



NovaTaste

Environmental & Climate Policy

Description: Environmental & Climate Policy applicable to all NovaTaste entities

Version: 2.0 / 15 April 2026

Prepared: Global CI & CapEx Lead & Quality Director **Reviewed:** Global Sustainability Director

Approved: COO

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1. Policy identification

Title:	NovaTaste Environmental and Climate Policy
Version:	2.0 (Version 1.0 from 2025)
Effective date:	15 April 2026
Review date:	1 April 2026
Policy owner:	Global Sustainability Director
Approver:	COO (Chief Operating Officer)

2. Scope of application

2.1. Organisational scope

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

The NovaTaste Group and its subsidiaries will control and manage their activities to ensure risks to the environment are identified, and action taken to reduce adverse effects. We continue to monitor the changing domestic and European regulatory landscape to ensure we uphold the highest level of compliance.

2.2. Content scope

This policy covers topics related to:

- Greenhouse gas emissions and decarbonisation
- Energy
- Biodiversity, deforestation
- Planetary health
- Waste
- Water management
- Product end-of-life - Packaging, materials, food waste
- Logistics
- Customer health
- Environmental Certifications

3. Commitments

3.1. Decarbonisation

This Policy will guide us to reduce our environmental impact and transition our business to a low-carbon future. NovaTaste recognises that greenhouse gas emissions arise across our direct operations, purchased energy, logistics, and wider value chain, and we are committed to reducing these emissions in line with climate science and internationally recognised accounting standards.

We account for greenhouse gas emissions in accordance with the Greenhouse Gas Protocol and include relevant greenhouse gases from company operations and transport, including direct and indirect emissions of CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆.

Our approach covers Scope 1, Scope 2 and Scope 3 emissions and includes annual inventory updates, reduction planning, and integration of decarbonization actions into operational decision-making.

We have committed to operating with Net Zero emissions across our value chain by 2050 and to progressing reductions across Scope 1, Scope 2 and Scope 3 by 2030.

As we build our long-term plan to 2034 and beyond, we will continue to re-baseline our footprint and targets as required following significant acquisitions, divestments, structural changes, or methodology improvements.

NovaTaste commits to the following:

- Maintain a Group-wide GHG inventory covering Scope 1, Scope 2 and relevant Scope 3 emissions and update it at least annually.
- Reduce absolute and/or intensity-based greenhouse gas emissions across operations and transport through energy efficiency, process optimisation, transition to renewable electricity, lower-carbon fuels where feasible, and logistics optimisation.
- Develop and manage short-, medium- and long-term decarbonisation action plans across manufacturing, warehousing, offices, and logistics activities.
- Engage suppliers, logistics partners, and other relevant value chain partners to improve emissions data quality and support Scope 3 reduction initiatives.
- Integrate climate considerations into capital expenditure, operational improvement, network optimisation, procurement, and sourcing decisions where appropriate.
- Report progress on GHG emissions and decarbonisation initiatives through internal governance and external ESG disclosures, in line with applicable reporting requirements.

3.1.1. Targets

- Maintain our commitment to Net Zero emissions across Scope 1, Scope 2 and Scope 3 by 2050 - from 355,466 tCO₂e to 35,547 tCO₂e.
 - By 2034, reduce absolute GHG Scope 1 & 2 emissions by 42% vs 2024 baseline
 - By 2034, reduce absolute GHG Scope 3 emissions by 35% vs 2024 baseline
- Maintain an annual update of the NovaTaste GHG inventory and an annual review of the associated decarbonisation roadmap.
- Ensure 100% of manufacturing sites and other material operating entities report required energy and fuel data for annual Scope 1 and Scope 2 carbon accounting.
- Establish site or regional reduction roadmaps for material Scope 1 and Scope 2 emission sources and logistics-related emissions, to support the Group's 2030 and 2050 climate commitments.

3.2. Energy

NovaTaste recognises that energy consumption is a key driver of both environmental impact and operational efficiency.

We are committed to managing and reducing energy consumption across our operations while increasing the use of renewable energy sources, in line with our broader decarbonisation strategy.

Our approach focuses on improving energy efficiency, optimising operational processes, investing in efficient technologies, and transitioning towards lower-carbon and renewable energy sources where feasible. We aim to integrate energy management into daily operations, capital investment decisions, and continuous improvement initiatives to support long-term sustainability and cost efficiency.

NovaTaste commits to the following:

- Monitor and track energy consumption across all manufacturing sites and material operations, including electricity, gas, and other relevant energy sources.
- Improve energy efficiency through process optimisation, maintenance practices, operational controls, and investment in energy-efficient technologies and equipment.
- Identify and implement energy reduction initiatives at the site level, including optimisation of utilities, heating, cooling, compressed air, and production processes.

- Increase the use of renewable energy through sourcing of green electricity, on-site generation where feasible, and evaluation of alternative energy solutions.
- Integrate energy considerations into capital expenditure decisions, equipment selection, and operational improvement programs.
- Promote employee awareness and engagement in energy-saving practices across all sites.

3.2.1. Targets

- By the end of 2027, ensure 100% of manufacturing sites monitor and report energy consumption on at least an annual basis, with an annual improvement year over year target.
- Increase the proportion of renewable electricity used across NovaTaste operations over time, in line with market availability and infrastructure, to achieve a year over year 4,2% reduction by 2027.
- Maintain vs 2024 baseline continuous improvement in energy efficiency through year-on-year reduction initiatives aligned with decarbonisation objectives.
- Review and update energy performance and improvement actions annually as part of the Group's environmental performance management process.

3.3. Biodiversity, deforestation

NovaTaste recognises that its operations and supply chains depend on healthy ecosystems and natural resources. We are committed to protecting biodiversity and reducing adverse impacts from our direct operations on the health, diversity, and abundance of local ecosystems, species, habitats, and genetic resources.

Our approach includes considering biodiversity and nature-related risks in site management, land use, utilities, operational changes, and project planning; preventing pollution and unmanaged releases; promoting responsible sourcing practices; and supporting actions that protect or restore ecosystem value where relevant.

We aim to operate in a manner that respects the ecological sensitivity of the areas in which we work and to strengthen awareness of biodiversity-related impacts across the business.

NovaTaste commits to the following:

- Identify and consider biodiversity-related risks and potential environmental impacts associated with direct operations, site changes, and relevant development activities.
- Avoid, minimise, and where feasible mitigate adverse impacts on local habitats, species, soils, and ecosystems arising from site operations, emissions, waste, wastewater, land disturbance, and resource use.
- Consider ecological sensitivity, proximity to protected areas, and local environmental conditions when assessing operational activities or site development projects.
- Support responsible sourcing approaches that contribute to the protection of ecosystems, forests, soils, and natural resources in the value chain.
- Promote employee and supplier awareness of biodiversity and nature-related issues relevant to NovaTaste operations and sourcing activities.
- Review opportunities to strengthen biodiversity outcomes through local environmental initiatives, restoration activities, or site-specific improvement plans where appropriate.

We want to play our role in creating a regenerative food system and rebalancing the relationship between business and nature.

We aim to engage with suppliers and farming communities of our ingredients sourced to foster sustainable farming practices for soil health and restoration of local ecosystems and natural resources, while supporting community livelihoods.

We are committed to responsible sourcing of the food ingredients we procure. We also aim to diversify the types of plant and hybrid proteins beyond animal-based proteins in our ingredients and recipes, as per the Planetary Health global standard.

We want to play our role in creating responsibly sourced food systems that are free from deforestation. In compliance with the EU Deforestation laws (EUDR). We remain aware of the changing regulatory landscape and are working with our suppliers to ensure compliance. Where in-scope, materials supplied will need to be compliant to meet these regulations.

We commit to zero deforestation or conversion across its primary deforestation-linked commodities. This means that clearance of natural forest after 2020 renders the affected area and the commodity produced there non-compliant with our no-deforestation and no-conversion commitments. This includes impacted products like packaging and oils.

3.4. Planetary health

We aim to align and improve our products and ingredients in compliance with planetary health, namely considering human health choices within environmental systems as per the global framework from the Lancet Commission on Planetary Health. Designing, developing and providing solutions that are good for people and the planet is core to our sustainability commitment as a food ingredients company.

We will actively innovate to continuously improve our consumers' access to plant-based choices and alternative protein options.

We will increase our plant-based offerings and solutions, and increase our volume of bio-protection food products.

We will innovate and prioritise planetary health in our product development processes and decision-making.

3.5. Waste, materials and use of chemicals in production

NovaTaste is committed to minimising environmental impact from the use of raw materials, chemicals, and waste generated through its direct operations. We will apply the waste hierarchy by prioritising prevention, reduction, reuse, recycling, recovery, and responsible disposal, while ensuring hazardous materials are handled in a manner that protects people and the environment.

Our approach includes improving material efficiency, reducing avoidable waste generation, strengthening segregation, managing chemicals responsibly throughout their lifecycle, and ensuring hazardous and non-hazardous wastes are stored, transported, treated, and disposed of in accordance with applicable requirements.

By improving control over materials, chemicals, and waste streams, NovaTaste aims to reduce environmental burden, support circularity where feasible, and improve operational performance.

NovaTaste commits to the following:

- Reduce waste generation at source through process optimisation, better material utilisation, loss prevention, and improved operational planning.
- Promote segregation, reuse, recycling, and recovery of waste streams where feasible and supported by local infrastructure and regulatory conditions.
- Manage hazardous materials and chemicals responsibly through appropriate approval, storage, labelling, handling, containment, training, and disposal controls.
- Maintain procedures for the identification, storage, handling, and disposal of hazardous and non-hazardous waste in accordance with applicable legal and operational requirements.
- Monitor significant waste streams and periodically review waste data to identify trends, inefficiencies, and improvement opportunities.
- Seek to reduce the environmental impact of raw material and chemical use through improved specifications, handling controls, substitution where feasible, and responsible procurement practices.

We will reduce food waste and continue to work with global partners such as Too Good to Go (TGTG.com) and local civil society organisations for waste reduction and awareness raising among customers and end consumers.

3.5.1. Targets

- By 2034, achieve:
 - 30% reduction in Ops waste volumes
 - 75% reduction in landfill tonnes versus baseline 2024, including the following:
 - Ensure 100% of manufacturing sites have defined segregation arrangements for major waste streams by the end of 2027
- Reduce avoidable operational waste through site-level waste reduction initiatives and periodic review of waste performance.
- Review opportunities to substitute, reduce, or better control chemicals or materials with higher environmental risk where feasible.

3.6. Water management

NovaTaste recognises water as a shared and essential natural resource and is committed to managing water responsibly across its direct operations. We aim to reduce water consumption, improve water efficiency, support water reuse where feasible, and manage wastewater responsibly in order to minimise our impact on local water resources and receiving environments.

Our approach includes understanding site-level water use, identifying opportunities to reduce losses and inefficiencies, monitoring wastewater generation and discharge, complying with applicable permits and regulations, and prioritising action in areas where water stress, operational demand, or environmental sensitivity may be higher. By embedding responsible water stewardship into operations, NovaTaste aims to strengthen resilience, improve efficiency, and reduce environmental impact.

NovaTaste commits to the following:

- Monitor water consumption and wastewater generation for year-over-year improvements across relevant sites. Use this information to identify reduction opportunities and performance trends.
- Improve water efficiency through operational controls, maintenance, process optimisation, leak reduction, employee awareness, and investment in more efficient equipment or processes where appropriate.
- Promote reuse or cascading of water within operations where technically feasible, hygienically appropriate, legally permissible, and environmentally sound.
- Ensure wastewater is managed responsibly, treated where required, and discharged in accordance with applicable legal, permit, and operational requirements.
- Consider local water context, including water scarcity, water stress, and receiving environment sensitivity, when assessing priorities and opportunities for improvement.
- Review water-related risks periodically and incorporate material findings into environmental planning, capital decisions, and operational improvement initiatives.

3.6.1. Targets

- By the end of 2027, achieve 100% compliance with applicable wastewater discharge permits and legal requirements across all sites.
- By the end of 2027, ensure that 50% of manufacturing sites monitor and report water consumption annually.
- Identify and implement water efficiency improvement actions at sites with material water use.
- Review opportunities for water reuse or recycling at relevant sites as part of operational improvement and capital planning.

3.7. Packaging, product end-of-life and food waste

NovaTaste recognises that environmental impacts can arise at product end-of-life through packaging waste, food waste, emissions from disposal or treatment, and pollution risks, including littering and microplastics.

We are committed to improving the sustainability of packaging and reducing food waste across our direct operations while supporting more circular and responsible end-of-life outcomes where possible.

Our approach includes improving packaging design, reducing unnecessary material use, supporting recyclability and reuse where feasible, considering recycled content where legally and technically appropriate, and reducing product and process losses that contribute to food waste. We will continue to assess end-of-life impacts in product and packaging decisions and seek opportunities to minimise waste and pollution associated with product use and disposal.

NovaTaste commits to the following:

- Reduce unnecessary packaging (primarily plastic, metal, paper and glass) and improve packaging efficiency through material optimisation, design review, and fit-for-purpose specifications.
- Prefer reusable, recyclable, and, where appropriate, compostable packaging solutions where technically feasible, commercially viable, and legally permissible.
- Consider recycled or lower-impact materials in packaging design where product safety, quality, regulatory, and operational requirements allow.
- Reduce food waste generated through operations by improving yield, handling, process control, storage, planning, and reuse or redistribution pathways where appropriate.
- Consider product end-of-life impacts, including waste generation, emissions from disposal, and plastic pollution risks, in packaging and product development decisions.
- Work with suppliers, customers, and other relevant partners to improve packaging circularity, reduce waste, and support more responsible end-of-life management.

3.7.1. Targets

- Ensure packaging design and material selection are aligned with applicable regulatory requirements, including the EU Packaging & Packaging Waste Regulation (PPWR), covering recyclability, labelling, material transparency, and waste management considerations.
 - By the end of 2027, ensure 100% of new packaging designs in the EU are PFAS-free versus a 2024 baseline
 - By the end of 2029, implement 100% of EU site-specific mandatory minimum recycled content targets for plastic packaging versus a 2024 baseline
- Ensure all packaging specifications are reviewed against life-cycle CO₂ impact considerations, with a focus on reducing packaging weight, volume, and complexity across primary, secondary, and tertiary formats.
- Reduce reliance on non-circular and difficult-to-recycle packaging formats, including multi-layer materials and unnecessary coatings or additives, where viable alternatives exist.
- Increase the use of recycled content in packaging materials over time, subject to product safety, technical feasibility, regulatory requirements, and material availability.
- Improve transparency and data availability on packaging materials, composition, and weights across NovaTaste entities to support reporting, compliance, and continuous improvement.
- Promote reuse, returnable systems, and closed-loop solutions, particularly in B2B applications, where operationally and commercially feasible.
- Reduce packaging waste at source by eliminating unnecessary packaging and prioritising prevention over recycling in line with the waste hierarchy.
- Ensure packaging solutions are compatible with existing recycling infrastructure where possible, to maximise real-world recyclability and recovery rates.

- Continue to reduce food waste across operations through process optimisation, improved handling, storage, planning, and collaboration with external partners where relevant.
- Prevent environmental leakage of packaging materials, including plastics and pellets, through appropriate handling, storage, and operational controls.
- Integrate packaging performance and end-of-life considerations into product development, procurement, and supplier engagement processes to support continuous improvement and circular economy objectives.

3.8. Logistics

We will reduce our GHG footprint through efficiencies across our logistics network and harmonising routes globally through a reduction of overall distance travelled and / or overall optimisation.

We will innovate continuously to optimise and decarbonise, including reviewing our and 3rd party vehicle types, and utilising renewable fuels where available, to reduce our GHG footprint.

We will continue to partner with strategic suppliers supporting our logistics for overall network optimization and decarbonization, including setting joint objectives and targets for CO2 reduction.

To learn more about how we are building a more sustainable supply chain, please visit our Responsible Sourcing Policy on our NovaTaste website!

3.9. Customer health and product safety

NovaTaste is committed to protecting customer and consumer health by ensuring that all products placed on the market are safe, compliant, and of consistent quality. Customer health and product safety are fundamental to the way NovaTaste operates and form an important part of the company's wider sustainability and responsible business approach. NovaTaste recognises that maintaining customer trust depends on delivering products that meet legal, regulatory, quality, and food safety requirements at all times, while also supporting transparency, reliability, and continuous improvement across the business.

This commitment is delivered through robust quality and food safety management systems implemented across all NovaTaste sites. These systems include the application of HACCP principles, risk-based food safety controls, full traceability of raw materials and finished products, clear and transparent product information, supplier approval and monitoring processes and effective incident management, withdrawal, and recall procedures. NovaTaste also supports this approach through routine verification activities, internal and external audits, certification programmes where applicable, employee training, and ongoing review of performance to ensure that risks are identified, controlled, and continually reduced.

Responsibility for customer health and product safety is embedded throughout NovaTaste and is shared across all levels of the organisation. Senior leadership is responsible for setting expectations, providing resources, and reviewing performance, while site management and operational teams are responsible for implementing controls, maintaining compliance, and responding effectively to risks and incidents. Through this collective responsibility, NovaTaste ensures that customer health and product safety remain central to decision-making, risk management, and the long-term sustainable success of the business.

NovaTaste commits to the following:

- Ensure that all NovaTaste products placed on the market are safe for their intended use and comply with all applicable food and product safety requirements.
- Maintains a group-wide Product Safety and Quality Policy covering customer health and safety.
- Operate an incident, complaint and recall system in every site.
- Carry out annual food-safety training for all relevant employees.
- Review performance monthly at the site level and group level.
- Maintain supplier assurance and certified-site controls across the business.

3.9.1. Targets

- Maintain highest possible product safety standards for zero product recalls impacting customer health on an annual basis, supported by preventive risk management and continuous improvement activities by the end of 2026 and beyond.
- By 2030, NovaTaste will reduce the number of justified customer complaints per order line by 5%, measured against market and competition annually benchmarked, through continuous improvement initiatives focused on customer satisfaction and product quality.

3.10. Environmental Certifications

NovaTaste recognises that internationally recognised environmental certifications and management systems can strengthen governance, improve operational discipline, support legal compliance, and provide assurance to customers and other stakeholders.

We are committed to developing and maintaining a structured approach to environmental certifications across our sites, prioritising the standards most relevant to our environmental aspects, operational risks, customer expectations, and business activities.

Our approach includes evaluating certification opportunities, maintaining compliance with the applicable requirements of recognised environmental management standards, and using certification frameworks to drive continuous improvement in environmental performance.

NovaTaste commits to the following:

- Assess the relevance of recognised environmental certifications and management systems across its sites, based on site activities, environmental risks, customer expectations, and strategic priorities.
- Work towards implementing and maintaining environmental management systems aligned with internationally recognised standards where appropriate, such as ISO 14001 and, where relevant, energy management standards such as ISO 50001.
- Maintain site-level procedures, responsibilities, records, and internal controls necessary to support environmental certification readiness and ongoing compliance.
- Manage supplier-specific certifications as per our Responsible Sourcing commitments for both environmental & climate and social & supply chain due diligence improvements and impact.

For more information, please read our Supplier Code of Conduct on our NovaTaste website.

- Use internal audits, management reviews, corrective actions, and periodic performance reviews to strengthen environmental management practices.
- Consider customer, legal, operational, and market requirements when determining which certifications are appropriate for specific sites, operations, or product categories.
- Review certification status periodically and use findings to support continuous improvement of NovaTaste's environmental and climate performance.

4. Allocation of responsibility

4.1. 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.

- 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 with the Executive Committee (EC) at the 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.

- 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 are to reduce its impact on the environment and to ensure ethical sourcing in our supply chain through a process of continual improvement.
- We will be transparent and publicly publish our ESG Report as per the EU Corporate Sustainability Reporting Directive (CSRD).

4.2. 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 the Global Sustainability Director
- Active, quarterly engagement with the ESG Core Team and the Procurement global leadership team
- The Global Procurement Director manages ongoing 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 are to reduce its impact on the environment through a process of continual improvement.

4.3. Responsibility

The overall responsibility of implementation, compliance with policy and reporting lies with the global leadership team and respective teams globally, including Procurement Leads, Operations Leads and Manufacturing Site Leads. This responsibility is based on:

- On-going engagement and alignment with the Leadership teams and Global Sustainability Director
- Active, quarterly engagement with the ESG Core Team and the global leadership teams
- Actively managing 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

5. Policy review, communication and reporting channels

5.1. Review frequency and responsibility

This policy will be reviewed annually to ensure that it remains relevant and appropriate to the organisation. This annual review will be led by the Global Sustainability Director together with the Operations Regional Leads. Updates will be signed off by the Chief Operating Officer (COO).

The overall responsibility of implementation, compliance with policy and reporting lies with the global leadership team. This responsibility is based on:

- On-going engagement and alignment with the Regional Operations Leads and Global Sustainability Director

- Active, quarterly engagement with the ESG Core Team and the global leadership team
- 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

5.2. 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, 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 of the Company's environmental and climate impacts.

We will encourage our suppliers and customers to adopt environmentally sustainable practices and measures wherever possible.

6. Approval and signature

Title of approver: Chief Operating Officer (COO)

Date: 1 April 2026

Signature: Peter Accou

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