

Code of Conduct



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Dear colleagues,

NovaTaste is a globally active, food ingredient company dedicated to ongoing enhancement of sensory experiences across the food industry. With a commitment to innovation and quality NovaTaste specializes in crafting bespoke ingredient solutions tailored to meet the unique demands of our clients in the meat, fish, dairy, bakery, snacks, ready meals, and plant-based sectors. Leveraging cutting edge technology and superb expertise in food science, NovaTaste consistently delivers exceptional products that elevate the taste profiles of consumer goods worldwide. From natural extracts to customized formulations, NovaTaste strives for excellence in flavour innovation, driving culinary creativity and customer satisfaction. Our Code of Conduct serves as the cornerstone of our organizational ethos, guiding every member of our community towards ethical and responsible behavior. Rooted in integrity, respect, and accountability. Our code outlines the principles that govern our interactions, with our organization and with our customers and suppliers alike.

It reflects our commitment to uphold the highest moral and professional standards in all aspects of our operations. By adhering to this code NovaTaste demonstrate our unwavering dedication to integrity, fairness, and ethical conduct, fostering a culture of trust, transparency, and mutual respect within our community.

Management



Erik Wiberg-Lyng

Chief Executive Officer
NovaTaste Group

Our code of conduct



At NovaTaste, acting responsibly and lawfully is the basis of the company's success.

We strive to create a working atmosphere in which employees enjoy coming to work. Diversity and inclusion are core values at NovaTaste - they create an open and cooperative corporate culture that thrives on tolerance, creates mutual trust and promotes the development of every employee.

Our actions always comply with the highest standards of ethics, honesty and integrity, as well as all applicable laws and regulations at our locations. All NovaTaste employees (this also includes temporary workers and other external employees) and all managers worldwide must comply with this Code of Conduct.

The requirements of this Code of Conduct apply worldwide. It doesn't matter whether you work from home or in the office. This also includes business meetings, customer events, or other activities on behalf of NovaTaste. If there are differences between this Code, NovaTaste policies and local laws and regulations, the highest standard of ethical behavior must always be followed.

In addition, the following responsibilities apply to managers:

- As role models, they should create an environment in which employees can ask questions and express concerns without having to fear negative consequences.
- Check that the employees of their own team regularly take part in training on the Code of Conduct and the applicable NovaTaste guidelines.
- Be the contact person for all employees, providing advice and support with regards to the rules and how to properly follow the rules of this Code of Conduct.
- Any problems or concerns raised by employees should be passed on promptly to the legal or HR department.

Respectful treatment

Every NovaTaste employee, customer and business partner is responsible for ensuring a positive climate and respectful behavior in the workplace. We do not tolerate discrimination, harassment or disrespectful behavior.



What includes discrimination and harassment?

Discrimination refers to unfair or biased treatment of people based on their origin, skin color, gender, religion, sexual orientation, disability, or other personal or legally protected characteristics.

Harassment can take many forms, including any actions that create an intimidating or offensive work environment. It includes any actions that has the effect of unreasonably interfering with a person's work performance. Specific examples of harassment include, but are not limited to, offensive or sexually suggestive comments, unwanted touching, or threats. The prohibition of discrimination and harassment applies to all actions at NovaTaste, whether in the workplace or in professional activities outside the

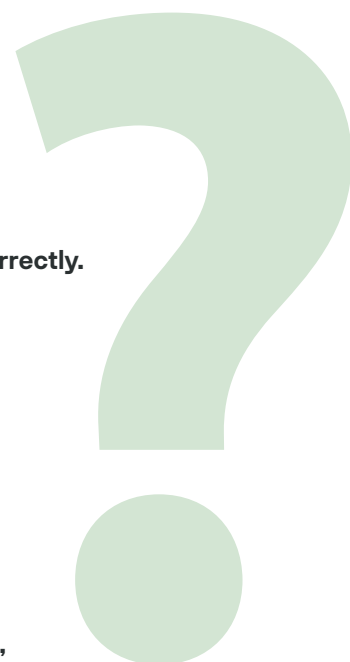
company, in particular in recruitment, training or promotions, as well as dismissals. This also applies to our suppliers, customers and other business partners. If you are a victim or witness to harassment or discrimination, please report it immediately to the Legal Department or HR Department or via the Whistleblower Hotline.

Seek advice

In some situations in the work environment, it can be difficult to judge how to behave correctly. In such cases, the following questions can help you make the right decisions:

- Is it legal?
- Does it comply with NovaTaste's Code of Conduct and Guidelines/Policies?
- Am I maintaining my integrity?
- Will NovaTaste's good reputation be protected?
- Would I feel comfortable if my behavior became publicly known?

If the answer to any of these questions is “no” or you are unsure how to properly behave, please contact the Legal Department or HR, or your direct manager.





Report problems

Every NovaTaste employee is responsible for ensuring that business is conducted honestly and with integrity and in accordance with this Code, NovaTaste's policies and all applicable laws and regulations.

If you become aware of a (suspected) violation or misconduct, you have the following options for reporting the problem:

- Speak directly to your manager or NovaTaste's Legal or HR Department.
- Report the issue online at novataste.com/speakup.
- You can also send an email to compliance@novataste.com or legal@novataste.com

Some of the options above allow anonymous reporting. In order to check the report, it is often helpful to discuss additional questions with the reporting person. It is therefore recommended to provide contact details with a report so that NovaTaste can investigate the report more efficiently.

Individuals who report misconduct or a problem in good faith need not fear retaliation or negative consequences. NovaTaste takes all reports of possible violations or misconduct seriously and will investigate all allegations. If you are questioned as an employee, you are expected to cooperate fully and honestly as part of an internal investigation.

In addition, nothing in this Code of Conduct or in any of our policies or agreements shall be deemed to prevent or restrict you from reporting violations of the law to any relevant authority or from cooperating with such authority.

Violations of this Code of Conduct, NovaTaste's policies and all applicable laws and regulations (as well as attempts to conceal such violations) may result in disciplinary action, including termination of employment. Your actions may also result in legal proceedings being brought against you, NovaTaste and/or the relevant employee(s) by the judicial authorities, including the imposition of fines or criminal sanctions against you, the relevant employee(s) and /or NovaTaste. It is therefore essential that you always comply with this Code of Conduct.

Our behavior

NovaTaste offers an environment that values and promotes the individuality, different strengths and skills of employees, customers, suppliers and other business partners. Each individual should be able to freely develop in his or her uniqueness without fear of harassment or discrimination. Such a workplace can only be created and maintained if we work together and treat each other with respect and without prejudice.



**We want to offer everyone
the same opportunities.**

Inclusion, diversity and equal opportunities

We are inclusive, treat each other with respect and work fairly, honestly and correctly.

In order to create and maintain a diverse workplace at NovaTaste, all employees should be committed to an inclusive, unbiased working environment in which each individual can develop their potential. To achieve this, every employee should internalize the following characteristics and competencies:

We respect and promote diversity among our employees and ensure a working environment that offers equal opportunities, is free from discrimination or harassment and in which every employee is treated with dignity and respect. We treat and promote employees without regard to race, color, faith, religion, national origin, ancestry, age, marital status, sexual orientation or physical and/or mental disability.

Targeted objectivity:

being aware of your own prejudices and working to eliminate them, as well as actively promoting equality and justice in the workplace

Inclusive action

Demonstrate commitment to a culture in which the uniqueness of all employees is valued and encouraged and always act according to this standard.

Commitment to diversity

proactively engaging in the NovaTaste goal of inclusive diversity.

Human rights and fair working conditions

NovaTaste respects and promotes human rights. We adhere to the labor law regulations and guidelines that are applicable to us, in particular regarding wages and tariffs, minimum wage, working hours, overtime, working conditions, occupational safety and freedom of association. We comply with the ILO core labor standards. We reject child labor and forced labor. NovaTaste is committed to paying employees around the world fair and equitable wages. As part of this commitment, NovaTaste recognizes the rights of employees to freedom of association and collective bargaining.

NovaTaste prohibits the use of child labor, forced labor and human trafficking. This ban also applies to all NovaTaste business partners.

Ethical, transparent and honest

For a company to act ethically, transparently and honestly, conflicts of interest should be avoided at all costs. While working at NovaTaste, personal interests and relationships must not conflict with professional obligations to NovaTaste.

A conflict of interest can take different forms. It arises when personal interests and relationships impair NovaTaste's actions in the best interests of the company in any way.

Examples for this are:



Personal or financial relationships with a competitor, supplier or customer.



Business relationships with a family member or a company in which a family member has a financial interest.



Activities unrelated to NovaTaste during working hours or using NovaTaste resources.



Consulting activities for a competitor, supplier or customer of NovaTaste.

A man in a white chef's uniform is shown from the chest down. He has a beard and a tattoo on his left arm. A green circular graphic is overlaid on the right side of the image, containing text. The man's uniform has a green pocket with the brand name 'WIBERG' printed on it. The background is blurred, suggesting a kitchen environment.

ethical transparent honest

Potential conflicts must be immediately disclosed to the line manager or Legal Department for clarification.

Most conflicts can be resolved simply by disclosing them.

WIBERG®

By adhering to these principles, NovaTaste aims to make a positive contribution to the environment and society with the aim of ensuring a sustainable future for everyone.





Sustainability

Sustainability is an essential part of what we do at NovaTaste. This principle begins with responsible raw material sourcing and extends through our environmentally friendly production facilities to carefully developed products that incorporate key sustainability features.

We comply with all applicable laws regarding environmental protection and the handling of harmful or hazardous substances and take environmental and sustainability aspects into account in our activities and strive to minimize the adverse impact of our business activities on the environment.

Our strategy consists of the following points:



ecological footprint



sustainable innovation



responsible sourcing



people and communities



Safety in the workplace

The protection, health and safety of all our employees, business partners and visitors at our sites is particularly important to us. Each individual must observe the relevant NovaTaste guidelines and work to ensure a safe working environment for colleagues and themselves.

By acting attentively and mindfully, we can all contribute to a safe working environment and thus prevent accidents and injuries at work. If you notice unsafe conditions or risky activity, contact your supervisor, site management, Legal Department or HR Department as soon as possible.

Unsafe conditions:

- equipment that is not working properly or is overdue for maintenance
- exposure to hazardous materials to an extent that may result in illness or injury
- assigned tasks that would require additional training,
- any other condition or behavior that could pose a danger to you, others or the environment.

Alcohol and drug abuse

NovaTaste promotes a work environment that protects the health and safety of all employees. Therefore, the use, sale, possession or distribution of illegal drugs and alcohol will not be tolerated on company premises, during work hours or when using company equipment or vehicles. Working under the influence of drugs or alcohol endangers everyone and is strictly prohibited.

Workplace violence

Any form of violence or aggressive behavior is unacceptable and strictly prohibited at NovaTaste. This includes physical aggression and verbal abuse as well as the possession of weapons of any kind. Such actions and behavior must be reported immediately. In the event of an acute danger situation, notify the local police immediately and follow all instructions given.

Combating corruption and bribery

We comply with all applicable anti-corruption laws. Corruption is the abuse of power and authority to obtain improper and/or personal advantage. It can take many forms, including bribery, facilitation payments and embezzlement, such as cash payments, gifts, invitations, job offers or the promise of future business.

The anti-bribery and anti-corruption laws, including the Foreign Corrupt Practices Act (“FCPA”) and the UK Bribery Act generally apply to all NovaTaste employees and NovaTaste operations worldwide.

While the laws against bribery and corruption vary by country, the rules at NovaTaste are clear:

- never offer or pay a bribe to a government official or business partner.
- never ask for or accept a bribe.
- never use a third party or agent to pay or receive bribes on behalf of you or NovaTaste.

If you suspect that a colleague is engaging in bribery or corruption, or if you have the feeling that “something is not quite right,” please contact the Legal Department immediately.





Gifts and invitations

NovaTaste supports successful working relationships and good relationships with customers, suppliers and other business partners, as these are crucial to success. We understand that invitations, such as a business lunch or an invitation to a trade fair or NovaTaste event, are important in strengthening these relationships. In addition, in some countries, gifts are a cultural custom.

Gifts, hospitality or invitations should never be given with the intention of obtaining or retaining commission. In order to avert potential damage, we avoid even the mere appearance of unlawful influence.

Offering or accepting a gift of nominal value may be permitted as long as it is openly and lawfully consistent with the customs of our industry and the location. Gifts can be, for example: free products or services, discounts, minor invitations. Offering or accepting expensive gifts, cash or cash equivalent gifts (e.g. cash vouchers, prepaid cards) is strictly prohibited.

It is not always easy to distinguish between appropriate and inappropriate gifts. Be guided by the following thought: if public disclosure of the transaction would embarrass NovaTaste or you personally, you should not accept the gift.

If you are unsure whether a gift is appropriate, please contact your line manager or the Legal Department. If you cannot refuse a gift without exposing the business partner, take the gift and hand it in immediately to the Legal Department or the HR department. They will decide together with the management how to proceed in this case.



Integrity as a basis

Our business partners

Doing business with integrity and ethically means that we consider the impact of our activities and interactions with business partners on our reputation and finances.

We strive to go beyond mere compliance with laws and regulations to do the right thing in every situation. NovaTaste only works with reputable business partners who act in compliance with all laws and regulations and have the same ethical principles as NovaTaste.

The following points must be observed when working with our business partners:

- Refrain from unfair and deceptive measures.
- Treat all business partners honestly, fairly and objectively.
- Inform honestly and transparently about our products.
- Select business partners based on their qualifications and not out of a personal interest or expected personal advantage.

Money laundering and terrorist financing

NovaTaste is clearly opposed to all forms of money laundering, terrorist financing and any other illegal financing. In “money laundering”, a person or organization disguises the proceeds of criminal activity and makes them appear legitimate. In many cases, such funds are funneled through one or more shell companies and offshore bank accounts to disguise the actual origin and destination of the money.

If you suspect that a business partner is engaging in illegal or suspicious activity, please contact the Legal Department immediately.

Global and fair trade



Legal trade control

As an international company, NovaTaste supplies Know-how and products across many international borders all over the world.

NovaTaste is committed to fully comply with all applicable laws through this global focus, including:

- Export controls, trade restrictions, trade embargoes and economic sanctions that restrict or prohibit NovaTaste 's business relationships with certain countries, individuals or companies.
- Anti-boycott laws that prohibit companies from participating in an international boycott.
- Import and export laws that require NovaTaste and business partners to pay customs duties or obtain certain licenses, permits or other documents before shipping products across borders.

Laws around trade controls, sanctions and (anti-)boycotts are very complicated, so please contact the Legal Department if you have any questions or even suspicions.

Fair competition

NovaTaste is committed to fair competition and competes with competitors solely based on the quality and advantages of its products. Entrepreneurial actions should at no time prevent, restrict or distort competition. No antitrust laws may be violated and no agreements will be made with competitors on the following topics:

- Agree on sales conditions, prices, discounts or offers
- Abuse of a dominant market position
- Boycott suppliers
- Division or allocation of sales territories, customers or product segments.

For us, fair competition also means that information about competitors is obtained in a legal and ethical manner, for example by examining official and publicly available documents

If you have any questions about communication or dealing with competitors, please contact the Legal Department.



Product compliance and applicable regulations

NovaTaste acts in all areas in accordance with the laws and regulations applicable to the respective location, in particular with regard to the food law regulations applicable to the respective location for the control of food labeling, production and all statements that we make about our products.

If you have any questions about these regulations, please contact Regulatory Affairs or the Legal Department.

Protection of NovaTaste assets

With the help of NovaTaste 's ownership, assets and expertise, we are able to develop and deliver the best possible product for our customers. That's why it's so important that we protect these things and safeguard them from theft and misuse. The use of company property for any unethical or illegal purpose is strictly prohibited. A mobile phone or IT equipment provided by the company must generally and primarily be used for business purposes, but private use is permitted within a defined framework. However, this is only permitted to the employee himself/herself. All rights and obligations regarding this or other assets provided can be found in the NovaTaste guidelines and user agreements.

Upon termination of the employment relationship with NovaTaste, all tangible and intangible assets of the company must be returned.

Intellectual property

Intellectual property invented or developed during your employment at NovaTaste is the property of the company of your employment.

The following counts as intellectual property if it was developed during your time at NovaTaste:

- Inventions, ideas and optimizations
- Formulas, processes and patents
- Copyrights
- Trade secrets
- Know-How

Together, we protect NovaTaste assets and confidential data such as sales and pricing information to continue delivering unique and world-class products.

If you have any questions regarding assets and ownership, please contact the Legal Department.



**Together, we protect
NovaTaste.**

Proper storage

Accurate and complete records are particularly important for NovaTaste 's financial reporting and disclosures. This includes everything created or stored at NovaTaste, from invoices to contracts, timesheets and payslips to safety and environmental reports. Since this is very extensive, it is the responsibility of every employee to store documents correctly and completely.

The internal retention periods for corporate documents do not apply if you have been asked to retain certain documents that are important to an actual or foreseeable litigation or investigation. It is important that you comply with this obligation, as you and NovaTaste may be held liable for the destruction of important documents or documents that are subject to a legal retention requirement.



Confidentiality and communication

External communication

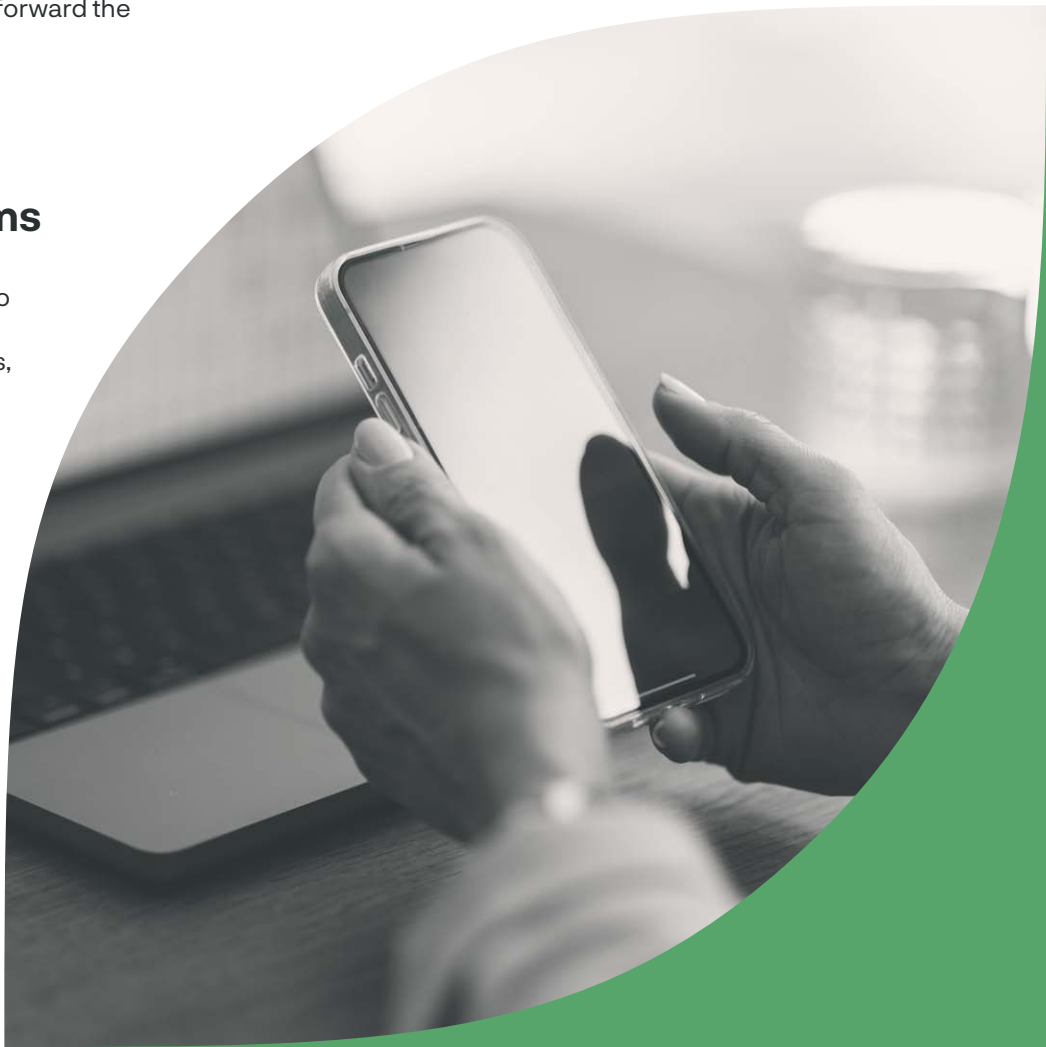
Communication has a significant influence on how we are perceived as NovaTaste. Each of us should also protect NovaTaste's good reputation in our private lives. Only authorized employees who have express permission may answer inquiries from the media, investors, analysts or authorities or make public statements.

If you are asked for information, please forward the request to the management.

IT and communication systems

NovaTaste systems are made available to employees for business purposes. This includes computers, mobile devices, servers, telephones, e-mail and Internet access and all information and communications sent, received and stored via these systems.

Employees are expected to protect the NovaTaste systems from unauthorized access and to keep passwords secret. The resources should be used in an appropriate manner. Inappropriate activities would include, for example, illegal, unethical activities, communicating threats, racist or pornographic content, or unauthorized viewing and/or copying of trade secrets.





Data protection

NovaTaste treats personal data of employees, suppliers, customers and other business partners confidentially and in accordance with applicable data protection laws.

Personal data is any information that relates to an identified or identifiable person. If you have access to personal data within your area of responsibility at NovaTaste, you may only access, use, disclose or forward it to the extent necessary for the performance of your duties. Data may only be used in compliance with the NovaTaste Privacy Policy and applicable laws and regulations.

If you have any questions about data protection or a specific suspicion of misuse of personal data, please contact the Legal Department or the responsible data protection officer immediately.





Contact details

For general questions or to report a possible violation of our Code of Conduct, please contact:

compliance@novataste.com
or **legal@novataste.com**

online at: **novataste.com/speakup**.



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