

AB Sagax

Occupational health and safety (OHS) policy

Adopted by the Board of AB Sagax on 8 May 2025

1. Introduction

The work environment in Sagax's operations shall be such that anyone employed by the company shall not suffer from work-related ill health or injuries. All OHS-related decisions and activities must consider these aspects as well as the OHS policy.

Sagax does not accept any form of workplace bullying or harassment. The work environment shall be characterised by a culture of openness, and all individuals shall be treated equally and with respect.

Current health and safety standards are a minimum requirement for OHS activities, and Sagax strives to continuously improve its OHS performance.

For Sagax, this means:

- that OHS activities are carried out in collaboration between the employer and the employees
- that managers and those responsible possess/acquire the appropriate knowledge, skills, resources and authorisations to ensure a safe and sound work environment,
- that all employees receive the introduction and training they require to ensure their health and safety at work,
- that risk assessments of the work environment are performed when needed, in order to take the steps required to create a better workplace,
- all employees should have access to and use relevant protection equipment,
- that all incidents and accidents that occur are reported and investigated so that steps can be taken,
- that the systematic OHS activities are monitored annually, and

2. Travel

Employees on business trips are always representatives of Sagax, and their actions and behaviour are part of the company's communication and brand.

When travelling for business, employees should:

- - Be alert, and avoid situations that are ethically and morally questionable.
- - Be mindful in relationships, and do not exceed the permitted amount for entertainment expenses and benefits.
- - Otherwise observe Sagax's policies and guidelines, since these apply throughout the entire trip.

Sagax's employees are subject to the same requirements abroad as in Sweden.

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

3. Contact with authorities

In all contact with legislators and government agencies, Sagax employees should act respectfully, clearly and honestly.

4. 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.
