

POLICY ON EFFECTIVE STAKEHOLDER DIALOGUE

Dated 8 December 2025

The Magnum Ice Cream Company N.V.

1 INTRODUCTION

This is the policy of The Magnum Ice Cream Company N.V. (the “**Company**”) regarding effective dialogue with stakeholders as required under best practice provision 1.1.5 of the Dutch Corporate Governance Code, dated 20 March 2025, as amended from time to time. This policy was adopted by the board of the Company (the “**Board**”) on 8 December 2025.

2 GENERAL

- 2.1** The Company is committed to ensuring that the interests of relevant stakeholders are considered when sustainability aspects of the Company’s strategy are determined. The Company therefore aims to facilitate an open and constructive dialogue with the relevant stakeholders, at least with regard to the sustainability aspects of the Company’s strategy, unless, in the opinion of the Board, this is not in the interest of the Company and the business connected with it.
- 2.2** The Company is open to feedback on key topics that matter to the stakeholders. These topics include, but are not limited to, the sustainability of the Company’s strategy.
- 2.3** To the extent the Company or any of its subsidiaries has an employee participation body, the Board shall take due observance of the manner in which such employee participation body forms part of the stakeholder dialogue set forth in this policy, including in connection with any other communications and consultations between the Board and such employee participation body. Engagement with any employee participation body and/or employees may take place through town hall meetings with employees, engagement surveys and employee development dialogues.
- 2.4** Nothing expressed or referred to in this policy will be construed to give any stakeholder any legal right or claim under or with respect to this policy.

3 PRINCIPLES OF EFFECTIVE DIALOGUE

- 3.1** The Company aims to ensure that dialogue with stakeholders is effective, and expresses its ambition to:
- enter into open conversations with the stakeholders;
 - recognise and integrate their legitimate interests into strategic decision-making to align the Company’s objectives with stakeholder needs;
 - provide insights into how the Company’s actions affect people and the environment to maintain transparency regarding current and potential impacts;
 - build trust with stakeholders to enhance mutual understanding and foster long-lasting, stable relationships;
 - clearly and transparently report strategic objectives and stakeholder considerations to maintain accountability for achieving these objectives;
 - identify stakeholders through established processes to ensure dialogue encompasses diverse perspectives;
 - treat stakeholders with respect and welcoming different points of view to foster respectful engagement;

- communicate in a clear and concise manner to ensure stakeholders are adequately informed about the dialogue process;
- commit to continuous improvement by regularly evaluating and adapting stakeholder engagement processes to remain effective;
- consider the interests of all stakeholders to strike a balanced approach among diverse and sometimes conflicting standpoints;
- facilitate dialogue at stakeholders' requests unless deemed contrary to the interest of the Company and the business connected with it; and
- thoroughly assess stakeholder requests and requiring relevant information in advance.

3.2 For the avoidance of doubt and notwithstanding paragraph 3.1, the Company will not, in accordance with the Insider Trading Policy, disclose any material non-public information to any stakeholder.