

Diversity, Equality & Inclusion Policy

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Purpose

At LOWENCO, we believe that diversity can create greater value for our organization, our people, and society in general.

We see diversity as a prerequisite for attracting and retaining the workforce and talent needed to succeed in our ambitions.

We need all skilled and talented people regardless of gender, age, nationality, ethnicity, disability, sexual orientation, personality and other characteristics and differences.

LOWENCO wants to embrace diversity and inclusion, and we will value diversity where everyone shares their perspectives and ideas to create better solutions.

Applicability

At LOWENCO, we look at diversity from the following perspectives: diversity, equality and inclusion, which bring an objective, organizational and employee perspective, respectively. Diversity is, therefore, about more than just diversity of representation, and it must go hand in hand with equality and inclusion if the potential for diversity is to be unlocked.

• Diversity: Representation – objective data

At LOWENCO, we have a relatively high degree of diversity, particularly in terms of age, ethnicity, and seniority. In our job postings, we encourage everyone to apply regardless of gender, age, nationality, ethnicity, sexual orientation, disability, or religion.

• Equality: Fair opportunities for all

LOWENCO provides all employees, regardless of gender, equal opportunities to take a child's first sick day and parental leave. We also conduct Employee Development Interviews (MedarbejderUdviklingsSamtaler) with all staff, where everyone has equal opportunities to discuss their career aspirations at LOWENCO. Prior to these development interviews, we hold leadership team consultations where managers share perspectives on employees, ensuring a well-rounded evaluation of each individual. Through our salary adjustment process, in which proposals for salary changes are reviewed by multiple leaders, we also ensure a fair and unbiased process.

• Inclusion: Fostering a sense of belonging

As leaders, we strive to create a psychologically safe environment where everyone feels they can be themselves. We acknowledge different personality types, for example, by maintaining visibility of all employees' DISC profiles. Additionally, we promote mutual understanding and trust through social events organized by our staff association—which all employees are members of—as well as company events and the annual Christmas party.

To support diversity in LOWENCO, it is important to have an inclusive culture and leadership. An inclusive approach and genuine curiosity, involvement and recognition of diversity are essential to unleash the full potential of managers and employees and for the diversity of perspectives and ideas to drive development. Therefore, we will work towards ensuring that managers and employees are trained and have the knowledge and tools to create an inclusive culture and leadership in our organization, supported by the right frameworks and processes. We will ensure that we have managers and employees who feel included, respected and recognized

for who they are and the perspectives they bring – regardless of background, gender, age, sexual orientation, Danish/English language, status, etc.

Responsibilities

LOWENCO's Diversity Policy is approved by the LOWENCO Board of Directors and applies to all LOWENCO employees. The attitudes, values, and ambitions expressed in the Policy are something we demand of ourselves – something we want to live up to and something for which we as a company must be held accountable at all times.

Sanctions

We recognize diversity as a strength. Discrimination against or harassment of any Employee in regard to race, ethnic background, gender, disability, sexual orientation, religion, political opinion, maternity, social origin or any similar characteristics is prohibited. Physical, psychological, sexual or verbal harassment or any illegal threats made against or between any colleagues or business partner will not be tolerated.

We take any breach of the Diversity Policy very seriously. Any breach may have consequences under employment law. As an employee of LOWENCO, you are encouraged to report any suspected violation of this Policy to your CEO, COO, CSO or CFO. See also the section of the Employee Handbook on LOWENCO's "Whistleblower Scheme" as well as LOWENCO's code of conduct.

Approval and Review

This Policy has been approved by the Executive Management and shall be reviewed at least annually or whenever significant changes to business operations, regulatory requirements, or sustainability priorities occur. Approved on behalf of the executive management - and electronically signed by LOWENCO's COO, Anders Skarby.