



**Nutrition
Technologies®**
Innovation. Naturally.

NT Environmental Management Policy

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| Policy | NT Environmental Management Policy | | | Designed by | Sooridarsan Krishnan QHSE Manager |
| N° | QHSE/23/01 | REVISION | Nil | Approved by | Tom Berry & Nick Piggott Co-CEO |
| Effective Date | 1 March 2023 | | | Approval date | 1 March 2023 |
| Process | Quality, Health, Safety & Environment (QHSE) | | | Page | 8 pages |

Our Organization

At Nutrition Technologies, we believe that it is our responsibility to conserve our planet's natural resources and to protect our ecosystems in order to ensure a viable sustainable healthy well-being and needs of our future generations. Essentially, our primary focus areas are environmental protection, economic development and social development wherein all are closely knitted to each other.

Our fundamental principle is maximizing our value to our society and our shareholders by protecting the environment, health and safety of our people, customers, and communities all over the world through a global perspective in its entirety. This emphasizes and recognizes the need to maintain and restore a rich biodiversity which is the overarching thrust underpinning our business processes, financial and technological activities, innovations, research and development, product, services, branding, marketing, outreach but most important of all, for our people's health and well-being at Nutrition Technologies. As such, we constantly strive and desire to be an environmentally friendly workplace for everyone.

To achieve this, we are committed to the principle of sustainable development and thus, the implementation of this comprehensive Environmental Management Policy (EMP) alongside with our Quality, Health, Safety, and Environment (QHSE) standards, Good Manufacturing Practice (GMP) and Hazard Analysis Critical Control Points (HACCP) throughout Nutrition Technologies and all our subsidiaries towards contributing and minimizing the impact of our operations on the environment globally.

Environmental Management System

To achieve this important goal, we define objectives and targets and propagate them by communicating to our people at each level of our organization. We track and monitor the performance metrics annually to seek purposeful and meaningful improvements in our environmental performance drive in an organized systematic manner with consistent assessments and actionable outcomes of the environmental impacts of our operations in a predictable, pragmatic and sustainable manner. In essence, we strive to achieve the followings:

- conserve all our resources and minimize potential waste by 3Rs - Reduce, Reuse and Repurpose
- prevent and minimize pollution from our production activities; and
- provide a safe and environmentally friendly workplace incorporating best practices methods.

Scope of Policy

This Environmental Management Policy governs the role and responsibility of our management, people, stakeholders, operational activities, processes, suppliers, products and services in our manufacturing plants and subsidiaries across Asia Pacific.

Our Environmental Commitment

We embrace our global scarce resources, unpredictable changing climate and constant growing threats to biodiversity faced by nations all over the world with a forward-looking attitude and strong positive confidence to overcome by addressing all pertinent issues through Nutrition Technologies unwavering commitment to the Environmental Management principles via systematic assessment in congruence to environmental impacts as follows:

Organization Ethos

1. Develop and inculcate a strong proactive culture of ownership and responsibility in every employee as valuable capital asset, cohesive, dynamic, responsive and agile teamwork driving towards a vibrant and dynamic work environment build on the Nutrition Technologies fundamental principles on the health and safety at the individual, research and development, management and organizational levels.
2. Encourage active participation of every employee through deliberate corporate efforts and meaningful education towards instilling Nutrition Technologies culture and ethos.
3. Incorporate environmental management policy in all business transactions and integration.

Resource Sourcing and Supply Chain

1. All suppliers will be encouraged to adopt environmental management principles and best practices in their production systems.
2. All suppliers will be encouraged to comply with Nutrition Technologies environment standard requirements as part of the standardized terms and conditions in their contracts.

3. Nutrition Technologies commits to sourcing environmentally friendly raw materials, packaging materials, processing facilities and services.
4. Provide suitable resources to support and implement the environmental management system across Nutrition Technologies.

Manufacturing

1. Improve our production efficiency, quality and environmental performance by implementing efficient technologies and industry best practices to optimize energy and water consumption, reduce wastes, extract value from by-products, control and eliminate emissions.
2. Incorporate environmental sustainability objectives and industry best practices into plant expansion plans and facilities renovation.
3. Conduct assessment of the life cycle impact of our products in relation to environmental risk management.
4. Investigate and initiate recycling programs to manage treatment of potentially hazardous waste.

Packaging

1. Optimize weight-to-volume packaging density to optimize transportation and logistical costs, time and delivery capacity.
2. Reduce packaging waste by using sustainably renewable resources materials based on defined criteria such as toxicity, durability, refurbished materials.

Research and Development

1. Communicate and disseminate clear, concise, precise, and scientific evidence-based knowledge and information on our environment continuous improvements, impacts, achievements, new innovative product developments and services to the management, our people, customers, general public and government authorities across each level of our entire value chain towards a better built environment.

Regulatory Legislation Conformance

1. Implement suitable environmental management practices to meet or exceed Nutrition Technologies standards and applicable government/legal regulatory requirements.
2. Perform audits on a regular basis to assess and ensure full and consistent compliance conformance to Nutrition Technologies standards and applicable government/legal regulatory requirements.

Performance Evaluation

1. Develop purposeful and realistic metrics to monitor and quantify our performance based on the environmental management performance targets for continuous improvements and integration of environment principles.
2. Develop and implement incident reporting mechanism for transparency and action plans to mitigate, prevent or eradicate such occurrences.

Business Continuity Progression

1. Monitor emerging trends and incumbent risks to be cognizant of the current state of government and legal regulatory changes, new product/service innovations and global business environment challenges.
2. Develop and implement pragmatic, cost-effective and sustainable propositions to optimize waste material resources and reduce energy utilization to mitigate climate change and environmental degradation.
3. Implement effective and efficient decision-making processes to integrate both long-term and short-term economic, environmental, social and equity considerations.
4. Perform consistent and continuous improvements of our environmental management performance activities, new products and services offerings by identifying and addressing environmental risk through our robust, effective and efficient execution of Nutrition Technologies Quality, Health, Safety, and Environment (QHSE) Documentation Control for Quality Standards, Good Manufacturing Practice (GMP) and Hazard Analysis Critical Control Points (HACCP) regimes.

Proactive Stakeholder Engagement and Partnership

1. Collaborate with local and overseas communities, suppliers, business partners, customers, NGOs, governments and Institutes of Higher Learnings to achieve Nutrition Technologies environment management objectives to develop new eco-friendly business activities.
2. Promote environmental awareness training and education for our people.

3. Provide open communication channels as feedback mechanism for improvements suggestions and raising concerns on any environmental issues.
4. Recognize and celebrate our people for their contributions and achievements towards environmental enhancements.
5. Our website will publicize Nutrition Technologies activities on environmental sustainability projects.

Marketing and Branding Communication



1. Inform customers on environmental sustainability efforts in our products and branding.
2. Facilitate customers to make informed decisions with supporting good testimonies.
3. Maximize publicity through various touch points of the customer's journey from product introduction to recycling of packaging.
4. Collaborate with industry partners, government and participate in all public forums.

Annual Review

1. Review, report and status update on the performance progress of Nutrition Technologies environment management policy implementation.
2. Conduct independent audit of our environment management policy.
3. Review current and future activity plans to strive for continuous environmental performance improvements.







The management will communicate this policy to our people and stakeholders. This is to ensure that our people understand and are aware of their role and responsibility by embracing full ownership of their daily work

activities and practicing the underlying principles to fulfill and sustain Nutrition Technologies Environmental Management Policy.

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| Approval | <p>For NUTRITION TECHNOLOGIES,</p> <div style="display: flex; justify-content: space-around;"><div data-bbox="381 556 649 829"><hr/><p>TOM BERRY Co-CEO 1 March 2023</p></div><div data-bbox="649 556 1529 829"><hr/><p>NICK PIGGOTT Co-CEO 1 March 2023</p></div></div> |
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