



Sustainability Policy

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

INTRODUCTION

The world is facing major challenges related to climate change, overconsumption of natural resources, and social inequality. These challenges require immediate and comprehensive efforts, where all actors have a responsibility.

Logistea, as a real estate company within warehousing, logistics, and light industry, acknowledges our role in the transition to a sustainable society. Our operations affect the climate and nature through the use of energy and material resources. We also impact people's everyday lives, especially in relation to our employees and tenants, but also through our presence in local communities. These are areas where we can help create social value. By taking responsibility throughout the value chain, we have the opportunity to drive positive change.

Logistea strives for long-term and economic sustainability, where stability, risk minimization, and business governance go hand in hand with environmental and social goals. Robust financial governance is crucial to delivering sustainable returns over time.

SCOPE OF APPLICATION

This sustainability policy applies to all of Logistea's operations, including all property investments undertaken by the company after the adoption of this policy. The policy covers operations both in Sweden and abroad and shall be interpreted in accordance with applicable international and local legislation and regulations.

POLICY STATEMENT

With this sustainability policy, we commit to working together with our customers, suppliers, and other stakeholders to drive positive change toward an environmentally, socially, and economically sustainable society.

The policy serves as a common framework for how we address environmental, social, and governance-related issues throughout the organization. As the regulatory landscape around sustainability and sustainability reporting evolves, the need to formalize processes, responsibilities, and oversight also increases.

Our decisions are based on the precautionary principle and careful consideration, where short- and long-term gains are weighed against each other to ensure that our solutions are sustainable in the long term.

We support the following external guidelines, commitments, and initiatives:

- The UN Sustainable Development Goals

- The UN Global Compact's ten principles on human rights, labor, environment, and anti-corruption
- The UN Guiding Principles on Business and Human Rights
- The Universal Declaration of Human Rights
- The ILO Core Conventions
- The OECD Guidelines for Multinational Enterprises
- The Paris Agreement
- Sweden's climate goals and roadmap for a fossil-free future
- The Norwegian Transparency Act

RESPONSIBILITY, CONTROL AND COMPLIANCE

This policy has been approved by Logistea's Board of Directors, which holds ultimate responsibility for the company's sustainability strategy.

The Head of Property Management leads the company's sustainability work in practice, and is responsible for establishing and following up on defined action plans.

All employees are responsible for ensuring that the company's sustainability goals and commitments are integrated into routines during construction, renovations, and other development activities.

All employees undergo training in the company's sustainability strategy and code of conduct.

PRIORITY AREAS FOR SUSTAINABILITY WORK

Based on a double materiality analysis validated with stakeholders, Logistea has identified three key areas for sustainability efforts: Responsible Ownership, Green Properties, and Social Value Creation.

RESPONSIBLE OWNERSHIP

Logistea is a long-term and responsible owner where sustainability and high ethics are integral throughout our value chain. Our key priorities include:

- Sustainable acquisitions, where environmental aspects are a natural part of decision-making and due diligence processes
- Green lease appendices for major tenants
- Sustainable property development through value-enhancing environmental investments, such as energy efficiency and solar panels
- Sustainable property management, e.g., through smart buildings with remote monitoring and control systems
- Sustainable supply chain, via our supplier code of conduct



Logistea also has a zero-tolerance policy against corruption. This means annual training in our code of conduct and anti-corruption. We also have an implemented whistleblower function open to both internal and external parties.

GREEN PROPERTIES

Working in a resource-efficient and environmentally friendly manner is beneficial both for the environment and financial value creation. Our ambition is to always build, develop, and manage properties with good resource management. Providing energy-efficient, environmentally friendly buildings is essential for our competitiveness.

Our environmental efforts are integrated into our business processes for acquisitions, new construction, property development, and day-to-day property management. We apply the precautionary principle and strive for continuous improvements to promote sustainable development.

Our prioritized environmental issues include:

- Energy efficiency improvements in buildings to reduce greenhouse gas emissions and improve energy classification
- Procurement of fossil-free electricity for our properties
- Climate risk analyses and climate adaptation of our properties to prepare for future climate risks
- Investments in battery storage, solar panels, and charging infrastructure
- Development of biodiverse areas
- Minimizing environmental impact from construction through responsible waste management, reuse efforts, and use of building materials with lower climate and environmental footprints

SOCIAL VALUE CREATION

Logistea has a clear ambition to contribute to social sustainability and positive societal development. Our investments support the development of municipalities and businesses across the Nordics and Europe. By engaging local contractors, operators, and other partners, we contribute to growth and job creation while building long-term relationships with local communities.

Key measures to support vibrant communities and social sustainability include:

- Being a long-term and responsive landlord
- Striving to create safe, accessible, and pleasant environments
- Creating healthy and safe spaces for people to work in



RESPONSIBLE AND ATTRACTIVE EMPLOYER

As part of our social value creation, Logistea aims to be a responsible and attractive employer. Employees are Logistea's most important resource and crucial to the company's development. Every employee should feel involved and engaged in their work.

Logistea promotes a decentralized organization characterized by trust in each individual, where employees are given the opportunity to take significant responsibility and where their initiatives are encouraged and valued.

We strive for a good work environment based on equality and diversity, where employee integrity is respected. We promote equal opportunities for all regardless of age, gender, gender identity and expression, sexual orientation, belief, disability, or ethnic background. Discrimination is not tolerated.

Logistea has established an employee handbook intended to provide guidance and information on routines, regulations, benefits, and policy documents applicable within the company. The handbook serves as support for both daily operations and specific questions and is easily accessible to all employees.

LEADERSHIP

Logistea's leadership shall be characterized by functional, strategic, and social competence, where the ability to stimulate and motivate employees is a key factor. Every employee should feel involved in the company's goals and be engaged in the projects and goal-setting processes within their own operational and work areas.

Management shall actively work to ensure that every employee thrives, develops, and feels well, and create opportunities for continuous competence development.

Managers and supervisors shall have knowledge of how to prevent and manage unhealthy workloads and how to prevent and handle discrimination and other offensive treatment. This shall be provided through internal support as well as external courses and training sessions.

Managers and supervisors shall also be given the conditions to apply this knowledge in practice, through sufficient authority and support in their leadership roles. As a manager or supervisor, one has a particular responsibility to ensure that all employees are aware of Logistea's stance on discrimination and offensive treatment.

ECONOMIC SUSTAINABILITY

Logistea shall create value for its owners, customers, and other stakeholders from a long-term perspective. A good and stable financial position is a prerequisite for achieving goals within the core business and for being able to invest in the future. It also provides security for customers, suppliers, and employees.



COMPLIANCE AND REPORTING OF VIOLATIONS

Logistea has established clear channels to enable reporting of suspected violations of this sustainability policy, including a whistleblower function. All employees are expected to act in accordance with established guidelines and report serious deviations or irregularities when discovered. Our whistleblower function is publicly accessible, anonymous, managed by an independent third party, and can be used without repercussions. It can be found on our website: <https://logistea.whistlelink.com>

FOLLOW-UP AND REVIEW

Logistea's sustainability policy is followed up and revised annually by the General Counsel in consultation with relevant functions. The purpose is to ensure that the policy is current, reflects our priorities, and meets applicable legal requirements.

The sustainability policy is communicated openly on the company's website and in relevant external reporting. Progress towards goals is monitored continuously through internal processes and external reporting requirements. Changes in the external environment, legislation, or operational needs may prompt updates to this policy.