

POLYGON GROUP AB

SUSTAINABILITY REPORT 2022



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PREPARING FOR THE FUTURE

Polygon is a Global Expert and the European market leader in Property Damage Control. On three continents and in 16 countries, around 7 000 service professionals prevent, control and mitigate the effects of water, fire and climate. Our innovative and tailor-made solutions combine people, knowledge and technology for a wide range of customer segments.

During the year we accelerated our environmental efforts by measuring our total environmental baseline covering all of our 16 countries and 40-50 legal entities. In addition, we committed to the Science Based Target initiative (SBTi) to set near-term group-wide emission reductions in line with the latest climate science.

It's our colleagues that make the difference in their day-to-day work, by preventing damage from happening, restoring as much as possible instead of replacing or rebuilding, and making the right environmental decisions. In this way we help our customers meet their own sustainability targets and limit costs.

Our Polygon colleagues put peoples' lives back together and get companies affected by damage back in business. They manage internal environments and restore peoples' valuable and sentimental items and items which have historical value for society.

We want to be their first choice employer and want our people to enjoy our "Polygon family" culture, even as we grow. We seek to create good, safe and inclusive work environments where our colleagues feel engaged and can develop. Our colleagues are our most important resource and their dedication, competence and integrity are crucial to our success.



With the increased number of extreme weather events, our role has become even more important. Polygon has significant capacity to restore following weather events caused by climate change such as flooding, and we use our global economies of scale to support in times of crisis.

The world is changing, and we plan to stay at the forefront. This means that we have to consider sustainability in every decision. As the European market leader in our industry, we aim to lead the transformation and remain always by your side.

27 April 2023

Axel Gränitz, CEO of Polygon Group

POLYGON IN BRIEF

1 121
M EUR SALES

+400 000
ANNUAL ASSIGNMENTS

~7 000
EMPLOYEES

24/7
SERVICE

3
CONTINENTS

~380
DEPOTS

16
COUNTRIES

+60
YEARS EXPERIENCE

WHO WE ARE

A GLOBAL EXPERT IN PROPERTY DAMAGE CONTROL

Polygon's mission is to prevent, control and mitigate the effects of water, fire and climate. Our core values of Integrity, Excellence and Empathy guide us in everything we do.

ALWAYS CLOSE TO THE CUSTOMER

Our brand promise – Always By Your Side – reflects what our customers can expect from us. It goes beyond our service offering to add an extra dimension to our deep customer involvement. Our strong local presence, backed up by our global strength, enables us to be close to our customers. We are there when they need us the most, so that they can get on with their lives and businesses.

A COMPLETE RANGE OF SERVICES

We offer a complete range of services to meet the needs of all customers – from households and companies to insurers and the public sector. Having a clear focus and being a

dedicated specialist in our industry enables us to deliver a comprehensive offering. We offer both standardised and tailor-made solutions to a wide variety of customers. Our standards are high thanks to our committed people with a passion for helping others, combined with our industry-leading know-how and state-of-the-art technology. Every year, we complete more than 400 000 assignments. The experience and insight we gain from this drives our continuous development.

BRAND PROMISE

What we stand for

FOCUS

Our core business

MISSION

What we do

APPROACH

How we do it

AT OUR CORE

Who we are

VALUES

What we believe in

CUSTOMER SEGMENT

To whom we deliver



Always By Your Side

The global expert in Property Damage Control

We prevent, control and mitigate the effects of water, fire and climate

Sustainable solutions delivered through excellent people, knowledge & technology

An inclusive company, acting to reduce our environmental impact and do the right thing in all our business dealings

Integrity, Excellence and Empathy

Companies, Households, Public Sector and Insurers

SUSTAINABILITY AT POLYGON

In 2022, Polygon continued to see an increased focus on sustainability from key stakeholders across most of its geographies and market sectors - the greatest interest has been environmental matters and the urgent call for action.

Sustainability is a strategic initiative for Polygon. Polygon's sustainability programme, Our Responsibility, is a cornerstone of the company's business model - The Polygon Model. The Our Responsibility programme sets the foundation for the Group's sustainability work and is divided into three pillars:

- reducing environmental impact
- first choice employer
- responsible business

Each pillar contains several focus areas, which have been chosen based on key stakeholder interest, materiality and risks. Read more in separate sections below.

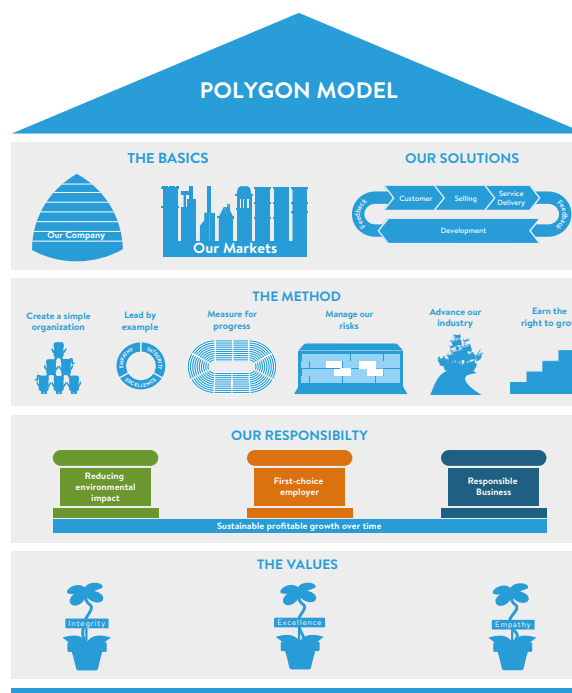
The three key areas have connected goals, measures and targets, which are part of Polygon's annual business plan and budget process. Further "Our Responsibility score cards" were added during 2022 to increase transparency and accountability.

The programme supports the Ten Principles of the United Nations Global Compact, as well as the UN Sustainable Development Goals. The principles and goals are incorporated into Polygon's strategy, business model, policies, procedures, and corporate values enabling us to establish a culture of Integrity, Excellence and Empathy. By doing this, Polygon are

upholding the basic responsibility to people and planet while setting the stage for long-term success.

Overall responsibility for the sustainability programmes and principles lies with the Board and Group management. However, due to the decentralised structure of Polygon, actions are agreed and implemented by local management, which filters down to team and individual level. The increased environmental focus in 2022 was driven by the Group Head of Sustainability together with Chief Strategy Officer and teams from every operating country.

Internal policies and guidelines exist both on Group and local level and are monitored through business reviews and internal control reviews.



Each pillar contains several focus areas, which have been chosen based on key stakeholder interest, materiality and risks.

INTERNATIONAL STANDARDS AND AGREEMENTS SUPPORTED BY POLYGON

- The UN's "Global Compact" (albeit with no formal affiliation)
- The UN's Universal Declaration of Human Rights
- The ILO's conventions on fundamental principles and rights at work
- The UN's convention against corruption
- The Paris Climate Agreement (the "Paris Agreement")
- The UN's sustainability goals (SDG)
- Science Based Target initiative (SBTi)

REDUCING ENVIRONMENTAL IMPACT

Polygon's long term business focus of damage restoration rather than replacement, coupled with preventative and control services, has always been an environmentally responsible approach. But there is more that can be done to support customers in achieving their environmental goals, meet Polygon's own environmental goals and respond to the urgent call of the United Nations. Customers are increasingly recognising this opportunity and building environmental performance into their procurement strategies.

CLIMATE CHANGE

Without immediate and significant reductions in emissions from all nations, the UN states that limiting global temperature increase to 1.5 degrees Celsius will be unattainable. Therefore, Polygon has set out to accelerate action to combat climate change.

According to the World Economic Forum Global Risks Report 2022, "extreme weather" and "climate action failure" are among the top

five short-term risks to the world. Polygon has performed climate risk assessments of physical and transition risks which will be further improved during 2023.

Polygon has significant capacity to restore following weather events caused by climate change such as flooding. In these situations, Polygon plays an important role in helping people to get back to their homes as soon as possible, and businesses up and running, by using regional and international capabilities to mobilise people and equipment quickly and in an environmentally responsible way.

The Group were able to provide full service to Polygon's partners in the insurance industry during the mass flooding event in Germany in 2021/22. The estimate in 2022 was that insurance companies received claims of more than 7B€.

Huge flood of the Elz river in Monreal, Eifel, Germany



Polygon's approach to both small and large-scale damage is not only a cost-effective approach, but a sound environmental one too.

Polygon understands the urgency of addressing the pressing issue of climate change and made a group decision to commit to the Science Based Target initiative (SBTi) to set near-term group-wide emission reduction targets in line with climate science.

Polygon is currently working to:

- Submit targets for emission reduction by January 2025 at the latest
- Get targets validated by the climate organisation, Science Based Target initiative (SBTi)
- Transparently and publicly report Polygon's targets and progress annually

Local targets and actions are being developed but will be centrally coordinated to ensure that the Group meets its targets.

As a decentralized group, decision-making is largely managed on a country, regional, team, and individual level. However, when it comes to the crucial issue of protecting the planet, the Group has committed to making a real change by using economies of scale and learning from each other. This challenge goes beyond borders. Even if countries are at different levels of maturity, legal entities within all Polygon countries need to prepare for the future and protect the value of our company by ensuring that we have a strategy and clearly defined path to reduce emissions in line with the Paris Agreement and limiting global temperature increase to 1.5 degrees Celsius.

RESTORATION

Restoration as the default solution, is growing in popularity among customers as it is cost-effective and the sounder environmental option. Some years ago, Polygon conducted a pilot study, which concluded that Polygon's water damage restoration services have a significantly lower environmental impact compared with rebuilding.

In 2022 Polygon Sweden expanded the study, together with a customer, proving that drying has a significant saving on resources and decreases environmental impact and cost when compared with demolition and rebuilding. The study was based on reviewing several hundred assignments.

Initiatives are continuously developed throughout the Group to increase knowledge, maximise the use of technology, and re-design processes for restoring rather than replacing property. This includes educating colleagues and customers. A shining example of this from 2022 comes from Polygon Denmark who invested in a video recording application to share short best practice examples and on-the-job learning, to enable the business to restore more. Polygon Denmark received great insights from experts working with the application on how to create further sustainable behaviour in their employees' day to day work.

In addition to restoring buildings, Polygon also restores water damaged contents including surfaces, furniture, technical equipment and vehicles. One of the Group's subsidiaries, is the UK's largest hard surface repair specialist. All of their repairs are logged and tracked using a unique visibility reporting platform so that they can provide a detailed breakdown of repairs and savings. In 2022 they completed over 960,000 individual repairs and avoided over 4,000 tonnes of landfill for Polygon's smart surface repair customers in the UK.

4,000 TONNES

APPR. LANDFILL SAVING
FOR 2022

149,000

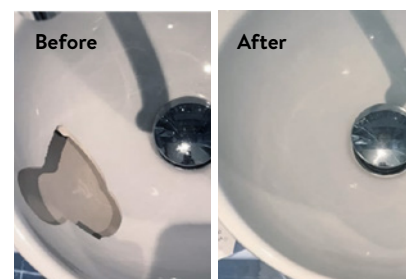
APPR. INDIVIDUAL ITEMS
SAVED FROM LANDFILL

960,000

APPR. REPAIR UNDERTAKEN
TO SAVE THOSE ITEMS



Restoration as the default solution, is growing in popularity among customers as it is cost-effective and the sounder environmental option.



Smart repair: The mission is to explain to customers what is possible to repair before considering replacement.

PREVENTION

Polygon continues to develop its solutions, services and partnerships with the aim of further reducing environmental impact. If the damage can be prevented, or at least detected early, costs and environmental impact can be minimised.

Polygon believes that everyone in the world should have access to innovative, easy-to-use technology that enables property damage prevention. Polygon's subsidiary, Hiotlabs, provides IoT-sensors combined with data-analytics which enable insurance companies, property owners and construction companies to reduce the frequency and magnitude of water damage.

Altogether, this has a substantial impact on the environment in emissions avoided. During the year they have increased the number of damages prevented and expanded their service and solution offering to new markets.

In 2022, Polygon, further expanded its IoT offering. One example is ExactAir, providing end-to-end industrial IoT solutions for various industries. The combination of smart sensors

and gateways, combined with a user-friendly dashboard, makes it easy for customers to get the information they need to make informed decisions about their facilities. Whether it's for safety, energy efficiency, or comfort, ExactAir enables customers to maintain a safe and efficient environment for their employees, customers, and equipment.

Within the Group, Polygon have specialists with high competency in moisture-proof construction and various types of environmental services to support a building's entire life cycle. As an example, Polygon Sweden has a dedicated consultant team offering preventive services. They help our customers to achieve their goals for certification projects such as LEED, BREEAM, WELL, etc. These projects use less energy and water than traditional buildings while promoting a healthy indoor environment through technical solutions and mindful design.

Polygon believes in access to innovative, easy-to-use technology that enables property damage prevention.



ExactAir, cutting-edge technology to provide customers with a more efficient and effective way to monitor and regulate the climate of their sites.

PROMOTING RESOURCE EFFICIENT OPERATIONS

Polygon achieved a milestone in 2022 when completing a calculation of the total footprint for the entire group for base year 2021. All emissions have been calculated in line with the GHG Protocol Corporate standards, where a mix of activity and spend data was used to compute the emissions. The GHG emission inventory for 2021 covered the Group's entire operations. It included "Scope 1 Direct Emissions", "Scope 2 Indirect Emissions" and "Scope 3 - other Indirect Emissions" (both Upstream and Downstream). Our inventory was calculated along with specialists. All Polygon countries and legal entities were included, and this was a first step on the journey to accelerate Polygon's actions within the environmental area. Every Polygon country is working urgently with the results of their own footprint reports and putting key actions in place to improve them.

Scope 1 emissions are direct GHG emissions that a company generates while performing its business activities.

For Polygon, this direct carbon that we produce derives mainly from fuel used in our vehicles, from fuel we supply and use in our equipment and from gas used to heat our depots.

Scope 2 emissions are the indirect emissions generated by the production of purchased energy.

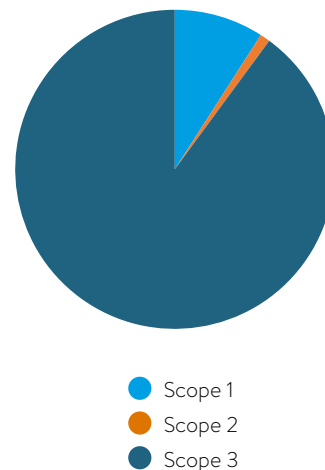
For Polygon, this is principally the electricity we consume to operate our depots.

Scope 3 emissions (also known as value chain emissions) are all indirect emissions that occur in the value chain of a company and that are not already included within scope 2. These emissions are a consequence of the company's business activities but occur from sources the company does not own or control.

For Polygon the largest parts of this indirect carbon are created in the areas of:

- Job site electricity
- Material
- Services and sub-contractors
- Waste

POLYGON SCOPE BREAKDOWN 2021



Examples of how we work to **reduce vehicle fuel**:

- Eliminating unnecessary visits, better planning, more remote monitoring and video inspections
- Improve vehicle fuel efficiency – driver feedback systems
- Reduce emissions from vehicles – smaller vehicles, electric vehicles with green charging
- Consolidate material deliveries to site



Examples of how we work to **reduce energy used in our equipment**:

- Eliminate unnecessary drying by better planning and remote monitoring
- Use faster and more energy-efficient drying equipment and techniques
- Consider energy efficiency when purchasing new equipment
- Educate and share knowledge of innovative technologies



Examples of how we work to **manage material, chemicals & waste**:

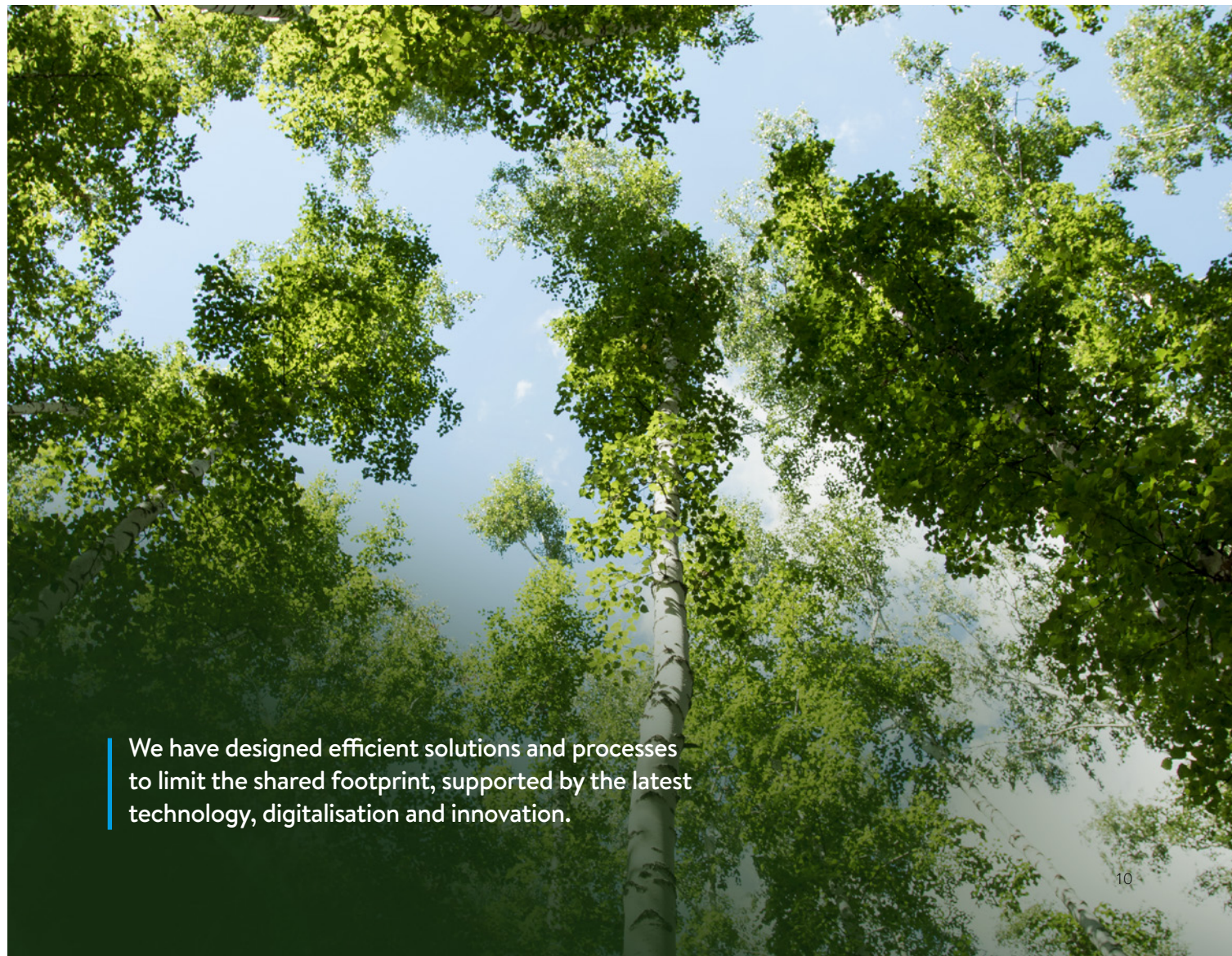
- Processes to ensure as much material as possible is restored
- Design waste management processes and educate. For example – by contracting certified and centralised waste management contractors to promote nationwide standards and the optimal management of waste
- Environmental consideration when choosing material and chemicals

Knowing a big part of our emissions is within our value chain (scope 3) and to a wide extent out of our direct control, means that we will achieve reductions by working closely with both customers and suppliers/subcontractors.

We encourage all of our business partners to measure their impact and work together with us on reductions. Around 90% of our customers' climate footprint lies within their supply chain, effectively out of their control. In 2022, we have further improved how we work in partnership with our customers across many of our markets. We have designed efficient solutions and processes to limit the shared footprint, supported by the latest technology, digitalisation and innovation. This will continue to be a key focus for 2023.

We perform external energy efficiency audits in accordance with the EU Energy Efficiency Directive which covers approximately 80 percent of the Group. The audits are part of our structured way of working which strives to promote constant improvements. In addition, many of our businesses have Sustainability forums, Environmental Volunteer Groups or similar initiatives that are run by colleagues, raising awareness of our environmental commitment to the wider community.

Without changing the way we think and do things we will not be able to make a difference. Therefore, Polygon has different initiatives in our operating countries to enable a change in behaviour and culture. Increasing awareness and knowledge about this topic will be another of our key focuses for 2023.



We have designed efficient solutions and processes to limit the shared footprint, supported by the latest technology, digitalisation and innovation.



OUR GOAL

FIRST CHOICE EMPLOYER

Our people are our most important resource at Polygon. It is through around 7 000 colleagues that we make a difference. Their dedication and competence is crucial for our customers and to the success of the company. Most of our people meet our end-customers every day, often operating autonomously without direct supervision. Daily, they put people's lives back together and prevent business interruption. Through their services, they help improve health and well-being by the controlling of inhouse environment technology. They restore things that mean a lot to people or have historical value for society, safeguarding the world's cultural and natural heritage.

This requires our colleagues to undertake their duties in a professional, responsible, conscientious and ethical manner. Therefore, we are committed to creating a safe and inclusive working environment where each colleague, regardless of role or location is supported, feels engaged, and has opportunities to learn and develop.

INCLUSIVE WORK ENVIRONMENT

Regardless of background, everyone at Polygon should be and feel respected and included – a cornerstone in our corporate culture and embedded in our corporate values of Integrity, Excellence and Empathy. With around 7 000 colleagues in 16 countries, we strive for a workforce reflecting the countries we operate in.

We aim to recruit, promote and compensate solely on the basis of qualifications for the job, and performance. We provide a working environment where everyone is treated with respect and dignity and given fair and equal opportunities for career advancement and development. We do not accept discrimination based on any grounds including but not limited to race, religion, age, nationality, gender, sexual orientation, political views, union membership, marital status, disability or any other factors.

We promote diversity and inclusion to all our colleagues through our Code of Conduct, inclusivity training, our Responsible Business Partner policy and in country-level Employee Handbooks, and through training on Polygon Learning Zone, our digital learning platform.

EQUALITY

Giving everyone access to an opportunity.

DIVERSITY

Acknowledging and celebrating the fact that everyone is different.

INCLUSION

Thinking about what we can do to make sure everyone feels included.

STEROTYPING

When a characteristic is used to form an opinion or assumption about a person.

PREJUDICE

Making a judgement about someone you know little or nothing about.

SAFE WORK ENVIRONMENT

The wellbeing of our colleagues is a high priority and we are committed to providing safe and healthy working conditions across the Group. We operate in compliance with all applicable laws and legislation, as well as setting high company standards within the area of health and safety. We take proactive action to report and follow up on sick leave and incidents to avoid and reduce future injuries and limit absence.

We apply a structured approach to minimising risks and protect our colleagues and others from injuries and accidents. Personal protective equipment, clothing, and air filtration to avoid exposure to harmful substances are particularly relevant to our business. We also prevent the spread of microbes and particles to the outside environment.

As part of our IoT business development, we develop solutions that minimise health and safety risks for our colleagues. A recent example is the use of drones. With drone inspections, our colleagues deliver the service quickly and accurately to our customers with a reduced risk, by limiting work at high altitudes or in hazardous environments.

Results from our most recent employee survey highlight that employees perceive their work environment to be good in terms of safety, and that employees feel that Polygon prioritises a safe working environment.

We continuously monitor sick leave and work-related injuries in each country. During 2022, our countries have benchmarked and set local safety targets as part of business & budget planning. Progress towards their targets forms part of the Group business reviews.

All countries have local health and safety policies in place, dedicated specialists and established processes to mitigate risks. We benchmark and work to continuously improve our health and safety processes. Many Polygon countries have a health and safety accreditation; Italy, as an example, holds an ISO 45000. In 2022, Polygon US received a Highwire Gold Safety Award, recognising them as a top contractor on the Safest Contractors list. Highwire is an organisation focusing on evaluating the safety aspects of contractors, on a more nuanced level than traditional contractor prequalification standards.

We apply a structured approach to minimising risks and protect our colleagues and others from injuries and accidents.

Polygon develop solutions that minimise health and safety risks for our colleagues



GOOD WORK ENVIRONMENT

Our people are Polygon's greatest asset and we know that engaged, skilled and satisfied colleagues will lead to satisfied customers and the success of Polygon. To listen to and learn about what our colleagues think and feel, we conduct a yearly Group-wide employee survey that involves all colleagues in all countries.

Our latest survey results show that our colleagues see Polygon as an attractive employer in all countries and the results were above the industry benchmark in almost every area.

Based on the results, action plans are being developed locally on a team level, targeting the team's focus areas. The involvement in plans and actions is fundamental to colleague engagement and commitment to a sustainable culture; by working with the results on a team level, we can achieve that.

LEARNING AND DEVELOPMENT FOR LASTING SUCCESS

To secure our sustainable success as a company, our colleagues' capabilities, skills and competencies is paramount. Learning and development allows us to secure our col-

leagues' capabilities to do the job at hand. It reduces employee turn-over, attracts new hires, increases engagement and loyalty, and improves the bottom line by working smarter and increasing productivity. Learning and development activities also supports risk mitigation through compliance training initiatives and workplace safety training.

Therefore we have increased our focus on learning and development during 2022 and will continue our efforts and initiatives over the coming years.

During 2022 local technical, functional and leadership training have been conducted throughout the Group, catering for local needs and local languages.

On a Group level, the Champions Camp was conducted with the purpose of developing future talent across the business. The 43 participants were provided with an opportunity to learn about Polygon's business and culture as well as building a global professional network outside their daily working environment.

EMPLOYEES PER GEOGRAPHICAL SEGMENT 31 DECEMBER 2022

Segment	Number of employees	Of whom men, %
Nordics and UK	2,452	83
Continental Europe	4,292	78
North America	165	73
Total permanent headcount	6,909	80

AGE DISTRIBUTION

Age	%
<40	49
41-50	26
51-60	20
>60	5
Total	100

EMPLOYEE STATISTICS

	2022	2021	2020
Work attendance, %	94	95	95
Employee turnover rate, %	27	25	19
Total full -time employees	6,575	5,801	4,886
Average full-time employees	6,305	5,435	4,703

EMPLOYEE SATISFACTION

	2022	2021	2020
Response rate, % (BM 81)	88	N/A	90
Team Efficiency Index (ESI) (BM 76)	77	N/A	77
Leadership index (LSI) (BM 78)	79	N/A	78
Engagement index (BM 80)	83	N/A	84

To secure great leadership across the Group, the Polygon Academy is run every second year, using blended learning as a way to increase the application of the learning back home. In 2022, the last of four modules concluded the programme. A new programme is planned to start in the autumn 2023.

With the project started in late 2022, a new LMS (Learning Management System) will be introduced during 2023. The purpose is to enhance the learner experience of mandatory training and enable personal development with

a focus on social and blended learning. With a new learning platform, learning and development will become a more integral part of every Polygon colleague's working life.

TAKING A SOCIAL RESPONSIBILITY

Polygon take responsibility in society by using our expertise and safeguarding the world's cultural and natural heritage. Below are two examples from 2022.

Polygon take responsibility in society by using our expertise and safeguarding the world's cultural and natural heritage.



DOCUMENT RESTORATION - CENTRAL CHABAD LIBRARY - POLYGON US

The central Chabad-Lubavitch library in NYC, home to a large collection of rare books and scriptures on the Jewish topic, experienced heavy flooding. As a result, some of the invaluable collections of literature were infiltrated by moisture.

The Polygon US team was contacted by one of the Rabbis who oversaw the maintenance of the facility. Quickly, the team gathered the affected scripture and brought them to a facility where they underwent a technical drying process. This way, the damage was minimised and the scriptures were returned to the library in perfect condition once again.



WATER DAMAGE RESTORATION - HISTORIC GERMAN SPA AND HOTEL FACILITY - POLYGON GERMANY

The spa hotel was in an area in Germany that experienced substantial flooding during the Summer. The catastrophic events resulted in an extensively devastated facility, filled with water damage, mud and dirt.

Two floors of the major hotel complex needed a complete renovation. The extent of the damage led the German Polygon team to deploy its entire portfolio of services, from drying, heating and restoration, to disposal work and clean-up.

RESPONSIBLE BUSINESS

We have a responsibility to conduct our business to high ethical standards and with respect towards our various stakeholders, such as our customers, colleagues and society in general. Polygon's business model is designed to guarantee that we always act ethically, in combination with sustainable financial development. We expect our people to lead by example, with our values of Integrity, Excellence and Empathy as their guiding principles. To promote sound business practices and to act ethically and with integrity, we place great emphasis on implementing our Group policies and guidelines.

BUSINESS ETHICS AND COMPLIANCE

The Polygon Code of Conduct outlines the main principles of our corporate responsibility, as well as the personal, ethical and professional principles that all Polygon colleagues should adhere to. These principles guide our relations with Polygon colleagues as well as with customers, suppliers and society. In addition, a Responsible Business Partner policy, which reflects our Code of Conduct, is in place in all countries. In addition to the Code of Conduct

and the Business Partner policy, an Anti-Trust and Anti-Corruption Policy has been implemented and mandatory training covering practical examples is conducted on a regular basis. This is one of the mitigating activities, among others, to reduce the risks associated with corruption and bribes.

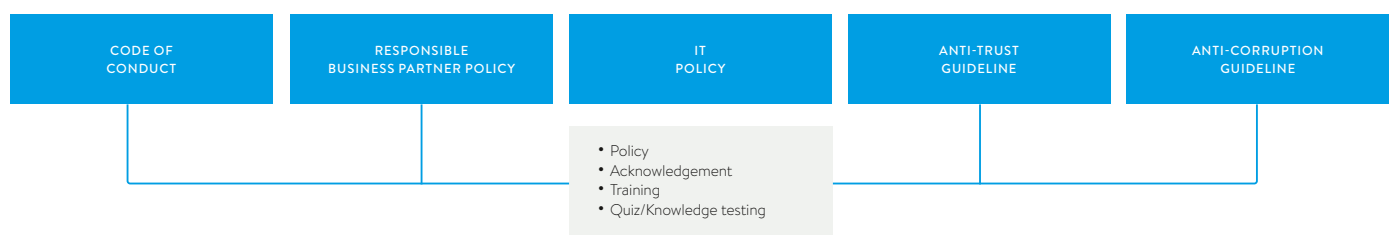
POLICIES AND GUIDELINES

Polygon have 16 group policies and guidelines in addition to local policies and guidelines. All Group Policies are reviewed on an annual basis and are updated when necessary. All policies and guidelines are available on the Group intranet and also communicated through Polygon Learning Zone where mandatory training is accessed. The Group Code of Conduct has been updated during 2022.

The Group IT Policy was updated in 2021 and a new eLearning course was created, including cybersecurity and data privacy. This is one activity to mitigate risks associated with cyber-attacks, which companies and organisations are commonly faced with worldwide.

We expect our people to lead by example, with our values of Integrity, Excellence and Empathy as their guiding principles

MANDATORY POLYGON LEARNING ZONE CONTENT FOR ALL EMPLOYEES



COMMUNICATION AND KNOWLEDGE

Polygon Learning Zone is an essential tool to support the 'Our Responsibility' programme as it is our tool to reach out to all employees and to provide learning and development opportunities while supporting compliance and quality. Each course is available in the languages spoken in the countries in which we operate.

Polygon has established processes to periodically review and monitor the statistics of group mandatory training to ensure colleagues remain aware and compliant with company policies.

While Polygon's Our Responsibility programme is a unified approach, it allows room for adaptation to local legislation and conditions.

In addition, we have a gift register and a web-based integrity line to ensure ethical business conduct. The integrity line gives all employees the opportunity to report misconduct anonymously. To adapt the EU's Whistleblowing Directive, we have reviewed the set-up of the Integrity line and added local reporting channels in entities with more than 250 employees during 2022.

Examples of how we work to maintain Responsible Business:

- Established policies, guidelines and procedures
- Digital tool to implement policies and guidelines
- Integration plan for all companies we acquire

- Appointed compliance officers in each country
- Web-based integrity line

RISK MANAGEMENT

We continuously evaluate risks, processes and controls to ensure they support accountability, effectiveness, transparency and ethical behaviour. We believe that strong corporate governance is the foundation for a sustainable and well-governed company.

The Board of Directors has the overall responsibility for risk management while the operational work is delegated to the CEO, Group management and country presidents. Polygon manages risks through an active risk management process based on risk identification, evaluation, mitigation and monitoring. The process starts with each country identifying and evaluating its most significant risks on an annual basis. Country-specific activities are implemented and reviewed by the Group in business review meetings. The Group management then identifies and evaluates the most significant risks at Group level.

We use risk categories of 'financial', 'operational' and 'strategic' as part of the identification process. The risks identified are evaluated based on their potential impact and likelihood. The Group risk assessment is presented to the audit committee on an annual basis. Proactive risk management is a central part of the Polygon Model. We continuously initiate and implement risk mitigation activities. The control structure is incorporated into our daily processes, and we review and monitor control activities.

Polygon businesses received a variety of sustainability-related awards and recognition during year 2022, for example:

Polygon Germany was 2022 recognized by **"Focus Money"** for being best in their industry in the category Sustainability as well as Service Quality.

"Highwire Gold Safety Award"; Polygon US has received a Highwire Gold Safety Award, recognising them as a top contractor on the Safest Contractors list. Highwire is an organisation focusing on evaluating the safety

aspects of contractors, on a more nuanced level than traditional contractor prequalification standards.

"Green Status – Achilles": Polygon UK retained the highly coveted Green Status for the fifth consecutive year following an audit of the company's supply chain practices by global accreditation provider Achilles.

Further information is available at Polygons website.



POLYGON SUPPORTS THE UN SUSTAINABLE DEVELOPMENT GOALS*

Polygon support all 17 of the SDGs, but these are the goals the company believe are the most relevant to Our Responsibility Programme and where our business can have the greatest positive impact in society.

* Commonly abbreviated as SDGs



THE FOLLOWING SDGS ARE MOST RELEVANT TO OUR BUSINESS



OTHER RELEVANT GOALS



KEY SDG GOALS

SDG TARGETS

EXAMPLES OF ACTIVITIES

 8 – DECENT WORK AND ECONOMIC GROWTH As an employer of more than 6,600 people, Polygon supports local livelihoods while providing safe, satisfying and decent working conditions for its employees.	8.5 – Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. 8.8 – Protect labour rights and promote safe and secure working environments of all workers.	• Previous employee surveys have highlighted that Polygon is an attractive employer and results have been above the industry benchmark in almost every area. • Health and safety accreditation in many of our countries. • According to the latest employee survey, Polygon employees feel safe and believe Polygon promotes safety
 12 – RESPONSIBLE PRODUCTION AND CONSUMPTION We restore and recycle damaged property as resource and cost efficiently as possible, and even prevent damage from happening in the first place by using smart sensors.	12.2 – achieve sustainable management and efficient use of natural resources. 12.5 – substantially reduce waste generation through prevention, reduction, recycling, and reuse.	• Our core business involves restoration, which helps avoid greenhouse gas emissions. Polygon continues to expand its prevention offering • In 2022 Polygon completed a calculation of the total footprint for the entire group for base year 2021. • Several improvements to ensure resource efficient service delivery such as new and innovative dryers, route planning and improvements of the waste management processes. • Polygon's smart repair service company in UK completed over 960,000 individual repairs and avoided over 4 000 tonnes of landfill for their customers.
 13 – CLIMATE ACTION Our property damage restoration services help customers minimise greenhouse gas emissions and even contribute to their climate neutrality objectives	13.2 – integrate climate change measures into corporate policies, strategies, and planning	• In 2022, Group decision to commit to the Science Based Target initiative (SBTi) to set near-term group-wide emission reduction targets in line with climate science • Polygon has significant capacity to restore after weather events caused by climate change such as floodings. In these situations, Polygon plays an important role in helping people get back to their homes as soon as possible as well as businesses up and running by using regional and international capabilities to mobilize people and equipment fast.
 17 – PARTNERSHIPS FOR THE GOALS We establish long-term partnerships with customers to help them achieve their sustainability ambitions.	17.16 – enhance the global partnership for sustainable development complemented by multistakeholder partnerships that mobilize and share knowledge, expertise, technologies and financial resources to support the achievement of sustainable development goals in all countries.	• Continuously communicating our Responsible business partner policy • From the perspective of our customers, around 90% of their climate footprint lies within their supply chain, in companies like Polygon. A key goal for Polygon is to continue to develop partnerships with our customers to design efficient solutions and processes to limit the shared footprint, supported by the latest technology, digitalization and innovation.

OTHER RELEVANT GOALS



10 – REDUCED INEQUALITIES

We work to promote a more inclusive and diverse workplace, and help create a more inclusive society by providing employment for people excluded from the job market.



11– SUSTAINABLE CITIES AND COMMUNITIES

Our services make the built environment more sustainable and resilient by preventing damage and by efficiently restoring damaged properties"



16 – PEACE, JUSTICE AND STRONG INSTITUTIONS

Our strong governance programme and learning management system work to avoid non-compliance in our entire value chain and the industry as a whole.

SDG TARGETS

10.2 – empower and promote the social, economic and political inclusion of all irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

11.4 - Strengthen efforts to protect and safeguard the world's cultural and natural heritage

11.5 – significantly reduce the number of people affected and substantially decrease the direct economic losses relative to global gross domestic product caused by disasters, including water-related disasters.

6.5 - substantially reduce corruption and bribery in all its forms.

EXAMPLES OF ACTIVITIES

- Group-wide inclusivity e-learning and statement.
- Group-wide Code of Conduct and related e-learning have been updated during 2022 and new version will be launched during year 2023 with an improved section about Equalities, Inclusivity and Diversity.

- Continuous work to expand our offering to minimise total damage costs for our customers as well as environmental impact.
- Multiple projects performed during the year were Polygon takes a responsibility in the society by using our expertise and safeguarding the world's cultural and natural heritage.
- In 2022, Polygon, further expanded its IoT offerings by acquiring Caption Data. Caption Data provide technology to efficiently monitor and regulate the climate of sites.
- Increase specialist knowledge in moisture-proof construction and various types of environmental services to support in a building's entire life cycle. In Sweden Polygon have further increased the number of customers which has achieved their goals for certifying projects such as LEED, BREEAM, WELL.

- Established policies, guidelines and procedures.
- Learning management system (Polygon Learning Zone) to implement policies and guidelines.
- Integration plan for all companies we acquire.
- Appointed compliance officers in each country.
- During 2022, ensured alignment with new Whistle blower EU directive."



THE AUDITOR'S REPORT ON THE STATUTORY SUSTAINABILITY REPORT

To the general meeting of Polygon Group AB,
corporate identity number 559324-6548

ENGAGEMENT AND RESPONSIBILITY

The Board of Directors is responsible for the
statutory Sustainability Report being prepared
in accordance with the Annual Accounts Act.

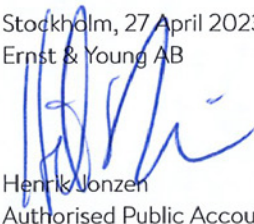
THE SCOPE OF THE AUDIT

Our examination of the statutory Sustainability
Report has been conducted in accordance
with FAR's auditing standard RevR 12. The
Auditor's Report on the statutory Sustainability
Report. This means that our examination of the
statutory Sustainability Report is different and
substantially less in scope than an audit con-
ducted in accordance with the International
Standards on Auditing and generally accepted
auditing standards in Sweden. We believe that
the examination has provided us with sufficient
basis for our opinions.

OPINION

A statutory Sustainability Report has
been prepared.

Stockholm, 27 April 2023
Ernst & Young AB



Henrik Jonzen
Authorised Public Accountant

