

AB SAGAX

Sustainability policy

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

1. Introduction

Sagax's overall objective is to generate the highest possible risk-adjusted return for its shareholders over the long term. To achieve this objective, the Company's operations are consistently conducted with a long-term perspective.

Sagax's long-term approach is illustrated by its property management strategy, which includes actively building long-term customer relationships, and by the limited extent of property trading in its business. The Company chooses not to maximise rents at every point in time if longer leases with creditworthy tenants can be obtained instead. This reduces vacancy risk and lowers letting and tenant adaptation costs.

The Company's development depends on competent and professional employees. It is therefore important that the Company is an attractive employer that both draws and retains skilled personnel over the long term.

Taken together, the Company's strategies are designed to generate sustainable long-term returns and strong cash flows. Sagax's work on sustainability is a natural part of its operations and contributes to achieving the Company's objectives.

2. Definition of sustainability

Sagax uses the definition of sustainability in the UN report "Our Common Future", which defines sustainable development as "development that meets the needs of the present without compromising the ability of future generations to meet their own needs".

Sagax follows the ten principles of the UN Global Compact, covering human rights, labour, the environment and anti-corruption. Sagax reports on its sustainability work in accordance with the sustainability reporting guidelines developed by the Global Reporting Initiative (GRI).

Sagax's materiality assessment has identified material impacts, risks and opportunities relating to four sustainability areas:

- Climate change
- Own workforce
- Workers in the value chain
- Responsible business conduct

3. Commitment

Sagax shall help drive progress towards a sustainable society. Sagax regards the precautionary principle and society's requirements under laws and regulations as minimum standards and continually strives for improvements that promote sustainable development.

Sagax has analysed which of the UN's 17 Sustainable Development Goals under the 2030 Agenda it can influence through its sustainability work. Its work is considered capable of contributing to and primarily influencing targets under:

- Good health and well-being (Goal 3)
- Affordable and clean energy (Goal 7)
- Decent work and economic growth (Goal 8)
- Sustainable cities and communities (Goal 11)
- Responsible consumption and production (Goal 12)
- Climate action (Goal 13)
- Peace, justice and strong institutions (Goal 16)

To achieve successful sustainability work, Sagax will generally:

- continuously improve sustainability expertise through training and communication of sustainability issues; and
- regularly monitor, report on and improve its sustainability work.

4. Sustainability targets

- Sagax shall reduce energy use in its property portfolio by 2% per year through 2030 in a like-for-like portfolio for which energy use data is available for the past two years.
- Sagax shall reduce direct and indirect carbon emissions (Scopes 1 and 2) by 42% by 2030 (base year 2022), and measure and reduce other indirect emissions (Scope 3).
- Sagax's electricity contracts shall be green wherever possible.
- Sagax shall strive to implement green leases when letting and renegotiating premises.
- Sagax shall increase electricity generation from solar panels in its property portfolio to 35,000 MWh by 2028. Sagax shall evaluate the possibility of installing solar panels in all new construction projects.
- New construction and major refurbishments shall be environmentally certified under Miljöbyggnad at a minimum Silver level, BREEAM Very Good, LEED Gold or an equivalent level in another certification system. Sagax also selectively certifies existing properties where this is considered commercially justified.
- Sagax shall increase the proportion of properties with energy performance class EPC A or B to 25% by 2028. Sagax shall reduce the proportion of properties with energy performance class EPC E, F or G to 10% by 2028.
- Sagax shall have zero incidents of corruption.
- Sagax's main suppliers shall implement and comply with Sagax's supplier code of conduct.

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

- Sagax shall have zero accidents involving employees and zero fatalities involving employees or suppliers working at Sagax's properties.
- Sagax shall have zero incidents of discrimination.
- Sagax's return on equity shall be at least 12% per year during 2026–2030.
- Income from property management per Class A and Class B share shall increase by 5–10% per year over 2026–2030.

5. Business ethics

Sagax's business shall be conducted with sound business ethics and respect for people, human rights and the environment. It also aims to meet the expectations of Sagax's stakeholders. Sound business ethics means that Sagax and its employees follow Sagax's values, applicable laws and regulations, and internal policies and guidelines.

5.1. Conflicts of interest and outside activities

Sagax undertakes to avoid situations that may entail conflicts of interest. Employees shall act in Sagax's interests and avoid conflicts of interest. A conflict may arise, for example, when an employee's personal interests are, or risk becoming, inconsistent with Sagax's interests. Anyone who suspects a conflict of interest is urged to report it to the appropriate person at Sagax.

No employee may carry out or conduct business that competes with Sagax, could adversely affect their work in any way or entail a conflict of interest. Anyone uncertain about the applicable rules is urged to discuss the matter first with their immediate manager.

5.2. Fair competition

Sagax follows the rules governing fair competition and restrictive practices. This means, among other things, that price fixing, cartel formation and abuse of a market position are prohibited.

Sagax strives always to act honestly and fairly in dealings with counterparties such as suppliers and other external parties. Suppliers are primarily procured through competition.

For Sagax's handling of matters relating to insider rules, see Sagax's Insider Policy.

5.3. Bribery and corruption

Sagax has zero tolerance for bribery or corruption. Apart from being unethical, such conduct may damage Sagax's brand and the trust placed in it by the market and stakeholders. No employee may accept a gift or improper benefit that could be perceived as risking influence over business decisions or constituting bribery.

For further information, see Sagax's Anti-corruption Policy.

5.4. Money laundering

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

Sagax counters all forms of money laundering. Transactions shall comply with applicable anti-money-laundering rules. An important preventive measure is to have good knowledge of the parties with which Sagax does business.

5.5. Data protection

Sagax shall maintain the information security, personal privacy and IT security required under data protection legislation. Any shortcomings or loss of data shall be reported immediately to the appropriate manager at Sagax.

For further information on IT matters, see Sagax's IT and Information Security Policy.

5.6. Tax

Sagax shall take a commercial approach to tax costs while applying a precautionary principle and acting responsibly over the long term. Sagax handles tax in accordance with applicable laws and regulations.

5.7. Transparent and confidential communication

Sagax strives to be open, professional and transparent in its communication. Responsible handling of information is important to maintain stakeholders' trust in Sagax. Confidential information shall be handled responsibly and shared only when necessary. It shall be protected and not shared with unauthorised parties.

5.8. Contact with public authorities

In dealings with legislators and public authorities, Sagax employees shall act respectfully, clearly and honestly.

6. Human rights and working conditions

Sagax respects the human rights set out in the UN's general conventions. Sagax undertakes not to cause or contribute through its operations to human rights being disregarded or prevented from being exercised. Its operations follow the principles in the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

Child labour is prohibited. Applicable minimum-age laws shall be followed. Sagax respects employees' freedom of association and right to join trade unions. All work shall be voluntary and no form of forced labour may occur.

For further information, see Sagax's Occupational Health and Safety Policy and Supplier Code of Conduct.

7. Grievance process and whistleblowing

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

If a Sagax employee, or an external party affected by our operations, discovers a potential or actual breach of Sagax's ethical standards and internal requirements, or of laws and regulations, they are urged to report it.

They are urged in the first instance to contact the appropriate manager at Sagax for further handling. Sagax also has a whistleblowing channel on its website through which reports can be made anonymously. For further information, see Sagax's Guidelines for the Whistleblowing Service.

A report or complaint made in good faith will not result in retaliation by Sagax. All complaints shall be handled and assessed objectively and impartially in accordance with Sagax's values.

Sagax's procedure for handling complaints is based on transparency and effective measures proportionate to the complaints received. Sagax continuously improves its processes so that it can provide appropriate remedy if it is found to have caused or contributed to an adverse impact, with the aim of maintaining trust in the Company.

8. Roles and responsibilities

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.
