

Sustainability - General

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Purpose

At LOWENCO, sustainability is an integral part of our business strategy, operations, innovation, and corporate culture. We are committed to creating long-term value for our customers, employees, shareholders, suppliers, and society by conducting business responsibly and integrating environmental, social, and governance (ESG) considerations into our decision-making processes.

Through the development and delivery of innovative ultra-low temperature storage solutions for the global life science industry, we strive to contribute positively to society while minimizing our environmental footprint and supporting sustainable development.

Scope

This Policy applies to all LOWENCO entities, employees, managers, contractors, and business activities worldwide.

LOWENCO also requires suppliers, contractors, and business partners to uphold standards consistent with the principles and commitments outlined in this Policy and in our supporting ESG policies.

Our Sustainability Commitments

LOWENCO is committed to:

- Integrating sustainability and ESG considerations into business strategy, risk management, operations, and decision-making.
- Complying with all applicable environmental, social, labor, governance, and business ethics laws and regulations.
- Supporting the Ten Principles of the United Nations Global Compact (UNGC).
- Aligning climate ambitions and greenhouse gas reduction efforts with the Science Based Targets initiative (SBTi) approved.
- Contributing to relevant United Nations Sustainable Development Goals (SDGs).
- Promoting responsible business conduct throughout our value chain.
- Continuously improving our sustainability performance through measurable objectives, performance monitoring, and transparent reporting.

Environmental Responsibility

LOWENCO is committed to reducing the environmental impact of its operations, products, and value chain while supporting the transition to a low-carbon economy.

Climate Action

We will:

- Measure, monitor, and manage greenhouse gas (GHG) emissions.
- Implement initiatives to reduce Scope 1, Scope 2, and relevant Scope 3 emissions.
- Improve energy efficiency across our facilities, products, and business operations.
- Increase the use of renewable energy where feasible.
- Support our science-based climate commitments through defined targets and action plans.

Resource Efficiency and Circularity

We will:

- Optimize the use of energy, raw materials, and other natural resources.
- Minimize waste generation and maximize reuse, recycling, and recovery opportunities.
- Apply circular economy principles where feasible in product design, sourcing, and lifecycle management.
- Continuously improve the environmental performance and energy efficiency of our products.
- Ensure responsible management of refrigerants and environmentally sensitive substances.

Environmental Management

We will:

- Maintain and continuously improve our environmental management processes and systems.
- Identify and mitigate environmental risks and opportunities.
- Prevent pollution and reduce adverse environmental impacts.
- Establish objectives, targets, and performance indicators to drive continuous improvement.

Social Responsibility

LOWENCO is committed to respecting human rights, fostering employee well-being, and maintaining a diverse, equitable, and inclusive workplace.

Human Rights and Labor Practices

We respect internationally recognized human rights and support fair labor practices throughout our operations and value chain.

LOWENCO's commitments regarding human rights, labor standards, diversity, inclusion, health and safety, and employee well-being are further defined in our Human Rights & Labour Rights Policy and related procedures.

Health, Safety, and Well-being

We are committed to:

- Providing a safe and healthy working environment.
- Preventing workplace injuries and occupational illnesses.
- Promoting employee well-being, engagement, and development.
- Supporting continuous learning and professional growth.

Business Ethics and Governance

LOWENCO conducts business with integrity, transparency, and accountability.

We maintain a zero-tolerance approach to bribery, corruption, fraud, and unethical business conduct.

Our expectations regarding ethical business practices, anti-corruption measures, conflicts of interest, data protection, and responsible corporate conduct are further described in our Business Ethics & Anti-Corruption Policy and related governance procedures. This also includes ensuring living wages in our value chain and in particular with our direct suppliers.

Sustainable Supply Chain

LOWENCO recognizes that sustainability extends beyond our own operations and into our supply chain.

We work to promote responsible sourcing and expect suppliers and business partners to:

- Respect human rights and labor standards.
- Protect the environment.
- Operate ethically and responsibly.
- Comply with applicable laws and regulations.

Requirements and expectations for suppliers are further detailed in our Sustainable Procurement Policy and Supplier Code of Conduct.

Stakeholder Engagement

LOWENCO recognizes the importance of engaging with stakeholders to understand expectations, identify material sustainability topics, and improve our ESG performance.

We seek constructive dialogue with employees, customers, suppliers, investors, authorities, industry partners, and other relevant stakeholders to support informed decision-making and continuous improvement.

Governance and Accountability

The Executive Management is responsible for overseeing the implementation of this Policy and ensuring that sustainability remains integrated into LOWENCO's business strategy and operations.

Management is responsible for:

- Establishing sustainability objectives and action plans.
- Monitoring ESG performance and progress against targets.
- Ensuring adequate resources for implementation.
- Reviewing sustainability risks and opportunities.
- Promoting a culture of responsibility and continuous improvement.

All employees are expected to support the objectives of this Policy through responsible conduct and active participation in sustainability initiatives.

Reporting and Continuous Improvement

LOWENCO is committed to transparency and accountability regarding sustainability performance.

We will:

- Monitor relevant ESG key performance indicators (KPIs).
- Report sustainability progress through annual sustainability report disclosures (www.lowenco.com), aligned with *Voluntary Reporting Standard for SMEs*.
- Report Taskforce Climate Financial Disclosure to relevant stakeholders.
- Regularly assess sustainability risks, opportunities, and impacts.
- Review this Policy periodically to ensure continued relevance and effectiveness.
- Continuously improve our sustainability management practices and performance.

Related Policies

This Sustainability Policy is supported by the following policies and frameworks:

- Business Ethics Policy (Incl. Human Rights, Labour Rights Policy & Anti-Corruption Policy)
- Sustainable Procurement Policy
- Supplier Code of Conduct (Incl. Human Rights, Labour Rights Policy & Anti-Corruption Policy)
- Occupational Health & Safety Policy

- Diversity, Equality & Inclusive Policy
- Stress policy
- Alcohol and Drug Policy
- Policy on smoking and other nicotin-containing products
- Environmental- and Climate Policy
- Product Use Policy
- Product End-of-life Policy
- Applicable ISO-certified management systems (ISO9001, 14001, 45001 and 27001)

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. COO, Anders Skarby, has approved the policy on behalf of the Executive Management.