



ÅRSREGNSKAPET FOR REGNSKAPSÅRET 2023 - GENERELL INFORMASJON

Enheten

Organisasjonsnummer:	985 321 876
Organisasjonsform:	Aksjeselskap
Foretaksnavn:	PERSONAL SERVICE OG SIKKERHET AS
Forretningsadresse:	Forusparken 22 4031 STAVANGER

Regnskapsår

Årsregnskapets periode:	01.01.2023 - 31.12.2023
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Konsern

Mørselskap i konsern:	Ja
Konsernregnskap lagt ved:	Ja

Regnskapsregler

Regler for små foretak benyttet:	Nei
Benyttet ved utarbeidelsen av årsregnskapet til selskapet:	Regnskapslovens alminnelige regler
Benyttet ved utarbeidelsen av årsregnskapet til konsernet:	-

Årsregnskapet fastsatt av kompetent organ

Bekreftet av representant for selskapet:	Harald Lilleeidet
Dato for fastsettelse av årsregnskapet:	30.07.2024

Grunnlag for avgivelse

År 2023: Årsregnskapet er elektronisk innlevert
År 2022: Tall er hentet fra elektronisk innlevert årsregnskap fra 2023

Det er ikke krav til at årsregnskapet m.v. som sendes til Regnskapsregisteret er undertegnet. Kontrollen på at dette er utført ligger hos revisor/enhetens øverste organ. Sikkerheten ivaretas ved at innsender har rolle/rettighet for innsending av årsregnskapet via Altinn, og ved at det bekreftes at årsregnskapet er fastsatt av kompetent organ.

Brønnøysundregistrene, 13.08.2025



Resultatregnskap

Beløp i: NOK	Note	2023	2022
RESULTATREGNSKAP			
Inntekter			
Salgsinntekt		279 269 069	332 853 470
Annen driftsinntekt		27 273	0
Sum inntekter	1	279 296 342	332 853 470
Kostnader			
Varekostnad		1 802 450	3 031 484
Lønnskostnad	2, 3, 4, 5	211 691 383	248 458 788
Avskrivning på varige driftsmidler og immaterielle eiendeler	6, 7	3 661 820	2 352 058
Nedskrivning av varige driftsmidler og immaterielle eiendeler		0	449 332
Annen driftskostnad	8, 9, 10, 11	31 390 928	36 560 109
Sum kostnader		248 546 581	290 851 771
Driftsresultat		30 749 761	42 001 699
Finansinntekter og finanskostnader			
Annen renteinntekt		1 558 850	1 466 581
Annen finansinntekt		2 674	3 516
Sum finansinntekter		1 561 524	1 470 097
Annen rentekostnad		30 681	25 196
Annen finanskostnad		19 063	11 661
Sum finanskostnader		49 744	36 857
Netto finans		1 511 780	1 433 240
Resultat før skattekostnad		32 261 541	43 434 939
Skattekostnad	12, 13	7 215 834	9 951 018
Årsresultat		25 045 707	33 483 921
Overføringer og disponeringer			
Avgitt konsernbidrag		24 570 000	32 500 000



Resultatregnskap

Beløp i: NOK	Note	2023	2022
Annen egenkapital		475 705	983 921
Sum overføringer og disponeringer		25 045 705	33 483 921



Balanse

Beløp i: NOK	Note	2023	2022
BALANSE - EIENDELER			
Anleggsmidler			
Immaterielle eiendeler			
Konsesjoner, patenter, lisenser, varemerker ol.	7	837 125	1 525 021
Utsatt skattefordel	12, 13	834 180	998 968
Sum immaterielle eiendeler		1 671 305	2 523 989
Varige driftsmidler			
Tomter, bygninger og annen fast eiendom	6	24 142	0
Maskiner og anlegg	6	1 383 472	1 914 423
Driftsløsøre, inventar, verktøy, kontormaskiner, ol.	6	7 379 923	9 062 297
Sum varige driftsmidler		8 787 537	10 976 720
Finansielle anleggsmidler			
Investering i datterselskap	14	115 906	115 906
Andre langsiktige fordringer	15, 16	342 288	342 288
Sum finansielle anleggsmidler		458 194	458 194
Sum anleggsmidler		10 917 036	13 958 903
Omløpsmidler			
Varer			
Fordringer			
Kundefordringer	9	38 830 130	33 573 050
Andre kortsiktige fordringer	16	3 640 640	1 421 739
Konsernfordringer	14	55 291 651	75 371 587
Sum fordringer		97 762 421	110 366 376
Investeringer			
Sum investeringer		0	0
Bankinnskudd, kontanter og lignende			
Bankinnskudd, kontanter og lignende	17	5 928 525	6 498 355
Sum bankinnskudd, kontanter og lignende		5 928 525	6 498 355



Balanse

Beløp i: NOK	Note	2023	2022
Sum omløpsmidler		103 690 946	116 864 731
SUM EIENDELER		114 607 982	130 823 634

BALANSE - EGENKAPITAL OG GJELD

Egenkapital

Innskutt egenkapital

Aksjekapital	18, 19	102 564	102 564
Overkurs	19	74 356	74 356
Annen innskutt egenkapital	19	1 440 000	1 440 000
Sum innskutt egenkapital		1 616 920	1 616 920

Opptjent egenkapital

Annen egenkapital	19	20 929 584	20 453 879
Sum opptjent egenkapital		20 929 584	20 453 879
Sum egenkapital		22 546 504	22 070 799

Gjeld

Langsiktig gjeld

Sum avsetninger for forpliktelser		0	0
Annen langsiktig gjeld			
Sum annen langsiktig gjeld		0	0
Sum langsiktig gjeld		0	0

Kortsiktig gjeld

Leverandørgjeld		2 627 007	3 740 162
Betalbar skatt	12, 13	121 046	9 835 841
Skyldige offentlige avgifter	17	21 478 023	21 279 150
Kortsiktig konserngjeld	14	31 500 000	32 500 000
Annen kortsiktig gjeld		36 335 402	41 397 680
Sum kortsiktig gjeld		92 061 478	108 752 833
Sum gjeld		92 061 478	108 752 833



Balanse

Beløp i: NOK	Note	2023	2022
SUM EGENKAPITAL OG GJELD		114 607 982	130 823 632



Brønnøysundregistrene

ÅRSREGNSKAP FOR REGNSKAPSÅRET 2023 - GENERELL INFORMASJON

Journalnummer: 2024 723755

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Organisasjonsform: Aksjeselskap
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Bekreftet av representant for selskapet: Harald Lilleeidet
Dato for fastsettelse av årsregnskapet: 30.07.2024

Revisjon

Årsregnskapet er utarbeidet av ekstern
autorisert regnskapsfører: Ja
Ekstern autorisert regnskapsfører har i
løpet av regnskapsåret bistått ved den
løpende regnskapsføringen eller utført
andre tjenester for selskapet enn å
utarbeide årsregnskapet: Ja

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Brønnøysundregistrene, 20.08.2024

Brønnøysundregistrene
Postadresse: Postboks 900, 8910 Brønnøysund
Telefon: 75 00 75 00
E-post: firmapost@brreg.no Internett: www.brreg.no
Organisasjonsnummer: 974 760 673



Organisasjonsnr: 985 321 876
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Organisasjonsnr: 985 321 876
PERSONAL SERVICE OG SIKKERHET AS

NOTEOPPLYSNINGER - SELSKAP - alle poster oppgitt i hele tall

Note
4

Antall årsverk i regnskapsåret
574.00

Note
3

Spesifisering av resultatregnskapet

Lønnskostnader

<u>Lønn</u>	<u>Årets</u>	<u>Fjorårets</u>
	181316062.00	213166710.00
<u>Folketrygdavgift</u>	<u>Årets</u>	<u>Fjorårets</u>
	22843788.00	27827130.00
<u>Pensjonskostnader</u>	<u>Årets</u>	<u>Fjorårets</u>
	3855765.00	4461255.00
<u>Andre ytelser</u>	<u>Årets</u>	<u>Fjorårets</u>
	3675768.00	3003693.00
<u>Sum lønnskostnader</u>	<u>Årets</u>	<u>Fjorårets</u>
	211691383.00	248458788.00

Note

Ekstraordinære inntekter og kostnader

Sum Beløp

Balanseført verdi 31.12. Varige driftsmidler Immaterielle eiend.

Konsernregnskap

Morselskapet sitt navn

Forretningskontor for morselskapet

Annual and Sustainability Report

Securitas

2023

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THE GLOBAL SECURITY MARKET AND TRENDS

OUR SUSTAINABILITY WORK

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Pages 50–126 constitute Securitas' sustainability report. Securitas' sustainability report is prepared in Swedish in the official version of the Annual Report. The English version of the report is prepared in Swedish in the ESEF format (ESEF). Refer to www.securitas.se for more information on Securitas' annual report (r.c.).



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A security solutions partner with global reach and local presence

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.

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 and AAA rating by Upright Project.

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.

2023 in short

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Total sales, MSEK (133 237)	Proposed dividend per share, SEK (3.45)	Number of markets with operations
Organic sales growth (7)	Cash flow from operating income (7)	Client retention rate
Technology and solutions, share of total sales (28)	Net debt to EBITDA-ratio before items affecting comparability (3.3)	Share of female at all levels (24)
Technology and solutions real sales growth	Employees (358 000)	Injury rate, increased
Operating margin (6.0)		

* Real sales growth, including STANLEY Security for the comparable period

We see a different world

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Looking back on 2023, we can see that we significantly improved our client offerings in our global portfolio, creating opportunities for growth in technology and security solutions, where the integration of STANLEY Security plays a central role. In parallel we have also placed a great deal of emphasis on other levers to achieve our goals.

Strong deliveries in line with strategy

CEO letter Magnus Ahlqvist

“The integration and value creation through the established global Securitas Technology supported the margin improvement throughout the year.”

After several years of modernization, digitalization, and strategic acquisitions, we now have a more robust Securitas and a stronger client offering with commercial synergy opportunities, and are confident in our ability to create higher shareholder value. While our transformation and integration efforts are not yet complete, it's worth emphasizing that we are entering the final phase of this journey, connecting higher value creation to our 8 percent operating margin target, alongside improving cash flow and reducing leverage. Our overall performance in 2023 gives us confidence that we are on the right path towards our financial targets.

Group performance

High inflation and interest rates prevailed and affected the global economic landscape, and the labor market remained tight. The Group's organic sales growth was 9 percent (7) in 2023, mainly fueled by price increases, although there was notable volume growth within the technology and solutions business as well as in the airport security business.

Technology and solutions sales which are characterized by higher margins, showed real growth of 9 percent and represented 32 percent of Group sales and 53 percent of the Group's operating result, with an operating margin of 10.8 percent in 2023. This underscores our progress towards becoming the world's leading technology and security solutions partner.

In security services, our main priority is to improve the profitability of our client portfolio. Our results were mixed with a positive impact from active portfolio management, a price and wage balance on par and somewhat improved labor markets in the second half of the year. Profitability was primarily hampered by negative earnings trend in the Securitas Critical Infrastructure Services business and a somewhat weaker performance in Europe.

The operating margin reached 6.5 percent (6.0) for the full year, mainly driven by the technology and solutions business, where we have realized substantial cost benefits,



Magnus Ahlqvist
President and CEO

primarily in North America and value creation with progressing a good part of the margin improvement year.



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“Technology and solutions sales, which are characterized by high margins, showed robust real growth at 9 percent in 2023.”

Operating cash flow in the Group amounted to 80 percent of the operating result in 2023, which is at the higher end of our financial target. We saw strong cash flow development across all segments in the business. Cash flow will remain in focus across the business going into 2024 to ensure we further strengthen our balance sheet and generate scope for investments in our business.

The remaining part of the bridge facility used to partly fund the acquisition of STANLEY Security was fully repaid in July.

Net debt to EBITDA before items affecting comparability was 2.7 at year-end, a significant improvement. We are now in line with our financial target of less than 3 times

The transformation programs are fundamentally reshaping our digital capabilities as a company.

net debt to EBITDA-ratio well ahead of our communicated target to achieve this by the end of 2024.

Transformation for long-term profitable growth

The transformation programs that we have executed in North America and are currently rolling out in Europe and Iber-America are fundamentally reshaping our digital capabilities as a company. The transformation creates a new foundation for engaging with our clients and will solidify our position as the leading security solutions company.

Ambitious sustainability goals
 In 2022, a significant sustainability achievement was reached as 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.

In December our climate targets were 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.

Two legends have passed away
 During the year two important people, responsible for building the great company that Securitas is today, passed away – Gustaf Douglas and Melker Schörling.

Gustaf Douglas represented our largest owner and was instrumental in creating the modern Securitas. Under his tenure as Chair of Securitas in the 1980s and 1990s, he supported the company as it underwent

substantial growth and international expansion.

Melker Schörling became CEO of Securitas in 1987 becoming an owner. Under the foundation of modern Securitas was built. More than any other company that we are today, he is responsible for building the core values and our focus on high-quality operations and standardized business model.

Outstanding efforts during the year

I want to express my gratitude to the entire Securitas team for their efforts during a challenging year by geopolitical uncertainty and pressure. I also want to thank our shareholders and partners for their confidence and support. Significant improvement in client offering and market share, becoming the world's leading safety company. This, in addition to higher returns for our shareholders over the years to come.

Stockholm, March 26, 2024

Mg
AA
 Magnus Ahlqvist
 President and CEO

Årsrapport 2023 or 985321876

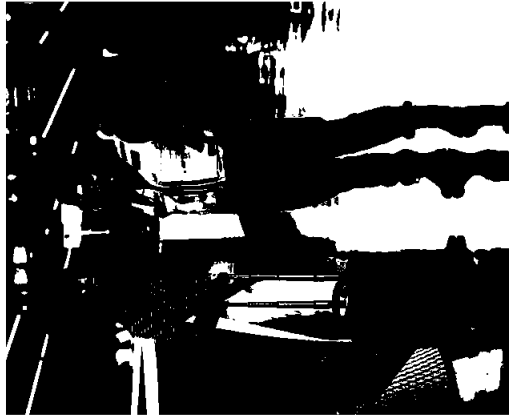




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“Securitas is a people business”

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



We look out for each other and the people around us to make the world a safer place.

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.

We have also shared a shorter summary version with all our colleagues through extensive communication activities.

Employee engagement survey
Securitas is a people business, and with that comes a genuine interest to listen to our colleagues and to collect input on our

organizational strengths and development opportunities. In 2023, we launched our first ever global employee engagement survey, where all colleagues will be invited annually to give anonymized feedback. Since having engaged employees and being an inclusive and equitable employer is central to us, put special emphasis on questions concerning engagement, equal opportunity, inclusive culture, and inclusive leadership.

In total we reached a global participation rate of 47 percent. This means close to 128 000 employees provided input on Securitas as an employer, with over one million free text comments.

With these insights we are much better positioned to support our employees to perform their best and to drive positive business outcomes. It helps us empower leaders with data insights to work with development activities and to drive our efforts within diversity, equity, and inclusion and to ensure we adapt initiatives that are based on the changing needs of our employees and our organization. We grow and develop our organization and our people to deliver a great client experience.

Leadership framework
Great leaders combine what that inspire, motivate and that towards common. Securitas, we have tens of talented managers and world.

With our decentralized
we believe strong leaders important. Good leaders each colleague grow and best, it is essential to deliver vice business and leads as well as long-term success.

The Securitas leadership
on 12 key leadership behaviors that we consider essential to be with our values as the foundation. We expect our leaders and they will form the basis of activities, performance and succession planning.



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The 12 leadership behaviors are grouped under three focus areas: driving performance, develop yourself and others, and make our strategy happen. Each focus area is underpinned by four behaviors.

During 2023, we started to assess our leaders against these principles, and we have completed an extensive series of leadership trainings across the organization, both via e-learning and via a global network of internal trainers and facilitators.

People promise

Being able to attract and retain the right talent is at the center of our success. To crystallize what we want our colleagues to consistently experience, and be able to communicate it clearly, we have during the year carried out significant discovery

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



work to inform the development and design of a global people promise. This involved organization-wide focus groups as well as internal and external surveys, and enabled us to define key attributes for all our critical talent pools.

The Securitas People promise is naturally shaped by our overarching company purpose and our values of integrity, vigilance and helpfulness. It truly reflects who we are and who we want to be in the future, focused on three central offerings and ambitions:

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.

Our Global People Promise and our Employer Branding concept will be introduced in selected countries during 2024.

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 to frontline employees who make a difference for our clients and everyday heroes in their communities. They are invited to choose solutions that would deepen their security expertise and that would benefit their current or future work. They are encouraged to share their ideas with their teams and expand their leadership abilities even further.

Purpose award

The Securitas Purpose Award recognizes and rewards employees who demonstrate their commitment to the company purpose and live and breathe the Securitas Purpose Award. The award is presented once a year and selects the winner of nomination submissions from across the world. A panel of judges evaluates the submissions over the selection period to determine the winner.

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Strategy

Our strategy is to deliver comprehensive, scalable, and innovative security solutions to meet our clients' increasingly complex security needs. Our strategy also involves becoming 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 are now able to offer a strong, comprehensive portfolio of services.

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 and AAA rating by Upright Project.

Financial targets

Superior growth

Technology and solutions annual average real sales growth. 2023: 9%

Higher margins

Group EBITA margin by year-end 2025.

Long-term EBITA margin ambition.

Operating cash

of operating income before amortization. 2023: 80%

Capital structure

Net debt to EBITA before items and comparability. 2023: 2.7

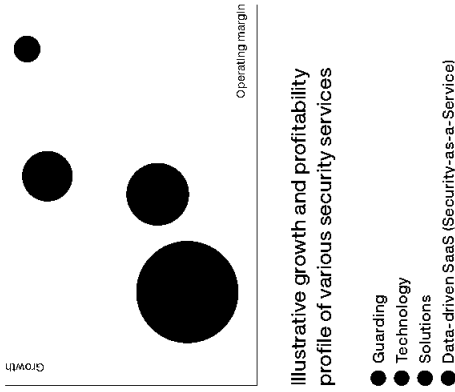
Dividend policy

of annual net income over time. 2023: 47%*

* Proposed dividend as a percentage of net income is calculated for the purpose of the Annual Report of Securitas A/S. Net debt to capital

We are positioning ourselves as the leading security solutions company – a position that will allow us to deliver higher growth and profitability in the future through the following four strategic areas.

Focus areas for reaching our financial targets



Illustrative growth and profitability profile of various security services

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1 Taking the lead within Technology

At Securitas we're not just any security solutions company. We are the industry's trailblazer. With our global strength and presence, combined with local execution capability, we are a leader in the industry. We will generate significant client value by offering enhanced technological capabilities that will be critical to our clients going forward, and we will be able to offer an industry-leading, holistic portfolio of products and innovative solutions.

We have a strong base of recurring revenue mix with a 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 market position.

Our key achievements also include a growing revenue based on a cloud and subscription-driven model.

Our aim is clear: to reign in markets, ensuring that enhance the benefits of our global presence. The co global outreach with local an industry-defining spe and pioneering solutions, existing market gap.

Our expanded sales force pace the market. With a on organic growth and H we're continuously innova benefits of shorter techn cycles, and cultivating s partnerships.

Our comprehensive offer guarding and monitoring and installation is suita opportunities together SME market position, we enhanced, holistic solut

We're not just securing the pioneering the future of

Source: Securitas' assessment and The Freedomia Group, Global Security Services, April 2022.

2

Quality Guarding services with focus on profitability

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 in the years to come.

Transformation programs

We strive to be data-driven and efficient in everything we do and are confident that this will contribute to improved quality and ultimately add value for our clients. To accomplish this, we have invested in extensive IT modernization in the Group.

Our transformation journey is an ongoing process. We continually fine-tune these programs, relentlessly pursuing cost savings, efficiency gains and, most importantly, the realization of enhanced value for our clients.

We develop our guarding services through greater modernization and specialization as well as training and efficiency, freeing up time for the branch managers to spend with clients. Modern tools and applications also simplify internally and help us to recruit and retain employees.

Active portfolio management
Our ongoing and continuous transformation process modernized our operations, increased the transparency levels.
By analyzing the client portfolio, we developed a model to assess each client contract as well as levels.

For contracts with low profitability, active portfolio management is applied, meaning that strategy is placed, aimed at following:

- accelerating the transition to digital solutions
- renegotiating contracts to improve margins
- or in certain cases, preparing for exits

Active portfolio management is a concept, it's a dynamic underscore by dedicated people to enhance the value we offer



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3

Creating a global security solutions partner

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, guarding services can be tailored to create new solutions for clients, enabling an improved offering and resource efficiency.

This creates a symbiotic relationship that elevates the services offering and allows to reach contact points higher up in the hierarchy of the client's organization.

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.

4

A global platform to drive innovation

Thanks to our presence, technology and data, we have laid the foundation for new data-driven and enhanced solutions allowing us to enhance 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 digitalizing 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.

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 long-term ambition of reaching a 10 percent EBITA 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 perspective since it provides significantly better knowledge on a completely different type since it allows us to innovate solutions digitally, which is a value-generation perspective for our clients which is a value-generation perspective for our clients which is a value-generation perspective for our clients.

Scalable, bespoke intelligence >20% margin potential

We put the client at the center by equipping our people with tools. As we digitalized our operations in 2022, we created multiple use cases for our clients. Using the data and insights from our security officers and clients, we are able to identify correlations and actions. The connection between technology and human resources is a combination of our people and our technology to free up time for our clients to focus on their core business, even higher-quality services.

However, innovation is not just about new products. The real and long-term impact is cultural change across a dual approach.

Having a stronger innovation culture at Securitas has the potential to drive significant growth. Innovating in our core business is a long-term ambition of reaching a 10 percent EBITA margin since this is an area where we have very promising opportunities in terms of our development over the coming years.

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To have validated sci by Q4 2023. 2023: Targets validated

Share of female managers at all levels/ functions to be over 20% by 2025. 2023: 25%

Renewed business e markets. 2023: 42 out of 44 m

5% annual decrease of company injury rate. 2023: +6%

Complete review of a community involvement 2023: Review started

Completion of Group mandatory courses. 2023: 72% of all employees



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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.



Empowering employees means investing in training, skills and professional development opportunities.

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.

To ensure that we attract and retain the right talent, and that everyone feels included, we constantly develop our people activities. We are, for example, reimagining our recruitment practices, re-assessing the requirements for certain job roles and developing a People promise. In 2023 we conducted our first global employee engagement survey. In addition to an employee net promoter score, the survey included questions about diversity and inclusion and the results will be used to set the baseline for an inclusion index. 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 top priority. We have the Group injury rate by priority as our most important safety work is preventing incidents from occurring. To achieve this, we have a framework based on the methodology, including risk analysis, reporting all injuries, root-cause analysis, follow-up, and the most responsible parties. Work-related injuries are a focus on training employees in safe

Most of our employees and we collaborate closely to mitigate risks and hazards. Frontline employees are trained in CPR, and fire safety, but in dangerous situations, the focus is to avoid contact with the emergency services.



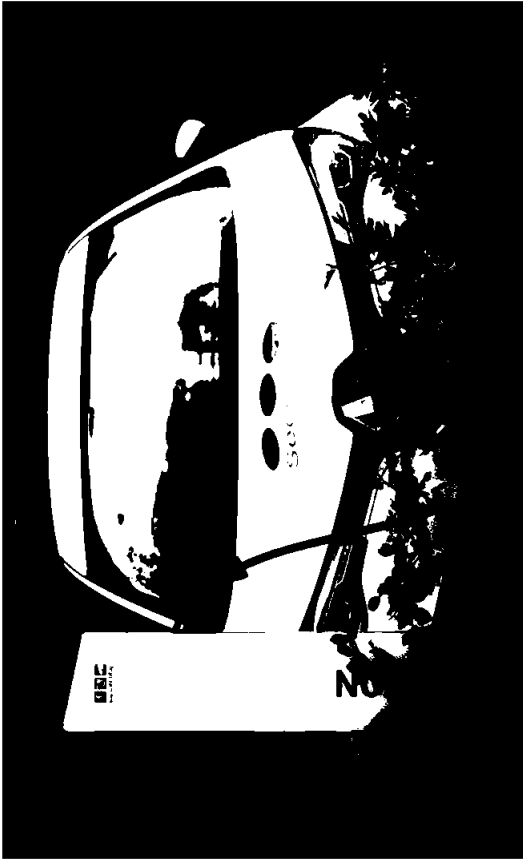
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LEARNING AND DEVELOPMENT

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. 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.

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.

We have a focus on road safety and train employees in safe driving.



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

In December 2023, our environmental targets were 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.

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 consist of a Group function responsible for anti-trust, anti-corruption, anti-trust, and data privacy. Securitas also has a whistle-blower supply chain risk management program. Our compliance program is evaluated to ensure we outline relevant risks and activities to be undertaken. We are implementing a program through on-site visits in countries and relevant frameworks. We assess risks and establish action plans to address gaps. We have set targets for our compliance program that we review quarterly basis.

COMMUNITY INVOLVEMENT

Securitas is a global company with roots in the legal community. In the US, Securitas operates in the legal community with different organizations for the safety, health, and well-being of the legal community. For example, Securitas is a member of the Association of Trial Lawyers for Children and Adolescents, who works to ensure that underserved have access to quality health care. Securitas also works with organizations who promote more inclusive and offers help to vulnerable as long-term employees. Securitas has a partnership with the National Employment Law Project and employment law. Another partnership is between Securitas and the National Center for Child Welfare Abuse Prevention. Securitas is also involved in ecological restoration to create and preserve our planet, nature and people.

Our services in society

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

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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.

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 include clauses that allow us to

negotiate price increases. cost increases for our services. We have thousands of clients and are well diversified in segments. Also, we do not have a concentration of sales, and a large number of clients standing for a

Also important for our portfolio stability is the high client retention, which was 90% meaning that our clients stay with us. The client retention has many years and thus refines our client base.

During 2023 we started and operating margin of lines in the Group. Reverses described in note 6.

Financial summary per business line

Business line	FY 2023		
	Sales, MSEK	Real sales growth, %	Operating Income before amortization, MSEK
Security services	103 677	8	5 123
Technology and solutions	50 514	34*	5 463
Risk management services and costs for Group functions	3 058	-	-339
Group	157 249	15	10 247
			Operating margin, %
			6.6
			3.2
			2
			10.0

* Real sales growth including STANLEY Security for the comparable period



Our protective services

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Our offering

SECURITY SERVICES



On-site

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.

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 2023.



Mobile

We offer mobile guarding with one security officer serving multiple sites within a limited geographical area. Mobile security officers perform patrol rounds and call-out sales are portfolio-based with seasonality.



Fire and safety services

Securitas also provides fire safety services, including fire alarm, evacuation assistance, fire extinguisher training, and fire agency planning adapted to specific needs. These services are sold as portfolio-based sales.



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 seasonal 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).

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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, throughout the world. 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 products

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 10-20 percent of the first year's sales into technology equipment that is installed at the client site.

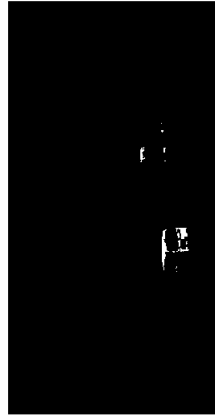


RISK MANAGEMENT
These services include executive protection, investigations, due diligence services, delivered through Securitas Pinkerton.



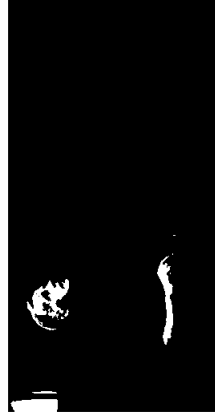
Technology client case

- Banking client segment
- Intrusion and alarm maintenance for bank retail branch sites
- Contract length: Started in 2018, additional 3 years from 2023
- Annual contract sales: MUSD +12



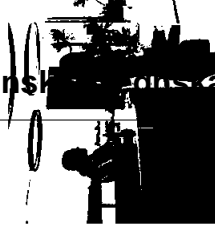
Solutions client case

- Healthcare client segment
- Solution for pharmaceutical client including security officers combined with intelligent camera systems, monitoring and maintenance
- Contract length: 3 years
- Gross margin: 19%
- Annual contract sales: MUSD 0.6



Pinkerton client case

- Corporate investigations, due diligence
- Multinational TV production company requested Pinkerton detectives conduct a due diligence on potential candidates for hit TV show
- Gross margin: +40%
- Average contract sales: USD 50-250 000

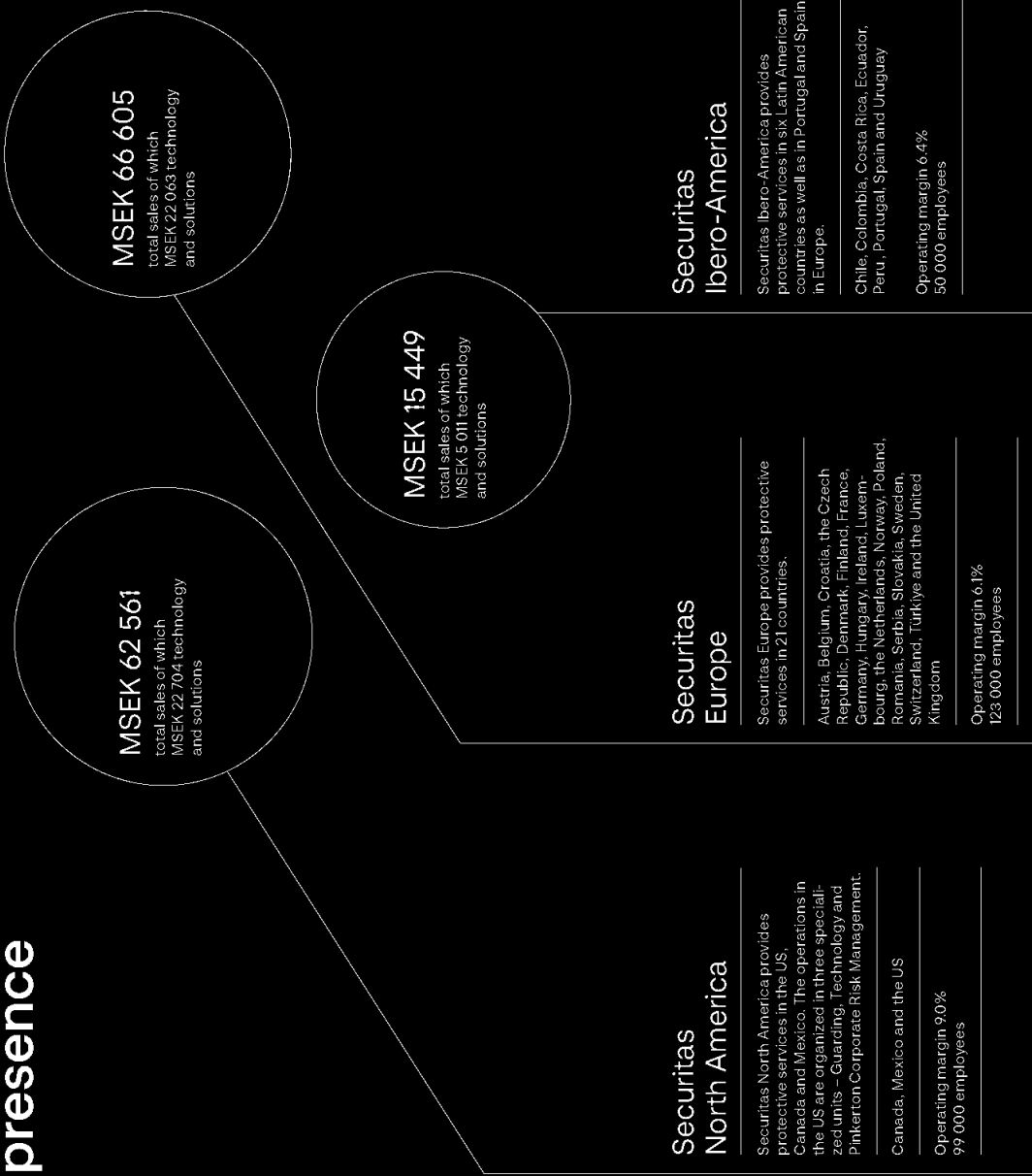


Start-up to resolution

- Manufacturing client
- Solution for manufacturer goods including on-site combined with gates holding and Securitas Services (RMR)
- Contract length: 3 years
- Gross margin: increases
- service contract to so
- Annual contract sales

Our global presence

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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 9.0%

99 000 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 6.1%

123 000 employees

Securitas Ibero-America

Securitas Ibero-America provides protective services in six Latin American countries as well as in Portugal and Spain in Europe. Chile, Colombia, Costa Rica, Ecuador, Peru, Portugal, Spain and Uruguay

Operating margin 6.4%

50 000 employees

AMEA Middle and Africa

AMEA provides protective services in 11 countries. Australia, China, Indonesia, South Africa, Saudi Arabia, the United Arab Emirates, Vietnam

69 000 employees

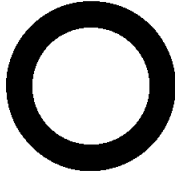
Number of which are Critical Incidents

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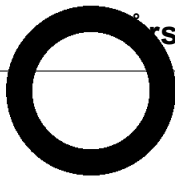
A strong global position and local presence

Securitas has operations in 44 markets globally and is organized in three business segments: Securitas North America, Securitas Europe and Securitas Ibero-America. The Group has also operations in Africa, the Middle East, Asia and Australia, which form the AMEA division, and the business unit Securitas Critical Infrastructure Services in America which are included under the heading Other in the segment reporting.

Decentralization of decisions and responsibility is fundamental for Securitas. It is at the client sites and in the branch offices that our daily operations are conducted. The Group's client offerings and relations improve when decisions are made in close proximity to clients. But we are also a global company with extensive security expertise. We combine these two strengths to create security solutions that add value for our clients and meet their security needs.



Share of Group sales per segment, excluding Other 8%



Share of Group operations per segment, excluding Other 5%



SECURITAS NORTH AMERICA Share of sales per country

- The US 81%
- Canada 7%
- Mexico 2%
- Other countries in the segment 10%



SECURITAS EUROPE Share of sales per country

- Germany 20%
- France 17%
- Sweden 12%
- Denmark 8%
- Other countries in the segment 7%
- The UK 7%
- Türkiye 5%
- Switzerland 4%
- Norway 4%



SECURITAS IBERO-AMERICA Share of sales per country

- Spain 56%
- Portugal 9%
- Chile 9%
- Other countries in the segment 26%



The global security market



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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). Technology-enabled security systems are often based on physical products and components, such as access controls, video surveillance, fire detection, intrusion

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.

detection, alarm system detection and interactive and other security systems also includes maintenance technical installations. Technical installations form a modern security offering the collection and analysis result in an improved

GUARDING SERVICES
Guarding services can be delivered in several different ways, such as and remote. The main difference between these types of guarding is the format in which they are delivered. Stationary guarding involves stationary guard posts and remote services are delivered during the day, and remote services are delivered during the night, carried out by a

Market position globally based on sales

Company	Technology	Guarding
Johnson Controls	#1	#1
tyco <i>Integrated Security</i>	#2	#2
Securitas		
API GROUP	Other	Other
convergint		
Chubb		
SIEMENS		
PROSEGUR		
GARDAWORLD		



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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 we believe strengthens the relationship between the provider and the client and creates long-lasting partnerships.

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.

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.

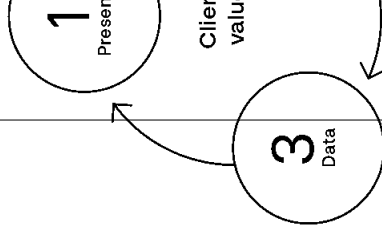
WHAT DOES IT TAKE TO WIN IN THE FUTURE SECURITY INDUSTRY?

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.

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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Global market trends

The security services industry is evolving in response to various long-term trends. To remain competitive and meet client needs, security service providers must adapt to these trends, embracing technology, customization, and a proactive approach to risk management.

INCREASED USE OF TECHNOLOGY

The increasingly complex security needs of clients are creating demand for complementary solutions, such as technology-enabled predictive security services, emphasizing the importance of having the right technology, data and cloud capabilities as a security services provider. The higher the labor costs in a country, the more attractive the use of technology becomes. However, countries with low labor costs are also showing greater interest in using more technology in security solutions.

We also believe that integrated, software-as-a-service (SaaS) solutions are becoming increasingly important to clients. The physical and digital worlds are becoming more intertwined, driving the development of more advanced security systems, mainly in mature markets. The increased development of technological solutions is also resulting in a higher level of acquisition activity in the market, as companies are looking to expand their expertise in emerging segments.

Data analysis is contributing to improvements in both services and technological equipment. For example, data gathered may detect access control anomalies or increase alarm accuracy through video

analytics. This information is frequently used to design products and services to client value. Data may also be used in the creation of entirely new products, such as SaaS tools, where products are provided on a subscription basis.

Arso

URBANIZATION, INFRASTRUCTURE AND CRITICAL INFRASTRUCTURE
Urbanization and infrastructure development are continuing as people move into cities. The residential and commercial sectors are also expected to grow as developed countries as they invest in upgrading their infrastructure. Continued industrialization and global industrial production investments in production and other work places, especially in emerging markets, are increasing the need for security services.

There is a growing awareness of the need to secure sensitive infrastructure, such as airports, data centers, ports and transportation hubs, that rely on a wide range of technologies and where disruptions could have significant economic and social costs and increased vulnerability.



As global threats evolve, the security industry adapts to safeguard the world.

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ECONOMIC AND POLITICAL DEVELOPMENT

Economic growth and continued global investments in new construction are driving the demand for security services. As global disposable income and net worth rise, there will be more to protect and more clients that can afford to do so. Infrastructure investments in, for example, real estate, public transport and public logistic hubs create a need to safeguard these assets and associated flows. Increased privatization through the outsourcing of public security services to private security service providers is a way to control or reduce public spending or to open the market for competition.

CUSTOMIZED, HOLISTIC, AND COST-EFFECTIVE SECURITY SERVICES

Each industry, company and operation have specific needs and requirements in terms of security. If security providers can meet these challenges, companies will assign them greater security responsibility. Clients are generally prepared to pay more for a service with more comprehensive content, higher quality and relevant specialist skills. There is also a willingness in certain markets to pay a premium to have one contact person in charge of the entire security solution, thus gaining more effective and better control over price changes and supply chain and sustainability issues.

GREATER FOCUS ON CYBER RISK MANAGEMENT

Companies and other organizations are now devoting greater attention to cybersecurity issues. Factors that we believe will contribute to this trend include the level of insecurity in society, the cost of disruptions to business operations, security demands by clients, and the need to outsource security where appropriate. Companies are also using security services more often, enabling them to proactively identify and mitigate risks.

INCREASED FOCUS ON SUSTAINABILITY

Sustainability trends are evolving as individuals, businesses and governments strive to address environmental and social challenges. Renewable energy sources, such as wind, solar and hydro power, are gaining traction. The concept of a circular economy, which focuses on reusing materials and reducing waste, is also gaining momentum. Consumers are increasingly demanding products and services that align with their ethical values, including fair labor practices, responsible investing, and more financial transparency. Companies are investing in sustainable practices to make their supply chains more resilient and to attract and retain talent. This includes fair labor practices as well as diversity and inclusion.



Sustainability governance

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

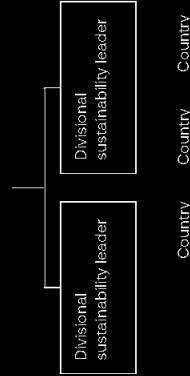
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Board of Directors

President and CEO

Sustainability Council

Group Sustainability function



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 Sustainability Council follows up on the divisions' and functions' progress on sustainability initiatives to achieve the agreed sustainability targets, and ensures that the sustainability activities contribute to business value.

The Sustainability Council consists of two parts. At the top level is the Executive Board, with the divisional presidents and function heads as members and the Group's President and CEO as Chair. The Executive Board is supported by the sustainability leaders from each division/function. In 2023, the Council met four times. The Group's Chief Ethics and Sustainability Officer leads the ongoing work, and the divisions' sustainability leaders coordinate the work in their respective countries.





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A strong positive impact on society

70%
Securitas' Net impact rating

-16%
Fortune Global 500 rating

Our sustainability work

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 141). The model shows both the negative impacts created by Securitas in the form of resources used, and the positive impacts, which is what is

achieved with the use of those resources. 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. With a net impact ratio of 70 percent, Securitas has a highly positive net impact.

Impact	Negative	Score	Positive
SOCIETY	0.1	7.7	7.8
Jobs	0.3	3.1	3.4
Taxes	0.7	3.7	0.7
Societal infrastructure	1.7	1.7	1.7
Societal stability	2.3	2.3	1.5
Equality and human rights	0.0	0.0	0.1
KNOWLEDGE	0.5	0.0	0.5
Knowledge infrastructure	1.0	-0.6	0.4
Creating knowledge	0.0	0.1	0.1
Distributing knowledge	0.0	0.3	0.3
Scarce human capital	0.0	0.2	0.2
HEALTH	0.5	-0.5	-1.0
Physical diseases	0.4	0.9	1.3
Mental diseases	0.3	-0.1	0.2
Nutrition	0.8	-0.2	0.6
Relationships	0.0	0.0	0.0
Meaning and joy	0.2	-0.2	0.0
ENVIRONMENT	0.0	0.0	0.2
GHG emissions	0.0	0.2	0.2
Non-GHG emissions	0.0	0.1	0.1
Scarce natural resources	0.1	0.8	0.9
Biodiversity	0.1	0.1	0.2
Waste	1.8	-1.7	0.1
	3.9	-3.6	0.3
ENVIRONMENT	1.0	-0.9	0.1
GHG emissions	2.0	-1.8	0.2
Non-GHG emissions	0.4	-0.4	0.0
Scarce natural resources	0.7	-0.6	0.1
Biodiversity	0.1	-0.1	0.0
Waste	0.2	-0.2	0.0
	0.3	-0.3	0.0
	0.6	-0.6	0.0
	0.2	-0.2	0.0
	0.4	-0.4	0.0

Our most significant positive impact is the jobs we have on society. We have a dedicated team of experts in modern technologies, infrastructure, and safety. We are a relatively young company with 341,000 people and also a strong presence in the countries where we operate.

Securitas' services have a positive impact on people's lives by reducing crime, for example, in schools, which can help with well-being. Making people feel safe has a highly positive impact on society's health.

In terms of our environmental impact, we are relatively small, but we still constantly work to reduce our environmental targets with the Science Based Targets initiative. Our emissions mainly come from our operations in public spaces.

Restating model results: To keep up with the changes in services and scientific knowledge, we have a continuous improvement process. These changes are published in the form of new models.

Due to the release cycle, comparison of the profiles over time must be done with care. This necessitates the use of the same results.

In 2022, the reported net impact ratio was 70 percent. Recalculated according to the restated result for 2023 is 70 percent, mainly due to model development.

Net impact ratio
■ Securitas, 70%
■ Fortune Global 500 (average)

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 13–14.

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Our sustainability work

3 GOOD HEALTH AND WELLBEING



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.

4 QUALITY EDUCATION



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.

5 GENDER EQUALITY



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.

8 DECENT WORK AND ECONOMIC GROWTH



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.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



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.

13 CLIMATE ACTION



SPECIFIC TARGET

In December 2023, Securitas' sustainability targets were validated. Based on the Science Based Targets initiative, we have committed to reducing absolute greenhouse gas emissions by 2030 from a 2020 baseline. This ambitious target aligns with the goal set by the Paris Agreement.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



GOAL 16 SPECIFIC TARGET

Safety and stability are well-functioning societies today's increasingly uncertain world. Securitas contributes to sustainable and productive societies by ensuring the protection of public spaces, and in a responsible manner. Our zero-tolerance policy on bribery and corruption



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Stakeholder dialogues

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

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. Our Client Excellence Platform improves efficiency, both for our managers and for our clients. We also continue to share best practices and initiatives. 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
- Strong values and compliant business
- Occupational health and safety
- Diversity and inclusion
- Environment
- Training and skills development

METHOD OF DIALOG

IMPORTANT TOPICS

HOW WE RESPOND

The combination of knowledge, specific and access to our enables us to build relationships, with continuous communication base. We always in a clear and transparent way to meet our clients' as sustainable solutions, for example, for health and safety inclusion.

Employees and employee representatives

Our 341000 skilled and engaged employees in 43 countries around the world represent the company every day. Each employee is an ambassador for our brand and reputation.

Securitas' managers and employees at different levels are engaged in an ongoing daily dialog. Collaboration tools like Office 365 and Workplace by Meta are important tools that facilitate the communication. Securitas also values 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
- Recruitment and onboarding
- Training and skills development
- Talent management
- Data privacy

Securitas is a people-oriented company. We are constantly retain and develop be perceived as employer we must – We help make – regulates who as guide for our daily work. Proactive a constructive di employee repres and Global Union important to us.

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 strategy as well as the information that affect our financial position also when it comes to our strong comp



Stakeholder dialogues

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Our sustainability work

STAKEHOLDER GROUP

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 responsible way in public areas, and offer the first step. We also aim to be communities, for participating in v

METHOD OF DIALOG

IMPORTANT TOPICS

HOW WE RESP

Suppliers

Securitas has many suppliers in its operations, and it is essential to us that our suppliers follow our requirements concerning working conditions, diversity, equal opportunity, human rights, business ethics, 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 s regarding Secur Partner Code of compliance with in our supplier cc in our supplier cc specific guidelin suppliers and co assessments an

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 ac organizations, es which we have a work to increa to improve the st profession, raise and intensify skill

"We assume an active role in industry organizations, especially in markets where we have a leading position."

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 comparisons in the



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 43–45.

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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 processes in place to ensure that all legal standards and regional legislation are followed. We have a global framework with UNI Global Union and Transport Workers
Occupational health and safety	Risk that employees may be injured, contaminated during pandemics, or even die due to inadequate health and safety processes and procedures.	Poor health and safety procedures that put our employees at risk can lead to reputational and brand damage, a loss of business and difficulties in recruiting and retaining employees.	Employees are trained to ensure that their tasks safely and are assessed on and injuries reported. Appropriate equipment is provided.
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 must continue recruitment and talent management practices to ensure we have the right tools for business practices.
Training	Risk that our employees may not have the right competence for their assignments or for developing new services and the business.	Not meeting client demands on us as a provider of high-quality professional and sustainable security services could lead to lost client contracts and difficulties in recruiting and retaining employees.	Securitas has training programs in place to ensure that all employees and professionals are up to date at all levels, including the category of digitalization.
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.	Securitas has processes in place to ensure that all legal standards and regional legislation are followed. We have a global framework with UNI Global Union and Transport Workers
Ethical business standards	Risk that employees or business partners may be involved in corruption, unfair competition, conflicts of interest and other non-ethical business behavior.	In a worst-case scenario, this type of non-ethical business behavior could lead to a major negative financial impact, a loss of business and reputational damage.	Securitas has a zero-tolerance policy against all forms of corruption. We have a global framework with local laws and regulations as well as Securitas' Code of Ethics and anti-bribe and corruption policy.



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Sustainability risks

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

Our sustainability work

RISK AREA DESCRIPTION CONSEQUENCE PREVENTIONS

Protecting data	Risk that our data may not be properly protected.	Inadequate protection of data could lead to reputational and brand damage, a loss of business and fines.	Data protection is important and the strong security, technical measures with all relevant related to the program has policies, programs in place
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 emphasis on our clients' specific requirements that is sustainable, with an emphasis on labor practices and high-quality services
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 fundamental human rights and international declarations such as the Universal Declaration of Human Rights and social policies and standards to ensure that we maintain our commitment to international legal assessments of our clients' operations. We also ensure that we maintain our commitment to working in a way that respects their rights.
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 continues to reduce the consumption of energy, water, and waste. We have set science-based targets for 2030.
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 processes in place to ensure regulatory compliance.

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This corporate governance report, which has been prepared in accordance with the Swedish Annual Accounts Act and the Swedish Corporate Governance Code (the Code), provides key information concerning compliance with the Code, about our shareholders, the Annual General Meeting, the Nomination Committee, the Board of Directors and their work, including committees, remuneration and the division of responsibilities throughout the governance structure. This section also covers Securitas' system of internal control and risk management, which is

the responsibility of the Board of Directors according to the Swedish Companies Act and the Code. This description does not form part of the Annual Report.

In the Internal control section pertaining to risk, we have opted to widen the scope of our description and explain how enterprise risk management works in the broader perspective regardless of the type of risk, which means that our focus is not confined to risk related to internal controls over financial reporting. Fulfilling our strategies and objectives while maintaining an appropriate

risk level is imperative, which is why risk management procedures span all levels of the organization.

Securitas has published its principles for corporate governance in previous Annual Reports. A separate section on the Group website contains the Articles of Association and other key company documents.

Read more at www.securitas.com/en/corporate-governance.

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 Auditor's report on corporate Governance statement



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Governance in Securitas

Securitas' structure for corporate governance aims to ensure that the Securitas Group is run sustainably, ethically, responsibly and as efficiently as possible with the shareholders of Securitas' best interests at heart. Securitas believes that good corporate governance is a prerequisite to ensure continued organic sales growth, improvement of operating margins and a successful integration of companies in the Group.

Securitas Toolbox

Securitas' management model, "The Securitas Toolbox", is strongly linked to our values – integrity, vigilance and helpfulness. A key function of the Toolbox is to convey our corporate culture and create a shared platform through our values. The Securitas Toolbox has a methodical structure that includes several well-defined areas or "tools" that serve as a framework at all levels. The tools describe how Securitas' managers are expected to conduct themselves and outlines our approach to the market, clients, and employees, emphasizing the importance of high ethical standards and good governance.



Securitas is a purpose-driven company with high ethical standards driven by our core values – integrity, vigilance and helpfulness. We are committed to maintaining a high standard of integrity and compliance with applicable laws, regulations and any codes of conduct in the jurisdictions where we operate. Securitas complies with the Swedish Corporate Governance Code principle of "comply or explain" and has no deviations for 2023.

The highest decision-making body of the company is the shareholders' meeting, which resolves on the composition of the Board and the election of auditors. The election of the Board and the auditors is prepared by the Nomination Committee. The Board has formed an Audit Committee and a Remuneration Committee. The Board appoints the President and CEO, who in turn appoints the Group Management.

The Group is exposed to various risks and challenges and has established a Three Lines Model to handle its risks. The first line includes the operational management owning and managing local risks. The second line is the various risk and compliance oversight functions throughout different levels of the Group. The third line is the internal audit function, which is independent from management with direct reporting to the Board. Each of these three "lines" plays a distinct role within the organization's wider governance framework.

Securitas believes in a decentralized model where decisions are made by the person closest to the issue who can address the issue efficiently. The ability to make decisions and act within a set framework without having to seek approvals for daily tasks is an essential part of Securitas' DNA and central to our ability to be an agile, highly flexible, client-centric company. Yet, delegation of authority in a decentralized model has to

be coupled with satisfactory frameworks. Certain material risks, such as strategy, policy, financial compliance and central ownership and control to work efficiently and effectively.

As part of our decentralized approach, Securitas has set clear, measurable, and continuously measuring the Group's performance at the Group level. This makes it possible to monitor figures that can be understood by each branch manager. Each branch has a responsibility for its share of income, for which it is also helps managers to connect between risk and how various factors of responsibility as well as a responsibility for these factors and control these factors for more information.

Governance model

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Shareholders

Nomination Committee

General Meeting

K External Audit

Remuneration Committee

Board of Directors

Audit Committee

President and CEO and Group Management

Operational Management

Risk, Control and Compliance functions

Internal Audit

Key external governance instruments

The Swedish Companies Act, the Swedish Annual Accounts Act, the EU Market Abuse Regulation, Global Reporting Initiative (GRI), International Financial Reporting Standards (IFRS) and other accounting rules, Nasdaq's Nordic Main Market Rulebook for Issuers of Shares and the Swedish Corporate Governance Code.

Key internal governance instruments

Articles of Association, procedures for the Board and its committees, instruction for the President and CEO, strategies, policies and directives and Securitas Values and Ethics Code.

A SHAREHOLDERS

Since 1991, Securitas' Series B Share is listed on Nasdaq Stockholm in the Large Cap segment. The shareholders influence the overall direction of the company at the top of the governance structure. Strong principal shareholders provide considerable attention and interest in our business and establish commitment to the success of the business.

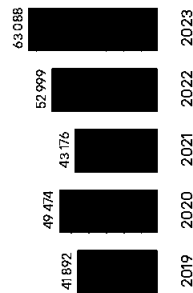
On December 31, 2023, the principal shareholders in Securitas were Carl and Eric Douglas who, through family and Investment AB Latour, held 10.9 percent (10.9) of the capital and 29.6 percent (29.6) of the votes, and Märta Schörfling Andreen and Sofia Schörfling Högberg who, through family and Melker Schörfling AB, held 5.0 percent (4.5) of the capital and 11.3 percent (10.9) of the votes. For more detailed information about shareholders, see the table on page 149.

B GENERAL MEETING

The General Meeting is the highest decision-making body for shareholders to exercise their rights. The General Meeting delegates authority to the Board of Directors and the Board of Directors delegates authority to the CEO and Group Management. The minutes from the meeting are available on the website www.securitas.com. For more information about election and remuneration of the Board members, see section B below.

The Annual General Meeting of Securitas AB was held on May 4, 2023, representing 53.7 percent of the capital and 67.4 percent of the votes in the company. One of the resolutions passed by the Board of Directors was the acquisition of the company Securitas AB. The minutes from the meeting are available on the website www.securitas.com. For more information about election and remuneration of the Board members, see section B below.

Number of shareholders 2019–2023



Attendance 2019–2023 % of votes





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C. NOMINATION COMMITTEE

The Nomination Committee is a body established by the Annual General Meeting with the task of preparing proposals regarding the election of Chair of the General Meeting, members of the Board, Chair, auditor, fees for the members of the Board including division between the Chair and the other Board members, as well as fees for committee work, fees to the auditor and, if necessary, changes of the instructions for the Nomination Committee.

As a basis for its proposals, the Nomination Committee takes into account the complete outcome of the evaluation of the Board and its work as well as the competence needed in the future. The Nomination Committee applies rule 4.1 of the Swedish Corporate Governance Code as its diversity policy and the committee has endeavored to establish a Board composition characterized by diversity and breadth regarding the qualifications, gender, experience and background of the Board members. The 2023 Annual General Meeting resolved to appoint Board members in accordance with the Nomination Committee's proposal.

Of the directors appointed by the Annual General Meeting, the Board consists of four women and five men. The percentage of women on the Board is 44.4 percent, which is in line with the target level stipulated by the Swedish Corporate Governance Board. It is the ambition of the Nomination Committee to continuously work to create and maintain an equal gender distribution on the Board.

Before each Annual General Meeting, during which the election of auditors takes place, the Nomination Committee also prepares motions regarding the election of auditors in consultation with the Board of Directors and the Audit Committee.

The Annual General Meeting 2022 adopted an instruction for the Nomination Committee, which is still in force. The instruction includes a procedure for appointing the Nomination Committee, valid until a General Meeting resolves in a change. In accordance to this instruction the Nomination Committee shall be composed of representatives of the five largest shareholders in terms of voting rights registered in the shareholders' register as of August 31 in the year prior to the Annual General Meeting. Should a shareholder decline to appoint a representative to the Nomination Committee, a representative from the largest shareholder in turn shall be appointed. However, provided that the Nomination Committee is composed by at least three members, the procedure shall only continue until eight shareholders have been asked in total.

Refer to www.securitas.com for more information on the procedure for replacing members of the Nomination Committee who leave before its work is concluded or due to changes in the shareholder structure. The Chair of the Board shall convene the first meeting of the Nomination Committee and shall also be co-opted to the Nomination Committee. Based on these principles, the Nomination Committee consists of the members listed in the table.

Nomination Committee prior to AGM 2024

Elected members	
Johan Hjertsonsson, Investment AB Latour, Chair	
Mikael Ekidahl, Melker Schörling AB	
Niklas Antman, Incentive	
Anna Henriksson, Handelsbanken Fonder	
Fredrik Åtting, EQT	
Share of votes represented in the Nomination Committee	

The Nomination Committee is to hold meetings as often as necessary to fulfil its duties, but at least one meeting annually. The Nomination Committee prior to the Annual General Meeting 2023 held three meetings.





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E. AUDIT COMMITTEE

The Board has formed an Audit Committee, which operates under the instructions for the Audit Committee and meets with Securitas' auditors at least four times per year.

The Committee monitors the financial reporting, the effectiveness of internal control over financial reporting, internal audit activities and the risk management system to support the Board's quality control work. The Committee also stays informed about annual statutory audits. It assesses the external auditor's independence and receives information of, and approves the performance of, significant non-audit services.

The Committee presents its findings and proposals to the Board, prior to the Board's decision. The Committee met five times during 2023.

F. REMUNERATION COMMITTEE

The Board has also formed a Remuneration Committee to prepare decisions related to salaries, bonuses, share-based incentive schemes and other forms of compensation for Group Management, as well as other management levels if the Board of Directors so decides. The Committee presents its proposals, including a proposal of the Remuneration Report, to the Board, for the Board's decision. The Committee held two meetings during 2023.

Guidelines for remuneration

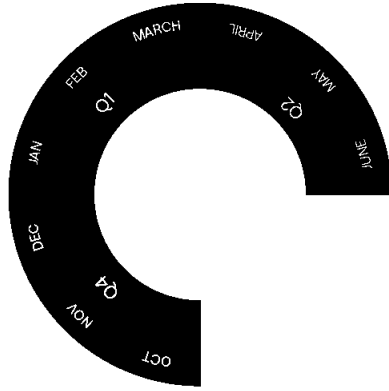
The guidelines for remuneration to Group Management that were adopted at the Annual General Meeting 2021 are still in

Overview of the work of the Audit Committee

In addition to the topics listed, the meetings include a set rolling agenda with updates on accounting, treasury, acquisitions, risk/insurance, legal, tax, internal control, sustainability, enterprise risk management, IT/IS, follow-up of on-site visits, audit/consultancy costs and auditor independence.

Q3 meeting
 Q3 interim report
 Annual impairment test
 Corporate Governance Report
 External auditor early warning and internal control report
 Cyber security
 Internal audit risk-based plan and outcome

Q2 meeting
 Q2 interim report
 External auditor half-year report
 Internal audit risk-based plan and outcome



Q4 meeting
 Q4 interim report
 Full-year financial results
 Corporate Governance Report
 Yearly sustainability report
 Benefits of Securitas
 External and internal communication

Q1 meeting
 Q1 interim report
 Insurance
 Annual report
 External and internal communication

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responsibility (Group or division) and which shall be aligned with the interest of the shareholders.

The complete guidelines for remuneration can be found at www.securitas.com.

Additional information on remuneration to the Board of Directors and Group Management and share-based incentive schemes to top managers and certain other key employees, including the outcome, see note 9.

force. The guidelines entail that remuneration to Group Management and their terms of employment should be competitive and comply with market conditions, to ensure that Securitas is able to attract and keep competent Group Management employees. The total remuneration to Group Management should consist of a fixed basic salary, variable remuneration, pensions and other benefits.

Thus, in addition to a fixed annual salary, Group Management may also receive variable remuneration, which shall be based on the outcome in relation to financial goals within the individual area of

G. PRESIDENT AND CEO GROUP MANAGEMENT
 The President and CEO Management is charged with responsibility for conducting the Group's strategy and long-term goals. The Board of Directors, through its frameworks, the financial model is used by the President and CEO Management to measure and guide the organization towards objectives.

For further information, see page 9803321876



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H. OPERATIONAL MANAGEMENT (THE FIRST LINE)

The first line includes the local operational management which owns and manages local risks. Securitas' philosophy is to work in a decentralized environment where local operational management is primarily responsible for monitoring and ensuring compliance by local units with local laws and regulations and the Group policies and guidelines, including any division-specific policies and guidelines. Local management is responsible for the establishment and continued operations of a system of procedures and controls that ensures the reliability of the company's management and financial reporting information in the most economical and efficient manner possible. This includes ensuring a minimum of key controls in order to mitigate relevant risks. Local operational management reports to Group Management through divisional management on operational matters and local controllers report through divisional controllers on financial reporting matters.

I. RISK, CONTROL AND COMPLIANCE FUNCTIONS (THE SECOND LINE)

Within the second line, the Group has established a structure of compliance areas, with clear accountabilities for monitoring and supporting compliance in relation to each such compliance area, or "vertical". Each Group policy belongs to a compliance area and each compliance area shall have a clearly documented owner and/or driver. In addition, the Group has defined "horizontal" for supporting harmonization and coordination of common processes applicable to all or several compliance areas.

EXTERNAL AUDIT

The Annual General Meeting 2023 elected Ernst & Young AB (EY) as the parent company's and the Group's audit firm, with authorized public accountant Rickard Andersson as auditor in charge, for a period of one year until the next annual general meeting.

The auditors' work is based on an audit plan, which is agreed upon in consultation with the Audit Committee and the Board of Directors. The auditors participate in all ordinary meetings of the Audit Committee and present their findings from the annual audit at the Board meeting held in February. In addition, the auditors should inform the Audit Committee on an annual basis of any services rendered, other than audit assignments, and any auditing fees received for such services or other circumstances that might affect the evaluation of the auditors' independence. The auditors should also participate in the Annual General Meeting to present the audit report and its conclusions.

The audit is performed in compliance with the Swedish Companies Act, generally accepted auditing standards in Sweden and International Standards on Auditing (ISA).

For audit fees and reimbursement to auditors, see note 11 and 45.

The Group has established a number of committees and work groups, and quarterly meetings are held with the President and CEO, the CFO, Vice President Finance and Senior Vice President General Counsel, at which topics that will be reported to the Audit Committee are discussed. There is also a separate IT Board, Digital Security Steering Committee, Enterprise Risk Management Committee, Compliance working group, Ethics and Sustainability Board, Sustainability Council, Insider Committee, and an ICFR Board.

J. INTERNAL AUDIT (THE THIRD LINE)

The Group internal audit is part of the integrated assurance agenda, executing a risk-based audit plan in concurrence with second line assurance functions and external audit. All noted internal audit findings, with mitigating action plans, are systematically monitored and followed up to ensure appropriate risk mitigation in the operation. All executed audit assignments are reported quarterly to the Audit Committee and business management. Group internal audit reports directly and independently to the Audit Committee.

AUDITOR IN CHARGE
 Rickard Andersson, b
 Authorized Public Acc
 Auditor in charge, Ern
 Rickard Andersson ha
 auditor in charge sinc
 Other audit assignme
 Elekta AB (publ), Skan
 and SSAB AB (publ). M

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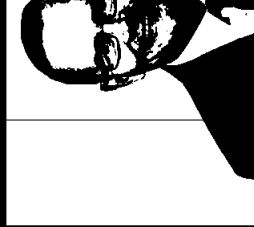
JAN SVENSSON
 Chair, born 1956
 Chair of Securitas AB since 2021
 Principal education: Degree in Mechanical Engineering and Master of Science in Business and Economics
 Other assignments: Chair of AB Fagerhult, Billerud AB and Nobia AB, Director of Heranco Holding AB
 Previously: President and CEO of investment AB Letour 2003–2019, CEO of AB Sigfrid Stenberg, Director of Stena Metall AB
 Shares in Securitas: 92,928 Series B shares



ASA BERGMAN
 Born 1967
 Director of Securitas AB since 2023
 Principal education: MSc Civil Engineering
 Other assignments: President and CEO of Sweco AB, Director of Svenska Cellulosa AB SCA
 Previously: Director of Swegon Group AB and Persson Invest AB, various senior positions within Sweco Group, member of the National Innovation Board
 Shares in Securitas: 0 Series B shares



INGRID BONDE
 Born 1959
 Director of Securitas AB since 2017
 Principal education: BSc in Business and Economics
 Other assignments: Chair of Apoteket AB and Wall To Wall Group AB, Vice-Chair of Telia Company AB, Director of Husqvarna AB
 Previously: CFO and Deputy CEO of Vattenfall AB, CEO of AMF, Chair of Alecia, Holst Finance AB and Swedish Climate Policy Council, Director General Swedish Financial Supervisory Authority, Director of Loomis AB and Swedish Corporate Governance Board
 Shares in Securitas: 5,342 Series B shares



JOHN BRANDON
 Born 1956
 Director of Securitas AB since 2017
 Principal education: Bachelor of Science
 Other assignments: Director of Apple Americas and Previously: Vice President of Apple Americas and CEO of Academic Systems
 Shares in Securitas: 10,000 Series B shares



FREDRIK CAPPELEIN
 Born 1957
 Director of Securitas AB since 2008
 Principal education: BSc in Business Administration
 Other assignments: Chair of Domestic Group AB, Rossignol SA, Lead/TopCo AB (parent company of the iDeal of Sweden Group), Transcom AB and Zacco A/S, Member of the ICC Executive Board
 Previously: President and Group Chief Executive of Noblia, Chair of Dustin Group AB, Byggmax Group AB, Terveystalo Oy, KonfDents GmbH and Sanitec Oy, Vice-Chair of Munksjö AB
 Shares in Securitas: 62,885 Series B shares



GUNILLA FRANESSON
 Born 1960
 Director of Securitas AB since 2017
 Principal education: MSc in Engineering
 Other assignments: Chair of NIN, Director of Etel AB, Trelleborg Dunken Intressena
 Previously: Part of Group Management, different management positions of Weibel Scientific
 Shares in Securitas: 3,142 Series B shares

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Composition of the board and attendance in 2023

Board member	Position		Attendance	
	Board of Directors	Ad hoc Committee	Board of Directors	Ad hoc Committee
Jan Svensson	Chair	Chair	8/8	2/2
Åsa Bergman	Director	–	8/8	8/8
Ingrid Bonde	Director	Member	8/8	5/6
John Brandon	Director	–	8/8	–
Fredrik Cappelen	Director	Chair	7/8	5/5
Gunilla Fransson	Director	Member	8/8	2/2
Sofia Schörling Högberg	Director	–	6/8	–
Harry Klagsbrun	Director	–	8/8	–
Johan Menckel	Director	Member	8/8	5/5
Åse Hjeltn	Director	–	7/8	–
Jan Prang	Director	–	8/8	–
Mikael Persson ²	Director	–	8/8	–



HARRY KLAGSBRUN
 Born 1954
 Director of Securitas AB since 2021
 Principal education: BA in Journalism, MSc in Business and an MBA
 Other assignments: Chair of Harmar AB and Senior Advisor at EQT AB
 Previous roles: Partner at EQT AB, Director of Duni AB, Securitas Direct AB, Academia AB, Gambio AB, Dako A/S, ISS A/S, Domestic Group AB, Piab AB and Press Ganey Inc.
 Shares in Securitas: 157 142 Series B shares



SOFIA SCHÖRLING HÖGBERG
 Born 1978
 Director of Securitas AB since 2005
 Principal education: BSc in Economics and Business Administration
 Other assignments: Vice-Chair of Melker Schörling AB, Director of Hexagon AB and Assa Abloy AB
 Previous roles: –
 Shares in Securitas: 7 071 428 Series A shares, 217 611 146 Series B shares¹



ÅSE HJELTN
 Born 1962
 Employee representative
 Director of Securitas AB since 2008
 Employee Representative, Vice-Chair of Salaried Employees' Union local branch, Norrland, Chair of the Securitas Council for Salaried Employees
 Shares in Securitas: 120 Series B shares



JOHAN MENCKEL
 Born 1971
 Director of Securitas AB since 2021
 Principal education: MSc in Engineering
 Other assignments: Executive Vice President and Chief Investment Officer at Investment AB Latour, Chair of Bamsig AB, Nederman Holding AB, Swegon Group AB, and Nord Lock Group, Director of Latour Industries AB, Saab AB, CTEK AB and World Materials Forum France
 Previous roles: CEO of Gränges AB and Sapa Heat Transfer, Consultant at Accenture and founder of addnature.com
 Shares in Securitas: 15 714 Series B shares



JAN PRANG
 Born 1959
 Employee representative
 Director of Securitas AB since 2008
 Employee Representative, Chair of Swedish Transport Workers' Union local branch, Securitas Göteborg
 Shares in Securitas: 1100 Series B shares



MIKAEL PERSSON
 Born 1966
 Employee representative
 Director of Securitas AB since 2008
 Chair of Swedish Workers' Union local branch, Securitas Varmland
 Shares in Securitas: 90 Series B

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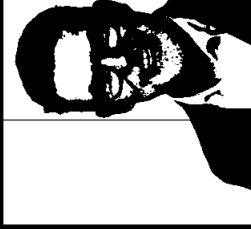
MAGNUS AHLQVIST
President and CEO of Securitas AB*
Born: 1974
Emp. since: 2015
Shares in Securitas: 440 249 Series B shares



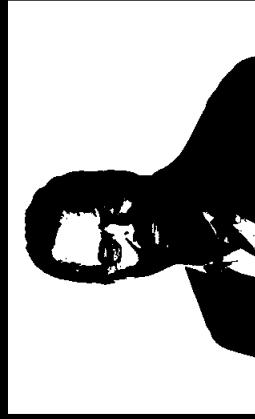
ANDREAS LINDBACK
Chief Financial Officer
Emp. since: 2011
Shares in Securitas: 29 765 Series B shares



HILLEVI AGRANIUS
Chief Information Officer
Emp. since: 2019
Shares in Securitas: 1158 Series B Shares



MARTIN ALTHÉN
President, Securitas Digital
Emp. since: 2016
Shares in Securitas: 47 050 Series B Shares



GREG ANDERSON
Divisional President, Securitas North America
Emp. since: 2010
Shares in Securitas: 77 248 Series B shares



HELENA ANDREAS
Chief Human Resources Officer
Emp. since: 2019
Shares in Securitas: 21 607 Series B Shares

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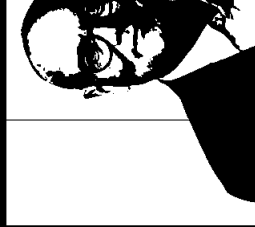
TONY BVERLY
Global President, Securitas Technology
Emp. joined: 2016
Shares in Securitas: 53 220 Series B shares



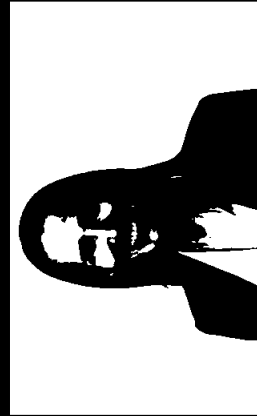
JOSÉ CASTAÑÓN
Chief Operating Officer, North American Guarding, Securitas North America
Emp. joined: 2007
Shares in Securitas: 34 733 Series B shares



JORGE COUTO
Divisional President, Securitas Ibero-America
Emp. joined: 1998
Shares in Securitas: 41 961 Series B shares



BRIAN RIIS NIELSEN
President Global Clients
Emp. joined: 2002
Shares in Securitas: 17 225 Series B shares



FRIDA ROSENHOLM
Senior Vice President, General Counsel, Group Legal, Risk, Ethics & Sustainability
Emp. joined: 2018
Shares in Securitas: 26 814 Series B shares



AXEL SUNDEN
Divisional President, AMEA
Emp. joined: 2012
Shares in Securitas: 11 469 Series B shares



HENRIK ZETTERBERG
Divisional President, Securitas Europe
Emp. joined: 2014
Shares in Securitas: 39 769 Series B shares



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Proactive risk management and internal control

Securitas' internal control system is risk-based and is designed to support the business to achieve its objectives. The system provides reasonable, but not absolute, assurance that the Group will not be materially misstated or loss, as well as compliance with the main policies.

"The Group has three fundamental values – integrity, vigilance and helpfulness – which promote employees' good judgement and uniform decision-making."

Internal control over financial reporting is included as a part of the overall internal control of Securitas and constitutes a central part of the Group's corporate governance. The description below covers a broader perspective on how Securitas' internal control is organized, using a structure based on the COSO model, but also makes specific reference to items pertaining directly to internal control over financial reporting. On page 45, we describe Securitas' enterprise risk management process (ERM process), which sets the overall process for Securitas' proactive and continuous work with risk management and internal control. Securitas' insurance and claims strategy is to "act as if uninsured". Refer to page 44 for more information about insurance as a risk management tool.

CONTROL ENVIRONMENT

The key features of Securitas' control environment include: the Board's rules of procedure which ensure clear terms of reference for the Board and each of its committees, a clear organizational structure with delegation of authority documented in a Group Approval Policy and Matrix, from the Board to the President and CEO and further to the Group Management. The Group Approval Policy also sets the boundary for

all divisional and local approval policies. The control environment also includes the competence of employees and a series of Group policies, procedures and frameworks.

Emphasis lies on the competence and abilities of the Group's employees, with continuous training and development actively encouraged through a wide variety of training programs and clear processes and routines to ensure employees can act quickly within the defined framework.

The Group has three fundamental values – integrity, vigilance and helpfulness – which promote employees' good judgement and uniform decision-making. Securitas' Values and Ethics Code, and Securitas' Business Partner Code of Conduct, set the high ethical standards that are a vital part of Securitas' operations and provide guidance for employees and business partners on how to act in an ethical and compliant way.

Policies and frameworks that apply to internal control over financial reporting are described in Securitas' Group policies, which include the company's model for financial control, the Group Internal Control over Financial Reporting Policy and in the

Securitas Reporting Materiality. The system focuses on reporting compliance with reporting and rules. This creates a supports reliable and accurate

RISK ASSESSMENT

At the highest level, the where future strategic risks lie and how they shape strategy. Balanced and informed management is necessary for Securitas' strategies and of its corporate objectives

Enterprise risk management integral component of Securitas' risk awareness and risk management. Risk assessments are conducted within the framework of Securitas' ERM process. The assessment's primary financial or strategic risk is a dynamic process that and analyze risks in relation to objectives. It serves as a tool for identifying and mitigating actions. Securitas' risk management framework is designed to accept the risk after considering the cost of the risk.



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GROUP-WIDE CONTROL ACTIVITIES
Internal control activities are established by frameworks, policies and processes, which help ensure that all management directives to manage risks are executed. The Group has a dedicated Internal Control function related to financial reporting (Group ICFR), which regularly informs the Audit Committee of the work performed. Controls are performed on several levels within the organization and are established based on the process concerned. One example is Securitas' internal control framework and the financial control activities specifically aimed at managing risks related to financial reporting. This includes methods and activities for securing assets, controlling the accuracy and reliability of internal and external financial reports, and ensuring compliance with defined guidelines. Control self-assessments are utilized within the ICFR domain.

INFORMATION AND COMMUNICATION
Securitas' channels for information and communication are constantly developed to ensure that all employees are given clear objectives and are made aware of the parameters that constitute acceptable business practices, as well as the expectations of the Board in managing risks. This provides a clear definition of the Group's purpose and goals, accountabilities and the scope of permitted activities of employees. Systems and procedures have been implemented that support complete, accurate and timely financial reporting and provide management with the necessary reports on business performance relative to the established objectives. The Group reporting department regularly issues guidance on reporting matters and the reporting manual is available in a Group-wide database. Reporting units regularly prepare

financial and management discussed at review meetings levels. These include an performance and risks to understand its response to internal control and its to risks, goals and objectives.

MONITORING

Monitoring is performed by different functions related to operational organization depending matters. Key functions include of Directors, the Audit Committee, Internal Management, Internal and working groups, Group Legal function, the compliance function, the Group Risk function, the Group Risk compliance functions as divisional management.

Insurance as a risk management tool

Securitas' insurance and claims strategy is to "act as if uninsured." This means that while external insurance is used to protect the balance sheet and minimize fluctuations in earnings, we perform our daily tasks as if we do not have any insurance.

part of Securitas' risk management work involves active claims management, as well as ongoing claims analysis of losses with the aim of identifying the underlying driving forces in order to set up measures to mitigate future claims and thereby reduce the total cost of risk.

BENEFITS FOR OUR CLIENTS
An important advantage of our insurance programs is that our clients are confident that Securitas' high coverage is consistent in all divisions and management.

IMPORTANCE OF ACTIVE CLAIMS MANAGEMENT
Important parts of our risk management work involves taking a proactive approach to the risk Securitas takes on when entering into client contracts as well as ensuring that assignment instructions correctly reflect services provided to client with the aim to prevent claims from occurring. Another significant

PROCUREMENT STRATEGY
Insurance programs are procured with the objective of creating a balanced and cost-efficient protection against negative financial impact. Securitas seeks to achieve economies of scale through coordinated insurance programs.

Securitas' process to manage enterprise risk

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Securitas is exposed to various types of risks in its daily business. When providing services, Securitas manages not only its own risks, but also risks on behalf of its clients. A well-managed risk management process for enterprise risk management (ERM) is well integrated into the business and seeks to identify, prioritize and manage the major risks to our operations at all levels and in all parts of the organization.

ERM GOVERNANCE

ERM governance includes the overall framework for controlling and managing the enterprise risks to ensure appropriate governance throughout the Securitas Group. It includes the risk appetite framework, oversight boards and committees, roles and responsibilities matrix, and policies and directives.

A cornerstone in the ERM work is Group policies. The Group policies and key policies are adopted by the Board of Directors. A general policy update is released after the statutory Board meeting in connection with the Annual General Meeting each year, but specific policies are also issued or updated when necessary throughout the year. Some of the key policies that are relevant from a governance perspective are Corporate Governance Policy, Group Contract Policy, Securitas' Values and Ethics Code, Whistleblowing Policy, Communication Policy, Anti-Bribery and Anti-Corruption Policy, Fair Competition and Anti-trust Policy, Privacy Policy and Insider Policy.

RISK IDENTIFICATION

The basis for the ERM work is the identification of Securitas' risks. The

Group Risk function is responsible for maintenance of the risk register, which includes main risks and is updated annually primarily based on input from all levels of the internal organization but also based on external factors such as macro-economic factors. Securitas' risks have been classified into three main categories: Operational Risks, Financial Risks, and Strategic Risks and Opportunities.

RISK EVALUATION

Risks are evaluated at all levels of the organization with the aim of assessing which risks that needs to be prioritized in the risk management work. At Group level, the Group ERM Committee defines major risk focus areas that should be prioritized and require specific focus by Group Management the coming year. Additionally, the ERM Committee identifies other important risks which are to be delegated and/or handled in the day-to-day business.

RISK TREATMENT

Next step in the risk management process is to decide on risk treatment plans, i.e. if risks are to be "mitigated, accepted, transferred or avoided". The decision is based on the risk evaluation and Securitas' risk appetite.

The Board of Directors has the responsibility for governance and management while the Group Risk function is responsible for managing risks and maintaining the risk register in accordance with the Group's risk appetite. Group, divisional and local risk registers are clearly assigned to the Group Risk function.

RISK MONITORING

The identified risks are monitored through the Group Risk function. The Group Risk function uses various tools and methods to assess risks and to identify risks that need to be prioritized in the risk management work. At Group level, the Group ERM Committee defines major risk focus areas that should be prioritized and require specific focus by Group Management the coming year. Additionally, the ERM Committee identifies other important risks which are to be delegated and/or handled in the day-to-day business.

RISK REPORTING

Risks are reported through the Group Risk function. The Group Risk function reports risks to the Board of Directors and the Group Management. Additionally, risks are reported to the local management through the Group Risk function.

Risk Reporting

More information on each step of the process is to be found at www.securitas.com



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Signatures of the Board of Directors

Stockholm, March 26, 2024

Jan Svensson
Chair

Åsa Bergman
Director

John Brandon
Director

Gunilla Fransson
Director

Harry Klagsbrun
Director

Åse Hjeltn
Director
Employee Representative

Mikael Persson
Director
Employee Representative

Magnus Ahlqvist
President and
Chief Executive Officer

Auditor's report on the corporate governance statement

(translation of the Swedish original)

To the general meeting of the shareholders of Securitas AB (publ), corporate identity number 556302-7241.

ENGAGEMENT AND RESPONSIBILITY

It is the Board of Directors who is responsible for the corporate governance statement for the year 2023 on pages 32–46 and that it has been prepared in accordance with the Annual Accounts Act.

Ingrid Bonde
Director

Fredrik Cappelén
Director

Sofia Schörfling Högborg
Director

Johan Menckel
Director

Jan Prang
Director
Employee Representative

stantially less in scope than accordance with International and generally accepted Sweden. We believe that the vided us with sufficient basis

OPINIONS

A corporate governance statement. Disclosures in accordance with the second paragraph of the Annual Accounts Act and of the second paragraph of the annual accounts and the accounts and are in accordance with the Accounts Act.

THE SCOPE OF THE AUDIT

Our examination has been conducted in accordance with FAR's standard RevR 16 The auditor's examination of the corporate governance statement. This means that our examination of the corporate governance statement is different and sub-

Stockholm, March 26, 2024
Ernst & Young AB

Rickard Andersson
Authorized Public Accountant

How to read and understand our finances

Securitas' financial model – six fingers – focuses on the factors that impact profit, and are clearly linked to operations. Factors are grouped into three categories: volume-related factors, efficiency-related factors and capital-usage-related factors.

These factors are then assigned key figures that are measured continuously, allowing managers to make decisions based on facts, enabling them to make quick adjustments if needed. The models is also used when analyzing acquisition targets. The factors and key figures are used throughout our operations from branch level to Group level.

Six key figures represent the backbone of the Six Fingers model (highlighted in the text and table), but there are complementary key figures used by all divisions, such as organic sales growth and operating margin. There are also complementary key figures tailored to measure the business in prioritized areas such as within technology and solutions. These key figures include volume-, efficiency- and capital-usage-related factors that hold specific bearing on the Group's progress. Examples are the number of remote video solution installations, gross margin on security solution contracts (compared with traditional guarding contracts), the investment in security equipment and order backlog for alarm installations.

RELATIONSHIP BETWEEN INCOME, CASH FLOW AND BALANCE SHEET

Statement of income

The statement of income is broken down according to function, making responsibility for each profit level clear. Managers with operational responsibility can easily see what is expected of them and concentrate on the factors they can affect. Gross margin and

SECURITAS' MODEL FOR FINANCIAL KEY FIGURES

Volume-related factors

The first two key figures, **New sales** (of contracts) and **Net change** (of contract portfolio), relate to the development of the client contract portfolio. **New sales** are newly signed contracts that will increase the monthly fixed sales. **Net change** in the client contract portfolio refers to new starts (a newly signed contract that has started) plus increased sales in existing contracts, less terminated client contracts and reduced sales in existing contracts. **Price changes** are measured separately and added to **Net change** to determine the period's closing balance of the contract portfolio. The closing balance is the total value of monthly invoicing on our monthly fixed contracts at the closing date for the current period. The third key figure, taken from the statement of income, is **Total sales**, which in addition to contract-based sales, includes short-term guarding assignments but also alarm installations, certain maintenance services, product sales and certain risk management services.

Efficiency-related factors

The efficiency-related key figures provide managers with tools to monitor service efficiency and cost trends. The fourth and fifth key figures are: **Gross margin**, which is defined as total sales less direct expenses as a percentage of total sales, and **Indirect expenses**, which pertain to the organization and include sales and administrative expenses (costs of branch, area and regional/country offices). **Gross income less Indirect expenses** equals operating income before amortization of acquisition-related intangible assets and acquisition-related costs. When this is expressed as a percentage of total sales, it indicates the Group's operating margin, which in Securitas' financial model, comes before acquisition-related items.



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Group	Operation
	New sales
	Gross mar
	Terminatio
	Gross mar
	Net change
	Price chan
	Organic sa
	Total sales
	Organic sales growth
	Acquired sales growth
	Real sales growth
	Total sales

Group	Operation
	Employee
	Wage cost
	Gross mar
	Indirect ex
	Operating
	Income before tax
	Earnings per share



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operating margin are key indicators, and used in reviewing operations at both divisional and Group level. Amortization of acquisition-related intangible assets, acquisition-related costs, financial items and taxes are monitored separately.

Statement of cash flow

In principle, operating income should generate the same amount of cash flow from operating activities. The cash flow is affected by investments in non-current tangible and intangible assets used in operations and by changes in working capital. Cash flow from operating activities is an important indicator at operational level. It is defined as operating income less investments in non-current tangible and intangible assets (including equipment for solution contracts) plus reversal of depreciation, change in accounts receivable and change in other operating capital employed.

Free cash flow is cash flow from operating activities less net financial items paid and current taxes paid. Cash flow for the year is arrived at when cash flow relating to acquisitions and shareholders' equity is deducted from free cash flow.

The consolidation of net debt in foreign currencies usually generates a translation difference that is reported separately. In addition, accounting standards require that certain elements of the net debt are revalued to market value after the initial recognition and this revaluation is also reported separately. The change in net debt corresponds to cash flow for the year plus the change in loans and lease liabilities, translation differences and also the revaluation of financial instruments.

Balance sheet

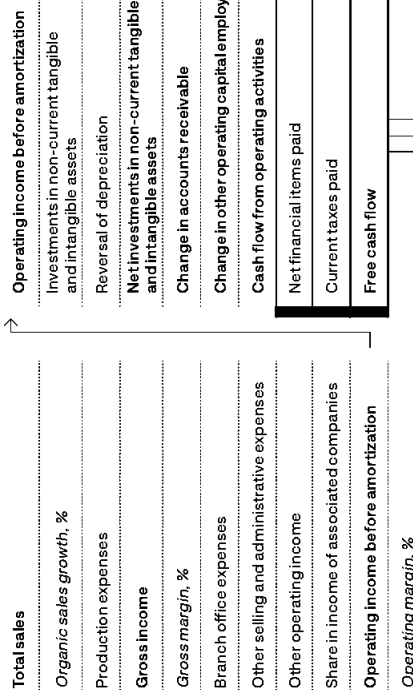
Securitas uses the terms "capital employed" and "financing of capital employed" to describe the balance sheet and financial position. Capital employed consists of operating capital employed plus goodwill, acquisition-related intangible assets and shares in associated companies.

Operating capital employed, which consists of operating non-current tangible and intangible assets and working capital, is continuously monitored at the operating level to avoid unnecessary tied-up capital. Capital employed is financed by net debt and shareholders' equity.

Capital-usage-related factors

In general, Securitas' operations are not capital intensive. Accounts receivable tie up the most capital. The sixth key figure is **Days of sales outstanding (DSO)**. Payment terms and effective collection procedures are decisive in determining how much capital is tied up in accounts receivable. These figures are followed up on an ongoing basis at all levels in the organization.

Group	Operating capital employed as % of sales	Cash flow from operating activities as % of operating income before amortization	Free cash flow	Return on capital employed	Free cash flow in relation to net debt
Operating	Days of sales	Cash flow	Return on capital employed	Free cash flow	Free cash flow



Acquisitions	Shareholders	Amortization of net debt

This picture shows the connection between the statement of income, the statement of cash flow and the balance sheet. Different colors are used for the following items: Operating items (black), Net debt-related items (grey), Goodwill, taxes and non-operating items (white), Items related to shareholders' equity (light blue).

The formal annual accounts and the consolidated accounts comprise pages 50–126.

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Report of the Board of Directors

The Board of Directors and the President of Securitas AB (publ.), corporate registration number 556302-7241, with its registered office in Stockholm, hereby submit the Annual Report and consolidated financial statements for the 2023 financial year.

OPERATIONS AND CLIENT OFFERING

Securitas has a leading global and local market presence with operations in 44 markets. Securitas serves a wide range of clients of all sizes in a variety of industries and segments. Security solutions based on client-specific needs are built through different combinations of on-site, mobile and remote guarding, technology and solutions, fire and safety, and corporate risk management. We adapt our security solutions based on the risks and needs of each client through increased client engagement and continuously enhanced knowledge.

ORGANIZATION

In 2023, the Securitas Group consisted of the business segments Securitas North America, Securitas Europe and Securitas Iberia America. In addition, the Group conducts operations in Africa, the Middle East, Asia and Australia and the business unit Securitas Critical Infrastructure Services in North America, which are included under the heading Other in the segment reporting in note 10. The Securitas Critical Infrastructure services business unit was in the third quarter 2023 moved from the business segment Securitas North America to Other. Comparatives have been restated.

ACQUISITION OF STANLEY SECURITY

On December 8, 2021, Securitas announced it had signed an agreement to acquire the Electronic Security Solutions business from Stanley Black & Decker Inc. ("STANLEY Security") for a purchase price of MUSD 3 200 on a debt and cash free basis. All regulatory conditions were approved as communicated on July 14, 2022. The transaction was completed on July 22, 2022.

The acquisition of STANLEY Security has a significant impact on Securitas' reporting that should be considered when reading this Annual Report.

STANLEY Security was consolidated as of July 22, 2022, and is consequently included in the 2023 Income statement. In the 2022

income statement STANLEY Security is included from the date of consolidation. STANLEY Security is according to Securitas' definition of organic sales growth excluded from the calculation of this key ratio during the first 12 months from the acquisition date, which means from July 22, 2022, until July 22, 2023. Real sales growth includes the contribution from STANLEY Security as acquired sales are included in the determination of this key ratio.

In the balance sheet STANLEY Security is included as of December 31, 2023, and December 31, 2022.

STANLEY Security is included in the operating and free cash flow in the full year 2023. In the operating and free cash flow for 2022, the contribution from STANLEY Security is attributable to the period July 22 to December 31, 2022.

In our segment reporting STANLEY Security is included in Securitas North America and Securitas Europe.

GROUP FINANCIAL TARGETS

The Group operating margin was 6.5 percent (6.0), with a target of reaching 8 percent by the end of 2025. The real sales growth of technology and solutions sales was 34 percent (44) in 2023 with an annual average target of 8–10 percent. The real sales growth including STANLEY Security for the comparable period (consolidated as of July 22, 2022) was 9 percent in 2023. The reported net debt to EBITDA ratio was 4.1 (4.0) and the net debt to EBITDA ratio before items affecting comparability (IAC) was 2.7 (3.3), with a target of below 3.0x. The operating cash flow was 80 percent (71) of operating income before amortization with an annual target of 70–80 percent.

SALES

Sales amounted to MSEK 157 249 (133 237) and organic sales growth to 9 percent (7).

Securitas North America had 6 percent (1) organic sales growth driven by the Guarding business unit with support from Technology. Securitas Europe showed 12 percent (9), driven by strong price

increases across the business, and supported by solutions and the airport security business. Sales reported 15 percent (16), driven by price increases before the divestiture of Securitas Argentina. The amount to 12 percent (13) of total sales.

Real sales growth, including acquisitions and adjusted for changes in exchange rates, was 10 percent (10) for 2023. Technology and solutions sales amounted (36 983) or 32 percent (28) of total sales for the growth, including acquisitions and divestitures changes in exchange rates, was 3 percent (4) STANLEY Security as the main contributor. Real sales growth for the comparable period July 22, 2022) was 9 percent.

Sales January – December

M/SEK	2023
Total sales	157 249
Currency change from 2022	-4 125
Currency adjusted sales	153 124
Acquisitions/divestitures	-9 437
Organic sales	143 687

OPERATING INCOME BEFORE AMORTIZATION
Operating income before amortization was MSEK 10 300 (9 300) in 2023, which, adjusted for changes in exchange rates, was 24 percent (22).

The Group's operating margin was 6.5 percent supported by all three business segments by technology and solutions including the Security business in North America and Europe. The Group were on par with wage cost increases



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Operating income January – December

MSEK	2023	2022	%
Operating income before amortization	10 247	8 033	28
Currency change from 2022	-273	-	
Operating income before amortization	9 974	8 033	24

OPERATING INCOME AFTER AMORTIZATION

Amortization of acquisition-related intangible assets amounted to MSEK -620 (-414), whereof MSEK -365 (-163) related to the STANLEY Security acquisition.

Acquisition-related costs totaled MSEK -10 (-49). For further information refer to note 11. Items affecting comparability were MSEK -4 669 (-1 086), whereof MSEK -3 321 (0) related to capital loss from the divestiture of Securitas Argentina where the vast majority was accumulated non-cash foreign exchange translation losses, MSEK -662 (-454) related to the acquisition of STANLEY Security and MSEK -686 (-632) were related to the transformation programs in Europe and Ibero-America. For further information refer to note 11.

Operating income after amortization was MSEK 4 948 (6 484).

FINANCIAL INCOME AND EXPENSES

Financial income and expenses amounted to MSEK -2 115 (-758), whereof MSEK -1 615 (-413) related to financing of the STANLEY Security acquisition. The impact from IAS 29 hyperinflation was MSEK 186 (134) relating to the net monetary gain. Financial income and expense also include foreign currency gains, net, of MSEK 116 (40). Interest income and expense excluding the financing related to STANLEY Security increased due to increased interest rates. For further information refer to note 14 and note 15.

INCOME BEFORE TAXES

Income before taxes amounted to MSEK 2 833 (5 726).

TAXES, NET INCOME AND EARNINGS PER SHARE

The Group's tax rate was 54.2 percent (24.6). The full year tax rate for 2023 was negatively affected by the non-deductible capital loss from the divestiture of Securitas Argentina and positively affected by the reversal of tax provisions related to Spanish tax cases after a judgment from the Audiencia Nacional in Spain in favor of Securitas. Refer to Spain – Tax audit in Other Significant Events on page 54. A similar positive effect impacted the full year tax rate in 2022. Exclud-

ing the capital loss and the reversal of tax provisions the tax rate was 26.9 percent. The tax rate before tax on items affecting comparability was 26.6 percent (26.6).

Net income was MSEK 1 297 (4 316).

Earnings per share before and after dilution amounted to SEK 2.24 (9.20). Earnings per share before and after dilution and before items affecting comparability amounted to SEK 9.59 (10.77).

Condensed statement of income according to Securitas' financial model

MSEK	2023	2022
Total sales	157 249	133 237
Organic sales growth, %	9	7
Production expenses	-125 123	-107 124
Gross income	32 126	26 113
Selling and administrative expenses	-22 004	-18 182
Other operating income	64	52
Share in income of associated companies	61	50
Operating income before amortization	10 247	8 033
Operating margin, %	6.5	6.0
Amortization of acquisition-related intangible assets	-620	-414
Acquisition-related costs	-10	-49
Items affecting comparability	-4 669	-1 086
Operating income after amortization	4 948	6 484
Financial income and expenses	-2 115	-758
Income before taxes	2 833	5 726
Taxes	-1 536	-1 410
Net income for the year	1 297	4 316

Securitas' financial model is described on pages 47-48.

Operating items: ■ Net debt-related items

■ Goodwill, taxes and non-operating items

■ Items related to shareholders' equity

DEVELOPMENT IN THE GROUP'S BUSINESS S S Securitas North America

Sales and income

MSEK	2023	2022
Total sales	62 561	60 506
Organic sales growth, %	6	6
Share of Group sales, %	40	40
Operating income before amortization	5 625	5 200
Operating margin, %	9.0	8.6
Share of Group operating income, %	55	55

1 The Securitas Critical Infrastructure Services business unit was in the business segment Securitas North America (Other, Comparatives) in the further information regarding the statement of income, cash flow and capital expenditures.

Organic sales growth was 6 percent (1), driven by price increases, healthy portfolio management, guard contracting and expanded contract renewal and expansion. Sales growth was hampered by the termination of two significant contracts. Organic sales growth was also supported by the acquisition of the STANLEY Security business unit primarily from improved retention rate was 90 percent (86).

Technology and solutions sales accounted for 15 percent (15) of total sales in the (15 634) or 36 percent (30) of total sales in the (15 634) or 36 percent (69) for the acquired STANLEY Security business in North America. The operating margin was 9.0 percent (8.3) and the operating margin was 9.0 percent (8.3) for the acquired STANLEY Security business. The operating margin in Guarding was stable, portfolio management and leverage from the dened by cost of risk and medical expenses.

The Swedish krona exchange rate weakened by 10 percent (10) from SEK 10.77 to SEK 12.24, which had a positive impact on operating income. The real change was 28 percent (25) for SEK.



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Securitas Europe**Sales and income**

MSEK	2023		2022		Change, %	
	Total	Real	Total	Real	Total	Real
Total sales	66 605	54 409	22	19		
<i>Organic sales growth, %</i>	12	9				
<i>Share of Group sales, %</i>	42	41				
Operating income before amortization	4 095	3 201	28	25		
<i>Operating margin, %</i>	6.1	5.9				
<i>Share of Group operating income, %</i>	40	40				

Further information regarding the statement of income, cash flow and capital employed is provided in note 10.

Organic sales growth was 12 percent (9) for the full year, driven by strong price increases including the impact of the hyperinflationary environment in Türkiye. Organic sales growth was also supported by technology and solutions as well as the airport security business. The client retention rate was 91 percent (91).

Technology and solutions sales accounted for MSEK 22 063 (16 166) or 33 percent (30) of total sales in the business segment, with real sales growth of 34 percent (41) for the full year. The acquired STANLEY Security business in Europe was the main contributor to real sales growth, although double-digit real sales growth within solutions and good organic sales growth in technology also supported.

The operating margin was 6.1 percent (5.9), an improvement mainly from growth within technology and solutions, including STANLEY Security. Active portfolio management also supported the development. However, the operating margin was hampered by start-up costs within the airport security business and increased costs related to labor shortage, such as higher costs for subcontracting.

The Swedish krona exchange rate weakened primarily against the euro, which had a positive impact on operating income in Swedish kronor but was partly offset by the development of the Turkish lira. The real change in operating income was 25 percent (17) for the full year.

Securitas Ibero-America**Sales and income**

MSEK	2023		2022		Change, %	
	Total	Real	Total	Real	Total	Real
Total sales	15 449	14 604	6	6		
<i>Organic sales growth, %</i>	15	16				
<i>Share of Group sales, %</i>	10	71				
Operating income before amortization	991	881	12	8		
<i>Operating margin, %</i>	6.4	6.0				
<i>Share of Group operating income, %</i>	10	71				

Further information regarding the statement of income, cash flow and capital employed is provided in note 10.

Organic sales growth was 15 percent (16) driven by price increases, mainly in the hyperinflationary environment in Argentina in the first six months before the divestiture of Securitas Argentina. Organic sales growth in Spain was 5 percent (7), supported by price increases and improved installation sales, but held back by active portfolio management. Organic sales growth in Latin America was driven by price increases, especially in Argentina. The client retention rate was 93 percent (92).

Technology and solutions sales accounted for MSEK 5 011 (4 352) or 32 percent (30) of total sales in the business segment, with real sales growth of 9 percent (10) for the full year.

The operating margin was 6.4 percent (6.0), supported by higher margin technology and solutions sales, successful portfolio management and by the divestiture of Securitas Argentina. The operating margin was hampered by the wage increases in Spain and negative portfolio development in a few Latin American countries.

The Swedish krona exchange rate weakened primarily against the euro which had a positive impact on operating income in Swedish kronor, but was partly offset by the development of the Argentinian peso. The real change in the segment was 8 percent (21) for the full year.

CASH FLOW

Cash flow from operating activities amounted equivalent to 80 percent (71) of operating income. The impact from changes in accounts receivable was -1 921 (-1 943). Changes in other operating current taxes paid was MSEK -1 348 (-1 641) MSEK 417 (177).

Financial income and expenses paid was MSEK 1 348 (-1 641) current taxes paid was MSEK -1 348 (-1 641) non-current tangible and intangible assets, and (-447), also including capital expenditures in contracts. The net investments are the result of -4 114 (-3 567) and reversal of depreciation of Free cash flow was MSEK 4 938 (3 422), of (57) of adjusted income.

Cash flow from investing activities, acquisitions was MSEK -170 (-32 274). Refer to note 17 for Cash flow from items affecting comparability -1 403 (-1 171). Refer to note 11 for further information.

Cash flow from financing activities was MSEK 7 942 (6 323) to dividend paid of MSEK -1 977 (-1 604) and net issuances of MSEK 385 (23 485). In 2022, the cash flow by the net proceeds from the rights issue of MSEK 773 (1 373) and difference of MSEK 7 942 (6 323).



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Condensed statement of cash flow according to Securitas' financial model

MSEK	2023	2022
Operating income before amortization and intangible assets	10 247	8 033
Reversal of depreciation	-4 114	-3 567
Net investments in non-current tangible and intangible assets	3 556	3 120
Change in accounts receivable	-558	-447
Change in other operating capital employed	-1 921	-1 943
Cash flow from operating activities	417	77
Cash flow from operating activities, %	8 185	5 720
Financial income and expenses paid	80	71
Current taxes paid	-1 899	-657
Free cash flow	-1 348	-1 641
Free cash flow, %	4 938	3 422
Cash flow from investing activities, acquisitions and divestitures	75	57
Cash flow from items affecting comparability	-170	-32 274
Cash flow from financing activities	-1 403	-1 171
Cash flow for the year	-1 592	31 393
	1 773	1 370

Securitas' financial model is described on pages 47-48.

Operating items ■ Net debt-related items ■ Goodwill, taxes and non-operating item

CAPITAL EMPLOYED AND FINANCING

Capital employed
The Group's operating capital employed was MSEK 16 618 (18 377), corresponding to 11 percent of sales (13) adjusted for the full-year sales figures of acquired units. The translation of foreign operating capital employed to Swedish kronor decreased the Group's operating capital employed by MSEK 1 118.

The annual impairment test of all Cash Generating Units (CGU), which is required under IFRS, took place during the third quarter of 2023 in conjunction with the business plan process for 2024. None of the CGUs tested for impairment had a carrying amount that exceeded the recoverable amount. Consequently, no impairment losses have been recognized in 2023. No impairment losses were recognized in 2022 either.

The Group's total capital employed was MSEK 74 228 (76 972). The translation of foreign capital employed to Swedish kronor decreased the Group's capital employed by MSEK 3 531. The return on capital employed was 8 percent (9). The return on capital employed, excluding the capital loss from the divestiture of Securitas Argentina, was 12 percent.

Financing

The Group's net debt amounted to MSEK 37 530 (40 534). The net debt was impacted mainly by a dividend of MSEK -1 977 whereof MSEK -1 003 was paid to the shareholders in May 2023 and MSEK -974 was paid in November 2023, translation differences of MSEK 1 323, payments for items affecting comparability of MSEK -1 403, free cash flow of MSEK 4 938 and lease liabilities of MSEK 291.

The net debt to EBITDA ratio was 4.1 (4.0). The adjusted net debt/EBITDA ratio before items affecting comparability was 2.7 (3.3)*. The free cash flow to net debt ratio amounted to 0.13 (0.08). The interest coverage ratio amounted to 4.2 (8.7).

On December 31, 2023, Securitas had a Revolving Credit Facility with its eleven key relationship banks. The size of the facility amounted to MEUR 1 029 maturing 2027. The facility was undrawn on December 31, 2023.

The Commercial Paper Program amounts to MSEK 5 000.

MSEK 1 915 was outstanding as of December 31, 2023.

A debt bridge facility was used to partly fund the acquisition of STANLEY Security. The original debt bridge facility amounted to MUSD 2 385 and had a final maturity date of July 22, 2024. In the first quarter of 2023 a majority of the bridge was refinanced through a MUSD 75 6-year Private Placement, a MEUR 1 100 term loan and a MEUR 300 Schuldschein loan. An additional MEUR 600 was repaid on April 4, 2023, from the proceeds of a 4-year Eurobond issue, reducing the bridge facility balance to MUSD 159 equivalent at end of June 2023. In July 2023, the remaining balance of MUSD 159 of the debt bridge facility of MUSD 2 385 raised for the acquisition of STANLEY Security was repaid. On September 6, 2023, MEUR 550 of the MEUR 1 100 term loan was repaid from the proceeds of a MEUR 600 Eurobond issue with maturity in 2029. On November 17, 2023, a new 3-year MUSD 600 term loan was signed with eight relationship banks. The proceeds were used to repay the remainder of the MEUR 1 100 term loan referred to above.

Standard & Poor's rating of Securitas was BBB- at the end of 2023 with positive outlook. On February 14, 2024, Securitas was upgraded to BBB with stable outlook.

For further information regarding financial instruments and credit facilities is provided in note 7. Shareholders' equity amounted to MSEK 36 698 (36 438). The translation of foreign assets and liabilities into Swedish kronor increased shareholders' equity by MSEK 459, including recycling of translation differences relating to the divestiture of Securitas Argentina.

* The comparative is adjusted for rights issue proceeds received in October 2022 and includes STANLEY Security's 12 months adjusted estimated EBITDA.

Argentina of MSEK 2 667. Refer to the statement of income on page 59 for further information. The total adjusted number of shares amounted to 572 917 552 as of December 31, 2023. Refer to further information.

Condensed capital employed and financing according to Securitas' financial model

MSEK
Operating capital employed
Operating capital employed as % of sales
Goodwill
Acquisition-related intangible assets
Shares in associated companies
Total capital employed
Return on capital employed, %
Net debt
Shareholders' equity
Total financing

Securitas' financial model is described on pages 47-48.

Operating items ■ Net debt-related items

■ Goodwill, taxes and non-operating items

Net debt development

MSEK
Opening balance January 1
Cash flow from operating activities
Financial income and expenses paid
Current taxes paid
Free cash flow
Cash flow from investing activities, acquisitions and divestitures
Cash flow from items affecting comparability
Rights issue, net
Dividend paid
Change in lease liabilities
Change in net debt before revaluation and translation
Revaluation of financial instruments
Translation differences
Change in net debt
Closing balance December 31



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ACQUISITIONS AND DIVESTITURES

Acquisitions and divestitures January–December 2023 (MSEK)

Company	Business segment ¹	Included/ excluded from	Acquired/ divested share ²	Annual sales ³	Enter-prise value ⁴	Goodwill	Acq.related intangible assets
Operating balance						51 021	7 180
STANLEY Security (adjustments)	Securitas North America and Securitas Europe	July 25	100	-2 564	120	-527	
Securitas Argentina (divestiture)	Securitas Ibero-America			3	41		
Other acquisitions and divestitures ^{5,6}				-2 561	161		
Total acquisitions and divestitures January – December 2023							
Amortization of acquisition-related intangible assets							-620
Translation differences and remeasurement for hyperinflation						-1 723	-221
Closing balance						50 916	6 340

¹ Refers to business segment with main responsibility for the acquisition/divestiture.

² Refers to voting rights for acquisitions/divestitures in the form of share purchase agreements. For asset deals no voting rights are stated.

³ Estimated annual sales.

⁴ Purchase price paid/received plus acquired/divested net debt but excluding any deferred considerations.

⁵ Related to other acquisitions for the period and updated previous year acquisition calculations for the following entities: Draif-Schütz, Germany; Bweichungen ALM (non-traded portfolio), Austria; DAK, Turkey and Complete Security Integration, Australia. Related also credit for payment for the divestiture of Securitas Egypt as well as to deferred considerations paid in the US, Germany, Austria, Turkey, Spain and Australia.

All acquisition calculations are finalized no later than one year after the acquisition is made. Transactions with non-controlling interests are specified in the statement of changes in shareholders' equity and in note 31. Transaction costs and revaluation of deferred considerations can be found in note 11.

On December 8, 2021, Securitas announced it had signed an agreement to acquire the Electronic Security Solutions business from Stanley Black & Decker Inc. ("STANLEY Security") for a purchase price of MUSD 3 200 on a debt and cash free basis. All regulatory conditions were approved as communicated on July 14, 2022. The transaction was completed on July 22, 2022, and consolidated into Securitas as of the same date.

On July 25, 2023, the divestment of Securitas Argentina to local management was completed. Securitas exited the country due to the weak macroeconomic prospects and challenging business environment, with limited opportunity to execute our long-term strategy and provide quality services to our clients with healthy profitability. Last 12 months' sales based on June 2023 of Securitas Argentina was MSEK 2.5, with an operating margin of below average in Securitas Ibero-America. The divestment resulted in a capital loss of MSEK 3 321, which was recognized as an item affecting comparability. The capital loss mainly comprised accumulated foreign currency losses. This impact was net neutral in Group equity. The divestiture had limited cash flow impact of MSEK -123, whereof MSEK -120 is

nor the financial position of the Group will be m the investigation.

Spain – Tax audit

The Spanish National Court Audiencia Nacional 2023, their judgment in favor of Securitas relate 2008–2009, concerning interest deductions re The National Court has accepted Securitas' ap prior judgment from the Tribunal Económico A sions and has led to a reversal of MSEK 118, whi court. This has resulted in a reassessment of th full year current tax expense, corresponding to profit before tax. The provision release is exclu tion of earnings per share before items affectin to note 39 for further informatio.

OTHER SIGNIFICANT EVENTS AFTER THE BAL

On February 23, 2024 Securitas closed a MEUP bond market with maturity in 2030. The coupon including a margin of 115 basis points. The proc used to refinance existing debt.

There have been no other significant events financial reporting after the balance sheet date.

RISK AND UNCERTAINTIES

Risk management is necessary for Securitas to strategies and achieve its corporate objectives three main categories; operational risks, financ risks and opportunities. Securitas' approach to agement is described in more detail on page 4

Financial risks are mainly managed through ment and follow-up of financial performance, w Securitas' financial model. This model identifies that are vital to the profitability of the operatio detection and handling of risks. The financial r more detail on pages 47–48. In addition, financ relating to financial reporting) arises because th financing needs and operates in a number of fi risks are mainly interest rate risk, foreign curren liquidity risk and credit/counterparty risk. The o the risk of Securitas' clients not being able to fu paying invoices for services being provided, is that the numerous clients are spread over man geographies, and by established routines for m ing of accounts receivable within the organizatio

reported as cash flow from investing activities, acquisitions and divestitures and MSEK -3 is reported as cash flow from items affect- ing comparability.

For further information regarding acquisitions and divestitures in 2023, refer to note 17.

CHANGES IN GROUP MANAGEMENT

Jan Lindström, SVP Finance, decided to step down from his role as of June 7, 2023, and is no longer a member of Group Management. Jan will continue within Securitas full time, supporting the finance team. The SVP Finance role was discontinued.

All other Group Management members continue in their current roles.

OTHER SIGNIFICANT EVENTS

United States – Government investigation

Securitas is aware that the U.S. Government is conducting an invest- gation into Paragon Systems, Inc., a Securitas' subsidiary within the business unit Securitas Critical Infrastructure Services, related to its relationship with various small business entities which were a direct or indirect party to contracts with the U.S. Government. The investigation relates to alleged misconduct by certain former Paragon employees. Paragon is cooperating fully with the investigation. Based on the infor- mation currently available, the Group assesses that neither the result



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From time to time, the Annual General Meeting may resolve on share-based long-term incentive programs (the "LTI Programs") including the CEO, other members of the Group Management and certain other key employees within the Securitas Group. The LTI Programs adopted by the Annual General Meeting are conditional upon the participant's own investment and holding periods of several years. The LTI programs have been resolved by the general meeting and are therefore excluded from these guidelines. The LTI program proposed by the Board of Directors and submitted to the Annual General Meeting 2024 for approval is excluded for the same reason. More information on Securitas' incentive plans is available on Securitas' website securitas.com, section Corporate Governance – Remuneration to Group Management.

Types of remuneration

The total remuneration to Group Management shall consist of a fixed basic salary, variable cash remuneration, pension benefits and other benefits. Additionally, the general meeting may – irrespective of these guidelines – resolve on, among other things, share-based or share price-related remuneration.

The fixed basic salary shall be competitive and reflect each member of Group Management's responsibility and performance. The variable cash remuneration shall amount to a maximum of 85 percent of the fixed basic salary for the President and CEO and a maximum of 60-200 percent of the fixed basic salary for other members of Group Management.

The members of Group Management shall be subject to defined contribution pension plans for which insurance premiums are transferred from the individual's total cash remuneration and paid by the company during the term of employment. In exceptional cases, the value of such insurance premiums can instead be paid as part of the cash remuneration to a member of Group Management. Variable cash remuneration shall not qualify for pension benefits unless required by mandatory collective agreement provisions. Insurance premiums may amount to not more than 35 percent of the fixed basic salary.

Other benefits, such as company car, life insurance, special health insurance or occupational health service shall be provided to the extent this is considered customary for members of Group Management holding equivalent positions on the labor market where the member of Group Management is active. Premiums and other costs relating to such benefits may amount to not more than 15 percent of the fixed basic salary.

Pension benefits and other benefits may be duly adjusted for compliance with mandatory rules. For employments governed by rules other than Swedish, pension benefits and other benefits may also be duly adjusted for compliance with local practice, taking into account, to the extent possible, the overall purpose of these guidelines.

In addition to remuneration set out above, members of Group Management who relocate for the position or who work in multiple countries may also receive such remuneration and benefits as are reasonable to reflect the special circumstances associated with such arrangements, taking into account the overall purpose of these guidelines and alignment with the general policies and practices within the Securitas Group applicable to cross border work. Remuneration and benefits as described above may amount to not more than 50 percent of the fixed basic salary.

Criteria for awarding variable cash remuneration

Variable cash remuneration shall be awarded based on the outcome of clearly measurable performance-based targets that are set as close to the local business as possible and aim for long-term profitability of Securitas. The performance-based targets may for example relate to EBITA, operating margin, EPS and/or cash flow within each member of Group Management's area of responsibility (Group or division). Furthermore, the performance-based targets are intended to contribute to Securitas' business strategy and long-term interests, including its sustainability.

The Remuneration Committee shall, for the Board of Directors, prepare, monitor and evaluate matters regarding variable cash remuneration to the members of Group Management. Ahead of each measurement period for the criteria for awarding variable cash remuneration, which can be one or several years, the Board of Directors shall, based on the work of the Remuneration Committee, establish which criteria that are deemed to be relevant for the upcoming measurement period. After a measurement period has ended, it shall be determined to which extent the criteria have been satisfied. Evaluations regarding fulfillment of financial targets shall be based on established financial information for the relevant period.

Variable cash remuneration can be paid after the measurement period has ended or be subject to deferred payment. If payment of variable cash remuneration has been effected on grounds later proven to be obviously inaccurate, Securitas shall, to the extent legally possible, have the possibility to reclaim such paid remuneration.

Termination of employment

At dismissal, the notice period for members of Group Management shall not exceed twelve months, with a right to equivalent to a maximum of 100 percent of the notice period, a period not exceeding twelve months after the notice period. At resignation by a member of Group Management, the notice period shall amount to a maximum of six months and a right to redundancy payment.

Additionally, remuneration may be paid for non-solicitation undertakings in accordance with local practice. The remuneration shall be based on the salary at the time of termination of employment. The time the non-compete or the non-solicitation applies, however not for more than 24 months of employment.

Salary and employment conditions for employees
In the preparation of the Board of Directors' policies, salary and employment conditions for employees have been taken into account by including employees' total income, the components of that income and growth rate over time. The Remuneration Committee's basis of decision will be the guidelines and the limitations set out hereinafter.

The decision-making process to determine the guidelines

The Remuneration Committee's tasks include Directors' decision to propose guidelines for Group Management. The Board of Directors shall propose new guidelines at least every four years and shall also monitor and evaluate programs for variable cash remuneration. The guidelines shall be adopted by the general meeting. The Remuneration Committee also monitor and evaluate programs for variable cash remuneration, the application of the guidelines to Group Management as well as the structures and compensation levels within Securitas. The Remuneration Committee are independent of the members of Group Management. The CEO and the members of Group Management do not participate in the processing of and resolutions regarding remuneration in so far as they are affected by such matters.



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Deviation from the guidelines

The Board may temporarily resolve to deviate from the guidelines, in whole or in part, if in a specific case there is special cause for the deviation and a deviation is necessary to serve Securitas long-term interests, including its sustainability, or to ensure Securitas financial viability. As set out above, the Remuneration Committee's tasks include preparing the Board of Directors' resolutions in remuneration-related matters. This includes any resolutions that deviate from the guidelines.

Description of material changes of the guidelines

The revisions to these remuneration guidelines for Group Management incorporate modifications to the company's long-term and short-term incentive programs and align the guidelines with updates to the overall corporate strategy. Furthermore, adjustments have been introduced to accommodate mandatory Swedish regulations and to facilitate fair compensation for members of Group Management who relocate for their positions. Additionally, minor linguistic changes have been implemented.

PROPOSED ALLOCATION OF EARNINGS

The statements of income and the balance sheets of the Parent Company and the Group are subject to adoption by the Annual General Meeting 2024.

Earnings in the Parent Company available for distribution:

	SEK
Hedging reserve	742 878
Share premium reserve	9 303 850 562
Retained earnings	29 235 129 918
Net income for the year ¹	10 193 914 443
Total	48 723 637 801

¹Includes Group contributions to subsidiaries of SEK 888 663 140.

The Board of Directors proposed that the earnings are allocated as follows:

	SEK
a dividend to the shareholders of SEK 3.80 per share	2 177 086 698
to be carried forward	46 546 551 103
Total	48 723 637 801

The dividend and the amount to be carried forward are calculated on the number of outstanding shares as per February 6, 2024. No dividend is payable on Securitas AB's holding of treasury shares, the exact number of which is determined on the record date for payment of dividend. Securitas AB held 475 000 treasury shares as per February 6, 2024.

PROPOSAL ON RECORD DATE FOR DIVIDEND

The Board has proposed that a dividend of SEK 3.80 per share is distributed to the shareholders in two payments of SEK 190 per share each. The record date for the first payment is proposed to be May 13, 2024, and for the second payment November 18, 2024. If the Annual General Meeting so resolves, the first payment is expected to be distributed by Euroclear Sweden AB starting May 16, and the second payment starting November 21, 2024.

PROPOSED AUTHORIZATION TO ACQUIRE THE COMPANY'S OWN SHARES

The Board has further proposed that the 2024 Annual General Meeting should authorize the Board to, on one or several occasions during the time up to the Annual General Meeting in 2025, decide on the acquisition of the Company's own shares. The proposal entails that the Board may decide on acquisitions so that the maximum number of shares held by the Company at each point in time does not exceed ten (10) percent of all shares in the Company.

THE BOARD'S STATEMENTS ON THE PROPOSED DIVIDEND AND THE PROPOSED AUTHORIZATION TO ACQUIRE THE COMPANY'S OWN SHARES

The Board has issued the following statements regarding proposed allocation of earnings and proposed authorization to acquire the Company's own shares pursuant to Chapter 18, Section 4 and Chapter 19, Section 22 of the Swedish Companies Act.

The Company's unappropriated earnings as per December 31, 2023, amount to SEK 38 529 723 358. The net income for the year amounts to SEK 10 193 914 443 of which SEK 888 663 140 is related to Group contributions to subsidiaries and SEK -537 499 is the result of

financial instruments being valued pursuant to of the Swedish Annual Accounts Act.

The Company's equity would not have been December 31, 2023, if financial instruments, had value pursuant to Chapter 4, Section 14a of the Accounts Act, had instead been valued at the as there is no difference as of this date.

At the disposal of the Annual General Meeting amount of SEK 48 723 637 801 in unappropriated decision on dividend for 2023.

Provided that the 2024 Annual General Meeting the earnings in accordance with the Board 46 546 551 103 will be carried forward. After dis- posed dividend, Group contributions and the p to acquire the Company's own shares, there will the Company's restricted equity.

In view of the proposed dividend and authori- Company's own shares, the Board has consid- the Group's consolidation requirements and liq- prehensive assessment of the financial position to discharge its obligations in the long term. Th- the Group contributions to subsidiaries, and the- tion to acquire the Company's own shares doe- Company's ability to make the investments tha- necessary. The Company's financial position de- other assessment than that the Company can- and that the Company is expected to comply w- short as well as long term perspective. In additi- of the Company's consolidation requirements has also taken into consideration whether know- may impact the Company's financial position.

With reference to the above, the Board mak- the proposed dividend, the Group contributio- authorization to acquire the Company's own sh- considering the requirements that the nature, s- operations pose on the size of the Company's as well as the Company's and the Group's cons- liquidity and position in general.

As regards the Company's and the Group's general, refer to the statements of income, stat- sive income, balance sheets and statements of- notes and comments. The Board will continue financial position and liquidity up to the decisio- General Meeting.



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Consolidated statement of income

MSEK	Note	2023	2022
Sales		147 812	124 944
Sales, acquired business		9 437	8 293
Total sales	6, 10	157 249	133 237
Production expenses	11, 12, 13	-125 123	-107 124
Gross income		32 126	26 113
Selling and administrative expenses	11, 12, 13	-22 004	-18 182
Other operating income	6	64	52
Share in income of associated companies	23	61	50
Amortization of acquisition-related intangible assets	19	-620	-414
Acquisition-related costs	11	-10	-49
Items affecting comparability	11	-4 669	-1 086
Operating income	11	4 948	6 484
Financial income	14, 15	513	243
Financial expenses	15	-2 628	-1 001
Income before taxes		2 833	5 726
Taxes	16	-1 536	-1 410
Net income for the year		1 297	4 316
Whereof attributable to:			
Equity holders of the Parent Company		1 285	4 310
Non-controlling interests		12	6
Average number of shares before and after dilution		572 917 552	468 284 366
Earnings per share before and after dilution (SEK)¹		2.24	9.20
Earnings per share before and after dilution and before items affecting comparability (SEK)^{1,2}		9.59	10.77

¹ Number of shares outstanding have been adjusted for the rights issue completed on October 11, 2022.
² Alternative Performance Measure (APM). Refer to note 3 for definition and calculation.

Consolidated statement of comprehensive income

MSEK	Note
Net income for the year	
Other comprehensive income	
Items that will not be reclassified to the statement of income	
Remeasurements of defined benefit pension plans net of tax	33
Total items that will not be reclassified to the statement of income	
Items that subsequently may be reclassified to the statement of income	
Remeasurement for hyperinflation net of tax	7
Cash flow hedges net of tax	7
Cost of hedging net of tax	
Net investment hedges net of tax	
Other comprehensive income from associated companies, translation differences	
Translation differences	
Total items that subsequently may be reclassified to the statement of income	
Other comprehensive income	16
Total comprehensive income for the year	
Whereof attributable to:	
Equity holders of the Parent Company	
Non-controlling interests	



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Securitas' financial model – consolidated statement of income

Supplementary information

MSEK	2023	2022
Sales	147 812	124 944
Sales, acquired business	9 437	8 293
Total sales	157 249	133 237
<i>Organic sales growth, %</i>	9	7
Production expenses	-125 123	-107 124
Gross income	32 126	26 113
<i>Gross margin, %</i>	20.4	19.6
Expenses for branch offices	-8 376	-7 078
Other selling and administrative expenses	-13 628	-11 104
Total expenses	-22 004	-18 182
Other operating income	64	52
Share in income of associated companies	61	50
Operating income before amortization	10 247	8 033
<i>Operating margin, %</i>	6.5	6.0
Amortization of acquisition-related intangible assets	-620	-414
Acquisition-related costs	-10	-49
Items affecting comparability	-4 669	-1 086
Operating income after amortization	4 948	6 484
Financial income and expenses	-2 115	-758
Income before taxes	2 833	5 726
<i>Net margin, %</i>	1.8	4.3
Taxes	-1 536	-1 410
Net income for the year	1 297	4 316

Operating items ■ Net debt-related items ■ Goodwill, taxes and non-operating items ■ Items related to shareholders' equity
 Securitas' financial model is described on pages 47-48.



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Consolidated statement of cash flow

MSEK	Note	2023	2022
Operations			
Operating income		4 948	6 484
Adjustment for effect on cash flow from items affecting comparability	11	3 266	-85
Adjustment for effect on cash flow from acquisition-related costs	11	1	-14
Reversal of depreciation	19, 20, 21, 22	4 176	3 534
Financial items received		321	109
Financial items paid		-2 398	-906
Current taxes paid		-1 348	-1 641
Change in accounts receivable		-1 921	-1 943
Change in other operating capital employed		417	77
Cash flow from operations		7 462	5 615
Investing activities			
Investments in non-current tangible and intangible assets		-2 563	-2 276
Acquisitions and divestitures of subsidiaries	17	-161	-32 211
Cash flow from investing activities		-2 724	-34 487
Financing activities			
Dividend paid to shareholders of the Parent Company		-1 977	-1 604
Rights issue, net		-	9 512
Proceeds from bond loans	32, 35	14 660	5 526
Redemption of bond loans	32, 35	-553	-4 682
Proceeds from commercial paper		6 335	2 565
Redemption of commercial paper		-4 442	-3 265
Payment of principal portion of lease liabilities		-1 373	-1 151
Change in other interest-bearing net debt excluding liquid funds ¹		-15 615	23 341
Cash flow from financing activities	7	-2 965	30 242
Cash flow for the year		1 773	1 370
Liquid funds at beginning of year		6 323	4 809
Translation differences on liquid funds		-154	144
Liquid funds at year-end	7, 30	7 942	6 323

¹ The change in other interest-bearing net debts in 2023 mainly due to refinancing by issued bond loans the proceeds of which were used to repay term loans. The change in 2022 is mainly due to new loans for the financing of the STANLEY Security acquisition.

Securitas' financial model – consolidated statement of cash flow

MSEK
Supplementary information
Operating income before amortization
Investments in non-current tangible and intangible assets
Reversal of depreciation
Net investments in non-current tangible and intangible assets
Change in accounts receivable
Change in other operating capital employed
Cash flow from operating activities ¹
Cash flow from operating activities as % of operating income before amortization
Financial income and expenses paid ²
Current taxes paid
Free cash flow
Free cash flow as % of adjusted income
Acquisitions and divestitures of subsidiaries
Acquisition-related costs paid
Cash flow from items affecting comparability
Cash flow from financing activities
Cash flow for the year

¹ Includes interest expenses accounted for under IFRS 16, Leases.
² Excludes interest expenses accounted for under IFRS 16, Leases.

Operating items ■ Net debt-related items ■ Goodwill, taxes and non-operating items

Securitas' financial model is described on pages 47-48.



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Consolidated balance sheet

MSEK	Note	2023	2022
ASSETS			
Non-current assets			
Goodwill	18	50 916	51 021
Acquisition-related intangible assets	19	6 340	7 180
Other intangible assets	6, 20	2 637	2 556
Right-of-use assets	21	4 495	4 903
Buildings and land	22	235	331
Machinery and equipment	22	3 913	3 829
Shares in associated companies	23	354	394
Deferred tax assets	16	19 68	1 670
Interest-bearing financial non-current assets	24	1 513	1 285
Other long-term receivables	25	2 331	2 466
Total non-current assets		74 702	75 635
Current assets			
Inventories	26	1 478	1 670
Accounts receivable	27	20 733	20 883
Current tax assets	16	595	757
Other current receivables	28	10 625	10 061
Other interest-bearing current assets	29	317	177
Liquid funds	30	7 942	6 323
Total current assets		41 690	39 871
TOTAL ASSETS		116 392	115 506

MSEK	Note
SHAREHOLDERS' EQUITY AND LIABILITIES	
Shareholders' equity	
Share capital	
Other capital contributed	
Other reserves	
Retained earnings, including net income for the year	
Shareholders' equity attributable to equity holders of the Parent Company	
Non-controlling interests	
Total shareholders' equity	31
Long-term liabilities	
Long-term lease liabilities	32
Other long-term loan liabilities	32
Other long-term liabilities	32
Provisions for pensions and similar commitments	33
Deferred tax liabilities	16
Other long-term provisions	
Total long-term liabilities	34
Current liabilities	
Current lease liabilities	35
Other short-term loan liabilities	35
Accounts payable	
Current tax liabilities	16
Other current liabilities	36
Short-term provisions	37
Total current liabilities	
TOTAL SHAREHOLDERS' EQUITY AND LIABILITIES	



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Securitas' financial model – consolidated capital employed and financing

Supplementary information	2023	2022
MSEK		
Operating capital employed		
Other intangible assets	2 556	2 556
Right-of-use assets	4 495	4 903
Buildings and land	235	331
Machinery and equipment	3 913	3 829
Deferred tax assets	1968	1 670
Other long-term receivables	2 331	2 466
Inventories	1 478	1 670
Accounts receivable	20 733	20 883
Current tax assets	595	757
Other current receivables	10 625	10 061
Total assets	49 010	49 126
Other long-term liabilities	303	321
Provisions for pensions and similar commitments	821	847
Deferred tax liabilities	2 034	1934
Other long-term provisions	879	894
Accounts payable	5 127	4 820
Current tax liabilities	1 312	1 293
Other current liabilities	19 989	18 723
Short-term provisions	1 927	1 917
Total liabilities	32 392	30 749
Total operating capital employed	16 618	18 377
Goodwill	50 916	51 021
Acquisition-related intangible assets	6 340	7 180
Shares in associated companies	354	394
Total capital employed	74 228	76 972
<i>Operating capital employed as % of sales</i>	<i>11</i>	<i>13</i>
<i>Return on capital employed, %</i>	<i>8</i>	<i>9</i>

MSEK	2023	2022
Net debt		
Interest-bearing financial non-current assets		
Other interest-bearing current assets		
Liquid funds		
Total interest-bearing assets		
Long-term lease liabilities		
Other long-term loan liabilities		
Current lease liabilities		
Other short-term loan liabilities		
Total interest-bearing liabilities		
Total net debt		
<i>Net debt equity ratio, multiple</i>		
Shareholders' equity		
Share capital		
Other capital contributed		
Other reserves		
Retained earnings, including net income for the year		
Non-controlling interests		
Total shareholders' equity		
Total financing		

Operating items ■ Net debt-related items ■ Goodwill and non-operating items ■ Items related to shareholders' equity

Securitas' financial model is described on pages 47–48.

Consolidated statement of changes in shareholders' equity

MSEK	Shareholders' equity attributable to equity holders of the Parent Company					Non-controlling interests ¹	Total shareholders' equity
	Share capital	Other capital contributed	Hedging reserve	Translation reserve	Retained earnings, including net income for the year		
Opening balance 2022	365	7 363	31	-1 797	14 830	20 792	8 20 800
Net income for the year	-	-	-	-	4 310	4 310	6 4 316
Other comprehensive income	-	-	-	-	-	-	-
Items that will not be reclassified to the statement of income	-	-	-	-	-	-	-
Remeasurements of defined benefit pension plans net of tax	-	-	-	-	70	70	70
Total items that will not be reclassified to the statement of income	-	-	-	-	70	70	70
Items that subsequently may be reclassified to the statement of income	-	-	-	-	-	-	-
Remeasurement for hyperinflation net of tax	-	-	-	-	837	837	837
Cash flow hedges net of tax ²	-	-	-32	-	-	-32	-32
Cost of hedging net of tax ²	-	-	-6	-	-	-6	-6
Net investment hedges net of tax ³	-	-	-	-954	-	-954	-954
Other comprehensive income from associated companies, translation differences	-	-	-	22	-	22	22
Translation differences ⁴	-	-	-	3 580	-	3 580	2 3 582
Total items that subsequently may be reclassified to the statement of income	-	-	-38	2 648	837	3 447	2 3 449
Other comprehensive income	-	-	-38	2 648	907	3 517	2 3 519
Total comprehensive income for the year	-	-	-38	2 648	5 217	7 827	8 7 835
Transactions with non-controlling interests ¹	-	-	-	-	1	1	-1
Share-based incentive schemes ¹	-	-	-	-	-104	-104	-104
Rights issue	208	9 375	-	-	-	9 583	- 9 583
Transaction costs rights issue	-	-	-71	-	-	-71	-71
Dividend paid to shareholders of the Parent Company	-	-	-	-	-1 604	-1 604	- 1 604
Closing balance 2022	573	16 667	-7	851	18 340	36 424	14 36 438

MSEK	Shareholders' equity attributable to equity holders of the Parent Company					Non-controlling interests ¹	Total shareholders' equity
	Share capital	Other capital contributed	Hedging reserve	Translation reserve	Retained earnings, including net income for the year		
Opening balance 2023	573	16 667	-7	851	18 340	36 424	14 36 438
Net income for the year	-	-	-	-	1 285	1 285	1 1 286
Other comprehensive income	-	-	-	-	-	-	-
Items that will not be reclassified to the statement of income	-	-	-	-	-	-	-
Remeasurements of defined benefit pension plans net of tax	-	-	-	-	45	45	45
Total items that will not be reclassified to the statement of income	-	-	-	-	45	45	45
Items that subsequently may be reclassified to the statement of income	-	-	-	-	-	-	-
Remeasurement for hyperinflation net of tax	-	-	-	-	437	437	437
Cash flow hedges net of tax ²	-	-	-	0	-	-	-
Cost of hedging net of tax ²	-	-	-	-1	-	-1	-1
Net investment hedges net of tax ³	-	-	-	-496	-	-496	-496
Other comprehensive income from associated companies, translation differences	-	-	-	-14	-	-14	-14
Translation differences ⁴	-	-	-	-21	-	-21	-21
Total items that subsequently may be reclassified to the statement of income	-	-	-1	461	437	437	437
Other comprehensive income	-	-	-1	461	482	482	482
Total comprehensive income for the year	-	-	-1	461	1 767	2 1 767	2 1 767
Transactions with non-controlling interests ¹	-	-	-	-	-	-	-
Share-based incentive schemes ¹	-	-	-	-	-	-	-
Dividend paid to shareholders of the Parent Company	-	-	-	-	-1 977	-1 977	- 1 977
Closing balance 2023	573	16 667	-8	1 312	18 151	36 438	14 36 438

1 Further information is provided in note 31.
 2 Specification can be found in note 7, in the table evaluation of financial instruments, as well as in note 16, for tax amount, note 16.
 3 The translation of foreign assets and liabilities into Swedish kronor increased the shareholders' equity by including recycling of translation differences relating to the dilution of Securitas Argentina of MSEK 260.
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Securitas' acquisition-related intangible assets mainly relate to client contract portfolios and the related client relationships. The valuation of the client contract portfolios and the related client relationships is based on the Multiple Excess Earnings Method (MEEEM). The useful life of client contract portfolios and the related client relationships is based on the churn rate of the acquired portfolio and is normally between 3 and 15 years, corresponding to a yearly amortization of between 6.7 and 33.3 percent. Brand-related intangible assets are calculated using the relief of royalty method. The useful life of these brands is normally between 5 and 10 years, corresponding to a yearly amortization of between 10 and 20 percent. The product brand names valued as part of the purchase price for STANLEY Security representing key product brands are not subject to amortization but tested yearly for impairment. The acquisition of STANLEY Security also resulted in recognition of technology-related intangible assets. In addition to the client- and brand-related assets, with a useful life of 8 years, corresponding to a yearly amortization of 12.5 percent.

Amortization is calculated using the linear method and disclosed on the line amortization and impairment of acquisition-related intangible assets in the Group's statement of income.

Cloud computing arrangements (IAS 38)

Securitas accounting principles follows The IFRS Interpretations Committee (IFRS IC) agenda decision from April 2021, on "cloud computing arrangement costs", that is costs for configuring or adapting software in a cloud-based solution.

The first assessment per arrangement is to determine if it contains a lease component, which would result in an application of IFRS 16. If this is not the case, the second assessment is if costs can be capitalized in accordance with IAS 38 or if costs should be recognized directly in the statement of income in the period to which the configuration and customization is attributable in accordance with a service contract. Within the concept of a service contract, it is possible that costs are expensed over the contract term if the configuration and customization is performed by the software as a service arrangement provider or a subcontractor engaged by the provider.

Within the framework of a larger transformation project, where different applications and software are being integrated to achieve the total functionality, it is possible that both capitalized cost under IAS 38 as well as costs that are recognized immediately or over the contract term exist. The assessment is then carried out for the different parts of the project. Recognition as an intangible asset under IAS 38 entail integration with other applications with a significant enhancement to functionality, middleware solutions and a high level of complexity. Securitas currently has no ongoing or unfinished projects that are deemed to fall under IFRS 16.

Other intangible assets and tangible

The Group's other intangible assets include the trademark Securitas, which is estimated to have an indefinite useful life. The trademark has been capitalized only in those cases where it has been acquired from a third party. This trademark

is not amortized but tested annually for impairment. All other items in other intangible assets have a definite useful life. Securitas applies the cost method for measurement of tangible non-current assets.

Amortization and depreciation are linear and based on estimated useful lives of the assets. The amortization and depreciation rates are normally:

- Software licenses and similar assets 10.0–33.3 percent
- Other intangible assets 10.0–33.3 percent
- Machinery and equipment 10–50 percent
- Buildings and land improvements 2–10 percent
- Land 0 percent

Amortization and depreciation are accounted for on the lines production expenses and selling and administrative expenses depending on which function that utilize the asset.

Leases (IFRS 16)

Securitas as a lessee

Securitas' lease agreements are mainly attributable to buildings and vehicles. In the consolidated balance sheet, they are accounted for as right-of-use assets (included in non-current assets) and long-term and current lease liabilities (included in net debt).

Right-of-use assets are depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis. In the consolidated statement of income, depreciation is accounted for on the lines production expenses and selling and administrative expenses. Interest expenses are accounted for on the financial expenses. In the Group's segment overviews, the effects on the financial statements from leases are accounted for under each segment, except for interest expense, which is accounted for on Group level only.

Extension clauses are evaluated for each lease agreement and are applied based on the best estimate at each closing. They are included in the lease period if it is reasonably certain that the lease will be extended.

Payments for short-term leases, where the lease term ends within 12 months of the date of initial application, as well as leases of low-value assets, are recognized on a straight-line basis as an expense in the statement of income and thus excluded from the lease liabilities accounted for under IFRS 16.

Securitas as a lessor

Leases where the Group is a lessor are classified as either finance leases or operating leases, depending on if they transfer substantially all the risks and rewards of the ownership from the lessor. In cases where the Group is the lessor of lease contracts classified as finance leases revenue and the corresponding production costs are recognized in the statement of income and an amount corresponding to the net investment in the lease is recognized split into a long-term and a short-term receivable in the balance sheet. In cases where the Group is the lessor of lease contracts classified as operational, revenue is recognized on a linear basis over the lease term and included in total sales in the consolidated statement of income. Depreciation is recognized under operating income on a straight-line basis over the assets' useful life.

Accounts receivable (IFRS 9)

Accounts receivable are accounted for at nominal value for expected bad debt losses. Expected and recognized included in the line production expenses in the statement of income. Recognized revenue that has not been invoiced as classified as accrued sales income (note 28). Contract obligations not yet fulfilled are classified as deferred

Financial Instruments (IFRS 7/IFRS 9/IFRS 13/IAS 32/IAS 39)

Classification and measurement of financial liabilities

The Group classifies financial assets and liabilities as at amortized cost and those to be measured at fair value comprehensive income (OCI) or through the statement of financial assets depends on Securitas' business classification of these assets and the contractual terms of the cash flows. These assets and the contractual terms of the cash flows mainly applied by Securitas is hold to collect, meaning held to collect contractual cash flows. These cash flows consists of principal and interest (SPPI). The majority of SPPI are thus measured at amortized cost. Financial liabilities and deferred considerations related to acquisitions, at amortized cost. Derivatives are measured at fair value through profit and loss accounting is applied.

Financial instruments with maturities within 12 months sheet date are either included in current assets on the balance sheet or in current liabilities on the balance sheet. Financial instruments with maturities on the balance sheet date are either included in non-current assets or in non-current liabilities. Securitas applies the forward-looking expected credit loss model for most important financial assets subject to this model for which the Group applies the simplified approach for measurement of expected lifetime losses to be recognized on the receivables. For further information refer to

Financial assets at amortized cost

Assets in this category are measured at amortized cost interest rate method. Most of the Group's current assets are measured at amortized cost, for example assets such as accounts receivable, short-term receivables, which are non-derivative financial receivables. They arise when the Group provides services directly to a debtor with no intention of trading

Financial assets at fair value through profit and loss

Assets in this category are measured at fair value, for example positive fair value of recognized receivables. Changes in fair value are recognized in income as they arise unless hedge accounting is applied



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taxes and income tax on behalf of its employees. These balances are included in other current liabilities and in other short-term provisions.

The Group also operates or participates in several defined benefit and defined contribution pension and other post-employment benefit plans as well as some other long-term employment plans. Other post-employment plans primarily relate to healthcare benefits.

Calculations for the defined benefit plans that exist within Securitas are carried out by independent actuaries.

Costs, including the net interest cost, related to defined benefit plans are recognized in operating income.

The net defined benefit obligation recognized in the balance sheet is the present value of the defined benefit obligation at the end of the reporting period less the fair value of plan assets. The obligations are valued at the present value of the expected future cash flows using a discount rate corresponding to the interest rate on high quality corporate bonds or government bonds with a remaining term that is approximately the same as the obligations.

Remeasurements of post-employment benefit plans and reimbursement rights are recognized in other comprehensive income in the period in which they occur. Remeasurements of other long-term employee benefit plans as well as past service costs are recognized immediately in operating income.

If accounting for a defined benefit plan results in a net balance sheet asset, this is reported in the consolidated balance sheet under other long-term receivables. Otherwise, it is reported as a provision under provisions for pensions and similar commitments. Provisions for pensions and similar commitments are not included in net debt.

When it is virtually certain that another party will reimburse some or all of the expenditure required to settle a defined benefit obligation, the right to reimbursement is recognized. This reimbursement right is measured at fair value and classified as a long-term receivable. Securitas has one client with which there is a reimbursement arrangement.

Provisions (IAS 37) NOTE 33, 34 AND 37

The Group's provisions are mainly related to provisions for pensions and similar commitments (note 33) and liability insurance-related claims reserves (note 34 and 37).

Liability insurance-related claims reserves are calculated on the basis of a combination of case reserves, which represent claims reported, and IBNR (incurred but not reported) reserves. Actuarial calculations are performed quarterly to assess the adequacy of the reserves based on open claims and historical IBNR.

The Group has approximately 341 000 employees and as such from time to time faces labor-related disputes with current or former employees in relation to various matters. Such matters can involve, but are not limited to, the diverse interpretation of labor legislation, individual employee contracts or collective bargaining agreements and can for example relate to working hours, benefits payable, various reimbursements or the termination of employment. The Group follows IAS 37 and IAS 19 in determining when a contingent liability, a provision or a liability should be disclosed and/or recognized for these disputes.

Note 3 Definitions, calculation of key ratios and exchange rates

DEFINITIONS

Statement of income according to Securitas' financial model

Production expenses¹

Wages and related costs, the cost of equipment used when performing professional duties, and all other costs directly related to the performance of services invoiced.

Selling and administrative expenses¹

All costs of selling, administration and management including branch office expenses. The primary function of the branch offices is to provide the production with administrative support as well as to serve as a sales channel.

Gross margin

Gross income as a percentage of total sales.

Operating income before amortization

Operating income before amortization and impairment of acquisition-related intangible assets, acquisition-related costs and items affecting comparability, but including amortization and depreciation of other intangible assets, buildings and land and machinery and equipment.

Operating margin

Operating income before amortization as a percentage of total sales.

Operating income after amortization

Operating income after amortization and impairment of acquisition-related intangible assets, acquisition-related costs, items affecting comparability and including amortization and depreciation of other intangible assets, buildings and land and machinery and equipment.

Adjusted income

Operating income before amortization, adjusted for financial income and expenses (excluding revaluation of financial instruments according to IAS 39) and current taxes.

Net margin

Income before taxes as a percentage of total sales.

Real change

Change adjusted for changes in exchange rates.

Statement of cash flow according to Securitas'

Cash flow from operating activities

Operating income before amortization adjusted for non-current assets (excluding acquisition/divestiture of subsidiaries), receivable and changes in other operating capital

Free cash flow

Cash flow from operating activities adjusted for financial expenses paid and current taxes paid.

Cash flow for the year¹

Free cash flow adjusted for acquisition/divestiture of non-current assets, cash flow from items affecting dividends, new issues and changes in interest-bearing liquid funds.

Balance sheet according to Securitas' financial

Operating capital employed

Capital employed less goodwill, acquisition-related shares in associated companies.

Capital employed

Non interest-bearing non-current and current assets bearing long-term and current liabilities.

Net debt

Interest-bearing non-current and current assets less term interest-bearing loan liabilities.

CALCULATION OF KEY RATIOS 2023

Usage of key ratios not defined in IFRS

Securitas applies ESMA's (European Securities and Markets Authority) Guidelines for Alternative Performance Measures (APMs) as a measure of historical or future financial performance. The cash flow that has not been defined in IFRS. In order for the Group's development made by Group Management to be comparable with the definitions of APMs, Securitas accounts for certain APMs information and do not replace key ratios according to the Annual Report 2022 for the previous year's case.

¹ The definition is also valid for the formal primary statement of cash flow.



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Acquired sales growth: 7%

This year's sales from acquired business as a percentage of the previous year's total sales.
Calculation: $9\,437 / 133\,237 = 7\%$

Organic sales growth: 9%

Total sales for the year adjusted for acquisitions and changes in exchange rates as a percentage of the previous year's total sales adjusted for divestitures.
Calculation: $(115\,249 - 9\,437 - 4\,125) / (133\,237 - 14\,271) - 1 = 9\%$

Real sales growth: 15%

Total sales for the year including acquisitions and divestitures and adjusted for changes in exchange rates as a percentage of the previous year's total sales.
Calculation: $(157\,249 - 4\,125) / 133\,237 - 1 = 15\%$

Change of currency adjusted operating income before amortization: 24%

Operating income before amortization adjusted for changes in exchange rates as a percentage of the previous year's operating income before amortization.
Calculation: $(10\,247 - 2\,731) / 8\,033 - 1 = 24\%$

Operating margin: 6.5%

Operating income before amortization as a percentage of total sales.
Calculation: $10\,247 / 157\,249 = 6.5\%$

Change of currency adjusted operating income after amortization: -28%

Operating income after amortization adjusted for changes in exchange rates as a percentage of the previous year's operating income after amortization.
Calculation: $(4\,948 - 252) / 6\,484 - 1 = -28\%$

Change of currency adjusted income before taxes: -55%

Income before taxes adjusted for changes in exchange rates as a percentage of the previous year's income before taxes.
Calculation: $(2\,833 - 233) / 5\,726 - 1 = -55\%$

Change of currency adjusted net income: -74%

Net income adjusted for changes in exchange rates as a percentage of the previous year's net income.
Calculation: $(1\,297 - 176) / 4\,316 - 1 = -74\%$

1 There are no convertible debt/instrument loans. Consequently, there is no difference between earnings per share before and after dilution.
2 Number of shares includes shares related to the Group's share-based incentive scheme that has been hedged through a swap agreement.
3 The average number of shares outstanding was adjusted for the rights issue completed on October 11, 2022.

4 Items affecting comparability in the full year were MSEK -4 669, whereof MSEK -3 321 was related to capital loss from the divestiture of Securitas Argentina (where the vast majority was accumulated non-cash foreign exchange transition losses), MSEK -662 was related to the acquisition of STANLEY Security and MSEK -686 were related to the transformation programs in Europe and Latin America. Taxes of MSEK 460 on items affecting comparability includes reversal of a tax provision in Spain of MSEK 118.

Earnings per share before dilution^{1,2}: SEK 2.24 (9.20)

Net income for the year attributable to equity holders of the Parent Company in relation to the average number of shares before dilution.
Calculation 2023: $(1\,297 - 12) / 572\,917\,552 \times 1\,000\,000 = \text{SEK } 2.24$
Calculation 2022³: $((4\,316 - 6) / 468\,284\,366) \times 1\,000\,000 = \text{SEK } 9.20$

Earnings per share before dilution^{1,2}, and before items affecting comparability⁴: SEK 9.59

Net income for the year attributable to equity holders of the Parent Company before items affecting comparability in relation to the average number of shares before dilution.
Calculation: $(1\,297 - 12 + 4\,669 - 460) / 572\,917\,552 \times 1\,000\,000 = \text{SEK } 9.59$

Change of currency adjusted earnings per share before dilution^{1,2}: -79%

Net income for the year attributable to equity holders of the Parent Company adjusted for changes in exchange rates in relation to the average number of shares before dilution as a percentage of the previous year's earnings per share before dilution.
Calculation: $((1\,297 - 12 - 175) / 572\,917\,552) \times 1\,000\,000 / 9.20 - 1 = -79\%$

Change of currency adjusted earnings per share before dilution^{1,2} and before items affecting comparability⁴: -14%

Net income for the year attributable to equity holders of the Parent Company before items affecting comparability and adjusted for changes in exchange rates, in relation to the average number of shares before dilution as a percentage of the previous year's earnings per share before dilution and before items affecting comparability.
Calculation: $((1\,297 - 12 + 4\,669 - 205) / 572\,917\,552) \times 1\,000\,000 / 10.77 - 1 = -14\%$

Cash flow from operating activities as % of operating income before amortization: 80%

Cash flow from operating activities as a percentage of operating income before amortization.
Calculation: $8\,185 / 10\,247 = 80\%$

Free cash flow as % of adjusted income: 75%

Free cash flow as a percentage of adjusted income (operating income before amortization adjusted for financial income and expenses, excluding revaluation of financial instruments, and current taxes).
Calculation: $4\,938 / (10\,247 - 2\,115 - 2 - 1\,552) = 75\%$

Free cash flow in relation to net debt: 0.13

Free cash flow in relation to closing balance net debt.
Calculation: $4\,938 / 37\,530 = 0.13$

Net debt to EBITDA ratio: 4.1

Net debt in relation to operating income after amortization of acquisition-related intangible assets and depreciation.
Calculation: $37\,530 / (4\,948 + 620 + 3\,556) = 4.1$

Operating capital employed as % of total sales

Operating capital employed as a percentage of total sales of acquired and divested entities.
Calculation: $16\,618 / (157\,249 - 324) = 11\%$

Return on operating capital employed: 32%

Operating income before amortization plus items as a percentage of the average balance of operating capital employed.
Calculation: $(10\,247 - 4\,669) / ((16\,618 + 18\,377) / 2) - 1 = 32\%$

Return on capital employed: 8%

Operating income before amortization plus items as a percentage of the closing balance of capital employed.
Calculation: $(10\,247 - 4\,669) / 74\,228 = 8\%$

Net debt equity ratio: 1.02

Net debt in relation to shareholders' equity.
Calculation: $37\,530 / 36\,698 = 1.02$

Interest coverage ratio: 4.2

Operating income before amortization plus interest expense.
Calculation: $(10\,247 + 206) / 2\,499 = 4.2$

Return on equity: 4%

Net income for the year as a percentage of average equity.
Calculation: $1\,297 / ((36\,698 + 36\,438) / 2) = 4\%$

Equity ratio: 32%

Shareholders' equity as a percentage of total assets.
Calculation: $36\,698 / 116\,392 = 32\%$



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Exchange rates used in the consolidated financial statements 2023 and 2022

	2023			2022		
	Weighted average	End-rate December	Weighted average	End-rate December	Weighted average	End-rate December
Argentina	ARS	1	0.05	0.01	0.08	0.06
Australia	AUD	1	7.01	6.79	7.05	7.03
Bosnia and Herzegovina	BAM	1	5.86	5.64	5.37	5.70
Canada	CAD	1	7.85	7.51	7.81	7.71
Chile	CLP	100	1.26	1.12	1.17	1.24
China	CNY	1	1.49	1.40	1.50	1.50
Colombia	COP	100	0.25	0.26	0.24	0.22
Costa Rica	CRC	100	1.96	1.91	1.59	1.79
Croatia	HRK	1	-	-	1.42	1.48
Czech Republic	CZK	1	0.48	0.45	0.43	0.46
Denmark	DKK	1	1.54	1.48	1.44	1.50
Egypt	EGP	1	0.34	0.32	0.53	0.42
EMU countries	EUR	1	11.47	11.04	10.68	11.14
Hong Kong	HKD	1	1.35	1.27	1.30	1.35
Hungary	HUF	100	3.02	2.89	2.72	2.78
India	INR	1	0.13	0.12	0.13	0.13
Indonesia	IDR	100	0.07	0.06	0.07	0.07
Jordan	JOD	1	14.92	14.00	14.35	14.76
Mexico	MXN	1	0.60	0.59	0.51	0.54
Morocco	MAD	1	1.05	1.01	1.00	1.00
Norway	NOK	1	1.00	0.98	1.06	1.06
Paraguay	PYG	100	0.14	0.14	0.14	0.14
Peru	PEN	1	2.83	2.69	2.66	2.75
Poland	PLN	1	2.54	2.55	2.27	2.38
Romania	RON	1	2.32	2.22	2.17	2.25
Saudi Arabia	SAR	1	2.81	2.65	2.71	2.79
Serbia	RSD	1	0.10	0.09	0.09	0.10
Singapore	SGD	1	7.88	7.54	7.36	7.77
South Africa	ZAR	1	0.57	0.54	0.62	0.61
South Korea	KRW	100	0.81	0.77	0.79	0.83
Sri Lanka	LKR	100	3.23	3.06	3.21	2.86
Switzerland	CHF	1	11.83	11.86	10.66	11.32
Thailand	THB	1	0.30	0.29	0.29	0.30
Türkiye	TRY	1	0.44	0.34	0.61	0.56
United Arab Emirates	AED	1	2.88	2.70	2.77	2.85
UK	GBP	1	13.19	12.70	12.46	12.60
Uruguay	UYU	1	0.27	0.25	0.25	0.26
USD countries	USD	1	10.58	9.93	10.24	10.48
Vietnam	VND	100	0.04	0.04	0.04	0.04

Note 4 Significant estimates and judgments

The preparation of financial reports requires the Board of Directors and Group Management to make estimates and judgments using certain assumptions. Estimates and judgments will impact the statement of income and the balance sheet as well as disclosures such as contingent liabilities. The significant estimates and judgments disclosed below are not deemed to involve a future risk of making material adjustment of the Group's reported values of assets or liabilities within the next financial year. Actual results may differ from these estimates and judgments under different assumptions and conditions.

MATERIAL JUDGMENTS

Business combinations

The valuation of identifiable assets and liabilities in connection with the acquisition of subsidiaries or operations involves that items in the acquired company's balance sheet as well as items that have not been recognized in the acquired company's balance sheet, such as client relations, should be valued at fair value. In normal circumstances, as quoted market prices are not available for the assets and liabilities that are to be valued, different valuation methods have to be used. These valuation methods are based on several of assumptions such as the churn rates and profitability of the acquired portfolio at the time of the acquisition and the Weighted Average Cost of Capital (WACC).

Depending on the acquired operations, different balance sheet items will be in focus. Within Security Services (on-site and mobile guarding) employee related items such as accrued salaries, accrued social benefits, holiday pay, long-term employee benefits and post-employment benefits are significant items in the balance sheet that can be difficult to value. As part of the Group's strategy to acquire companies active within the technology business this also cover other balance sheet items that can be of significant impact such as net amounts due from or to clients for installation projects (work in progress on behalf of clients) and the related inventory of components that will be used for installation projects or for service and maintenance work. Regardless of the type of operations acquired accounts receivable is normally a significant balance sheet item where it can be

difficult to value the amount of extent they will be collected. Other liabilities that could have arisen in connection with for example the valuation of identifiable also dependent on the account of the acquired company/operation. This is true for example for the financial reporting and consolidation adjustments that are necessary. Group's accounting principles, closings have been prepared at different types of data that can be value identifiable assets and liabilities are thus subject to estimation also means that the initial accounting provisions determined and All acquisition calculations are one year after the acquisition is above descriptions including the will benefit the register of the fin ritas has chosen not to state the accounting of the business combination which assets and liabilities for ing is provisional in each adjustment unless it is a material adjustment in note 17.

Impairment testing of goodwill and shares in associated companies
In connection with the impairment other acquisition-related intangible assets and shares in associated companies, the recoverable amount. The recoverable amount is determined by the higher of an asset and its value in use. Since there are no quoted market prices are available for the value in use, the value in use is based on assumptions



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The most important assumptions are the organic sales growth, the development of the operating margin, the operating working capital requirements and the relevant WACC, which is used to discount future cash flows.

All in all, this means that the valuation of the balance sheet items goodwill, which amounts to MSEK 50 916 (51 021), acquisition-related intangible assets, which amounts to MSEK 6 340 (7 180) and shares in associated companies, which amounts to MSEK 354 (394) are subject to significant estimates and judgments. A sensitivity analysis regarding the organic sales growth, the operating margin and the WACC is provided in note 18.

Valuation of accounts receivable and the provision for bad debt losses

Accounts receivable, which amounts to MSEK 20 733 (20 883), is one of the most significant balance sheet items. Accounts receivable are accounted for at the nominal value net after provisions for expected bad debt losses. The provision for bad debt losses, which amounts to MSEK -1 931 (-1 478), is thus subject to significant estimates and judgments. Securitas has historically experienced a low level of bad debt losses, in the range of 0.1 to 0.2 percent of sales over a long period of time. Because of the continued economic uncertainty with higher level of inflation and increased interest rates, there is still an increased risk in the business environment relating primarily to outstanding accounts receivables. Overall, we assess that the provision for bad debt losses is adequate for the increased risks mentioned above.

Further information regarding the credit risk in accounts receivable is provided in note 7. Information regarding the ageing of accounts receivable and the development of the provision for bad debt losses during the year is provided in note 27.

Calculation of taxes and timing of outflows

Deferred tax is calculated on temporary differences between the carrying amounts and the tax values of assets and liabilities. Assumptions and assessments affect recognized deferred tax, partly to determine the carrying amounts of the different assets and liabilities, and partly related to forecasts regarding future taxable profits, where future utilization of deferred tax assets depends on this. Significant assessments and assumptions are also made regarding recognition of provisions and contingent liabilities relating to tax risks and the potential impact of ongoing tax audits. Tax audits are often lengthy processes that go on for several years. It is thus not possible to disclose any detailed information regarding the timing of outflows from taxes.

The balance sheet includes deferred tax assets of MSEK 1 968 (1 670), current tax assets of MSEK 595 (757), deferred tax liabilities of MSEK 2 034 (1 934), and current tax liabilities of MSEK 1 312 (1 293), which are subject to significant estimates and judgments. Further information regarding taxes is provided in note 16 and note 39.

OTHER AREAS

Leases

Leases where Securitas is the lessee are mainly attributable to buildings and vehicles. Leases are accounted for as right-of-use assets (included in non-current assets), which amounts to MSEK 4 495 (4 903), long-term lease liabilities of MSEK 3 336 (3 558) and current lease liabilities of MSEK 1 333 (1 496).

The accounting for leases under IFRS 16 involves making significant estimates and judgments. Areas where significant estimates and judgments are applied include determination of the discount rate and the lease term.

The lease liabilities are initially measured at the present value of remaining lease payments. As the interest rate implicit in the lease generally cannot be readily determined for leases in the Group, the present value is calculated by using the incremental borrowing rate for each country. A change in the discount rate could increase or decrease the present value of the lease liabilities and consequently the right-of-use assets. Furthermore, it could impact the total cost in the statement of income and the split between depreciation and interest expense.

Lease terms are negotiated individually for each lease agreement. Determining the correct lease term is important since it impacts the size of the right-of-use assets and lease liabilities. It also impacts whether a lease can be classified as a short-term lease and thus excluded from the lease liabilities accounted for under IFRS 16. Extension options (or periods after termination options) are only included in the lease term if the lease is reasonably certain to be extended (or not terminate). In general, extension options have not been included in the lease liability since the Group could replace the assets without significant cost or business disruption. A change in the lease term could increase or decrease the present value of the lease liabilities and consequently the right-of-use assets.

Employee benefits including labor-related disputes

With 341 000 employees and salaries and social benefits representing 75 percent of the total operating expenses, the accounting for employee benefits is crucial to determine a correct result. The Group operates in many countries with different legislation and different regulatory frameworks surrounding the benefits payable to employees and the related payroll overhead such as social charges and payroll taxes.

Given the large number of employees, the Group from time to time also faces labor-related disputes with current or former employees in relation to various matters. Such matters can involve, but are not limited to, the diverse interpretation of labor legislation, individual employee contracts or collective bargaining agreements and can for example relate to working hours, benefits payable, various reimbursements or the termination of employment. All in all, this means that the employee-related items in the balance sheet are subject to significant estimates and judgments. These balances are mainly included under employee-related items (note 36), which amounts to

MSEK 11 231 (11 225), but also form part of short-term part of other provisions MSEK 980 (1 018).

For defined benefit plans relating to benefits for medical benefits and where the payment to the employee into the future, actuarial calculations are required. This is based on assumptions regarding economic variables, rate, salary increases, inflation rate, pension increase rate for medical benefits, but also on demographic rate for life span. All in all, the balance sheet item expected life span, which amounts to MSEK 103 (103) defined benefit plans which amounts to MSEK 103 (103) in under other long-term receivables (note 25), and provisions for pensions and similar commitments, v. 821 (847), is subject to significant estimates and judgments. It is our opinion that the most important assumptions are the increase in the inflation rate and the expected life span regarding these four variables is provided in note 33.

Actuarial calculations regarding claims reserves and timing of outflows

The Group is exposed to various types of risks in the of the business. The operational risks can result in the reserves for damages resulting from property claims as well as workers' compensation claims relating to the Liability insurance-related claims reserves are calculated on a quarterly basis to as a combination of case reserves and incurred but not reported claims. Actuarial calculations are based on the reserves based on open claims and historical data reported claims. Claims reserves comprise a large number of individual cases where some cases are compensated via a lump-sum are paid over a longer period of time. It is thus not possible to provide detailed information regarding the timing of outflows from insurance-related claims reserves, which amounts to MSEK 510 (489) claims reserves, which amounts to MSEK 510 (489) long-term provisions (note 34), are subject to significant judgments.

The impact on the Group's financial position and the valuation of contingent liabilities

Over the years, the Group has made a number of acquisitions in certain countries. As a result of such acquisitions, the Group has also acquired businesses acquired have been assumed. Comparisons also involved in a number of proceedings, including tax audits arising out of the operations that are not in



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The accounting for these are subject to significant estimates and judgments. Further information is provided in note 39.

Potential risk with the macroeconomic environment

Risks related to the general macro-economic environment with the increase in inflation, interest rates, deteriorating insurance market, labor shortages and supply chain issues together with the changed geopolitical situation in the world, increased cyber security threats and lingering effects from the corona pandemic makes it difficult to predict the economic development of the different markets and geographies in which we operate.

The geopolitical situation in the world has changed radically with Russia's invasion of Ukraine at the end of February 2022. We have no operations either in Russia or in Ukraine and very limited presence in Israel but we follow the development closely and contribute to a safer society where we can.

For the forthcoming twelve-month period, the financial impact of the general macro-economic environment described above, the acquisition and integration of STANLEY Security including increased interest rates for the acquisition-funding, the implementation of new platforms as part of our transformation programs, as well as certain items affecting comparability, provisions and contingent liabilities, as described in note 11, note 34, note 37 and note 39, respectively, and may vary from the current financial estimates and provisions made by management. This could affect the Group's profitability and financial position.

Climate change

The potential impact of climate changes has been considered in preparing the financial statements. For the Group introduction of global and regional climate legislation, such as carbon taxes, can affect the financial statements. Legislation may restrict the use of assets or require capital expenditures e.g. by banning or restricting the use of the Group's fossil fuel-driven vehicles and equipment or imposing additional energy efficiency requirements on the Group's buildings and office properties.

Per December 31, 2023, there is no indication that material write-offs need to be done on the Group's tangible non-current assets or material purchase required due to such legislation or regulations the coming year. The Group's assets can also be affected by other climate related matters such as natural disasters, which can cause additional cost for example through impairment and changes in depreciation.

Climate related risks have not been assessed to have a material impact on the Group's financial statements 2023 nor on the estimates and assumptions made when preparing the annual report and consolidated accounts.

Note 5 Events after the balance sheet date

Approval of the Annual Report and Consolidated Financial Statements for 2023

This Annual Report including the Consolidated Financial Statements was approved by the Board of Directors and the President and CEO of Securitas AB on March 26, 2024.

Other significant events after the balance sheet date

On February 14, 2024, Standard & Poor's rating of Securitas was upgraded to BBB with stable outlook.

On February 23, 2024, Securitas closed a MEUR 500 Eurobond, with maturity in 2030. The coupon was 3.875 percent including a margin of 115 basis points. The proceeds will mainly be used to refinance existing debt.

There have been no other significant events with effect on the financial reporting after the balance sheet date.

Note 6 Revenue

Disaggregation of revenue

The Group has chosen to disaggregate revenue from three broad categories: Security services, Technology and management services. These categories are described under the heading Revenue recognition. Other operating income which consists of

M/SEK	2023	2022
Security services ¹	103 677	64 337
Technology and solutions	50 514	33 211
Risk management services ¹	3 058	2 111
Total sales	157 249	100 659
Other operating income	64	0
Total revenue	157 313	100 659

¹ Comparatives have been restated for a move of certain ancillary business to Security services.



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Revenue per segment

The Group's business segments follow the same accounting principles for revenue recognition as the Group. The disaggregation of revenue by segment is shown in the table below. Total sales agree to total sales in the segment overview.

MSEK	Securitas North America ¹		Securitas Europe		Securitas Ibero-America		Other ²		Eliminations ²		Group	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Security services ¹	36 799	33 087	44 542	38 243	10 438	10 252	11 936	11 488	-38	-38	103 677	93 032
Technology and solutions	22 704	15 634	22 063	16 166	5 011	4 352	909	924	-173	-93	50 514	36 983
Risk management services ¹	3 058	3 222	-	-	-	-	-	-	-	-	3 058	3 222
Total sales	62 561	51 943	66 605	54 409	15 449	14 604	12 845	12 412	-211	-131	157 249	133 237
Other operating income	-	-	-	-	-	-	64	52	-	-	64	52
Total revenue	62 561	51 943	66 605	54 409	15 449	14 604	12 909	12 464	-211	-131	157 313	133 289

¹ Comparatives have been restated for a move of certain ancillary business from Risk management services to Security services.
² As of the third quarter 2023, the Critical Infrastructure Services business unit has been moved from the business segment Securitas North America into Other. Comparatives have been restated.

Contract balances

MSEK	2023	2022
Contract assets		
Accounts receivable (note 27)	20 733	20 883
Accrued sales income (note 28)	6 300	5 529
Total contract assets	27 033	26 412
Contract liabilities		
Deferred revenue (note 36)	1 665	1 680
Total contract liabilities	1 665	1 680

Revenue recognized in 2023 that was included in contract liabilities 2022 amounts to MSEK 1 680 (977). Most of the contract liabilities 2023 is expected to be recognized as revenue in 2024.

Revenue recognized in 2023 from performance obligations satisfied in 2022 (and in 2022 from 2021) is not material due to the nature of the services. Most revenue is recognized in advance of the payment by clients. Payment terms vary mainly between 0 and 60 days. Prepayments from clients are normally done quarterly in advance, but there is also to some extent prepayments covering up to one year in advance.

Costs to obtain a contract

MSEK	2023	2022
Included in other intangible assets (note 20)	640	587
Total costs to obtain a contract	640	587

This item mainly consists of sales commissions paid for individual contracts signed. All commissions are expensed on subsidiary level and thus on segment level. The Group capitalizes these costs and includes the capitalization and amortization under Other in the Group's segment overview.

Contracts included in the client contract portfolio can be performed or with fixed monthly, quarterly or yearly recurring revenue, including service level agreements.

In addition to its client contract portfolio, the Group has non-recurring revenue. For Security services this can be either non-recurring revenue or event-based sales. Within Technology, sales are either non-recurring revenue even if the same client is considered non-recurring revenue. Maintenance services performed by Securitas AB are also considered non-recurring revenue. Securitas AB also considers a non-recurring revenue when a client can revert and order further maintenance services at a different site/installation. Product sales (alarms and cameras) are considered non-recurring revenue.

Risk management services include both recurring and non-recurring revenue services.

Deferred revenue for performance obligations that are not yet fulfilled mainly during 2024 amounts to MSEK 1 665 (1 680).

**Note 7
Financial risk management**

Financial risk factors

The Group's business activities create exposure to interest rate risk, foreign currency risk, financing and counterparty risk, as detailed in the sections below. The Group's financial risk management program focuses on the financial markets and aims to minimize potential adverse effects on the financial performance of the Group.

Treasury organization and activities

The aim of the treasury organization in Securitas is to ensure liquidity by identifying, quantifying and managing the extent possible, to take advantage of economic opportunities.

Group Treasury Centre (GTC)

By concentrating financial risk management in a single entity, Securitas can readily monitor and control these risks and benefit from dedicated treasury personnel. Also, by concentrating financial risk management in the GTC, Securitas can obtain the best possible pricing of investments and has responsibility for matching local liquidity surplus in countries and cash-pools. GTC identifies and evaluates risks in co-operation with the operating units. The Business Segment Securitas AB establishes policies for overall risk management covering specific areas such as foreign exchange risk, credit risk, use of derivative financial instruments and liquidity.



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Derivatives are used for the following main purposes: hedging the interest rate element of external debt and changing its currency profile, gearing ratio hedging and hedging of internal borrowings and investments.

Business segments

Treasury operations in the business segments concentrate on improving cash flow by focusing on profitability in the business operations, reducing capital tied-up in accounts receivable and managing local liquid funds in the most efficient way.

Countries

In countries with extensive operations, liquidity surpluses and liquidity deficits in local subsidiaries are matched at country level with the help of local cash-pooling solutions. In addition, Securitas operates an overall cash-pooling structure incorporating countries in the Eurozone, Sweden, the UK and the US. All local long-term financial requirements are financed directly from the Group's internal bank, Group Treasury Centre (GTC), in Dublin.

Interest rate risk

Interest rate risk is the risk that the Group's net income will be affected by changes in interest payable and/or receivable arising from changes in market interest rates. The Group has raised fixed and floating rate debt predominantly in USD, EUR and SEK. Detailed information on long-term borrowings is provided in note 32. The Group uses interest rate derivatives in designated fair value and cash flow hedges to hedge changes in the risk-free rate, converting the interest rate profile of this debt. As of December 31, 2023, MEUR 1753 (608) of issued debt is swapped from fixed to floating. Securitas does not expect any ineffectiveness between the hedged item and the hedging instrument in fair value hedges as a result of the transition to a new benchmark rate due to the IBOR reform. There were no interest rate cash flow hedges as of December 31, 2023.

Free cash flow to net debt as of December 31, 2023, was 0.13 (0.08). The Group's interest coverage ratio, a measure of its ability to pay interest costs, was 4.2 (6.7) as of December 31, 2023.

Information regarding the Group's debt profile, interest rate fixings and sensitivity analysis is provided in the tables below.

The Group's interest bearing liabilities and assets per currency as per December 31, 2023 and 2022

Currency	Amount, MSEK	Duration (days)	Current book cost (incl. credit margin)	Interest rates, +1%	Net impact on income statement due to % increase ¹
December 31, 2023					
USD liabilities	-20 209	264	5.9%	6.6%	-112
EUR liabilities	-14 826	86	4.2%	4.9%	-86
SEK liabilities	-5 786	45	4.5%	5.5%	-44
Other currencies liabilities	-6 481	97	6.1%	7.0%	-46
Total liabilities	-47 302	158	5.2%	6.0%	-288
USD assets	1367	7	3.3%	4.0%	8
EUR assets	4 337	5	3.4%	4.4%	33
SEK assets	2 412	1	3.8%	4.8%	18
Other currencies assets	1 656	7	0.0%	0.0%	0
Total assets	9 772	5	2.9%	3.7%	59
Total	-37 530	-	6.0%	-	-229
December 31, 2022					
USD liabilities	-22 299	294	3.9%	4.7%	-135
EUR liabilities	-15 111	126	1.9%	2.7%	-101
SEK liabilities	-5 048	133	2.3%	3.3%	-40
Other currencies liabilities	-5 861	27	4.8%	5.8%	-27
Total liabilities	-48 319	192	3.2%	4.0%	-223
USD assets	229	5	0.8%	1.8%	2
EUR assets	4 920	7	1.5%	2.5%	39
SEK assets	678	5	1.7%	2.7%	5
Other currencies assets	1 958	7	1.0%	2.0%	15
Total assets	7 785	5	1.4%	2.4%	61
Total	-40 534	-	3.6%	-	-262

¹ The percent increase/decrease in interest rates is calculated by adjusting the floating rate accordingly and applying this rate to the asset/liability to establish the impact on net financial items in the income statement. This is further adjusted by the effective corporation tax rate.

Interest rate fixing

It is the policy of Securitas to use interest rate derivatives if required to manage its interest rate risk and consequently the group's financial position of these derivatives does not normally exceed the duration of the underlying debt. Group policy allows for the use of both options products. There were no options-based products in the financial reporting in 2023 or 2022.

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Interest fixing per currency^{1,2}

Currency	December 31, 2023			December 31, 2024			December 31, 2025			
	Amount ³ M/SEK	Amount ³ M/LOC	Rate ⁴	Amount ³ M/SEK	Amount ³ M/LOC	Rate ⁴	Amount ³ M/SEK	Amount ³ M/LOC	Rate ⁴	Final maturity ⁵
USD	6 077	612	3.88%	2 800	282	3.13%	2 800	282	3.13%	2029
EUR	2 770	251	3.51%	1 942	176	2.33%	1 942	176	2.33%	2029
Total	8 847			4 742			4 742			

1 Refers to interest rate fixing with a maturity in excess of three months.
 2 Includes orig-term lease facilities which are assumed to be fixed.
 3 Average rate including credit margin.
 4 The longest maturity date in fixed USD debt is to 2029 at 5.9 percent. The longest maturity date in fixed EUR debt is to 2029 at 4.375 percent.
 5 Where fixed rate EUR debt is swapped into floating it is at a net quarterly or semi-annually. No fixed USD debt is swapped to floating.

Foreign currency risks

Transaction risk

Transaction risk is the risk that the Group's net income will be affected by changes in the value of flows in foreign currencies due to fluctuating exchange rates. The nature of the business is domestic rather than cross-border and consequently foreign currency transaction risk is not significant.

Financing of foreign assets – translation risk

Translation risk is the risk that the SEK value of foreign currency equity will fluctuate due to changes in foreign exchange rates.

Securitas' foreign currency capital employed as of December 31, 2023, was MSEK 70 314 (72 447). Capital employed is financed by loans in local currency and shareholders' equity. This means that Securitas, from a Group perspective, has shareholders' equity in foreign currency that is exposed to changes in exchange rates. This exposure gives rise to a translation risk and consequently unfavorable changes in exchange rates could have a negative effect on the Group's foreign net assets when translated into SEK. With the object of minimizing the impact of changes in exchange rates on the Group's net debt to equity ratio, Securitas aims to maintain a long-term debt

to equity ratio in USD and EUR that is close to the Group's total debt to equity ratio. Foreign exchange swaps and cross currency interest rate swaps are used to change the currency of the underlying debt where required in order to achieve this. Net investment hedge and cash flow hedge accounting is applied to these swaps.

The tables below show how the Group's capital employed is distributed by currency, and its financing, including derivatives. They also show the sensitivity of the net debt and capital employed to changes in the SEK exchange rate.

The consolidated statement of income is affected by the translation to SEK of the statements of income of foreign subsidiaries. As these subsidiaries essentially operate only in local currency, their competitive situation is not affected by changes in exchange rates and since the Group as a whole is geographically diversified, this exposure is not hedged.



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Capital employed and financing per currency as per December 31, 2023 and 2022

M/SEK	EUR	USD	Other currencies	Total foreign currencies	SEK	Total Group
December 31, 2023						
Capital employed	20 109	39 052	11 153	70 314	3 914	74 228
Net debt	-10 399	-18 852	-4 882	-34 133	-3 397	-37 530
Whereof foreign exchange swaps included in net investment hedge ²	1 159	-8 200	-	-7 041	-2 261	-9 302
Whereof foreign exchange swaps included in cash flow hedge ³	5 656	0	-	5 656	-5 656	0
Whereof other foreign exchange swaps	4 676	2 907	-2 345	5 238	32	5 270
Whereof net debt excluding foreign exchange swaps	-21 890	-13 559	-2 537	-37 986	4 488	-38 498
Non-controlling interests	5	-	-2	3	-	3
Net exposure	9 705	20 200	6 273	36 178	517	36 695
Net debt to equity ratio	1,07	0,93	0,78	0,94	6,56	1,02
December 31, 2022						
Capital employed	20 549	40 432	11 466	72 447	4 525	76 972
Net debt	-10 191	-22 070	-3 903	-36 164	-4 370	-40 534
Whereof foreign exchange swaps included in net investment hedge ²	1 778	-7 549	-	-5 771	1 262	-4 509
Whereof foreign exchange swaps included in cash flow hedge ³	1 588	-	-	1 588	-1 588	-
Whereof other foreign exchange swaps	-381	186	-1 596	-1 791	4 753	2 962
Whereof net debt excluding foreign exchange swaps	-13 176	-14 707	-2 307	-30 190	-8 797	-38 987
Non-controlling interests	4	-	10	14	-	14
Net exposure	10 354	18 362	7 553	36 269	155	36 424
Net debt to equity ratio	0,98	1,20	0,52	1,00	28,19	1,11

1 Changes in capital employed due to changes in foreign exchange rates are either accounted for in other comprehensive income or offset against changes in underlying debt. Consequently, they do not impact net income.
 2 Relates to portion of the net investment hedge which is fixed to the amount of 10 USD 16 and 10 USD 16 and 10 USD 16 and 10 USD 16 respectively. The balance is a dynamic hedge and rates vary periodically.
 3 Currency cash flow hedges are applied to a nominal value of MEUR 443 and MEUR 376, using the EUR/SEK rate at 10.09 and 11.82.



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Net debt

The table below details the changes to net debt during the year.

Change in interest-bearing net debt as per December 31, 2023 and 2022

MSEK	2023		2022	
	Liquid funds	Loans and other net debt	Liquid funds	Loans and other net debt
Opening balance	6 323	-46 857	4 809	-19 360
Cash flow from operating activities	8 185	-	5 720	-
Financial income and expenses paid	-1 899	-	-657	-
Current taxes paid	-1 348	-	-1 641	-
Payments for acquisition-related items	-170	-	-32 274	-
Payments for items affecting comparability	-1 403	-	-1 171	-
Rights issue, net	-	-	9 512	-
Dividend paid	-1 977	-	-1 604	-
Lease liabilities	-	291	-	-1 274
Bond proceeds	14 660	-14 660	5 526	-5 526
Bond redemption	-553	553	-4 682	4 682
Commercial paper proceeds	6 335	-6 335	2 565	-2 565
Commercial paper redemption	-4 442	4 442	-3 265	3 265
Other changes ¹	-15 615	15 615	-23 341	23 341
Real change	1 773	-94	1 679	-24 759
Revaluation of financial instruments ²	-	2	-	-50
Translation ³	-154	1 477	144	-2 688
Closing balance	7 942	-45 472	6 323	-46 857

1. Relates to unrealized gains and losses on fair value hedges and cash flow hedges including hedge ineffectiveness.
 2. Whereof MSEK125 (-1674) is related to USD and MSEK1021 (740) is related to EUR.
 3. The change in 2023 is mainly due to refinancing in issued bond loans the proceeds of which were used to repay term loans. The change in 2022 is mainly due to new loans for the financing of the STANLEY Security acquisition.

Liabilities from financing activities 2023 and 2022

MSEK	Opening balance Jan 1	Cash flows ¹	Reclassification	Non-cash changes		Closing balance Dec 31
				New leases ²	Other changes	
2023						
Long-term borrowings	41 784	69	-8 902	-423	-841	31 687
Short-term borrowings	1 481	521	8 902	79	-37	10 946
Lease liabilities	5 054	-1 373	-	-170	-94	4 669
Assets held to hedge borrowings	-	-	-	324	-	324
Total	48 319	-783	-	1 252	-972	47 626
2022						
Long-term borrowings	12 207	30 140	-1 785	771	451	41 784
Short-term borrowings	4 380	-4 738	1 785	52	2	1 481
Lease liabilities	3 470	-1 151	-	155	310	5 054
Assets held to hedge borrowings	-439	-	-	439	-	-
Total	19 618	24 251	-	1 417	763	48 319

1. Excluding other derivative positions and dividend paid to shareholders of the Parent Company, which are included in cash flow from financing activities in the consolidated statement of cash flow.
 2. Refer to note 21 for further information.

Financing and liquidity risk

The Group's short-term liquidity is ensured by main (cash and bank deposits, short-term investments and committed credit facilities), which should correspond to 5 percent of consolidated annual sales. As of December 31, 2023, the term liquidity reserve corresponded to 9 percent (11 sales).

The Group's long-term financing risk is minimized by level of long-term financing (shareholders' equity, facilities and long-term bond loans) at least match the employed. Per December 31, 2023, long-term financing 107 percent (118) of the Group's capital employed.

Financing of the Group should be well balanced sources and long-term. The aim is that committed loans should have an average maturity of more than December 31, 2023, the average maturity was 3.0 years. Securitas issued a new MEUR 500 Eurobond which maturity to 3.5 years.



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The following tables summarize the Group's liquidity risk at end of 2023 and 2022, respectively.

Liquidity report as per December 31, 2023 and 2022

MSEK	Total	Between 1 year and 5 years			
		< 1 year	< 3 years	> 3 years	> 5 years
December 31, 2023					
Borrowings, principal amount	-42 279	-10 904	-9 840	-14 168	-7 367
Borrowings, interest amount	-5 026	-1 279	-2 273	-1 163	-311
Derivatives outflows, net	-23 048	-14 672	-3 302	-987	-4 087
Lease liabilities	-5 025	-1 459	-1 194	-846	-726
Accounts payable	-5 127	-5 127	-	-	-
Total outflows¹	-80 505	-33 441	-17 409	-17 164	-12 491
Investments, principal amount	6 155	5 974	4	3	174
Derivatives receipts, net	21 400	14 154	2 383	588	4 275
Accounts receivable	20 733	20 733	-	-	-
Total inflows¹	48 288	40 861	2 387	591	4 449
Net cash flows, total^{1,3}	-32 217	7 420	-15 022	-16 573	-8 042
December 31, 2022					
Borrowings, principal amount	-43 770	-13 994	-35 885	-10 48	-5 473
Borrowings, interest amount	-2 460	-1 078	-1 008	-248	-126
Derivatives outflows, net	-1 205	-178	-714	-237	-76
Lease liabilities	-5 360	-1 579	-1 935	-1 096	-750
Accounts payable	-4 820	-4 820	-	-	-
Total outflows¹	-57 615	-9 049	-39 512	-2 629	-6 425
Investments, principal amount	4 742	4 556	5	4	177
Derivatives receipts, net	-	-	-	-	-
Accounts receivable	20 883	20 883	-	-	-
Total inflows¹	25 625	25 439	5	4	177
Net cash flows, total^{1,3}	-31 990	16 390	-39 507	-2 625	-6 248

1 Refers to gross cash flows excluding derivatives which are settled and cash and bank.
 2 All contractual cash flows per the balance sheet date are included, including future interest payments.
 3 Variable rate cash flows have been estimated using the relevant yield curve at the balance sheet date.

MSEK	Total	Between 1 year and 5 years		
		< 1 year	< 3 years	> 3 years
December 31, 2023				
Derivatives outflows interest	-3 433	-853	-1 542	-965
Other derivatives outflows	-19 615	-13 819	-1 761	-21
Derivatives receipts interest	1 916	326	811	587
Other derivatives receipts	19 484	13 828	1 573	0
Net total Derivative flows	-1 648	-518	-919	-399

Summary of Derivative flows

December 31, 2022		December 31, 2023	
Derivatives outflows interest	-933	-162	-491
Other derivatives outflows	-11 190	-9 300	-1 857
Derivatives receipts interest	73	27	46
Other derivatives receipts	10 845	9 257	1 588
Net total Derivative flows	-1 205	-178	-714

Securitas has a Revolving Credit Facility with 11 key relationship banks. The credit facility comprises one tranche of MEUR 10 29 and matures in 2027. On December 31, 2023, the facility was undrawn.

Securitas also has a Euro Medium Term Note Program (EMTN) with a limit of MEUR 6 000 under which public and private funding can be raised on international capital markets. As of December 31, 2023, there were twelve outstanding bond loans with maturities ranging from 2024 to 2029.

In addition, Securitas also has a short-term Swedish commercial paper program in the amount of MSEK 5 000. MSEK 1 915 was outstanding as of December 31, 2023.

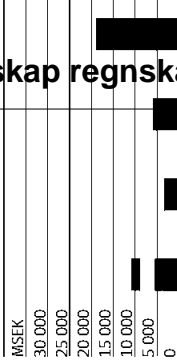
Securitas policy is to not engage in arrangements that take the form of supply chain financing or any form of reverse factoring transactions. The table below shows a summary of the credit facilities as of December 31, 2023.

Credit facilities as per December 31, 2023

Type	Facility	Currency	Limit
EMTN	Eurobond, 1.125 % fixed	EUR	
EMTN	private placement, fixed	USD	
EMTN	private placement, fixed	USD	
EMTN	private placement, floating	SEK	
EMTN	private placement, floating	SEK	
EMTN	Eurobond, 1.25 % fixed	EUR	
Schuldschein	dual currency facility	EUR	
Term Facility		USD	
Revolving Credit Facility		EUR	
EMTN	private placement, fixed	USD	
EMTN	private placement, fixed	USD	
EMTN	Eurobond, 4.25 % fixed	EUR	
Schuldschein	dual currency facility	EUR	
EMTN	Eurobond, 0.25 % fixed	EUR	
EMTN	private placement, fixed	USD	
EMTN	Eurobond, 4.375 % fixed	EUR	
Commercial Paper (uncommitted)		SEK	

In combination with Securitas' strong cash flow, these facilities provide liquidity on a short- and long-term basis to finance the Group's expansion.

The graph below shows the maturity profile as of December 31, 2023 for the Group's interest-bearing debt.



■ EUR bond ■ USD PP ■ Term loan
 ■ CP ■ 2027 RCF (undrawn)

Rating

In order to access international debt capital markets Securitas has obtained long-term and short-term credit ratings from Standard & Poor's Global Rating. The ratings as of December 31, 2023 are: A-3 for long-term debt and A-3 for short-term debt. On February 14, 2024, the rating was upgraded to BBB with a positive outlook for long-term debt and A-3 for short-term debt.



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Credit/counterparty risks

Counterparty risk – accounts receivable

The Group has generally low risk in accounts receivables for a number of reasons. A large proportion of sales are based on contracts with well-known large and medium sized clients with an established and long-term relationship. This provides for transparent and safe collection of invoices. New clients are duly reviewed in terms of credit worthiness.

The contract portfolio sales are also diversified in several ways, of which the most important is that there are few/no clients that represent a significant portion of total sales. Default by a single client then has little overall effect. In addition, Securitas provides its services to geographically dispersed clients in a large number of sectors including governments, utilities, financial sector, travel, logistics and industrial. Hence, the exposure to financial distress in any particular sector or region is relatively limited.

Securitas' services are also, although vital in many aspects, mostly ancillary to the business of the clients. This means that the cost of security services represents a small fraction of total costs of running clients' business, making Securitas less exposed to payment defaults than suppliers of services or goods more directly involved in the value chain.

All of this provides for secure collection of the sales generated which is evidenced by low bad debt losses, historically in the range of 0.1 to 0.2 percent of sales over a long period of time. Refer to note 27 for further information.

Counterparty risk – liquid funds

The credit quality of interest-bearing assets is described below, where 86 percent (81) of interest-bearing assets have a rating from Standard & Poor's of A1 or from Moody's of P1.

Credit quality interest-bearing assets

MSEK	2023	2022
A1/P1	8 400	6 240
Other	1 372	1445
Total interest-bearing assets	9 772	7 785

The Group has policies in place that limit the amount of credit exposure to any one financial institution. The use of Credit Support Annexes reduces the Group's counterparty exposures on its outstanding derivatives. Investments of liquid funds may only be made in government paper or with financial institutions with a high credit rating. As of December 31, 2023, the weighted average credit rating of these institutions was short-term A1/P1. The largest total exposure for all instrument types to any one institution was MSEK 1 910 (2 183).

Fair value of financial instruments

The methods and assumptions used by the Group in estimating the fair value of the financial instruments are:

- Cash and bank deposits and short-term investments: carrying amounts approximate fair values.
- Derivative and other financial instruments: fair values are estimated based on quoted market prices, on prices provided by independent brokers, or are calculated by discounting future cash flows using prevailing market rates. The prices used are fair values stated excluding accrued interest.
- Debt: fair values of fixed rate debt are based on either quoted prices or are estimated using discounted cash flow calculations based upon the Group's current incremental borrowing rates for similar types of borrowings with maturities consistent with those remaining for the debt being valued. The fair value of floating rate debt is assumed to equal the carrying value of the debt.

Fair value – hierarchy as per December 31, 2023 and 2022¹

MSEK	Quoted market prices		Valuation techniques using observable market data		Valuation techniques using non-observable market data	
	2023	2022	2023	2022	2023	2022
Financial assets at fair value through profit or loss	-	-	69	20	-	-
Financial liabilities at fair value through profit or loss	-	-	-112	-38	-	-
Derivatives designated for hedging with positive fair value	-	-	481	22	-	-
Derivatives designated for hedging with negative fair value	-	-	-640	-1060	-	-

1 There have been no transfers between any of the valuation levels during the year.
2 Related to deferred considerations. These have been recognized mainly based on an assessment of the future profitability development in the acquired entities for an agreed period. For further information refer to note 11 and note 17.

Revaluation of financial instruments¹

MSEK
Recognized in the statement of income
Other financial income and expenses ^{2,3}
Impact on net income for the year
Recognized in other comprehensive income
Transfer to cash flow hedging reserve before tax
Transfer to cost of hedging reserve before tax
Deferred tax on transfer to hedging reserve
Transfer to hedging reserve net of tax
Transfer to statement of income before tax
Deferred tax on transfer to statement of income
Transfer to statement of income net of tax
Change of cash flow hedging reserve before tax
Change of cost of hedging reserve before tax
Total change of hedging reserve before tax ⁴
Deferred tax on total change of hedging reserve ⁴
Total change of hedging reserve net of tax

Total impact on shareholders' equity as specified above
Total revaluation before tax⁵
Deferred tax on total revaluation⁵
Total revaluation after tax

1 Securitas has adopted the amendments to IFRS 9, specifically the temporary accounting requirements to hedge relationships affected by the transition to IFRS 9. 2 Related to financial assets and financial liabilities at fair value through profit or loss. 3 There was no significant ineffectiveness in the fair value hedges or in the cash flow hedges. 4 Total of transfer to hedging reserve and transfer from hedging reserve. 5 Total revaluation and deferred tax recognized via statement of income or income.



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The table below discloses carrying values and fair values of financial instruments according to the categories in note 2.

Financial instruments by category – carrying and fair values as per December 31, 2023 and 2022

MSEK	2023		2022	
	Carrying value	Fair value	Carrying value	Fair value
Assets				
Financial assets at amortized cost				
Interest-bearing financial non-current assets (note 24)	1126	1126	1285	1285
Other interest-bearing current assets (note 29)	154	154	135	135
Other long-term receivables (note 25) ¹	1855	1855	2106	2106
Accounts receivable (note 27)	20733	20733	20883	20883
Other current receivables (note 28) ²	7526	7526	6732	6732
Liquid funds (note 30)	7942	7942	6323	6323
Total financial assets at amortized cost	39 336	39 336	37 464	37 464
Liabilities				
Financial liabilities at amortized cost				
Long-term loan liabilities (note 32)	14 317	14 193	33 969	33 969
Short-term loan liabilities (note 35)	8 276	8 238	2 906	2 906
Accounts payable	5 127	5 127	4 820	4 820
Other current liabilities (note 36) ³	4 773	4 773	3 872	3 872
Long-term financial liabilities designated as hedged item in a fair value hedge (note 32) ^{4,5}	20 103	20 202	10 346	9 922
Short-term financial liabilities designated as hedged item in a fair value hedge (note 35) ^{4,5}	3 853	3 845	-	-
Total financial liabilities at amortized cost	56 449	56 378	55 913	55 489
Derivatives and other financial assets and liabilities at fair value				
Interest-bearing financial current assets (note 29)	163	163	42	42
Interest-bearing financial non-current assets (note 24)	387	387	0	0
Total financial assets at fair value	550	550	42	42
Interest-bearing financial current liabilities (note 35) ⁶	150	150	71	71
Interest-bearing financial long-term liabilities (note 32)	603	603	1027	1027
Other current liabilities at fair value (note 36) ³	61	61	20	20
Other long-term liabilities at fair value (note 32)	43	43	108	108
Total financial liabilities at fair value	857	857	1226	1226
Total derivatives and other financial assets and liabilities at fair value, net	-307	-307	-1184	-1184

¹ Excluding all pension balances and reimbursement rights (note 25).

² Excluding prepaid expenses, other accrued income and value-added tax (note 28).

³ Excluding employee-related accrued expenses, prepaid income and value-added tax (note 34).

⁴ The adjustment to the carrying value of the hedged item in fair value hedges amounted to MSEK -308 (-417).

⁵ The difference between the carrying value and fair value of short-term and long-term loan liabilities is due to the credit margin in the discount rate.

⁶ Related to derivatives designated for hedging with negative fair value.



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Hedging reserve as per December 31, 2023 and 2022

MSEK	Cost of hedging reserve	Interest rate cash flow hedges	Currency cash flow hedges	Total before tax	Deferred tax	Total net of tax
Opening balance January 1, 2023	7	0	-15	-8	1	-7
Change in fair value of hedging instrument recognized in other comprehensive income	-1	-	-303	-304	39	-265
Reclassified from other comprehensive income to profit or loss	-	-	304	304	-40	264
Closing balance December 31, 2023	6	0	-14	-8	0	-8
Opening balance January 1, 2022	15	0	25	40	-9	31
Change in fair value of hedging instrument recognized in other comprehensive income	-8	-	-163	-171	37	-134
Reclassified from other comprehensive income to profit or loss	-	-	123	123	-27	96
Closing balance December 31, 2022	7	0	-15	-8	1	-7

Offsetting financial assets and financial liabilities

For the financial assets and liabilities subject to enforceable master netting arrangements or similar arrangements, each agreement between the Group and the counterparty allows for net settlement of the relevant financial assets and liabilities when both elect to settle on a net basis. In the absence of such an election, financial assets and liabilities will be settled on a gross basis. However, each party to the master netting agreement or similar agreement will have the option to settle all such amounts on a net basis in the event of default of the other party. Per the terms of each agreement, an event of default includes failure by a party to make payment when due, failure by a party to perform any obligation required by the agreement (other than payment) if such failure is not remedied within periods of 30 to 60 days after notice of such failure is given to the party, or bankruptcy.

Derivatives financial assets and financial liabilities as per December 31, 2023 and 2022

The following financial assets and liabilities are subject to offsetting, enforceable master netting agreements.

MSEK	Assets	Liabilities
Gross amounts of recognized financial assets and liabilities	550	752
Collateral received/paid	-29	-694
Net amount after Collateral	521	58
Financial instruments not offset in the balance sheet	-270	-55
Net amount after offsetting	251	3

References to other notes

For further information regarding financial instruments, refer to:

- Note 2 Accounting principles
- Note 15 Net financial items
- Note 24 Interest-bearing financial non-current assets
- Note 29 Other interest-bearing current assets
- Note 32 Long-term liabilities excluding provisions
- Note 35 Short-term loan liabilities
- Note 44 Financial risk management (Parent Company)



Note 8 Related party disclosures

In December 2021, Investment AB Latour and subsidiaries, Melker Schörffing AB and EQT entered into guarantee commitments to subscribe for an additional 21.9 percent of the planned rights issue without subscription rights related to the acquisition of STANLEY Security. The rights issue was fully subscribed and the guarantee commitments were therefore not utilized. For these guarantee commitments, Securitas has paid a fee of one (1) percent of the guaranteed amounts, in total (MUSD 2 (MSEK 18)). The amount was part of the transaction costs reported in equity 2022.

On July 25, 2023, the divestment of Securitas Argentina to local management was completed. Securitas exited the country due to the weak macro-economic prospects and challenging business environment with limited opportunity to execute our long-term strategy and provide quality services to our clients with healthy profitability.

Guarantees on behalf of related parties amount to MSEK 0 (0).

Information on the remuneration to the Board of Directors and Senior Management is provided in note 9, information on total payroll expenses for the Board of Directors and the Presidents of the Group is provided in note 12.

For information on the Parent Company's transactions with related parties, refer to note 43 and note 46.

The Group has transactions with its associated companies, mainly related to invoicing of certain cost which are not material in aggregate and dividend, for further information regarding the dividend amount please refer to note 23.

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Note 9 Remuneration to the Board of Directors and Group Management

General

Board of Directors

The Chair of the Board and the Directors receive fees in accordance with the decision of the Annual General Meeting, which includes separate fees for committee work. The employee representatives do not receive Directors' fees.

Fees to the Board of Directors, relating to the period up to the Annual General Meeting 2024 are provided according to the Annual General Meeting's decision on May 4, 2023. For the 2023 financial year, the Chair Jan Svensson receives a director's fee, including committee work fee, of MSEK 2.7. The other Directors receive an aggregate director's fee, including committee work fee, of MSEK 7.6. The remuneration for each member of the Board of Directors is disclosed in the tables below. The Board of Directors is otherwise not entitled to any other compensation except for travel and lodging expenses.

Guidelines for remuneration to Group Management in Securitas for 2023

The Guidelines below are as published after the Annual General Meeting on May 5, 2021, and as included in the annual report for 2021. Since then, the LTI 2019/2021 and LTI 2020/2022 programs have both vested and the Annual General Meetings for 2022 and 2023 have adopted the LTI 2022/2024 and LTI 2023/2025 programs respectively. The short-term share-based incentive plan has been discontinued after the performance year 2021 for all employees. After the introduction of the long-term share-based incentive plan in 2019 it was no longer intended as a program for Group Management. New Guidelines will be proposed to the Annual General Meeting on May 8, 2024, and these can be found in the Report of the Board of Directors in this Annual Report.

Scope

The Annual General Meeting May 5, 2021, adopted the following guidelines for remuneration, which apply until the Annual General Meeting 2025 unless any changes are adopted by the general meeting. The guidelines apply to remuneration and other terms of employment for the individuals who are included in the Group Management of Securitas (the "senior management employees").

The guidelines shall apply to agreements entered into after the Annual General Meeting 2021, and to changes made in existing agreements after the Annual General Meeting 2021. These guidelines do not apply to any remuneration decided or approved by the general meeting.

Promotion of Securitas' business strategy, long-term interests and sustainability etc.

In short, Securitas' business strategy is to offer protective services that integrate all areas of Securitas' competence. Together with the clients, Securitas

develops optimal and cost-efficient solutions that at a minimum meet the needs. This brings added value to the clients and reinforces our long-term client relationships and improved profitability. Securitas also aims to keep competent senior management employees and a competitive total remuneration that is in line with the relevant market for each senior management employee. Securitas' ambition is to ensure that Securitas has the leading position in the services industry, which is expected to contribute to Securitas' long-term interests, including its sustainability strategy. Securitas' business strategy is available on Securitas.com, section About us – our strategy.

Securitas has implemented share-related incentive schemes since 2010, the Annual General Meeting has resolved incentive schemes including approximately 2 600 employees. The outcome of these incentive schemes relates to awarding variable cash remuneration are satisfied in connection with Securitas' business strategy, long-term ability. Furthermore, the Annual General Meeting has adopted a long-term incentive programs (LTI 2019/2021 and the "LTI Programs") including the CEO and other members of the senior management and certain other key employees which are alternative incentive solution to the aforementioned programs. The LTI Programs are based on the annual development in investment and holding periods of several years. The plans have been resolved by the general meeting at the Annual General Meeting. The share-related incentive programs of the Board of Directors and submitted to the Annual General Meeting for approval are excluded for the same reason.

More information on Securitas' incentive plans is available on Securitas.com, section Corporate Governance Senior Management.

Types of remuneration

The total remuneration to senior management shall consist of salary, variable cash remuneration, pension benefits and other benefits. Additionally, the general meeting may, respectively, resolve on, among other things, share-related or other remuneration.

The fixed basic salary shall be competitive and management employee's responsibility and performance. The remuneration shall amount to a maximum of 85 percent



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ary for the President and CEO and a maximum of 60–200 percent of the fixed basic salary for other senior management employees.

The senior management employees shall be subject to defined contribution pension plans for which insurance premiums are transferred from the individual's total cash remuneration and paid by the company during the term of employment. In exceptional cases, the value of such insurance premiums can instead be paid as part of the cash remuneration to a senior management employee. Variable cash remuneration shall qualify for pension benefits to the extent required by mandatory collective agreement provisions. Insurance premiums may amount to not more than 35 percent of the fixed basic salary.

Other benefits, such as company car, life insurance, special health insurance or occupational health service shall be provided to the extent this is considered customary for senior management employees holding equivalent positions on the labor market where the senior management employee is active. Premiums and other costs relating to such benefits may amount to not more than 15 percent of the fixed basic salary.

For employments governed by rules other than Swedish, pension benefits and other benefits may be duly adjusted for compliance with mandatory rules or established local practice, taking into account, to the extent possible, the overall purpose of these guidelines.

Criteria for awarding variable cash remuneration

Variable cash remuneration shall be awarded based on the outcome of clearly measurable performance-based targets that are set as close to the local business as possible and aim for long-term profitability of Securitas. The performance-based targets may for example relate to EBITA, EPS and/or cash flow within each senior management employee's area of responsibility (group or division). Furthermore, the performance-based targets are intended to contribute to Securitas' business strategy and long-term interests, including its sustainability, by, among other things, promoting the senior management employee's long-term development within Securitas and reconciling the shareholders' interests with the employee's interests.

The Remuneration Committee shall, for the Board of Directors, prepare, monitor and evaluate matters regarding variable cash remuneration to the senior management. Ahead of each measurement period for the criteria for awarding variable cash remuneration, which can be one or several years, the Board of Directors shall, based on the work of the Remuneration Committee, establish which criteria that are deemed to be relevant for the upcoming measurement period. After a measurement period has ended, it shall be determined to which extent the criteria have been satisfied. Evaluations regarding fulfillment of financial targets shall be based on established financial information for the relevant period.

Variable cash remuneration can be paid after the measurement period has ended or be subject to deferred payment. If payment of variable cash remuneration has been effected on grounds later proven to be obviously inaccurate, Securitas shall, to the extent legally possible, have the possibility to reclaim such paid remuneration.

Termination of employment

At dismissal, the notice period for senior management employees shall not exceed twelve months, with a right to redundancy payment equivalent to a maximum of 100 percent of the fixed basic salary for a period not exceeding twelve months after the end of the notice period. At resignation by a senior management employee, the notice period shall amount to a maximum of six months without a right to redundancy payment.

Additionally, remuneration may be paid for non-compete and non-solicitation undertakings in accordance with mandatory rules or established local practice. The remuneration shall be based on the fixed cash salary at the time of termination of employment and be paid during the time the non-compete or the non-solicitation undertaking applies, however not for more than 24 months following termination of employment.

Salary and employment conditions for employees

In the preparation of the Board of Directors' proposal for these guidelines, salary and employment conditions for employees of the company have been taken into account by including information on the employees' total income, the components of the remuneration and increase and growth rate over time, in the Remuneration Committee's and the Board of Directors' basis of decision when evaluating whether the guidelines and the limitations set out herein are reasonable.

The decision-making process to determine, review and implement the guidelines

The Remuneration Committee's tasks include preparing the Board of Directors' decision to propose guidelines for remuneration to the senior management. The Board of Directors shall prepare a proposal for new guidelines at least every fourth year and submit it to the general meeting. The guidelines shall be in force until new guidelines are adopted by the general meeting. The Remuneration Committee shall also monitor and evaluate programs for variable remuneration for the senior management, the application of the guidelines for remuneration to senior management as well as the current remuneration structures and compensation levels in Securitas. The members of the Remuneration Committee are independent of the company and its senior management. The CEO and other members of the senior management do not participate in the Board of Directors' processing of and resolutions regarding remuneration-related matters in so far as they are affected by such matters.

Deviation from the guidelines

The Board may temporarily resolve to deviate from the guidelines, in whole or in part, if in a specific case there is special cause for the deviation and a deviation is necessary to serve Securitas' long-term interests, including its sustainability, or to ensure Securitas' financial viability. As set out above, the Remuneration Committee's tasks include preparing the Board of Directors' resolutions in remuneration-related matters. This includes any resolutions to deviate from the guidelines.

President and Chief Executive Officer

The President and CEO Magnus Ahlqvist's salary for 2023 amounted to MSEK 18.4 including vacation pay. Pension for a defined contribution pension plan and a defined total annual pension amounting to 30 percent of the base salary. The total financial year 2023 amounted to MSEK 5.4, which in addition to Swedish defined benefit plan (ITP), limited to deductible amounts of 65 and the pension compensation corresponds to the maximum pensionable income of the final salary, the maximum pensionable income of the defined benefit pension plan MSEK 0.5 (included in the total pension cost for the year 2023) also the table below). No pension benefits are conditional. Other salary benefits amounted to MSEK 0.2.

Upon dismissal, the notice period for the President to twelve months with a right to a severance pay after the period, equivalent to twelve months fixed salary.

Other members of Group Management

The other Group Management consisted by the employees: Hillevi Agranius (Chief Information Officer (President Securitas Digital), Greg Anderson (Divisional President North America), Helena Andreas (Chief Human Resources Marketing Officer), Tony Beyerly (Global President, Security Services), José Castejon (Chief Operating Officer North America), North America), Jorge Couto (Divisional President, Security Services), Andreas Lindback (CFO), Brian Riis Nielsen (President, Security Services), Rosenholm (Senior Vice President, General Counsel, Ethics & Sustainability), Axel Sundén (Divisional President, Security Services Europe), Zetterberg (Divisional President, Security Services Europe), Jan Lindström (Senior Vice President Finance), and Mats Olsson (Senior Vice President Finance).

In the 2023 financial year the other members of Group Management received the following remuneration during the time period 2022-01-01 to 2023-01-01:

The other members of Group Management have received the following remuneration during the time period 2022-01-01 to 2023-01-01: The retirement age varies from country to country as described under Types of remuneration above, members of Group Management have defined contribution pension premiums are allocated from the company's total pensionable income during the term of employment, but are limited to amounts deductible for tax purposes to MSEK 20.1. No pension benefits are conditional. During 2023 six members had a Swedish defined benefit plan (ITP) but can also allocate part of their remuneration plan. The Swedish defined benefit plan guarantees



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the age of 65. The pension compensation corresponds to a certain percentage of the final salary, and the maximum pensionable income is MSEK 2.2 per employee. This pension benefit is funded through annual premiums paid by the company during the term of employment, and the pension cost for these six members in 2023 was MSEK 4.1 (included in the total pension cost for other Group Management, see also the table below).

Upon dismissal, the notice period and a right to a severance pay after the end of the notice period, is equivalent to a maximum of 24 months fixed salary, for members of Group Management.

Short- and long-term incentives

Short-term as well as long-term incentives for eligible employees in Securitas include clearly measurable performance-based targets that are set as close to the local business as possible and aim for long-term profitability of the Group. The performance targets that are required to achieve maximum bonus vary depending on the position of the employee but are as a principle based on year-on-year improvement of the operating result and operating margin (EBITA) in the area of responsibility, targets relating to growing higher-margin business as well as targets based on cash flow and the development of real change earnings per share.

Securitas' long-term share-based incentive scheme

Securitas' Annual General Meeting May 4, 2023, resolved on a new share-based bonus scheme, LTI 2023/2025, for the President and CEO, other members of Group management and certain key employees all in all including around 70 participants. The scheme runs in parallel with the share-based bonus scheme LTI 2022/2024 decided by the Annual General Meeting on May 5, 2022, and LTI 2021/2023 decided by the Annual General Meeting on May 5, 2021. To participate in the scheme, participants have to invest Securitas series B shares at market price or nominate already vested shares.

The LTI 2021/2023, LTI 2022/2024 and LTI 2023/2025 incentive includes the President and CEO Magnus Ahlqvist and 11 members of other Group Management. One member of Group Management that joined in 2022 is so far only included in the LTI 2023/2025 scheme.

For every share thus purchased or invested the company will grant so called performance awards free of charge in as per below:

- Category 1 (the President and CEO): maximum five performance awards per each invested share.
- Category 2 (Group Management): maximum four performance awards per each invested share.

The performance condition for the two schemes covering the periods 2021 to 2023 and 2022 to 2024 is linked to the development of real change in earnings per share (if applicable excluding items affecting comparability) and the outcome is calculated yearly, whereby one third is measured against the outcome of the first year, one third against the second year and one third against the third year. For the scheme covering 2023 to 2025 the performance condi-

tion is linked to the full year 2025 operating margin being operating income before amortization as a percentage of total sales (if applicable excluding items affecting comparability). The award of shares is in addition to the fulfillment of performance conditions contingent on the employment as per the vesting day and that the invested shares are kept during the whole vesting period. The number of shares awarded will also include compensation for dividend during the vesting period by increasing the number of shares awarded.

The cost for the service rendered under the long-term incentive program is spread over the vesting period and is based on a fair value on the grant date for Securitas series B share of SEK 113.26 per share for the program 2021 to 2023, SEK 94.57 per share for the program 2022 to 2024 and of SEK 86.00 per share for the program 2023 to 2025.

Information regarding the potential allocation of shares in 2024, 2025 and 2026 relating to the 2023 performance, under the long-term share-based incentives LTI 2021/2023, LTI 2022/2024 and LTI 2023/2025, respectively, and the fair value of these shares, are disclosed in the table below.

Short- and long-term variable compensation 2023

	Variable short-term cash compensation	Variable long-term cash compensation	Long-term share-based incentive scheme
President and CEO	✓	n/a	✓
Other members of Group Management	✓	✓*	✓

✓ = illustrates the eligibility to participate.
 ✓* = relating to three of the other members of Group Management.
 n/a = illustrates that the member is not eligible to participate.

For the President and CEO Magnus Ahlqvist the variable short-term cash compensation relating to the 2023 performance amounted to MSEK 7.7 and will be paid in 2024. The long-term variable share-based compensation referring to the LTI 2021/2023, LTI 2022/2024 and the LTI 2023/2025 relating to the 2023 performance amounted to MSEK 8.7.

The aggregate short-term variable cash compensation relating to the 2023 performance to the other members of Group Management amounted to MSEK 40.7 and will be paid in 2024. The long-term variable share-based compensation referring to the LTI 2021/2023, LTI 2022/2024 and the LTI 2023/2025 relating to the 2023 performance amounted to MSEK 21.6.

During 2023 three members of other Group Management have had other long-term variable cash incentive schemes, which are provided for during the performance year. Two schemes that ran over the period 2020 to 2023 have not met the target for payment in 2024 and the accumulated provision for the period 2020 to 2022 has consequently been reversed. One scheme was reconciled to the final annual performance of 2021 to 2023 with payment due in 2024. Finally, two schemes are reconciled to the annual performance of 2022 and 2023 respectively with payment due in 2023 to 2025 and 2024

to 2026, respectively. The provision for other long-term incentive relating to the 2023 performance was a net cost impacted by the reversal described above. The other long-term variable cash incentive schemes at December 31, 2023, whereof MSEK 32.8 will be paid by a management employee, any unpaid long-term with the company.

Allocation of shares to Group Management under long-term share-based incentive schemes 2

	Number of
Magnus Ahlqvist, President and CEO	
Other members of Group Management	
Total	5

1 Potential allocation of shares for Securitas' long-term share-based incentive 2022/2024 and LTI 2023/2025, to be allocated in 2024, 2025 and 2026, is in addition to the fulfillment of performance conditions contingent on the vesting day in 2024, 2025 and 2026, respectively, and that the invested shares



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Remuneration to the Board of Directors and Group Management

Remuneration related to 2023

KSEK	Base salary/fee	Other benefits	Variable compensation ¹	Pension	Total remuneration
Jan Svensson, Chair of the Board ¹	2 717	-	-	-	2 717
Åsa Bergman	580	-	-	-	580
Ingrid Bonde ¹	1 117	-	-	-	1 117
John Brandon	860	-	-	-	860
Fredrik Cappelén ¹	1 260	-	-	-	1 260
Gunilla Fransson ¹	914	-	-	-	914
Sofia Schörling Högberg	860	-	-	-	860
Harry Klagsbrun	860	-	-	-	860
Johan Menckel ¹	1 117	-	-	-	1 117
Subtotal Board of Directors²	10 285	-	-	-	10 285
Magnus Ahlqvist, President and CEO ³	18 359	160	16 456	5 426	40 401
Other members of Group Management ⁴	81 493	4 737	59 121	20 064	165 415
Subtotal President and CEO and Group Management	99 852	4 897	75 577	25 490	205 816
Total	110 137	4 897	75 577	25 490	216 101

Above information refers to full year remuneration for the current Group Management, unless stated otherwise. The Board of Directors has no pension benefits.

1 Including remuneration for committee work.

2 Refer to the cost for 2023 for board fees, according to decision by the Annual General Meetings 2022 and 2023.

3 Base salary including vacation pay.

4 Other members of Group Management consisted as of December 31, 2023, of 12 persons. The compensation for members who left the Group Management is included.

5 Refer to the cost for 2023 for Securitas' incentive scheme for cash bonus and long-term incentive plans, see also separate table for the share-based part. The award of shares is in addition to the fulfilment of performance conditions contingent on the employment as per the vesting day in 2024, 2025 and 2026, respectively, and that the invested shares are kept during the whole vesting period.

Remuneration related to 2022

KSEK	Base salary/fee	Other benefits	Variable compensation ¹
Jan Svensson, Chair of the Board ¹	2 603	-	-
Ingrid Bonde ¹	1 068	-	-
John Brandon	827	-	-
Fredrik Cappelén ¹	1 203	-	-
Gunilla Fransson ¹	879	-	-
Sofia Schörling Högberg	827	-	-
Harry Klagsbrun	827	-	-
Johan Menckel ¹	1 068	-	-
Subtotal Board of Directors²	9 302	-	-
Magnus Ahlqvist, President and CEO ³	17 350	141	23 926
Other members of Group Management ⁴	80 916	4 216	104 152
Subtotal President and CEO and Group Management	98 266	4 357	128 078
Total	107 568	4 357	128 078

Above information refers to full year remuneration for the current Group Management, unless stated otherwise. The Board of Directors has no pension benefits.

1 Including remuneration for committee work.

2 Refer to the cost for 2022 for board fees, according to decision by the Annual General Meetings 2021 and 2022.

3 Base salary including vacation pay.

4 Other members of Group Management consisted as of December 31, 2022, of 13 persons. The compensation for members who left the Group Management is included.

5 Refer to the cost for 2022 for Securitas' incentive scheme for cash bonus and long-term incentive plans, see also separate table for the share-based part. The award of shares is in addition to the fulfilment of performance conditions contingent on the employment as per the vesting day in 2023, 2024 and 2025, respectively, and that the invested shares are kept during the whole vesting period.



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Shareholdings

The Board of Directors' and Group Management's shareholdings as of December 31, 2023, are detailed in the table below.

Board of Directors' and Group Management's holdings of Securitas series A and B shares¹

	A shares		B shares		B shares Allocation 2024 ²
	2023	2022	2023 ³	2022 ³	
Jan Svensson, Chair of the Board	-	-	92 928	78 728	-
Åsa Bergmar ⁴	-	-	0	-	-
Ingrid Bonde	-	-	5 342	5 342	-
John Brandon	-	-	10 000	10 000	-
Fredrik Cappelen	-	-	62 885	32 885	-
Gunilla Fransson	-	-	3 142	3 142	-
Sofia Schriffling Högborg ⁵	7 071 428	7 071 428	21 761 146	18 561 146	-
Harry Klagsbrun	-	-	157 142	157 142	-
Johan Menckel	-	-	15 714	15 714	-
Magnus Ahlqvist, President and CEO	-	-	440 249	339 651	93 990
Hillevi Agranius	-	-	11 158	7 648	4 922
Martin Althén	-	-	47 050	31 535	16 709
Greg Anderson	-	-	77 248	49 459	31 707
Helena Andreas	-	-	21 607	11 314	12 154
Tony Byerly	-	-	53 220	37 513	22 828
José Castejon	-	-	34 733	20 943	20 292
Jorge Couto	-	-	41 961	25 520	18 529
Andreas Lindback	-	-	29 765	19 910	8 354
Jan Lindström ⁶	-	-	-	37 734	-
Brian Riis Nielsen	-	-	17 225	14 270	9 301
Frida Rosenholm	-	-	26 814	16 102	11 964
Axel Sundén	-	-	11 469	4 712	-
Henrik Zetterberg	-	-	39 769	31 787	18 988
Total holdings	7 071 428	7 071 428	22 960 567	19 512 197	269 738

1 Information refers to shareholdings as of December 31, 2023 and 2022.

2 Was elected to the board at the AGM May 4, 2023, why earlier holdings is not applicable.

3 Through family and Veier Schriffling AB.

4 Has left the Group Management during 2023, why actual holdings is not applicable.

5 Holdings as of December 31 excluding potential allocation of shares according to Securitas' share-based incentive schemes LTI 2021/2023, LTI 2022/2024 and LTI 2023/2025.

6 Allocation of shares in 2024 according to Securitas' share-based incentive schemes LTI 2021/2023, including estimated shares corresponding to dividend related to potential allocation of shares during 2023. The gross number of allocated shares is stated, of which part of the shares may have been sold to cover tax on the benefit.

Other holdings of Securitas Series B shares at the time allocation in 2024 are not included.

Note 10 Segment reporting

Segment structure

The Group's operations are divided into three reportable segments: Securitas North America, Securitas Europe and Securitas Ibero-America. Security solutions based on client-specific needs are built through different combinations of on-site, mobile and remote guarding, technology and solutions, fire and safety and corporate risk management.

All segments apply the accounting principles explained in note 2. The segment reporting follows the format of Securitas' financial model, which provides a foundation for financial planning and reporting from branch office level up to the Board of Directors. Acquisitions of subsidiaries are therefore excluded from the operating cash flow. All material acquisitions are stated at business segment level in the report of the Board of Directors under the heading Acquisitions and divestitures and also in note 17.

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. In total, the operations have 99 000 employees. The Securitas Critical Infrastructure Services business unit was moved from Securitas North America into Other in the third quarter 2023. The comparatives have been restated.

Securitas Europe

Securitas Europe provides protective services in 21 countries. In total, the operations have 123 000 employees.

Securitas Ibero-America

Securitas Ibero-America provides protective services in six Latin American countries as well as in Portugal and Spain in Europe. In total, the operations have 50 000 employees.

Other

Other includes all other operating segments as well as general administrative expenses, expenses for head offices and other central expenses. All other operating segments comprise the operations in Africa, the Middle East, Asia, Australia and the Securitas Critical Infrastructure Services in North America. Number of employees: 69 000.



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January – December 2023

MSEK	Securitas North America			Securitas Europe		Securitas Ibero-America		Other segments	Eliminations	Group
	62 353	66 604	15 449	12 843	157 249	-	157 249			
Income										
Sales, external	208	1	0	2	211	-	211	-	-211	0
Sales, intra-group	62 561	66 605	15 449	12 845	157 460	-211	157 249	-	-211	157 249
Total sales	6	12	15	-	-	-	-	-	-	9
Organic sales growth, %	5 625	4 095	991	-464	10 247	-	10 247	-	-	10 247
Operating income before amortization ¹	-	0	-	61	61	-	61	-	-	61
of which share in income of associated companies	-	0	-	61	61	-	61	-	-	61
Operating margin, %	9.0	6.7	6.4	-	6.5	-	6.5	-	-	6.5
Amortization of acquisition-related intangible assets	-293	-281	-6	-40	-620	-	-620	-	-	-620
Acquisition-related costs	-	-10	-	0	-10	-	-10	-	-	-10
Items affecting comparability	-345	-863	-3 389	-72	-4 669	-	-4 669	-	-	-4 669
Operating income after amortization	4 987	2 941	-2 404	-576	4 948	-	4 948	-	-	4 948
Financial income and expenses	-	-	-	-	-	-	-	-	-	-2 115
Income before taxes	-	-	-	-	-	-	-	-	-	2 833
Taxes	-	-	-	-	-	-	-	-	-	-1 536
Net income for the year	-	-	-	-	-	-	-	-	-	1 297

December 31, 2023

MSEK	Securitas North America			Securitas Europe		Securitas Ibero-America		Other segments
	3 686	7 452	1 109	13 644	13 644	1 109	13 644	
Capital employed and financing								
Operating non-current assets	8 710	8 282	2 607	21 146	21 146	2 607	21 146	21 146
Accounts receivable	6 596	3 836	472	14 617	14 617	472	14 617	14 617
Other assets	-9 303	-14 658	-2 326	-6 530	-6 530	-2 326	-6 530	-6 530
Other liabilities	9 689	4 912	1 862	16 617	16 617	1 862	16 617	16 617
Total operating capital employed	27 756	20 503	1 376	12 811	12 811	1 376	12 811	12 811
Operating capital employed as % of sales	15	7	12	15	15	12	15	15
Goodwill	3 199	2 901	29	6 346	6 346	29	6 346	6 346
Acquisition-related intangible assets	39	-	-	315	315	-	315	315
Shares in associated companies	40 644	28 955	3 267	19 622	19 622	3 267	19 622	19 622
Total capital employed	13	11	-73	13	13	-73	13	13
Return on capital employed, %	-	-	-	-	-	-	-	-
Net debt	-	-	-	-	-	-	-	-
Shareholders' equity	-	-	-	-	-	-	-	-
Total financing	-	-	-	-	-	-	-	-
Net debt/equity ratio, multiple	-	-	-	-	-	-	-	-
Assets and liabilities								
Non-interest-bearing assets	49 947	43 013	5 593	5 944	5 944	5 593	5 944	5 944
Unallocated non-interest-bearing assets ²	-	-	-	-	-	-	-	-
Unallocated interest-bearing assets	-	-	-	-	-	-	-	-
Total assets	-	-	-	-	-	-	-	-
Shareholders' equity	9 303	14 658	2 326	2 326	2 326	2 326	2 326	2 326
Non-interest-bearing liabilities	-	-	-	-	-	-	-	-
Unallocated non-interest-bearing liabilities ²	-	-	-	-	-	-	-	-
Unallocated interest-bearing liabilities	-	-	-	-	-	-	-	-
Total liabilities	-	-	-	-	-	-	-	-
Total shareholders' equity and liabilities	-	-	-	-	-	-	-	-

1 Depreciation and amortization of tangible and non-acquisition-related intangible assets per segment are disclosed on the statement of cash flow above. Further information regarding depreciation and amortization is provided in notes 10 and 11.
2 Included in Other in the table Capital employed and financing.



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January – December 2022

MSEK	Securitas North America ¹	Securitas Europe	Securitas Ibero-America	Other ²	Eliminations ³	Total segments	Group
Income	51 820	54 408	14 603	12 406	-	133 237	133 237
Sales, external	123	1	1	6	-131	131	-
Sales, intra-group	51 943	54 409	14 604	12 412	-131	133 368	133 237
Total sales	7	9	16	-	-	-	7
Organic sales growth, %	4 286	3 201	881	-335	-	8 033	8 033
Operating income before amortization ¹	-	1	-	49	-	50	50
of which share in income of associated companies	8.3	5.9	6.0	-	-	6.0	6.0
Operating margin, %	-185	-182	-7	-40	-	-414	-414
Amortization of acquisition-related intangible assets	-32	-17	-	0	-49	-49	-49
Acquisition-related costs	-332	-675	-58	-21	-1 086	-1 086	-1 086
Items affecting comparability	3 737	2 327	816	-396	-	6 484	6 484
Operating income after amortization	-	-	-	-	-	-	-758
Financial income and expenses	-	-	-	-	-	-	5 726
Income before taxes	-	-	-	-	-	-	-1 410
Taxes	-	-	-	-	-	-	4 316
Net income for the year	-	-	-	-	-	-	-

December 31, 2022

MSEK	Securitas North America ¹	Securitas Europe	Securitas Ibero-America	Other ²	Total segments
Capital employed and financing	4 116	7 606	10 667	12 96	35 395
Operating non-current assets	8 920	7 767	2 901	1672	21 260
Accounts receivable	6 205	3 898	554	3 626	14 283
Other assets	-9 031	-13 537	-2 693	-5 990	-31 251
Other liabilities	10 210	5 734	1 829	6 04	23 817
Total operating capital employed	15	10	19	-	44
Operating capital employed as % of sales	27 705	20 141	18 23	1 352	51 011
Goodwill	3 659	3 226	36	259	7 18
Acquisition-related intangible assets	-	41	-	353	394
Shares in associated companies	41 574	29 142	3 688	2 568	76 974
Total capital employed	10	9	22	-	31
Return on capital employed, %	-	-	-	-	-
Net debt	-	-	-	-	-
Shareholders' equity	-	-	-	-	-
Total financing	-	-	-	-	-
Net debt/equity ratio, multiple	-	-	-	-	-
Assets and liabilities	50 605	42 679	6 381	6 924	105 775
Non-interest-bearing assets	-	-	-	-	-
Unallocated non-interest-bearing assets ³	-	-	-	-	-
Unallocated interest-bearing assets	-	-	-	-	-
Total assets	-	-	-	-	-
Shareholders' equity	-	-	-	-	-
Non-interest-bearing liabilities	9 031	13 537	2 693	2 568	27 829
Unallocated non-interest-bearing liabilities ¹	-	-	-	-	-
Unallocated interest-bearing liabilities	-	-	-	-	-
Total liabilities	-	-	-	-	-
Total shareholders' equity and liabilities	-	-	-	-	-

1 As of the third quarter 2023, the Securitas Critical Infrastructure Services business unit has been moved from the Infrastructure business segment. Other comparatives have been restated.
 2 Depreciation and amortization of tangible and non-acquisition related intangible assets per segment are reported on the line statement of cash flow above. Further information regarding depreciation and amortization is provided in note 4.
 3 Included in Other in the table Capital employed and financing.



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Geographical information¹

MSEK	Total sales from external clients ²		Non-current assets ³	
	2023	2022	2023	2022
The US	64 709	55 129	32 525	33 820
France ¹	-	7 299	7 301	7 301
Sweden ¹	7 791	6 510	4 807	4 557
All other countries ⁴	84 749	71 598	26 488	26 972
Total countries	157 249	133 237	71 119	72 650
Non-current assets not listed by country ¹	-	-	3 583	2 985
Total non-current assets	-	-	74 702	75 635

1 Geographical information related to sales and non-current assets is disclosed for Sweden (which is Securitas' country of domicile) and for all individual countries where the sales or non-current assets exceed 10 percent of the total amount for the Group.

2 Based on the location of sales offices and corresponds in all material aspects to the geographical location of the clients.

3 Financial instruments, deferred tax assets and post-employment benefit assets are not specified by country. These are instead reported on the line Non-current assets not listed by country.

4 Including elimination of intra-Group sales.

**Note 11
Operating income****Statement of income**

The table below illustrates the statement of income in summary classified according to type of cost.

MSEK	2023	2022
Total sales	157 249	133 237
Other operating income	64	52
Salaries (note 12)	-93 831	-82 355
Social benefits (note 12)	-20 557	-17 645
Depreciation and amortization (notes 13, 19, 20, 21, 22)	-4 176	-3 534
Bad debt losses (note 27)	-315	-86
Other operating expenses	-33 486	-23 185
Total operating expenses	-152 365	-126 805
Operating income	4 948	6 484

Exchange rate differences

Exchange rate differences included in operating income amounted to MSEK -27 (-4).

Government grants

Government grants are accounted for as cost reductions in operating result. Government grants only include support that qualify as government grants according to IAS 20. Other support measures are thus not included in the table for government grants below.

Securitas has also, like other companies, benefitted from government assistance related to deferred payment schemes under which payments for items such as payroll taxes, value added taxes and similar items have been deferred in time. These deferred payments have not impacted the statement of income. After a final repayment of close to MSEK 700 in 2022 of the previously postponed corona-related payroll tax balances in North America, no material balances remain to be settled out of the various governmental schemes for postponement of various tax payments introduced during the corona pandemic.

Government grants in 2022 and 2023 were mainly related to salaries paid for partial unemployment. Securitas has also received government grants related to for example training and education, incentives for hiring new staff and compensation for sickness costs.

Securitas' estimate of how much of the government grants that are related to or have been triggered as a result of the corona pandemic is approximately MSEK 12 (63). These government grants are mainly related to salaries paid for partial unemployment.

The grants recognized in the statement of income are assessed as having fulfilled all conditions pertaining to the grant. If there are conditions for which there is uncertainty of fulfillment of any condition at the time of preparing the statement of income, the assessment is that all grants have been deferred until the assessment is that all conditions are fulfilled.

The table below specifies how government grants are accounted for in the statement of income.

Government grants allocated per function

MSEK
Reduction of production expenses
Reduction of selling and administrative expenses
Total government grants allocated per function

Acquisition-related costs

The tables below specify what acquisition-related costs how they would have been classified per function in the statement of income if the items had not been disclosed separately on the statement of income. The tables also specify how the acquisition-related costs are split by segment. There is also a specification of the acquisition-related costs.

Acquisition-related costs

MSEK
Restructuring and integration costs
Transaction costs
Revaluation of deferred considerations
Total acquisition-related costs

Acquisition-related costs allocated per function

MSEK
Production expenses
Selling and administrative expenses ¹
Total acquisition-related costs allocated per function

1 All transaction costs and revaluation of deferred considerations were allocated to selling and administrative expenses in the statement of income (11) separately on the face of the statement of income.



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Acquisition-related costs allocated per segment

MSEK	2023	2022
Securitas North America	-	-32
Securitas Europe	-10	-17
Securitas Ibero-America	-	-
Other	0	0
Total acquisition-related costs allocated per segment	-10	-49

Cash flow impact from acquisition-related costs

MSEK	2023	2022
Acquisition-related costs according to the statement of income	-10	-49
Cash flow	-9	-63
Adjustment for effect on cash flow from acquisition-related costs	1	-14

Items affecting comparability

Items affecting comparability consists of two major parts. The first part is related to the transformation programs in Securitas Europe and Securitas Ibero-America for the further digitization of the company. Costs for these programs relate primarily to the impairment of assets, organizational restructuring charges and other non-recurring items.

The previous transformation programs related to global IS/IT foundation throughout the Group, while the other program was driving business transformation of Securitas North America, were finalized during 2021, but the programs has impacted cash flow both years.

The second part is related to acquisition-related costs such as transaction cost, restructuring- and integration cost regarding the acquisition of STANLEY Security.

In addition, in 2023 items affecting comparability also included a capital loss from the divestiture of Securitas Argentina.

Previous cost savings programs in Group and Securitas Europe are both finalized in previous years and no additional costs have been recognized in the statement of income, but the programs have impacted cash flow both years.

Items affecting comparability

MSEK	2023	2022
Transformation programs, Group	-686	-632
Acquisition of STANLEY Security	-662	-454
Divestiture of Securitas Argentina	-3 321	-
Total items affecting comparability	-4 669	-1 086

Items affecting comparability allocated per function

MSEK	2023	2022
Production expenses	-9	-13
Selling and administrative expenses	-4 660	-1 073
Total items affecting comparability allocated per function	-4 669	-1 086

Items affecting comparability allocated per segment

MSEK	2023	2022
Securitas North America	-345	-332
Securitas Europe	-863	-675
Securitas Ibero-America	-3 389	-58
Other	-72	-21
Total items affecting comparability allocated per segment	-4 669	-1 086

Cash flow impact from items affecting comparability

MSEK	2023	2022
Transformation programs, Group	-624	-744
Cost-savings program, Group	-15	-48
Cost-savings program, Securitas Europe	0	-1
Acquisition of STANLEY Security	-761	-378
Divestiture of Securitas Argentina	-3	-
Cash flow from items affecting comparability	-1 403	-1 171
Items affecting comparability according to the statement of income as per the table above	-4 669	-1 086
Adjustment for effect on cash flow from items affecting comparability	3 266	-85

Audit fees and reimbursements

The table below specifies what audit fees and reimbursements related to.

MSEK	2023	2022
Audit assignments		
Additional audit assignments		
Tax assignments		
Other assignments		
Total EY		
Other auditors		
Audit assignments		
Total Other auditors		
Total audit fees and reimbursements		

Additional audit assignments mainly comprise review for the second quarter. Tax assignments mainly comprise, transfer pricing and questions related to tax liability. Other services mainly comprise audit-related services prospectuses (2022), process reviews and business



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2024, respectively, and that the invested shares are kept during the whole vesting period. The number of shares awarded will also include compensation for dividend during the vesting period by increasing the number of shares awarded.

The cost for the service rendered under the long-term incentive program is spread over the vesting period and is based on a fair value on the grant date for Securitas series B share of SEK 86.00 per share for LTI 2023/2025, SEK 84.57 per share for LTI 2022/2024 and SEK 113.26 per share for LTI 2021/2023. The fair value on the grant date has been recalculated to consider the effects of the rights issue completed on October 18, 2022. The recalculation has not resulted in any change in the projected cost for the program as the number of shares awarded has been adjusted correspondingly.

During 2023 the performance cost for the LTI schemes was MSEK 52 (48), net after adjusting for leavers which have reduced the cost by MSEK 3 (5) but excluding costs for social benefits. Costs for social benefits amount to MSEK 13 (12). During 2023 LTI 2020/2022 vested and consequently this program is now closed.

The share purchase in Securitas may be handled by a swap agreement with a third party.

Costs for share-based incentive schemes: Presidents and other employees

MSEK	2023	2022
Bonus costs for share-based incentive schemes	52	48
Social benefits for share-based incentive schemes ¹	13	12
Total	65	60

¹ Liability for social benefits related to share-based incentive schemes amounted to MSEK 29 (48).

**Note 13
Depreciation and amortization**

MSEK	2023	2022
Software licenses	349	315
Other intangible assets	178	158
Right-of-use assets	1574	1311
Buildings	16	14
Machinery and equipment	1439	1322
Total depreciation and amortization	3556	3120

Depreciation and amortization for the year is distributed in the statement of income as below

MSEK	2023	2022
Amortization of intangible assets		
Production expenses	39	65
Selling and administrative expenses	488	408
Total amortization of intangible assets	527	473
Depreciation of right-of-use assets		
Production expenses	521	415
Selling and administrative expenses	1053	896
Total depreciation of right-of-use assets	1574	1311
Depreciation of tangible non-current assets		
Production expenses	1027	971
Selling and administrative expenses	428	365
Total depreciation of tangible non-current assets	1455	1336
Total depreciation and amortization	3556	3120

**Note 14
Remeasurement for hyperinflation**

Currently, Securitas' operation in Türkiye, as of second quarter 2022, is accounted for according to IAS 29, Financial reporting in Hyperinflation-ary economies. IAS 29 was applied also on the operation in Argentina up to second quarter 2023, but was on July 25 2023 divested and are no longer consolidated in Securitas Group from this date. The impact on the consolidated statement of income and other comprehensive income from the remeasurement according to IAS 29, as described in note 2, is illustrated below. The index used by Securitas for the remeasurement of the financial statements is the consumer price index with base period January 2003 for Argentina and 2005 for Türkiye.

Exchange rates and index

	2023	2022
Exchange rate, Argentina, SEK/ARS	-	0.06
Index, Argentina	-	68.66
Exchange rate, Türkiye, SEK/TRY	0.34	0.56
Index, Türkiye	16.24	9.86

Net monetary gain recognized in the consolidated statement of income

MSEK
Net monetary gain, Argentina
Net monetary gain, Türkiye
Total financial income and expenses

Remeasurement impact recognized in Other income

MSEK
Remeasurement, Argentina
Remeasurement, Türkiye
Total remeasurement impact recognized in other comprehensive income

**Note 15
Net financial items**

MSEK
Interest income from financial assets at fair value through profit or loss
Interest income from loans and receivables at amortized cost
Total interest income
Net monetary gain on remeasurement of hyperinflation
Revaluation of financial instruments
Other financial income
Exchange rate differences, net ¹
Total financial income
Interest expenses from financial liabilities at fair value through profit or loss
Interest expenses from financial liabilities designated as hedged item in a fair value hedge
Interest expenses from derivatives designated for hedging
Interest expenses from lease liabilities
Interest expenses from other financial liabilities at amortized cost
Total interest expenses
Revaluation of financial instruments
Other financial expenses
Total financial expenses
Net financial items

¹ Exchange rate differences included in operating income are reported



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Note 16 Taxes

Statement of income

Tax expense	2023	%	2022	%
M/SEK				
Tax on income before taxes	-1552	-54.8	-1298	-22.7
Current taxes	16	0.6	-112	-1.9
Deferred taxes	-1536	-54.2	-1410	-24.6
Total tax expense				

The Swedish corporate tax rate was 20.6 percent (20.6). The Group's tax rate was 54.2 percent (24.6). The full year tax rate increase was mainly negatively affected by the non-deductible capital loss from the divestiture of Securitas Argentina and positively affected by the reversal of tax provisions related to Spanish tax cases after a judgment from the Audiencia Nacional in Spain in favor of Securitas. The tax rate adjusted for tax on items affecting comparability was 26.6 percent (26.6).

Difference between statutory Swedish tax rate and actual tax expense for the Group

M/SEK	2023	%	2022	%
Income before taxes according to the statement of income	2833		5726	
Tax based on Swedish tax rate	-584	-20.6	-1180	-20.6
Difference between tax rate in Sweden and weighted tax rates for foreign subsidiaries	27	1.0	-108	-1.9
Tax related to previous years	-34	-1.2	-15	-0.3
Recognition of previously unvalued tax losses	27	1.0	29	0.5
Revaluation of deferred tax following a change in tax rate	-1	0.0	-9	-0.1
Other non-deductible items	-1071	-37.9	-158	-2.7
Other tax exempt items	100	3.5	31	0.5
Actual tax expense	-1536	-54.2	-1410	-24.6

Tax on items affecting comparability amounted to M/SEK 46.0 (42.2) including a reversal of tax provision of M/SEK 118 (151) related to Spanish tax cases.

Tax expense that may arise from dividends out of the distributable earnings has not been provided for. If distributed the tax expense arising would amount to M/SEK 76 (76).

Changes in deferred taxes between 2022 and 2023 are mainly explained by provisions for pensions, tax loss carry forwards, acquisition-related intangible assets and other temporary differences. There are no unrecognized temporary differences related to subsidiaries or associated companies.

Write-down of deferred tax on taxable reversal of negative interest net has been recognized as they are deemed less likely to be utilized within the time-frame.

Global Minimum Tax (Pillar Two)

Pillar Two legislation has been enacted or substantively enacted in certain jurisdictions the Group operates. The legislation will be effective for the Group's financial year beginning January 1, 2024. The Group is in the process of assessing the potential exposure arising from Pillar Two legislation. The assessment that is being carried out is based on the latest available tax filings and country-by-country reporting for 2022, and the latest financial information for 2023. In certain jurisdictions, information required for the assessment is still being gathered and, therefore, the assessment is not complete. Based on the assessment carried out so far, the Group has identified potential exposure to Pillar Two income taxes on profits earned in Ireland, Israel and United Arab Emirates where the expected Pillar Two effective tax rate is likely to be lower than 15 percent. The potential exposure is expected to come from the constituent entities (mainly operating subsidiaries) in these jurisdictions. However, exposure may also exist in other jurisdictions where the assessment is ongoing.

Quantitative information to indicate potential exposure to Pillar Two income taxes is currently not known or reasonably estimable. The Group continues the assessment and expects to complete the assessment in the first half of the financial year 2024.

Other comprehensive income

M/SEK	2023	2022
Tax on other comprehensive income		
Deferred tax on remeasurements of defined benefit pension plans	-21	-21
Deferred tax on remeasurement for hyperinflation	-8	-14
Deferred tax on cash flow hedges	-1	8
Deferred tax on cost of hedging	0	2
Deferred tax on net investment hedges	-101	253
Deferred tax on net investment hedges included in translation differences	114	-235
Deferred tax on other comprehensive income	-17	-7

Balance sheet
Current tax assets/liabilities
M/SEK
Current tax assets
Current tax liabilities
Current tax assets/liabilities, net
Deferred tax assets were attributable to
M/SEK
Pension provisions and employee-related liabilities
Lease liabilities
Tax loss carryforwards
Acquisition-related intangible assets
Machinery and equipment
Other temporary differences
Total deferred tax assets
Whereof deferred tax assets expected to be used within 12 months
Net accounting ¹
Total deferred tax assets according to the balance sheet
Deferred tax liabilities were attributable to
M/SEK
Pension provisions and employee-related liabilities
Acquisition-related intangible assets
Right-of-use assets
Machinery and equipment
Other temporary differences
Total deferred tax liabilities
Whereof deferred tax liabilities expected to be used within 12 months
Net accounting ¹
Total deferred tax liabilities according to the balance sheet
Deferred tax assets/liabilities, net

¹ Deferred tax assets and liabilities are reported in the balance sheet post considering the set-off possibilities.



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Deferred tax assets change analysis

MSEK	2023	2022
Opening balance deferred tax assets	3 489	2 444
Change due to:		
Deferred tax recognized in the statement of income	243	5
Changed tax rate	2	-1
Acquisitions	92	954
Divestitures	50	-7
Recognized in other comprehensive income	17	-2
Translation differences	-87	96
Closing balance deferred tax assets	3 806	3 489
Change during the year	317	1 045

Deferred tax liabilities change analysis

MSEK	2023	2022
Opening balance deferred tax liabilities	3 753	2 037
Change due to:		
Deferred tax recognized in the statement of income	273	102
Changed tax rate	-	-
Acquisitions	-	1524
Divestitures	-53	1
Recognized in other comprehensive income	18	12
Translation differences	-119	77
Closing balance deferred tax liabilities	3 872	3 753
Change during the year	119	1 716

Deferred tax assets change analysis per category in 2023

MSEK	Opening balance	Deferred tax recognized in the statement of income	Changed tax rate	Acquisitions	Divestitures	Recognized in other comprehensive income
Pension provisions and employee-related liabilities	737	-22	1	5	-	-4
Lease liabilities	924	151	-	-	-	-
Tax loss carryforwards	253	-90	-	6	46	-
Acquisition-related intangible assets	360	-21	-	-6	-	-
Machinery and equipment	143	4	-	-12	-	-
Other temporary differences	1052	221	1	99	-	8
Total deferred tax assets	3 489	243	2	92	50	1
Change during the year						

Deferred tax liabilities change analysis per category in 2023

MSEK	Opening balance	Deferred tax recognized in the statement of income	Changed tax rate	Acquisitions	Divestitures	Recognized in other comprehensive income
Pension provisions and employee-related liabilities	78	3	-	-	-	-
Acquisition-related intangible assets	2 239	22	-	-	-	3
Right-of-use assets	886	145	-	-	-	-
Machinery and equipment	198	-36	-	-	-	-
Other temporary differences	352	139	-	-	-	-56
Total deferred tax liabilities	3 753	273	-	-	-	16
Change during the year						

Tax loss carryforwards

Tax loss carryforwards relate primarily to subsidiaries in Spain, Germany, Portugal and Sweden. The Group's total tax loss carryforwards on December 31, 2023, amounted to MSEK 1 661 (1 751). These tax loss carryforwards expire as follows:

Tax loss carryforwards	2024	2025	2026	2027-	Unlimited duration	Total tax loss carryforwards
	48	81	93	260	1 179	1 661

Tax loss carryforwards

Deferred tax assets related to tax losses are available for utilization in the taxable period in which they can be utilized by future profits. As of December 31, 2023, tax loss carryforwards for which deferred tax assets amounted to MSEK 786 (1 051) and deferred tax assets amounted to MSEK 209 (253). Tax losses can be utilized in taxable income and tax payments.



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Note 17 Acquisitions and divestitures of subsidiaries

Acquisition calculations are subject to final adjustment up to one year after the date of acquisition. For further information refer to note 4.

MSEK	Purchase price paid received ¹	Acquired/divested net debt ²	Enterprise value	Acquisition-related intangible assets	Operating capital employed	Total capital employed	Shareholders' equity	Total
STANLEY Security (adjustments)	0	-120	-120	2 139	-2 139	-	-	-
Securitas Argentina (divestiture)	-41	-	-41	-527	-4	-531	651 ⁴	120
Other acquisitions and divestitures, and adjustments ^{1,2,3}	-41	-120	-161	6	1	37	4 ⁵	41
Total acquisitions and divestitures	-120	-120	-161	1 618	1	-494	655	161
Liquid funds according to acquisition/divestiture analyses	-120	-	-	-	-2 113	-	-	-
Total effect on Group's liquid funds	-161	-	-	-	-	-	-	-

1 Related to other acquisitions and divestitures for the period: Bewachungen A.LMA (contract portfolio), Austria.

2 Related to updated previous year acquisition calculations for the following entities: Drank-Schütz, Germany, DVA and Securitas Technology Turkey, Turkey. Complete security integration, Australia and Securitas Egypt (divestiture). As well as to deferred considerations paid in the US, Germany, Austria, Turkey, Spain and Australia.

3 Deferred considerations have been recognized mainly based on an assessment of the future profitability development in the acquired entities for an agreed period. The net of now deferred considerations, payments made from previously recognized deferred considerations and realisation of deferred considerations was MSEK -152. Now deferred considerations, short term and long term, in the Groups balance sheet amount to MSEK 102.

4 Related to capital loss of MSEK 3 318 and MSEK -2 667 recycling of accumulated translation differences to net income upon divestiture.

5 Related to revaluation of deferred consideration of MSEK 4 over income statement.

6 No equity instruments have been issued in connection with the acquisitions.

The difference between the purchase price and the including acquisition-related intangible assets is accounted for in the consolidated financial statements. Goodwill is not subject to amortization but will be tested for impairment at least annually. When the carrying amount of an intangible asset exceeds its recoverable amount, the carrying amount is reduced to its recoverable amount. Goodwill is made up of a number of components such as synergies, trained workforce and commercial and cost synergies), trained workforce and graphical footprint.

The purchase price allocation has been based on and has been subject to adjustments both in relation to the purchase price and in relation to the net debt and net working capital. The purchase price that will be adjusted for net debt and net working capital is subject to adjustments based on further information regarding facts and circumstances. The purchase price allocation for the year ending July 22, 2022, relating to the acquired entities became effective on the completion of the transaction. Adjustments made during 2023 are mainly related to accounts receivables and accrued sales income, in relation to inventory balances.

The acquisition is a combination of share purchase and cash purchase. The purchase price corresponds to 100 percent of the net debt and net working capital.

Transaction costs

Total transaction costs incurred from January 1 to December 31, 2023, amount to MSEK -14 (-18) for the fully consolidated financial statements. Transaction costs are included in items affecting operating profitability.

Purchase price allocation

The purchase price paid on July 22, 2022, amounted to MSEK 32 783 and the purchase price allocation includes goodwill of MSEK 25 868. The final purchase price will depend on the final outcome of net working capital reconciliation and adjustments for net debt. Any further adjustments will hence be recognized in the statement of income.

The purchase price allocation was completed on July 22, 2023. Identifiable intangible assets and liabilities are valued at fair value. Acquisition-related intangible assets have been allocated to client-related, brand-related and technology-related intangible assets. Brand-related intangible assets are deemed to have an indefinite useful life and is not subject to amortization but will be tested yearly for impairment or when indicating that the carrying amount may not be recoverable. Brand-related intangible assets amount to MSEK 417 out of a total of acquisition-related intangible assets of MSEK 5 450. The valuation of acquisition-related intangible assets has not been changed. Acquisition-related intangibles that are subject to amortization have a useful life estimated from eight to 15 years. Amortization amounted to MSEK -365 (-163).

Deferred taxes have been considered where applicable and where identified tax losses carried forward have been valued when it is judged that there will be taxable future income for which the tax losses can be utilized.

The following definitions are used in the tables below

Full year sales: What the contribution to total sales would have been if the acquisition had been consolidated from January 1, 2023.

Contribution to total sales: What the acquisition has contributed to total sales for the year.

Full year net income: What the contribution to net income would have been if the acquisition had been consolidated from January 1, 2023.

Contribution to net income: What the acquisition has contributed to net income for the year.

Acquisition of the business in STANLEY Security Consolidation

On December 8, 2021, Securitas announced that it had signed an agreement to acquire the Electronic Security Solutions business from Stanley Black & Decker Inc. ("STANLEY Security") for a purchase price of MUSD 3 200 on a debt and cash free basis. All regulatory conditions were approved as communicated on July 14, 2022. The transaction was completed on July 22, 2022, and consolidated into Securitas as of the same date.



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Summary balance sheet as of acquisition date July 20, 2022, including adjustments 2023

MSEK	Fair value acquisition balance 2022	Adjustments 2023	Fair value acquisition balance 2023
Operating non-current assets	3 352	-400	2 952
Accounts receivable	2 113	-463	1 650
Other assets	4 635	-473	4 162
Other liabilities	-7 021	-803	-7 824
Total operating capital employed	3 079	-2 139	940
Goodwill from the acquisition	23 729	2 139	25 868
Acquisition-related intangible assets	5 450	-	5 450
Total capital employed	32 258	-	32 258
Net debt	525	-	525
Total acquired net assets	32 783	-	32 783
Purchase price paid	-32 783	-	-32 783
Liquid funds in accordance with acquisition analysis	525	-	525
Total impact on the Group's liquid funds	-32 258	-	-32 258

Other disclosures STANLEY Security

Provision for bad debt included in accounts receivable, MSEK	-647	-404	-1 051
Transaction costs (2021-2023), MSEK	242	14	256

Divestiture of the business in Securitas Argentina

On July 25, 2023, the divestment of Securitas Argentina to local management was completed. Securitas exited the country due to the weak macroeconomic prospects and challenging business environment with limited opportunity to execute our long-term strategy and provide quality services to our clients with healthy profitability. Last 12 months' sales based on June 2023 of Securitas Argentina was BSEK 2.5, with an operating margin of below average in Securitas Ibero-America. The divestment resulted in a capital loss of MSEK 3 321, which was recognized as an item affecting comparability in the third quarter of 2023. The capital loss mainly comprised accumulated foreign currency losses. This impact was net neutral in Group equity. The divestiture had limited cash flow impact of MSEK -123, whereof MSEK -120 is reported as cash flow from investing activities and MSEK -3 is reported as cash flow from items affecting comparability.

Summary balance sheet as of divestiture date July 25, 2023

MSEK	Fair value acquisition balance
Operating non-current assets	-61
Accounts receivable	-527
Other assets	-53
Other liabilities	637
Total operating capital employed	-4
Goodwill from divestiture	-527
Acquisition-related intangible assets	-
Total capital employed	-531
Net debt	-120
Total divested net assets¹	-651
Purchase price paid/received ²	0
Liquid funds in accordance with divestiture analysis	-120
Total impact on the Group's liquid funds	-120

Other disclosures Securitas Argentina

Divested share, %	100
Full year sales, MSEK ¹	2 564
Contribution to total sales, MSEK	1 282
Full year net income, MSEK ²	70
Contribution to net income, MSEK	22
Provision for bad debt included in accounts receivable, MSEK	2
Transaction costs, MSEK	3

¹ Full year Sales are based on the actual sales January 1 to June 30, 2023, plus sales July 1 to December 31, 2022.

² Full year net income is based on the actual contribution January 1 to June 30, 2023, plus net income July 1 to December 31, 2022. The applied tax rate is 30.0 percent.

³ Purchase price paid/received differs from total divested net assets due to capital loss of MSEK 3 318 (excluding transaction cost of MSEK 3) and MSEK -2 667 recycling of accumulated translation differences to net income upon divestiture.

Other acquisitions and divestitures, and adjustments

MSEK	Fair value acquisition balance
Operating non-current assets	-61
Accounts receivable	-527
Other assets	-53
Other liabilities	637
Total operating capital employed	-4
Goodwill from divestiture	-527
Acquisition-related intangible assets	-
Total capital employed	-531
Net debt	-120
Total divested net assets¹	-651
Purchase price paid/received ²	0
Liquid funds in accordance with divestiture analysis	-120
Total impact on the Group's liquid funds	-120

¹ Deferred considerations for acquisitions made during 2023 have been assessed for the future profitability development for an agreed period. Securitas' best estimate of the final outcome. Thus, the estimate of the related. Deferred consideration is linked to the future development of the and the final outcome of the payment may consequently exceed the value. ² Related to adjustment of acquisitions of Complete Supply Integration. ³ Related to acquisitions of Bewachungen ALWA (company portfolio), Aus. ⁴ Purchase price paid/received differs from total acquisition of divested net consideration of MSEK 4.



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Note 18 Goodwill and impairment testing

MSEK	2023	2022
Opening balance	51 444	23 762
Acquisitions and divestitures	1 618	23 633
Translation differences and remeasurement for hyperinflation	-1 727	4 049
Closing accumulated balance	51 335	51 444
Opening impairment losses	-423	-389
Translation differences	4	-34
Closing accumulated impairment losses	-419	-423
Closing residual value	50 916	51 021

Goodwill allocated per segment

MSEK	2023	2022
Securitas North America ¹	27 756	27 705
Securitas Europe	20 503	20 141
Securitas Ibero-America	1 376	1 823
Other ²	1 281	1 352
Total goodwill	50 916	51 021

¹ As of the third quarter 2023, the Securitas Critical Infrastructure Services business unit has been moved from the business segment Securitas North America into Other. Comparatives have been restated.

Impairment testing

For the purpose of impairment testing, assets are grouped at the lowest levels for which there are separately identifiable cash flows (Cash Generating Unit), that is, per segment. The segment level corresponds to the lowest level where complete financial information that is reviewed and used for control is available.

Goodwill and intangible assets with indefinite useful life

Goodwill is tested on an annual basis for possible impairment. Securitas also carries out impairment testing for other intangible assets for which there is an indefinite useful life. The value of these assets are MSEK 16 (16) and relate to the consideration paid for the brand Securitas in one of the Group's countries of operations and also product brandnames of MSEK 403 (426), which arose in connection with the acquisition of STANLEY Security and related to Securitas North America.

The annual impairment test of all Cash Generating Units (CGUs), which is required under IFRS, took place during the third quarter of 2023 in conjunction with the business plan process for 2024. During this year's assessment

a total number of five CGUs were tested for impairment of goodwill. The five CGUs are Securitas North America, Securitas Europe, Securitas Ibero-America, Africa, the Middle East, Asia and Australia (AMEA) and Securitas Critical Infrastructure Services.

Valuation methodology and material assumptions

Value in use is measured as expected future discounted cash flows and is based upon a five year discounted cash flow model. The cash flows have been calculated based on financial plans developed in each segment. The financial plans are built upon the regular business plan for the next financial year which has been ascertained by Group Management and has been presented to the Board of Directors.

The calculation of the value in use is based on certain material assumptions and assessments. The most significant of these relate to the organic sales growth, the development of the operating margin, the change in operating capital employed, long-term growth rate as well as the relevant WACC (Weighted Average Cost of Capital) for the valuation, that is, WACC after tax used to discount the future cash flows. These assumptions and judgments are also based on financial plans developed in each business segment and are built upon the regular business plan for the next financial year which has been ascertained by Group Management and presented to the Board of Directors. In addition to this, the assumptions and judgments are based on each business segment growth and profitability level.

In terms of long-term growth rate a rate of 2 percent for guarding services in mature markets is at present regarded as being a reasonable estimate in view of the business areas' historical organic growth rate and also taking into consideration external estimates of the future. Freedonia for example, estimates that the market for guarding services in Europe and North America will grow at an average rate of some 3 percent per annum during the period 2021 to 2031. The market for integrated security solutions is estimated to grow faster than traditional guarding. In developing markets such as Eastern Europe, Latin America, Africa, the Middle East and Asia the growth rate for guarding services is estimated at 5 percent. Since the CGUs consist of countries from both mature and developing markets the long-term growth rate for the CGU has been calculated as the weighted average of the mature or developing markets share of the segment operating result. Assumptions relating to WACC are calculated individually for each country and weighted to an average for each CGU based on the countries share of the segment operating result.

The table below shows the assumptions and estimates used in the impairment testing in summary and by business segment.

	Estimated growth rate beyond the forecast period, %
2023	
Securitas North America	2.0
Securitas Europe	2.1
Securitas Ibero-America	2.4
Other ¹	2.4
2022	
Securitas North America	2.0
Securitas Europe	2.2
Securitas Ibero-America	2.7
Other ²	2.4

¹ The operations in Africa, the Middle East, Asia, Australia and the Securitas North America are included in Other.

² As of the third quarter 2023, the Securitas Critical Infrastructure Services business unit has been moved from the business segment Securitas North America into Other. Comparatives have been restated.

Impairment testing of goodwill and intangible assets with indefinite useful life

The 2023 impairment test showed that none of the intangible assets had an impairment amount that exceeded the recoverable amount. No impairment losses have been recognized in 2023 or 2022 either.

Sensitivity analysis

The following sensitivity analyses have been made in connection with impairment testing, assuming a general reduction of 1 percentage point in the organic growth rate for the forecasting period, general reduction of 0.5 percentage points in the operating margin, general increase of 0.5 percentage points in the general decrease of the estimated growth rate after 2023 and general decrease of the estimated growth rate after 2023 of 0.5 percentage points. A sensitivity analysis for each of the intangible assets has been established in the impairment testing has been established. For conducted sensitivity analyses, conclusions and adjustments of assumptions stand alone would result in any CGU.



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Note 19 Acquisition-related intangible assets¹

MSEK	2023	2022
Opening balance	9 734	4 030
Acquisitions and divestitures	1	5 481
Derecognition of fully amortized assets ²	-134	-342
Translation differences and remeasurement for hyperinflation	-331	565
Closing accumulated balance	9 270	9 734
Opening amortization	-2 554	-2 298
Reversal of amortization on derecognized assets ²	134	342
Amortization for the year	-620	-414
Translation differences and remeasurement for hyperinflation	110	-184
Closing accumulated amortization	-2 930	-2 554
Closing residual value	6 340	7 180

1 The balance consists mainly of contract portfolios and related client relations. Further more product brand names that arose in connection with the acquisition of STANLEY Security are included with MSEK 403 (426).

2 The group derecognizes fully amortized acquisition-related intangible assets if a reliable estimate of future cash flows cannot be established. The net impact of such derecognition on the closing residual value is nil.

Note 20 Other intangible assets

MSEK	2023	2022
Opening balance	4 780	3 053
Acquisitions and divestitures	-528	1 241
Capital expenditures	538	443
Disposals/write-offs	-212	-64
Reclassification	-1	3
Translation differences and remeasurement for hyperinflation	-140	304
Closing accumulated balance	4 637	4 980
Opening amortization	-3 183	-1 916
Acquisitions and divestitures	295	-794
Disposals/write-offs	173	41
Reclassification	3	-1
Amortization for the year	-349	-315
Translation differences and remeasurement for hyperinflation	96	-198
Closing accumulated amortization	-2 965	-3 183
Closing residual value	1 672	1 797

1 Mainly related to capitalized costs to obtain contracts. For further information refer to note 6. Further more, the brand name Securitas in one of the Group's countries of operations is included with MSEK 1 (6).

2 Development costs that have not been capitalized amounted to MSEK 46 (43).



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Note 21 Right-of-use assets

MSEK	Buildings	Vehicles	Other right-of-use assets	Total right-of-use assets
2023				
Opening balance	4 021	858	24	4 903
New contracts	478	761	13	1 252
Terminated/changed lease contracts	124	-28	-3	93
Depreciation	-991	-569	-14	-1 574
Translation differences	-163	-16	0	-179
Closing balance	3 469	1 006	20	4 495
2022				
Opening balance	2 728	603	17	3 348
New contracts ¹	1 604	645	21	2 270
Terminated/changed lease contracts	267	-10	-1	256
Depreciation	-853	-443	-15	-1 311
Translation differences	275	63	2	340
Closing balance	4 021	858	24	4 903

¹ Includes also contracts from the acquisition of STANLEY Security

MSEK	2023	2022
Total cash flow for leases	-1 919	-1 617
Amounts recognized in the income statement		
Expenses for short-term lease contracts	360	318
Expenses for lease contracts of low value	8	8
Interest expenses	194	143
Depreciation	1 574	1 311
Total cost	2 136	1 780

References to other notes

For further information regarding right-of-use assets, refer to:
 Note 2 Accounting principles
 Note 4 Significant estimates and judgments
 Note 7 Financial risk management
 Note 13 Depreciation and amortization
 Note 15 Net financial items
 Note 16 Taxes

Note 22 Tangible non-current assets

MSEK	2023	Buildings and land ¹
Opening balance	826	598
Acquisitions and divestitures	-53	161
Capital expenditures	3	9
Disposals/write-offs	-7	-11
Reclassification	-18	11
Translation differences and remeasurement for hyperinflation	-7	58
Closing accumulated balance	744	826
Opening depreciation	-473	-358
Acquisitions and divestitures	-5	-63
Disposals/write-offs	3	2
Reclassification	-2	-8
Depreciation for the year	-16	-14
Translation differences and remeasurement for hyperinflation	6	-32
Closing accumulated depreciation	-487	-473
Opening impairment losses	-22	-20
Translation differences	0	-2
Closing accumulated impairment losses	-22	-22
Closing residual value	235	331

¹ The closing residual value of land included in the buildings and land above was MSEK of (81).

² Machinery and equipment comprise vehicles, equipment, security equipment (including alarm systems) and telecom

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Note 23

Shares in associated companies¹

MSEK	2023	2022
Opening balance	394	338
Share in income of associated companies	61	50
Dividend	-87	-16
Translation differences	-14	22
Closing balance ²	354	394

¹ A complete specification of associated companies can be obtained from the Parent Company.
² Of which goodwill MSEK 140 (146).

Financial information associated companies

Summarized financial information regarding the Group's associated companies is specified in the table below. The information is on 100 percent basis for the companies.

The Group's share of capital in associated companies amounts to 17–49 percent.
 In the company where the Group's share of capital is 17 percent it is considered an associated company due to shareholders agreement.

MSEK	2023	2022
Sales	1943	1842
Net income	123	104
Assets	766	829
Liabilities	334	322

Note 24

Interest-bearing financial non-current assets¹

MSEK	2023	2022
Derivatives with positive fair value, long-term		
Derivatives designated for hedging ²	192	-
Derivatives in fair value hedges	195	-
Total derivatives with positive fair value, long-term	387	-
Collateral paid	907	1059
Other items ³	219	226
Total interest-bearing financial non-current assets	1513	1285

¹ Further information regarding financial instruments is provided in note 7.
² Related to derivatives designated for hedging. The EUR/USD cross-currency interest rate swaps are bifurcated for hedging purposes. The EUR/SEK element, amounting to MSEK -208 (0), is accounted for under cash flow hedge accounting. The SEK/USD element, amounting to MSEK 490 (0), is accounted for under net investment hedge accounting.
³ Related to loans and receivables.

Note 25

Other long-term receivables

MSEK	2023	2022
Pension balances, defined contribution plans ¹	234	190
Pension balances, defined benefit plans ²	103	30
Reimbursement rights ³	139	140
Other long-term receivables ⁴	1855	2 106
Total other long-term receivables	2 331	2 466

¹ Refers to assets relating to non-qualified pension plans excluding social benefits.
² Refers to assets relating to pensions and other long-term employee benefit plans. Further information is provided in note 33.
³ Refers to assets relating to defined benefit pension plans where compensation is received from another party.
⁴ Including long-term finance lease receivables.

Note 26

Inventories

MSEK	2023	2022
Material and consumables	1443	1625
Advance payments to suppliers	35	45
Total inventories	1478	1670



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Note 27 Accounts receivable

MSEK	2023	%	2022	%
Accounts receivable before deduction of provisions for bad debt losses	22 664	100	22 361	100
Provisions for bad debt losses	-1 931	-9	-1 478	-7
Total accounts receivable	20 733	91	20 883	93
Opening balance provision for bad debt losses	-1 478		-843	
Provision for expected losses	-654		-315	
Reversed provisions	339		229	
Actual losses	193		180	
Acquisitions and divestitures	-402		-637	
Translation differences	71		-92	
Closing balance provision for bad debt losses	-1 931		-1 478	

1 Expenses for bad debt losses amounted to MSEK 315 (8A).

Note 28 Other current receivables

MSEK	2023	%	2022	%
Accrued sales income	4 834	21	4 214	19
Prepaid expenses	1 405	6	1 359	6
Other accrued income	729	3	667	3
Insurance-related receivables	838	4	870	4
Value added tax	905	4	326	1
Other items ¹	617	3	554	3
Total other current receivables	9 328	41	7 990	36

1 Including short-term finance lease receivables.

Note 29 Other interest-bearing current assets

MSEK	December 31, 2023	Expected loss rate	Accounts receivable before deduction of provisions for bad debt losses	Provision for bad debt losses	Accounts receivable after deduction of provisions for bad debt losses
Current	13 336	0.15%	13 336	20	13 316
Up to 30 days past due	4 834	0.15%	4 834	7	4 827
More than 30 days past due	1 405	2.5%	1 405	35	1 370
More than 60 days past due	729	5.0%	729	36	693
More than 90 days past due	838	64.0%	838	537	301
More than 180 days past due	905	75.0%	905	679	226
More than 365 days past due	617	100.0%	617	617	0
Total	22 664		22 664	1 931	20 733
December 31, 2022	14 371	0.15%	14 371	21	14 350
Current	4 214	0.15%	4 214	7	4 207
Up to 30 days past due	1 359	5.0%	1 359	68	1 291
More than 30 days past due	667	12.5%	667	83	584
More than 60 days past due	870	57.5%	870	500	370
More than 90 days past due	326	75.0%	326	245	81
More than 180 days past due	554	100.0%	554	554	0
More than 365 days past due	1 478		1 478	1 478	0
Total	20 883		20 883	2 083	18 800

Note 30 Other interest-bearing current liabilities

MSEK	December 31, 2023	December 31, 2022
Derivatives with positive fair value, short-term	1 316	4 827
Derivatives in net investment hedges	1 370	1 370
Other derivatives ²	693	693
Total derivatives with positive fair value, short-term	3 379	7 890
Other interest-bearing current assets	226	226
Total other interest-bearing current liabilities	3 605	8 116

1 Further information regarding financial instruments is provided in notes 10 and 11.

2 Related to financial assets at fair value through profit or loss with positive fair value.



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Note 30 Liquid funds¹

MSEK	2023	2022
Short-term investments ²	5 081	3 536
Cash and bank deposits ³	2 861	2 787
Total liquid funds	7 942	6 323

1 Liquid funds includes short-term investments with a maximum duration of 90 days that are readily convertible into a known amount of cash and subject to an insignificant risk of change in value. Liquid funds also include cash and bank deposits.

2 Short-term investments refer to fixed interest rate bank deposits.

3 The net position in group country cash-pool accounts is reported as cash and bank deposits where netting reflects the legal structure of the arrangement.

Note 31 Shareholders' equity

Number of shares and share capital December 31, 2023

	Number of share capital, shares	MSEK
Series A	26 938 371	27
Series B	546 454 181	546
Number of shares/total share capital	573 392 552	573
Less: Treasury shares	-475 000	-
Number of shares outstanding¹	572 917 552	-

1 The quota value is SEK 1.00 per share.

The number of Series A and B shares is unchanged in relation to December 31, 2022. As of December 31, 2023, there were no outstanding convertible debenture loans that could result in any dilution of the share capital.

Each Series A share carries ten votes and each Series B share one vote.

This is the only difference between the two series of shares.

Shareholders with more than 10 percent of the votes

The principal shareholders are Investment AB Latour with 10.9 percent of the capital and 29.6 percent of the votes, and Melker Schöring AB with 5.0 percent of the capital and 11.3 percent of the votes.

Dividend

The Board of Directors propose a dividend to the shareholders of the Parent Company of SEK 3.80 per share, or a total of MSEK 2 177. The dividend to the shareholders for the financial year 2022, which was paid in 2023, was SEK 3.45 per share, or a total of MSEK 1 977.

Presentation of shareholders' equity

According to IAS 1 a company should as a minimum present issued capital and other reserves in the balance sheet. Securitas has chosen to specify shareholders' equity into further components as per below:

- Share capital
- Other capital contributed
- Other reserves
- Retained earnings

Share capital shows the registered share capital of the Parent Company. There was an increase due to the rights issue by MSEK 208 in the share capital in 2022.

In other capital contributed, the total amount of all transactions Securitas AB has had with its shareholders is included except for share capital. Transactions that have taken place with shareholders are issued capital to premium. The amount presented in this sub-component corresponds to capital received (reduced by transaction costs) in excess of par value of issued capital. The Other capital contributed increased due to the rights issue by MSEK 9 304 in 2022 after the deduction of costs associated with the rights issue of MSEK -71.

Other reserves show income and expense items that according to certain standards should be recognized in other comprehensive income. In the case of Securitas, other reserves consist of translation differences attributable to the translation of foreign subsidiaries and associated companies according to IAS 21, the cost of hedging reserve and the cash flow hedge reserve. The amount in the hedging reserve will be transferred to the statement of income over the coming six years.

Retained earnings correspond to the accumulated profits earned and losses incurred in total for the Group. Retained earnings also include effects of the Group's share-based incentive schemes, repurchase of treasury shares, remeasurements for hyperinflation and remeasurements of post-employment benefits posted in other comprehensive income. Retained earnings are further reduced by dividend paid to shareholders of the Parent Company. Transactions with non-controlling interests are also recorded in retained earnings.

Share-based incentive schemes

Securitas' share-based incentive schemes have had retained earnings:

MSEK
Swap agreement ¹
Non-vested shares
Total short-term incentive schemes
Share-based remuneration to employees²
Total long-term incentive schemes
Repurchase of shares
Total impact on retained earnings

1 The short-term share-based incentive scheme was discontinued due to variable compensation basis thus been earned during the financial year of shares that have been hedged in this swap agreement amounts to allocated to the participants during 2023. For further information see note 2

2 Refers to share-based remuneration for the Group's participants in the incentive schemes for 2023 of MSEK 56 and also adjusted for actual awards awarded under Securitas' long-term share-based incentive scheme

Non-controlling interests

The table below specifies the Group's non-controlling

MSEK
Opening balance
Disposals/liquidations
Dividend
Total transactions with non-controlling interests
Share in net income
Share in other comprehensive income, translation differences
Total comprehensive income for the year
Closing balance



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Note 32 Long-term liabilities excluding provisions¹

MSEK	2023	2022
Long-term lease liabilities	3 336	3 658
Total long-term lease liabilities	3 336	3 658
EMTNNom MEUR 350, 2017/2024, Annual 11.25% ²	-	3 835
EMTNNom MUSD 50, 2019/2024, Fixed Rate Note ²	-	524
EMTNNom MUSD 105, 2019/2024, Fixed Rate Note ²	-	1 101
EMTNNom MSEK 2 000, 2022/2024, Floating Rate Note ²	-	2 000
EMTNNom MSEK 1 500, 2022/2024, Floating Rate Note ²	-	1 500
EMTNNom MEUR 300, 2018/2025, Annual 1.25% ²	3 279	3 283
EMTNNom MUSD 40, 2021/2027, Fixed Rate Note ²	397	419
EMTNNom MUSD 60, 2022/2027, Fixed Rate Note ²	595	628
EMTNNom MEUR 350, 2021/2028, Annual 0.25% ²	3 432	3 228
EMTNNom MEUR 600, 2023/2027, Annual 4.25% ³	6 719	-
EMTNNom MEUR 600, 2023/2029, Annual 4.375% ³	6 673	-
EMTNNom MUSD 75, 2023/2029, Floating Rate Note ²	744	-
Term facilities	9 131	24 179
Collateral received	109	-
Other long-term loans	5	60
Derivatives in fair value hedges	430	751
Derivatives designated for hedging ⁴	173	276
Total other long-term loan liabilities	31 687	41 784
Pensions balances, defined contribution plans ⁵	234	190
Deferred considerations ⁶	43	108
Other long-term liabilities	26	23
Total other long-term liabilities	303	321
Total long-term liabilities	35 326	45 663

1 For further information regarding financial instruments, refer to note 7.
2 Issued by the Parent Company.
3 Issued by Securitas Treasury Ireland DAC and guaranteed by the Parent company.
4 Related to derivatives designated for hedging with negative fair value. The EUR/USD cross currency interest rate swaps are bifurcated for hedging purposes. The EUR/SEK element, amounting to MSEK 129 (150), is accounted for under cash flow hedge accounting. The SEK/USD element, amounting to MSEK 3 011 (477), is accounted for under net investment hedge accounting.
5 Refers to liability for insured pension plan excluding social costs.
6 Recognized at fair value.

Long-term liabilities fall due for payment as follows

MSEK	2023	2022
Maturity < 5 years	27 079	40 891
Maturity > 5 years	8 247	4 772
Total long-term liabilities	35 326	45 663

Note 33 Provisions for pensions and similar commitments

Overview

The Group operates or participates in a number of defined benefit and defined contribution pension and other long-term employee benefit plans throughout the world. These plans are structured in accordance with local rules and practices.

The graphs below provide an overview of the Group's defined benefit plans.

Defined benefit obligations



- Switzerland MSEK 2 223, 60%
 - Canada MSEK 455, 12%
 - The US MSEK 99, 3%
 - France MSEK 264, 7%
 - Other countries MSEK 664, 18%
- Total MSEK 3 705**

Plan assets



- Switzerland MSEK 2 223, 74%
 - Canada MSEK 393, 13%
 - The US MSEK 19, 1%
 - Other countries MSEK 352, 12%
- Total MSEK 2 987**

Pension costs



- Switzerland MSEK 77, 42%
 - Canada MSEK 30, 17%
 - The US MSEK 7, 4%
 - France MSEK 4, 2%
 - Other countries MSEK 63, 35%
- Total MSEK 181**

In total 17 countries. Most of these countries have unfunded plans. Further information is provided in the section Other countries below.

The table below shows a specification of the member- and defined benefit plans, the plans' duration and members.

December 31, 2023

	Switzerland	Canada	US	France	Other countries	Total
Active members	2 774	-	-	-	-	2 774
Deferred members	-	-	-	-	-	-
Pensioner members	-	255	-	-	-	255
Total number of members	3 029	255	-	-	-	3 029
Duration of plans (years)	11	-	-	-	-	11
Number of years current pensioners are expected to live beyond age 65:						
Men	23	-	-	-	-	23
Women	25	-	-	-	-	25
Number of years future pensioners currently aged 45 are expected to live beyond age 65:						
Men	24	-	-	-	-	24
Women	26	-	-	-	-	26

The Group's significant defined benefit plans are described below.

Switzerland

The Group's Swiss operations participate in a plan according to IAS 19 as a result of the residual risk Swiss operations have chosen to set up in own-fund that the foundation only covers employees of Securitas. The plan is open to new employees of Securitas' Swiss operations who are being accrued under the plan. There are members in the plan since pension obligations are employer upon termination.

The benefits provided constitute pension benefits death-in-service pension to previous employees and pension benefits are normally paid as an annuity based rates. The disability benefits are calculated as a multiple of the salary and the death-in-service benefits in its turn salary and the death-in-service benefits in its turn requirements. Rates increase with age and at least 10% employer while the employee pays the remainder. In



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(unfunded plans providing pension and termination benefits) and the UK (funded plan providing pension and death-in-service benefits). The Group also currently has plans that are not significant in 12 other countries.

Other pension plans

In the Netherlands, the defined benefit arrangement for clerical staff in the guarding operations is accounted for as a defined contribution plan, which is closed to new entrants. New employees are enrolled in another defined contribution plan. The security officers in the guarding operations in the Netherlands participate in a multi-employer defined benefit plan that is mandatory for all guards from the age of 21 and up. The supervision and administration of the plan is carried out by a collective pension foundation for the security industry. This foundation determines the annual premium. Premiums paid to the plan in 2023 amounted to MEUR 9 (9). The contribution for the next annual reporting period is expected to be in line with the pension premiums in 2023. Securitas' share of total premiums to the plan is approximately 16 percent. This plan covers around 3 800 active employees for Securitas and a total of 20 500 active employees in the security industry. Since the administrator is unable to separately identify the company's share of the total plan assets and total defined benefit obligations for this arrangement, the plan is accounted for on a defined contribution basis. The funding ratio in this plan, calculated under the plan rules, was 190 percent (129) as of December 31, 2023.

In Sweden, security officers are covered by the SAF-LO collective pension plan, an industry-wide multi-employer defined contribution arrangement. Clerical workers are covered by the ITP plan, which is also based on a collective agreement and operated industry-wide on a multi-employer basis. According to a statement (UFR 10) issued by the Swedish Financial Reporting Board, the ITP 2-plan funded by insurance in Alecta, is a multi-employer defined benefit plan. Alecta has been unable to provide Securitas, or other Swedish companies, with sufficient information to determine its share of the total assets and liabilities for this arrangement. Consequently this arrangement is accounted for on a defined contribution basis. The cost for 2023 amounts to MSEK 23 (28). The contribution for the next annual reporting period is expected to be broadly in line with the current year's premium. Securitas' share of Alecta's total premiums amounts to less than 0.1 percent. The surplus in Alecta can be allocated to the insured employer and/or the insured employees. Alecta's funding ratio, calculated under the plan rules, was 158 percent (172) as of December 31, 2023.

In Norway, the AFP-plan (collective pension agreement) is a multi-employer defined benefit plan covering all employees. Since the administrator is unable to separately identify the company's share of the total plan assets and total defined benefit obligations, it is accounted for on a defined contribution basis. Premiums paid to the plan in 2023 amounted to MNOK 26 (23). The contribution for the next annual reporting period is expected to be broadly in line with the current year's premium. Securitas' share of total premiums to the plan is approximately 0.3 percent. The latest available funding ratio in this plan, calculated under the plan rules, was 66 percent (75) as of December 31, 2022.

Consolidated statement of income

The table below shows expense (+) and income (-) from the Group's defined benefit and defined contribution plans.

MSEK	2023	2022
Current service cost	165	176
Administration cost	6	6
Interest income or expense ¹	22	12
Reimbursements of other long-term employee benefits and past service cost and gains and losses arising from settlements	0	-4
Total pension costs for defined benefit plans	181	186
Pension costs for defined contribution plans	1809	1577
Total pension costs	1990	1763

¹ Whereof MSEK 6 (5) is related to interest on the effect of the asset ceiling.

The table below shows costs for defined benefit plans allocated per function.

MSEK	2023	2022
Production expenses	157	150
Selling and administrative expenses	14	36
Total pension costs for defined benefit plans	181	186

Consolidated balance sheet

The table below shows how the net defined benefit obligations have been determined. It also shows the Group's reimbursement rights.

MSEK	2023	2022
Present value of the defined benefit obligations	3 705	3 079
Fair value of plan assets ¹	-2 987	-2 262
Defined benefit obligations, net²	718	817
Reimbursement rights (note 25)	139	140

¹ Includes effect of the asset ceiling amounting to MSEK 76 (340). The effect is related to Canada, the UK and Switzerland.
² Related to the net of plans reported under provisions for pensions and similar commitments, MSEK 621 (647), and plans reported under other long-term receivables (note 25), MSEK -103 (-30).

The reimbursement rights are related to a contractual agreement where Securitas provide security services at a client site in Canada. The agreement requires Securitas to make provisions for post-retirement medical benefits. The costs of this benefit are carried by Securitas who, in turn, are reimbursed by the client. This reimbursement right is accounted for as an other long-term receivable in note 25.

The table below shows how reimbursements net of taxes recognized in other comprehensive income have been determined.



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Movement in provisions for pensions and similar commitments

	2023			
MSEK	Obligations	Plan assets	Net	Plan assets
Opening balance	3 079	-2 262	817	3 370
Current service cost	165	-	165	176
Administration cost	6	-	6	6
Interest income (-) or expense (+)	91	-69	22	34
Re-measurements of other long-term employee benefits	0	-	0	-4
Past service cost and gains and losses arising from settlements	-12	-	-12	-4
Total pension costs included in the consolidated statement of income	250	-69	181	208
Re-measurements of post-employment benefits:				
Return on plan assets, excluding amount included in interest income or expense	-	-55	-55	-
Changes in the effect of the asset ceiling, excluding amount included in interest income or expense ²	-	-278	-278	-
Actuarial gains (-) and losses (+) from changes in demographic assumptions	-7	-	-7	11
Actuarial gains (-) and losses (+) from changes in financial assumptions	257	-	257	-920
Actuarial gains (-) and losses (+) due to experience	16	-	16	105
Total re-measurements of post-employment benefits³	266	-333	-67	-804
Contributions by employers ⁴	-	-181	-181	-
Contributions by plan participants	104	-104	-	94
Benefits paid to plan participants	-252	252	-	-244
Administration costs paid	-6	6	-	-6
Acquisitions/divestitures/reclassifications	221	-221	0	49
Translation difference	43	-75	-32	412
Closing balance	3 705	-2 987	718⁵	3 079

1 Whereof MSEK 6(3) is related to interest on the effect of the asset ceiling.

2 Related to Canada, the UK and Switzerland.

3 Included net of taxes in other comprehensive income.

4 Contributions by employers are estimated to be on approximately the same level in 2024 as in 2023.

5 Related to the net of plans reported under provisions for pensions and similar commitments, MSEK 821(847), and plans reported under other long-term receivables (note 25), MSEK -103 (-30).



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Plan assets

The table below presents a break-down of the various types of investments in which the assets of the Group's funded benefit arrangements are invested.

M/SEK	2023	%	2022	%
Equity instruments				
Switzerland	356		324	
The US	368		295	
Canada	57		55	
Other countries	176		178	
Total equity instruments	957	32	852	38
Debt instruments				
Government bonds	373		366	
Corporate bonds, investment grade (AAA to BBB-)	750		622	
Corporate bonds, non-investment grade (below BBB-)	-		-	
Total debt instruments	1123	38	988	44
Property	565	19	542	24
Qualifying insurance policies	314	11	100	4
Cash and cash equivalents	104	3	120	5
Effect of the asset ceiling	-76	-3	-340	-15
Total plan assets	2 987	100	2 262	100

The plan assets are well diversified on countries and industries, so the failure of any single investment is not estimated to have a material impact on the overall level of assets.

The plan assets do not include any property owned by Securitas or financial instruments issued by Securitas. The share of unquoted plan assets is non-material.

Actuarial assumptions and sensitivity analysis

The table below shows the significant financial actuarial assumptions used for determining pension obligations at the end of the year as well as in determining the pension costs for the coming year.

	% per annum			
	Discount rate	Salary increases	Inflation	Pension increases
2023				
Switzerland	1.50	1.25	1.25	0.00
Canada	4.60	2.50 ¹	2.00	n/a
The US	4.60	n/a	n/a	n/a
France	3.00–3.10 ²	3.25–3.75 ³	2.00	n/a
Other countries in the Eurozone	3.10–4.10	3.00–3.90	2.50	1.25–2.50
The UK	4.50	3.00	2.90–3.35	2.90–3.35
				SAPS (S3NA), factor of 0.5 or 0.5 improvement
2022				
Switzerland	2.30	1.00	1.00	0.00
Canada	5.10	2.50	2.00	n/a
The US	4.75	n/a	n/a	n/a
France	3.70–3.80	3.25–3.75	2.00	n/a
Other countries in the Eurozone	3.60–3.70	3.00–3.90	2.00–2.25	1.25–2.00
The UK	4.90	3.00	3.00–3.45	3.00–3.45
				SAPS (S3NA), factor of 0.5 or 0.5 improvement

¹ Salary increases are 0.00% p.a. in 2023, and 2.50% p.a. thereafter.
² The discount rate is 3.00% p.a. for the Services plan and 3.10% p.a. for the STANLEY plan.
³ Salary increases are 3.25% p.a. for the Services plan and 3.75% p.a. for the STANLEY plan.



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The table below shows the methods used to set significant actuarial assumptions for the Group's main defined benefit plans.

	Discount rate	Salary increases	Inflation	Pension increases	Mortality
Switzerland	Chamber of Pensions Actuaries	Company's best estimate	Long-term expectations in Switzerland	When financially bearable by pension plan	Latest tables available
Canada	Canadian Institute of Actuaries	Company's best estimate	Long-term expectations in Canada	n/a	Latest tables available
The US	Cash flow matching approach applied to the FTSE Pension Yield curve	n/a	n/a	n/a	Latest tables available
France	Based on IBoxx €AA 5-7 year index (Services plan) and IBoxx €AA 7-10 year index (STANLEY plan) with adjustment for the plan's duration	Company's best estimate	European Central Bank target for inflation	n/a	Latest tables available

Assumptions are set by the company based on actuarial advice and the company's experience in each territory.

The table below indicates the sensitivity to changes in significant assumptions for provisions for pensions and similar commitments.

M/SEK	Increase (+)/decrease (-) in provision
Discount rate – pension plans	-34
Salary increases – pension plans ¹	34
Inflation – pension plans	-5
Life expectancy – pension plans	-7
	65

¹Adjusted for inflation.

The sensitivity analysis has been determined based on reasonably possible changes of the respective assumptions occurring at the end of the reporting period and may not be representative of the actual change. The sensitivity analysis is further based on a change in one assumption while holding all other assumptions constant, although in reality changes in some assumptions may be correlated.

The same method used to calculate the provisions for pensions and similar commitments, that is the projected unit credit method, is used for calculating the sensitivities.

There have been no changes in the methods and assumption changes used in preparing the sensitivity analysis compared to the previous year.

Risks

The table below shows significant risks that the Group is exposed to through its defined benefit plans.

Asset volatility	The plan liabilities are calculated using a discount rate set with reference to corporate bond yields. If plan assets underperform this yield, a deficit will be created. In a long-term perspective, equities are expected to outperform corporate bonds, but in the short-term perspective the yield on the Group's investments in equity instruments may cause volatility.
Changes in bond yields	A decrease in corporate bond yields will increase plan liabilities, although this will be partially offset by an increase in the value of the plans' bond holdings.
Inflation risk	Some of the Group's pension obligations are linked to inflation, and higher inflation will lead to higher liabilities. However, the fact that not all pension plans in the Group are linked to inflation makes the inflation risk less significant for the Group.
Life expectancy	The majority of the plans' obligations are to provide benefits for the life of the member, so increases in life expectancy will result in an increase in the plans' liabilities. In some countries, the benefit provided at retirement is a lump sum payment and therefore increases in life expectancy do not impact liabilities in these countries.

**Note 34
Other long-term provision**

The movement in the balance sheet for provisions for commitments is provided in note 33. The movement in deferred tax liabilities is provided in note 16.

December 31, 2023

M/SEK	Claims reserves
Opening balance	489
Reclassification	-13
New/increased provisions	79
Utilized provisions	-
Reversal of unutilized provisions	-19
Translation differences	-26
Closing balance	510

December 31, 2022

M/SEK	Claims reserves
Opening balance	455
Acquisitions and divestitures	0
Reclassification	-88
New/increased provisions	57
Utilized provisions	0
Reversal of unutilized provisions	-7
Translation differences	72
Closing balance	489

Claims reserves

Liability/insurance-related claims reserves primarily consist of provisions for individual insurance claims payable by the Group, that is, claims reserves comprise a large number of individual insurance cases are compensated with a lump sum payment at a longer period of time. It is thus not possible to disclose the timing of outflows from claims reserves regarding the timing of outflows from claims reserves.

Other provisions

Other provisions include various long-term items, a number of which are difficult to estimate and are related to litigations. Other provisions are disclosed at the reporting date. It is thus not possible to disclose the timing of outflows from other provisions regarding the timing of outflows from other provisions.



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Note 35 Short-term loan liabilities¹

MSEK	2023	2022
Current lease liabilities	1333	1496
Total current lease liabilities	1333	1496
EMTN Norm MEUR 50, 2022/2023, Fixed Rate Note ²	-	557
EMTN Norm MUSD 50, 2019/2024, Fixed Rate Note ²	496	-
EMTN Norm MUSD 105, 2019/2024, Fixed Rate Note ²	1042	-
EMTN Norm MEUR 350, 2017/2024, Annual 1.125% ²	3853	-
EMTN Norm MSEK 2 000, 2022/2024, Floating Rate Note ²	2 000	-
EMTN Norm MSEK 1 500, 2022/2024, Floating Rate Note ²	1500	-
Multicurrency Term facilities	-	836
Commercial paper issued ³	1894	-
Other short-term loans	11	17
Derivatives in net investment hedges ⁴	28	33
Derivatives in Fair Value hedges ⁴	10	38
Other derivatives ⁵	112	38
Total other short-term loan liabilities	10 946	1 481
Total short-term loan liabilities	12 279	2 977

1 For further information regarding financial instruments refer to note 7.
 2 Issued by the Parent Company.
 3 Commercial paper is issued by the Parent Company within the framework of a MSEK 5 000 Swedish commercial paper program. Commercial paper is accounted for at the issued amount.
 4 Related to derivatives designated for hedging with negative fair value.
 5 Related to financial liabilities at fair value through profit or loss with negative fair value.

Note 36 Other current liabilities

MSEK	2023	2022
Employee-related items ¹	11 231	11 225
Deferred sales revenue	1 665	1 680
Other prepaid income	107	42
Accrued interest expenses	593	336
Other accrued expenses	3 205	2 625
Value-added tax	2 152	1 884
Deferred considerations	61	20
Other items	975	911
Total other current liabilities	19 989	18 723

1 Related to accrued salaries, vacation pay, payroll overhead, bonus and similar items. Accounted for net of government grants and support when applicable.

Note 37 Short-term provisions

MSEK	Claims reserves	Other provisions	Total
Opening balance	899	1 018	1 917
Acquisitions and divestitures	-	39	39
Reclassification	12	21	33
New increased provisions	4 69	433	902
Utilized provisions	-385	-445	-830
Reversal of unutilized provisions	-4	-74	-78
Translation differences	-44	-12	-56
Closing balance	947	980	1 927

December 31, 2022

MSEK	Claims reserves	Other provisions	Total
Opening balance	719	1 205	1 924
Acquisitions and divestitures	-	213	213
Reclassification	88	-42	46
New increased provisions	424	574	998
Utilized provisions	-435	-776	-1 211
Reversal of unutilized provisions	-6	-198	-204
Translation differences	109	42	151
Closing balance	899	1 018	1 917

Claims reserves

Liability insurance-related claims reserves primarily consist of provisions for the portion of claims payable by the Group, that is its self-retention.

Note 38 Pledged assets

MSEK	2023	2022
Pension balances, defined contribution plans short-term	-	39
Pension balances, defined contribution plans long-term	234	190
Total pledged assets	234	229

1 Related to assets relating to insured pension plans excluding social benefits.

Note 39 Contingent liabilities

MSEK	Guarantees related to discontinued operations	Total contingent liabilities
Guarantees ¹		
Total contingent liabilities		

1 Guarantees on behalf of related parties are disclosed in note 8.

In addition to the contingent liabilities accounted for in the consolidated financial statements, the Group has contingent liabilities, for which no amount can be estimated.

Argentina – Investigation into improper behavior. Securitas has conducted an investigation into improper behavior through specialized external parties. The findings revealed that certain individuals had engaged in practices in violation of the Securities Values and Code of Ethics. The investigation indicated compliance issues, including irregular supplier and other business relationships, against these individuals, including terminations which have been taken.

Securitas is proactively collaborating with the appropriate authorities to ensure that Securitas fulfills all obligations as a responsible company. The Group has included correcting the income and value added tax and interest on the contingency payment of MSEK 139 was paid to the Argentine. The tax contingency payment was covered by the Group. The Group assesses that the impact of the material effect on the result or financial position of the Group exited the country by the divestment of Securitas management.

Belgium – Competition authority investigation. As communicated in the annual report for 2020, Securitas and competition authorities are conducting an investigation in the sector in Belgium and is cooperating fully. The Group is monitoring the financial position of the Group will not be materially affected by the investigation.

Brazil – Estreia Azul In connection with the efforts of Securitas to expand its operations in Brazil, Securitas entered into an agreement with a possible acquisition of a guarding company in Brazil (Group). The governmental approvals to be obtained and during such period the financial condition of the company substantially deteriorated. Given the decline in the



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group, Securitas exercised its right to withdraw from the acquisition process in December 2006.

The companies within the EA Group filed for protection from its creditors under Brazilian legislation in 2007 providing for a judicial restructuring process. The companies within the group were declared bankrupt in 2009 and the restructuring process was replaced by bankruptcy proceedings. The bankruptcy process continues to be led by the trustee in the bankruptcy court. Various attempts by the trustee to increase the liability of Securitas in the bankruptcy has been vigorously rejected.

The EA Group in bankruptcy has asserted claims against Securitas in the bankruptcy court trying to extend liability to Securitas for the bankruptcy and the claims in the bankruptcy. The estate has not quantified its claims. The cases are slowly moving through the Brazilian legal system.

The EA Group in bankruptcy also asserted a claim of MBRL 314, which as of December 31, 2023, was equivalent to MSEK 642 in the civil court against Securitas, alleging that Securitas is responsible for the company's financial failure. Securitas denies all allegations. The defense of this case has been entrusted to one of the leading law firms in Brazil. In a decision by the first instance court in Brazil the case was fully rejected. The judgment was appealed by the bankruptcy estate to the Brazilian Court of Appeals and the Court of Appeals decided on formal grounds to nullify the judgment and to remand the case to the first instance court for retrial (and production of evidence). The retrial has since moved slowly through the Brazilian legal system and after further delays due to corona pandemic, a final judgment in the first instance court is expected during the first-half year 2024. Securitas has maintained its previous position to the claims.

In addition, several former employees of the EA Group have sued Securitas and other parties in labor courts and claimed inter alia wages and other compensations. The number of labor law cases involving Securitas continued to decrease and the claimed amounts are in average relatively low. Securitas denies all responsibility for such labor claims.

Portugal – Portuguese competition authority

The Portuguese competition authority has completed the previously communicated investigation regarding alleged violations by several Portuguese security companies, among them Securitas – Servicos E Tecnologia de Seguranca SA, of anti-trust regulations for public tenders in Portugal. The Portuguese competition authority has fined Securitas – Servicos E Tecnologia de Seguranca SA MEUR 10. Securitas has carefully assessed the information and appealed the decision, and we do not expect any material impact on the result or the financial position of the Group.

Spain – Tax audit

The Spanish tax authority had, in connection with an audit of Securitas Spain in 2014, challenged certain interest payments and decided to reject interest deductions made for the financial years 2008–2009.

The Spanish National Court, Audiencia Nacional, issued their judgment in October 2023 regarding the years 2008–2010, implying that all challenged interest deductions for the years 2008–2009 were allowed. The resolution has gained legal force and the exposure has ceased.

Further, in 2014 the tax authority decided to reject a deduction for a currency related liquidation loss in the financial year 2010, relating to a company that was acquired in 2004.

The Spanish National Court, Audiencia Nacional, issued their resolution in October 2023 that was negative. Securitas has requested a leave for appeal and is waiting for that to be able to appeal the case to the Spanish Supreme Court.

If finally upheld by the Supreme Court, the resolution by the Spanish tax authority regarding the liquidation loss would result in a tax of MEUR 20.3, equivalent to MSEK 224, including interest up to December 31, 2023 (as of December 31, 2022, this exposure was estimated to MEUR 19.8, equivalent at the time to MSEK 220).

Securitas believes it has acted in accordance with applicable law and will defend its position in the Supreme Court. However, the tax resolution causes some uncertainty, and it may take several years until a final judgment has been received.

Spain – Mutua

Securitas in Spain has received a claim of MEUR 6.3 from the social security authorities relating to services allegedly received from Mutua Universal in the period 1998 to 2007. The authorities are questioning whether such services, in such case, were allowed to be provided under applicable regulations.

This is a consequence of a lawsuit against some of Mutua Universal's former employees. Securitas is affected, as over 2 000 other companies, as an indirect beneficiary of the services rendered. Securitas is convinced that it has acted in accordance with applicable law.

The US – Government investigation

As communicated in the full-year report January–December 2023, Securitas is aware that the U.S. Government is conducting an investigation into Paragon Systems, Inc., a Securitas' subsidiary within the business unit Securitas Critical Infrastructure Services, related to its relationship with various small business entities which were a direct or indirect party to contracts with the U.S. Government. The investigation relates to alleged misconduct by certain

former Paragon employees. Paragon is cooperating with the U.S. Government. Based on the information currently available, neither the result nor the financial position of the Group is expected to be affected by the investigation.

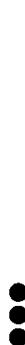
Other proceedings

Over the years, Securitas has made a number of acquisitions in various countries. As a result of such acquisitions, certain of the businesses acquired have been assumed. The resulting liabilities are covered by contractual indemnification arrangements. Adequate reserves.

Companies within the Securitas Group are also involved in legal proceedings, including legal proceedings and tax, as a result of business. Any liabilities arising out of such proceedings are expected to be material to the business operations or the financial position of the Group.

Note 40 Financial five year overview¹

M/SEK	2019 ²	2020	2021	2022	2023
INCOME					
• Total sales	110 899	107 954	107 700	133 237	157 249
of which acquired business	1 339	1 312	1 162	8 293	9 437
• Acquired sales growth, %	1	1	1	8	7
• Organic sales growth, %	4	0	4	7	9
• Real sales growth, %	6	1	5	14	15
Operating income before amortization	5 798	4 892	5 978	8 033	10 247
• Operating margin, %	5.2	4.5	5.6	6.0	6.5
Amortization and impairment of acquisition-related intangible assets	-271	-286	-290	-414	-620
Acquisition-related costs	-62	-137	-122	-49	-10
Items affecting comparability	-209	-640	-871	-1 086	-4 669
Financial income and expenses	-578	-500	-364	-758	-2 115
• Income before taxes	4 618	3 329	4 331	5 726	2 833
Taxes	-1 256	-913	-1 197	-1 410	-1 536
Net income for the year	3 362	2 416	3 134	4 316	1 297
of which attributable to non-controlling interests	5	-3	1	6	12
Average number of shares after dilution (1 000) ³	438 934	438 863	438 627	468 284	572 916
• Earnings per share after dilution (SEK) ³	7.65	5.51	7.14	9.20	2.24
CASH FLOW					
Operating income before amortization	5 738	4 892	5 978	8 033	10 247
Investments in non-current tangible and intangible assets	-3 010	-2 787	-2 824	-3 567	-4 114
Reversal of depreciation	2 690	2 690	2 704	3 120	3 556
Change in accounts receivable	-239	123	117	-1 943	-1 921
Changes in other operating capital employed	-277	2 289	-399	77	417
Cash flow from operating activities	4 902	7 207	5 576	5 720	8 185
• as % of operating income before amortization	85	147	93	71	80
Financial income and expenses paid	-443	-401	-312	-657	-1 899
Current taxes paid	-1 191	-862	-1 265	-1 641	-1 348
• Free cash flow	3 268	5 944	3 999	3 422	4 938
as % of adjusted income	83	178	95	57	75
Free cash flow per share ³	7.4	13.5	9.1	7.3	8.6
Cash flow from investing activities, acquisitions and divestitures	-574	-1 801	-1 366	-32 274	-170
Cash flow from items affecting comparability	-303	-405	-602	-1171	-1 403
Cash flow from financing activities	-1 699	-2 762	-1 935	31 393	-1 592
Cash flow for the year	692	976	96	1 370	1 773
Interest-bearing net debt at beginning of year	-14 513	-17 541	-14 335	-14 551	-40 534
Change in lease liabilities	-3 332	-389	107	-1 274	291
Change in loans	93	1 010	475	-23 485	-385
Revaluation of financial instruments	60	17	-56	-50	2
Translation differences on interest-bearing net debt	-541	1 342	-838	-2 544	1 323
Interest-bearing net debt at year-end	-17 541	-14 335	-14 551	-40 534	-37 530



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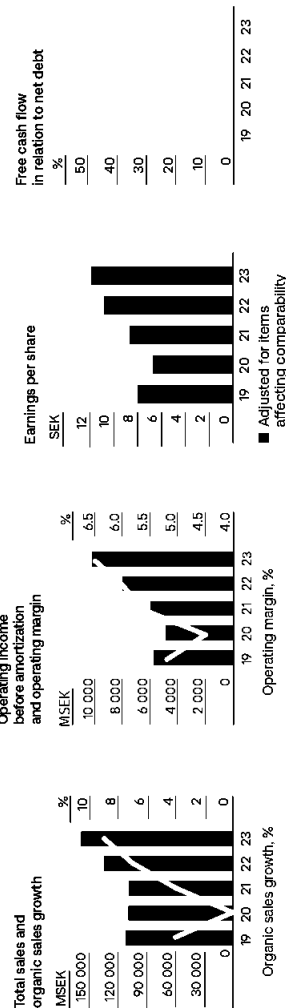
MSEK	2019 ¹	2020	2021	2022	2023
CAPITAL EMPLOYED AND FINANCING					
Non-current assets excluding acquisition-related items	9 729	9 138	9 489	14 085	13 611
Accounts receivable	16 120	14 695	15 246	20 883	20 733
Other operating capital employed	-12 749	-14 940	-14 827	-16 591	-17 726
Operating capital employed	13 100	8 893	9 908	18 377	16 618
• as % of total sales	12	8	9	13	11
Goodwill	22 157	21 414	23 373	51 021	50 916
Acquisition-related intangible assets	1 563	1 424	1 732	7 180	6 340
Shares in associated companies	320	311	338	394	354
Capital employed	37 140	32 042	35 351	76 972	74 228
• Return on capital employed, %	15	13	14	9	8
Net debt	-17 541	-14 335	-14 551	-40 534	-37 530
Net debt to equity ratio, multiple	0.89	0.81	0.70	1.11	1.02
Net debt to EBITDA ratio	2.2	2.1	1.9	4.0	4.1
Interest coverage ratio, multiple	9.4	9.1	13.8	8.7	4.2
• Free cash flow in relation to net debt	0.19	0.41	0.27	0.08	0.13
Shareholders' equity attributable to equity holders of the Parent Company	19 569	17 697	20 792	36 424	36 695
Non-controlling interests	30	10	8	14	3
Equity per share ³	45	40	47	78	64
Return on equity, %	18	13	16	15	4
Equity ratio, %	32	30	33	32	32
Financing of capital employed	37 140	32 042	35 351	76 972	74 228

1 For definitions and calculation of key ratios refer to note 3.

2 Securitas adopted IFRS for Leases in 2019. As a consequence, certain lines in the consolidated financial statements as well as key ratios are not comparable with the preceding years.

3 Number of shares outstanding have been adjusted for the rights issue completed on October 11, 2022.

• Group key ratios according to Securitas' financial model. Refer to pages 47-48.



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Parent Company statement of income

M/SEK	Note	2023	2022
License fees and other income	43	2 667	1 975
Gross income		2 667	1 975
Administrative expenses	45, 46	-1 589	-1 222
Other operating income	45	56	49
Operating income		1 134	802
Result of financial investments			
Dividend	43	10 374	11 116
Interest income	43	849	314
Interest expenses	43	-1 181	-512
Other financial income and expenses, net	47	-313	-626
Total financial income and expenses		9 729	10 292
Income after financial items		10 863	11 094
Appropriations			
Group contributions from subsidiaries	43	409	423
Group contributions to subsidiaries	43	-889	-851
Depreciation and amortization in excess of plan	56	0	-1
Transfer to tax allocation reserve	56	-	228
Total appropriations		-480	-201
Income before taxes		10 383	10 893
Current taxes	48	-111	-4
Deferred taxes	48	-78	19
Net income for the year		10 194	10 908

Parent Company statement of comprehensive income

M/SEK	Note	2023	2022
Net income for the year		10 194	10 908
Other comprehensive income			
Items that subsequently may be reclassified to the statement of income			
Cash flow hedges net of tax	44	7	-32
Cost of hedging net of tax	44	1	-6
Total items that subsequently may be reclassified to the statement of income		8	-38
Other comprehensive income		8	-38
Total comprehensive income for the year		10 202	10 870

Parent Company statement of cash flow

M/SEK	Note
Operations	
Operating income	
Reversal of depreciation	49, 50
Financial items received	
Financial items paid	
Current taxes paid/received	
Change in other operating capital employed	
Cash flow from operations	
Investing activities	
Investments in and disposals of non-current tangible and intangible assets	49, 50
Shares in subsidiaries	51
Cash flow from investing activities	
Financing activities	
Dividend paid	
Rights issue, net	
Proceeds from bond loans	
Redemption of bond loans	
Proceeds from commercial paper	
Redemption of commercial paper	
Change in other interest-bearing net debt excluding liquid funds	
Cash flow from financing activities	
Cash flow for the year	
Liquid funds at beginning of year	
Liquid funds at year-end	



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Parent Company balance sheet

M/SEK	Note	2023	2022
ASSETS			
Non-current assets			
Intangible assets	49	16	17
Machinery and equipment	50	33	37
Shares in subsidiaries	51	63 933	64 040
Shares in associated companies	52	112	112
Interest-bearing long-term receivables from subsidiaries	44	534	562
Other interest-bearing financial non-current assets	44	1 079	1 232
Deferred tax assets	48	47	128
Other long-term receivables		235	226
Total non-current assets		65 989	66 354
Current assets			
Current receivables from subsidiaries		10 807	834
Interest-bearing current receivables from subsidiaries	44	10 666	8 398
Other current receivables		61	32
Current tax assets		-	140
Prepaid expenses and accrued income	53	61	9
Other interest-bearing current assets	44	65	24
Cash and bank deposits	54	2 118	2 376
Total current assets		23 778	11 813
TOTAL ASSETS		89 767	78 167

M/SEK	Note
SHAREHOLDERS' EQUITY AND LIABILITIES	
Shareholders' equity	
Restricted equity	
Share capital	
Legal reserve	
Development expenditure reserve	
Total restricted equity	
Non-restricted equity	
Hedging reserve	
Share premium reserve	
Retained earnings	
Net income for the year	
Total non-restricted equity	
Total shareholders' equity	55
Untaxed reserves	56
Long-term liabilities	
Long-term loan liabilities	44
Other long-term liabilities	44
Total long-term liabilities	57
Current liabilities	
Current liabilities to subsidiaries	
Interest-bearing current liabilities to subsidiaries	44
Group account bank overdraft	
Other short-term loan liabilities	44
Accounts payable	
Accrued expenses and prepaid income	58
Current tax liabilities	
Other current liabilities	
Total current liabilities	
TOTAL SHAREHOLDERS' EQUITY AND LIABILITIES	

Parent Company statement of changes in shareholders' equity

M/SEK	Share capital	Legal reserve	Development expenditure reserve	Hedging reserve	Share premium reserve	Retained earnings and net income for the year	Total shareholders' equity
Opening balance 2022	365	7 363	1	31	-	21 688	29 448
Net income for the year	-	-	-	-	-	10 908	10 908
Other comprehensive income	-	-	-	-	-	-	-
Items that subsequently may be reclassified to the statement of income	-	-	-	-	-	-	-
Cash flow hedges net of tax ²	-	-	-	-32	-	-	-32
Cost of hedging net of tax ²	-	-	-	-6	-	-	-6
Total items that subsequently may be reclassified to the statement of income	-	-	-	-38	-	-	-38
Other comprehensive income	-	-	-	-38	-	-	-38
Total comprehensive income for the year	-	-	-	-38	-	10 908	10 870
Rights issue	208	-	-	-	9 375	-	9 583
Transaction costs rights issue	-	-	-	-	-71	-	-71
Share-based incentive schemes ¹	-	-	-	-	-	56	56
Dividend paid to shareholders of the Parent Company	-	-	-	-	-	-1 604	-1 604
Transfer from development expenditure reserve	-	-	-1	-	-	1	-
Closing balance 2022	573	7 363	-	-7	9 304	31 049	48 282
Opening balance 2023	573	7 363	-	-7	9 304	31 049	48 282
Net income for the year	-	-	-	-	-	10 194	10 194
Other comprehensive income	-	-	-	-	-	-	-
Items that subsequently may be reclassified to the statement of income	-	-	-	-	-	-	-
Cash flow hedges net of tax ²	-	-	-	7	-	-	7
Cost of hedging net of tax ²	-	-	-	1	-	-	1
Total items that subsequently may be reclassified to the statement of income	-	-	-	8	-	-	8
Other comprehensive income	-	-	-	8	-	-	8
Total comprehensive income for the year	-	-	-	8	-	10 194	10 202
Share-based incentive schemes ¹	-	-	-	-	-	153	153
Dividend paid to shareholders of the Parent Company	-	-	-	-	-	-1 977	-1 977
Closing balance 2023	573	7 363	-	1	9 304	39 419	56 660

¹ Further information is provided in note 55.

² A specification can be found in note 44, in the table revaluation of financial instruments, as well as in note 48.



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Parent Company notes

Note 41 Accounting principles

The Parent Company's financial statements are prepared in accordance with the Swedish Annual Accounts Act and the Swedish Financial Reporting Board's standard RFR 2: Accounting for Legal Entities. The Parent Company thus follows the same accounting principles as the Group, which are described in note 2, when relevant and except in the cases stated below. The differences that exist between the Parent Company's and the Group's accounting principles are a result of the restrictions that the Swedish Annual Accounts Act, the Swedish Act on Safeguarding of Pension Commitments and the options that RFR 2 allow for IFRS in the Parent Company.

RFR 2: IFRS 3 Business combinations

The Parent Company measures the acquisition cost as the sum of the acquisition-date fair values of assets transferred, liabilities incurred or transferred and all costs that are directly attributable to the acquisition. Contingent considerations are recognized as part of the acquisition cost if it is probable that they will be realized. The acquisition cost is adjusted in subsequent periods if the initial assessment needs to be revised.

RFR 2: IFRS 9 Financial instruments

The Parent Company follows IFRS 9 except for financial guarantees in relation to subsidiaries. For further information refer to the accounting principles adopted by the Group for financial instruments in note 2.

RFR 2: IFRS 16 Leases

The Parent Company does not apply IFRS 16. Consequently, leases where the Parent Company is the lessee are recognized as an operating expense in the statement of income on a linear basis over the lease term. There are no lease contracts where the Parent Company is the lessor.

RFR 2: IAS 19 Employee benefits

Accounting for defined benefit plans according to the Swedish Act on Safeguarding of Pension Commitments leads to differences between the accounting in the Parent Company and the Group. These differences have no material impact on the employee benefits relating to the employees of the Parent Company. Pension solutions either fall within the framework of the ITP-plan that is insured via Alecta, which is described in note 33, or in all material aspects consist of other defined contribution plans.

Note 42 Events after the balance sheet date

RFR 2: IAS 21 Effects of changes in foreign exchange rates

Exchange rate differences arising on a monetary item that forms part of the Parent Company's net investment in a foreign subsidiary are accounted for in the Parent Company's statement of income, in accordance with RFR 2.

RFR 2: IAS 27 Consolidated and separate financial statements

The Parent Company applies the alternative rule in RFR 2: IAS 27 related to Group contributions, which means that Group contributions from subsidiaries as well as Group contributions to subsidiaries are accounted for as appropriations in the statement of income.

Anticipated dividend from a subsidiary is recognized as income in the Parent Company in accordance with RFR 2 if the Parent Company has the exclusive right to decide the amount of the dividend from the subsidiary. The Parent Company must furthermore ensure that the dividend is in line with the subsidiary's dividend capacity. Dividend from a subsidiary that has not been anticipated is accounted for on a cash basis.

Shares in subsidiaries

Shares in subsidiaries are initially accounted for at cost with subsequent adjustments for capital contributions, impairment and revaluation of deferred considerations. Shares in subsidiaries are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable.

Derivatives used to hedge investments in shares in foreign subsidiaries are recognized at fair value and changes therein are recognized in the statement of income. The corresponding fair value change on shares in subsidiaries is also recognized in the statement of income, as fair value hedge accounting is applied.

Approval of the Annual Report and Consolidated Financial Statements for 2023

This Annual Report including the Consolidated Financial Statements for 2023 was approved by the Board of Directors and the President AB on March 26, 2024.

Other significant events after the balance sheet date

There have been no other significant events with effect reporting after the balance sheet date.



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Note 43 Related party disclosures

In December 2021, Investment AB Latour and subsidiaries, Melker Schörling AB and EQT entered into guarantee commitments to subscribe for an additional 21.9 percent of the planned rights issue without subscription rights related to the acquisition of STANLEY Security. The rights issue was fully subscribed and the guarantee commitments were therefore not utilized. For these guarantee commitments, Securitas has paid a fee of one (1) percent of the guaranteed amounts which, in total MUSD 2 (MSEK 18). The amount was part of the transaction costs reported in equity 2022.

On July 25, 2023, the divestment of Securitas Argentina to local management was completed. Securitas exited the country due to the weak macro-economic prospects and challenging business environment with limited opportunity to execute our long-term strategy and provide quality services to our clients with healthy profitability.

Transactions between the Parent Company and subsidiaries are priced in accordance with business principles.

The Parent Company's transactions with related parties comprise

MSEK	2023	2022
License fees from subsidiaries	2 664	1 971
Other income from subsidiaries	3	4
Dividends from subsidiaries	10 374	11 116
Interest income from subsidiaries	735	295
Interest expenses to subsidiaries	-434	-126
Group contributions from subsidiaries	409	423
Group contributions to subsidiaries	-889	-651
Guarantees issued on behalf of subsidiaries	2 139	2 889

Note 44 Financial risk management

The Parent Company follows, as stated in note 41, IFRS 9 Financial Instruments. Refer to notes 2 and note 7 for further information about applicable also for the Parent Company.

Liquidity report as per December 31, 2023 and 2022

MSEK	Total	<1 year	Between 1 year and 3 years	Between 3 years and more
December 31, 2023				
Borrowings	-20 364	-11 113	-3 501	-5 750
Derivatives outflows	-9 719	-7 261	-2 190	-3 268
Accounts payable	-64	-64	-	-
Total outflows ¹	-30 147	-18 438	-5 691	-6 818
Investments	12 399	12 187	4	1 108
Derivatives receipts	8 606	7 014	1 592	1 000
Total inflows ¹	21 005	19 201	1 596	1 208
Net cash flows, total ²	-9 142	763	-4 095	-8 010
December 31, 2022				
Borrowings	-19 813	-81	-12 837	-6 895
Derivatives outflows	-11 319	-8 658	-2 349	-3 312
Accounts payable	-55	-55	-	-
Total outflows ¹	-31 187	-8 794	-15 186	-8 357
Investments	10 132	10 504	1 074	1 554
Derivatives receipts	10 132	8 498	1 624	1 030
Total inflows ¹	20 864	19 002	1 698	1 074
Net cash flows, total ²	-10 323	10 208	-13 488	-9 283

¹ Refers to gross cash flows excluding cash and bank.

² Variable rate cash flows have been estimated using the relevant yield curve as of the balance sheet date.

Hedging reserve as per December 31, 2023 and 2022

MSEK	Cost of hedging reserve	Interest rate cash flow hedges	Currency cash flow hedges	Total before tax	Total after tax
Opening balance January 1, 2023	7	-	-15	-8	-8
Change in fair value of hedging instrument recognized in other comprehensive income	1	-	-7	-6	-6
Reclassified from other comprehensive income to profit or loss	-	-	15	15	15
Closing balance December 31, 2023	8	-	-7	1	1
Opening balance January 1, 2022	15	0	25	40	40
Change in fair value of hedging instrument recognized in other comprehensive income	-8	-	-163	-171	-171
Reclassified from other comprehensive income to profit or loss	-	-	123	123	123
Closing balance December 31, 2022	7	-	-15	-8	-8

¹ Refers to gross cash flows excluding cash and bank.

² Variable rate cash flows have been estimated using the relevant yield curve as of the balance sheet date.



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Revaluation of financial instruments

MSEK	2023	2022
Recognized in the statement of income		
Fair value adjustment to hedged item in fair value hedge	-311	721
Fair value adjustment to hedging instrument in fair value hedge	311	-721
Other financial income and expenses ²	-1	-1
Deferred tax	-	-
Impact on net income for the year	-1	-1
Recognized via hedging reserve in other comprehensive income		
Transfer to cash flow hedging reserve before tax	-22	-148
Transfer to cost of hedging reserve before tax	1	-8
Deferred tax on transfer to hedging reserve	4	32
Transfer to hedging reserve net of tax	-17	-124
Transfer to statement of income before tax	31	108
Deferred tax on transfer to statement of income	-6	-22
Transfer to statement of income net of tax	25	86
Change of cash flow hedging reserve before tax	9	-40
Change of cost of hedging reserve before tax	1	-8
Total change of hedging reserve before tax³	10	-48
Deferred tax on total change of hedging reserve ³	-2	10
Total change of hedging reserve net of tax	8	-38
Total impact on shareholders' equity as specified above		
Total revaluation before tax ⁴	10	-49
Deferred tax on total revaluation ⁴	-2	10
Total revaluation after tax	8	-39

1 Related to financial assets and financial liabilities at fair value through profit or loss.

2 There was no significant ineffectiveness in the fair value hedges or in the cash flow hedges.

3 Total of transfer to hedging reserve and transfer from hedging reserve to statement of income.

4 Total revaluation and deferred tax recognized via statement of income and via other comprehensive income.

Derivatives in the balance sheet

MSEK	
Interest-bearing financial non-current assets	
Cash flow hedges ¹	
Other derivative positions ²	
Total derivatives included in interest-bearing financial non-current assets	
Interest-bearing current receivables from subsidiaries	
Other derivative positions ²	
Total derivatives included in interest-bearing current receivables from subsidiaries	
Other interest-bearing current assets	
Other derivative positions ²	
Total derivatives included in other interest-bearing current assets	
Long-term loan liabilities	
Fair value hedges ¹	
Total derivatives included in long-term loan liabilities	
Other short-term loan liabilities	
Fair value hedges ¹	
Other derivative positions ²	
Total derivatives included in other short-term loan liabilities	

¹ Cross currency interest rate swaps are split into different components, of which some elements are positive and some are negative in the overall fair value.

² Related to financial assets/liabilities at fair value through profit or loss.



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Fair value – Hierarchy as per December 31, 2023 and 2022

MSEK	Quoted market prices		Valuation techniques using observable market data		Valuation techniques using non-observable market data		Total
	2023	2022	2023	2022	2023	2022	
Financial assets at fair value through profit or loss	-	-	65	26	-	-	26
Financial liabilities at fair value through profit or loss	-	-	-37	-39	-	-	-37
Derivatives designated for hedging with positive fair value	-	-	136	142	-	-	136
Derivatives designated for hedging with negative fair value	-	-	-749	-1168	-	-	-749
							-1168

Liabilities from financing activities 2023 and 2022

MSEK	Opening balance Jan 1	Cash flows ¹	Reclassification	Other changes	Translation differences	Non-cash changes	
						Closing balance Dec 31	
2023	17 527	786	-8 902	-423	54	9 042	9 042
Long-term borrowings	9 790	2 365	8 902	346	-142	21 261	21 261
Short-term borrowings	-	-	-	-	-	-	-
Derivative assets held to hedge external borrowings	-	-	-	-	-	-	-
Total	27 317	3 151	-	-77	-88	30 303	30 303
2022	12 199	5 030	-950	771	477	17 527	17 527
Long-term borrowings	7 235	600	950	1 172	-167	9 790	9 790
Short-term borrowings	-	-	-	-	-	-	-
Derivative assets held to hedge external borrowings	-349	-	-	349	-	-	-
Total	19 085	5 630	-	2 292	310	27 317	27 317

¹ Excluding other derivative positions and dividend paid to shareholders of the Parent Company, which are included in cash flow from financing activities in the consolidated statement of cash flow.

Note 45 Administrative expenses and operating income

Administrative expenses	
Audit fees and reimbursements	
MSEK	
EY	
Audit assignments	
Additional audit assignments	
Tax assignments	
Other assignments	
Total EY	
Other auditors	
Audit assignments	
Additional audit assignments	
Tax assignments	
Other assignments	
Total Other auditors	
Total audit fees and reimbursements	

Additional audit assignments mainly comprise review of financial reports in the second quarter as well as review of financial reports in additional countries than those included in the audit assignments mainly comprise tax return compliance questions related to tax legislation compliance. Other assignments mainly comprise audit-related services in connection with reviews and business acquisitions.

Other operating income
Other operating income consists in its entirety of the Securitas-brand name.



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Note 46 Personnel

Average number of yearly employees: Distribution between women and men

	Women		Men	
	2023	2022	2023	2022
Board of Directors	4	3	5	9
President	-	-	1	1
Other employees, Sweden	51	46	35	33
Total	55	50	41	43

Staff costs

	2023		2022	
	Salaries	Social benefits (of which pensions)	Salaries	Social benefits (of which pensions)
M/SEK	45	20	51	21
Board of Directors and President ¹	152	96	168	96
Other employees	197	116	219	117
Total	342	216	387	214

¹ Refer to note 9 for further information regarding remuneration to the Board of Directors and President.

Note 47 Other financial income and expenses, net

M/SEK	2023	2022
Realized loss, shares in subsidiaries ¹	-320	-76
Impairment losses/reversal of impairment losses, other financial assets	1	2
Exchange rate differences, net	24	-499
Bank costs and similar income/expense items	-17	-52
Revaluation of financial instruments	-1	-1
Total other financial income and expenses, net	-313	-626

¹ Related to Securitas Argentina SA 2023. Related to Securitas BHD o.o 2022.

Note 48 Taxes

Statement of income

Tax expense	2023	2022
M/SEK		
Tax on income before taxes		
Current taxes	-111	-4
Deferred taxes	-78	19
Total tax expense	-189	15

The Swedish corporate tax rate was 20.6 percent (20.6).

Difference between statutory Swedish tax rate and actual tax expense for the Parent Company

M/SEK	2023	2022
Income before taxes according to the statement of income	10 383	10 893
Tax based on Swedish tax rate	-2139	-2 244
Tax related to previous years/foreign withholding tax	4	-4
Tax related to non-taxable income	2 138	2 290
Tax related to non-deductible expenses	-192	-27
Actual tax expense	-189	15

Tax related to non-taxable income in 2023 and 2022 mainly relates to dividends from subsidiaries. Tax related to non-deductible expenses in 2023 and 2022 mainly relates to sales of shares in subsidiaries.



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Note 49 Intangible assets¹

MSEK	2023	2022
Opening balance	89	88
Capital expenditures	-	1
Write-offs	-1	-
Closing accumulated balance	88	89
Opening amortization	-72	-70
Amortization for the year	0	-2
Write-offs	0	-
Closing accumulated amortization	-72	-72
Closing residual value	16	17

¹ Net book value mainly related to the brand name Securitas in one of the Group's countries of operations, amounting to MSEK 101. The trademark is tested annually for impairment. Refer to note 18 section Impairment testing for further information.

Note 50 Machinery and equipment

MSEK	2023	2022
Opening balance	56	16
Capital expenditures	0	40
Closing accumulated balance	56	56
Opening depreciation	-19	-16
Depreciation for the year	-4	-3
Closing accumulated depreciation	-23	-19
Closing residual value	33	37

Note 51 Shares in subsidiaries¹

Subsidiary name	Corporate identity no.	Domicile	Number of shares 2023	% of share capital/ voting rights 2023
Grupo Securitas Mexico S.A de C.V. ²	GSM930817U48	Monterrey	23 499	99.98
Protectas S.A.	CH-550-0084385-3	Lausanne	50 000	100
Securitas Argentina S.A. ³	1587929	Buenos Aires	-	-
Securitas Airport Security d.o.o.	081555405	Zagreb	-	-
Securitas Asia Holding AB	556691-8800	Stockholm	100 000	100
Securitas Aviation d.o.o.	080689871	Zagreb	1	100
Securitas Biztonsági Szolgáltatások Magyarországi Kft.	Cg.01-09-721946	Budapest	-	-
Securitas Canada Ltd	454437-4	Toronto	4 004	100
Securitas ČR sro	43872026	Prague	-	-
Securitas Europe Holding AB	556248-3627	Stockholm	1 000 000	100
Securitas Fire & Safety Services SRL ⁴	J40 / 13561 / 2007	Bucharest	1	5
Securitas Global Client Solutions AB	556734-1283	Stockholm	1 000	100
Securitas Group Reinsurance DAC	317030	Dublin	2 000 000	100
Securitas Holding GmbH	HRB 33348	Düsseldorf	1	100
Securitas Holdings Inc.	95-4754543	Parsippany	100	100
Securitas Hrvatska d.o.o.	080132523	Zagreb	1	100
Securitas Intelligent Services AB	556655-4670	Stockholm	1 000	100
Securitas Invest AB	556630-3995	Stockholm	1 000	100
Securitas Middle East and Africa Holding AB	556771-4406	Stockholm	100 000	100
Securitas NV ⁵	0427388334	Brussels	8 238	99.90
Securitas Polska Sp. z o.o.	0000036743	Warsaw	18 000	100
Securitas Rental AB	556376-3829	Stockholm	1 000	100
Securitas Security Consulting Holding AB	556087-1468	Stockholm	1 000	100
Securitas Security Services Ireland Ltd	275069	Dublin	2 410 002	100
Securitas Seguridad Holding SL	B83444831	Madrid	7 462	100
Securitas Services d.o.o.	17487809	Belgrade	-	-
Securitas Services Holding U.K. Ltd	5759961	London	34 000 400	100
Securitas Services International BV	33287487	Amsterdam	25 000	100
Securitas Services Romania SRL	J40 / 2222 / 2001	Bucharest	21 980	100
Securitas Sicherheitsdienstleistungen GmbH	FN148202w	Vienna	-	-
Securitas SK sro	36768073	Bratislava	-	-
Securitas Transport Aviation Security AB	556691-8917	Stockholm	5 100 000	100
Securitas Treasury Ireland DAC	152440	Dublin	21 075 470	100

Total shares in subsidiaries

¹ The main business in the subsidiaries is specialized guarding and mobile services, monitoring, technical solutions and consulting and investigations. The subsidiaries also comprise of the Group's internal bank, Securitas Treasury Ireland DAC, as well as the Group's internal insurance company, Securitas Group Reinsurance DAC. A complete specification of the subsidiaries can be obtained from the Parent Company Romania SRL.
² The remaining 0.02 percent of Grupo Securitas Mexico S.A de C.V are held by Securitas Mexico S.A de C.V.
³ The remaining 79 percent of Securitas Argentina S.A are held by Securitas Argentina S.A.
⁴ The remaining 95 percent of Securitas Fire & Safety Services SRL are held by Securitas Romania SRL.
⁵ The remaining 0.1 percent of Securitas NV are held by Securitas Rental AB.



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Change analysis of shares in subsidiaries

M/SEK	2023	2022
Opening balance	64 040	44 932
Acquisitions ¹	0	4 548
Capital contributions	305	18 864
Divestitures ²	-304	-4 634
Liquidations ³	-	0
Revaluation ⁴	-108	330
Closing balance	63 933	64 040

1. 2023 relates to incorporation of Securitas Airport Security (bo. 2022) relates to intra-group acquisition of Securitas France Holding SA, acquired by dividend.
 2. Divestiture 2023 Securitas Koperitas A for an external part. Divestiture 2022 of Securitas France Holding SA to Securitas Europe Holding AB and Securitas BH (d.o.o. externally).
 3. Liquidation 2023 Securitas Toolbox Ltd.
 4. Revaluation 2023 of Securitas Holding Inc. Revaluation 2022 of Securitas Holding Inc.

**Note 52
Shares in associated companies**

Holdings 2023 and 2022

Company	Domicile	Share in equity, %	Voting rights, %	Book value, M/SEK
Walsons Services Pvt Ltd	Delhi	49	49	112
Holdings 2023				112
Walsons Services Pvt Ltd	Delhi	49	49	112
Holdings 2022				112

**Note 53
Prepaid expenses and accrued income**

M/SEK	2023	2022
Prepaid software licenses and support costs	2	2
Prepaid insurance premiums	2	2
Other prepaid expenses	57	5
Total prepaid expenses and accrued income	61	9

**Note 54
Liquid funds**

Liquid funds include short-term investments with a maximum duration of 90 days that are readily convertible to a known amount of cash and subject to an insignificant risk of change in value. Liquid funds also include cash and bank deposits. Short-term investments refer to fixed interest rate bank deposits.

**Note 55
Shareholders' equity**

Number of shares and share capital December 31, 2023

	Number of shares	Share capital, M/SEK
Series A	26 938 371	27
Series B	546 454 181	546
Number of shares/total share capital	573 392 552	573
Less: Treasury shares	-475 000	-
Number of shares outstanding¹	572 917 552	-

¹ The quota value is SEK 1.00 per share.

The number of Series A shares and B shares is unchanged in relation to December 31, 2022. As of December 31, 2023 there were no outstanding convertible debenture loans that could result in any dilution of the share capital. Each Series A share carries ten votes and each Series B share one vote. This is the only difference between the two series of shares.

Shareholders with more than 10 percent of the votes

The principal shareholders are Investment AB Latour with 10.9 percent of the capital and 29.6 percent of the votes, and Melker Schörfling AB with 5.0 percent of the capital and 11.3 percent of the votes.

Proposed allocation of earnings

The statements of income and the balance sheets of the Parent Company and the Group are subject to adoption by the Annual General Meeting 2024.

Earnings in the Parent Company available for

Hedging reserve
Share premium reserve
Retained earnings
Net income for the year ²
Total

The Board of Directors proposed that the earnings are allocated as follows

a dividend to the shareholders of SEK 3.80 per share³ retained earnings to be carried forward⁴

Total

1 Refer to the Report of the Board of Directors to the proposed allocation of the Board's statement on the proposed dividend.
 2 Includes Group contributions to subsidiaries of M/SEK 899.
 3 Calculated on the number of shares outstanding as per February 7, 2023 treasury shares.

Share-based incentive scheme

Securitas' share-based incentive scheme has had retained earnings:

M/SEK

Swap agreement ^{1,2}
Redemption of previous year's swap agreement ¹
Share-based remuneration to employees
Settlement of previous year's share-based remuneration to employees
Non-vested shares
Total short-term incentive schemes
Share-based remuneration to employees
Settlement of share-based remuneration to employees
Total long-term incentive schemes
Total impact on retained earnings

1 Related to the whole Group's short-term share-based incentive schemes.
 2 The short-term share-based incentive scheme was discontinued after variable compensation has thus been earned during the financial year of shares that have been hedged in this swap agreement amounts to allocated to the participants during 2023, provided that they were still employed by Securitas during 2023.
 3 Related to share-based remuneration for Securitas' employees of SEK 3.80 per share. The cost for LTIP 2023 amounts to M/SEK 0 while the costs for LTIP 2022 for LTIP 2023/2022 is M/SEK 31.



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Note 56 Untaxed reserves

MSEK	2023	2022
Accumulated depreciation and amortization in excess of plan	17	17
Tax allocation reserve	554	554
Total untaxed reserves	571	571

Note 57 Long-term liabilities

Long-term liabilities fall due for payment as follows

MSEK	2023	2022
Maturity < 5 years	8 326	13 703
Maturity > 5 years	946	4 045
Total long-term liabilities	9 272	17 748

Note 58 Accrued expenses and prepaid income

MSEK	2023	2022
Employee-related items	77	103
Accrued interest expenses	324	160
Other accrued expenses	46	46
Total accrued expenses and prepaid income	447	309

Note 59 Pledged assets

MSEK	2023	2022
Pension balances, defined contribution plans	195	190
Total pledged assets	195	190

Note 60 Contingent liabilities

MSEK	2023	2022
Guarantees	-	-
Guarantees related to discontinued operations	16	16
Total contingent liabilities¹	16	16

¹Guarantees on behalf of subsidiaries are disclosed in note 43. There are no guarantees on behalf of associated companies.



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The Board of Directors and the President declare that the consolidated financial statements have been prepared in accordance with IFRS as adopted by the EU and give a true and fair view of the Group's financial position and results of operations. The financial statements of the Parent Company have been prepared in accordance with generally accepted accounting principles in Sweden and give a true and fair view of the Parent Company's financial position and results of operations.

The statutory administration report of the Group and the Parent Company provides a fair review of the development of the Group's and the Parent Company's operations, financial position and results of operations and describes material risks and uncertainties facing the Parent Company and the companies included in the Group.

The Board of Directors and the President also submit Securitas AB's Sustainability Report for 2023. The sustainability report describes the Group's work with regards to economic, environmental and social aspects. The report is prepared according to the Sustainability Reporting Standards, issued by Global Reporting Initiative (GRI).

The statements of income and balance sheets of the Parent Company and the Group are subject to adoption by the Annual General Meeting on May 8, 2024.

Stockholm, March 26, 2024

Jan Svensson
ChairIngrid Bonde
DirectorGunilla Fransson
DirectorÅsa Bergman
DirectorFredrik Cappelen
DirectorJohan Menckel
DirectorJan Prang
Director
Employee RepresentativeÅse Hjeltn
Director
Employee RepresentativeHarry Klagsbrun
DirectorMagnus Ahlqvist
President and Chief Executive OfficerOur report has been submitted on March 26, 2024
Ernst & Young ABRickard Andersson
Authorized Public AccountantJohn Brand
DirectorSofia Schörling
DirectorMikael Per
Director
Employee Representative



Auditor's report

To the general meeting of the shareholders of Securitas AB (publ), corporate identity number 5566302-7241

(This is a translation
For any interpretation

REPORT ON THE ANNUAL ACCOUNTS AND CONSOLIDATED ACCOUNTS

Opinions

We have audited the annual accounts and consolidated accounts of Securitas AB (publ) for the year 2023. The annual accounts and consolidated accounts of the Company are included on pages 50-126 in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the Parent company as of December 31, 2023 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the Group as of December 31, 2023 and their financial performance and cash flow for the year then ended in accordance with International Financial Reporting Standards (IFRS Accounting Standards), as adopted by the EU, and the Annual Accounts Act. The statutory administration report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the Parent company and the Group.

Our opinions in this report on the annual accounts and consolidated accounts are consistent with the content of the additional report that has been submitted to the Parent company's audit committee in accordance with the Audit Regulation (537/2014) Article 11.

Basis for opinions

We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the Parent company and the Group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements. This includes that, based on the best of our knowledge and belief, no prohibited services referred to in the Audit Regulation (537/2014) Article 5.1 have been provided to the audited Company or, where applicable, its Parent company or its controlled companies within the EU.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Key audit matter

Key audit matters of the audit are those matters that, in our professional judgment, were of most significance in our audit of the annual accounts and consolidated accounts of the current period. These matters were addressed in the context of our audit of, and in forming our opinion thereon, the annual accounts and consolidated accounts as a whole, but we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

Valuation of intangible assets

Description

Goodwill and other acquisition-related intangible assets are recognized at MSEK 57 256 in the Company's balance sheet as of December 31, 2023, corresponding to 49% of the total assets.

The Company's process regarding impairment test of goodwill is described in Note 18. To calculate the recoverable amount, management apply significant judgement and estimates regarding future cash flows, terminal growth and discount rates.

As the book value of goodwill is material and due to the high degree of judgement and estimates involved in the process of conducting impairment tests, we have assessed valuation of goodwill as a key audit matter in our audit. Disclosures related to the Company's accounting principles, significant estimates and assumptions are described in Note 2 and Note 4. Information related to goodwill and testing of impairment is presented in Note 18.

How our audit addressed this key audit matter

In the audit, we have evaluated and reviewed the Company's established procedures for conducting impairment tests. Based on our evaluation, we have identified how cash-generating units have been identified and how the Company internally monitors its operations. We have evaluated applied valuation methods and made comparisons against historical outcomes and forecasts. With the support of our valuation experts, we have reviewed the used model and method of conducting impairment tests. We have evaluated the Company's bias sensitivity analysis as well as conducted our own sensitivity analyses of possible influencing factors. With the support of our valuation experts, we have reviewed the reasonableness of assumptions and terminal growth. Finally, we have assessed the appropriateness of the impairment test presented in the annual report.

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Business acquisition STANLEY Security

Description	How our audit addressed this key audit matter
<p>During the 2023 financial year, the Company completed fair value measurement of the assets acquired and the liabilities assumed, as a result of the acquisition of the STANLEY Security in 2022, and the related allocation of these values in accordance with accounting standard IFRS 3 - Business Combinations.</p> <p>The completion of the process to measure assets and liabilities at fair value has resulted in a decrease in net assets acquired of MSEK 2,197, with an increase in goodwill by the corresponding amount.</p> <p>Since the process of identifying and valuing assets and liabilities in the purchase price allocation involves assessments and complex valuation models, we have assessed the accounting for business combinations as a key audit matter in our audit. Disclosures related to the Company's accounting principles, significant estimates and assumptions are described in Note 2 and Note 4. Information related to the acquisition is presented in Note 17.</p>	<p>In the audit, we have evaluated the Company's process for accounting for business combinations. We have audited the purchase price allocation and reconciled the presented information against supporting documentation. We have also performed audit procedures on the opening balances as of the acquisition date.</p> <p>We have evaluated the applied valuation models as well as the material assumptions used in the purchase price allocation. We have evaluated whether the applied valuation models are consistent with established valuation models that are usually used in connection with purchase price allocations.</p> <p>Finally, we have assessed the appropriateness of the disclosures provided in the annual report.</p>

Accounting of income tax

Description	How our audit addressed this key audit matter
<p>The Company is a global group with subsidiaries worldwide, which leads to exposure to local tax legislation. Accounting can often be complex and allow for different interpretations and judgement. Furthermore, the Company's subsidiaries are regularly subject to tax audits in which the local tax authorities might challenge applied interpretation of local legislation.</p> <p>In instances where the tax authorities have a different opinion on the interpretation of tax legislation, the outcome is often dependent on negotiations with local tax authorities or legal proceedings. In order to account for income taxes, there are cases where the Company needs to make significant estimates, and changes in these estimates can have a significant impact on income taxes reported. The Company consults external legal advisors and tax advisors for material matters.</p> <p>Based on the above, we have assessed accounting for income taxes as a key audit matter in our audit. Information related to the Company's accounting principles, significant estimates and judgements is provided in Note 2 and Note 4. Information relating to income taxes is presented in Note 16.</p>	<p>We have evaluated the Company's accounting for income taxes. For significant tax matters we have reviewed the communication and interpretations made by the internal specialists have evaluated and interpretations made by the internal specialists have evaluated and also assessed the reasonableness of material tax matters by comparison with similar cases. We have evaluated whether applicable with IAS 12 and IFRIC 23. Balance sheet items such as and deferred tax liabilities and reviewed and evaluated for valuation. We have also assessed of the effective tax rate.</p> <p>Finally, we have assessed the disclosures provided in the annual report.</p>

Valuation of provisions and contingent liabilities related to legal disputes

Description	How our audit addressed this key audit matter
<p>Through subsidiaries, the Company is involved in a number of legal proceedings. The provisions and contingent liabilities are reported in accordance with the Company's best estimate of the outcome in each legal dispute, and the accounting is based on applicable standards and practices in the area.</p> <p>To calculate future expenses for legal disputes, the Company must develop estimations. Changes in the estimations can have a significant impact on the related provision.</p> <p>Based on above, we have assessed valuation of provisions and contingent liabilities related to legal disputes as a key audit matter in our audit. Disclosures related to the Company's accounting principles, significant estimates and assumptions are described in Note 2 and Note 4. Information related to provisions is described in Note 34 and Note 37, while contingent liabilities are presented in Note 39.</p>	<p>In the audit, we have evaluated the Company's process to assess the outcome of legal disputes as well as assessed the size of the possible provisions and contingent liabilities.</p> <p>Our audit procedures have included reading communication with authorities, an assessment of the situations in relation to applicable legislation, as well as review of outcomes of similar disputes. We have considered the Company's in-house legal counsels, as well as external legal counsels, views of the ongoing disputes.</p> <p>Finally, we have assessed the appropriateness of the disclosures provided in the annual report.</p>



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Other Information than the annual accounts and consolidated accounts

This document also contains other information than the annual accounts and consolidated accounts and is found on pages 1–49 and 132–153. The other information also consists of the remuneration report that will be obtained after the date of this audit report. The Board of Directors and the President and CEO are responsible for this other information.

Our opinion on the annual accounts and consolidated accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge otherwise obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the President and CEO

The Board of Directors and the President and CEO are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act and, concerning the consolidated accounts, in accordance with IFRS as adopted by the EU. The Board of Directors and the President and CEO are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts, the Board of Directors and the President and CEO are responsible for the assessment of the Company's and the group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the President and CEO intends to liquidate the Company, to cease operations, or has no realistic alternative but to do so.

The Audit Committee shall, without prejudice to the Board of Directors' responsibilities and tasks in general, among other things oversee the Company's financial reporting process.

Auditor's responsibility

Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts and consolidated accounts.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the annual accounts and consolidated accounts, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of the Company's internal control (relevant to our audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control).

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Directors and the President and CEO.
- Conclude on the appropriateness of the Board of Directors' and the President and CEO's use of the going concern basis of accounting in preparing the annual accounts and consolidated accounts. We also draw a conclusion, based on the audit evidence obtained, as to whether any material uncertainty exists related to events or conditions that may cast significant doubt on the Company's and the group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the annual accounts and consolidated accounts or, if such disclosures are inadequate, to modify our opinion about the annual accounts and consolidated accounts. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a Company and a group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the annual accounts and consolidated accounts, including whether the annual accounts and consolidated accounts fairly present the underlying transactions and events in a manner that is not misleading.

- Obtain sufficient and appropriate audit evidence to support the conclusions in our report. This includes performing procedures to evaluate the effectiveness of the internal control systems, to assess the risks of material misstatement, and to respond to those risks. We also evaluate the appropriateness of the accounting policies used and the reasonableness of the accounting estimates and related disclosures.

We must inform the Board of Directors of, among other things, the scope and timing of the audit. We must also inform the Board of Directors of any significant deficiencies in the internal control systems that we identified.

We must also provide the Board of Directors with information about the results of our audit, including any significant deficiencies in the internal control systems that we identified, and any other matters that we believe should be brought to the attention of the Board of Directors.

From the matters communicated with the Board of Directors, we must inform the Board of Directors of, among other things, the scope and timing of the audit. We must also inform the Board of Directors of any significant deficiencies in the internal control systems that we identified.

From the matters communicated with the Board of Directors, we must inform the Board of Directors of, among other things, the scope and timing of the audit. We must also inform the Board of Directors of any significant deficiencies in the internal control systems that we identified.



REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

Report on the audit of the administration and the proposed appropriations of the Company's profit or loss

Opinions

In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors and the President and CEO of Securitas AB (publ) for the year 2023 and the proposed appropriations of the Company's profit or loss.

We recommend to the general meeting of shareholders that the profit be appropriated in accordance with the proposal in the statutory administration report and that the members of the Board of Directors and the President and CEO be discharged from liability for the financial year.

Basis for opinions

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the Parent company and the Group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Responsibilities of the Board of Directors and the President and CEO

The Board of Directors is responsible for the proposal for appropriations of the Company's profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the Company's and the group's type of operations, size and risks place on the size of the Parent company's and the group's equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the Company's organization and the administration of the Company's affairs. This includes among other things continuous assessment of the Company's and the group's financial situation and ensuring that the Company's organization is designed so that the accounting, management of assets and the Company's financial affairs otherwise are controlled in a reassuring manner. The President and CEO shall manage the ongoing administration according to the Board of Directors'

guidelines and instructions and among other matters take measures that are necessary to fulfill the Company's accounting in accordance with law and handle the management of assets in a reassuring manner.

Auditor's responsibility

Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the President and CEO in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the Company, or
- in any other way has acted in contravention of the Companies Act, the Annual Accounts Act or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the Company's profit or loss, and thereby our opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the Company, or that the proposed appropriations of the Company's profit or loss are not in accordance with the Companies Act.

As part of an audit in accordance with generally accepted auditing standards in Sweden, we exercise professional judgment and maintain professional skepticism throughout the audit. The examination of the administration and the proposed appropriations of the Company's profit or loss is based primarily on the audit of the accounts. Additional audit procedures performed are based on our professional judgment with starting point in risk and materiality. This means that we focus the examination on such actions, areas and relationships that are material for the operations and where deviations and violations would have particular importance for the Company's situation. We examine and test decisions undertaken, support for decisions, actions taken and other circumstances that are relevant to our opinion concerning discharge from liability. As a basis for our opinion on the Board of Directors' proposed appropriations of the Company's profit or loss we examined the Board of Directors' reasoned statement and a selection of supporting evidence in order to be able to assess whether the proposal is in accordance with the Companies Act.

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The auditor's examination of the ESEF report

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Reasonable assurance is a high level of assurance, but it is not a guarantee that an engagement carried out according to RevR 18 and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the ESEF report.

The audit firm applies ISQM 1 Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or other Assurance or Related Services Engagements which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with professional ethical requirements, professional standards and applicable legal and regulatory requirements.

The examination involves obtaining evidence, through various procedures, that the ESEF report has been prepared in a format that enables uniform electronic reporting of the annual and consolidated accounts. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement in the report, whether due to fraud or error. In carrying out this risk assessment, and in order to design audit procedures that are appropriate in the circumstances, the auditor considers those elements of internal control that are relevant to the preparation of the ESEF report by the Board of Directors and the President and CEO, but not for the purpose of expressing an opinion on the effectiveness of those internal controls. The examination also includes an evaluation of the appropriateness and reasonableness of assumptions made by the Board of Directors and the President and CEO.

The procedures mainly include a validation that the ESEF report has been prepared in a valid XHTML format and a reconciliation of the ESEF report with the audited annual accounts and consolidated accounts.

Furthermore, the procedures also include an assessment of whether the consolidated statement of financial performance, financial position, changes in equity, cash flow and disclosures in the ESEF report have been marked with XBRL in accordance with what follows from the ESEF regulation.

Ernst & Young AB, with Rickard Andersson as auditor-in charge, Hamngatan 26, 111 47 Stockholm, was appointed auditor of Securitas AB by the general meeting of the shareholders on the May 4, 2023 and has been the Company's auditor since the May 5, 2021.

Opinion
In addition to our audit of the annual accounts and consolidated accounts, we have also examined that the Board of Directors and the President and CEO have prepared the annual accounts and consolidated accounts in a format that enables uniform electronic reporting (the ESEF report) pursuant to Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528) for Securitas AB (publ) for the financial year 2023.

Our examination and our opinion relate only to the statutory requirements. In our opinion, the ESEF report has been prepared in a format that, in all material respects, enables uniform electronic reporting.

Basis for opinion

We have performed the examination in accordance with FAR's recommendation RevR 18 Examination of the ESEF report. Our responsibility under this recommendation is described in more detail in the Auditors' responsibility section. We are independent of Securitas AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Board of Directors and the President and CEO

The Board of Directors and the President and CEO are responsible for the preparation of the ESEF report in accordance with Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), and for such internal control that the Board of Directors and the President and CEO determine is necessary to prepare the ESEF report without material misstatements, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to obtain reasonable assurance whether the ESEF report is in all material respects prepared in a format that meets the requirements of Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), based on the procedures performed.

RevR 18 requires us to plan and execute procedures to achieve reasonable assurance that the ESEF report is prepared in a format that meets these requirements.

Stockholm March 26, 2024
Ernst & Young AB

Rickard Andersson
Authorized Public Accountant

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Statement of income 2023¹

MSEK	Q1 2023	Q2 2023	Q3 2023	Q4 2023
Sales	33 519	35 517	39 235	39 541
Sales, acquired business	4 232	4 392	812	1
Total sales	37 751	39 909	40 047	39 542
<i>Organic sales growth, %</i>	12	11	8	6
Production expenses	-30 166	-31 853	-31 782	-31 322
Gross income	7 585	8 056	8 265	8 220
Selling and administrative expenses	-5 430	-5 469	-5 533	-5 572
Other operating income	14	16	18	16
Share in income of associated companies	11	17	14	19
Operating income before amortization	2 180	2 620	2 764	2 683
<i>Operating margin, %</i>	5.8	6.6	6.9	6.8
Amortization of acquisition-related intangible assets	-154	-157	-157	-152
Acquisition-related costs	-1	-2	-4	-3
Items affecting comparability	-281	-311	-3 673	-404
Operating income after amortization	1 744	2 150	-1 070	2 124
Financial income and expenses	-428	-541	-518	-628
Income before taxes	1 316	1 609	-1 588	1 496
<i>Net margin, %</i>	3.5	4.0	-4.0	3.8
Current taxes	-378	-438	-353	-383
Deferred taxes	25	7	-112	96
Net income for the period	963	1 178	-2 053	1 209
Whereof attributable to:				
Equity holders of the Parent Company	953	1 175	-2 052	1 209
Non-controlling interests	10	3	-1	0
Earnings per share before and after dilution (SEK) ²	1.66	2.05	-3.58	2.11
Earnings per share before and after dilution and before items affecting comparability (SEK) ²	2.03	2.46	2.66	2.44

Statement of cash flow 2023¹

MSEK	Q1 2023	Q2 2023
Operating income before amortization	2 180	2 620
Investments in non-current tangible and intangible assets	-947	-1 119
Reversal of depreciation	878	895
Change in accounts receivable	-609	-1 283
Change in other operating capital employed	-1 315	86
Cash flow from operating activities	187	1 199
<i>Cash flow from operating activities, %</i>	9	-46
Financial income and expenses paid	-518	-354
Current taxes paid	-296	-303
Free cash flow	-627	542
<i>Free cash flow, %</i>	-46	33
Cash flow from investing activities, acquisitions and divestitures	-5	-23
Cash flow from items affecting comparability	-336	-344
Cash flow from financing activities	22	-92
Cash flow for the period	-946	-883

Capital employed and financing 2023¹

MSEK	March 31, 2023	September 30, 2023
Operating capital employed	20 316	11 147
<i>Operating capital employed as % of sales</i>	13	13
<i>Return on operating capital employed, %</i>	39	42
Goodwill	51 062	49 034
Acquisition-related intangible assets	7 008	7 069
Shares in associated companies	400	433
Capital employed	78 786	76 683
<i>Return on capital employed, %</i>	10	10
Net debt	-41 308	-49 779
Shareholders' equity	37 478	26 904
Net debt/equity ratio, multiple	1.10	1.15

¹For definitions and calculation of key ratios refer to note 3.



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Statement of income 2022¹

MSEK	Q1 2022	Q2 2022	Q3 2022	Q4 2022
Sales	28 453	30 389	32 531	33 571
Sales, acquired business	145	146	3 482	4 520
Total sales	28 598	30 535	36 013	38 091
<i>Organic sales growth, %</i>	-4	6	7	9
Production expenses	-23 445	-24 845	-28 646	-30 188
Gross income	5 153	5 690	7 367	7 903
Selling and administrative expenses	-3 722	-3 955	-5 065	-5 440
Other operating income	12	12	14	14
Share in income of associated companies	9	13	14	14
Operating income before amortization	1 452	1 760	2 330	2 491
<i>Operating margin, %</i>	5.1	5.8	6.5	6.5
Amortization of acquisition-related intangible assets	-61	-61	-137	-155
Acquisition-related costs	-10	-15	-20	-4
Items affecting comparability	-134	-226	-414	-312
Operating income after amortization	1 247	1 458	1 759	2 020
Financial income and expenses	-95	-61	-266	-336
Income before taxes	1 152	1 397	1 493	1 684
<i>Net margin, %</i>	4.0	4.6	4.1	4.4
Current taxes	-302	-418	-409	-169
Deferred taxes	-9	41	-3	-141
Net income for the period	841	1 020	1 081	1 374
Whereof attributable to:				
Equity holders of the Parent Company	839	1 019	1 079	1 373
Non-controlling interests	2	1	2	1
Earnings per share before and after dilution (SEK) ²	1.91	2.32	2.46	2.47
Earnings per share before and after dilution and before items affecting comparability (SEK) ²	2.14	2.77	3.24	2.63

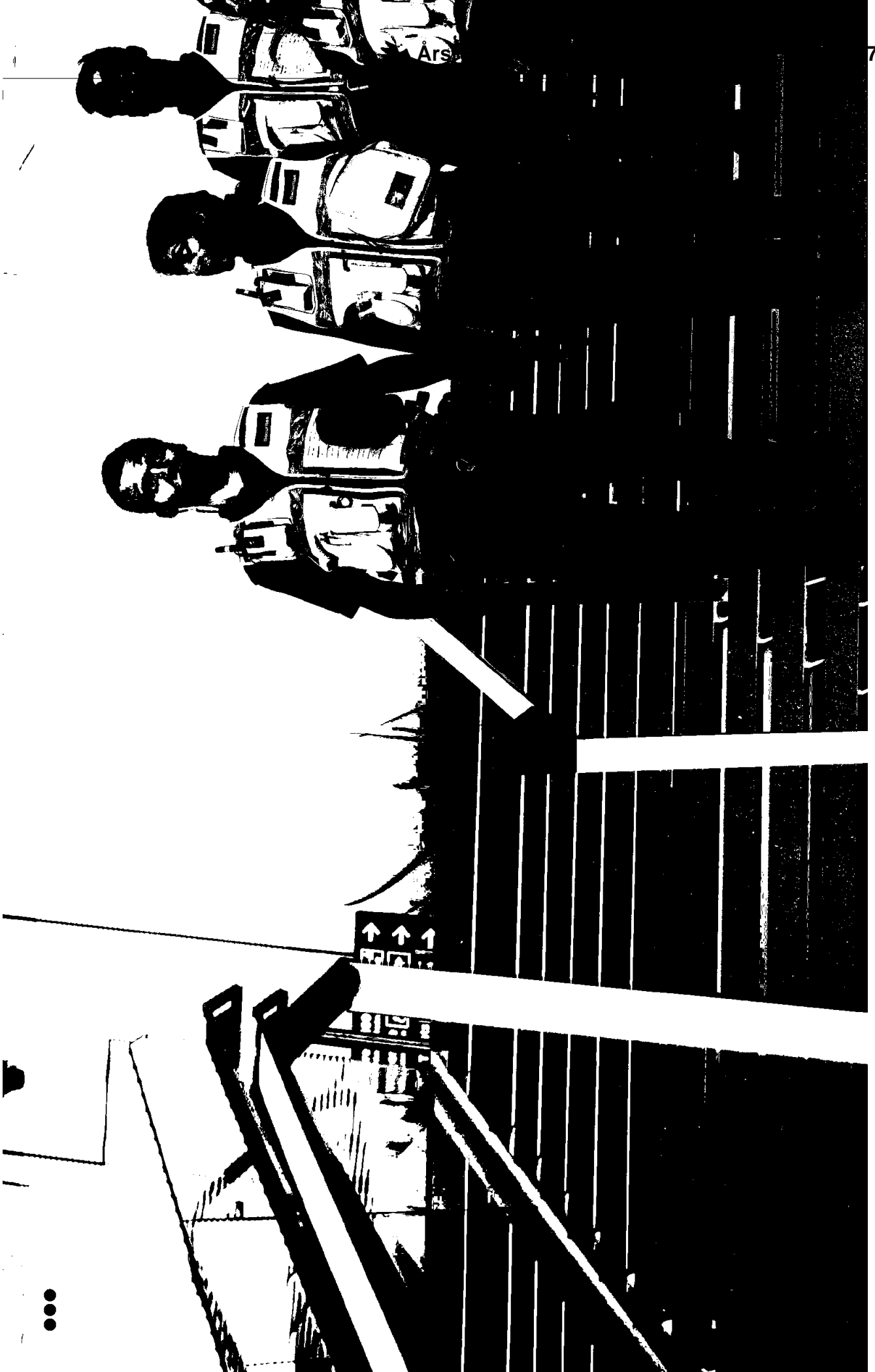
Statement of cash flow 2022¹

MSEK	Q1 2022	Q2 2022
Operating income before amortization	1 452	1 760
Investments in non-current tangible and intangible assets	-727	-861
Reversal of depreciation	684	710
Change in accounts receivable	-448	-873
Change in other operating capital employed	-1 090	191
Cash flow from operating activities	-129	927
<i>Cash flow from operating activities, %</i>	-9	9
Financial income and expenses paid	-236	-37
Current taxes paid	-322	-394
Free cash flow	-687	496
<i>Free cash flow, %</i>	-65	39
Cash flow from investing activities, acquisitions and divestitures	-7	-31
Cash flow from items affecting comparability	-267	-241
Cash flow from financing activities	-197	-646
Cash flow for the period	-1 158	-422

Capital employed and financing 2022¹

MSEK	March 31, 2022	June 30, Sept 2022
Operating capital employed	12 177	12 050
<i>Operating capital employed as % of sales</i>	11	12
<i>Return on operating capital employed, %</i>	48	47
Goodwill	23 877	23 832
Acquisition-related intangible assets	1 708	1 801
Shares in associated companies	351	378
Capital employed	38 113	39 061
<i>Return on capital employed, %</i>	14	13
Net debt	-16 059	-16 409
Shareholders' equity	22 054	22 652
Net debt equity ratio, multiple	0.73	0.78

¹For definitions and calculation of key ratios refer to note 3.
²Number of shares outstanding has been adjusted for the rights issue completed on October 11, 2022.





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Values and Ethics Code. All employees are encouraged and expected to report any cases of non-compliance, with the assurance that the reporter will not be subjected to any negative consequences. Also external parties can file reports in the system.

4. **Risk management:** Securitas' enterprise risk management process includes deciding on the Group's major risk focus areas for the coming years. These are risks that Securitas' Group Management assigns special focus, including regular follow up. Among the major risks are non-compliance in the business ethics area, not being able to increase diversity and inclusion, and not being able to meet environmental targets.

5. **Monitoring:** To meet the demands of clients and other stakeholders with respect to increased transparency and communication, Securitas AB publishes a sustainability report that follows the Global Reporting Initiative (GRI) Universal Standards. KPIs are tracked and followed up on a regular basis.

6. **Chief Ethics and Sustainability Officer: The Chief Ethics and Sustainability Officer** leads the Group's ongoing sustainability work and, in addition to following the regular reporting line, also reports to the Board of Directors' Audit Committee. Responsibilities include coordination of sustainability activities across the Group, which involves working closely together with other core functions. Other responsibilities include stakeholder engagement on sustainability issues and supporting the business in sustainability matters.

Supply chain

We must ensure that our suppliers live up to our requirements and that they comply with Securitas' Business Partner Code of Conduct. The Code of Conduct outlines the minimum standards for human rights, working conditions, health and safety, business ethics, environmental sustainability and compliance with laws and regulations that Securitas requires its business partners to comply with when doing business with us.

While selecting, assessing, and monitoring suppliers, we also evaluate whether the supplier has established a selection procedure, and conducted risk assessments of its own suppliers. We have a supplier risk management operating model and work flow and are including third party risk assessment in our GRC (governance, risk, and compliance) system. By being clear about our expectations and processes we not only lower risks, but we also build strong, long-lasting partnerships with our suppliers.

The Securitas supplier diversity program in the US covers tier one and tier two vendors and provides diverse suppliers the chance to participate in our supply chain. The program aims to enhance of the communities we serve by proactively sourcing goods and services from diverse suppliers when possible as it offers opportunities for firms that may not typically be considered due to size, status or competitiveness. The commitment to supplier diversity is integral to the sourcing and procurement processes and aims at developing mutually beneficial business relationships with diverse organizations. Securitas adheres to all federal and state regulations promoting diverse supplier utilization in the US and is a corporate member of Women's Business Enterprise National Council.

Memberships and engagements in organizations

Securitas is a member in the following industry organizations:

- International Security Ligue
- Aviation Security Services Association International (ASSA-I)
- ASIS International
- Confederation of European Security Services (CoESS)
- National organizations for security companies in most countries where we operate, such as the National Association of Security Companies (US), Bundesverband der Sicherheitswirtschaft (Germany), the British Security Industry Association and the Australian Security Industry Association Ltd (Australia).

International commitments

- UN Global Compact
- International Security Ligue's Code of Conduct and Ethics

Sustainability indexes

- FTSE4Good Index Series

Sustainability ratings (main)

- Net Impact (Upright Project)
- MSCI
- Sustainabilitys

Supplier rating systems and reporting

- EcoVadis
- CDP

Management approach

Anti-corruption

Securitas has operations in 43 countries all over the world and acting with integrity and ensuring we take an active stand against corruption are prioritized issues. Certain markets are more challenging than others in this regard for example, countries with a low score in Transparency International's Corruption Perceptions Index, but this does not mean that we do not actively monitor lower-risk countries.

Securitas' Values and Ethics Code and the Securitas anti-bribery and anti-corruption policy set out minimum requirements that ensure compliance with applicable local and extraterritorial laws. The anti-bribery and anti-corruption policy also sets out the principle of zero tolerance for any corrupt practices, with clear definitions, requirements for risk assessment, guidance regarding third party relationships, training, and follow-up. In the policy, corruption is defined as any act or inaction that is intended to grant, offer, or promise improper benefits or anything of value to induce the abuse of someone's entrusted power for illegitimate individual or group benefit or advantage. Corruption also includes accepting any such benefits. Local entities are asked to create their own detailed policies and procedures for gifts and entertainment to ensure that rules are clear to all employees.

The business ethics compliance function is a scope is anti-bribery and anti-corruption, fair trade, and data privacy risks, as well as the Group system and supply chain risk management framework to be undertaken by the business has strengthened. On-site workshops have been 44 markets during 2022 and 2023 to build awareness and controls, and agree on action plans to close Non-compliance with Securitas' Values and Ethics policies is considered an operational risk, and as such enterprise risk management process (ERM). ERM is of Securitas' operations, and risk awareness is part of process. Controls are performed on several levels and are established based on the process concerns. Relevant employees must complete the e-learning and corruption, financial misconduct and conflict of interest of the relevant managers and administrative course. Completion levels are followed closely in all course. Securitas encourages all employees to report incidents with Securitas' Values and Ethics Code or any encounter in their work. This can be done through v

example, the Group's Securitas Integrity reporting publicly available at www.securitasintegrity.com. All example business partners, can report to Securitas

Environment

In December 2023, Securitas' environmental target for absolute scope 1, 2, and 3 greenhouse gas emissions 2030 from a 2022 base year. This ambition target at goal set by the Paris Agreement. We have reported through CDP for many years and have seen increases in all relevant categories in scope 3. The security industry larger emitters, but we still want to be part of the solution make our world a more sustainable place.

The Securitas Group's environmental policy continues to reduce our climate impact by focusing on transport areas. The policy sets limits for CO₂ emissions or leased company vehicles, and we strive to follow a precautionary principle regarding threats of serious or mental damage. The Group's operations do not require Swedish Environmental Code.

Talent training and retention

Employee training is a strategic priority for Securitas, our clients' increasing demands for a higher degree



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advanced security solutions, we must continually train and develop our employees and make the best use of the extensive experience and expertise that we have in the organization. As a result of expanding business areas within data-driven intelligent services, Securitas is employing people with new competencies and developing and empowering our existing employees in new capacities. With our focus on innovation, we provide our employees with the tools they need to help our clients stay safe. Using technology efficiently requires both a wide set of skills and specialized capabilities.

Securitas has its own training centers in most countries of operation to ensure that the employees have the necessary competence to provide clients with high-quality security services. By improving the knowledge and skills of employees, we contribute to their professional growth and to a better understanding of the security profession. Empowering employees means a greater focus on training, skills, and opportunities for professional development. We also encourage people to take on responsibility early in their careers. In 2023, we launched our first global employee engagement survey. Since having engaged employees and being an inclusive and equitable employer is central to us, we put special emphasis on questions concerning engagement, equal opportunity, inclusive culture, and inclusive leadership. In 2023, the average number of training hours per employee was 31.2.

Occupational health and safety

Securitas' Group Health and Safety policy sets out the framework for our H&S work. It is 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 health and safety – both physical and mental – of our people is a 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 happening in the first place. Most of the sites where our frontline employees work are located in our clients' premises and we work closely together with the clients to mitigate H&S risks and hazards.

Securitas makes extensive efforts to ensure the health and safety of both our frontline employees and the individuals they must, from time to time, act against. Most of our frontline employees are trained in first-aid, CPR, and fire safety, but if threatening or dangerous situations occur, they are instructed to avoid confrontation and harm, and await the arrival of the emergency services. A small share of our frontline personnel carry weapons. Those who do have undergone specialist training and licensing requirements and are usually deployed on special assignments, for example, in a critical infrastructure facility such as an airport.

Frontline personnel receive appropriate training, instruction, and equipment for the assignment in question. We work actively with occupational health and safety issues in all countries. Our operations in 24 countries (56 percent) are ISO45001 certified, and most countries have health and safety committees. We closely monitor the number of work-related injuries and work-related ill health.

Breaches can be reported through various channels, for example, the Group's Securitas Integrity Line reporting system.

Labor practices and human rights
Securitas is the employer of 341 000 skilled and engaged employees and offering good working conditions is key. Decent labor practices, the right to organize and human rights are all vital to Securitas, our employees, and our clients. We also want to be an attractive choice for potential and future employees.

We work in many different markets around the world and in all of them we prioritize fair wages and working conditions. Securitas' Values and Ethics Code together with other key policies ensure that the company maintains and promotes the highest ethical business standards, and we also use our influence as one of the largest players in the industry in discussions with clients, unions, and industry associations.

Securitas has entered into framework agreements with UNI Global Union and the Swedish Transport Workers' Association, and the European Workers' Council in our European division. These agreements underline our joint commitment to universal principles concerning business conduct, as outlined by the UN Global Compact and ILO's core conventions. They have also been influential when it comes to determining our level of ambition. In countries where Securitas does not have collective bargaining agreements or union representation, we encourage other ways of maintaining an open dialog with our employees, including workplace meetings, employee ombudsmen, call centers and channels for reporting concerns, such as the Securitas Integrity Line.

As a leading player in the security market, it is important that we have sound processes in place to ensure we live up to all legal standards and follow local and regional legislation and regulations regarding, for example, wages, working hours, overtime, social security charges, human rights and taxation. To Securitas, human rights are closely linked to our people: sound working conditions, solid occupational health and safety processes, non-discrimination and good relations with unions and employee representatives. Our human rights due diligence work follows the principles in the UN Guiding Principles on Business and Human Rights, and the OECD Due diligence guidance for responsible business conduct. In addition, Securitas' local entities follow local legislation, such as the Corporate duty of vigilance law in France and the Transparency act in Norway. Securitas' Group human rights policy ensures, together with other key policies such as Securitas Values and Ethics Code and the Business Partner Code of conduct, that all entities work actively with human rights risks. We continue to strengthen our processes. The first step was to carry out risk assessments relating to our business activities, geographies, client sectors and the supply chain. In 2023, we carried out due diligence activities in one country.

Securitas does not employ or accept any form of child labor, or forced or bonded labor. In the countries where the Group operates, there are regulations regarding who can work as a security guard or do other frontline security work, including age limits. Licenses for security officers are not given to people under the age of 18. An employee's age is also verified as part of the recruitment processes. Securitas' UK operations comply with the disclosure obligations under the Modern Slavery Act 2015. Securitas requires its sub-

pliers to comply with Securitas' Business Partner Code of conduct, which includes non-acceptance of child labor and forced labor. Human rights are included in the mandatory training and Ethics Code. Relevant employees in the organization receive in-depth training. The Group's different reporting channels also offer reporting also of non-compliance with human rights.

Diversity and inclusion

Securitas is a people business, and we must make a commitment to resource responsibility. We have invested in initiatives to support our people, including the creation of a Group-wide inclusion (DE&I) strategy, which is reflected in our training and development plans. To support this work, we also have a mandatory inclusion and unconscious bias for all employees global training program to raise awareness about equitable treatment and how each and every one of us can support this important goal.

During 2023, we rolled out our employee engagement survey, which provides an employee net promoter score (eNPS) and key KPIs that we will follow to measure employee engagement. Other activities include developing global recruitment strategies and the requirements for certain job roles and development areas.

We have set a target that the share of female managers will be over 20 percent by the end of 2025. In 2023, the share of female managers was 25 percent, on average. The current diversity target is 25 percent, but we are working to broaden it to more areas.

Client relations

Developing our intelligent security services offering opportunities but will also pose challenges and set deliver these solutions responsibly. It is vital that we process on behalf of our clients. It is also essential to and retained based on client approval in accordance with the General Data Protection Regulations (GDPR) and other applicable laws.

Many large corporations have strict requirements and it is important to be watchful and establish processes to guard data privacy. At Securitas, we have policies, programs in place for managing these concerns, and with the General Data Protection Regulations (GDPR) and other applicable laws.

At a minimum, we address the negative implications of our business by complying with all relevant legal and regulatory requirements. In addition, our policies – including Securitas' Value Purchasing Guidelines – provide us with support in our procurement processes. Our emphasis on risk assessment processes enables us to identify and address the implications of our business on society.

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EU taxonomy regulation 2023
 As Securitas AB is in scope of the EU Non-Financial Reporting Directive (NFRD) as a parent undertaking of a large group with more than 500 employees, the company is also in scope for the Taxonomy Regulation (Regulation (EU) 2020/852 of June 18, 2020, the EU Taxonomy Climate Delegated Act (EU) 2021/2139) and the EU Taxonomy Disclosures Delegated Act (EU) 2021/2178.

The NACE codes relevant for Securitas are found under N80, Security and investigation activities, which are not included in the Taxonomy regulation. We do a similar analysis each year, and in 2023 it showed that Securitas did not have any capital expenditure and operating expenditure (0 percent) related to assets or processes associated with Taxonomy-eligible economic activities in the financial year 2023.

In 2021, Securitas AB made a thorough analysis of our economic activities and the reporting requirements according to the Taxonomy Regulation and specifically the requirements in the Article 8 disclosures Delegated Act. The analysis started with a review of the NACE codes and the equivalent Swedish SNI codes that define economic activities that are included in the Taxonomy

The analysis also shows that Securitas does not make any substantial contribution to at least one of the environmental objectives outlined in the Climate Delegated Act, we do no significant harm to any other environmental objective, and we comply with minimum social safeguards. This means that the share of Securitas AB's turnover, capital expenditure and operating

expenditure that relate to the environmentally sustainable activities that align with the EU Taxonomy criteria defined in the Act, is 0 percent. Securitas has followed the instruction Delegated Regulation (EU) 2021/2178 regarding denominators for CapEx and OpEx. CapEx data is in pages 99–101. OpEx data is included in note 20 (notes 100–101).

	Financial year 2023	Year		Substantial contribution criteria						DNSH criteria						
		Code	Turnover	Proportion of turnover, 2023	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity
Economic activities																
A. Taxonomy-eligible activities																
A.1 Environmentally sustainable activities (Taxonomy-aligned)																
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)			0	0%	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L
Of which enabling			0	0%	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L
Of which transitional			0	0%	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)			0	0%	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			0	0%	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L
Turnover of Taxonomy-eligible activities (A.1 + A.2)			0	0%	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L	N/E/L
B. Taxonomy non-eligible activities																
Turnover of Taxonomy-non-eligible activities			157 249	100%												
TOTAL			157 249	100%												



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Financial year 2023	Year		Substantial contribution criteria						DNSH criteria						
	Code	CapEx	Proportion of CapEx, 2023	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity
Economic activities															
A. Taxonomy-eligible activities															
A.1 Environmentally sustainable activities (Taxonomy-aligned)															
CapEx of environmentally sustainable activities (Taxonomy-aligned activities) (A.1)															
Of which enabling															
Of which transitional															
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)															
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)															
A. CapEx of Taxonomy-eligible activities (A.1 + A.2)															
B. Taxonomy non-eligible activities															
CapEx of Taxonomy non-eligible activities															
3 890 100%															
3 890 100%															
TOTAL															

Årsregnskap regnskapsåret 2023 for 985321876

Financial year 2023	Year		Substantial contribution criteria						DNSH criteria						
	Code	OpEx	Proportion of OpEx, 2023	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity
Economic activities															
A. Taxonomy-eligible activities															
A.1 Environmentally sustainable activities (Taxonomy-aligned)															
OpEx of environmentally sustainable activities (Taxonomy-aligned activities) (A.1)															
Of which enabling															
Of which transitional															
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)															
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)															
A. OpEx of Taxonomy-eligible activities (A.1 + A.2)															
B. Taxonomy non-eligible activities															
OpEx of Taxonomy non-eligible activities															
413 100%															
413 100%															
TOTAL															





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Securitas' net impact

In 2021, Securitas was rated for the first time according to the Upright Project's net impact method, reaching the highest rating of AAA (Prime). The net impact profile of a company aims to describe what value the company creates and with what costs. It shows the positive and negative impacts the core business of the company has on the surrounding world, that is, what resources the company uses but also what positive value is being created with them.

The Upright Project net impact model relies on AI-driven data and integration algorithms that consolidate information from millions of accumulated

scientific and public sources. It provides a net impact by considering comprehensive costs and benefits within comparable industries in four broad dimensions of impact: society, creation and distribution of knowledge, physical and mental health of people, and environment. Each dimension consists of 4–5 impact categories, such as jobs in the society dimension and GHG emission in the environment dimension.

The model considers all types of costs and gains, not only, for example, environmental costs or financial gains. Net impact is, therefore, a measure of net value creation of a company, especially as the model captures the entire value chain of a company, not just what happens inside the company

or how it affects its immediate stakeholders, such as employees.
The overall aim of the model is to inform decision: how should humanity allocate its scarce capacity and human resources to maximize its wellbeing. This more traditional ESG ratings, that look at how well a risks related to environmental sustainability, social governance.
Securitas' result is explained more in detail on page 58.

Key figures

Number of employees per business segment¹

	2023	% of total	2022	% of total	2021	% of total
Securitas North America	99 000	29	121 000	34	113 000	33
Securitas Europe	123 000	36	123 000	34	120 000	35
Securitas Ibero-America	50 000	15	59 000	17	59 000	17
Other	69 000	20	55 000	15	53 000	15
Total	341 000	100	358 000	100	345 000	100

¹ Includes India and Vietnam but not the divested business Argentina. Other in 2023 includes Securitas Critical Infrastructure with 11 000 employees (moved from Securitas North America).

Salaries and benefits per business segment¹

MSEK	2023	% of total	2022	% of total	2021	% of total
Securitas North America	43 424	38	37 879	38	34 881	44
Securitas Europe	47 856	42	40 110	40	35 047	42
Securitas Ibero-America	11 841	10	11 161	11	9 394	11
Other ²	11 267	10	10 850	11	2 310	3
Total	114 388	100	100 000	100	83 632	100

¹ Does not include India and Vietnam, includes the divested entity in Argentina.

² As of the third quarter 2023, the Critical Infrastructure Services business unit has been moved from the business segment Securitas North America into Other. Comparatives have been restated (missing for 2021).

Gender distribution, average number of yearly employees

	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of employees ¹	210 543	68 936	279 479	219 199	67 641	286 840	217 434	64 852	282 286
Percentage of employees	75	25	100	76	24	100	77	23	100

¹ Does not include India and Vietnam, includes the divested business in Argentina.

Gender distribution, Board of Directors

	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of Board members ¹	5	4	9	5	3	8	5	3	8
Percentage of Board members	56	44	100	62	38	100	62	38	100

¹ Excluding employee representatives.

Share of employees covered by collective bargaining agreements

2023	51
2022	51

Employee turnover, %

2023	47
2022	47

Employee turnover¹

¹ Does not include India and Vietnam.

Employee turnover is calculated as total separations as a percentage of the number of employees at the start of the period. Terminations due to employee and employer decision, but not due to retirement/death.

New employees (number)

2023	152 000
2022	152 000

% of average number of yearly employees

2023	44
2022	44

¹ Does not include India and Vietnam, includes the divested business in Argentina.

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New employees – age group and gender in relation to total new employees, %

	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Under 30 years	39	15	54	35	16	51	36	14	50
30–50 years	25	10	35	26	11	37	29	9	38
Over 50 years	8	3	11	9	3	12	9	3	12
Total	72	28	100	70	30	100	74	26	100

Share of employees with full-time and part-time employment, respectively, %

	2023		2022		2021	
	Men	Women	Men	Women	Men	Women
Full-time	85	86	86	86	86	86
Part-time	15	14	14	14	14	14
Total	100	100	100	100	100	100

Split per gender, %

	2023		2022		2021	
	Men	Women	Men	Women	Men	Women
Full-time, men	66	67	67	67	68	68
Full-time, women	19	19	19	19	18	18
Part-time, men	11	10	10	10	10	10
Part-time, women	4	4	4	4	4	4
Total	100	100	100	100	100	100

Share of employees with permanent and temporary work contracts, respectively, %

	2023		2022		2021	
	Men	Women	Men	Women	Men	Women
Permanent	94	93	93	93	93	93
Temporary	6	7	7	7	7	7
Total	100	100	100	100	100	100

Split per gender, %

	2023		2022		2021	
	Men	Women	Men	Women	Men	Women
Permanent employees, men	72	72	72	72	73	73
Permanent employees, women	22	21	21	21	20	20
Temporary employees, men	5	5	5	5	5	5
Temporary employees, women	1	2	2	2	2	2
Total	100	100	100	100	100	100

Workforce split on employment category

	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Managers/office personnel	11 845	6 488	18 333	11 793	6 778	18 571	12 760	6 733	19 493
Security officers/frontline workers	250 855	72 899	323 754	255 743	72 837	328 580	255 413	67 933	323 346
Total¹	262 700	79 387	342 087	267 536	79 615	347 151	268 173	74 666	342 839

¹ The difference compared with total number of employees is explained by differences in accounting methods in certain reporting entities.

Managers, split on gender

	2023		2022		2021	
	Men	Women	Men	Women	Men	Women
Group management	10	77	3	23	13	13
Divisional presidents	5	100	0	0	0	5
Country presidents	48	84	9	16	57	57
Area managers	229	88	31	12	260	260
Branch managers	1 553	86	224	14	1 577	1 577
Other managers	6 027	73	2 272	27	8 299	8 299
All managers	7 672	75	2 539	25	10 211	10 211



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Countries of operation with formal health and safety committees

	2023	2022	2021
Number of countries with formal health and safety committees	36	36	40
% of total number of countries	84	82	87

Work-related fatalities 2023 per country

	Traffic accident	Crushing accident
France	1	0
Serbia	0	1
	1	1

Work-related injuries

	2023	2022	2021
Total hours worked	645 427 462	658 992 241	658 715 773
Actual number of work-related injuries	5 639	5 235	5 434
Injury rate (200 000 hours)	1.7	1.6	1.6
Injury rate (1 000 000 hours)	8.6	8.0	8.2
Actual number of lost-time injuries	4 082	4 183	3 271
Lost-time injury frequency rate (LTIFR; 200 000 hours)	1.3	1.3	1.0
Lost-time injury frequency rate (LTIFR; 1 000 000 hours)	6.3	6.3	5.0
Actual number of work-related fatalities	2	1	4

Causes, work-related fatalities

	2023	2022	2021
Traffic accident	1	0	2
Assault	0	0	1
Accidental fall	0	1	1
Crushing accident	1	0	0
	2	1	4

Work-related fatalities 2022 per country

	Traffic accident	Crushing accident
France	1	0
Serbia	0	1
	1	1

Work-related fatalities 2022 per country

	2022	Accidental fall
Managers/office staff	354 371	
Frontline personnel	10 551 641	
Total	10 906 022	

Work-related fatalities 2021 per country

	Traffic accident	Assault	Accidental fall
Mexico	0	0	1
Serbia	1	0	0
Switzerland	1	0	0
The US	0	1	0
	2	1	1

Training hours

	2023
Total number of hours of training	10 906 022
Average number of hours of training per employee	31

Training hours, per employment category

	2023
Managers/office staff	354 371
Frontline personnel	10 551 641
Total	10 906 022

Training hours, per gender

	2023
Men	8 802 311
Women	2 103 707
Total	10 906 022

Proportion of senior management hired from community, %

	2023
Hired from local community	91
Hired from outside local community	9
	100



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Gross direct GHG emissions and indirect market-based GHG emissions in metric tons of CO₂ equivalent (tCO₂e) 2023

	Direct (Scope 1)	%	Indirect (Scope 2)	%	Indirect (Scope 3)	%	Total	%
Securitas North America	45 080	36	6 810	32	586 554	33	638 444	33
Securitas Europe	61 314	48	11 513	54	691 485	39	764 312	40
Securitas Ibero-America	18 496	15	2 221	11	177 082	10	197 799	10
AMEA	1 680	1	741	3	242 668	14	245 089	13
Other	36	0	15	0	71 025	4	71 076	4
Total	126 606	100	21 300	100	1 768 814	100	1 916 720	100
Change compared to 2021, %	-18.8		-11.9		-13.0		-13.4	
tCO ₂ e emission per employee (full-time equivalent, FTE)	0.390		0.066		5.444		5.900	

Gross direct GHG emissions and indirect market-based GHG emissions in metric tons of CO₂ equivalent (tCO₂e) 2022

	Direct (Scope 1)	%	Indirect (Scope 2)	%	Indirect (Scope 3)	%	Total	%
Securitas North America	59 171	38	4 075	17	1 106 208	54	1 169 454	53
Securitas Europe	73 877	47	16 739	69	589 963	29	680 579	31
Securitas Ibero-America	20 159	13	1 992	8	175 401	9	197 552	9
AMEA	2 653	2	1 273	5	136 145	7	140 071	6
Other	73	0	102	1	24 613	1	24 788	1
Total	155 933	100	24 181	100	2 032 330	100	2 212 444	100
Change compared to 2021, %	37.4		-4.3		Not comparable		Not comparable	
tCO ₂ e emission per employee (full-time equivalent, FTE)	0.483		0.075		6.299		6.858	

Gross direct GHG emissions and indirect market-based GHG emissions in metric tons of CO₂ equivalent (tCO₂e) 2021

	Direct (Scope 1)	%	Indirect (Scope 2)	%	Indirect (Scope 3)	%	Total	%
Securitas North America	26 520	24	1 733	7	14 131	23	42 384	21
Securitas Europe	60 360	53	19 746	78	31 654	50	111 760	56
Securitas Ibero-America	24 376	21	2 366	9	14 446	23	41 188	20
AMEA	2 152	2	1 134	5	2 717	4	6 003	3
Other	84	0	294	1	185	0	563	0
Total	113 492	100	25 273	100	63 133	100	201 898	100
Change compared to 2020, %	-9.9		1.5		10.2		-3.0	
tCO ₂ e emission per employee (full-time equivalent, FTE)	0.351		0.078		0.195		0.625	

2022 is the base year for the market-based emissions for Securitas' environmental targets, validated by Sphera (SBTI). The emissions reported in the Annual Report 2023 have been restated (see below). In 2023, 44 (4) entities in the reporting, for both the market-based and the A GHG assessment quantities all seven Kyoto gases applicable and it is measured in units of carbon dioxide. For Securitas the following greenhouse gases are included in the assessment: Carbon dioxide (CO₂), Methane (CH₄), Nitrous oxide

The Greenhouse Gas Protocol Corporate Standard is used for climate data. The system Sphera has been used for operational control is the chosen consolidation approach. The 2022 emissions have been restated for the following: After the publication of the Annual and Sustainability Report 2023, data was collected in preparation for the submission of environmental targets to Science Based Targets initiative in December 2023). It was mainly data in all applicable Data from the entities acquired from Stanley Securitas included in the data submitted to SBTi. Data from the Argentina has been excluded.

For the additional data for Scope 3, categories 1 and 2, estimations were applied to energy consumption, lift and equipment sold or leased to our clients, based on the data available in the 2023 reporting, with the same estimates and assumptions that were used in 2022. In 2022, Quantis emission factors were used for category 3, category 1 (Purchased goods and services), category 2 and category 5 (Waste). Since these emission factors were replaced by emission factors from the Quantis are lower than the Quantis ones, which led to a subtraction in the above-mentioned categories, especially in category 2. In 2023, we changed sustainability reporting system to Sphera. Not all emission factors are the same in the smaller differences in the 2022 emissions.

Errors in the 2022 scope 1, scope 2 and scope 3 data have been corrected. Corrections have been made for some reporting entities. Corrections have been made for Company owned and leased vehicles.

	2023
Number of vehicles	22 676 ¹
Whereof Electric	814
Whereof Plug-in hybrid	1 506

¹The increase is mainly explained by vehicles in the restated Stanley Securitas included in the 2022 reporting, and improved data quality.

Electric cars have increased with 4.3% compared with



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Subscription to/endorsement of external declarations, principles, etc.

Country	ISO 9001	ISO 14001	ISO 27001	ISO 45001
Austria				
Belgium				
Croatia				
Czech Republic				
Denmark				
Finland				
Germany				
Hungary				
Ireland				
Norway				
Poland				
Romania				
Serbia				
Slovakia				
Sweden				
Switzerland				
the Netherlands				
Türkiye				
UK				
Chile				
Colombia				
Ecuador				
Peru				
Portugal				
Spain				
Uruguay				
Australia				
China				
Hong Kong				
India				
Indonesia				
Singapore				
South Korea				
Thailand				
UAE				
Vietnam				

Client satisfaction surveys
 Clients are an important stakeholder group and client satisfaction surveys is another way of maintaining a constructive dialog with this group.

81 percent of all countries of operation conduct regular client satisfaction surveys.

- The three key conclusions from surveys conducted in 2023 are:
- Service quality – most clients are satisfied with the service quality
 - Proactivity – suggesting solutions
 - Communication – clear and transparent



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GRI index
GRI 1: Foundation
 Securitas AB's sustainability report is prepared according to the Global Reporting Initiative (GRI) Universal Standards. Where relevant, this report also highlights how our priorities reflect the UN Global Compact's Ten Principles for labor and human rights, the environment and anti-corruption. Unless otherwise stated the data includes data from the associated companies in India and Vietnam but not the entity that was divested in 2023.

Statement of use Securitas AB has reported in accordance with the GRI Standards for the period January 1 – December 31, 2023
GRI 1 used GRI 1: Foundation 2021

Applicable GRI sector standard No applicable GRI sector standard available

GRI Standard	Disclosure	Page reference	Note
Disclosures			
GRI 102: General disclosures			
	1. The organization and its reporting practices	19-20, 50, 65, 149-150	
	2.1 Organizational details	65, 97, 123	
	2.2 Entities included in the organization's sustainability reporting	135	
	2.3 Reporting period, frequency and contact point	144	Emission data for 2022 has (see page 144 for detailed information) external assurance.
	2.4 Restatements of information	34, 38, 148	
	2.5 External assurance	15-16, 50, 66-67, 135-136	
	2. Activities and workers	141-143	
	2.6 Activities, value chain, and other business relationships		
	2.7 Employees		Omission due to lack of data
	2.8 Workers who are not employees		
	3. Governance		
	2.9 Governance structure and composition	34, 39-42	
	2.10 Nomination and selection of the highest governance body	35	
	2.11 Chair of the highest governance body	39-40	
	2.12 Role of the highest governance body in overseeing the management of impacts	28-29, 135	
	2.13 Delegation of responsibility for managing impacts	25, 135-136	
	2.14 Role of the highest governance body in sustainability reporting	25, 135-136	
	2.15 Conflicts of interest	30, 39-40, 84, 136	
	2.16 Communication of critical concerns	33-38, 43-44, 135	
	2.17 Collective knowledge of the highest governance body	33-38, 135	
	2.18 Evaluation of the performance of the highest governance body	34-36	
	2.19 Remuneration policies	35-36, 40, 84-88	
	2.20 Process to determine remuneration	35	Reported amounts are in million SEK rather than ratio
	2.21 Annual total compensation ratio	87	
	4. Strategy, policies, and practices		
	2.22 Statement on sustainable development strategy	4-5	
	2.23 Policy commitments	4-7, 12-14, 45, 136-137	
	2.24 Embedding policy commitments	135-137	
	2.25 Processes to remediate negative impacts	135-137	
	2.26 Mechanisms for seeking advice and raising concerns	135-137	
	2.27 Compliance with laws and regulations	30-31, 33, 38, 135-137	
	2.28 Membership associations	136	
	5. Stakeholder engagement		
	2.29 Approach to stakeholder engagement	28-29, 135	
	2.30 Collective bargaining agreements	141	
GRI 3: Material topics			
	Reporting practice		
	3.1 Process to define material topics	28-29, 135	
	3.2 List of material topics	135	
	3.3 Management of material topics		See all relevant disclosures

Securitas Annual and Sustainability Report 2023 Sustainability notes

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Topic standards	Disclosure	Page reference	Note	UN Global Compact
Anti-corruption				10
GRI 3: Material topics	3.3 Management of material topics, 205	25-26, 30, 135-136		
GRI 205: Anti-corruption	205-2 Communication and training about anti-corruption policies and procedures	136		
Environment				
Emissions				
Management approach	3.3 Management of material topics, 305	26, 31, 136		
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	136, 144		7, 8, 9
	305-2 Energy/Indirect (Scope 2) GHG emissions	136, 144		7, 8, 9
	305-3 Other indirect (Scope 3) GHG emissions	136, 144		7, 8, 9
Social				
Employment				
GRI 3: Material topics	3.3 Management of material topics, 401	26, 137, 138		
GRI 401: Employment	401-1 New employee hires and employee turnover	141-142	Omission: Total number of leavers.	6
Occupational health and safety				
GRI 3: Material topics	3.3 Management of material topics, 403	26, 30, 137		
GRI 403: Occupational health and safety	403-1 Occupational health and safety management systems	137, 143		
	403-2 Hazard identification, risk assessment and incident investigation	30, 137	Thorough risk assessments of the client sites that our employees are assigned to are carried out, to identify and scope safety hazards. All incidents are investigated and documented.	
	403-3 Occupational health services	-	In many of the countries where we operate, Securitas has agreements with company health services. Securitas complies with all relevant legal requirements related to the protection of employee data and require of any external company health service to also do so.	
	403-4 Worker participation, consultation and communication on occupational health and safety	137, 143		
	403-5 Worker training on occupational health and safety	137		
	403-6 Promotion of worker health	-	Securitas facilitates employees' access to non-occupational medical and healthcare services when possible. In many countries, access to high-quality health services exists.	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	30		
	403-8 Workers covered by an occupational health and safety management system	143, 145	97% of the employees (full-time equivalent) are covered by occupational health and safety management systems.	
	403-9 Number of work-related injuries	143		



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Topic standards	Disclosure	Page reference	Note	UN Global Compact
Training and education				
GRI 3: Material topics	3.3 Management of material topics, 404	26, 30, 137		
GRI 404: Training and education	404-1 Average hours of training per year per employee	143		6
Diversity and equal opportunity				
GRI 3: Material topics	3.3 Management of material topics, 405	26, 137		
GRI 405: Diversity and equal opportunity	405-1 Diversity of governance bodies and employees	141-142	Omissions: Split per age group due to lack of data.	
Client privacy				
GRI 3: Material topics	3.3 Management of material topics, 418	31, 137, 138		
GRI 418: Client privacy	418-1 Substantiated complaints concerning breaches of client privacy and losses of client data	148	No material substantiated complaints concerning material breaches of client privacy and losses of client data were reported in 2023.	
Company specific information: Forced labor and child labor				
GRI 3: Material topics	3.3 Management of material topics	31, 137		
Company specific information: Risk for forced labor		137		1, 2, 5
Company specific information: Risk for child labor		137		1, 2, 4

This is a translation of the Swedish original report.

Auditor's report on the statutory sustainability information

To the general meeting of the shareholders of Securitas AB
identity number 556902-7241.

Engagement and responsibility

It is the Board of Directors who is responsible for the statement for the year 2023 on pages 135–148 and in accordance with the Annual Accounts Act

The scope of the audit

Our examination has been conducted in accordance with standard RevR 12 The auditor's opinion regarding the statement. This means that our examination of the statement is different and substantially less in scope than an audit conducted in accordance with International Standards accepted auditing standards in Sweden. We believe that the information provided us with sufficient basis for our opinions.

Opinions

A statutory sustainability statement has been prepared

Stockholm March 26, 2024
Ernst & Young AB

Rickard Andersson
Authorized Public Accountant

Arsregnskap regnskapsåret 2023 for 985321876

Information about:	
Environment	12, 14
Social conditions	
Personnel	6–7, 12
Respect for human rights	
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The Securitas share

PERFORMANCE OF THE SHARE IN 2023

At year-end, the closing price of the Securitas share was SEK 98.58 (86.96) corresponding to a market capitalization of SEK 53.9 billion (47.5). The share price increased by 13.4 percent in 2023 to compare with the OMX Stockholm Price Index, which increased by 18.8 percent. The highest price paid for a Securitas share in 2023 was SEK 105.90, which was noted on February 7, and the lowest price paid was SEK 79.54, which was noted on May 31.

TRADING

A total of 401 million (447) Securitas shares were traded on Nasdaq Stockholm, representing a value of MSEK 36 085 (38 591). The turnover velocity in 2023 was 74 percent (98), compared with a turnover rate of 48 percent (57) for the entire Nasdaq Stockholm. The average number of Securitas shares traded each day was 1 598 000 shares.

SHARE CAPITAL AND SHAREHOLDER STRUCTURE

At December 31, 2023, the share capital amounted to SEK 573 392 552, distributed between an equal number of shares, each with a quota value of SEK 100. Each Series A share carries ten votes and each Series B share carries one vote. The free float of the Securitas share is 88 percent.

At December 31, 2023, Securitas had 63 088 shareholders (52 999). In terms of the number of shareholders, private individuals make up the largest shareholder category with 58 960 shareholders, corresponding to 93 percent of the total number of shareholders. In terms of capital and votes, institutional owners and other corporate entities dominate with 90 percent and 93 percent respectively.

Shareholders based in Sweden held 59 percent (56) of the capital and 71 percent (69) of the votes. Compared with 2022, the proportion of foreign shareholders in the shareholder base has decreased. At December 31, 2023, shareholders outside Sweden owned 41 percent (44) of the capital and 29 percent (31) of the votes. The largest shareholdings held by foreign shareholders are in the US and Norway, with 13 percent of the capital and 9 percent of the votes in the US and 8 percent of the capital and 6 percent of the votes in Norway. Foreign shareholders are not always recorded in the share register. Foreign banks and other custodians may be recorded for multiple clients' shares, in which case the actual owners are not displayed in the register.

On December 31, 2023, the principal shareholders in Securitas were Investment AB Latour, holding 10.9 percent (10.9) of the capital and 29.6 percent (29.6) of the votes, Melker Schörling AB, holding 5.0 percent (4.5) of the capital

Data per share	2023	2022 ²	2021 ¹
SEK/share	2.24	9.20	714
Earnings per share ^{3,4}	9.59	10.77	8.66
Earnings per share before items affecting comparability ^{3,4}	3.80 ⁵	3.45	3.66
Dividend	170 ⁵	38	57
Dividend as % of earnings per share	3.9 ⁵	4.0	3.5
Yield, %	8.6	7.3	9.1
Free cash flow per share	98.58	86.96	103.65
Share price at end of period	105.90	105.81	129.67
Highest share price	79.54	69.63	97.66
Lowest share price	89.96	86.42	113.84
Average share price	10	8	12
P/E ratio	572 918	572 918	438 443
Number of shares outstanding (000s) ³	572 918	468 284	438 626
Average number of shares outstanding, after dilution (000s) ³			

¹ Proposed dividend.

² Calculated on proposed dividend.

³ There are no outstanding convertible debt securities (loans). Consequently, there is no potential dilution.

⁴ Number of shares used for calculation of earnings per share includes based incentive schemes that have been hedged through swap agreements.

⁵ Adjusted for the rights issue completed on October 20, 2022.

Largest shareholders as of December 31, 2023

Shareholder	Number of Series A shares	Number of Series B shares	Percentage
Investment AB Latour	19 866 943	42 519 920	42.519 920
Melker Schörling AB	7 071 428	21 753 616	21.753 616
Macquarie Investment Management Limited		26 691 417	26.691 417
Incentive AS		20 914 756	20.914 756
Vanguard		18 459 200	18.459 200
SEB Funds		17 968 210	17.968 210
EQT		17 318 600	17.318 600
BlackRock		16 643 375	16.643 375
M&G Investment Management		13 161 210	13.161 210
Handelsbanken Funds		13 104 515	13.104 515
Total, ten largest shareholders	26 938 371	208 005 216	208.005 216
Total, rest of owners	–	337 848 270	337.848 270
Total as of December 31, 2023	26 938 371	546 454 186	546.454 186

¹ Through Investment AB Latour and family

² Includes 476 000 shares of which 126 000 were repurchased in June 2019 and 350 000 in June 2021, respectively.

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and 11.3 percent (10.9) of the votes. These shareholders are represented on the Board of Directors by Jan Svensson and Sofia Schöröfing Högberg.

DIVIDEND POLICY AND CASH DIVIDEND

With a balanced growth strategy comprising both organic and acquisition-driven growth and continued investments in technology and solutions, Securitas should be able to sustain a dividend level in the range of 50–60 percent of the annual net income. The Board of Directors proposes a dividend of SEK 3.90 per share, corresponding to 47 percent of net income adjusted for the divestment of Securitas Argentina capital loss. Based on the share price at the end of 2023, the dividend yield for 2023 amounted to 3.9 percent.

AUTHORIZATION TO REPURCHASE SHARES IN SECURITAS AB

The 2023 Annual General Meeting resolved to authorize the Board of Directors to resolve upon the acquisition of the company's own shares up to a maximum of 10 percent of all shares and for a period up to the Annual General Meeting in 2024.

SECURITAS SHARE IN BRIEF

Securitas Series B shares are traded on Nasdaq Stockholm, part of Nasdaq Nordic, and on other trading venues. Securitas is listed on Nasdaq Stockholm on the Large Cap List, which includes large companies with a market capitalization of more than MEUR1 000, and is included in the Industrial Goods & Services sector. The ISIN code for the Securitas share on Nasdaq Stockholm is SE0000163594.

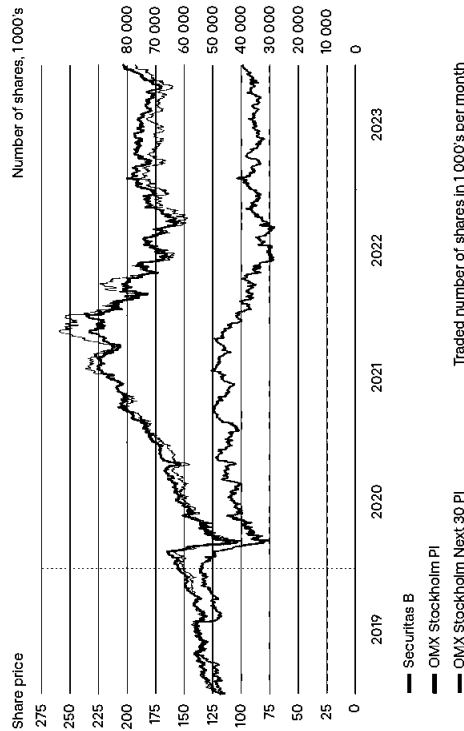
The ticker code for the Securitas share is SECU-B on Nasdaq Stockholm, SECUB:SS on Bloomberg and SECUB.ST on Reuters. Securitas has been listed on the stock exchange since 1991.

Shareholder spread as of December 31, 2023

Number of shares	Number of shareholders	Number of Series A shares	Number of Series B shares
1–500	46 316		5 838 538
501–1 000	6 444		4 875 352
1 001–5 000	7 812		17 576 489
5 001–10 000	1 184		8 495 550
10 001–20 000	559		8 035 615
20 001–50 000	372		11 848 752
50 001–	401	26 938 371	489 780 855
Total	63 088	26 938 371	546 454 181¹

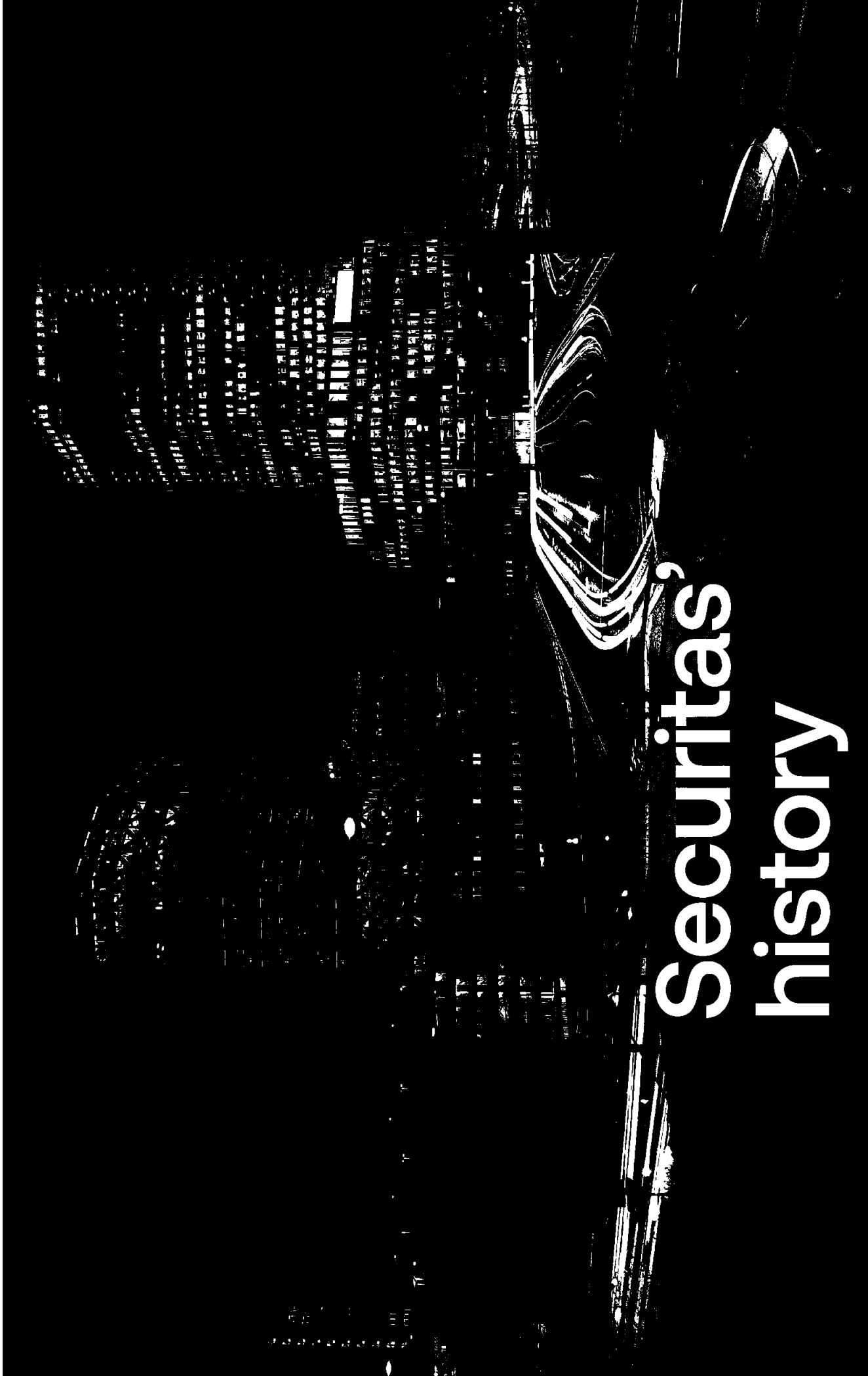
¹ Includes 475 000 own shares of which 125 000 were repurchased in June 2019 and 350 000 in June 2021, respectively.

Share prices for Securitas, January 1 – December 31, 2019–2023



Definitions

- Free cash flow in relation to outstanding shares
- Market capitalization
- P/E ratio (Price/Earnings ratio)
- Turnover per share
- Year relative capitalization
- Yield: Dividend yield



Securitas, history

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Erik Philip-Sörensen acquires Hälsingborgs Natvakt in Helsingborg, Sweden. Sörensen acquires additional security companies in Southern Sweden and combines all companies to form Förenade Svenska Vakt AB.

A department is started in Stockholm, making the company nationwide in Sweden.

Securitas Alarm is founded in Sweden to meet the demand for alarm technology as a complement to the guarding services.

The company is renamed to Securitas and the logotype with the three red dots is created.

Securitas is divided between Sörensen's two sons. Securitas in Sweden is sold to Sven Philip-Sörensen. Securitas' international operations, which later would become G4S, are sold to Jörgen Philip-Sörensen.

Securitas in Sweden is sold to Skrifnet.

Investment AB Latour becomes Securitas' new owner.

Melker Schörling is appointed CEO of Securitas and acquires 17 percent of the company.

Securitas initiates its international expansion with acquisitions in Norway, Denmark and Portugal.

Securitas is listed on the Stockholm Stock Exchange (now Nasdaq Stockholm).

Asa is spun off and distributed to Securitas' shareholders. Asa then acquires Abley and is listed as Asa Abley.

Securitas' establishment in the United States starts with the acquisition of Pinkerton.

Securitas announces its intention to spin off and distribute three companies to its shareholders: Securitas Systems (which later became Niscayah Group), Securitas Direct (which later became Verisure), and Securitas Cash Handling Services (which later became Loomis). Both Securitas Systems and Securitas Direct are distributed the same year and listed on the Stockholm Stock Exchange.

Loomis is spun off and distributed to the shareholders and listed as a separate company on the Stockholm Stock Exchange. After the spin-off, Securitas' operations are mainly focused on guarding services.

Securitas announces a bid to buy back Niscayah Group but loses to a competing bid from Stanley Black & Decker Inc.

Securitas increases its focus on tech-enabled security and raises its ambitions for growth within the area.

Securitas acquires Diebold's North American technology business, which was the Group's largest acquisition in 15 years.

Securitas achieves a milestone of over MSEK 100 000 in sales.

The COVID-19 pandemic affects companies and individuals worldwide. Despite societal lockdowns, including reduced activity in aviation and entertainment, Securitas shows resilience to the unprecedented challenges.

Securitas announces acquisition in his agreement to Securitas, a global security provider.

The acquisition 22, 2022, after the regulatory approvals authorities.

An intensive work of STANLEY Security formation program Iberia-America

Financial information



INTRODUCTION	+
CORPORATE GOVERNANCE REPORT AND MANAGEMENT	+
SECURITAS' FINANCIAL MODEL	+
ANNUAL REPORT	+
SUSTAINABILITY NOTES	+
THE SECURITAS SHARE	+
SECURITAS' HISTORY	+
FINANCIAL INFORMATION	-
➤ Financial information	

REPORTING DATES

Securitas will release financial information for 2024 as follows:

Interim Reports 2024	
January – March	May 8, 2024
Annual General Meeting 2024	May 8, 2024
January – June	July 30, 2024
January – September	November 6, 2024

FINANCIAL INFORMATION

Our financial reports are available in both English and in Swedish and can be read and downloaded on our webpage at the following address:

www.securitas.com/en/investors/financial-reports-and-presentations/

We also offer an order and subscribe service for financial information at the following address: www.securitas.com/en/investors/order-and-subscribe/

Other questions concerning our financial information can be addressed to us by mail, telephone or e-mail:

Securitas AB
 Investor Relations
 P.O. Box 12307
 SE-102 28 Stockholm
 Sweden
 Telephone: +46 10 470 30 00
 E-mail: ir@securitas.com
www.securitas.com

FINANCIAL ANALYSTS WHO COVER SECURITAS

COMPANY	NAME
ABG Sundal Collier	Stefan Knutsson
AlphaValue	Hélène Coumes
BNP Paribas Exane	Andrew Grobler
Carnegie	Viktor Lindeberg
Citigroup	Marc van't Sant
DNB	Karl-Johan Bonnevier
Goldman Sachs	Sahasini Varanasi
HSBC	Rahul Chopra
Jefferies	Allen Wells
J.P. Morgan	Sylvia Barker
Jyske Markets	Janne Vincent Kjaer
Kepler Cheuvreux	Johan Eliason
Morgan Stanley	Annelies Vermeulen
Nordea	Raymond Ke
Pareto Securities	Stefan Wård
RBC	Andrew Brooke
SEB	Dan Johansson
UBS	Rory McKenzie

The analysts who cover Securitas could change during the year.

The list above is updated regularly and can be found at

www.securitas.com/en/investors

Securitas AB
PO Box 12307
SE-102 28 Stockholm
Sweden

Visiting address:
Lindhagensplan 70

www.securitas.com



Statsautoriserte revisorer
Ernst & Young AS
Stortorvet 7, 0155 Oslo
Postboks 1156 Sentrum, 0107 Oslo

Foretaksregisteret: NO 976 389 387 MVA
Tlf: +47 24 00 24 00
www.ey.no
Medlemmer av Den norske Revisorforening

UAVHENGIG REVISORS BERETNING

Til generalforsamlingen i Personal Service og Sikkerhet AS

Konklusjon

Vi har revidert årsregnskapet for Personal Service og Sikkerhet AS som består av balanse per 31. desember 2023, resultatregnskap og kontantstrømoppstilling for regnskapsåret avsluttet per denne datoen og noter til årsregnskapet, herunder et sammendrag av viktige regnskapsprinsipper.

Etter vår mening oppfylder årsregnskapet gjeldende lovkrav og gir et rettviseende bilde av selskapets finansielle stilling per 31. desember 2023 og av dets resultater og kontantstrømmer for regnskapsåret avsluttet per denne datoen i samsvar med regnskapslovens regler og god regnskapsskikk i Norge.

Grunnlag for konklusjon

Vi har gjennomført revisjonen i samsvar med International Standards on Auditing (ISA-ene). Våre oppgaver og plikter i henhold til disse standardene er beskrevet nedenfor under *Revisors oppgaver og plikter ved revisjonen av årsregnskapet*. Vi er uavhengige av selskapet i samsvar med kravene i relevante lover og forskrifter i Norge og *International Code of Ethics for Professional Accountants* (inkludert internasjonale uavhengighetsstandarder) utstedt av International Ethics Standards Board for Accountants (IESBA-reglene), og vi har overholdt våre øvrige etiske forpliktelser i samsvar med disse kravene. Innhentet revisjonsbevis er etter vår vurdering tilstrekkelig og hensiktsmessig som grunnlag for vår konklusjon.

Øvrig informasjon

Øvrig informasjon omfatter informasjon i selskapets årsrapport bortsett fra årsregnskapet og den tilhørende revisjonsberetningen. Styret og daglig leder (ledelsen) er ansvarlig for den øvrige informasjonen. Vår konklusjon om revisjonen av årsregnskapet dekker ikke den øvrige informasjonen, og vi attesterer ikke den øvrige informasjonen.

I forbindelse med revisjonen av årsregnskapet er det vår oppgave å lese den øvrige informasjonen med det formål å vurdere om årsberetningen inneholder de opplysninger som skal gis i henhold til gjeldende lovkrav og hvorvidt det foreligger vesentlig inkonsistens mellom den øvrige informasjonen og årsregnskapet eller kunnskap vi har opparbeidet oss under revisjonen, eller hvorvidt den tilsynelatende inneholder vesentlig feilinformasjon. Dersom vi konkluderer med at den øvrige informasjonen inneholder vesentlig feilinformasjon eller ikke inneholder de opplysninger som skal gis i henhold til gjeldende lovkrav, er vi pålagt å rapportere det.

Vi har ingenting å rapportere i så henseende, og vi mener at årsberetningen er konsistent med årsregnskapet og inneholder de opplysninger som skal gis i henhold til gjeldende lovkrav.

Ledelsens ansvar for årsregnskapet

Ledelsen er ansvarlig for å utarbeide årsregnskapet og for at det gir et rettviseende bilde i samsvar med regnskapslovens regler og god regnskapsskikk i Norge. Ledelsen er også ansvarlig for slik intern kontroll som den finner nødvendig for å kunne utarbeide et årsregnskap som ikke inneholder vesentlig feilinformasjon, verken som følge av misligheter eller feil.

Ved utarbeidelsen av årsregnskapet må ledelsen ta standpunkt til selskapets evne til fortsatt drift og opplyse om forhold av betydning for fortsatt drift. Forutsetningen om fortsatt drift skal legges til grunn for årsregnskapet med mindre ledelsen enten har til hensikt å avvike selskapet eller virksomheten, eller ikke har noe annet realistisk alternativ.



Building a better
working world

Revisors oppgaver og plikter ved revisjonen av årsregnskapet

Vårt mål er å oppnå betryggende sikkerhet for at årsregnskapet som helhet ikke inneholder vesentlig feilinformasjon, verken som følge av misligheter eller feil, og å avgi en revisjonsberetning som inneholder vår konklusjon. Betryggende sikkerhet er en høy grad av sikkerhet, men ingen garanti for at en revisjon utført i samsvar med ISA-ene, alltid vil avdekke vesentlig feilinformasjon. Feilinformasjon kan skyldes misligheter eller feil og er å anse som vesentlig dersom den enkeltvis eller samlet med rimelighet kan forventes å påvirke de økonomiske beslutningene som brukerne foretar på grunnlag av årsregnskapet.

Som del av en revisjon i samsvar med ISA-ene, utøver vi profesjonelt skjønn og utviser profesjonell skepsis gjennom hele revisjonen. I tillegg:

- identifiserer og vurderer vi risikoen for vesentlig feilinformasjon i årsregnskapet, enten det skyldes misligheter eller feil. Vi utformer og gjennomfører revisjonshandlinger for å håndtere slike risikoer, og innhenter revisjonsbevis som er tilstrekkelig og hensiktsmessig som grunnlag for vår konklusjon. Risikoen for at vesentlig feilinformasjon som følge av misligheter ikke blir avdekket, er høyere enn for feilinformasjon som skyldes feil, siden misligheter kan innebære samarbeid, forfalskning, bevisste utelatelser, uriktige fremstillinger eller overstyring av intern kontroll.
- opparbeider vi oss en forståelse av den interne kontrollen som er relevant for revisjonen, for å utforme revisjonshandlinger som er hensiktsmessige etter omstendighetene, men ikke for å gi uttrykk for en mening om effektiviteten av selskapets interne kontroll.
- evaluerer vi om de anvendte regnskapsprinsippene er hensiktsmessige og om regnskapsestimaterne og tilhørende noteopplysninger utarbeidet av ledelsen er rimelige.
- konkluderer vi på om ledelsens bruk av fortsatt drift-forutsetningen er hensiktsmessig, og, basert på innhentede revisjonsbevis, hvorvidt det foreligger vesentlig usikkerhet knyttet til hendelser eller forhold som kan skape betydelig tvil om selskapets evne til fortsatt drift. Dersom vi konkluderer med at det eksisterer vesentlig usikkerhet, kreves det at vi i revisjonsberetningen henleder oppmerksomheten på tilleggsopplysningene i årsregnskapet, eller, dersom slike tilleggsopplysninger ikke er tilstrekkelige, at vi modifiserer vår konklusjon. Våre konklusjoner er basert på revisjonsbevis innhentet frem til datoen for revisjonsberetningen. Etterfølgende hendelser eller forhold kan imidlertid medføre at selskapet ikke kan fortsette driften.
- evaluerer vi den samlede presentasjonen, strukturen og innholdet i årsregnskapet, inkludert tilleggsopplysningene, og hvorvidt årsregnskapet gir uttrykk for de underliggende transaksjonene og hendelsene på en måte som gir et rettviseende bilde.

Vi kommuniserer med styret blant annet om det planlagte omfanget av og tidspunktet for revisjonsarbeidet og eventuelle vesentlige funn i revisjonen, herunder vesentlige svakheter i den interne kontrollen som vi avdekker gjennom revisjonen.

Oslo, 7. august 2024
ERNST & YOUNG AS

Revisjonsberetningen er signert elektronisk

Andreas Lie
statsautorisert revisor



Uavhengig revisors beretning

Name

Lie, Andreas

Date

2024-08-07

Identification

 bankID™ Lie, Andreas



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Advanced Electronic Signatures (Regulation (EU) No 910/2014 (eIDAS))



PERSONAL SERVICE OG SIKKERHET AS

ÅRSBERETNING 2023

Virksomheten og hvor den drives

PERSONAL SERVICE OG SIKKERHET AS har som sin hovedvirksomhet, salg av tjenester innen tre segmenter. Ordensvakter til uteliv, messer/konserter/arrangementer og spesialtjenester. Selskapet er lokalisert i Forusparken 22, Stavanger kommune. Selskapet har avdelinger i Ålesund, Drammen, Grålum, Haugesund, Kristiansand, Oslo, Bergen, Ridabu, Sem, Trondheim og Tromsø.

Redegjørelse for årsregnskapet

Det fremlagte resultatregnskapet og balanse gir et rettviseende bilde av resultatet i 2023 og den økonomiske stillingen ved årsskiftet.

Selskapet har hatt en reduksjon i inntekter fra kr 332 815' i 2022 til kr 279 296' i 2023.

Selskapet har levert tjenester via Securitas AS for 27 millioner kroner i 2023, se nærmere omtale i note 14.

Sum driftskostnader er redusert fra kr 290 852' i 2022 til kr 248 547' i 2023. Reduksjonen tilsvarer 14,5 %. På tross av dette er driftsresultat redusert til kr 30 750' i 2023, mot kr 42 002' året før.

Resultatregnskapet viser et overskudd før skattekostnad på kr 32 262'.

Det er i løpet av året foretatt investeringer i driftsmidler på totalt kr 784'.

Totalkapitalen var pr 31.12.2023 kr 114 608'. Egenkapitalandelen pr 31.12. var på 19,67 %.

Kontantstrømmen fra de operasjonelle aktivitetene ble kr 215'. Det er et avvik på kr 30 535' sammenlignet med driftsresultatet på kr 30 750'.

Styret er godt fornøyd med driftsresultatet for 2023.

Forskning og utviklingsaktiviteter

Selskapet har ikke hatt forskning og utviklingsaktiviteter i året som gikk.

Fortsatt drift

I samsvar med regnskapslovens § 3-3 bekreftes det at forutsetningen om fortsatt drift er lagt til grunn ved utarbeidelsen av regnskapet.

Arbeidsmiljø, likestilling og diskriminering

Selskapet har totalt hatt 2 277 ansatte, som utførte 574 årsverk i 2023. Andel kvinner i selskapet utgjør 21,7 %. Vektene er største gruppering i selskapet. Ledelse og administrasjon er 100 % menn. For vektene har menn 28 % mer i lønn enn kvinner. Dette grunnet ansiennitetsforskjell. Det er totalt 1 542 deltidsansatte, hvor 21,7% er kvinner. 149 er midlertidig ansatte, hvor 22,8 % er kvinner. Gjennomsnittlig antall uker foreldrepermisjon er 14,2 uker for menn og 35,1 for kvinner.

Arbeidsmiljøet ansees som godt.

Registrert sykefravær i 2023 utgjør 2,02 % og anses som uvesentlig. Det har ikke blitt rapportert om noen alvorlige skader eller ulykker på arbeidsplassen.

Styret består av 3 menn.

Styret har ut fra en vurdering av faktiske forhold ikke funnet det nødvendig å iverksette spesielle tiltak med hensyn til likestilling og diskriminering.

Ytre miljø

Selskapet benytter tjenestebiler i forbindelse med utføring og oppfølging av våre tjenester. Utover dette anser vi ikke at våre tjenester påvirker det ytre miljø i særlig grad.

Finansiell risiko

Styret vurderer selskapets inntjening og finansielle stilling som tilfredsstillende.

Selskapet opprettholder sin strategi med fokus på menneske, teknologi og kompetanse.

Styreforsikring

Selskapet har styreforsikring gjennom Securitas-konsernet. Forsikringen dekker alle datterselskap i Norge.

Addo Sign identifikasjonsnummer: 30416542-4a33-45fa-a3e7-8cbc7d46a8e1



Markedsrisiko

Selskapet er i liten grad eksponert for endringer i valutakurser. Selskapet har ikke rentebærende lån.

Kreditrisiko

Selskapet opererer i segment der det er større tilgang og avgang på oppdrag enn hva som er vanlig i andre segmenter i sikkerhetsbransjen og der betalingsevnen i gjennomsnitt er dårligere. Dette setter spesielt store krav til oppfølging av tilgodehavende fra kunder.

Likviditetsrisiko

Selskapet deltar i konsernkonto system der Securitas Norge AS har toppkonto. Gjennom sin deltagelse i konsernkontoordningen har selskapet sikret tilgang til nødvendig kapital og likviditet. Likviditetssituasjonen i Securitas Norge konsernkonto er positiv og viser per 31.12.2023 en netto saldo på kr 43 216'.

Fremtidig utvikling

Styret vurderer selskapet inntjening og finansielle stilling som tilfredsstillende. Selskapet registrerer at markedet har endret seg i løpet av de siste årene, gjennom økte krav til opplæring og profesjonalisering av bransje. Styret ser optimistisk på fremtiden og videre utvikling for selskapet. Det påpekes imidlertid at det normalt er knyttet betydelig usikkerhet til vurdering av fremtidige forhold.

Resultatdisponering

Styret foreslår at årsresultatet disponeres slik:

Årets resultat disponeres slik:	
Konsernbidrag	kr 24 750'
Overført til annen egenkapital	kr 476'
Sum disponert	kr 25 046'

Stavanger, 30.07.2024

Martin Holmen
Styrets leder

Roger Nilsen
Styremedlem

Christofér Marques Næsheim
Styremedlem

Harald Lilleeidet
Daglig leder

Addo Sign identifikasjonsnummer: 30416542-4a33-45fa-a3e7-8cbc7d46a8e1



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Alle tider er gitt i koordinert universaltid (UTC).

Underskrivere

 bankID



 bankID



Harald Lilleidet
9578-5997-4-711998

2024-07-31 11:04:34Z

Christofér Marques Næshelm
9578-5997-4-482473

2024-07-31 11:51:30Z

 bankID



 bankID



Martin Holmen
9578-5995-4-50839

2024-07-31 12:26:28Z

Roger Nilsen
9578-5995-4-104316

2024-08-02 08:33:46Z

Dokumenter i transaksjonen

88847_1a Årsberetning til signering for 2023.pdf

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Addo Sign identifikasjonsnummer: 30416542-4a33-45fa-a3e7-8cbc7d46a8e1

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Dokumentet er beskyttet med et Adobe CDS-sertifikat. Når dokumentet åpnes i Adobe Reader, vil det se ut til å være signert med Visma Addo signeringstjeneste.



Årsregnskap for
PERSONAL SERVICE OG SIKKERHET AS
985321876
Regnskapsår
01.01.2023 - 31.12.2023



PERSONAL SERVICE OG SIKKERHET AS
985 321 876

Resultatregnskap

	Note	2023	2022
Driftsinntekter			
Salgsinntekt		279 269 069	332 853 470
Annen driftsinntekt		27 273	0
Sum driftsinntekter	1	279 296 342	332 853 470
Driftskostnader			
Varekostnad		-1 802 450	-3 031 484
Lønnskostnad	2, 3, 4, 5	-211 691 383	-248 458 788
Avskrivning på varige driftsmidler og immaterielle eiendeler	6, 7	-3 661 820	-2 352 058
Nedskrivning av varige driftsmidler og immaterielle eiendeler		0	-449 332
Annen driftskostnad	8, 9, 10, 11	-31 390 928	-36 560 109
Sum driftskostnader		-248 546 582	-290 851 771
Driftsresultat		30 749 760	42 001 698
Finansinntekter			
Annen renteinntekt		1 558 850	1 466 581
Annen finansinntekt		2 674	3 516
Sum finansinntekter		1 561 524	1 470 097
Finanskostnader			
Annen rentekostnad		-30 681	-25 196
Annen finanskostnad		-19 063	-11 661
Sum finanskostnader		-49 744	-36 856
Netto finans		1 511 779	1 433 240
Resultat før skattekostnad		32 261 539	43 434 939
Skattekostnad	12, 13	-7 215 834	-9 951 018
Årsresultat		25 045 705	33 483 921
Overføringer			
Avgitt konsernbidrag		24 570 000	32 500 000
Annen egenkapital		475 705	983 921
Sum overføringer		25 045 705	33 483 921



PERSONAL SERVICE OG SIKKERHET AS
985 321 876

Balanse

	Note	31.12.2023	31.12.2022
EIENDELER			
Anleggsmidler			
Immaterielle eiendeler			
Konsesjoner, patenter, lisenser, varemerker ol.	7	837 125	1 525 021
Utsatt skattefordel	12, 13	834 180	998 968
Sum immaterielle eiendeler		1 671 305	2 523 988
Varige driftsmidler			
Tomter, bygninger og annen fast eiendom	6	24 142	0
Maskiner og anlegg	6	1 383 472	1 914 423
Driftsløsøre, inventar, verktøy, kontormaskiner, ol.	6	7 379 923	9 062 297
Sum varige driftsmidler		8 787 538	10 976 720
Finansielle anleggsmidler			
Investering i datterselskap	14	115 906	115 906
Andre langsiktige fordringer	15, 16	342 288	342 288
Sum finansielle anleggsmidler		458 194	458 194
Sum anleggsmidler		10 917 036	13 958 902
Omløpsmidler			
Fordringer			
Kundefordringer	9	38 830 130	33 573 050
Kortsiktige konsernfordringer	14	55 291 651	75 371 587
Andre kortsiktige fordringer	16	3 640 640	1 421 739
Sum fordringer		97 762 421	110 366 375
Bankinnskudd, kontanter og lignende			
Bankinnskudd, kontanter og lignende	17	5 928 525	6 498 355
Sum bankinnskudd, kontanter og lignende		5 928 525	6 498 355
Sum omløpsmidler		103 690 945	116 864 730
SUM EIENDELER		114 607 982	130 823 632



PERSONAL SERVICE OG SIKKERHET AS
985 321 876

Balanse

	Note	31.12.2023	31.12.2022
EGENKAPITAL OG GJELD			
Egenkapital			
Innskutt egenkapital			
Aksjekapital	18, 19	102 564	102 564
Overkurs	19	74 356	74 356
Annen innskutt egenkapital	19	1 440 000	1 440 000
Sum innskutt egenkapital		1 616 920	1 616 920
Opptjent egenkapital			
Annen egenkapital	19	20 929 584	20 453 879
Sum opptjent egenkapital		20 929 584	20 453 879
Sum egenkapital		22 546 504	22 070 799
Gjeld			
Kortsiktig gjeld			
Leverandørgjeld		2 627 007	3 740 162
Betalbar skatt	12, 13	121 046	9 835 841
Skyldige offentlige avgifter	17	21 478 023	21 279 150
Kortsiktig konserngjeld	14	31 500 000	32 500 000
Annen kortsiktig gjeld		36 335 402	41 397 680
Sum kortsiktig gjeld		92 061 478	108 752 834
Sum gjeld		92 061 478	108 752 834
SUM EGENKAPITAL OG GJELD		114 607 982	130 823 632

Stavanger, 30.07.2024

Martin Holmen
styrets leder

Roger Nilsen
styremedlem

Christofér Marques Næsheim
styremedlem

Harald Lilleeidet
daglig leder



PERSONAL SERVICE OG SIKKERHET AS
985 321 876

Noter

Regnskapsprinsipper

Årsregnskapet er satt opp i samsvar med regnskapsloven og god regnskapsskikk.

Hovedregel for vurdering og klassifisering av eiendeler og gjeld

Eiendeler bestemt til varig eie eller bruk er klassifisert som anleggsmidler. Andre eiendeler er klassifisert som omløpsmidler. Fordringer som skal tilbakebetales innen et år er uansett klassifisert som omløpsmidler. Ved klassifisering av kortsiktig og langsiktig gjeld er analoge kriterer lagt til grunn. Anleggsmidler er vurdert til anskaffelseskost, men nedskrives til virkelig verdi når verdifallet forventes ikke å være forbigående. Anleggsmidler med begrenset økonomisk levetid avskrives etter en fornuftig avskrivningsplan. Omløpsmidler er vurdert til det laveste av anskaffelseskost og virkelig verdi. Langsiktig og kortsiktig gjeld balanseføres til nominelt beløp på etableringstidspunktet, og skrives ikke opp eller ned til virkelig verdi som følge av renteendringer

Immaterielle eiendeler

Immaterielle eiendeler knyttet til overtakelse av virksomhet/portefølje balanseføres til anskaffelseskost dersom de tilfredsstiller kravene til balanseføring. I forbindelse med kjøp av virksomhet vil anskaffelseskost være eiendelens virkelige verdi på kjøpstidspunktet. I posten immaterielle eiendeler inngår kjøp av spesialtilpasset programvare for oppfølging og timeskriving. Immaterielle eiendeler avskrives lineært over økonomisk levetid.

Inntekter

Inntekter anses som opptjent når varen eller tjenesten er levert.

Leasing

Selskapets leasingavtaler er kun operasjonelle. De kostnadsføres løpende, og klassifiseres som ordinær driftskostnad.

Pensjoner

Selskapet har en innskuddspensjonsordning (OTP) og den betalte premie er lik årets kostnad. En innskuddsplan er en pensjonsordning hvor selskapet betaler faste bidrag til en separat juridisk enhet. Selskapet har ingen juridisk eller annen forpliktelse til å betale ytterligere bidrag hvis enheten ikke har nok midler til å betale alle ansatte ytelser knyttet til opptjening i inneværende og tidligere perioder.

Ved innskuddsplaner betaler selskapet innskudd til offentlig eller privat administrert forsikringsplaner for pensjon på obligatorisk, avtalemessig eller frivillig basis. Selskapet har ingen ytterligere betalingsforpliktelser etter at innskuddene er blitt betalt. Innskuddene regnskapsføres som lønnskostnad når de forfaller. Forskuddsbetale innskudd bokføres som en eiendel i den grad innskuddet kan refunderes eller redusere fremtidige innbetalinger.

Skatt

Skattekostnaden i resultatregnskapet omfatter både periodens betalbare skatt og endring i utsatt skatt. Utsatt skatt er beregnet med 22 % på grunnlag av de midlertidige forskjeller som eksisterer mellom regnskapsmessige og skattemessige verdier, samt ligningsmessig underskudd til fremføring ved utgangen av regnskapsåret. Skatteøkende og skattereduserende midlertidige forskjeller som reverserer eller kan reversere i samme periode er utlignet og nettoført. Oppføring av utsatt skattefordel på netto skattereduserende forskjeller som ikke er utlignet og underskudd til fremføring, begrunnes med antatt fremtidig inntjening. Utsatt skatt på merverdier i forbindelse med oppkjøp av datterselskap blir ikke utlignet.

Fordringer

Kundefordringer og andre fordringer er oppført i balansen til pålydende etter fradrag for avsetning til forventet tap. Avsetning til tap gjøres på grunnlag av individuelle vurderinger av de enkelte fordringene. I tillegg er det foretatt en generell avsetning for å dekke tapsrisiko som ikke var kjent på vurderingstidspunktet.



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Aksjer i datterselskap

Investeringer i datterselskap er vurdert etter kostmetoden.

Klassifisering og vurdering av balanseposter

Omløpsmidler og kortsiktig gjeld omfatter poster som knytter seg til varekretsløpet. For andre poster enn kundefordringer omfattes poster som forfaller til betaling innen ett år etter transaksjonsdagen. Anleggsmidler er eiendeler bestemt til varig eie og bruk. Langsiktig gjeld er gjeld som forfaller senere enn ett år etter transaksjonsdagen.

Omløpsmidler vurderes til laveste av anskaffelseskost og virkelig verdi. Kortsiktig gjeld balanseføres til nominelt beløp på etableringstidspunktet.

Anleggsmidler vurderes til anskaffelseskost. Varige anleggsmidler avskrives etter en fornuftig avskrivningsplan. Anleggsmidlene nedskrives til virkelig verdi ved verdifall som ikke forventes å være forbigående.

Langsiktig gjeld med unntak av andre avsetninger balanseføres til nominelt beløp på etableringstidspunktet.

Valuta

Pengeposter i utenlandsk valuta er vurdert til kursen på fakturatidspunktet. Balanseposter er justert til kurs ved regnskapsårets slutt.

Varige driftsmidler

Varige driftsmidler balanseføres og avskrives over driftsmidlenes levetid dersom de har antatt levetid over 3 år og har en kostpris som overstiger kr 15 000. Direkte vedlikehold av driftsmidler kostnadsføres løpende under driftskostnader, mens påkostninger eller forbedringer tillegges driftsmidlets kostpris og avskrives i takt med driftsmidlet.

Tallpresentasjon

Regnskapet er avlagt i norske kroner og alle tall presenteres i hele kr.

Kontantstrømsoppstilling

Kontantstrømsoppstillingen er utarbeidet etter den indirekte metode. Kontanter og kontante ekvivalenter omfatter kontanter, bankinnskudd og andre kortsiktige, likvide plasseringer. Selskapet deltar i konsernkontosystem hvor Securitas Norge AS har toppkonto. Følgelig er en av selskapets bankkonti rapportert under konsern mellomværende. Selskapet har også konti utenfor konsernkontosystemet. Selskapet har skattetrekkkonto.

Selskapet har ikke endret regnskapsprinsipp fra 2022 til 2023



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Note 1 - Salgsinntekter

Selskapet leverer sikkerhetstjenester til det norske markedet.

Note 2 - Obligatorisk tjenestepensjon

Virksomheten er pliktig til å ha tjenestepensjonsordning etter lov om obligatorisk tjenestepensjon.

Pensjonsordningen oppfyller kravene etter lov om obligatorisk tjenestepensjon.

Mer om obligatorisk tjenestepensjon

Kostnadsført tilskudd utgjør kr 3 855 765 for 2023.

Note 3 - Lønnskostnader

Spesifikasjon av lønnskostnader	2023	2022
Lønn	181 316 062	213 166 710
Arbeidsgiveravgift	22 843 788	27 827 130
Pensjonskostnader	3 855 765	4 461 255
Andre relaterte ytelser	3 675 768	3 003 693
Sum	211 691 383	248 458 788

Note 4 - Antall årsverk

Antall årsverk sysselsatt i regnskapsåret: 574

Note 5 - Ytelser til ledende personer

	Lønn	Pensjonsutgifter	Annen godtgjørelse
Ytelser til daglig leder	2 110 601	42 212	18 625

Mer om ytelser til daglig leder

Daglig leder har ordinær lønn for 2023 i tillegg til bonus på kr 606 787 utbetalt i 2023. Bonusen er knyttet til oppnådde resultatmål, hvor kriteriene settes opp år for år.

Note 6 - Varige driftsmidler/anleggsmidler

Varige driftsmidler	Driftsløsøre, inventar o.l	Maskiner og anlegg	Tomter, bygninger og annen fast eiendom	Sum
Anskaffelseskost pr 01.01	11 573 059	5 761 465	0	17 334 524
Tilgang i året	452 926	306 624	25 192	784 742
Avgang i året	0	0	0	0
Anskaffelseskost pr 31.12	12 025 985	6 068 089	25 192	18 119 266
Akkumulert av- og nedskrivninger 01.01	-2 510 762	-3 847 043	0	-6 357 805
Akkumulert av- og nedskrivninger 31.12	-4 646 062	-4 684 617	-1 050	-9 331 729
Balanseført verdi pr 31.12	7 379 923	1 383 472	24 142	8 787 537
Årets av- og nedskrivninger	2 135 300	837 574	1 050	2 973 924
Økonomisk levetid	3-5 år	3-10 år	5 år	



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Note 7 - Spesifikasjon av immaterielle eiendeler

Immaterielle eiendeler	Goodwill	Software	Sum
Anskaffelseskost pr. 01.01.	1 500 000	4 628 816	6 128 816
Tilgang i året	0	0	0
Avgang i året	0	0	0
Anskaffelseskost 31.12.	1 500 000	4 628 816	6 128 816
Akkumulert av- og nedskrivninger 01.01	-1 500 000	-3 103 795	-4 603 795
Akkumulert av- og nedskrivninger 31.12	-1 500 000	-3 791 691	-5 291 691
Balanseført verdi pr. 31.12	0	837 125	837 125
Årets av- og nedskrivninger	0	687 896	687 896
Økonomisk levetid	3 år	3-5 år	

Softwarelisenser amortiseres over forventet brukstid (3-5 år)

Note 8 - Revisjon

Godtgjørelse til revisor	2023	2022
Revisjon	193 678	190 000
Andre tjenester	0	0
Sum godtgjørelse til revisor	193 678	190 000

Note 9 - Kundefordringer

	2023	2022
Kundefordringer til pålydende 31.12	42 303 935	37 967 356
Avsetning til tap	-3 473 805	-4 394 306
Kundefordringer 31.12	38 830 130	33 573 050

	2023	2022
Årets endring i delkrederavsetning	-920 502	185 854
Årets konstaterte tap på fordringer	2 050 750	757 608
Tap på fordringer	1 130 248	943 463

Note 10 - Operasjonell leasing

	2023	2022
Leasingkostnader i regnskapet	1 528 700	1 003 801

Leasingavtaler løper 24-36 måneder.



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Note 11 - Andre driftskostnader

Posten andre driftskostnader er slått sammen av:

	2023	2022
Husleie, lys, varme, renovasjon, kontorhold	6 176 498	8 224 535
Drift, vedlikehold og fremmede tjenester	12 792 243	15 189 725
Bilkostnader, reise og diett	6 389 772	6 099 323
Øvrige kostnader	6 032 414	7 046 527
Sum	31 390 928	36 560 109

Note 12 - Spesifisering av skatt

Skattekostnad	2023	2022
Betalbar skatt på alminnelig inntekt	7 051 046	9 835 841
+/- Endringer i utsatt skatt/utsatt skattefordel	164 788	115 177
Skattekostnad	7 215 834	9 951 018

Skattepliktig inntekt		
Resultat før skatt	32 261 539	43 434 939
Permanente forskjeller	537 703	1 796 960
+/- Endring i midlertidige forskjeller	-749 032	-523 532
+/- Mottatt/avgitt konsernbidrag	-31 500 000	0
Skattepliktig inntekt	550 209	44 708 367

Betalbar skatt i balansen		
Betalbar skatt på årets resultat	7 051 046	9 835 841
Betalbar skatt på konsernbidrag	-6 930 000	0
Sum betalbar skatt i balansen	121 046	9 835 841

Note 13 - Midlertidige forskjeller - utsatt skatt/skattefordel

Utsatt skatt/utsatt skattefordel i balansen avsettes på grunnlag av forskjeller mellom regnskapsmessige og skattemessige verdier i henhold til norsk regnskapsstandard for skatt.

Midlertidige skatteøkende og skattereduserende forskjeller som kan utlignes er nettoført.

Midlertidige forskjeller knyttet til:	01.01.2023	31.12.2023	Endring
Anleggsmidler	-339 765	-1 004 267	664 502
Omløpsmidler	-4 174 671	-2 697 459	-1 477 212
Kortsiktig gjeld	-26 322	-90 000	63 678
Andel skattepliktig avsatt utbytte	0	0	0
Netto forskjeller	-4 540 758	-3 791 726	-749 032
Skattereduserende forskjeller som ikke kan utlignes	4 540 758	0	4 540 758
Sum midlertidige forskjeller som påvirker betalbar skatt	0	-3 791 726	3 791 726
Utsatt skattefordel 31.12.2023 basert på 22 %	-998 968	-834 180	-164 788



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Note 14 - Konsern, tilknyttet selskap mv.

Konsernkonto	2023	2022
Securitas Norge AS	55 291 651	75 371 587
Sum konsernkonto	55 291 651	75 371 587

Leverandørgjeld	2023	2022
Securitas AS	94 510	382 618
Sum leverandørgjeld	94 510	382 618

Kortiktig gjeld	2023	2022
Securitas AS, avsatt utbytte/konsernbidrag	31 500 000	32 500 000
Sum kortsiktig gjeld	31 500 000	32 500 000

Følgende interne transaksjoner har funnet sted mellom selskapet og morselskapet i 2023:

Spesifikasjon interne transaksjoner	Beløp
Salg	27 037 959
Kjøp	2 334 439

Selskapet har eierandeler i følgende selskaper:

Firma	Forretningskontor	Eierandel/ stemmeret	Arsresultat 2023	Egenkapital 31.12.2023
Vaktvesenet AS	Bergen	100 %		

Det utarbeides ikke konsernregnskap for morselskapet, jfr. RL §§1-6, 3-2 og 3-7.

Investeringen er regnskapsført etter kostmetoden. Eierandelen er bokført i balansen til 115 906.

Note 15 - Fordringer

Fordringer som forfaller senere enn ett år etter regnskapsårets slutt	342 288
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Note 16 - Lån og sikkerhetsstillelse til ledende personer, eiere med videre

Det er ikke gitt lån eller sikkerhetsstillelse til medlemmer av styrende organer.

Note 17 - Bankinnskudd

	31.12.2023
I posten for bankinnskudd inngår egen konto for bundne skattetrekksmidler med Skyldig skattetrekk	5 231 730 -5 111 973



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Note 18 - Aksjekapital

Aksjeklasse	Antall aksjer	Aksjenes pålydende	Bokført verdi
Ordinære	102 564	1	102 564

Aksjonærer	Antall aksjer	Eierandel %	Aksjeklasse
SECURITAS AS	102 564	100,00	Ordinære

Mer om aksjer og aksjonærer

Securitas AS utarbeider ikke konsernregnskap (jfr. Regnskapslovens § 3-7)

Personal Service og Sikkerhet AS konsolideres i Securitas AB. Securitas AB sitt årsoppgjør vil være tilgjengelig i Regnskapsregisteret under Securitas Norge AS.

Securitas AB har forretningskontor i Stockholm, Sverige.

Note 19 - Egenkapital

	Aksjekapital	Overkurs	Annen innsk. EK	Opptjent egenkapital	Sum
Egenkapital 31.12.2022	102 564	74 356	1 440 000	20 453 879	22 070 799
Årsresultat	0	0	0	25 045 705	25 045 705
- Avgitt konsernbidrag	0	0	0	-24 570 000	-24 570 000
Egenkapital 31.12.2023	102 564	74 356	1 440 000	20 929 584	22 546 504

Spesifisering av pantstillelser og garantier

Mer om pantstillelser og garantier

Leiegarantiforpliktelse som ikke er regnskapsført utgjør kr 585 000 til fordel for Thongård AS. Det er stillet kausjonserkæring med solidaransvar, pålydende kr 20 000 000, som sikkerhet for lån til Securitas Norge AS.

Hendelser etter balansedagen

Det har ikke vært hendelser etter balansedagen som har vesentlig påvirkning på årsregnskapet for 2023.



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Kontantstrømoppstilling

	2023	2022
Kontantstrømmer fra operasjonelle aktiviteter		
Resultat før skattekostnad	32 261 539	43 434 939
- Periodens betalte skatt	9 835 841	9 144 672
+ Ordinære avskrivninger	3 661 820	2 352 058
+ Nedskrivning anleggsmidler	0	449 332
+/- Endring i kundefordringer	-5 257 080	-9 321 012
+/- Endring i leverandørgjeld	-1 113 156	121 762
+/- Endring i andre tidsavgrensningsposter	-19 502 370	13 678 680
= Netto kontantstrøm fra operasjonelle aktiviteter	214 912	41 571 087
Kontantstrømmer fra investeringsaktiviteter		
- Utbetalinger ved kjøp av varige driftsmidler	784 742	12 357 826
= Netto kontantstrøm fra investeringsaktiviteter	-784 742	-12 357 826
Kontantstrømmer fra finansieringsaktiviteter		
- Utbetalinger av utbytte	0	30 000 000
= Netto kontantstrøm fra finansieringsaktiviteter	0	-30 000 000
= Netto endring i kontanter mv	-569 830	-786 739
+ Beholdning av kontanter ved årets begynnelse	6 498 355	7 285 093
= Kontantbeholdning ved årets utgang	5 928 525	6 498 354
Kontantbeholdning mv framkommer slik:		
Kontanter og bankinnskudd ved årets utgang	696 795	698 595
Skattetrekkinnskudd o.l. ved årets utgang	5 231 730	5 799 760
= Beholdning av kontanter mv ved årets utgang	5 928 525	6 498 355