

Code of Conduct for Van Loon Group employees

1. Introduction

Van Loon Group is a family business. The focus on the customer, the long-term vision and the 'Better every day' mentality are evident throughout; they are in our DNA. Our core values reflect what we stand for, how we treat one another and what drives us.

Within Van Loon Group, integrity, reliability and proper ethical conduct are guiding principles. In this Code of Conduct, we provide our employees with clear guidelines on these matters. The Code of Conduct applies to all employees within Van Loon Group and covers both business activities and the conduct of individual employees whilst working for Van Loon Group.

2. Interacting with our employees

2.1. Interacting with one another

We treat one another with honesty and respect. We are committed to equal treatment and to creating a respectful working environment for all employees. We do not tolerate discrimination against any person or group of persons on the basis of their age, gender, race, nationality or religion, origin, ethnicity, sexual orientation, etc., without this list being considered exhaustive. Van Loon Group maintains a zero-tolerance policy towards sexual harassment, bullying and inappropriate or aggressive behaviour.

2.2. Safe and healthy working environment

Van Loon Group provides its employees with a safe and healthy workplace in accordance with international standards and national laws.

2.3. Legislation and internal guidelines

Van Loon Group complies with all laws and regulations applicable to the company and expects its employees to support this and to comply with these laws and regulations as well. Employees also comply with internal guidelines.

2.4. Handling of company property

Employees must treat Van Loon Group's company property with care. This includes assets, money, funds, equity interests, financial data, trade secrets and confidential information. Van Loon Group's assets and resources, as well as opportunities for the company, must be used to pursue Van Loon Group's objectives and not for personal gain.

2.5. Confidential information and protection of personal data

Van Loon Group employees must ensure that confidential information is kept secure and protected. Confidential information is information that is exclusive to Van Loon Group and gives or may give the company a competitive advantage. Employees shall not share confidential information with third parties during or after the termination of their employment without the express written consent of their manager.

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We protect the privacy and security of the personal data of our employees, suppliers, customers and other business associates. Personal data may only be used for legitimate business purposes and in accordance with legal regulations (GDPR or equivalent). Employees who have questions about the protection of personal data or suspect a personal data breach should contact their line manager or HR.

2.6. Alcohol and drugs

The use of alcohol and/or drugs on the premises, in the office or on the work floor is not permitted. Employees will be denied access to and/or removed from their workplace if they are under the influence of alcohol and/or drugs.

2.7. Whistleblower policy

Every employee must report any breach of this Code of Conduct or any other event, fact or circumstance that could damage the reputation of Van Loon Group, working conditions or the working environment to their manager, external confidential advisor or product integrity officer. Alternatively, they may report it to the external reporting line.

The management has granted the designated external confidential advisor or product integrity officer the authority and obligation to investigate any complaint in the manner he or she deems appropriate. Where necessary, the privacy of the employee concerned must be protected. If the report is not made anonymously, the reporter must not suffer any adverse consequences as a result of the report.

The external confidential advisor, product integrity officer and Group Management reserve the right to take such measures as they deem appropriate based on the results of the investigation.

3. Dealing with customers, suppliers and other business partners

3.1. Customers

We contribute to our customers' success by creating tasty and responsible meat products, meat substitutes and meals that consumers enjoy. We honour our commitments and communicate clearly and transparently with our customers.

3.2. Suppliers and other business partners

We are demanding yet fair towards our suppliers and business partners. We clearly define the required performance to avoid misunderstandings and ambiguities. We honour our commitments and expect the same from our suppliers. We treat our suppliers and business partners fairly and as partners, and treat them with the respect befitting a good business relationship.

We verify compliance with the agreed performance and communicate facts in a constructive and objective manner. We have endorsed the Supply Chain Initiative's 'Principles of Good Practice for Vertical Relationships in the Food Supply Chain' and are committed to them.

Competition

A level playing field is essential for entrepreneurship. Unfair competition must be prevented. It is therefore important that our employees comply with Dutch and European competition laws in their work.

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Unauthorised price fixing, restricting the supply of goods or services, bid rigging, market sharing or exploiting imbalances of power must be prevented at all times.

3.3. Gifts, presents and hospitality

Van Loon Group employees may not offer or accept gifts, presents or entertainment without the express written consent of their manager, unless these are of negligible value (less than 50 euros). In the event that accepting a gift or present could disrupt the business relationship, the employee must discuss this with their manager and obtain written consent.

3.4. Conflict of interest

Van Loon Group expects its employees to avoid conflicts of interest between their personal interests and the interests of the company. Working at Van Loon Group means acting in the best interests of Van Loon Group. In particular, it is prohibited to carry out business transactions between the company and suppliers and/or customers in which the employee or one of their family members has a financial or managerial interest, unless expressly agreed and approved by local or senior management. Any potential case or suspicion of a conflict of interest must be reported to the immediate supervisor of the employee concerned. In case of doubt, the employee must consult with his or her immediate supervisor.

3.5. Bribery and Corruption

Van Loon Group competes fairly on the basis of its products and services. Business transactions must be conducted fairly and in good faith, without bribery or corruption. In the case of bribery, the aim is to induce the person being bribed to do something, or to fail to do something, from which the briber benefits. In the case of corruption, a person abuses their position for personal or business gain, for example through embezzlement or extortion. Any form of bribery or corruption is unacceptable to Van Loon Group.

Van Loon Group strives company-wide for the highest levels of transparency, integrity and accountability. Transactions must be recorded accurately, completely and in a timely manner, in accordance with Van Loon Group's accounting policies. It is not permitted to set up or maintain unrecorded funds or assets. This is to prevent fraud. This encompasses both food fraud and product integrity.

Should an employee encounter or suspect bribery or corruption, it is their duty to report this to their line manager. If this is not possible, they may make use of the Whistleblower Scheme.

3.6. Sustainability

As a company, Van Loon Group is part of society. And in that capacity, we also feel jointly responsible for and committed to the world of tomorrow. We therefore strive to produce our products as responsibly as possible, thereby actively putting corporate social responsibility into practice. Van Loon Group expects all its employees to commit to this.

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This Code applies to all employees of the Van Loon Group and its subsidiaries or sister companies. The Group Management and the Division Directors are responsible for ensuring that the Code of Conduct is communicated to all employees and is adhered to.

The general principles of this Code form the basis. Compliance with a number of these principles is covered by specific policies and procedures. Compliance with the Code is regularly monitored. Findings and recommendations are reported to the management. The Code of Conduct is periodically reviewed and revised where necessary.

Signed to confirm receipt and agreement

Name: Robert van Ballegooijen
Position: CEO
Date: 7 May 2026

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