



Tenant Code of Conduct

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

ABOUT THE CODE

Logistea strives to be a long-term and sustainable property owner in close cooperation with our tenants. This Code of Conduct for tenants ("the Code") is an integral part of Logistea's sustainability strategy and supports the implementation of our sustainability objectives. It applies to our tenants as long as the tenant leases premises in a property directly or indirectly owned by Logistea.

The Code applies to all tenants in Logistea's properties, as well as to parties acting on their behalf – such as contractors, subcontractors, or other hired personnel in the premises. The purpose of this Code is to promote a sustainable, safe, and professional environment in Logistea's properties, in cooperation with our tenants.

Tenants are responsible for understanding and complying with this Code. Compliance is confirmed by signing the Code, or by confirmation via email or through Logistea's tenant portal. We encourage tenants to raise questions and seek guidance when needed. Suspected violations should be reported via Logistea's whistleblowing service: <https://logistea.whistlelink.com>.

COMPLIANCE WITH LAWS AND REGULATIONS

Our tenants are expected to conduct their business in accordance with applicable laws, regulations, directives, and agreements in the properties leased from Logistea.

Tenants of Logistea shall:

- Comply with applicable laws, regulations, directives, and permits relevant to their operations.
- Ensure that operations in Logistea's premises meet applicable occupational health and safety, environmental, and security requirements.

HUMAN RIGHTS

Tenants of Logistea shall:

- Support and respect internationally recognized human rights.
- Not participate, directly or indirectly, in violations of human rights.
- Promote equal opportunities for all regardless of gender, transgender identity or expression, sexual orientation, ethnic origin, religious belief, disability, or age. Discrimination must not occur.
- Not use forced labor, e.g. through violence or threats to compel a person to work.
- Not require employees to deposit valuables or identity documents.
- Have zero tolerance for child labor.

WORKING CONDITIONS

Tenants of Logistea shall:

- Respect the right of workers to organize in trade unions without risk of reprisals.
- Provide employees with fair wages and appropriate compensation for overtime work.

- Pay wages regularly, directly to employees, on time, and in full.
- Ensure that employees' weekly working hours do not exceed the legal limits in the country of operation.
- Ensure that harassment, bullying, threats, oppression, or other degrading treatment does not occur in the workplace.
- Ensure that young workers under the age of 18 are not assigned work that is hazardous, degrading, or interferes with their schooling.
- Establish routines to identify, and measures to protect, employees from discrimination or dismissal on unfair grounds.

HEALTH AND SAFETY

Tenants of Logistea shall:

- Actively work to prevent health and safety risks in accordance with applicable laws and regulations.
- Ensure that any accommodation provided by the employer is clean, safe, well-ventilated, and provides access to sanitation facilities and drinking water.
- Conduct evacuation drills regularly. Fire protection equipment, evacuation plans, and emergency exits must not be blocked and must be clearly visible.

ENVIRONMENTAL RESPONSIBILITY

Tenants of Logistea shall:

- Strive for low environmental impact in their operations through energy-efficient use of premises and conscious resource management, for example in relation to waste management, transportation, and procurement.
- Inform Logistea of environmental incidents that may affect the property, its use, or Logistea's environmental work.
- Cooperate with Logistea in the follow-up of climate and environmental data, for example in connection with energy audits or climate reporting.

BUSINESS ETHICS AND ANTI-CORRUPTION

We expect our tenants to act with high business ethics and integrity in their operations.

Tenants of Logistea shall:

- Prevent all forms of corruption, bribery, and misconduct in their operations.
- Safeguard confidential information relating to Logistea or other tenants in the property.
- Uphold business ethics in all relationships connected to operations in Logistea's premises.

MONITORING AND FOLLOW-UP

Logistea reserves the right to follow up on tenants' compliance with this Code when necessary. This may take place through, for example, dialogue, collection of relevant documentation, or joint reviews of current matters. Any shortcomings will be addressed in mutual understanding and may lead to additional measures or improvement initiatives in consultation with the tenant.