



NovaTaste Responsible Sourcing Policy

Description: Responsible Sourcing Policy applicable to all NovaTaste entities

Version: 2.0, 15 April 2026

Prepared: Global Procurement Director **Reviewed:** Global Sustainability Director **Approved:** COO

Table of Content

- 1 Policy identification..... 3
- 2 Scope of application 3
 - 2.1 Organizational scope 3
 - 2.2 Content scope 3
- 3 Commitments 4
 - 3.1 Ethical sourcing and human rights in the supply chain, community projects 4
 - 3.1.1 Objectives 5
 - 3.2 Supply chain decarbonization 5
 - 3.2.1 Objectives 5
 - 3.3 Collaboration with suppliers for material sourcing 6
 - 3.3.1 Objectives 6
 - 3.4 Managing risks in the supply chain 6
 - 3.4.1 Objectives 7
 - 3.5 Ensuring compliance - Supplier Code of Conduct 7
 - 3.6 Continuous improvement, training 7
 - 3.6.1 Objectives 7
- 4 Palm Oil Statement 7
- 5 Allocation of responsibility 7
 - 5.1 Governance structure 7
 - 5.2 Management approach 8
 - 5.3 Responsibility 8
- 6 Policy review, communication and reporting channels 8
 - 6.1 Review frequency and responsibility 8
 - 6.2 Communication and accessibility 9
- 7 Approval and signature 9

1 Policy identification

Title: Responsible Sourcing Policy

Version: 2.0

Effective date: 1 May 2026

Review date: 15 April 2026

Policy owner: Global Procurement Director

Approver: Chief Operating Officer (COO)

2 Scope of application

2.1 Organizational scope

This policy applies to all Group employees, management and board, subsidiaries and controlled entities, as well as suppliers, contractors, business partners.

The NovaTaste Group and its affiliates will control and manage their activities to ensure responsible sourcing management and project implementation. We continue to monitor the changing domestic and European and global regulatory landscape to ensure we uphold the highest level of compliance.

2.2 Content scope

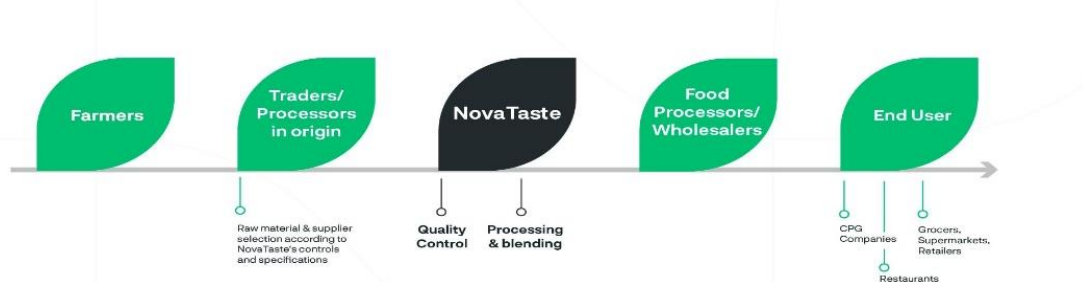
This policy covers: NovaTaste's principles and targets to sustainable sourcing activities.

NovaTaste's sourcing strategy outlines our intention to reduce impact, mitigate risk and improve performance, while committing our suppliers that good labour practices are adhered on the entire supply chain. Our commitments strengthen this direction by further integrating material environmental issues in supply chain management. To embed sustainability within the Procurement function, our commitments sit within our supplier strategy and with all of our suppliers and partners.

Our Sustainable Procurement Policy exists in a separate document from our Supplier Code of Conduct. Our Sustainable Procurement Policy aims to communicate our internal, group-level commitments and principles for sustainable procurement. Our Supplier Code of Conduct aims at communicating our requirements externally for suppliers in order to do business conduct ethical and sustainable business with them.

Responsible sourcing for us means procuring our goods & services in a responsible manner, considering economic, environmental and social factors. We strive to make informed decisions, minimizing negative impacts and maximizing positive contributions across the supply chain.

Our supply chain is global for the procurement and sourcing of raw materials, food ingredients and operational materials. Here is an example of our supply chain for the sourcing of black pepper:



3 Commitments

The main objective of our responsible sourcing commitment is to engage with suppliers with a common and unified set of targets and actions to mitigate negative social and environmental harm and help drive positive impact in our supply chain.



Our long-term targets to 2034 – based on the establishment of our sustainability program and strategy in 2024 – are the following:

- Commit to managing the risks of adverse environmental impacts in our supply chain and selecting suppliers that implement the best environmental practices.
- Commit to managing the social risks for ethical sourcing and human rights in the supply chain
- Commit to train 100% of our Global Procurement team on Responsible Sourcing for both environmental and social targets and action areas through on-going annual engagement

Our long-term targets to 2034 versus a baseline of 2024:

- ❖ **≥90% of total spend responsibly sourced** (covering Code of Conduct + ESG risk screening and corrective actions)
- ❖ **100% high-risk & strategic suppliers** ESG-assessed with action plans
- ❖ **35% Scope 3.1 emissions reduced** from purchased goods, driven by supplier engagement and material optimization

Our annual 2026 targets year over year versus a baseline of 2024:

| Project & Activity summary | Targets & KPIs – for End 2026 |
|--|--|
| Strategic supplier decarbonization, Scope 3 CO2 data mgmt. & reduction | <ul style="list-style-type: none"> • Reduce Decarbonization purchased goods by 2,5% (Scope 3.1 per the Greenhouse Gas (GHG) Protocol) • CO2 action plans for TOP 30+ strategic suppliers, responsible for the greatest environmental impact • Product Carbon Footprints for 67% of hotspot purchased goods- |
| Supplier engagement for responsible sourcing & ESG risk mitigation | <ul style="list-style-type: none"> • Code of Conduct signed and reviewed and Human Rights Policy covering 75% of spend • ESG risk assessment and action plans for top 10 high risk suppliers |
| Buyer ESG training | <ul style="list-style-type: none"> • 100% of procurement lead buyers receive annual trainings on ESG-related updates • Attendance of at least one ESG-Procurement workshop/ training for every buyer |

3.1 Ethical sourcing and human rights in the supply chain, community projects

NovaTaste’s approach towards the topics of ethical sourcing and respecting human rights in the supply chain actively addresses: fair working conditions, adequate wages, no forced labour and no child labor. This commitment is managed along with NovaTaste’s approach to social and community

projects targeting collaboration with local communities for fair working conditions, inclusion and transparency. This topic is very relevant to the Group as we source raw materials and ingredients globally for spice blends and mixtures. Many of our sourced materials come from geographies globally where transparency of working conditions, wages and labour are required to meet our commitment of ethical sourcing.

3.1.1 Objectives

NovaTaste is committed to purchasing raw materials from suppliers that can prove they are compliant with environmental and social best practices. We only engage with suppliers who sign and implement actions as per our Supplier Code of Conduct and our ESG Supplier questionnaire. We are committed to building a more sustainable supply chain by setting a range of relevant and impactful targets

The Procurement team ensures that respect for human rights is an integral part of all sourcing decisions. Key aspects such as fair working conditions, adequate wages, and the strict prohibition of child labor and forced labor are routinely considered in supplier selection, evaluation, and ongoing supplier management.

Procurement actively works to increase transparency regarding working conditions, wages, and labor practices, particularly in sourcing regions with higher social risk. The objective is to identify potential risks early and address them openly and responsibly together with suppliers. The Procurement team promotes open dialogue and long-term partnerships with suppliers to strengthen ethical standards across the supply chain. Rather than a purely compliance-driven approach, the focus is on supplier engagement, awareness-raising, and continuous improvement of social practices.

Procurement supports NovaTaste's social and community projects by aligning sourcing practices with initiatives that promote fair working conditions, inclusion, and transparency within local communities. Ethical sourcing is understood as a lever to generate positive social impact beyond the immediate supply chain.

3.2 Supply chain decarbonization

Our environmental efforts are based on calculating our carbon footprint across our entire corporate activities, scopes 1, 2 & 3, as per the GHG (Greenhouse Gas) protocol and global standard. We are committed to strategic supplier decarbonization, working collaboratively with our suppliers to reduce greenhouse gas emissions across our value chain. This includes setting clear expectations, supporting continuous improvement, and prioritizing partnerships with suppliers who demonstrate measurable progress toward climate goals spanning CO2 reduction, deforestation-free sourcing and enhancing biodiversity and farming along our supply chain.

3.2.1 Objectives

We actively implement projects and engage with suppliers to deliver on our objectives for supply chain decarbonization.

We will collect annual CO2 data and product carbon footprints (PCFs) from ≥45 suppliers, including those added through mergers & acquisitions (M&A).

We will develop PCFs and CO2 action plans for our TOP 30 suppliers.

We will manage Scope 3 CO2 data and optimize our data management to ensure efficient tracking of emissions in the supply chain.

3.3 Collaboration with suppliers for material sourcing

NovaTaste's approach to sustainable sourcing is built on close collaboration and long-term partnerships with its suppliers. The company recognizes that responsible and sustainable supply chains can only be achieved through active engagement, open dialogue, and shared responsibility across the value chain. NovaTaste works with suppliers to promote ethical, social, and environmental standards, encouraging transparency, continuous improvement, and alignment with the Group's sustainability objectives.

This topic of supplier collaboration is highly relevant to the Group due to NovaTaste's global sourcing of all materials, including raw materials and ingredients for spice blends and mixtures. Many of these materials originate from regions where environmental impacts, social conditions, and supply chain risks require careful management. By collaborating closely with suppliers, NovaTaste aims to strengthen responsible sourcing practices, mitigate sustainability risks, and contribute to positive social and environmental outcomes throughout the supply chain. Sustainable sourcing is therefore a key enabler for ensuring product quality, supply continuity, and the long-term resilience of NovaTaste's business.

3.3.1 Objectives

We actively engage with suppliers on traceability of their products' origins and/or sourcing from an independent sustainability certification standards.

We also work towards taking prospective suppliers' sustainability commitments and performance into consideration as per the Supplier Code of Conduct process and strategic decision making.

We aim to reduce pollution of soil and support Biodiversity throughout our supply chain and encourage our suppliers to commit themselves to the same in the supply chain down to the farmers/producers of their product. This focus on nature also includes our commitment to and objectives to have 100% deforestation-free materials (EUDR-aligned) in our supply chain.

3.4 Managing risks in the supply chain

NovaTaste takes an active approach to manage risks in our supply chain. This topic is relevant to the entire Group as our sourcing is global and linked to both social and climate related risks. These social-related risk of ethical sourcing and climate-related physical risks could impact operations and supply chain continuity and resilience.

A thorough social and climate risk assessment is conducted annually for our sourced raw materials and local geographies, where grown and procured. This is based on science-based industry and 3rd party aggregated data for our raw material and assessed for risks in the supply chain.

Actions and measures are then derived as per the findings of the social and climate risks for high-risk for our raw materials and geographies and integrated in our on-going supplier engagement and actions and KPIs for responsible sourcing and project prioritization— from supplier approval to assessment and audits and reviews. All social and climate related risks, analysis and mitigation are embedded in our enterprise risk management (ERM) process and governed and managed by our Executive Committee quarterly with annual updates and reporting.

3.4.1 Objectives

We commit to managing the risks of adverse social and environmental impacts in our supply chain and support supplier relationships that implement the best social and environmental practices that align with NovaTaste's values and sustainable sourcing principles.

3.5 Ensuring compliance - Supplier Code of Conduct

As a responsible business, NovaTaste aims to fulfill the highest social and environmental standards across all our companies. As a responsible and sustainable company, we expect the same commitment from all our suppliers and that our suppliers strive to implement the same or at least comparable standards in the whole supply chain. Our Supplier Code of Conduct provides a foundational framework that reflects our commitment to integrity, sustainability and social responsibility and applies to all vendors, suppliers, contractors, consultants, agents and other providers of goods and services (“Suppliers”) to the NovaTaste group of companies. We believe that responsible business practices lead to stronger relationships, improved reputation, and long-term success.

For more information, please read our [Supplier Code of Conduct on our NovaTaste website](#).

3.6 Continuous improvement, training

To ensure responsible sourcing and the effective integration of ESG principles into procurement activities, all buyers are trained on regular basis on sustainable procurement. These trainings shall focus on the company’s key ESG topics, priority risk areas and defined objectives.

Procurement employees shall have continuous and easy access to relevant ESG training materials, guidelines and tools to support informed decision-making in their daily work. Furthermore, direct contact and collaboration with the ESG team shall be ensured to enable expert guidance, ongoing dialogue and the escalation of ESG-related questions or concerns.

3.6.1 Objectives

We will provide regular training to category buyers on key social and environmental issues to improve climate and ethical literacy across the department. Annually we will train and upskill 100% of procurement leaders to cascade and implement ESG-related topics with their local teams. The Global Procurement Director and Global Sustainability Director with the ESG Core Team will manage quarterly updates and workshops, as well as review and validate continuous improvement and training annually.

4 Palm Oil Statement

We actively seek to minimize the use of palm oil in our own products wherever feasible. As a result of these efforts, palm oil accounts for less than 0.1% of NovaTaste’s total global procurement spend. In instances where the use of palm oil cannot be avoided, we prioritize sourcing RSPO-certified palm oil in order to support more responsible and sustainable production practices.

In addition, we work closely with our suppliers to encourage the reduction of palm oil use in their own production processes and products supplied to NovaTaste. Products containing palm oil sourced through suppliers also represent a very limited share of our procurement activities, accounting for less than 1% of NovaTaste’s total global procurement spend.

5 Allocation of responsibility

5.1 Governance structure

We actively govern, manage and review opportunities to improve our overall responsible sourcing program. We have clearly defined Board oversight, Executive Committee responsibility and operational ownership.

- 1.1. We have a robust system of governance in place. All NovaTaste employees are committed to our environmental standards. However, ultimate responsibility for our ESG strategy lies at the Executive Committee (EC) on Group level and is overseen by our Chief Executive Officer (CEO). Our Group Sustainability Director chairs the ESG Committee, which is formed of direct reports to the Executive team and includes Procurement, Operations, R&D, HR, IT and Finance – as well as Regional General Managers (GM) and Country & Site Leads.

- 1.2. Planning and progress made against Environmental & Social KPIs are monitored through internal functional leadership teams. The necessary personnel, information, and financial resources will be allocated to assist the company in meeting its environmental and social objectives which is to reduce its impact on the environment and for ethical sourcing in our supply chain through a process of continual improvement.
- 1.3. We will be transparent and publicly publish our ESG-Report as per the EU Corporate Sustainability Reporting Directive (CSRD).

5.2 Management approach

The overall due diligence approach within the Executive Committee and Operations and Procurement Leadership teams is based on:

- Co-leadership between the Global Procurement Director and Global Sustainability Director
- Active, quarterly engagement with the ESG Core Team and the Procurement global leadership team
- The Global Procurement Director manages on-going adherence and implementation of our global supply chain due diligence and ESG-risk management
- Procurement regional and local leads will cascade, update and manage ESG-related policy, process and measurement.
- The Global Directors with the Procurement Leadership team review and validate continuous improvement and training annually.

Planning and progress made against Environmental KPIs are monitored through internal functional leadership teams. The necessary personnel, information, and financial resources will be allocated to assist the company in meeting its environmental objectives which is to reduce its impact on the environment through a process of continual improvement.

5.3 Responsibility

The overall responsibility of implementation, compliance with policy and reporting lies with the global Procurement Leads including Lead Buyers. This responsibility is based on:

- On-going engagement and alignment with the Global Procurement Director and Global Sustainability Director
- Active, quarterly engagement with the ESG Core Team and the Procurement global leadership team
- Actively managing on adherence and implementation of our global supply chain due diligence and ESG-risk management
- Cascading, updating and managing ESG-related policy, process and measurement locally
- Reviewing and validating continuous improvement and training
- Managing concerns and / or breaches of compliance

6 Policy review, communication and reporting channels

6.1 Review frequency and responsibility

This policy will be reviewed annually to ensure that it remains relevant and appropriate to the organization. This annual review will be lead by the Global Procurement Director together with the Global Sustainability Director and Legal & Risk Management Global Leads. Updates will be signed off by the Chief Operating Officer (COO).

6.2 Communication and accessibility

NovaTaste will communicate this policy and relevant guidance to employees through our established internal communication channels. NovaTaste employees shall have access to NovaTaste's applicable Corporate Policies. We will communicate this policy to our suppliers, contractors and business partners

and other stakeholders. Managers, employees and agents will receive relevant training on how to implement this policy in the scope of their employment

We will provide appropriate information, communication and training to build internal and external understanding concerning the Company's environmental and climate impact.

We will encourage our suppliers and customers to use sustainable resources wherever possible.

7 Approval and signature

Title of approver: Chief Operating Officer

Date: 15 April 2026

Signature: Peter Accou

A handwritten signature in black ink, appearing to read 'Peter Accou', with a long horizontal stroke extending to the right.