

AB Sagax

Policy concerning employees' and Board members' Board assignments

Adopted by the Board of AB Sagax on 8 May 2024.

Sagax employees and Board members may not commit to Board assignments in companies that have competing operations (see the definition below) except for those companies in which Sagax is a shareholder (Red List) and when such Board assignment is performed within the framework of Sagax's operations.

"Companies that have competing operations" refer to property companies that primarily (>50%) own warehouse and industrial premises and are active in the markets in which Sagax invests. Those markets are currently Sweden, Finland, Germany, the Netherlands, France and Spain.

This policy is intended to ensure that the company is able to clearly and easily state that the Board of Directors and management do not have interests that could potentially conflict with Sagax's interests.

This policy aims to safeguard the capital markets' confidence in Sagax.

This document is an in-house translation of the Swedish policy. In the event of discrepancies, the Swedish original will supersede the translation.