

## Group Policy

# Loomis – Group Environmental Policy

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# 1. Introduction

## 1.1. Background and purpose

Loomis is a major employer and a provider of essential services that support an inclusive society. The nature of our business significantly impacts the communities in which we operate. Therefore, it is crucial for us to actively participate in climate change mitigation efforts. We acknowledge the ongoing and increasing occurrence of extreme weather events, which have severe consequences for both people and profits. Our strategy for managing environmental impacts involves both mitigation and transition, with risk assessment serving as the foundation for these efforts.

## 1.2. Scope

This Policy applies to all legal entities within the Group, their respective employees and third-party employees, such as consultants.

## 1.3. Structure of related documents

This policy shall be accompanied by the CEO instruction, detailing specific considerations to be made during annual risk assessment, procurement processes and management of facilities. Furthermore, this policy shall be read together with the Code of Conduct and Supplier Code of Conduct. Local steering documents may be drafted and approved only after alignment with the Group Sustainability Team.

# 2. Roles and responsibilities

Loomis CFO (Chief Financial Officer) possesses the overall responsibility to oversee the implementation of this policy in the Group, ensuring that it is adhered to and that the result of such adherence is reported to the Board of Directors.

Loomis Environment and Human rights forum, chaired by the Head of Sustainability and IR shall function as a preparatory body. The forum will review current practices on a regular basis and suggest process changes, division of responsibilities and systems for monitoring to secure continuous compliance with this policy.

Each entity CEO is responsible for reviewing and upholding compliance towards both this policy and any connected CEO instructions in their respective entities.

### 3. Alignment with external conventions

The content of this policy is aligned with, and supports, the following established external conventions and frameworks:

- United nations Paris agreement, adopted at COP21 in December 2015.
- The European Green Deal.
- UN's Global Compact ten principles for human rights, labor rights, environment, and anti-corruption.
- Greenhouse Gas Protocol (GHG).
- CO<sub>2</sub> reduction targets in line with the latest climate science.

### 4. Stakeholder engagement

A key component for a successful management of negative environmental effects is collaboration throughout the value chain. Loomis expectations on its suppliers are detailed in the Group's Supplier Code of Conduct. The core principle is that suppliers shall adopt a precautionary approach to environmental challenges, promote sustainable technologies, and improve environmental performance across the value chain. Suppliers are also encouraged to set science-based emission reduction targets in line with the Paris Agreement.

The expected level of engagement and effort from suppliers regarding these issues, are directly linked to their size, and their share of Loomis Scope 3 emissions. In addition to ongoing stakeholder dialogues with larger suppliers, compliance with Loomis Supplier Code of Conduct is conducted annually, and meticulously with large, and important suppliers.

### 5. Group environmental commitments

Loomis shall work to continuously improve the management of its environmental responsibilities by reducing its environmental and climate impact across the value chain. This includes reducing CO<sub>2</sub> emissions in line with the latest climate science, as well as reducing pollution from microplastics, VOCs, and air pollutants.

Since 2021, Loomis has issued Sustainability-Linked Bonds to integrate environmental commitments into its financing and link climate reduction targets to the terms of its debt solutions.

Loomis has set emission reduction targets for Scope 1 and 2 in line with the Paris Agreement's goal of limiting global warming to well below 2°C, which is aligned with the trajectory set out by the Science Based Targets initiative (SBTi).

## 6. Environmental roadmap

Loomis takes its responsibilities seriously and is dedicated to addressing climate change and its impacts. We are committed to leading the industry in transitioning to a low-emission, energy-efficient way of operating our business. As part of the 2024 Sustainability-Linked Finance Framework, Loomis has set the following sustainability performance targets, using the fiscal year 2019 baseline as a reference:

- 34 percent reduction in Scope 1 and 2 (market-based) emissions by 2027.
- 48 percent reduction in Scope 1 and 2 (market based) emissions by 2030.

Given the nature of its business, Loomis' greenhouse gas emissions primarily descend from the transportation of cash and valuables. Reducing carbon emissions from transportation is therefore a key aspect of the company's efforts in environmental responsibility. To achieve its sustainability performance targets by 2030, Loomis will:

- Gradually replace all company cars with electric or hybrid options.
- Gradually replace 5 percent of the operational vehicle fleet with electric or hybrid options, thereby doubling the current proportion.
- Ensure that the fuel mix contains a minimum of 20 percent HVO, with a maximum of 60 percent diesel.
- Increase energy efficiency of facilities by 15 percent (kWh/sqm) by using low-energy lighting, energy-efficient heating, ventilation, and air conditioning (HVAC) systems, along with optimized scheduling.
- Transition to 100 percent renewable electricity using contractual instruments.

## 7. Exemptions and deviations

No exemptions from this policy are allowed unless explicitly approved beforehand by Loomis AB's Board of Directors. Internal audits are performed at regular intervals. Any identified breaches shall be reported to Loomis Integrity Line.

## 8. Update and approval

The Board of Directors shall review and adopt this Policy annually or, if deemed necessary, whenever there is a need or requirement to do so.

## 9. Contact person

Any questions regarding this policy, and about Loomis' environmental work, may be directed to Loomis CFO.

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