



**JOIN THE
BIO-CONVERGENCE
REVOLUTION** 

**BICO GROUP AB (publ)
CORPORATE SUSTAINABILITY POLICY**

1. Introduction

BICO Group AB (publ) (“BICO”) believes in the future of life-saving treatments. BICO’s purpose is to positively shape the future by enabling bioconvergence applications and services. Today and for generations to come. BICO defines Corporate Sustainability as providing biotech solutions to its customers in a way that provides long-term economic, social and environmental value for its customers, its shareholders and society at large.

This policy is supplemented by BICO’s Climate Change Policy, Social and Human Rights Policy, and Corporate Sustainability Governance Instruction. BICO’s way of working is also expressed in the BICO Group Code of Conduct and through BICO’s core values.

2. Purpose

The purpose with this policy is to define the framework for sustainability in BICO and provide a governing platform for BICO’s sustainability work for all business decisions, including investment and operational decisions.

3. Scope

This policy applies to the BICO Group and shall be implemented in all parts of the group taking local rules into account where relevant.

4. Corporate Sustainability Statement

BICO recognises that a prerequisite for a prosperous and sustainable society is an awareness of sustainability challenges and a willingness and ability to act. BICO is committed to support its customers in the transition towards a low carbon economy in line with the Paris Agreement. To that respect BICO is supporting the UN Global Compact. Sustainable development is an important and integral part of the pursuit of value creation for customers, employees, shareholders and society at large.

BICO seeks to contribute to the United Nations’ Sustainable Development Goals (SDGs) by combining a sustainable value chain with sustainable products and services in the offerings to its customers, enabling them in their contribution to the realisation of the SDGs. This will create value from a financial, social and environmental perspective. BICO aims to minimize risks for any direct and indirect adverse impact on environment and climate, biodiversity, water and marine resources, pollution, human rights and labour rights as well as from issues relating to anti-corruption.

5. Corporate Sustainability Management

BICO aims to positively contribute in the sustainability transition within its industry. BICO measures its progress through KPIs in the areas of Our People, Our Offering and Our Planet. BICO believes success is achieved by continuing the focus on being the trusted partner to its customers and vendors. As the inclusion of sustainability into all aspects of commercial activities becomes paramount, BICO’s ability to support its customers will be dependent on a continuous development of sustainability capacity and know-how within all functions combined with established supportive functions, metric targets and incentives to develop in line with our customers’ and stakeholders’ demands.

To reach the goal of being a leading catalyst in the sustainability transition of its industry, BICO continuously enhance its capabilities in the field of sustainability. The following are “Important Enablers” to realize the strategic ambitions:

- Competence development. BICO invests in its staff’s abilities to support BICO’s customers, by continuously offering internal and external trainings, making sure the knowledge within sustainability is continuously improving.

- M&A and investments agenda. BICO strives to have a comprehensive M&A and investments agenda with sustainability risks and impacts integrated into all M&A and investment processes.
- Product & Service development. BICO strives to enable the future of life-saving treatments providing a sustainable offering to its customers by minimizing the climate impact of its products and services throughout the whole lifecycle. Health and Safety is always the top priority.
- Impact. BICO aims to consciously steer its impact through the deployment of products and services, in line with the sustainability commitments made by BICO and supported by metric targets.
- Sustainability Data Management. BICO is dependent on efficient storing and accessibility to in-sourced, enhanced and produced sustainability data, in order to fulfil external reporting requirements as well as capturing sustainability related business opportunities. BICO is developing its data capabilities to fulfil both these goals.
- Risk management. BICO ensures that appropriate sustainability risk due diligence is available in relevant decision-making bodies to support management in conducting business in line with directions from President and Board of Directors.

6. Stakeholder Engagement

BICO's stakeholders take a deep interest in sustainability. Owners as well as customers, suppliers and current and future employees are all important stakeholders. BICO takes a keen interest in their opinions and selection criteria. BICO's position and importance in its industry combined with its stakeholders' views forms the foundation for BICO's Sustainability commitments and strategy.

7. Corporate Sustainability Governance Model

The Board of Directors (the "Board") of BICO is responsible for the management of the affairs and the organisation of the BICO Group. In respect of corporate sustainability this includes the establishment of a strategy for corporate sustainability and an organisation to execute such strategy. The Board fulfils these responsibilities among other things through the approval of:

- (i) the BICO Group business and strategy plan
- (ii) the Corporate Sustainability Policy for the BICO Group,
- (iii) the Sustainability Governance Instruction for the BICO Group, which outlines the governance structure for sustainability management within the BICO Group
- (iv) the Annual and Sustainability Report. The Board is regularly updated on corporate sustainability matters.

The President and Chief Executive Officer (the "President") is responsible for the execution of the Corporate Sustainability Strategy and implementation of the governance structure set by the Board. The President is via the Executive Management Team (EMT) managing the execution of the corporate sustainability strategy in the BICO Group. EMT is a decision-making body that is chaired by the President.

Each Chief Executive Officer (CEO), within BICO has the responsibility to ensure that procedures and controls are in place in order to implement and adhere to the corporate sustainability objectives, strategy and policies set by the Board, the President and EMT.

8. Reporting

BICO shall be transparent in its efforts to support long-term sustainable development of its operations. BICO shall report publicly on sustainability performance, development and impact in the Annual Report. Other external reports follow each international organisation's reporting routines.

9. Sustainability Commitments

BICO recognises the importance of participating in and supporting international commitments that enable businesses to operate in a more sustainable way. BICO supports the following international agreements and international frameworks:

International Agreement	Description
UN Sustainable Development Goals	17 globally agreed goals for 2030 developed by governments, the private sector and civil society to achieve a sustainable development for our planet
The Paris Agreement	An agreement between governments to limit global warming to well below 2 degrees compared to pre-industrial levels.
The Universal Declaration of Human Rights	An expression by all governments in the United Nations of the rights and freedoms everyone is entitled to.
The Eight ILO Core Conventions on Labour Standards	Eight ILO principles and rights at work that are considered fundamental for the world of work and should be prioritized for ratification into national laws.
The UN Guiding Principles on Business and Human Rights	A set of guidelines for states and companies to prevent, address and remedy human rights abuses committed in business operations.
The Children's Rights and Business Principles	Principles to guide companies on actions they can take in the workplace, marketplace and community to respect and support children's rights.
The OECD Guidelines for Multinational Enterprises	Recommendations addresses by governments to multinational enterprises operating in or from adhering countries. They provide non-binding principles and standards for responsible business conduct in a global context consistent with applicable laws and internationally recognised standards. They come with a government-supported office (National Contact Point) to handle 'specific instances' (grievances).

9.1. Guidelines' Standards

BICO is a member of, or has signed, the following business-related commitments:

International Framework

Description

UN Global Compact

Framework for corporates to implement universal sustainability principles in the areas of human rights, labour rights, environment and anti-corruption.

10. Applicability

This policy is global in scope and applies to all BICO Group Partners and BICO Group Subsidiaries.

11. Revision History

This policy is connected to the BICO's Internal Code of Conduct and as such it's adopted by BICO's Board of Directors, thus it will be monitored by the Executive Management.

Version	Effective	Approved by	Amendment
1.0	9 May 2023	Board of Directors	Inaugural Policy