



ENVIRONMENTAL POLICY

OF THE VIMIAN GROUP

Document name	Environmental Policy
Policy holder	CEO
Other stakeholders	Group Sustainability Director
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Policy valid as of	October 2024

The purpose of the policy is to guide Vimian Group AB (publ) and its subsidiaries ("Vimian") in its commitment to sustainable and responsible environmental practices, emphasizing regulatory compliance, climate resilience and the Science-Based Targets approach.

1.1 Scope

All Vimian employees ("Vimians") have a personal responsibility to follow the Environmental policy by incorporating it into their work, as well as encouraging other Vimians to do the same and are expected to:

- Read and understand the policy.
- Participate in relevant training programs relating to the policy, as requested by Vimian.
- Encourage partners working with us to systematically reduce negative impacts on the environment including greenhouse gas emissions, waste and energy usage.

1.2 Implementation

To uphold the standards and practices outlined in this policy Vimian ensures that the policy:

- Is approved by the Board.
- Is informed by expertise from relevant internal and external stakeholders.
- Sets clear expectations for employees, business partners, and other parties linked to our operations, products, or services.
- Is communicated and publicly available on Vimians website to all employees, business partners and other relevant stakeholders.

1.3 Speak up

Vimian encourages openness regarding any concerns related to environmental practices. If there are questions or concerns about this policy or other environmental matters, employees should contact:

- The sustainability team at sustainability@vimian.com.
- The legal team at legal@vimian.com.
- The sustainability lead within their segment.

1.4 Policy Review

- This Environmental Policy will be reviewed annually to ensure its alignment with Vimian's sustainability objectives, regulatory changes and industry best practices. Updates and revisions will be approved by the Board of Directors and communicated to stakeholders.

2 Commitments and actions

We strive to maintain a responsible approach to environmental matters wherever we operate. We use the following principles to guide our work:

- We continuously monitor climate change mitigation and adaption, energy, and environment related risks and opportunities.
- We are committed to use natural resources and energy more efficiently.
- We are committed to consult with stakeholders on environmental issues.

- We are committed to environmental protection and systematically work towards environmental improvements, including reducing carbon emissions, water intake, hazardous materials, waste, and improving energy efficiency in our operations, products and packaging.
- We are committed to report regularly on environmental issues and to transparent reporting on our progress, methodologies, and climate-related risks and opportunities.
- We consider environmental aspects when selecting suppliers (see Supplier Code of Conduct for details).

To ensure continuous improvement and alignment with our principles, we monitor and review continuously the environmental management practices in the places where we operate. In particular, we conduct the following actions:

- Each segment and entity within Vimian is responsible to comply with all applicable environmental regulations, including obtaining required permits, licenses, and fulfilling operational and reporting obligations in the countries and regions they operate.
- Each segment and entity in Vimian is responsible to appropriately manage, control and treat any waste, emissions or wastewater before releasing any waste into the environment, this includes releases of active pharmaceuticals into the environment.
- We identify areas of significance through double materiality assessments, considering both financial and environmental impacts.
- Environmental and climate risks are integrated into our annual risk management process, reviewed and approved by the Executive Management team and the Board of Directors. Average and high risks are assigned adaptation and continuity plans to build resilience.
- We track, measure and document greenhouse gas emissions in Scope 1, 2 and 3, we follow the greenhouse gas protocol.
- Through our Scope 1&2 carbon reduction plan, we work in alignment with the Science-Based Target initiative (SBTi) and are committed to increase share of renewable energy consumption and transition the car fleet to electric, hybrid or low-emitting cars.
- Initiatives related to climate change mitigation and adaption, energy efficiency and greenhouse gas emissions (incl. carbon reduction targets) are included in the annual business planning and budgeting process.
- We encourage ISO certification and other environmental management systems across our production facilities to monitor and improve performance.
- We are reconsidering packaging and transportation practices to reduce environmental impacts.
- We create awareness of the environmental policy through annual trainings of employees.
- We regularly update our stakeholders on progress through our annual Sustainability Report.