

NOTE: This is an unofficial translation of the original Swedish notice. In case of discrepancies, the Swedish version shall prevail.

Resolution to adopt a long-term incentive program for senior executives and other employees (item 20)

The Board proposes that the AGM resolves on a issue of not more than 2,400,000 warrants of series 2023/2026 within the framework of a long-term incentive program for senior executives and other employees ("employees") in the company as follows.

In total, the incentive program covers not more than three senior executives and not more than ten other employees in the company. In addition, additional employees may be invited to acquire warrants. The incentive program involves the company's employees being offered to acquire warrants at market value calculated according to the Black-Scholes valuation model.

Each warrant entitles the holder to subscribe for one new share of series B in the company at a subscription price corresponding to 130 percent of the volume-weighted average price of the company's share during a period of 10 trading days immediately prior to the offer to acquire the warrants, however not lower than the quota value of the share. The number of shares that each warrant entitles to subscribe for, as well as the subscription price, shall be recalculated in the event of a split, consolidation, issues, etc. in accordance with customary recalculation terms. The full terms and conditions for the warrants shall apply in all other aspects, as set out in the complete terms and conditions in Appendix A.

Each warrant entitles the holder to subscribe for one new share of series B in the company during the period from and including 1 May 2026 up to and including 31 May 2026.

The price per warrant for transfer to participants shall be determined by an independent valuation institute engaged by the company and correspond to the market value of the warrant at the time of acquisition calculated according to the Black-Scholes valuation model. Based on a share price of SEK 25 per share, the market value of the warrants has been preliminarily calculated to SEK 3.57 per warrant.

The last day for acquiring warrants shall be the day before the 2024 AGM. If acquisition cannot take place before this date because the participant has access to inside information, the acquisition shall be made as soon as practically possible after the information has ceased to be regarded as inside information. The same principle applies during so-called "closed periods" according to the EU Market Abuse Regulation.

A condition for participation in the incentive program is that the participant enters into a pre-emption agreement with the company, whereby the company, with certain exceptions, reserves the right to repurchase warrants if the participant's employment in the company ceases or if the participant in turn wishes to transfer the warrants before they can be exercised.

Allocation of warrants

The right to acquire warrants shall accrue to not more than three senior executives and not more than ten other employees in the company, in addition to which additional employees in accordance with these categories may be invited to acquire warrants. Each senior executive (category 1) shall be offered to acquire not more than 400,000 warrants and each other employee (category 2) shall be offered to acquire not more

than 200,000 warrants. In total, not more than 1,000,000 warrants can be allocated within category 1 and not more than 1,400,000 warrants can be issued within category 2. The Board shall have the right to decide on the more detailed distribution within the specified limits. In the event of oversubscription within a category, the number of warrants shall be reduced pro rata based on the number of warrants each participant has applied to subscribe for.

Costs and dilution

The price for the transfer of warrants will be market-based, which means that no social security charges will arise for the company in connection with the acquisition of the warrants.

Based on the number of shares in the company as per the date of the issue of this notice, the maximum dilution resulting from the incentive program may amount to approximately 1.30 percent of the number of shares and approximately 0.59 percent of the number of votes. In addition to the warrants proposed to be issued at this AGM, there is an existing incentive program resolved at the general meeting on 18 September 2020, consisting of 5,000 warrants of series TO 4. Each warrant in the TO 4 program, following the share split resolved at the general meetings on 10 November 2020 and 8 March 2022, entitles the holder to subscribe for 35 shares of series A and 115 shares of series B during the period from and including 15 December 2023 up to and including 15 January 2024. Considering also the shares that may be issued under this incentive program, the maximum dilution amounts to approximately 1.69 percent of the total shares and approximately 0.94 percent of the total votes.

The incentive program is expected to have only a marginal impact on the company's key performance indicators.

Purpose of the incentive program

The Board believes that an equity-based incentive program is a crucial component of a competitive compensation package designed to attract and motivate the company's employees while maximizing value creation for all shareholders. The Board also believes that the warrant program will enhance participants' engagement in the company's operations, reinforce loyalty to the company, and benefit both the company and its shareholders.

Preparation of the proposal

The incentive program has been developed by the Board in consultation with external advisors during the first quarter of 2023.

Majority requirements

The resolution above require approval of at least nine tenths of the shares represented and votes cast at the AGM.

Malmö, April 2023
Swedish Logistic Property AB (publ)
The Board of Directors

RESOLUTION TO ISSUE WARRANTS AND APPROVAL OF TRANSFER TO PARTICIPANTS

The Board of Directors proposes that the general meeting resolves to issue 2,400,000 warrants, whereby the share capital can be increased with not more than SEK 16,000.

1. The right to subscribe for warrants shall, with deviation from the shareholders' pre-emptive rights, accrue to the company, Swedish Logistic Property AB (publ). The company shall then transfer the warrants to participants in accordance with the terms for the incentive program.
2. Each warrant entitles the holder to subscribe for one new share of series B in the company during the period from and including 1 May 2026 up to and including 31 May 2026, at an exercise price corresponding to 130 percent of the volume weighted average price for the company's share during a period of 10 days immediately prior to the offer to acquire the warrants, however, not less than the quota value of the share. Any premium shall be distributed to the non-restricted share premium fund.
3. Subscription of warrants must take place no later than 28 April 2023. The Board shall have the right to extend the subscription period.
4. The warrants shall be issued free of charge to Swedish Logistic Property AB (publ).
5. The warrants shall in all other respects be governed by the terms and conditions set forth in Appendix A.

It is further proposed that the CEO should be authorized to undertake such minor adjustments in the resolution as may be required for the registration with the Companies Registration Office.

The reason for the deviation from the shareholders' pre-emptive rights is to implement an incentive program for management personnel and other employees in the company.
