

Code of Conduct

Adopted by the Board of Directors of Logistea AB (publ) on July 10, 2025

ABOUT THE CODE

Logistea is a real estate company that creates value through investments in industrial, warehouse, and logistics properties, providing functional premises to our tenants. We act with integrity to remain a reliable business partner, and we expect the same level of ethical behavior from all our employees.

This Code of Conduct ("the Code") summarizes Logistea's approach as a business partner, employer, and societal actor. The Code is a clear commitment to sound business ethics, integrity, and accountability in everything we do.

RESPONSIBILITY AND COMPLIANCE

The Code applies to all employees and representatives of Logistea. Every employee is responsible for understanding and complying with the Code, as well as with other policies relevant to their role. Employees are encouraged to reflect on how the Code applies to their role. Employees are encouraged to report any violations.

The Code is an integral part of Logistea's recruitment process. All employees must confirm that they have read the Code and will act in accordance with its content.

In addition to the Code, the company is governed by a number of policies and guidelines concerning specific areas such as work environment, information, leasing, procurement, taxation, and sustainability.

The ultimate responsibility for ensuring compliance with this Code lies with Logistea's CEO. The management team is responsible for ensuring that their employees act in accordance with the Code. If advice or guidance is needed regarding the content of the Code, employees should contact their immediate manager.

For Logistea's suppliers, our Supplier Code of Conduct applies, which aligns with this Code.

BUSINESS ETHICS

Logistea strives for long-term business relationships. In all interactions, both internal and external, we shall be open, honest, and committed to our work. We are a reliable and trustworthy company that demonstrates integrity and honors its commitments. Business ethics are an important part of our sustainability governance, aiming to ensure that we act responsibly toward customers, suppliers, partners, society, and each other.

We comply with laws, regulations, and international conventions. We expect all employees to be aware of the laws and regulations relevant to their specific function or role.

COMPETITION LAW

The company's operations shall be conducted in an open and honest manner that does not restrict competition or unfairly benefit any individual party. This applies both internally and externally in relations with partners, customers, and other stakeholders.

Logistea shall promote fair competition in tenders, procurement, and purchasing, and counteract undue influence, price fixing, cartels, and other activities aimed at distorting competition. We do not enter into agreements that violate competition law. Logistea employees must not discuss contract-specific information with competitors of existing suppliers.

CONFLICTS OF INTEREST

Situations where personal interests conflict with the company's interests must be avoided. Employees must exercise prudent stewardship of company resources and handle information with the company's best interests in mind.

An employee must not handle or make decisions on matters in which they have a significant personal interest that may conflict with the company's interest, such as:

- Agreements between the employee and the company
- Agreements between the company and a third party where the employee has a significant interest that may conflict with the company
- Agreements between the company and a legal entity that the employee alone or jointly represents
- Agreements between the company and a legal entity in which the employee or a related person has a direct or indirect ownership interest
- Any other circumstance where the employee suspects that a board member or CEO may have a significant interest in the matter that could conflict with the company's interest. In such cases, the matter must be referred to the full board for resolution.

MONEY LAUNDERING

Logistea complies with all applicable anti-money laundering laws and regulations. This includes always having a good understanding of the parties we do business with.

ANTI-CORRUPTION

Logistea does not tolerate any form of corruption, extortion, or bribery. This means that no one may give, promise, or offer an improper benefit, nor receive, accept a promise of, or request an improper benefit. Representation and gifts must be characterized by transparency, moderation, and always have a natural connection to the recipient's professional role and the business relationship between the parties. Special caution must be exercised in relation to public sector individuals.

Logistea applies the Swedish Anti-Corruption Institute's (IMM) Code on gifts, rewards, and other benefits in business. It can be read at: www.institutetmotmutor.se/skrifter/naringslivskoden/

INFORMATION

Logistea AB (publ) is a listed company. Information to the market is provided in accordance with applicable legislation, Nasdaq Sweden's regulations, and other recommendations and practices.

Our communication shall be characterized by openness, reliability, and speed.

Information shared about Logistea on social media must be consistent with the company's values and communication style.

See also Logistea's Information Policy.

DIVERSITY AND RESPECT FOR HUMAN RIGHTS

Logistea supports and respects international conventions on human rights, including the ILO Core Conventions, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises. Logistea commits to not causing or contributing to negative impacts on human rights.

We strive for a safe, inclusive, and developmental work environment where diversity, equality, and respect for individual integrity are guiding principles. We promote equal opportunities for all regardless of age, gender, gender identity or expression, sexual orientation, disability, religious belief, or ethnic background. Discrimination is not tolerated.

Employee personal development is important, and Logistea works to offer good career opportunities and promote internal recruitment. The company's goal is to strive for equality and diversity at all levels, which is also considered in recruitment situations, which should be characterized by transparency and a focus on competence.

All forms of harassment, bullying, threats, oppression, or other offensive treatment are prohibited. The company rejects all forms of child labor and forced labor and safeguards employees' freedom of expression. All employees have freedom of association.

WORKPLACE EXPECTATIONS

All employees shall:

- Communicate respectfully with all colleagues, regardless of role or level
- Communicate respectfully and be attentive toward our tenants and other partners
- Refrain from behavior that insults, belittles, or offends others
- Act if they witness inappropriate behavior and contribute to positive change
- Take responsibility for their own development and reflect on feedback
- Handle Logistea's assets with care. This includes everything from materials and IT equipment to intellectual property and ideas. Misuse is not permitted.

ENVIRONMENTAL RESPONSIBILITY

Logistea's ambition is to always build, develop, and manage properties with good resource efficiency and in the most environmentally responsible manner feasible. In our daily work, we are expected to act resource-efficiently, make climate-smart choices, and contribute to a culture where sustainability is prioritized in every decision. We all have a responsibility to identify opportunities for improvement, follow internal guidelines, and help realize Logistea's environmental ambitions in practice. By working together, we can reduce our climate impact and future-proof our property portfolio. For more information on how we work with sustainability, see Logistea's Sustainability Policy.

Logistea continuously works to reduce the company's negative climate impact. This includes reducing energy consumption and choosing fossil-free energy. We also strive to optimize transportation, ensure responsible waste management, and promote reuse and building materials with lower climate footprints. Our environmental responsibility also involves ensuring the well-being of tenants by offering a healthy and safe indoor environment.

We also actively collaborate with our tenants to help them reduce their environmental impact, especially through measures related to energy efficiency, renewable energy, and the promotion of biodiversity.

RESPONSIBLE EMPLOYER

All employees, contracted staff, and tenants have the right to a safe working environment. Systematic occupational health and safety management means that risks are proactively prevented. All incidents or hazardous working conditions must be reported to the manager responsible.

Logistea has established an employee handbook intended to provide employees with guidance and information on routines, regulations, benefits, and policy documents applicable within the company.

The employee handbook serves as a support for the organization both in daily operations and in specific matters. It is available on Logistea's intranet.

COMMUNITY ENGAGEMENT

Logistea has a clear ambition to contribute to the development of municipalities and businesses in the locations where we operate. We strive to build long-term relationships with local communities through close dialogue with municipalities, organizations, and companies in the communities where we own properties.

IMPLEMENTATION AND FOLLOW-UP

This Code of Conduct has been distributed to all employees at Logistea and is available on the company's intranet. Internal training on the content and compliance of the Code is held regularly and is also part of the onboarding program for new employees.

Logistea's corporate culture shall be characterized by openness and high ethics, as well as honesty and respect for all the company's stakeholders. All employees have a duty to report any suspected violations of this Code or other policies, either to their immediate manager or anonymously via Logistea's whistleblower service, which can be accessed through Logistea's website: <https://logistea.whistlelink.com/>. Reports are anonymous, managed confidentially by a third party, and without risk of retaliation.

Compliance with this Code is followed up as needed, for example through employee dialogues, special initiatives, or competence development efforts. The Code is included in the onboarding for all new employees and is complemented by regular internal training related to sustainability, business ethics, and work environment.