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A global security solutions partner with a strong local presence

Our purpose

Securitas' purpose is: "We help make your world a safer place." Our purpose reminds all employees that they are contributing to something of great importance and that the purpose is the reason the company exists.

Our purpose is not just a statement; it's a driving force that permeates every aspect of the company's operations. It underlines the importance of security and safety in today's world while providing a strong foundation for strategy, culture, and value creation.

Our value creation and positive impact on society is strongly connected to our purpose and is evident in our Net Impact rating of 70 percent, which ranks us in the top five percent across the global universe of ranked companies.

Our values

To deliver on our purpose, our employees are led by our three core values – integrity, vigilance and helpfulness. These values represent who we are and how we do things to fulfil our purpose. The three dots symbolize these values and signify that we look out for each other and the people around us.

Integrity means being honest. We never compromise on our integrity, ethics or truthfulness.

Vigilance means paying attention, taking initiative and always looking for ways to improve.

Helpfulness means being approachable, service-oriented and accommodating to our clients and colleagues.

A major player in the industry

Securitas' position as the second largest provider of security services globally, along with its presence in 44 markets, with thousands of clients, positions Securitas as a major player in the industry.

Europe and North America, as the largest regions of operation, offer significant growth opportunities, especially in the context of technological innovation and developments. Securitas also has presence in Ibero-America and in the AMEA region. We provide unique offerings, combining people and technology in sustainable and world-leading security solutions.



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2024 in short

161 921

Total sales, MSEK (157 249)

5%

Organic sales growth (9)

33%

Technology and solutions, share of total sales (32)

6%

Technology and solutions real sales growth (9)

6.9%

Operating margin (6.5)

4.50

Proposed dividend per share, SEK (3.80)

84%

Cash flow from operating income (80)

2.5

Net debt to EBITDA-ratio (2.7)

336 000

Employees (341 000)

44

Number of markets with operations (44)

90%

Client retention rate (90)

25%

Share of female managers at all levels (25)

0%

Injury rate, change (+6)



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Securitas Annual and Sustainability Report 2024 **About Securitas** We see a different world



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Looking back at 2024, I am very satisfied with the Securitas team and our performance. We have taken important steps on our journey to transform Securitas into the leading intelligent security partner. We are on track with our strategic

> We are in a better place than ever to address the evolving needs of our clients after years of modernizing and digitizing our operations, together with our focus on continuous improvement and innovation. Our achievements in 2024 reaffirm that we are on the right track to meet our financial targets and we are confident in our ability to deliver greater shareholder value.

Solid Group performance

We delivered a strong performance during the year with an operating margin of 6.9 percent (6.5), thanks to an improved operating margin in our European operations and significant improvements in security services as well as technology and solutions.

The Group's organic sales growth was 5 percent (9) in 2024, and was mainly driven by price increases. This is good proof that our clients appreciate a better value proposition.

Technology and solutions real sales growth of 6 percent (9) was below our targeted 8-10 percent but contributed to a continued positive mix change. Technology and solutions represented 33 percent (32) of Group sales and 52 percent (53) of the Group's operating result with an operating margin of 10.9 percent (10.8) in 2024.

A continued emphasis on active portfolio management and securing new sales at higher margins drove strong profitability growth in our security services business. In addition, high travel volumes and improved operational efficiency in our airport security operations contributed to an improved operating margin

We are on track with our strategic plan.



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I am very satisfied of what we have achieved together during the year. in security services business line which reached 5.5 percent (4.9) in 2024.

Operating cash flow in the Group was strong at 84 percent (80) in 2024 and supported an accelerated deleveraging to a net debt/EBITDA ratio of 2.5 (2.7) at year-end.

Driving transformation to achieve longterm sustainable shareholder value

Over the past few years, we have made significant investments in our technology capabilities and transformation programs to create scale and increased automation opportunities. By the end of 2024, we closed the STANLEY Security integration program, and I am pleased with how we have successfully managed this large and complex process. Moving forward, we still have some work remaining with the implementation of our transformation efforts in Europe, ensuring our business is equipped to execute our strategy effectively.

Another important aspect of our strategy is the continuous assessment of our business mix and market presence. Late in the year, we signed a put option agreement to divest our airport security business in France due to the limited opportunity to generate healthy profitability.

We are aiming at delivering the strongest client-centric value proposition in the security industry. In the face of heightened global uncertainty and an increasingly complex threat landscape, clients are seeking a forward-thinking partner with extensive security expertise to help shape their security programs for the future.

Our long-term partnership approach, combined with our strong presence, technology, and digital capabilities, make us the preferred choice. During the year, we received a lot of positive feedback from our clients confirming that we are on the right path.

Ambitious sustainability goals

Our sustainability strategy supports the overall business strategy, and we have ambitious targets in this area. In 2022 we became the first major company in our industry to commit to the Science Based Targets initiative (SBTi). In 2023 we actively engaged in formulating and validating targets for reducing the Group's climate impact and the targets have been validated by the SBTi, meaning that Securitas has committed to a substantial reduction of its emissions, taking action and responsibility for limiting global warming to 1.5°C. In February 2025, we closed a MEUR 300 sustainability-linked bond in the Eurobond market for the first time.

During the year, the US government recognized Securitas for our climate leadership and efforts in this area. This is very inspiring, and we hope that our actions beyond our commitment not only make an impact but also inspire others to join us in creating a future that we can all be proud of and drive meaningful progress.



Strong contributions during the year

I want to extend my heartfelt gratitude to the Securitas team for their exceptional efforts and contributions during the year. I also sincerely thank our shareholders for your continued trust and confidence in our company.

Stockholm March 27, 2025

Magnus Ahlqvist President and CEO



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Securitas is a "people business"

We work hard to create an inclusive environment where everyone feels valued and encouraged to contribute and grow within our company.

Global people strategy

In 2024, we developed a new businessaligned Global people vision and strategy to support our 336 000 employees in 44 markets. The strategy serves as the cornerstone for directing our focus on people-related areas throughout Securitas. Our People vision is to "Inspire, empower and engage our people to deliver extraordinary results and to live our purpose in a revolving world".

This will be achieved by focusing on four commitments:

Scaling great leadership – We are growing great leaders who drive performance, develop themselves and others, enabling us to become the leading intelligent security services provider.

Developing our talents for the future – We are building an effective organization by identifying and developing distinctive skills, competencies and capabilities, fostering specialized and high-performing teams.

Fostering on engaging Securitas' culture

- We are driving engagement and collaboration across our diverse workforce by fostering an inclusive, innovative and values-led culture, and we win together as One Securitas team.

Enabling HR excellence powered by technology – We will continue to transform HR into a proactive strategic partner and change agent, leveraging digitalized tools and predictive analytics for data-driven decision-making and organizational effectiveness.

Underpinning the commitments, we continue to drive, measure and embed diversity and inclusion, our Toolbox (see page 10), leadership framework and values, health and wellbeing and compliance through our organization to drive performance and deliver our business strategy.

Employee engagement survey

At Securitas, our business revolves around people. This drives our commitment to actively listen to our colleagues and gather insights to strengthen our organization and identify opportunities for growth. In 2024, we conducted for the second consecutive year our global employee engagement survey, inviting all colleagues to provide anonymized feedback. Recognizing the importance of employee engagement, we emphasized questions related to engagement, work-place culture, and leadership.

This year, the survey achieved a global participation rate of 51 percent, with roughly 134 000 employees contributing their perspectives on Securitas as an employer. The survey also generated over 700 000

To attract and retain the right talent is at the center of our success.





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free-text comments, providing valuable insights to guide our actions.

These insights enhance our ability to support employees in performing at their best, empowering leaders to take informed actions that strengthen engagement across the organization. By responding to the evolving needs of our workforce, we continue to grow and develop our people, ultimately enhancing the client experience and driving sustainable growth.

Leadership framework

Great leaders combine various behaviors that inspire, motivate and guide an organization towards common goals. Within Securitas, we have tens of thousands of talented managers and leaders around the world.

With our decentralized business model we believe strong leadership is even more important. Good leadership is what helps each colleague grow and perform at their best, it is essential to deliver quality in a service business and leads to happier clients as well as long-term success for us.

The Securitas leadership model is based on 12 key leadership behaviors that we consider essential to be a successful leader, with our values as the foundation. These behaviors set clear expectations for what we expect from our leaders at Securitas, and they will form the basis for development activities, performance assessment and succession planning.

The 12 leadership behaviors are grouped under three focus areas: driving performance, develop yourself and others, and



At Securitas, our business revolves around people. This drives our commitment to actively listen to our colleagues and gather insights to strengthen our organization and identify opportunities for growth.

make our strategy happen. Each focus area is underpinned by four behaviors.

The Leadership framework is now fully embedded in our Global people processes such as Talent management and succession planning and we ensure that leaders are assessed against these principles. In addition, we also continue to provide leadership training to support our managers development.

People promise

At Securitas, attracting and retaining the right talent is essential to our success. To ensure our colleagues have a consistent and good experience, and to clearly articulate

this commitment, we undertook significant discovery work in 2024 to develop a Global people promise. This work included organization-wide focus groups, internal and external surveys, and collaborative efforts to define the key attributes that represent who we are today as an employer, while also embedding aspirational elements that guide our future ambitions.

The Securitas People promise is deeply rooted in our overarching purpose and our core values of integrity, vigilance, and helpfulness. It captures the essence of our current strengths as an employer while pointing toward our continued evolution, focusing on three central offerings:

Opportunity – the promise of providing career opportunities and a fair growth environment.

People – the promise to offer a caring community where you matter, and a company with great leaders and a culture of collaboration and community.

Work – the promise of offering meaningful work where colleagues can live our purpose and be part of transforming the security industry.



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In 2024, the Global people promise and our Employer branding concept were rolled out in selected countries. This work will continue in 2025, as we expand the rollout to include more countries, ensuring a consistent and impactful approach to attracting and retaining talent across our global organization.

Performance management

To build on our achievements in 2024, we need all leaders and people aligned and focused on "accelerating our performance" to deliver our business strategy. To enable this, we will be introducing a new approach to Performance management in 2025.

Our aim is to foster a high-performance culture where our leaders and people focus on the right business goals and develop new skills and capabilities to future proof their careers.

The new, enterprise approach to Performance management requires our leaders to undertake three activities in 2025:

Agree clear goals aligned to our business strategy and identify professional development opportunities to future proof their careers.

Undertake a mid-year check-in with their manager to discuss progress against their goals, development activities, and how they are role modelling the leadership behaviors.

Conduct a year-end review to discuss overall performance, development activities, and leadership behaviors.

We will also be providing greater training for our leaders. We will equip them with the coaching techniques and tools to undertake more effective performance

and development conversations with their teams.

Toolbox

The Securitas Toolbox is how we communicate and build our culture. It is a set of seven key guiding principles, illustrated by a set of figurines, which capture our DNA as a business. It describes who we are and how we work, but also how we engage with our clients and the world around us. For example, it contains our values, the importance of ethical conduct as well as our leadership framework described below. As we unite around these principles, we become even stronger as a team.

The Toolbox has been used for decades and was updated and relaunched in 2022 in both a physical tool, printed text and digital version. During 2023, we set ourselves a target to train 90 percent of our managers on the updated Toolbox, which we achieved. 2024 has been a year of continued implementation and activation.

The Melker Schörling Scholarship

We believe in providing our colleagues with opportunities to grow and develop through global hands-on experience. Established in 1992, The Melker Schörling Scholarship offers recipients a chance to develop in-depth professional knowledge and experience in an international setting.

The scholarship is offered annually to four frontline employees who consistently make a difference for our clients by acting as everyday heroes in their work. Candidates are invited to choose subjects that they feel would deepen their security knowledge and expertise and that would prove useful in their current or future work. Recipients are encouraged to share their learnings with



Securitas provides career opportunities and a fair growth environment.

their teams and expand their growth and leadership abilities even further.

Purpose award

The Securitas Purpose Awards, established in 2020, recognize and reward individuals who demonstrate their commitment to our

purpose and live and breathe it, too. The Securitas Purpose Awards are distributed once a year and selected from thousands of nominations submitted by colleagues from across the world. An internal jury presides over the selections and announces the winner.



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Strategy

lio of services.

Our strategy is to deliver comprehensive, scalable, and innovative security solutions to meet our clients' increasingly complex security needs. Our strategy also involves to be a security solutions partner with world-leading technology and expertise, and we have taken significant industry-changing steps towards this goal. Over the last ten years, we have gradually enhanced our offering by adding additional security services, and we offer today a strong, comprehensive portfo-

Our sustainability strategy supports the overall business strategy, and we have ambitious targets for our sustainability focus areas. Our value creation and positive impact on society is evident in our Net Impact rating of 70 percent, which ranks us in the top five percent of ranked companies.

Financial targets

Strong growth

8-10%

Technology and solutions annual average real sales growth. 2024: 6%

Higher operating margin

8%

Group operating margin (EBITA) by year-end 2025. 2024: 6.9%

>10%

Long-term EBITA margin ambition.

Operating cash flow

70-80%

of operating income before amortization. 2024: 84%

Capital structure



Net debt to EBITDA-ratio. 2024: 2.5

Dividend policy

50-60%

of annual net income over time. 2024: 50%*

* Proposed dividend as a percentage of 2024 net income .

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Taking the lead within Technology

At Securitas we're not just any security solutions company. With our global strength and presence, combined with local execution capability, we are a leader in the industry. We generate significant client value by offering enhanced technological capabilities that are critical to our clients now and going forward.

We have a strong base of recurring revenue mix with focus on higher-margin revenue streams and stability. We have also a critical mass and market density in our key strategic markets, where we have a number two mar-

We have growing revenue based on a cloud and subscription-driven model that we strive to grow even further long term.

Our aim is clear: to reign supreme in these markets, ensuring that our clients experience the benefits of our robust local and global presence. We can offer an industry-defining spectrum of services and pioneering solutions, filling an existing market gap. We're continually innovating, harnessing the benefits of shorter technology replacement cycles, and cultivating strategic client partnerships.

Our comprehensive offering portfolio, from guarding and monitoring to maintenance and installation, is suitable for cross-selling opportunities and enables us to offer our clients enhanced, holistic and innovative solutions.

We're not just securing the present; we're pioneering the future of security.

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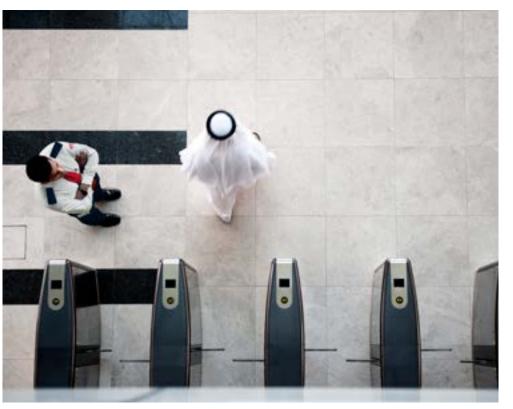
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We have a strong track record in our Guarding business in terms of the quality that we deliver, client retention and our continuous price and wage balance management. We are proud to serve many of the most esteemed brands in the world and count them not only as close clients, but also as partners in our development.

Guarding services include on-site, mobile and remote guarding and are important parts of the security equation of tomorrow. Guarding can be a highly successful business when managed well, with long-term client relationships creating stability and strong cash generation.



A few years ago, we identified two areas that needed to be addressed. The first involved the introduction of extensive transformation programs, the first of which was initiated with Global IT and North America back in 2019. The second involved taking a much firmer and more active approach to portfolio management. These measures allow us not only to enhance the quality of our client offering but also to improve the profitability and value that we generate in the Guarding business.

Transformation programs

We have invested in extensive IT modernization in the Group and we strive to be data-driven and efficient in everything we do and are confident that this contributes to improved quality and ultimately add value for our clients. We develop our guarding services through greater modernization and specialization as well as training and efficiency. Modern tools and applications also simplify internally and help us to recruit and retain employees.

Our transformation journey is an ongoing process. We completed the North American program a few years ago and we reached another milestone with the finalization of the Ibero-American program at the end of 2024. In Europe, we still have some work remaining and will continue our implementation efforts in 2025 and 2026, albeit at lower investment levels than in the past years.

As we build the new Securitas, we continue to create scale and increased automation opportunities. In January 2025, we started to execute additional

identified opportunities to run our business at a structurally lower cost level which will deliver MSEK 200 in annualized savings by the end of 2025, primarily in Europe. The total cost of this business optimization program is MSEK 225, and will be accounted for as an item affecting comparability in 2025. Total investments related to items affecting comparability will be materially reduced in 2025 to approximately MSEK 375.

Active portfolio management

Our ongoing and completed IT and business transformation programs have not only modernized our operations but also increased the transparency in the client portfolio. By analyzing the client portfolio, we have developed a model to assess profitability per client contract as well as profitability levels.

For contracts with low or inadequate profitability, active portfolio management is applied, meaning that we put a clear strategy into place, aimed at one of the following:

- accelerating a transition to higher margin solutions contracts
- renegotiating more suitable profitability margins
- or in certain cases, preparing for strategic exits

Active portfolio management is not just a concept; it's an ongoing process in the daily business to enhance the value we offer to our clients as well as ensuring long-term profitability.



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Our security solutions comprise combinations of various security services such as on-site, mobile, or remote guarding, technology, fire and safety, and corporate risk management, possibly in combination with software and reporting. The combination of guarding and technology-enabled security services utilizing data collection

and software allows for customized services that meet and exceed clients' current needs. As such, security services can be tailored to create new solutions for clients, enabling an improved offering and resource efficiency.

In addition to tailored solutions, standardized packages – including, for example, several cameras combined with mobile and/or remote guarding – are also offered. Such packages are especially targeted at small and medium-sized clients. The packages allow for a short sales cycle and rapid deployment of services for clients. Depending on the security solution offered, we can invest in technology installed at the client's site, adding further value for them.



Thanks to our presence, technology and data, we have laid the foundation for new data-driven and enhanced solutions allowing us to increase the strength of the vertical and our geographic presence as well as our digital presence in a number of key markets. Our geographical footprint and combination of core protective services and technology provide us with unique and massive sets of data from security officers, clients, and technological systems and devices. With this, we have the foundation to innovate scalable products and services – some of which are already on the market in several countries.

MySecuritas is the foundation for digitalizating our client interaction and bringing new digital services to the market. Through MySecuritas we have the capability to deliver a range of services as Mobile Guarding, ID Protection, Remote Services, and Risk Prediction to several markets. In 2024 we had 130 000 client sites using MySecuritas compared to 10 000 in 2021, rolled out in 23 countries compared to 2 in 2021.

The Securitas Digital business unit is tasked with ensuring that we are enhancing our work in terms of innovation and act as an enabler and co-creator for the entire Group. This is important when it comes to our longterm ambition of reaching a 10 percent operating margin since this is an area where we have very promising opportunities in terms of our development over the coming years. This area is interesting from a client perspective since it provides us with significantly better knowledge. It also offers a completely different type of scalability since it allows us to innovate and deploy solutions digitally, which could impact thousands of clients which is attractive from a value-generation perspective.

Scalable, bespoke intelligent services with >20% margin potential

We put the client at the center of innovation by equipping our people with integrated tools. As we started to digitalize our front-line officers some years ago, we created multiple opportunities. Using the data and insights collected by our security officers and incidents helps us to identify correlations and next-best actions. The connection between frontline officers and technological devices and systems is a combination that allows us to free up time for our officers to deliver even higher-quality service.

Having a stronger innovation culture at Securitas has the potential to strengthen us in several dimensions, not only commercially. Innovation initiatives with people, the planet and profit in mind will generate premium solutions and strengthen our brand.





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Diversity and inclusion

Share of female managers at all levels/functions to be over 20% by 2025. 2024: 25%

Health and safety

5% annual decrease of company injury rate. 2024: 0%

Learning and development

Completion of Group mandatory courses.

2024: 75% of all employees

Environment

42% emission reductions in scope 1, 2 and 3 by 2030. 2024: 8% reduction

Business ethics

Monitoring the effectiveness of the compliance program in all entities.

2024: 78% of all entities covered

Community involvement

Taking an active part in supporting the communities where we operate.

2024: Continuous follow-ups

Sustainability targets

A new sustainability strategy will be presented in 2025, including updated targets.

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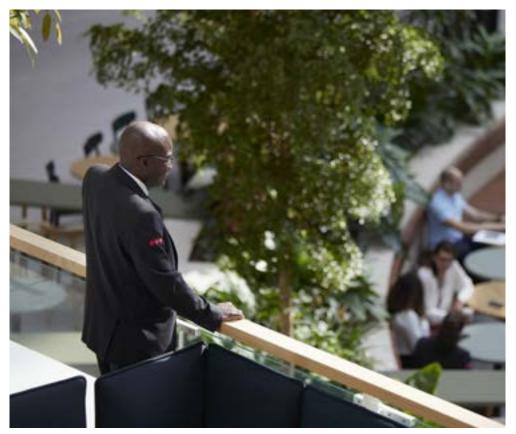
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Focus areas to reach our sustainability targets

Securitas' sustainability strategy supports the overall business strategy, and we strive to improve our contributions in six sustainability focus areas with good working conditions for our people as the foundation. A new sustainability strategy will be presented in 2025, including updated targets.



Our most important health and safety work is preventing accidents and incidents from occurring in the first place.

Diversity, equity and inclusion

Diversity is a driving force behind our business growth at Securitas. Fostering a culture of inclusion and innovation is a tangible commitment that's central to our business strategy. One example is Securitas North America, that was recognized as one of America's Greatest Workplaces for Women and Diverse Employees by Newsweek magazine, highlighting the company's efforts to foster an inclusive and innovative workplace, where diversity is not only celebrated but considered a fundamental pillar of its innovation strategy.

To ensure that we attract and retain the right talent, and that everyone feels included, we constantly develop our people activities. Included in the People promise is, for example, a commitment to providing career growth opportunities in a fair and supportive environment. In 2024 we conducted the second consecutive global employee engagement survey. In addition to an employee net promotor score, the survey included questions about diversity and inclusion. Our target in this focus area is to have more than 20 percent female managers at all levels in the company by 2025. Though we have already achieved this target at some levels, we are setting action plans for reaching it at levels that are below target.

Health and safety

As a large employer, the health and safety of our people, both physically and mentally, is a high priority. We have a target to reduce the Group injury rate by five percent annually, but our most important health and safety work is preventing accidents and incidents from occurring in the first place. In case of threatening or dangerous situations, the priority is to avoid confrontation and harm and alert the emergency services.

A majority of our employees work on client sites, and we collaborate closely with the clients to mitigate risks and hazards, not only for our people but also for the clients' employees. Most of our frontline employees are, for example, trained in first aid, CPR, and fire and safety.

To achieve our target, we have implemented a framework based on the ISO 45001 methodology, including risk assessments, training, reporting of all injuries and incidents, root-cause analysis, follow-ups and clear responsibility. The most common causes of work-related injuries are slips, trips and falls. We also have a focus on road safety and train employees in safe driving.



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Learning and development

Employee training and development is a strategic priority for Securitas as it enables us to meet our clients' growing demands for more advanced security solutions.

Empowering employees means investing in training, skills and professional development opportunities. Together we can achieve great results. We also encourage people to take on responsibility early in their careers. In addition to extensive local training curricula, we have several executive development programs across the organization, and a leadership framework. To support this, Securitas has its own training centers in most countries of operation to ensure our people have the necessary competence to provide high-quality security services. One example is our Certified Data Center Security Professional (CDCSP) training that is officially accredited by the Holistic Information Security Practitioner Institute (HISPI). In 2024, over 10 000 security officers globally were equipped with cutting-edge skills to secure the client segment data centers. Training covers key areas like access control, emergency response, and security ethics.

All Securitas' employees undergo training in Securitas' Values and Ethics Code. An in-depth training program is available in over 30 different languages, either as an e-learning course or classroom training. Relevant employees also receive training in other core policies, such as the anti-corruption

and anti-bribery policy, the antitrust policy, and diversity and unconscious bias. The current target for this focus area is for the target groups to complete mandatory courses in the Group training curriculum within given time frames.

Environment

Securitas' environmental targets are validated by the Science Based Targets initiative. Securitas has committed to reduce absolute scope 1, 2, and 3 greenhouse gas emissions with 42 percent by 2030 from a 2022 base year. This ambitious target aligns with the 1.5-degree goal set by the Paris Agreement and endorsed by the Science Based Targets initiative. As a signatory of the UN Global Compact, we strive to follow the Rio Declaration's precautionary principle regarding threats of serious or irreversible environmental damage.

Action plans for reducing emissions include changing to hybrid or electric vehicles where possible, promoting eco-driving, changing to renewable energy, finding alternative employee commuting solutions and working together with suppliers to reduce energy consumption in security equipment.

In 2024, Securitas was named one of the top climate leaders among the US government's largest 200 suppliers. This recognition highlights the company's exceptional commitment to sustainability and its proactive steps toward combating climate change.

Business ethics

Securitas is a responsible company with a high level of integrity, and we never compromise on our values and business ethics. We have a strong culture of integrity and zero tolerance of non-compliance with values and ethics. Policies such as Securitas' Values and Ethics Code, the Securitas anti-bribery and anti-corruption policy, the Securitas' fair competition and anti-trust policy and the Business partner code of conduct set out the principles and also provide guidance. Our business ethics compliance function is a Group function responsible for anti-bribery and anti-corruption, competition and anti-trust, and data privacy risks, as well as the Group's whistle-blower system and supply chain risk management framework.

Our compliance program is continuously evolving and is regularly evaluated to ensure that all major risks are addressed. We conduct quarterly reviews to assess the status of the compliance program in our markets, monitor the progress of action plans, and evaluate the effectiveness of the controls in place. We support the business by building awareness, addressing identified gaps, and helping our employees understand how we can make our world a safer place.

Community involvement

At Securitas, our purpose is to help make the world a safer place for everyone in it, and this is reflected in our dedication to making a real difference where we operate, whether by supporting communities or responding effectively during emergencies. We are deeply integrated into the communities we serve and are always ready to make a meaningful impact where it is needed most. Our efforts go beyond providing security; they encompass supporting vulnerable individuals, helping disadvantaged groups thrive, and creating new opportunities for a better future. Examples range from supporting the organization National Center for Missing and Exploited Children in North America in several ways and a close collaboration with the International Labour Organization to provide employment to people with disabilities, to food packages to the homeless.

In times of emergencies, Securitas stands ready to step up and make a difference. Whether it is preventing incidents before they occur or providing competent support after a disaster, we are prepared to act. Examples range from preventative work such as early wildfire detection programs, alert systems for violence against women and free first aid training to crisis aid after terrorist attacks or earthquakes. By living our values of integrity, vigilance, and helpfulness, we create safer spaces and help people see a different world.



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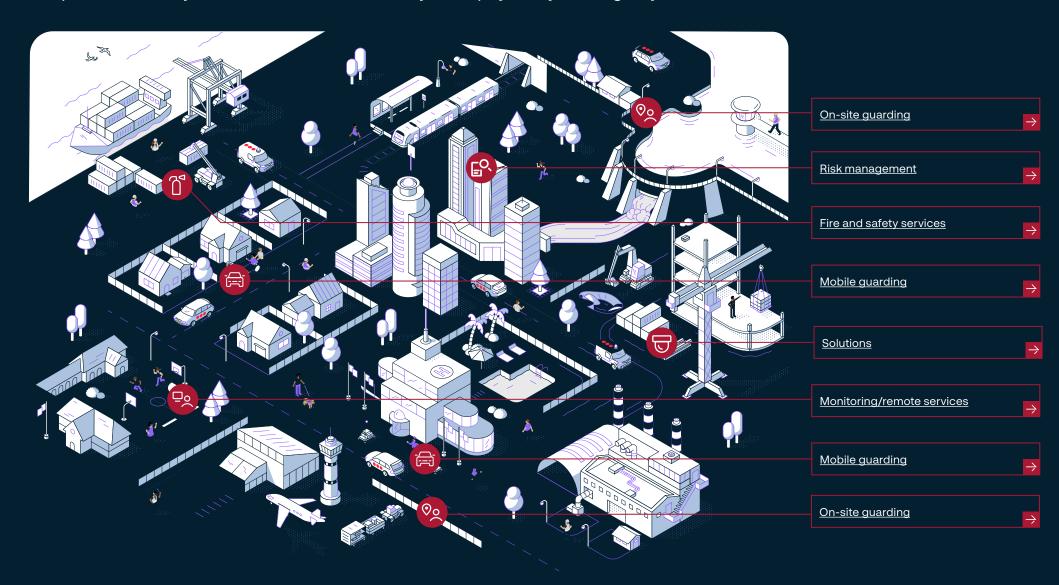
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Our services in society

We provide security services in the entire society, both physically and digitally.





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A comprehensive client portfolio

Global security services and risk assessments

Securitas is a global provider of security services, technology and solutions, and risk management services. Within our business lines, we offer a number of protective services aiming to solve the increasingly complex security needs of our thousands of clients, based all over the world.

Regardless of the client size and industry, we always start the client relationship by completing a thorough risk assessment to determine the specific security needs for each client. Depending on the outcome of the analysis, one or several of our protective services are offered to the client.

Flexible contracts

The length of the guarding and solutions contracts in our business varies depending on size and complexity, but the majority of the contracts are signed for 3-5 years and often include clauses that allow us to negotiate price increases to reflect wage cost increases for our security officers.

During 2024 Securitas and IBM entered into the first global vested security agreement, shifting from a transactional contract to a collaborative, win-win partnershipagreement. The vested business model is an innovative approach that turns the conventional buy-sell relationship into a partnership focused on shared success, transparency, and common goals. A strategic partnership that could have a significant impact on the industry.

Broad client base and lasting loyalty

We have thousands of client contracts that are well diversified in terms of client segments. Although we provide services to some of theof the world's largest companies across several geographies, we still do not have a high concentration of sales,i.e. a small number of clients account for a large share of sales.

Also important for understanding the portfolio stability is the KPI client retention. Client retention was 90 percent in 2024, meaning that our clients stay for 9-10 years. The client retention has been stable over many years and thus reflects the long-term and loyal client base.





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Our business lines



				Full year 2024
Business line	Sales, MSEK	Real sales growth, %	Operating income before amortization, MSEK	Operating margin, %
Security services	105 889	3	5 854	5.5
Technology and solutions	53 167	6	5 773	10.9
Risk management services and costs for Group functions	2 865	-	-427	-
Group	161 921	4	11 200	6.9

	Full year 2024
% of Group sales	% of Group operating income before amortization
65	52
33	52
2	-4
100	100



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Our protective services

Security services



On site guarding

We offer on-site guarding, in which trained and authorized security officers perform surveillance services tailored to the needs of medium-sized and large businesses in private or public environments. They are trained to detect, deter and respond to risks and incidents. Sales are portfolio-based, non-seasonal and with varying contract lengths of at least 12 months. Pricing of the contracts is of a cost-plus model.

Extra sales

The majority of extra sales (contracts lengths less than 12 months) is also included here and normally constitutes 13-15 percent of Group sales annually. Extra

sales are normally sales that are needed for specific events and sudden events, such as sports events, concerts, hurricanes, floodings, strikes and events related to social unrest. Extra sales can also relate to additional services on top of the portfolio-based sales to existing clients.

Aviation security

We offer on-site guarding at airports with specially trained security officers performing passenger and baggage control, as well as perimeter protection. Sales are portfolio-based, but with a slight seasonality, with varying contract lengths but the most common length is 3-5 years. Aviation security sales represented 6 percent of Group sales in 2024.



Mobile guarding

We offer mobile guarding services, where one security officer serves multiple clients within a limited geographical area. The mobile security officers can carry out patrol rounds and call-out services. These sales are portfolio-based, but with a slight seasonality.

21



Fire and safety services

Securitas also provides fire and safety services, including fire prevention, first aid, evacuation assistance and emergency planning adapted to each client's needs. These services are included in all sevices above.





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Technology

Installations

We offer design, installation and integration of security systems, such as video surveillance and access controls, fire systems and intrusion alarms. Security systems are sold as a one-off sale and project contracts can vary greatly, from months to several years, depending on size and complexity. There is a seasonality element to sales and payments from the clients are normally connected to the project progress in terms of such milestones as contract signing, the design and engineering phase, installation work and acceptance upon completion.

Maintenance

We offer service of the installed security system. These sales are non-seasonal RMR (recurring monthly revenue), i.e. portfolio-based or subscription-based sales, and T&M (time and material).



Monitoring/remote services

We offer alarm monitoring of the installed security system. The monitoring, and other remote services, are performed by the operators at Securitas Operations Centers (SOC), and we have at least one SOC in each country. These sales are non-seasonal RMR (recurring monthly revenue), i.e. portfolio-based or subscription-based sales.

Products

We sell alarms and components without design or installation. Sales in this category is limited.



SaaS/digital services

Digital products such as risk prediction and digital ID protection. Securitas is going through a digital transformation, including the building of a digital platform to enable automated interaction between internal and external products, services and partners across the Group.



Solutions

Solutions contracts are non-seasonal, portfolio-based sales and combine services such as on-site and/or mobile and/or monitoring/remote services. These services are combined with a technology component in terms of equipment owned and managed by Securitas and used in the provision of services. Client contracts are normally 3-5 years, and Securitas invests into technology equipment that is installed at the client site.



Risk management services

These services include risk advisory, executive protection, corporate investigations, due diligence (DD), and similar services, delivered through the subsidiary Pinkerton.



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Our global reach

MSEK 64 271 total sales of which

technology and solutions

37 percent (36)

MSEK 70 177

total sales of which technology and solutions 33 percent (33)

> 62 000 employees

MSEK 14 845

total sales of which technology and solutions 36 percent (32)

Securitas North America

Securitas North America provides protective services in the US, Canada and Mexico. The operations in the US are organized in three specialized units – Guarding, Technology and Pinkerton Corporate Risk Management.

Canada, Mexico and the US

Operating margin 9.1% 96 000 employees

Securitas Europe

Securitas Europe provides protective services in 21 countries.

Austria, Belgium, Croatia, the Czech Republic, Denmark, Finland, France, Germany, Hungary, Ireland, Luxembourg, the Netherlands, Norway, Poland, Romania, Serbia, Slovakia, Sweden, Switzerland, Türkiye and the United Kingdom

Operating margin 6.5% 120 000 employees

Securitas Ibero-America

Securitas Ibero-America provides protective services in Spain, Portugal and six Latin American countries.

Chile, Colombia, Costa Rica, Ecuador, Peru , Portugal, Spain and Uruguay

Operating margin 7.0% 48 000 employees

AMEA – Africa, Middle East, Asia and Australia

AMEA provides protective services in 11 countries as well as in Hong Kong.

Australia, China, Hong Kong, India, Indonesia, Saudi Arabia, Singapore, South Africa, South Korea, Thailand, the United Arab Emirates and Vietnam

72 000 employees reported under Other (of which 10 000 refers to Securitas Critical Infrastructure)



Services in North America included under the heading Other in the segment reporting.

Although Securitas is a global company, the daily operations are conducted at the client sites through our approximately 1800 branch offices around the world. Decentralization of decisions and responsibility is fundamental for Securitas. Client offerings and relations improve when decisions are made in close proximity to clients. We combine the strengths of global reach with local presence to create security solutions that meet the complex security needs of our large client base.

Securitas North America

Share of sales per country

The US 89%

Canada 6%

Mexico 2%

Other countries

in the segment 3%



Share of total sales per segment, excluding Other 8%

- North America 40% Europe 43%
- Ibero-America 9%



Share of total operating income per segment, excluding Other -2%

- North America 52%
- Europe 41%
- Ibero-America 9%



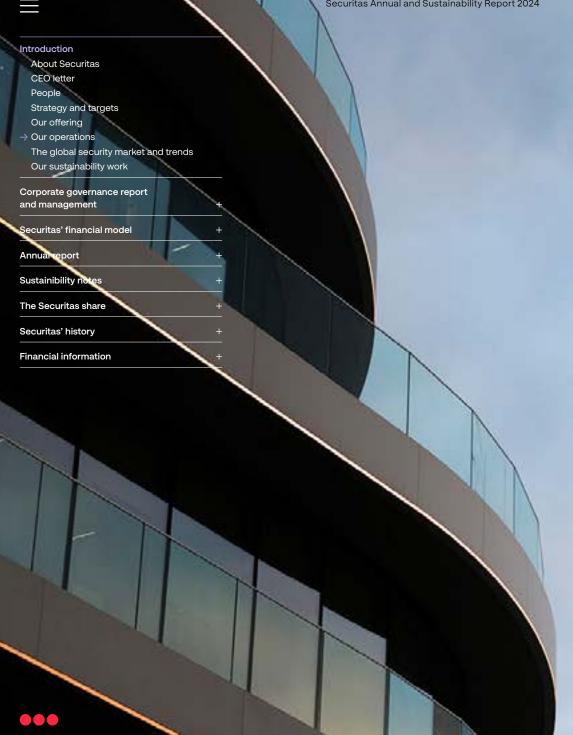
Securitas Europe Share of sales per country

- Germany 20%
- France 16%
- Sweden 11%
- Belgium 8%
- The UK 7%
- Türkiye 7%
- The Netherlands 6% Switzerland 5%
- Norway 4%
- Other countries in the segment 16%



Securitas Ibero-America Share of sales per country

- Spain 61%
- Portugal 10% Chile 8%
- Other countries
- in the segment 21%



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The global security market

Market position globally based on sales

Growth opportunity globally

While there are only a limited number of truly global full-service providers in the market, such as Securitas, there are numerous smaller regional and local security services providers. The total market is well diversified from both a geographical and an industrial perspective. We expect the security solutions market to display higher growth than the overall market in the near and medium term given the increasing demand for such solutions.

Tech-enabled security services market

Tech-enabled security services include both systems integration (design, sales, installation and project management of integrated systems) and alarm monitoring (constant monitoring by a certified monitoring center and other security services). Technologyenabled security systems are often based on physical products and components, such as access controls, video surveillance, fire detection, intrusion detection, alarm systems (perimeter detection and interactive

segment also includes maintenance services and technical installations. Technologyenabled security solutions form an essential part of any modern security offering and enable the collection and analysis of data, which in turn result in an improved client offering.

monitoring) and other security systems. The

Security solutions market

Using a combination of various services provides opportunities for comprehensive consultation, design and installation of security systems. Combining security services with technology creates an opportunity to meet the complex demands of global clients and increase client retention. In addition, security solutions are provided in a more proactive manner, which strengthens the relationship with the client and creates long-lasting partnerships.

Company	Technology
Johnson Controls type	#1
Securitas	#2
APi Chubb	Other
convergint SIEMENS	

Company Guarding "ALLIEDUNIVERSAL 🥰 🕻 #1 #2 Securitas M PROSEGUR Other **GARDAWORLD**



Client value

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Guarding services market

Guarding services can be provided in several different ways, such as on-site, mobile and remote. The main difference between these types of guarding services is the format in which they are delivered: on-site involves stationary guarding, mobile services are delivered during certain hours of the day, and remote services are fully digital, carried out using surveillance cameras.

What does it take to win in the future security industry?

We believe that creating new innovative and data-driven solutions requires a solid foundation based on three main capabilities: the power of presence, technology and data. Using these capabilities, we aim to change how security services and solutions are provided to clients.

With these three elements in place, we see significant opportunities for growth across a number of different market segments and expect to yield high client value and develop new innovative services that proactively meet evolving client needs.

1

Presence

Presence is all about having professional people with the security and safety expertise needed to offer protective services, but who are also able to respond effectively in case of security incidents or emergencies.

2

Technology

Technology is becoming more important and provides a platform for building a leading technology and connectivity offering, supporting the shift to cloud and subscription-based business models, and designing, installing, serving and providing maintenance with connected technology, cameras and sensors.

In addition, we have a dedicated innovation team in place with expertise in user experience, AI, big data and digitized products. The team is focusing on developing a portfolio of digital products with higher profitability potential.

3

Data

How we generate data is important. Equally important, however, is how we leverage data to enhance the security equation for clients and to drive innovation. To enable seamless communication between us and our clients, we have developed a digital channel that unlocks the possibility to digitize our security officers' reporting records and serves as a rich source of data.



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Drivers impacting the secutity market

Major shifts

We see nine major shifts impacting the future security market.

- Rising conflict levels
- 2 Disrupted data and technology adoption
- 3 Increasing wealth disparity and higher wage inflation
- Security becomes a higher priority for companies
- More sophisticated buying of end-to-end security solutions
- 6 Shift towards technology and data-led security solutions
- Increased competition from non-traditional security providers
- 8 Accelerated sustainability focus
- Stricter regulation on data and technology use

Macro drivers

Overall demand for security services is growing with few specific drivers impacting the market.

Political

Higher political volatility and conflicts

Technological

- Rising interlinkages between physical and cybersecurity
- Increasingly sophisticated cyberattacks and increasing attack surface

Economic

- · Higher wage inflation
- Organized security services in emerging markets

- Higher urbanization
- Shortage of new skilled security officers and cybersecurity professionals

Social

- Increasing criminal activities
- Public law enforcement upgrading to technology-enabled security services
- Increased remote and hybrid working

Environmental

- Higher frequency of extreme weather events driving demand for emergency security services
- Increased focus on security for scarce and critical environmental resources

Legal

- Stringent regulations on data privacy
- Higher demand for private security
- High M&A activity

Client needs

Evolving client needs driving higher growth for an integrated security solutions portfolio and responding to a broader range of physical and non-physical threats.

Predict

 Anticipate potential threats and vulnerabilities

Prevent

 Pre-emptive measures to eliminate security risks

Deter

- Systems to discourage potential attacks
- 24/7 monitoring

Detect

 Predict and identify incidents and breaches

Delay

 Hinder progress of an attack and its impact

Respond

 Act quickly in response to a security incident

Recover

 Bring back normality after a security event



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Security market trends

Higher expected growth for digital security versus manned guarding solutions, driven by adoption of technology and data-driven applications.

Technology-driven security

 Use of robots, cloud-based security service models, edge computing for video surveillance, mobile surveillance units, use of drones and anti-drones, body cameras and other wearable technologies, biometric technology

Data-led applications

 Use of machine learning, Al and predictive analytics, shared security services such as SOC as-a-service

Security across client value chain

Supply chain security, zero-trust architecture, IoT security, blockchain in security

Vertical integration of offerings

· Integrated security services

Employee experience and productivity

 Optimizing security officer deployment, investments in training and development, virtual security consultations, digital reporting for security officers for higher productivity

Others

- Regionalization tailored solutions addressing localized threats, regulatory compliance, cultural understanding etc.
- Shift from reactive to proactive security
- Increased focus on client experience
- Increasing specialization e.g. for a specific industry or client group





Our sustainability work

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Sustainability governance

In Securitas' sustainability governance structure, the responsibility at all levels, from the Board of Directors to the divisions and functions, is clearly defined. The Group's Chief Ethics and Sustainability Officer leads the ongoing sustainability work.

The Board of Directors decides on Securitas' sustainability strategy and policies together with the President and CEO of Securitas AB, who has ultimate responsibility for the realization of the Group's sustainability work.

The Executive Sustainability Committee (ESC) primary responsibility is to take key decisions on sustainability matters and steer the sustainability strategy and its deliverables, which includes ensuring that the sustainability activities contribute to business value.

The ESC is chaired by the Group's President and CEO with the divisional presidents and function heads as members. In 2024, the committee met two times. The Group's Chief Ethics and Sustainability Officer leads the ongoing work and chairs the network of the divisions' and functions' sustainability leaders and sustainability managers, who coordinate the work in their respective entities.

Securitas' governance model for our sustainability strategy





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A strong positive impact on society

The Net impact model, created by Upright Project, provides an overview of the impact that our business has on the world around us and the value that Securitas creates in society (see also page 145). The net impact of a company is the net sum of costs, or resources used, and benefits, that is, what is achieved with the use of those resources, in the whole value chain. All types of costs and benefits are included, not only for example, environmental costs or financial gains. Since net impact is a measure of costs and benefits, it can also be referred to as the net value creation of a company.

The analysis is based on Securitas' business activities, that is, the offered products and

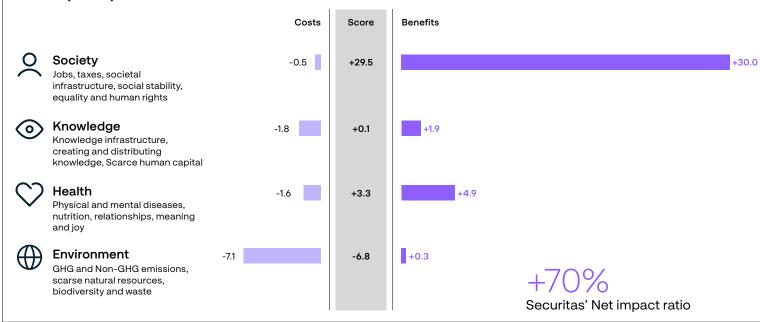
services, and covers the entire value chain of those products and services. The positive net impact ratio of 70 shows that Securitas has 70 percent less negative impact than positive impact, which ranks us in the top five percent across the global universe of companies.

Our most significant positive impacts are those we have on society. Through our expertise, dedicated professionals, and use of modern technology, we help secure workplaces, infrastructure, and communities, ensuring the safety of people around the world. We are a reliable employer to 336 000 people and also create many new jobs. Securitas contributes taxes to public

funds in the countries where we operate. Securitas' services have positive impact on people's lives by reducing stress and risk in, for example, workplaces, airports, and schools, which can help increase overall wellbeing. Making people feel safe and secure has a highly positive impact on people's health.

In terms of our environmental impact, it is relatively small on a global scale, but we still constantly try to reduce it. Securitas' environmental targets are validated by the Science Based Targets initiative. Direct emissions mainly come from the use of vehicles in our operations.

Net impact profile





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We contribute to UN's Sustainable Development Goals

The United Nation's Sustainable
Development Goals (SDGs) are a call to
action for all stakeholders, including businesses, to work together to improve the lives
and prospects for people and the planet.
Securitas supports the SDGs and take them
into consideration into our strategy work and
daily operations.

Here are the goals and targets where we believe we can have the greatest impact. For more information on each area, please see pages 15–17.



Specifically target 3.6

We actively prioritize the health and safety of our employees and take measures to ensure their wellbeing. We also strive to help others while on assignment.



Specifically target 4.4

Securitas operates its own training centers in most countries where we have a presence, and we provide a wide range of courses and programs to our employees. These opportunities allow them to acquire the knowledge, skills and abilities needed.



Specifically targets 5.1 and 5.5

Securitas is committed to providing equal opportunities for all employees and treating them fairly and without discrimination. We believe that diverse work groups contribute to better business outcomes, and we strive to increase the representation of women in management positions at all levels within the company. We are dedicated to fostering an inclusive and equitable work environment where all employees are valued and respected.



Specifically target 8.8

Securitas is a large employer with operations in various countries worldwide. We are committed to being a dependable and responsible employer that provides good working conditions and opportunities for growth to our employees. Fair labor practices, the right to organize, and the protection of human rights are prioritized for Securitas, our employees, and clients.



Specifically target 13.2

In December 2023, Securitas' environmental targets were validated by the Science Based Targets initiative. Securitas commits to reduce absolute scope 1, 2, and 3 greenhouse gas emissions with 42 percent by 2030 from a 2022 base year. This ambitious target aligns with the 1.5-degree goal set by the Paris Agreement.



Specifically target 9b

Securitas is dedicated to advancing the security services industry through a strong emphasis on innovation. We are constantly working on improving our current products and services and developing new ones. We use data-driven approaches to enhance the reporting and analysis of our services, allowing us to make informed decisions and provide better security to our clients.



Goal 16 and specifically target 16.5

Safety and stability are essential for a well-functioning society, especially in today's increasingly unpredictable world. Securitas contributes to a safer and more sustainable and productive society by ensuring the protection of workplaces, public spaces, and infrastructure in a responsible manner. Securitas also has a zero-tolerance policy against all forms of bribery and corruption.



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Stakeholder dialogs

We meet many of our stakeholders regularly in our daily work, and our aim is to be a responsible, sustainable, and transparent company. Securitas encourages an open and proactive dialog with those affected by our operations, in order to better understand their expectations and to identify areas that we can do to develop further.

Our main stakeholders are identified based on the impact they might have on our business as well as on their interests and potential influence on Securitas. They are listed here together with a description of how we engage with them.

Our sustainability work

Stakeholder group

Method of dialog

Important topics

How we respond

Clients

Each client has specific needs, and we gain deep understanding of their requirements through an open dialog, extensive analysis, and an agile approach. Our client-centric mindset also emphasizes a shared view on sustainable business conduct.

We are engaged in a constant dialog with our clients through daily interaction and regular meetings. Tools such as our Client Excellence Platform and MySecuritas, that digitizes the client interaction, improves efficiency, both for our managers and for our clients. A specialized organization handles Securitas' global clients, that is, clients that we work with on multiple markets in different countries.

- We combine the client knowledge at the local level with the expertise from specialized teams when designing our solutions of protective services
- Global consistency in service delivery and the capability to scale from local to global solutions
- · Digitizing the client interaction
- Strong values and compliant business
- Occupational health and safety
- Diversity and inclusion
- Environment
- Training and skills development

The combination of in-depth client knowledge, specialist competence and access to our global knowledge enables us to build unparalleled client relationships, with constant and continuous communication as the base. We always strive to communicate in a clear and transparent way, to meet our clients' requirements on us as sustainable supplier, and we work together with clients to find good solutions, for example, in the areas of health and safety and diversity and inclusion.

Employees and employee representatives

Securitas' 336 000 skilled and engaged employees in 43 countries around the world represent the company every day. We are driving engagement and collaboration across our diverse workforce by fostering an inclusive, innovative, and values-led culture.

Securitas conducts global employee engagement surveys annually. Insights from the survey enhance our ability to support employees in performing at their best, empowering leaders to take informed actions that strengthen engagement across the organization. We also value a proactive and open dialog with employee representatives, local unions, UNI Global Union (UNI) and the European Works Council (EWC).

- · Values and ethics
- Fair wages and terms of employment
- · Health and safety
- Diversity and inclusion
- Engagement
- Recruitment and onboarding
- Training and skills development
- Talent management
- Data privacy

Securitas' People promise is deeply rooted in our overarching purpose and our core values. It focuses on three central offerings – opportunity, people and work (read more on page 9–10). Securitas' purpose – We help make your world a safer place – articulates what we do and serves as a guide for our employees in their daily work. Proactive relationships and a constructive dialog with employees, employee representatives, local unions and global union associations are important to us.



Stakeholder group

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Stakeholder dialogs

Our client-centric mindset emphasizes a shared view on sustainable business conduct.

Method of dialog

Important topics

How we respond

Shareholders

Securing a long-term development of our business requires an active dialog with our shareholders and investors.

The Annual General Meeting is the company's highest decision-making body and a forum for all shareholders to exercise their influence. We also publish interim reports and other continuous financial information, organize Investor Days, and organize other investor and analyst meetings, roadshows and conferences.

- · How Securitas is leading the transformation of the security industry
- How to manage the challenges related to the transformation to intelligent data-driven security solutions
- Maintaining long-term, stable, profitable, and sustainable operations

Securitas provides data that support our strategy as well as information about how the transformation of the services we offer affect our financial results. We show that our position as an industry leader, also when it comes to sustainability, gives us a strong competitive advantage.

Society

The base for a functioning community is safety and Securitas plays an important role in society by providing security and safety. We engage actively with the local communities where we operate.

Securitas has different important roles on the communities where we operate - we are a large employer, a trusted partner to our clients and a provider of safety to society. A constant dialog with the various stakeholders is key.

- Creating work opportunities
- Equal opportunities for men and women, ethnic and religious minorities, individuals with disabilities, etc.
- Cooperation with different stakeholders to contribute to increased security and safety in local communities

Securitas provides security in a responsible way, protecting workplaces, public areas, and infrastructure. We provide many people with jobs, and often offer the first step into the work market. We also aim to be engaged in the local communities, for example, by actively participating in various local projects.

Suppliers

Securitas has many suppliers in its operations, and it is essential to us that our suppliers follow our requirements concerning working conditions, human rights, business ethics, environment, diversity, equal opportunity, and other areas that are core to us as a sustainable and compliant company.

The main forum is the ongoing dialog between our suppliers and Securitas' representatives on all levels but also through for example, our Business Partner Code of Conduct.

- · Requirement to comply with Securitas' Business Partner Code of Conduct
- Compliance with our anti-bribery and anti-corruption policy
- · Quality of procured goods and services
- Contract commitment and fulfillment of deliveries

We provide our suppliers with information regarding Securitas' Business Partner Code of Conduct and include compliance with the Code of Conduct in our supplier contracts. We also have specific guidelines and standards for suppliers and conduct supplier risk assessments and audits when required.



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Stakeholder group

Method of dialog

Important topics

How we respond

Industry organizations

Securitas is using its position as one of the largest companies in the security industry to drive issues such as raising the standards and levels of professionalism in the industry.

Securitas is a member of various local and global industry organizations, such as the International Security Ligue, the American Society of Industrial Security (ASIS) and the National Association of Security Companies in the US. Meetings are conducted regularly.

- Status of frontline security employees and the profession
- Working conditions
- Employee skills development
- Occupational health and safety
- Regulatory issues
- Terms for values and ethics in the international security industry

We assume an active role in industry organizations, especially in markets where we have a leading position. We work to increase industry regulation to improve the status of the security profession, raise industry wage levels and intensify skills development efforts.

Policy makers and authorities

Securitas cooperates closely with authorities in all countries where we operate – both to improve our business conditions and to explore new business opportunities.

Securitas maintains a continuous dialog with authorities and policy-makers at the local, national, and international level.

- Laws and regulations concerning the security industry
- Possibilities to expand assignments to ensure a safer society

Securitas works to improve the business conditions in the security industry.



and injuries reported and followed up.

Appropriate equipment must also be

provided.

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Sustainability risks

At the highest level, the Board considers where future strategic opportunities and risks lie and helps shape the corporate strategy. Balanced and focused risk management is necessary for the fulfillment of Securitas' strategies and the achievement of its corporate objectives.

Enterprise risk management is an integrated part of Securitas' operations, and risk awareness is part of the company culture. Risk assessment is a dynamic process that aims to identify and analyze risks in relation to Securitas' objectives. It serves as the basis for implementing mitigating actions after considering the controls in place (reduce, transfer/share or accept the risk in question). Sustainability risks are handled in the same way. Our major sustainability risks are described here.

For more information on the Group's risk management process, see pages 49-52. Our sustainability work 35

Risk area	Description	Consequence	Preventions
Working conditions			
	Risk that labor legislation and practices, the right to organize, human rights and non-discrimination may not be respected.	Licenses to conduct security operations could be lost, which would lead to a loss of business, a negative financial impact and brand damage. It might also lead to difficulties in recruiting and retaining employees.	Securitas has policies and sound processes in place to ensure we live up to all legal standards and comply with local and regional legislation and regulations. We have a global framework agreement with UNI Global Union and the Swedish Transport Workers' Association.
Occupational health and safety			
	Risk that employees may be injured, contaminated during pandemics, or even die due to inadequate health and safety processes and	Poor health and safety procedures that put our employees at risk can lead to reputational and brand damage, a loss of business and	Employees are trained continuously to ensure that they can perform their tasks safely and safety risks and hazards are assessed on a continuous basis,

difficulties in recruiting and retaining

employees.

Access to talent			
	Risk that we will not be able to attract and retain the right talent to remain a leader in the development of the security industry.	Not being able to fulfill our clients' requirements could lead to a loss of business and market position, as well as a negative financial impact.	We are building an effective organization by identifying and developing distinctive skills, competencies and capabilities, fostering specialized and highperforming teams.
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procedures.





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Sustainability risks

Securitas' Values and Ethics Code Risk that employees or business partners might not comply with Securitas' Values and Ethics Code and the company's core values. Licenses could be lost, which would lead to a loss of business, a negative financial impact and brand damage. It might also lead to difficulties in recruiting and retaining employees. Licenses could be lost, which would lead to a loss of business, a negative financial impact and brand damage. It might also lead to difficulties in recruiting and retaining employees. Securitas has policies and sound processes in place to ensure we live up to all legal standards and comply with local and regional legislation and regulations. We have a global framework agreement with UNI Global Union and the Swedish Transport Workers' Association.	Risk area	Description	Consequence	Preventions
partners might not comply with Securitas' Values and Ethics Code and the company's core values. It might also lead to a loss of business, a negative financial impact and brand damage. It might also lead to difficulties in recruiting and retaining employees. It might also lead to difficulties in recruiting and retaining employees. It might also lead to difficulties in recruiting and retaining employees. It might also lead to difficulties in recruiting and retaining employees. It might also lead to a loss of business, a negative financial impact and brand damage. It might also lead to difficulties in recruiting and retaining employees. It might also lead to a loss of business, a negative financial impact and brand damage. It might also lead to difficulties in recruiting and retaining employees.	Securitas' Values and Ethics Code			
		partners might not comply with Securitas' Values and Ethics Code	lead to a loss of business, a negative financial impact and brand damage. It might also lead to difficulties in	processes in place to ensure we live up to all legal standards and comply with local and regional legislation and regulations. We have a global framework agreement with UNI Global Union and the Swedish

	Ethical business standards			
partners may be involved in corruption, unfair competition, conflicts of interest and other nonethical business behavior. partners may be involved in non-ethical business behavior could lead to a major negative financial impact, a loss of business and reputational damage. policy against all forms of brib and corruption. Without exception and corruption and corru		partners may be involved in corruption, unfair competition, conflicts of interest and other non-	non-ethical business behavior could lead to a major negative financial impact, a loss of business and	Securitas has a zero-tolerance policy against all forms of bribery and corruption. Without exception, all employees and business partners must comply with local laws and regulations as well as Securitas' Values and Ethics Code, the antibribery and anti-corruption policy, and other key policies.

Risk that our data may not be properly protected. Inadequate protection of data could lead to reputational and brand important and thus protected through extend country organics.	Protecting data		
zational and technical mess. Securitas complies with all relevant legal requirements related to the protection of data and has policies, processes, and training programs in place.		· ·	important and thus protected through strong security, organi- zational and technical measures. Securitas complies with all relevant legal requirements related to the protection of data and has policies, processes, and training programs in

Client relations			
	Risk that we may not meet our clients' sustainability requirements.	An inability to comply with our clients' sustainability requirements could lead to a loss of business, a negative financial impact and brand damage.	We must have an in-depth under- standing of our clients' needs and industry-specific requirements, and a business that is sustainable in all areas. Our emphasis on employee safety and fair labor practices ensure that we deliver high-quality services.



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Our employees are trained in skills that support the strategy of data-driven innovation and digitization.

Risk area Description Consequence Preventions

Human rights, including security practices

Risk that we violate human rights through our operations or through our business relationships, including the risk that employees could act in a way that is contrary to local laws, authority regulations, and Securitas' policies and human rights conventions.

Acting in a way that contravenes the law, policies, and conventions, and in a worst-case scenario contributing to human rights violations or not acting against human rights abuses, could lead to reputational and brand damage, a loss of business and difficulties in recruiting and retaining employees.

Securitas supports and respects the fundamental human rights set out in international declarations and guidelines, such as the United Nation's Universal Declaration of Human Rights, and policies and sound processes are in place to ensure that we live up to all local and international legislation. We conduct risk assessments of the countries we operate in and of our clients, when necessary. We also train our employees, for example those working in public areas or where there might be higher human rights risks.

Environment

Risk that our operations could cause environmental damage or contribute negatively to climate change, and that we don't reach the Group's environmental targets.

Not working to reduce our climate impact and not reaching our environmental targets could lead to brand damage, a loss of clients and difficulties in recruiting and retaining employees.

Securitas continuously work to reduce the consumption of resources, emissions, and waste and to increase the pace, we have set targets validated by the Science Based Targets initiative.

Sustainability reporting compliance

Risk that we do not comply with sustainability reporting requirements.

Not complying with regulatory sustainability reporting requirements, for example CSRD, could lead to reputational damage and loss of clients and investors.

Securitas has policies and sound processes in place to ensure that we live up to all regulatory requirements.

