

	Environmental Policy	POL-GEN-2003-01
		Supersedes/Replaces: version signed 2021-12-16
		Valid from 2026-09-30
		Page 1 of 2

Background

FrostPharma is committed to being a responsible employer and a valued contributor to society. We actively and systematically work on initiatives to reduce our climate footprint and increase sustainability, both in terms of environmental impact and the working environment.

We are proud to be developing a future portfolio of environmentally friendly consumable products for use in healthcare, which will help reduce the climate impact associated with consumables today. We already offer a range of consumable products manufactured from bioplastics.

Below are some of the measures we take that contribute to environmental sustainability and demonstrate how environmental considerations are closely integrated into our business activities.

Purpose

This policy is intended for the company's employees and aims to describe the company's environmental work, including the areas that are important to us, our objectives, and how we will work to achieve them.

Long-Term Objectives

- We shall work to achieve the most climate-efficient transportation solutions possible throughout the entire supply chain.
- We choose to work with sustainable suppliers that we can support and align with.
- We shall actively influence packaging development, where possible, in order to reduce transportation of unnecessary materials.
- We shall contribute to facilitating the recycling of both packaging materials and medicinal products from healthcare facilities and end users.
- We will prioritize climate-smart alternatives and adopt them whenever they meet or surpass the effectiveness and performance of our current solutions
- We sort waste at our workplace and ensure that employees have access to alternative modes of transportation to and from the office, including changing facilities.
- We conduct business travel with environmental considerations in mind and are highly restrictive regarding air travel for business purposes.

"Uncontrolled copy when printed". Printed documents must be checked against the electronic valid version on the file server prior to use

	Environmental Policy	POL-GEN-2003-01
		Supersedes/Replaces: version signed 2021-12-16
		Valid from 2026-09-30
		Page 2 of 2

Guidelines

- All laws, regulations, and other applicable requirements relevant to the business shall be complied with.
- Our objectives shall be established and reviewed annually. Measurements and reporting shall be conducted regularly and form the basis for continuous improvement efforts.
- Environmental considerations shall be integrated into daily operations, and environmental impact shall be considered in every decision to support sustainable societal development.
- Employees shall possess environmental awareness and receive continuous competence development relevant to how the company's activities impact the environment.

Responsibilities

Managers are responsible for ensuring that all employees are informed about the policy and are given the opportunity to comply with it. Managers shall also encourage employees to take responsibility and promote preventative sustainability initiatives. Employees are encouraged to contribute creative solutions related to environmental protection and sustainability. Ultimate responsibility rests with the Board of Directors and company management.

Document History

Version	Effective date	Summary of changes
01	2026-09-30	First version of this document according to new numbering structure of controlled documents. The content of the policy has been reviewed and translated into English.

Document history of previous version signed 2021-12-16

Version	Effective date	Summary of changes
01	2021-12-16	New Document

"Uncontrolled copy when printed". Printed documents must be checked against the electronic valid version on the file server prior to use

The contract period is 24 months and the notice period is 3 months. The contract is automatically renewed for another contract period unless canceled a minimum of 3 months before the end of each period.

The start date for the contract is 2026-09-30.

Participants

FROSTPHARMA AB 556814-1708 Sweden

<i>Signed with E-sign</i>	<i>2026-08-28 07:33:24 UTC</i>
Signatory	Date
Fredrik Andersch CEO fredrik.andersch@frostpharma.com	
	Delivery channel: Email IP Address: 31.15.39.38