



ENVIRONMENTAL POLICY

Policy Owner - Name	Peter ter Kulve
- Position	CEO
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Period for Review	Annually
Date of Next Review	Dec/2026

Introduction

Our sustainability strategy defines three environmental priorities. Our ambitions for these three priorities are:

- Climate: to deliver net zero emissions across our value chain and own operations.
- Sourcing of key commodities: to responsibly source cocoa, vanilla, dairy and palm oil.
- Plastics: to contribute to reduction of plastic pollution through innovation for recyclability and collaboration

In addition to these priorities, we are committed to environmental compliance in our operations which reduce and prevent pollutant emissions and releases to air, land, and water.

We continue to drive zero waste to landfill, improve waste management and advance water stewardship. The TMICC Environmental Policy (“Policy”) sets out the requirements with which TMICC NV (“TMICC”, “our”, “its”) will adhere to as we deliver our strategy.

Scope

This Policy applies to our operations over which we have direct control – including the employees and contractors who work on our manufacturing sites, non-manufacturing sites (offices, R&D sites) and logistics sites (warehouses and distribution centres). It also applies to our joint ventures where we have operational control. In addition, when working with partners in parts of our value chain which are outside of our direct control, we encourage them to apply the same requirements set out in this Policy.

Our Policy

This Policy commits TMICC to:

- Maintain Board and IC Executive Leadership Team accountability for the implementation of the Environmental Policy and oversight of our environmental agenda as expressed through our strategy.
- Maintain Board and IC Executive Leadership Team oversight of the identification and management of impacts, risks and opportunities related to the environment, including reviewing the effectiveness of our risk management and internal control systems.
- Include environmental risks in our company-wide risk identification and mitigation processes, and report on the principal risks related to the environment in our Annual Report and Accounts.
- Ensure compliance with relevant environmental legislation and internal TMICC Standards in our operations.
- Continuously improve our environmental management systems and processes to improve environmental performance in our operations, including setting internal targets and public goals, supported by clearly defined metrics.
- Report all incidents and near misses in line with reporting requirements, including thorough investigation, follow-up and communication of lessons learned.
- Monitor and report transparently on our annual progress against any public goals.

The Magnum Ice Cream Company

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- Engage employees on environmental issues and our environmental goals, plans and metrics.
- Ensure those responsible for adhering to this Policy and delivering our environmental goals have the relevant skills and competencies to lead and support our environmental agenda.
- Work in partnership with others to promote environmental care, increase understanding of environmental issues and disseminate good practice.
- Monitor external issues and public concerns relating to the environment and respond accordingly.

Implementation

This Policy is implemented through a number of publicly communicated plans and policies, supported by internal policies and standards. These include:

- [Business Integrity Code](#)
- [Responsible Partner Policy](#)
- [Sustainable Agriculture Principles](#)

Governance and Oversight

This Policy is ultimately governed by the IC Executive Leadership Team.

Signed: Peter ter Kulve Chief Executive Officer and Executive Board member

November 2025

Effective Date

This policy is effective as of December 2025.