

POLYGON GROUP AB **SUSTAINABILITY REPORT 2024**



Table of contents

3	WHO WE ARE	32	AWARDS AND CERTIFICATIONS
4	WHAT WE DO	33	POLYGON SUPPORTS THE UN SUSTAINABLE DEVELOPMENT GOALS
5	A LETTER FROM EXECUTIVE MANAGEMENT	35	APPENDIX – GHG REPORTING
7	SUSTAINABILITY AT POLYGON	38	GLOSSARY
13	ENVIRONMENTAL LEADERSHIP	39	THE AUDITOR’S OPINION ON THE STATUTORY SUSTAINABILITY REPORT
14	Key Areas		
15	Our focus 2024 – Environmental Leadership		
19	Case studies		
21	PEOPLE FIRST		
22	Key areas		
24	Our focus in 2024 – People First		
26	Case studies		
29	RESPONSIBLE BUSINESS		
30	Key Areas		
31	Our focus 2024 – Responsible business		

Who we are

Polygon is a global expert and European market leader in Property Damage Control, providing solutions to prevent, control and mitigate all kinds of property damage for a stronger, safer, and more sustainable society. Our brand promise – Always By Your Side – reflects what our customers can expect from

us. It goes beyond our service offerings 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. Guided by our core values of Integrity, Excellence and Empathy, we navigate every endeavour with

a steadfast commitment to these values. As a fast-growing group present on three continents, and in 18 countries, our success rests on over 8,000 dedicated colleagues, guided by a strong corporate culture.

“

We are the new generation of Property Damage Control specialists, determined to drive industry transformation through sustainability, digitalisation, and acquisitions”

POLYGON IN BRIEF



1499
M EUR SALES



+465000
ANNUAL ASSIGNMENTS



18
COUNTRIES



3
CONTINENTS



+8100
EMPLOYEES



+400
DEPOTS



+60
YEARS EXPERIENCE



24/7
SERVICE

What we do

Polygon offers 24/7 solutions for Damage Prevention and Restoration of properties and valuable assets. Polygon's services range from climate control and moisture management to emergency restoration after fires, floods and environmental incidents.

Restoration

- **Water and fire damages:** Immediate response to restore properties and valuable assets after water or fire incidents, minimising downtime and secondary damage. Examples of services:
 - Drying
 - Leak detection
 - Smoke damage
 - Odor neutralization
- **Emergency drying services:** Specialised drying equipment and expertise to quickly stabilise environments and prevent further deterioration after disasters.
- **Document and artifact recovery:** State-of-the-art methods to save important documents, files and paintings in situations like floods or fire-related damage.
- **Surface repair:** Expert surface repairs for various materials, offering fast onsite restoration to save time and minimise disruption. This sustainable solution reduces environmental impact by restoring rather than replacing, helping homeowners and

businesses cut down on waste and conserve resources. Examples of services:

- Technical reconditioning
- Restoration of electronic devices, tools, machines and equipment

Prevention and Control

- **Water damage prevention:** Digital solutions, leak detection and moisture control to prevent water-related issues and interruptions to your business or home.
- **Climate control solutions:** Ensuring quality, temperature and humidity are regulated to protect you from damage, using remote monitoring and adjustments. Examples of services:
 - Construction drying
 - Heating and cooling
 - Artefact storage
- **Primo+:** Our premium service for industrial and commercial customers, combining proactive prevention with rapid emergency response. With advanced planning and immediate assistance, we minimise damage and business interruptions.



A letter from Executive Management

Polygon is a major worldwide player in property damage control, providing solutions to prevent, control and mitigate all kinds of property damage. The basis for our success is our +8,000 committed employees in 18 countries, guided by a strong corporate culture. We see ourselves as the new generation of Property Damage Control specialists – determined to drive industry transformation through sustainable and digital solutions.

The 10 principles of UN Global Compact and the UN Sustainable Development Goals guide our efforts, strategy, business model and sustainability framework. This year, we have put a lot of effort into the so-called Double Materiality Assessment to make sure we have the right sustainability focus within our strategy, future reporting, and sustainability work. In the double materiality assessment we have evaluated all sustainability topics described in the European Sustainability Reporting Standard from the perspective of Polygon’s entire value chain and included input from our 18 geographies as well as from our key stakeholders. We value the result from this assessment, and it will be further developed into our strategy, reporting and sustainability work during 2025.



ROBIN PETERSEN
CEO

In short, our sustainability strategy and work are described in three key areas; **Environmental Leadership, People First, and Responsible Business.**

ENVIRONMENTAL LEADERSHIP

In terms of Environmental Leadership our efforts are primarily centred around climate change and circular economy.

The world has during 2024 been experiencing an increasing number of extreme weather events and Polygon’s role in society is more important than ever, to restore water damaged properties after floodings.



ÅSA KÄLLENIOUS
CFO



MICHAEL MEIERHOEFER
COO

During the year, we have used our global capacity to support major floods, for example, in Spain, Austria, Canada, Germany and Switzerland. To even better support societies impacted by flooding we are now further optimising and developing our central equipment stock, located in Germany, available for all our European Countries.

Across our Group we have made a global commitment to play our part in combating climate change and we are encouraging all our stakeholders to do the same. In June this year, we officially received approval from the Science Based Targets initiative (SBTi)



NINA JUNEHED
CTO

for our near-term science-based emissions reduction targets. Our science-based target proves our commitment to building a sustainable business, by doing not what is easy but what is necessary. Very little of an organisation’s emissions are possible to reduce on its own. In order to reduce our emissions, we will work closely in partnership with our customers and suppliers.

To secure that we reach our 2030 science-based target we have during the year allocated emission budgets to each Polygon country. Polygon’s decentralised structure empowers Country Management to priori-

tise sustainability projects, cascading down to team and individual levels. Being a decentralised company, we drive change where it happened with our local excellence.

We want our colleagues to feel proud of working for Polygon and by letting science lead our course of action we are preparing our business for the future and supporting our customers on their environmental journey.

In terms of circular thinking, this is not something new to Polygon, but rather an area where we continue to expand our service offering. Polygon has been focused on restoration rather than replacement from its inception and in recent years made substantial strides in developing and integrating digital, proactive and sustainable services into our portfolio. In 2024, we doubled the number of sensors installed to prevent water damage. During the year we have also expanded our repair offering to Norway and Sweden, as well as acquiring three repair businesses, one in Germany and two in Switzerland.

We play an important role in society helping public service providers such as hospitals and schools up and running as fast as possible after a damage. We put peoples' lives back together and get companies that are affected back in business. We monitor in-house climate, making buildings healthier and

restore peoples' valuable and sentimental items as well as items which have historical value for society. This is what we do every day. One example from a project this year was when Polygon in Denmark worked side by side with the Danish Fire Department during a fire at the historical stock exchange of Copenhagen. Polygon's quick response and expertise limited the presence of mould. We saved and restored bricks, wood, iron and other items from the old building which will be used to restore the building.

PEOPLE FIRST

We have many examples of the excellence of our colleagues. We want to be a first-choice employer and want our people to enjoy our "Polygon family" culture, even as we grow. Therefore, we are accelerating our efforts to create good, safe and inclusive work environments where our colleagues feel engaged and can develop. A thorough analysis of our employee turnover was conducted during 2024 with the purpose of helping us to better understand when, who and why employees leave Polygon. The analysis formed the base for our ongoing efforts to reduce our employee turnover which we will continue to focus on during 2025.

Our colleagues are our most important resources, and their dedication, competence and integrity are crucial to our success. In

2024, we increased our efforts to build a learning culture at all levels across the whole organisation. We are proud to finally have implemented our global learning management platform, PolyPro, in all Polygon countries.

RESPONSIBLE BUSINESS

During 2024 we have continued to expand our footprint with new technology, new markets, and with new colleagues, with these expansions our risk landscape changes. Ensuring sustainable and profitable growth now demands a heightened commitment to being a responsible business partner. During 2024 we have further emphasized the works in the key areas of business ethics and compliance through further rollout of training to all employees as well as tailored trainings with real-life cases to our leader through the leadership program Champions Camp.

The world is changing and the demands on businesses, our customers, and our planet are growing. We will stay at the forefront, anticipating needs, and advancing our services to the next level. Polygon is forging the path and is committed to being Always By Your Side.

April 2025



We have many examples of the excellence of our colleagues. We want to be a first-choice employer and want our people to enjoy our "Polygon family" culture, even as we grow."

An aerial photograph of a city street grid, showing a mix of urban buildings and green spaces. The image is used as a background for the report cover.

It is important for companies to identify and monitor impacts, risks and opportunities related to environmental, social and governance. This is done through daily conversations as well as in formalised processes. Both equally important to play a fundamental role in setting Polygon's strategy and preparing the Group for the future.

Sustainability at Polygon

SUSTAINABILITY AT POLYGON

Across most of our geographies and market sectors, we report a heightened emphasis on sustainability from key stakeholders, particularly in environmental matters such as climate change and the transition to a circular economy, where an urgent call for action is evident.

Sustainability is a strategic initiative for Polygon, embodied in our sustainability framework, “Our Responsibility”, which is a cornerstone of the company’s business model, “The Polygon Model”.

Our responsibility framework supports the Ten Principles of the United Nations Global Compact and the UN Sustainable Development Goals. These principles and goals are integrated into Polygon’s strategy, business model, policies, procedures, and corporate values, which are Integrity, Excellence and Empathy. By doing this, we uphold our basic responsibility to people and the planet while setting the stage for long-term success.

Key areas

Our responsibility framework sets the foundation for the Group’s sustainability and ESG (Environmental, Social & Governance) work and is divided into the following key areas:

- Environmental leadership
- People first
- Responsible business

Each key area is subdivided into topics chosen based on key risk, opportunities and impacts. There are interconnected goals, measures, and targets, all incorporated into

Polygon’s annual business plan and budget process. These scorecards have been further built into the businesses during the year.

During the year Polygon has updated its double materiality assessment, find details on page 9.

An ESG action plan and update on the progress is presented annually to the Board of Directors.

During the year a three-year ESG plan was established and approved by the Executive Management Team. This plan will be annually revised as part of the business and budget planning process.

Polygon is currently conducting a gap assessment and roadmap to prepare for future sustainability reporting and due diligence requirements.

Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS)

The Sustainability Report has been prepared in accordance with the Swedish Annual Accounts Act, according to the previous version applied before 1 July 2024. However, Polygon Group is preparing for the coming regulatory requirements CSRD (Corporate Sustainability Reporting Directive).

The Group Sustainability Board is leading the project, and the Group Sustainability Steering Committee has oversight of the work performed and progress. In addition, the Board of Directors and the Audit Committee receive updates on how the work is progressing.

Polygon will be in scope for the Corporate Sustainability Reporting Directive (CSRD) by the year 2025 with reporting in 2026.

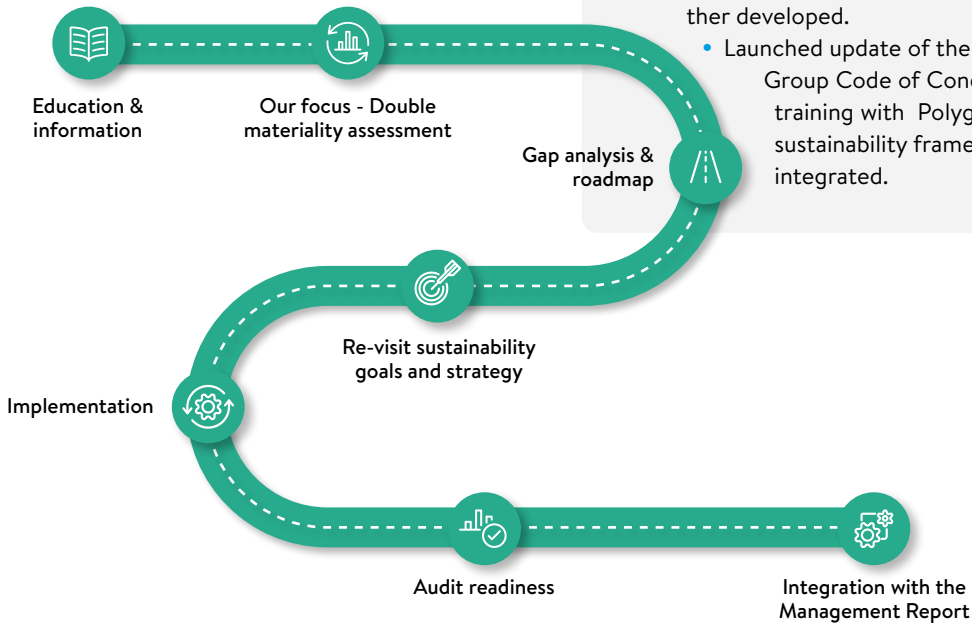
In 2024, Polygon Group prepared a double materiality assesment as well as gap analysis between requirements of the CSRD and current state. The implementation work has been initiated and will continue during 2025.

To increase internal expertise a Group Environmental Engineer was recruited during 2024 and in the beginning of 2025 a Group ESG Controller will join the Group Sustainability Team.

PROGRESS CHECK 2024

SUSTAINABILITY – GENERAL

- The CEO has appointed a Sustainability steering Committee which established a Sustainability Board.
- Performed Double Materiality Assessment as well established process for performing double materiality assessment.
- Performed gap analysis between requirements of the CSRD and current state.
- A sustainability three year plan approved
- Sustainability/ESG scorecards further developed.
- Launched update of the Group Code of Conduct training with Polygon’s sustainability framework integrated.



SUSTAINABILITY AT POLYGON

DOUBLE MATERIALITY ASSESSMENT

Method

During 2024, Polygon updated its understanding of its material sustainability related risks, opportunities and impacts. The scope of the assessment was the operations of Polygon Group and its upstream and downstream value chain. The geographical scope of the assessment was global, but with a focus on the countries and regions in which the company has a significant number of employees, suppliers and customers.

The double materiality assessment was based on the current understanding of the requirements set out in the EU Sustainability Reporting Standard (ESRS) published in July 2023. Any interpretations of the disclosure requirements and their application may evolve over time. The process of the double materiality analysis has been divided into four steps:

1. Analysis of value chain and stakeholders
2. Identification of relevant sustainability topics in accordance with ESRS and the Polygon value chain and subsequent identification of related impacts, risks and opportunities
3. Assessment of impact materiality and financial materiality
4. Compilation of the results and final approval by the Executive Management Team and the Board of Directors.

1. Analysis of value chain and stakeholders

The first step of identifying sustainability matters was to consider the context of Polygon Group’s activities and business relationships, value chain and affected stake-

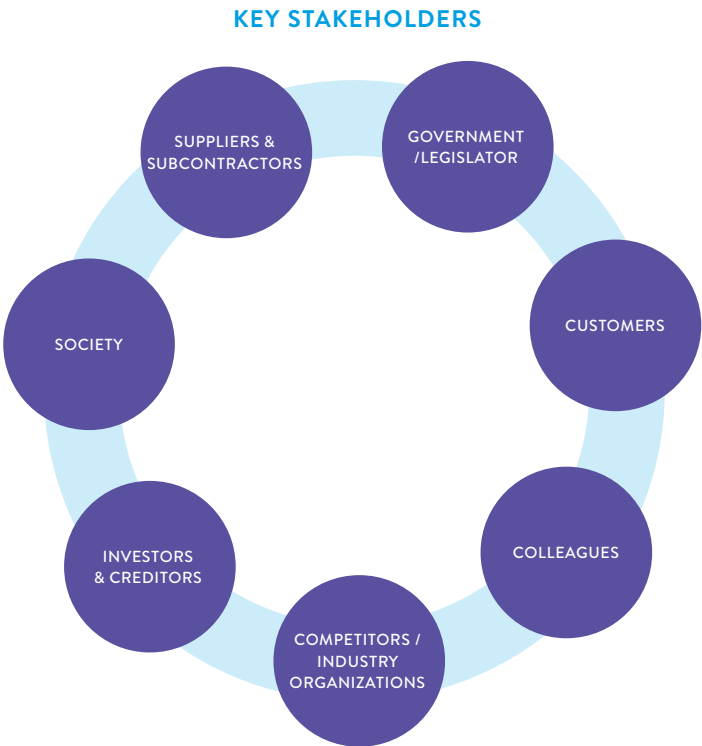
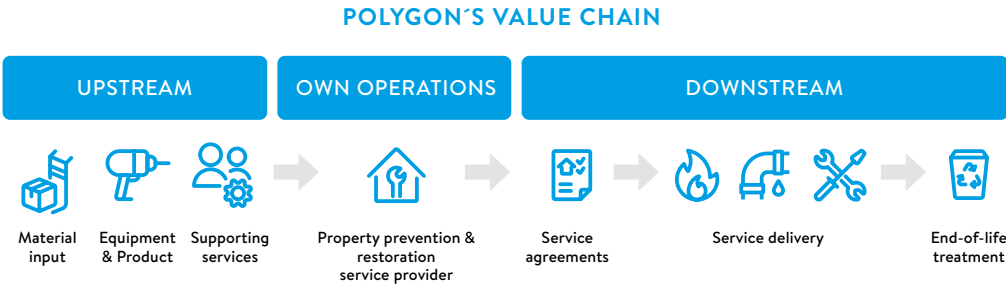
holders to identify relevant sustainability matters. The value chain and stakeholders’ perspectives form the basis of the materiality analysis.

Value chain

The value chain has been divided into upstream, own operations and downstream. The value chain has not been limited to direct contractual relationships, within Polygon’s “control” or “influence”.

Key stakeholders

As part of the double materiality analysis, some separate external stakeholder dialogues have been conducted. Furthermore, the perspectives and views of the external stakeholders have been captured in workshops through the involvement of internal stakeholders who are in contact with external stakeholders. Participants were chosen based on their knowledge of a broad range of sustainability topics, geographical coverage, Polygon knowledge (value chain) and interaction with diverse stakeholder groups.



2. Identification of relevant sustainability topics in accordance with ESRS and the Polygon value chain and subsequent identification of related impacts, risks and opportunities

This initial assessment of relevant sustainability topics and their associated impact, risks and opportunities was undertaken by interviewing Polygon subject matter experts as well as with external support from sustainability experts (consultants) in identifying relevant regulations, science, industry best practice, internal documentation, employee surveys and stakeholder perspective. In this case, several subtopics of the ESRS standard were not considered relevant for Polygon’s business and value chain.

After the initial mapping of relevance, the sustainability topics and associated actual and potential negative and positive impacts, as well as actual and potential risks and opportunities were identified, specified and validated in more detail through workshops. The sustainability topics and subtopics included in the ESRS standard (ESRS 1) formed the basis for the qualification.

Topics such as pollution (E2), water (E3), biodiversity (E4) were assessed neither to be relevant to Polygon, based on industry benchmarks and expertise, nor based on stakeholder dialogue.

3. Assessment of impact materiality and financial materiality

After impacts, risks and opportunities were identified and documented, assessments of impact materiality and financial materiality were conducted in workshops based on defined assessment criteria and thresholds. The first assessment of both impact and financial materiality was performed in a smaller group which was later validated by many different stakeholders.

The criteria and thresholds were reviewed and agreed prior to performing the assessment and numerical scales used to quantify impact, risk and opportunity. However, determining if a matter should be considered material or not was largely qualitative and involved varying degrees of subjective and professional judgement.

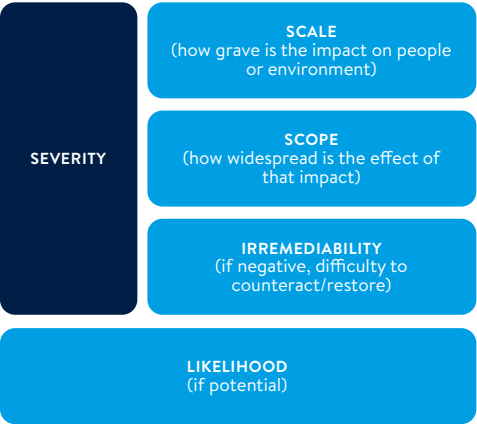
4. Compilation of the results and final approval by the Executive Management Team and the Board of Directors.

In the implementation and assessment of materiality, detailed graphs in Excel have been used for the analysis of sustainability issues. The result has been further visualised in tables. The result of the assessment has been approved by the Board of Directors, as well as, management. The result of the double materiality assessment will guide Polygon in terms of future sustainability reporting, sustainability strategy and sustainability work. This is currently being integrated into Polygon’s responsibility framework:

- Environmental leadership
- People first
- Responsible business

CRITERIA USED FOR IMPACT MATERIALITY AND FINANCIAL MATERIALITY

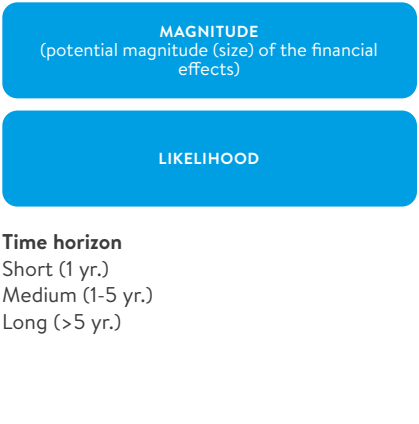
Impact materiality



The severity has been calculated as an average of scale, scope, and remediability of adverse impacts and an average of scale and scope of positive impacts.

The final impact materiality score was calculated as average between severity and likelihood.

Financial materiality



For financial materiality, consideration has been given to how risks are generally assessed within Polygon. The summary of the financial materiality was calculated as average of magnitude and likelihood.

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)
- Green House Gas Protocol

INTERNAL POLICY ON SUSTAINABILITY

- Group Code of Conduct
- Group Responsible business partner policy
- Group IT Policy, including Cybersecurity and Data Protection
- Group Anti-corruption and Antitrust Policy

Risk management

Polygon continuously evaluates risks, processes, and controls, and this is integral to ensuring accountability, effectiveness, transparency, and ethical behaviour. We firmly believe that a robust corporate governance framework is fundamental to the sustainability and governance of the company.

As part of our commitment to transparent and sustainable business practices, Polygon has further developed risk management and internal control processes to identify, assess, and manage sustainability risks, impacts and opportunities. See further information in the section Double Materiality Assessment, page 9.

The Board of Directors has the overall responsibility for risk management including sustainability risks, while operational aspects are delegated to the CEO, Executive Management, and Polygon Country Presidents. Polygon actively manages risks through a risk management process involving identification, evaluation, mitigation, and monitoring.

Polygon utilises three risk categories during the identification process; financial, operational, and strategic. Risks identified are evaluated based on potential impact and likelihood. In connection with the business planning process each country identify and evaluate its most significant risks. Country-

specific activities are implemented and reviewed during Group business review meetings. Subsequently, the Executive Management Team identifies and evaluates the most significant risks at Group level.

Proactive risk management is built into the Polygon model, with continuous initiation and implementation of risk mitigation activities. The control structure is woven into daily processes, and control activities are regularly reviewed and monitored.

Policy and guidelines

Sustainability is an inherent part of every role within the company. Internal policies and guidelines exist at both Group and Country levels, monitored through business reviews and internal control assessments.

The Group Code of Conduct was revised and communicated last year. New Code of Conduct training, aligned with the sustainability framework, has been launched during 2024.



A sustainability steering committee was appointed in January 2024. The Group Sustainability Steering Committee has the oversight of the newly established Group Sustainability Board.

```
graph TD;
    BD[BOARD OF DIRECTORS] --> AC[AUDIT COMMITTEE];
    BD --> EMT[EXECUTIVE MANAGEMENT TEAM];
    EMT --> GSSC[GROUP SUSTAINABILITY STEERING COMMITTEE¹];
    EMT --> EMET[EXECUTIVE MANAGEMENT EXTENDED TEAM];
    EMET --> CM[HEAD OF SALES & MARKETING];
    EMET --> CM2[HEAD OF HR];
    EMET --> CM3[HEAD OF M&A];
    EMET --> CM4[HEAD OF SUSTAINABILITY];
    EMET --> CM5[HEAD OF DIGITAL AND BUSINESS DEVELOPMENT];
    EMET --> CM6[HEAD OF BUSINESS PROCESS TRANSFORMATION];
    EMET --> CM7[GROUP GENERAL COUNSEL];
    CM --> CM18[COUNTRY MANAGEMENT IN 18 COUNTRIES];
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BOARD OF DIRECTORS

AUDIT COMMITTEE

EXECUTIVE MANAGEMENT TEAM

GROUP SUSTAINABILITY STEERING COMMITTEE¹

EXECUTIVE MANAGEMENT EXTENDED TEAM

Head of Sales & Marketing
Head of HR
Head of M&A
Head of Sustainability
Head of Digital and Business Development
Head of Business Process Transformation
Group General Counsel

COUNTRY MANAGEMENT IN 18 COUNTRIES

GROUP HQ SUSTAINABILITY BOARD²

CROSS COUNTRY WORKING GROUPS

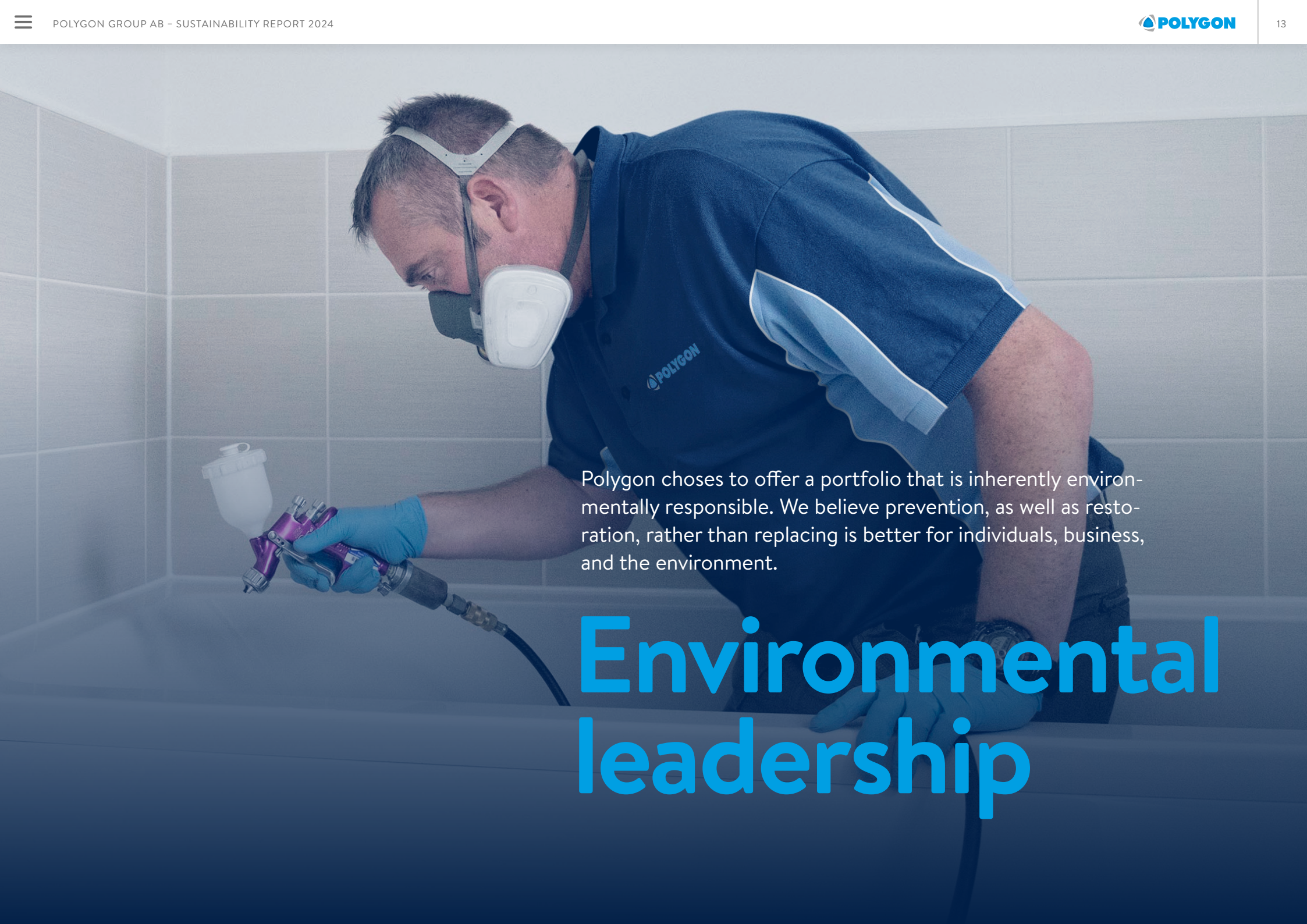
(topic specific e.g. compliance officers, project footprint, HR)

COUNTRY WORKING GROUPS

1) The purpose of the **Group Sustainability Steering Committee** is to ensure sustainability progress and alignment with the Group strategy and other business areas. As well as to build consensus and support for key sustainability decisions

2) The purpose of the **Group Sustainability Board** is to ensure sustainability progress and alignment with other business areas (integrate sustainability). As well as to build consensus, support & implement key sustainability actions that will

2) The purpose of the **Group Sustainability Board** is to ensure sustainability progress and alignment with other business areas (integrate sustainability). As well as to build consensus, support & implement key sustainability actions that will impact the business. The current key project for the Group Sustainability Board is to speed up the implementation of the new sustainability reporting framework (CSRD) to ensure that this is done as an integral part of our day to day business in an efficient way that create value.



Polygon choses to offer a portfolio that is inherently environmentally responsible. We believe prevention, as well as restoration, rather than replacing is better for individuals, business, and the environment.

Environmental leadership

ENVIRONMENTAL LEADERSHIP

Key Areas

PREVENT AND CONTROL

By preventing or detecting damage early, Polygon reduces the number and severity of incidents, minimising both costs and environmental impact.

RESTORE AND REPAIR

Polygon has always prioritised restoration over replacement limiting waste and the need for new materials.

THE IMPACT WE HAVE

Polygon is dedicated to driving transformative change within our industry.

During 2024, Polygon Group has officially received Science Based Targets initiative (SBTi) approval for our near-term, science-based emissions reduction targets. This approval underscores our commitment to combating climate change and aligning our business and targets with the most rigorous climate science as well as the principles of the Paris Agreement. This commitment includes:

- Reducing our absolute scope 1 and 2 GHG emissions 42% by 2030.¹
- Reducing scope 3 GHG emissions 51.6% per EUR of value added within the same time-frame.
- Decarbonisation efforts: In collaboration with customers and suppliers, Polygon’s colleagues focus on reducing key areas of the environmental footprint, including;
 - Fuel used in our **vans and cars**.
 - Power used in our **equipment**.
 - Purchases of **material, services and waste**.

PROGRESS CHECK 2024

ENVIRONMENTAL LEADERSHIP

- Approval of our near-term, science-based emissions reduction targets by the Science Based Target initiative
- Allocated emissions budgets to all of our 18 countries as part of the business and budget planning.
- Monitoring the countries progress of reduction plans
- Recruited environmental engineer
- Scaling the use of IoT services and solutions
- Expanding repair services to new markets by acquisition and organic growth

What do we mean with Environmental leadership?

As being the largest European player in our industry, we recognize our responsibility and are committed to drive this transformation forward in our industry. While this will benefit not only our customers but also our competitors, we are confident that taking the lead is the right thing to do.

Polygon Group has doubled the number of IoT sensor used compared to last year

1. From a 2022 base year. The target boundary includes land-related emissions and removals from bioenergy feedstocks

ENVIRONMENTAL LEADERSHIP

Our focus 2024 – Environmental Leadership

SIGNIFICANT CAPACITY TO RESTORE FOLLOWING WEATHER EVENTS

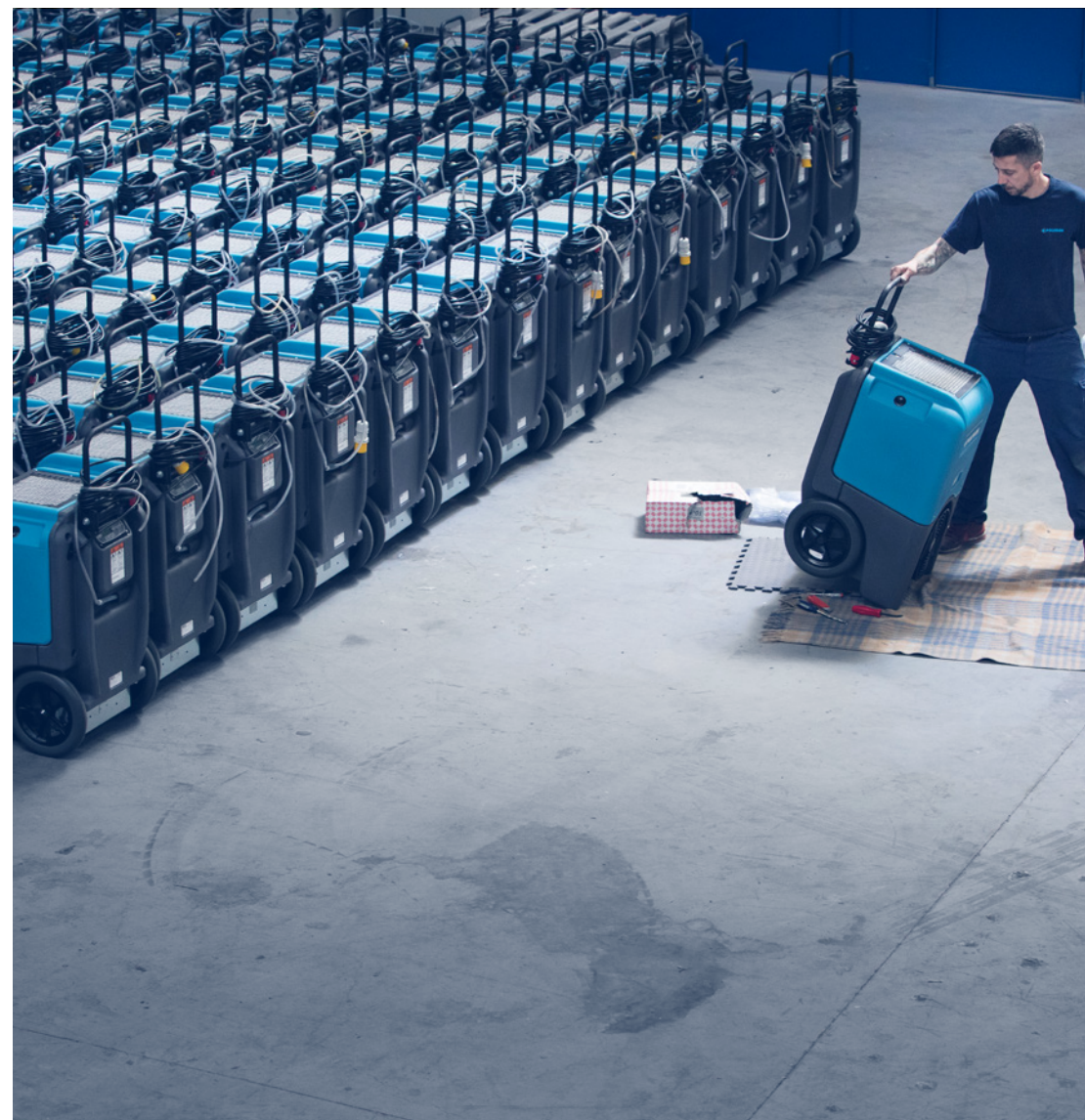
Based on the latest Intergovernmental Panel on Climate Change (IPCC) report “Temperature rise to date has already resulted in profound alterations to human and natural systems, including increases in droughts, floods, and some other types of extreme weather”¹.

Polygon plays an important role in society and has significant capacity to restore property damaged by weather events like flooding. In 2024, Polygon was instrumental in supporting recovery efforts in several countries, including Switzerland and Spain.

In these situations, Polygon plays an important role in helping people return to their homes as quickly as possible and get businesses up and running. By leveraging regional and international capabilities, Polygon rapidly mobilize personnel and equipment in an environmentally responsible manner. The Group operates a central stock called Eurostock, which operates from a dedicated warehouse in Olpe, Germany. Eurostock holds specialized repair facilities and a stock of over 1,100 essential equipment units. This centralized setup enables rapid deployment across our network, especially in response to local demand surges from natural disasters or emergen-

cies. By centralizing our hardware resources, Eurostock significantly reduces the need for each country to maintain its own extensive inventory. This shared resource model not only cuts down on operational costs but also minimizes our environmental footprint. Reducing the number of units produced by limiting redundant stock in various locations aligns with our commitment to sustainability.

Furthermore, Polygon’s decentralized organization, with depots distributed geographically, offers resilience by reducing concentrated environmental risk in a single location. This structure provides flexibility in response to climate-related disruptions, such as extreme weather events that may affect specific regions. To further manage environmental risks, Polygon leases all vehicles and depots rather than owning them. This approach enables us to adapt quickly to changing environmental conditions and technology advancements, such as transitioning to a more sustainable fleet with lower-emission vehicles. The flexibility afforded by leasing allows for timely upgrades to our equipment and facilities, helping Polygon to mitigate the risks associated with aging assets, outdated technologies, and regulatory changes linked to environmental policies.



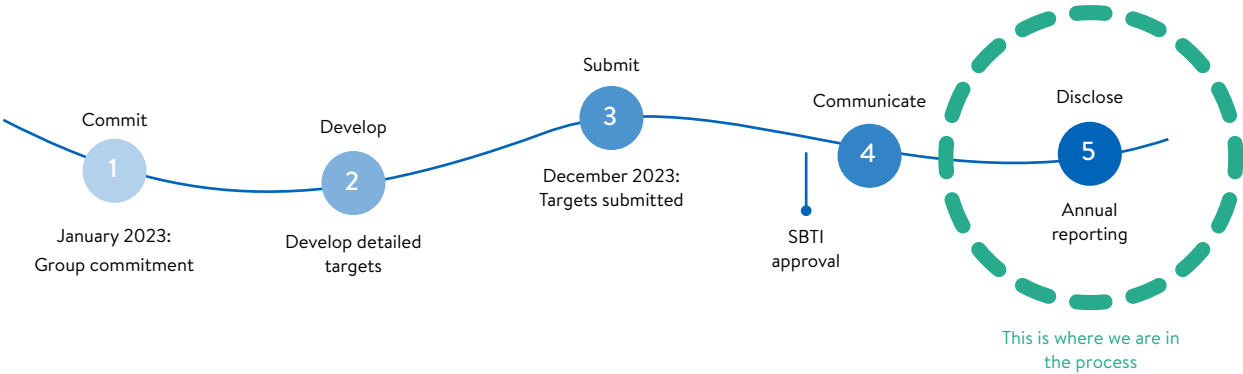
1. https://www.ipcc.ch/site/assets/uploads/sites/2/2022/06/SR15_Chapter_1_HR.pdf

POLYGON’S NEAR-TERM EMISSIONS TARGET APPROVED BY SCIENCE BASED TARGETS INITIATIVE

In 2024, Polygon Group officially received approval from the Science Based Targets initiative (SBTi) for its near-term science-based emissions reduction target. Polygon Group commits to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2022 base year. Furthermore, Polygon Group also commits to reducing scope 3 GHG emissions 51.6% per EUR of value added within the same timeframe. For scope 2, market-based approach is used to track performance against target.

This approval reinforces Polygon Group’s dedication to addressing climate change by aligning its business practices and objectives with the highest standards of climate science and the principles of the Paris Agreement. To secure that we reach our 2030 science-based target we have during the year allocated emission budgets to each Polygon country. Polygon’s decentralised structure empowers Country Management to prioritise sustainability projects, cascading down to team and individual levels.

A STEP-BY-STEP PROCESS



SCOPE 1 (DIRECT EMISSIONS)	SCOPE 2 (INDIRECT EMISSIONS FROM PURCHASED ENERGY)	SCOPE 3 (OTHER INDIRECT EMISSIONS)
Includes vehicle fuels, supplied fuels for equipment, depot gas, and refrigerants. <ul style="list-style-type: none">Absolute tCO2e reduction of 42% by 2030	Comprises depot electricity and purchased heating. <ul style="list-style-type: none">Absolute tCO2e reduction of 42% by 2030	Encompasses emissions from customer site equipment, materials, subcontractors, waste, and various modes of business-related transportation. <ul style="list-style-type: none">51,6% tCO2e reduction per EUR of value added by 2030



“By letting science lead our course of action we are preparing Polygon for the future, giving investor confidence and supporting our customers on their Journey. By doing not what’s easy but what’s necessary I want my colleagues across the Group to feel proud of working for Polygon”

Robin Petersen, CEO of Polygon Group

GHG Inventory

In the calendar year of 2024, Polygon has reported total of 396 000 GHG emissions (tCO2e) in the full minimum boundary (scopes 1, 2 and 3). The primary emissions driver is from scope 3 category 11, Use of sold products, which for Polygon is power used in equipment used at customer site where Polygon do not provide or pay the energy. Another main driver is category 1, Purchased goods and services, which for Polygon is primarily material and sub-contractor services used when performing our services.

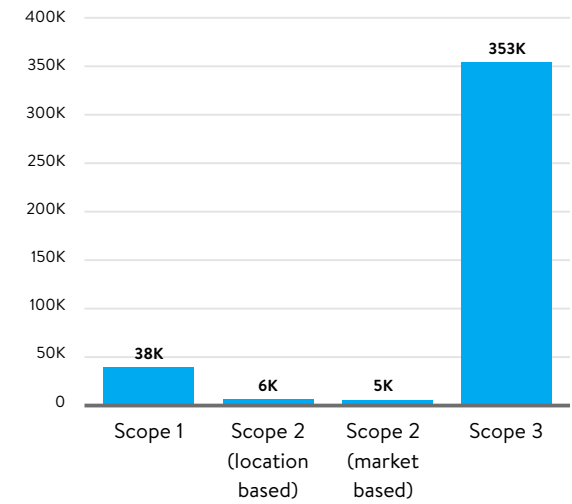
Method and data collection

Polygon has since 2021 annually calculated its total footprint scope 1,2,3. The inventory has been developed in collaboration with specialists and include input from all Polygon countries and legal entities. Emissions have been calculated in line with the GHG Protocol Corporate Standards, using a combination of activity and spend data as well as reasonable estimates. Polygon continues to strive for more primary data in its footprint calculation, which has been the focus this year and will continue in 2025. The complexity in gathering and ensuring comparable data is high due to that Polygon being a decentralized organisation, have over 400 000 customer projects per year, and the majority of its operations are performed at customer sites and not at Polygon facilities.

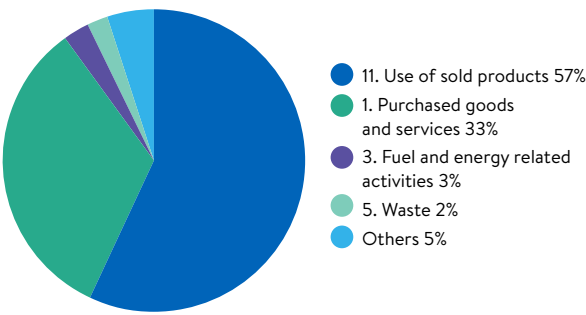
Polygon continues to improve its data quality to enable reliability, completeness and comparability over time, still there is uncertainty in data collected.

The GHG emission inventory for 2024 covered the entire Group's operations, addressing Scope 1 - Direct Emissions, Scope 2 - Indirect Emissions, and Scope 3 - Other Indirect Emissions (both upstream and downstream). The full breakdown of Polygon Group's GHG inventory and activities are provided in Appendix.

Total GHG emissions 2024 (tCO2e)



Scope 3 breakdown by category



Scope 1: Direct GHG emissions generated by the company during business activities.

For Polygon, these emissions primarily curb from fuel used in vehicles, fuel supplied and used in equipment, and gas used for heating depots.

Scope 1 stands for 10% of total GHG emissions 2024.

Scope 2: Indirect emissions resulting from the production of purchased energy.

In Polygon's case, this primarily pertains to the electricity consumed to operate depots.

Scope 2 stands for 1% of total GHG emissions 2024.

Scope 3 (Value Chain Emissions): All indirect emissions occurring in a company's value chain not included in Scope 2. These emissions are a consequence of the company's business activities but originate from sources the company does not own or control.

For Polygon, the most significant portions of this indirect carbon are generated in the areas of:

- Power used at customer site (scope 3 cat. 11)
- Material
- Services and sub-contractors and waste

Scope 3 stands for 89% of total GHG emissions 2024.

GHG - progress report

We continuously work to reduce our emissions in line with our science-based targets. In scope 1 and 2, there is a decrease in 2024 compared to 2023, the decrease is in line with the Group’s annual reduction plan to achieve its science-based targets. Furthermore, our scope 3 intensity has decreased in 2024 compared to 2023 in line with the Group’s science-based intensity target.

Polygon’s reduction activities are centered around the key drivers in our footprint, such as fuel used in our vans and cars, power used in equipment as well as purchases of material, services and waste. Our primarily activities and key drivers for achieving our targets are presented on this page. Further information on our emission footprint is provided in Appendix.

We will continue our work in 2025 to ensure emission reduction, including engaging with our customers and suppliers to foster sustainable practices across the value chain.

PROGRESS AGAINST TARGETS	BASE YEAR 2022	2023	2024	% CHANGE FROM LAST YEAR	% CHANGE FROM BASE YEAR	TARGET YEAR (2022-2030))
Targets						
Reduce absolute scope 1 and 2 GHG emissions 42% (tCO2e)	53 066	44 980	43 061	-4%	-19%	-42%
Reduce scope 3 GHG emissions 51.6% per EUR of value added (calculated as tCO2e/kEUR gross profit)*	0.91	0.80	0.77	-4%	-16%	-51.6%

How we work to reduce vehicle fuel:

- Eliminating unnecessary visits through improved planning, increased remote monitoring, and video inspections.
- Improving vehicle fuel efficiency through driver feedback systems.
- Lowering vehicle emissions by integrating smaller electric vehicles powered by green energy.



How we work to reduce energy used in our equipment:

- Eliminating unnecessary drying through improved planning and remote monitoring.
- Utilising faster and more energy-efficient drying equipment and techniques.
- Considering energy efficiency when purchasing new equipment.
- Educating and sharing knowledge about innovative technologies.



How we work to manage materials, services and waste:

- Introducing methods and processes to restore as much material as possible.
- Designing waste management processes and providing education.
- Incorporating environmental considerations when selecting materials and services.



*67% of scope 3 emissions are accounted for in conformance with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, as the minimum requirements.

ENVIRONMENTAL LEADERSHIP

CASE EXAMPLE
Surface Repair

Polygon Smart Repair offers versatile hard surface repair solutions where our skilled technicians restore surfaces inside or outside any building. This includes full window repairs, cracked sinks, shower trays, baths, brickwork, flooring, or tiles that have been damaged or scratched, bringing them back to their original look and function. This approach reduces waste, extends the lifecycle of materials, and offers a cost-effective alternative to clients aligning perfectly with Polygon’s motto, “repair rather than replace.”



One of the Group’s subsidiaries is the UK’s largest hard surface repair specialist.

- During the year Polygon’s smart repair service has expanded to new markets such as Sweden and Norway
- Also, Polygon has during 2024 made three new strategic acquisitions to further strengthen its repair offering in Germany and Switzerland.

With a team of over 300 technicians specialising in hard surface repair, Polygon is well-positioned to meet the growing demand for this service in its existing and future markets, driving growth and strengthening its market leadership.



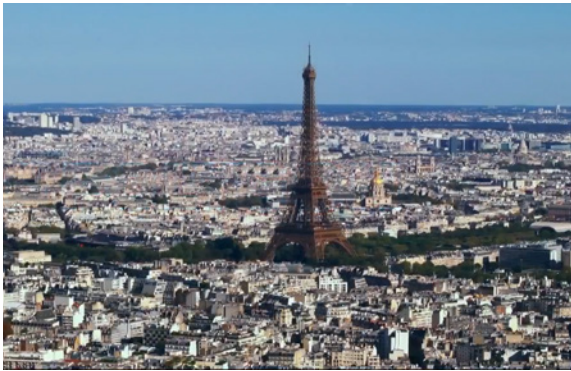
CASE EXAMPLE
France pilot project:
electric cargo bike

Polygon countries are actively working to implement local initiatives to reach the Groups emission reduction target. This is one example from our French colleagues.

In Paris, Polygon France has been piloting a new method for technicians to travel between jobs. By adopting electric cargo bikes Polygon France aim to achieve efficiency, reduced cost, reduced environmental impact as well as improved personal well-being. This initiative support Polygon’s ambition to meet both financial and environmental goals. Watch the interview with Polygon colleagues: [LINK](#)

Benefits of Electric Cargo Bikes:

- Reduced Emissions: With zero tailpipe emissions, e-cargo bikes help decrease urban air pollution and contribute to a lower carbon footprint.
- Well-being; Improved personal well-being of technicians.
- Efficiency: Ability to manoeuvre through rush hours.
- Lower Operational Costs: Reducing cost for maintenance and significantly less cost in energy and upkeep compared to vans and cars.
- Improved Accessibility: Reaches areas inaccessible to larger vehicles, such as pedestrian zones, narrow streets, and low-emission zones.
- Positive customer experience: Polygons customers appreciate Polygon’s commitment to sustainability.



ENVIRONMENTAL LEADERSHIP

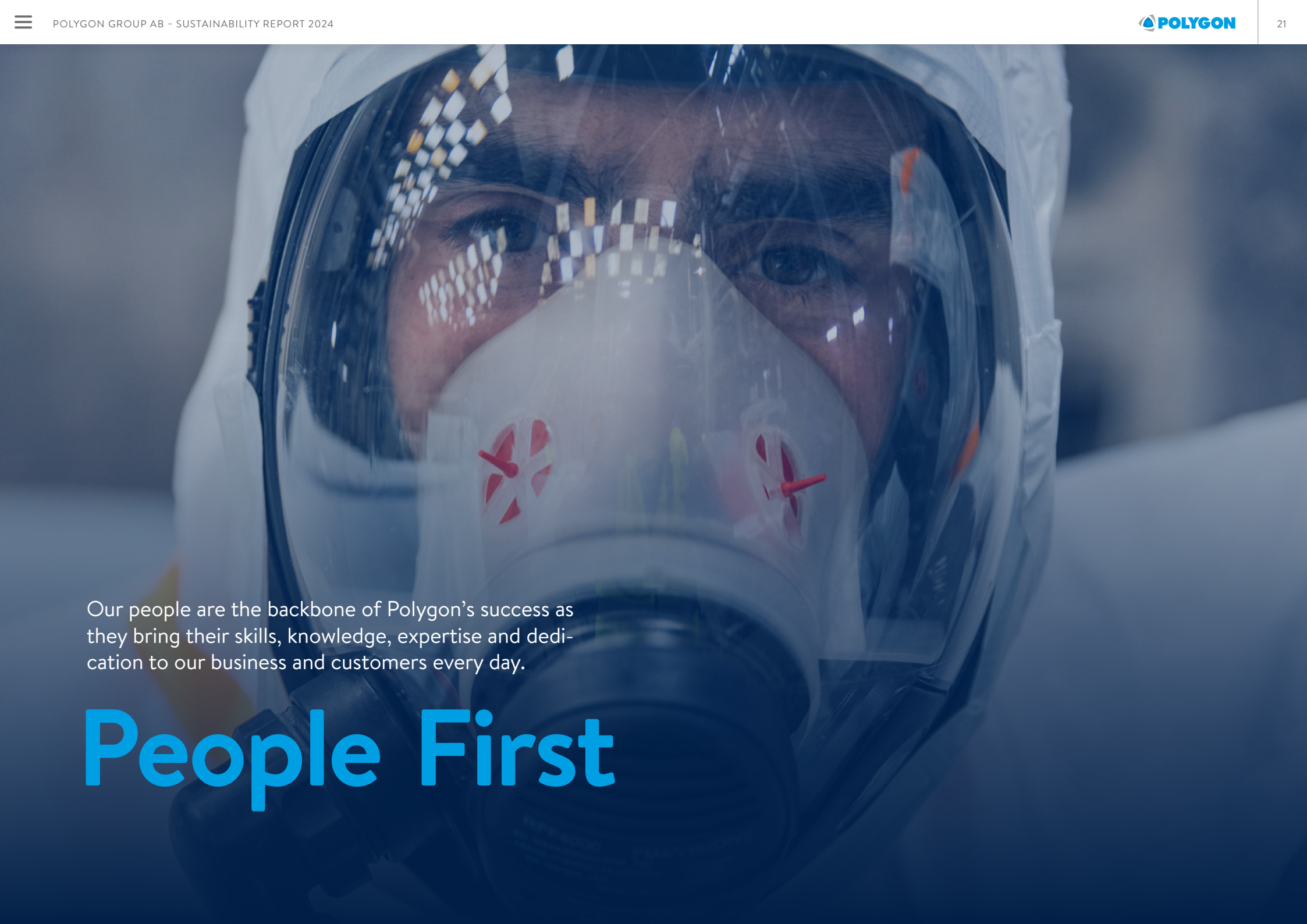
CASE EXAMPLE

Polygon’s response to the devastating DANA floods in Spain

In October, the severe DANA floods took centre stage as they swept across Spain, with the Valencia region bearing the worst of the catastrophe. The floods left behind a trail of destruction, affecting countless lives and leaving many people missing. The magnitude of this disaster deeply impacted families and communities across the region, making the need for swift and effective restoration support all the more urgent. This was undoubtedly the largest and most complex project Polygon undertook in Spain. Polygon France, Netherlands and Germany were standing by, ready to assist with additional personnel and resources. This international collaboration embodied the strength of our network and reinforced our commitment to supporting communities in their most challenging moments.

The magnitude of this disaster deeply impacted families and communities across the region, making the need for swift and effective restoration support all the more urgent.





Our people are the backbone of Polygon's success as they bring their skills, knowledge, expertise and dedication to our business and customers every day.

People First

PEOPLE FIRST

Key areas

Most Polygon employees interact with customers every day, often operating autonomously without direct supervision. Our team members put people's lives back together and prevent costly business interruption. They improve the health and well-being of workers and reduce risk to property. And when damage does occur, they restore materials and business operations safeguarding the world's cultural and natural heritage and keeping commerce moving.

We expect our colleagues to act in a professional, responsible, conscientious and ethical manner. Therefore we are committed to creating a safe and inclusive working environment where everyone, regardless of role or location is supported, engaged, and motivated to learn and develop. Our work and key areas within people are focused based on our primary risks.

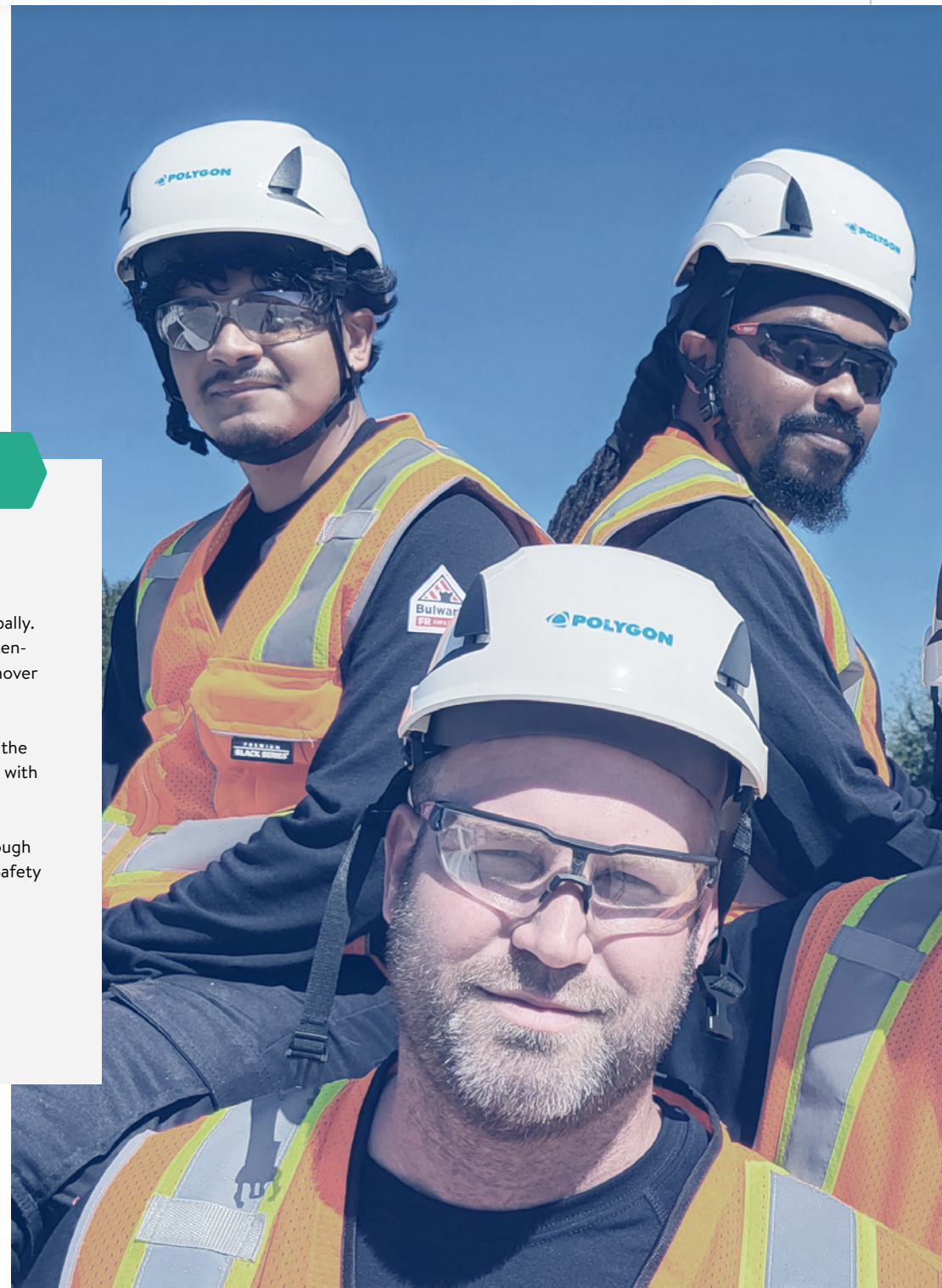
These risks, as identified in the double materiality assessment, relates to challenges to retain, recruit and engage employees. This could potentially lead to loss of skilled employees and difficulties to ensure quality and excellence when performing our services. In addition, the nature of our business sometimes deals with high risk in terms of occupational health and safety. Based on our risks, we organize our work into three main focus areas:

- Creating and maintaining a **safe work environment**
- Building a culture of continuous **learning and development**
- Cultivating a positive and **rich employee experience**

PROGRESS CHECK 2024

PEOPLE FIRST

- Learning Management Platform, PolyPro, rolled out and used globally.
- Ongoing projects to increase retention and decrease employee turnover across multiple countries.
- Organizational and Social Work Environment Index, measured in the global Employee Survey went up with 2 points since last year
- Implementation of Group-wide Health and Safety initiatives through the newly established Health & Safety position.



PEOPLE FIRST

SAFE WORKING ENVIRONMENT

The safety and well-being of our colleagues is our highest priority. Every individual associated with Polygon should not only be safe but also feel secure, both physically and psychologically.

Our commitment is demonstrated throughout the year in a variety of ways including the services we offer.

LEARNING CULTURE

The competence and professionalism of our people form the foundation upon which our business is built. We know that an engaged, skilled, and well-trained workforce leads to satisfied customers, repeat business and referrals, and lower accident rates. We also know that learning needs to be continuous and available when you need it the most. Therefore, we have ensured that everyone in Polygon has easy access to our learning and development platform and that relevant training is available.

EMPLOYEE EXPERIENCE

As Polygon continues to grow both organically and through acquisitions, we want employees to have a rewarding experience irrespective of their country, role, or stage they are in. Talented individuals with various backgrounds join our company every year and we want them to feel appreciated for who they are and what they bring.

We pay particular attention to onboarding because we believe it sets the expectation and trajectory what they can accomplish. Then, while they are here, we want to give them a voice to give feedback, express opinions, concerns, and share ideas.

OUR COMMITMENT TO SAFE WORK ENVIRONMENT

- Operate in compliance with all applicable laws and legislation, setting the highest company standards in health and safety.
- Apply a structured approach to minimize risks, safeguarding our colleagues and others from injuries and accidents.
- Implement local health and safety policies, employ dedicated specialists, and establish processes to mitigate risks.
- Conduct training sessions for our employees on safety procedures.
- Provide personal protective equipment, clothing, and air filtration to prevent exposure to harmful substances, particularly relevant to our business.
- Take proactive measures to report and follow up on incidents and sick leave, aiming to prevent future injuries, support rehabilitation, and enhance well-being while limiting absences.
- Prevent the spread of microbes and particles to the outside environment.



PEOPLE FIRST

Our focus in 2024 – People First

ADDRESSING THE ROOT CAUSES OF EMPLOYEE TURNOVER

A thorough analysis of our employee turnover was conducted during 2024 with the purpose of helping us to better understand when, who and why employees leave Polygon. The analysis formed the base for our ongoing efforts in the areas that has the biggest effect both short and long term and on local and global level:

- How we attract and recruit.
- How we onboard new employees.
- How we ensure continuous learning of new skills, knowledge and abilities.

Projects in each of these areas led by the global HR team have been initiated with deliverables such as refreshed career sites, recruitment training for managers, improved standards for onboarding and exit interviews.

To track progress, each country has a clear set of targets and actions on how to reduce their local employee turnover.

Addressing the root causes of employee turnover is a priority for the organisation. By implementing targeted strategies based on exit interview feedback, we aim to enhance our on-boarding processes, training and development offerings and support our leaders to increase employee satisfaction and retention.

CONTINUOUS LEARNING

In 2024, we increased our efforts to build a learning culture at all levels across the whole organisation. Our global learning management platform, PolyPro is now implemented and is used for compliance and technical skills training as well as functional and leadership competence and development programs. There are 7,988 employees now using the platform.

To support local trainers and enable sharing of learning courses and programs, a Create and Collaborate Community of training creators from the countries was formed during 2024. During interactive sessions, creators came together to share training content, receive support, work on projects and share hints and tips to develop engaging and impactful learning content.

LEADERSHIP DEVELOPMENT

Leadership is a cornerstone of success for Polygon. It is the driving force that propels teams forward, fosters high performance and engagement, and navigates through challenges. The leadership development program, Polygon Champions Camp is conducted to develop impactful Polygon leaders for the future and is aimed at talent across the Polygon group.

To secure real learning over time, the program is designed as a blended learning program to maximise the impact and return on investment for participants and Polygon. This means that the program combines the main event - a three-day classroom face-to-face event with virtual workshops and self-paced learning using our digital learning platform PolyPro.

In 2024, the face-to-face event took place in October, in Sweden, with 36 participants from 14 countries, representing different functions and backgrounds. This year, two of the main topics were Sustainability and Responsible Business.

EMPLOYEE ENGAGEMENT

In 2024, employees across the Polygon Group provided their feedback, thoughts, and ideas through the Polygon Employees Survey for the 12th time. This year 87% answered the survey, which is well above the 79% external benchmark with external companies.

The overall Group results show that Polygon employees are more engaged than employees in other companies. They appreciate the team spirit and good relationships with colleagues and value the opportunities for personal development within the company. The results tell us that our efforts to achieve a balanced workload have started to pay off. The results from the questions “Do you receive support when you have a heavy workload?” and “Do you generally have an acceptable stress level in your work?” have improved compared to the previous survey and is now at the level of the external benchmark.

This, in combination with strong results on questions about whether workplace safety regulations are followed and if employees perceive their managers to always put safety first, tell us that we have a stable platform for your continuous Health and Safety efforts.



PEOPLE FIRST

Key figures

EMPLOYEES PER GEOGRAPHICAL SEGMENT
31 DECEMBER 2024

SEGMENT	NUMBER OF EMPLOYEES	MEN, %	WOMEN,%
Nordics and UK	2 807	81	19
Continental Europe	5 047	77	23
North America	180	73	27
Total permanent headcount	8 034	79	21

AGE DISTRIBUTION

AGE	%
<30	20
31–40	28
41–50	25
51–60	21
>60	6
Total	100

* Comparison between the 2023 and 2022 results should be made with caution as the 2023 survey was not conducted in Germany. Also, improvements of the survey were made 2023 to ensure external benchmarked (BM) results and to add new important indices.

EMPLOYEE STATISTICS

	2024	2023	2022
Work attendance, %	95	94	94
Employee turnover rate, %	29	26	27
Total full-time equivalent employees	7 637	7 226	6 575

EMPLOYEE EXPERIENCE

	BM	2024	2023*	2022
Response rate, %	79	87	86	88
Team Efficiency index	77	77	75	77
Leadership index	80	80	77	79
Engagement index	81	83	80	83
Organisational and Social Work Environment index	76	75	73	N/A

PEOPLE FIRST

Case studies

CASE STUDY

Reducing employee turnover

Focused on advancing the key priorities that drive Polygon's people first strategy and reduce the employee turnover, the HR community from across Polygon gathered for an intensive three-day workshop. The collaborative sessions focused on three critical areas: Attract and Recruit, On- and Offboarding, and Continuous Learning.

By uniting HR expertise from all countries, they identified actionable opportunities elevating the entire employee journey—starting with the refinement of our Employer Value Proposition (EVP) through targeted focus groups and continuing with the development of a more consistent and impactful visibility in the talent market. New recruitment training for managers was also identified to secure the hiring process of talent in the future.

In addition, the team collaborated to strengthen the quality of our onboarding experience. A standardised set of onboarding steps was agreed upon, complemented by a new onboarding questionnaire designed to capture feedback from new hires, helping us continuously improve their integration into the company.

Finally, the group worked on creating a Polygon training library, designed to consolidate and share learning resources across the organisation. This initiative aims to provide greater consistency in employee development, making it easier for colleagues to access training materials and upskill in alignment with company-wide objectives.

New recruitment training for managers was also identified to secure the hiring process of talent in the future.



PEOPLE FIRST

CASE STUDY

Training and continuous learning in our core business

Given the strong growth of Polygon Group, the focus on delivering consistency and quality in training and continuous learning opportunities is paramount in developing the knowledge and skills of our people.

Throughout 2024, a group of experts reviewed onboarding training, targeting one of Polygon’s core service lines: water damage restoration (WDR). The group analysed the current state of onboarding training across multiple Polygon countries. After designing a desired state focused on providing the minimum knowledge required for new employees, discussions focused on

addressing challenges and gaps in training new team members.

Core training modules were identified and are being developed into a learning path consisting of self-paced courses that will be hosted on our digital learning platform, PolyPro. This initiative will be piloted in early 2025 and following feedback, training will be available for new water damage restoration employees across Polygon. The aim of this initiative is to provide consistency and quality in training while providing the necessary knowledge to perform safely when new team members join Polygon, regardless of their location.

CASE STUDY

Elevating health and safety

Our commitment to our employees’ health and safety is paramount. To enhance the work further and take Health and Safety to the next level, Polygon appointed a Group Health and Safety Manager in 2024.

A three-year vision zero plan has been established that is aligning with Polygon’s ESG strategy and will drive impactful, local actions through cultural and behavioural change. The plan includes:

- targeting urgent topics on a local country level and taking swift actions
- training of employees and managers
- enhancing accident reporting and actions by visualising and communicating accidents and near-misses on a local level



A three-year vision zero plan has been established that is aligning with Polygon’s ESG strategy



PEOPLE FIRST

CASE STUDY

Polygon Denmark saving cultural heritage

On April 16, 2024, just 15-20 minutes after the Copenhagen Fire department received the first alarm regarding the fire on Børsen (the stock exchange of Copenhagen), Polygon Denmark was called to assist with saving as many contents as possible, as well as, saving the building itself. Børsen is a 400-year-old building with an iconic dragon spire.

In the days following the fire, Polygon worked hard on trying to preserve the outer walls of the building which at this point were standing on their own with no support. Unfortunately, it was unavoidable that some of the walls collapsed.

Because of Polygon's quick response, and with guidance from experts, the presence of mould has been kept to a minimum. Mould is expected under these circumstances; however, the amount we had to sanitise was less than expected.

Bricks, wood, iron and everything else from the old building are being saved and restored to be used in the new Børsen when it is rebuilt. This is done because Børsen is listed as "worthy of preservation" because it is a historic building. Polygon is involved in this process as we are handling some of the waste at the scene according to guidelines.



As Polygon continues to expand its footprint with new technology, new markets, and with new colleagues onboarding, our risk landscape changes. Ensuring sustainable and profitable growth now demands a heightened commitment to being a responsible business partner. Over the years, Polygon has consistently worked in the key areas of business ethics, compliance, and risk management through its sustainability framework.



Responsible business

RESPONSIBLE BUSINESS

Key Areas

BUSINESS ETHICS AND COMPLIANCE

We bare the responsibility of conducting our business with the utmost ethical standards and respect towards our stakeholders and planet. Polygon’s business model is designed to ensure ethical conduct aligned with sustainable financial development. We expect our people to lead by example, guided by our core values. Emphasising the implementation of our Code of Conduct, Group policies, and guidelines is vital to promoting sound business practices, ethical behaviour, and integrity.

PROGRESS CHECK 2024

RESPONSIBLE BUSINESS

- Revised Business Partner Policy
- Continued roll-out of Business ethics and compliance trainings
- Dashboards for monitoring of Business ethics and compliance trainings
- Code of Conduct training in the Leadership program, Champion camp



RESPONSIBLE BUSINESS

Our focus 2024 – Responsible business

CODE OF CONDUCT

The Polygon Code of Conduct is a binding document applicable to all colleagues, transcending geographical locations and positions within the organisation. It describes the fundamental principles of our corporate responsibility, encompassing personal, ethical, and professional standards expected from every Polygon team member. These principles extend to our interactions with colleagues, customers, suppliers, and society at large. The Code of Conduct spans various areas, including but not limited to conflict of interest, anti-corruption and anti-trust practices, and environmental considerations.

All employees undergo training on the Code of Conduct and are required to confirm their understanding and adherence to its contents.

New Code of Conduct training was launched in early 2024, structured in accordance with Polygon’s sustainability framework.

To further increase the knowledge and understanding of our Code of Conduct, a session including different real-life cases on how to act in difficult situations has been included in the leadership program “Champions Camp”. For more information regarding the programs section “People first”.

BUSINESS PARTNER POLICY

Polygon is committed to responsible business and intends to demonstrate this commitment to integrity, excellence, and empathy throughout its value chain. Polygon wants to maintain stable and honest business relationships with all its Business Partners, including but not limited to, suppliers, advisers and clients. Polygon’s Responsible Business Partner Policy defines the minimum requirements that apply to all Business Partners as it strives to meet the increasing need for transparency with regards to how businesses is managed both in the respect of operational, social and environmental responsibilities through the entire value chain.

During 2024 the Business Partner Policy was updated. The policy now reflects the responsibility Polygon has for the entire value chain when it comes to environmental, social and governance. The roll out to all countries will take place during 2025.

From 2024, Polygon Germany have been in scope for the German Supply Chain Act. A report on how the obligations have been fulfilled will be published on Polygon Germany website in 2025.

ANTI-TRUST AND ANTI-CORRUPTION

Polygon works closely with the construction industry which is associated with risk relating to corruption and bribery. Polygon’s purchasing and customer relations processes are exposed to increased risk from the perspective of corruption and bribery. To mitigate these risks Polygon has established internal controls in the daily processes. For example, segregation duties, review of suppliers,

approval of expenses in accordance with the authorisation matrix and through policies and guidelines. Every country within the Group annually performs an internal control self-assessment containing anti-corruption and anti-trust related controls. Furthermore, a Group Anti-Trust and Anti-Corruption Policy covering areas such as gifts and entertainment is implemented, with mandatory training featuring practical examples. This is also an essential part of the Groups Code of Conduct as well as Code of Conduct training, conducted regularly. These are some of the mitigating activities, among others, to reduce the risks associated with corruption and bribery. During 2024 Polygon has not had any convictions or fines for violation of anti-corruption and anti- bribery laws.

CYBERSECURITY AND DATA PROTECTION

Like all businesses, Polygon faces an increased risk of cybersecurity threats that can significantly impact Polygon and our stakeholders. Our employees are on the frontlines playing a key role in keeping themselves and our business safe. We have implemented a comprehensive security awareness program to arm them with the skills to effectively mitigate cybersecurity risk. It offers education, best practices, and proactive measures to protect sensitive information. The Security Awareness program was introduced in February 2023 and have during 2024 continued with recurring training through both phishing simulations and tailored monthly e-learning.

INTEGRITY LINE

The Integrity Line serves as a crucial tool to minimise risk and detect misconduct. This web- and phone-based whistleblower function, called the Integrity Line, is accessible to all Polygon employees, providing a confidential way to raise concerns about misconduct or noncompliance with our policies or applicable laws. This while safeguarding whistleblowers from retaliation. The Integrity Line operates in nine languages and have several local reporting channels aligning with the EU directive for whistleblowing and further ensuring transparency and compliance. During 2024, we have continued to create awareness around the Integrity Line in information meetings, and through campaigns with posters.

Examples of how we work to maintain Responsible Business include:

- Established policies, guidelines, and procedures.
- Digital tool to implement policies and guidelines.
- Integrity Line
- Integration plans for all companies we acquire.

Awards and Certifications

Polygon businesses received a variety of sustainability-related awards, accreditations, and recognitions during year 2024.

SOME EXAMPLES

Polygon France received **Ecovadis Platinum** rating in 2024. This is the highest EcoVadis rating possible, only received by 1% of more than 130,000 companies evaluated worldwide. This achievement is a strong recognition for the commitment Polygon has to sustainability and corporate responsibility. It also confirms Polygon’s focus and ongoing efforts to lead in sustainability and ethical business practices in the industry.



Polygon Denmark became the first damage restoration company to be authorised in the area of asbestos by the **Danish Safety Technology Authority**.



Polygon Germany was honoured with three different awards including;

- **“Sustainable claims service provider 2024”**: Highlighting a commitment to environmentally friendly and sustainable business processes.
- **Employer of the future**: Celebrating progressive work culture, sustainable corporate governance, and innovative human resource management strategies.
- **“Strong claims service provider 2024”**: Recognising companies that distinguish themselves through excellent customer service and high service quality.



R3 Polygon UK achieved the **Hellios Financial Supplier Qualification System** (FSQS). The accreditation covers multiple areas, including business continuity, financial, insurance, health and safety, IT and information security, anti-bribery, recruitment, operational risks, fraud, responsible business governance and records management, and environmental and sustainability protocols. This ensures our partners and customers that we have met these strict standards.

ISO 9001 QUALITY MANAGEMENT SYSTEM

Approximately 75% of the Polygon Group is ISO 9001 certified, including some of Polygon’s biggest markets such as Germany, Norway, Sweden, and the UK. Many Polygon countries also have health and safety accreditation. As examples, Polygon Italy holds an ISO 45000, Polygon Germany holds SeSam and Polygon UK holds Achilles certification.

Type of awards and accreditations vary from country to country and is published on each country’s webpage. For example, Polygon Netherlands hold “Groen Gedaan” showing we restore in a sustainable way, “SNA Stichting Normering Arbeid” showing we have appropriate working conditions in place, ISO14001 the international standard for environmental management systems (EMS), “VCA” evidencing our people are certified for safe working conditions.

Polygon supports the UN Sustainable Development Goals

Polygon support all 17 of the Sustainable Development Goals (SDGs), but these are the goals the company believe are the most relevant to Polygon’s sustainability framework “Our Responsibility” and where our business can have the greatest positive impact in society.



Environmental Leadership

KEY SDG GOALS

SDG TARGETS

EXAMPLES OF ACTIVITIES



11- SUSTAINABLE CITIES AND COMMUNITIES

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

- 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.

- Multiple projects performed during the year where Polygon takes responsibility in society by using our expertise and safeguarding the world’s cultural and natural heritage. Such as, for example, the stock exchange in Denmark.
- Further improved our cross- border collaborations with our so called Eurostock to more efficiently and sustainable support societies affected by extreme weather events such as floodings.
- Continuous work to expand our offering to minimise total damage costs for our customers as well as environmental impact.
- Continue to expand and improve service supporting the entire life cycle of a buildings.
- Further expanded our digital prevention offering to new markets.



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 se of natural resources.
- 12.5** – Substantially reduce waste generation through prevention, reduction, recycling, and reuse.

- Approval of our near-term, science-based emissions reduction targets by the Science Based Target initiative.
- Allocated emissions budgets to all of our 18 countries as part of the business and budget planning.
- Monitoring the Polygon countries progress of reduction plans.
- Recruited an environmental engineer.
- Scaling the use of IoT services and solutions.
- Expanding repair services to new markets by acquisition and organic growth.
- Several improvements with focus on the key drivers in Polygon’s environmental footprint to ensure a resource-efficient service delivery such as purchases of new and innovative dryers not run on fossil fuel.



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 cooperate on policies, strategies, and planning.

- Approval of our near-term, science-based emissions reduction targets by the Science Based Target initiative.
- Allocated emissions budgets to all of our 18 countries as part of the business and budget planning.
- Monitoring the countries progress of reduction plans.
- Recruited environmental engineer.

People First

KEY SDG GOALS

SDG TARGETS

EXAMPLES OF ACTIVITIES



8 – DECENT WORK AND ECONOMIC GROWTH

As an employer of more than 8,000 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.

- Cross Polygon projects initiated to decrease employee turnover.
- New Learning Management System integrated for the whole Group.
- External benchmarked measure with index of Organisational and Social Work Environment in the annual Employee Survey.
- Introduction of a Group wide Health & Safety position.
- Health and safety accreditation in many of our countries.



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.

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.

- Further developed the business and budget process to also include diversity and inclusion, meaning that all of our 18 countries need to define targets within this area.
- In 2024, we reached a 50% gender equality in the Executive Management Team, which is in line with our ambition on gender equality.

Responsible Business

KEY SDG GOALS

SDG TARGETS

EXAMPLES OF ACTIVITIES



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.

16.5 – Substantially reduce corruption and bribery in all its forms.

- Established policies, guidelines and procedures.
- New Learning management system to implement policies and guidelines.
- Integration plan for all companies we acquire.
- Appointed compliance officers in each country.
- New Code of Conduct training.
- Improved integrity line possibilities.



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.

- Polygon has further improved its stakeholder dialogue as part of its work with the Group's Double Materiality Assessment.

Appendix – GHG reporting

POLYGON GHG EMISSIONS PROGRESS

In the calendar year of 2024, the company has reported a total of 396 000 GHG emissions (tCO₂e) in the full minimum boundary (scopes 1, 2 and 3). Polygon Group has additionally chosen to report emissions outside the minimum boundary where emissions from the combustion, processing and distribution phase of bioenergy and the land use emissions and removals, associated with bioenergy feedstocks are also reported.

In 2024, the scope 3 emissions footprint continues to be measured using a hybrid approach, with a combination of activity data and spend data. Spend based methodology does not capture efforts made by Polygon suppliers to reduce their scope 1, 2 and 3, which reflect the underlying performance on emission reduction in scope 3 this year. Looking ahead, we are aiming towards increasing the amount activity data from our suppliers for calculation of scope 3.

Furthermore, our transformation is in the starting phase, and while we are committed to reduce our footprint, our efforts take time to fully implement and are not yet visible in this year's result in total GHG emissions.

We will continue our work in 2025 to ensure emission reduction.

tCO ₂ e GHG emissions	2022 (BASE YEAR)	2023	2024	% CHANGE FROM LAST YEAR	% CHANGE FROM BASE YEAR
Scope 1					
Absolute scope 1 emissions	44 466	38 890	38 064	-2%	-14%
Scope 2					
Absolute location-based scope 2 emissions	7 191	5 345	5 973	12%	-17%
Absolute market-based scope 2 emissions	8 600	6 089	4 997	-18%	-42%
Scope 3					
1. Purchased Goods and Services	83 223	85 072	116 896	37%	40%
2. Capital Goods	3 438	4 901	4 942	1%	44%
3. Fuel- and Energy-Related Activities	12 461	9 995	10 533	5%	-15%
4. Upstream Transportation and Distribution	950	1 416	2 318	64%	144%
5. Waste in Operations	6 140	8 871	7 837	-12%	28%
6. Business Travel	752	1 576	1 992	26%	165%
7. Employee Commuting	4 830	4 679	5 701	22%	18%
8. Upstream Leased Assets	192	1 009	431	-57%	125%
11. Use of Sold Products	199 625	202 578	201 494	-1%	1%
14. Franchises	879	1 136	794	-30%	-10%
Total Scope 3	312 490	321 233	352 939	10%	13%
Total GHG emissions (location-based)	364 146	365 468	396 976	9%	9%
Total GHG emissions (market-based)	365 555	366 213	396 000	8%	8%

POLYGON GHG EMISSION INVENTORY

GHG SCOPE	GHG SCOPE'S CATEGORY	GHG PROTOCOL BOUNDARIES	POLYGON BUSINESS ACTIVITIES IDENTIFIED
Scope 1	Mobile Combustion	Emissions from sources that are owned and controlled by the reporting company.	Fuel used in Polygon leased or owned vehicles.
	Stationary Combustion (equipment)	Emissions from sources that are owned and controlled by the reporting company.	Equipment Combustion Fuel provided and paid by Polygon in our leased or owned equipment.
	Stationary Combustion (depot)	Emissions from sources that are owned and controlled by the reporting company.	Depot gas. When Polygon operate the boiler, reported in scope 1. When the landlord operations the boiler, reported in scope 2.
	Fugitive Emission	Emissions from sources that are owned and controlled by the reporting company.	Quantity of refrigerant replaced in our controlled air cooling system, condenser, refrigerant, and dehumidifiers.
Scope 2	Electricity	Scope 2 accounts for emissions from the generation of energy that is purchased or otherwise brought into the organisational boundary of the company.	Purchased electricity used at Polygon depot.
	Heating	Scope 2 accounts for emissions from the generation of energy that is purchased or otherwise brought into the organisational boundary of the company.	Purchased energy used to heat Polygon depot.
	Cooling	Scope 2 accounts for emissions from the generation of energy that is purchased or otherwise brought into the organisational boundary of the company.	Purchased energy used for cooling Polygon depot.
Scope 3 Upstream	1. Purchased Goods and Services (Material files)	All upstream (cradle-to-gate) emissions of purchased goods and services.	Purchased goods and services.
	2. Capital Goods	All upstream (cradle-to-gate) emissions of purchased capital goods.	Purchased capital goods such as equipment.
	3. Fuel- and Energy Related Activities (not included in scope 1 or 2)	For upstream emissions of purchased fuels: A. All upstream (cradle-to-gate) emissions of purchased fuels (from raw material extraction up to the point of, but excluding, combustion). B. For upstream emissions of purchased electricity: All upstream (cradle-to-gate) emissions of purchased fuels (from raw material extraction up to the point of, but excluding, combustion by a power generator). C. For T&D losses: All upstream (cradle-to-gate) emissions of energy consumed in a T&D system, including emissions from combustion. D. For generation of purchased electricity that is sold to end users: Emissions from the generation of purchased energy.	Fuel and energy related activities based on Polygon's scope 1 & 2 data input.

Scope 3 Upstream	4. Upstream Transportation and Distribution	The scope 1 and scope 2 emissions of transportation and distribution providers that occur during use of vehicles and facilities (e.g., from energy use).	All transportation that we pay for and does not happen in our company owned or controlled vehicles, is classified as upstream transportation
	5. Waste Generated within Operations	The scope 1 and scope 2 emissions of waste management suppliers that occur during disposal or treatment as well as the emissions from transportation of waste.	Waste, mainly from customer sites (and not generated by Polygon).
	6. Business Travel	The scope 1 and scope 2 emissions of transportation carriers that occur during use of vehicles (e.g., from energy use).	Business travel (not done in company owned or leased cars).
	7. Employee Commuting	The scope 1 and scope 2 emissions of employees and transportation providers that occur during use of vehicles (e.g., from energy use).	Commuting to and from work which does not happen in a Polygon leased or owned car or van.
	8. Upstream Leased Assets	The scope 1 and scope 2 emissions of lessors that occur during the reporting company's operation of leased assets (e.g., from energy use).	The electricity/fuel used in rented equipment (provided and paid by Polygon).
	11. Use of Sold Products	The direct use-phase emissions of sold products over their expected lifetime (i.e., the scope 1 and scope 2 emissions of end users that occur from the use of: <ul style="list-style-type: none"> • products that directly consume energy (fuels or electricity) during use; • fuels and feedstocks; • and GHGs and products that contain or form GHGs that are emitted during use) 	The electricity/fuel used in rented, owned or leased equipment at customer sites (provided and paid by the customer). Also included WTT / T&D and WTW emissions per-SBTi requirements.
	14. Franchises	The scope 1 and scope 2 emissions of franchisees that occur during operation of franchises (e.g., from energy use).	The scope 1 and scope 2 emissions of franchisees that occur during operation of franchises (e.g., from energy use).

Glossary

Base year
A historical date against which a measurement is tracked over time.

CO2e- carbon dioxide equivalent
Measurement used to compare the emissions from various types of greenhouse gas (GHG) based on their global warming potential (GWP)

Carbon footprint
Often used as shorthand for the amount of carbon (usually in tonnes) being emitted by an activity or organisation

CEO
Chief Executive Officer

CFO
Chief Financial Officer

CoC
Code of Conduct

Country President
Country management directors

CSRD- Corporate Sustainability Reporting Directive
A directive aimed at enhancing transparency and comparability of corporate sustainability reports covering environmental, social, and governance (ESG) aspects.

ESG Environment, Social, and Governance
Refers to the three overarching themes for assessing non-financial factors which can impact a company’s value-creating abilities.

ESRS- European Sustainability Reporting Standards
comprising 12 detailed standards specifying what needs to be reported for each sustainability dimension.

EU Taxonomy
A classification system introduced by the EU to identify sustainable activities, helping investors and companies make more informed decisions.

Double Materiality
This involves assessing the current state of a company’s ESG responsibilities, including environmental, social, and governance aspects, along with an economic evaluation. Based on this assessment, ESG impacts that are material to the organisation are identified, and future reporting must address these significant aspects per ESRS.

GHG- Green House Gases
Naturally occurring and man-made gases that trap heat in the atmosphere, contributing to the greenhouse effect warming the earth.

GHG protocol- Green House Gas Protocol
A framework and de facto standard for measuring, accounting and managing greenhouse gas emissions.

International Labour Organisation (ILO)
The International Labour Organization (ILO) is a United Nations agency that focuses on

promoting social justice and internationally recognized human and labour rights.

IoT Internet of things
A common name for technologies enabling objects with built-in electronics and internet connection to be controlled or to exchange data over a network.

IPCC- Intergovernmental Panel on Climate Change
The Intergovernmental Panel on Climate Change (IPCC) is the United Nations body for assessing the science related to climate change.

Paris Agreement
The Paris Agreement is a legally binding international treaty on climate change. Its overarching goal is to hold “the increase in the global average temperature to well below 2°C above pre-industrial levels” and pursue efforts “to limit the temperature increase to 1.5°C above pre-industrial levels”.

SBTi The Science Based Target initiative
A partnership between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF) that defines and promotes best practice in emissions reductions and net-zero targets in line with climate science, including providing a second opinion on the ambition level of targets set by corporates and other entities

Scope 1
Direct GHG emissions derived from assets/ sources that are owned or controlled by an organization, typically through combustion of fossil fuels.

Scope 2
Indirect GHG emissions derived from the energy purchased and consumed, but not generated by, an organization, typically from acquired electricity, heating and cooling.

Scope 3
Other indirect GHG emissions which are a consequence of the activities of the company but are derived from sources not owned or controlled by the company. These include emissions occurring in the supply chain as well those occurring when customers use a company’s products and services

SDGs- Sustainable Development Goals
The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries – developed and developing – in a global partnership.

THIS IS A TRANSLATION FROM THE SWEDISH ORIGINAL



The auditor's opinion on the statutory sustainability report

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

Engagement and responsibilities

The Board of Directors is responsible for the statutory sustainability report for financial year 2024 and that it is prepared in accordance with the Annual Accounts Act according to the older wording applicable before July 1, 2024.

The focus and scope of the review

Our review has been conducted in accordance with FAR's (the institute for the accountancy profession in Sweden) recommendation RevR 12 *The auditor's opinion on the statutory sustainability report*. This means that our review of the statutory sustainability report is different in focus and with significantly less scope compared to the focus and scope that an audit according to International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that this review provides us with sufficient basis for our opinion.

Basis for opinion

A statutory sustainability report has been prepared.

Stockholm, April 23, 2025

Ernst & Young AB

Charlotte Holmstrand

Authorized public accountant