

AB Sagax

Anti-Discrimination Policy

Adopted by the Board of Directors of AB Sagax on 8 May 2026

Introduction

The principle of equal treatment applies in Sagax's operations. This means that no discrimination may occur in relation to any person who, at Sagax,

1. is an employee,
2. makes an inquiry about or applies for employment,
3. applies for or carries out an internship, or
4. is available to perform, or performs, work as temporary or seconded staff.

Discrimination means direct and indirect discrimination, harassment, sexual harassment, lack of accessibility, and instructions to discriminate as set out in the Swedish Discrimination Act.

Sagax has zero tolerance for all forms of discrimination, harassment and abusive treatment. Offensive images, degrading attitudes or derogatory language must not occur.

Sagax does not accept retaliation against anyone who:

1. has reported or pointed out that the employer has acted in breach of the Swedish Discrimination Act,
2. has participated in an investigation under the Discrimination Act, or
3. has rejected or called attention to any form of harassment.

Measures to counteract discrimination

Sagax shall continuously take active measures to counteract discrimination and promote equal rights and opportunities irrespective 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 promotional work by:

1. investigating whether there are risks of discrimination or retaliation, as well as other obstacles to equal rights and opportunities in the operations,
2. analysing the causes of identified risks and obstacles,
3. taking the preventive and promotional measures that can reasonably be required, and
4. following up and evaluating the work referred to in items 1-3 above.

The work shall cover:

1. working conditions,
2. provisions and practices regarding pay and other terms of employment,
3. recruitment and promotion,
4. training and other skills development, and

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

5. opportunities to combine gainful employment with parenthood.

Sagax shall promote an inclusive work environment.

Recruitment, pay setting and promotion shall be based on factual and objective grounds.

The work with active measures shall be carried out in cooperation between the employer and employees.

Sagax shall carry out annual pay surveys in the countries where this is a legal requirement. The pay survey shall be documented. The work with active measures shall be documented in accordance with the Discrimination Act.

Procedure in the event of perceived discrimination

If discrimination, harassment or other abusive treatment occurs, Sagax has a duty to act.

When the employer becomes aware of such circumstances, the circumstances shall be investigated promptly and the necessary measures taken to prevent any recurrence.

Employees who feel that they have been subjected to such conduct are encouraged, where possible, to clearly state that the behavior is unwelcome. However, this is not a prerequisite for the employer to act.

Employees may report incidents to their immediate manager, another person in management whom they trust, or through the company's whistleblower function.

Scope and responsibility for the policy

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

The Board of Directors adopts the policy, conducts a recurring annual assessment of whether the policy is up to date, and decides on any revisions.

The CEO ensures that this policy is communicated and that the organization has sufficient information about its content and meaning.
