

Climate Action Plan

LAKRIDS BY JOHAN BÜLOW A/S, CVR-no. 33041586

1. Introduction

In accordance with the Company's purpose in its business and operations, where it aims to have a significant positive impact on society and the environment as a whole, LAKRIDS BY JOHAN BÜLOW A/S ("LAKRIDS BY BÜLOW", "LBB" or the "Company") has developed this Climate Action Plan (the "Plan") to address the current climate crisis identified in the Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC).

2. Scope and Responsibilities

This Plan applies to the Company and all its subsidiaries. The roles and responsibilities are distributed as stated below:

- The Board of Directors is responsible for the approval of this Plan and reviews it at least once every 36 months.
- The Chief Operations Officer (the "COO") has overall responsibility for the implementation and communication of this Plan, and for allocating the corresponding human, technical and material resources.
- The ESG Coordinator is responsible for keeping track of the Climate Targets and for collecting relevant stakeholder input.

3. Climate Commitment and SMART Climate Targets

LAKRIDS BY BÜLOW is committed to the Paris Agreement's goal of limiting global warming to 1.5°C and recognises its role in contributing to a low-carbon, climate-resilient economy. LBB is committed to continuously improving its environmental and social performance by systematically integrating climate-related considerations into relevant business decisions and policies. To this end, the Company commits to the following specific, measurable, achievable and relevant (SMART) targets:

Carbon footprint & hotspots:

- By 2027, LBB will complete a GHG inventory under the GHG Protocol, and identify its three main emissions hotspots across its value chain.
- By 2029, LBB will design and implement between 1 and 3 specific reduction measures targeting these hotspots (e.g. changes in logistics or ingredients).

Electricity & packaging:

- LBB will maintain 100% renewable electricity for its manufacturing facility through at least 2030.
- LBB will maintain 100% recycled plastic jars in all packaging through at least 2030.
- LBB will maintain 100% FSC-certified paper-based materials, including cardboard packaging and product labels, through at least 2030.

To achieve these targets, LBB will engage with stakeholders across its value chain through employee surveys, customers inputs, and suppliers' questionnaires and meetings. This information will be reviewed and, where appropriate, integrated into climate-related actions and decision-making.

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This Plan is approved by the Board of Directors of LAKRIDS BY JOHAN BÜLOW A/S on [●] 08/07/2026.

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