

Group Tax Policy

This policy has been prepared
by the Securitas Tax department
and has been approved by
Securitas AB Board of Directors.

2023

1 Introduction

1.1 BACKGROUND

This tax policy has been created to articulate and communicate the Securitas Group's worldwide tax policy and strategic tax objectives.

The Securitas Group's approach to tax seeks to align with the long-term interests of all its stakeholders, including governments, shareholders, employees and communities. We also note an increasing amount of regulations applicable to the Securitas Group in addition to our own continuing growth in size and complexity. This requires a reliable, centralized and formalized internal tax function, without losing the flexibility of the decentralized business model which is one of the main factors for the continued success of the Securitas Group.

The Securitas Group will publish their worldwide tax policy on the Securitas website to enable wider stake holders to read and understand this. This is anticipated to fulfil policy disclosure requirements in the territories where the Securitas Group operates.

1.2 SCOPE

This tax policy is applicable for all companies that are controlled by Securitas AB.

The tax policy and our strategic objectives encompass a range of taxes (corporate income tax, indirect taxes, and employment taxes) and similar levies applicable to the Securitas Group.

1.3 OWNERSHIP AND AUDIENCE

This document is owned by the Head of Group Tax, who reports directly to the Senior Vice President Finance. The policy is reviewed and approved by the CEO and CFO and ultimately by the Board of Directors on an annual basis, as part of their responsibility for the Securitas Group's tax position.

The policy is supported and reinforced by the Securitas Tax Department ("Securitas Tax"), and local Country Presidents supported by local controllers of the Securitas Group's companies, who are fully involved in and responsible for compliance with local tax legislation.

2 Policy

2.1 COMPANY OVERVIEW AND BUSINESS STRATEGY

Securitas serves a wide range of customers in a variety of industries and customer segments. Our protective services, developed together with our clients, are designed to incorporate a high degree of technology content. While onsite guarding still represents the cornerstone of Securitas, we continuously work to develop our offering.

Securitas operates in North America, Europe, Latin America, Africa, the Middle East and Asia. The Securitas share is listed on the Stockholm Stock Exchange (Nasdaq Stockholm) and the Securitas Group's headquarters is located in Stockholm, Sweden.

Securitas aim is to become the intelligent security solutions partner for our clients, and for this we have identified four strategic focus areas to reach it: client centricity; protective services leadership and innovation; efficiency; and people focus. In each of these areas we are driving various programs to execute on the strategy, reinforce our leadership role and create long-term value.

CLIENT CENTRICITY

Client centricity is about tailoring our solutions to match our clients' requirements. The end result of investing in our CEP; Client Excellence Program, and client digitalization process is deeper partnerships that consolidate our industry leadership.

PROTECTIVE SERVICES LEADERSHIP AND INNOVATION

Securitas is a security one-stop shop, with the most comprehensive



protective services portfolio in the industry. Combined with our large and skilled guarding workforce and focus on innovation, it gives us an edge in the security market. To secure our market position, we focus on further developing our onsite and remote guarding, technology, intelligent services and capabilities, security solutions and corporate risk management.

EFFICIENCY

We are investing in our IT and business platforms to boost efficiency

across the company. By increasing the level of automation and digitization within Securitas, we are bringing greater efficiency and added value to all of our stakeholders. Our IT and business transformation programs are crucial in this journey.

PEOPLE

Our employees' engagement, pride and passion are vital for our continued market leadership, therefore we keep investing in areas like training & upskilling, business ethics, compliance, diversity and sustainability.

Our mission is underpinned by our values, as set out below:

- **Integrity** – A Securitas employee is honest and therefore trusted to work unsupervised on the client's premises and with valuables. Securitas never compromises in its demand for integrity. Integrity also includes openly expressing one's opinion, reporting improprieties and not withholding information.
- **Vigilance** – Professionalism entails seeing, hearing and evaluating, and a Securitas employee is always attentive. Professionals develop an intuition that helps us to notice things that others don't. Their vigilance is needed in order to stay aware of potential risks or incidents that are taking place on our customers' premises.
- **Helpfulness** – Our employees should always be ready to assist within the context of a particular assignment.

Responsibility, ownership and entrepreneurship – Furthermore, we have a strong corporate culture where the shared values of responsibility, ownership and entrepreneurship form the foundation of our management model. The foundation of the corporate culture and our management model is laid down in Securitas Toolbox.

2.2 TAX POLICY STATEMENT

We aim to take care of our stakeholders in such a way that we nurture a growing trust and generate more and better business. This mission

for tax will be achieved by following our values and implementing our business objectives on tax, as set out below:

Apply responsibility, ownership and entrepreneurship to achieve financial targets:

The Securitas Group will meet its legal obligation to pay the correct amount of tax due in relation to its business activities and model. We will not engage in any tax planning that may harm the Securitas Group's business operations, reputation and stakeholders. We are working hard to achieve strong commercial results and ensure our future existence for the next generation. We will therefore operate within the letter and the spirit of the law.

Operate in a manner that demonstrates strong integrity:

We seek to build trust with our wider stakeholders, including tax authorities, by acting in an open and transparent way and maintaining an ongoing dialogue. In particular, we strive to have an open and honest relationship with the local tax authorities in all countries where we operate. In situations where tax law is unclear, we will engage with external tax advisers to ensure compliance and that we meet our statutory and legislative tax obligations. Where any disputes arise with tax authorities, we will resolve these in a timely manner by being co-operative, and seeking relevant approval from tax authorities prior to entering into any transactions, where appropriate.

Ensuring a high standard of corporate governance, enforced by vigilant employees:

The level of risk appetite that the Securitas Group is willing to accept, is approved and communicated by the Securitas AB Board of Directors. This also defines how we approach tax management and the mitigation of our tax risks. Our tax control framework ensures that ongoing compliance is achieved by managing tax processes with the implementation of appropriate policies, procedures and controls. Our local controllers are skilled and educated in order to meet the Securitas Group's tax responsibilities. In particular, we strive to meet our obligations of paying the relevant cash taxes due, and ensuring accurate and timely reporting and submissions of our tax returns. Every day, our customers, employees and stakeholders expect us to keep our promises and meet their expectations.

Provide commercial support to facilitate technological development and geographical expansion:

A key to our success is the determination and desire to contribute to the expansion and well-being of the Securitas Group. Securitas Tax is consulted and involved in advance of changes in the Securitas Group's legal structure, and any significant business transactions. Our regular internal dialogue with the rest of the business aims to identify and mitigate any potential tax risks and ensures compliance with laws and regulations. Tax is part of our commercial decision-making, and is communicated throughout the business via the relevant channels.



We help make
your world
a safer place.



3 Governance and structure & organisation

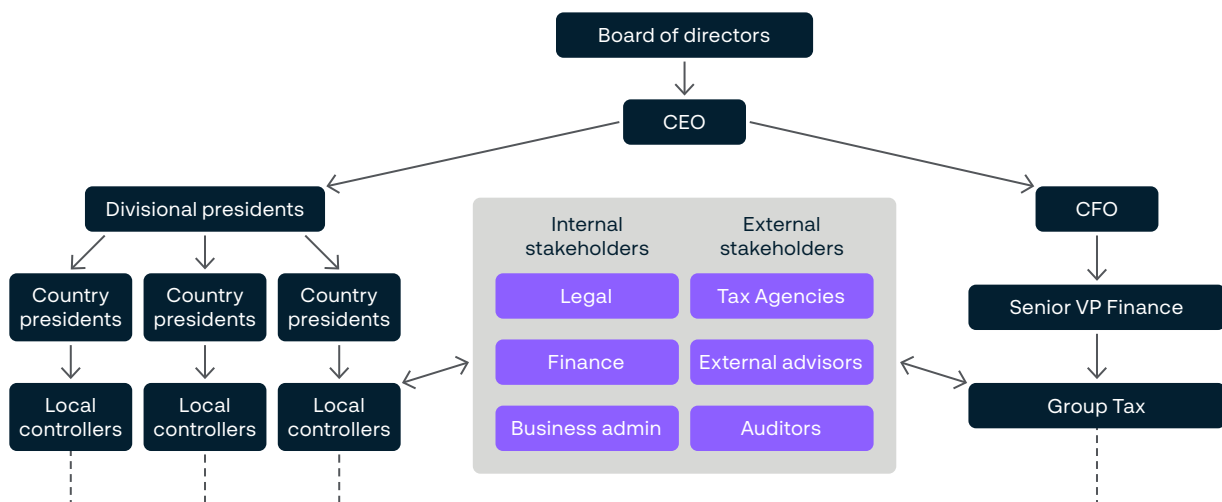
3.1 GOVERNANCE

Securitas is committed to meeting high standards of Corporate Governance. To meet high standards of corporate governance, Securitas has created a clear and effective structure for responsibility and governance. Securitas' governance not only serves to protect stakeholder's interests, but also ensures value creation for the Group and its stakeholders.

3.2 STRUCTURE & ORGANISATION

Securitas Tax and its role within the organization are as follows:

- Tax matters are being reviewed each quarter in the Group's finance committee. The Audit committee reviews tax matters as a part of their rolling yearly calendar or quarterly in case of relevant developments;
 - Local controllers of the Securitas Group's companies, are fully involved in and responsible for preparing and providing part of the necessary tax information, as well as being responsible for the compliance with local rules. Local controllers liaise with and continuously seeks support from Securitas Tax;
 - The local Finance departments and the local HR functions within the Group is responsible for compliance in respect of employee taxes;
 - Securitas Tax engages external advisors when it is deemed prudent to obtain a third party's expert view on a specific issue.
- Securitas AB's Board of Directors is ultimately responsible for the Securitas Group's tax position and strategies and should also approve this Policy, such after review and approval from the CEO and the CFO;
 - Securitas Tax is responsible for the execution of this policy and reports to Senior Vice President Finance;



Local controllers are normally the primary contact with stakeholders in local matters (supported if necessary by Group Tax). Group Tax is normally the primary contact with stakeholders in regards to Swedish tax matters and strategical tax matters for the Securitas Group.

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