

Overall Performance

dsm-firmenich's Profile

Headquarter Parent Company
Switzerland, The Netherlands DSM-Firmenich AG

Supplies for LSFF

Type of Ownership

Yes Public

Supplies in India/Kenya?

Millers for Nutrition Partner

India, Kenya

Yes

Supplies in other markets?

Globally

Micronutrient/premix applications

Baked Goods, Bars and Breakfast Cereals, Beverages, Biscuits, Bouillon Cubes, Confectionery, Dairy, Edible Oil, Emergency and Therapeutic Foods, Flour, Fortified Rice Kernels, Instant Noodles, Medical Nutrition Supplements, Multiple Micronutrient Supplements, Premix, Sprinkles, Sugar, Sweet Spreads

Fortificant Production Site Locations (Nr. of GPF-certified sites out of total sites) ²

Brazil (No GPF certified sites out of 1 site)

China (1 out of 1 site)

Colombia (1 site pending GPF-certification out of 1 site)

France (1 out of 1 site)

India (1 out of 1 site)

Malaysia (1 out of 1 site)

Mexico (1 site pending GPF-certification out of 1 site)

Poland (1 out of 1 site)

Singapore (1 out of 1 site)

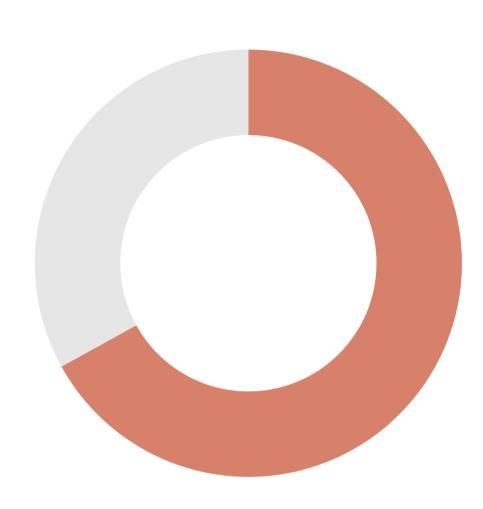
South Africa (1 out of 1 site)

USA (1 out of 3 sites)

Footnotes:

- 1. Large-scale food fortification
- 2. The company has at least 1 GPF-certified site globally

Overall Performance



Company engagement: Full Engagement

Important - The findings of this Assessment regarding companies' performance and their profile rely to a large extent on information shared by companies, in addition to information that is available in the public domain. Several factors beyond the companies' control may impact the availability of information. Therefore, in the case of limited or no engagement by such companies, this Assessment may not represent the full scope of their efforts or their profiles.

Company's performance across 4 thematic categories







- Relevant information found was fully disclosed
- Relevant information found partially disclosed (i.e. some information is confidential)
- O Relevant information was fully confidential



Commercial Nutrition Strategy Analysis

Findings
□ Commitments to address nutrition
As part of its sustainability agenda, dsm-firmenich has made a measurable, time-bound commitment to close the nutrient gap for one billion people by 2030. This pledge—registered at the Nutrition for Grow (N4G) Summit—targets the one-third of the global population lacking adequate nutrition through fortified staples and public health supplements.
The company's strategy emphasizes interventions in low- and middle-income countries and leverages cross-sector partnerships to address malnutrition. These efforts are publicly disclosed via its website, YouTube channel, and its latest annual and sustainability reports.
While dsm-firmenich integrates both commercial initiatives and philanthropic projects to fulfil its commitment, the distinction between these activities is not clearly articulated.
□ Reporting on nutrition progress
dsm-firmenich tracks and publicly reports progress towards its nutrition-related commitment through multiple channels, including its annual report and a video statement by its Chief Sustainability Officer at t March 2025 environmental, social and governance (ESG) Investor event. Progress is subject to limited assurance audits by an independent third party, enabling the company to share quantitative results and impact metrics from its global nutrition initiatives.
□ Nutrition governance
dsm-firmenich states publicly—via its website and annual report—that accountability for the performance of its sustainability programme and related targets is assigned to the executive committee, led by the Chief Executive Officer. The committee conducts quarterly reviews against these targets and ensures effective strategy implementation.
☐ Responsible sales of fortificants
dsm-firmenich discloses on its website that it markets fortificants for a range of food applications, including confectionery, biscuits and cookies. The company does not demonstrate a clear prioritization of fortificant sales for products considered healthier by (inter)national public health authorities, relative to its overall sales in market-driven food fortification.
■ Nutrition-related business risks
dsm-firmenich outlines its global risk management framework in its publicly available annual report, identifying risks such as geopolitical instability, trade restrictions, raw material and energy shortages, and supply disruptions—all of which could affect its ability to supply customers. The company also recognizes that product quality issues may pose risks to its reputation, and License to Operate.
The company clarified to ATNi that its risk assessments cover its entire product portfolio, not only nutrition-related products. However, no specific evidence was provided to demonstrate how nutrition is explicitly recognized as a material business risk.



Commercial Nutrition Strategy Analysis

	Recommendations
□ C	ommitments to address nutrition
	dsm-firmenich is encouraged to embed its nutrition commitments in a clear and cohesive nutrition strategy that aligns with its core business objectives and is publicly disclosed on its website. By integrating nutrition and fortification efforts more formally into its corporate responsibility agenda, the company can better leverage its commercial operations and broader initiatives to enhance its contribution to public health and nutrition. This approach would also reinforce nutrition as a central component of the company's value proposition and long-term sustainability.
□ N	lutrition governance
	To formally incentivize progress on its nutrition-related commitment, dsm-firmenich should establish accountability mechanisms such as linking remuneration to key performance indicators (KPIs) of its sustainability programme.
□ R	esponsible sales of fortificants
	To support healthier diets, dsm-firmenich is encouraged to prioritize fortificant sales for use in healthier products that align with national and international public health recommendations—particularly in market-driven fortification beyond government-mandated staple food fortification.
	This includes stimulating fortification in products that contribute positively to nutritional outcomes and refraining from promoting the fortification of less healthy products that are high in sugar, salt, or unhealthy fats.
	By aligning its sales strategy and customer engagement with public health goals, the company can help ensure that fortification efforts contribute meaningfully to improved nutrition and long-term health outcomes.
□ N	lutrition-related business risks
	To strengthen its enterprise risk management framework, dsm-firmenich is encouraged to explicitly assess and disclose whether nutrition constitutes a material risk within its overall risk portfolio. Public disclosure of such risks aligns with corporate governance best practice, signalling a proactive commitment to public health, and reinforces accountability to shareholders and stakeholders.



Engagement with Customers and Distributors Analysis

Findings Technical support to customers dsm-firmenich states in a global brochure that it provides technical support to customers to enhance premix functionality, including stability, improved bioavailability, and extended shelf life. The company also shared with ATNi a questionnaire that it uses to assess customer needs. This covers end-product composition, micronutrient specifications, processing conditions, intended market, packaging and labelling, and product shelf life. This information guides the provision of effective technical assistance as well as the development of fortificants that are suitable for the intended market, while meeting customer specifications. However, no publicly available information or shared evidence demonstrates that this technical support is delivered systematically through a structured implementation plan with defined targets. Instructions on proper handling and use of fortificants dsm-firmenich shared an example of a guideline it provides to customers and distributors across multiple markets, covering handling and storage conditions (e.g. temperature control and light exposure) for its micronutrients and premixes, including their target addition rates for incorporation into food vehicles. The company also shared excerpts from its distributor agreement, which require distributors to handle and store products aligned with international guidelines, national laws, and company

instructions. However, these provisions do not explicitly reference fortificant-specific handling

guidelines, including those developed by the company itself.

Recommendations

□ Technical support to customers

To strengthen its support for effective fortification practices, dsm-firmenich is encouraged to develop a structured technical assistance plan with measurable targets and KPIs. This would help ensure that training, research and development, and other forms of guidance are delivered consistently and systematically for all customers.

The company is also encouraged to continue collecting comprehensive information on both the fortificant and the intended end product—aligned with the Pan American Health Organization (PAHO) Code of Practice for Food Premix Operations recommendations—to ensure that fortificants are formulated appropriately according to specific customer needs and comply with national fortification regulations and dietary requirements.

In addition, dsm-firmenich is encouraged to publicly disclose on its website its efforts to support effective fortification, and related outcomes, as this promotes transparency, accountability, and recognition.

☐ Instructions on proper handling and use of fortificants

To ensure product integrity and accountability, dsm-firmenich is encouraged to explicitly reference fortificant handling and storage instructions in formal distributor agreements. This would help prevent mishandling that could compromise product quality.

The company should also continue providing both customers and distributors instructions on the appropriate handling and storage of fortificants—while ensuring they are aligned with recognized guidance such as the PAHO Code of Practice for Food Premix Operations— to support proper fortificant use and effective fortification practices.



Nutrition-Sensitive Activities Analysis

Findings

☐ Nutrition-sensitive activities

At the 2025 N4G Summit in Paris, dsm-firmenich reaffirmed its commitment to close the micronutrient gap for 1 billion people by 2030 through provision of fortified staples and public health supplements.

The company's 2024 Annual Report highlights several initiatives in support of this goal, including activities beyond its core business operations. For example, in partnership with the World Food Programme (WFP), dsm-firmenich reaches more than 20 million people annually through the distribution of fortified rice in social protection programmes. The company renewed this partnership for 2025–2027, with a focus on expanding access to fortified staples for vulnerable populations through institutional and humanitarian programmes.

In addition, dsm-firmenich invests in technical support. Through its Millers for Nutrition (M4N) Initiative, it partnered with WFP, Partners in Food Solutions, and Technoserve to convene a two-day technical workshop for food processors in Nigeria, focused on developing compliant packaging and labelling for fortified rice. The company also shared evidence of efforts to improve fortificants affordability, and to support the harmonization of fortificant testing procedures.

While implementation plans and measurable targets for these activities are not publicly disclosed, dsm-firmenich has shared such plans for its M4N activities in India and Kenya.

Recommendations

☐ Nutrition-sensitive activities

dsm-firmenich is encouraged to disclose details of its structured collaborations with industry, governments and development partners to support fortification on its website. These disclosures should also include measurable targets and outcomes for all activities, to strengthen transparency, accountability, and recognition of shared impact.



Workforce Nutrition Analysis

Findings

■ Workforce nutrition programme

No evidence of a formal workforce nutrition programme was found.

Healthy food at work: In its 2024 Annual Report, dsm-firmenich highlights that it organized a global webinar on the importance of protein and expanded access to its nutritional supplements in company restaurants, although it is unclear whether the use of supplements is supported by guidance from healthcare professionals. However, the company does not appear to have a clear programme or policy to provide healthy food at work for its employees in a systematic and strategic way.

Nutrition education: The company launched 'BoostYourVitality', a global platform available in six languages to all employees, providing science-based lifestyle advice, nutrition guidance, supplement discounts, and regular communications such as newsletters. While this initiative is implemented across multiple countries and reflects a clear commitment to nutrition education, some of the supporting information was not publicly available, and therefore the company could not be credited on disclosure.

Nutrition-focused health checks: No relevant information was found in the public domain indicating that dsm-firmenich offers nutrition focused health checks for employees. The company informed ATNi that such checks were offered in select countries through its 'BoostYourVitality' programme, but uptake has been limited due to employee concerns over data privacy.

Breastfeeding support in the workplace

The company shared examples of initiatives to support women's health, including breastfeeding rooms with refrigerators and flexible working arrangements. However, this information was not found in the public domain and therefore could not be credited for disclosure.

Paid maternity and secondary caregiver leave

According to its Parental Leave Guidelines, dsm-firmenich offers 16 weeks of paid leave for primary caregivers, and two weeks for secondary caregivers. The company indicates that in some countries where the company operates including Switzerland, Mexico, Malaysia, and the US), these provisions exceed local regulatory requirements.

Recommendations

☐ Workforce nutrition programme

dsm-firmenich is encouraged to build on its current efforts to support employee health by developing a more cohesive workforce nutrition program that addresses healthy food at work, nutrition education, and nutrition-focused health checks, with clear goals and objectives. Each pillar should include multiple elements that consider availability, accessibility, nutrition information, and worker engagement. Such programmes should ideally be available to all employees, including those at manufacturing sites.

☐ Breastfeeding support in the workplace

The company is encouraged to strengthen its support to breastfeeding mothers at work—such as offering paid breaks -in order to promote maternal and child health, ensuring such measures are applied consistently across all markets and equally to both office and manufacturing employees. These commitments should also be publicly disclosed as part of a clear policy, as transparency not only demonstrates the company's commitment to employee well-being but also holds the company accountable, and encourage continuous improvement. Furthermore, the company should foster a workplace culture that supports breastfeeding, for example, by implementing awareness campaigns.

□ Paid maternity and secondary caregiver leave

dsm-firmenich is encouraged to develop a comprehensive global policy that provides at least 18 weeks of paid maternity and primary caregiver leave in line with International Labour Organization (ILO) recommendation, and ideally 26 weeks as recommended by the World Health Organization (WHO). This policy should be applied consistently across all countries of operation and to all employees, even where this goes beyond national regulatory requirements. The company is also encouraged to extend secondary caregiver leave to exceed current national regulations.