

A photograph of four people (two women and two men) sitting on a rooftop covered in solar panels. They are smiling and looking towards the camera. In the background, there are snow-capped mountains and a cityscape under a clear blue sky. A semi-transparent green box is overlaid on the bottom right of the image, containing the report title and dates.

2024 Sustainability Report

1 January – 31 December 2024

Foreword

Dear Readers

At Securiton AG, sustainability is much more than simply a buzzword – it is a key component of our corporate culture. As the leading Swiss provider of alarm and security systems, we have a special responsibility towards our customers, employees, partners and the environment.

Over the past year, we have taken important steps to pursue further our environmental, social and economic goals. We have increased our energy efficiency, cut our greenhouse gas emissions and waste, and actively involved our employees in sustainability initiatives. At the same time, we have been focusing on innovation to develop sustainable security solutions that also serve future generations.

This report provides you with a transparent insight into our progress, the challenges we face as well as our ambitions. I am convinced that sustainability and security go hand in hand – for a future worth living in.

I would like to thank all of the customers, employees and partners who are making this journey with us.

Warm regards



Martin Altorfer
CEO



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1.1 Reporting framework

1.1.1 General principles and scope

The Swiss Securitas Group (SSG) and its Group companies, which include Securiton AG, acknowledge their corporate responsibility to think and act sustainably and have committed to their values in a [Sustainability Charter](#). Securiton AG is also involved in the completion of the [group-wide sustainability reports](#).

This report by Securiton AG focuses exclusively on non-financial topics and is voluntarily aligned with the European Sustainability Reporting Standards (ESRS). It concerns the 2024 financial year (1 January to 31 December). The editorial deadline was 25 August 2025.

Unless specified otherwise, the report does not include information on the upstream and downstream supply chain. Any other deliberate omissions or limitations are clearly marked. An external audit has not been conducted. The report is available in digital format and in four languages: German, French, Italian and English.

1.1.2 Specific circumstances, assumptions and exceptions

A materiality analysis was carried out in the run-up to the adoption of Securiton AG's sustainability strategy, which was introduced on 1 January 2024. The analysis was based on the methodology of the Global Reporting Initiative (GRI). This report is based on the results of this analysis and sets out the company's key sustainability topics. In future, the materiality analysis will be adapted in line with the requirements of the European Sustainability Reporting Standards (ESRS) in order to ensure consistent and comparable reporting.

The consumption data presented in the report refers exclusively to the Swiss locations of Securiton AG and thus reflects the scope of certified management systems. Branches abroad are not taken into account. Any estimates, uncertainties and underlying assumptions are disclosed transparently in the relevant sections.

1.2 Company

Securiton AG is a family-run Swiss company founded in 1948, which is a leading provider of alarm and security systems. Guided by the vision “Together for a secure future”, the company is driven by a strong mission and values embodied through its everyday actions. Its business activities are based on an overarching corporate strategy focusing on six clearly defined fields of action. As a Group company, it is part of the [Swiss Securitas Group](#).

Detailed company information: [Company | SECURITON AG](#)

1.2.1 Corporate organisation

The Executive Board establishes the company’s strategic direction. The respective division heads are responsible for operational implementation.

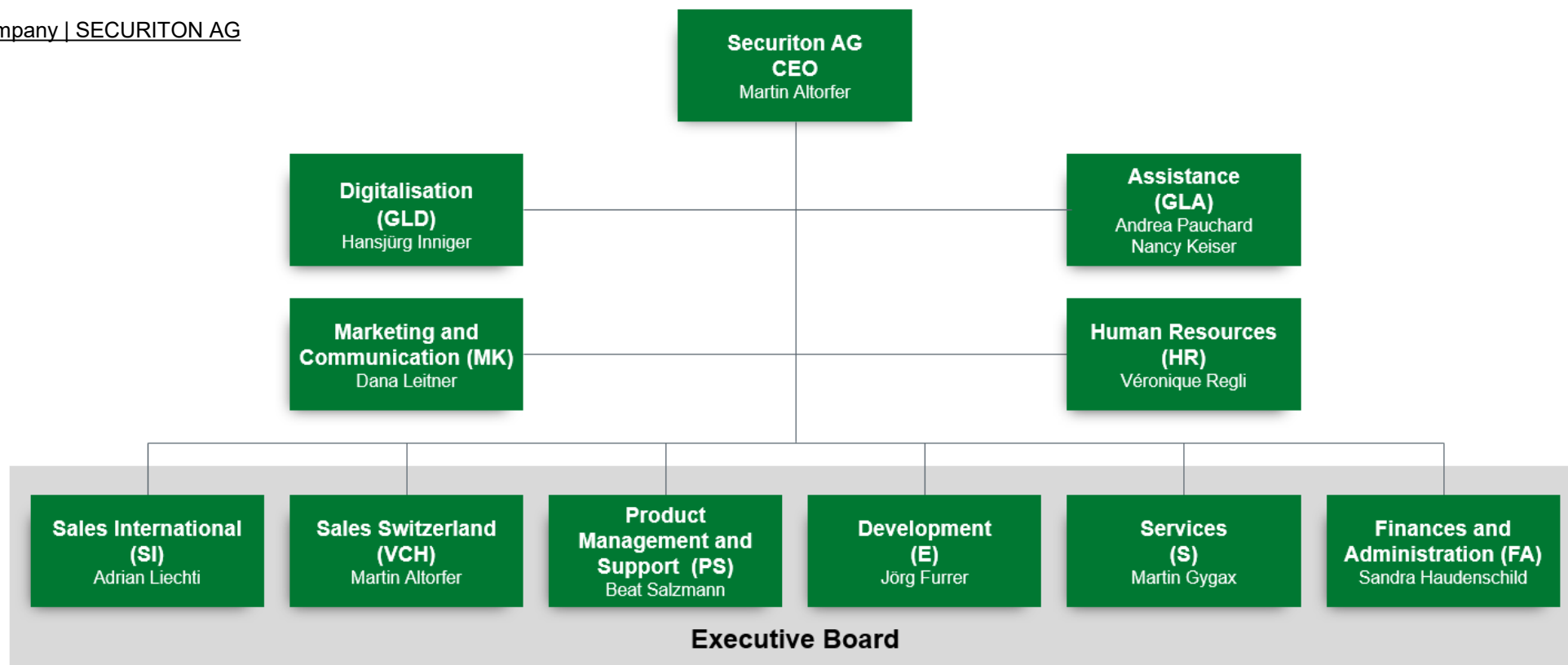


Figure 1: Organisational chart of Securiton AG

1.2 Company

1.2.2 Sustainability organisation

The sustainability organisation is responsible for the sustainability strategy including its implementation. The CEO has overall responsibility for sustainability. The Sustainability Officer is specifically responsible for this issue within the Executive Board and is charged with ensuring targeted strategic development. Sustainability Representatives are involved in strategy development in an advisory capacity and implement the defined roadmap on an operational level, acting in consultation with the Sustainability Officers of each section.

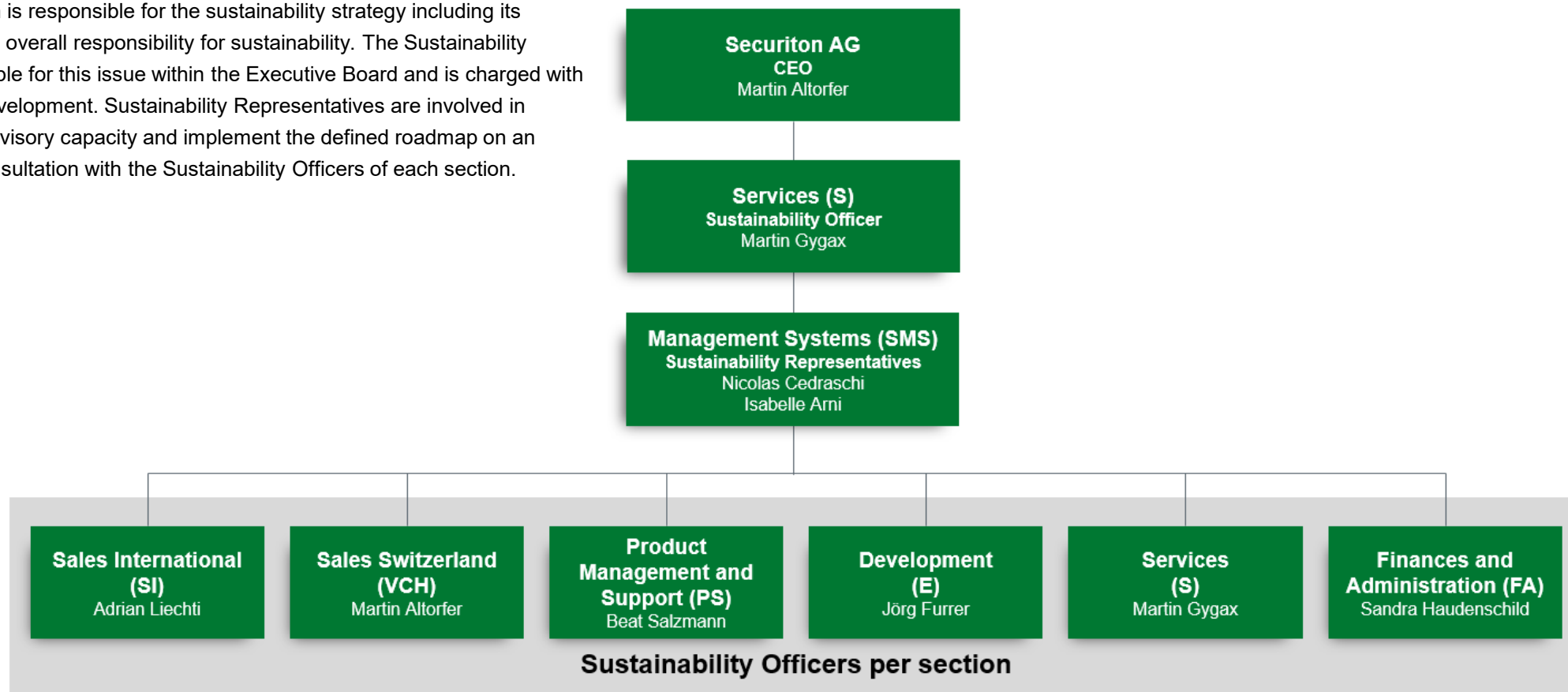


Figure 2: Sustainability organisation at Securiton AG

1.3 Markets and stakeholders

1.3.1 Markets

Securiton AG has positioned itself in Switzerland as a provider of holistic, integrated security solutions. At international level, it is focused on product business in the demanding sector of technical fire protection. The company works closely with an established network of distribution partners in order to make its innovative products available worldwide.

Further information on the markets and various product ranges can be found here:

- [Swiss market | SECURITON AG](#)
- [International markets | SECURITON AG](#)

1.3.2 Stakeholders

Securiton AG's key stakeholders are:

- Customers
- Partners
- Employees
- Suppliers/Service providers
- Influencers
- Securitas Group

1.3.3 Upstream and downstream value chain

As a manufacturer (without its own in-house production facilities) and installer of alarm and security systems, Securiton AG's upstream and downstream value chain is comprised primarily of suppliers, partners and customers. Securiton AG focuses on downstream value creation phases, particularly in the areas of sales, system design and maintenance.

Upstream value creation therefore encompasses a large number of suppliers. As a result, ensuring a transparent and responsible supply chain is a key challenge. Securiton AG carries out systematic supplier audits to ensure compliance with social and environmental standards. These are based on standardised self-declarations and also – for selected suppliers – on-site audits. Topic-specific audits are also carried out, for example on the prevention of child labour in line with the requirements of the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO). Expectations relating to environmental, social and governance (ESG) aspects are set out in binding supplier guidelines (see Section "[3.2 Workforce in the value chain](#)").

The downstream value chain comprises direct sales (sales, system engineering and maintenance) to customers in the Swiss market as well as indirect sales via the partner network, which acts as an interface with customers, in international markets. Customer and end user safety has the highest priority and is ensured through targeted measures, such as consistent compliance with standards, continuous quality assurance and transparent product information (see Section "[3.3. Consumers and end users](#)").

1.4 Materiality analysis

1.4.1 Identification of material topics

Securiton AG assessed the impact of its business activities and the expectations of its stakeholders within a materiality analysis in accordance with the GRI 3 standard. The results of this analysis form the basis for the current sustainability strategy.

A topic has been classified as material if it is of major significance from either a financial perspective (outside-in) or an impact perspective (inside-out), or both (dual materiality). The following criteria have been taken into account:

Financial materiality (outside-in)

- Extent of the financial impact
- Likelihood

Impact materiality (inside-out)

- Severity of impact
- Likelihood

Eight key topic areas (marked in red in Figure 3) have been identified. They form the basis of the sustainability strategy, which has applied since 1 January 2024.

The results of the materiality analysis are taken into account by the Sustainability Officer on the Executive Board and are incorporated into company-wide risk assessment.

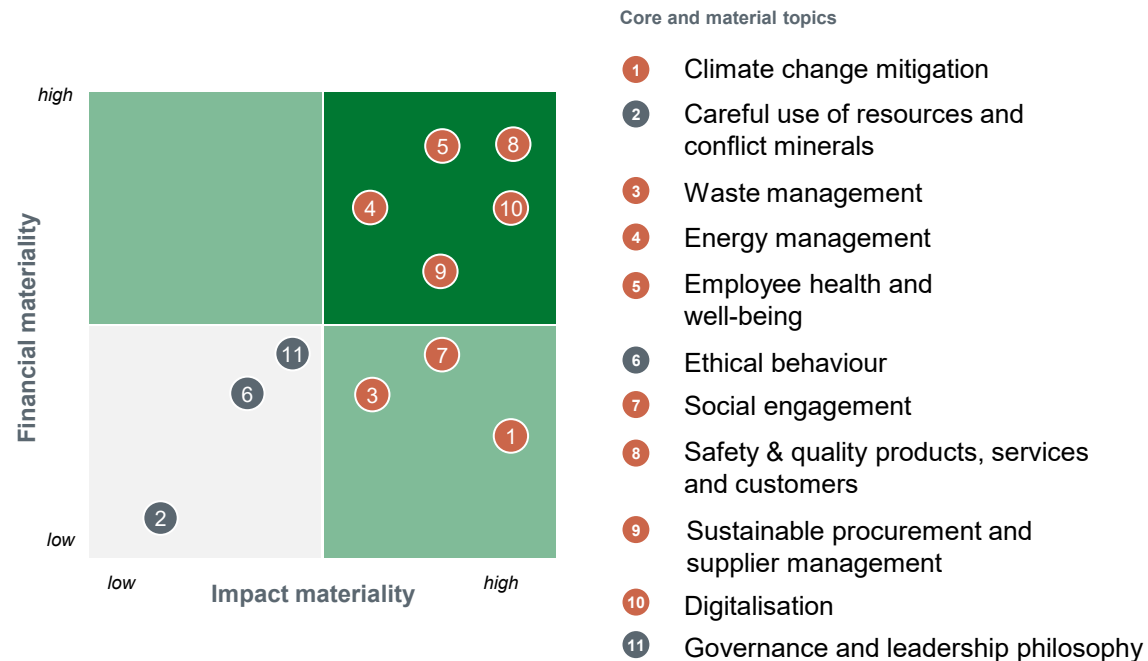


Figure 3: Materiality matrix 2024 Securiton AG

1.5 Sustainability strategy

1.5.1 Sustainability strategy and targets

Securiton AG's sustainability strategy has been derived from the overarching corporate strategy. It is based on the key topics identified within the [materiality analysis](#).

Securiton AG focuses on six strategic priorities in the areas of environment, social and governance (see Figure 4). Clear aims have been formulated, specific objectives set and effective measures defined for each of these strategic priorities. Implementation will take place step-by-step according to a structured roadmap. The six strategic priorities will often also have an impact on various material topics and create valuable synergy effects. They also support specific [United Nations Sustainable Development Goals \(SDGs\)](#):



The objectives and measures anchored in the strategic priorities have a direct impact on the results presented below in the report.

Further information on Securiton AG's sustainability strategy and the strategic priorities set can be found here: [Sustainability | SECURITON AG](#)

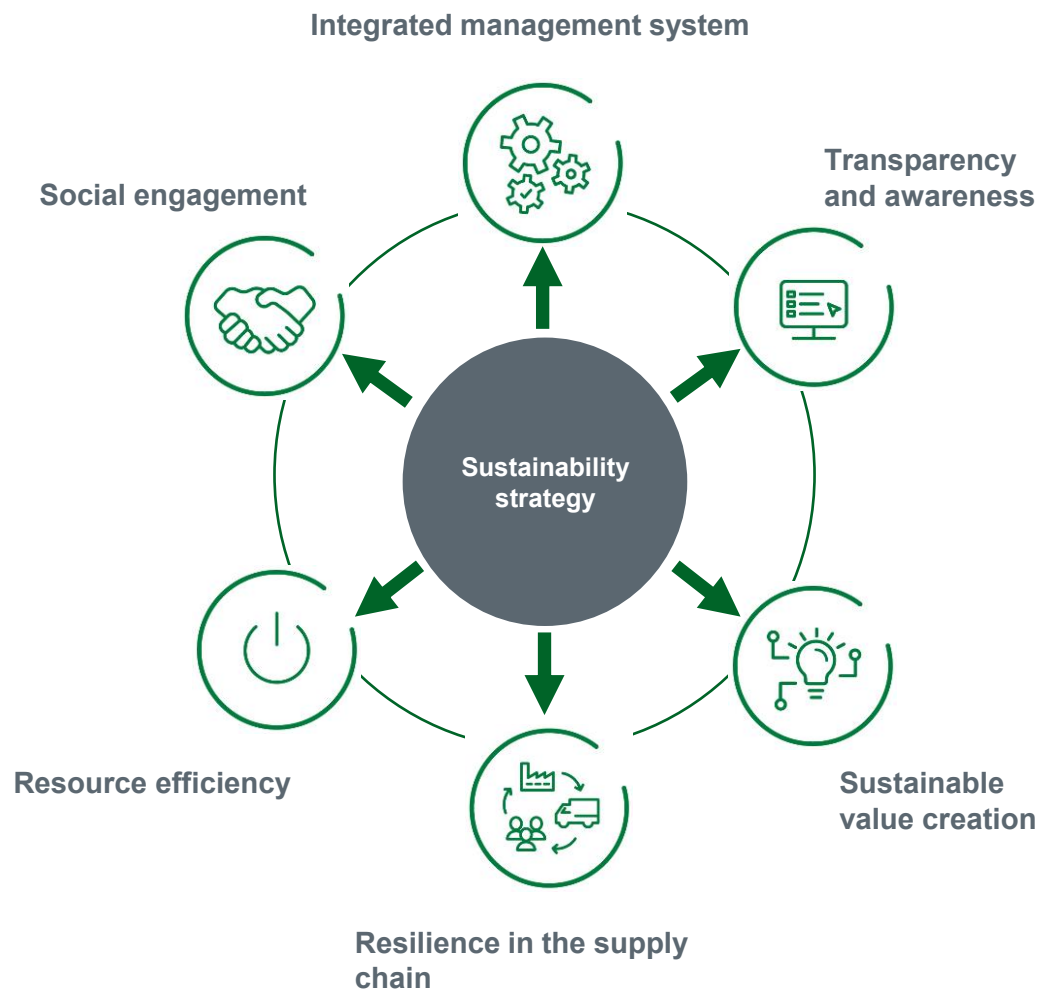


Figure 4: The six strategic priorities of the sustainability strategy

1.6 Reporting and disclosure

1.6.1 Identification of key information and ESRS topic standards

Disclosures regarding the material topics identified are based on the following ESRS standards:

Division	ESRS standard	Focus areas of reporting
Environmental	E1	<ul style="list-style-type: none"> Climate & energy
	E5	<ul style="list-style-type: none"> Resource use Waste
Social	S1 & S2	<ul style="list-style-type: none"> Working conditions Equality & inclusion Workplace safety & protection Further education
	S4	<ul style="list-style-type: none"> Access to information Protection/security of information and consumers/end users
Governance	G1	<ul style="list-style-type: none"> Corporate culture Supplier management

According to the materiality assessment, the following ESRS topic standards are not considered to be material for Securiton AG:

- E2 Pollution
- E3 Water and marine resources
- E4 Biodiversity and ecosystems
- S3 Affected communities

02

Environmental ESRS E1 & E5



2.1 Climate change (ESRS E1)

[2.1.1 Adaptation and mitigation strategies](#)

[2.1.2 Significant impacts, risks, and opportunities](#)

[2.1.3 Processes and internal/external guidelines/standards](#)

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2.2 Circular economy (ESRS E5)

[2.2.1 Significant impacts, risks, and opportunities](#)

[2.2.2 Processes and internal/external guidelines/standards](#)

[2.2.3 Targets and measures](#)

[2.2.4 Results](#)

2.1 Climate change (ESRS E1)

2.1.1 Adaptation and mitigation strategies

Transition plan



Securiton AG is aware of the Swiss Federal Council’s targets for Switzerland to achieve net zero greenhouse gas emissions by 2050. Swiss companies that are not obliged to reduce emissions are free to develop voluntarily appropriate reduction timelines.

Securiton AG is focusing on establishing a solid data foundation in order to develop an economically justifiable and environmentally meaningful decarbonisation path. Among other things, central building and location management as well as carbon accounting have been enshrined in the strategic pillars of “Sustainable value creation” and “Resource efficiency”.

The insights gained from this will form the basis for deciding in what manner and at what point in time a specific reduction path is to be defined.

2.1.2 Significant impacts, risks, and opportunities

The materiality analysis identified the following significant impacts, risks and opportunities:

	Impacts	Opportunities 	Risks 
1	Greenhouse gas emissions	Cut by: <ul style="list-style-type: none"> ▪ Digitalisation ▪ Alternative mobility ▪ Reduction in travel 	Caused by: <ul style="list-style-type: none"> ▪ Travel ▪ Fossil fuels (vehicle fleet, infrastructure, etc.)
2	Resource/energy efficiency	<ul style="list-style-type: none"> ▪ Establishment of comprehensive carbon/energy balance ▪ Eco-efficiency criteria within product development 	<ul style="list-style-type: none"> ▪ Incomplete energy balance ▪ Unused resources (materials)

2.1.3 Processes and internal/external guidelines/standards

Securiton AG has been certified in accordance with the ISO 14001¹ environmental management standard since 2013. This system is used to systematically define environmental objectives, document corresponding measures and monitor progress regularly.

Climate change is also increasingly influencing other management systems within the company – both directly and indirectly. Potential impacts are identified within scenario analyses and assessed within the materiality analysis. Relevant topics are pursued further and integrated into strategic planning.

Comprehensive guidelines and processes are developed based on the applicable management system standards, which are regularly reviewed and adapted in line with new external and internal requirements.

¹ Scope: Swiss locations

2.1 Climate change (ESRS E1)

2.1.4 Targets and measures

	Impacts	Goals	Measures		
			2024	2025/2026	2027/2028
1	Greenhouse gas emissions	<p>Reduce greenhouse gas emissions through business-related mobility</p> <hr/> <p>Only establish new systems with remote access</p>	<ul style="list-style-type: none"> Establish mobility governance Reduce shipping returns Introduce remote access impact measurement 	<ul style="list-style-type: none"> Optimise vehicle fleet (10% with alternative mobility concepts) Reduce the need to travel Build up carbon/energy/resource balance 	<ul style="list-style-type: none"> Optimise vehicle fleet (20% with alternative mobility concepts) Reduce the need to travel
2	Resource/energy efficiency	<p>Apply energy efficiency as a criterion in the property concept</p> <hr/> <p>Reduce volume of waste by 2025 compared to 2019</p>	<ul style="list-style-type: none"> Optimise waste measurement and collection 	<ul style="list-style-type: none"> Build up carbon/energy/resource balance Use eco-efficiency as a design criterion Establish building and location management 	<ul style="list-style-type: none"> Reduce the footprints of products and services Promote eco-efficient value creation

2.1 Climate change (ESRS E1)

2.1.5 Results

Energy consumption and mix

Securiton AG uses both fossil fuels and renewable energy sources to carry out its business activities. Part of the electricity requirement is covered by secondary energy from the company’s own photovoltaic systems (PV systems). Surplus energy is fed into the Swiss electricity grid and made available to general consumers.

Compared to 2023, total energy consumption was around 7% lower in 2024 (around 9,787 Megawatt-hours (MWh)). This reduction is primarily attributable to the decline in fossil fuel consumption due to the lower mileage travelled by the vehicle fleet. Other consumption remained stable.

In-house production of secondary energy (PV systems)	2023 (MWh)	2024 (MWh)
Total production	207.5	213.7
Own consumption	157.6	165.8
Grid feed-in	49.9	47.9

Energy consumption has developed as follows:

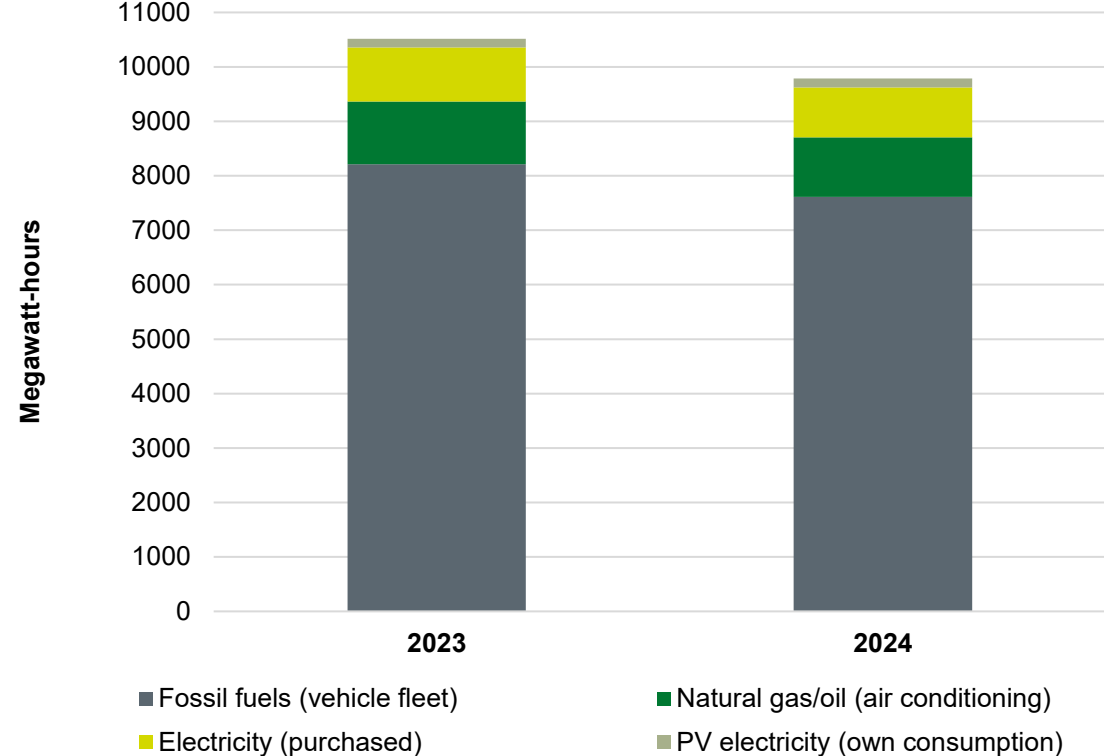


Figure 5: Total energy consumption and breakdown according to specific category

[To the tabular presentation including further calculation details](#)

2.1 Climate change (ESRS E1)

Greenhouse gas emissions

Securiton AG currently considers the following emission sources:

Scope 1

- Vehicle fleet
- Fuels for air conditioning

Scope 2

- Electricity (purchased)

Scope 3

- Business travel (rail and air)
- Transport outgoing from the warehouse at headquarters (Swiss Post, Planzer/Quali-Night)

Compared to 2023, around 243 fewer tonnes of CO₂e were emitted in 2024. The savings are mainly due to two factors:

1. American Express Global Business Travel’s conversion of flight emissions calculation from DEFRA to IATA CO2 Connect, which resulted in significant changes to the underlying data used (e.g. consideration of fuel consumption specific to aircraft type, actual passenger load, emission factors based on flight time rather than distance, etc.).
2. The vehicle fleet travelled a total of 1,285,871 fewer km.

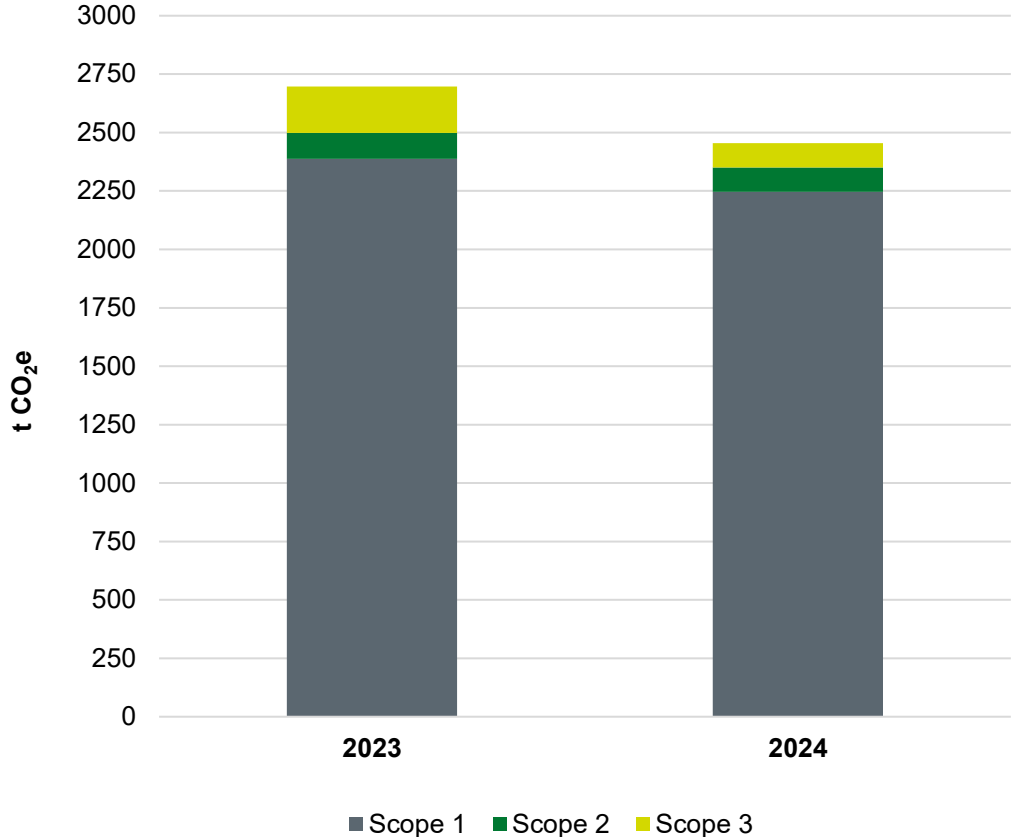


Figure 6: Greenhouse gas emissions per scope in tonnes of CO₂e (t CO₂e).

[To the tabular presentation including further calculation details](#)

2.2 Circular economy (ESRS E5)

2.2.1 Significant impacts, risks and opportunities

The materiality analysis identified the following significant impacts, risks and opportunities:

Impact	Opportunities +	Risks -
1 Resource utilisation	<ul style="list-style-type: none"> ▪ Reduce waste through digitalisation ▪ Reduce packaging material and use environmentally friendly alternatives ▪ Develop eco-efficient products ▪ Increase the proportion of recyclable and/or renewable resources 	<ul style="list-style-type: none"> ▪ Use of plastic for products and packaging ▪ Potential for macroplastic/microplastic discharges into the environment due to improper disposal ▪ Substances of (major) concern within products ▪ Regulatory changes concerning material/substance usage

2.2.2 Processes and internal/external guidelines/standards

Waste disposal and resource use

Waste is disposed of in accordance with national legal requirements. Recyclable material is sent for recycling and heat emitted by waste incineration plants is exploited by the disposal partners for secondary usage where possible.

Product safety and quality

The product portfolio of Securiton AG is naturally subject to strict quality requirements with the objective of protecting both people and property. This often requires official certifications or approvals before a product can be marketed. All Securiton AG products comply with the respective national requirements and legislation in the countries in which they are used. The REACH/RoHS declarations of conformity can be viewed [online](#). Wherever products are used as intended, no hazardous substances are released.

Circular economy with moderation

Securiton AG recognises the positive effects of a circular economy on the use of resources. However, the use of recycled materials must never compromise the safety and quality of the products. For this reason, eco-efficient design is important, already during the development stage for new products. Fundamental redesigning of existing products is not a viable option due to the lengthy and costly approval procedures.

2.2 Circular economy (ESRS E5)

2.2.3 Targets and measures

Impact	Goals	Measures		
		2024	2025/2026	2027/2028
1 Resource utilisation	Reduce volume of waste compared to 2019 by 2025			
	Only establish new systems with remote access	<ul style="list-style-type: none"> Optimise waste measurement and collection Introduce remote access impact measurement 	<ul style="list-style-type: none"> Build up carbon/energy/resource balance 	
	Establish monitoring of key process indicators	<ul style="list-style-type: none"> Implement process metrics Participate in the Swiss Securitas Group Sustainability Report 	<ul style="list-style-type: none"> Use eco-efficiency as a design criterion Evaluate protocol for carbon accounting 	<ul style="list-style-type: none"> Reduce the footprints of products and services
	Publish compliant sustainability report	<ul style="list-style-type: none"> Publish “Sustainability” intranet page Carry out awareness-raising training 	<ul style="list-style-type: none"> Build up carbon/energy/resource balance Publish Securiton AG’s first sustainability report 	<ul style="list-style-type: none"> Promote eco-efficient value creation Adapt sustainability report in line with changing requirements
	Achieve effective awareness-raising			

2.2 Circular economy (ESRS E5)

2.2.4 Results

Recyclable waste and residual waste

Securiton AG is continuously expanding its data collection in relation to the various categories of waste in order to gain a more precise understanding of the types and quantities of materials produced. The “electrical waste” category in particular is liable to fluctuate heavily, as it is significantly affected by customer orders (upgrades) involving a high level of equipment replacement and is therefore highly order-dependent.

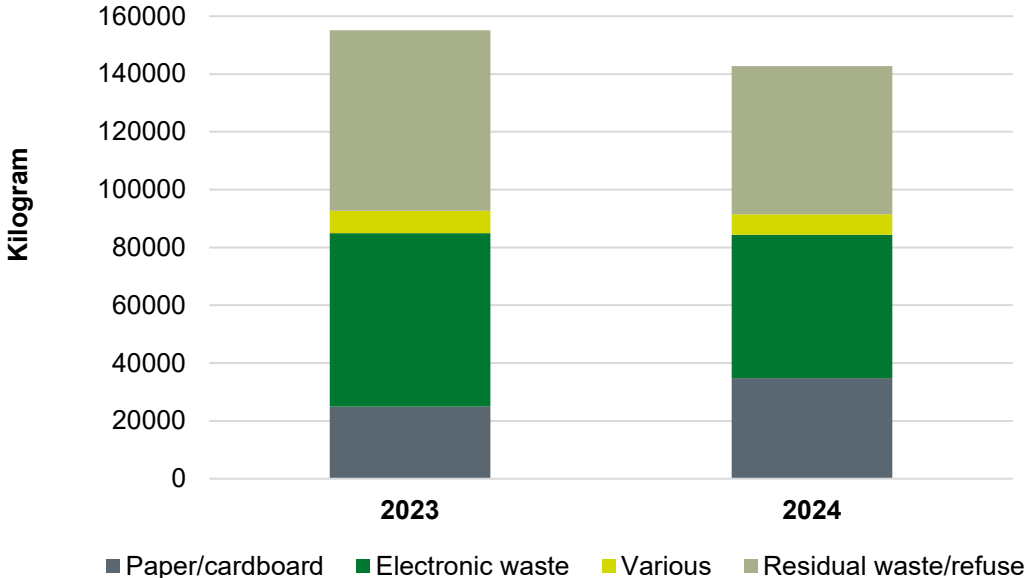


Figure 7: Waste categories and quantities measured. The “Various” category is comprised of wood, cable/copper and scrap metal.

[To the tabular presentation with further details](#)

Hazardous and ionising waste

Special waste is processed and disposed of properly by Securiton AG. Ionising waste is prepared, labelled and made available for disposal by the Radiation Protection Officer in accordance with legal requirements. Securiton AG no longer installs ionisation smoke detectors. However, it is obliged to remove them and dispose of them properly when dismantling existing devices.

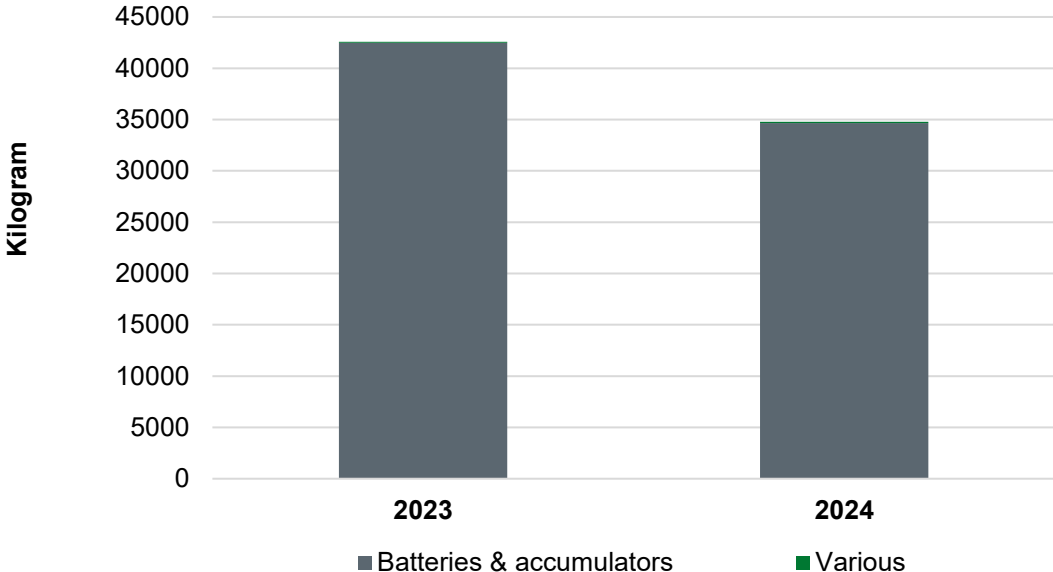


Figure 8: Waste categories and quantities measured. The “Various” category is comprised of spray cans, gas cartridges and ionisation smoke detectors (waste quantity ≤100 kg).

03

Social ESRS S1, S2 & S4



3.1 Own workforce (ESRS S1)

[3.1.1 Significant impacts, risks, and opportunities](#)

[3.1.2 Processes and internal/external guidelines/standards](#)

[3.1.3 Targets and measures](#)

[3.1.4 Results](#)

3.2 Workforce in the value chain (ESRS S2)

[3.2.1 Significant impacts, risks, and opportunities](#)

[3.2.2 Processes and internal/external guidelines/standards](#)

[3.2.3 Targets and measures](#)

[3.2.4 Results](#)

3.3 Consumers and end users (ESRS S4)

[3.3.1 Significant impacts, risks, and opportunities](#)

[3.3.2 Processes and internal/external guidelines/standards](#)

[3.3.3 Targets and measures](#)

[3.3.4 Results](#)

3.1 Own workforce (ESRS S1)

3.1.1 Significant impacts, risks and opportunities

The following significant impacts, risks and opportunities have been identified within the materiality analysis:

Impact	Opportunities +	Risks -
1 Working conditions	<ul style="list-style-type: none"> Formalised directives Involvement, promotion and raising awareness among employees Employee retention Employee satisfaction Employer branding 	<ul style="list-style-type: none"> Days lost to accident/long-term absences Shortage of skilled workers

3.1.2 Processes and internal/external guidelines/standards

Fair working conditions

Securiton AG is a member of Swissmem and the ASM Employers' Association and is subject to the collective labour agreement (CLA) of the mechanical, electrical and metal (MEM) industry, which ensures fair and safe working conditions.

Social security

Employees¹ are insured according to law and are members of the Swiss Securitas Group pension fund.

Integrity and Compliance

As a member of the Swiss Securitas Group, Securiton AG is obliged to comply with comprehensive Group-wide compliance guidelines. These include, among other things, a

zero tolerance policy towards discrimination, bullying, sexual harassment, corruption, fraud and unfair competition. Suspected cases can be reported via the Swiss Securitas Group's internal reporting portal or to an ombudsman's office.

Occupational safety and health protection

New employees must complete induction training concerning these topics. Additional training – such as fall protection – is envisaged depending on the particular function performed. Securiton AG has been certified in accordance with ISO 45001¹ since 2019 (previously OHSAS 18001 since 2013). Unsafe situations in everyday work can be reported to the responsible specialist using a form in order to identify and remedy risks at an early stage. Ergonomic workplace advice is also available to all employees. Work equipment such as measuring instruments and tools are regularly checked and documented centrally.

Co-determination and feedback culture

Employee interests are represented vis-à-vis the Executive Board by an elected employee committee. In addition, employee surveys are carried out twice each year. The results as well as the measures derived from them are communicated transparently.

Continuous improvement

With the "SecuriFit" programme, Securiton AG promotes lean principles and the continuous improvement process (CIP). A "Lean Master" in each office supports this process. Employees can play an active role, contribute ideas and initiate improvements.

Awards

Securiton AG has held the "Great Place to Work" label since 2019. As a training company, it trains apprentices in six professions, for which it has been awarded the "Great Start" label.

¹ Scope: Swiss locations

3.1 Own workforce (ESRS S1)

3.1.3 Targets and measures

Impact	Goals	Measures		
		2024	2025/2026	2027/2028
1 Working conditions	Promote inclusion and diversity within recruitment			
	Enable and promote employee development	<ul style="list-style-type: none"> Develop company-wide, topic-specific guidelines and ensure their effectiveness 	<ul style="list-style-type: none"> Maintain level of inclusion/diversity in the “Great place to work” assessment Increase the impact of the Integrated Management System (IMS) as part of “Operational Excellence” 	<ul style="list-style-type: none"> Establish an integrated GRC (governance, risk management, compliance) approach
	Avoid occupational accidents with lost working days			

3.1 Own workforce (ESRS S1)

3.1.4 Results

Demographics and diversity

Number of employees as at 31 December (excluding apprentices)	2023		2024	
	Headcount	%	Headcount	%
Total	784	100%	836	100%
Women	109	14%	125	15%
Men	675	86%	711	85%

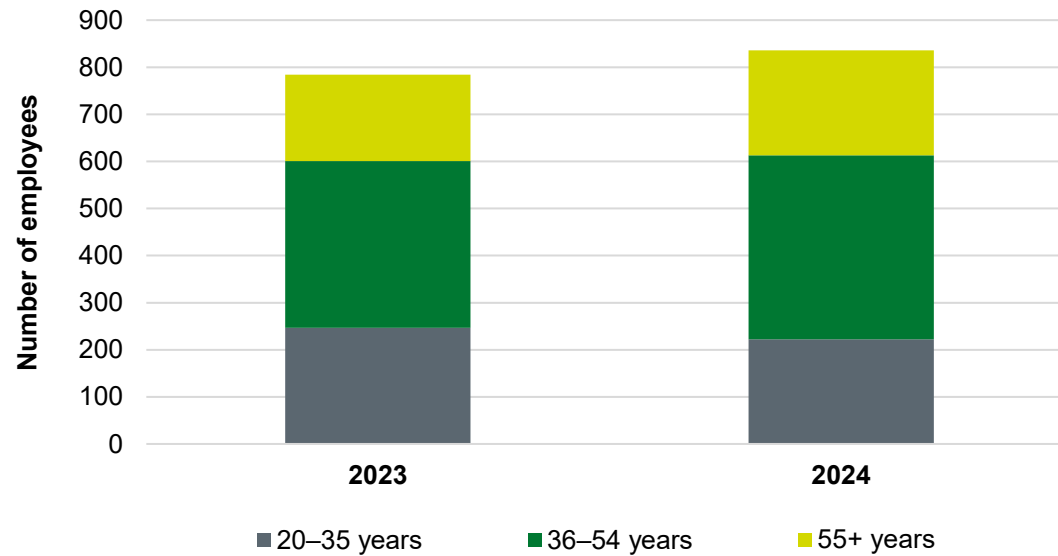


Figure 9: Personnel demographics (headcount) according to age group as at 31 December (excluding apprentices)

FTE employees as at 31 December (excluding apprentices)	2023		2024	
	FTE	%	FTE	%
Total	768.70	100%	780.80	100%
Women	94.56	12%	101.35	13%
Men	674.14	88%	679.45	87%

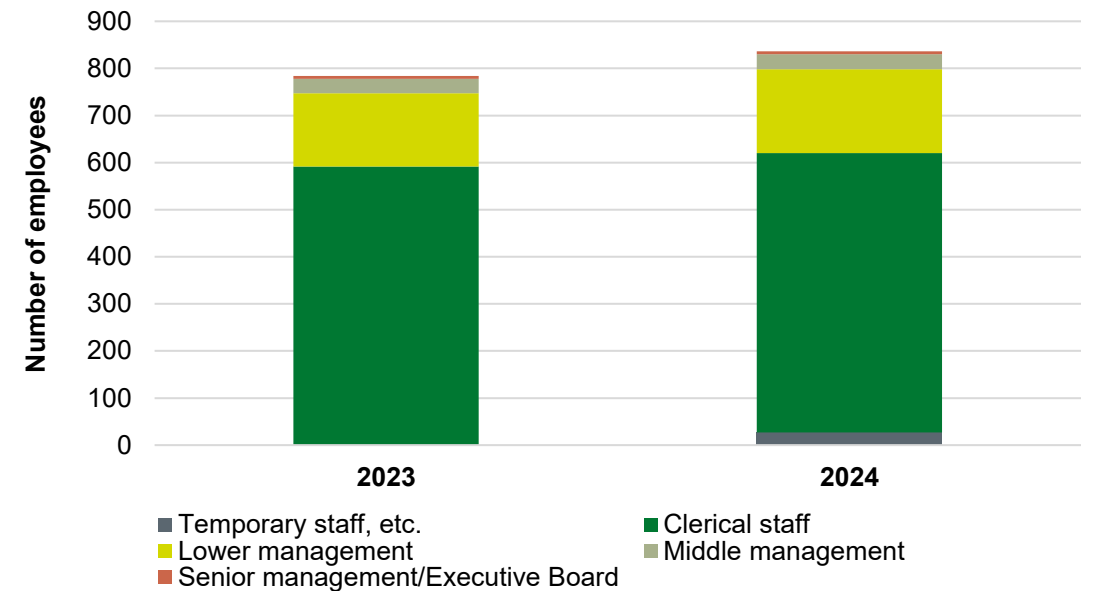


Figure 10: Personnel demographics (headcount) according to function as at 31 December (excluding apprentices)

[To the tabular presentation with further details](#)

3.1 Own workforce (ESRS S1)

Demographics and diversity

Apprentices as at 31 December	2023	2024
Total	18	17
Women	2	3
Men	16	14

Equality

Designation	2023	2024
Gender-specific salary difference ¹	n/a	4%

¹ Standard analysis tool Logib Module 1 of the Federal Office for Gender Equality (FOGE)

Employee committee

Designation	2023	2024
Number of meetings of the internal employee committee	12	12
Number of meetings with the Executive Board	3	3
Number of proposals submitted	1	2
<i>Number of proposals handled by the internal employee committee</i>	<i>1</i>	<i>0</i>
<i>Number of proposals submitted to the Executive Board</i>	<i>0</i>	<i>2</i>

Occupational safety and health protection

Designation	2023	2024
Number of occupational accidents ¹	21	23 ²
Number of fatal occupational accidents	0	0
Number of "compensated days" according to SUVA ³	109	83
Number of days lost to illness	5,077	6,505

¹ All occupational accidents reported to SUVA, regardless of their severity.

² Most frequent accident categories:

- Tripping and falling: 7 incidents
- Rear-end collisions (external influence): 4 incidents
- Work exposed to live wiring/lifting/eye and dental injuries: 2 incidents each

³ Entitlement to compensation in the form of a daily allowance only arises from the third day after the accident.

Professional training and development

Designation	2023	2024
Number of training days (in-person or online) ¹	2,532	2,010

¹ External and internal training leading to certificate/degree. Exclusive training according to advanced training agreements.

3.2 Workforce in the value chain (ESRS S2)

3.2.1 Significant impacts, risks and opportunities

The following significant impacts, risks and opportunities have been identified within the materiality analysis:

	Impact	Opportunities +	Risks -
1	Working conditions	<ul style="list-style-type: none"> ▪ Guided supplier management ▪ Sustainable procurement 	<ul style="list-style-type: none"> ▪ Gaps in knowledge about the supply chain (corruption, bribery, child labour, etc.)

3.2.2 Processes and internal/external guidelines/standards

Securiton AG attaches great importance to ethical and responsible conduct – including outside the company. Sustainable supply chain design is a particular focus.

To ensure jointly endorsed values, a supplier guideline has been developed covering the following principles, among others:

- Compliance with national legislation, in particular with regard to working conditions
- Salaries aligned with standard market rates
- Commitment to occupational health and safety
- Equal opportunities and non-discrimination
- Integrity and zero tolerance for corruption, bribery and embezzlement

The Group-wide compliance regulations of the Swiss Securitas Group form an integral part of these supplier guidelines. Suppliers are required to implement the principles and to confirm this by signing a copy of the guidelines.

Review and risk management

- **Audits:** Securiton AG reserves the right to carry out audits of selected suppliers – either on site or digitally.
- **Self-declarations:** Suppliers are checked on a rolling basis via self-declarations. These are based on supplier category and forecast annual sales, with a focus on the highest-selling categories (A and B see [Figure 11, Section 3.2.4](#)). The Purchasing Department is responsible for implementation.
- **Child labour audit:** Another component is the annual, risk-based assessment concerning potential child labour in the supply chain in line with the requirements of the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO). The process is anchored in the integrated management system and will be implemented by the Purchasing Department in partnership with the Management Systems Department from 2025.

Governance within supply chain management

The development of overarching governance systems creates a uniform, company-wide framework for managing and monitoring the supply chain. Clear responsibilities and documented processes promote transparency and ethical conduct within everyday operations and thus support a responsible procurement policy. This helps to identify potential risks at an early stage and reduce them systematically through targeted measures.

Portal for reporting suspected cases

In order to further enhance transparency, it is being considered whether to establish a publicly accessible reporting portal. This is intended to enable people from outside the company to report suspected breaches of the applicable compliance regulations of the Swiss Securitas Group and Securiton AG or of legal requirements.

3.2 Workforce in the value chain (ESRS S2)

3.2.3 Targets and measures

Impact	Goals	Measures		
		2024	2025/2026	2027/2028
1 Working conditions	Reduce risks in the supply chain with workable measures	<ul style="list-style-type: none"> Assess risks within the supply chain Develop governance of supply chain management Develop company-wide, topic-specific guidelines and ensure their effectiveness 	<ul style="list-style-type: none"> Optimise the supply chain in a risk-oriented way Implement governance of supply chain management and measure compliance Increase the impact of the Integrated Management System (IMS) as part of "Operational Excellence" 	<ul style="list-style-type: none"> Establish an integrated GRC (governance, risk management, compliance) approach
	Comply with governance of supply chain management			
	Demonstrably ensure conformity			

3.2 Workforce in the value chain (ESRS S2)

3.2.4 Results

Supplier guidelines

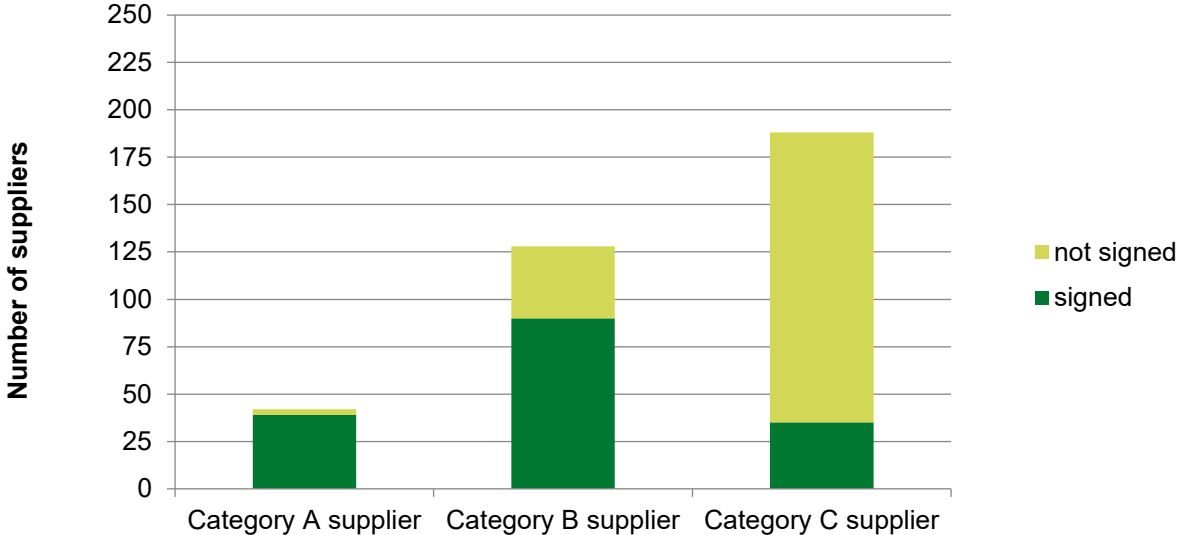


Figure 11: 2024 Supplier Guidelines signed and returned per supplier category

Legend:

- Category A supplier → Annual turnover ≥ CHF 100,000
- Category B supplier → Annual turnover between CHF 10,000 and CHF 99,999
- Category C supplier → Annual turnover < CHF 10,000

[To the tabular presentation with further details](#)

3.3 Consumers and end users (ESRS S4)

3.3.1 Significant impacts, risks, and opportunities

The following significant impacts, risks and opportunities have been identified within the materiality analysis:

	Impact	Opportunities +	Risks -
1	Protection of people and property	<ul style="list-style-type: none"> ▪ Product quality ▪ Certification according to ISO 27001 	<ul style="list-style-type: none"> ▪ Product failure ▪ Cyber attacks ▪ Physical intrusion

3.3.2 Processes and internal/external guidelines/standards

Reliable, high-quality products and services are essential in order to protect people and property. Protecting sensitive data from unauthorised access – both physical and digital – is equally important. These aspects are decisive for the success of Securiton AG, which has stood for security, expertise, quality, innovation and a focus on the customer for more than 75 years.

Compliance and quality assurance

To ensure these success factors, Securiton AG complies with a variety of legal and normative requirements, including the following (non-exhaustive list):

- EU Construction Products Regulation
- CE conformity
- REACH and RoHS directives
- Industry guidelines of the Swiss Association of Installers of Security Systems (SES) and the Cantonal Fire Insurance Union (VKF)
- Requirements under the Low-Voltage Installations Ordinance (LVIO)

In addition, the products are tested by independent bodies such as the Swiss Federal Laboratories for Materials Science and Technology (EMPA), VKF and VdS Schadenverhütung GmbH. All systems installed on the Swiss market undergo a standardised, logged final acceptance procedure before handover to the customer. In addition, selected systems that fulfil certain criteria undergo an in-depth technical system audit. Extensive investments in certified VKF, SES and LVIO specialists as well as in recurring technical system audits sustainably strengthen compliance with legal and industry-specific requirements.

These comprehensive quality assurance measures make a significant contribution to the long-term quality of products and systems and thus actively contribute to the protection of people and property.

Certification of management systems

Securiton AG's quality management system has been certified according to ISO 9001¹ since 1992. Certification of the information security management system according to ISO 27001 is also planned for 2025, with the company in the preparatory phase in 2024.

Customer engagement

Technical data sheets as well as system and user manuals for system operators ensure the flow of information to the customer. Customers are also involved by means of regular customer satisfaction surveys. This means we can ensure efficient and effective communication with our customers.

Portal for reporting suspected cases

In order to further enhance transparency, it is being considered whether to establish a publicly accessible reporting portal. This is intended to enable people from outside the company to report suspected breaches of the applicable compliance regulations of the Swiss Securitas Group and Securiton AG or of legal/regulatory requirements.

¹ Scope: Swiss locations

3.3 Consumers and end users (ESRS S4)

3.3.3 Targets and measures

Impact	Goals	Measures		
		2024	2025/2026	2027/2028
1 Protection of people and property	Achieve ISO 27001 certification	<ul style="list-style-type: none"> Perform an ISO 27001 pre-audit Devise a business continuity management concept Develop company-wide, topic-specific guidelines and ensure their effectiveness 	<ul style="list-style-type: none"> Achieve initial ISO 27001 certification Implement business continuity management concept Increase the impact of the Integrated Management System (IMS) as part of "Operational Excellence" 	<ul style="list-style-type: none"> Ensure ISO 27001 re-certification Establish an integrated GRC (governance, risk management, compliance) approach
	Implement business continuity management concept			
	Demonstrably ensure conformity			

3.3 Consumers and end users (ESRS S4)

3.3.4 Results

Technical system audits

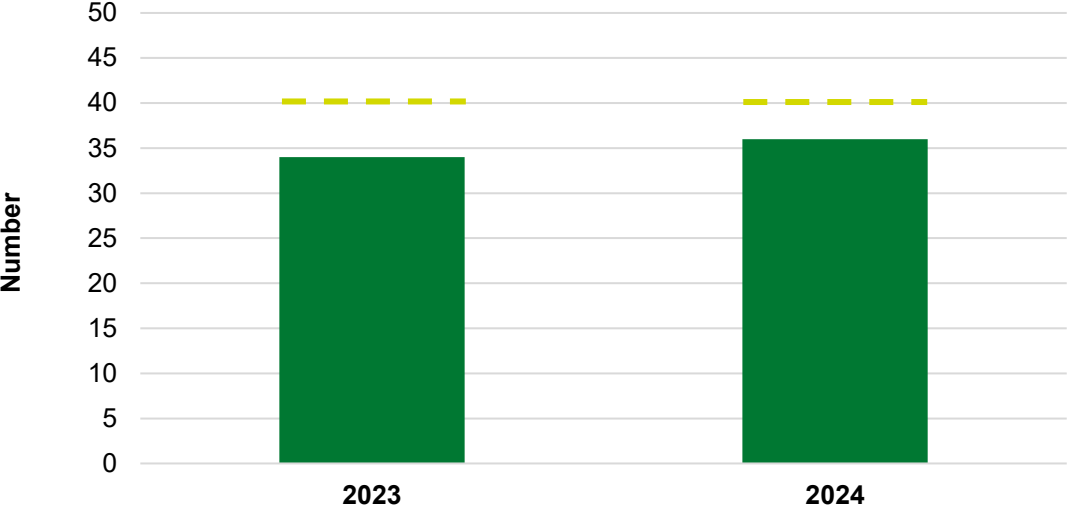


Figure 12: Number of technical system audits carried out. Out of the qualifying systems, one system is selected per year, per office and per division (fire protection, intrusion protection, access control, video security and security management) for a technical system audit (i.e. a maximum of 40 system audits per year).

Certified specialists

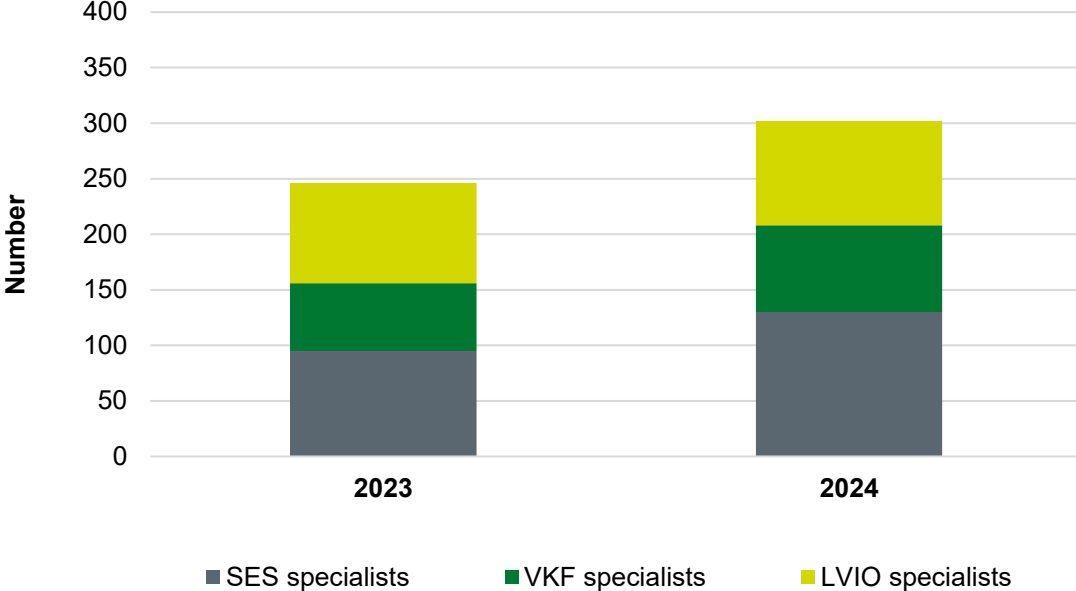


Figure 13: Number of employees with corresponding specialist certification. Personal employee development plans promote the targeted development of professional skills.

04

Governance ESRS G1



4.1 Governance (ESRS G1)

[4.1.1 Significant impacts, risks, and opportunities](#)

[4.1.2 Processes and internal/external guidelines/standards](#)

[4.1.3 Role and expertise of management in relation to business practices](#)



[4.1.4 Targets and measures](#)

[4.1.5 Results](#)

4.1 Governance (ESRS G1)

4.1.1 Significant impacts, risks and opportunities

The following significant impacts, risks and opportunities have been identified within the materiality analysis:

Impact	Opportunities 	Risks 
1 Transparency and awareness	<ul style="list-style-type: none"> Raise awareness of sustainability Increase transparency and networking of companies Social engagement 	<ul style="list-style-type: none"> Short-term changes to statutory reporting requirements (EU or CH)

4.1.2 Processes and internal/external guidelines/standards

Partnerships are a key component of Securiton AG’s corporate culture. Sustainable added value is to be created through ethical business practices, transparent compliance structures and strong social engagement – both within the organisation and in dialogue with partners, suppliers and society.

Ethical business practices and compliance

Securiton AG fulfils the internal compliance requirements of the Swiss Securitas Group. These include key ethical principles such as equal opportunities, non-discrimination and zero tolerance for corruption and bribery. Securiton AG also fulfils all relevant legal, regulatory and/or normative requirements. The operational principles are actively communicated and consistently implemented within everyday work – including vis-à-vis suppliers and partners, for example via the supplier guidelines.

Reporting systems and whistleblower protection

An internal ombudsman’s office and the Swiss Securitas Group reporting portal are available to all employees in order to report any misconduct. Reports are treated in confidence and are reviewed by qualified specialists. Identity protection is guaranteed at all times. In addition, the introduction of an externally accessible reporting portal for persons from outside the company is currently being considered. This will enable suspected breaches of the applicable compliance provisions of the Securitas Group Switzerland and Securiton AG or legal/regulatory requirements to be reported.

Social engagement

Securiton AG’s social commitment strengthens social security – both within the company and throughout society – and thus creates lasting added value. People are at the heart of everything we do and are specifically encouraged in their independence. Internally, this is reflected in active employee development, an open-minded approach to diversity and the involvement of employees in sustainability activities. Externally, Securiton AG is involved in projects that contribute to social security and social cohesion.

Financial responsibility within the supplier relationship

Securiton AG is a proud holder of a Dun & Bradstreet (D&B) rating with risk indicator 1 – the lowest risk indicator. This rating underscores Securiton AG’s strong payment ethics and financial stability. Within the ambit of its partnership with suppliers, Securiton AG does not categorise invoices according to company size. All liabilities must be settled as quickly as possible, regardless of the size of the business partner.

4.1 Governance (ESRS G1)

Sustainability culture

A culture of sustainability in practice is a key factor for effective sustainable action within everyday life. This is achieved through active employee involvement as well as continuous awareness-raising concerning sustainability issues. To this end, Securiton AG arranged basic training concerning sustainability in 2024, which will be rolled out throughout the company in 2025.

Transparency and awareness are also further promoted by the following measures:

- Development of an intranet page with sustainability content
- Publication of regular thematic news articles
- Involvement in the sustainability report of the Swiss Securitas Group
- Publication of own sustainability report

Securiton AG has its commitment to sustainability reviewed annually by [EcoVadis](#) and publishes the results on its website. This supports transparent communication with all relevant stakeholders.

4.1.3 Role and expertise of management in relation to business practices

The Executive Board of Securiton AG establishes the framework conditions for responsible business practices in accordance with the overarching specifications of the Swiss Securitas Group. Division, department and team leaders are responsible for the operational implementation of these requirements by their employees within their everyday work. Any violations of internal compliance provisions are systematically analysed. Appropriate measures are taken in consultation with the HR department. The Legal Department of the Swiss Securitas Group can be involved at any time if necessary. All members of the Executive Board have completed in-depth leadership training and are aware of the importance of ethical business practices.

4.1 Governance (ESRS G1)

4.1.4 Targets and measures

Impact	Goals	Measures		
		2024	2025/2026	2027/2028
1 Transparency and awareness	Establish monitoring for key process indicators			
	Publish compliant sustainability report	<ul style="list-style-type: none"> Publish “Sustainability” intranet page Carry out awareness-raising training 	<ul style="list-style-type: none"> Publish Securiton AG’s first sustainability report 	
	Achieve effective awareness-raising	<ul style="list-style-type: none"> Participate in the Swiss Securitas Group Sustainability Report Create and introduce the “social engagement” concept 	<ul style="list-style-type: none"> Implement process metrics Publish project support success stories 	<ul style="list-style-type: none"> Adapt sustainability reporting to changing requirements
	Project supported by a company within the ambit of the “social engagement” concept (central project)	<ul style="list-style-type: none"> Carry out selection procedure for “social engagement” project support 	<ul style="list-style-type: none"> Carry out project support selection process 	<ul style="list-style-type: none"> Carry out project support selection process
	Projects supported by offices and organisational units within the ambit of the “social commitment” concept (local projects)			

4.1 Governance (ESRS G1)

4.1.5 Results

Payment practices

Designation	2023	2024
Average number of days to settle invoices regardless of supplier category	12	13
Instances of pending litigation due to late payment	0	0

“Social engagement” project support

Designation	2023 ¹	2024
Number of locally supported projects (by offices and organisational units)	n/a	10
Number of centrally supported projects (as Securiton AG)	n/a	4

¹ The initiative was launched in 2024.



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Appendix

2.1 Climate change (ESRS E1) – details

2.1.5 Results

Energy consumption and mix

Energy consumption has developed as follows:

Designation	2023 (MWh)	2024 (MWh)	Change
Total energy consumption	10,512.7	9,787.2	-7%
Consumption of primary energy (fossil fuel)	2023 (MWh)	2024 (MWh)	Change
<i>Total</i>	9,361.1	8,706.3	-7%
Natural gas/oil (heating/air conditioning)	1,148.3	1,095.4	-5%
Fuels (vehicle fleet) ²	8,212.8	7,610.9	-7%
Consumption of secondary energy (purchased energy)	2023 (MWh)	2024 (MWh)	Change
<i>Total</i>	994.0	915.1	-8%
Electricity ¹	994.0	915.1	-8%
Heating	n/a	n/a	n/a
Cooling	n/a	n/a	n/a
Steam	n/a	n/a	n/a

¹ The Swiss electricity mix is comprised of fossil fuel, renewable and nuclear electricity components. The respective components could not be broken down in detail using the documents available to us.

² The fuel volumes for the vehicle fleet reported by Interfleet have been converted from litres to kWh using the following factors:

9.79 kWh per litre diesel

8.67 kWh per litre of petrol

Conversion factors – energy concerns (11 April 2025)

Consumption of secondary energy (from own production)	2023 (MWh)	2024 (MWh)	Change
<i>Total</i>	157.6	165.8	+5%
Zollikofen photovoltaic system	157.6	151.4	-4%
Mels photovoltaic system	no data	14.4	n/a

The list of energy consumption and energy mix covers only the Swiss locations of Securiton AG. These include specifically the headquarter in Zollikofen as well as the nine offices and 13 branches. Foreign branches are excluded. A total of around 600 full-time equivalents (FTEs) work at the Swiss locations. For the headquarter and the nine offices, primary data has been used for reporting as far as possible. Estimates were used for reporting purposes for the 13 branches (based on the primary data of the offices per m²). As the branches account for a small proportion of Securiton AG's total volume in terms of both space and resources, the data available can nevertheless be regarded as appropriate.

Energy consumption for flights, rail travel and transportation (Scope 3) is also excluded, as the reports provided only show the emissions caused.

2.1 Climate change (ESRS E1) – details

2.1.5 Results

Greenhouse gas emissions

The following emissions have been calculated:

Emissions	2023 (t CO ₂ e)	2024 (t CO ₂ e)	Change
Total	2,697	2,454	-9%
Scope 1	2,388	2,247	-6%
Scope 2	111	103	-7%
Scope 3	198	104	-47%

Methods and conversion factors for calculating CO₂e emissions

All emissions are reported in metric tonnes of CO₂ equivalents (t CO₂e).

Data collection period:

The data covers one calendar year (January to December).

Scope 1 & 2 emissions accounting:

The following categories identified as significant comprise the scope of emissions accounting:

- Vehicle fleet
- Energy consumption for heating/cooling
- Purchased electricity

Scope 1 & 2 cover only the Swiss locations of Securiton AG. These include specifically the headquarter in Zollikofen as well as the nine offices and 13 branches. Foreign offices are excluded. A total of around 600 full-time equivalents (FTEs) work at the Swiss locations. For the headquarter and the nine offices, primary data has been used for reporting as far as possible.

Estimates were used for reporting purposes for the 13 branches (based on the primary data of the offices per m²). As the branches account for a small proportion of Securiton AG's total volume in terms of both space and resources, the data available can nevertheless be regarded as appropriate.

The CO₂ equivalents of the vehicle fleet have been taken from the reporting provided by Interfleet.

Scope 3 emissions accounting:

The following categories identified as significant comprise the scope of emissions accounting:

- Business travel (rail and air)
- Transport outgoing from the warehouse at headquarters (Swiss Post, Planzer/Quali-Night)

The CO₂ equivalents have been taken from the reports provided in each individual case. Securiton AG has not carried out any conversions of its own.

2.2 Circular economy (ESRS E5) – details

2.2.4 Results

Recyclable waste and residual waste

Designation	2023 (kg)	2024 (kg)	Change
Total	155,124	142,689	-8%
Paper/cardboard	24,900	34,846	+40%
Electronic waste	60,000	49,500	-18%
Wood	2,500	2,320	-7%
Cable/copper	446	431	-3%
Scrap metal (iron, aluminium, steel, etc.)	4,810	4,358	-9%
Residual waste/refuse	62,468	51,234	-18%

Hazardous and ionising waste

Designation	2023 (kg)	2024 (kg)	Change
Total	42,583	34,768	-18%
Batteries and accumulators	42,488	34,668	-18%
Spray cans and gas cartridges	59	97	+64%
Ionisation smoke detector ¹	36	3	-92%

3.1 Own workforce (ESRS S1) – details

3.1.4 Results

Demographics and diversity (as at 31 December; excluding apprentices)

Number of employees	2023		2024	
	Total	784	100%	836
Women	109	14%	125	15%
Men	675	86%	711	85%

FTE employees	2023		2024	
	Total	768.70	100%	780.80
Women	94.56	12%	101.35	13%
Men	674.14	88%	679.45	87%

Distribution according to age group	2023	2024
	Total number of employees	784
20–35 years	247	222
36–50 years	354	391
51+ years	183	223

Distribution according to function/gender	2023	2024
	Total number of employees	784
<i>Total women</i>	<i>109</i>	<i>125</i>
Temporary staff, etc.	n/a	7
Clerical (technicians, administration, etc.)	95	99
Lower management/specialist level	11	15
Middle management/specialist level	3	3
Senior management/specialist level/EB	0	1
<i>Total men</i>	<i>675</i>	<i>711</i>
Temporary staff, etc.	n/a	20
Case handler (technicians, administration, etc.)	497	494
Lower management/specialist level	144	163
Middle management/specialist level	28	29
Senior management/specialist level/EB	6	5

3.2 Workforce in the value chain (ESRS S2) – details

3.2.4 Results

Supplier guidelines

Supplier category	Number of suppliers 2024	Number of certificates 2024	Percentage share 2024	Percentage share 2023
Category A supplier	42	39	93%	93%
Category B supplier	128	90	70%	76%
Category C supplier	188	35	19%	30%

Legend:

Category A supplier → Annual turnover ≥ CHF 100,000

Category B supplier → Annual turnover between CHF 10,000 and CHF 99,999

Category C supplier → Annual turnover < CHF 10,000