

N.B. The English text is an unofficial translation. In case of any 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 an issue of not more than 700,000 warrants of series 2026/2029 within the framework of a long-term incentive program for senior executives and other permanent employees ("employees") in the company as follows.

The right to subscribe for the warrants shall, with deviation from the shareholders preferential rights, accrue to the company. The warrants shall be issued free of charge to the company, and the company shall subsequently transfer the warrants to the participants in the incentive program. In total, the incentive program covers not more than 14 senior executives and other permanent employees in the company. In addition, future employees may be invited to acquire warrants. The incentive program provides that the company's employees are offered the opportunity to acquire warrants at market value, calculated in accordance with 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 120 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, reverse share split, 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 [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 7 May 2029 up to and including 18 May 2029. If subscription for shares cannot be carried out during this period due to the participant having access to insider information, subscription shall be made as soon as practicable after the information has ceased to be considered insider information. The same principle applies during so-called "closed periods" under the EU Market Abuse Regulation.

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 40.35 per share, the market value of the warrants has been preliminarily calculated to SEK 5.09 per warrant.

The last day for acquiring warrants shall be the day before the 2027 Annual General Meeting. If acquisitions cannot take place before this date due to the participant having access to insider information, acquisitions must be made as soon as practicably possible after the information has ceased to be considered as insider 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 has entered into a pre-purchase agreement with the company, whereby the company, subject to certain exceptions, reserves the right to repurchase the warrants if the participant's

employment with the company ceases or if the participant wishes to transfer the warrants before the warrants can be exercised.

Allocation of warrants

The right to acquire warrants shall accrue to not more than 14 senior executives and other permanent employees of the company, in addition, future employees may be invited to acquire warrants. Each participant may be offered to acquire not more than 100,000 warrants. The Board shall have the right to determine the detailed allocation within the specified limit.

Even if warrants remain after all applications have been satisfied (i.e., in the event of so-called "undersubscription"), the remaining warrants may not be allocated in excess of the maximum number that may be offered to each participant as set out above. In the event of oversubscription, the number of warrants shall be reduced pro rata based on the number of warrants each participant has applied to acquire.

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 0.25 percent of the number of shares and approximately 0.16 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 Annual General Meeting on 26 April 2023, consisting of 2,400,000 warrants of series 2023/2026. Each warrant in the program entitles the holder to subscribe for one new share of series B during the period from and including 1 May 2026 up to and including 31 May 2026. Considering also the shares that may be issued under this incentive program, the maximum dilution amounts to approximately 1.09 percent of the total number of shares and approximately 0.71 percent of the total number of votes.

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

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. The Board therefore assesses, based on the structure of the incentive program, that there is no need to establish any predetermined and measurable performance criteria for participation in the program.

Preparation of the proposal

The incentive program has been prepared by the Board in consultation with external advisors during the first quarter of 2026.

Majority requirements

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

Malmö, March 2026
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 700,000 warrants, whereby the share capital can be increased with not more than SEK 4,666.666667.

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 7 May 2029 up to and including 18 May 2029, at a subscription price corresponding to 120 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 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 16 April 2026. 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 senior executives and other permanent employees in the company.
