

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

Policy concerning employees' and Board members' Board assignments

Adopted by the Board of AB Sagax on 8 May 2025.

Background

This policy has been adopted by the Board of Directors of AB Sagax (publ) with the aim of maintaining a high standard of ethics and ensuring the capital market's confidence in Sagax, as well as safeguarding the company's reputation among the general public.

The policy further aims to enable the company to clearly and simply communicate that the Board of Directors and executive management do not hold interests that could potentially conflict with those of Sagax.

Board positions in competing businesses

Employees or members of the Board of Directors of Sagax may not accept board positions in companies conducting competing business activities (as defined below), with the exception of companies in which Sagax holds an ownership interest ("Red List"), and where the board assignment is carried out within the scope of Sagax's business activities.

For the purposes of this policy, "companies conducting competing business activities" shall mean real estate companies whose holdings predominantly (>50%) consist of warehouse and industrial properties and which are active in markets where Sagax invests. These markets currently include Sweden, Finland, Germany, the Netherlands, and France, Spain and Denmark.

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.
