
			Total			Total			Total
Danone-AQUA									
Total number of employees									
Staff	7,682	740	8,422	7,388	674	8,062	8,335	964	9,299
Management	1,708	609	2,317	1,703	621	2,324	507	254	761
Senior Management	58	24	82	33	4	37	54	22	76
Total Number of Employees	9,448	1,373	10,821	9,124	1,299	10,423	8,896	1,240	10,136
Total training hours provided to employees during the reporting period									
Staff	112,505	12,132	124,637	105,14	13,348	118,488	259,883	44,897	304,780
Management	61,968	20,213	82,181	58,359	17,675	76,034	24,978	11,317	36,295
Senior Management	1,246	545	1,791	581	172	753	1,661	862	2,523
Total Number of Employees	175,719	175,719	208,609	164,08	31,195	195,275	286,522	57,076	343,598
Average training hours per employee per year (hours/employee)									
Staff	14.65	16.39	14.80	14.23	19.8	14.7	31.18	46.57	77.75
Management	36.28	33.19	35.47	34.27	28.46	32.72	49.27	44.56	93.82
Senior Management	21.48	22.71	21.84	17.61	42.89	20.35	30.76	39.18	69.94
Average hours of Employees	18.60	23.95	19.28	17.98	24.01	18.74	32.21	46.03	78.24

Description	2022			2023			2024		
			Total			Total			Total
Danone SN Indonesia									
Total Number of Employees									
Staff	1,376	205	1,581	1.32	197	1,517	1,516	333	1,849
Management	427	323	750	444	343	787	180	156	336
Senior Management	35	28	63	16	5	21	30	35	65
Total Number of Employees	1,838	556	2,394	1.78	545	2,325	1,726	524	2,250
Total training hours provided to employees during the reporting period									
Staff	17.5	8,618	26,118	25,114	5.14	30,254	51,925	10,834	62,759
Management	15,806	10,273	26,079	16,317	9,946	26,263	7,898	5,905	13,803
Senior Management	1.62	1,033	2,653	457	166	623	953	1,114	2,067
Total Number of Employees	34,926	19,924	54.85	41,888	15,252	57,14	60,776	17,853	78,629
Average training hours per employee per year (hours/employee)									
Staff	12.72	42.04	16.52	19.03	26.09	19.94	34.25	32.53	66.79
Management	37.02	31.80	34.77	36.75	29	33.37	43.88	37.85	81.73
Senior Management	46.29	36.89	42.11	28.56	33.25	29.68	31.77	31.83	63.60
Average hours of Employees	19.00	35.83	22.91	23.53	27.99	24.58	35.21	34.07	69.28

Programs for Upgrading Employee Skills and Transition Assistance Programs [GRI 404-2]

Training Name	Training Type	Coverage		
Business Partnership	Transversal/Soft skill	Manager & Above	19	13
Business Perception	Transversal/Soft skill	Manager	29	53
Conversational Capacity	Transversal/Soft skill	Manager	19	22
Customer Experiences	Transversal/Soft skill	Supervisor	23	18
Data Analytics & Insights	Transversal/Soft skill	Manager	31	26
Data Analytics with Excel	Transversal/Soft skill	Supervisor	34	34
Data Driven Decision Based	Transversal/Soft skill	Manager & Above	14	14
Data Story telling	Transversal/Soft skill	Manager & Above	14	23
Elevating Your Biz. Presentation	Transversal/Soft skill	Manager	31	25
Empowering your team Effectively	Transversal/Soft skill	Manager & Above	16	17
Infographic Design with PPT	Transversal/Soft skill	Supervisor	22	21
Lead as Coach	Transversal/Soft skill	Manager & Above	10	5
Leadership Presence	Transversal/Soft skill	Manager & Above	22	20
Practical Problem Solving	Transversal/Soft skill	Supervisor	17	30
Project Management	Transversal/Soft skill	Manager	36	24
Resilient Leadership	Transversal/Soft skill	Manager	22	18



Retirement Preparation Training

As part of its commitment to the long-term welfare of employees, Danone Group in Indonesia offers the Retirement Preparation Program. This program is designed in accordance with the provisions outlined in the Danone AQUA and Danone SN Indonesia Collective Labor Agreement (CLA). The goal of the program is to provide comprehensive support to employees as they transition into retirement.

The Retirement Preparation Training includes debriefings covering essential topics such as financial planning, entrepreneurship, investment, health, and engaging in productive activities post-retirement. Additionally, this initiative aims to motivate and empower employees, ensuring that retirement is viewed not only as the conclusion of a professional career but also as the beginning of a new, active, and opportunity-filled phase of life.

MT STAR

The MT STAR program is a strategic initiative by Danone Group in Indonesia aimed at developing young talent as future leaders of the Company. This three-year training program is designed to provide participants with an in-depth understanding of Danone's business through cross-functional learning experiences, direct involvement in strategic projects, and mentorship from internal leaders.

Since its launch in 2007, the MT STAR Program has graduated 21 participants who are now actively contributing to the growth of Danone's business across various operational areas in Indonesia.

Strengthening a Culture of Inclusivity [GRI 405-1]

Diversity is a strategic strength in our business journey. Danone Group in Indonesia is committed to creating an inclusive workplace where every individual is valued and given equal opportunities to grow and contribute fully. We uphold the principle of equality throughout the recruitment process, career development, and position placement, regardless of background, gender, age, ethnicity, religion, or other identities.

The values of diversity are not just moral principles; they are an integral part of our work culture. By bringing together diverse perspectives, we enhance the innovation process, strengthen decision-making, and build an organization that is adaptable to global dynamics. Our workforce diversity is reflected in the distribution of employees by gender, age group, and position level. Through this approach, Danone Group in Indonesia continues to strive for a collaborative and transformative work culture that positively impacts both the wider community and the environment. [GRI 3-3]

Number of Employees by Gender, Age Group, and Position

From 2022 to 2024, the employee composition of Danone Group in Indonesia—including Danone-AQUA and Danone SN Indonesia—has remained relatively stable in terms of gender, age group, and position level diversity.

In terms of gender, the majority of employees are male, with an average proportion of 85.5% over the past three years. In 2022, the total number of employees was 13,216, of which 85.4% were male and 14.6% were female. This composition remained relatively unchanged in 2023 and 2024, with 85.5% male and 14.5% female out of total workforces of 12,752 and 11,136 employees, respectively.





Based on age group, most employees fall within the 30–50 age group, reflecting a workforce that is in its



most productive and professionally mature stage. In 2024, this age group accounted for over 75% of the total employees across both Danone-AQUA and Danone SN Indonesia.



Meanwhile, employee distribution by position level continues to be dominated by staff and supervisor roles. Employees at the staff level remain the majority, highlighting the high proportion of operational personnel in production and distribution lines. Nevertheless, there is also consistent representation at the managerial level across the reporting years.

This trend reflects a strong and balanced organizational structure, characterized by a productive age demographic and ongoing attention to gender representation as part of the Company's commitment to building an inclusive and sustainable work environment.

Period: 2022

Age Group	Danone-AQUA					Danone SN Indonesia				
		%		%	Total		%		%	Total
< 30 years	763	7.1	178	1.7	941	347	14.4	123	5.1	470
30-50 years	7,135	66.0	915	8.5	8,050	1,293	53.8	379	15.8	1,672
> 50 years	1,544	14.3	278	2.6	1,822	205	8.5	56	2.3	261
Total employees	9,442	87.3	1,371	12.7	10,813	1,845	76.8	558	23.2	2,403

Danone-AQUA										
Position	Age Group						Gender			
	<30	%	30-50	%	>50	%		%		%
Executive Committee	0	0.0	3	37.5	5	62.5	7	87.5	1	12.5
Director	0	0.0	56	74.7	19	25.3	52	69.3	23	30.7
Manager	89	14.1	544	70.6	138	17.9	529	68.6	242	31.4
Supervisor	144	12.5	1,007	65.3	392	25.4	1,176	76.2	367	23.8
Staff	708	9.9	6,44	76.5	1,268	15.1	7,678	91.2	738	8.8
Total Employees	941	8.7	8,05	74.4	1,822	16.9	9,442	87.3	1,371	12.7

Danone SN Indonesia										
Position	Age Group						Gender			
	<30	%	30-50	%	>50	%		%		%
Executive Committee	0	0.0	4	50.0	4	50.0	3	37.5	5	62.5
Director	0	0.0	47	85.5	8	14.5	32	58.2	23	41.8
Manager	36	11.7	247	79.9	26	8.4	168	54.4	141	45.6
Supervisor	97	21.8	301	67.8	46	10.4	260	58.6	184	41.4
Staff	337	21.2	1,073	67.6	177	11.2	1,382	87.1	205	12.9
Total Employees	470	19.6	1,672	69.6	261	10.9	1,845	76.8	558	23.2



2023 Period

Age Group	Danone-AQUA					Danone SN Indonesia				
		%		%	Total		%		%	Total
< 30 years	649	7.1	174	13.4	823	277	15.6	89	16.3	366
30-50 years	6,857	75.1	870	66.9	7,727	1,291	72.5	395	72.3	1,686
> 50 years	1,619	17.7	257	19.8	1,876	212	11.9	62	11.4	274
Total employees	9,125	87.5	1,301	12.5	10,426	1,78	76.5	546	23.5	2,326





Danone-AQUA



Position	Age Group						Gender			
	<30	%	30-50	%	>50	%		%		%
Executive Committee	0	0.0	4	0.1	6	0.3	10	0.1	0	0.0
Director	0	0.0	19	0.2	9	0.5	23	0.3	5	0.4
Manager	96	11.7	595	7.7	159	8.5	571	6.3	279	21.4
Supervisor	112	13.6	939	12.2	425	22.7	1,133	12.4	343	26.4
Staff	615	74.7	6,17	79.8	1,277	68.1	7,388	81.0	674	51.8
Total Employees	823	7.9	7,727	74.1	1,876	18.0	9,125	87.5	1,301	12.5



Danone SN Indonesia

Position	Age Group						Gender			
	<30	%	30-50	%	>50	%		%		%
Executive Committee	0	0.0	5	0.3	4	1.5	7	0.4	2	0.4
Director	0	0.0	11	0.7	1	0.4	9	0.5	3	0.5
Manager	38	10.4	297	17.6	36	13.1	189	10.6	182	33.3
Supervisor	65	17.8	300	17.8	52	19.0	255	14.3	162	29.7
Staff	263	71.9	1,073	63.6	181	66.1	1,32	74.2	197	36.1
Total Employees	366	15.7	1,686	72.5	274	11.8	1,78	76.5	546	23.5

2024 Period

Age Range	Danone-AQUA					Danone SN Indonesia				
		%		%	Total		%		%	Total
< 30 years	444	5.6	131	12.1	575	199	12	83	15.5	282
30-50 years	6,135	78.0	754	69.6	6,889	1,276	77	391	73.1	1,667
> 50 years	1,285	16.3	198	18.3	1,483	179	11	61	11.4	240
Total employees	7,864	87.9	1,083	12.1	8,947	1,654	75.6	535	24.4	2,189

Danone-AQUA										
Position	Age Group						Gender			
	<30	%	30-50	%	>50	%		%		%
Executive Committee	0	0.0	2	0.0	1	0.1	3	0.0	0	0.0
Director	0	0.0	19	0.3	14	1.0	26	0.3	7	0.6
Manager	65	11.3	555	8.1	139	9.5	495	6.3	264	24.4
Supervisor	82	14.3	855	12.4	354	24.1	995	12.7	296	27.3
Staff	428	74.4	5,458	79.5	975	66.4	6,345	80.7	516	47.6
Total Employees	575	6.5	6,868	77.1	1,468	16.5	7,864	87.9	1,083	12.1

Danone SN Indonesia										
Position	Age Group						Gender			
	<30	%	30-50	%	>50	%		%		%
Executive Committee	0	0.0	1	0.1	3	1.3	2	0.1	2	0.4
Director	0	0.0	16	1.0	4	1.7	14	0.8	6	1.1
Manager	54	19.1	294	17.6	37	15.4	199	12.0	186	34.8
Supervisor	47	16.7	297	17.8	51	21.3	239	14.4	156	29.2
Staff	181	64.2	1,059	63.5	145	60.4	1,200	72.6	185	34.6
Total Employees	282	12.9	1,667	76.2	240	11.0	1,654	75.6	535	24.4

Employee Performance Evaluation [GRI 404-3]

To promote optimal performance among employees, Danone Group in Indonesia conducts objective, honest, and fair performance evaluations. These evaluations assess individual achievements and contributions to the Company's goals. Assessment is based on Key Performance Indicators (KPIs) to ensure that all employees align with the business strategy.

The Company regularly evaluates employee performance to support future development plans, fair compensation, suitable job rotations, and opportunities for career advancement. Every employee, without exception, is thoroughly evaluated on an annual basis. In 2024, the Danone Group in Indonesia completed performance evaluations for all employees, with the majority of KPI assessment results being favorable.

Respect for Human Rights [GRI 406-1] [GRI 408-1]

[GRI 409-1] [OJK F.19]



All Danone Group employees in Indonesia are committed to upholding human rights and related principles in all their activities. We implement human rights guidelines through various policies, including the prohibition of child labor, a zero-tolerance stance on forced labor, active measures against discrimination and harassment, and promoting the right of workers to organize, negotiate collectively, and express their aspirations. In our business operations, we ensure that no element of the Company is involved in any human rights violations.

[GRI 3-3]

Regarding our anti-harassment and discrimination policies, we have established guidelines and a code of conduct that all employees must follow. Each employee is required to sign a commitment to the anti-discrimination and harassment policy. This policy encompasses various forms of harassment, including verbal, visual/non-verbal, and physical harassment. Specific behaviors covered by this code of conduct include:

- Grabbing someone's shoulders or other body parts.
- Making inappropriate comments or jokes about an individual's physical appearance or attire.
- Threatening someone's safety during heated discussions.
- Insulting someone's race, ethnicity, or religion during work-related activities.
- Abusing power for sexual gain.

Furthermore, to strengthen our culture of inclusiveness and respect, we have conducted training sessions on anti-discrimination and harassment. Through interactive e-learning modules, we have trained 10,647 employees, with the goal of creating a work environment where every individual feels valued and safe.

Throughout 2024, the Danone Group in Indonesia received no reports of workplace discrimination or harassment, child labor, or forced labor.

Indigenous Peoples [GRI 2-27] [GRI 411-1]

Danone Group in Indonesia ensures that communities have open channels for raising complaints or objections regarding potentially disruptive or harmful company activities. Communities can contact the respective company entities or use the AQUA Menyapa and Careline platforms to file complaints. Throughout 2024 no complaints were received that resulted in significant impacts, fines, or sanctions related to violations of social or community aspects [GRI 3-3].

We are mindful of the potential negative impacts that our operations may have on society, such as waste, effluent, and emissions. As part of our commitment to sustainability, all operational processes have been integrated with mitigation measures that focus on environmental friendliness to minimize negative impacts

on surrounding communities. During the reporting period, we did not record any activities that had a significant impact on local communities [GRI 413-2].

Political Contributions [GRI 415-1]

Danone Group in Indonesia has a strict policy against all forms of political contributions and ensures that the Company remains non-political in every respect. Employees and leaders are prohibited from participating in political activities that could compromise the Company's independence. They cannot use the Company's name or assets for political purposes. As part of its commitment to sustainability and ethics, the Company only allows for non-political social contributions. In 2024, Danone made no political contributions, either directly or indirectly.

Integration of Human Rights Policies into Security Procedures [GRI 410-1]

As part of the Danone Group's commitment to responsible and ethical practices in Indonesia, we have integrated human rights policies and training into our security procedures. Our training and briefings focus on security

personnel who are responsible for maintaining security at each location. This training program is conducted in collaboration with the police to ensure that SATPAM members are adequately equipped to carry out their duties while respecting and protecting individual rights. [GRI 3-3]

By 2024, a total of 739 security personnel have successfully completed an intensive human rights training program. This training was designed to provide an in-depth understanding of human rights principles and how they apply to daily security duties. The program covered topics including:

- Understanding human rights as universal and fundamental rights that must be protected, respected, and defended. These rights cannot be ignored, diminished, or deprived except through lawful means and court decisions.
- The protection and enforcement of human rights to enhance human dignity.
- The obligation of every security personnel to apply and uphold the protection and respect for human rights in their duties and daily lives, while striving to avoid any human rights violations.

2024			
Security Service Providers	Total Personnel	Total number if security personnel trained	Percentage of security personnel trained
G4S	461	461	100%
ISS	231	231	100%
OCS	47	47	100%





DANONE
ONE PLANET. ONE HEALTH





About This Report

About This Report

As part of its commitment to transparency and accountability in sustainability practices, Danone Group in Indonesia (hereinafter referred to as the Company) consistently publishes Sustainability Reports as a means of communication to all stakeholders. This report covers the sustainability performance of Danone Aqua and Danone Specialized Nutrition (SN). [\[GRI 2-2\]](#)

The report includes information regarding the governance and the economic, social, and environmental performance of the Company for the period from January 1 to December 31, 2024. It does not include Financial Statements, as these statements for each entity have been audited by independent auditors and published separately. When presenting performance data, including policies and the management of environmental and social aspects, the report will clearly specify the scope of the relevant entity, indicating whether it encompasses all business entities or just a selection of them.

This report is prepared in accordance with internationally recognized sustainability reporting standards, specifically the Global Reporting Initiative (GRI), using the 'in accordance with' option from the GRI Standards 2021. Additionally, the Company adopts the standards set by the Sustainability Accounting Standards Board (SASB) for the Processed Foods industry sector. To enhance the quality of voluntary reporting, the Company also incorporates principles from various other frameworks, such as The Climate Disclosure Standards Board (CDSB), Task Force on Climate-related Financial Disclosures (TCFD), and standards from the International Financial Reporting Standards (IFRS), particularly IFRS S-1 and IFRS S-2, especially in conveying opportunities and risks related to sustainability and climate change to the Company's financial performance.

At the national level, although not mandated, the Company uses the Financial Services Authority Regulation No. 51/POJK.03/2017 as an additional reference to strengthen its reporting structure, particularly in alignment with relevant good practices in Indonesia.

Report Quality Guidelines [\[GRI 2-4\]](#) [\[GRI 2-14\]](#)

To ensure this report serves as a reliable reference in decision-making, the Company applies the principles of sustainability reporting quality which include:

- Accuracy;
- Balance;
- Clarity;
- Comparability;
- Completeness;
- Context of continuity;
- Timeliness; and
- Verifiability.

The Board of Directors is actively involved in preparing the report, from identifying material topics to gathering key information. The determination of material topics is conducted through stakeholder engagement, including the distribution of questionnaires and discussion forums, as outlined in the "Stakeholder Engagement" section.

Prior to publication, this Sustainability Report has been thoroughly reviewed, approved, and signed by the Board of Commissioners and Board of Directors.

Assurance by External Parties [\[GRI 2-5\]](#) [\[OJK G.1\]](#)

Currently, our Sustainability Report has not undergone any verification or assurance process by an independent external party. However, the Danone Group in Indonesia ensures that all information, both quantitative and qualitative, has undergone a rigorous internal verification process and has been approved by top management. This step is taken to uphold the accuracy and integrity of the submitted data.

Restated Information [\[GRI 2-4\]](#)

Suppose any data or information is restated from the previous year's report. In that case, the Company will provide a clear explanation of the reasons for the restatement and will highlight it in the relevant section of this report.

Reporting Period, Frequency and Contact Points [\[GRI 2-3\]](#) [\[GRI 2-26\]](#)

This report is published annually and covers the reporting period from January 1 to December 31, 2024. Feedback, questions, or requests for additional information regarding our Sustainability Report can be directed to:

Corporate Communication Department
Danone Group in Indonesia
 RDTX Place 5th-9th Floor
 Jl. Prof. DR. Satrio Kav. 3, Karet Kuningan, Setiabudi
 South Jakarta, 12940
 Email: corporate.communicationID@danone.com

Response to Previous Report Feedback [OJK G.3]

The Company did not receive any feedback on the previous year's Sustainability Report. Therefore, there is no specific response to external feedback in this Report.



Stakeholder Engagement [GRI 2-29] [OJK E.4]

Stakeholder engagement is essential for determining business success. For this reason, the Company employs a specific method to engage with its stakeholders, enabling it to optimize its contributions to them. This approach includes both formal and informal communication processes as a means to gather constructive feedback and input. The identification and mapping process is conducted internally, involving several representatives from stakeholders.

Stakeholder Category	Engagement Methods and Frequency of Meetings	Context of Engagement
Shareholders Basis for determination: <ul style="list-style-type: none"> • Influence • Responsibility 	<p>Meetings among shareholders take place through General Meetings of Shareholders, which include both Annual and Extraordinary meetings. The Annual General Meeting of Shareholders (AGM) occurs once a year and must be held within six months after the end of the financial year, covering the agenda items specified in the context of the engagement.</p> <p>Extraordinary General Meetings (EGM) can be scheduled at any time according to the Company's needs to address issues outside the agenda set during the AGM.</p>	<ol style="list-style-type: none"> 1. Approve the accountability report of the Company's Board of Directors, which includes the Company's financial statements and annual report. 2. Approve and ratify the Company's balance sheet and profit and loss statement. 3. Determine the allocation of the Company's profits. 4. Grant full release and discharge (<i>acquies et de charge</i>) to all members of the Company's Board of Directors and Board of Commissioners for their management and supervisory actions carried out during the financial year, as reflected in the Company's annual report and financial statements. 5. Appoint a Public Accountant to audit the Company's financial statements for the current financial year, and authorize the Company's Board of Directors to determine the honorarium for the Public Accountant and other terms of appointment. 6. Set the salary and/or remuneration for the Company's Board of Directors and Board of Commissioners
Employee/Union Basis for determination: Representativeness	<p>Meetings or gatherings as needed.</p>	<ol style="list-style-type: none"> 1. Education on relevant laws and regulations. 2. Participation in compliance with laws and regulations. 3. Discussion and socialization of changes in company policies.
Customer Basis for determination: Influence	<p>Periodic meetings with distributors as needed</p>	<ol style="list-style-type: none"> 1. Product information. 2. Communication (advertising).

Stakeholder Category	Engagement Methods and Frequency of Meetings	Context of Engagement
Supplier Basis for determination: Dependability	Regular meetings every 1, 3, or 6 months as needed.	1. Selection and evaluation of partners. 2. Socialization of policies and procedures. 3. Fostering good relations. 4. Compliance with laws and regulations for supplied materials. 5. Assistance with international scientific or regulatory references.
Government Basis for determination: <ul style="list-style-type: none"> • Influence • Representation • Formal meetings. • Forums are conducted as needed during regulation-making and joint events, such as seminars, talk shows, and discussions 	<ul style="list-style-type: none"> • Formal meetings. • Forums are conducted as needed during regulation-making and joint events, such as seminars, talk shows, and forum group discussions. 	1. Actively participate in advancing the government's agenda in line with Danone's vision of "One Planet, One Health" and the Danone Impact Journey. 2. Collaborate on sustainability programs. 3. Contribute to policy development. 4. Foster harmonious and productive relationships. 5. Engage in socialization efforts to actively propose the development of regulations and provide input on draft regulations or standards being formulated by the government.
Organization/ Association Basis for determination: <ul style="list-style-type: none"> • Influence • Representativeness • Proximity 	<ul style="list-style-type: none"> • Formal meetings. • Quarterly meetings • Forums are held as needed during rulemaking, including audience meetings, cross-association meetings, and joint events such as seminars, talk shows, and forum group discussions. 	1. Partnership in sustainability programs. 2. Discussion on how to achieve sustainability goals. 3. Discussion on the ease of doing business in Indonesia. 4. Development of policies. 5. Discussion of national issues. 6. Establishing harmonious and productive relationships. 7. Needs and industry mapping. 8. Joint program planning. 9. Actively proposing regulations and providing input on draft regulations and standards being developed by the government. 10. Education on regulations and technical materials related to the food industry.
Community/society Basis for determination: Proximity	Meetings as needed.	1. Community needs assessment. 2. Joint program discussions and evaluations. 3. Community development training. 4. Program monitoring and evaluation.

Determining Material Topics [GRI 3-1]

Danone Group in Indonesia regularly conducts materiality assessments to establish strategic priorities, evaluate the effectiveness of the company's sustainability commitments, and engage key stakeholders by considering their feedback. This process involves both internal and external stakeholders, such as government representatives, media, NGOs, distributors, and consumers. The topics included in this Sustainability Report have also been reviewed by experts in relevant fields and related CL. These experts submit their findings, which are then approved by the appropriate CL.

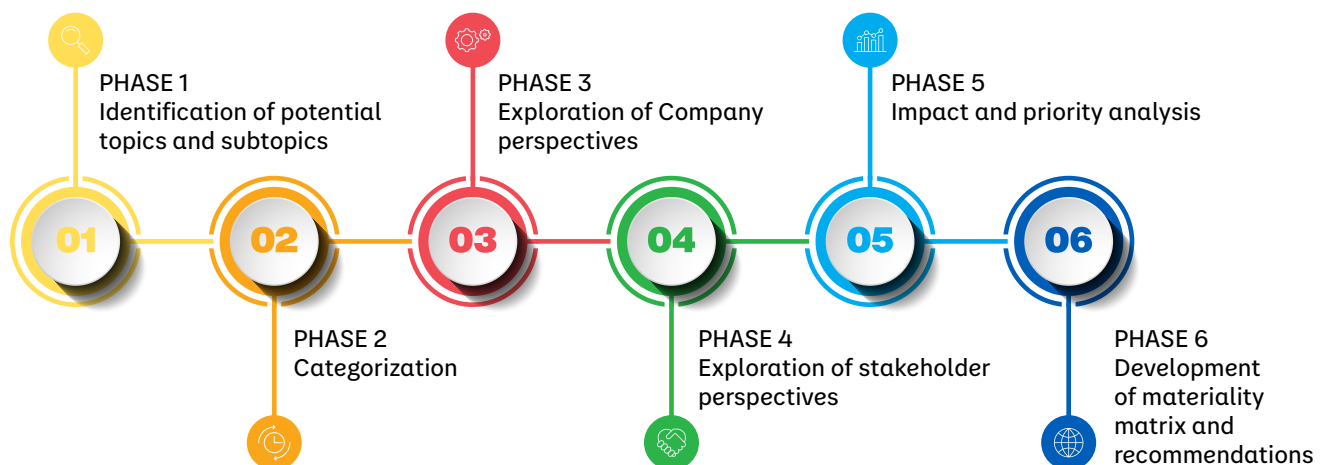
Our method for measuring materiality employs a double-materiality assessment approach that includes two aspects of impact measurement: (1) Impact Materiality, which identifies how the Company's business activities related to 27 materiality issues affect society and the environment, and (2) Financial/Business Materiality, which assesses how sustainability issues—such as climate change, new environmental regulations, or shifts in consumer demands—impact the business.

Danone Group in Indonesia conducts a thorough analysis of each finding through a rigorous validation process from both internal and external perspectives. Internally, we assess the impact of each material topic on the Company's business as well as the broader social and environmental implications. Additionally, we perform risk assessments to further validate the material topics. Externally, we engage stakeholders to gather both qualitative and quantitative inputs, ensuring a comprehensive understanding of the perceptions surrounding our business operations.

Our approach to measuring materiality reflects our commitment to transparency, accountability, and sustainable progress. It contributes to shaping a future where our business can thrive alongside a healthier society and a harmonious environment.

Material Topics [GRI 3-2]

The determination of material topics in our Sustainability Report is done through a structured process that includes the following steps:



Based on the results of mapping both internal and external strategic issues, it is clear that the main concerns of stakeholders, as represented by the respondents, can be categorized into three groups: issues with a higher impact, issues with a medium impact, and issues with a lower impact.

1. Higher Impact Issue Category

This category includes the most significant issues that greatly affect both Danone Indonesia's business and its stakeholders. The details are as follows:

Topic	Issue	Impact Category	
		Company	Stakeholders
Health	Nutritional quality of products	Significant	Significant
	Responsible marketing and promotional activities	Significant	Significant
	Product safety and quality	Significant	Significant
	Product accessibility and affordability	Significant	Significant
Environment	Packaging and waste	Significant	Significant
	Climate action and decarbonization	Significant	Significant
	Water resource management	Significant	Significant
	Sustainable sourcing	Significant	Significant
Employees	Training and development	Significant	Significant
	Compensation and remuneration	Significant	Significant
	Organizational climate	Significant	Significant
Governance	Other issues (boycotts)	Significant	Significant
	Business ethics policy and compliance	Significant	Significant
	Human rights across the value chain	Significant	Significant

2. Medium Impact Issue Category

Issues that significantly impact one party (Company or stakeholders) but are only deemed important by the other party:

Topic	Issue	Impact Category	
		Company	Stakeholders
Governance	Risk governance	Significant	Important
	Internal Audit	Significant	Important
Community	Community health	Important	Significant
	Sanitation and access to clean water	Important	Significant
Health	Research and development and product innovation	Significant	Important

3. Lower Impact Issue Category

The issues considered to have a minimal impact on the Company's business and stakeholders, but are still deemed important for both parties, are as follows:

Topic	Issue	Impact Category	
		Company	Stakeholders
Community	Community engagement and empowerment	Important	Important
	Community economic development and well-being	Important	Important
	Women, diversity and inclusion	Informative	Important
Environment	Sustainable agriculture	Important	Important
	Biodiversity protection and regeneration	Important	Important
Employees	Workplace diversity and inclusion	Important	Important
	Occupational health and safety (OHS) and employee well-being	Important	Important
Governance	Disclosure and transparency	Important	Important

As such, the material topics in our Sustainability Report this year are as follows:

Health	Nutritional quality in products	-
	Responsible marketing and promotional activities	206-1,417-1,417-2,417-3
	Product safety and quality	416-1,416-2
	Product access and affordability	-
	Research and development and product innovation	416-1
Environment	Packaging and waste	301-1, 306-1, 306-2, 306-3, 306-4, 306-5, 308-1, 308-2, 414-1, 414-2
	Climate action and decarbonization	302-1, 302-2, 302-3, 302-4, 302-5, 304-1, 304-2, 304-3, 304-4, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6
	Water resource stewardship	303-1,303-2,303-3,303-4,303-5
	Sustainable sourcing	-
	Sustainable farming	-
	Biodiversity protection and regeneration	304-1,304-2
Community	Public Health	413-1,413-2
	Sanitation and access to clean water	203-1, 203-2, 411-1, 413-1, 413-2
	Community relations and empowerment	413-1
	Economy and community well-being	413-1
	Women, diversity and inclusion	413-1
Employees	Training and development	403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 404-1, 404-2, 404-3
	Compensation and remuneration	202-1,401-2
	Organizational climate	401,403,404,405,406-407,408,409
	Diversity and inclusion in the workplace	202-1, 202-2, 401-1, 401-2, 401-3, 405-1, 405-2, 406-1
	Occupational health and safety (OHS) and employee well-being	403-1 – 403-10
Governance	Other issues (boycotts)	-
	Business ethics policy and compliance	2-24,2-27
	Human rights throughout the value chain	201-3
	Disclosure and transparency	-
	Risk governance	-
	Internal audit	-

Regarding the above material topics, there were no significant actual negative impacts such as environmental violations, human rights violations, losses to the surrounding community, and other matters that could harm all stakeholders throughout 2024.

In comparison to the previous year's report, several noteworthy changes have been implemented:

- A substantial number of material topics have been incorporated into each aspect.
- Governance aspects have been added to the category of material topics.

Materiality and Cluster Issue Matrix



Disclosure Index Based on SEOJK No. 16/SEOJK.04/2021 [OJK G.4]

Index Number	Index Name	Page
Sustainability Strategy		
A.1	Explanation of Sustainability Strategy	36-41
Overview of Sustainability Performance		
B.1	Overview of Economic Performance	4
B.2	Overview of Environmental Performance	5-9
B.3	Overview of Social Performance	10-14
Company Profile		
C.1	Sustainability Vision, Mission and Values	21-22
C.2	Company Address	20
C.3	Company Scale	23
C.4	Products, Services, and Business Activities	24
C.5	Membership in Associations	30
C.6	Significant Organizational Changes	29
Statement from the Board of Directors		
D.1	Statement from the Board of Directors	15-17
Sustainability Governance		
E.1	Person in Charge for Sustainable Finance Implementation	45
E.2	Competency Development Related to Sustainable Finance	46
E.3	Risk Assessment on Sustainable Finance Implementation	54
E.4	Stakeholder Engagement	151
E.5	Challenges in Implementing Sustainable Finance	17, 58
Sustainability Performance		
F.1	Activities to Foster Sustainability Culture	36-41
Economic Performance		
F.2	Comparison of Targets and Performance in Production, Financing or Investment, Revenue, and Profit or Loss	90
F.3	Comparisons of Portfolio Targets and Performance, Financing, or Investment Targets in Financial Instruments or Aligned Projects	90
Environmental Performance		
General		
F.4	Environmental Costs	90
Material Aspects		
F.5	Use of Environmentally Friendly Materials	59
Energy Aspects		
F.6	Total and Intensity of Energy Consumption	65-66
F.7	Energy Efficiency Measures and Achievements, and Use of Renewable Energy	61
Water Aspects		
F.8	Water Consumption	69

Index Number	Index Name	Page
Biodiversity Aspects		
F.9	Impact of Operational Areas Near or Within Conservation Areas or Areas with Biodiversity	80
F.10	Biodiversity Conservation Efforts	80
Emission Aspects		
F.11	Total and Intensity of Emissions Produced by Type	68
F.12	Emission Reduction Measures and Achievements	68
Waste and Effluent Aspects		
F.13	Total Waste and Effluent Generated by Type	86
F.14	Waste and Effluent Management Mechanism	85
F.15	Spills Occurred (If Any)	85
Environmental Complaints Aspects		
F.16	Number and Nature of Environmental Complaints Received and Resolved	87
Social Performance		
F.17	Commitment of Financial Services Institutions, Issuers, or Public Companies to Provide Equal Access to Products and/or Services for Consumers	108
Employment Aspects		
F.18	Equal Employment Opportunity	126
F.19	Child Labor and Forced Labor	49, 146
F.20	Regional Minimum Wage	127
F.21	Decent and Safe Working Environments	132
F.22	Employee Training and Skills Development	140
Community Aspects		
F.23	Operational Impact on Communities	90
F.24	Public Complaints	105
F.25	Corporate Social and Environmental Responsibility Activities	90-104
Responsibility for Sustainable Product/Service Development		
F.26	Innovation and Development of Sustainable Financial Products/Services	112
F.27	Products/Services Evaluated for Customer Safety	113
F.28	Impacts of Products/Services	113
F.29	Number of Recalled Products	120
F.30	Customer Satisfaction Survey on Sustainable Financial Products and/or Services	123
Others		
G.1	Written Verification from an Independent Party, If Any	150
G.2	Feedback Sheet	172
G.3	Response to Feedback from the Previous Year's Report	151
G.4	Disclosure List	157

GRI 2021 Content Index

Statement of Use	Danone Group in Indonesia has reported in accordance with the GRI Standards for the period January 1, 2024 to December 31, 2024.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

GRI Standard/Other Source		Disclosure	Omission		Page Reference
			Requirement Omitted	Explanation	
THE ORGANIZATION AND REPORTING PRACTICES					
GRI 2 : General Disclosures 2021	2-1	Organizational Details			20
	2-2	Entities included in the organization's sustainability reporting			20
	2-3	Reporting period, frequency and contact point			150
	2-4	Restatements of information			150
	2-5	External assurance			150
ACTIVITIES AND WORKERS					
GRI 2 : General Disclosures 2021	2-6	Activities, value chain and other business relationships			20, 23, 26, 29
	2-7	Employees			126
	2-8	Workers who are not employees			127
GOVERNANCE					
GRI 2 : General Disclosures 2021	2-9	Governance structure and composition			45
	2-10	Nomination and selection of the highest governance body			45
	2-11	Chair of the highest governance body			45
	2-12	Role of the highest governance body in overseeing the management of impacts			45, 54
	2-13	Delegation of responsibility for managing impacts			45
	2-14	Role of the highest governance body in sustainability reporting			150
	2-15	Conflicts of interest			48
	2-16	Communication of critical concerns			47, 119
	2-17	Collective knowledge of the highest governance body			46
	2-18	Evaluation of the performance of the highest governance body			47
	2-19	Remuneration policies			47
	2-20	Process to determine remuneration			47
	2-21	Annual total compensation ratio			47
STRATEGY, POLICIES, AND PRACTICES					
GRI 2 : General Disclosures 2021	2-22	Statement on sustainable development strategy			36-41
	2-23	Policy commitments			48, 50, 53, 90
	2-24	Embedding policy commitments			48, 50
	2-25	Processes to remediate negative impacts			53, 87, 119
	2-26	Mechanisms for seeking advice and raising concerns			5, 150
	2-27	Compliance with laws and regulations			49, 52, 114, 146
	2-28	Membership associations			30

GRI Standard/Other Source		Disclosure	Omission		Page Reference
			Requirement Omitted	Explanation	
STAKEHOLDER ENGAGEMENT					
	2-29	Approach to stakeholder engagement			151-152
	2-30	Collective bargaining agreements			131
DISCLOSURE ON MATERIAL TOPICS					
	3-1	Process to determine material topics			153
	3-2	List of material topics			153-156
DISCLOSURE ON MATERIAL TOPICS					
ECONOMIC PERFORMANCE					
Material Topics 2021	3-3	Management of material topics			55, 130
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change			55
	201-3	Defined benefit plan obligations and other retirement plans			130
MARKET PRESENCE					
Material Topics 2021	3-3	Management of material topics			127
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage			127
	202-2	Proportion of senior management hired from the local community			127
INDIRECT ECONOMIC IMPACTS					
GRI 3: Material Topics 2021	3-3	Management of material topics			103
GRI 203: Indirect Economic Impacts	203-1	Infrastructure Investments and Services Supported			103-104
	203-2	Indirect Economic Impacts			41, 97
PROCUREMENT PRACTICES					
GRI 3: Material Topics 2021	3-3	Management of material topics			122
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers			122
ANTI-CORRUPTION					
GRI 3: Material Topics 2021	3-3	Management of material topics			50
	205-2	Communication and training about anti-corruption policies and procedures			50-51
	205-3	Confirmed incidents of corruption and actions taken			51
ANTI-COMPETITIVE BEHAVIOR					
GRI 3: Material Topics 2021	3-3	Management of material topics			52
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices			52
MATERIALS					
GRI 3: Material Topics 2021	3-3	Management of material topics			50
GRI-301: Materials 2016	301-1	Materials used by weight or volume			60
	301-3	Recovered products and their packaging materials			82
ENERGY					
GRI 3: Material Topics 2021	3-3	Management of material topics			61
GRI 302: Energy 2016	302-1	Energy consumption within the organization			64-65
	302-3	Energy intensity			65-66
	302-4	Reduction of energy consumption			66
	302-5	Reductions in Energy Requirements of Products and Services			61-64

GRI Standard/Other Source		Disclosure	Omission		Page Reference
			Requirement Omitted	Explanation	
WATER AND EFFLUENTS					
GRI 3: Material Topics 2021	3-3	Management of material topics			70
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource			69
	303-2	Management of water discharge-related impacts			69, 73-74
	303-3	Water withdrawal			69-70
	303-4	Water discharge			73-74
	303-5	Water consumption			77
BIODIVERSITY					
GRI 3: Material Topics 2021	3-3	Management of material topics			66
GRI-304: Biodiversity	304-1	Operational sites owned, leased, managed, or adjacent to protected areas and areas of high biodiversity value outside protected areas			78-80
	304-2	Significant impact of activities, products and services on biodiversity			80
	304-3	Protected or restored habitat			80-81
	304-4	IUCN Red List species and national conservation list species with habitats within areas affected by operations			81
EMISSIONS					
GRI 3: Material Topics 2021	3-3	Management of material topics			66
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions			66-67
	305-2	Energy indirect (Scope 2) GHG emissions			67
	305-3	Other indirect (Scope 3) GHG Emissions			67-68
	305-4	GHG emissions intensity			68
	305-5	Reduction of GHG Emissions			68-69
	305-6	Emissions of Ozone-Depleting Substances (ODS)			69
WASTE					
GRI 3: Material Topics 2021	3-3	Management of material topics			85
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts			85-86
	306-2	Management of significant waste-related impacts			85
	306-3	Waste generated			86
	306-4	Waste diverted from disposal			86
	306-5	Waste directed to disposal			86
SUPPLIER ENVIRONMENTAL ASSESSMENT					
GRI 3: Material Topics 2021	3-3	Management of material topics			
GRI-308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria			121
	308-2	Negative environmental impacts in the supply chain and actions taken			121
EMPLOYMENT					
GRI 3: Material Topics 2021	3-3	Management of material topics			128
GRI 401: Employment 2016	401-1	New employee hires and employee turnover			128
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees			129
	401-3	Parental leave			131

GRI Standard/Other Source		Disclosure	Omission		Page Reference
			Requirement Omitted	Explanation	
LABOR/MANAGEMENT RELATIONS					
GRI 3: Material Topics 2021	3-3	Management of material topics			131
GRI-402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes			131
OCCUPATIONAL HEALTH AND SAFETY					
GRI 3: Material Topics 2021	3-3	Management of material topics			132
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system			132
	403-2	Hazard identification, risk assessment, and incident investigation			133-134
	403-3	Occupational health services			134
	403-4	Worker participation, consultation, and communication on occupational health and safety			135
	403-5	Worker training on occupational health and safety			135
	403-6	Promotion of worker health			135
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships			133-134, 137
	403-8	Workers covered by an occupational health and safety management system			132, 134
	403-9	Work-related injuries			137-139
	403-10	Work-related ill health			139
TRAINING AND EDUCATION					
GRI 3: Material Topics 2021	3-3	Management of material topics			140
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee			140-141
	404-2	Programs for upgrading employee skills and transition assistance programs			141
	404-3	Percentage of employees receiving regular performance and career development reviews			145
DIVERSITY AN EQUAL OPPORTUNITY					
GRI 3: Material Topics 2021	3-3	Management of material topics			142
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees			142
	405-2	Ratio of basic salary and remuneration of women to men			127
NON-DISCRIMINATION					
GRI 3: Material Topics 2021	3-3	Management of material topics			146
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken			146
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
GRI 3: Material Topics 2021	3-3	Management of material topics			132
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			132
CHILD LABOR					
GRI 3: Material Topics 2021	3-3	Management of material topics			146
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor			146

GRI Standard/Other Source		Disclosure	Omission		Page Reference
			Requirement Omitted	Explanation	
FORCED OR COMPULSORY LABOR					
GRI 3: Material Topics 2021	3-3	Management of material topics			146
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of child labor			146
SECURITY PRACTICES					
GRI 3: Material Topics 2021	3-3	Management of material topics			147
GRI-410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures			147
RIGHTS OF INDIGENOUS PEOPLES					
GRI 3: Material Topics 2021	3-3	Management of material topics			146
GRI-411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples			146
LOCAL COMMUNITIES					
GRI 3: Material Topics 2021	3-3	Management of material topics			90
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs			90-105
	413-2	Operations with significant actual and potential negative impacts on local communities			105, 147
SUPPLIER SOCIAL ASSESSMENT					
GRI 3: Material Topics 2021	3-3	Management of material topics			123
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria			121, 123
	414-2	Negative social impacts in the supply chain and actions taken			121, 123
PUBLIC POLICY					
GRI 415: Public Policy 2016	415-1	Political contributions			147
CUSTOMER HEALTH AND SAFETY					
GRI 3: Material Topics 2021	3-3	Management of material topics			113
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories			113-114
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services			120
MARKETING AND LABELING					
GRI 3: Material Topics 2021	3-3	Management of material topics			117
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling			117
	417-2	Incidents of non-compliance concerning product and service information and labeling			117
	417-3	Incidents of non-compliance concerning marketing communications			117
CUSTOMER PRIVACY					
GRI 3: Material Topics 2021	3-3	Management of material topics			120
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data			120

Index of Food Processing Supplement Disclosure

Disclosure Code	Disclosure	Page
FP1	Percentage of purchased volume from suppliers compliant with company's sourcing policy	121
FP2	Percentage of purchased volume which is verified as being in accordance with credible, internationally recognized responsible production standards, broken down by standard.	122
FP3	Percentage of working time lost due to industrial disputes, strikes, and/or lock-outs, by country.	139
FP4	Initiatives, literacy, partnerships, and product development that promote healthy lifestyles; the prevention of chronic disease; access to healthy, nutritious, and affordable food; and improved welfare for communities in need.	116
FP5	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards.	114
FP6	Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium, and added sugars.	114
FP7	Percentage of total sales volume of consumer products, by product category, that contain increased nutritious ingredients such as fiber, vitamins, minerals, phytochemicals, or functional food additives	115
FP8	Policies and practices on communication to consumers about ingredients and nutritional information.	117
FP9	Percentage and total of animals raised and/or processed, by species and breed type.	122
FP10	Policies and practices, by species and breed type, related to physical alterations and the use of anaesthetic.	122
FP11	Percentage and total of animals raised and/or processed, by species and breed type, per housing type.	122

Index of SASB Processed Foods Industry Standard

Topic	Metric	Category	Code	Page
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	FB-PF-130a.1	64
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	FB-PF-140a.1	69
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	FB-PF-140a.2	72
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	FB-PF-140a.3	72
Food Safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Quantitative	FB-PF-250a.1	123
	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a GFSI-recognized food safety certification program	Quantitative	FB-PF-250a.2	114
	(1) Total number of notices of food safety violation received, (2) percentage corrected	Quantitative	FB-PF-250a.3	120
	(1) Number of recalls issued, (2) total amount of food product recalled	Quantitative	FB-PF-250a.4	120
Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes	Quantitative	FB-PF-260a.1	90
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Discussion and Analysis	FB-PF-260a.2	113-115
Product Labeling & Marketing	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	Quantitative	FB-PF-270a.1	116
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Quantitative	FB-PF-270a.2	117
	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Quantitative	FB-PF-270a.3	116
	Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices	Discussion and Analysis	FB-PF-270a.4	116

Topic	Metric	Category	Code	Page
Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, (3) percentage that is recyclable, reusable, and/or compostable	Quantitative	FB-PF-410a.1	59-60,109-110
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	FB-PF-410a.2	60
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of food ingredients sourced that are certified to third-party environmental and/or social standards, and percentages by standard	Quantitative	FB-PF-430a.1	114, 123
	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Quantitative	FB-PF-430a.2	123
Ingredient Sourcing	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	Discussion and Analysis	FB-PF-440a.2	25, 121-123

Ten Principles of United Nation Global Compact Index

Human Rights		Page
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	146
Principle 2	Make sure that they are not complicit in human rights abuses.	146
Labour		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	146
Principle 4	The elimination of all forms of forced and compulsory labor.	146
Principle 5	The effective abolition of child labor.	146
Principle 6	The elimination of discrimination in respect of employment and occupation.	146
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges.	55, 58
Principle 8	Undertake initiatives to promote greater environmental responsibility.	59-87
Principle 9	Encourage the development and diffusion of environmentally friendly technologies.	61-64, 82
Anti-Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	50

IFRS S1 Index (General Requirements for Disclosure of Sustainability-related Financial Information)

Governance		Page
S1.27a.	The board, committee, or equivalent body—or individual—responsible for oversight of sustainability-related risks and opportunities.	45-46
S1.27a.1	Responsibilities assigned for managing sustainability-related risks and opportunities.	45
S1.27a.2	Training and development programs provided to individuals responsible for sustainability-related matters.	46
S1.27a.3	How and how often the governing body or responsible individuals are informed about sustainability-related risks and opportunities.	54
S1.27a.4	The identification and management of sustainability-related risks and opportunities.	54
S1.27a.5	How the governing body or responsible individuals monitor targets related to sustainability risks and opportunities, and whether performance metrics are linked to remuneration policies.	(remuneration not yet linked to sustainability performance)
S1.27b.	The role of the governance body in monitoring, managing, and overseeing sustainability-related risks and opportunities.	54
S1.27b.1	Delegation of responsibilities to specific management-level positions and the oversight mechanisms applied.	54
S1.27b.2	Oversight procedures related to sustainability-related risks and opportunities.	54
Strategy		
S1-29a	Sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects.	17, 36-41, 54-55
S1-29b	The current impact and mitigation efforts for the sustainability-related risks and opportunities on the entity's business model and value chain.	17, 36-41, 55
S1-29c	The effects of sustainability-related risks and opportunities on the entity's overall strategy and decision-making.	17, 36-41
S1-29d	The effects of sustainability-related risks and opportunities on financial performance and cash flows during the reporting period and expected future periods, and mitigation efforts in the short, medium, and long term.	17, 36-41
S1-29e	How resilient is the entity's strategy and business model in adapting to uncertainty arising from sustainability-related risks.	17, 36-41
Risk Management		
S1-43a	The entity's processes to identify, assess, prioritize, and monitor sustainability-related risks and opportunities.	54
S1-43b	How the company assesses its risk profile and integrates sustainability-related risk processes into overall risk management.	55
Metrics and Targets		
S1-46a	Metrics required by IFRS Sustainability Disclosure Standards.	168-170
S1-46b	Metrics used by the entity to measure and monitor sustainability-related risks or opportunities that are mandated by laws or regulations.	157-158

IFRS S2 Index

(Climate-related Disclosures)

Governance		Page
S2.6a	The governance body (which may include the board, a committee, or an equivalent body responsible for governance) or individuals accountable for overseeing climate-related risks and opportunities.	45-46
S2.6a1	Responsibilities for climate-related risks and opportunities are reflected in terms of reference, mandates, role descriptions, and other applicable governance policies.	45-46
S2.6a2	Skills and competencies developed for those responsible for managing climate-related risks and opportunities.	46
S2.6a3	The frequency with which the governance body or individuals are informed about climate-related risks and opportunities.	47
S2.6a4	How the entity incorporates climate-related risks and opportunities into its strategic and policy decisions.	54-55
S2.6a5	How those responsible for oversight monitor the setting of targets and track progress on climate-related risks and opportunities, including how performance metrics are integrated into remuneration policies.	(remuneration has not yet linked to climate-related performance)
S2.6b	The role of the governance body in managing and overseeing climate-related risks and opportunities.	54
S2.6b1	Whether this role is delegated to a specific position or committee and how oversight is conducted.	54
S2.6b2	Controls and procedures in place to support oversight of climate-related risks and opportunities, and how these are integrated with other internal functions.	54-55
Strategy		
S2.9a	The climate-related risks and opportunities that are reasonably expected to affect the entity's prospects.	55
S2.9b	The current and anticipated impacts of climate-related risks and opportunities.	55
S2.9c	The effects of the risks and opportunities on strategy and decision-making, including disclosure of any climate transition plans.	55
S2.9d	The actual and potential impacts of climate-related risks and opportunities on the entity's financial performance and cash flows during the reporting period and over the short, medium, and long term.	55
S2.9e	The resilience of the entity's strategy and business model in relation to climate-related changes, developments, and uncertainties, including through scenario analysis.	55

Risk Management		Page
S2.25a	The processes and related policies used by the entity to identify, assess, prioritize, and monitor climate-related risks.	55
S2.25b	The processes used to identify, assess, prioritize, and monitor climate-related opportunities, including whether and how climate-related scenario analysis is applied.	55
S2.25c	To what extent, and how, are the processes for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities integrated into the overall risk management?	55
Metrics and Targets		
S2.29a	Disclosure of Scope 1, Scope 2, and Scope 3 greenhouse gas emissions and the methodologies used to calculate them.	66-68
S2.29b	Climate-related transition risks – the amount and percentage of assets or business activities exposed to climate transition risks.	55
S2.29c	Climate-related physical risks – the amount and percentage of assets or business activities exposed to climate physical risks.	55
S2.29d	Climate-related opportunities – the amount and percentage of assets or business activities aligned with climate-related opportunities.	55
S2.29e	The amount of capital expenditure, financing or investment deployed to address climate-related risks and opportunities.	55
S2.29f	The internal carbon price applied per metric ton of greenhouse gas emissions.	N/A
S2.29g	Whether and how executive remuneration incorporates climate-related performance factors.	(remuneration has not yet linked to climate-related performance)
S2.30	Quantitative and qualitative climate-related targets the entity has set to monitor progress toward strategic goals, as well as any targets required by laws or regulations, including greenhouse gas emission reduction targets.	55







Task Force on Climate-related Financial Disclosure (TCFD)

Governance	Page
The Board's oversight of climate-related risks and opportunities.	54-55
The Management's role in assessing and managing climate-related risks and opportunities.	54-55
Strategy	
The climate-related risks and opportunities the organization has identified over the short, medium, and long term.	55
The impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	55
The resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	55
Risk Management	
The organization's processes for identifying and assessing climate-related risks.	55
The organization's processes for managing climate-related risks.	55
Processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	55
Metrics and Targets	
The metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	55
Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions, and the related risks.	66-68
The targets used by the organization to manage climate-related risks and opportunities and performance against those targets.	55

Support for the Implementation of Sustainable Development Goals

Support for the Implementation of Sustainable Development Goals in accordance with Presidential Regulation of the Republic of Indonesia No. 59 of 2017			Page
	Ending all forms of poverty everywhere:	<ul style="list-style-type: none"> Provide access to clean water and sanitation for underprivileged communities through WASH programs. Implement economic development programs for impoverished communities through regenerative agriculture and young farmer programs as sources of livelihood. Employ people with disabilities as part of the Company's commitment to upholding equality and supporting poverty alleviation. Deliver healthcare facilities to vulnerable communities, including basic immunizations and treatment for infant malnutrition. Enroll all employees in the national health insurance program (BPJS) and private insurance to mitigate the risk of income loss or reduction due to illness, occupational accidents, old age/retirement, or death. Reduce poverty through job creation. Provide aid and assistance to victims of natural disasters. 	9, 70, 75-77, 102 8, 72-73 40 38, 91-95 13, 130, 134 127-128 103, 105
	Eliminate hunger, achieving food security and improved nutrition, and promoting sustainable agriculture:	<ul style="list-style-type: none"> Prevalence of malnutrition among children under five through various programs such as the Gasing NEKMESE Program, Isi Piringku, GESID, and others. Support for sustainable food agriculture to improve the quality of safe and healthy agricultural products while preserving environmental ecosystem. 	38, 91-95 8, 72-73
	Ensure healthy lives and promote well-being:	<ul style="list-style-type: none"> Health education to prevent nutritional issues among pregnant women and children under five through the Forst 1,000 Days of Life Program. Stunting intervention programs for children under five. Support for community health posts (POSYANDU) and public health centers (PUSKESMAS) 	91 38, 91-95 92, 95-96, 98
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all:	<ul style="list-style-type: none"> Support health education and healthy behaviors in schools through the Gasing NEKMESE program. Early childhood care and education (ECCE) Supply clean water and proper sanitation facilities for educational institutions 	10, 95 11, 93-95, 103 9, 77, 102
	Achieve gender equality and empower women:	<ul style="list-style-type: none"> Equal opportunities as reflected in the proportion of women in managerial positions. Responsive policies that support women's empowerment, such as Rumah Bunda Sehat (RBS) and AQUA Home Service (AHS) programs which empower homemakers. Zero discrimination against women. Reduce incidents of violence/harassment against women through the adoption of anti-harassment policies. 	143-145 96-97 40, 53, 128, 146 53, 146

SDGs	Support for the Implementation of Sustainable Development Goals in accordance with Presidential Regulation of the Republic of Indonesia No. 59 of 2017	Page
	<p>Ensure availability and sustainable management of clean water and sanitation for all:</p> <ul style="list-style-type: none"> Through the Water Access, Sanitation, and Hygiene (WASH) program, provide access to clean, safe drinking water sources. Through the Clean and Healthy Lifestyle campaign, provide clean sanitation facilities by building septic tanks and hygienic latrines. Implement water efficiency programs within the company (reduce, reuse, recycle). Manage wastewater safely to minimize the impact of wastewater disposal on the surrounding environment. Protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, and groundwater. For example, the watershed conservation programs are carried out in collaboration with local governments and community participation. 	<p>9, 70, 75-77, 102 75, 77, 93-95, 102 39, 73-74 74 39-40, 70-71, 77</p>
	<p>Ensure affordable, reliable, sustainable, and modern energy access for all:</p> <ul style="list-style-type: none"> Implement policies for efficient and responsible energy use. Use of new renewable energy through the adoption of solar power systems. 	<p>39, 61, 68 63-65</p>
	<p>Promote inclusive and sustainable economic growth, productive and comprehensive employment opportunities, and decent work for all:</p> <ul style="list-style-type: none"> Employment that contributes to economic growth. Implementation of minimum wage standards in accordance with provincial minimum wage regulations. No forced labor or child labor across all operational areas. Implementation of Occupational Health and Safety (OHS) standards to create a safe and healthy work environment. Zero fatal workplace accidents. Freedom of association. Economic empowerment of communities, including through the AQUA Home Service (AHS) program. 	<p>127-128 127 49, 146 14, 132-139 14, 138 132, 146 97</p>
	<p>Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation:</p> <ul style="list-style-type: none"> Infrastructure support to ensure access to clean water, sanitation, and other community facilities. Innovation, particularly in the use of recyclable product packaging. Support product development through research to deliver sustainable product innovations. Adopt renewable energy innovations to reduce greenhouse gas emissions (clean industry). 	<p>16, 76, 83, 103-104 59-60 38, 59, 112 61-62</p>
	<p>Reduce inequality:</p> <ul style="list-style-type: none"> Social and economic inclusion for all, regardless of age, gender, race, ethnicity, origin, religion, or disability. This policy applies to workforce recruitment, minimum wage implementation, and CSR activities or inclusive community economic empowerment programs. Respect and uphold human rights, demonstrated by the absence of incidents or discrimination related to human rights. Enroll all employees in the National Social Security Program for Employment. 	<p>40-41, 90, 127, 142, 145-146 53 13, 134</p>
	<p>Make cities and settlements inclusive, safe, resilient, and sustainable: Waste management to reduce the adverse impact on the settlement environment through the #BijakBerplastik program.</p>	<p>8, 16, 58-59, 82-84</p>

Support for the Implementation of Sustainable Development Goals in accordance with Presidential Regulation of the Republic of Indonesia No. 59 of 2017		
SDGs		Page
	<p>Ensure sustainable production and consumption patterns:</p> <ul style="list-style-type: none"> Efficient use of natural resources through reuse, reduce, recycle approaches. Adoption of renewable energy, the #BijakBerplastik program. Manage hazardous and toxic waste including recycling. Implement ISO 14001 standards. Mitigate production waste to minimize adverse impacts on human health and the environment, as reflected in achieving PROPER Gold and Green ratings. Sustainable procurement practices through the implementation of Supplier Ethical Data Exchange (Sedex) and the Roundtable on Sustainable Palm Oil (RSPO) standards. Environmentally friendly products using recyclable and reusable packaging. Promoting a culture of sustainable development, demonstrated by the consistent publication of Sustainability Reports. 	<p>8, 16, 39, 58-59, 73-74, 82-84 85-86 33, 114 5, 17, 31, 73 4, 61, 121-122 59-60 150</p>
	<p>Take urgent action to address climate change and its impacts:</p> <ul style="list-style-type: none"> Energy-saving measures to reduce greenhouse gas (GHG) emissions, targeting net zero emissions by 2050. Commit to achieving 100% renewable electricity sources by 2030. Tree planting programs that help absorb carbon dioxide and release oxygen. Post-consumer plastic packaging management programs. Implementation of regenerative agriculture programs. Transport efficiency and optimization. 	<p>61 55, 64 5, 8, 39, 71, 79, 81 8, 16, 58-59, 82-84 8, 72-73 39, 55, 67</p>
	<p>Conserve and sustainably use the oceans, seas, and marine resources for sustainable development:</p> <ul style="list-style-type: none"> Participate in floating plastic waste reduction initiatives, marked by the #BijakBerplastik program. Implementation of the program involves community-based management and collection of plastic waste at the Reuse, Reduce, Recycle Waste Management Site (TPS3R) and Integrated Waste Management Site (TPST). My Waste My Responsibility (Sampahku Tanggung Jawabku/SAMTAKU) Education Program. Launch bottled drinking water products made from 100% recycled and recyclable materials. Protect and restore watersheds around operational areas. 	<p>8, 16, 58-59, 82-84 8, 84 59-60 39-40, 70-71, 77</p>
	<p>Protect, restore, and promote sustainable use of terrestrial ecosystems:</p> <ul style="list-style-type: none"> Implement biodiversity conservation programs, protect and restore terrestrial and forest ecosystems. Protect endangered species at risk of extinction. Tree planting programs. 	<p>78-81 80-81 5, 8, 39, 71, 79, 81</p>
	<p>Strengthen inclusive and peaceful societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels:</p> <ul style="list-style-type: none"> Uphold and respect human rights, marked by the absence of forced labor and child labor across operational areas, as well as other incidents of human rights violations. Conduct human rights training for internal staff. Instill anti-corruption behavior. Reduce all forms of violence, including through anti-harassment policies. Implement information disclosure/ transparency. 	<p>49, 53, 146 147 50-51 53, 146 44, 48, 105, 116, 131, 117</p>
	<p>Strengthen partnerships for sustainable development: Work closely with external parties (private or government) to implement sustainability programs.</p>	<p>9, 28, 38, 72, 77, 78, 80, 81, 83, 84, 91, 93, 94, 96, 100, 105</p>

Feedback Form [OJK G.2]

To improve quality and meet future expectations, we expect to get your feedbacks. Your responses are valuable for us; therefore, allow us ask a few questions regarding this report.

No.	Question	Yes	No
1.	This report provides useful information.	()	()
2.	This report is easy to understand.	()	()
3.	This report has encouraged you to contribute towards sustainability.	()	()
	How important/attractive is the following performance:	(Scale 1-10)	
4.	Economic Performance		
5.	Social Performance		
6.	Environmental Performance		
7.	What material needs to be added:		
8.	What contribution needs to be improved by the Company:		
9.	Other advice and feedback:		

Stakeholder Profile

- () Shareholder/Investor () Employee () Consumer () Community () Government
- () Business Partner () Media () NGOs () Others

Contact Us

Inquiries, suggestions, or feedback on this sustainability report can be addressed to:

Danone Group in Indonesia

RDTX Place, 5th-9th Floor
Jl. Prof. Dr. Satrio Kav. 3
Karet Kuningan, Kecamatan Setiabudi
Daerah Khusus Ibukota Jakarta 12940



(021) 29961000



<https://danone.co.id/>



NUTRICIA



2024 SUSTAINABILITY REPORT

Danone Group in Indonesia

RDTX Place, 5th-9th Floor
Jl. Prof. Dr. Satrio Kav. 3
Karet Kuningan, Setiabudi
Jakarta Selatan 12940