

CLIMATE ACTION PLAN

1. Public Climate Statement

Just Russel recognises that its activities and value chain have a climate impact and commits to systematically measuring, reducing and monitoring this impact on an annual basis.

The base year for this climate action plan is 2025. The CO₂ footprint for that year amounts to approximately 12,494.6 tonnes CO₂e. Emissions fall almost entirely within scope 3. The largest source of emissions is Purchased goods & services, accounting for approximately 94.2% of the total footprint. This climate action plan therefore focuses on product development, ingredients, packaging, improving supplier data and logistics.

Just Russel maintains its existing efforts around green electricity and will additionally focus on targeted reductions in the value chain, where the greatest climate gains are possible.

2. Objectives

For the period 2026-2030, Just Russel sets the following climate objectives:

- a) structurally factoring the CO₂ impact of products and value chain decisions into procurement, product development, packaging and logistics;
- b) monitoring CO₂ intensity per kilogram of product sold and per euro of revenue annually, and reducing it where possible;
- c) improving the quality of supplier data, so that future CO₂ calculations are increasingly based on primary and supplier-specific data;
- d) further reducing scope 1 emissions from company vehicles through electrification and mileage reduction;
- e) reporting annually on the progress of this plan to the executive committee.

3. Climate Actions 2026-2030

Action 1 - Integrating climate impact into recipe development

Action: for new recipes and reformulations, the climate impact of ingredients is assessed as standard alongside nutritional value, quality, price and availability. The focus is on dry food, as this product category represents the largest share of the business.

Resources: product development, nutritional expertise, procurement and sustainability lead; annual budget of approximately EUR 10,000 to EUR 50,000 (incl. overheads) for impact analysis, validation by nutritionists and test production runs; use of recipe data,

emission factors and specific tools for impact calculation (greenhouse gas emissions, water use, deforestation, animal welfare).

Timeline: 2026: develop an impact scorecard per core recipe. 2027: carry out initial reformulation tests. 2028-2030: structurally apply impact assessment to new product development.

Monitoring: CO₂e per kg of product, number of recipes assessed and number of recipes with demonstrable reduction (greenhouse gas emissions, water use, deforestation, animal welfare).

Action 2 - Packaging Reduction and Material Optimisation

Action: Just Russel is exploring lighter, more recyclable or lower-emission alternatives for primary packaging, while maintaining food safety, shelf life and logistical robustness.

Resources: operations, packaging suppliers, quality, marketing and sustainability lead; budget of approximately EUR 10,000 to EUR 20,000 (incl. overheads) for technical analyses, print trials and shelf-life testing.

Timeline: 2026: test at least two alternative packaging options. 2027: decision on pilot introduction. 2028-2030: phased rollout if technically feasible.

Monitoring: grams of packaging per kg of product, CO₂e per kg of packaging, percentage of fully recyclable (mono-material) packaging.

Action 3 - CO₂ Reduction in Last-Mile and Parcel Logistics

Action: annual reduction discussions are held with logistics partners covering emissions per parcel, electric vehicles, route optimisation, delivery bundling and pick-up point options where customer-friendly.

Resources: logistics manager, operations, sustainability lead and account managers from DPD, PostNL and DHL; possible limited additional cost for lower-emission shipping options; use of reports from logistics partners.

Timeline: 2026 Q1: establish baseline per logistics partner. 2026 Q2-Q3: hold reduction discussions. From 2027: include CO₂ performance in the evaluation of logistics partners.

Monitoring: CO₂e per parcel and number of parcels per logistics partner, percentage of lower-emission shipments and total last-mile CO₂e.

Action 4 - Supplier Programme for Better CO₂ Data

Action: strategic suppliers are asked annually to provide up-to-date CO₂ data, system boundaries, methodology, emission factors and reduction initiatives. Priority is given to suppliers of pet food and packaging.

Resources: procurement, finance, operations and sustainability lead; annual budget of approximately EUR 5,000 to EUR 10,000 (incl. overheads) for data validation and external support; use of a data template. Possible use of external assessment tools such as Ecovadis.

Timeline: 2026 Q1-Q2: finalise data template. 2026 Q3-Q4: first supplier scorecard. From 2027: annual update and integration into supplier evaluation.

Monitoring: percentage of traced ingredients per strategic supplier (origin and cultivation method), Ecovadis scorecards where applicable.

Action 5 - Electrification and Mileage Reduction of Company Vehicles

Action: when replacing company vehicles, electric vehicles are chosen as standard, unless a functional exception is justified. In addition, business mileage is reduced through digital meetings, bundling of appointments and better trip planning.

Resources: HR, finance, fleet manager and involved employees; leasing budget for electric vehicles, charging points and charging cards; use of fleet data and mileage records.

Timeline: 2026: no new fossil-fuel company vehicles without a justified exception. 2027-2030: phase out fossil-fuel vehicles according to lease end dates and replacement cycles.

Monitoring: number of fossil-fuel company vehicles, litres of diesel and petrol per year, scope 1 CO₂e and number of business kilometres per employee.

4. Governance and Approval

This climate action plan is formally approved by Just Russel's highest governing body. The executive committee designates an internal owner responsible for monitoring the actions, data collection and progress reporting.

Progress is discussed at least annually. This includes documenting the actions carried out, the resources used, the results achieved, data quality and any adjustments made.

5. Publication and Transparency

This climate action plan is made publicly available on Just Russel's website or shared with relevant stakeholders upon request. Just Russel will update the progress annually based on the most recent CO₂ calculation and operational data.

Date of approval: 2/9/2026

For Just Russel,

Name: **Victor Mortreu**

Position: **CEO**

Signature:

A handwritten signature in black ink, reading 'Victor Mortreu'. The signature is written in a cursive, flowing style. The 'V' is tall and the 'M' is prominent. The signature is positioned below the 'Signature:' label.