



Securitas Nederland BV

Sustainability report

2025

Preface from the Board



Looking ahead sustainably together

When I look back on 2025, I am proud of what we have achieved together. It was a year in which we took concrete and meaningful steps towards safer and more sustainable security. The results can be found later in this report; here, I would mainly like to look ahead, as that is where our greatest challenge lies. We help make your world a safer and sustainable place. For us, this is not a promise on paper, but the driving force behind everything we do. It therefore forms the foundation of our renewed sustainability strategy.

A clear course for the coming years

With our sharpened strategy, we have set out a clear, realistic and ambitious course for the future, with collaboration as the key to success.

We focus on three focus areas in which we want to make a difference:

-  **Develop people**
Empower to deliver exceptional services
-  **Decarbonize business**
Accelerate efficiency in operations and solutions
-  **Demonstrate integrity**
Drive the highest business ethical standards

In this way, we create sustainable value: for our people, our clients and the society in which we operate. This direction gives me confidence. It fits who we are as Securitas: committed, solution-oriented and always close to our clients.

Creating more societal value

For me, sustainability goes beyond figures and CO2 reduction alone. It is also about the role we play in society. That is why we are intensifying our efforts on Social Return on Investment. We create opportunities for

people with a distance from the labour market, invest in education and development, and take responsibility locally.

In this way, we contribute to an inclusive and future-proof society; something that is inseparably linked to our values.

Sustainable growth through long-term cooperation

An important insight from the past year is that we make the greatest impact in long-term collaborations with our clients. When we truly know each other, we can

-  better understand risks
-  apply innovation more quickly
-  develop solutions together that are both safer and more sustainable

We are convinced that this is where the future of security lies: in strong partnerships, smart use of technology and data, and a shared ambition to grow sustainably.

Moving forward with confidence

2026 will be the year in which we further make our ambitions concrete. We accelerate innovation, steer firmly on CO2 reduction, make our supply chains more sustainable and continue to invest in our people. Not because we have to, but because it fits who we are and who we want to be. We proudly present our sustainability report for 2025.

Together we continue to build a future that is safer, more sustainable and fairer. For our employees, our clients and the society of which we are part.



Karolien Verbeiren

Country President
Securitas Netherlands

Who we are and what we stand for



Securitas is a security organisation that focuses on making safety risks manageable for people, organisations and their environment. We operate in various sectors and situations, always with the same approach: safety requires insight, attention and responsibility.

Our way of working is based on three core values:
Integrity, Vigilance and Helpfulness.

These values guide how we organise our work, how we make decisions and how we collaborate with clients, colleagues and partners. They form the basis for professional conduct and for the trust required to ensure safety sustainably.

Integrity:
being honest. We never compromise our integrity, ethics, or sincerity.

Helpfulness:
approachable, service-oriented, and always ready to support our customers and

Vigilance:
being attentive, taking initiative, and always looking for ways to improve.

Security is not a fixed concept. Social developments, technological changes and new threats ensure that risks constantly change. In this context, we support organisations in recognising risks, making considered choices and strengthening safety awareness. We look beyond incidents and focus explicitly on prevention and resilience.

Our work consists of a combination of human expertise and technological support. By connecting security professionals, data and systems, better insight into risks is created and more targeted action can be taken. This approach makes it possible to tailor security solutions to the specific context of a location or organisation.

Sustainability plays an increasingly important role in this. In our sustainability strategy, we look beyond the direct security task and take responsibility for our impact on people, the environment and society. These considerations form a structural part of our decision-making and way of working.

We work together with clients and partners. Security and sustainability often concern the same issues, such as continuity, responsible use of resources and the resilience of organisations in the long term. By jointly formulating goals and aligning expectations, we work on solutions that are not only effective but also future-proof. This includes good employment practices, careful use of energy and materials, and security solutions that align with the sustainability ambitions of our clients.

Securitas Netherlands

A safe world to live, work, and thrive in -
now and for future generations.

Our purpose and values

'We help make your world a safer place' — this is the purpose from which we work. A safe world to live, work and exist in, now and for future generations. To achieve our goal, we work according to three core values: integrity, vigilance and helpfulness.

3,962
employees

540
vehicles, of which
66% EV/hybrid

€400
400 million revenue
30,000+
clients
20
locations

1934
Founding of Securitas by Erik
Philip-Sörensen in Sweden

2000
Acquisition of B&M Security &
Alarm

2015
Acquisition of Poseidon Security
Systems

2018
Alphatron becomes part of
Securitas

2024
Acquisition of Securion

Securitas Nederland



1989
Start of international expansion

2001
Acquisition of VNV Security

2022
Acquisition of STANLEY
Security announced

Sustainable business practices

Highlights 2025 Securitas The Netherlands



Governance & organisation

New Country President

- > Karolien Verbeiren was appointed Country President of Securitas Netherlands on 1 May 2025.
- > She succeeds Bart Schmeink and combines this role with Belgium and Luxembourg.
- > Focus is on continuity, European integration, and customer, people and data focus.



Think about tomorrow - Today

Corporate Social Responsibility at Securitas

Management Board NL

- > CHRO & QHSSE: Mickey Spier
- > CSO: Jan Paul van der Wallen
- > CFO: Dieko van der Rol
- > CCO: Henrieke Oonincx

Quality, compliance & certification

The Dutch alarm monitoring centres (including Amsterdam and Geldrop) met the highest European standards in 2025, including the new EN 50518 certification, which is relevant for continuity, quality, and compliance within core operations.

Acquisitions

Integration Securion

- > In March 2025, the integration of Securion (Hengelo) was completed.
- > Securion was acquired at the end of 2024 and has operated fully under the Securitas name since the end of March 2025.
- > With this, Securitas Netherlands strengthened its local coverage in the eastern Netherlands (Twente and the Stedendriehoek), while retaining both staff and

Operations

Focus on:

- > on-site guarding and hospitality
- > mobile surveillance
- > alarm response
- > control room operations
- > camera surveillance support

These activities align with the broader strategy: putting people at the centre, supported by smart tools.

Recognition

Digitale volwassenheid binnen operatie

- > In 2025, Securitas achieved first place in the MT/Sprout DX300 ranking for digital transformation within facility services.
- > For the Netherlands, this recognition reflected the way operations, planning, data usage, and support for security officers are organized (also beyond Technology alone).

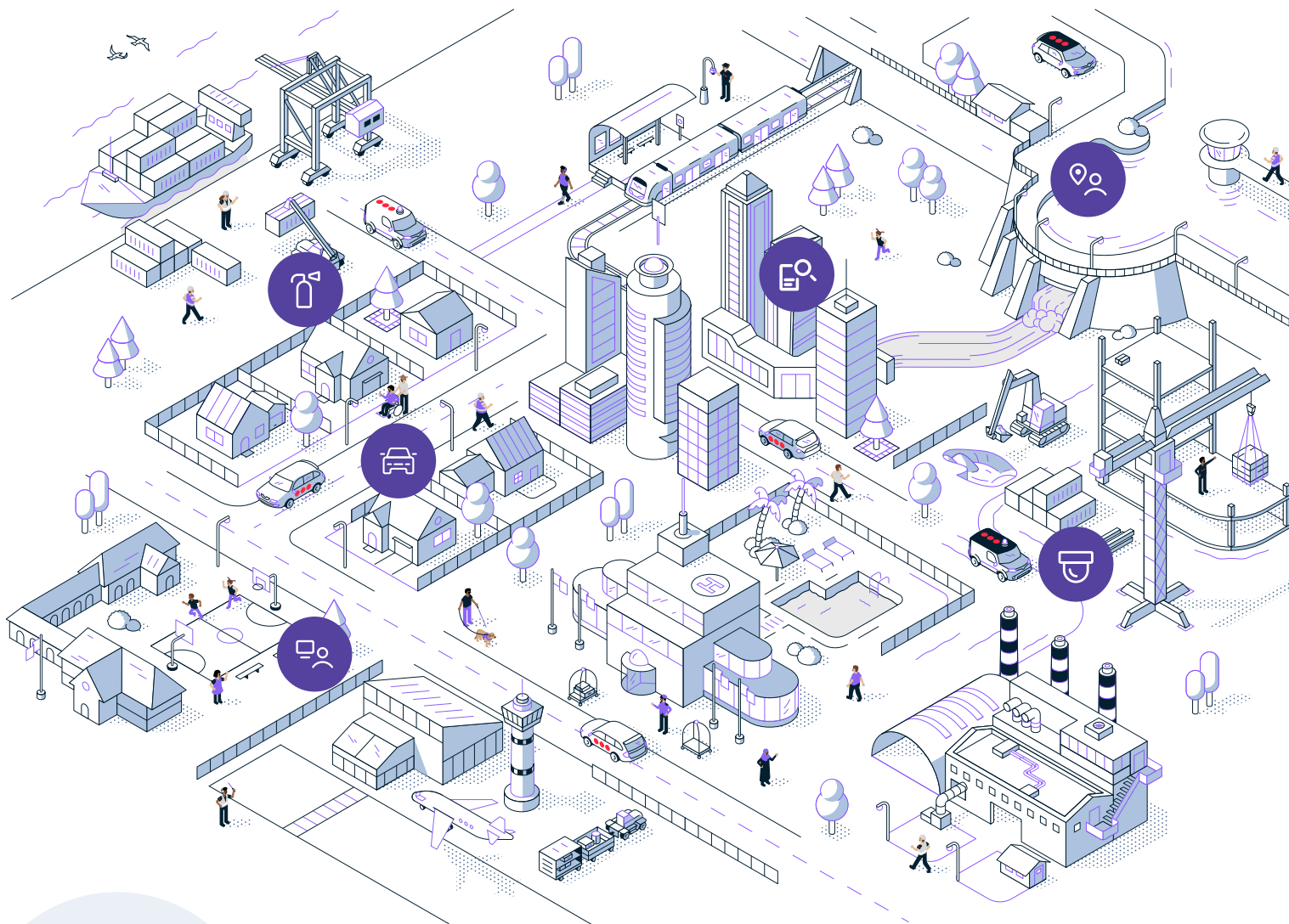
Schiphol

Contract extended for 10 years.

- > In 2025, it was confirmed that Securitas will remain Schiphol's security partner for the next ten years.
- > This primarily concerns operational security and surveillance—one of the largest and most complex contracts in the Netherlands.

Our services in society

We provide security services throughout society, both physically and digitally.



 Static guarding 

 Corporate risk management 

 Safety 

 Mobile guarding 

 Technology 

 Alarmcentralediensten 

Together, we make the difference!

In 2025 as well, corporate social responsibility remains an integral part of Securitas Netherlands' operations. In line with the purpose of the Securitas Group — we help make your world a safer place — we take responsibility for the impact of our activities on people, the environment, society, and information. Sustainability is regarded as a prerequisite for reliable and future-proof security services, and as part of long-term value creation for clients, employees, and society.

Our approach aligns with the global sustainability strategy of Securitas Group, in which sustainability is embedded in both the business strategy and daily operations. From Securitas Global, direction is provided through shared values, governance principles and strategic focus areas, based on international frameworks such as the Sustainable Development Goals (SDGs) and structured around the three strategic pillars: Develop People, Decarbonise Business and Demonstrate Integrity.

Within Securitas' decentralised organisational model, this strategy serves as a shared compass. Its practical implementation and execution take place locally, in line with national legislation and regulations, market conditions and client expectations. In this way, a clear shared ambition is combined with local ownership, with countries and teams actively contributing to achieving our sustainability objectives and strengthening future-proof and responsible service delivery.

For Securitas Netherlands, this global strategy is translated and safeguarded through an integrated management system, in which quality, environment, health and safety, information security and social responsibility come together. The principles of ISO 9001, ISO 14001, ISO 45001 and ISO 27001, the Security Quality Mark and CSR largely overlap in content and are integrated in practice. Themes such as risk-based working, continuous improvement, performance

measurement, stakeholder expectations, supply chain responsibility and information reliability are managed organisation-wide from a single management structure, supported by one set of objectives and KPIs. As such, CSR is not a standalone programme, but an integral part of regular management, measurement and improvement in accordance with the PDCA cycle.

To demonstrate this integrated approach externally, Securitas Netherlands also uses the CSR Performance Ladder as an additional instrument. This standard aligns with existing ISO frameworks and provides a coherent structure for making performance in relation to people, environment and society transparent. Certification under the CSR Performance Ladder ensures that the implementation of CSR in the Netherlands is independently assessed and aligned with both the global strategic direction of Securitas Group and the expectations of clients and other stakeholders.

Expectations from clients and external stakeholders regarding sustainability, integrity and reliability continue to grow and are now a structural component of tenders, audits and contract evaluations. Securitas Netherlands explicitly integrates these aspects into client assessments, service delivery and reporting. Wherever possible, we work together with clients on efficient, safe and responsible solutions that help reduce environmental impact and enhance societal value,

without compromising quality, safety or information confidentiality.

We also apply clear CSR and security requirements within our supply chain. Sustainability, ethical conduct and information security are standard components of procurement and supplier management processes. Suppliers are selected and assessed based on compliance with laws and regulations, labour conditions, environmental aspects and careful handling of information. These requirements are embedded in procurement terms and applied in tenders and contracts, in line with the supply chain approach of the CSR Performance Ladder and the principles of ISO 27001.



Sustainability in action

Within Securitas Netherlands, we apply the CSR Performance Ladder framework to give structured and demonstrable form to our corporate social responsibility. The starting point is that all 26 CSR themes are relevant to our organisation. Together, these themes form the framework within which we manage, measure and report.

Importance of the CSR themes

All 26 CSR themes have been assessed based on:

- their relevance to Securitas Netherlands (impact on operations, risks and opportunities);
- their relevance to our stakeholders, including clients, employees, suppliers and supply chain partners.

This assessment is based on a **stakeholder analysis** conducted at both Group and national level, involving both internal and external stakeholders.

The double materiality assessment carried out at Group level has been reviewed by Securitas Netherlands for applicability within the Dutch context. This included assessing how well the outcomes align with national legislation and regulations, market conditions and the expectations of Dutch stakeholders. Where necessary, the prioritisation has been supplemented with local insights from the stakeholder analysis. This assessment forms the basis for the implementation of CSR themes within the Netherlands and complies with the requirements of the CSR Performance Ladder.

Examples of key stakeholders include clients

(sustainability requirements in tenders), employees (safe and healthy working conditions, inclusion), suppliers (responsible procurement), and partners within the security value chain.

Selection and prioritisation of themes

Based on this analysis, priorities have been established. Themes with a high impact for both the organisation and stakeholders receive explicit attention in policies, objectives and improvement actions. Themes assessed as less material are not excluded but are addressed and monitored proportionately. A lower priority indicates a more limited direct impact or influence, not that the theme is unimportant.

KPIs, monitoring and internal audits

For the prioritised CSR themes, objectives, KPIs and measurement moments have been defined. Progress is monitored through regular management reporting and assessed during internal audits and management reviews. This ensures that performance is measurable, traceable and demonstrable, and that adjustments are made in a timely manner where necessary, in line with the PDCA cycle.

Stakeholders and value chain approach

The results of the stakeholder analysis and materiality assessment are reviewed periodically. Particular attention is given to developments within the value chain, from procured products and services to the delivery of security services to clients. This value chain approach aligns with the requirements and maturity model of the CSR Performance Ladder.

An open and transparent dialogue, combined with strong

supply chain collaboration, is essential to truly make a difference together. In addition, we continuously engage our colleagues in our sustainability strategy.



Further development of our CSR governance

We see that the existing CSR indicators provide valuable insights, while at the same time there are opportunities to strengthen our focus on themes such as transparency, learning capability and societal impact. As a result, during the reporting year we explored how our CSR governance can better align with the CSR Performance Ladder, developments related to CSRD, and our strategic direction.

This exploration has led to proposals for the further development of our CSR indicators. Final decisions on these will be determined by the Executive Board following careful consideration. Until then, we will continue to work with the existing indicators and use the insights from this report as the basis for the next step.

Alongside this, the results included here reflect performance as measured during the reporting year, based on the current set of CSR indicators.

Integrity and good governance are a key part of CSR. For us, this means creating a working environment in which employees feel safe to raise concerns or report misconduct. For records relating to inappropriate behaviour and integrity breaches — Theme 7 Equal Treatment and Theme 13 Corruption in the results table — it is not meaningful to focus solely on numbers, as both low and high figures may have different underlying causes and, in isolation, say little about culture or policy effectiveness.

For this reason, we look beyond figures alone in this area, combining reports with insights from employee experience, the nature and severity of cases, and targeted training and awareness initiatives. Confidential advisers and the (inter)national Integrity Line also play an important role in this regard.

Results 2025 on important themes

Theme *	Key Figure and Objective	Results 2023	Results 2024	Goal 2025	Results 2025
1 Good governance	No sanctions/fines from government or competent authority - 0	0	0	0	0
3 Health & safety	Health score >92,0% Dart Rate <0,80	90,1% 0,88	89,1% 1,14	>92,5% <1,08	90,6% 0,94
4 Training & education	Number of job-related trainings	1758 + 3.599 (elearning)	1226 + 5.400 (elearning)	> 4.500	863 8483 (elearning)
5 Diversity & opportunities	% inflow employees SROI >8%	10%	16%	>8%	16,20%
7 Equal treatment	Reports to confidential adviser	38	40	-	40
13 Corruption	Number of integrity incidents / Integrity Line reports	16	7	-	32
19 Customer privacy	Participation in Group privacy awareness training >70%	63%	87%	>90%	89%
21 Energy	Total CO2 emissions (tonnes) of our premises < 324	324	422	< 324	647
24 Wastewater & waste emissions	Average CO2 emissions of the vehicle fleet <74 gr/km	74 gr/km	67 gr/km	<74 gr/km	50 gr/km
26 Contribution to society	Ranked among the top 3 employers in the security sector in the Netherlands based on revenue	3	3	3	3

* CSR Performance Ladder theme number

Theme 1

Organisational governance

“Acting with integrity and transparency is at the core of our operations. As an organisation in a sector where trust is essential, we attach great importance to sound governance and clear accountability. Our governance structure is designed to ensure that decisions are made carefully, risks are identified in a timely manner, and the interests of all stakeholders — employees, clients, partners and society — are taken into account.

We operate in accordance with strict ethical guidelines and compliance frameworks, including regulations relating to privacy, information security and working conditions. Our internal audit and reporting processes ensure that we demonstrably comply with applicable laws and regulations and continuously implement improvements. Transparency about policies and performance is an integral part of our culture; our leaders are expected to be visible, approachable and consistent in both word and behaviour.

In addition, we promote a safe reporting culture, enabling employees to raise integrity or safety concerns without barriers. This not only strengthens our risk awareness but also enhances trust in our organisation.

By linking good governance to professional expertise and societal engagement, we are building an organisation that operates reliably, people-centred and sustainably — not only today, but also in the future.”

Theme 3

Health and safety of staff

“In 2025, we made significant progress in strengthening the health, vitality and sustainable employability of our employees. The health score increased markedly this year, supported by a targeted and integrated approach in which wellbeing, prevention and good employment practices are central.

To better support employees, the provider network was expanded, and preventive interventions for both physical and mental health were intensified. This has resulted in a noticeable improvement in the early identification and prevention of health issues. In addition, employee engagement increased compared to previous years. Employees experience greater opportunities for development and growth, contributing to their long-term employability and overall satisfaction.

Our managers play a key role in this. This year, they have been better equipped with practical tools, training and digital solutions, enabling them to guide colleagues more effectively. Continuous optimisation of the span of control ensures that managers can provide more personal attention and have sufficient time for wellbeing discussions — an important pillar of our people-centred approach.

Looking ahead to 2026, we will focus on further professionalising our preventive services. By strengthening our provider network and placing greater

emphasis on early support, we aim to further reduce absenteeism and sustainably promote health.

This approach aligns with our broader CSR ambition: to create a safe, healthy and future-proof working environment in which everyone can develop and continue to contribute with pleasure to our organisation.”

“In 2025, we saw a positive step forward in our safety performance: the DART rate decreased from 1.14 to 0,94.

Workplace visits by managers have now become an integral part of the daily way of working. By being present on the work floor more frequently, engaging directly with teams, and identifying risks at an early stage, unsafe situations can be addressed more quickly. This is a practical and effective approach that contributes to a safe working environment for everyone.



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This way of working now appears to be fully embedded in our daily operations, while continuing to receive consistent attention from operational management. It aligns with our broader ambition to promote healthy and safe working conditions and to provide employees with a workplace where they feel supported and protected. It also contributes to international objectives focused on wellbeing and decent working conditions — something we, as an organisation, consider of great importance.

Theme 4

Training & Education

“The total number of completed training programmes has increased due to the expansion of Aviation activities, meaning that more employees fall within the training scope than in previous years.

From September onwards, a decline in classroom training sessions became visible. This is related to an organisation-wide measure to control costs in the second half of the year. During this period, priority was given to legally required and function-critical training, ensuring that quality and safety were maintained.”

In addition to role-specific training, extra attention has been given to knowledge and awareness related to

sustainability and CSR. Employees in key roles within Sales/Tender, Operations, client management and HR have been trained in the updated sustainability strategy and its application in tenders, decision-making and daily operations.

These training initiatives ensure that sustainability and CSR are consistently embedded in both commercial and operational processes.

Theme 5

Diversity & Opportunities

“We continue to recruit based on a person’s potential, rather than solely on existing qualifications or experience. The use of assessments helps us form a clear view of what candidates are capable of. This enables individuals to apply without a CV and to start training with us even without formal prior education or experience. We continue to emphasise this approach in our vacancies and in our collaboration with partners such as UWV and WSP.

This year, we have once again invested significantly in participating in job fairs. These events bring together job seekers and employers. While they do not always deliver immediate results, they contribute to strong word-of-mouth awareness and inspire candidates (for example, to consider our security training programmes).

In recent years, we have also invested heavily in building strong relationships with the business. This allows

us to respond more quickly and better contribute to identifying suitable solutions. It has also helped us develop a clearer understanding of which candidate profiles best match specific locations.

Within the recruitment department, we have further strengthened collaboration. Recruiters do not stop searching when no suitable vacancy is available at their assigned location. Instead, we proactively work together as a team, sharing candidates internally and jointly identifying suitable positions across the organisation.

In short, we have primarily invested in collaboration at all levels. This enables us to better support candidates and provide tailored solutions where needed. We also welcome the ongoing exploration of how Social Return on Investment (SROI) can be further embedded within our organisation, as there are still opportunities to improve.”

Theme 7

Equal treatment of vulnerable groups

“Confidential advisers: a safe anchor for every employee. A safe working environment starts with the feeling that you are not alone. That is why Securitas has a team of confidential advisers available to every employee.

Whether it concerns inappropriate behaviour, integrity, fraud or safety issues, our confidential advisers are available for a confidential discussion.

The confidential advisers are appointed by the Executive Board, with the consent of the Works Council, and operate fully independently. They provide guidance in conversations, complaints procedures, reporting or filing formal complaints, and engage external partners where necessary.

Securitas collaborates with Emergenz as an independent external confidential adviser. Through Emergenz, employees can report concerns or request support outside the organisation.

In addition, Securitas Group offers its own reporting channel for group-level matters.”

Theme 13

Corruption and bribery

“Integrity and reporting culture: a strengthened foundation for trust (linked to CSR Performance Ladder Theme 13 & SDG 16).

In 2025, Securitas took an important step in further strengthening our culture of openness and reliability. With the introduction of the Integrity Committee on 1 January, we established a clear and accessible central point where employees can raise concerns or signals related to integrity.

In the months that followed, we observed increased use of this reporting channel. This was not due to a rise in incidents, but rather the result of greater awareness and clear communication about the new approach. Previously, employees often reported issues through their direct manager, and the way reports were recorded and followed up could vary. By centralising and standardising these processes, we have created greater clarity and predictability — and therefore increased trust.

This development closely aligns with Theme 13, where integrity and transparency are core values for a responsible organisation. Strengthening our reporting culture goes beyond establishing processes; it is about creating a working environment in which employees feel supported to do the right thing, and where every report is handled with care and professionalism.

In doing so, we also directly contribute to SDG 16: Peace, Justice and Strong Institutions. By investing in a transparent and reliable reporting structure, we strengthen not only our internal organisation but also the value we deliver to clients who rely on our integrity.”

Theme 19

Customer privacy

“To achieve the objective, employees who had not completed the training were proactively approached by the Data Protection Officer (DPO) by email, encouraging them to complete the training.

In addition, periodic checks are carried out to ensure that employees who have left the organisation are no longer listed as active users in the learning hub.”



Theme 21

Energy requirements for manufacturing and facility

“In 2025, electricity consumption within our organisation increased. This is related to the expansion of Securitas Netherlands, the relocation and addition of sites, and the electrification of our vehicle fleet. When this consumption is calculated using the standard (grey) electricity mix, scope 2 emissions increase from 422 tonnes of CO₂ to 647 tonnes of CO₂.

At the same time, for all locations where we directly manage the energy contract, we use 100% wind energy. When this purchased renewable electricity is taken into account, the calculated emissions for these locations amount to 67 tonnes of CO₂. This difference shows that the increase is primarily the result of more locations and higher consumption, rather than a less sustainable energy choice.

In this report, the conservative (grey) calculation method has still been applied, despite the use of wind energy. This is a deliberate choice to ensure transparency and comparability in reporting. From the next reporting year onwards, we will transition to a method that better reflects the renewable energy actually procured. This will provide a more realistic picture of our climate impact, in relation to the organisation's growth and development.

In this way, we demonstrate where our impact is increasing, but also where conscious choices are being made to limit that impact. This aligns with our approach

to SDG 13 – Climate Action and the CSR theme of energy and CO₂ reduction.”

Theme 24

Water

“To ensure continuity of our services, our vehicle fleet has expanded in recent years. The number of vehicles increased from 324 to 540. At the same time, we have made a deliberate choice to accelerate the transition to electric and hybrid vehicles.

The results are clearly visible:

- the number of electric and (plug-in) hybrid vehicles increased from 181 to 357.
- the share of sustainable vehicles rose from 56% to 66%;
- and most importantly, the average CO₂ emissions per kilometre decreased by 32%.

In other words, although we operate more vehicles, emissions per kilometre travelled have significantly decreased. This is due to the replacement of older, less efficient vehicles with electric and hybrid alternatives, as well as the introduction of newer vehicles that are inherently cleaner and more efficient.

This demonstrates that growth and sustainability can go hand in hand. By focusing on how cleanly we operate, rather than solely on fleet size, we are gradually reducing our impact on the climate. This approach aligns with SDG 13 – Climate Action and our CSR theme of CO₂

reduction and sustainable mobility.”

Theme 26

Societal involvement and development

“As a security organisation, we play a central role in maintaining a safe and liveable society. However, our commitment goes beyond delivering professional security services: we aim to actively contribute to the social, economic and personal development of the people and communities we work with.

We invest structurally in the professional growth of our employees through an extensive programme of training, certification and career development opportunities within the sector. As one of the top three employers in our industry, we are aware of our exemplary role.

That is why we place strong emphasis on sustainable employability, mental resilience and broad talent development. Through programmes focused on leadership, conflict management and hospitality, we enhance both the professional competence and the confidence of our people.”

With a view to the next step, and in conjunction with developments in the value chain, the new strategy, and the expectations of clients and other stakeholders, we are reflecting on how to further refine our CSR objectives. In doing so, we seek alignment with relevant Sustainable Development Goals (SDGs). This report provides the starting point for that process.

In line with this, the CSR objectives will be translated into a revised governance framework within the CSR Performance Ladder, supported by corresponding KPIs that better align with the current strategy, the value chain context, and the desired societal impact.



Happy people

Wellbeing, absenteeism prevention and sustainable employability formed one of the key pillars of 2025. Employee wellbeing is a central component of Securitas' strategy. The nature of the work, irregular shifts, societal developments and labour market shortages contribute to increasing pressure on both employees and managers. This can impact physical and mental health, absenteeism and employee turnover. For this reason, Securitas actively invests in sustainable employability: supporting employees to remain healthy, safe and motivated in their work, both now and in the future.

Insights as a basis for targeted decisions

During the period 2024–2025, Securitas conducted an organisation-wide analysis of mental health. Based on document reviews and discussions with employees, managers and support functions, insights were gained into factors that positively and negatively influence mental wellbeing.

The analysis shows that Securitas has a wide range of high-quality policies and tools in place, but that these do not always fully align with daily practice. A gap between policy and implementation was identified. The main risk factors highlighted include working and rest schedules (including night shifts), inappropriate behaviour (both internal and external), and workload among operational managers. In addition, factors such as communication, conversational skills and the degree of job fit also play an important role.

The outcomes of this analysis form the basis for a multi-year approach, built on the principle of not continuously adding new initiatives, but rather better connecting, simplifying and using existing tools more effectively, with increased focus on prevention.

Sustainable employability organised strategically

To structurally embed sustainable employability, the MDIEU programme Securitas Fit has been developed and integrated as part of the Happy People Strategy. Within this programme, existing and new initiatives are brought together around four interconnected pillars: health, safety, lifelong learning, and communication & activation (the foundational elements, including communication and digital support).

Within this approach, explicit attention is given to mental health, safe and healthy working practices, absence prevention, and strengthening the dialogue between employees and managers. Themes such as healthy rostering, addressing unsafe situations (physical and social), inappropriate behaviour, improving conversation skills, and enhancing job fit are structurally incorporated. The approach is multi-year and focused on continuous learning, adjustment and embedding.

Practical support: toolkit for absence prevention

An essential element of this approach is the absence prevention toolkit, also known as

the provider framework. This toolkit supports managers in recognising signals at an early stage and deploying appropriate support, preferably proactively and before absenteeism occurs.

The toolkit provides an overview of available interventions and partners in the areas of mental, physical and social health. It offers guidance on what managers can address themselves, when escalation is needed, and which support options are available. The focus is not only on managing absence, but primarily on preventing it through early dialogue and tailored solutions.

By structurally linking the toolkit to key discussion moments — such as preventive conversations and employability dialogues — absenteeism becomes less reactive and more integrated into sustainable employability. At the same time, it contributes to consistency across the organisation and strengthens the role of managers.



Long term sustainable value

Working together with customers and partners to create sustainable value

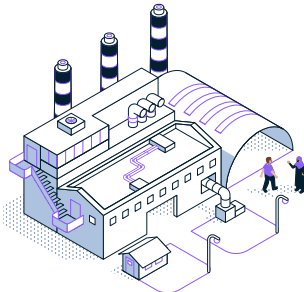
Working together with clients and partners to create sustainable value. Sustainable value creation is achieved by managing and reducing operational and service-related risks, strengthening trust in the brand, structurally lowering operational costs, and leveraging growth opportunities throughout the duration of the service delivery.

Upstream

1 ● ● ●

Suppliers

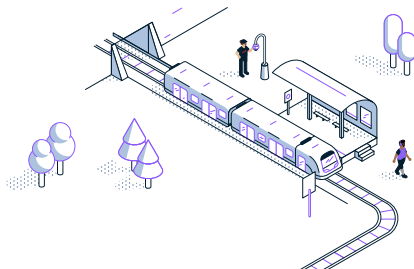
We build strong, long-lasting partnerships with our suppliers by being clear about requirements and expectations regarding human rights, working conditions, health and safety, business ethics, environmental sustainability and compliance with laws and regulations.



2 ●

Transport and logistics

As a service company, Securitas does not have large emissions from transport and logistics. We still must make sure that the transports of goods that we purchase do not contribute to increased emissions.



Own operations

5 ● ● ●

Protective services

These services are at the core of our offering, combining on-site and mobile guarding, fire and safety service, technology and solutions, and risk management services.

4 ● ● ●

Employees

We have developed a new business aligned Global people vision and strategy to support our 322 000 employees on 44 markets. The strategy serves as the cornerstone for directing our focus on people-related areas throughout Securitas.

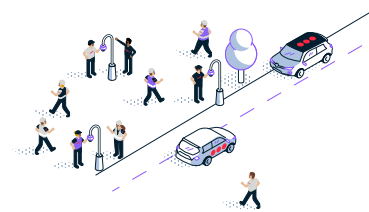
3 ●

Premises

Securitas has many initiatives to lower emissions from premises. They include encouraging change to renewable energy in rented facilities, energy-saving measures, and moving to more energy-efficient buildings in connection with contract renewals.



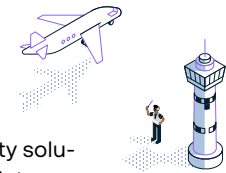
Downstream



6 ● ● ●

Clients

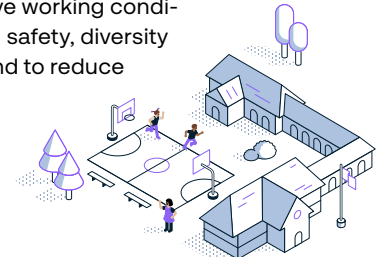
Securitas creates security solutions that help minimize interruptions in our clients' businesses. We also work together with the clients to further improve working conditions, health and safety, diversity and inclusion, and to reduce emissions.



7 ● ● ●

Society

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 actively engage in the local communities.



● Environment ● Social ● Governance

In 2025, Securitas launched an ambitious sustainability strategy aimed at supporting customers in achieving their goals while simultaneously creating measurable value for the organization.

Key activities

 **Complete global** living wage benchmark by 2026

Set a global ambition for 2030 for upskilling frontline employees

 **Launch a client-facing tool** to calculate the carbon footprint of our security services

39 percent of our operational fleet will be hybrid/EV by 2030

 **All employees receive training** in Securitas Values & Ethics Code

Strong compliance program covering ethics, bribery and corruption, anti-trust and competition, conflict of interest, supplier risk management, SRM, data privacy

Develop people

Through ongoing investment and a strong focus on our people, we're building a skilled, motivated workforce – equipped with training, technology, and data – that strengthens service quality for clients and delivers sustainable value to the global community.

<1.5

Reduce company injury rate to below 1.5

≥30%

Share of female leaders at management level to be at ≥30%*
*where legally permissible

7.5

Improve our Inclusion index score by +0.6 points to 7.5 from a 2024 baseline of 6.9

8.5

Improve our employee growth index score by +0.6 points to 8.5 from a 2024 baseline of 7.9

Decarbonize business

We're reducing our carbon footprint and providing climate-conscious clients with emissions data on our products and services to advance their sustainability journey.

42%

Reduce scope 1, 2 and 3 emissions by 42 percent (validated by SBTi)

70%

Deliver carbon footprint data for 70 percent of all new sold technology

Demonstrate integrity

As a trusted advisor for our clients, we act with integrity and expect the same from our partners, embedding ethical standards in everything we do and maintaining a zero-tolerance policy for any breaches of ethics or compliance.

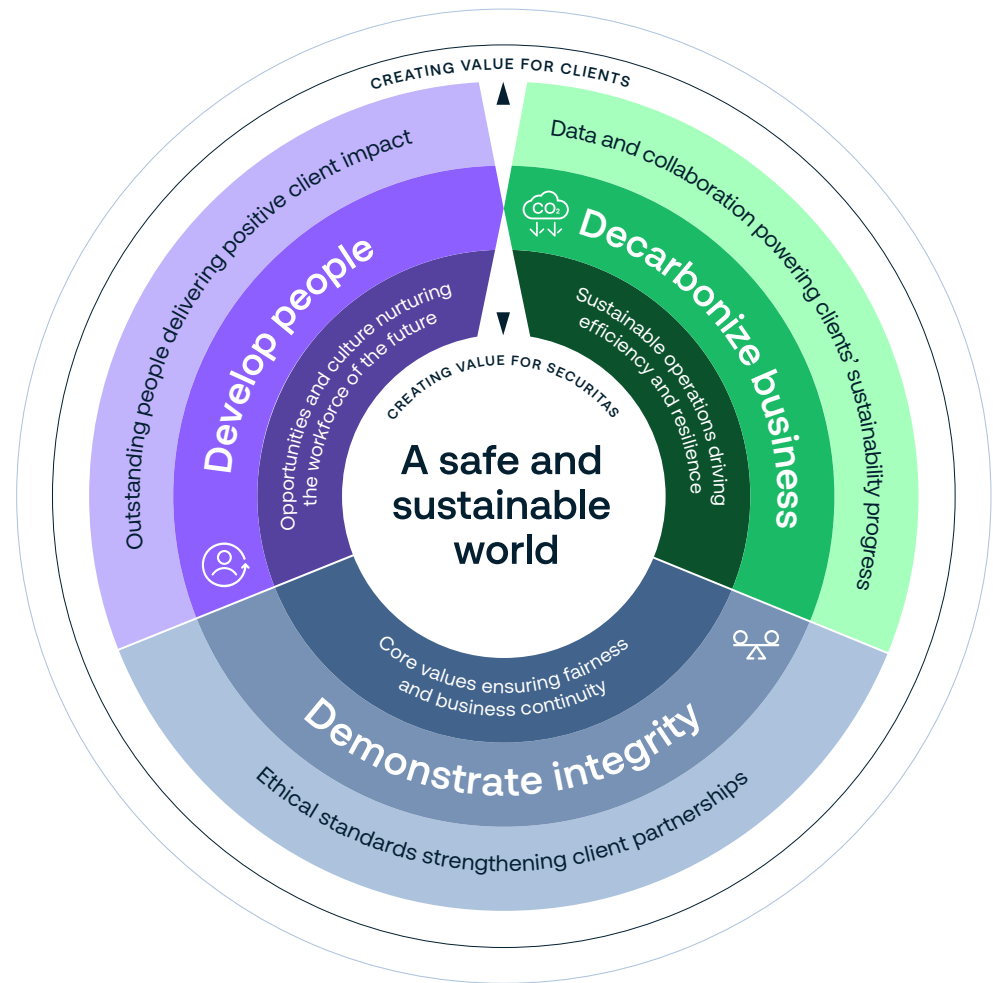
>95%

effectiveness in compliance controls, verified through testing and audits

100%

of business leaders actively promote business ethics at least twice a year

Sustainability strategic pillars



Sustainable procurement and supply chain collaboration

Sustainable procurement and supply chain collaboration are key components of our CSR approach. Within this framework, we apply Sustainable Public Procurement (SPP) principles, ensuring that social, environmental and economic considerations are fully integrated into procurement decisions.

We ensure that our suppliers comply with the Securitas Code of Conduct for Business Partners, which sets minimum standards in the areas of human rights, working conditions, ethics and sustainability. In supplier selection and periodic evaluations, we explicitly assess their approach to risk management and responsible business practices.

Supplier risk management is integrated into Supplier Assessment (Governance, Risk & Compliance). This enables risks within the supply chain to be systematically identified, monitored and managed. This approach not only helps control risks, but also supports the development of long-term, transparent and sustainable partnerships with suppliers.

SROI as part of sustainable procurement

Within our Procurement department, Social Return on Investment (SROI) is an important objective. Where appropriate, we incorporate social criteria into procurement decisions, such as creating employment or development opportunities for people with a distance to the labour market.

SROI is considered part of broader societal value creation, alongside environmental impact and economic performance. Its implementation is proportionate and realistic, taking into account the nature of the assignment and the opportunities within the supply chain. In doing so, we actively collaborate with suppliers and regional partners.

Local procurement and supply chain efficiency

We also aim to make procurement as socially responsible as possible by sourcing locally wherever feasible. This supports regional economies and reduces transport distances, contributing to lower CO2 emissions.

In addition, we continue to streamline our supplier base by reducing overlap between suppliers offering similar products. This leads to more efficient logistics, fewer transport movements and a more sustainable supply chain overall.

Our focus on collaboration, responsibility and long-term relationships in the supply chain closely aligns with our broader ambition for sustainable employability. Just as we invest in strong, future-proof partnerships with suppliers, we also invest consciously in our employees. A clear example is our sustainable employability programme, which demonstrates how this vision translates into tangible results in practice.

Comparability and benchmarking of CSR performance

Within the sector, organisations differ in scale, scope and their approach to CSR management. While internationally operating companies often use centrally governed frameworks and sector-wide indicators, and regionally focused organisations tend to adopt a more pragmatic approach, our organisation positions itself in the middle.

We combine strategic consistency with room for local implementation, where collaboration with clients and suppliers, external benchmarking and societal impact are structurally embedded in our CSR approach.

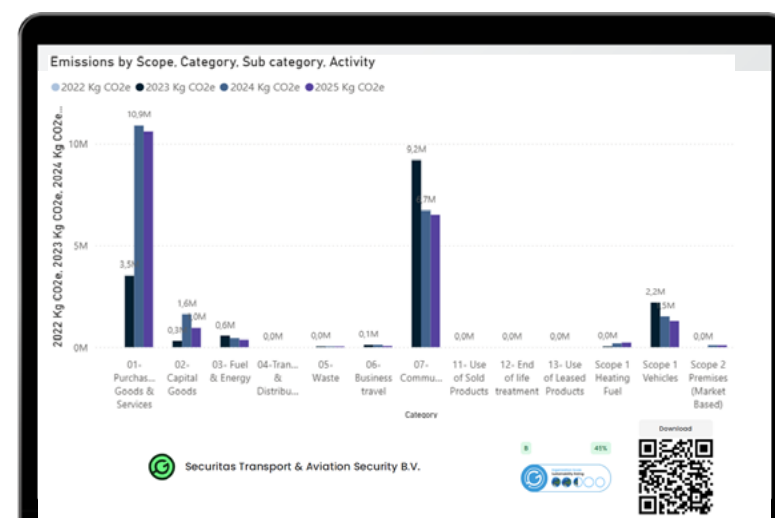
To compare our performance with others in the industry, we make use of various external systems and platforms. While financial reporting lends itself well to direct comparison, CSR is more complex, as organisations apply different definitions, themes and measurement methods. As a result, one-to-one comparisons are not always possible.

We report annually on our sustainability activities and results in our CSR annual report. For additional benchmarking and transparent communication of our sustainability performance to clients and other stakeholders, we use external assessment platforms such as EcoVadis and GSES.

These external benchmarks also serve as reference points for our position within the security sector. EcoVadis, in particular, provides in-depth insight into our sustainability performance relative to relevant industry peers. The analyses support us in identifying areas for improvement, monitoring market developments, and defining targeted improvement actions.

Improvements can also be proposed by supply chain partners, helping us remain aligned with stakeholder interests and supporting continuous improvement through collaboration.

By using these platforms, we enhance the comparability and transparency of our CSR performance, within the inherent limitations of the current CSR landscape.



Collaborations and partnerships

Inspiring examples from practice



'Pleasant journeys' with RET and Securitas

'Pleasant journeys.' That is RET's mission. The transport company does everything it can to ensure passengers reach their destination quickly, comfortably and safely — together with Securitas, which plays an important role in enhancing the sense of safety at stations, stops and on board vehicles.

[Read article \(NL\)](#)

Working together on security: Harderwijk relies on Securitas

In Harderwijk, Ermelo and Zeewolde, security is all about collaboration. Together with Securitas, the municipalities ensure a pleasant and safe environment for visitors, residents and employees. From supervision in town halls to visibility on the streets, Securitas security officers are familiar and trusted faces.

[Ready article \(NL\)](#)

INNSiDE Amsterdam invests in smart security

A sky bar at a height of 60 metres, international guests and young staff: at the INNSiDE hotel on Amsterdam's Zuidas, everything revolves around hospitality and security. With panic watches and camera surveillance from the Securitas alarm monitoring centre, the hotel is well prepared for unpredictable situations.

[Read article \(NL\)](#)



Ambitions for the future

In recent years, we have taken further steps to reduce the impact of our business activities on the environment and society. We have become more conscious in our use of energy and water, further reduced waste streams in our buildings, and focused on the reuse of resources and the use of renewable energy. This foundation is in place, but with our renewed strategy we clearly see opportunities to improve in a more targeted way and to manage more effectively.

Looking ahead to 2026 and beyond, we will focus on refining our CSR objectives and translating them into an updated governance framework with appropriate KPIs. In doing so, we will make clear choices: placing greater emphasis on our people and strengthening collaboration with suppliers across the value chain.

People

Our employees remain the foundation of the organisation. In recent years, investments have been made in health, vitality and job satisfaction, including lifestyle and resilience training. These initiatives have helped employees gain insight into the impact of their work on their health, how to manage stress and how to maintain a healthy work-life balance.

From 2026 onwards, we will bring greater coherence and structural focus to these efforts. Existing initiatives will serve as the starting point, while the focus will shift from individual activities to a more sustainable approach to employability — where health, mental resilience and job satisfaction are supported over the long term and more

firmly embedded in our way of working.

Planet

In recent years, we have made progress in reducing our environmental impact, including more conscious energy use and waste reduction. For the coming years, the focus will be on further professionalising our supply chain approach.

By gaining better insight into and optimising our supplier base, we aim to:

- reduce the number of transport movements;
- improve the efficiency of logistics flows;
- and, where appropriate, more actively involve local suppliers in our operations.

This approach aligns with the principles of Sustainable Public Procurement (SPP) and focuses on realistic improvements while safeguarding the continuity of our services.

Profit

We remain convinced that corporate social responsibility and a healthy business model reinforce each other. In recent years, we have invested in more efficient and sustainable technologies, such as energy-efficient vehicles and smart security solutions. These investments have contributed to reliable service delivery with a lower environmental footprint.

To further support this development, we continue to develop our top-down SCF model (Sustainability Calculation Framework). This model enables us to gain organisation-wide insights into our CO2 impact and compare different future scenarios, with the ambition to refine this insight further towards client and contract level over time. In the coming years, we will focus on:

- further leveraging solutions to deliver security services more efficiently;
- managing risks through a proactive and strategic approach;
- and linking economic value to societal impact.

By making conscious choices in local procurement, focusing on inclusive recruitment, and collaborating with suppliers and partners who share our CSR ambitions, we will continue to build a future-proof and responsible organisation



Conclusion

In recent years, corporate social responsibility and sustainability have become increasingly integral to how Securitas operates and makes decisions. These themes are no longer standalone topics, but are embedded in our organisation: in our strategy, our daily operations, and our collaboration with clients and suppliers. This has helped us gain clearer insight into what is working well and where further attention is required.

Progress has been made towards greater sustainability, inclusivity and integrity. At the same time, key areas of focus remain, such as further reducing absenteeism, lowering our CO₂ emissions, and continuing to improve the sustainability of mobility and procurement. These challenges require ongoing attention and a realistic, structured approach.

Partly driven by CSRD regulations and closer collaboration within the European organisation, sustainability is becoming increasingly embedded in how we manage and report. This not only provides greater insight and transparency, but also creates opportunities to collaborate more effectively, share knowledge and drive improvements across the value chain.

With this foundation in place, we look to the future. Through collaboration, clear choices and achievable ambitions, we will continue to build an organisation that connects safety with social responsibility. In doing so, together with our stakeholders, we contribute to a safe, inclusive and sustainable future.

Think about Tomorrow — Today

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