

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

AB Sagax

Anti-discrimination policy

Adopted by the Board of AB Sagax on 8 May 2025

Background

The principle of equal treatment applies to Sagax's operations. This means, among other things, that no discrimination or any other act of victimisation may occur in relation to anyone at Sagax who

1. is an employee,
2. makes enquiries about, or applies for, employment,
3. applies for, or completes, an internship, or
4. is available to perform, or carries out, work as a temporary or borrowed employee.

Sagax takes a zero-tolerance approach to all forms of discrimination or unequal treatment. No offensive pictures, demeaning attitudes or biased language that could lead to workplace harassment are permitted.

Sagax shall never subject an employee to retaliation because they have

1. reported or claimed that their employer has breached the Swedish Discrimination Act,
2. participated in an investigation pursuant to the Discrimination Act, or
3. rejected or complained about any form of harassment.

Measures to prevent discrimination

Sagax shall take continuous and active measures to prevent discrimination and victimisation and to promote equal rights and opportunities regardless of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

Sagax's work with active measures involves preventive and affirmative action by

1. investigating whether there is any risk of discrimination or retaliation, or any other barriers to equal rights and opportunities, for individuals in its business operations,
2. analysing the causes of identified risks and barriers,
3. taking any reasonable preventive and affirmative action that may be required, and
4. monitoring and evaluating the processes described in points 1-3 above.

Sagax's work with active measures shall cover

1. working conditions,
2. rules and practices in regard to salaries and other terms of employment,
3. recruitment and promotion,
4. training and other types of skills development, and
5. opportunities to combine work and parenthood.

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In relation to the work environment, Sagax shall promote a positive work environment for both women and men in the long term. In the short term, the company shall work to ensure that the organisation continues to adapt to the prevailing workload.

In relation to work and parenthood, Sagax's long-term objective is to make it easier for both male and female employees to combine work and parenthood. In the short term, the company's goal is that everyone concerned should be aware of the rights that apply to parental leave and caring for a child.

Sagax's long-term objective is to prevent and prohibit all workplace harassment. In the short term, the company's goal is to raise employee awareness of the company's policy.

Work with active measures shall be a cooperative effort between the employer and the employees.

Sagax shall conduct and record annual salary surveys. In Sweden all aspects of work with active measures shall be recorded in accordance with the applicable regulations set out in Chapter 3, Section 13 of the Discrimination Act.

Procedure in case of perceived discrimination

Should any form of discrimination or unequal treatment occur within Sagax, it is the Company's policy that it has an obligation to act. In such cases, the Company shall investigate the circumstances surrounding the reported discrimination or unequal treatment, and where appropriate, take reasonable measures to prevent any further occurrence.

Employees who feel that they have been subjected to discrimination are encouraged to clearly inform the individual engaging in such behaviour that their actions are unwelcome and offensive. If the discrimination does not cease, or if the affected employee does not wish or does not feel safe to address the issue directly with the individual concerned, the employee may report the matter to their immediate manager or to another member of management whom they trust. Alternatively, the employee may make use of the Company's whistleblowing function.

Scope and responsibility for the Policy

This policy applies to all employees and encompasses all aspects of Sagax's operations.

The Board of Directors is responsible for establishing the policy and conducting an annual review to assess its continued relevance, making revisions as necessary.

The Chief Executive Officer (CEO) is responsible for ensuring that the policy is effectively communicated to all employees and that the organization is adequately informed about its content and implications.
