

Group Sustainability Policy

1. Purpose and Commitment

Nactarome is committed to conducting its business in a **responsible, ethical and future-oriented manner**, integrating sustainability into decision-making, operations and partnerships across the Group.

This policy defines Nactarome's Group-level sustainability principles and minimum expectations, aligned with:

- Our corporate values and long-term business strategy
- Applicable EU legislation and international standards
- Customer, stakeholder and societal expectations

Sustainability at Nactarome is understood as the balanced integration of **Environmental stewardship, Social responsibility and robust Governance**, enabling resilient growth and long-term value creation.

2. Scope

This policy applies to:

- All Nactarome entities, sites and legal entities worldwide, including within the European Union, the United Kingdom and all other jurisdictions in which the Group operates
- All employees, managers and directors
- Key business partners, suppliers and contractors, where relevant through contractual or commercial relationships

Local procedures may complement this policy, provided they meet or exceed the requirements defined herein.

3. Governance and Accountability

3.1 Group Governance

Sustainability governance is embedded at Group level and overseen by executive management.

The Group ensures:

- Clear accountability for sustainability, quality, compliance and ESG performance
- Integration of sustainability into corporate governance, risk management and strategic planning
- Periodic review of sustainability priorities based on materiality, regulatory evolution and business context

3.2 Management Responsibilities

Management at all levels is responsible for:

- Implementing this policy within their areas of responsibility
- Ensuring compliance with applicable laws, standards and internal requirements
- Promoting a culture of integrity, safety, inclusion and continuous improvement

This policy is issued at Group level and becomes effective upon formal adoption by each legal entity and site management.

4. Environmental Responsibility

Nactarome is committed to **minimizing its environmental footprint while ensuring product quality, safety and customer satisfaction.**

Key principles include:

- Compliance with all applicable environmental legislation
- Efficient use of natural resources, including energy, water and raw materials
- Prevention and reduction of waste and emissions
- Responsible management of chemicals and substances

Where relevant, the Group encourages:

- Monitoring of key environmental indicators
- Implementation of improvement actions proportionate to site size, activity and maturity
- Continuous progress rather than short-term targets disconnected from operational reality

5. Social Responsibility

5.1 People, Health and Safety

Nactarome places **people** at the centre of its success.

The Group is committed to:

- Providing safe and healthy working conditions
- Preventing work-related injuries and ill-health
- Promoting employee engagement, competence development and wellbeing

5.2 Human Rights and Labour Practices

Nactarome respects **internationally recognised human rights** and expects the same from its business partners.

This includes:

- Prohibition of child labour, forced labour and any form of exploitation
- Respect for freedom of association and collective bargaining
- Non-discrimination and equal opportunity
- Fair and respectful working conditions

6. Responsible Sourcing and Supply Chain

Nactarome recognises that sustainability **extends beyond its own operations.**

The Group is committed to:

- Responsible sourcing of raw materials and services
- Transparent and ethical supplier relationships
- Progressive integration of ESG considerations into supplier evaluation and engagement

Where relevant, suppliers are expected to:

- Comply with applicable laws and regulations
- Respect human rights and environmental standards
- Support traceability and transparency initiatives

7. Business Ethics and Integrity

Nactarome conducts business with **integrity, transparency and respect for the law.**

The Group maintains zero tolerance for:

- Bribery, corruption and unethical conduct
- Fraud, conflicts of interest and unfair competition

All employees and partners are expected to act ethically, report concerns in good faith and comply with applicable codes of conduct and internal procedures.

8. Risk Management, Compliance and Continuous Improvement

Sustainability is integrated into Nactarome's **risk-based approach**.

The Group:

- Identifies and assesses sustainability-related risks and impacts
- Aligns actions with material topics identified through structured assessments
- Uses data, feedback and audits to support continuous improvement

Nactarome recognises that sustainability maturity may vary across entities and sites. Progress is therefore driven through a **continuous improvement mindset**, prioritising:

- Measured and realistic advancement over time
- Proportionate actions aligned with operational context and risk exposure
- Learning, sharing of best practices and gradual standardisation where appropriate

This approach ensures consistent Group direction while enabling practical, achievable implementation at local level.

9. Transparency and Communication

Nactarome is committed to **transparent and accurate sustainability communication**.

This includes:

- Providing consistent and reliable information to customers, partners and stakeholders
- Supporting ESG questionnaires, audits and reporting requirements
- Aligning public disclosures with verified internal practices and data

This policy supports and complements the **Group Sustainability Statement**, which provides transparency on priorities, actions and performance.

10. Policy Review and Evolution

This policy is **reviewed periodically** to ensure continued relevance, regulatory compliance and alignment with business strategy.

Updates may be made to reflect:

- Regulatory developments (e.g. ESRS, CSRD, supply chain due diligence)
- Changes in business activities or geographic footprint
- Evolving stakeholder expectations

11. Document Control

Document title:	Nactarome Group Sustainability Policy
Document owner:	Group Quality, Corporate Affairs & Sustainability Director
Effective date:	January 14, 2026
Review frequency:	Yearly review, or earlier in case of significant regulatory, organisational or business change.

12. Local Adoption and Approval

This policy shall be formally **adopted by each Nactarome legal entity and site.**

Each entity confirms:

- Alignment with the principles and requirements of this Group Sustainability Policy
- Integration into local management systems and operations
- Compliance with applicable legal and regulatory obligations

Approved for and on behalf of the legal entity:

Entity Name:

Site (if applicable):

Name:

Function:

Date:

Signature: