

AB Sagax

Occupational health and safety policy

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

1. Introduction

The working environment in Sagax's operations shall be such that those working for the Company do not suffer ill health or injury as a result of their work. Occupational health and safety aspects shall be considered in all decisions and activities concerning the business.

Sagax does not accept any form of victimisation, bullying or harassment in the workplace. The working environment shall be characterised by openness, respect and equality.

Applicable occupational health and safety legislation sets a minimum standard. Sagax shall work systematically and continuously to improve the working environment.

Occupational health and safety work is carried out as systematic work environment management, meaning that the working environment is regularly:

- examined;
- assessed for risks;
- addressed with appropriate measures; and
- followed up.

At Sagax this means:

- occupational health and safety work is conducted in cooperation between employer and employees;
- managers and those responsible shall have the knowledge, competence, resources and authority needed to promote a good and safe working environment;
- all employees receive the induction and training they need to work safely and healthily;
- the working environment covers physical as well as organisational and social conditions, including workload, working hours and victimisation;
- risks in the working environment are assessed when necessary;
- all employees shall have access to and use appropriate protective equipment;
- all incidents and accidents are reported, documented and investigated so that preventive measures can be taken; and
- systematic work environment management is followed up annually.

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

2. Business travel

Employees travelling on business represent Sagax throughout the journey, and their actions and conduct form part of the Company's communication and brand.

Anyone travelling on business shall:

- remain alert and avoid ethically or morally questionable situations;
- be mindful in their relationships so that the limits for permissible hospitality and benefits are not exceeded; and
- otherwise observe Sagax's policies and guidelines, which apply throughout the trip.

The same requirements apply to Sagax employees abroad as in Sweden.

3. Contact with public authorities

In dealings with legislators and public authorities, Sagax employees shall act objectively, respectfully, correctly and transparently.

4. 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, assesses its continued relevance annually and decides on any revisions.

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