

Musti Group's Environmental Policy

Musti Group's Environmental Policy describes the principles that guide both our own operations and the reduction of environmental impacts from our products and services, forming the foundation for reliable and sustainable business practices.

Our Environmental Policy principles are part of Musti Group's core values: Be Kind at Heart, Unleash Your Ambition and Win as a Pack. These values guide the way every member of the Musti pack acts in all our operations.

We maintain continuous dialogue with various stakeholders, such as our own staff, customers, supply chain partners, authorities, and local communities. Musti Group's mission is to make life easier, safer, and more fun for pets and their parents throughout the pet's life – while steering consumption toward more sustainable choices.

Scope and Objectives

Musti Group is committed to continuously reducing the environmental impact of its operations. These commitments are made concretely through sustainability targets and measurable indicators.

Musti Group has assessed the material impacts of its operations in accordance with regulations. As part of this assessment, environmental aspects have also been evaluated, and this Environmental Policy addresses all identified material opportunities, risks, and impacts related to environmental themes. The principles described in Musti's Environmental Policy are considered in product range planning and manufacturing, product purchasing, transportation, and throughout the entire product lifecycle.

Musti Group sets indicators and targets for its material environmental impacts and monitors and reports on their achievement. We operate according to the principle of continuous improvement, reviewing our results and setting new, more ambitious goals.

Our aim is to be a manufacturer, producer, and retailer of high-quality safe products that also consider reducing environmental impacts. Our effective processes strengthen our operations and ensure profitable business. Our ultimate goal is to ensure that both pets and their owners feel happy, healthier, cared for, and supported.

This Environmental Policy applies throughout Musti Group across all its markets and geographical areas. Musti Group also implements corresponding principles for its suppliers as part of the requirements set for them. Suppliers undertake to act in accordance with applicable laws and regulations and also to act in accordance with Musti Group's Supplier Code of Conduct.

Main Principles

The key principles guiding our operations are:

- We work to mitigate climate change and promote circular economy through dedicated action plans;
- Laws and regulatory guidelines steer our operations; we comply with legal requirements and strive to exceed them;
- We continuously train our personnel.

We take responsibility for the environment:

- When developing our product range, products, and operational processes or making investments, we comprehensively consider environmental aspects and customer expectations as part of annually defined action plans;
- In developing our own pet food factory, our goal is to minimize environmental impact. Our factory operations meet ISO 14001 requirements and are certified by a third party;
- We use energy efficiently, improve energy performance, favor renewable energy, and encourage sustainable business travel;
- We collaborate with subcontractors to reduce the environmental impact of product transportation;

- We promote material efficiency and circular economy thinking; this includes minimizing packaging materials, increasing recycled content, recyclability, and other renewable materials, as well as following the waste hierarchy in waste recycling;
- We work with suppliers and subcontractors to reduce environmental impacts together;
- We require that all products in our supply chain are deforestation-free in accordance with EU regulations;
- We require that our supply chain does not directly cause biodiversity loss in any location and that nature impacts are evaluated.

Responsibilities and Roles

Musti Group's Executive Management approves this Environmental Policy and the defined indicators and targets. Musti Group's management ensures implementation of this policy, operational planning, and adequate resourcing in cooperation with ESG Department. Every employee is responsible for acting in accordance with this policy and other guidelines.

Controls and Reviews

Executive Management monitors and reviews the implementation, relevance, and effectiveness of this policy and updates its content as needed. Compliance with this policy and related guidelines and processes is ensured through internal controls.

The Musti Group management team has approved this policy on December 31, 2025.