

It was resolved by the Board of Directors of Lifco AB (publ) (Reg. No. 556465-3185) (the "Company") at a meeting held on 1 February 2024 to adopt this

Whistleblower Policy

Introduction and Purpose

Lifco strives to maintain a transparent business climate and high business ethics. We value the safety and respect of everyone affected by our business. To ensure that Lifco at all times complies with external laws and regulations as well as its internal values and policies, Lifco has established an external whistleblower service where internal and external stakeholders can anonymously report misconduct.

The whistleblowing service is provided by an external partner WhistleB, Whistleblowing Centre, to ensure anonymity. The communication channel is encrypted and password-protected.

The whistleblower service is available on <https://report.whistleb.com/en/lifco>.

Implementation and Communication

This Policy has been adopted by the Board of Directors and the ultimately responsible for the implementation and follow up is Lifco's Group CEO. The Managing Directors of the subsidiaries are responsible for implementing and communicating this policy to their organisations.