



Nestlé Good food, Good life

NESTLÉ EAST AND SOUTHERN AFRICA REGION (ESAR)

Creating Shared Value and
Sustainability Publication 2025

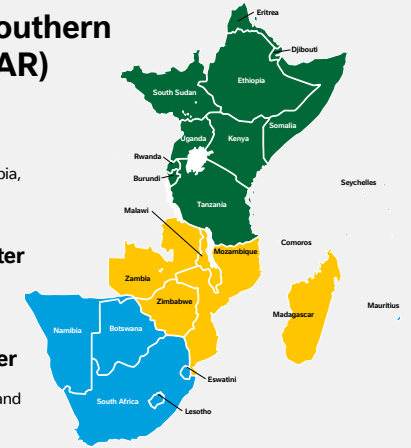




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Zimbabwe, Zambia, Malawi, Mozambique, Madagascar and Comoros
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Our diverse brands



Amplifying Africa's voice, Creating Shared Value

Creating Shared Value (CSV) is at the heart of our purpose: to unlock the power of food to enhance quality of life for everyone, today and for generations to come.

Our approach to sustainability continues to focus on advancing regenerative agriculture, strengthening supply chains, reducing food loss and waste, supporting small-scale farmers with access to finance and digital tools, and empowering women and youth through training and agripreneurship. These priorities reflect both our regional commitments and the global dialogue we helped shape during South Africa's B20 presidency.

As a Platinum Sponsor and co-chair of the Sustainable Food Systems and Agriculture Task Force, Nestlé East and Southern Africa Region (ESAR) ensured Africa's voice was amplified in international policy discussions. Together with global leaders, we tackled issues of food security, climate resilience, circularity, and farmer livelihoods—ensuring that Africa's unique needs were not overshadowed by one-size-fits-all solutions.

We understand that Creating Shared Value is not just about meeting the needs of today, it is about building a foundation for tomorrow. By aligning our regional initiatives with the priorities of the B20, we are translating policy into practice: boosting food production, advancing soil health, and investing in people and communities across East and Southern Africa.

This publication provides a detailed overview of how Nestlé ESAR continues to act as a force for good for the consumers who trust our products and brands, the communities we serve and the planet, always innovating to balance profit with purpose.

Nicole Roos
 Chairperson & Managing Director:
 Nestlé East and Southern Africa
 Region (ESAR)



Education and empowerment through online platforms and events, product enrichment, sugar reduction and product labelling are some of our initiatives to promote healthy living.



Good Living | Healthier for generations to come

OVERVIEW

Nestlé ESAR is dedicated to supporting consumers in making balanced food choices. We provide clear portion guidance and ensure nutrition information is accessible on packs and online.

We bring valuable nutrients within reach of our consumers through micronutrient fortification of our trusted brands. Our products are made with simple, real ingredients that consumers know, with removal of artificial colours.

Beyond our products, we leverage marketing to encourage healthy cooking, eating and lifestyles. Just as vital is our commitment to empower parents, caregivers and teachers to nurture positive, lasting, healthy behaviours in children.

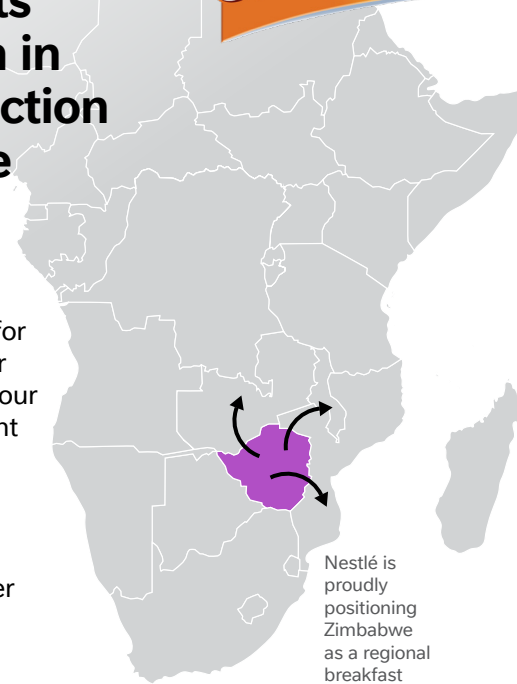


OFFERING TASTIER SOLUTIONS



Nestlé invests US\$7 million in cereal production in Zimbabwe

Rooted in Nestlé's purpose – to unlock the power of food to enhance quality of life for everyone, today and for generations to come – our US\$7 million investment boosted production capacity and NESTLÉ CEREVITA's availability across Zimbabwe and beyond, helping us offer tasty solutions to more consumers than ever.



Nestlé is proudly positioning Zimbabwe as a regional breakfast cereal leader



Made using **whole grains** that retain the bran, germ and endosperm



Fortified with **GRAINSMART™** (iron, vitamins and minerals) which contribute to the normal release of energy in the body



Convenient and **tasty**

Our work on inspiring people to lead healthier lives contributes to these Sustainable Development Goals (SDGs):



“Our investment is not just about production infrastructure — it’s about long-term nourishment, empowerment and pride in a product that reflects our local taste, our local grain and our local spirit.”

Nicole Roos,
Chairperson & Managing Director: Nestlé East and Southern Africa Region (ESAR)



60+
years

NESTLÉ CEREVITA has nourished Zimbabwean families

Nestlé Zimbabwe strengthening local sourcing and inclusion

- 350** Zimbabwean suppliers
- 18** local farmers
- 149** full-time employees
- 268** casual workers
- 8** graduate trainees annually

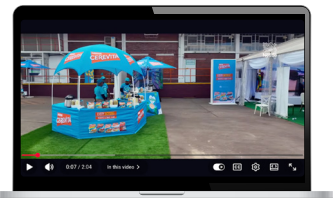
Contribution to Zimbabwe’s Vision 2030

	Energy efficiency		Waste reduction
	Water savings		Innovation to advance community wellbeing and environmental stewardship



In Zimbabwe, NESTLÉ CEREVITA is available in six variants – Corn and Wheat, Corn and Banana, Corn, Cocoa and Malt, Flakes with Milk, and Corn and Sorghum – in 500g sachets and 750g bag-in-box.

The US\$7 million investment exemplifies Nestlé’s long-term commitment to inclusive growth — creating economic opportunity, advancing sustainability, and supporting communities across Africa.



Watch the NESTLÉ CEREVITA launch here

INSPIRING PEOPLE TO LEAD HEALTHIER LIVES

GoodNes: A digital platform for healthier home cooking

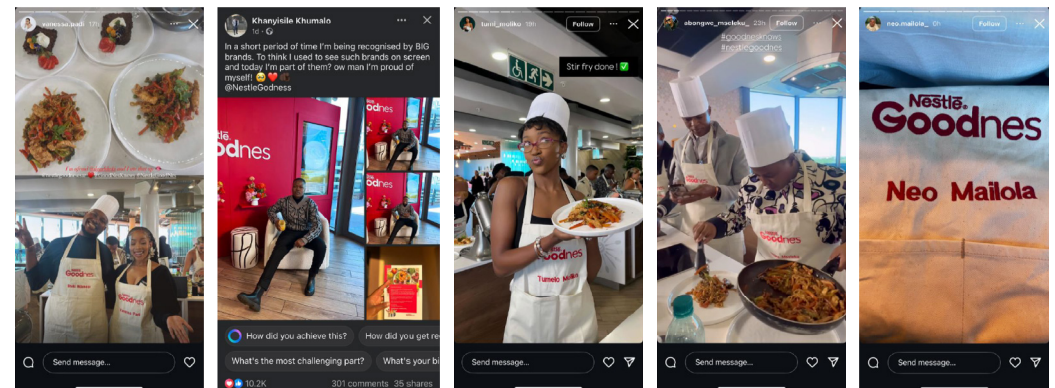
2025 marked the official launch of GoodNes, Nestlé South Africa’s digital platform designed to simplify everyday food choices for local families and individuals who enjoy home-cooked meals.

Launching GoodNes

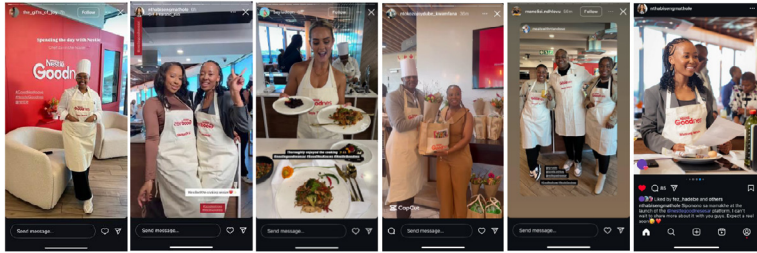
Held at Discovery Healthy Food Studio in Johannesburg, South Africa, the launch event gave influencers an engaging, hands-on cooking experience, and an exclusive preview of the platform’s smart meal planning tools, nutrition tips, and easy recipes using familiar pantry staples.

Nine influencer partners created hype around the launch through Instagram stories, collectively reaching a **total audience of 2.3 million**, significantly increasing platform visibility and inspiring more people to lead healthier lives.

Nestlé Goodnes



Additional influencers who attended the launch actively shared real-time content, including live videos, behind-the-scenes clips and interactive stories. Their content reached a combined audience of 1.6 million, sparking conversation and driving engagement for GoodNes in a fresh, relatable way.



Nestlé is all about eating well, living well and staying well. A lot of us can agree that poor meal planning and a lack of creative ideas in the kitchen often leads to unhealthy eating habits. Nestlé has launched a platform that focuses on meeting the real nutritious needs of families."

Karabo Didi,
Content Creator



I love that GoodNes makes balanced eating feel doable. I'm always trying to cook better for my family, and now I've got a tool that'll help me plan, shop, and serve!"

Manelisi Ndlovu,
Content Creator



nestlegoodnes.com/esar/

GoodNes at Glamour Wellness Event



The GoodNes team recruited more health enthusiasts to the platform at the Glamour Wellness Event in Johannesburg.

Aside from sampling a broad range of Nestlé innovations – from KITKAT slabs in hazelnut, salted caramel, and double chocolate, to BARONE Coffee and MAGGI 2-Minute Noodles in Hot & Spicy and Cheese flavours – the GoodNes stand featured enjoyable and engaging activities.

Attendees pedalled their way to a tasty treat on the BlendaVenda, a smoothie-making bike that rewarded effort with a delicious, freshly blended smoothie. The Spin & Win wheel offered chances to win exclusive GoodNes merchandise, including shopper bags, key rings and tongs.

A series of events promoting the GoodNes platform throughout the year is one way in which Nestlé ESAR leveraged marketing efforts to promote healthy lifestyles and tasty cooking.





NESTLÉ CEREVITA Smart Schools Showdown 2025

As a loved local Zimbabwean brand, NESTLÉ CEREVITA went beyond nourishing the body.

More than a tasty breakfast staple, NESTLÉ CEREVITA supported the dreams and potential of Zimbabwe's youth with the first NESTLÉ CEREVITA Smart Schools Showdown Quiz competition, in partnership with the National Association of School Heads (NASH).

Promoting academic achievement, critical thinking and teamwork in Zimbabwean students, more than 484 schools nationwide participated and 74 teams advanced to the provincial stage.

The quiz aligns with our goal of business growth supporting community development, especially in education and building skills. By recognising high

achievers from various regions, the quiz encourages equal opportunity while motivating more students to reach their academic goals.

The final competition was held in November at 7Arts Theatre in Harare, where 10 provincial finalists battled it out for the grand prize, which was awarded to Somvubu High School from Matabeleland North.



National Nutrition Week 2025

Once again, Nestlé South Africa partnered with the Department of Basic Education's National School Nutrition Programme (NSNP) and the Mpumalanga and Limpopo Departments of Education to celebrate National Nutrition Week 2025 with school-based campaigns in Mpumalanga and Limpopo to promote the theme, "Food for Health, Health for All", championing child wellness and community nutrition.



N4HK strengthens in Mauritius

2025 saw the expansion of Nestlé for Healthier Kids (N4HK) to Rodrigues in Mauritius and the launch of the N4HK Quest

N4HK expands to Rodrigues
N4HK aims to educate children about healthy eating, active lifestyles and sustainability, empowering them with the knowledge and skills necessary for a healthier, more sustainable future.

The programme is integrated into the school curriculum owing to Nestlé Mauritius' partnership with the Ministry of Education and the Mauritius Institute of Education (MIE). Embracing digital transformation, it also offers interactive online resources focused on sustainability.

N4HK Quest
In 2025, Nestlé Mauritius launched the second edition of the Nestlé Quest for Happier & Healthier Kids, bringing together more than 1 200 grade 4 pupils from over 30 primary schools for

an educational experience designed to help children better understand the links between nutrition, physical activity and environmental awareness through engaging, hands-on activities.

Through treasure hunts, creative workshops and eco-challenges, pupils were encouraged to discover how simple everyday choices, from eating well to reducing waste, can positively influence both their own wellbeing and that of the planet.

By combining health education with sustainability in a fun and memorable format, the N4HK Quest continued to strengthen Nestlé Mauritius' commitment to empowering children with habits and values that can support them throughout their lives.



Nestlé ESAR is committed to leading with purpose and protecting our planet, now and for generations to come. Here's how.



Good Planet | Commitment to climate and community

OVERVIEW



At Nestlé, we are driving toward zero environmental impact by 2030 and net-zero emissions by 2050. This ambition shapes everything we do across ESAR.

We lead on climate action through transparency, long-term policy engagement and initiatives that safeguard the environment. From advancing sustainable packaging and cutting food waste to sharing clear environmental information, we are committed to preserving natural capital.

Water stewardship is central to our efforts. We are improving efficiency across operations, advocating for sound policies, partnering with suppliers, raising awareness and expanding access to safe water throughout our value chain. We're also saving energy.

Together, these actions reflect our determination to build a resilient future for people, communities, and the planet.



SAFEGUARDING THE ENVIRONMENT, ACTING ON CLIMATE CHANGE AND ENHANCING RURAL LIVELIHOODS



Nestlé ESAR: Sustainable Business of the Year 2025

Nestlé ESAR was recognised as the Sustainable Business of the Year at the 2025 Nedbank Oliver Top Empowerment Awards, hosted by Topco Media.

This prestigious accolade was awarded based on our commitment to embedding sustainability into every aspect of our business, from regenerative agriculture and responsible sourcing to youth empowerment, inclusive hiring and sustainable packaging innovations which help shrink our footprint.

The award is a tribute to the people behind our purpose; our teams, partners, and communities who believe that business can be a force for good.



Our work on enhancing rural development and livelihoods contributes to these SDGs:





B20 Summit – led from Africa; shared with the world

As both a sponsor and partner for the B20 South Africa 2025 Summit, Nestlé ESAR, joined forces with business and policy leaders to advance the theme of “Inclusive Growth and Shared Prosperity through Global Cooperation”.

Task Force for Good

The B20 Sustainable Food Systems and Agriculture Task Force was a platform dedicated to strengthening food security through resilient agricultural value chains.

As Co-chair, Nicole Roos, Chairperson & Managing Director: Nestlé East and Southern Africa Region (ESAR), helped steer recommendations that respond to vulnerabilities exposed by climate shocks, conflict and fragile supply chains.

B20 Final Paper

The resulting B20 Final Paper to the Presidency, based on months of collaboration between business and government, culminated in a shared roadmap for sustainable growth and inclusive development.

The Final Paper calls for:

- Building resilient agrifood supply chains
- Expanding technology and finance access for farmers
- Enabling inclusive livelihoods for women and youth
- Integrating trade into food security strategies
- Accelerating sustainable, climate resilient practices across agriculture



“Helping to shape recommendations that put farmers, women, and youth at the center of resilient food systems is how we create shared value; by driving access to finance, technology, and sustainable practices that nourish people and protect our planet.”

Nicole Roos,
Chairperson & Managing Director: Nestlé East and Southern Africa Region (ESAR)



B20 Summit side event

Central to our Creative Shared Value strategy is our commitment to driving industrial innovation and development, unlocking Africa’s potential as a manufacturing hub. As such, Nestlé ESAR co-hosted the B20 South Africa side event; “Advancing Africa’s Industrial Transformation”.

Convened through the B20 platform, the engagement brought together leaders from government, academia, research and industry to explore how multistakeholder collaboration can accelerate innovation ecosystems across the continent.

Nicole Roos, Chairperson & Managing Director: Nestlé East and Southern Africa Region (ESAR), called for measurable, inclusive action to deepen localisation, strengthen agriprocessing and invest in climate smart growth.

The event also saw the official launch of the South Africa Centre for Industry and Technology (SACIT), a delivery platform to scale localisation and innovation. Highlights included Deputy Minister of Science, Technology and Innovation, Nomalungelo Gina, delivering a keynote ahead of the SACIT’s board signing ceremony.

 [Read the B20 Final Paper](#)

Farming in Heels – from pilot to practice

On Africa Youth Day (1 November), Nestlé partnered with Farming in Heels to spotlight the role of young women in agriculture and the opportunities for youth to shape Africa’s farming future.

Growers, mentors, and partners shared practical skills, built market connections, and explored digital tools and regenerative practices for resilient, lower-emissions farming.



Founded in 2021 by actress and poultry farmer Kamohelo “Kamo” Bombe, Farming in Heels has grown into a platform offering training, mentorship, and networks for young women in agribusiness. “Partnering with Nestlé amplifies this mission, reaching more women and showing the tangible impact of youth-led initiatives,” Bombe noted.



60%
of Africa’s
population is
under 25

(Source: Statista and Worldometer)



Women make up
~40%
of sub-Saharan
agricultural labour

(Source: Food and Agriculture Organization of the United Nations)



Only **13%**
of women have sole
land ownership

(Source: Food and Agriculture Organization of the United Nations)



Workshops and panels with industry experts reinforced Nestlé’s commitment to innovation, sustainability and inclusive growth, covering digital tools, regenerative farming and entrepreneurial resilience.

A practical proof point came from Nestlé’s supplier farms piloting regenerative practices to cut emissions and improve soil health. “Through projects like the Skimmelkrans low-carbon dairy farm, we’ve seen how evidence-based interventions drive measurable progress,” said Hoven Meyer, Group Manager: Agricultural Services, Nestlé ESAR.

“These initiatives show what strengthens resilience, improves yields, and lowers emissions – lessons we can share with emerging farmers, especially young women entering the sector.”



“Our interest in this partnership is pragmatic: to extend farm-level knowledge, share lessons with aspiring women farmers, and identify where policy and finance still fall short.”

Comfort Tshisikule,
Youth & Learning Development Lead, Nestlé ESAR.





Nespresso B Corp certified

In 2025, Nespresso South Africa became certified B Corporation (B Corp), building on the achievement of Nespresso Global, which was already B Corp certified.

B Corp Certification is a designation for businesses that meet high standards of social and environmental performance, accountability and transparency. The certification is issued by the non-profit organisation B Lab.

In South Africa, Nespresso's focus is on reducing environmental impact through robust recycling initiatives, making it easier for customers to return used capsules via boutiques, collection services and partner networks.

Our B Corp certification reinforces our commitment to circularity, ensuring aluminium capsules are given a second life while continuing to deliver exceptional coffee experiences.

SAFEGUARDING THE ENVIRONMENT

Global 2025 highlights:



SOURCE: United Nation's Framework Convention on Climate Change's Yearbook of Global Climate Action 2025; United Nation's Environment Programme publication and World Resources Institute publication

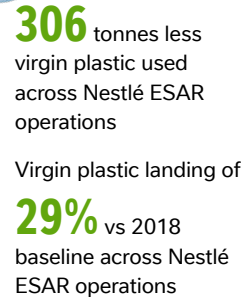
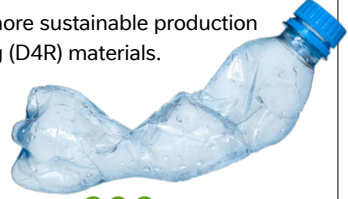
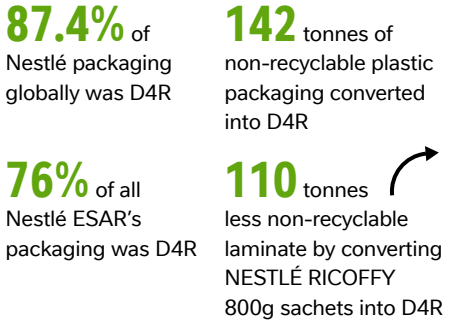
REducing plastic packaging

Our three sustainability pillars – REthink, REduce, and REpurpose – are practical solutions to reduce waste.

Our "Fit for Purpose" initiatives aim to reduce the quantity of packaging material by reducing thickness, size of packs or even eliminating some secondary or tertiary packaging components.

Principles of circularity guide our operations towards more sustainable production methods, with a focus on using Designed for Recycling (D4R) materials.

D4R = Designed for Recycling
By the end of 2025:



REwarding REcyclers

Rewarding environmental action and inspiring young changemakers, Nestlé Mauritius marked the success of its RE Awareness Campaign in 2025 with a prize-giving ceremony held at Pointe aux Piments Government School, which emerged as the winning school in a plastic collection challenge involving 27 Zone d'Éducation Prioritaire (ZEP or Priority Education Zones) schools across the island.

The initiative followed the collection of more than one tonne of plastic waste in 2025, reflecting the strong mobilisation of pupils, educators and partners around recycling and environmental responsibility.

The ceremony celebrated not only the school's achievement, but also the broader impact of a collaborative initiative led by Nestlé Mauritius in partnership with Groupe Recycler, with the support of the Ministry of Education.

By recognising students' efforts in a meaningful way, the event reinforced the value of environmental education and encouraged children to see themselves as active contributors to a cleaner, more sustainable future.



Turning surplus into sustenance

Nestlé ESAR creates shared value as a core signatory of the SA Food Loss & Waste Initiative: through food redistributors and donations in the last four years, we've donated surplus food valued at R62 million.

Surplus food may include goods that haven't sold in the market and are reaching their end-of-shelf life or products that are damaged during the manufacturing process.

We partner with food redistributors – such as Gift of the Givers, Food Forward SA and SA Harvest – that efficiently redistribute surplus food to those in need, while improving the sustainability of our operations by avoiding the costs of destroying food and adding to landfills. We also do our best to accommodate ad hoc requests from registered NGOs seeking food donations.

World Food Day



- From surplus to sustenance
- Nourishing our communities



#WorldFoodDay #GoodPlanet #Sustainability

Driving energy efficiency

In 2025, we made significant progress, saving **54 021 gigajoules (GJ)** of energy within our operations, reinforcing our commitment to sustainability and operational excellence.

Our top five most impactful initiatives include:

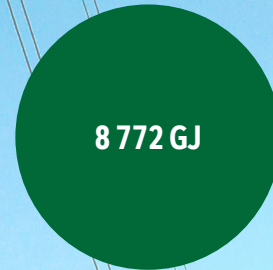


Mossel Bay

Installing a Mechanical Vacuum Skid saved

10 118 GJ

Replacing steam injectors with a mechanical vacuum skid on evaporators delivered the largest single energy saving.



Harrismith

Steam Reduction Station Optimisation saved

8 772 GJ

Eliminating a redundant steam reduction skid prevented consistent steam waste, saving thousands of gigajoules.



Mossel Bay

Flexible Insulation saved

2 685 GJ

Additional insulation jackets on steam components further reduced energy losses.



Harrismith

Thermal Insulation saved

2 241 GJ

Wrapping steam components in insulation jackets trapped heat, lowering heavy fuel oil consumption.



Mossel Bay

Hot Water Reuse saved

2 013 GJ

Reusing hot water from the demineralisation tank reduced the need to heat colder municipal water, cutting energy demand.

In addition, Nestlé ESAR also saved more than **793 tonnes of CO₂** in 2025, generating more than **2.8 megawatts of solar power** across our sites, and advancing regenerative food systems that protect and restore ecosystems.

In our communities, our South African solar installations generated energy savings equal to what more than 1 200 households would consume, while enabling the creation of 100 renewable energy jobs.

CARING FOR WATER

Ensuring efficiency without compromising quality

Nestlé ESAR is advancing water efficiency across our operations, reducing withdrawals per tonne of product. In 2025 alone, we saved 40,662 m³ (40.7 million liters) of water, with the Mossel Bay and Estcourt factories delivering the largest impact.

Across several plants, innovative projects are driving significant water conservation. The standout initiatives include:



Mossel Bay

Cleaning-in-place (CIP) optimisation saves

19 984 m³ annually

By reducing flowrates in the CIP process, the plant targets a 15% reduction in daily water use, ensuring efficiency without compromising quality.



Estcourt

Plant condensate return saved

16 800 m³

Increasing condensate return from 22% to 50% made this one of the most impactful projects in terms of recovery and reuse.



Estcourt

Ammonia condenser optimisation saved

7 800 m³

Improving cycles of concentration on condensers reduced excessive water consumption.



East London

Wafer process water restoration saves

2 436 m³ annually

Addressing leaks in the wafer process water system restored efficiency.



East London

Fire Pool Optimisation saved

1 392 m³

Switching from open fire pools to sprinkler storage tanks eliminated evaporation losses.

These initiatives demonstrate how targeted engineering solutions – whether through leak restoration, process optimisation or recovery systems – can deliver significant water savings.

SHARING OUR SUSTAINABILITY JOURNEY

Part of our commitment to sustainable business practices means that we actively participate in sustainability-focused events to share our journey and impact in the communities we serve and within our operations.



Future of Sustainability Summit

Conny Sethaelo, Nestlé ESAR Corporate Communication & Public Affairs Director, participated in a fireside chat at the Future of Sustainability Summit, discussing sustainability and focusing on our 'Caring for Water' pillar.

She explained that over the past 50 years, global water withdrawals have tripled, largely due to population growth, urbanisation and economic development. Notably, agriculture accounts for about 70% of these withdrawals. "As water scarcity worsens, businesses increasingly recognise the need

for effective water management and conservation," she said.

Covering what Nestlé ESAR is doing within our operations to save water, she then expanded on our agricultural initiatives, such as soil moisture probes to help farmers irrigate more efficiently.

Additionally, we co-chair the Strategic Water Partners Network (SWPN) in partnership with the Department of Water and Sanitation, to tackle South Africa's water challenges.



Propak Africa 2025

Speaking at the Propak Africa 2025 National Packaging Conference in Johannesburg, Sibusiso Sibeko, Quality Systems Specialist, joined the CEO of Producer Responsibility Organisations (PRO), professionals from the FMCG industry, local and national government and media to discuss topics under the theme of "Packaging for SAFE Food and to SAVE Food".

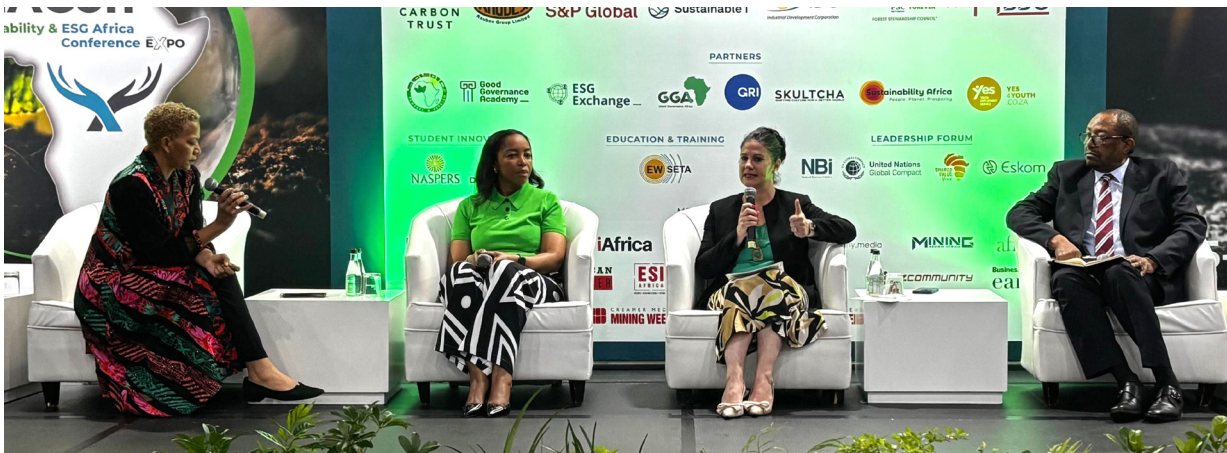
Mr Sibeko addressed the challenges of "tamper-proofing our foods", discussing issues related to tampering, fraud, adulterants, heavy metals and dangerous substances.



Sustainability and ESG Africa Conference and Expo 2025

During the CEO opening panel at the Sustainability and ESG Africa Conference and Expo 2025 (Seacon 2025) – themed “Adapt, Innovate, Succeed – Sustainability in Changing Times” – Chairperson & Managing Director: Nestlé East and Southern Africa Region (ESAR), Nicole Roos, shared how Nestlé is navigating uncertainty with purpose. She highlighted our commitment to Creating Shared Value with examples from regenerative agriculture and youth empowerment initiatives, reflecting on the role of leadership in driving innovation and inclusion.

In the Fast Moving Consumer Goods (FMCG) breakout session, Nestlé ESAR Technical Director, Louis van Wyk, shared Nestlé’s roadmap to reduce environmental impact and highlighted the role of innovation and collaboration in advancing our goals.



Nestlé Zimbabwe creates shared value

Nestlé Zimbabwe received awards for innovating to create shared value in communities and for caring for the occupational Health and Safety of employees.



Nestlé Zimbabwe was named First Runner Up in the Innovation category of the Corporate Shared Value Awards by ICS for our approach to community-centred business.

Our Nestlé Dairy Empowerment Scheme (NDES) is a model that blends profitability with purpose as we foster sustainable agriculture practices, empowering local farmer communities. The award recognises how NDES strengthens livelihoods and

also enhances supply chain resilience, creating shared value.

Nestlé Zimbabwe was also honoured with the Excellence in Community Empowerment & Social Impact Award and the Top 10 Occupational Health and Safety Leadership Award (by NSSA) at the Zimbabwe National ESG & Sustainability Achievement Awards. These awards demonstrate our commitment to both our communities and our employees.

Nestlé ESAR is committed to uplifting the communities we serve – not only by providing tasty, affordable food, but also by creating opportunities for young people to thrive through employability and entrepreneurship.



Good communities | Thriving together: empowering communities

OVERVIEW

We are igniting potential through partnerships that boost agricultural productivity, expand education and drive economic inclusion.

Flagship initiatives such as community outreach, farming projects, and the Nestlé Needs YOUTH (NNY) programme equip young people with the skills and tools to enhance employability and unlock entrepreneurial opportunities, particularly as agripreneurs and within our value chain.

Together, these efforts reflect our belief that when communities thrive, we thrive too.



PROMOTING DECENT EMPLOYMENT AND DIVERSITY

YES 200K Celebration

In December, Nestlé ESAR joined the historic YES 200K Celebration, a moment marking over 200 000 youth empowered through the Youth Employment Service (YES) programme. YES brings business and youth together to create meaningful first work experiences that build confidence, skills and access to opportunities.

Attending the celebration, South African President Cyril Ramaphosa reminded us that, "This is not just a number. It is 200 000 futures unlocked for families, in communities, for our economy and for our country. YES stands as a testament to the value of public-private partnerships."

Comfort Ndivhuho Tshisikule, Nestlé ESAR Youth and Learning Development Lead, shared, "Collaboration between business and youth-focused initiatives creates real solutions. Together, we build hope, skills, and stronger communities.



“
Since the inception of the programme, we have enabled over 1 000 opportunities and contributed to unlocking 200 000 futures”

One such future is that of Robyn Forbay. Robyn started as a YES learner sponsored by Nestlé, through Inyosi Empowerment and is now celebrated among the Top 35 Under 35. Her journey captures what happens when opportunity meets ambition.

Our work on building, applying and sharing nutrition knowledge contributes to these SDGs:



Nestlé needs YOUth* 2025

*Youths are defined as people between the ages of 18 and 35.



66

hired
on a permanent
or temporary
basis



200

skilled
through traineeships
such as internships,
differently abled
learnerships,
graduate traineeship,
Y.E.S programme,
apprenticeships, etc.



89 103

supported
with work readiness,
training, engagements
and activities

of these,

1 542

in entrepreneurship and

1 239

in agripreneurship

Empowering the next generation of leaders with Nestlé Future Talent Bursary!

It all starts from YOUth! We believe in the power of education to transform lives and create a brighter future. The Nestlé Future Talent Bursary is here to support you on your higher education goals in South Africa!

To qualify, you must be:

- Age between 17 to 25 years
- Studying within South Africa
- Applying or already studying on a full-time basis

Find out more →

East & Southern Africa Region Bursaries for YOUths to tertiary studies at Institution of earnings within South Africa.

Here's our f.a.q.

Who can apply for?
Bachelors, Honours, Chemical, Biological, Digital Marketing/Strategic Data Science, Food Technology/ Food Science, Genetics, Information Technology.

How do I qualify?
At least 60% academic record during the previous year of study and a minimum of 60% for the current year.

Can I apply?
Yes! You must have a matric certificate with a minimum of 60% pass.

How do I apply?
Apply Directly through the Nestlé website: <https://www.nestle.com/za/education> Click to apply today! Use Nestlé 2026 as your keyword.

15 May 2025

Future Talent Bursary

Open to young people aged 17 to 25, Nestlé's Future Talent Bursary empowers the next generation of leaders by supporting youth with higher education goals in certain fields of study in South Africa. Qualifying fields of study include BSc Engineering (Mechatronics, Mechanical, Chemical, Electrical and Automation), Data Analysts, Computer Sciences, Information Technology, Innovation, Digital/e-Commerce, Brand Management, Social Media Marketing, Media Communications, Agriculturalists, and Food Science and Technology.

In 2025, 86 young people received bursaries.

Y.E.S Learnerships

In 2025, 180 youths successfully completed a Y.E.S Learnership.

Youths between the ages of 18 and 35 are granted a 12-month fixed-term contract through the 24-module Y.E.S Work Readiness Programme, giving them work experience to improve their employability and equip them with essential skills such as time management, communication, emotional regulation and other soft skills.



ESAR's Graduate Programme



In 2025, 17 youths joined Nestlé ESAR's Graduate Programme and remained part of the programme throughout 2025.

This two-year rotational programme accelerates careers for young graduates through real, immersive work experience across different roles in their region – for example, IT, Marketing, Sales, HR, Supply Chain, Finance, Nutrition or Digital Manufacturing. Selected candidates enjoy coaching and learning opportunities,

equipping them with a holistic view of the business and the interdepartmental relationships within it across the value chain.



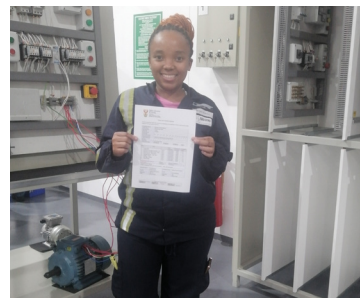
[Click here](#)

to read more about Nestlé ESAR's graduate women in STEM who are working on sustainable solutions, from water treatment to hydrogen innovation, food science to a safety culture.

Apprenticeships

The most recent intake of apprentices beginning a four-year development programme was 13 apprentices in 2023. The programme covers development in roles like millwrights, electricians, fitter and turners, and instrument technicians.

In 2025, six apprentices successfully completed the apprentice training.



Differently abled Learnerships

People with a learning disability are often excluded from the labour market as they exit the schooling system with level 1 to 4, rather than a Grade 8 to 12.

In support of upskilling these youths, in 2025 Nestlé ESAR sponsored 46 differently abled youth to participate in various learnership programmes, which offer them a qualification, workplace experience and an opportunity to be gainfully employed. Of the 55 differently abled youth hired in 2024, all successfully completed their learnerships.



Meet the leaders shaping Africa's future

On Africa Youth Day, Nestlé ESAR brought together leaders from Alexforbes, ABB, Adcorp, Microsoft, Publicis Groupe Africa, Puma, and others – all ready to share their journeys, career insights, and the reality about what it takes to create lasting change – at a Youth Connect event at Alexforbes in Johannesburg, South Africa.



Nestlé ESAR also partnered with the All4Youth Sub-Saharan Africa Career HookUp – hosted for the first time in KwaZulu-Natal at the Eduvos Durban (Umhlanga) Campus – in celebration of Youth Month.

Under the theme “Connections That Count”, the event brought together over 150 students, partners, and faculty members for a day of authentic conversations, real opportunities, and lasting connections. The impact of the collaboration resulted in a 4.8-star feedback rating from participants.

NESTLÉ MILO inspires future champions

The Nestlé ESAR and NESTLÉ MILO teams' excitement is palpable in this picture at the 2024 National Senior Certificate Results Ministerial Announcement.



It was a real highlight to celebrate and honour the country's top learners by gifting laptops and Nestlé hampers to the top 35 to congratulate them on their outstanding achievements.

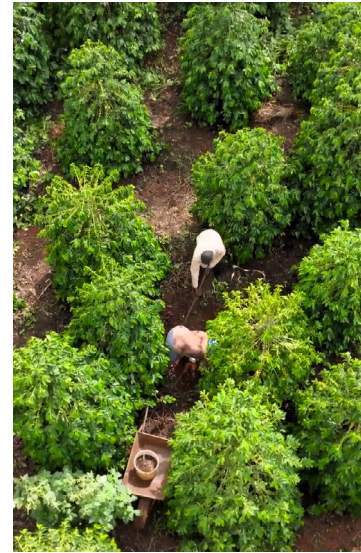
Partnering with the Department of Basic Education in support of quality education in South Africa is one of the ways we put words into action. Our ambition is to help 10 million young people around the world access economic opportunities by 2030 through employment and employability, agripreneurship and entrepreneurship.

Young people are at the heart of regeneration and our future. They are the entrepreneurs and innovators of tomorrow and the next generation of farmers who will feed our growing population in sustainable ways. They help their communities thrive and their fresh ideas, diverse perspectives and energy benefit Nestlé. By supporting them to succeed, they can improve personal economic circumstances as well as the social development in their communities.

ROLLING OUT THE NESTLÉ COCOA PLAN

Brewing a sustainable future

Nespresso, in collaboration with Brand SA’s SA INC series, featured the AAA Sustainable Quality™ Program in Kenya, showcasing how collective action can secure the future of coffee while uplifting farmers, families and the environment.



SA INC highlights “profit-with-purpose” stories, where businesses, NGOs and civil society work together to drive inclusive development. Nespresso’s ethos of sustainability and quality is brought to life through its AAA Program, run in partnership with TechnoServe.

For Kenya’s smallholder farmers, coffee is more than a crop: it’s heritage and hope. The AAA Program equips them with regenerative farming techniques such as shade management, composting, and intercropping. These practices restore soil health, conserve water, and protect biodiversity, ensuring thriving ecosystems and exceptional coffee for generations to come.

The impact is tangible: stronger trees, healthier harvests, and higher-quality coffee. Farmers enjoy more stable incomes, reduced reliance on costly inputs, and new opportunities to invest in their families and communities.

Importantly, women, long central to the coffee value chain, are gaining equal access to training, leadership and financial independence. This strengthens households, builds resilience and fosters a more inclusive sector.

Together, these efforts are transforming farms, futures, and the coffee industry itself – proving that sustainability and quality can go hand in hand.

GOOD BUSINESS IN OUR COMMUNITIES

Nespresso gives back 3 105 hours

Team Nespresso volunteered at more than 45 organisations across South Africa in 2025.



Having contributed 1 096 volunteer hours in 2024, the Nespresso team almost trebled their efforts in 2025 and increased time spent volunteering by 183.3%. They achieved 3 105 volunteer hours by 95.5% of all employees giving of their time and a participation rate of 125%, meaning that many employees volunteered more than once.

NESTLÉ ZIMBABWE DELIGHTS CONSUMERS



2025 Zimbabwe Agricultural Show

Nestlé Zimbabwe participated in the 2025 Zimbabwe Agricultural Show with the theme 'Building Bridges, Connecting Agriculture and Commerce', in August 2025.

The week-long exhibition enabled us to expand our footprint in the community by connecting with farmers and business partners while delighting consumers. We showcased NESTLÉ CEREVITA, NESTLÉ EVERYDAY and NESTLÉ PROFESSIONAL through our stand, engaging with over 17 000 visitors who sampled our products and participated in interactive gamification.

Zimbabwe International Trade Fair

This year's Zimbabwe International Trade Fair featured a stand sampling and selling NESTLÉ CEREVITA and NESTLÉ EVERYDAY to the more than 74 000 attendees who engaged and shared feedback.

The Nestlé stand hosted H.E. Mr. Stephane Rey, Swiss Ambassador to Zimbabwe, and Dr. Thomas Utete Wushe, Permanent Secretary of the Ministry of Industry and Commerce. Their visits underscored the importance of strong public-private partnerships in driving inclusive growth, health, and wellbeing in Zimbabwe, while highlighting the value of collaboration between government, business, and communities in delivering meaningful impact.

NESTLÉ ESAR CELEBRATED FOR EXCELLENCE AND IMPACT

Nestlé ESAR was honoured for its commitment to inclusivity, while Nestlé Zimbabwe received awards for market excellence and impact. In addition, NESTLÉ KITKAT, NESTLÉ CEREVITA and NESTLÉ CERELAC were celebrated for their standout performance.

Nestlé ESAR highly commended at Top Women Awards

In 2025, Nestlé ESAR was acknowledged as "Highly Commended" at the Standard Bank Top Women Awards, in recognition of our commitment to empowerment, inclusion and community impact.



Nestlé shines at Buy Zimbabwe Awards

Meeting evolving consumer needs with tasty, affordable food is one way in which Nestlé ESAR is committed to the communities we serve.



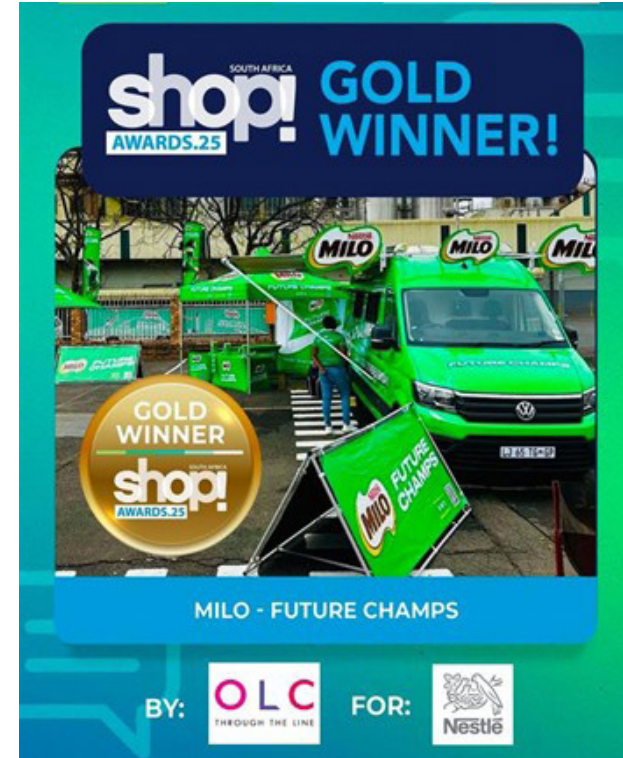
Nestlé brands were recognised for their excellence and impact in the market at the Buy Zimbabwe Awards, which are based on a nationwide study of 7 200 consumers. The awards celebrate the best of Zimbabwean brands that have earned the trust and loyalty of consumers.

NESTLÉ CEREVITA won the Leading Cereal Brands category while NESTLÉ CERELAC was named First Runner-up in the Leading Cereal Brands category.

Price and quality were the two key factors that influenced preferability in the study, with 79.1% of respondents citing price as a primary determinant and 72% citing quality. Nestlé Zimbabwe was recognised as Second Runner-up in the Leading FMCG Brands category.

These achievements reflect our continued commitment to quality, innovation and proudly supporting local industry.

NESTLÉ MILO awarded for Purpose-driven Campaigns



NESTLÉ MILO won a Gold award in the Purpose-Driven Campaigns category at the Shop! Awards South Africa, which celebrates socially conscious, cause-related and purpose-driven campaigns activated in-store, out-of-store and through omnichannel execution.

The Shop! Awards South Africa celebrates innovation and creativity, acting as a best practice benchmark for success and a catalyst for continuous improvement in shopper marketing.

The award highlights our commitment to shopper marketing excellence and reinforces Nestlé's dedication to creating impactful and innovative consumer experiences.



NESTLÉ MILO and HOT CHOCOLATE win awards 86 years later

At the 2025 Sunday Times GenNext Awards, NESTLÉ MILO was named the winner of the Best Hot Beverage category alongside Hot Chocolate as the Best Dairy Drink.

These brands have been in South Africa for over 86 years and still continue to drive brand relevance with their core consumers. The award celebrates the creativity, passion and innovation in every sip we serve as we continue striving to delight our consumers.





Contact us
NESTLÉ EAST AND
SOUTHERN AFRICA REGION

Switchboard
+27 (0)11 514 6000

Postal address
PO Box 50616
Randburg
2125

Physical address
Anslow Office Park
8 Anslow Crescent
Bryanston
Johannesburg
South Africa
2021

-  Nestlé
-  @NestleESAR
-  NestleESAR
-  www.nestle-esar.com



Good food, Good life