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## **MEDIA RELEASE**

### **Danone Malaysia Inks the Milestones of Excellence through the Culture of Workplace Wellbeing**

**Kuala Lumpur, 7 Mar 2024 – Danone Specialized Nutrition (Malaysia) Sdn Bhd (Danone)**, the company behind the market-leading Dugro brand charted a stellar workplace wellbeing culture that leads to a better work environment, improved employee engagement, and a better representation of a company's mission.

Having scored multiple awards across four countries, Danone won two Asia's Best Employer Brand Awards for Managing Health at Work and Training & Learning in Malaysia in 2022, and the HR Excellence Award in Workplace Well-Being in 2023. These awards mark Danone's commitment to providing a positive and supportive work environment for employees.

This coveted industry recognition showcased the most effective HR strategies, policies and initiatives that have significantly contributed to improving employee engagement, organisational performance, and overall business success. In driving a winning culture and engagement workplace, Danone Malaysia is continuously showcasing spectacular work executed across the entire HR function, inspiring changes, and paving the path for greater heights.

Danone Malaysia & Singapore Country Manager, Koh Kok Meng said, "At Danone, we are convinced that the most valuable resource an organization can have is our people, which for us is the creative engine of innovation and change. We have a long-term commitment to the well-being of our people and are focused on enabling them to bring their best selves to work, both personally and professionally. At the same time, we strive to give our people the best working environment, providing an opportunity for them to grow and flourish while keeping in mind about positive workplace culture and values."

He continued "This recognition is a milestone for us in confirming we are on the right track to make Danone Malaysia to be a work destination for talented people who want to impact the community in providing health through food to as many people as possible, walking the talk of our Danone mission. We strongly



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believe that sustainable value creation and performance always start with people. In Danone, we implement the right culture to define and achieve our ambition while seeding new growth opportunities.”

In strengthening Danone’s position as a market leader in specialized nutrition, Danone confirms its commitment and presence of accountability and transparency throughout its mission-driven business; Danone Impact Journey. As the first Certified B Corporation™ ("B Corp") food company in Malaysia, Danone has been verified to meet high standards of social and environmental performance, transparency, and accountability. Bcorp assessment evaluates a company’s practices and outputs across five categories: governance, workers, community, the environment, and customers. Thus, through the certification, Danone has reached the highest standard in providing employees with the best workplace environment and great support towards employee well-being. This further testifies to Danone winning the Award.

Established in Malaysia since 1958, Danone, a conglomerate with over 250 workforce, is committed to employee well-being through comprehensive and innovative benefits and initiatives. Underpinned by a set of values that define the organizational culture, Danone is also guided by the Company’s Health, Safety, and Wellbeing Policy, which embodies the well-being of employees in the core people engagement strategy.

In retrospect, during the challenging COVID-19 pandemic, which has brought with it many challenges, business uncertainty, and unprecedented disruption, Danone continued to morph along with the demanding situation by adapting to interact digitally and collaborative efforts between existing functions in the company and still ensure that the safety and health aspects of employees as the main priority.

Kok Meng added, “As a manufacturer of specialized nutrition, Danone confirms its position as a work destination for talented people. We are incredibly proud of the work and progress we have made for our people and community. Aligned with the company’s value HOPE (Humanism, Openness, Proximity, and Enthusiasm), which acts like a ‘moral compass’, it has become a key guiding principle in decision-making that has an impact on the business and our ability to reach our ambitions.”

The Company’s principle to continuously push for workplace well-being standards further drives Danone’s strong WISE (Work in Safe Environment) fundamentals to help employees stay safe at work. The policy is



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a centrepiece of the Company's health and safety strategy that constitutes mental, physical, and nutritional priorities. The yearly health and well-being challenges, innovative employee benefits, flexible work arrangements, and parental and caregiver policies, are some of the initiatives provided for employee wellbeing activities.

As an industry-led dairy company, Danone has made great strides in strengthening its workplace, as part of the Company's response to the need for greater transparency and alignment with industry best practices. This win has certainly encouraged the Company to push its positive workforce agenda further, thereby enhancing Danone's accountability, integrity, and corporate value for its people.

End

#### **About Danone ([www.danone.com](http://www.danone.com))**

Danone is a leading global food and beverage company operating in three health-focused, fast-growing and on-trend categories: Essential Dairy & Plant-Based products, Waters and Specialized Nutrition. With a long-standing mission of bringing health through food to as many people as possible, Danone aims to inspire healthier and more sustainable eating and drinking practices while committing to achieve measurable nutritional, social, societal and environment impact. Danone has defined its Renew strategy to restore growth, competitiveness, and value creation for the long-term. With over 96,000 employees, and products sold in over 120 markets, Danone generated €27.6 billion in sales in 2023. Danone's portfolio includes leading international brands (Actimel, Activia, Alpro, Aptamil, Danette, Danio, Danonino, evian, Nutricia, Nutrilon, Volvic, among others) as well as strong local and regional brands (including Aqua, Blédina, Bonafont, Cow & Gate, Mizone, Oikos and Silk). Listed on Euronext Paris and present on the OTCQX platform via an ADR (American Depositary Receipt) program, Danone is a component stock of leading sustainability indexes including the ones managed by Moody's and Sustainalytics, as well as the MSCI ESG Indexes, the FTSE4Good Index Series, Bloomberg Gender Equality Index, and the Access to Nutrition Index. Danone's ambition is to be B-Corp certified at global level in 2025.

#### **About Bcorp**

<https://www.bcorporation.net/find-a-b-corp/company/danone-specialized-nutrition-malaysia-sdn-bhd/>

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