

	TARGETS BY 2030	2024 (base year)	Progress
SDG's ¹	ENVIRONNEMENT		
<div>6</div> <div>CLEAN WATER AND SANITATION</div> <div>7</div> <div>AFFORDABLE AND CLEAN ENERGY</div> <div>9</div> <div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>12</div> <div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13</div> <div>CLIMATE ACTION</div> <div>15</div> <div>LIFE ON LAND</div>	Climate change		
	Published in 2026	-	-
	Discharges into the environment		
	Published in 2026	-	-
	Sustainable use of resources of energy and water		
	Published in 2026	-	-
SOCIAL			
Strengthening employee engagement			
<div>3</div> <div>GOOD HEALTH AND WELL-BEING</div> <div>4</div> <div>QUALITY EDUCATION</div> <div>5</div> <div>GENDER EQUALITY</div> <div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> <div>10</div> <div>REDUCED INEQUALITIES</div>	Attracting and retaining talent		
	Achieve a Great Place to Work (Trust Index) satisfaction rate > 75%	75%	100%
	Fulfilling work environment		
	Achieve gender equality (between 40% and 60%) for the executive and management category (grading F+)	23%	58%
	Skills development		
	Published in 2026	-	-
	Health and safety at work		
	Achieve a workplace accident frequency rate < 4	5.52	-28%
Development of innovative products and services			
<div>2</div> <div>ZERO HUNGER</div> <div>3</div> <div>GOOD HEALTH AND WELL-BEING</div> <div>9</div> <div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>15</div> <div>LIFE ON LAND</div>	Maintain a ratio of biology RDL ² expenses/total RDL > 30%	31.6%	100%
	Maintain a ratio of RDL expenditures/total Group revenue > 6%	8.6%	100%
	Revenue of petfood range > 200 € million in 2035	131.1	66%
Consumer and end-user safety			
<div>3</div> <div>GOOD HEALTH AND WELL-BEING</div> <div>12</div> <div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>15</div> <div>LIFE ON LAND</div> <div>16</div> <div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div>	Provision of right first time products		
	Limit the number of batch recalls to a ratio < 0.5 per 1,000 batches marketed	0.44‰	100%
	Limit customer technical complaints to a ratio of less than 10 per million units marketed	16.4	-39%
	Controls during the product life cycle		
	Limit the non-compliance with regulations and voluntary codes to a ratio < 1 for 1,000 batches marketed	0.73‰	100%
	Limit the labeling non-conformities < 1 for 1,000 product references	0.87‰	100%
	GOVERNANCE		
<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> <div>12</div> <div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>15</div> <div>LIFE ON LAND</div> <div>16</div> <div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div>	Business ethics		
	Achieve a GPTW score on ethics in business conduct > 80%	85%	100%
	Animal welfare		
	Published in 2026	-	-
	Responsible purchasing		
	Published in 2026	-	-

¹sustainability development goals
²vaccines, immunological and bio-pharmaceutical products