LOOMIS

Safe and efficient payment flows in society

2025

LOOMIS ANNUAL & SUSTAINABILITY REPORT 2025

Securing the flow of payments and valuables in society

Throughout our 170-year history, we have shown we have the ability to transform. We continue to expand our business, both organically and through successful acquisitions. Our focus is on innovating and optimizing our services and our customers' processes to contribute to safe, efficient, and reliable flows of payments and valuables.

Loomis' services play a vital role in supporting central banks, safeguarding access to cash and maintaining the continuity of payment flows. This responsibility extends to our customers, our employees and society as a whole. A key foundation for fulfilling this role is our strong corporate culture, built on three core values: People, Service, and Integrity. Through these values, we help strengthen an inclusive and resilient payment ecosystem.

Highlights across three centuries

1852
Henry Wells and William Fargo found Wells Fargo & Co. during the California gold rush.

1860
Wells Fargo & Co. takes over operations at the western end of the Pony Express.

1935
Erik Philip-Sörensen establishes Helsingborgs Nattvakt in Helsingborg, Sweden.

1972
All companies owned by Erik Philip-Sörensen are united under the Securitas brand.

2001
Loomis, Fargo & Co merges with Securitas Group.

2008
Securitas splits the business, listing the former Securitas Cash Handling Services as Loomis.

2012
Loomis expands into South America by acquiring the Argentinian company Vigencia.

2014
Loomis acquires Via Mat, a leading provider of international value logistics.

2018
Loomis offers currency exchange services through the acquisition of CPoR Devises, a French credit institution. This is reported within the FXGS business line.

2019
The first electric heavy armored vehicle in the cash handling industry hits the road.

2020
Launch of Loomis Pay, our end-to-end payment solution.

2021
Loomis' first sustainability-linked bonds are issued.

2023
Acquisition of CIMA—a strategic milestone to grow in automated solutions.

2024
Acquisition of Hosteltáctil, a Spanish POS solutions developer and provider.

2025
Loomis completes several acquisitions, among them Kipfer-Logistik and Burroughs Inc.

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About the report: The formal annual report covers pages 44–89 and 93–162. The statutory Sustainability Statement in alignment with the Corporate Sustainability Reporting Directive (CSRD) is included in the administration report.

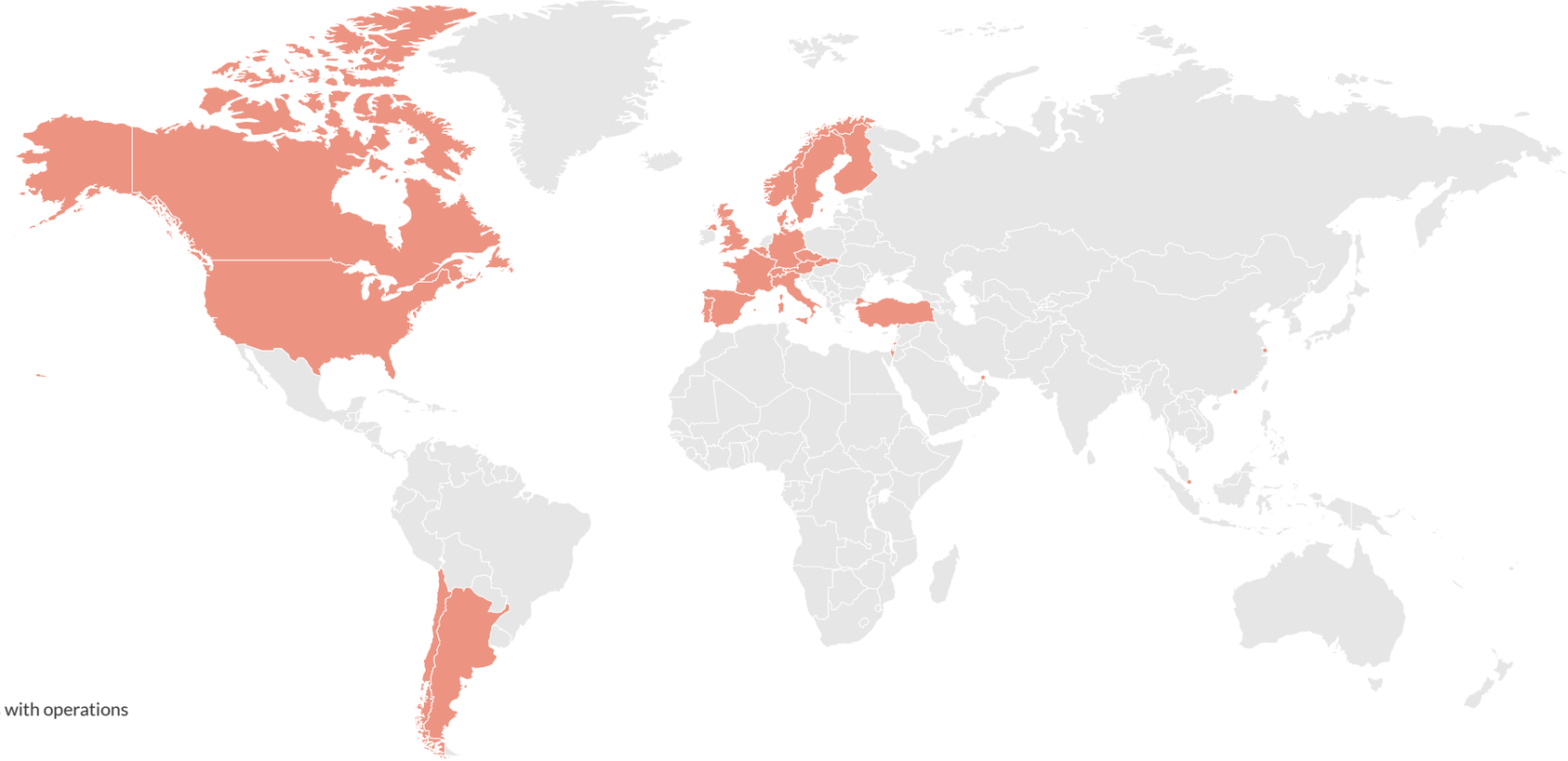
25
Targets 2025–2027

Loomis—a global player with a strong local presence

Loomis offers comprehensive, secure, and efficient payment and high-security logistics solutions, including transportation, processing and storage of cash and valuables. The Group's logistics systems for valuables, cash management services and cross-border solutions are based on state-of-the-art technology and tailored to the needs of customers worldwide, which include central banks, commercial banks, government agencies, retailers and consumers.

Loomis is a global player with a presence in more than 25 countries, aiming to be the largest or second-largest operator in markets where the company operates. Each market is unique, and the decentralized business model ensures that operations are tailored to local conditions.

Loomis has been listed on Nasdaq Stockholm since 2008.



● Countries with operations

25+
Countries

~400
Branches

~24,000
Employees

30
SEK billion in revenue

Revenue by segment
Share of revenue, 2025

- Europe and Latin America, 48%
- USA, 52%
- SME/Pay, <1%

> Read more about our segments on page 17.

Revenue by business line
Share of revenue, 2025

Core offering (57%)
- Cash in Transit (CIT), 33%
- Cash Management Services (CMS), 17%
- International (VIT/VIS), 7%

Other
- Other, 1%

Adjacent services (42%)
- Automated Teller Machines (ATM), 20%
- Automated Solutions, 20%
- Foreign Exchange (FXGS), 2%

Digital services
- Loomis Pay <1%

> Read more about our business lines on pages 11-14.

Loomis 2025

Key events during the year

Acquisition of Burroughs

In June, Loomis completed the acquisition of Burroughs, a company delivering comprehensive lifecycle management services across a wide range of device types in the U.S. and Canada. The company offers digital and on-site first- and second-line maintenance services for ATMs, smart safes, kiosks, and similar applications. The acquisition aligns with Loomis' communicated strategy to broaden its ATM and automated solutions services offering by acquiring new capabilities.

Loomis acquires Kipfer-Logistik

In September, Loomis acquired Kipfer-Logistik GmbH, a logistics company based in Switzerland, which specializes in temperature-controlled transport throughout Europe and temperature-controlled storage in the pharmaceutical and healthcare sectors. The business is reported in Segment Europe and Latin America, within the International business line and consolidated into Loomis as of September 2025.

Acquisition of POS companies in Spain

In July, Loomis acquired two Point-of-Sale (POS) companies in Spain, significantly strengthening Loomis Pay's presence in the Catalonia region, enhancing its POS capabilities, and expanding the customer base. The acquisitions are in line with the strategic ambitions to grow in established markets through the SME customer segment and with the ambition to grow revenue and product offering through M&A.

Loomis acquires vault and storage facility in Canada

In September, Loomis entered into an agreement to acquire the assets of International Depository Services of Canada Inc. The transaction includes a precious metals storage facility and vault in Toronto, Canada. The acquisition was finalized and completed at the end of the fourth quarter.

Issuance of new sustainability-linked bond

In September, Loomis completed an issue of SEK 1,800 million sustainability-linked senior unsecured bonds with maturities of three and five years, both in floating rate tranches. Loomis has tied the sustainability-linked bonds to the outcome of its target to reduce absolute Scope 1 and 2 emissions by 34 percent by 2027 from baseline year 2019.

Focus on shareholder distribution

Loomis' focus on capital allocation that benefits shareholders and investors resulted in shareholder distributions of over SEK 1.5 billion in 2025. During the year, Loomis has repurchased shares for SEK 600 million. In addition, Loomis distributed SEK 959 million in the annual dividend payment.

2025 in figures

Revenues
30.4 SEK b
(SEK 30.4 billion)

Currency-adjusted growth
6.0 %
(8.6 percent)

Operating margin (EBITA)
12.7 %
(12.0 percent)

Basic earnings per share
23.29 SEK
(SEK 23.51)

Dividend to shareholders
959 SEK m
(SEK 880 million)

Share repurchases
600 SEK m
(SEK 800 million)

Employees
~24,000
(24,500)

Climate impact, CO_2e
-1 %
decrease in Scope 1 and 2 emissions 2025 vs 2024, including impact of acquisitions

Strategic evolution and growth

2025 marked the beginning of a new strategic period for Loomis. It has been a year characterized by macroeconomic uncertainties, a heightened emphasis on societal resilience, and an increasing demand for security services amid a shifting and volatile global geopolitical landscape. In this environment, we made significant progress against our strategic priorities and delivered on our annual commitments, positioning the Group well for the remainder of the 2025-2027 period.

Market development

Reflecting on the year, the uncertain geopolitical environment intensified the global focus on security, driving a surge in demand for secure logistics and the management of physical assets such as precious metals. Simultaneously, the trend towards automation and optimization of cash circulation continues. Automated services, such as smart safes, simplify retailers' day-to-day operations while making cash handling more secure and efficient.

Cash continued to demonstrate its importance as a payment method of public interest and a component of national resilience, particularly during disruptions such as the widespread power outage that impacted more than 50 million people across Spain and Portugal on April 28. The incident highlighted the societal value of resilient cash infrastructure. In this context, Loomis plays a central role as a partner to the financial system in safeguarding continuity and access to cash.

Delivering on our objectives for the strategic period

2025 marked the start of our strategic period extending through 2027. Throughout the year, we initiated key structural transitions to position Loomis for sustained, profitable, and sustainable growth, ensuring clear value creation for our stakeholders.

Loomis delivered robust growth in 2025, with revenue above 30 billion SEK, despite the material currency headwinds. We achieved a currency-adjusted growth of 6 percent with solid organic growth and a strong contribution from the strategic acquisitions we closed during the year. We ended 2025 with a record high operating margin (EBITA) of 12.7%, and we increased our EBITA margin by 0.7 percentage points year-over-year by successfully executing our operational efficiency measures. Keeping our employees safe is a top priority, and we're proud to have significantly reduced the workplace injury rate during the year. And lastly, even with our high revenue growth and completed acquisitions, we have reduced our carbon emissions (Scope 1 and 2) compared to the prior year. All in all, we are on track to achieve our objectives for 2027.

> Cash continued to demonstrate its importance as a payment method of public interest and a component of national resilience.

USA

Our US operations expanded and delivered record-breaking margins. In North America, Loomis maintains a dominant market position, a compelling service offering, and an optimized organization. The Burroughs acquisition is a pivotal step that accelerates our expansion into ATM and automated solutions. Together, we provide a comprehensive end-to-end ATM solution, including first- and second-line maintenance. This synergy allows us to cross-sell to existing clients and scale our business, effectively increasing our market share. By leveraging our combined customer base and gaining superior control over the supply chain, we are positioned for high-margin growth.

Europe and Latin America

Our European and Latin American operations concluded the year with strong performance and clear margin expansion. Several European markets are currently undergoing a structural transformation where demand for innovative services is at an all-time high, evidenced by the significant market traction for Cima's solutions. Under the Cash 24/7 brand, Loomis has successfully deployed proprietary ATMs in multiple countries. These units are strategically placed in high-demand, underserved areas, and we plan to scale this concept to additional locations. Furthermore, we are leveraging our expertise to expand into specialized high-security logistics, such as the transport of sensitive and protected goods.

> Loomis' unique market position stems from being one of the few providers capable of integrating all payment methods into a single ecosystem.

Strong momentum within cross-border transportation and storage of precious metals

Loomis International delivered a standout year fueled by increased demand. The business manages complex cross-border logistics and storage for high-value assets, including precious metals, luxury watches, critical documents and pharmaceuticals. During global volatility and rising precious metals prices, we served as a trusted partner for customers securing their physical wealth.

The acquisition of Kipfer-Logistik, a Swiss specialist in temperature-controlled logistics for the pharmaceutical and healthcare sectors, significantly enhanced Loomis Pharma's capacity to deliver critical transportation.

Strategic focus on SMEs with both cash and digital payment solutions

Loomis has long-term, high-trust relationships with major financial institutions and large retailers, characterized by multi-year contracts and low-risk stability. In the current strategic period, we are determinedly expanding this foundation by scaling our presence in the SME (Small and Medium Enterprise) segment. We empower these businesses with everything from smart safes to fully integrated digital payment ecosystems.

Loomis' unique market position stems from being one of the few providers capable of integrating all payment methods into a single ecosystem. By streamlining cash management via SafePoint, retailers can accelerate bank deposits, thereby optimizing liquidity and eliminating manual errors. This commitment to refining our offer has resulted in a more proactive, customer-centric, and commercially driven organization.

In an increasingly digital world, it is crucial to recognize the importance that cash still plays in society. For many people, particularly those in underserved communities or without access to traditional banking services, cash is not just a convenient option, but the only option. Our dedication to maintaining robust cash infrastructure remains intact as we innovate to meet the changing and diverse needs of our customers. By further developing and rolling out our integrated cash and digital offer for small and medium enterprises (SMEs), we support businesses in accepting cash as a payment method while adopting digital solutions.

Advancements within sustainability

We also continue to make significant progress within sustainability, reaching several key milestones this year. The foundation for our sustainability initiatives is our double materiality analysis, in which we focus on areas where we have the most impact. We employ a holistic framework to reach our targets, involving every level of the organization.

We are advancing our initiatives to reduce carbon emissions from our vehicle fleet. In May, we announced an agreement with bp Energía España for the supply of bp bioenergy HVO, which is expected to significantly lower the carbon footprint of our European transport activities. This initiative supports our carbon emissions reduction targets without requiring the replacement of our existing fleet of armored vehicles. Following an extensive process of mapping our Scope 3 emissions and mitigation strategy development, we submitted our CO_2 targets within Scope 1, 2 and 3 for validation to the Science Based Targets initiative. We will communicate these targets once the validation process is complete.

As a global employer with an important role in society, it is crucial to uphold fundamental human rights across our operations and value chain. Our new human rights policy reinforces our dedication to safeguarding the rights of our workers and outlines how we intend to uphold our efforts in addressing actual and potential human rights impacts. During 2025, we launched a comprehensive Human Rights at Work training, which is mandatory for our top 300 managers to complete.

Operational efficiency

Operational excellence remains a continuous focus, and 2025 was no exception. We have remained disciplined in prioritizing high-quality contracts and maximizing efficiency across all services. In the USA, we optimized employee costs through our attrition management, and in Europe we continued our restructuring efforts across the region.

Financial strength – Capital allocation that delivers returns

Loomis maintains a strong financial position, characterized by robust cash flow and a strong balance sheet. This financial flexibility allows us to reinvest in the business, pursue strategic acquisitions, and return value to shareholders through dividends and share buybacks. In 2025, we completed six acquisitions, distributed SEK 959 million in dividends and repurchased shares for a value of SEK 600 million.

While we have been active in M&A, invested in our business and continued our share repurchase program, our net debt to EBITDA ratio has improved year-over-year. Our commitment to optimize capital allocation to drive returns is also reflected in the increased return on capital employed, which was above 16 percent for the year.

A foundation for scalable growth

Featuring a decentralized structure with 400 branches and approximately 24,000 employees, Loomis is well-positioned for growth. We have invested in our future leadership through our specialized leadership program, designed to equip our top management with the tools to keep Loomis at the forefront of the industry. Our colleagues around the world have contributed to our momentum this year, offering the ideas and dedication necessary to sharpen our value proposition. We work every day to ensure cash remains a viable and available payment option, guaranteeing that all members of society, regardless of technical access, can purchase essential goods.

Looking ahead, we are in a strong position, ready to scale our customer base, further strengthen our portfolio and continue the journey toward achieving our 2027 targets. I would like to thank our employees, customers, partners, and shareholders for a productive and transformative year. As we enter 2026, we are well-prepared to continue our growth while strengthening societal resilience through secure, sustainable logistics and payment solutions.

Aritz Larrea
President and CEO
Stockholm, March 2026

Loomis as an investment:

Attractive prospects from a stable position in a changing environment

Loomis is a global market leader in cash management, payment solutions and high security services, providing physical and digital services. With operations in more than 25 countries, the company forms part of society's critical infrastructure and continues to deliver solid financial performance, consistent revenue growth, and operational efficiencies that benefit customers. Backed by strong governance, a healthy corporate culture, and ongoing innovation in technology and security, Loomis promotes transparency, integrity, and long-term value creation for all stakeholders.

Six reasons to invest in Loomis

Critical role for societal resilience

Loomis plays a vital role in society by delivering essential payment and logistics infrastructure, particularly as the demand for financial inclusion and societal resilience grows. Loomis' well-defined sustainability agenda, combined with an increasing security aspect in the business, positions the Group in line with the EU and other nations in their efforts to strengthen societal resilience. Loomis is committed to leading the way in this field within the industry.

> Read about Loomis as a leading sustainable player on pages 29-32.

Strong market position provides stability

Loomis holds a prominent global position, frequently ranking as the largest or second-largest player in markets where the company operates. This strong presence provides a solid foundation for sustained growth. It also supports the introduction of innovative solutions in a dynamic industry characterized by robust underlying drivers. Key market drivers include accelerating digitalization, evolving business models and stricter regulatory requirements.

> Read about our market drivers on page 23.

Decentralized business model gives strength

Loomis' decentralized business model, coupled with a clear strategy to work with scalability in the Group's services where beneficial, enables quick adaptation to local conditions and unique customer needs. Supported by a strong corporate culture through the Loomis Model, entrepreneurship and innovation, Loomis creates value for customers, employees, shareholders, and society at large.

> Read about the Loomis Model on page 15.

Strong financial position enables expansion

Loomis has a strong financial position. The company is able to execute and integrate strategic acquisitions that contribute to growth and new innovative solutions. Going forward, Loomis will continue to participate in market consolidation and leverage acquisitions to expand in emerging markets and to strengthen the Group's offering with new solutions.

> Read about how we grow through acquisitions on page 27.

Solid growth and strong cash flows over time

Historically, Loomis has been a robust investment in times of economic and geopolitical uncertainty. Loomis has continued to generate strong cash flows and revenue growth year after year, with annual revenue growing by an average of 7 percent over the past ten years.

> Read about our growth and profitability targets on page 25.

A clear strategy for a profitable investment

Loomis' strategy for the period 2025-2027 has clear priorities and goals related to growth, higher returns, and to the Group's sustainability commitments, creating a natural foundation for capital allocation that benefits shareholders and investors. By distributing a significant portion of the company's profits and repurchasing shares, Loomis aims to deliver increasing shareholder value over time.

> Read about our strategy, objectives, and dividend policy on page 24.

Operations

10 How Loomis creates value
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15 The Loomis model
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How Loomis creates value

All functioning economies depend on trust in their payment systems. In the countries where Loomis operates, the Company safeguards that trust by offering secure and efficient management of payment flows and valuable goods logistics—a vital part of society's infrastructure. Loomis also uses the Group's knowledge, expertise and facilities to handle complex logistics operations involving cash and valuables.

Built on trust, adaptability and long-term growth

At the core of Loomis' business is a decentralized model with a strong local presence, backed by a comprehensive and innovative suite of solutions. Each market has unique conditions in terms of payment solutions, digitalization readiness, security parameters and legal requirements. The decentralized structure enables Loomis to adapt and position operations to local needs while benefiting from shared innovation and scalable group platforms.

This model and its adjacent revenue model promote local entrepreneurship and innovation and set high standards for leadership. It is designed to build long-term customer relationships, reduce clients' costs for payments and cash management, and strengthen Loomis' base of recurring revenue. Through a strong corporate culture, continued investment in sustainable and scalable solutions, and a commitment to financial inclusion, Loomis delivers a value proposition built on trust, adaptability and long-term growth.

Global trends such as evolving payment patterns, bank branch closures and rapid digitalization further reinforce Loomis' position as a one-stop shop for secure, efficient, and accessible payment solutions. The company's expertise, armored vehicle fleet, and secure facilities provide a strong platform for expansion into new industry verticals where appropriate.

People, security, and technology at the core

Loomis' most important resource in this endeavor is the expertise of the company's approximately 24,000 employees. Backed by robust security procedures and protocols and supported by purpose-built vehicles, smart technology, and a high level of automation, Loomis' employees efficiently navigate an increasingly complex world and financial system.

Enabling inclusion and resilience in society

Loomis' role in society goes beyond financial services and facilitating efficient cash and valuables management for banks, merchants, and individuals. Financial inclusion, safe and secure societies, and resilience have gained strong political momentum in recent years. The exclusion of cash as a payment method, and the risks associated with solely relying on electronic payment systems, can pose significant threats to individuals, organizations, and society. In this regard, Loomis' business model supports and upholds critical societal functions, trust in the monetary system, and the maintenance of stable payment flows.

Loomis' services reach customers and consumers throughout society

Central Banks

Loomis supports central banks in providing critical infrastructure surrounding physical currency – from transportation and processing of cash to full outsourcing of vaults and cash management in society.

Commercial Banks

Loomis is a trusted partner to commercial and retail banks and offers full outsourcing of banks' cash handling through the combined and specialized expertise within the company.

Government Agencies

Loomis serves as a trusted partner to public institutions, enabling them to offer cash and digital payments, as well as secure transports of valuables.

Retailers

Loomis' comprehensive range of services streamlines payment processes, minimizes reconciliation errors, reduces risk and frees up time for retailers and merchants.

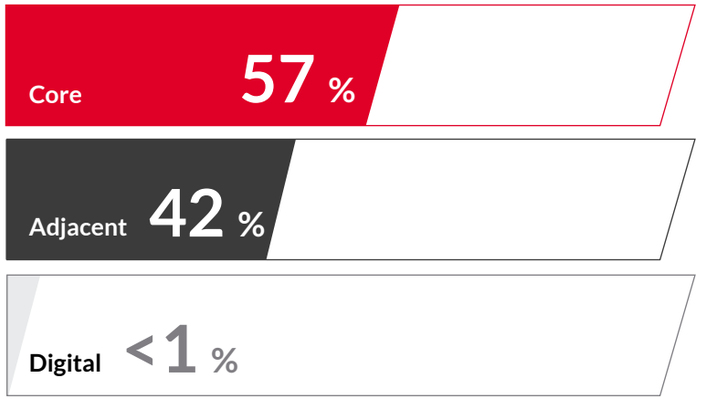
Consumers

Loomis offers solutions for all payment types and enables access to financial services, thus contributing to an inclusive and resilient society.

Loomis makes society resilient

Loomis offers a full suite of solutions to meet the diverse needs of customers, give people the freedom to choose their preferred payment method, enhance security and strengthen societal resilience. By working closely with both large financial institutions and small retailers, Loomis continuously finds ways to improve and develop the company's services. Loomis' offering is divided into three categories: Core services, Adjacent services and Digital services.

Share of revenue, 2025

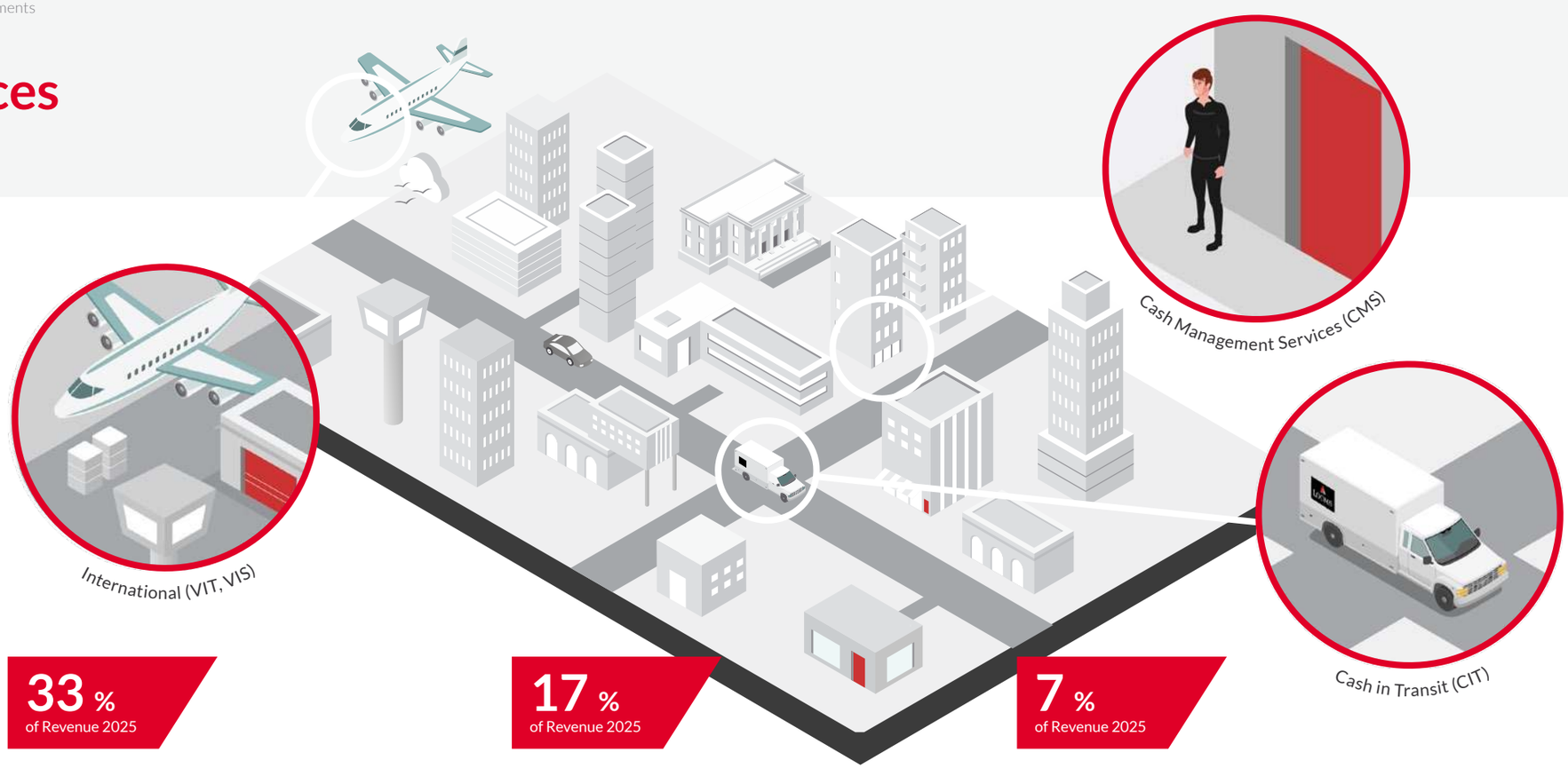


Loomis has some additional revenue from services that fall outside the scope of Loomis' business lines that is reported as "Other". See Note 3 for revenue per business line.

Business lines: Core services

Core services

Loomis' core services consist of three business lines: Cash in Transit (CIT), Cash Management Services (CMS) and International (VIT, VIS). Built on the company's extensive infrastructure network with cash centers, terminals and depots, an optimized logistic system and advanced security protocols, the three core business lines contributed to just under 60 percent of the Group's total revenue in 2025.



33 % of Revenue 2025

Cash in Transit (CIT)

CIT is a secure and efficient transportation service of cash and valuables deploying intelligent logistics systems and route planning to and from central banks, financial institutions, retailers, restaurants, and other businesses. It is often a fundamental and integrated part of a comprehensive customer solution in which Loomis' CIT teams work according to carefully designed routines to minimize risks associated with transporting both cash and valuables, and have vehicles and equipment that provide maximum safety and security.

17 % of Revenue 2025

Cash Management Services (CMS)

Loomis' CMS offering is built on efficiency, security, flexibility, and trust. CMS teams work in Loomis' processing centers, counting, authenticating, and checking banknote and coin quality. The processing centers are equipped with the latest technology, which ensures high security and gives full transparency to customers. Loomis also offers vault and cash storage outsourcing for central banks and commercial banks.

7 % of Revenue 2025

International (VIT, VIS)

Loomis International offers end-to-end cross-border solutions for secure transportation of banknotes, precious metals, diamonds, jewelry, and other valuables. Through the Group's international network, goods can be transported with maximum security and speed to over 110 countries. The service is a one-stop-shop that includes collection, cross-border transportation, customs clearance, storage and secure delivery. Further options for short- or long-term storage in Loomis' facilities and bonded warehouses with state-of-the-art security are also available in many of the world's most important financial centers.

Business lines: Adjacent services

Adjacent services

Adjacent services are an extension of the core offering, developed for certain customers and situations. They consist of three business lines: Automated Teller Machines (ATM), Automated Solutions, and Foreign Exchange and Gold Services (FXGS). The three adjacent business lines contributed to more than 40 percent of the Group's total revenue in 2025.

20 % of Revenue 2025

20 % of Revenue 2025

2 % of Revenue 2025

Automated Teller Machines (ATM)

Loomis' comprehensive ATM offering spans the entire value chain—from secure cash in transit and cash management to forecasting, monitoring, service, and maintenance, as well as transaction-related services. Keys to success are standardization, high efficiency, and control combined with a logistics network of trucks and vaults. Together, these factors create high barriers to entry for new competitors. Today, Loomis services over 135,000 ATMs in its markets. As banks wish to move away from cash, Loomis can offer full outsourcing through white label solutions, a cost-effective alternative that synergizes well with the CIT offering.

Automated Solutions

Loomis' automated cash-handling solutions, such as SafePoint smart safes, cash recyclers, and front office solutions, are simple, secure, and cost-effective alternatives for retailers that offer high control, reduced risks and remove any need for cash register employees to handle cash. Each solution is easily installed in the store or back office, allowing customers to insert bills and coins into the smart safe while the vendor's bank account is credited directly overnight. Having Loomis handle control, collection and delivery significantly reduces risks of theft and robbery. Loomis also provides a full audit trail, monitoring, tracking, and forecasting of cash operations.

Foreign Exchange and Gold Services (FXGS)

In selected markets, Loomis delivers international currencies to exchange offices, banks, and individual customers at fair and transparent rates. Loomis handles more than 200 currencies every day and can fulfill foreign exchange requests from customers, usually other businesses, swiftly and securely. Loomis also has a trading service of gold coins and ingots within France. Delivery times are shortened by the Group's decentralized inventory and extensive network of cash centers, terminals and depots. The logistics network further enables Loomis to offer multiple currencies through the Group's Cash 24/7 ATMs.

Business lines: Digital services

Digital services

Since 2020, Loomis has also offered digital payment solutions. Loomis Pay is a comprehensive solution that combines the strengths of Loomis' efficient cash management services with the ease of digital payments. With a solution that accepts all types of payments with a single contract and a single transaction process, retailers have an overall picture of their cash flows. This makes Loomis Pay a service that is much appreciated by the Group's customers and a unique product on the market.

<1 %
of Revenue 2025

Loomis Pay

Loomis Pay

Loomis Pay is an end-to-end payment solution that handles all types of payment instruments—cards, cash, and digital options—in one integrated system. The solution also includes a market-specific point of sale (POS) system and provides businesses with smooth processes, a good financial overview in a single contract, and support for all payments.

One of Loomis Pay's strengths is the versatility of the solution. Depending on the business, merchants, retailers, and restaurant owners can pick stationary or mobile hardware for POS and payments, combine it with Loomis Pay's software solutions and seamlessly integrate the system with accessories such as barcode readers, digital price tags, inventory scanners, kitchen printers, and scales. Loomis handles installation and provides support for Loomis Pay's customers at all hours of the day, year-round.

CASE

Integrating cash and digital with Loomis Pay

Plaza Mahou is Mahou's flagship venue in Spain: an iconic space with a prime location in Madrid and outstanding visibility, where customer experience and operational efficiency go hand in hand.

With high processing volumes for both cards and cash, Plaza Mahou has chosen the 360° solution from Loomis and Loomis Pay to keep pace in a high-demand environment.

It's an integrated ecosystem that brings together end-to-end restaurant management, cash management with SafePoint, cash collection, digital payments, and unattended payment solutions for self-service transactions.

The Loomis Model unifies us in a decentralized business model

Loomis deploys a decentralized business model to ensure the company is well-positioned in all markets. This organizational structure enables more than 400 branches in more than 25 countries to adapt to each market's unique conditions. The aim is to bring each office closer to its customers and to foster entrepreneurship. Key to navigating the dynamic and complex landscape of digitalization, security requirements, and local regulations is the ability to drive scalable solutions in parallel throughout the Group.

For this way of working to succeed, a strong corporate culture that unites the organization and provides a common foundation is essential. For this purpose, the Loomis Model serves as the foundation of the Group's business approach.

The Loomis Model unites Loomis' values and leadership principles with a foundation for doing business and conducting high-quality operations. It is built on the concepts of "We, Know, How" and provides the framework for how to operate as a business group.

The Model brings together Loomis' values, customer focus, corporate governance, policies, support processes, knowledge and experiences from the Group's various markets, as well as know-how of the implementation of the business model in local markets. Sharing experiences across different business lines, segments and countries is a prioritized activity, making it possible to leverage the strength of being a global group. The Loomis Model also places significant focus on leadership and skills development, with several ongoing programs to strengthen leaders within the organization at all levels.

The Loomis Model—We, Know, How

The Loomis Model gives the organization the tools needed to successfully drive the business forward, tailored to local conditions and circumstances.

We

Our common core

"We" stands for how we develop Loomis' strong corporate culture and the common foundation of our decentralized organization based on our values, leadership principles, corporate governance, and policies—including our Code of Conduct, Leadership Principles and guidelines for sustainability.

Know

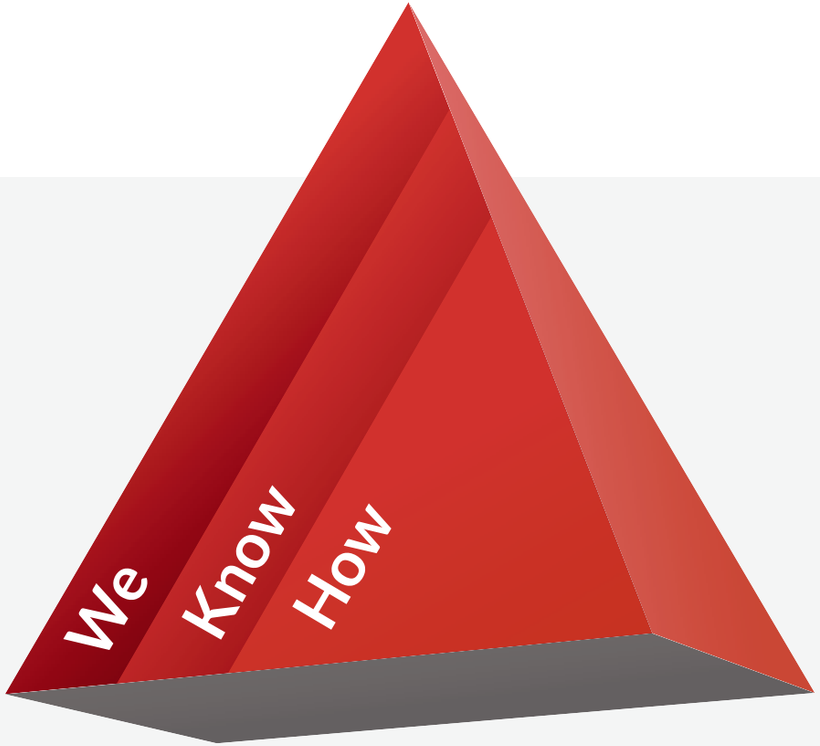
Sharing knowledge

"Know" stands for knowledge and learning within the organization. Here, we describe the central operating and supporting business processes, the services and products that the business offers, and best practices gathered from the entire organization. Together, these provide inspiration and guidance for business development.

How

Local implementation

"How" reflects the local organization's ability to implement the business model, build on common cornerstones, and drive multidimensional business development.



Our values
The foundation of our way of working

As a global company operating in multiple markets, Loomis has an important responsibility for employees, customers, and the industry as a whole. Our three core values—People, Service, and Integrity—lay the foundation for our strong corporate culture and form an integral part of our business approach in all markets.

People
We are committed to developing quality people and treating everyone with respect.

Service
We strive for exceptional quality and innovation, and aim to exceed our customer expectations.

Integrity
We perform with honesty, vigilance, and the highest ethical standards.

We want to align local strategies with group-wide targets

Loomis is on a leadership journey to build a robust, connected, and future-ready organization. The decentralized model is dependent on its leaders; thus the talent development programs are designed as a series of targeted initiatives, forming a foundation for leaders at all levels to meet expectations and face challenges.

Claire Screaton, Global Head of Leadership Development at Loomis.

The ever-evolving business landscape places new demands on organizations. Leaders face new dilemmas, new challenges and new technology at a rapid pace. Loomis' talent development programs were designed as an answer to this business context. They ensure alignment with Loomis' values and beliefs, while supporting leaders in navigating automation and digitalization, and creating a culture for change.

"There are external factors impacting our core business, and a real recognition to make sure that we stay relevant for the future. Our leaders are central to us succeeding," says Claire Screaton, Global Head of Leadership Development at Loomis.

Increased complexity

One key to success for any global company is the ability and flexibility required to adapt to each unique market where the company operates. Loomis' decentralized model has worked well in this aspect, but at the same time it makes it more difficult to align priorities across borders, and strive towards common goals, and share scalable best practices.

"As the business landscape changes and the business becomes more complex, we need a more holistic perspective. People tend to see and know what is around them, their own workplace, but sometimes they miss the bigger picture. We need additional capabilities, and we need to equip our leaders and local teams with the right tools," Claire says.

To address these issues, an organization-wide platform, global collaboration networks and real business cases have become three important parts of leadership training and talent development for Loomis.

"Countries face similar problems, and we want to scale solutions rather than solve the same problem in 25 different ways across more than 25 different countries. The program brings leaders together to collaborate on real-world business cases, creating real business value with implemented ideas and proposals," Claire continues.

A program built from the bottom up

Loomis' talent development program rests on five pillars. The first one, Being a leader at Loomis, is intended for all leaders across the organization and is closely linked to The Loomis Model.

"It explains where we are going as a company and how to communicate that to your team, just as the Loomis Model describes and directs us in how we do business in a decentralized organization. It serves as a foundation and clarifies expectations."

The remaining four pillars are ordered by leadership seniority, each with structured tools, activities and programs attached. An important activity for senior leaders is mentoring through the Grow with Loomis program, which provides active feedback and guidance to those starting out their careers on how to lead themselves and build key capabilities for the future. Part of this is also reverse mentoring, to let the senior leaders be mentored by those early in their careers, which is beneficial for them and gives fresh insight and perspectives on the future.

"We are actively focusing on first-line leaders, to provide tools and create a strong foundation for talent retention and growth from within the organization. It is a big step going from being a person delivering results alone, to being a leader delivering results through people," Claire says.

Sustainability—an integrated part

For senior leaders, Loomis has the 9-month blended Catalyst program with business cases and cross-border collaboration. The program was launched in 2023 and accepts new applicants each year. One step above is the Lead 2027 program for country management teams and business leaders, focused on driving group strategy on a local level.

"We want to align local strategies with group-wide growth targets. Decentralization is important for us to be close to our customers but at the same time we need to zoom out and look at the entire external market. Leaders need to get behind group targets at a local level and lead and engage their teams in the change."

Sustainability is both part of the Grow with Loomis program for leaders early in their careers, and a core part of both the Catalyst and Lead 2027 programs due to this exact reason.

"Sustainability is a key component, just as the focus on driving growth, profitability and scaling businesses locally. Of course, we also use these occasions when both new and senior leaders from across the world gather to explore what sustainability-related opportunities the participants see."

"Countries face similar problems, and we want to scale solutions rather than solve the same problem in 25 different ways across more than 25 different countries. The program brings leaders together to collaborate on real-world business cases, creating real business value with implemented ideas and proposals.

Three segments bring together the power of a global business

Loomis' operations are grouped into two geographical segments: Europe and Latin America; the USA; and the customer-centered segment, SME/Pay. Together, these three segments share certain group-wide functions.

Loomis' decentralized business model makes it possible to adapt operations to local conditions, regardless of which payment solutions are preferred, the degree of digitalization, security aspects and regulatory requirements.

Europe and Latin America

Loomis is present in 16 European countries as well as in Argentina and Chile in Latin America. The acquisition of CIMA has also established Loomis in Italy. Loomis International has operations in Hong Kong, Dubai, Shanghai and Singapore. Overall, Loomis is the largest or second-largest player in most of the markets within the segment. The segment consists of more than 240 branches in 22 countries.

USA

Loomis is among the leading cash management providers in North America, with extensive geographic coverage, well-established logistics chains and a broad range of services. The segment encompasses more than 170 branches, giving a solid presence to meet growing demand. Loomis International's operations in Canada and Israel are included in this segment.

SME/Pay

Loomis is focusing on serving small and medium-sized enterprises (SMEs). These businesses, spanning from local retailers and restaurants to regional service providers, are increasingly hybrid in their payment solution needs, handling cash, card, and digital payments while facing new challenges in managing payments efficiently and securely. Loomis' ambition is to be a one-stop-shop for small and medium-sized businesses for managing their cash and payments.

Europe and Latin America

Loomis holds a strong position in its largest markets and is a leader within cash and valuables management across Europe. Loomis has a smaller presence within Latin America with operations in Chile and Argentina. The segment offers growth opportunities across the entire product portfolio, with high potential within core solutions related to cash and valuables management, and its adjacent services.

Segment Europe and Latin America comprises cash and valuables management operations in 16 European countries and two countries in Latin America. In addition, Loomis International has hubs in Hong Kong, Dubai, Shanghai, and Singapore. The core business, which includes Cash in Transit (CIT), Cash Management Services (CMS), and International, accounts for about 60 percent of segment revenue; adjacent services such as ATMs and Automated Solutions contribute to about 40 percent.

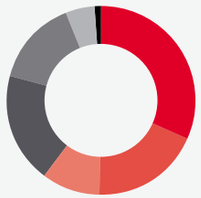
Segment development in 2025

In 2025, the Europe and Latin America segment saw growth particularly in the business lines International and Automated Solutions, while ATM experienced headwinds in some markets. Overall, the business mix and increased efficiency contributed positively to the segment's EBITA margin, which reached 11.8 percent. The restructuring initiatives to optimize European and Latin American operations are progressing well and are proceeding as planned. These measures have supported business growth and margin expansion.

During 2025, Loomis acquired Kipfer-Logistik GmbH, a Swiss-based logistics company which specializes in temperature-controlled transportation and storage in the pharmaceutical and healthcare sectors. This acquisition is expected to significantly strengthen Loomis' position within the high-security logistics of pharmaceuticals.

Cash and cash handling are increasingly being recognized as crucial for resilience by the EU and other nations in the segment. As banks focus on digital solutions rather than cash, Loomis offers outsourcing solutions for cash in transit, cash management and the ATM solution Cash 24/7, where Loomis partners with municipalities to deploy ATMs in rural or remote areas that banks have left, to support the accessibility of cash.

Revenue per business line, 2025



22
Countries*

15 billion
Revenue in SEK

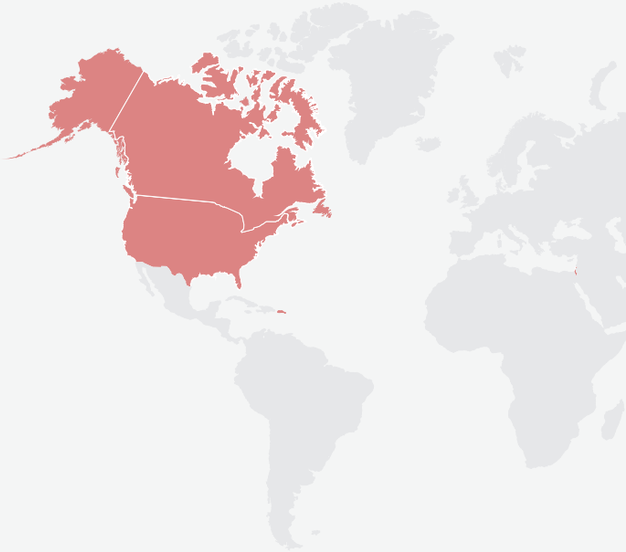
14k
Employees

11.8 %
Operating margin, (EBITA)

* Austria, Belgium, Czech Republic, Denmark, Finland, France, Germany, Italy, Norway, Portugal, Slovakia, Spain, Sweden, Switzerland, Turkey, United Kingdom in Europe and Argentina and Chile in Latin America. It also includes Loomis International's operations in Hong Kong, Dubai, Shanghai and Singapore.

USA

Loomis is one of the leading cash and valuables management players in North America. Loomis USA's business is characterized by strong customer relationships, a high service quality and continued market growth opportunities. With its extensive geographical coverage and broad service offering, the Loomis US business is well positioned to capture market share in the growing North American market.



Segment USA's operations span the entire U.S., including Alaska, Hawaii and Puerto Rico, as well as Loomis International's presence in Israel and Canada. The core business lines account for slightly more than half of revenues, while adjacent and other services account for the rest.

Segment development in 2025

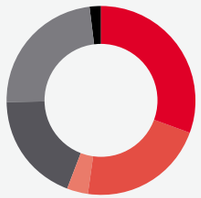
In 2025, Segment USA delivered a currency-adjusted growth of 8.5 percent with a record-high EBITA margin of 16.6 percent. High demand for cross-border valuables transportation and storage within the International business line had a positive impact on the growth. Similarly, Automated Solutions with SafePoint continued to have a strong performance with double-digit organic growth.

While changes in exchange rates had a materially negative impact on the reported revenue, several acquisitions over the year contributed positively. In the second quarter, Loomis acquired Burroughs, Inc. This acquisition underscores the ambition to broaden its services within ATMs and Automated Solutions in the U.S. full-service ATM market, covering both first- and second-line maintenance. In the second half of the year, Loomis acquired Keys Armored Express, a CIT service provider operating in the Florida Keys area, and a precious metals vault and storage facility in Toronto, which strengthens the Group's position in the region.

> Read more about the acquisitions on pages 5 and 27.

The continued focus on sales and operational efficiency contributed to the record high-revenue and profitability during the year. Cash management in the US is a growing market, where Loomis is well-positioned to capture further growth opportunities in the coming years. The ambition for the US business is to grow organically by delivering the highest service quality and through strategic acquisitions.

Revenue per business line, 2025



- CIT, 34%
- CMS, 14%
- International, 4%
- ATM, 21%
- Automated Solutions, 25%
- Other, 2%

3
Countries*

16 billion
Revenue in SEK

10k
Employees

16.6 %
Operating margin, (EBITA)

* The USA, which includes all US states including Hawaii, Alaska and Puerto Rico, as well as Canada and Israel

SME/Pay

The SME/Pay segment is built on Loomis' strong market position in cash management and expertise in payment solutions. The segment targets small and medium-sized enterprises (SMEs) through the digital payment solution Loomis Pay combined with CIT, CMS and Automated Solutions services.

Through the SME/Pay segment, Loomis aims to expand the Group's operational reach to better serve small and medium-sized enterprises (SMEs) in line with the strategic ambition to grow in established markets. There is a significant market opportunity for end-to-end solutions for millions of SMEs in Loomis' markets. SMEs are experiencing rising labor costs, staff shortages, and limited access to traditional banking infrastructure as local branches close across Europe and the United States. At the same time, they must adapt to a rapidly digitalizing payment landscape.

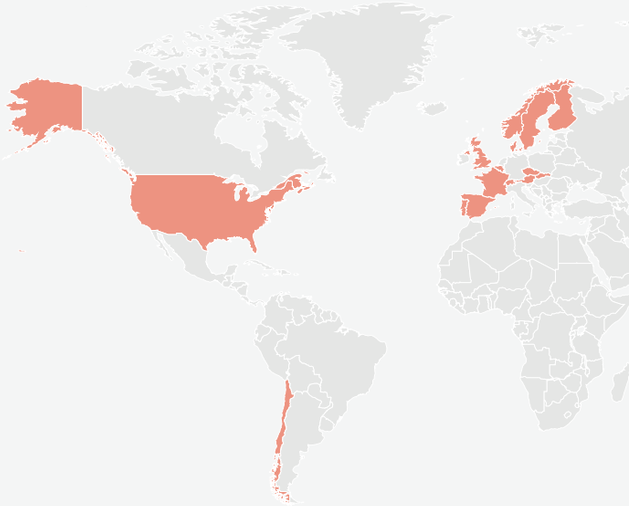
Segment development in 2025

Revenue almost doubled in 2025 compared to the prior year, boosted by revenue coming from cash-related business lines which have been included in the segment since the beginning of the year. Revenue from the business lines CIT, CMS and Automated Solutions accounts for above 30 percent of the segment revenues.

During the year, Loomis acquired two Point-of-Sale (POS) companies in Spain: Central Cash and Sighore-ICS. These acquisitions significantly expand Loomis Pay's presence in the Catalonia region, add to the digital capabilities, and broaden the customer base, in line with the strategic direction for the segment. Acquisitions and further development for SME/Pay are aimed at building on the same operational reliability that defines Loomis' large-client services but adapted for accessibility and ease of use. Through digital portals, SMEs can order services, monitor transactions, get business insights and manage payments in one interface. Dedicated routes and service models ensure cost-efficient operations even at lower volumes, while maintaining the same high standards of security and compliance.

Since its first launch in 2020, Loomis Pay has been introduced in Sweden, Norway, Denmark, and Spain. The phased rollout, where the payment service is tailored to unique local conditions and needs, such as payment patterns and regulations, increases the potential for long-term growth.

Loomis Pay is an important key to Loomis' growth in the SME segment in the coming years, both to grow in existing markets, through adaptations and new partnerships, and through further acquisitions of POS solutions in new geographical markets.



Revenue per business line, 2025

16
Countries*

208 million
Revenue in SEK

9 billion
Transaction volumes (SEK), Loomis Pay

-161 million
Operating income (EBITA), SEK

* Andorra, Austria, Belgium, Chile, Czech Republic, Denmark, Finland, France, Norway, Portugal, Slovakia, Spain, Sweden, Switzerland, United Kingdom, and USA. Loomis Pay is present in Sweden, Denmark, Norway, Spain and Andorra.

Market and Strategy

22 Market
23 Trends
24 Strategy and targets

A changing market with solid growth

The cash management industry is an important part of a payment ecosystem where both cash and digital payment solutions play crucial roles for businesses and consumers worldwide. While digital payments continue to grow, cash remains a central means of payment in many markets, particularly where access to modern banking is limited. This reality creates an opportunity for Loomis to bridge the gap through the company's non-cash solutions, supporting greater financial inclusion while enabling a gradual and inclusive transition toward digital payments.

The market is complex, being dependent on infrastructure and logistics, and covers a range of services related to the handling of physical cash, such as cash in transit, counting, verification and accounting, as well as adjacent services such as software for analysis and forecasting, ATMs and foreign exchange. The space is highly competitive with ongoing consolidation. The market is dominated by a few global actors and a large number of smaller local and specialized actors. Loomis is often the largest or second largest player in its markets.

Customer trends point in the direction of affordable, accessible, automatic and comprehensive solutions from trusted partners. This has led to the consolidation of the industry, beneficial to larger actors as they can more easily scale their business through existing channels. As an example, among banks there has been both increased consolidation and an increased demand for outsourcing in recent years, due to their business models moving away from cash handling and storage.

Similar trends are seen among merchants and retailers. These groups are further affected by the banks changing their business models by outsourcing non-core operations such as cash handling and storage. Small and medium-sized enterprises (SMEs), previously dependent on their local bank branches, have thus become a growing customer segment for the cash management industry. As a response, leading actors, such as Loomis, have begun the transition to better support these customers through innovative end-to-end solutions for both cash and cashless payments, including related business insight services. This again reflects the market demand for comprehensive solutions and reliable partners.

The US market

In the United States, the amount of cash in circulation is steadily increasing and surpassed USD 2,400 billion in 2025. According to the Federal Reserve Bank, the number of cash payments has remained stable in recent years, while the number of digital payments is increasing. In 2025, cash was the third most used payment instrument in the United States, easily accessible through the estimated 500,000+ ATMs in the country.

The European market

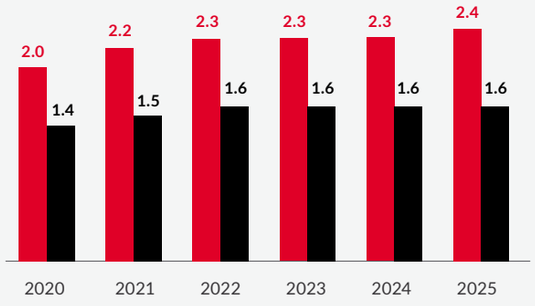
In Europe, the amount of cash in circulation has increased annually, and totaled over EUR 1,600 billion in 2025, according to the ECB. Cash usage in the euro area remains stable and cash is still the most common means of payment in shops. More than 40 percent of all in-store payments in the euro area are currently made in cash according to the ECB.

The Latin American market

In Latin America over 70 percent of all payments are estimated to be made in cash. Cash plays a critical role in the economic infrastructure and there is a growing demand for more efficient solutions for all types of services related to cash management. While the region is transitioning towards digital payment methods quickly, many individuals still lack access to the full scope of banking services, leading to a strong and persistent need or preference for being paid in cash and paying in cash.

Cash in circulation

Total value of Euro and US-dollar



Sources: Federal Reserve, ECB

Cash

The importance of Cash in Society

Cash continues to be indispensable for financial inclusion and social resilience. For many people it provides security, privacy and control, and it is a reliable fallback when digital systems are disrupted, for example, in the event of power outages, cyber incidents or network failures. Authorities in several markets are also acting to protect access to cash as part of the payment infrastructure.

How Loomis responds to the developments

Loomis safeguards access to cash by operating critical cash infrastructure on behalf of central banks, banks and retailers, ensuring secure logistics, processing and availability across communities. Loomis' role supports continuity of payment flows and inclusion when society needs it most.

Automation

Rising Demand for Automated, Accurate and Secure Handling

Rising labor costs, recruitment challenges and higher security requirements are accelerating demand for automation in retail and banking. Customers want to reduce manual handling, gain real-time control and improve efficiency at the point of sale and in the back office. Automated cash solutions (e.g., SafePoint and cash recyclers) and end-to-end process integration are increasingly preferred.

How Loomis responds to the developments

Loomis invests in advanced automated cash-handling solutions to streamline customer operations, reduce risk and improve accuracy from deposit to credit. These solutions create cost efficiencies and free up staff for core activities.

Digitalization

Growth of Digital Payments and Hybrid Solutions

Digital payment adoption continues to rise, but not all customers or situations can be fully digital. Retailers therefore need solutions that handle all payment types seamlessly. Hybrid systems that integrate cash and digital payments—especially for SMEs—are becoming the norm. Loomis enables one contract, a single point of support, and one view across cards, cash and alternative payments through Loomis Pay and locally adapted point-of-sale (POS) capabilities.

How Loomis responds to the developments

Loomis combines POS technology with Loomis' payment gateway to give merchants a single, integrated solution for cash and digital transactions. The acquisitions within Loomis Pay in Spain as well as additional partnerships in the Nordics have expanded the Group's reach and strengthened the local, hybrid offerings.

Macroeconomy

A shifting and volatile geopolitical landscape

Macroeconomic and geopolitical uncertainty influences customer behavior and operating models. In volatile periods, cash demand tends to be more resilient, while banks and retailers seek cost-efficient outsourcing of non-core processes to increase security and flexibility. Geopolitical uncertainty also creates a demand for high security valuables logistics, as more companies and institutions need to ensure that valuables, such as documents, life-saving medicines or technology, reach their destination safely.

How Loomis responds to the developments

With a global footprint and diversified business services, Loomis offers stability in a volatile environment. Loomis' international network enables it to capture opportunities arising from shifting global trade flows while continuing to provide secure, cost-efficient and resilient payment solutions and high security valuables logistics to customers worldwide.

A strategy for profitable and sustainable growth

Over the years, Loomis has developed a stable and resilient business model with a proven track record. Continued growth and increasing returns remain top priorities, while at the same time increasing efforts to reduce the negative impact on people and the environment.

The corporate strategy is centered around strategic periods with a duration of three years. With the Loomis model, a strong business model, and long-term vision serving as the backbone, each strategic period takes into account current market conditions and new initiatives aimed at strengthening long-term business development.

For the 2025–2027 strategic period, the following four strategic priorities apply:

- Grow in established markets.
- Generate growth and product expansion through M&A.
- Drive operational excellence and scalability.
- Lead sustainability in our industry.

By continuing to expand the core business, adding and launching more services higher up in the customer value chain, including the expansion of Loomis' digital payments solutions, growth is possible both organically and through M&A across all business lines and regions.

The strategic priorities for 2025–2027 continue to build on Loomis' global presence, the trust of the Group's customers, knowledgeable employees, high-security standards and smart and cost-effective processes and products. Loomis plays an important role in society and in the payment ecosystem. By providing services that support financial stability, security and financial inclusion, Loomis generates value through the contributions to society and the efficient operations of banks and businesses.

Grow in established markets

Loomis sees growth opportunities in the expansion of the current offering, across all three segments. Opportunities arise through offering more comprehensive services to existing customer groups: central banks, banks, and large companies, and through developing the offering to small and medium-sized enterprises in the SME/Pay segment.

> Read more on page 26

Generate growth and product expansion through M&A

Loomis' market is constantly evolving and the cash and valuables management industry is characterized by consolidation, rapid digitalization, and a growing demand for comprehensive end-to-end solutions. Loomis responds to these developments through a multifaceted acquisition strategy, tailored to its different product and service areas.

> Read more on page 27

Drive operational excellence and scalability

Having the right infrastructure combined with efficient use of resources is key to maximizing efficiency, optimizing resource allocation and developing smart logistics chains. Combined, this will assist in consistently delivering the highest quality and added value to Loomis' customers and growing the business.

> Read more on page 28

Lead sustainability in our industry

Loomis' sustainability ambitions are aligned with long-term business needs and ambitions. Reducing the Group's environmental impact, while ensuring high ethics and compliance in business operations, is key for employee retention, attracting new talent, and strengthening business relationships.

> Read more on pages 29–32

Targets for the 2025–2027 strategic period

Loomis' commitment is to deliver a competitive total return to shareholders through clear strategic priorities and focused execution. The targets for the 2025–2027 strategic period reflect this ambition and focus on growth and operating margin combined with the commitment to reducing emissions and prioritizing the safety and well-being of Loomis' own employees and people in the societies where the company operates.

		Target 2025-2027	Progress 2025
Continued **Growth**	**Revenue** compounded annual growth rate, currency adjusted, 2025-2027	5–7%	6%
Increase **Profitability**	**Operating margin (EBITA %)** during the entire strategic period	12–14%	12.7%
Reduce **Carbon Impact**	**Reduction of CO_2e** for Scope 1 & 2 combined, by 2027 compared to 2019	34%	26%
Safe **Workplace**	**Reduction in recordable injury rate** by 2027 compared to 2024	10%	10%

Grow in established markets

A key ambition for Loomis is to continue to grow organically in its established markets. Growth opportunities exist across all business lines and among the current customer groups: central banks, banks, and large companies. In addition, Loomis has an ambition to expand the business to include a new customer group: small and medium-sized enterprises (SMEs).

Over the years, Loomis has evolved from a pure cash-in-transit provider to a broad provider of both physical and digital solutions. The focus has been on meeting the complex needs of large corporations and building a robust infrastructure to support secure and efficient cash management solutions. Through years of collaboration, deep partnerships with these major market actors have enabled Loomis to create advanced solutions and infrastructure that can handle large volumes and seamlessly integrate with major banks and retailers.

The unique position allows Loomis to broaden the Group's offering to also reach small- and medium-sized customers such as smaller retailers, restaurants and other local businesses. In short, there is potential to leverage Loomis' extensive infrastructure, logistics chains and service offerings to provide solutions for smaller companies given the scale and reliability in the current business.

Loomis' focus for generating organic growth in the future is thus directed towards two areas:

1. Maximize growth through deepened partnerships within established customer segments: central banks, banks, and large corporations.
2. Expand into the SME customer segment enabled by Loomis' current infrastructure.

Central banks, banks and large corporations often request outsourcing solutions and have several key needs: efficient processes around cash management, solutions that reduce their own staffing needs, optimization of costs and minimization of cash-related risks. With expertise, robust infrastructure and automated solutions, Loomis becomes a reliable partner to help them improve their overall efficiency. Through partnerships, Loomis is able to further develop the outsourcing offering together with the customer and increase customer value by complementing with digital solutions and by developing new offerings together with CIMA, which Loomis acquired in 2023.

Small and medium-sized enterprises often face the dilemma of relying heavily on cash, while having reduced access to physical bank branches and needing to adapt to the digital payment trend. They are looking for all-in-one solutions that include the processing of all types of payments. Loomis offers solutions that streamline the cash management process, reduce costs and improve overall customer efficiency while minimizing cash-handling risks, a comprehensive offering that allows SMEs to fully focus on their businesses.

CASE

Loomis to Manage Nationwide Cash Logistics for BNP Paribas Fortis in Belgium

From 2026, Loomis will be responsible for the transport and management of cash across the entire network of branches of BNP Paribas Fortis in Belgium. The agreement, which was reached during 2025, mandates Loomis to maintain stable and efficient cash distribution throughout the country, every day of the year.

BNP Paribas Fortis is one of Belgium's largest banks and a subsidiary of the French banking group BNP Paribas. It has 308 branches, nearly 4 million customers, and approximately 87,000 corporate clients. Through this agreement with BNP Paribas Fortis, Loomis strengthens its position as a leading provider of cash management services in Europe.

According to the National Bank of Belgium, cash remains an important payment method in the country. In 2024, close to 40 percent of all retail payments in Belgium were made in cash, highlighting the continued need for a stable and reliable cash management infrastructure.

Generate growth and product expansion through M&A

Loomis' markets are constantly evolving, and the industry is characterized by consolidation, rapid digitalization, and a growing demand for comprehensive end-to-end solutions. Loomis responds to these developments through a multifaceted acquisition strategy, tailored to different product and service areas. Loomis has completed several acquisitions during 2025.

Loomis' acquisition strategy is designed to drive growth, leverage synergies and expand the product and service offering across all three business lines.

Acquisitions in both existing and emerging markets

Within the core business, Loomis' focus is to find synergistic opportunities by participating in the consolidation of the sector in countries where the Group already has a presence. Loomis is also actively seeking acquisition opportunities within valuable goods logistics and in emerging markets where cash usage remains high. Latin America is a prioritized region, where Loomis so far has established a presence in Chile and Argentina. Within Loomis International, Loomis actively seeks to strengthen the Group's business proposition.

In 2025, Loomis acquired Kipfer-Logistik GmbH, a Swiss logistics company specialized in temperature-controlled transport and storage of pharmaceuticals. During the year, Loomis also entered into an agreement to acquire the assets of International Depository Services of Canada Inc. The transaction includes a precious metals storage facility and vault in Toronto, Canada.

Selective acquisitions in adjacent services

Following the acquisition of CIMA in 2023, Loomis has no need to strengthen Automated Solutions on the product side. Likewise, within ATMs, the acquisition of Burroughs during 2025 has significantly improved Loomis' service offering and position in the US market where the Group now offers a comprehensive full-service ATM solution, covering both first- and second-line maintenance.

Going forward, Loomis sees potential to further enhance its adjacent services through software acquisitions with the purpose of improving the Group's ability to provide end-to-end solutions. Similarly, there is room to acquire service providers similar to Burroughs across the European market.

Developing the digital offering through acquisitions

Loomis is committed to continuing to grow within bundled digital and cash services, in particular in countries where cash usage is still widespread. These markets have significant growth potential and through selective acquisitions Loomis can increase the Group's presence. The focus is on the acquisition of point-of-sale (POS) solutions, checkout system solutions for unmanned checkouts or self-service solutions, which is an efficient way to establish Loomis Pay in new markets and at the same time support the core business growth within the SME customer segment.

During 2025, Loomis acquired Central Cash Gestión y Desarrollo, Sighore, and Internet Commerce Software Solutions. All three are actors with locally tailored POS solutions targeting SMEs in the Spanish market.

CASE

Strategic Acquisition in the US by Acquiring Burroughs

In mid-2025, Loomis acquired Burroughs, which delivers comprehensive lifecycle management services across a wide range of device types in the US and Canada.

Burroughs offers digital and on-site first- and second-line maintenance services for ATMs, smart safes, and kiosks, among others. These services include payment and transaction automation, unattended self-service technology, remote monitoring, predictive maintenance, and other connected technologies. The company is OEM-agnostic, ensuring that its solutions and services are adaptable to various device types.

With a total workforce of approximately 600 employees, of whom the majority are skilled service technicians, Burroughs has established itself as a leading player in the industry across the US and Canada.

With this acquisition, Loomis offers a comprehensive full-service ATM solution, covering both first- and second-line maintenance in the US.

Drive operational excellence and scalability

Having the right infrastructure combined with efficient use of resources is key to maximizing efficiency, optimizing resource allocation and developing smart logistics. Combined, these parts assist in consistently delivering the highest quality and added value to Loomis' customers and growing the business.

To complement the decentralized business model, Loomis is building a robust and scalable infrastructure for key areas across the Group that will allow for easier adaptation to changing market demands and enable the Group to seize new opportunities. This includes creating common platforms and processes across the global organization, and enabling local operations in the decentralized organization to run their units even more efficiently.

By building an even more scalable and efficient organization capable of delivering high quality and added value to the Group's customers, Loomis can ensure continued sustainable growth.

The strategic work on operational excellence and scalability builds on three pillars:

Group-wide platforms

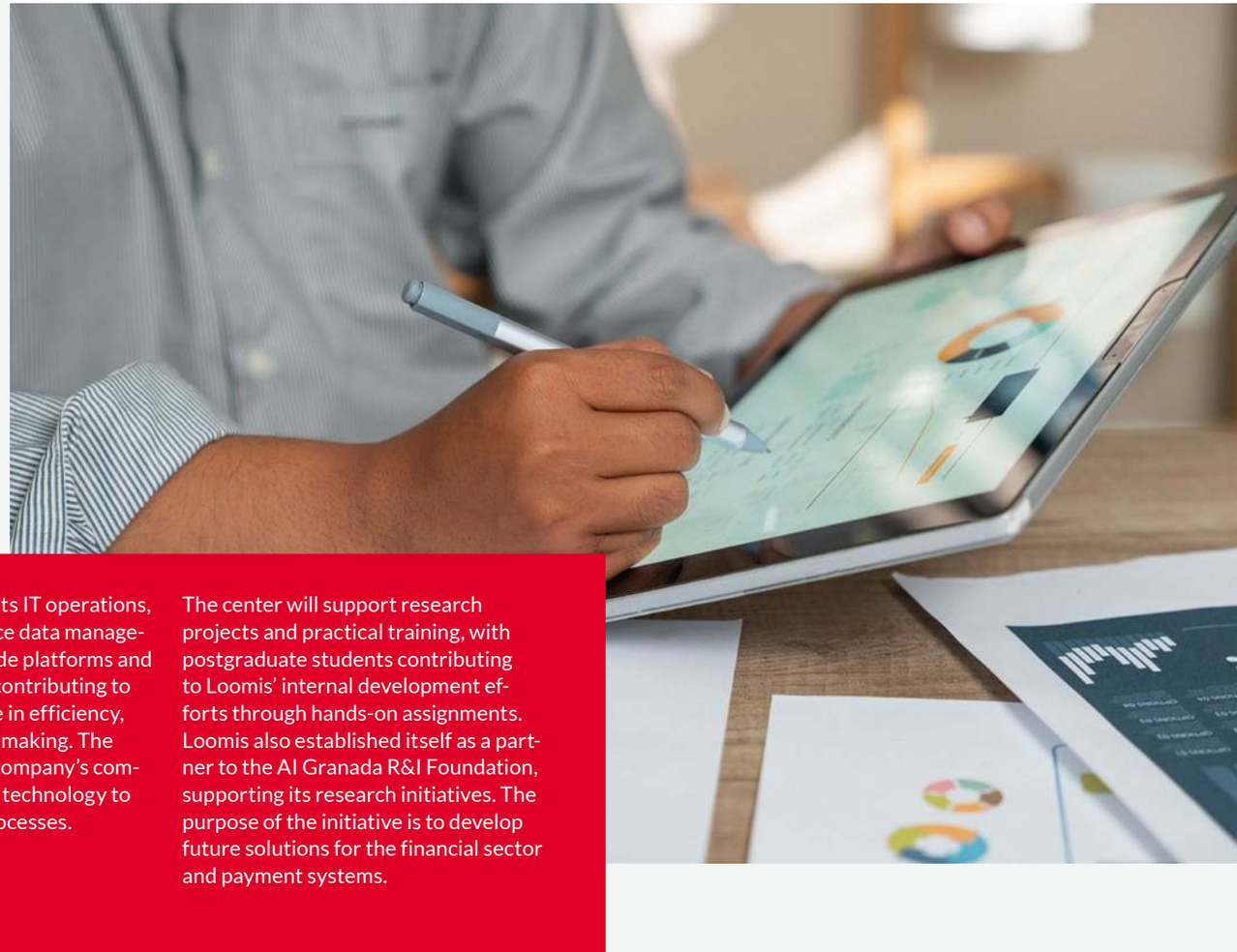
Loomis prioritizes the development of group-wide platforms and tools, which in turn provide a solid foundation for innovation and growth in all markets.

Automated processes

By automating key processes across the global organization, there is an opportunity to speed up workflows and reduce manual tasks.

Innovation and technology

Loomis embraces cutting-edge technologies and fosters a culture of innovation to optimize operations and improve service delivery.



CASE

Finding scalability across group-wide platforms by investing in AI

Loomis has created a Center of Excellence in Artificial Intelligence (AI) in Granada, Spain. Launched in late 2025 in collaboration with AI Granada R&I and the University of Granada, the initiative focuses on research, talent development, and applied AI solutions for financial services and payment solutions.

By integrating AI into its IT operations, Loomis aims to enhance data management across group-wide platforms and improve automation, contributing to operational excellence in efficiency, security, and decision-making. The initiative reflects the company's commitment to leveraging technology to strengthen its core processes.

The center will support research projects and practical training, with postgraduate students contributing to Loomis' internal development efforts through hands-on assignments. Loomis also established itself as a partner to the AI Granada R&I Foundation, supporting its research initiatives. The purpose of the initiative is to develop future solutions for the financial sector and payment systems.

Lead sustainability in our industry

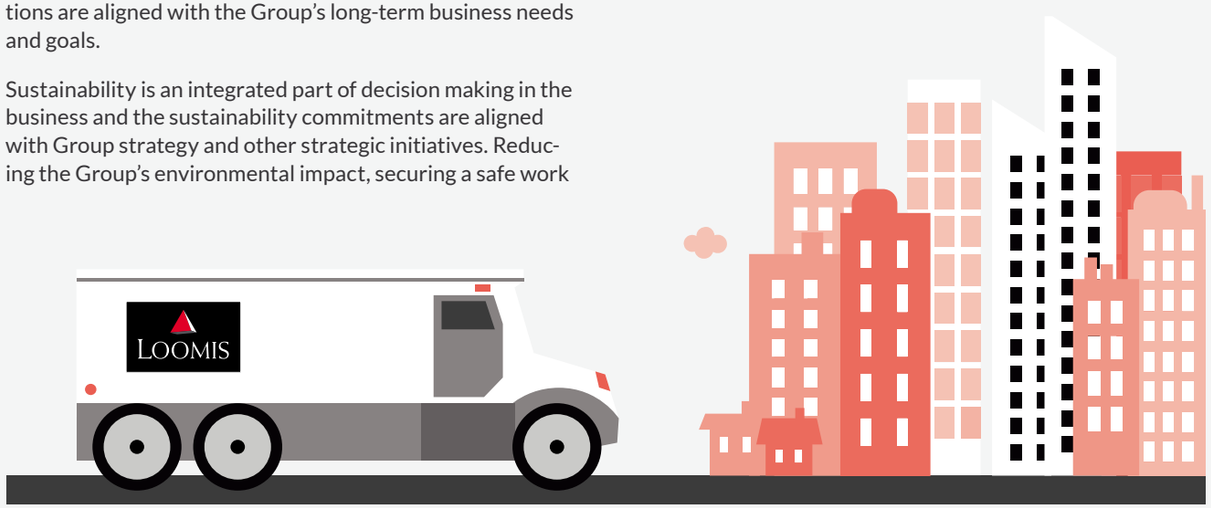
Loomis is part of the infrastructure that is critical for society, and thereby, the Group contributes to an inclusive and resilient society. Consequently, this requires Loomis to take long-term responsibility for the business and the impact of the Group's operations on society, people, and the environment.

The starting point of Loomis' sustainability work is the Group's double materiality analysis, which sets the foundation for sustainability initiatives. Loomis' sustainability ambitions are aligned with the Group's long-term business needs and goals.

Sustainability is an integrated part of decision making in the business and the sustainability commitments are aligned with Group strategy and other strategic initiatives. Reducing the Group's environmental impact, securing a safe work environment, while ensuring high ethics and compliance in business operations, are key for retaining employees, attracting new talent, accessing finance, and strengthening business relationships.

Sustainability commitments and sustainability initiatives are based on where Loomis has the most impact and where risks and opportunities in sustainability areas have the most effect. Loomis' approach is based on the company's double materiality analysis, which has been carried out according to the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) methodology.

Loomis' sustainability initiatives are divided into six focus areas with targets to secure Loomis' position as the leading sustainability business partner in the industry.



E Environmental sustainability

We aim to reduce our climate impact by switching to renewable fuels and energy and optimizing resource use.

Focus areas

- Reduction of emissions
- Resource efficiency

Governing documents

- Environmental Policy
- Code of Conduct
- Supplier Code of Conduct

Applicable UN Sustainable Development Goals

S Social responsibility

We have a vision of zero injuries and strive to create and maintain a strong corporate culture that attracts and retains the right talent.

Focus areas

- Health and safety
- Attracting and retaining talent

Governing documents

- Human Rights Policy
- Code of Conduct
- Supplier Code of Conduct

Applicable UN Sustainable Development Goals

G Governance and compliance

We are committed to being a reliable partner for financial inclusion and to upholding the highest standards of integrity throughout our own business as well as in our value chain.

Focus areas

- A reliable partner
- Responsible procurement

Governing documents

- AML and CTF Policy
- Anti-Bribery Policy
- Code of Conduct
- Supplier Code of Conduct
- Compliance Policy

Applicable UN Sustainable Development Goals

E Environmental sustainability

Loomis' commitment to reducing environmental impact from the Group's operations is a long-term strategic measure, aimed at reducing negative impact on the environment, reducing fuel consumption and operating costs, strengthening the Group's competitive advantage and improving access to financing through sustainability-linked bonds. During 2025, Loomis continued to implement the climate change mitigation plan developed in 2024, which forms the basis for the Group's long-term transition plan and guides the reduction of Scope 1 and Scope 2 emissions.

> For more information, see the Sustainability Statement on pages 74-94.

Secure transportation is at the core of Loomis' business, which inherently involves emissions from its fleet. The company is committed to offering low-emission transport solutions, a commitment supported by ongoing initiatives. In an effort to reduce impact, Loomis is gradually switching to electric vehicles and, for fuel-powered vehicles, to lighter, more fuel-efficient models. Where available, Loomis is also increasingly switching to biofuels for diesel-powered vehicles. In addition, ongoing work on route optimization assists in reducing fuel consumption.

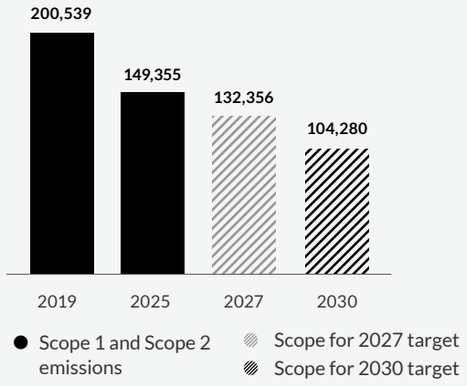
Reducing fuel consumption is a key activity that leads to lower emissions and lower operating costs. It is also aligned with expectations from external stakeholders, including Loomis' customers. In 2024, Loomis committed to the Science Based Targets initiative (SBTi) to set near-term climate emission reduction targets. During 2025, Loomis submitted its targets, including targets for Scope 1, Scope 2 and Scope 3, for validation. By pursuing ambitious, science-based goals, the company aims to lead the industry in sustainable practices and strengthen collaboration with business partners.

In addition to reducing fuel consumption, Loomis is transitioning to the use of renewable electricity in the Group's facilities globally. The transition is dependent on availability and cost; consequently, some countries are progressing faster than others. Loomis is also evaluating various programs to use resources more efficiently and reduce waste. For example, Loomis has a pilot project to refurbish older machines used in its automated solutions.

Going forward, Loomis' focus on reducing emissions across the value chain will increase. Loomis' ambition is to lead the change within the industry, and cooperation with the Group's suppliers is essential to achieving this.

Focus areas	Period	Target
E Emissions reduction	2019–2027	34 percent reduction in CO_2 emissions within Scope 1 and Scope 2 according to the GHG protocol, market-based method, by the end of 2027.
	2019–2030	48 percent reduction in CO_2 emissions within Scope 1 and Scope 2 according to the GHG protocol, market-based method, by the end of 2030.
E Resource efficiency	2024–2027	10 percent increase in fuel efficiency (liters/km) including all vehicles by 2027 compared to 2024.

Scope 1 and Scope 2 emissions
CO_2e emissions (1,000 tonnes)



CASE

More than 65 percent of operations in Europe and Latin America powered by renewable electricity

Loomis UK has recently transitioned to 100 percent renewable energy, meaning that 66 percent of Loomis' operations across Europe and Latin America are now powered by renewable electricity, such as solar, wind, and hydropower.

The shift is part of a global initiative to reduce the company's environmental footprint and to take its share of responsibility in limiting global warming.

In addition to the UK, Loomis operations in Austria, Denmark, Finland, Turkey, Spain, and Sweden are already powered by 100 percent renewable electricity.

S Social responsibility

Loomis employs close to 25,000 people worldwide and aims to be a responsible employer. Initiatives to attract and retain employees are key to delivering on Loomis' ambition to be the most attractive employer in the industry. The company is committed to maintaining a workplace free from discrimination, providing equal opportunities for professional growth, and ensuring the health and safety of all employees.

Robust risk and safety procedures are crucial to providing a safe working environment for Loomis' employees, at all levels of the company. Employees must be able to both understand and manage risks in their daily work, and as such, the security strategy focuses on two core principles: no loss of life and balancing the risk of theft or robbery with the cost of preventing such events.

There is an extensive focus on proactive measures to enhance safety and reduce work-related injuries. Some of these efforts include comprehensive training, investments in equipment, the vehicle fleet, and new technology. The work related to operational risk and physical security is managed by around 250 employees, spread out across Loomis' markets.

On top of health and safety matters, Loomis' social responsibility work extends to future-proofing the organization. Providing equal opportunities for development allows employees to build business knowledge, operational insight, and experience, which in turn contribute to efficiency and organizational strength. During 2025, Loomis developed and launched a suite of internal leadership programs to promote employee retention and talent development. These programs have contributed to improving operations in many local branches and resolving several local issues through knowledge-sharing.

> Read more on pages 16 and 103.

Initiatives focused on employee attraction and retention are essential to delivering on Loomis' ambition to be the most attractive employer in the industry. This is achieved by actively working to enable continuous professional development for all employees, improving the work environment, and promoting inclusion, fairness and diversity.

Focus areas	Period	Target
S Health and safety	2024–2027	10 percent reduction in recordable work-related injury rate by 2027 compared to 2024.
S Attract and retain talent	2024–2027	10 percent reduction in voluntary employee turnover rate by 2027 compared to 2024.

CASE

Safe Working Environment with a Focus on Road Safety in Turkey

A safe working environment is a fundamental prerequisite for Loomis' operations. Through the Group's Code of Conduct, Loomis clearly defines responsibilities, working practices, and safety requirements that protect both employees and customers' valuables. The Code represents a commitment to Loomis employees that safety is always a top priority in daily operations.

In Turkey, road traffic accidents are one of the most significant workplace risks for Loomis employees. Many team members spend a large part of their workday on the road, which places high demands on procedures, training, and risk awareness. To reduce accidents, Loomis Turkey has made road safety a key priority.

A dedicated working group has been established to focus on accident prevention, and training programs for drivers and security guards have been strengthened.

Through continuous training, clear reporting channels, and a structured approach to safety, Loomis strengthens both workplace safety and customer trust.

G Governance and compliance

Solid governance is the foundation to build a sustainable company. As a designated partner handling cash and valuables with the trust of central banks, commercial banks, and retailers, Loomis is committed to maintaining the highest standards of ethics, integrity, and compliance. Loomis has established a clear governance structure that efficiently delegates responsibility throughout the organization.

> For more information, see Loomis' Corporate Governance Report on pages 33-43 and the Sustainability Statement on pages 58-119.

Loomis has a clear and efficient structure to delegate responsibility and governance. Besides laws and regulations in countries where the Group operates, Loomis also adheres to the Swedish Corporate Governance Code. To help ensure consistency and compliance throughout its markets, Loomis has adopted internal governing documents known as Loomis Internal Rules. These policies determine how Loomis and Loomis' employees should act and conduct business.
> For information on Loomis' Group Policies, see page 39.

Internal control and risk management are integral parts of Loomis' governance. Loomis' governance model divides roles and responsibilities within the Group. This ensures that risks are continuously acknowledged, controlled and evaluated. Due to the nature of Loomis' business, the company has a particular responsibility to prevent its services from being used to facilitate financial crimes. Loomis employs key supporting functions within risk control, risk management, compliance and financial crime prevention to mitigate these risks.
> Read more on pages 38 and 116.

The Loomis Model aims to ensure that employees across all countries and regions share the same goals and expectations. The model defines the Group's values: People, Service and Integrity, while simultaneously laying the groundwork for a healthy corporate culture. The model is built on the concepts of "We, Know, How" which together form a common core, a culture of knowledge-sharing, and provide guidance for local implementation. This is further strengthened with mandatory training on the Group's Code of Conduct as well as other areas of strategic importance.
> Read more on pages 15 and 111-112.

In other governance areas, work is also progressing in strengthening compliance and mitigating risks. This includes continued requests for adherence to the Group's Supplier Code of Conduct, with the ambition to reach 100 percent compliance, among other initiatives targeting suppliers and partners in the value chain. Loomis is committed to expanding processes to evaluate human rights risks among the Group's strategic suppliers.
> Read more on page 114.

Focus areas	Period	Target
G A reliable partner	Annually	100% completion rate in: • Code of Conduct training, all employees • Group Policies, top 300 managers
G Responsible procurement	2025–2027	100 strategic suppliers assessed on human rights.

CASE

Strengthening Financial Crime Prevention

Loomis is strengthening its efforts to prevent financial crime in response to increasing regulatory demands and more complex criminal methods. As a provider of critical cash management services, Loomis has a responsibility to protect the integrity of payment flows and maintain customer trust.

A key part of this work is the continued development of Group-wide financial crime prevention strategies. Regular updates, targeted training, and clear accountability structures help ensure that employees understand their role in preventing money laundering, terrorist financing, and other financial crimes.

By strengthening internal controls and promoting a consistent, values-based approach across the organization, Loomis helps safeguard customers' operations, ensures regulatory compliance, and reinforces trust in secure and reliable cash management services.

Corporate Governance

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40 Internal control
41 Board of Directors
42 Group Management
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Corporate Governance

The primary aim of Loomis' corporate governance framework is to establish accountability, transparency, and effective decision-making across the Loomis Group. Loomis has developed a clear governance structure, delegating decision-making authority, operational responsibility and governance activities. This governance model safeguards the interests of shareholders and other stakeholders while proactively managing risk exposures and laying the foundation for sustainable value creation.

Besides relevant laws and regulations, Loomis also adheres to Nasdaq Stockholm's Rule Book for Issuers, as well as the Swedish Corporate Governance Code ("the Code").

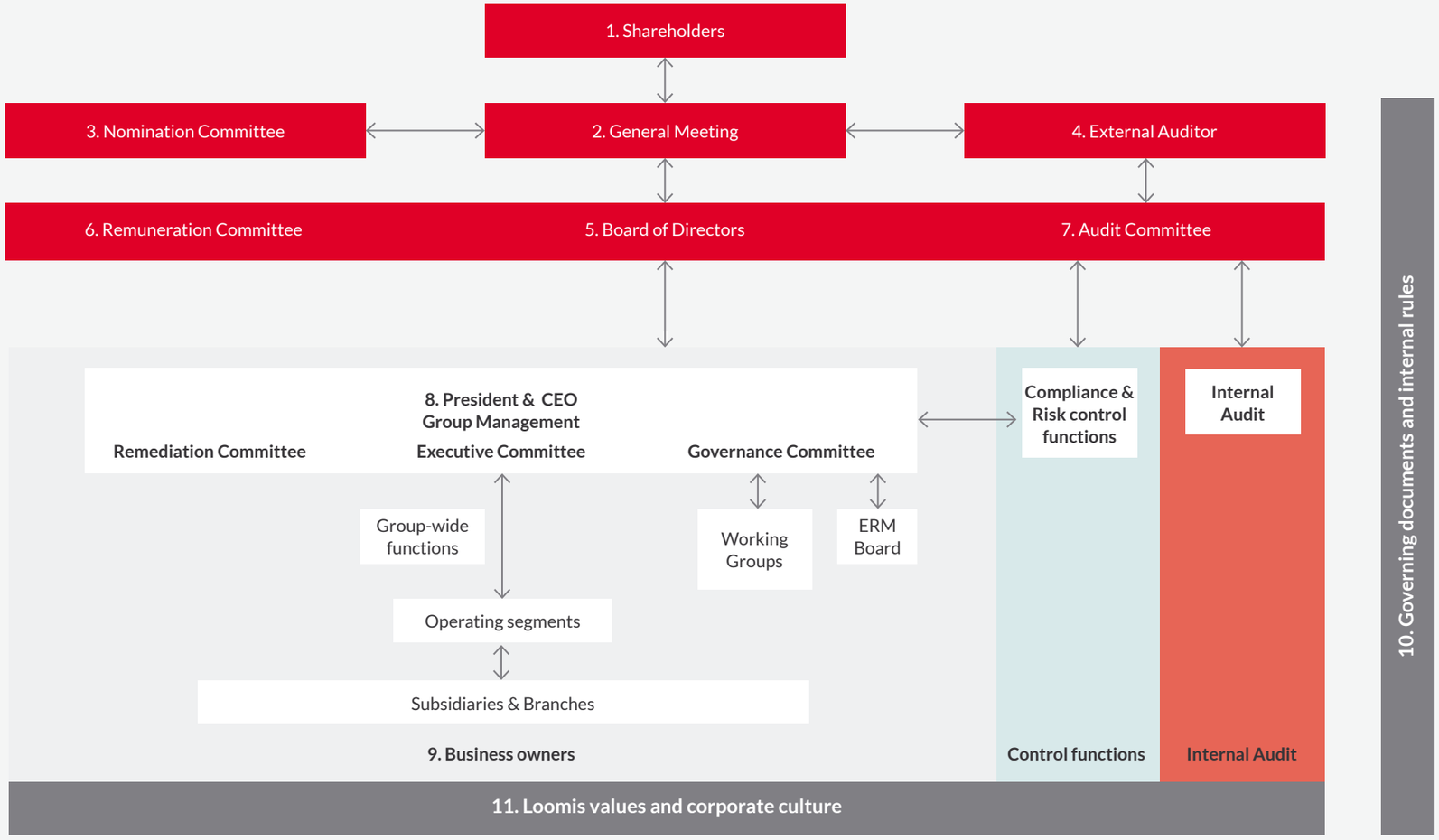
Loomis shareholders exercise their influence by voting at the general meetings of Loomis AB, the Group's parent company. They resolve on the composition of the Board of Directors ("Board") and the election of auditors based on recommendations from the Nomination Committee. The Board of Directors is responsible for the overall organization and administration of the Company's affairs. The President and CEO ensures that the Company's ongoing administration is in accordance with the Board's guidelines and instructions.

Internal control and risk management are integral parts of Loomis' governance structure.

Loomis' corporate governance structure is presented in the chart on the right. The governance principles are described in detail on the following pages.

The Corporate Governance Report has been prepared in accordance with the Annual Accounts Act and the Code as a separate report from the Administration Report. The Company's external auditors have reviewed this report and an auditor's statement is included in this Report.

Corporate Governance Structure



1. Share and shareholders

The Loomis share has been traded on Nasdaq Stockholm since 2008 and is part of the Large Cap segment. Loomis has one class of share carrying equal voting rights and entitlement to dividends. The total number of shares and votes in the Company on December 31, 2025, was 68,500,000. The number of Loomis shareholders at year-end was 18,320.

> Read more about the Loomis share and shareholders on page 168.

2. General meetings

Loomis' highest decision-making body is the general meeting, the forum where shareholders exercise their right to vote on company matters. The ordinary general meeting (Annual General Meeting, AGM) is held once a year and resolves on matters such as approval of the income statement and balance sheet, appropriation of profits, the composition of the Board of Directors, external auditors, board fees, and, at least once every four years, guidelines for remuneration to Group Management. All shareholders who have registered to attend by the deadline have the right to attend general meetings and cast votes corresponding to the number of shares they hold.

Annual General Meeting 2025

Loomis' AGM 2025 was held on May 6, 2025, in Stockholm, Sweden. Shares equivalent to a total of around 60 percent of the capital and votes in the Company were represented. The minutes are available on the Loomis website.

The Annual General Meeting 2026 will be held on May 6, 2026 at 5.00 PM CEST in Stockholm.

> For more information, see https://www.loomis.com/en/about-us/corporate-governance/general-meetings

3. Nomination Committee

Loomis' Nomination Committee is a body established by the AGM. The AGM has adopted instructions for the Nomination Committee describing the Committee's tasks and the process by which the Committee members are appointed. The Committee is to be composed of representatives from the four largest shareholders in terms of voting power as of August 31 each year. If a shareholder ceases to be one of the four largest shareholders three months before the AGM, their representative shall offer to step down from the Committee to allow a representative of the next largest shareholder to be appointed. The Chair of the Board shall be co-opted onto the Committee. The Committee's term remains in effect until the next Nomination Committee's composition is announced.

The Committee is tasked with preparing for the election of the Chair for the general meetings; the election of board members and the Chair of the Board; proposals on board fees; any changes to the Committee's instructions following consultation with the Board and Audit Committee; the election of external auditors; and decisions regarding auditors' fees. The shareholders may submit proposals to the Committee.

The Committee applies rule 4.1 of the Code as its Diversity Policy. Diversity is an important consideration in the Committee's nomination process. The Committee constantly strives to maintain a gender balance and achieve a breadth of qualifications, experience and backgrounds among the board members. This is reflected in the composition of the current Board.

No fees are paid to the members of the Nomination Committee. However, Loomis covers any necessary expenses in connection with the Committee's work.

As announced in October 2025 ahead of the 2026 AGM, the Loomis Nomination Committee comprises:

Member	Representing
Caroline Sjösten (Chair)	Swedbank Robur Fonder
Elisabeth Jamal Bergström	SEB Investment Management
Hjalmar Ek	Lannebo Kapitalförvaltning
Johan Wadell	Andra AP-fonden
Lars Blecko (Co-opted member)	Chair of Loomis AB

The Nomination Committee's proposals to the 2026 AGM are included in the notice convening the meeting, available on the Loomis website.

4. External auditors

The AGM appoints auditors to examine the annual accounts, accounting records, and consolidated financial statements and to assess the management of the Company by the Board of Directors and the President and CEO. Auditors are elected at the AGM for a term extending until the conclusion of the following AGM. At the 2025 AGM, Deloitte AB was reappointed as external auditor for the period until the 2026 AGM, with Didrik Roos serving as auditor in charge.

The auditors perform their duties in accordance with an audit plan established in consultation with the Audit Committee and the Board of Directors. The auditors attend all Audit Committee meetings and present their conclusions to the entire Board at the board meeting held in conjunction with the closing of the annual accounts. During the year, the auditors met with the Audit Committee when no members of Group Management were present.

> For more information on audit fees and other remuneration, see Note 6.

5. Board of Directors

The Board derives its mandate directly from the shareholders of Loomis AB. The Board is entrusted with the overall organization and administration of the Group's affairs. Its responsibilities encompass setting the strategic direction, overseeing financial and operational performance, ensuring compliance with applicable laws and regulations, and protecting the interests of the Group and its stakeholders.

While the Board retains ultimate responsibility for the Group's governance and operations, it delegates specific tasks and operational duties to the President and CEO. The Board appoints the President and CEO who is responsible for the Company's day-to-day operations in accordance with the guidelines issued by the Board. The President and CEO ensures that the Board is regularly informed about matters of importance for Loomis. The duties of the Board and division of responsibilities between the Board and the President and CEO are stipulated in the written Work Procedures for the Board, which are adopted at least once a year.

The Board takes decisions on matters such as the Group's overall strategy, financial reporting, matters relating to sustainability, acquisitions, divestments, sizeable investments, financing, and setting the framework for the Group's operations by approving the Group's budget. The Board held 8 meetings during 2025.

The Work Procedures also prescribe an annual evaluation of the Board's work, requiring Board members to respond to an annual questionnaire from the Nomination Committee. The aim is to obtain a sound basis for the Board's own evaluation process and provide the Nomination Committee with information for its nomination tasks. The result of the evaluation is presented to the Board and the Nomination Committee.

The Board is also responsible for ensuring that the Company has good internal control and for ongoing evaluation of the effectiveness of the Company's internal control systems. The Board must ensure that the Company has formal routines to guarantee compliance with the adopted principles for financial reporting and internal control.

> See page 40.

The Board has also adopted a number of policies for areas of key importance to Loomis. They are evaluated and updated annually or when needed or required.

> See page 39.

The Board's composition and attendance during 2025

Board member	Elected	Board fees[1] (SEK)	Committee fees[1] (SEK)	Board meetings (total)	Remuneration Committee (total)	Audit Committee (total)	Independent of major shareholders	Independent of the Company
Lars Blecko (Chair) [2]	2019	1,450,000	150,000	8 (8)	2 (2)	–	Yes	Yes
Alf Göransson [2]	2007	615,000	75,000	8 (8)	2 (2)	–	Yes	Yes
Cecilia Daun Wennborg	2013	615,000	350,000	8 (8)	–	5 (5)	Yes	Yes
Johan Lundberg	2019	615,000	175,000	8 (8)	–	5 (5)	Yes	Yes
Liv Forhaug	2021	615,000	–	8 (8)	–	–	Yes	Yes
Santiago Galaz	2022	615,000	–	8 (8)	–	–	Yes	Yes
Marita Odélius	2024	615,000	175,000	8 (8)	–	5 (5)	Yes	Yes
Chalanja Henningsson [3]	2021	–	–	8 (8)	–	–	–	–

1) Fees approved by the 2025 Annual General Meeting. The fees are compensation for the period between the 2025 AGM and the 2026 AGM. For fees expensed in 2025, refer to Note 7.
2) Lars Blecko has been the Chairman of the Board since the 2025 AGM. Alf Göransson was the Chairman of the Board until the 2025 AGM.
3) Employee representative.

Chair of the Board

The Chair of the Board is responsible for ensuring that the Board performs its duties in accordance with the Swedish Companies Act and other relevant laws and regulations. This includes monitoring operating activities and ensuring that all board members receive the information and supporting documents they require. The Chair monitors operations by maintaining regular contact with the President and CEO. The Chair also ensures that the above-mentioned annual evaluation of the work of the Board, and the President and CEO is carried out. In addition, the Chair represents the Company in owner-related matters.

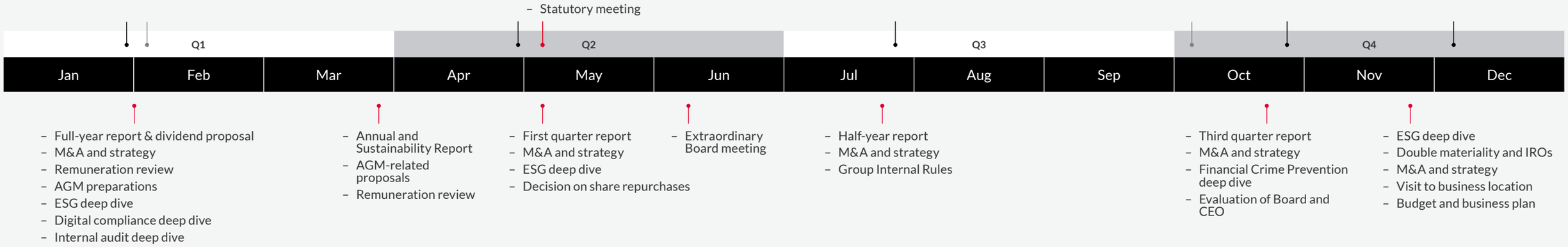
Composition and Independence of the Board

The Board is to consist of at least five and no more than ten members elected by the AGM, with no deputies. The Board may also have two employee representatives and two deputies for these members. Board members are elected to serve for the period until the end of the next AGM.

At the 2025 AGM, Alf Göransson, Cecilia Daun Wennborg, Lars Blecko, Johan Lundberg, Liv Forhaug, Santiago Galaz and Marita Odélius were re-elected to the Board. Lars Blecko was elected new Chairman of the Board.

Board meetings 2025

● Board meeting ● Audit Committee meeting ● Remuneration Committee meeting



All seven board members are considered independent of the Company and its management. All of the board members elected by the 2025 AGM are considered independent of the Company's major shareholders. This has been determined by the Nomination Committee in accordance with the Code.

> For information on the Loomis Board members, see page 41.

6. Remuneration Committee

The Board has appointed a Remuneration Committee consisting of two board members instructed to address all matters relating to salaries, variable remuneration, pension benefits and other forms of compensation for Group Management and, if the Board so decides, other levels of management as well. The Committee is also tasked with monitoring and evaluating remuneration structures and levels, variable remuneration programs that are ongoing or were concluded during the year for senior executives, and evaluating the application of the remuneration guidelines for senior executives which, by law, are to be decided by the AGM. The Committee presents its proposals to the Board in preparation for board decisions.

Board members Lars Blecko (Chair) and Alf Göransson have served on the Committee during 2025. In 2025, the Remuneration Committee held two meetings.

7. Audit Committee

The Board has appointed an Audit Committee consisting of three board members. The Committee's work is governed by instructions set out in an appendix to the Board's Work Procedures, which define the Committee's purpose, responsibilities, composition, and reporting requirements.

The Committee's tasks include:

- Reviewing the Company's financial and sustainability reports, including key accounting principles and the estimates and assessments used
- Monitoring internal control and corporate governance
- Overseeing the control functions: Risk Control and Compliance
- Exercising oversight of the Internal Audit function
- Addressing and discussing specific and significant auditing and accounting principles and issues
- Evaluating and monitoring the external auditors' independence

Audit Committee meetings are attended by the Company's auditors, the President and CEO, the CFO and the Committee's secretary.

The scope of the Committee's oversight has broadened as a result of both increasing regulatory requirements and the Company's entry into more regulated business areas. The following Audit Committee responsibilities have been addressed during meetings in 2025:

- Finance, Treasury and Tax
- Loomis' Corporate Governance and Group Policies
- Sustainability Reporting and the process for the Double Materiality Assessment
- Reporting from Control Functions: Risk Control, Compliance and Internal Audit
- IT and Data management, including information security, data privacy and AI
- Financial Crime Prevention
- Risk management and insurance

Board members Cecilia Daun Wennborg (Chair), Johan Lundberg, and Marita Odélius have served on the Committee during 2025. The Audit Committee held 5 meetings in 2025.

8. President & CEO and Group Management

Loomis' President and CEO is responsible for ongoing management and day-to-day operations. The distribution of responsibilities between the Board and the President and CEO is specified in the rules of procedure for the Board and in the CEO's instructions. The President and CEO reports to the Board and ensures that the Board receives the information necessary to make well-informed decisions.

The President and CEO leads the Group Management Team (GMT), which together have joint overall responsibility for ensuring that Loomis' ongoing operations are in accordance with the strategies and long-term goals established by the Board and that risk management, governance, organizational structures, and processes are satisfactory.

The GMT consists of the President and CEO, Regional President USA, Regional President Europe and Latin America, Chief Financial Officer (CFO), Chief Human Resources and Marketing Officer (CHRO/CMO), Chief Risk Officer (CRO), and Chief Legal Officer (CLO). Each Management member is responsible for one of the operating segments or Group-wide functions.

The GMT meets regularly and as needed. The meetings focus primarily on strategic and operational follow-up as well as monitoring progress and results. The members of Group Management also collaborate closely on a daily basis.

> For more information about Group Management, see page 42.

GMT Committees

The GMT has established three Committees to support Group Management's work:

- An Executive Committee
- A Remediation Committee
- A Governance Committee

Executive Committee

The Executive Committee prioritizes and manages operational and strategic activities and decisions within the Group.

The Executive Committee consists of the President and CEO, Regional President USA, Regional President Europe and Latin America and Chief Financial Officer.

Remediation Committee

Responsible for monitoring and following up on findings from the control functions Compliance, Risk Control, and Internal Audit with the relevant owner within the first line.

The Remediation Committee consists of the President and CEO, Regional President USA, Regional President Europe and Latin America, and the Chief Legal Officer.

Governance Committee

Responsible for prioritizing and coordinating Group initiatives relating to support functions and, in some cases, acting as a preparatory body to the full GMT. The Governance Committee oversees the work of the Company's working groups at GMT level.

The Governance Committee consists of the Chief Legal Officer, Chief Financial Officer, Chief Risk Officer, and the Chief Human Resources and Marketing Officer.

Working Groups – Boards, Councils and Forums

Cross-functional working groups are established at Group-level to ensure coordination and interaction between the various functions and competencies in the Group. The working groups assist the President and CEO and GMT in making well-informed decisions and providing a defined structure for escalation to GMT.

Each working group has a clear charter governing its work with representatives from different parts of the business.

Loomis has three categories of working groups with different mandates:

- **Board**: Working group with wide decision-making powers.
- **Council**: Working group with decision-making powers within its field.
- **Forums**: Working group with no decision-making powers.

ERM Board

The ERM Board serves as a steering and decision-making forum on risk-related topics in the Loomis Group. It makes decisions on risk-related topics within its mandate below Board level in accordance with the Risk Appetite Statement as adopted by the Board of Directors, and seeks to ensure alignment between strategic risks and operational goals. The ERM Board also discusses and prepares recommendations for risk decisions that require approval by Loomis' Board. Furthermore, it reviews and provides feedback on risk mitigation plans and their effectiveness, establishes risk ownership of specific enterprise risks and acts as an escalation point for risk-related and compliance issues in the Group.

The ERM Board consists of the Chief Risk Officer (Chair), Head of Risk Control (Meeting coordinator), President and CEO, Chief Financial Officer, Chief Legal Officer, Chief Human Resources and Marketing Officer, and Chief Information Officer.

Remuneration Guidelines

The 2025 AGM resolved to adopt guidelines for remuneration to Group Management. Remuneration includes a fixed salary, variable remuneration, pension, and other benefits. Variable remuneration shall be based on results related to meeting performance and growth targets within individual areas of responsibility. Variable remuneration may also be linked to individual performance targets. All variable remuneration shall be consistent with the interests of the shareholders. Variable remuneration shall correspond to a maximum of 100 percent of fixed annual salary for the members of Group Management. The Board of Directors has not deviated from the Remuneration Guidelines during 2025.

> For details on remuneration for the President and CEO and other members of Group management, see Note 7.

> For the complete Remuneration Guidelines, see pages 49-50.

Loomis has two ongoing long-term performance-based incentive programs, LTIP 2023 and LTIP 2025. Both incentive programs are intended for senior management and other key employees, approved by the AGMs in 2023 and 2025, respectively.

Each participant invested in Loomis' shares. The participants are entitled to receive so-called performance shares if, among other things, the performance targets for cumulative earnings per share growth and carbon emissions reductions are reached.

> See Note 7 for more information.

9. Governance Model

Loomis' governance model divides roles and responsibilities within the Group.

Business Ownership and Management

Management at all organizational levels is responsible for managing the business which includes identifying, assessing, and managing risks within their respective areas of responsibility and mandate. This responsibility also includes ensuring that processes to promote risk awareness are in place.

The Group Management Team (GMT) is responsible for overseeing the implementation of policies adopted by the Board and identifying, assessing, and managing risks and opportunities within the Group.

The management team for each region, country, or legal entity is responsible for implementing and maintaining local risk control systems in accordance with the Board's policies. They must ensure that risk management is an integral part of operations at all levels in the local organizational structure.

All Loomis employees play a crucial role in managing, controlling, and reporting on risks and incidents. Risk awareness and understanding the requirements and expectations are key to ensuring risks are kept within the acceptable boundaries established by the Company.

Control functions

Loomis has established control functions to ensure that risks and controls are effectively managed. The control functions consist of the risk control and compliance functions.

Risk control function

In addition to risk management carried out by the subsidiaries, Loomis has established a Group risk control function that advises and oversees business operations. The risk control function reports directly to the Chief Risk Officer and provides reporting to the Board, primarily through the Audit Committee. The risk control function supervises and supports risk management at all levels within Loomis, prioritizing work in local risk control functions for regulated subsidiaries.

Compliance function

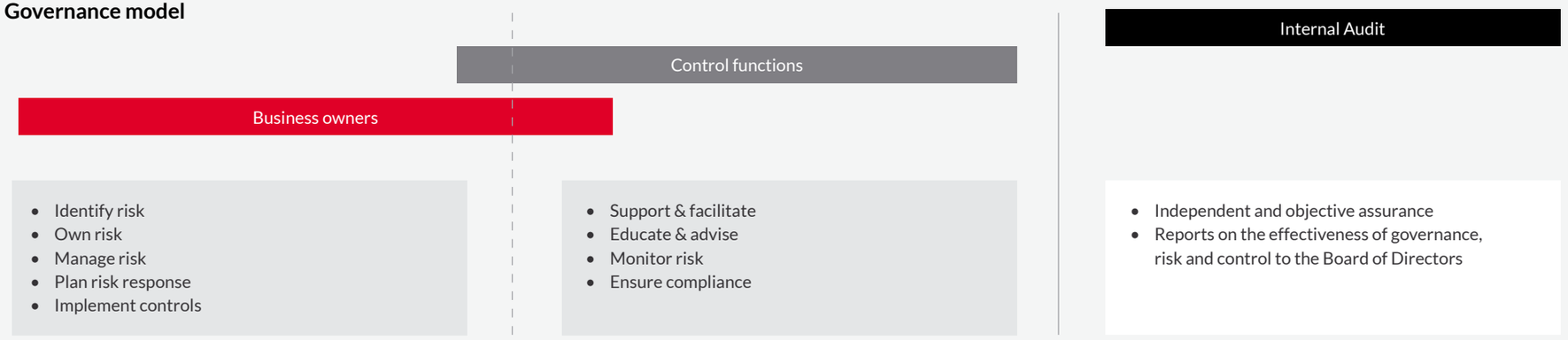
Loomis has established a Group compliance function that advises and oversees business operations. The compliance function reports directly to the Chief Legal Officer and provides reporting to the Board, primarily through the Audit Committee. The compliance function ensures that compliance risks are identified and adequately mitigated and ensures that Loomis complies with both internal and external regulations.

Internal Audit

Loomis has a Group internal audit function that reports to the Board through the Audit Committee. The Internal Audit function assists the Board and Group Management in achieving corporate objectives and discharging their duties and responsibilities by bringing a systematic and disciplined approach, providing independent assurance that Loomis' risk management, governance, and internal control processes are operating effectively.

The internal audit function performs audit work throughout the Group, covering various processes and projects. It provides insight into how Group entities perform, areas for improvement, and how to prepare for the future.

Governance model



10. Governing documents and internal rules

In addition to the external laws and regulations applicable to Loomis' operations, the Group has several governing documents that—along with the external rules—provide a framework for the business. The main governing documents are the Articles of Association, the rules of procedure for the Board of Directors, and the instructions for the Board committees and the President and CEO. Overarching are also the Group Code of Conduct and the Corporate Governance Policy. To help ensure consistency and compliance throughout its markets, Loomis has adopted internal governing documents known as Loomis Internal Rules.

The Group's Internal Rules are issued at four levels and consist of:

Policy: Sets guiding principles for key operational and financial areas within Loomis. Adopted by the Board of Directors.

CEO Instruction: Gives further details on Policies or other important topics. Adopted by the President and CEO.

Guideline: Gives specific information on Policies or CEO instructions. Issued by a member of the Group Management Team.

Handbook: A member of the Group Management Team may issue a handbook as deemed necessary. It provides more detailed guidance on certain areas.

In addition, Loomis' subsidiaries may issue local internal rules in areas relevant to the local country or company.

All parts of the Loomis organization must fully adhere to the Group's Internal Rules. However, there may be circumstances in which exemptions are necessary. To maintain good corporate control, a documented process has been established for handling such requests. Loomis does not accept any deviations from the Group's internal rules unless an exemption has been approved, and Loomis investigates and takes appropriate measures in case of misconduct.

Governance areas

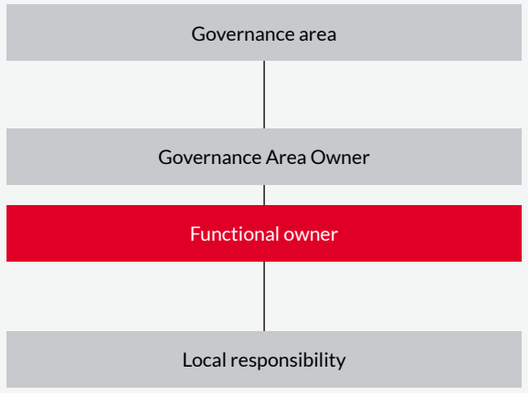
Loomis' Internal Rules are divided into several governance areas, each with a designated Governance Area Owner—a member of the Group Management Team. The Governance Area Owner is responsible for ensuring that the Internal Rules within that area are adequate, effective, and relevant.

Governance areas are often divided into subareas, with a Functional Owner appointed by the Governance Area Owner. The Functional Owner is responsible for managing and maintaining the Internal Rules, including reviewing and updating them in accordance with Loomis' annual wheel and ensuring adequate implementation measures are in place.

The responsibility for each Governance Area Owner includes:

- Ensure that the Internal Rules within the area are maintained, including updating them as necessary.
- Ensure that the Internal Rules within the area appropriately manage impacts, risks and opportunities (IROs) resulting from the double materiality assessment.
- Be the document owner of Group Policies/CEO Instructions within the area.
- Oversee implementation of the Group's internal rules within the area throughout the Group, including ensuring that appropriate training is made available, and to ensure that appropriate oversight over IROs is exercised.
- Ensure an appropriate internal reporting process to the Group Management Team and the Board of Directors to monitor that internal rules are implemented and complied with. When necessary, also ensure external reporting in accordance with applicable laws and requirements, such as those set out in the Corporate Sustainability Reporting Directive.
- Provide policy interpretation.
- Prepare decisions regarding exemptions from internal rules.

Governance framework



Loomis Group Policies, which are adopted by the Board of Directors, include:

- Code of Conduct
- AML and CTF Policy
- Anti-Bribery Policy
- Audit and Non-Audit Services Pre-Approval Policy
- Competition Law Compliance Policy
- Compliance Policy
- Contracts Policy
- Corporate Governance Policy
- Data Privacy Policy
- Enterprise Risk Management Policy
- Environment Policy
- External Communication Policy
- Finance Policy
- Health and Safety Policy
- Human Rights Policy
- Information Security Policy
- Insider Policy
- Insurance Policy
- Internal Audit Policy
- Tax Policy

> Certain Loomis Group Policies are publicly available at https://www.loomis.com/en/about-us/corporate-governance/policies-and-governance

11. Corporate culture and values

Loomis' values and Code of Conduct serve as the foundation of the Company.

Loomis operates its business based on three fundamental values: People, Service, and Integrity.

- **People**: We are committed to developing quality people and respecting everyone.
- **Service**: We strive for exceptional quality, innovation, and to exceed our customers' expectations.
- **Integrity**: We perform with honesty, vigilance, and the highest ethical standards.

Loomis' expectations for business conduct are primarily governed by the Code of Conduct ("the Code"), a guide for applying Loomis Values in daily work and ensuring ethical practices, both within the company and in its external dealings.

The Code is divided into three dimensions:

- **Within the company**: Guidelines for ethical relationships at Loomis.
- **Outside the company**: Guidelines for ethical relationships with external parties, customers, suppliers, governments, the general public, and other external stakeholders.
- **Compliance responsibilities**: Allocating responsibility for the Code within Loomis.

Loomis expects all employees who have concerns about any aspect of Loomis' work to come forward and report their concerns to the company. Loomis primarily encourages employees to contact the local manager or a member of the country of operation's Human Resources function.

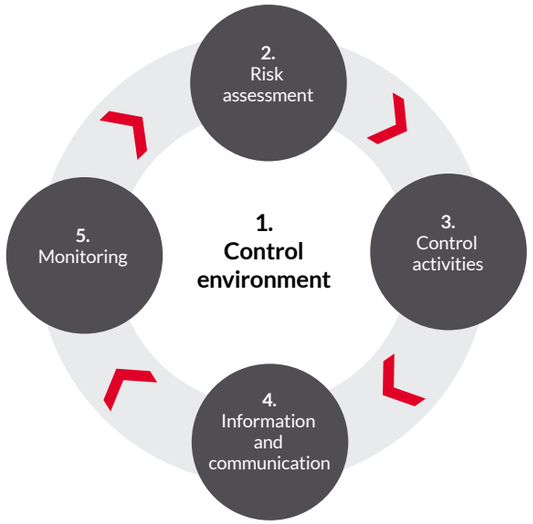
For issues where the employee feels uncomfortable reporting through the above channels, reporting can also be made through the Loomis Integrity Line. This channel is designed to provide a safe and confidential way to report concerns about unethical behavior, legal violations or breaches of Company Policies. It is possible to report anonymously or provide contact details for follow-up. Protection against retaliation for those who raise concerns in good faith is guaranteed.

The Board's report on internal control over financial reporting

Loomis' internal control ensures that the processes for preparing financial reports are highly reliable and that Loomis, as a listed company, complies with all relevant accounting standards and other requirements.

The internal control system is designed to manage risks rather than eliminate them. It can only provide reasonable, but not absolute, assurance that no material errors or shortcomings will arise in financial reporting.

The framework includes the following areas:



1. Control environment

Loomis' groupwide internal control of financial reporting is managed by the Group Finance department and the finance departments of the reporting segments. Group Management and the Group Finance department share responsibility for overseeing and verifying that the Group has local procedures to meet the provisions in global and local laws and regulations and ensure that financial reporting is correct.

Loomis has a segment structure for monitoring and guiding the countries in each segment. Each subsidiary and country management team is responsible for applying laws and regulations regarding financial reporting, compliance with the Group's procedures, and internal control.

Group Management and the Group Finance department are responsible for following up on the work of external auditors. Observations and recommendations from the external audi- tors are discussed with the subsidiary in question and any action plans and action owners are communicated to the relevant individuals who take the necessary actions, which are thereafter followed up on. The results of internal control work are reported to the Audit Committee upon request.

2. Risk assessment

An assessment of the risks associated with financial reporting is conducted annually. If necessary, further control activities are introduced or existing ones are strengthened.

3. Control activities

Control activities are the actions established through Loomis' policies that help to ensure that management's directives on risk mitigation are carried out to achieve the objectives. Control activities have been developed and implemented to mitigate financial reporting risks. Control activities are performed at all levels and different stages of the business processes.

4. Information and communication

Each operating entity within the Group regularly assesses its understanding of and compliance with the specific parts of the Group's internal control requirements.

This system enables comparisons between countries and compiles Group and country level results. Reports are made available to each country management team, segment management, Group Management and the Audit Committee.

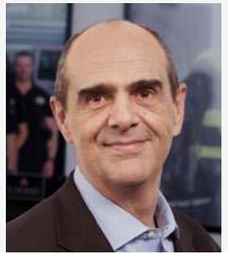
5. Monitoring activities – roles and responsibilities

The Board, the President and CEO, and the CFO monitor internal control of financial reporting. The Board has appointed an Audit Committee to ensure independent oversight of the effectiveness of the Group's internal control systems and financial reporting process.

Procedures used by the Board to examine the efficiency of the internal control system include:

- Discussions with Group Management of the functions responsible for risk areas identified by Group Management and the risk analysis performed
- Addressing material observations made in the external audit and issues arising in other reviews/investigations
- Review of Group Management's monthly reconciliations where an entity's actual results are compared to the budget, deviations are identified, and key performance indicators and forecasts are analyzed

Board of Directors



	Lars Blecko	Alf Göransson	Cecilia Daun Wennborg	Johan Lundberg	Marita Odélius	Liv Forhaug	Santiago Galaz
	Chair of the Board since 2025. Member of the Board since 2019. Remuneration Committee Chair.	Member of the Board since 2007. Chair of the Board 2009-2025. Member of the Remuneration Committee.	Member of the Board since 2013. Audit Committee Chair.	Member of the Board since 2019. Member of the Audit Committee.	Member of the Board since 2024. Member of the Audit Committee.	Member of the Board since 2021.	Member of the Board since 2022.
Born	1957	1957	1963	1977	1961	1970	1959
Education	Master of Science, Karlstad University	International Economics, University of Gothenburg.	Bachelor of Science in Business and Economics, Stockholm University.	Master of Science in Business, Stockholm School of Economics.	Bachelor of Science in Business Administration and Economics, Uppsala University	Master of Science in Business, Stockholm School of Economics.	Business and Marketing ESIC (Madrid, Spain)
Current position and other appointments	Chair of Sortera AB, Ramudden Acquisition AB and Hissen AB. Board member of Axel Johnson Inc.	Chair of the Board of Hexpol AB, NCC AB and Axfast AB. Board member of Sweco AB, Melker Schörling AB, Sandberg Development Group and Anticimex AB.	Chair of Almi AB. Board member of Bravida Holding AB, Getinge AB, Gränges AB, Atvexa AB, and CDW Konsult AB. Member of the Swedish Securities Council.	Chair of Betsson AB. Board member of Ölands Bank AB, Svolder and Coinshares. Deputy board member of NFT Ventures AB.	Board member of Movestic Livförsäkring AB and Landshypotek Bank AB.	CEO Martin & Servera. Board member of Hufvudstaden AB, Svensk Handel and Svenskt Näringsliv.	Board member of Grupo Lar Iberia and Presto AB.
Previous experience	Regional President Loomis USA, President and CEO of Loomis AB, CEO of Rottneros AB, Senior Vice President Sales and Marketing Cardo Rail AB and Managing Director Radiopharmaceuticals within the DuPont Group.	Board member and President and CEO of Securitas AB, President and CEO of NCC AB, CEO of Svedala Industri AB, Business Area Manager at Cardo Rail and President Swedish Rail System.	Vice President of Ambea AB, President of Carema Vård och Omsorg AB, CFO of Ambea AB and Carema Vård och Omsorg AB, Acting President at Skandiabanken, Head of Swedish Operations at Skandia and President of Skandia Link.	Founder and CEO of NFT Ventures AB. CEO of Betalo/PFC AB. Management positions at Paytech and Mastercard International.	CEO of Fora AB, leading positions within Skandia, including as CFO, and at KPMG and the Swedish Financial Supervisory Authority.	Partner McKinsey & Company and Chief Strategy Officer at ICA Gruppen AB. Board member of Thule Group AB.	Divisional President Securitas North America, Divisional President Securitas Cash Handling Services Europe, Country President Securitas Spain; has previously led various organizations in the service sector in Spain.
Shares in Loomis as of Dec. 31, 2025	51,668	6,000	1,400	1,500	250	1,000	9,250
Other information	Independent of major shareholders. Independent of the Company.	Independent of major shareholders. Independent of the Company.	Independent of major shareholders. Independent of the Company.	Independent of major shareholders. Independent of the Company.	Independent of major shareholders. Independent of the Company.	Independent of major shareholders. Independent of the Company.	Independent of major shareholders. Independent of the Company.

Chalanja Henningsson Member of the Board of Loomis AB since 2021. Employee representative, appointed by Swedish Transport Workers' Union. Born 1977. Shareholding in Loomis: 0

Group Management

	Aritz Larrea	Johan Wilsby	Alejandro Corominas	Björn Züger	Mårten Lundberg	Athina Pehrman	Erik Åslund
	President & CEO Loomis Group	Chief Financial Officer	President and CEO Loomis Europe & Latin America	President and CEO Loomis USA	Chief Human Resources Officer & Chief Marketing Officer	Chief Risk Officer	Chief Legal Officer
Born	1973	1966	1971	1970	1965	1970	1982
In position since	2022	2023	2025	2022	2014 / 2023	2023	2023
Employed since	2014	2023	2017	1990	2014	2023	2020
Principal Education	Executive Master in Business Administration, Instituto de Empresa.	MSc. in Finance and Marketing from the Stockholm School of Economics	B.Sc. in Economics and Business Administration and General Management Program at IESE Business School	Swiss Commercial Degree, Swiss Business Economics program.	Bachelor of Applied Science in HR from Stockholm University and Executive Master in HRM from Bocconi University, Milan.	Master of Laws LL.M. from Stockholm University and Non-Life Insurance Diploma from Stockholm School of Economics	Master of Laws, Uppsala University and Bachelor of Social Science (Business Administration), Uppsala University
Experience	President & CEO Loomis USA, Country President Loomis Spain, CEO of Grupo Segur, Spain.	CFO Kindred Group, CFO Tobii, CFO Transmode, CFO Fingerprint Cards and previous finance leadership roles at Microsoft and Hewlett Packard.	Regional Vice President for Loomis Spain, Latin America & Turkey, CEO Loomis Spain, Co-founder Boltia, and Country President Prosegur Spain	Regional Vice President Loomis Germany/Austria/Switzerland, Managing Director MAT SECURITAS EXPRESS AG Switzerland and Managing Director & Partner O. Lisboa Despachos LTDA, Brazil.	HR Manager, Market Units, at Eniro AB, HR Director Skandia Nordic, HR Manager Swedbank International, Head of Compensation & Benefits Swedbank, HR If P/C Insurance, Sales and Marketing at Skandia.	Director Group Risk Management at Autoliv, Group Risk Manager at Electrolux Professional, Group Risk Manager at Nynas AB, and previous experience within insurance, compliance and project management.	Head of Legal at Loomis AB, Lawyer at Gernandt & Danielsson Law Firm
External appointments	–	Board member of AB Svenska Spel.	–	–	Board member of Civil Rights Defenders.	Board member of SEB Baltics.	–
Shareholding in Loomis as of Dec. 31, 2025	42,523	6,400	6,200	15,355	7,307	526	2,069

Signatures

Stockholm, *date according to electronic signature*
Board of Directors and the President and CEO of Loomis AB

Lars Blecko
Chairman

Alf Göransson
Board member

Cecilia Daun Wennborg
Board member

Liv Forhaug
Board member

Johan Lundberg
Board member

Marita Odélius
Board member

Santiago Galaz
Board member

Chalanja Henningsson
Board member,
employee representative

Aritz Larrea
President and CEO

Auditor's Report on the Corporate Governance Statement

To the general meeting of the shareholders in Loomis AB (publ.) corporate identity number 556620-8095

Engagement and responsibility

We have audited the corporate governance statement for the year 2025-01-01 - 2025-12-31 on pages 33-42. It is the Board of Directors that is responsible for the corporate governance statement and that it has been prepared in accordance with the Annual Accounts Act. Our responsibility is to express an opinion on the corporate governance statement based on our audit.

The scope of the audit

We conducted our audit in accordance with FAR's standard RevR 16 The auditor's examination of the corporate governance statement. That standard requires that we have planned and performed the audit to obtain reasonable assurance that the corporate governance statement is free of material misstatements. An audit includes examining, on a test basis, evidence supporting the information included in the corporate governance statement. We believe that our audit procedures provide a reasonable basis for our opinions.

Opinions

A corporate governance statement has been prepared. It is consistent with the annual accounts and the consolidated accounts and is in accordance with the Annual Accounts Act.

Stockholm, date according to electronic signature

Deloitte AB

Didrik Roos
Authorized Public Accountant

Administration report

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Administration Report

The Board of Directors (the Board) and the President of Loomis AB (publ), corporate identity number 556620-8095, with its registered office in Stockholm, hereby present the sustainability statement and annual and consolidated financial statements for 2025.

The Group's operations

In North America, major parts of Europe, and some parts of South America, Loomis offers high-security logistics and comprehensive payments management, including transportation, processing and storage of cash and valuables. Additionally, Loomis offers cross-border transportation of cash and precious metals and storage of valuables, and in five countries, the company offers digital payment solutions, Loomis Pay. The company serves financial institutions, retailers, and governmental authorities.

Loomis' operations involve relieving the customer of the risks associated with managing, transporting, and storing cash, precious metals, and valuables. In light of the nature of the business, there is a risk of the loss of cash and valuables due to criminality or failures in procedures, and the risk of personal injury. Managing and controlling these risks is, therefore, a key aspect of the Company's operations, and a total of 250 individuals work on the Group's operational risk management at regional and national levels. All the local operations and branches employ common risk management structures, processes, and systems established at Group level. Tools and processes have been established to identify, manage, and monitor risk. The risk management organization works both proactively and reactively. This includes implementing preventive measures, monitoring the external environment, and carrying out crisis management.

Risk management always focuses on employee safety, and employees at all levels must understand and manage the risks associated with their particular operations. Focusing on ethics, values, and well-defined work routines is key to employees' professional development. Actively monitoring the external environment also enables Loomis to anticipate possible incidents.

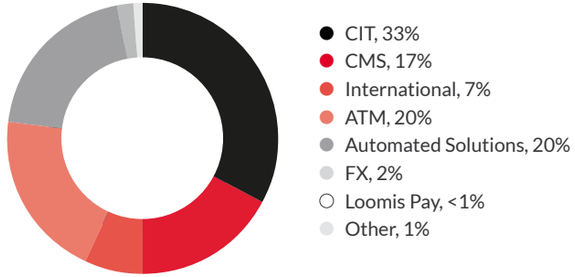
Significant events during the year

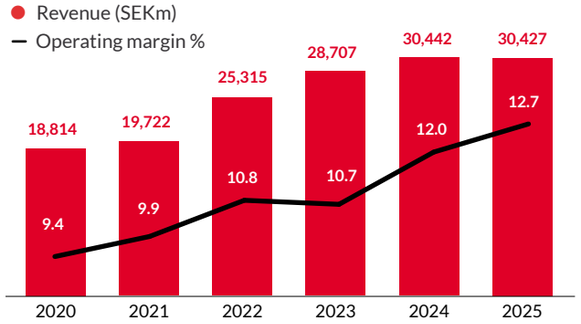
- As of January 1, 2025, the segment Loomis Pay was renamed segment SME/Pay and will, in addition to revenue from Loomis Pay, also include revenue within other business lines from new small and medium-sized enterprises (SME) customers. Loomis Pay continues to be reported as a business line within this segment.
- In March, Loomis signed an agreement for a syndicated, revolving credit facility of EUR 415 million. The facility has a tenor of five years with two extension options of one year each. The facility replaced two existing revolving credit facilities signed in July 2021 and January 2023, extending committed liquidity available to the company. The facility can be used for financing of working capital, investments, and other general corporate purposes.
- On May 6, Loomis AB, through its wholly owned subsidiary Loomis US Holding Inc., entered into an agreement to acquire 100 percent of Burroughs, Inc. for an initial purchase price of USD 72 million (SEK 695 million) on a cash- and debt-free basis, plus a potential earn-out up to a maximum of USD 38 million. The acquisition was closed on June 1, 2025. The acquisition is in line with Loomis' communicated strategy to broaden its ATM and Automated Solutions service offering by adding new technology and competencies. In 2024 the company had revenues of approximately USD 107 million and 600 employees.
- Loomis AB held its annual general meeting (AGM) on May 6, 2025. For information on the decisions made at the AGM, please refer to the General Meeting section on Loomis' website, www.loomis.com.
- Under the AGM resolution, Loomis AB cancelled 2,500,000 repurchased treasury shares. The share capital has remained unchanged since, simultaneously with the resolution to reduce the share capital through the withdrawal of repurchased treasury shares, it was resolved to increase the share capital by transferring from non-restricted shareholder equity to the share capital. The share capital was restored to its balance before the reduction without issuing any new shares. The total number of shares in Loomis AB amounts to 68,500,000 shares with the equivalent number of votes.
- In July, Loomis acquired Central Cash Gestión y Desarrollo, S.L. ("Central Cash"), a Point-of-Sale (POS) company based in Spain. The company had revenues of approximately SEK 7 million in 2024 and 4 employees. The acquired business is a part of the Loomis Pay business line and is reported within Segment SME/Pay.
- In July, Loomis also acquired Sighore, S.L. and Internet Commerce Software Solutions, S.L. ("Sighore-ICS"). Sighore-ICS is a Point-of-Sale (POS) solutions provider based in Barcelona, Spain. The company had revenues of approximately SEK 21 million in 2024 and has 25 employees. The acquired business will be a part of the Loomis Pay business line and reported within Segment SME/Pay. This acquisition expands Loomis Pay's presence in the Catalonia region, expands its POS capabilities, and broadens the customer base.
- On July 24, Loomis entered into an agreement to acquire 100 percent of Kipfer-Logistik GmbH, a logistics company based in Switzerland, which specializes in temperature-controlled transport throughout Europe and temperature-controlled storage in the pharmaceutical and healthcare sectors. The acquisition was completed in September 2025. The company had revenues of approximately SEK 108 million in 2024 and 28 employees. The business is reported in Segment Europe and Latin America, within the International business line and consolidated into Loomis as of September 2025.
- On September 1, Loomis acquired the assets of Keys Armored Express Inc., a CIT services provider operating in Florida, USA. The company had revenues of approximately USD 1 million in 2024 and 12 employees. The business is reported within the CIT business line in segment USA as of September 2025.
- In September, Loomis entered into an agreement to acquire the assets of International Depository Services of Canada Inc. The transaction includes a precious metals storage facility and vault in Toronto, Canada. The acquisition was completed in December 2025.
- On October 10, the members of the Nomination Committee ahead of the Annual General Meeting 2026 were announced. The committee consists of:
  - Caroline Sjösten, appointed by Swedbank Robur Fonder, Chairman of the Nomination Committee
  - Elisabet Jamal Bergström, appointed by SEB Fonder
  - Hjalmar Ek, appointed by Lannebo Kapitalförvaltning
  - Johan Wadell, appointed by Andra AP-fonden
  - Lars Blecko (co-opted), Chairman of the Board of Directors
- On December 11, Loomis announced the impairment of goodwill and provisions in the fourth quarter 2025. In connection with the annual impairment testing, Loomis assessed a need to record a non-cash impairment charge of goodwill of SEK 314 million in the fourth quarter of 2025. Additionally, Loomis identified the need to make a provision of SEK 42 million relating to the ongoing legal dispute in Denmark. Both the impairment charge and the provision were recognized as items affecting comparability in segment Europe and Latin America in the fourth quarter. There was no impact on revenues and operating income (EBITA).
- Through the repurchase program that was resolved and communicated on May 6, July 24 and October 30, 2025, Loomis has repurchased 1,563,100 shares. Loomis' holding of own shares thereby amounts to 1,577,753 shares, corresponding to 2.30 percent of the outstanding shares in the company.
- Loomis' Chief Operating Officer, Georges Lopez, retired at the end of the year. The responsibilities associated with this position have been redistributed among members of the Group Management Team.

Revenue and income

The Group

Revenue for the year amounted to SEK 30,427 million (30,442) with an organic growth of 4.0 percent. Acquisitions impacted revenue positively while changes in exchange rates had a materially negative impact. The currency-adjusted growth was 6.0 percent (8.6). The revenue share per business line is shown in the chart below. Refer also to note 3.





The operating income (EBITA) amounted to SEK 3,851 million (3,642), corresponding to a record high margin of 12.7 percent (12.0). Items affecting comparability amounted to SEK –568 million (–393), relating to restructuring, the impairment of goodwill as well as a provision for the ongoing legal case in Denmark.

SEK m	2025	2024	2023	2022	2021
Consolidated statement of income					
Total revenue	30,427	30,442	28,707	25,315	19,723
Operating income (EBITA)[1]	3,851	3,642	3,077	2,735	1,961
Net income for the year	**1,582**	**1,641**	**1,495**	**1,602**	**1,104**
Consolidated statement of cash flows					
Cash flow from operations	4,609	5,749	5,077	3,645	2,758
Cash flow from investment activities	–2,099	–1,683	–3,922	–1,372	–1,386
Cash flow from financing activities	–2,590	–3,547	–858	–2,153	–1,489
Cash flow for the year	**-80**	**519**	**297**	**121**	**–117**

SEK m	2025	2024	2023	2022	2021
Consolidated balance sheet					
Capital employed	22,700	24,275	22,531	19,948	17,070
Net debt	10,699	10,645	9,853	7,484	7,007
Shareholders' equity	12,001	13,631	12,678	12,465	10,063

1) Earnings before interest, taxes, amortization of acquisition-related intangible fixed assets, acquisition-related costs and revenue, and Items affecting comparability.

Net financial expenses decreased to SEK –649 million (–776) in the year, mainly due to lower interest rates and lower monetary loss.

Income before tax amounted to SEK 2,381 million (2,271).

The tax expense for the year was SEK –799 million (–630), which represents a tax rate of 34 percent (28). The increase in effective tax rate compared to prior year is mainly due to changes in the assumptions for deferred tax assets, the impact of goodwill impairment which is largely non–tax deductible and the removal of green tax credits in the US.

Net income for the full year amounted to SEK 1,582 million (1,641).

Basic earnings per share amounted to SEK 23.29 (23.51) and diluted earnings per share amounted to SEK 23.21 (23.45).

Cash flow

Cash flow from operating activities, excluding the IFRS 16 effects, amounted to SEK 3,826 million (4,085). The cash flow was equivalent to 99 percent (112) of operating income (EBITA) for the full year.

Free cash flow for the full year amounted to SEK 2,142 million (3,094) and was negatively impacted by higher taxes paid, as tax payments in the US were postponed from 2024 to 2025.

Net investments in fixed assets for the year amounted to SEK –1,406 million (–1,660), which can be compared with depreciation (excluding the effect of IFRS 16) of SEK 1,576 million (1,660). Investments made during the year were mainly in buildings, vehicles, machinery and equipment and correspond to 4.6 percent (5.5) of revenue. Investments in relation to depreciation (excluding IFRS 16) for the year amounted to 0.9 (1.0).

The Group's liquid funds at the end of the year amounted to SEK 7,491 million (8,802), of which SEK 4,638 million (5,727) pertains to liquid funds within the cash processing operations.

Capital employed

The capital employed as of December 31, 2025 decreased to SEK 22,700 million (24,275), which is equivalent to 75 percent (80) of revenue. Higher financial results and continued optimization of capital employed resulted in an improved return on capital employed of 16.3 percent (15.6).

Shareholder equity and financing

Shareholders' equity decreased during the year by SEK 1,630 million, amounting to SEK 12,001 million as of December 31, 2025 (13,631 as of December 31, 2024). The difference is largely explained by translation differences of SEK –1,628 million, the dividend of SEK –959 million, repurchase of shares of SEK –600 million and net profit for the period of SEK 1,582 million. The return on shareholders' equity was 12.5 percent (12.6) and the equity ratio was 32.4 percent (33.8).

Net debt amounted to SEK 10,699 million as of December 31, 2025 (10,645 as of December 31, 2024). Net debt/EBITDA improved to 1.55 (1.62 as of December 31, 2024), which is well below Loomis' ambition of below 2.00.

As of December 31, 2025, the long-term loan facilities totaled SEK 10.5 billion and the short-term loan facilities totaled SEK 0.9 billion. Unutilized loan facilities amounted to SEK 4.8 billion, of which none are used as back-up for outstanding commercial papers.

Dividend

Loomis' dividend policy is to distribute 40–60 percent of the Group's net earnings to the shareholders. In 2025, Loomis distributed a total dividend of SEK 959 million (880) to shareholders, representing SEK 14.00 (12.50) per share. This corresponded to 59 percent of basic earnings per share for 2024.

> For information on the dividend proposal for the fiscal year 2025, see Proposed appropriation of profits on page 49.

The segments

Loomis' operations are grouped into two geographical segments: Europe and Latin America, and the USA, and the customer-centered segment: SME/Pay. Together, these three segments share certain group-wide functions.

Europe and Latin America

Revenue in segment Europe and Latin America amounted to SEK 14,614 million (14,793) with an organic growth of 3.1 percent for the full year. Notably, the International business line had a strong performance in 2025, while revenue within the ATM business line declined compared to prior year. Automated Solutions also had a strong performance in the year. Changes in exchange rates had a negative impact on total growth. Refer to note 3 for the revenue per business line.

The operating income (EBITA) increased to SEK 1,717 million (1,644), corresponding to a margin of 11.8 percent (11.1). The restructuring initiatives aimed at optimizing operations in Europe and Latin America are advancing, and efforts to improve operational efficiency have remained a key focus throughout the year. These initiatives were a primary driver of margin improvement. Additionally, a higher share of revenue from the Automated Solutions and International business lines contributed positively to margin expansion.

Items affecting comparability, which are not included in the segment's operating income (EBITA), amounted to SEK –612 million (–341), relating to the restructuring of the segment, the impairment of goodwill and a provision for an ongoing legal case in Denmark.

USA

Revenue in segment USA amounted to SEK 15,850 million (15,697) with an organic growth of 5.0 percent in the full year. Changes in exchange rates had a negative impact on the reported revenue while acquisitions contributed to growth. The currency-adjusted growth was 8.5 percent. Automated Solutions with SafePoint continued to have a strong performance with double-digit growth. High demand for cross–border valuables transportation and storage within the International business line had a positive impact on the growth during the year.

The operating income (EBITA) increased to SEK 2,628 million (2,470). The implemented process improvements and staffing planning measures have enabled a more efficient way of working, allowing the business to grow without adding employees. A favorable business mix, along with higher efficiency, resulted in an increased operating margin (EBITA) of 16.6 percent (15.7), which is the highest achieved in a year.

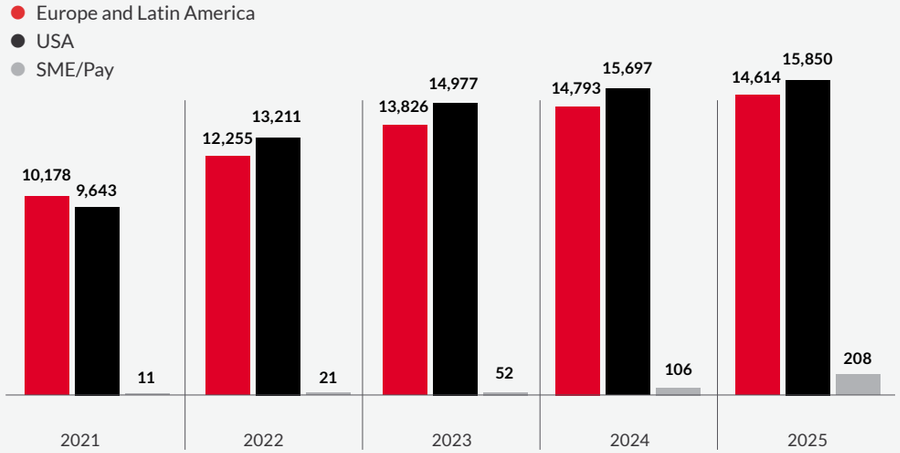
SME/Pay

Revenue in segment SME/Pay amounted to SEK 208 million (106) in 2025 with an organic growth of 84.1 percent compared to 2024. Acquisitions contributed 16.3 percent to the revenue growth. Since the beginning of the year, revenue from new small and medium enterprise (SME) customers has been included in this segment. It is still in the early stages, and digital payments within the Loomis Pay business line stand for the majority of the segment's revenue.

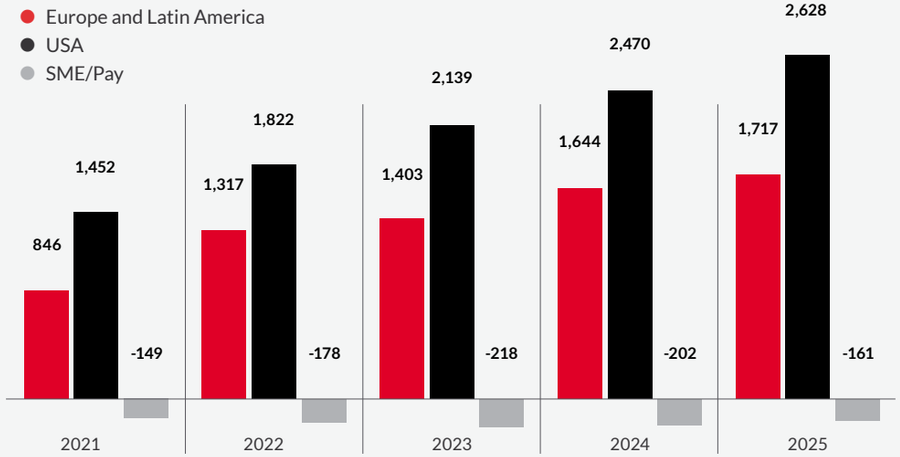
A focus on operational efficiency together with volume growth led to an improved operating income (EBITA) of SEK –161 million (–202). The reduction in the operating loss compared to the previous year is in line with the strategic priorities for the segment.

Transaction volumes within the Loomis Pay business line increased 28 percent compared to the previous year and reached SEK 9.0 billion. The migration to new POS platforms allows Loomis Pay to focus on larger SME customers in additional customer verticals. In this process, Loomis Pay has chosen to not migrate non–profitable customers, which somewhat impacts settled transaction volumes.

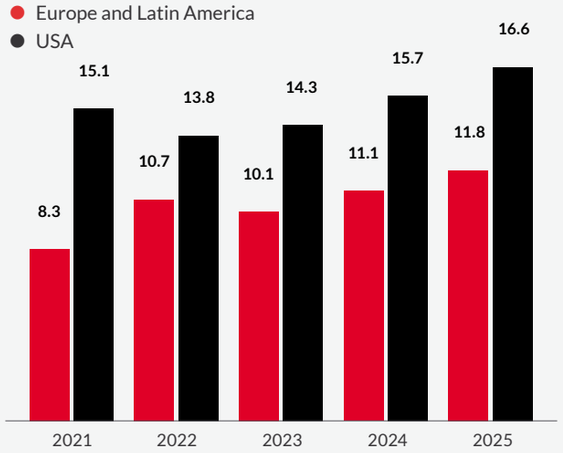
Revenue, SEK m



Operating income (EBITA), SEK m



Operating margin (EBITA), %



Employees

In 2025, the average number of employees (full-time equivalent) was 23,849 (24,441) in 27 countries (26). The gender distribution was 27 percent (28) women and 73 percent (72) men. Given the nature of Loomis' operations, the Group's employees carry significant responsibility every day. To ensure they are fully prepared to meet operational demands and manage risks, the company places strong emphasis on recruiting the right talent and providing comprehensive training. All employees complete foundational training, followed by ongoing development tailored to their roles. The training programs have been adapted to each country and region where Loomis operates. Managers at different levels are offered leadership training to support them. All employees are expected to understand and adhere to company policies while upholding Loomis' core values.

Parent Company

Loomis AB is a holding company with subsidiaries in Andorra, Argentina, Austria, Belgium, Canada, Chile, China, Czech Republic, Denmark, Finland, France, Germany, Hong Kong, Israel, Italy, Ireland, Norway, Portugal, Singapore, Slovakia, Spain, Sweden, Switzerland, Turkey, the UK, United Arab Emirates and the USA. Loomis AB provides Group Management and support functions. The number of employees at the head office at the end of the year was 59 (52). Net income for the year amounted to SEK 1,940 million (1,197). In 2025, SEK 1,559 million (1,680) was returned to the shareholders through a dividend of SEK 14.00 per share (12.50) and repurchases of shares.

Outlook

The market for cash and payments management and high-security logistics is in a state of change, driven by digitalization, automation, macroeconomic uncertainty, and growing awareness of financial inclusion. These dynamics make the market complex, but also full of opportunities for Loomis. Loomis is committed to meet its targets for the strategic period 2025-2027. No guidance is being provided for 2026.

Risks and uncertainties

Strong risk management is one of Loomis' most important success factors. Given Loomis' history and the nature of the service offering, Loomis has extensive experience in managing risks, with a structured and proactive approach throughout the organization, both locally and centrally. Well-managed risks can create opportunities and add value to the business, while risks that are not well-managed may cause incidents and losses.

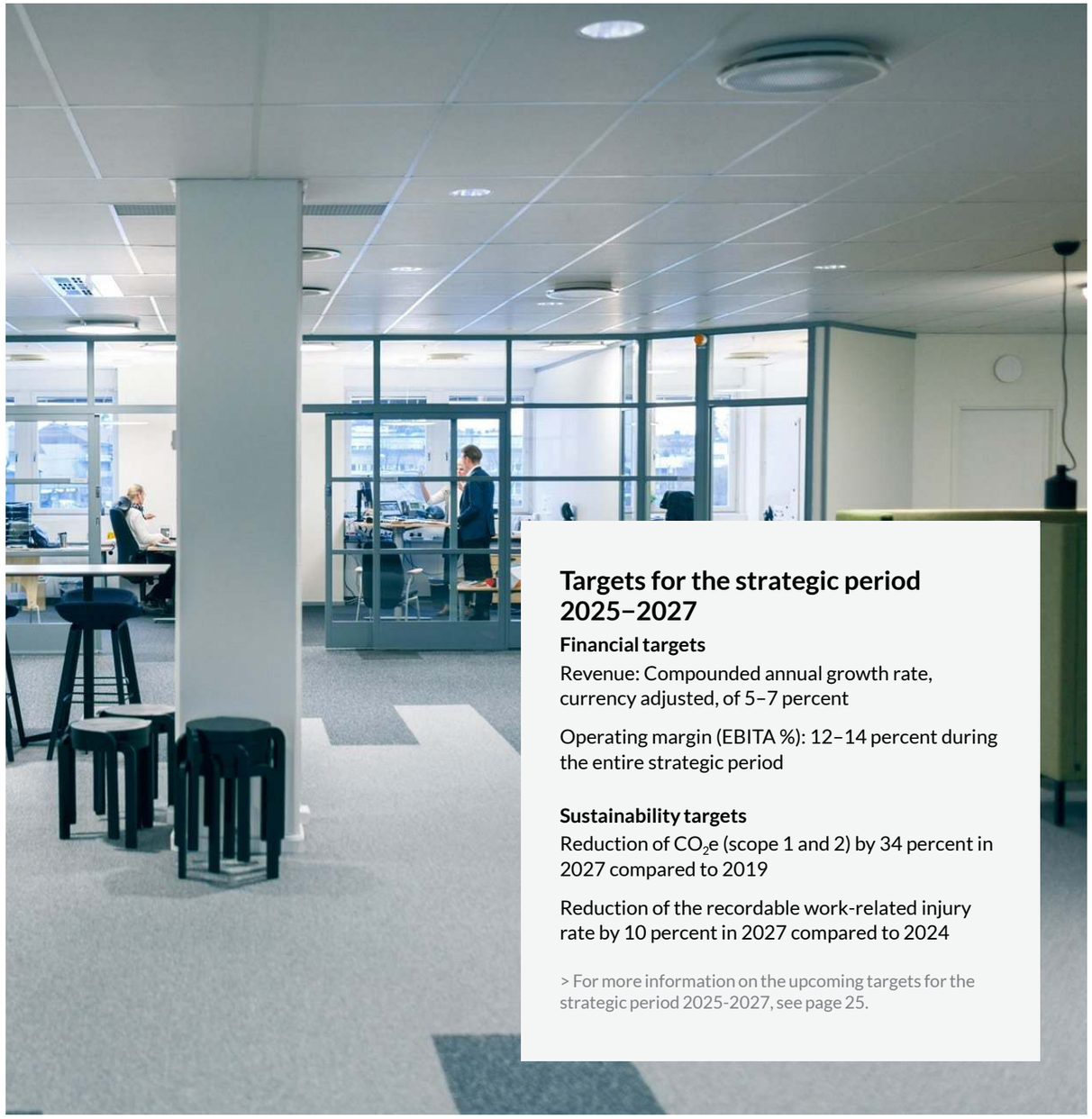
The risk management routines are integrated into the Group's business planning and performance monitoring processes.

> For information regarding risk associated with Loomis' business, including mitigating actions for identified key risks, see pages 51-57.

> For more information on financial risk management and the use of financial instruments, see Note 23.

> For information regarding ongoing disputes and valuation of contingent liabilities, see Note 28.

Changes in general economic conditions and market trends can affect demand for cash handling services, such as changes in the proportion of cash purchases relative to card purchases, changes in consumption levels, the risk of robbery and bad debt losses, and staff turnover rates. The exact impact that the changing macroeconomic situation will have is unforeseeable, but it cannot be ruled out that it may negatively affect Loomis' earnings and financial position.



Targets for the strategic period 2025–2027

Financial targets

Revenue: Compounded annual growth rate, currency adjusted, of 5–7 percent

Operating margin (EBITA %): 12–14 percent during the entire strategic period

Sustainability targets

Reduction of CO_2e (scope 1 and 2) by 34 percent in 2027 compared to 2019

Reduction of the recordable work-related injury rate by 10 percent in 2027 compared to 2024

> For more information on the upcoming targets for the strategic period 2025-2027, see page 25.

Information regarding the Loomis share

The total number of shares and votes in the Company, excluding treasury shares, amounts to 66,922,247 (68,485,347) as of December 31, 2025, and each share carries one vote. The Loomis share is listed on the Nasdaq Stockholm stock exchange on the Large Cap list. As of December 31, 2025, the Company held 1,577,753 treasury shares.

Loomis cancelled 2,500,000 treasury shares in 2025.

> For further information on the number of shares issued and the quota value, see Note 21.

> For information on Loomis' shareholders, see page 168.

Proposed appropriation of profits

The Board has decided to propose to the Annual General Meeting (AGM) a dividend of SEK 1,338 million, corresponding to SEK 15.00 per share and an extraordinary dividend of SEK 5.00 per share, and to propose May 8, 2026, as the record day for the dividend. The Board assesses that the proposed dividend will allow the Group to fulfill its obligations and make necessary investments.

The Parent Company's and the Group's income and balance sheet statements are subject to adoption by the AGM on May 6, 2026.

At the disposal of the Annual General Meeting, before the proposed dividend, is SEK 6,413,151,641.

The Board proposes that the profits be appropriated as follows:

Dividend to shareholders (15.00 SEK/share and extraordinary dividend of 5.00 SEK/share)	1,338,444,940[1)]
To be carried forward	5,074,706,701
Total	**6,413,151,641**

1) Calculated based on the number of outstanding shares excluding treasury shares at the balance sheet date.

Guidelines for remuneration for Group Management

The 2025 Annual General Meeting (AGM) adopted the remuneration guidelines.

Scope of the guidelines

These guidelines concern remuneration and other employment benefits to individuals who, during the time that the guidelines apply, are part of the Loomis Group Management team, below referred to as the "group management". Furthermore, these guidelines only apply to agreements entered into after the adoption by the AGM and to any changes in existing agreements after the AGM.

If a Board member performs work for Loomis in addition to the assignment as Board member, the Board member shall receive cash remuneration on market terms, with consideration given to the nature of the assignment and the work effort. Such remuneration is resolved by the Board (or, if provided by law, by the general meeting).

Remuneration under employment subject to rules other than Swedish may be duly adjusted to comply with mandatory rules or established local practice, taking into account, to the extent possible, the overall purpose of these guidelines.

Basic principles and forms of remuneration

One aspect of Loomis' strategy is to maintain and evolve the Loomis way of working by developing and stimulating new capabilities and skills. This, in turn, requires that Loomis is able to attract and keep competent management employees. For that reason, Loomis is working on the basis of the fundamental principle that remuneration and other terms of employment to group management are to be competitive and on market terms, which is made possible by these guidelines. Thus, these guidelines are expected to contribute to fulfilling Loomis' business strategy, long-term interests and sustainability. Further information regarding Loomis' business strategy is available on Loomis' website, www.loomis.com.

The total remuneration to members of group management may consist of fixed salary, variable remuneration, pensions and other benefits, as further elaborated in the section "Principles of different types of remuneration" below. Additionally, the general meeting may – irrespective of these guidelines – resolve on, among other things, share-related or share price-related remuneration.

As per the time of this proposal, Loomis has a three-year variable share-based incentive program LTIP 2023-2025 (LTIP 2023), resolved by the annual general meeting 2023, in which approximately 70 of Loomis' key employees, including the group management, participate. Furthermore, the Board has proposed to the AGM to resolve on a new three-year variable share-based incentive program, and has also announced its intention to propose corresponding incentive programs at future AGMs.

The performance criteria used to assess the outcome are distinctly linked to the business strategy and thereby to the company's long-term value creation, including its sustainability. Participation is also conditional upon the participant's own investment and a holding period of three years.

Since the incentive programs mentioned above are subject to approval by the general meeting, they are excluded from these guidelines.

> For more information regarding the above-mentioned programs, please refer to Loomis' website www.loomis.com and Note 7.

Principles of different types of remuneration

Fixed salary

The fixed salary for the group management is to be competitive and on market terms and based on the individual executive's area of responsibility, powers, competence and experience.

Variable remuneration

In addition to a fixed basic salary, the group management may also receive a variable remuneration, which is to be based on the outcome in relation to financial goals and growth targets within the individual area of responsibility (group, region or subsidiary). Variable remuneration may also be linked to individual performance targets. All variable remuneration shall be in accordance with the interests of the shareholders and is thereby expected to contribute to Loomis' business strategy, long-term interests and sustainability. The variable remuneration shall amount to a maximum of

100 percent of the total fixed cash salary during the measurement period for the criteria for awarding variable cash remuneration.

The Remuneration Committee shall, for the Board, prepare, monitor and evaluate matters regarding variable cash remuneration to the group management. Ahead of each measurement period for the criteria for awarding variable cash remuneration, which can be one or several years, the Board shall, based on the work of the Remuneration Committee, establish which criteria are deemed to be relevant for the upcoming measurement period. After a measurement period has ended, it shall be determined to what extent the criteria have been satisfied. The Remuneration Committee is responsible for the assessment regarding variable remuneration to the CEO. With respect to variable remuneration to other members of group management, the CEO is responsible for the assessment, after consulting the Remuneration Committee. Evaluations regarding fulfilment of financial targets shall be based on established financial information for the relevant period.

Variable cash remuneration can be paid after the measurement period has ended or be subject to deferred payment. The Board shall have the possibility, under applicable law or contractual provisions, subject to the restrictions that may apply under law or contract, to in whole or in part reclaim variable remuneration, for example when it has been paid on incorrect grounds.

Pension

The pension rights of the group management shall be applicable as from the age of 65, at the earliest. Members of the group management employed in Sweden who are subject to collective agreements (ITP-plan) may, in addition to pension premium contributions according to the applicable ITP-plan, be subject to pension premium contributions up to 30 percent of the pension qualifying income on any amount that exceeds the salary cap in the applicable ITP-plan. To the extent the members of the group management are not subject to an ITP-plan, pension benefits shall be provided pursuant to a defined contribution pension plan equivalent to a maximum of 30 percent of the fixed annual salary. For members of the group management who are not subject to an ITP-plan, variable remuneration shall not be pension qualifying.

Other benefits

Other benefits, such as housing allowance, company car, life insurance, supplementary health insurance or occupational health service are to be provided to the extent this is considered to be on market terms in the market concerned for each member of the group management. Premiums and other costs relating to such benefits may amount to not more than 10 percent of the fixed cash salary.

Terms at dismissal/resignation

Members of the group management are to be employed until further notice. At dismissal, the notice period for the group management is to amount to a maximum of 12 months with a right to redundancy payment after the end of the notice period, equivalent to a maximum of 100 percent of the fixed salary for a period not exceeding 12 months. At resignation, the notice period shall amount to a maximum of 6 months, without a right to redundancy pay.

Additionally, remuneration may be paid for non-compete undertakings. Such remuneration shall compensate for loss of income and shall only be paid insofar as the previously employed executive is not entitled to redundancy pay. The remuneration shall amount to not more than 60 percent of the monthly income at the time of termination of employment and be paid during the time the non-compete undertaking applies, however not for more than 12 months following termination of employment.

Preparation by the Board and decision-making in connection with matters regarding salaries and other benefits for the Group Management

The Remuneration Committee prepares matters regarding salaries and other terms of employment for the group management, which includes preparing the Board's resolution on the proposal for guidelines for remuneration to group management. The Committee has no authority to decide but merely presents its proposal to the Board for adoption. The resolution on remuneration to the CEO is made by the entire Board. For other members of the group management, the decision is made by the CEO after consultation with the Remuneration Committee.

The Board shall prepare a proposal for new guidelines at least every fourth year and submit it to the annual general meeting for resolution. The guidelines shall be in force until new guidelines are adopted by the general meeting.

Salaries and employment conditions for employees

In the preparation of the Board's proposal for these guidelines, salary and employment conditions for employees of the company have been taken into account by including information on the employees' total income, the components of the remuneration and increase and growth rate over time, in the Remuneration Committee's and the Board's basis for decision when evaluating whether the guidelines and the limitations set out herein are reasonable. The development of the gap between the remuneration to the group management and remuneration to other employees will be disclosed in the remuneration report.

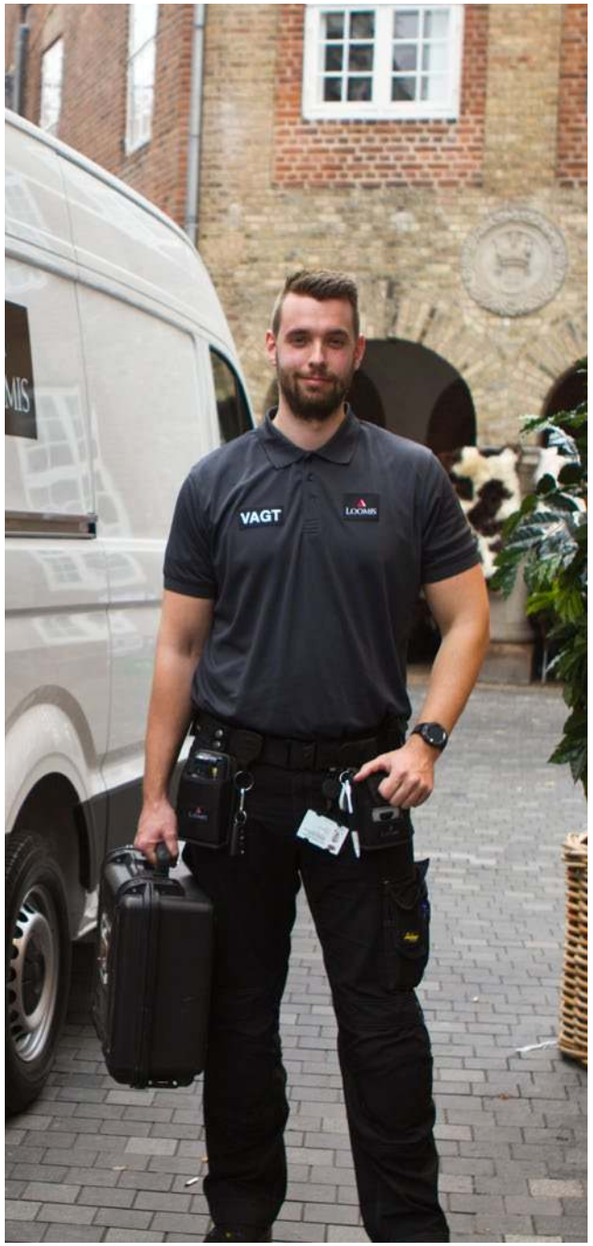
Derogation from the guidelines

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

Significant changes to the guidelines and how shareholders' opinions have been taken into consideration

The proposed amendments principally consist of an alignment of the variable remuneration cap for all individuals of group management (i.e., a maximum of 100 percent of the fixed cash salary) as well as a change which entails that any housing allowance benefit shall be included in the cap that is generally applied for other benefits (i.e., a maximum total of 10 percent of the fixed cash salary).

Loomis has not received any comments from shareholders on the guidelines.



Risk management

A robust and effective risk management program is one of Loomis' most important success factors. Given its history and the nature of its service offering, Loomis has extensive experience managing risk and takes a structured and proactive approach throughout the organization—at both the local and central levels. Well-managed risk can create opportunities and add value to the business, while risk that is not efficiently managed can cause negative impacts and losses.

Enterprise Risk Management (ERM) Framework

Loomis' Enterprise Risk Management (ERM) Framework provides a structure for the Group's risk activities. The purpose of the ERM Framework is to proactively manage the portfolio of risks identified throughout the organization. The ERM activities are conducted holistically and proactively to support the achievement of Loomis' mission, strategy and business objectives.

The ERM Framework includes:

- Risk Assessment Process
- Risk Response Plans
- Key Risk Indicators
- Risk Appetite Framework
- Key Risk Controls
- Business Continuity Management
- Insurance Management
- Change Approval Process
- Claims Management
- Incident Reporting
- Risk Reporting

ERM Framework

Risk Assessment Process

The **Risk Assessment Process** aims to ensure that all material risks are analyzed, discussed, documented, and reported within Loomis Group at all relevant levels in the organization on a regular basis. The annual group-wide risk assessment is conducted (1) bottom-up with all functions, operations and the business and (2) top-down with top management through the Enterprise Risk Management Board. The results from the risk assessments are consolidated into a Group Risk Register containing the Group's key risks.

Risk Response Plans

All material risks are responded to with documented **Risk Response Plans** and regularly reported to the Group's Risk Control Team as well as the Enterprise Risk Management Board, for follow-up and review of their adequacy and effectiveness in managing the risks in question.

Key Risk Indicators

All material risks are covered by suitable **Key Risk Indicators** (KRIs). The purpose of KRIs is to provide advance notice of potential risks that could negatively impact the organization. Furthermore, KRIs can give an insight into possible weaknesses in the organization's monitoring of risks and control tools. KRIs also provide risk monitoring between risk assessments.

Risk Appetite Framework

The main purpose of the **Risk Appetite Framework** is to support risk-informed decision-making, enable performance, and help avoid catastrophic failures. An effective Risk Appetite Framework reinforces a strong risk culture. It ensures that emerging risks that will have a material impact on the Group are recognized, escalated, and promptly addressed.

Key Risk Controls

Key Risk Controls mitigate or maintain a risk at its current risk level and include, but are not limited to, governing documents, system tools, and audits. Examples of Key Risk Controls include minimum security standards, systems for monitoring branch limits, and systems for claims reporting.

ERM Framework

Business Continuity Management

Through Loomis' Group-level **Business Continuity Management**, the Company implements measures to protect human life and recover from minor to major disruptions of services to operations and the Group's customer base. Also, all Loomis operating companies have a documented Business Continuity Plan (BCP) at the local level. All BCPs are updated and tested annually.

Insurance Management

The Group's risk transfer strategy is to have cost-efficient **Insurance Management** by having the Group absorb minor and regular losses stemming from insurable operational risks and subsequently achieve an efficient ratio between own deductibles and insurance premiums. Some risks are transferred to and retained by Loomis' Captive, Loomis Reinsurance DAC, which is incorporated in Ireland.

Change Approval Process

The **Change Approval Process** (CAP) aims to promote an efficient process that allows relevant stakeholders to be involved at an early stage to avoid delays and enable decision-makers to make well-informed decisions without unintentionally adding risks before a major change is implemented. A CAP is performed for all material changes within the Group and its subsidiaries.

Claims Management & Incident Reporting

The Group has a **Claims Management & Incident Reporting** process to ensure that all customer claims and material incidents that affect the Group or its subsidiaries are escalated, reported, documented, and responded to. All material incidents are documented in a Group-wide incident register.

Risk Reporting

Loomis' global risk organization regularly provides risk reports to the Group's various governing bodies, such as the Audit Committee and the Enterprise Risk Management Board.

The CAP process:

Initiate
Assess the materiality of the change to decide if the CAP is applicable or not. Identify stakeholders. If necessary, inform other affected Group entities and Loomis AB. Invite stakeholders to Risk Assessment.

Risk Assessment
Identify potential risks, assess severity, recommend to accept or reduce risk and assign mitigating actions if necessary.

Addressing outstanding questions and issues
Address outstanding items from the Risk Assessment.

Distribute documentation to decision-makers
Finalize documentation and distribute documentation to relevant decision-makers.

Communicate decision to stakeholders
Inform relevant stakeholders of the decision.

The ERM Board

Loomis' Board of Directors established the Enterprise Risk Management Board (ERM Board) as the Group's steering and decision-making forum on risk-related topics. The forum discusses and prepares recommendations for risk decisions by the Board and makes decisions on risk-related topics below the Board level, seeking alignment between strategic risks and operational goals. The ERM Board regularly prepares reports on ERM for the Audit Committee.

Risk management software system

Loomis has implemented a Governance, Risk, and Compliance software system supporting the ERM Framework and its various modules. Continuous improvements are made to the system to further enhance risk management efficiency and risk analysis.

Risks related to Loomis' business

Loomis classifies its risks into six categories. The following pages describe key risks identified within Loomis' operations divided into these categories. The risks described are not in any order of significance. Some risks pertain to Loomis within the industry; others are more general.

Strategic Risks

Strategic risks potentially impact Loomis' competitive advantage and/or sustainability and prevent it from achieving its strategic goals. Apart from factors such as climate change, regulatory change, and customer/industry changes, the risks include external as well as internal factors such as the ability to attract and retain employees and mergers & acquisitions.

> Read about the key risks on page 54.

Operational Risks

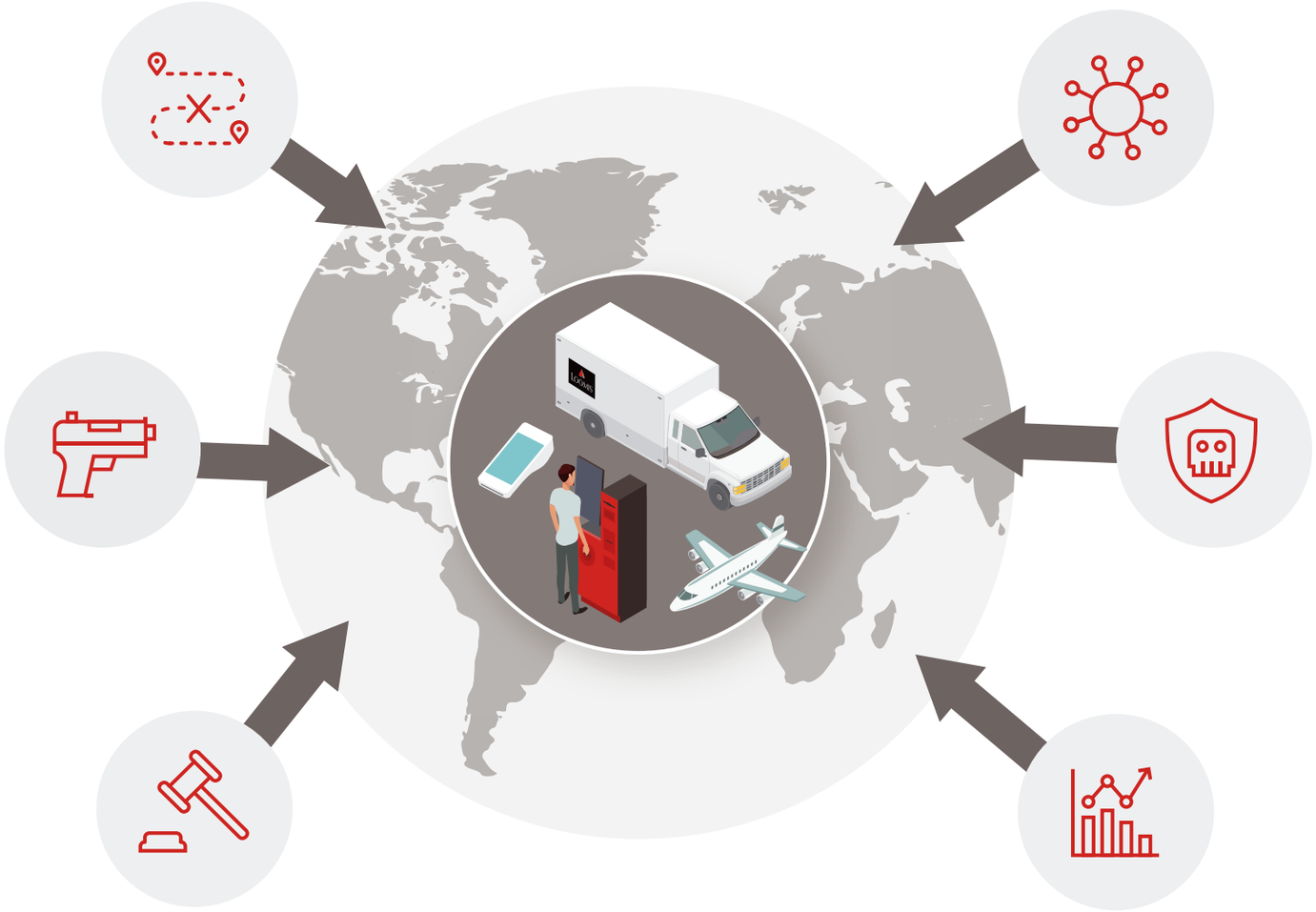
Operational risks relate to the day-to-day business activities, including failed internal procedures, employee errors, and thefts. Loomis can control and mitigate these risks to a large degree.

> Read about the key risks on page 55.

Compliance and Legal Risks

Loomis' global operations require compliance with the provisions of various laws and regulations, including regulations on anti-money laundering and countering the financing of terrorism in many countries where the Company operates. Non-compliance or deviations can result in fines or other sanctions from the authorities.

> Read about the key risks on page 56.



Hazard Risks

Hazard risks refer to the potential occurrence of natural or human-induced physical events that may damage health, life, property, or other valuable assets. Events include natural disasters, diseases/pandemics, terrorism, and fires. Crisis management and business continuity planning manage these types of risks and events.

Information and Technology Risks

Risks related to information and technology and the potential for financial losses, operational disruption, and reputational impact due to failures, security breaches, or non-compliance with applicable laws and regulations. The definition includes technology, information security, and data privacy risks.

> Read about the key risks on page 57.

Financial Risks

Exposure to risks associated with financial instruments is a natural part of Loomis' business. Loomis accepts financial risks deemed to contribute to its long-term objectives. Group Treasury manages financial risks under the Group Financial Policy and Instructions adopted by the Board of Directors.

> Loomis' exposure to financial risks and how they are managed is described in detail in Note 23.

Key strategic risks

Key strategic risks are not listed in order of significance

Strategic risks

Payment market changes	Attract and retain	Geopolitical risks	Climate change
Both Loomis and its customers are exposed to changes in payment methods that could require changes in the processes of financial institutions and retailers. Changing consumer behaviors relating to purchases and payment methods could impact the demand for Loomis' products and services. The payment market is also exposed to changes in applicable laws and regulations. As the payment market changes, it is necessary to adapt the business to stay relevant and meet customer needs.	Loomis' ability to provide superior services, ensure unsurpassed security and achieve its strategy is closely linked to the Company's ability to attract and retain talented and motivated employees. Competition for talent is fierce and Loomis recognizes the need to focus on this area to continue to be viewed as an attractive and reliable employer.	The increasingly volatile geopolitical landscape with several ongoing conflicts that may spread, and the uncertainty surrounding the outcomes and consequences of recent elections, have the potential to impact Loomis. Potential effects include supply chain disturbances, increased raw material, fuel or energy prices, increased inflationary pressure, changes to subsidies, taxes or tariffs and higher-than-expected interest rates.	There may be a risk that Loomis fails to address climate-related threats or opportunities. The impact of the risk can be direct, e.g., due to extreme weather, or indirect, e.g., changed customer requirements, increased cost of raw materials or consequences from suppliers being delayed in their transition.
Risk Management Approach			
Loomis constantly evaluates and monitors industry trends, changes to laws and regulations and changing customer demands. By maintaining a close relationship with customers, delivering a high level of service, and adjusting to customer needs, Loomis can develop new products and services to stay relevant in the payment industry. Loomis continuously adapts solutions to the changing market conditions and innovates to better solve the challenges faced by existing or potential customers. These adaptations include investments in the development of new comprehensive and digital solutions and targeting other relevant industry verticals. Loomis' existing infrastructure, people and assets offer great opportunities to adapt to changing market conditions. Loomis holds a strong position as one of only a few providers in the market offering both cash management and digital payment methods. In addition, Loomis engages proactively with various stakeholders to support and strengthen the rights to use cash as a payment method in society.	Motivated and skilled employees enable Loomis to achieve or exceed strategic and tactical targets. Loomis works with four key components, the "Four Generics", to attract and retain talent: (1) strategy/business plan, (2) organizational structure, (3) job roles and (4) personal attributes. There is a wide range of activities and initiatives in each sub-area at the central and local levels and these are coordinated between the levels. These activities and initiatives include: • Proactive employer branding in local markets • Aligning business strategy and relevant job role content via the concept "Four Generics" • Offering professional development via Loomis Academy • Investing in domestic and international leadership development programs • Securing cross-border knowledge sharing via the Loomis Model • Establishing procedures for remuneration reviews in order to secure market-relevant remuneration, conducting employee surveys and performance management feedback • Proactive Health & Safety routines and guidance • Professional HR support via the Group's common HR processes covering the employment lifecycle in Loomis	Loomis constantly monitors and evaluates the geopolitical situation in its key markets to be able to respond quickly to any potentially detrimental development. Loomis continuously mitigates the potential impacts through its ongoing enterprise risk management work, e.g., through contract risk management and by engaging alternative suppliers to mitigate supply chain dependencies. Not all impacts are necessarily negative for Loomis. The increased volatility could, e.g., increase the demand for the products and services that Loomis offers.	Loomis provides more information on the impacts, risks and opportunities that climate change may have on the business in its sustainability statements. > Read more on pages 58-119.

Key operational risks

Key operational risks are not listed in order of significance

Operational risks

Health and Safety	Physical security
Keeping employees safe is one of the highest priorities. Accidents and inadequate safety measures can result in injuries.	Loomis' business is to a large extent based on assuming the physical risk associated with handling cash, valuables and payments on behalf of its customers. This makes exposure to external risks such as the risk of robbery an inevitable part of Loomis' business operations.
Risk Management Approach	
By investing in health and safety measures, Loomis can successfully protect its employees and assets from harm and loss. Given the risk that handling valuables and cash involves, an assessment of employee health and safety is a natural aspect of every assignment. Loomis has established rigorous health and safety routines and procedures to protect its employees. Different measures are in place depending on the employees' tasks. Loomis' risk department continuously audits security and safety measures to ensure that they are meticulously followed.	Superior management of physical security risks gives Loomis a competitive edge with customers, ensuring that they continue to trust Loomis to handle their cash and valuables. This enables the Company to maintain customer satisfaction and the potential to grow its market share. Excellent management of physical security risk also results in lower losses, which in turn lowers insurance costs, enabling Loomis to offer even more competitive pricing to customers. Loomis educates customers on mitigation strategies that they can adopt to minimize the risk of falling prey to external threats. Loomis has established policies, standards and guidelines as well as local procedures to minimize risks. There are robust processes and routines in place to proactively and systematically identify, take stock of, evaluate, classify, manage and follow up on risks. As an additional safety net, Loomis has extensive insurance coverage, e.g., for liability and loss of valuables.

Key compliance and legal risks

Key strategic risks are not listed in order of significance

Compliance and legal risks

General regulatory compliance

Loomis operates in numerous jurisdictions worldwide, each with its own legal and regulatory framework. The regulatory environment is complex and may vary significantly between jurisdictions and regions. Any failure to comply with applicable laws and regulations could result in legal sanctions, financial penalties, or operational restrictions. Moreover, regulatory non-compliance or perceived shortcomings may adversely impact Loomis' brand reputation and stakeholder trust, which could have a material effect on the Group's business, financial position, and results of operations.

Risk Management Approach

Complying with external regulations and internal rules minimizes costs, increases business opportunities and strengthens Loomis' reputation.

The Group Compliance function is responsible for compliance oversight within the Group, and for aligning and coordinating compliance work. Group Compliance provides support to Group entities in the form of advice on laws and regulations, and ensures that governing documents, such as policies, CEO instructions and guidelines, are in place.

The Group Risk Control function cooperates with the Group Compliance function and provides support to the Group entities in the form of advice on certain risk-related laws and regulations.

There is a focus on compliance throughout the organization, and routines and processes are in place to prevent and identify deviations. Compliance tools are also used to ensure regulatory compliance.

Financial Crime Prevention

Loomis' operations require compliance with international sanctions and financial crime prevention regulations such as anti-money laundering (AML), counter-terrorist financing (CTF), anti-bribery and corruption (ABC) and fraud prevention. Deficiencies and non-compliance risks could materialize into fines, a revoked license to operate, financial loss, reputational damage, market withdrawal and competitive disadvantage.

Risk Management Approach

There are routines and processes in place to ensure that Loomis identifies, mitigates and monitors financial crime risks. Through the implementation of monitoring, screening and investigative tools, Loomis ensures compliance with regulations, supervisory requirements, and market expectations. Through an effective financial crime prevention operational model, system support, and the right expertise, Loomis ensures compliance with applicable laws and regulations on a Group-wide and local level.

The Group Financial Crime Prevention function is responsible for overseeing the strategic alignment of the Group's efforts against financial crime, coordinating the Group's understanding of associated risks, and developing financial crime prevention governance documents such as policies and CEO instructions. It provides support to entities through advice on regulatory requirements, emerging risks, and methods to identify and address them. The function also collaborates with the Group Risk function to ensure efficient and effective risk management across the Group.

Fraud, corruption and other misconduct

As a provider of infrastructure for the payment ecosystem, Loomis' success is based on the Company's solid reputation as a trustworthy company with integrity. Any perceived or actual failures in the ability to conduct business ethically, securely and responsibly constitute a risk. Employees who use their position within Loomis to commit fraudulent activities, or knowingly or unknowingly breach Loomis' Code of Conduct requiring ethical and professional behavior, could harm Loomis, both in terms of direct financial damage and indirectly through reputational damage.

Risk Management Approach

Professionalism, integrity and ethical behavior are prerequisites for a successful relationship with any Loomis stakeholder, such as customers, employees, suppliers or investors. Further strengthening the culture and enforcing the controls in place to foster correct behavior will therefore also strengthen and facilitate Loomis' relationships with these stakeholders and will ultimately become a competitive advantage.

Working against corruption and bribery improves Loomis' credibility and transparency and creates more ways to improve and uphold stakeholder relations. The foundation of our business model – The Loomis Model – is about our three values: People, Service and Integrity. The Code of Conduct and Group policies help maintain stakeholder trust. Loomis has processes in place to prevent fraud and other misconduct that include:

- Zero tolerance for bribery and corruption. Loomis works actively on further strengthening the Company's culture of high ethical standards.
- All Loomis employees are subject to background checks and are screened on a regular basis for early detection of any indication of unacceptable behavior.
- All Loomis employees have access to an anonymous whistleblower system.
- There are internal control routines in place to prevent and detect deviations.

Human Rights

Loomis has employees, customers, suppliers and partners operating in more than 25 different countries. Therefore, there is a risk that Loomis either directly in its operations or indirectly through a business partner violates human rights. Although this risk is assessed as low, Loomis continuously works with processes and routines to evaluate and mitigate the risk of human rights violations - both within its own operations and in the value chain.

Risk Management Approach

By continuously identifying, preventing and counteracting risks related to violations of human rights, Loomis ensures that it continues to be an attractive employer and partner. To identify, prevent and mitigate risks related to violations of human rights, Loomis works on several levels. In addition to compliance with laws and regulations, the Code of Conduct guides all operations. Loomis' Group Human Rights Policy, the Global Agreement with UNI Global and the principles of the UN Global Compact set the direction for the initiatives in this area.

Loomis established a Supplier Code of Conduct in 2023 and suppliers are followed up in various ways, e.g., through questionnaires and site visits. Loomis is also working on developing a group-wide process for human rights due diligence.

> Read more on pages 58-119.

Key information and technology risks

Key strategic risks are not listed in order of significance

Information and technology risks

Data privacy

In the normal course of business, various Group entities collect, process and retain personal data on, or relating to, individuals (both employees and external parties). Loomis recognizes that in today's digital economy, personal data is more than just information; it represents trust and security.

Information security/cyber risk

Loomis Group is exposed to increasingly sophisticated threats in both information security and cyber security, especially as digital payment services continue to expand. The rise of targeted attacks such as phishing, ransomware, and advanced persistent threats presents risks to the confidentiality, integrity, and availability of sensitive customer data, transaction records, and critical systems. The expansion of digital payment services, combined with evolving regulatory requirements, has heightened Loomis Group's exposure to external threats and internal vulnerabilities.

Risk Management Approach

Loomis maintains a robust privacy framework that ensures the protection of personal data and compliance with applicable data protection laws. Legal entities within the Loomis Group are empowered to manage privacy risks and compliance within their jurisdictions through a decentralized governance model, supported by a central Privacy Office that provides strategic guidance and ensures consistency.

The privacy framework includes a breach notification process, regular risk assessments and audits to identify and mitigate privacy risks, with entities implementing tailored assessment and response plans while adhering to global policies and legal requirements. Loomis provides mandatory privacy training for all employees, tailored to their roles and jurisdictions, and regularly communicates privacy awareness messages to reinforce the importance of privacy.

Board-level privacy reporting ensures accountability, with legal entities providing regular updates to their local governance bodies and the central Privacy Office reporting to the Board of Directors.

By maintaining a decentralized privacy framework, Loomis fosters accountability and ensures localized compliance in line with Loomis' overall decentralized governance model.

Loomis has implemented routines and processes to uphold the ability to safeguard the confidentiality, integrity, availability, and traceability of the Group's information assets. As the external cyber threats are continuously evolving due to, for example, the development of generative AI and geopolitical situations, the ability to detect deviations and attempts to disturb Loomis' IT infrastructure is constantly strengthened. The Loomis Group Information Security Management System (ISMS) is evolving to facilitate a centralized approach to mitigate risks, where the decentralized Loomis organization will benefit from centrally managed information security threat mitigation strategies.

All Loomis entities are working towards the implementation of an information security management system based on the ISO27001/2 standard, with two subsidiaries holding ISO certification. Loomis remains committed to meeting the evolving needs and information requirements of our customers. Loomis entities are proactively aligning with applicable regulations, e.g., DORA and NIS2.

A security awareness program runs annually. The intention of the program is to strengthen the information security awareness among all employees and consultants within the Group. The program is managed and monitored by Loomis AB as part of the ISMS with local support from country representatives. The program, as a minimum, includes security awareness training, phishing campaigns to ensure information security awareness in the handling of e-mail, security awareness material grouped per predefined functions in the Group, and Cybersecurity Awareness Month activities.

Information security awareness programs are used to mitigate the risk of misuse of information assets by internal and external IT users. To uphold digital operational resilience, the Loomis business stakeholders provide IT with requirements for digital resilience, which in turn form the basis for continuity plans and the management of critical ICT suppliers.

Data protection and information security are prioritized, with procedures in place to ensure information security in outsourced data processing. The company also addresses controversies relating to data protection and information security, ensuring proactive measures to mitigate risks. Information security incident management processes are established to respond effectively to any security breaches or incidents.

By continuously strengthening its ISMS and adhering to regulatory requirements, Loomis aims to maintain robust information security practices across its operations.

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LOOMIS

IRO-2

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ESRS 2 General Disclosures

Sustainability is an integral part of Loomis' operations, and with the introduction of the Corporate Sustainability Reporting Directive (CSRD), the Group has taken steps to enhance its reporting of sustainability matters. The 2025 Sustainability Statement is prepared in accordance with the CSRD and builds on the groundwork established in the previous year's sustainability reporting, where Loomis initiated alignment with the European Sustainability Reporting Standards (ESRS).

How to read this Sustainability Statement

This Sustainability Statement fulfills the requirements of the CSRD, and its reporting framework, the ESRS, which have been incorporated into Swedish law through the Annual Accounts Act (ÅRL). It covers Loomis' material impacts, risks and opportunities related to environmental sustainability, social responsibility as well as governance and compliance.

> Each chapter title has an ESRS code indicating the overarching standard to which it refers.
> Unless otherwise stated, all datapoints have been prepared in accordance with the applicable disclosure requirements and application requirements under the ESRS. Any deviations are indicated in the accounting principles of the relevant disclosure.
> Where relevant, Loomis provides quantitative comparisons with the previous year's figures to improve transparency and traceability.
> This Sustainability Statement is subject to a limited review by Loomis' auditors, Deloitte. The metrics reported in this Statement have not been validated by any other external party.

BP-1 General basis for preparation of the Sustainability Statement

Consolidated Sustainability Statement

This Sustainability Statement is consolidated and has been prepared by the Group Sustainability Team at Loomis, which works with all of Loomis' three reporting segments (USA, Europe & Latin America, and SME/Pay), and in all countries where Loomis operates. The Group Sustainability Team collaborates with managerial functions, including finance, risk, HR, and other operational functions to ensure accurate communication and reporting of Loomis' sustainability activities and progress.

The Sustainability Statement is prepared using the same level of consolidation as the financial statements of this annual report. No subsidiaries are excluded, and all subsidiaries included in the consolidation follow the same reporting period as the parent company. Loomis has no associates, joint ventures, unconsolidated subsidiaries (investment entities), or contractual arrangements. Sustainability data, including emissions and other environmental indicators, as well as financial information within this Sustainability Statement, are aggregated into two of the Group's reporting segments: USA and Europe & Latin America. In terms of sustainability reporting for segment SME/Pay as well as Group-wide functions and the parent company, this data is reported within segment USA and segment Europe & Latin America depending on geographical location.

Value chain considerations

When identifying material impacts, risks and opportunities (IROs) and preparing this Sustainability Statement, Loomis has considered its entire value chain. This includes upstream activities, such as manufacturing of equipment, Loomis' own operations, including cash handling and branch services, and downstream activities, such as customer access to different payment solutions.

However, as Loomis is primarily an intermediary service provider rather than a producer of goods, the focus is mainly on the upstream activities and on its own operations, with less emphasis on downstream activities. For more information about value chain considerations, see pages 67-68.

Considerations regarding classified and sensitive information

Loomis has not used the option to omit any specific information relating to intellectual property, know-how, or innovation results that is considered material from a sustainability perspective. With regard to impending developments or matters in the course of negotiation, Loomis has nothing to disclose as of the publication date of this Sustainability Statement.

BP-2 Disclosures in relation to specific circumstances

Time horizons

Loomis deviates from the time horizon definitions specified in ESRS 1, where short-term is defined as less than one year, medium-term as one to five years, and long-term as more than five years. To align with internal strategic planning cycles, which typically cover three-year periods, Loomis instead defines the long-term horizon as more than six years. Consequently, the medium-term horizon has been adjusted to one to six years.

Value chain estimation

Loomis acknowledges that sustainability data may involve a degree of uncertainty, for example due to gaps in data, the need for estimates, or variations in measurement methods across different operations. Where estimations are necessary, the company provides contextual information to help stakeholders understand the potential limitations or assumptions behind the figures. This is particularly relevant for Scope 2 and Scope 3 emissions, which are described in detail under E1-6 on pages 83-84, including all assumptions, approximations, and judgments made for the estimated metrics.

Reporting errors in prior periods

During the preparation of this year's Sustainability Statement, Loomis identified errors in the reported figures for work-related injuries in France, Spain, and Turkey for prior periods, as described in detail under S1-14 on page 104. These errors have been corrected, and both the base year 2024 figures and the updated 2025 figures now reflect accurate data.

Incorporation by reference

The following disclosures and datapoints have in some way been incorporated by reference from sections of the Annual Report, outside the Sustainability Statement:

ESRS disclosure		Page / Paragraph
BP-2	Datapoints derived from other EU legislation	Page 117 / Appendix

Phase-in disclosure requirements

Loomis has applied the phase-in provisions under Appendix C of ESRS 1 to omit certain disclosures. Loomis aims to gradually include these disclosures in future reporting periods as relevant data becomes available and reporting processes are further developed, in line with the Quick-fix Delegated Act. The following disclosures have been omitted:

ESRS disclosure		Phase-in
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Anticipated financial effects
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	All datapoints
E2-6	Anticipated financial effects from pollution-related risks and opportunities	All datapoints
S1-7	Characteristics of non-employee workers in the undertaking's own workforce	All datapoints
S1-11	Social protection	All datapoints
S1-12	Persons with disabilities	All datapoints
S1-13	Training and skills development	Metrics divided by gender
S1-14	Health and safety	Reporting on non-employees
S1-15	Work-life balance	All datapoints

GOV-1 The role of the administrative, management and supervisory bodies

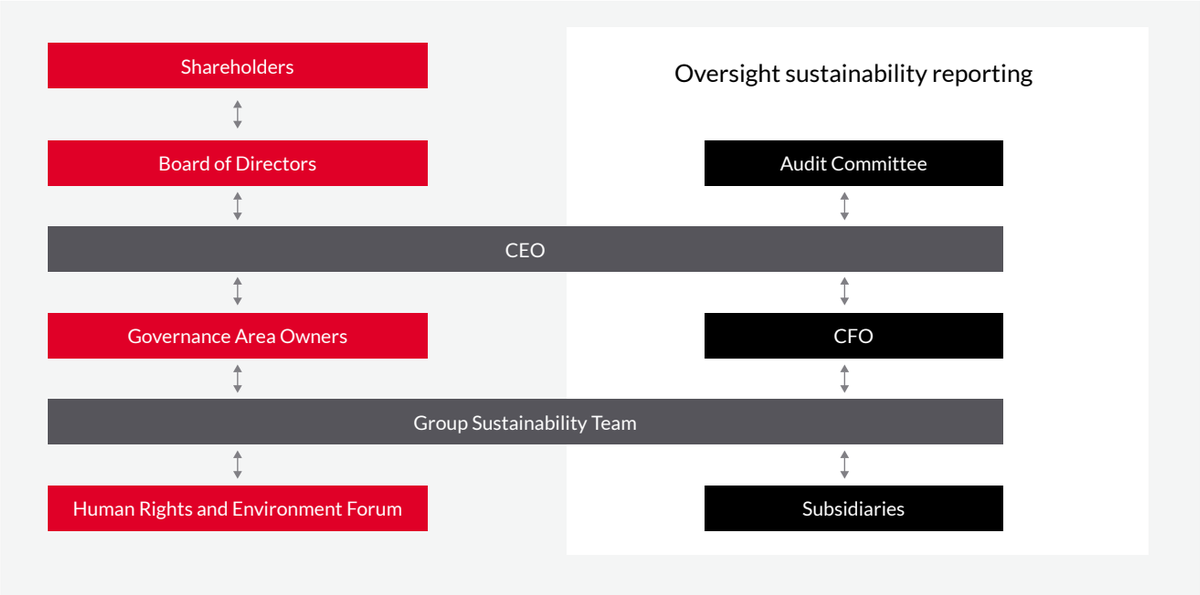
Composition and diversity

Loomis' Board of Directors ("Board") consists of seven members, none of whom are on the executive management team of Loomis. In addition to these seven members, the Board also includes one employee representative, appointed by the Swedish Transport Workers Union. The Board members bring extensive experience, primarily from across Sweden, the US, and Spain, which are all core markets of relevance for Loomis Group, headquartered in Sweden. Three of the Board members have direct sector-relevant experience in the cash handling and transportation industry, having worked for either Loomis or Securitas, which previously held the cash handling business that is now the standalone publicly listed Loomis AB. All Board members have exposure to and experience from positions on other corporate boards, and the majority have experience from CEO roles in the past. In 2025, the Board elected a new chairman from among its existing members, while the former chairman continues to serve as a board member. As a result, the composition of the Board of Directors is unchanged. There are four men and three women on the Board of Directors (excluding the employee representative) corresponding to a gender distribution of 57 percent men and 43 percent women. All seven board members are considered independent of the company and its management. In accordance with the Swedish Corporate Governance Code, the Nomination Committee has determined which members are independent of the company's major shareholders.

Loomis' Group Management consists of the President and CEO, Regional President USA, Regional President Europe and Latin America, Chief Financial Officer, Chief Human Resources and Marketing Officer, Chief Risk Officer, and Chief Legal Officer. Of the seven members, six are men while one is a woman, corresponding to a gender distribution of 86 percent men and 14 percent women.

Roles and responsibilities

The Board of Directors holds ultimate responsibility for the oversight of all sustainability-related impacts, risks and opportunities identified by the Group Sustainability Team. The responsibility for overseeing the Sustainability Statement is described in the Board's Rules of Procedure.



The CEO's responsibility for overseeing the implementation of Loomis' sustainability strategy is defined in Loomis' steering documents related to each relevant sustainability topic. For an overview description of relevant steering documents, see page 64. Each material IRO is incorporated into a relevant Governance Area, with ownership assigned to the responsible member of the Group Management or Governance Area Owner. Governance Area Owners are accountable for ensuring that appropriate policies and other steering documents are in place to manage IROs. The Governance Area Owner is also responsible for exercising oversight over IROs, which includes ensuring that mandates are delegated, implementing sufficient controls, and establishing processes throughout the organization. Management of IROs may be delegated to Functional Owners who often report directly to the respective Governance Area Owner within the Group Management. Consolidation of disclosure requirements according to the CSRD is done by the Group's Sustainability Team, which reports to the Group CFO. Certain control measures were strengthened during 2025 to detect material errors within climate and employee-related data. The controls include variance analysis and comparison with historical data.

Loomis' strategic sustainability targets are established and approved through a defined governance process involving the Board of Directors and Group Management. Progress toward these targets is regularly monitored and reported quarterly through both internal and external channels. Responsibilities for target setting, follow-up, and reporting are clearly defined between Group functions and local entities to ensure consistency and accountability across the organization.

Sustainability expertise

While extensive in-house expertise on all sustainability impacts, risks, and opportunities is not required, the Board and Group Management have access to specialized internal expertise in selected areas, such as greenhouse gas (GHG) accounting, climate transition, human rights due diligence, financial crime prevention, business continuity planning, and labor rights.

The Board's competencies are assessed through a self-evaluation questionnaire, where each member evaluates their own level of knowledge. A weighted average of the individual assessments provides an overall view of the Board's collective expertise. The results are summarized in the table below, organized by areas of competence and related IROs, with corresponding levels of acquired knowledge.

Knowledge is evaluated on three levels:

- Foundational: basic awareness and understanding of core concepts
- Proficient: strong grasp of principles, able to apply knowledge in varied contexts
- Expert: mastery of the subject, with the ability to innovate and influence standards

The Board continuously develops its general sustainability knowledge, and when additional depth is needed, external consultants are engaged to complement internal expertise and provide advisory support for sustainability analysis and reporting.

Area of competence	Related IROs*	Acquired knowledge
Environmental science	1, 2, 4, 5	Foundational
Sustainable business transformation	1, 2, 3, 4, 5, 6	Proficient
Climate change policy and regulation	1, 2, 4	Foundational
Human rights law	12, 13	Proficient
ILO conventions and employment relations	7, 8, 10, 12, 13, 14	Foundational
Occupational Health and Safety management	7, 12, 13, 14	Proficient
Anti-Money Laundering regulations	17, 18	Proficient
Financial inclusion policy (lobbying)	15, 19	Foundational
Corporate governance and compliance	15, 16, 17, 18, 19	Proficient
OECD human rights due diligence	7, 10, 11, 12, 13	Foundational

** For a complete list of material IROs, see page 73*

GOV-2 Information provided to, and sustainability matters addressed by, the undertaking's administrative, management and supervisory bodies

The double materiality assessment (DMA) and the resulting material topics have been presented to and discussed with both the Board of Directors and the Group Management Team by the Head of Sustainability and Investor Relations (IR). The Head of Sustainability and IR reports to the Audit Committee on a quarterly basis and to the Board of Directors at least annually. Material topics are also regularly discussed in Group Management meetings. Loomis has established forums and committees to address the IROs identified through the DMA, with each IRO managed by the Governance Area Owner responsible for that specific issue. Since the IROs were redefined during 2025, the process for integrating them into strategic oversight and decision-making related to major transactions is still under development. However, the process for Enterprise Risk Management (ERM) has already been adjusted to include the IROs. All identified IROs have been presented to the Group Management Team, the Governance Committee, and the Board of Directors during the reporting period, and the results and effectiveness of the policies are reviewed quarterly together with the Governance Committee as part of this ongoing oversight process.

GOV-3 Integration of sustainability-related performance in incentive schemes

The guidelines for remuneration for Group Management and senior executives were adopted at the 2025 Annual General Meeting (AGM). Remuneration consists of a fixed salary, pension, other benefits, and variable remuneration where the latter is subject to maximum levels, corresponding to 100 percent of the fixed annual salary for the CEO and the Group Management. It is designed to align with both shareholder interests and performance objectives. Variable remuneration may also be linked to individual performance targets, which are aligned with the company's business strategy and long-term value creation, including sustainability considerations where applicable.

> For the complete guidelines for remuneration, see pages 49-50.

Sustainability performance measures are integrated into long-term incentive programs. All long-term incentive programs are approved by the AGM and short-term incentive schemes are set annually based on the remuneration guidelines.

Loomis has two ongoing long-term performance-based incentive programs, LTIP 2023 and LTIP 2025. Both incentive programs are intended for senior management and other key employees, and were approved by the AGM in 2023 and 2025, respectively. In both programs, participants invest their own shares. In LTIP 2023, the allocation of performance shares is weighted with 90 percent tied to the EPS target and 10 percent to the CO_2 reduction target, while in LTIP 2025 the performance shares are weighted with 84 percent tied to the EPS target and 16 percent to the CO_2 reduction target.

For the assessment of performance regarding CO_2 emissions reduction, Loomis applies the emission reduction targets defined in its Sustainability-Linked Finance Framework (SLFF). LTIP 2025 is measured against the 2027 target, aiming for a 34 percent reduction in CO_2 emissions within Scope 1 and Scope 2 as defined in the 2024 SLFF. LTIP 2023 is measured against a 2025 reduction target compared to 2019.

> For more information on Loomis' incentive programs, see Note 7.

GOV-4 Statement on due diligence

Loomis' Group Environmental Policy and Human Rights Policy outline the company's approach to sustainability governance and human rights due diligence. Additional guidance can be found in the Code of Conduct (the Code) and Supplier Code of Conduct (the Supplier Code). The table below shows where sustainability due diligence information can be found in Loomis' Sustainability Statement.

Core elements of due diligence	Related ESRS disclosure requirements	Page
Embedding due diligence in strategy, governance and business model	GOV-2 GOV-3 SBM-3	62 62 72-73
Engaging with affected stakeholders	GOV-2 MDR-P SBM-2 IRO-1 S1-2 S2-2	62 64 69 70-71 98 107
Identifying and assessing adverse impacts	SBM-3 IRO-1 E1 IRO-1 E2 IRO-1 G1	72-73 75 93 110-111
Taking actions to address those adverse impacts	SBM-3 E1-3 S1-3 S1-4 S2-3 S2-4	72-73 80 99 99-100 108 108
Tracking effectiveness of these efforts and communicating	E1-4 E1-5 E1-6 S1-5 S1-6 S1-8 S1-9 S1-10 S1-13 S1-14 S1-16 S1-17	81 82 83 100 101 102 102 103 103 104 104 105

GOV-5 Risk management and internal control over sustainability reporting

Internal control

During the year, Loomis continued to strengthen its internal control over sustainability reporting (ICSR). Work is ongoing to establish a comprehensive ICSR framework, define clear roles and responsibilities across the Group, and embed key controls within relevant processes. The framework is inspired by the COSO principles and includes group and local guidelines, risk assessment, process mapping, training and control activities, and related control reviews. The risk assessment for determining which disclosure requirements are currently covered by the ICSR has been carried out with reference to the Group's communicated strategic targets, ensuring alignment between sustainability reporting and strategic priorities. Existing procedures, such as data quality reviews, reconciliations, and consistency checks by senior management, continue to mitigate the risk of material misstatements in sustainability reporting. The main risks addressed by these procedures relate to significant manual processes, including extensive use of spreadsheet-based tools, and varying levels of sustainability knowledge across the subsidiaries.

The reporting process in accordance with the ICSR framework is under development and will continue to evolve. An update on the progress of the roll-out of the ICSR framework will be provided in the Annual and Sustainability Report for 2026.

While the framework is being implemented, variance analyses are conducted at the subsidiary and Group level to improve data accuracy and consistency, with oversight from the Group Sustainability Team.

Roles and responsibilities

Loomis reporting entities report on sustainability data on a quarterly and annual basis in accordance with Loomis' reporting schedule. The sustainability reporting is consolidated into the same system as for financial reporting. After local sign-off, the sustainability data is aggregated to operating segment and Group levels. The sustainability reporting is presented to Group Management, the Audit Committee and the Board of Directors on a quarterly basis.

MDR-P

Steering documents related to sustainability topics*

Policy	Description	Scope	Functional document owner	Decision level	External initiatives & third-party standards	Material IROs
AML and CTF Policy	Defines how Loomis should work to ensure compliance with the Group's regulatory obligations, support the broader customer strategy that will ensure a good reputation and contribute to the stability of the financial system.	All Loomis entities, all employees including board members, and business partners who act on Loomis' behalf.	CLO	Board of Directors	–	• Failure to hinder money laundering • Non-compliance with anti-money laundering regulations
Anti-Bribery Policy	Defines the company's zero-tolerance approach to non-compliance and outlines prohibitions on offering, promising, or giving any payment, gift, or other benefit intended to improperly influence the decisions of any individuals.	All Group entities, their employees, third-party employees, and board members.	CHRO	Board of Directors	–	• Fragmented compliance culture leading to reputational and financial damage
Code of Conduct	Aims to provide guidance on the application of Loomis Values (People, Service, Integrity) in daily work, and how to avoid unethical practices, both within the company and in external interactions.	All Loomis' employees, including part-time employees, temporary staff, managers, and board members.	CHRO	Board of Directors	• ILO Declaration on Fundamental Principles and Rights at Work • International Bill of Human Rights • OECD's Guidelines for Multinational Enterprises • UN Guiding Principles	• Inequality between genders • Violation of human rights and employee/employer Code of Conduct • Human Rights violations further down in the supply chain
Compliance Policy	Aims to ensure that the Group has an effective Compliance Program whose overall goal is to ensure that Compliance Risks are identified and adequately mitigated and that Loomis adheres to applicable Rules and Regulations.	All employees, subsidiaries and branches of the Group, Group functions, and regional functions.	Head of Group Compliance	Board of Directors	–	• Fragmented compliance culture leading to reputational and financial damage
Environmental Policy	Defines the company's approach to managing environmental responsibilities across the value chain, including the reduction of CO_2 emissions, pollution from microplastics, and air pollutants.	All Group entities, their employees and third-party employees.	CFO	Board of Directors	• Greenhouse Gas Protocol (GHG) • The European Green Deal • UN Global Compact • United Nations Paris Agreement	• Emissions of greenhouse gases • Energy usage from transportation, production, and facilities • Misalignment with external expectations on transition speed • Environmental fees or restrictions in specific zones • Pollution from tires
Human Rights Policy	Aims to clarify and solidify Loomis' commitment to promoting human rights and how Loomis intends to uphold its efforts to address actual and potential human rights issues.	All Group entities, their employees and third-party employees.	CHRO	Board of Directors	• ILO Declaration on Fundamental Principles and Rights at Work • International Bill of Human Rights • OECD's Guidelines for Multinational Enterprises • UN Global Compact • UN Guiding Principles	• Human Rights violations further down in the supply chain • Violation of human rights and employee/employer Code of Conduct
Supplier Code of Conduct	Defines expectations of suppliers and outlines principles suppliers should follow. The commitment extends beyond legal compliance as Loomis selects suppliers who share the commitment to environmental, social and governance responsibility and ethical business practices.	Loomis' suppliers	CHRO	CEO	• ILO Declaration on Fundamental Principles and Rights at Work • International Bill of Human Rights • OECD's Guidelines for Multinational Enterprises • UN Global Compact • UN Guiding Principles	• Human Rights violations further down in the supply chain

*These are Loomis Group Policies related to sustainability that were in effect during 2025 and do not constitute an exhaustive list of all governing documents. In developing the policies, Loomis relied on established practices and did not conduct a formal process to engage specific key stakeholders. Since the end of the year, Loomis has adopted a Group Health and Safety Policy.

SBM-1 Strategy, business model and value chain

Sustainability is an integral part of Loomis' business strategy and corporate governance framework. A business model that enables sustainable growth is essential for long-term success. Therefore, Loomis works to mitigate negative impacts across its value chain, such as reducing its carbon footprint, while also identifying opportunities that strengthen its role as a reliable business partner. The company's core values, People, Service and Integrity, serve as guidelines in daily operations and decision-making, ensuring that sustainability is not only a strategic priority but also embedded in the corporate culture. These values emphasize respect for individuals, a commitment to quality and innovation, and conducting business with honesty and high ethical standards.

Loomis' operations are divided into three segments: Europe and Latin America (EUL), USA, and SME/Pay. The Europe and Latin America segment, as well as the USA segment, are geographical segments while the SME/Pay segment is a customer-focused segment. The SME/Pay segment was established during the year and was previously named Loomis Pay. The change means that revenue from small- and medium-sized customers that was previously reported under the Europe and Latin America or USA segments is now recognized within SME/Pay.

Together, these three segments share certain group-wide functions. The segment structure also reflects how the Group is led and monitored internally, with segment presidents responsible for the overall development and resource allocation within their respective areas. Loomis' decentralized business model makes it possible to adapt operations to local conditions, regardless of which payment solutions are preferred, the degree of digitalization, security aspects, and regulatory requirements.

No changes have been made to Loomis' business lines during the year, and all acquisitions are reported under existing business lines. Likewise, no new markets or countries have been entered during the year. Loomis does not offer any products or services that are banned in any of the markets in which the Group operates.

Loomis' corporate strategy integrates sustainability as one of its key priorities and includes both sustainability-related initiatives and continuous development. Social responsibility is integrated into the business model through Loomis' role in safeguarding financial inclusion and ensuring resilient payment infrastructure by maintaining and strengthening access to multiple payment methods. Guided by its values, Loomis identifies competitive advantages through cost efficiency, risk reduction, and strengthened customer and employee retention. The company therefore strives to be the leading sustainable business partner in the industry. Key sustainability initiatives and targets are developed at Group level for each strategic period and implemented through Loomis' decentralized organization structure. Each country within the segments operates according to local conditions and regulatory requirements to support central banks, commercial banks, retailers and consumers in cash handling, transportation of valuables and payment services.

Employees per geographical segment*

Employees, headcount	2025	2024
Europe and Latin America	14,299	14,541
USA	10,331	10,197
Total	**24,630**	**24,738**

*Includes employees per regional location, and therefore Group-wide functions and employees within segment SME/Pay are included in the respective geographical segment.

> For more details regarding Loomis' employees, see page 101.

Revenue per sector

The sector definitions are provided by ESRS SEC 1. The numbers are reconciled with Loomis' reporting on operating segments, prepared in accordance with IFRS 8. The classification is made per business line: Professional services includes CMS, ATM, Automated Solutions and FXGS. Information Technology includes Loomis Pay. Road transport includes CIT, and Other transport includes Loomis International. For further information see Note 3 in the financial statements.

Loomis categorizes its key services and products into eight business lines:

Cash in Transit (CIT): Transporting cash and valuables securely across societies – to and from stores, banks and ATMs.

Cash Management (CMS): The Group's processing centers count, authenticate, and check the quality of banknotes and coins.

International (VIT/VIS): Loomis International transports, manages and stores cash, precious metals and other valuables.

ATM: A full-service offering to ATMs ranging from secure CIT and CMS, to forecasting, monitoring, service and maintenance, and transaction-related services.

Automated Solutions: Loomis' cash-handling automation solutions are designed to cut the time, labor and cost it takes to manage the back office and front office of a retail business.

FXGS: Loomis offers foreign exchange services to wholesalers, dealers and individual consumers.

Loomis Pay: End-to-end payment platform that enables customers to handle all types of payments in one system, including cash, card and digital payments.

Other: Other revenue that is unrelated to Loomis' business lines.

> For more information on Loomis' operations, see pages 45-47. See also Note 3 for revenue per business line and segment.

	USA		EUL		SME/ Pay		Eliminations		Group	
Revenue, MSEK	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**
Professional Services	9,590	9,338	8,218	8,480	**31**	–	–	–	**17,840**	**17,818**
Information Technology	–	–	–	–	144	106	–	–	**144**	**106**
Road transport	5,378	5,754	4,730	5,026	**33**	–	–	–	**10,140**	**10,780**
Other transport	561	512	1,468	1,118	–	–	–	–	**2,029**	**1,630**
Total mapped to ESRS SEC 1	**15,530**	**15,604**	**14,416**	**14,625**	**208**	**106**	–	–	**30,153**	**30,335**
Other, internal & eliminations	320	93	198	168	–	–	–245	–154	274	107
Total revenue	**15,850**	**15,697**	**14,614**	**14,793**	**208**	**106**	**–245**	**–154**	**30,427**	**30,442**

Corporate targets related to the sustainability strategy

Following the DMA process in 2024, Loomis identified six focus areas relevant to its IROs. Within each focus area Loomis set targets for its upcoming strategic period that were deemed to support actions within the material topics and secure Loomis' ambition to be the leading sustainable business partner. Peer analysis and internal capabilities were assessed in the setting of targets, as well as an assessment of ambition level.

Loomis operates in three-year strategic periods, and the targets presented below correspond to the current period of 2025–2027, replacing those set for the previous strategic period of 2022–2024. The targets are related to environmental sustainability, social responsibility as well as governance and compliance, and no external stakeholders were involved in setting the targets. The targets are presented below and further discussed in relation to each topic.

Focus areas	Period	Target	Implications
E Emissions reduction *	2019–2027	34 percent reduction in CO_2 emissions within Scope 1 and Scope 2 according to the GHG protocol, market-based method, by the end of 2027.	Loomis is taking a long-term approach to reduce emissions across its transport-based operations by gradually updating the vehicle fleet. This includes a shift from fossil-fueled vehicles to electric, hybrid, or biofuel-powered options as well as lighter vehicles with lower energy consumption. The transition also involves increasing the use of renewable electricity while carefully balancing vehicle replacement with resource efficiency, infrastructure availability, and access to low-emission fuels.
	2019–2030	48 percent reduction in CO_2 emissions within Scope 1 and Scope 2 according to the GHG protocol, market-based method, by the end of 2030.	
E Resource efficiency	2024–2027	10 percent increase in fuel efficiency (liters/km) including all vehicles by 2027 compared to 2024.	Loomis is gradually improving fuel efficiency by shifting from fossil-fueled vehicles to electric, hybrid, or biofuel-powered vehicles and replacing parts of the fleet with lighter, lower-consumption vehicles.
S Health and safety *	2024–2027	10 percent reduction in recordable work-related injury rate by 2027 compared to 2024.	Loomis works proactively to reduce recordable work-related injuries by providing employee education, modern equipment, and continuously refining routines. This approach ensures employees can perform services safely, addressing physically demanding tasks as well as operational risks such as transporting cash and valuables, which may involve exposure to theft or other hazards.
S Attract and retain talent	2024–2027	10 percent reduction in voluntary employee turnover rate by 2027 compared to 2024.	Loomis works proactively to reduce voluntary employee turnover by attracting and retaining talent through a strong corporate culture. The company supports professional development, promotes inclusion, fairness and diversity, and trains managers to enhance the work environment while aiming to be the most preferred employer in the industry.
G A reliable partner	Annually	100% completion rate in: • Code of Conduct training, all employees • Group Policies, top 300 managers	Loomis works proactively to ensure all employees complete mandatory Code of Conduct training annually. New employees receive training upon joining, while refresher courses and annual training for top managers maintain compliance and awareness across the organization. Failure to pass the Group Policy training annually results in a compensation reduction in the annual incentive plan for those employees subject to variable compensation.
G Responsible procurement	2025–2027	100 strategic suppliers assessed for human rights.	Loomis works proactively to uphold human rights by conducting annual due diligence and risk assessments of strategic suppliers.

* Progress against these targets is monitored quarterly and reported in Loomis' interim reports alongside the Sustainability Statement. The metrics are also integrated into annual budgets, forecasts, and long-range operating plans, enabling each country to compare projected outcomes against initial targets.

Description of business model

Loomis is entrusted with the cash and valuables of clients, and provides high-security services, for example, secure transportation and storage. Therefore, resilient and secure systems, facilities, routines, recruitment practices, and transportation are of utmost importance to the company. Outputs and outcomes from successful delivery include safe handling and efficient transportation for Loomis' customers. This means timely delivery and processing, as well as secure facilities, safes, ATMs, and payment terminals.

Successful delivery also entails safe conditions for employees, which provide benefits in terms of maintaining a healthy and safe workforce and a satisfied client base. This in turn reduces hiring and sick leave costs, increases sales, and therefore generates both value for the majority of stakeholders and job stability for Loomis' employees.

Inputs

The inputs required for successful implementation of the business model can be summarized in six categories and are acquired, developed or gathered externally (E) and/or internally (I):

E

Resources and infrastructure
Vehicle fleet, storage facilities, offices, technology systems and equipment necessary to perform Loomis' services.

E

Partnerships
Suppliers of vehicles, equipment, technology and software.

E I

Human capital
Security personnel, management and support staff for logistics, customer handling etc., and training and development programs.

E I

Financial capital
Capital expenditures, working capital and options for additional financing.

I

Compliance
Competence and personnel that can ensure that Loomis follows regulations regarding the Group's operations, business conduct and AML practices.

I

Market intelligence
Market demand and competitor analysis.

Outputs

The outputs of Loomis' business model can, in turn, be summarized in five categories:

Secure and reliable delivery services
For clients through transport of cash and valuable goods.

Secure storage of cash and valuable goods
For clients in Loomis' facilities.

Cash and valuable goods related services
Through providing ATMs, FX and other handling.

Contributions to society
Through job creation, tax payments, and financial inclusion.

Return to shareholders
Through annual dividend payments and additional share repurchase programs.

Value chain

Upstream

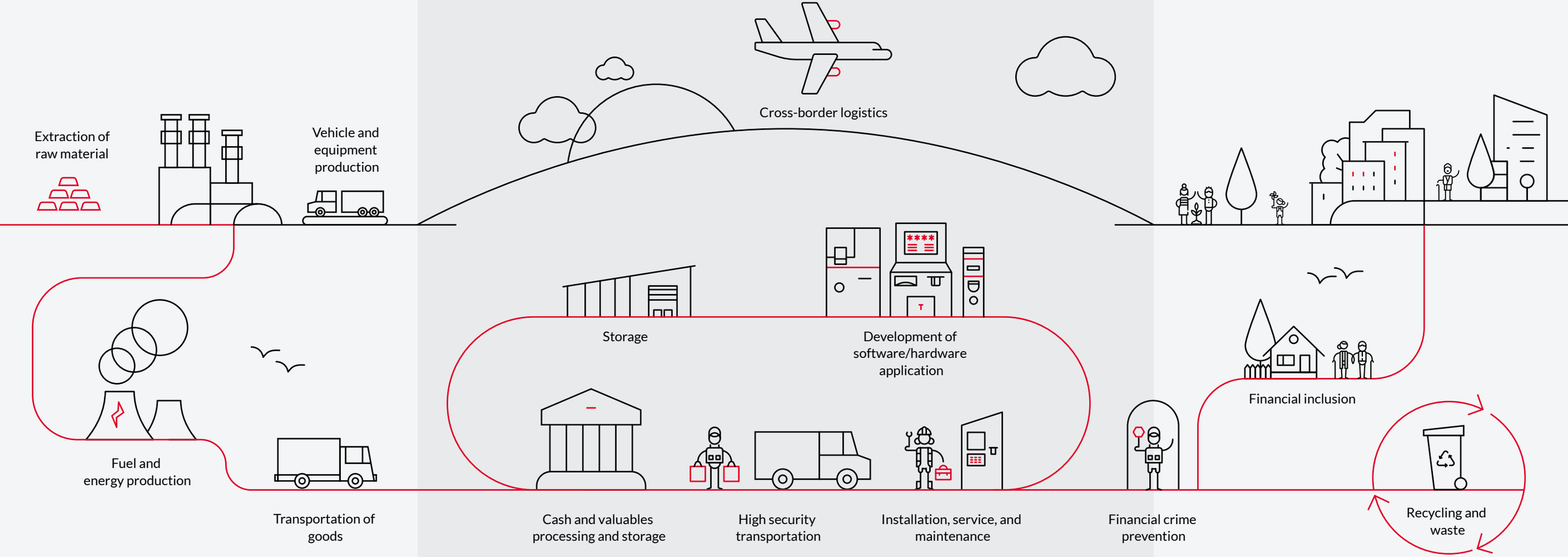
The upstream activities in Loomis' value chain include the extraction of the raw materials required for the production of the vehicle systems and equipment used in its operations, as well as fuel and electricity sourcing, transportation of goods, and procurement processes.

Own operations

Transportation of cash and valuables on behalf of financial institutions or companies makes up the core of Loomis' own operations. The main customer groups are central banks, private banks, and retailers. Banks use Loomis for ATM services, cash transportation, and storage, while retail customers also need cash transportation. However, they utilize more customer-facing services, such as safes, cash management and other automated solutions.

Downstream

Loomis' downstream activities are closely related to the Group's own operations and include safe and efficient deliveries, waste management and recycling.



SBM-2 Interests and views of stakeholders

Loomis' key stakeholders include customers, investors, shareholders and insurers, its own workforce, suppliers, unions and worker representatives, as well as the silent stakeholders: civil society and nature. The stakeholders' input functions as the basis for identifying impacts, risks and opportunities. As a service provider, Loomis' business model relies on maintaining strong relationships with both customers and employees. The business cannot thrive without satisfied customers, who continue to rely on Loomis for their cash and payments handling, and dedicated, trusted employees. Therefore, great importance is placed on stakeholder satisfaction by the management team.

The company's management continuously strives to strategically optimize operations to deliver services safely and as eco-efficiently as possible. Lower fuel consumption and fewer kilometers traveled when providing a service not only reduce environmental impact, but also lower operating costs and reduce employee time spent in transit. These efforts contribute to increased profitability and align with the interests of most stakeholders, supporting a high-functioning and sustainable business model.

Stakeholder engagement

All stakeholder groups are engaged through different channels and different teams within Loomis. The purpose is to ensure the effectiveness of Loomis' operations to best satisfy the customers, employees, the Board of Directors, and investor base. For the Board of Directors, engagement occurs in conjunction with meetings. The Board has a minimum of four quarterly meetings in addition to the AGM. For Loomis' employees, there are continuous employee surveys, channels to bring proposals and ideas, and a whistleblower function that is always available. The whistleblower function is called the Loomis Integrity Line, where employees can flag incidents and report serious issues.

For investors, Loomis hosts quarterly earnings presentations and arranges investor events and meetings to help Loomis understand their focus areas and concerns. Specific investor meetings on sustainability and governance-related topics are arranged upon request.

The primary points of contact for customers are the sales staff and branch managers. There are currently no strategic changes that will modify the existing dynamics with key stakeholders. Stakeholder feedback is assessed on a regular basis, on both local and central levels of operations.

Loomis continuously implements initiatives to improve its strategy and business model, and several are aligned with stakeholder input. The most significant ongoing initiatives within sustainability include transitioning to alternative fuels and electrifying the fleet to deliver services more sustainably, implementing a more structured approach to advocating for financial inclusion, and for Loomis Pay, exploring the diversification of the supplier base to address information security and forced labor risks. Other efforts, such as route optimization and fleet modernization, continue at the country level, resulting in different timelines depending on location. These initiatives are expected to positively influence stakeholder perceptions, including reinforcing confidence in the use and handling of cash. Loomis does not foresee that the material impacts, risks and opportunities it has identified through the double materiality assessment in 2025 will modify the relationship with any of its stakeholders.

Stakeholder engagement is organized by the team responsible for relations with the relevant stakeholder group. Account managers are responsible for customer relations, while the Investor Relations team manages investors and shareholders. The Group Management Team and Group Functions engage with the Board of Directors, and Group HR most directly manages employee stakeholders.

The Board of Directors and the Group Management Team have been informed about the interests and views of stakeholders in relation to Loomis' sustainability-related impacts in conjunction with the presentation of the IROs and the DMA. In addition, they are informed in case of special events that happen between the quarterly sessions.

Stakeholder	Purpose	Key topics	Engagement
Civil society *Silent stakeholder*	To promote financial integrity and inclusion by supporting anti-money laundering measures and ensuring access to financial services for unbanked and underserved populations.	• Anti-money laundering • Financial inclusion	• Industry knowledge
Customers	To build long-term trust by delivering secure, reliable and efficient cash and payment solutions that meet customers' evolving needs.	• Climate change mitigation	• Customer questionnaires
Investors, shareholders and insurers	To ensure transparent communication on Loomis' financial and sustainability performance, fostering long-term trust and informed investment decisions.	• Climate change adaptation • Climate change mitigation • Freedom of association • Privacy • Corruption and bribery	• Investor Q&As • Internal knowledge • AGM • ESG ratings • Insurance renewal • Media coverage
Nature *Silent stakeholder*	To minimize environmental impacts across Loomis' operations and value chain, promoting sustainable practices and reducing carbon emissions.	• Climate change mitigation • Energy • Pollution of air • Microplastics	• Industry knowledge
Own workforce	To foster a safe, inclusive and engaging work environment that supports employee development and strengthens commitment to Loomis' values.	• Work-life balance • Health and safety • Gender equality • Training and skills development • Measures against violence and harassment in the workplace • Diversity • Corporate culture	• Employee survey • Loomis Integrity Line
Suppliers	To ensure responsible sourcing and long-term partnerships based on integrity, transparency and respect for human rights throughout the supply chain.	• Management of relationships with suppliers • Working conditions • Human rights	• Loomis Integrity Line
Unions (UNI Global)	To promote adherence to international sustainability, human rights and safety standards, and foster collaborations on global best practice.	• Working time • Adequate wages • Freedom of association • Collective bargaining	• Industry report • Dedicated meetings
Worker representatives	To ensure fair labor practices, protect employee rights and promote a safe and inclusive workplace.	• Social dialogue	• European Works Council • Meetings with union representatives

IRO-1 Description of the process to identify and assess material impacts, risks and opportunities

Approach and scope of the assessment

Loomis' approach to double materiality was designed to identify key sustainability-related impacts, financial risks and opportunities stemming from the Group's operations. The applied methodology is based on factual data and evidence, rather than on hypothetical or subjective assumptions.

The DMA focused on Loomis' operations and was conducted at the Group level, covering all subsidiaries and geographies. It addressed both direct operational impacts and key parts of the value chain, particularly where environmental and social impacts were considered significant. Stakeholders in Loomis' value chain were interviewed, and external experts were consulted on topics such as climate change, human rights, and supply chains.

Process of the double materiality analysis

Process steps

1. Industry analysis and engagement with stakeholders
2. Defining impacts, risks and opportunities
3. Scoring and materiality identification
4. Management review and reporting
5. Annually update and review

The assessment began with an industry analysis to understand the sustainability landscape and identify key topics among peers. The analysis was based on publicly available information, such as sustainability reports, annual reports, websites, and industry reports.

Loomis then mapped its value chain, upstream, downstream, and own operations, to determine where impacts, risks, and opportunities occur. As a global and decentralized business with operations in more than 25 markets, Loomis manages multiple value chains across different services. While the full value chain has been considered, the assessment prioritizes upstream activities and own operations, with less emphasis on downstream activities.

After defining key stakeholder groups, representatives were engaged in the DMA process to provide insights on impacts, risks, and opportunities, and to help Loomis understand their expectations. The results from internal and external stakeholder dialogues formed the basis of defining key impacts, risks, and opportunities. These corresponded to a large extent to certain topics, sub-topics, or sub-subtopics defined by the ESRS. In 2025, the assessment was expanded to also include the silent stakeholder groups, nature and civil society, with whom Loomis does not have an active dialogue but where the company nevertheless has an impact. Their inclusion strengthens the comprehensiveness of the DMA and ensures that Loomis captures impacts beyond its immediate stakeholder interactions.

Each topic was initially evaluated for both impact and financial materiality at a sub-topic level, defined by ESRS, including industry and entity-specific topics. During the assessment, each IRO was assigned a score, and materiality was determined using a numeric threshold.

The following assessments were made:

- Actual negative impact was assessed based on severity (scale, scope and irremediability), while potential negative impact was assessed based on severity and likelihood of the impact.
- Potential negative human rights impact was assessed with severity taking precedence over likelihood.
- Actual positive impact was assessed based on scale and scope, while potential positive impact was assessed based on scale, scope and likelihood of the impact.
- Financial materiality, meaning risks and opportunities, was assessed based on likelihood of occurrence and the potential magnitude of the financial effects. Magnitude considers effects on financial growth, position and performance, cash flow, access to financing and cost of capital. The method is aligned with Loomis' enterprise risk management method.

In conducting the DMA, Loomis has explicitly linked its sustainability impacts and dependencies to financial risks and opportunities, ensuring that material topics are assessed not only for their societal and environmental relevance but also for their potential financial effects. Sustainability-related risks are assessed on the same scale as other enterprise risks and opportunities, ensuring full alignment with Loomis' ERM process. Both risks and opportunities are presented to the ERM Board, where they are reviewed alongside financial, operational and strategic matters. This integration ensures that material sustainability topics are prioritized consistently within the Group's overall risk portfolio and opportunity management, and that diverse perspectives are included in the evaluation. All IROs have been evaluated on a gross basis, without considering mitigating measures, to reflect the full potential exposure.

The assessment was led by the Group's Sustainability team and included workshops with Group Management and senior leaders. The results of the DMA were shared with and approved by both Group Management and the Board of Directors. Internal controls related to the assessment have been developed during the year and will continue to be strengthened going forward.

After identification of the IROs, the related impacts and risks were integrated into the Group's overall risk management process. Further integration will continue over the coming years. The process of identifying, assessing and incorporating sustainability-linked financial opportunities includes recurring forums for Loomis' management team and Board of Directors.

In summary, the input parameters for the DMA consist of stakeholder interviews, qualitative assessments of the market landscape, and quantitative evaluation of financial risks and opportunities arising from sustainability-related activities. The completed DMA is defined on a topic level (aggregated from sub-topic level) and presented on the next page.

Loomis has not yet conducted a formal screening of its activities, and plans to identify all actual and potential future GHG emission sources or other climate-related impacts across its operations and value chain. For the current assessment, the Group has assumed no significant changes in market conditions, subsidies, policies, financing, or other external factors that would affect the identification of decarbonization levers. Loomis plans to implement a full screening process in future reporting periods.

Assessment of climate and pollution-related impacts, risks and opportunities

The assessment of climate-related impacts, risks and opportunities was informed by Loomis' climate-risk analysis conducted in 2021, which provided qualitative input on physical and transitional climate-related risks in Loomis' own operations. However, this analysis does not fully meet the requirements for a climate-related scenario analysis as defined under ESRS, and has therefore not been applied as such. Work to further develop Loomis' processes, systems and methodologies for identifying and assessing climate-related impacts, risks and opportunities is ongoing, as further described under E1 on pages 76-77.

The assessment of pollution-related impacts, risks and opportunities focused on pollution arising from the use of the company's vehicle fleet, where microplastic pollution from tire wear was identified as the only material pollution-related impact. As these emissions occur along transport routes where Loomis operates, they are not linked to specific site locations. Other pollution-related impacts, including air pollution from the combustion of fossil fuels (CO_2, NO_x, PM, VOCs, SO_x, CO), were assessed and determined to be non-material. The assessment was based on qualitative screening of business activities and existing operational data, and did not include consultations with affected communities.

Changes compared to prior reporting periods

As this is the second year of reporting on the DMA, Loomis has continued to refine both its methodology and the way IROs are defined and assessed. Loomis has adopted an iterative approach, aiming to improve the clarity, consistency, and relevance of the DMA on an annual basis. During this year's assessment, several types of updates were made to ensure that the analysis reflects the actual impacts on the business and its stakeholders:

- Several IROs have been rephrased to more accurately describe the underlying impact, risk or opportunity.
- Some topics have been combined where they are managed in the same way or represent the same underlying issue.
- Some IROs from 2024 are no longer considered material, as they are assessed as minimum requirements rather than material IROs, while the updated assessment has identified additional material IROs based on the refined methodology.

This iterative approach ensures that the DMA remains both meaningful and relevant, with updates made whenever improved formulations or new insights enhance the quality of the analysis. As a result, both the phrasing and the overall list of material IROs may vary between years. The DMA will continue to be reviewed annually to ensure alignment with Loomis' operations, value chain, and stakeholder expectations.

Result of the double materiality analysis

Loomis' DMA identified five material topics and four material entity-specific (ES) topics, reflecting the IROs relevant to the company's operations and value chain. Additional topics were assessed as non-material, as no related sub-topics were considered relevant to Loomis' operations or business model.

Material topics

Environment

- E1 Climate Change
- E2 Pollution

Social

- S1 Own workforce
- S2 Workers in the value chain
- ES Traffic safety

Governance

- G1 Business conduct
- ES Financial crime prevention
- ES Financial inclusion

Non-material topics

E3 – Water and marine resources

Loomis is primarily service-based and does not operate in water-intensive industries such as agriculture, textile manufacturing, power generation, or mining. However, if digital services reliant on cloud storage exceed 10 percent of total revenue, this assessment will be revisited, as water usage for cooling in data centers could then become a potential material topic.

E4 – Biodiversity and ecosystems

Loomis' operations are primarily service-based and do not occur in industries that affect biodiversity or ecosystems, such as fishing, aquaculture, agriculture, or urban development.

E5 – Resource use and circular economy

Loomis' operations are primarily service-based and do not involve raw material-intensive industries, such as textiles, electronics, packaging, or construction. However, if physical products such as CIMA devices and Loomis Pay hardware were to exceed 10 percent of total revenue, this assessment will be revisited, as circular economy considerations and resource use related to SafePoints and payment terminals could become potentially material.

S3 – Affected communities

Loomis' operations are primarily service-based and do not occur in industries where land rights, environmental impacts, or indigenous peoples' rights could be at risk.

S4 – Consumers and end users

Loomis' operations are primarily service-based in the business-to-business segment and do not occur in industries where consumer or end-user risks are likely to arise.

SBM-3 Material impacts, risks and opportunities

Through stakeholder engagement and the establishment of the DMA, Loomis has identified a total of 19 sustainability-related material impacts, risks and opportunities associated with its operations. Managing these IROs is an ongoing process within the company.

Loomis has conducted an overarching analysis of climate change resilience of its strategy and business model, building on the 2021 climate-risk analysis and assessing physical and transitional risks across the value chain, as described under E1 ESRS 2 SBM-3 on pages 76-77. However, as of the end of 2025, Loomis has not performed a climate change resilience analysis of its business model in relation to its individual material IROs, and thus cannot disclose information about the resilience of its strategy and business model regarding its capacity to address its material impacts and risks or take advantage of its material opportunities.

During the reporting period, no current financial effects arising from material risks and opportunities were identified.

> Detailed information on each specific IRO is provided in the disclosures for the respective topic.

Actual negative impacts

Loomis has identified activities in the Group's operations that have actual negative impacts on the environment and on stakeholders in the value chain. These impacts include emissions from fuel and energy use, resource consumption and environmental pollution, as well as negative social impacts that may compromise employees' health and safety, their well-being, and respect for human rights. Loomis actively works to minimize these effects and has set multiple sustainability-linked strategic targets to address them, as outlined on page 66.

Potential negative impacts

Potential negative impacts in the Group's operations refer to possible adverse effects that may arise as a result of the Group's activities. While these impacts have not yet materialized, they could occur if established routines are breached or if there are changes in Loomis' strategy or business model. To prevent such impacts from arising, the Group's operations follow strict anti-money laundering (AML) and counter-terrorist financing (CTF) regulations, supported by policies, along with processes to safeguard human rights, promote equal opportunities, and ensure fair working conditions throughout its operations and supply chain.

Risks

Risks are identified as sustainability-linked activities that may have financial consequences for Loomis. These consequences can affect company development, financial position, performance, cash flows, access to financing and the Group's cost of capital. Risks may arise from factors such as increased costs for emissions reduction, environmental fees or vehicle restrictions, deviation from internal policies or local laws and non-compliance with anti-money laundering requirements. Loomis continuously assesses and mitigates these risks through processes at both global and local levels.

Actual positive impacts

Actual positive impacts are outcomes of Loomis' operations that have beneficial effects on society and stakeholders in the company's value chain. Loomis supports special interest groups to preserve the use of cash in society, promoting financial inclusion, protecting privacy rights and ensuring consumer choice. The company's business model further enables access to cash for underserved populations, including elderly individuals and children who may have limited access to digital payment solutions.

No potential positive impacts have been identified.

Opportunities

Opportunities are identified as sustainability-linked activities that may have positive financial consequences for Loomis, affecting company development, financial position, performance, cash flows, access to financing and the Group's cost of capital. In general, opportunities arise from sustainability-related initiatives that create a competitive advantage for the company. Loomis actively pursues such opportunities as part of its business strategy. Identified opportunities include access to green capital to support sustainability goals, such as reducing CO_2 emissions and creating a safe, healthy and inclusive work environment to attract and retain talent.

SBM-3 Material impacts, risks and opportunities

		IRO	Type of IRO	Location in value chain: Upstream	Own operations	Downstream	Time horizon
Environmental sustainability	E1 Climate change	1. Emissions of greenhouse gases	Actual negative impact	●	●	●	Short-, medium- and long-term
		2. Misalignment with external expectations on transition speed	Risk		●		Medium- and long-term
		3. Access to green capital	Opportunity		●		Short-, medium- and long-term
		4. Energy usage from transportation, production, and facilities	Actual negative impact	●	●	●	Short-, medium- and long-term
	E2 Pollution	5. Pollution from tires	Actual negative impact		●		Short-, medium- and long-term
		6. Environmental fees or restrictions in specific zones	Risk		●		Short-, medium- and long-term
Social responsibility	S1 Own workforce	7. Safe and healthy workplace	Actual negative impact		●		Short-, medium- and long-term
		8. Inequality between genders	Potential negative impact		●		Short-, medium- and long-term
		9. Talent acquisition and retention	Opportunity		●		Short-, medium- and long-term
		10. Collective bargaining	Potential negative impact		●		Short-, medium- and long-term
		11. Work-life balance	Potential negative impact		●		Short- and medium-term
		12. Violation of human rights and employee/employer code of conduct	Actual negative impact		●		Short- and medium-term
	S2 Workers in the value chain	13. Human rights violations further down in the supply chain	Potential negative impact	●		●	Short-, medium- and long-term
	ES Entity specific disclosures	14. Traffic safety	Actual negative impact		●	●	Short- and medium-term
Governance and compliance	G1 Business conduct	15. Political influence and lobbying activities for financial inclusion	Actual positive impact			●	Short-, medium- and long-term
		16. Fragmented compliance culture leading to reputational and financial damage	Risk		●		Short- and medium-term
	ES Entity specific disclosures	17. Failure to hinder money laundering	Potential negative impact			●	Short-, medium- and long-term
		18. Non-compliance with anti-money laundering regulations	Risk		●		Short- and medium-term
		19. Financial inclusion	Actual positive impact			●	Short-, medium- and long-term

E

Environmental sustainability

Loomis is committed to reducing the environmental impact of its operations, recognizing that its activities carry broader implications for the planet. Taking an active role in climate change mitigation is therefore central to how the company operates. Through measures that reduce emissions, limit pollution, and support the transition to renewable energy, including improved transport efficiency and investment in fossil-free technologies, Loomis continuously works to lower its carbon footprint. As a key player in the payments value chain, the company also seeks collaboration across this chain to reduce the environmental impact associated with different payment methods.

Read more

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E1 Climate change

SBM-3 Material impacts, risks and opportunities

Within the topic Climate change, Loomis has identified four impacts, risks, and opportunities that are considered material from either an impact or financial perspective, as summarized in the table to the right. These topics were identified through engagement with investors, shareholders, and customers via Q&A sessions and ESG ratings, complemented by internal expert input. Loomis' primary impacts and risks stem from the extensive use of vehicles in its operations, resulting in GHG emissions from fuel consumption, and high energy usage from transportation, production, and data centers. In addition, stakeholders' increasing expectations for emission reductions put pressure on Loomis' financial performance due to the need for Capital Expenditure (CapEx) investments. On the other hand, access to green capital presents an opportunity to support Loomis' strategic sustainability objectives, including the reduction of absolute CO_2 emissions.

Loomis' approach to managing these material IROs is closely tied to its operational strategy and long-term business model, with actions described in the following chapter. Vehicle use and data center management are important inputs required to deliver Loomis' core services, and they contribute to GHG emissions and energy consumption. Transitioning away from fossil fuels and optimizing energy efficiency are key activities to mitigate these impacts. Loomis actively monitors technological, regulatory, and market developments related to emissions reduction and energy efficiency, and adapts its strategy to address these challenges and reduce its environmental impact.

Impacts, risks and opportunities		Description
Emissions of greenhouse gases *Upstream, own operations and downstream* *Short-, medium- and long-term*	Actual negative impact	Fuel used in Loomis' vehicles, as well as by vehicles in the upstream and downstream value chain, generates emissions both from fuel production and from driving. Additional emissions arise from the production of materials and equipment used by Loomis.
Misalignment with external expectations on transition speed *Own operations and downstream* *Medium- and long-term*	Risk	Stakeholders, particularly institutional investors and customers, are increasingly aware of companies' emission reduction performance and are raising their expectations accordingly. To meet these evolving expectations, Loomis may need to allocate more investments than initially planned.
Access to green capital *Own operations* *Short-, medium- and long-term*	Opportunity	Access to green capital enables Loomis to advance its strategic sustainability goals, including emission reduction targets. Linking financing to sustainable strategic performance provides favorable conditions, strengthens investor confidence, and supports climate transition initiatives.
Energy usage from transportation, production, and facilities *Upstream, own operations and downstream* *Short-, medium- and long-term*	Actual negative impact	Loomis' energy usage, particularly from fossil fuels, contributes to GHG emissions that may accelerate climate change and its associated environmental consequences. Loomis depends on vehicles and data centers to deliver its services, both of which are energy intensive in their production and operation.

> For more information regarding the process for identifying and assessing IROs, see ESRS 2 IRO-1 on pages 70-71.

Climate change resilience analysis

This section does not constitute a full climate change resilience analysis as defined under ESRS, which would require assessing the Group's ability to respond to identified risks and adapt its business and strategy under different scenarios. The work described in this section reflects ongoing initiatives and preparatory activities to strengthen Loomis' understanding of climate-related risks, but should not be interpreted as a completed climate change resilience analysis.

Loomis initiated work in 2024 with the objective of eventually conducting a full climate change resilience analysis, building on the 2021 climate-risk analysis based on the then-prevailing recommendations, and assessing both physical and transitional risks across the company's value chain.

In 2025, efforts focused on evaluating system requirements for a deeper assessment. The system has been selected and is scheduled for rollout in 2026, with steps taken to align the analysis with the Group's Enterprise Risk Management process. Further work will focus on refining the methodology and expanding the assessment.

Since the 2024 analysis was conducted prior to the 2025 update of IROs, all material IROs will be included in future analyses once the system and methodology are fully implemented, including a formal assessment of assets and business activities that may be incompatible with a transition to a climate-neutral economy. Loomis recognizes uncertainties in the analysis, such as the pace of electrification and regional climate impacts, and evaluates its ability to adapt its strategy and business model over the short-, medium- and long-term.

Methodology of analysis

Building on the 2021 climate-risk analysis, the Group Sustainability team conducted a follow-up investigation in 2024 to evaluate how subsidiaries across different geographies are prepared for climate-related risks and their potential short-term impact on Cash in Transit (CIT) and Cash Management (CMS) operations. The assessment focused exclusively on Loomis' own operations and excluded upstream and downstream activities.

All reporting entities were contacted individually and asked to share their assessments of sustainability-related risks, business continuity plans, and mitigation measures through video conference interviews. Representatives from 14 of the 18 countries operating CIT and CMS participated, enabling follow-up questions and providing a detailed view of the Group's operational resilience.

Before the interviews, Loomis researched two Intergovernmental Panel on Climate Change (IPCC) Representative Concentration Pathway (RCP) scenarios, RCP 4.5 and RCP 8.5, to assess climate risks and disaster preparedness of individual countries and subsidiaries. RCP 4.5 reflects steady warming and increased extreme weather, while RCP 8.5 describes rapid warming and severe climate extremes. These scenarios were not applied in the assessment due to the lack of supporting analytical systems at that time. Instead, reporting entities were asked about the current impacts of climate change on their operations, potential challenges, and operational changes. Qualitative responses were consolidated to forecast how local operations could be affected, and supplementary documents outlining resilience strategies from the subsidiaries were included in the overall group-level analysis.

The analysis applied a short-term time horizon, aligned with the identified IROs from the 2024 DMA and current operational planning. While Loomis has not yet assessed its ability to adapt its strategy and business model in response to climate change, the company plans to expand this analysis as climate-related methodologies and internal processes mature. As an initial step, the assessment was limited to CIT and CMS operations, which are most dependent on physical infrastructure and therefore more immediately exposed to climate-related risks. Loomis International and Loomis Pay were therefore excluded, and no business-line-specific analysis was conducted.

The assessment revealed that local branches have measures to address climate-related risks, but the level of preparedness varies across the decentralized business model and depends on locally identified risks. Overall, the analysis concluded that the Group would benefit from investing in a system capable of providing scenario-based risk and resilience assessments across its 400 branches.

Physical climate-related risks

Physical climate-related hazards to Loomis' operations include hurricanes, floods, snowstorms, extreme heat, and wildfires. These events can disrupt operations through poor road conditions, flooded facilities, or power outages. Access to electricity is essential for maintaining security levels in cash management services conducted in secure buildings. To mitigate these risks, critical facilities are equipped with backup generators and water pumps. Each entity maintains a business continuity plan that accounts for extreme weather based on historical occurrences.

The transition to more electric and hybrid vehicles increases Loomis' dependence on a stable electricity supply and sufficient charging infrastructure. Extreme heat may also reduce the efficiency of both electric and combustion engine vehicles, leading to shorter range and higher maintenance costs.

Physical climate-related risks are considered non-material in the 2025 double materiality analysis due to their low likelihood of impact and the ability to mitigate these risks.

Transitional climate-related risks

Transitional climate-related risks stem from changes in regulations, technology, market expectations, and societal pressures as the economy shifts toward lower carbon emissions. Key risk areas for Loomis include route management, driver conditions, vehicle fleet efficiency, and secure, energy-efficient facilities. The company invests in technologies to enhance operational resilience, including fuel-efficient vehicles, electric vehicles with on-site charging, and backup systems for electricity, fuel, routes, and data centers. These measures reduce vulnerability to regulatory and market shifts and support Loomis' goal of a more sustainable and secure fleet.

Loomis monitors customer expectations, regulatory frameworks, and industry best practices to anticipate transitional risks, including potential misalignment with external expectations regarding the speed of the transition to a low-carbon economy. Strategic investments in resilience and efficiency ensure business continuity and service under evolving climate-related conditions. Loomis' upcoming climate risk analysis will inform investment decisions based on identified key risks, such as the need for backup generators or satellite telephones to ensure operational continuity.

Conclusion of analysis

The results of the 2024 interviews confirm that Loomis has country- and segment-specific business contingency plans, tailored to each entity's vulnerabilities. Given the high-stakes nature of Loomis' operations, established strategies, processes, and equipment support contingency planning in case of disruptive climate events. While the assessment conducted in 2024 was qualitative, Loomis acknowledges the need to further develop the analysis, noting that exposure and sensitivity of specific assets to climate hazards, including location, likelihood, and magnitude, have not yet been quantitatively assessed.

Physical climate-related vulnerabilities in regions where Loomis operates include hurricanes, floods, snowstorms, extreme heat, and wildfires. Because Loomis is a service provider within cash management and transportation of valuable goods, most of its assets consist of vehicles and facilities for storage and processing of cash and valuables. These facilities are built to high-security standards and are designed to be highly resilient against climate risks, typically built with few or no windows, backup generators, and often on-site fuel reserves and flood pumps. In facilities where cash and valuables are stored, there are normally more extensive climate resilience measures in place compared to administrative offices, where operations can more easily continue remotely if needed.

One of the main technical challenges Loomis faces is the insufficient charging infrastructure in the United States, which is the company's largest market and accounts for a substantial part of its operations. The infrastructure is not yet developed to support an increased number of electric vehicles, which could slow down the transition to a more electrified fleet. As a consequence of challenges in installing charging infrastructure, Loomis only had 76 of its US-based EVs in operation despite having ordered 150 new EVs in 2023. At the same time, Loomis is setting higher standards within the industry by investing in electric vehicles and transitioning to more sustainable practices, which can influence others to adopt similar measures.

Loomis' transition is not expected to significantly impact broader macroeconomic trends, based on the assumptions that electrification of vehicles progresses steadily, sufficient low-emission fuel and charging infrastructure become available, and energy supply gradually shifts toward renewables. Under these assumptions, Loomis' efforts can serve as a benchmark and encourage sector-wide progress.

While Loomis has not yet quantified anticipated financial effects, the resilience analysis informs the mitigation actions and resources outlined under E1-3 on page 80.

E1-1 Transition plan for climate change mitigation

During 2025, Loomis advanced the implementation of the climate transition plan developed in 2024, with a continued focus on reducing Scope 1 and Scope 2 emissions. A full climate transition plan covering Scope 3 emissions has not yet been defined, and therefore Loomis does not yet have a complete climate transition plan aligned with the Paris Agreement.

Active climate action is considered a key driver of long-term business resilience and success. The climate transition plan, covering Scope 1 and Scope 2, approved by Loomis' Group management team, is fully aligned with the Group's sustainability strategy and the broader corporate strategy for 2025-2027. Progress is actively monitored and reported throughout the year.

Strategic connection

The climate transition plan is integrated into both annual and long-term financial planning, accounting for transitional activities such as fleet electrification, low-emission fuels, and energy efficiency investments. The climate transition plan is embedded in Loomis' business strategy, ensuring alignment with the Group's sustainability strategy and overall corporate objectives for 2025-2027. The Board of Directors approves and reviews the plan annually to ensure alignment with evolving climate goals and business priorities.

GHG emission reduction targets

Loomis' CO_2 reduction targets for Scope 1 and Scope 2 are aligned with the Paris Agreement, aiming to keep global warming well below 2°C while striving to limit it to 1.5°C. While no specific climate scenarios were applied in setting these targets, they were designed with a 1.5°C pathway in mind. Specific targets under the Sustainability-Linked Financing Framework include:

- 20 percent reduction in Scope 1 and Scope 2 (location-based) emissions by the end of 2025.
- 34 percent reduction in Scope 1 and Scope 2 (market-based) emissions by 2027.
- Overall 48 percent reduction in Scope 1 and Scope 2 emissions by 2030.

All targets are relative to a 2019 baseline. These SLFF-linked targets have a direct influence on investment decisions. The 2027 and 2030 targets are also reflected in Loomis' Group Environmental Policy.

In 2024, Loomis committed to the Science Based Targets initiative (SBTi) to set near-term climate emission reduction targets. During 2025, Loomis submitted its targets, including targets for Scope 1, Scope 2 and Scope 3, for validation. Loomis has not yet communicated the targets submitted to SBTi but will do so once the validation process is complete. Loomis' current targets within Scope 1 and Scope 2 are further described under E1-4 on page 81.

To achieve its emissions reduction target by 2030, relative to the 2019 baseline, Loomis implements four decarbonization levers:

- Addressing fleet electrification (Scope 1)
- Low-emission fuels (Scope 1)
- Energy efficiency (Scope 2)
- Renewable electricity (Scope 2)

The first decarbonization lever is the transformation of the vehicle fleet, whereby 5 percent of the operational vehicles will be replaced with electric or hybrid options, thereby doubling the 2019 proportion by 2030. It is also expected that all company cars (non-operational vehicles) will be replaced with electric or hybrid vehicles by 2030.

The second decarbonization lever is the transition to low-emission fuels. In countries where infrastructure for hydro-treated vegetable oil (HVO) is available, a minimum of 20 percent of the fuel mix should be HVO, with a maximum of 60 percent diesel, by 2030. In countries lacking such infrastructure, a short-term shift from diesel to gasoline is considered an alternative solution.

The third decarbonization lever for Loomis focuses on improving the energy efficiency of facilities, with the target to improve the Group's total energy efficiency by 15 percent by 2030 compared to 2019. Key activities include the installation of low-energy lighting, energy-efficient heating, ventilation and air conditioning systems (HVAC), and the implementation of optimized scheduling.

The fourth decarbonization lever is the use of renewable electricity. Loomis aims to transition to 100 percent renewable electricity, using contractual instruments, once the Group's energy efficiency program has been fully implemented by 2030.

Scope 3 decarbonization levers and activities are not part of the current climate transition plan, but Loomis will extend mitigation measures to Scope 3. Progress regarding Loomis' decarbonization levers is described under E1-3 on page 80.

Mitigation actions and EU taxonomy alignment

Loomis' climate transition plan includes CapEx investments over the transition period, with an initial focus on achieving the Group's targets for the strategic period 2025-2027. Information regarding investments and funding related to the climate transition plan will be disclosed annually through Loomis' reporting on the EU taxonomy.

Regarding potential risks to the climate transition plan, i.e., transition risks, the majority of Loomis' potential locked-in GHG emissions are found in the vehicle fleet, particularly in internal combustion engines. These locked-in emissions could challenge the achievement of the Group's GHG emission reduction targets if the pace of fleet electrification or the availability of low-emission alternatives is slower than anticipated, thereby increasing transition risk. Loomis' ambition remains to mitigate this impact through its fleet transformation plan, which depends on the continued development of electrification in the automotive industry, the use of low-emission fuels where infrastructure allows, and ongoing optimization of vehicle efficiency. The Group continues to monitor market and technological developments, adjust investment planning, and implement initiatives to reduce the reliance on GHG-intensive assets, ensuring alignment with its CO_2 reduction targets and minimizing exposure to transition risks.

At present, Loomis does not have plans to set specific targets for aligning eligible, but currently non-aligned, economic activities with the EU taxonomy. The Group is committed to transparency and will continue to monitor regulatory developments, evaluating potential alignment opportunities in the future. Loomis is committed to supporting the transition to a sustainable economy and will consider key performance indicators, including taxonomy-aligned revenue and capital expenditures, in its ongoing strategic planning.

Loomis' operations and business practices are not covered under Article 12 of the Commission Delegated Regulation (EU) 2020/1818 and are hence not excluded from EU Paris-aligned Benchmarks. For Loomis' EU taxonomy report see pages 85-89.

E1-2 Policies related to climate change mitigation

During 2025, Loomis developed the Group Environmental Policy, which was adopted by the Board of Directors. This policy outlines the Group's ambitions to actively participate in climate change mitigation and transition efforts. The policy replaces the former Sustainability Policy, which focused on qualitative aspects of sustainability, establishing a clearer stance on reducing the Group's climate footprint and including quantifiable actions that are regularly monitored. It aims to reduce environmental impacts, strengthen resilience to climate-related risk and support the Group's long-term strategic objectives.

In line with Loomis' climate transition plan, the policy defines measures to cut GHG emissions, improve energy efficiency, and transition to renewable energy, while also addressing related environmental issues such as air pollutants, Volatile Organic Compounds (VOCs), and microplastics. The policy encourages the subsidiaries to optimize fuel efficiency in fossil-fueled vehicles, diversify the vehicle fleet, and expand the use of renewable electricity and heating across facilities and data centers.

Achieving these emission reductions requires active collaboration and dialogue with stakeholders throughout the value chain, particularly with suppliers. Loomis' expectations for suppliers are detailed in the Group's Supplier Code of Conduct. Suppliers are encouraged to adopt a precautionary approach to environmental challenges, promote sustainable technologies, and improve environmental performance across the value chain, including setting science-based emission reduction targets in line with the Paris Agreement. The level of engagement is linked to the supplier's size and share of Loomis' Scope 3 emissions. Compliance with the Supplier Code is monitored annually, with larger and strategically important suppliers receiving more detailed follow-up. Expectations of suppliers are further detailed on page 107.

In implementing the Environmental Policy, Loomis takes into account input from key stakeholders, particularly through ongoing dialogue and annual compliance monitoring with larger suppliers. These interactions help ensure that the policy is effectively applied across the value chain and that supplier practices support the Group's environmental objectives.

The policy addresses three of the four identified IROs within the topic of climate change:

- Emissions of greenhouse gases
- Energy usage from transportation, production, and facilities
- Misalignment with external expectations on transition speed

The policy applies to the entire Group, including all legal entities, their respective employees and third-party employees, and thereby covers all the Group's operations. The CFO holds ultimate responsibility for overseeing the implementation of the policy across the Group. Implementation and compliance with the policy will be regularly monitored through internal audits and reviewed by the Board of Directors.

The content of the policy is aligned with, and supports, the following established external conventions and frameworks:

- GHG Protocol
- The European Green Deal
- UN Global Compact
- Paris Agreement

The policy is publicly available on Loomis' website. While the Environmental Policy applies to Loomis' own operations and workforce, environmental impacts across the value chain are addressed through expectations set in the Group's Supplier Code.

E1-3 Actions and resources in relation to climate change policies

In alignment with the Group Environmental Policy and transition plan for climate change mitigation, Loomis has undertaken several initiatives during 2025, with targets set for 2027 and 2030. These commitments include investments aimed at climate change mitigation and adaptation. However, Loomis' actions to mitigate and adapt to climate change are currently technology- and engineering-based, with no implementation of nature-based solutions that rely on ecosystems for resilience and biodiversity. The initiatives and investments during 2025 included key actions detailed in the table to the right, directly supporting the environmental policy objectives and contributing to the GHG reduction targets for 2027 and 2030. These actions also aim to mitigate harm to nature resulting from Loomis' actual negative impacts from emissions of greenhouse gases and energy usage.

The actions taken in 2025 were primarily focused on reducing Loomis' climate impact in its own operations, specifically Scope 1 and Scope 2. In the segment Europe and Latin America, progress was made regarding increasing the share of renewable energy as well as switching from diesel to the biofuel HVO. In the US, the focus has been on shifting diesel-fueled armored vehicles to electrified models or to lighter, gasoline-powered vehicles with more advanced security features.

Loomis has also outlined a plan for future activities and key actions planned for the period 2026-2030, with a continued focus on fleet transformation and increasing the share of renewable electricity. While vehicle transformation initiatives are adapted to regional conditions, initiatives and investments related to energy mix will apply to all subsidiaries. To achieve its sustainability targets by 2030, Loomis has identified four decarbonization levers, as described on page 78.

Loomis is currently unable to report expected financial resources for the planned actions. Many actions are already underway and integrated into existing business operations and financial planning, including investments in renewable electricity and the gradual transformation of the vehicle fleet. Instead, Loomis reports aggregated figures in the EU Taxonomy report on pages 85-89, while continuing to develop adequate methodologies to distinguish individual effects over time. Any material financial impacts arising from further initiatives will be assessed and reported in line with Loomis' financial reporting practices.

Actions	Performance 2024 vs 2025	Related decarbonization lever
Increased share of renewable electricity	26% ▶ 30%	Use of renewable energy
Increased share of HVO	4% ▶ 5%	Transition to low-emission fuel
Decreased share of diesel consumption	74% ▶ 64%	Transition to low-emission fuel
Increased number of electric or hybrid vehicles in operations	190 ▶ 242 *out of a fleet of approximately 8,000 vehicles*	Transformation of the vehicle fleet

The reduction in Scope 1 and 2 (market-based) GHG emissions combined in 2025 was 1 percent compared to 2024. Acquisitions completed during the year added approximately 2 percent in Scope 1 and 2 emissions. Based on the current pace of combined investments and initiatives aligned with the transition plan, Loomis expects to reach the Group's strategic target of reducing GHG emissions by at least 34 percent by the end of 2027, and by at least 48 percent by the end of 2030, compared to the base year 2019.

CapEx and operational expenditure (OpEx) related to the transition plan are disclosed in Loomis' EU taxonomy reporting, and can be found on pages 88-89. Loomis is currently working on developing a more detailed disclosure format regarding CapEx and OpEx spending attributable to the transition plan, including both executed and planned activities.

In the Group's Consolidated Statement of Cash Flows, on page 124, CapEx investments eligible under the EU taxonomy are aggregated with other investments in fixed assets and further detailed in Note 13 and Note 14. Similarly, taxonomy-eligible OpEx spending is aggregated with other OpEx spending under "Other income and expenses" in the Consolidated Statement of Income, as presented on page 122, and further detailed in Note 5 and Note 12. In the coming years, this disclosure will be complemented with information on significant CapEx and OpEx amounts required for the implementation of climate-related actions.

Loomis does not distinguish between internal and external financing to support the implementation of the Group's sustainability strategy, transition plan, and key activities. Since 2021, Loomis has issued sustainability-linked bonds under the Group's Sustainability-Linked Finance Framework. Refer to Loomis' Sustainability-Linked Financing Report on pages 90-91 for further information.

E1-4 Targets related to climate change mitigation

Targets and scope

The Group has defined three targets that address the identified IROs within the topic of climate change, specifically those related to actual negative impacts within GHG emissions and energy use from transportation, production, and facilities. No changes have been made to these targets compared to the previous reporting period. The targets are directly linked to greenhouse gas emissions, and the actions supporting their achievements are outlined under E1-3 Actions and resources in relation to climate change policies, on page 80.

The targets cover the Group's own operations, including all legal entities. Climate change mitigation is a key strategic focus area for Loomis, and the progress on the Group's CO_2e emissions targets is reported quarterly through the external interim reporting, similar to the progress toward the financial targets. The emission reduction targets are also integrated into the incentive structures for the management team and senior managers.

Scope 1 includes Loomis' direct GHG emissions, such as fuel combustion from vehicles owned or controlled by the company. Scope 2 includes indirect GHG emissions, such as purchased electricity and district heating from external suppliers. As of the publication date of this report, the Group has not yet publicly disclosed its Scope 3 targets, as these are pending validation by the SBTi. The emission reduction targets apply jointly to Scope 1 and Scope 2 emissions, and no portion of the targets is allocated to each Scope separately. Together, they constitute the full target boundary. In addition, there is an emission reduction target linked to the 2021 SLFF, as described on pages 90-91.

Target methodology

The GHG emissions reduction targets have been developed in line with SBTi methodology to ensure alignment with the latest climate science. The 2027 target serves as a milestone within the Group's 2025–2027 strategic period, while the 2030 target represents the end goal (classified as a near-term target according to the SBTi definition). Both targets, including the non-public Scope 3 target, were submitted for SBTi validation in 2025 to ensure full alignment with the Paris Agreement, following approval by the Group Management. The targets are currently under SBTi review and have not yet received formal validation. No external stakeholders were involved in the development of Loomis' climate-related targets, and the targets have not been externally verified.

Loomis has not applied a range of climate scenarios in the development of its current GHG emissions reduction targets. The Group intends to incorporate scenario analysis in future target-setting processes. For the current targets, Loomis has assumed no significant changes in its market conditions (customer demand), subsidies, policy frameworks, financing, or other external factors that would affect the identification of its decarbonization levers.

The baseline year for the targets has been set to 2019, the year preceding the pandemic, which is considered a representative normal year for Loomis. The relevance of the baseline is further ensured through Loomis' restatement policy, whereby emissions from acquisitions with significant Scope 1 and Scope 2 emissions are added. Changes to the baseline do not affect the achievement of the targets, as the targets themselves remain unchanged and only acquisitions with significant emissions are added. External factors, such as temperature variations, have a limited impact on the Group's emissions. These measures ensure that the baseline used to track progress toward the targets accurately reflects the operations included and is representative of the business context.

Loomis has applied the Absolute Contraction Approach (ACA), developed by SBTi, to define the Group's targets. The methodology uses a cross-sectoral decarbonization pathway. In setting the targets, Loomis has made no assumptions that diverge from the Group's projected business growth and development but has factored in the planned investments and initiatives linked to the Group's four decarbonization levers.

The decarbonization levers: fleet electrification, transition to low-emission fuels, energy efficiency improvements, and the use of renewable electricity, together form the operational framework for achieving the defined Scope 1 and Scope 2 emission reduction targets. Further details on the decarbonization levers and progress are described on pages 78 and 80. No new technologies have been adopted in 2025 in relation to the decarbonization levers; the current measures rely on existing operational and energy efficiency solutions.

While no specific climate scenarios have been applied in the development of the targets, the supporting decarbonization levers are designed to be in line with limiting global warming to 1.5 °C. The Group also plans to extend mitigation measures to Scope 3 emissions. These targets are set for a three-year period in line with Loomis' strategic period 2025-2027. It is too early to determine if progress is in line with the expectations as a linear reduction is not foreseen.

Restatement of baseline following acquisitions

Loomis has restated its 2019 baseline for Scope 1 with Burroughs' actual fuel consumption from 2019 and an estimate of Kipfer-Logistik's fuel consumption in 2019. This results in a 2019 baseline which is 7,507 tCO_2e higher than the previous estimate. Loomis has not restated the baseline for other acquisitions during the year as they do not have a material impact on Loomis' Scope 1 and 2 emissions. Scope 2 emissions have also not been restated.

Focus areas	Target	Base year value	Progress 2025	Target 2027	Target 2030
E Emissions reduction	34 percent reduction in CO_2 emissions within Scope 1 and Scope 2, relative to the 2019 base year, in accordance with the GHG protocol (market-based method), by the end of 2027.	200,539	149,355 (-26%)	132,356 (-34%)	–
	48 percent reduction in CO_2 emissions within Scope 1 and Scope 2, relative to the 2019 base year, in accordance with the GHG protocol (market-based method), by the end of 2030.	200,539	149,355 (-26%)	–	104,280 (-48%)
E Resource efficiency	10 percent increase in fuel efficiency (liters/km) including all vehicles by 2027 compared to 2024.	0.18	0.18	0.16	–

E1-5 Energy consumption and mix

During 2025, Loomis operated in accordance with its climate transition plan and increased the share of renewable energy. This was achieved by phasing out natural gas heating at a large branch, increasing the use of HVO, and expanding the share of renewable electricity.

Energy consumption and mix

MWh	2025	2024	%
Fuel consumption from coal and coal products	–	–	
Fuel consumption from crude oil and petroleum products	515,841	513,596	0
Fuel consumption from natural gas	8,606	9,614	-10
Fuel consumption from other fossil sources	–	–	
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	44,232	51,930	-15
Total fossil energy consumption	**568,679**	**575,140**	**-1**
Share of fossil sources in total energy consumption (%)	**93%**	**94%**	
Consumption from nuclear sources	–	–	
Share of consumption from nuclear sources in total energy consumption (%)	**–**	**–**	
Fuel consumption from renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	24,676	18,373	34
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	20,142	18,680	8
The consumption of self-generated non-fuel renewable energy	1,283	565	127
Total renewable energy consumption	**46,101**	**37,618**	**23**
Share of renewable sources in total energy consumption (%)	**7%**	**6%**	
Total energy consumption	**614,780**	**612,758**	**0**

Energy intensity per net revenue

	2025	2024	
Energy intensity from activities in high climate impact sectors (MWh/MSEK)	26.6	26.4	1
Net revenue from activities in high climate impact sectors used to calculate energy intensity	23,105		
Net revenue (other)	7,322		
Total net revenue (Financial statements)	**30,427**		

Accounting principles

Energy consumption data is primarily based on information from invoices. For fuels and energy measured in volume or mass units, conversion to MWh is carried out using internationally recognized conversion factors, applying lower heating values and using DEFRA's published emission factors as the primary source.

All reported data refer to final energy consumption, meaning the energy actually consumed by Loomis. Self-generated energy stems from on-site solar panels and is not offset, even if surplus energy is sold to a third party. Energy sourced from within the organizational boundary is not reported as purchased or acquired, whereas steam, heat, or cooling received as waste energy from a third party's industrial process is reported as purchased or acquired. Renewable hydrogen is not currently used in Loomis' operations.

Non-renewable sources

Energy consumption from non-renewable sources includes fossil fuels used across Loomis' operations, such as diesel and gasoline for operational vehicles, natural gas for heating of buildings, and electricity purchased from non-renewable sources. The figures cover all entities under financial control, including leased vehicles and other transport-related energy consumption.

Renewable sources

Energy consumption from renewable sources includes electricity and district heating sourced through contractual arrangements that guarantee a renewable origin. Renewable energy consumption primarily relates to the operation of Loomis' offices and facilities, as well as the gradual transition of the vehicle fleet where applicable renewable fuels are used.

Only energy from processes owned or controlled by Loomis, and with a clearly documented renewable origin, is classified as renewable; if the contractual origin of the energy cannot be verified, it is reported as non-renewable in line with the conservative accounting approach. Loomis' own energy production is exclusively renewable, primarily from solar panels, and no non-renewable energy is produced.

Energy consumption from high climate impact sectors

Parts of Loomis' business operations fall within a sector classified as having a high climate impact under NACE code H "Transporting and storage", in accordance with Commission Delegated Regulation (EU) 2022/1288.

Energy intensity is calculated as total final energy consumption (MWh) attributable to high climate impact activities divided by net revenue (MSEK) attributable to the same activities. Both the numerator and denominator are consistently limited to the proportion of total final energy consumption and net revenue that can be attributed to high climate impact sectors.

E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions

Loomis reports GHG emissions to provide a comprehensive overview of its climate impact and to support the monitoring and follow-up of emission reduction targets. Loomis has reported Scope 1 and Scope 2 emissions since 2019 and began reporting Scope 3 emissions in 2024. The reporting includes direct and indirect emissions across the value chain and is prepared in accordance with the GHG Protocol, which is considered the most appropriate methodology for Loomis' operations.

Scope 1

Biogenic emissions include emissions from combustion of biogenic materials that come from sustainable sources. These emissions are separately reported from the total emissions inventory. Total biogenic emissions from Scope 1 in 2025 were 14,674 tCO_2e. Loomis does not have any biogenic emissions within Scope 2 or Scope 3. Loomis has not changed its method for the Scope 1 calculations during the year.

Scope 2

Loomis has not changed its method for Scope 2 calculations during the year.

Scope 3

During the year, Loomis improved its calculation methods for three Scope 3 categories:

- Category 4: due to growth in the SME segment, emissions from upstream transportation were included from 2025.
- Category 7: average number of employees is used instead of total headcount during the year to improve accuracy.
- Category 13: emission factor for SafePoints was improved to better match the current portfolio and improve accuracy.

The comparative numbers for 2024 in categories 7 and 13 have been adjusted using the updated methods.

Gross greenhouse gas emissions

tCO_2e	Base year 2019	Comparative 2024	2025	% 2025/2024	Milestones and target years* 2025	2030	Annual % target / 2019
Scope 1 GHG emissions							
Gross Scope 1 GHG emissions	168,890	130,129	131,294	1		-48%*	-26%*
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	–	–	–			–	–
Scope 2 GHG emissions							
Gross location-based Scope 2 GHG emissions	25,933	18,650	19,083	2		–	–
Gross market-based Scope 2 GHG emissions	31,649	21,260	18,060	–15		-48%*	-26%*
Significant scope 3 GHG emissions							
Total Gross indirect (Scope 3) GHG emissions	N/A	139,274	157,633	13		–	–
• Category 1: Purchased goods and services	N/A	13,701	13,646	0		–	–
• Category 2: Capital goods	N/A	34,411	29,991	–13		–	–
• Category 3: Fuel and energy-related activities (not included in Scope 1 or Scope 2)	N/A	34,259	35,019	2		–	–
• Category 4: Upstream transportation and distribution	N/A	–	134	N/A		–	–
• Category 5: Waste generated in operations	N/A	2,256	2,327	3		–	–
• Category 6: Business traveling	N/A	4,952	4,643	–6		–	–
• Category 7: Employee commuting	N/A	22,904	22,410	–2		–	–
• Category 9: Downstream transportation	N/A	25,330	44,918	77		–	–
• Category 13: Downstream leased assets	N/A	1,462	4,545	211		–	–
Total GHG emissions							
Total GHG emissions (location-based)	**N/A**	**288,053**	**308,011**	7		–	–
Total GHG emissions (market-based)	**N/A**	**290,663**	**306,988**	6		–	–

GHG intensity per net revenue (tCO_2e/MSEK)

	2024	2025
Total GHG emissions (location-based) per net revenue	9	10
Total GHG emissions (market-based) per net revenue	10	10
Scope 1 and 2 GHG emission intensity, market based (tCO_2e/MSEK)	5	5

* *Loomis' CO_2 emissions target covers both Scope 1 and Scope 2 emissions combined. Consequently, the figures presented in the tables should not be interpreted as separate reduction targets for each Scope. Read more about Loomis' CO_2 emissions target under E1-4 on page 81.*

Historical performance

Including restatement for 2019	2019** *reported in 2024*	2019** *restated baseline*	2020	2021	2022	2023
Scope 1, tCO_2e	161,383	168,890	135,023	129,780	139,038	134,075
Scope 2 (location-based), tCO_2e	25,933	25,933	24,688	23,782	18,412	17,536
Scope 2 (market-based), tCO_2e	31,649	31,649	28,312	29,483	23,093	21,150
Total (market-based), tCO_2e	**193,032**	**200,539**	**163,335**	**159,263**	**162,131**	**155,225**

** *The 2019 baseline for Scope 1 has been restated for the estimated full-year 2019 emissions of Burroughs and Kipfer-Logistik that were acquired in 2025. Other acquisitions completed during 2025 are deemed to not have a material impact on Loomis' emissions and thus have not triggered a restatement. Other historical periods have not been restated. Loomis' reported emissions for 2025 include the emissions of acquired companies from the date of acquisition. Loomis has outstanding sustainability-linked bonds against another 2019 baseline. Read more on page 90.*

Accounting principles

The environmental reporting covers all subsidiaries under the financial control of Loomis as per the GHG Protocol. The consolidation approach "Financial control" is applied consistently.

Greenhouse gas emissions

All GHG emissions are presented in CO_2 equivalents (CO_2e), which include CO_2 and other greenhouse gases such as CH_4, N_2O, HFCs, PFCs, SF_6 and NF_3. Loomis uses the most recent Global Warming Potential (GWP) values to calculate CO_2e emissions of non-CO_2 gases. The emissions of these other greenhouse gases are converted into CO_2 equivalents using appropriate emission factors and are not disclosed separately.

Emission factors from DEFRA, IEA and AIB are used to calculate the CO_2e emissions. Emission calculations are performed in the company's financial consolidation tool and do not include any removals, or any purchased, sold, or transferred carbon credits or GHG allowances.

Scope 1 and Scope 2 emissions

Loomis prepares its Scope 1 and Scope 2 emissions in line with ESRS E1-6 §AR 43 and §AR 45, applying the GHG Protocol as the primary standard.

Scope 1 emissions cover direct GHG emissions from non-renewable fuel use, including fuel, natural gas, and burning oil consumption from Loomis' operations. Activity data is collected quarterly from the majority of subsidiaries, and consistent emission factors are applied. Biogenic CO_2 is reported separately, and no carbon credits are included. A general fuel blend is applied consistently across all regions when calculating emissions.

Scope 2 emissions cover indirect GHG emissions from all purchased electricity, heat, cooling, steam, and district heating. Data is collected quarterly from the majority of subsidiaries. For the location-based approach, emission factors corresponding to the electricity production method in each country of operation are used to calculate CO_2e emissions. For the market-based approach, all contractual instruments used for reporting consist of Energy Attribute Certificates (EACs), specifically purchased electricity bundled with instruments such as Guarantees of Origin (GOs) or Renewable Energy Certificates (RECs). Double counting is avoided, and biogenic CO_2 is disclosed separately where relevant.

Some data within Scope 2 is based on invoices that may not fully align with the Group's quarterly cut-off dates: adjustments are managed through change logs and updates by the Group Sustainability Team. Material revisions are applied if accumulated changes exceed predefined thresholds. Within Scope 2, country-specific emission factors are applied with the assumption that the electricity usage per country has the applicable mix.

Scope 3 Emissions

Scope 3 emissions are reported in accordance with the GHG Protocol, with the accounting split into 15 subcategories.

The following categories are relevant for Loomis and have been selected based on data availability, financial spend, and the company's level of influence:

Scope 3 category	Description
1: Purchased goods and services	A significant portion of this category is calculated using spend-based emission factors, resulting in a high degree of uncertainty. In the absence of a procurement system that distinguishes purchased goods by material type, material groupings have been used, which further increases uncertainty.
2: Capital goods	Primarily concerns emissions related to vehicles and building renovations. Vehicle emission factors are segregated by chassis weight categories rather than based on the actual LCA of each car model. Emissions from building renovations are calculated using spend-based factors, resulting in a high degree of uncertainty.
3: Fuel and energy-related activities	Relatively reliable, as actual consumption (liters of fuel) is used to calculate upstream emissions, and the data is categorized by fuel type.
4: Upstream transportation and distribution	Calculated using estimated weight and distance but based on actual transportation mode.
5: Waste generated in operations	Calculated using spend for waste rather than weight, as the necessary information on kilograms is not available.
6: Business traveling	Based on a mixed approach, but the majority is calculated using spend, resulting in a high degree of uncertainty.
7: Employee commuting	Calculated based on assumptions regarding employee commuting patterns and headcount, resulting in a high degree of uncertainty.
9: Downstream transportation	Considered to have a low degree of uncertainty, as emissions are calculated by a third party using information directly from the order management system. Only emissions related to downstream transportation associated with the LoB Loomis International have been validated by a third party, based on their ISO 14083:2023 certification. The classification as downstream transportation is based on the fact that Loomis coordinates transport on behalf of customers, while the transport is carried out by external providers using their own vehicles. Loomis receives compensation for this logistics service.
13: Downstream leased assets	Refers to electricity consumption by customers for leased products. A high degree of uncertainty applies, as an average country-level emission factor is used rather than the customer's actual electricity contract.

Loomis intends to update all significant categories within Scope 3 on an annual basis. For the reporting of Scope 3 emissions, 0 percent of the total emissions are currently calculated using primary data obtained directly from suppliers or other value chain partners. Scope 3 emissions are instead estimated using secondary data and assumptions based on activity data within Loomis' own operations.

The following subcategories are assessed as non-material to Loomis' business model or activities:

- **Category 8, upstream leased assets:** Loomis does not have any leased assets that are outside of the Group's control.
- **Category 10, processing of sold products:** Loomis generates the vast majority of its revenue from security and cash management services rather than physical products.
- **Category 11, use of sold products:** Loomis primarily leases its products to customers, and the emissions associated with product usage (electricity) are disclosed under category 13.
- **Category 12, end-of-life treatment of sold products:** As a security and cash management services company, end-of-life treatment of sold products is not applicable to Loomis' operations. No products are sold that require disposal or treatment.
- **Category 14, franchise:** Loomis does not operate franchises.
- **Category 15, investments:** The level of investments is limited and therefore does not generate significant emissions.

Restatement policy

Loomis follows a restatement policy aligned with the GHG Protocol. Historical emission data is restated in case of significant changes such as acquisitions, divestitures, updates to emission factors or methodologies, or the discovery of material errors. A significance threshold of 5 percent within each scope (1, 2 and 3 respectively) is applied when determining the need for restatement. Loomis may choose to restate the baseline for material acquisitions below the 5 percent threshold as well.

For information on the share of emissions from acquisitions, see the SLFF on pages 90–91.

GHG intensity

GHG intensity based on net revenue has been calculated as gross Scope 1, Scope 2 (location- and market-based), and gross Scope 3 emissions divided by reported net revenue in MSEK.

Net revenue refers to Loomis' total net sales related to high climate impact activities, as reported in the Group's financial statements. For more information, see the Consolidated Statement of Income on page 122.

EU Taxonomy Regulation Report 2025

As Loomis AB reports according to the EU's Corporate Sustainability Reporting Directive (CSRD), the company must report according to the EU Taxonomy Regulation EU 2020/852 ('the EU Taxonomy'). Loomis has chosen to postpone the application of the updated Delegated Act (EU 2026/73), which will enter into force in 2026, and therefore applies the previous reporting requirements for the 2025 financial year. Consequently, no materiality thresholds are applied per key performance indicator.

The EU Taxonomy is a classification system for sustainable economic activities in relation to the European Union's six environmental objectives:

- Climate change mitigation (CCM)
- Climate change adaptation (CCA)
- Sustainable use and protection of water and marine resources (WTR)
- Transition to a circular economy (CE)
- Pollution prevention and control (PPC)
- Protection and restoration of biodiversity and ecosystems (BIO)

An activity is considered sustainable according to the EU Taxonomy when it contributes substantially to one or more of the objectives, without causing significant harm to the others, and at the same time meets certain defined minimum safeguards.

In contrast to previous reporting, Loomis has reclassified certain economic activities related to solar panels, acquisition and ownership of buildings and charging infrastructure to better align with current interpretations of the taxonomy requirements. All disclosures are based on the company's current understanding of the rules and may be amended in the future as regulatory guidance develops and as market practice matures.

Loomis has identified that all its activities covered by the taxonomy contribute to "climate change mitigation".

Eligible activities

Loomis has reviewed each of the categories Turnover, CapEx and OpEx separately to determine which taxonomy activities it has within its operations.

Turnover

Loomis has reviewed the activities that generate revenue for the company and that align with the activity description according to the EU taxonomy. The following activity is deemed eligible:

- CCM 6.6 Freight transport services by road - as transportation of cash and valuables by road generates revenue for Loomis

Activity CCM 6.5 Transport by motorbikes, passenger cars, and light commercial vehicles is ineligible for turnover classification since no direct revenue is generated. These vehicles are used solely for maintenance services.

CapEx

Loomis has reviewed its CapEx activities against the activity descriptions according to the EU taxonomy. As Loomis has over 400 branches to support its business operations, CapEx related to buildings is also included. The following activities are deemed eligible:

- CCM 6.5 Transport by motorbikes, passenger cars, and light commercial vehicles
- CCM 6.6 Freight transport services by road
- CCM 7.2 Renovation of existing buildings
- CCM 7.3 Installation, maintenance and repair of energy efficiency equipment
- CCM 7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)
- CCM 7.5 Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings
- CCM 7.6 Installation, maintenance and repair of renewable energy technologies
- CCM 7.7 Acquisition and ownership of buildings

OpEx

Loomis has reviewed its OpEx activities against the activity descriptions according to the EU taxonomy. The OpEx activities are mainly connected to vehicle maintenance. The following activities are deemed eligible:

- CCM 6.5 Transport by motorbikes, passenger cars, and light commercial vehicles
- CCM 6.6 Freight transport services by road

In its review, Loomis has not identified any activities eligible under the EU Taxonomy under the environmental objectives: Adaptation to climate change, Sustainable use and protection of water and marine resources, Transition to a circular economy, Pollution prevention and control or Protection and restoration of biodiversity and ecosystems.

Aligned activities

For an economic activity to be considered taxonomy-aligned, it needs to substantially contribute to at least one of the EU's six environmental objectives and not significantly harm any of the others. In addition, it needs to be carried out in adherence with certain minimum safeguards regarding social and governance aspects of sustainability. For each eligible activity listed above, Loomis has reviewed the technical screening criteria and any activity-specific Do No Significant Harm (DNSH) to determine alignment with the EU taxonomy. The following activities are deemed aligned:

- CCM 7.3 Installation, maintenance and repair of energy efficiency equipment – Loomis has replaced ventilation units that are rated in the highest two populated classes of energy efficiency in accordance with Regulation (EU) 2017/1369 and delegated acts adopted under that Regulation
- CCM 7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings) – Loomis has installed charging stations for electric vehicles
- CCM 7.5 Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings – Loomis has installed lighting control systems and energy management systems (EMS)
- CCM 7.6 Installation, maintenance and repair of renewable energy technologies – Loomis has installed solar photovoltaic systems

While Loomis has CapEx that fulfill the technical screening criteria for the activities CCM 6.5 and CCM 6.6, the DNSH connected to noise pollution is not fulfilled. Therefore, these two activities are deemed to be eligible but not aligned.

General criteria for DNSH to climate change adaptation

Physical risks are reviewed through climate risk analysis. The identified risks, such as extreme weather, which is common in several markets, are managed through business continuity plans (BCPs). The BCPs contain measures to protect human life and recover from disruptions affecting Loomis' operations and customer base. More information on Loomis' approach to climate risk analysis can be found on page 76.

Minimum safeguards

As stated in the Taxonomy Regulation, the minimum safeguards referred to in point (c) of Article 3 shall be procedures implemented by an undertaking that is carrying out an economic activity to ensure the alignment with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labor Organization on Fundamental Principles and Rights at Work and the International Bill of Human Rights.

By having the following steering documents and external commitments in place, Loomis deems that it fulfills the procedures connected to the minimum safeguards referred to in point (17) of Article 2 of Regulation (EU) 2019/2088:

- Signatory of UN Global Compact
- Human rights policy
- Global agreement with UNI
- Anti-bribery policy and Code of Conduct
- Group Tax policy
- Group Competition law compliance policy
- Absence of controversial weapons

Reporting

Since Loomis only carries out activities that are eligible under the climate change mitigation objective, and as CCM 6.6, CCM 6.5, CCM 7.6 and CCM 7.4 activities are separately reported in the Group's financial consolidation system, no activities should have been double counted when calculating the Taxonomy KPIs presented.

The reporting includes the same scope as for the financial reporting. All subsidiaries are included in the reporting scope.

Mandatory disclosure on nuclear and fossil gas related activities

Nuclear energy-related activities		Yes/No
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
Fossil gas related activities		
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

Turnover

	Year 2025			Substantial contribution criteria						DNSH criteria ("Do No Significant Harm")									
Economic Activities (1)	Code (2)	Turnover (3) SEK m	Proportion of Turnover, year 2025 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
At TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	0%	-	-	-	-	-	-	-	0%		
Of which enabling		0	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	0%	E	
Of which transitional		0	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	0%		T
A.2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Freight transport services by road	CCM 6.6	19,370	64%																
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		19,370	64%																
A. Turnover of Taxonomy eligible activities (A.1+A.2)		19,370	64%														53%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities		11,057	36%																
TOTAL		30,427	100%																

Used abbreviations: CCM — Climate Change Mitigation, Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective, N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective, EL – Eligible, Taxonomy-eligible activities for the relevant environmental objective, N/EL – Not eligible, Taxonomy-non-eligible activity for the relevant environmental objective.

1) We have not assessed our taxonomy-eligible activities against the substantial contribution criteria for climate change adaptation, as the primary objective of the activities is to contribute to climate change mitigation. This ensures no double counting.

Qualitative information related to turnover

The EU taxonomy requires Loomis to report the portion of turnover that stems from taxonomy-eligible vehicles. As the company's revenue recognition and business line reporting cannot disaggregate revenue directly tied to certain vehicles, an allocation principle has been applied. The company identified that the business lines dependent on vehicles for revenue generation are Cash in Transit (CIT), Valuables in Transit (VIT), ATM and Automated Solutions (excluding CIMA) and calculated the percentage distribution of eligible vehicles in the total fleet. This percentage is then multiplied by the revenue from relevant business lines to determine the total share of eligible turnover. The reported turnover is defined as the Group's total revenue as reported in Loomis' financial statements.

> See page 46 in the Administration report for contextual information regarding changes in Turnover during the year.
> See also Note 3 Revenue on page 131 in the Financial Statements.

	Proportion of turnover/Total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	64%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

CapEx

	Year 2025			Substantial contribution criteria						DNSH criteria ("Do No Significant Harm")									
Economic Activities (1)	Code (2)	CapEx (3) SEK m	Proportion of CapEx, year 2025 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) CapEx, year 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Installation, maintenance and repair of charging stations for electric vehicles in buildings	CCM 7.4	18	0.54%	Y	N 1)	N/EL	N/EL	N/EL	N/EL	n.a.	Y	n.a.	n.a.	n.a.	n.a.	Y	-	E	
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	1.6	0.05%	Y	N 1)	N/EL	N/EL	N/EL	N/EL	n.a.	Y	n.a.	n.a.	n.a.	n.a.	Y	-	E	
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5	0.02	0.0%	Y	N 1)	N/EL	N/EL	N/EL	N/EL	n.a.	Y	n.a.	n.a.	n.a.	n.a.	Y	-	E	
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	0.3	0.0%																
CapEx of environmentally sustainable activities (Taxonomy-aligned (A.1))		20	0.6%	0.6%													-		
Of which enabling		20	0.6%	0.6%													-	E	
Of which transitional		0	0%	0%													-		T
A.2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	105	3.1%																
Freight transport services by road	CCM 6.6	974	29.3%																
Renovation of existing buildings	CCM 7.2	25	0.8%																
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	3	0.1%																
Acquisition and ownership of buildings	CCM 7.7	1,028	30.9%																
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		2,135	64.2%																
A. CapEx of Taxonomy-eligible activities (A.1+A.2)		**2,155**	**64.8%**														**45%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		1,169	35.2%																
TOTAL		**3,324**	**100%**																

Used abbreviations: CCM — Climate Change Mitigation, Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective, N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective, EL – Eligible, Taxonomy-eligible activities for the relevant environmental objective, N/EL – Not eligible, Taxonomy-non-eligible activity for the relevant environmental objective.

1) We have not assessed our taxonomy-eligible activities against the substantial contribution criteria for climate change adaptation, as the primary objective of the activities is to contribute to climate change mitigation. This ensures no double counting.

Qualitative information related to capital expenditures

Eligible CapEx is defined as the year's investments and also includes the acquisition of operations and right-of-use assets. The portion of the investments in intangible fixed assets, tangible fixed assets and right-of-use assets that refers to transport vehicles, company cars, solar panels and EV charging infrastructure respectively has thus been included in the respective activity. For activities CCM 7.6 and CCM 7.4, specifications of total building-related CapEx from each subsidiary have been collected. For vehicle-related CapEx under CCM 6.6 and CCM 6.5, the same allocation principle as for turnover is applied. Loomis does not currently have a CapEx plan in place for any eligible activity within CapEx.

See the table to the right for a reconciliation of CapEx to the reporting in the financial statements.

	Proportion of CapEx/Total CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.6%	65%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

A reconciliation of the total CapEx to the notes in the financial statements is found below.

	Tangible Assets		Intangible Assets	Leasing contracts, IFRS16	
	Note 14		Note 13	Note 15	
SEK m	Building and land	Machines and inventory	Intangible Assets	Leasing	Total
Acquisitions	–	–	5	–	5
Capital expenditures	65	1,220	134	1,900	3,319
Total capital expenditures	**65**	**1,220**	**139**	**1,900**	**3,324**

OpEx

	Year 2025			Substantial contribution criteria						DNSH criteria ("Do No Significant Harm")									
Economic Activities (1)	Code (2)	OpEx (3) SEK m	Proportion of OpEx, year 2025 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) OpEx, year 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned (A.1))		0	0%	0%	0%	0%	0%	0%	0%	-	-	-	-	-	-	-	0%		
Of which enabling		0	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	0%	E	
Of which transitional		0	0%	-						-	-	-	-	-	-	-	0%		T
A.2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	46	2.5%																
Freight transport services by road	CCM 6.6	801	42.2%																
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)																			
A. OpEx of Taxonomy-eligible activities (A.1+A.2)		**847**	**44.7%**														**21%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities		1,049	55.3%																
TOTAL		**1,897**	**100%**																

1) *We have not assessed our taxonomy-eligible activities against the substantial contribution criteria for climate change adaptation, as the primary objective of the activities is to contribute to climate change mitigation. This way we ensure no double counting.*

*Used abbreviations: **CCM** — Climate Change Mitigation, **Y** – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective, **N** – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective, **EL** – Eligible, Taxonomy-eligible activities for the relevant environmental objective, **N/EL** – Not eligible, Taxonomy-non-eligible activity for the relevant environmental objective.*

Qualitative information related to operating expenses

Eligible OpEx is defined as the direct expenses for Loomis' transport vehicles (Freight transport services by road, CCM 6.6) and company cars (Transport by motorcycles, passenger cars and light commercial vehicles, CCM 6.5). Reported direct expenses for vehicles, excluding fuel costs, are included as eligible OpEx.
Reported OpEx comprises direct, non-capitalized costs of research and development (R&D), building renovation work, short-term lease costs, maintenance and repairs, and all other direct expenses related to the day-to-day servicing of assets, i.e. not the total cost of operations.

> See Note 5 on page 136 in the Financial Statements.

	Proportion of OpEx/Total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	44.7%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

Sustainability-Linked Financing Report 2025

Loomis has issued Sustainability-Linked Bonds since 2021, with the purpose of integrating the Group's sustainability commitments into the financing of the company. In July 2024, Loomis published an updated Sustainability-Linked Finance Framework, with corresponding new Sustainability-Linked Bond issuance in September 2024.

Loomis thereby has outstanding bonds issued under two Sustainability-Linked Finance Frameworks: 2021 SLFF and 2024 SLFF.

Loomis' GHG emissions from its own operations primarily stem from the transportation of cash and valuables in society. Reducing carbon emissions from transportation is therefore a key aspect of the company's environmental responsibility. One core component in integrating sustainability into the business is to incorporate Loomis' sustainability targets into the company's financing, thereby reflecting Loomis' overall commitment to sustainable contributions to society.

The Sustainability-Linked Finance Framework

Loomis' Sustainability-Linked Finance Framework serves to connect Loomis' climate reduction targets to the terms of the company's debt solutions.

The 2024 SLFF was developed in alignment with the International Capital Market Association (ICMA) Sustainability-Linked Bond Principles 2023 and the Loan Market Association (LMA)/Asia Pacific Loan Market Association (APLMA)/Loan Syndications and Trading Association (LSTA) Sustainability-Linked Loan Principles published 2023.

Sustainalytics has provided a second-party opinion on Loomis' Sustainability-Linked Finance Framework dated 2024 in connection with the Framework update. The Group received the highest remarks possible; the KPI strength was rated "very strong", and the ambition level of the Sustainability Performance Target was rated as "highly ambitious."

The 2021 SLFF was developed in alignment with the International Capital Market Association (ICMA) Sustainability-Linked Bond Principles 2020, and the Loan Market Association (LMA)/Asia Pacific Loan Market Association (APLMA)/Loan Syndications and Trading Association (LSTA) Sustainability-Linked Loan Principles 2021. Sustainalytics has provided a second-party opinion on the 2021 SLFF, where the KPI strength was rated "very strong" and the ambition level of the Sustainability Performance Target was rated as "ambitious".

Both the 2021 SLFF and 2024 SLFF, including Sustainalytics' second-party opinion, are available at:

> https://www.loomis.com/en/investors/debt

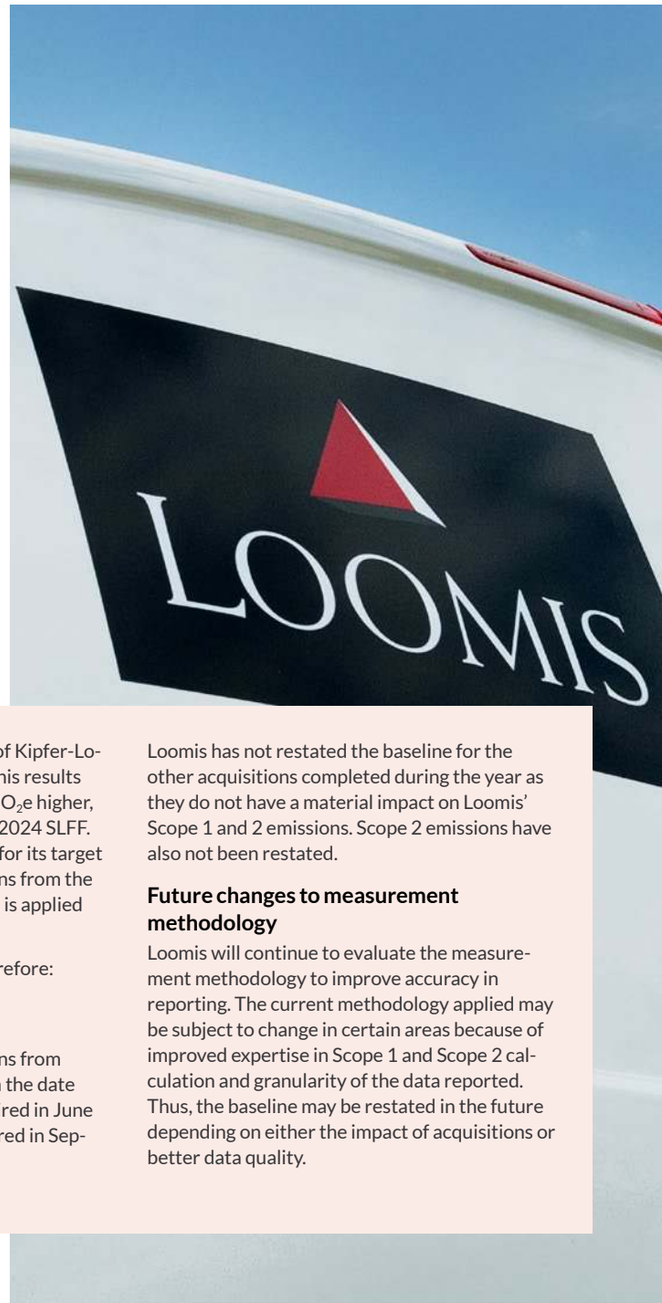
Deloitte has provided limited assurance of the Sustainability-Linked Financing Report 2025, including the performance of Sustainability Performance Targets, in line with ISAE 3000.

Sustainability KPI and Performance Target

The key performance indicator (KPI) target is a reduction in absolute CO_2e from Loomis' own operations (Scope 1 and Scope 2).

Under the 2021 SLFF, the Sustainability Performance Target (SPT) is a total reduction of 20 percent by the end of 2025 in Scope 1 and Scope 2 (location-based) emissions combined, compared to the baseline year 2019.

With the 2024 SLFF, Loomis has two additional SPTs: a 34 percent reduction in Scope 1 and Scope 2 (market-based) emissions by 2027, and a 48 percent reduction by 2030, both using the 2019 baseline for reference.



Measurement methodology

Scope 1 has been calculated by applying emission factors to the respective fuels used by the vehicle fleet, primarily based on the volume consumed. For diesel consumption, a general blend was applied for all regions using an average share of biodiesel.

The 2021 SLFF follows the location-based methodology for Scope 2, consisting of consolidated data reported by the subsidiaries. The 2024 SLFF follows the market-based methodology for Scope 2. All emissions are calculated based on emissions factors from IEA and DEFRA.

> For more information on the reporting methodology, the assumptions applied and definitions, see page 84.

Baseline

In 2022, extra emphasis was placed on validating historical data and strengthening the quality of the reporting. As a result of this validation process and adjustments due to acquisitions, in accordance with the methodology in the framework, the baseline in the 2021 SLFF was restated in 2022 as follows:

- Original 2019: 205,070 tCO_2e
- Restated baseline 2019: 187,389 tCO_2e

The 2024 SLFF followed the market-based methodology with a baseline of 193,032 tCO_2e.

Restatement of Baseline in 2025

Loomis has restated its 2019 baseline for Scope 1 with Burroughs' actual fuel consumption from the full-year 2019 and an estimate of Kipfer-Logistik's fuel consumption in 2019. This results in a 2019 baseline which is 7,507 tCO_2e higher, and is applied to the baseline in the 2024 SLFF. For the 2021 SLFF, which has 2025 for its target year, only the proportion of emissions from the date of acquisition, i.e. 3,516 tCO_2e, is applied for the restatement.

The new baselines for 2019 are therefore:

- 2021 SLFF: 190,905 tCO_2e
- 2024 SLFF: 200,539 tCO_2e

For the 2025 reporting, the emissions from acquisitions have been applied from the date of acquisition. Burroughs was acquired in June 2025 and Kipfer-Logistik was acquired in September 2025.

Loomis has not restated the baseline for the other acquisitions completed during the year as they do not have a material impact on Loomis' Scope 1 and 2 emissions. Scope 2 emissions have also not been restated.

Future changes to measurement methodology

Loomis will continue to evaluate the measurement methodology to improve accuracy in reporting. The current methodology applied may be subject to change in certain areas because of improved expertise in Scope 1 and Scope 2 calculation and granularity of the data reported. Thus, the baseline may be restated in the future depending on either the impact of acquisitions or better data quality.

Terms and conditions of the bonds

Bonds under the 2024 Sustainability-Linked Finance Framework

In August 2024, Loomis established a EUR medium term note (EMTN) program of EUR 1 billion, followed by an issuance of EUR 300 million in senior unsecured Sustainability-Linked Bonds with a 3.625% coupon maturing on September 10, 2029.

In September 2025, Loomis issued SEK 1,800 million sustainability-linked senior unsecured bonds with tenors of 3 and 5 years, both in floating rate tranches. The 3 year bonds amounted to SEK 1,000 million and carry an annual rate of STIBOR 3m + 0.70%. The SEK 5 year bonds amounted to SEK 800 million and carry an annual rate of STIBOR 3m + 1.05%. The bonds have been issued under Loomis' EUR 2 billion EMTN Programme dated 29 August 2025.

The bonds are linked to the 2027 carbon reduction target and are listed on Euronext Dublin with a BBB rating by S&P Global. There are no other outstanding instruments linked to the framework.

Bonds under the 2021 Sustainability-Linked Finance Framework

The bonds have been issued between 2021 and 2023 within the framework of Loomis' SEK medium term note (MTN) program and comprise SEK 2,500 million of notes in total. SEK 1,200 million were issued in 2021 together with a tap issue of SEK 300 million in 2022, with a floating interest rate of STIBOR 3m + 1.35% and maturing on 30 November 2026. SEK 1,000 million were issued in 2023 comprising SEK 650 million with a floating interest rate of STIBOR 3m + 1.95% and SEK 350 million with a fixed interest of 4.923% maturing on 19 May 2027.

Loomis has carried out partial repurchases of its outstanding bond loan of SEK 1,500 million due in November 2026. In total, repurchases were made for a nominal amount of SEK 930 million.

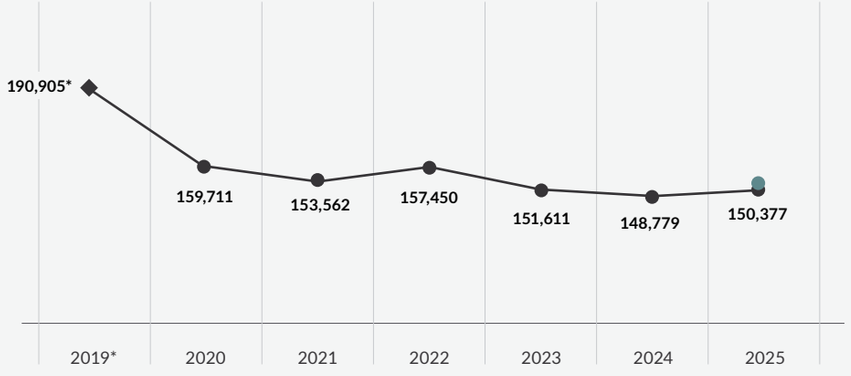
The bonds are listed on the Nasdaq Stockholm exchange. There are no other outstanding instruments linked to the framework.

Status at year-end 2025

Loomis has achieved the 2025 SPT as defined in the 2021 SLFF. Loomis is dedicated to limiting negative climate impact from its operations and continuing to reduce emissions. The Group is fully committed to achieving the 2027 SPT set out in the 2024 Sustainability-Linked Finance Framework.

2021 SLFF

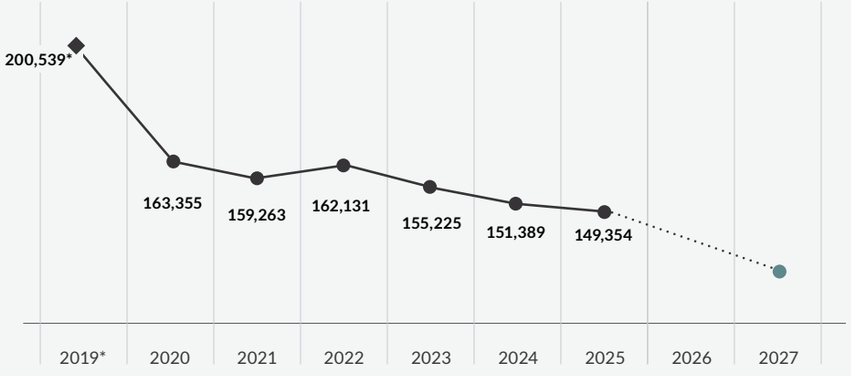
Scope 1 and Scope 2 (location-based), tCO_2e



The baseline for 2019 has been restated for the impact of acquisitions and data quality. Subsequent periods have not been restated. For more information, see page 90.

2024 SLFF

Scope 1 and Scope 2 (market-based), tCO_2e



The baseline for 2019 has been restated for the full year 2019 Scope 1 emissions for material acquisitions during 2025. Subsequent periods have not been restated. 2025 reporting includes acquired companies' emissions from the date of acquisition, see also page 90.

SLFF	Target	Baseline (tCO_2e) restated	2025 Scope 1 (tCO_2e)	2025 Scope 2 (tCO_2e)	2025 Scope 1 and 2 (tCO_2e)	Outcome 2025 vs 2019
2021 SLFF	**-20%** *by 2025 vs 2019*	190,905	131,294	19,083 **(location-based)**	150,377	**-21%**
2024 SLFF	**-34%** *by 2027 vs 2019*	200,539	131,294	18,060 **(market-based)**	149,354	**-26%**

> Read more about Loomis' actions, initiatives and targets under E1-3 and E1-4 on pages 80-81.

Auditor's Limited Assurance Report on Loomis AB's Sustainability-Linked Financing Report

To Loomis AB (publ),
corporate identity number 556620-8095

Introduction

We have been engaged by Loomis AB (publ) ("Loomis") to undertake a limited assurance engagement of the Sustainability-Linked Financing Report for 2025 as set out on pages 90–91 in this document ("the Reporting").

Responsibilities of Management

Loomis Management is responsible for the preparation of the Reporting in accordance with the applicable criteria, as explained in the Loomis Sustainability-Linked Finance Framework dated October 2021 and July 2024 (both available at https://www.loomis.com/en/investors/debt), and in the section measure methodology on page 90, as well as the accounting and calculation principles that the Company has developed. This responsibility also includes the internal control relevant to the preparation of the Reporting such that is free from material misstatements, whether due to fraud or error.

Responsibilities of the auditor

Our responsibility is to express a conclusion on the Reporting based on the limited assurance procedures we have performed. Our engagement is limited to historical information presented and does therefore not cover future-oriented information.

We conducted our limited assurance engagement in accordance with ISAE 3000 (revised) Assurance Engagements Other than Audits or Reviews of Historical Financial Information. A limited assurance engagement consists of making inquiries, primarily of persons responsible for the preparation of the Reporting and applying analytical and other limited assurance procedures. The procedures performed in a limited assurance engagement vary in nature from, and are less in extent than for, a reasonable assurance engagement conducted in accordance with International Standards on Auditing and other generally accepted auditing standards in Sweden.

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. We are independent of Loomis in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

The procedures performed consequently do not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement.

Accordingly, the conclusion of the procedures performed does not express a reasonable assurance conclusion.

Our procedures are based on the criteria defined by Loomis Management as described above. We consider these criteria suitable for the preparation of the Reporting.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion below.

Conclusion

Based on the limited assurance procedures we have performed, nothing has come to our attention that causes us to believe that the Reporting for 2025 is not prepared, in all material respects, in accordance with the applicable criteria, as explained in the Loomis Sustainability-Linked Finance Framework.

Stockholm, date according to electronic signature

Deloitte AB

Didrik Roos
Authorized Public Accountant

E2 Pollution

Impact, risk and opportunity management

Loomis has extensive transportation operations, making pollution a material topic in the double materiality assessment. Within this topic, the IRO pollution from tires has been identified as material from an impact perspective, and the IRO environmental fees or restrictions in specific zones has been identified as material from a financial perspective. Key stakeholders engaged in this topic include local governments, based on local environmental laws, while nature is considered a silent stakeholder, with its engagement assessed through industry knowledge.

Pollution from tires refers to the release of microplastics from tire and road wear. Microplastics, defined as plastic particles smaller than 5 mm, are found in the environment, across air, water and soil. Tire wear particles are a major source of primary microplastics, emitted directly into the air through friction between tires and the road surface. These particles are persistent, can carry hazardous substances, and pose risks to terrestrial and aquatic wildlife. Because tire-related microplastics arise across all countries where Loomis' vehicles operate, the material location is defined as own operations rather than specific geographic sites.

The transport operations are subject to environmental fees and vehicle restrictions aimed at reducing pollution from internal combustion engines and tire wear, which can affect costs and operational flexibility. Loomis monitors such regulations to mitigate risks while maintaining service quality.

Following the revised methodology applied in 2025, fewer IROs have been classified as material under the topic of pollution. Two of the IROs identified last year, pollution from upstream production processes and pollution from transport, are no longer assessed as material. This is mainly due to their limited relevance within Loomis' operational scope and the assessment that the remaining exposure is indirect and of lower significance compared to other impacts. Loomis is currently exploring how its strategy and business model may be adapted to address its material IROs.

Impacts, risks and opportunities		Description
Pollution from tires *Own operations* *Short-, medium- and long-term*	Actual negative impact	Microplastic pollution generated through the wear of vehicle tires may harm ecosystems and biodiversity. For Loomis, tire wear occurs primarily in the transportation of cash and valuables, which is central to the Group's operations. While current data are limited, these particles can contribute to environmental contamination and pose potential long-term ecological damage and health risks for people.
Environmental fees or restrictions in specific zones *Own operations* *Short-, medium- and long-term*	Risk	Environmental fees or vehicle restrictions in specific zones increase Loomis' transportation costs and affect operational flexibility. Compliance could require route adjustments, transitioning to low-emission vehicles, or additional fees. Loomis monitors regulations and evaluates potential impacts to mitigate risks while maintaining service quality.

> For more information regarding the process for identifying and assessing IROs, see ESRS 2 IRO-1 on pages 70–71.

E2-1 Policies related to pollution

The main pollutant linked to Loomis' operations is microplastics emissions from tire wear. In 2025, Loomis introduced a Group Environmental Policy, which was adopted by the Board of Directors. The policy includes a commitment to reduce pollution arising from Loomis' own operations, specifically activities related to the use of the company's vehicle fleet. While environmental fees and restrictions in specific zones are not explicitly mentioned in the policy, Loomis' commitments to fleet transition and low-emission operations contribute to mitigating potential risks associated with these regulations.

The policy covers all legal entities, employees and third-party personnel working under Loomis' control, but does not include any third-party standards or external voluntary initiatives related to pollution. The policy applies solely to Loomis' own operational value chain, as microplastic impacts and related regulatory aspects, such as environmental fees or restrictions in specific zones, originate exclusively from the organization's direct use of vehicles and are therefore not considered material in supplier or customer operations.

The CEO holds ultimate responsibility for the policy, while implementation is overseen by the Group's Chief Financial Officer, who serves as the Governance Area Owner for this topic. The policy highlights the importance of collaboration and dialogue with stakeholders across the value chain. The policy is publicly available on Loomis' website, while expectations on suppliers are outlined in the Group's Supplier Code of Conduct. For more information regarding the Environmental Policy, see E1-2 on page 79.

E2-2 Actions related to pollution

Loomis recognizes the need to better understand and reduce microplastics emissions from tires. Due to the current lack of reliable measurement methodologies, no specific actions have been developed yet, and an action plan will be established once suitable methods and targets are available.

The following relates to Loomis' current assessment, monitoring and exploratory activities regarding microplastics from tires and should not be interpreted as actions addressing pollution as defined under ESRS.

Tires are currently selected primarily based on safety for year-round road conditions, and their contribution to microplastics pollution has not yet been evaluated. The company is exploring different tire qualities to identify more durable alternatives that may generate fewer microplastic particles, while route optimization is routinely applied to reduce tire wear. Loomis is also evaluating potential benefits of reviewing the vehicle fleet, including transitioning to lighter vehicles, and has already initiated, within its own operations in the United States, the replacement of vehicles with more efficient and lightweight models which also reduce tire abrasion and microplastics emissions. The vehicle replacements in the United States were part of Loomis' regular fleet renewal program, and no additional resources were specifically allocated for this measure beyond existing operational investments.

In addition to tire-related impacts, environmental fees or restrictions in specific zones have been identified as a material issue affecting transportation. These regulations may require adjustments to routes or vehicle types, which could indirectly influence tire use and wear. Loomis continues to monitor developments and assess how future requirements may affect operational decisions and environmental impacts associated with road transport, with no specific resources currently allocated to this matter. Further measures under investigation include maintenance practices, driving style optimization, and collaboration with tire suppliers to identify innovations in more sustainable tire solutions. All measures will be implemented in alignment with Loomis' environmental policy. These ongoing evaluations will inform the development of an integrated strategy to address both tire-related microplastics pollution and regulatory impacts on transportation once suitable methodologies and targets have been established.

At this stage, Loomis has neither defined specific pollution prevention actions, nor defined a timeline for when actions will be developed in relation to microplastics emissions, as this depends on the availability of a recognized methodology for measuring such emissions. No actual negative impacts on individuals or communities have been identified, and as emissions cannot yet be reliably measured, no remediation actions have been required.

E2-3 Targets related to pollution

As Loomis does not operate as a manufacturing company with industrial emissions, its strategy for managing pollution is primarily focused on reducing microplastics emissions from tires. The Group has not established a specific target for this type of pollution, due to the current lack of reliable data. Similarly, no target has been set in relation to environmental fees or restrictions in specific zones, as these are driven by external regulatory developments and vary across markets.

Loomis has not defined an ambition level, baseline year or qualitative or quantitative indicators for monitoring progress, as no reliable methodology exists to support target-setting. These elements will be established once a recognized calculation method for microplastics emissions becomes available.

At present, Loomis evaluates the effectiveness of its pollution-related policies qualitatively through annual policy reviews and internal environmental assessments. Quantitative evaluation processes will be established once recognized methodologies for microplastics measurement and tracking become available. Environmental fees or restrictions in specific zones are monitored as part of ongoing regulatory developments.

E2-4 Pollution of air, water and soil

Loomis generates microplastics from vehicle tires.
Loomis has not yet developed an adequate methodology to estimate microplastics emissions from tire wear, and is therefore unable to report quantitative data for 2025. The Group is assessing emerging calculation approaches to enable future measurements and reporting.

While Loomis' transport operations do emit common air pollutants from vehicle engines, these emissions are primarily associated with standard road transport activities and are dispersed across all operating locations. Based on Loomis' DMA, impacts related to pollution of air are assessed as limited, and therefore not considered material. Consequently, pollution of air from transport is not considered a material IRO under ESRS E2, with the material focus remaining on tire-generated microplastics.

S

Social responsibility

As a service provider built on trust, Loomis considers people central to its long-term success. Loomis' workforce is essential to the company's value proposition and business model, and safeguarding its health, safety, and well-being is a top priority across all markets. Loomis' approach is guided by strong ethical principles and a vision of zero injuries and workplace accidents. Loomis is committed to respecting human rights, fair working conditions, and promoting equal opportunities throughout the organization and the value chain. By fostering diversity, inclusion, and continuous individual development, Loomis strives to be the most attractive employer in the industry.

Read more

S1	Own workforce	96
S2	Workers in the value chain	106

S1 Own workforce

SBM-3 Material impacts, risks and opportunities

Within the topic Own workforce, Loomis has identified six impacts, risks, and opportunities that are considered material from either an impact perspective or a financial perspective. Compared to the 2024 reporting period, Loomis has refined its DMA for 2025. As a result, one previously identified IRO has been removed as it is no longer considered material, and three new IROs have been added to reflect emerging or more accurately defined impacts, risks, and opportunities. In addition, Loomis has identified one entity-specific disclosure, traffic safety, which has been assessed as a material topic not fully covered by the existing ESRS topic. The identification process of IROs included employee surveys in the largest markets, and workshops with representatives from different countries, complemented by input from shareholders and investors through the Annual General Meeting, Q&A sessions, and ESG ratings.

The identified material impacts relate to all employees in Loomis' own workforce, defined as workers directly or indirectly employed by Loomis. The latter are individuals employed by other companies who are onboarded in Loomis' internal systems and have Loomis email addresses, meaning they are well integrated into Loomis' operations. In terms of its own workforce, Loomis has considered in its assessment all employees as an aggregated group rather than distinguishing between specific subgroups or characteristics.

Impacts, risks and opportunities		Description
Safe and healthy workplace *Own operations* *Short-, medium- and long-term*	Actual negative impact	Employees involved in the transportation of cash and valuables are exposed to risks inherent to Loomis' business. Injuries may also occur while driving, performing manual labor, or operating machinery.
Inequality between genders *Own operations* *Short-, medium- and long-term*	Potential negative impact	Loomis operates in a traditionally male-dominated industry. Gender inequality can unintentionally create a hostile work environment, leading to feelings of undervaluation, frustration, and reduced job satisfaction. It can also limit career advancement opportunities and contribute to pay disparities.
Talent acquisition and retention *Own operations* *Short-, medium- and long-term*	Opportunity	Employee turnover rate is generally high in the cash transportation industry. By creating a safe, healthy, and equitable work environment, Loomis can differentiate itself from the rest of the industry, improve employee retention and attract new talent.
Collective bargaining *Own operations* *Short-, medium- and long-term*	Potential negative impact	The right to collective bargaining is a fundamental labor right under the ILO Conventions. It allows employees to negotiate fair conditions and advocate for their interests. Obstructing or denying this right violates workers' human rights and undermines their ability to achieve fair treatment.
Work-life balance *Own operations* *Short- and medium-term*	Potential negative impact	Difficulty in balancing family and work life can lead to increased stress and reduced satisfaction. The struggle to manage personal and professional responsibilities can result in feelings of being overwhelmed and guilty. This imbalance may negatively affect productivity and overall well-being, making it challenging to engage fully in either role.
Violation of human rights and employee/ employer Code of Conduct *Own operations* *Short- and medium-term*	Actual negative impact	If Loomis fails to ensure that all employees adhere to human rights principles and the company's Code of Conduct, workers' fundamental rights may be at risk, potentially leading to unintended negative impacts on individual employees.
Entity-specific topic		
Traffic safety *Own operations and downstream* *Short- and medium-term*	Actual negative impact	Safe driving practices protect employees, customers, and the public. Loomis emphasizes training, adherence to traffic regulations, and advanced safety systems in vehicles to minimize accident risks. Promoting traffic safety reduces injuries and supports operational efficiency and employee well-being.

Page 96 continuing

Loomis' business model is based on the secure transportation and handling of cash and other valuable goods, requiring employees with specialized training in arms, in operating heavy vehicles, and in comprehensive security protocols. The identified IROs related to the working environment and equality stem directly from the business model, as ensuring a safe and healthy workplace is crucial. This material impact is closely linked to the company's strategy and has driven Loomis' strategic target of reducing workplace injuries. In contrast, IROs related to the Code of Conduct, labor rights and human rights are not considered to be directly linked to the business model, but are instead grounded in Loomis' governance and core values, reflecting its size and global presence.

Identified material negative impacts are considered group-wide, meaning they cannot be linked to a specific branch, employee group, or event. Loomis' potential negative impacts are considered to be systemic rather than resulting from individual incidents, as they are linked to the types of materials and goods the Group procures and the geographical regions in which it operates. No material impacts within ESRS S1 Own Workforce have been identified regarding the climate change transition plan.

The material financial opportunities related to its own workforce concern talent acquisition and retention. While high turnover and competition for skilled employees can pose challenges for the sector, Loomis sees an opportunity to outperform industry peers. Benchmark data show that the security and cash-handling sector has generally high employee turnover ratios. With a business based on trust, where both service quality and risk awareness are key, attracting and retaining skilled employees supports a competitive advantage. By strengthening its position as an attractive employer, Loomis aims to reduce voluntary employee turnover by 10 percent by 2027 compared to 2024. This is expected to support operational stability, reduce replacement costs, and enhance the Group's long-term competitiveness. While Loomis has various focus areas for different groups, this opportunity is linked to the workforce overall rather than specific subgroups, and reflects the company's general dependency on a stable and skilled workforce rather than impacts on particular employee groups. No material risk of forced labor or child labor has been identified in the company's operations.

> For more information regarding the process for identifying and assessing IROs, see ESRS 2 IRO-1 on pages 70-71.

S1-1 Policies related to own workforce

Loomis has implemented Internal Rules, providing a structured framework for internal steering documents. Loomis' policies relating to its own workforce are covered by this framework. Further details on the Internal Rules are provided under G1-1 on page 112.

Loomis has two key governance documents related to its own workforce: the Human Rights Policy and the Code of Conduct. These documents guide the company's approach to human rights and labor standards. Together with a global agreement with UNI Global Union, they form the foundation of Loomis' commitment to respecting the human rights, including labor rights, of all individuals within the Group. Due to the absence of direct dialogue with key stakeholders, Loomis has not explicitly taken their interests into account when establishing these governance documents.

In 2013, Loomis signed a global agreement with the UNI Global Union and the Swedish Transport Workers' Union. The agreement aims to ensure that the rights to freedom of association and collective bargaining are respected across Loomis' global operations. It reinforces Loomis' commitment to strong relations with employees and trade unions worldwide.

In addition to Loomis' Group policies and the Global Agreement, each subsidiary has established local governance documents that set out how workforce-related matters are managed at local level. These local frameworks complement the global policies and ensure that initiatives on employee engagement, health and safety, and labor rights are adapted to the specific context of each market.

The Human Rights Policy and the Code of Conduct apply to all Loomis employees, third-party employees, such as consultants, and all legal entities within the Group and the value chain. Both policies are reviewed by Loomis and updated annually to ensure continued relevance and effectiveness. The documents are accessible to all employees via the intranet and the Loomis Group Policy hub. They are also publicly available on Loomis' website.

Together, the policies address all of the identified material IROs within the topic of own workforce. At present, Loomis does not have a formal, Group-wide accident prevention system in place. Accident prevention is primarily managed through existing local practices.

Human Rights Policy
During 2025, Loomis developed a Human Rights Policy, adopted by the Board of Directors and overseen by the Chief Human Resources Officer (CHRO). The policy replaces the previous sustainability policy by providing a clearer and more comprehensive framework for how Loomis identifies, prevents, mitigates, and monitors human rights issues across its operations and value chain. The policy clarifies and reinforces Loomis' commitment to human rights, and outlines how actual and potential human rights issues are addressed. The policy emphasizes Loomis' responsibility to respect human rights in all operations and to prevent adverse impacts arising from business activities. Reported human rights concerns are addressed through the Loomis Integrity Line process, ensuring appropriate remediation.

The policy underscores the importance of upholding workers' fundamental rights, both within Loomis' own workforce and for workers in the value chain. It is designed to be consistent with applicable human rights laws, recognized standards and collective agreements in the markets where the company operates.

Loomis has identified four groups that may be vulnerable to adverse impacts: women, migrant workers, persons with disabilities, and minorities (national, ethnic, religious, or linguistic). While only one material IRO has been identified in relation to its own workforce, the Human Rights Policy is designed to address all groups that may face elevated risks. The policy therefore provides a broader protective framework than the single material IRO. How these principles apply to Loomis' material workforce-related IROs is outlined in the policy table under ESRS 2 on page 64.

The Human Rights Policy outlines four core due diligence principles to be implemented across all legal entities:

1. Identify, assess, and prioritize
2. Prevent and mitigate
3. Monitor and track effectiveness
4. Communicate

The policy is grounded in internationally recognized human rights and labor standards and sets out Loomis' commitment to uphold and promote these principles across all markets where it operates. It commits to respecting the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, including freedom of association, the right to organize and engage in collective bargaining, the elimination of forced and child labor, equal remuneration, and non-discrimination. Loomis does not tolerate any form of harassment, discrimination or violence in the workplace and is committed to taking action to eliminate such behaviors. In addition, the Policy is designed to be consistent with other key international frameworks, including:

- International Bill of Human Rights
- OECD's Guidelines for Multinational Enterprises
- UN Global Compact
- UN Guiding Principles

Code of Conduct
The Code of Conduct, approved by the Board of Directors and overseen by the CEO, provides guidance on applying Loomis' Values: People, Service, and Integrity, in day-to-day operations, and on avoiding unethical practices, both within the company and in dealings outside of the company. It emphasizes Loomis' commitment to zero workplace injuries, equal opportunity, inclusiveness, and diversity, promoting a culture where everyone feels a sense of belonging.

Employment decisions are based on objective criteria, and discrimination based on ethnicity, skin color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, social origin, political or other opinion, trade union membership, genetic information, or any other legally protected characteristic, is not tolerated. The Code explicitly states that Loomis does not engage in, or accept, any form of child labor or forced, involuntary or trafficked labor. All employees complete annual training on the Code through Loomis Academy, the Group's e-learning platform.

Employees' right to privacy is respected throughout the organization and employee data is handled in compliance with applicable privacy and data protection laws. As Loomis is a signatory to the United Nations Global Compact, the Code of Conduct aligns with internationally recognized standards. Loomis' Code of Conduct is further described under G1-1 on pages 111-112.

Strengthening workforce initiatives
Loomis aims to strengthen initiatives within its own workforce, including its approach to employee engagement and its commitment to ensuring a safe, healthy and respectful work environment. At present, Loomis does not have a fully established Group-wide accident prevention system in place. The company continues to assess and consider opportunities to further strengthen and coordinate its approach to workplace safety. In February 2026, a new Group Health and Safety Policy was adopted, strengthening Loomis Group-wide commitments. Initiatives will be implemented during 2026.

By fostering a culture of safety, inclusiveness, and respect, Loomis aims to ensure that all employees can thrive in a supportive work environment. Initiatives that enhance employee well-being, reinforce ethical practices, and maintain high standards of workplace safety across all operations are prioritized to further support Loomis' long-term commitment to being an employer of choice.

S1-2 Processes for engaging with own workforce

In preparation for the DMA, Loomis engaged with representatives from UNI Global Union and the Swedish Transport Workers' Union. During 2025, these representatives were additionally consulted in the development of Loomis' new Human Rights training. In addition, the Swedish Transport Workers' Union has a representative on the Board of Directors. Regular employee dialogues are one of the key inputs to the DMA review process, and the company plans to further integrate these dialogues into future assessments. Engagement with employees primarily takes place at the local level. Engagement with employees and their representatives occurs continuously through these regular dialogues, covering multiple stages of assessment, development, and monitoring.

In addition, Loomis gathers information and insight through the annual European Works Council, where worker representatives meet for three days, in which management representatives participate for one day to provide information on specific topics. The Council also serves as a forum for dialogue and engagement on issues raised by the employee representatives. In 2025, the European Works Council covered topics raised by the employee representatives, as well as updates on business performance and European-specific projects, including procurement, updates to Loomis Academy, and engagement on IROs resulting from the DMA. These engagement activities are supported by the Group's HR organization and by investments in systems and processes, including the use of an externally operated whistleblowing channel.

The Chief Human Resources Officer (CHRO) is responsible for ensuring that engagement with these stakeholders occurs as planned, and that the outcomes help shape the company's approach to managing potential and actual impacts on the Group's employees. Engagement with UNI Global Union also deepens Loomis' understanding of the interests and concerns of workers globally. Loomis has not yet undertaken specific measures to gain insight into the perspectives of workforce members who may be particularly vulnerable or marginalized. The effectiveness of these engagement activities is assessed through follow-ups in the European Works Council, feedback from employee representatives, and monitoring of implemented outcomes. While employee feedback informs workforce-related policies and initiatives, Loomis has not yet established a formal process to integrate such input into strategic or business model decisions.

S1-3 Processes to remediate impacts and channels to raise concerns

Loomis currently manages remediation through delegation to each subsidiary, in line with local legislation and practices. From a Group perspective, Loomis is reviewing how to formalize processes for providing remedy in cases where the company is deemed to have caused an actual negative impact on its workforce.

To enable employees to raise concerns, Loomis provides a third-party operated whistleblower platform, known as the Loomis Integrity Line. This platform allows anyone working within the Loomis Group, including workers in the value chain, to report concerns anonymously. The Loomis Integrity Line is promoted through posters at all Loomis' sites and is accessible via links on both corporate and local websites. It is available in all languages used in countries where Loomis operates.

Employees may choose to report or address issues to the Local Management Team or the Group Management Team through the Loomis Integrity Line. Certain functions are also able to report concerns directly to the Chair of the Audit Committee. Concerns raised with the Group Management Team are handled by the Chief Human Resources Officer and the Chief Legal Officer. All allegations concerning infringement or violations of human rights are investigated by a local Loomis Integrity Line committee to ensure appropriate escalation and remediation. Any form of retaliation against individuals using the platform is strictly prohibited, as outlined in the company's Human Rights Policy and Code of Conduct.

In addition to the Loomis Integrity Line, Loomis addresses complaints through dialogue with local managers or members of the country's Human Resources function, as stipulated in the Code. The company continuously monitors the effectiveness of these reporting channels and plans to use feedback from employees to further improve the system. A process to assess employee awareness of the Loomis Integrity Line is under development. To evaluate whether employees are aware of and trust these reporting mechanisms, Loomis will conduct a global employee survey in 2026. This survey will assess both awareness of the available channels and confidence in using them. Meanwhile, the company continues to monitor the total number of reports submitted through the Loomis Integrity Line, noting that employees do raise relevant concerns, indicating that the Loomis Integrity Line is functioning.

Loomis also engages with employees through trade union representatives where unions are present. Regular dialogues are held to understand employees' perspectives and interests.

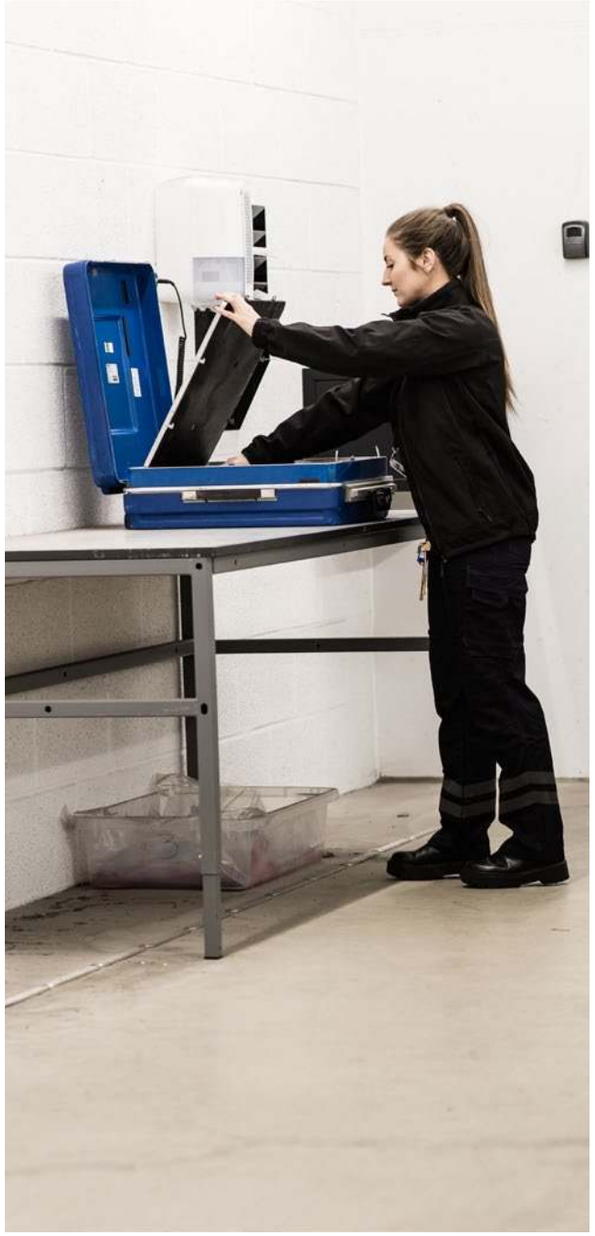
S1-4 Actions related to own workforce

Loomis identifies and manages workforce-related physical risks as part of its overarching risk management framework, recognizing that these operational risks can give rise to both actual and potential negative impacts on Loomis' own workforce.

To support this work, Loomis plans to conduct a global employee survey in 2026 to assess working conditions and ensure that company standards are being upheld. During the year, Loomis has taken steps to harmonize how health and safety is managed within each subsidiary. The first step was the creation of a group-wide Health and Safety Policy. This policy was adopted by the Board of Directors in February 2026. The policy lays the foundation for a more structured and robust health and safety management system within Loomis. More detailed reporting on these initiatives, including expected outcomes and their contribution to achieving policy objectives, will be provided once they are implemented.

To address opportunities related to talent retention and reduce inequality between genders, Loomis has launched a pilot project within recruitment practices, aimed at gaining insight, promoting equality, and creating better conditions for talent retention. Furthermore, the pilot project maps holistic behaviors and personality traits associated with high-performing individuals for certain roles, to help ensure that recruitment and promotion decisions are more objective and minimize unintentional bias. A talent development program for leaders at Loomis has also been established, designed as a series of targeted initiatives across five pillars, each focusing on leaders at different levels of seniority. The program ensures alignment with Loomis' values and beliefs and supports the attraction and retention of talent in an evolving business landscape.

Within the IRO Inequality between genders, Loomis initiated a project during 2024 that will span over the current strategic period. The project is led by two senior HR managers within the Group, and during 2025, they have, together with the wider organization, identified specific actions to improve



gender equality. The actions include reviewing the language used in job advertisements to help promote inclusivity, implementing mentorship and development programs for women, providing inclusive leadership training for managers, and highlighting women in external communications to promote representation.

All actions related to Loomis' own workforce are ongoing and are planned to continue on a rolling basis rather than within fixed time horizons. No specific resources were allocated for these purposes during 2025, and all activities were carried out within the scope of Loomis' standard business planning and operational budgets. Information regarding resources allocated to address IROs, targets set to track the effectiveness of actions taken, and any measures implemented to provide or enable remedy for actual material impacts will be included in the Sustainability Statement in the coming years. Loomis also monitors additional developments, such as regulatory changes, labor market trends, and socio-economic factors, and engages with employee representatives, including through the European Works Council (EWC), to assess whether dependencies may evolve into material risks.

In the coming years, Loomis will use insights from the DMA to further consider and identify actions in response to both actual and potential negative impacts on its own workforce. While no specific actions were implemented during the reporting year for the material IROs related to Collective bargaining, Work-life balance, and Violation of human rights and employee/employer code of conduct, these areas form part of the company's broader workforce strategy, are addressed through Loomis' Human Rights Policy, and remain under continuous review. Potential future actions will be identified and implemented as part of the ongoing refinement of Loomis' workforce strategy.

Entity-specific – Traffic safety

Loomis has had initiatives in place to reduce injuries, with specific targets on reducing injuries over the three latest strategic periods. In addition, an injury task force was established in 2023 solely focused on reducing workplace injuries at Loomis, aligning with the Group's focus on a healthy and safe work environment. The initiative covers the whole workforce. The task force focused on raising awareness of general workplace safety and on targeted communication regarding lifting techniques and traffic safety. Furthermore, to address the impacts identified in relation to its own workforce, Loomis has continued to invest in vehicle traffic security, to ensure an attractive and safe working environment. These actions were initiated in 2024 and continued into 2025; the work requires no significant expenditures.

During the 2025 double materiality process, traffic accidents were identified as an entity-specific impact, not only because of the impact they have on Loomis' own workforce but also because of the actual negative impact they may cause on other parties in a traffic accident. In the event that Loomis employees have been determined to have caused an actual negative impact, remediation most often occurs through settlements determined by the courts.

Loomis has not been able to reliably quantify the financial effects related to traffic safety during the reporting period, and no targets have been set.

> For Loomis' policies, see ESRS 2 on page 64. There is no policy specifically addressing traffic safety.

S1-5 Targets related to own workforce

To address the material impacts, risks and opportunities connected to Loomis' own workforce, the company has established two targets within the focus areas Health and safety, and Attract and retain talent. The targets cover Loomis' own workforce across the Group's operations and legal entities. These targets are part of a broader effort to strengthen employee well-being, promote a safe, inclusive, and respectful work environment, and support long-term retention. Through these efforts, Loomis aims to differentiate itself within the industry, improve employee retention, and attract new talent. By setting clear objectives and fostering regular dialogue with employees, Loomis ensures that its operations contribute positively to the experience and engagement of its workforce.

These targets were developed during an internal workshop with the Group Sustainability Team and Group Management representatives following the DMA process. The targets have been approved by the Group's management team and are not currently directly linked to the Human Rights Policy, as they were established prior to the development of the policy. However, the health and safety target is aligned with the objective of providing a healthy and safe working environment as set out in the Code. Alignment between targets and relevant policies will be addressed in the next strategic planning period, when the targets are reviewed and updated. No significant assumptions were made in setting the targets, and no external stakeholders or representatives of Loomis' workforce were involved.

The company's Board of Directors, including the employee representative appointed by the Swedish Transport Workers' union, has been informed of these targets. Loomis reports its performance against these targets annually to Group Management and the Board of Directors to facilitate monitoring and evaluation. Processes to identify potential improvements based on performance against the targets will be developed in the near future.

> Loomis' targets within its own workforce and progress in 2025 are presented in the table below.

> For more information regarding Loomis' sustainability targets, the process behind setting the targets and its implications, see page 66.

Focus areas	Target	Base year value 2024	Progress 2025	Target 2027
S Health and safety	10 percent reduction in recordable work-related injury rate by 2027 compared to 2024.	29	26	26
S Attract and retain talent	10 percent reduction in voluntary employee turnover rate by 2027 compared to 2024.	29%	26%	26%

S1-6 Characteristics of the undertaking's employees

Employee data for 2025 have been compiled at the national level and consolidated at the Group level. At the end of 2025, Loomis had 24,630 employees and the employee turnover rate during the year was 32 percent. Loomis' ongoing restructuring and efficiency initiatives have led to a reduction of total headcount during the year, while acquisitions have added approximately 700 employees.

Loomis monitors and evaluates several key performance indicators (KPIs) related to its workforce, as presented in this section, focusing on employee composition and competence development. These KPIs provide guidance in the effort to design measures and guidelines that promote equality, competence development, and effective recruitment. KPIs are measured at the end of the year and include all employee types.

> Additional information about Loomis' employees is available in Note 7 on page 137.

Employees by gender

Gender	2025
Male	17,942
Female	6,653
Other	35
Not Reported	–
Total	**24,630**

Employees by countries with at least 50 employees representing at least 10% of Loomis total employees

Country	2025
USA	10,331
France	3,290
Other	11,009

Employee turnover

	2025
Number of employees that have left during 2025	7,896
Rate of employee turnover	32%

Employees by contract type and gender

	2025				
	Female	Male	Other	Not reported	Total
Number of employees	**6,653**	**17,942**	**35**	**–**	**24,630**
Number of permanent employees	6,496	17,472	35	–	24,003
Number of temporary employees	104	415	–	–	519
Number of non-guaranteed hours employees	53	55	–	–	108

Employees by contract type and region

	2025		
	USA	Europe and Latin America	Total
Number of employees	**10,331**	**14,299**	**24,630**
Number of permanent employees	10,270	13,733	24,003
Number of temporary employees	–	519	519
Number of non-guaranteed hours employees	61	47	108

Accounting principles

Reporting scope for all social metrics under S1

- The reporting covers all active employees, counted as headcount, within Loomis' subsidiaries as of the cut-off date of Dec. 31, 2025.
- All employment types are included in the reporting: permanent, temporary and non-guaranteed hours employees.
- Consultants are not included in the reporting.
- All subsidiaries are included in the reporting.
- The disclosed metrics follow the methodologies mandated by ESRS and relevant ESRS indicators have been applied. No Loomis-specific metrics were selected, and while no limitations of the applied methodologies have been identified, any potential limitations will continue to be monitored and addressed in future reporting.

Employee data

- Employee data is reported as of the cut-off date of December 31, 2025.
- The definitions and application of different employment types may vary between countries. Loomis applies the relevant national legal definitions in each country of operation when classifying employees, and aggregates country-level data to Group level accordingly.
- Gender distribution is based on self-reported gender identity in local HR systems and covers women, men, and, where available, other gender identities in line with applicable laws and internal guidelines.
- For country-specific employee data, a disclosure threshold of 10 percent of Loomis Group employees is applied, which equals 2,463 employees as of the reporting date. Sustainability disclosures use headcount and will vary from the FTE (full-time equivalent) data provided in the financial note.
- Geographic distribution of employees is calculated by aggregating the total headcount of employees within the specific geographical locations where Loomis operates and includes locations that have more than 10 percent of Loomis' total employees.

Employee turnover

- Employee turnover rate is calculated by dividing the number of employees who left the company voluntarily or due to dismissal, retirement, or death in service during the reporting year by the average number of employees during the same period.
- The average number of employees is calculated by adding 50 percent of the total employees that have left during the year minus total employees that have joined during the year to the number of active employees by the year end.

Definitions

- **Active employees:** Employees who are currently employed by Loomis and have not terminated their employment as of the cut-off date.
- **Permanent employees:** Employees engaged under an employment contract with no predetermined end date, providing ongoing employment subject to applicable notice periods under national law.
- **Temporary employees:** Employees engaged under an employment contract with a fixed duration or for a specific task or project, where the employment relationship ends at a defined date or upon completion of the assignment, in accordance with applicable national legislation.
- **Non-guaranteed hours employees:** Non-guaranteed hours employees are employed by the undertaking without a guarantee of a minimum or fixed number of working hours.

S1-8 Collective bargaining coverage and social dialogue

Approximately 48 percent of Loomis employees globally are covered by collective bargaining agreements. Within the European Economic Area (EEA), Loomis has 24 collective bargaining agreements, covering around 94 percent of employees in the region.

Since 2013, Loomis' undertakings regarding freedom of association and trade union rights have been set out in a global agreement, supporting employees' rights to organize and to exercise freedom of association. Each Country President is responsible for ensuring that collective bargaining agreements are prepared, signed, and upheld locally, in accordance with applicable laws.

Representatives from Loomis' management and the European Works Council, comprised of employee representatives from across the European organization, meet annually to promote dialogue between trade unions and management. In addition, there are ongoing dialogues with trade unions at the local level in all countries where Loomis has signed collective agreements.

Accounting principles

The percentage of employees covered by collective bargaining agreements is calculated as number of employees covered by such agreements divided by total number of employees in the Loomis Group.

Workers' representatives are defined as trade union representatives who represent the workforce in specific locations on employee-related matters. Loomis reports for EEA countries where it has significant employment, defined as at least 50 employees representing at least 10 percent of its total workforce. For applicable countries, Loomis presents the percentage of employees in each country who work at establishments* where employees are represented by workers' representatives. This percentage is calculated as the number of employees at establishments with workers' representatives divided by the total number of employees, multiplied by 100.

** Any place of operation where Loomis carries out a non-transitory economic activity with human means and goods.*

Collective bargaining coverage and social dialogue

	Collective Bargaining Coverage		Social dialogue
Coverage rate	**Employees – EEA** (for countries with >50 empl. representing >10% total empl.)	**Employees – Non-EEA** (estimate for regions with >50 empl. representing >10% total empl.)	**Workplace representation – EEA only** (for countries with >50 empl. representing >10% total empl.)
0–19%	–	Region USA	–
20–39%	–	–	–
40–59%	–	–	–
60–79%	–	–	–
80–100%	France	–	France

Social dialogue

	Ratio
Metric	**2025**
Global percentage of employees covered by workers' representatives	49%
Percentage of employees covered by workers' representatives – France	100%
Agreement with EWC, SE or SCE (Yes/no)	Yes

S1-9 Diversity metrics

Loomis is committed to promoting equality and fostering a work environment and culture that value merit within its own workforce. Loomis works proactively with knowledge awareness by promoting diversity and providing training for managers.

The tables below present the current gender distribution as well as the age distribution across top management.

Accounting principles

Age distribution of employees is calculated by aggregating the total number of employees in the following categories: under 30, between 30 and 50, and 50 years or older.

Top management is defined as members of country/district management teams, Group Management, regional management team (regional VPs and their executive committee/team), CEOs for local entities and their executive team.

Gender distribution in top management is calculated by dividing the total number of women and men, respectively, by the combined headcount of all top management employees, resulting in the distribution share for each gender.

Employees by age

	Number of Employees
Age	**2025**
<30 years	17%
30-50 years	50%
>50 years	33%

Gender distribution in top management

	Elected board of directors		Group Management		Top management including Group Management	
2025	**Number**	**Percentage**	**Number**	**Percentage**	**Number**	**Percentage**
Female	3	43%	1	14%	41	21%
Male	4	57%	6	86%	157	79%

S1-10 Adequate wages

While this topic in itself has not been identified as a material topic, Loomis has chosen to provide disclosures as the information is deemed relevant for certain stakeholders.

Loomis ensures that all employees within the workforce receive adequate wages. This is monitored through a survey in which the HR function of each subsidiary responds to questions regarding how wage adequacy is secured, whether in accordance with national laws and regulations, collective bargaining agreements as guided by union expectations, or through industry benchmarks. Fair wages are also part of Loomis' policy commitments, as described under S1-1 on page 97.

The lowest wage is calculated for the lowest pay category, excluding interns and apprentices, based on the basic wage plus any fixed additional payments guaranteed to all employees. The lowest wage has also been assessed separately for each country in which Loomis operates, except in non-EEA countries where the relevant adequate or minimum wage is defined at a subnational level.

S1-13 Training and skills development

S1-13 is subject to the phase-in allowance under ESRS 1. Loomis therefore reports the required metrics on an aggregated basis, but omits the breakdown by gender in its first year of preparation of its Sustainability Statement.

Loomis encourages employee growth and skill development by providing comprehensive opportunities for training, job enrichment, and increased responsibility. Central to this effort is Loomis Academy, a digital platform that enables internal education and plays a key role in ensuring that all employees have the knowledge and skills necessary to deliver professional services to customers. The platform also helps employees maintain control of their own safety while upholding Loomis' values, providing mandatory training in areas such as handling acute, dangerous and unexpected situations, defense tactics, and the safe handling of weapons. During 2025, Loomis transitioned to a new underlying supplier for Loomis Academy, and the training statistics presented in this report are therefore from the new supplier and do not include legacy statistics from the old supplier.

Beyond platform-based learning, Loomis has designed a talent development program consisting of five pillars: Being a leader at Loomis, Grow with Loomis, the First Line Leader Toolkit, Catalyst and Lead 2027. The program provides leaders at diverse levels and different stages of their careers with a solid foundation to meet expectations and tackle challenges. Frequent risk training further complements these efforts, keeping employees informed of the latest developments and allowing them to practice their skills in the field, though this type of on-the-job training is not captured under reported training hours.

In 2025, each employee completed an average of 2 hours of digital training in addition to on-the-job training. Loomis also rolled out a new e-learning module on Human Rights at Work, designed to strengthen awareness of rights and responsibilities in daily leadership. The training is mandatory for top leaders globally and will be completed by the end of March 2026, reinforcing the company's commitment to building competence on human rights within the organization. During the year, 49 percent of Loomis' workforce participated in regular performance and career development reviews.

Metric	Total
Percentage of employees participating in regular performance and career development reviews (%)	49%
Average training hours per employee	2

Accounting principles

A regular performance review is defined as a review based on criteria known to the employee and their supervisor, conducted with the employee's knowledge at least once per year. Employee headcount, as reported under S1-6 on page 101, is used to calculate the number and proportion of performance reviews per employee, as well as the number of reviews relative to the number agreed by management.

For reporting average training, Loomis calculates the total number of training hours offered to and completed by employees within the Loomis e-learning platform, Loomis Academy. It therefore only includes digital training and not classroom or on-the-job training.

S1-14 Health and safety

S1-14 is subject to the phase-in allowance under ESRS 1. Loomis therefore omits reporting on non-employees for the first year of preparation of its Sustainability Statement.

As stated in Loomis' Code of Conduct, the company has a vision of zero injuries. Loomis actively pursues improvements in this area by closely monitoring and documenting cases of occupational ill health and workplace injuries.

In 2024, the definition of workplace injuries was changed from lost time to recordable work-related injuries to align with CSRD datapoints. Loomis identified inconsistencies across countries in interpreting recordable work-related injuries through training and data quality validation activities. Reporting for France, Spain, and Turkey has been corrected, and therefore the 2024 recordable work-related injury rate, which serves as the baseline for the injury reduction target, has been restated from 28 to 29.

The datapoints for Loomis' own workforce within Health and Safety are presented in the table below.

Metric	Unit	2025
Share of employees covered by recognized health and safety system	%	100
Fatalities as result of work-related injury and work-related ill health	Number	0
Fatalities of value chain workers occurred on Loomis' sites	Number	0
Recordable work-related injuries	Number	1,292
Recordable work-related injuries	Rate	26
Cases of recordable work-related ill health	Number	74
Calendar days lost due to work-related injuries and fatalities from work-related injuries, work-related ill health and fatalities from ill health	Number	16,029

Accounting principles

- The number and percentage of employees covered by the health and safety management systems are reported on a headcount basis.
- Health and safety management systems refer to local legal requirements or recognized standards or guidelines.
- Fatalities resulting from work-related injuries and work-related illness are reported jointly.

Definitions

Fatality: Loss of life resulting from a work-related injury or ill health.

Recordable work-related injuries: Injuries arising from exposure to workplace hazards that result in death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness. The rate is calculated as the respective number of work-related injuries divided by the total hours worked by the own workforce, multiplied by 1,000,000.

Recordable work-related ill health: Work-related ill health includes acute, recurring, and chronic health problems caused or aggravated by work conditions or practices. These include musculoskeletal disorders, skin and respiratory diseases, malignant cancers, diseases caused by physical agents (for example, noise-induced hearing loss, vibration-caused diseases), and mental illnesses (for example, anxiety, post-traumatic stress disorder). Cases outlined in the ILO List of Occupational Diseases are included.

The cases disclosed relate to cases of work-related ill health voluntarily shared by the employee with Loomis during the reporting period.

Calendar days lost due to work-related injuries and fatalities: Includes both the first and last day of absence and is calculated in calendar days, including days when the employee was not scheduled to work.

S1-16 Remuneration metrics

As part of its commitment to fair and objective employment terms and remuneration, Loomis records and monitors developments in the gender pay gap as well as overall employee remuneration.

The datapoints for remuneration and fair wages in the table below present the situation for the full year 2025 and are calculated according to the accounting principles to the right.

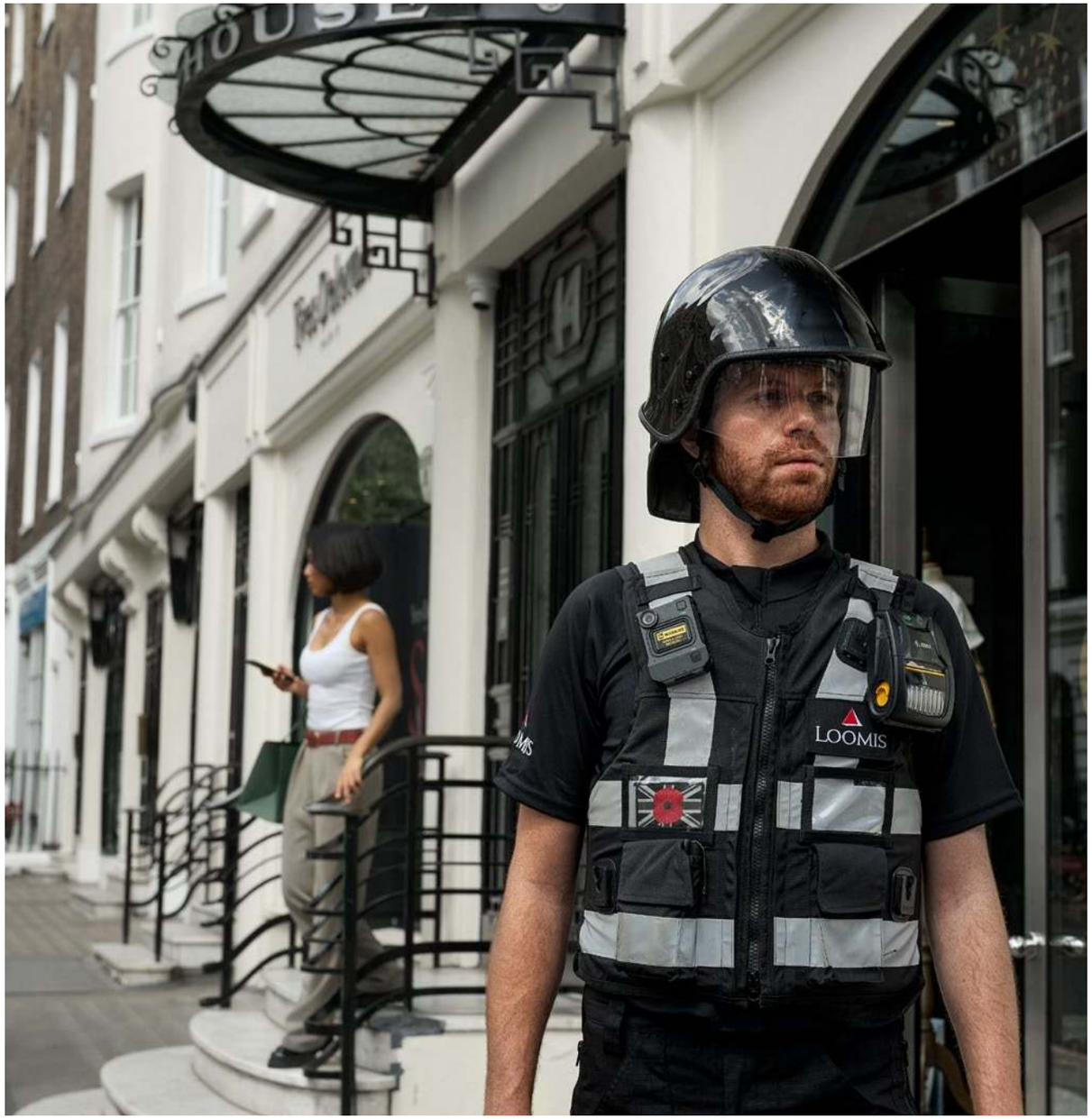
Note that remuneration for the gender pay gap is aggregated across all employees by gender, regardless of roles, responsibilities, seniority, and country of employment. Therefore, it does not take into account the concept of equal work. Both remuneration ratios are calculated without adjustments for differences in cost of living between countries. All employees are included in the total remuneration ratio, which will affect the median as part-time employees, temporary employees and employees on leave might not receive a full year's wage.

Remuneration and fair wages

Metric	Unit	2025
Gender pay gap	%	1.4
Annual total remuneration ratio	Number	97

Accounting principles

- Remuneration data is reported for current employees based on headcount as of the cut-off date.
- For the annual remuneration ratio, all employees are included. Base salary and performance-based cash bonuses are included when calculating annual remuneration. Other compensation such as allowances, pensions, and stock option programs is not included.
- Gender pay gap is calculated as the difference between the average gross hourly pay of male and female employees, divided by the average gross hourly pay of male employees, and multiplied by 100.
- Average gross hourly pay is calculated by dividing the annual base salary by the annual contracted work hours for monthly salaried employees, and by the annual actual worked hours for hourly salaried employees.
- Gender pay gap is aggregated across all employees regardless of roles, responsibilities, seniority and country of employment.



S1-17 Incidents, complaints and severe human rights impacts

Loomis maintains a strict zero-tolerance policy on discrimination, harassment, and violence. No employee shall be subject to mistreatment based on ethnicity, skin color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, social origin, political or other opinion, trade union membership, genetic information, or any other characteristic protected by law.

Any breach of the Code can be reported through Loomis' reporting channels, enabling its own workforce to raise concerns. Each reported issue is addressed individually and in an expedited manner. Loomis continuously aims to improve as an employer in this regard. One example is the ongoing training programs within Loomis Academy, which represent a key area of improvement.

The reported number of incidents related to discrimination, harassment, and violence was 112 in 2025.

During 2025 the total amount of fines, penalties, and compensation for damages, as a result of the incidents and complaints, amounted to SEK 5 million.

No human rights incidents, such as forced labor, human trafficking or child labor, were reported, or in other ways identified, during 2025.

The datapoints within Incidents, complaints and severe human rights impacts for 2025 are presented in the table below.

Accounting principles

- Data regarding incidents related to discrimination, harassment, and violence is collected on a regional level and consolidated at the Group level.
- Severe human rights incidents include instances of lawsuits, formal complaints through the undertaking or third-party complaint mechanisms, serious allegations in public reports or the media, where these are connected to the undertaking's own workforce, and the fact of the incidents is not disputed by the undertaking, as well as any other severe impacts of which the undertaking is aware.

Incidents, complaints and severe human rights impacts

Metric	Unit	2025
Incidents of discrimination, including harassment	Number	112
Complaints filed through Loomis Integrity Line from Loomis' own workers	Number	320
Fines, penalties and compensation for damages paid out as a result of above incidents	SEK m	5
Severe human rights incidents (forced labor, human trafficking or child labor) connected to own workforce	Number	0
Fines, penalties and compensation for damages paid out as a result of above incidents	SEK m	–

S2 Workers in the value chain

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Under the ESRS Quick Fix amendments, Loomis provides brief information on its S2-related policies, actions, targets, and metrics, as the topic is material under its double materiality assessment.

Within the topic of Workers in the value chain, Loomis has identified one IRO that is considered material from an impact perspective. The identification process is based on an analysis of the industries from which products are sourced. Compared to the previous reporting period, Loomis has consolidated the two previously reported IROs related to supplier working conditions and non-compliance with Loomis' Supplier Code of Conduct into a single overarching IRO addressing human rights violations further down in the supply chain. The consolidation reflects that both previous IROs are managed in the same way and provides a clearer and more transparent view of human rights risks across the value chain.

The impact is considered potential as Loomis, to date, has not received any incident reports of violations at any tier. The identified potential negative impact is considered systemic in nature, as it relates to general sector- and geography-specific human rights risks in certain upstream industries, rather than to isolated incidents or specific business relationships. Loomis operates a decentralized purchasing organization, with only a few suppliers managed at the group level. As a result, the identification of potential impacts is based on analysis of the goods or services procured and the known risks associated with these value chains. Furthermore, the identified potential impact on value chain workers does not originate from, and is not connected to, Loomis' strategy and business model.

Impacts, risks and opportunities		Description
Human rights violations further down in the supply chain *Upstream and downstream* *Short-, medium- and long-term*	Potential negative impact	Loomis purchases goods from the textile, oil & gas, automotive, electronics, and transportation supply chains, which are associated with potential human rights risks such as working conditions (specifically health and safety), workers' rights and freedom of association, forced labor, child labor, and living wages.

> For more information regarding the process for identifying and assessing IROs, see ESRS 2 IRO-1 on pages 70-71.

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The company has not adapted its business model according to the impact identified for value chain workers as it has been assessed that the strategy and business model are not directly linked to, or dependent on, any negative impact on the value chain workers. In the previous year, Loomis engaged with external consultants to review the products and services procured by its subsidiaries and based its IROs on the findings of that review. Given the underlying analysis, Loomis believes that all value chain workers likely to be materially impacted are included in the scope of the review.

Loomis' business model and procurement categories are not directly linked to sectors materially affected by the green transition, such as mining, critical minerals or renewable energy equipment production. Therefore, no material negative impacts on workers in the value chain related to the green transition have been identified.

Characteristics of workers in the value chain

Workers who could be materially impacted by working conditions are primarily those outside the European Union and the United States, where labor laws are less stringent. These workers are generally employed by entities within Loomis' upstream value chain.

After reviewing the locations of Loomis' 200 largest top-tier suppliers, no significant risk of child labor has been identified in specific geographies. However, there is an increased risk of forced labor or modern slavery in the Turkish market. Given the nature of the goods and services procured, it remains challenging to fully rule out the presence of such risks within the supply chain. Although Loomis carefully manages these risks, including through the Supplier Code of Conduct, the company recognizes this as a potential negative impact.

The identified impact related to suppliers' working conditions is connected to other aspects of labor, including health and safety, diversity, and working hours. These concerns are particularly relevant in industries further up the supply chain, such as vehicle manufacturing, crude oil extraction and uniform production. Since these industries are generally associated with higher risks related to working conditions and other work-related rights, the identified impact is considered widespread within these sectors.

Loomis is developing a methodology to assess whether negative impacts pose a greater risk to workers with specific characteristics, such as young workers, female workers, or migrant workers. To date, no young workers, female workers, or migrant workers have been specifically identified as being at higher risk. The identified impact relates to all workers in Loomis' value chain, rather than any subgroup.

S2-1 Policies related to value chain workers

Loomis has a Supplier Code of Conduct applied to all suppliers, ensuring that both direct suppliers and sub-contractors follow the same business practices and are held to the same ethical standards as Loomis. The steering document is adopted and overseen by the CEO. Due to the absence of direct dialogue with key stakeholders, Loomis has not explicitly taken their interests into account when establishing the Supplier Code.

The Supplier Code outlines Loomis' core values related to people, service and integrity, as well as its commitment to environmental, social and governance sustainability. The principles are based on Loomis' Human Rights Policy and the following internationally recognized standards:

- ILO Declaration on Fundamental Principles and Rights at Work
- International Bill of Human Rights
- OECD's Guidelines for Multinational Enterprises
- UN Global Compact
- UN Guiding Principles

Loomis supports all principles outlined in these standards, including adherence to applicable laws and regulations, respect for labor and human rights, promotion of fair working conditions, and active efforts to eliminate discrimination and harassment in the workplace. The Supplier Code explicitly prohibits any form of forced labor, child labor or human trafficking. It also sets out expectations regarding anti-corruption, anti-money laundering, and data protection. In the event of misconduct, suppliers are required to notify Loomis as soon as possible. Failure to rectify non-compliance constitutes a material breach of contract, giving Loomis the right to terminate the contractual agreement with the supplier.

Other relevant steering documents include the Code and the Environment Policy, further described on pages 111-112 and 79.

Information regarding engagement with value chain workers is further detailed under S2-2.

S2-2 Engaging with value chain workers

Loomis has procured an external service platform to better understand supplier perspectives and engage with suppliers. However, due to limited information availability during the year, decisions and activities aimed at managing impacts on value chain workers have not yet incorporated these supplier perspectives. This is largely because Loomis has awaited the forthcoming regulatory requirements under the Corporate Sustainability Due Diligence Directive (CSDDD).

As a result, the company currently has no direct contact with value chain workers, their representatives, or credible proxies. While the collaboration with the external service platform has been initiated, Loomis has not yet established a formalized process for engaging directly with workers in the value chain, nor defined a detailed timeline for introducing such dialogue. Engagement activities with suppliers are planned to commence during 2026.

Loomis does not have a separate channel specifically designed for workers in the value chain to raise concerns. Instead, the Loomis Integrity Line is accessible for workers in the value chain and is referenced in the Supplier Code and on Loomis' corporate and local websites. Loomis acknowledges that awareness of this channel among workers in the value chain may be limited and aims to strengthen engagement with suppliers to explore ways to further inform their workers in the value chain about this reporting option.

S2-3 Processes to remediate impacts and channels to raise concerns

Currently, processes for remediating negative impacts, and dedicated channels for value chain workers to raise concerns, are not yet established. No concerns were reported through existing channels during the year, although Loomis recognizes that this may not fully reflect all potential issues in the value chain. These areas will be further examined and developed over the coming years as part of Loomis' ongoing efforts to strengthen its due diligence processes.

S2-4 Actions related to workers in the value chain

Aside from the development of the Supplier Code, Loomis has not yet taken concrete actions to prevent or mitigate negative impacts on workers in the value chain. Nor has the company taken steps to provide remedy in relation to such impacts. Furthermore, no actions or initiatives have yet been implemented to generate positive impacts for the value chain workers.

When initiating the work to identify necessary actions to mitigate negative impacts or promote positive ones, Loomis intends to apply a due diligence process aligned with the OECD Guidelines for Multinational Enterprises. The company recognizes that implementing such processes is complex and that full integration across the organization will take time.

During 2025, no severe human rights issues or incidents were reported in either the upstream or downstream value chain. Loomis has not allocated significant financial resources to managing impacts on workers in the value chain to date.

Based on the assessment of its procurement and operational practices, Loomis has not identified any business practices that are directly causing or contributing to material negative impacts on workers in the value chain. As no actions have been taken yet, Loomis has not established formal processes to address or provide remedy for actual or potential negative impacts on value chain workers, nor has it implemented monitoring mechanisms. Both the processes and monitoring will be developed and reassessed as part of the future due diligence framework.

S2-5 Targets related to workers in the value chain

To manage negative impacts on workers in the value chain, Loomis has set a target to conduct a human rights risk assessment of 100 strategic suppliers by the end of 2027. The target was selected as a result of a peer analysis and evaluation of internal capabilities. While this assessment will not in itself directly reduce negative impacts, it will provide Loomis with valuable insights to develop more targeted actions for mitigating such impacts and identifying opportunities for positive change. Loomis does not currently have other measurable outcome-oriented targets for value chain impacts.

During 2025, which also serves as the baseline year, the company assessed 16 suppliers and will continue its efforts throughout 2026 by establishing methods for tracking progress toward the target. The effectiveness of policies and actions is monitored through the assessment process, with progress evaluated using qualitative and quantitative indicators, including the number of suppliers assessed and improvements in risk management practices over time. The assessment process will be further refined over time to ensure improved accuracy and effectiveness.

> The goal is further described under G1 on page 114.

G

Governance and compliance

Business conduct and integrity are central to Loomis' operations and long-term success. Operating across multiple countries and handling cash and valuables, the company is committed to managing risks such as financial crime and anti-money laundering, while promoting positive impacts. Loomis actively supports financial inclusion by ensuring access to cash for populations without digital payment options, helping protect consumer choice and privacy, and contributing to a more equitable and resilient society.

Guided by its core values of People, Service, and Integrity, Loomis strives to maintain high ethical standards, foster trust with customers and stakeholders, and ensure responsible business conduct across all markets in which it operates.

Read more

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G1 Business Conduct

Impact, risk and opportunity management

Business conduct is a material topic for Loomis due to the inherent risks associated with transporting and handling valuable goods, as well as the company's potential to generate positive societal impact. Loomis relies on a strong culture of integrity and compliance to safeguard its operations and protect long-term financial performance, while also recognizing its role in promoting financial inclusion and protecting consumer rights through responsible engagement with regulators and policymakers.

Within the topic of business conduct, Loomis has identified two material IROs as well as three entity-specific IROs that are not fully covered by G1 Business Conduct. The IROs were identified through engagement with investors, customers, and regulatory stakeholders, complemented by internal expertise in compliance, risk management, and security operations. In the assessment, Loomis considered factors such as the geographic locations in which it operates, specific activities within the cash handling and cash-in-transit sector, its role in the broader financial services ecosystem, and the structure of transactions involving cash movement, processing, and storage. Compared to the previous reporting year, changes have been made to the set of identified IROs following an updated DMA to better reflect IROs that deliver meaningful impact. As a result, one entity-specific IRO was removed, as it is considered a minimum expectation rather than a business opportunity, and the entity-specific IRO on political influence and lobbying for financial inclusion was added.

Impacts, risks and opportunities		Description
Political influence and lobbying activities for financial inclusion *Downstream* *Short-, medium- and long-term*	Actual positive impact	Loomis engages with regulators and special interest groups to support the continued use of cash in society. This helps secure financial inclusion for populations without access to digital payments, while also protecting privacy rights and consumer choice.
Fragmented compliance culture leading to reputational and financial damage *Upstream, own operations and downstream* *Short- and medium-term*	Risk	Loomis operates in multiple countries with autonomous subsidiaries, making it challenging to maintain a consistent compliance culture. Weak adherence to group policies or local laws on discrimination, harassment, corruption, bribery, or health and safety can lead to litigation, reputational damage, and harm to employees or the supply chain.
Entity-specific topics		
Failure to hinder money laundering *Downstream* *Short-, medium- and long-term*	Potential negative impact	Loomis must comply with AML and CTF regulations due to its role in handling third-party cash and valuables. As a service provider, the company must prevent corruption, bribery, and money laundering, as any failure could allow Loomis to be misused for criminal activities.
Non-compliance with anti-money laundering regulations *Own operations* *Short- and medium-term*	Risk	Non-compliance or deviation from the requirements surrounding anti-money laundering practices could result in fines or other sanctions from authorities.
Financial inclusion *Downstream* *Short-, medium- and long-term*	Actual positive impact	Loomis' business model enables financial inclusion, as access to cash is essential for society, particularly for those without digital access, including elderly populations and children.

Loomis' material impacts include positive contributions to financial inclusion by ensuring access to cash for populations without digital payment options, including elderly people and children, and through political engagement that supports the continued acceptance of cash in society, protecting consumer choice and privacy rights. At the same time, the company faces risks and potential negative impact related to shortcomings in anti-money laundering (AML) and non-compliance with AML and Counter-Terrorist Financing (CTF) regulations, where failure could allow Loomis to be misused for criminal activities and result in fines or other sanctions, as well as risks associated with a fragmented compliance culture.

Managing these material IROs is closely integrated with Loomis' operational strategy and overarching business model. As a provider of secure cash handling and transport services, Loomis relies on strict compliance processes, transparent governance, and effective risk controls across all markets. Strengthening internal business culture, enhancing AML procedures, and maintaining responsible lobbying practices are therefore core activities to mitigate risks and safeguard stakeholder trust. Loomis continuously monitors regulatory developments, industry standards, and stakeholder expectations, and adapts its governance framework to uphold high ethical standards and reduce its exposure to governance-related risks.

> For more information regarding the process for identifying and assessing IROs, see ESRS 2 IRO-1 on pages 70-71.

G1-1 Business conduct policies and corporate culture

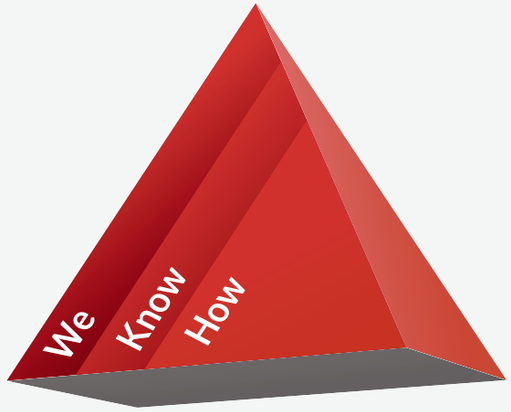
The Loomis Model is organized around three key elements: **We, Know, How**.

We describes how Loomis builds and maintains its corporate culture, emphasizing shared values, ethical conduct, leadership accountability, and a coherent approach to sustainability and safety.

Know focuses on knowledge sharing and continuous learning, covering core operational processes, services offered, and best practices from across the Group to guide business development.

How illustrates how local units apply the Model's principles in practice, implement business processes, and drive continuous improvement.

The Loomis Model is supported by tools and platforms that encourage the exchange of knowledge, strengthen leadership skills, and reinforce operational standards. Through this approach, Loomis ensures a consistent corporate culture while enabling local units to perform effectively, innovate, and develop their businesses.



Loomis operates a decentralized business model with approximately 400 branches in more than 25 countries. This structure allows each unit to adapt to local market conditions, maintain close relationships with customers, and foster entrepreneurship. The ability to respond to local needs is essential for navigating complex regulatory requirements, security standards, and the ongoing digital transformation. Corporate culture is currently evaluated mainly at the local level, reflecting Loomis' decentralized structure. From 2026, a Group-wide employee survey platform is expected to enable more centralized evaluation of corporate culture.

A strong business culture provides a unifying foundation across the Group and supports effective decision-making, leadership, and operational excellence. The Loomis Model serves as the cornerstone of this culture, combining the company's values, Code of Conduct, leadership principles, and guidelines for sustainability, social responsibility, and safety. It provides a structured framework for how Loomis operates as a global business while allowing flexibility at the local level.

The Loomis Code of Conduct

Loomis' Code of Conduct is central to its governance framework and establishes the ethical expectations for all employees, managers and Board members across the Group. The Code is grounded in Loomis' three core values: People, Service, and Integrity.

- **People**: Loomis is committed to developing quality people and treating everyone with respect.
- **Service**: Loomis strives for exceptional quality and innovation, as well as exceeding customers' expectations.
- **Integrity**: Loomis performs with honesty, vigilance and high ethics.

The purpose of the Code is to provide guidance for how to apply Loomis' values in the daily work at Loomis and how to avoid unethical practices, both within the company and in dealings outside of the company. The Code is structured around three dimensions.

1. **Within the company: Guidelines for ethical relationships at Loomis.**

   The Code defines the commitments that govern the relationship between Loomis and its employees, including expectations on respectful treatment, professionalism, and workplace integrity. It outlines both the organization's responsibilities towards employees and employees' responsibilities in upholding Loomis' values.

2. **Outside the company: Guidelines for ethical relationships with external parties, customers, suppliers, governments, the general public, and other external stakeholders.**

   The Code sets out guidelines for ethical conduct with customers, suppliers, governments and the general public. It reflects Loomis' commitments to transparency and trust, ensuring that all external engagements are carried out with honesty, high ethical standards, and vigilance.

3. **Compliance responsibilities: Allocating responsibility for the Code within Loomis.**

   The Code allocates responsibility for ethical conduct across the Group. All employees are required to understand and follow the Code and consult additional steering documents relevant to their roles. Managers are expected to act as role models and promote a culture of integrity within their teams. Country Presidents are responsible for local implementation, alignment with national legislation and ensuring that relevant training is provided. The Board of Directors has ultimate responsibility for the Code, while the CEO holds overall accountability for its execution.

The Code applies to all employees, including temporary staff, part-time workers, managers, and directors of Group entities. It also sets ethical expectations for consultants and suppliers, supported by a separate Supplier Code of Conduct.

The CEO holds overall responsibility for the Code within the Group and has delegated functional responsibility to the CHRO. Business conduct within the Group's operations is overseen by the CHRO, while vendor-related management

is overseen by the CFO. The Head of Group Compliance is responsible for second-line control of business conduct and compliance across the organization.

The Code is reviewed annually and adopted by the Board of Directors. Group Management and the Board include individuals with relevant expertise in compliance, anti-corruption, anti-bribery, and financial crime prevention, and they have access to additional internal expertise where needed. Through this governance structure and clear allocation of responsibilities, the Code ensures consistent expectations for ethical behavior across all markets in which Loomis operates. The Code is publicly available on Loomis' website.

Violation of the Code of Conduct

Loomis has a strict zero-tolerance approach to breaches of the Code or other Group steering documents. All suspected violations, including misconduct, are assessed and, where necessary, investigated in line with established procedures to ensure objectivity, confidentiality, and appropriate corrective measures.

Employees are expected and encouraged to raise concerns about unethical, unlawful, or inappropriate behavior as early as possible. Concerns can be reported through several channels. Employees are primarily encouraged to speak with their local manager or a representative from the Human Resources function in their country of operation. If an individual does not feel comfortable using these routes, concerns can be submitted through the Loomis Integrity Line, the Group's externally operated whistleblowing channel. The Loomis Integrity Line supports anonymous reporting and allows the reporter to determine whether the matter should be directed to the local organization or to Group Management.

Loomis ensures that reports can be made safely, confidentially, and without undue interference. There will never be any retaliation against employees reporting violations or suspected misconduct in good faith. Any employee found engaging in retaliation will be subject to disciplinary action.

Internal Rules and governance structure

To ensure consistency, accountability and regulatory compliance across all markets, Loomis applies a set of internal steering documents, referred to as the Loomis Internal Rules. These Internal Rules complement the external laws and regulations applicable to the Group's operations and form an integral part of its governance and business conduct framework. The main components include the Articles of Association, rules of procedure for the Board of Directors, instructions for the Board Committees and the CEO, and a set of Group-wide steering documents.

The Internal Rules are organized into four levels.

- **Policies**, adopted by the Board of Directors, define the Group's guiding principles for key operational and financial areas.
- **CEO Instructions** provide further direction on Policies or other important matters and are adopted by the President and CEO.
- **Guidelines**, issued by members of the Group Management Team, translate the Policies and CEO Instructions into more detailed operational requirements.
- **Handbooks**, also issued by Group Management, offer practical information for implementing these requirements.

Subsidiaries may establish additional Local Internal Rules where necessary, provided these are relevant to the local country or company and align with the Group's overarching governance framework and Internal Rules.

All parts of the organization are required to fully adhere to the Internal Rules. Where deviations are necessary, Loomis applies a documented exemption process to ensure transparency and effective corporate control. Loomis does not accept any violations of the Internal Rules unless an exemption has been granted, and any non-approved breaches are generally remediated as compliance deficiencies, while cases involving misconduct are investigated and followed by corrective action.

The Internal Rules are further structured into distinct governance areas, each overseen by a designated Governance Area Owner from Group Management. The Governance Area Owner holds overall responsibility for ensuring that the Internal Rules within their area are adequate, effective, and relevant.

Governance areas are often divided into subareas led by appointed Functional Owners, responsible for maintaining and updating the Internal Rules within their subarea. As part of Loomis' annual governance wheel, Functional Owners review and update their respective rules and ensure that appropriate implementation measures are in place throughout the organization.

> For more information regarding Loomis' policies, see ESRS 2 on page 64.

Business conduct policies

Loomis' Anti-Bribery Policy complements the Code and sets clear expectations for preventing corruption across the Group. The policy, adopted by the Board of Directors, applies across all Group entities worldwide and forms an integral part of Loomis' governance framework for ethical business conduct, covering all employees, Board members of Loomis and its subsidiaries, as well as consultants working under Loomis' direction. It prohibits any offer, promise, payment, or gift of value made with the intention of improperly influencing a business decision, covering both interactions with public officials and commercial counterparts. Particular attention is placed on situations involving government representatives, where the risk of improper influence is typically higher.

Loomis maintains a zero-tolerance approach to bribery and corruption. Any breach of the policy or relevant anti-bribery legislation may result in severe consequences for the individual involved, including disciplinary actions and legal penalties, as well as regulatory or financial repercussions for the company. The Anti-Bribery Policy was revised in 2025 and is planned for formal adoption in 2026, with the intention to align fully with the United Nations Convention against Corruption (UNCAC).

Loomis has not yet identified the functions that are most at risk in respect of corruption and bribery. However, a mapping of exposed functions is ongoing, with the aim of completion by the end of 2026.

To mitigate these risks and strengthen internal controls, all employees must complete annual Code of Conduct training, and senior executives are required to participate in yearly training on Group policies. For executives, non-completion affects bonus eligibility, reinforcing accountability and contributing to a high level of awareness of business conduct expectations.

Loomis' Anti-Money Laundering and Countering the Financing of Terrorism (AML/CTF) Policy defines the principles and responsibilities guiding the Group's efforts to prevent illicit financial activities and ensure compliance with applicable regulatory requirements. The policy outlines how Loomis identifies and manages AML/CTF risks in its operations and supports the Group's broader customer strategy, contributing to the integrity and stability of the financial system and helping to protect its reputation. The policy forms a key component of Loomis' business conduct and compliance framework, especially given the Group's role in the cash cycle and exposure to financial crime risks.

Loomis' Compliance Policy sets out the structure and responsibilities of how compliance is managed within the Group. Its objective is to ensure that compliance risks are systematically identified, assessed, and mitigated, and that all entities within the Group adhere to applicable laws, regulations, and internal steering documents. The policy serves as a framework for maintaining high standards of regulatory compliance and ethical conduct across all markets where Loomis operates. Compliance and business conduct are ongoing efforts within the Group and no specific actions have been implemented during the year.

Detection and investigation of misconduct

Loomis has several mechanisms in place to detect, report, and respond to misconduct across the Group. A key component is the Loomis Integrity Line. Among other channels, it is accessible via the corporate website and is promoted in offices and branches through posters and information included in relevant steering documents, such as the Code. Reports submitted through the Loomis Integrity Line are handled by the local or Group Loomis Integrity Line Committees in accordance with established procedures, including investigations of potential incidents such as bribery or misconduct.

In addition to the whistleblowing process, potential misconduct is monitored through the control functions Group Compliance and Internal Audit. The Compliance function conducts regular assessments to identify potential misconduct risks. These assessments involve interviews, sample testing, questionnaires, and desk reviews to evaluate adherence to Internal Rules and legal requirements. The Internal Audit function conducts independent audits where business conduct and compliance are central focus areas. The Chief Internal Auditor reports directly to the Chair of the Audit Committee, ensuring independence and objectivity.

Both these control functions report to the Audit Committee on a quarterly basis. The Compliance function addresses general compliance deficiencies identified through its monitoring activities, while Internal Audit reviews systemic control weaknesses through its audit program.

Protection of whistleblowers

Loomis places a strong emphasis on safeguarding individuals who report concerns. Local or Group Loomis Integrity Line Committees responsible for receiving Loomis Integrity Line reports are provided with guidance in accordance with Group guidelines to ensure cases are managed confidentially, impartially, and in line with legal requirements. Local Loomis Integrity Line Committees are explicitly instructed that retaliation against whistleblowers is prohibited, and any form of reprisal is treated as a serious violation. The use of an independent third-party operator provides an additional layer of confidentiality, ensuring that the identity of whistleblowers is protected throughout the reporting and investigation process.

> For more information regarding Loomis' policies, see ESRS 2 on page 64.

G1-3 Prevention and detection of corruption and bribery

Loomis has established several procedures to prevent corruption and bribery across the Group. To mitigate risks and ensure effective compliance, the following is in place:

- All employees complete annual training on the Code of Conduct, via Loomis Academy, Loomis' e-learning platform. New employees undergo mandatory Code of Conduct training, followed by a knowledge test. Existing employees complete annual refresher training that includes test questions to assess their understanding of the Code. Those who do not pass are required to retake the full in-depth training.
- Senior managers participate in an annual Group policy training, which includes the Anti-Bribery Policy. Country Presidents are responsible for ensuring that the policy is communicated and implemented within their respective organizations.
- Policies related to corruption and bribery are made accessible to all employees through the Group Policy Hub on Loomis' intranet. The Group Management Team is included in the annual Group policy training.
- Additional training of the Board, the Audit Committee, and the Executive Management Team is provided on an ad hoc basis.

Loomis has not yet identified the functions that are most at risk with respect to corruption and bribery and is therefore unable to disaggregate the percentage of functions-at-risk covered by training programs.

Detection of corruption and bribery

Loomis uses multiple mechanisms to detect potential corruption or bribery. Incidents may be identified through reports to managers or local HR representatives, through the independent Loomis Integrity Line, which allows for optional anonymity, and through findings from compliance reviews or internal audits. Reports submitted to the local management team via the Loomis Integrity Line are addressed by a Local Loomis Integrity Line Committee in accordance with the Group Instruction for Local Integrity Line Committees.

Local Loomis Integrity Line Committees consist of senior representatives from HR, risk management and executive functions. Where a conflict of interest arises, the individual concerned is excluded from the investigation, and the case is reassigned to another committee member to ensure independence. If the matter requires additional escalation or independence, it may be transferred to Group-level functions. The Internal Audit function, which reports directly to the Audit Committee of the Board of Directors, provides an additional independent channel for detecting and reviewing business conduct incidents.

All reports are investigated in accordance with Group-wide procedures to ensure objectivity, confidentiality and proper follow-up. Depending on the severity, outcomes may be escalated to Group Management or the Audit Committee through Internal Audit's reporting line. Corrective actions are taken where necessary, in line with Loomis' zero-tolerance approach to corruption and bribery.

> For more information regarding the Loomis Integrity Line, see pages 99 and 113.

Loomis communicates its corruption and bribery policy through multiple channels, including the Code of Conduct training, annual Group policy training for senior managers, the Group Policy Hub on the intranet and additional internal communication by managers within their organizations. These measures ensure that policies are accessible to all employees and that they understand how the policies apply to their roles and responsibilities.

During 2025, Loomis also mapped existing anti-bribery and corruption programs within its own operations through a self-assessment questionnaire. Targeted classroom training in this area is planned for selected subsidiaries in 2026.

Targets

Focus areas	Target	Progress 2025	Target 2027
G A reliable partner	100% completion rate in: • Code of Conduct training, all employees • Group Policies, top 300 managers	• 84% completion for Code of Conduct training, all employees • 100% completion for Group Policies, top 300 managers	100%
G Responsible procurement	100 strategic suppliers assessed for human rights, by 2027 compared to 2025	16 suppliers	100 suppliers

During 2024, Loomis established two targets to address material IROs related to business conduct. These targets were selected through a peer analysis and evaluation of internal capabilities, and cover the period 2025 to 2027. Progress on these targets is presented in the table above. The targets cover the Group's own operations and its upstream value chain, as specified in the target table, and have been approved by Group Management. No specific assumptions were applied when setting the targets, and no external stakeholders were involved in their formulation.

During 2025, Loomis initiated work to achieve its target of assessing 100 strategic suppliers for human rights by 2027. Strategic suppliers are defined as those suppliers that are considered critical to Loomis' operations, based on factors such as spend, business criticality, and potential sustainability and human rights risks. The target is aligned with the expectations set out in the proposed Anti-Bribery Policy developed during 2025 and supports Loomis' approach to managing human rights and governance risks in its supplier base.

By the end of 2025, 16 suppliers in total had been assessed using the external platform Worldfavor, which provides a systematic assessment of sustainability practices across key areas. The assessment is based on a Baseline Assessment covering five sections: General, Environmental, Social, Governance, and Supply Chain. The Social and Supply Chain sections are particularly relevant for human rights, as they evaluate practices related to labor rights, diversity and inclusion, child labor, forced labor, health and safety, and working conditions, as well as the company's approach to evaluating and monitoring supplier sustainability performance. The assessment collects information on whether suppliers have policies, targets, training, and grievance mechanisms in place to manage human rights risks, and how these practices are documented and monitored.

The same applies to the targets within the focus area "A reliable partner". They have been set and developed in order to ensure that employees are aware of Loomis' principles for business conduct.

> Loomis' targets within governance and compliance, and progress in 2025, are presented in the table above.

> For more information regarding Loomis' sustainability targets, the process behind setting the targets and its implications, see page 66.

G1-4 Incidents of corruption and bribery

During 2025, no cases of corruption or bribery were identified in Loomis' value chain, and consequently no fines were imposed. This outcome is ensured through established internal controls, policies, and monitoring processes, including internal reporting and compliance follow-up. The related metrics have not been validated by any external body.

	2025
Convictions for violation of anti-corruption and anti-bribery laws, number	–
Fines for violation of anti-corruption and anti-bribery laws, MSEK	–

G1-5 Political influence and lobbying activities

Oversight of Loomis' lobbying and political influence activities is managed locally within the business units. Each business unit ensures that activities are conducted in accordance with applicable laws, internal policies, and the Group's ethical standards, with relevant matters reported to Group Management when necessary.

Loomis does not provide financial or in-kind contributions to politicians, regulators or political parties. The company does, however, contribute to industry associations and organizations that promote the accessibility of cash and financial inclusion. The company engages in lobbying activities primarily related to the preservation of cash usage in society. Loomis supports specialized interest groups advocating for access to cash as an essential component of financial inclusion. Maintaining cash availability is considered critical for individuals who are unbanked or lack access to digital payment systems, thereby supporting both consumer choice and privacy rights.

These lobbying activities are related to Loomis' entity-specific topic of financial inclusion and the role of cash in payment infrastructure resilience. Political influence and lobbying for these purposes are assessed as having a positive impact, reflected by the fact that an estimated 4 percent of the population in the EU and the US remains unbanked. For these individuals, access to cash is essential to participate fully in society. Loomis' position on cash availability therefore interacts directly with its material IROs by promoting equitable access to essential financial services.

Loomis is registered in the EU Transparency Register (registration number 486733196211-06). The Transparency Register is a public database of organizations seeking to influence EU policy and law-making. Registration ensures visibility of Loomis' lobbying activities and demonstrates adherence to the common Code of Conduct, allowing public scrutiny and promoting transparency in interactions with EU institutions.

During the reporting period, none of the members of Loomis' Board of Directors or Group Management Team held a comparable position in public administration or a regulatory authority during the two years preceding their current appointment.

Entity-specific – Financial inclusion

Loomis' role in society not only creates value for its customers, but also generates a broader positive impact through the financial inclusion enabled by its services. The exclusion of cash as a payment method, and the risks associated with electronic payment systems, can pose significant threats to individuals, organizations, and society.

A core component of Loomis' business is its societal role, where it contributes to an inclusive and robust society by providing infrastructure that enables all types of payments. Extensive access to financial services is a fundamental aspect of sustainable development, and Loomis is committed to supporting this need.

In the European market, particularly within the euro area, cash usage remains stable, with more than 50 percent of all in-store payments still made in cash. The European Commission actively advocates for the acceptance of cash and emphasizes that it should be protected and accessible throughout the euro area to ensure that people can continue to pay with cash if they prefer. Loomis supports this objective through its services, helping to preserve financial inclusion and secure access to cash. The company also engages with regulators and stakeholders across Europe to uphold cash acceptance and promote resilient payment infrastructure.

Loomis' vision is a society where everyone has access to payment infrastructure and equal opportunities to choose their preferred method of payment. By maintaining and developing infrastructure for cash and other payment methods, Loomis contributes to a financially inclusive society, ensuring that payments are available in daily life, increasing financial inclusion, and supporting a society better equipped to manage crisis situations. Access to cash is particularly crucial for groups such as elderly people, children, and individuals without digital access, with roughly 4 percent of the EU and US population estimated to be unbanked. By ensuring cash accessibility, Loomis provides a vital service that contributes to equality and inclusion.

Loomis has not been able to reliably quantify the financial effects related to financial inclusion during the reporting period, and no targets have been set. There is no specific policy addressing the topic of financial inclusion.

Entity-specific – Financial crime prevention

Financial Crime Prevention (FCP) is an entity-specific topic created by Loomis to address two material IROs: Failure to hinder money laundering and Non-compliance with anti-money laundering regulations. In the 2025 DMA, the opportunity "Anti-money laundering leadership" was removed, as adequate policies and processes are considered fundamental for business operations and are not expected to directly influence revenue or investment potential.

Loomis has a Group-level function, Group Financial Crime Prevention, with responsibility for preventative measures against money laundering and counter-terrorist financing, ensuring adequate sanction screening procedures, and implementing anti-bribery and corruption measures. This function is overseen by the Group Compliance function, both reporting to the Group's Chief Legal Officer. The Risk Control function and Internal Audit also conduct independent reviews.

Prevention and detection of anti-money laundering

Loomis actively works to prevent financial crime and ensure the company is not used as an intermediary in criminal activities. The Group AML and CTF Policy is adopted annually by the Board. Clearly defined Internal Rules, processes, and strong collaboration between support functions are essential to prevent the company from being exploited for financial crime. Prevention and detection are continuously improved through the development of routines, processes, and system support. At the Group level, Loomis has not yet developed a method for tracking the effectiveness of this policy.

Employee awareness is critical for prevention. The Group's AML and CTF Policy is included in mandatory annual training for senior managers. Loomis has strengthened Group-wide processes dedicated to preventing money laundering, terrorist financing, and sanctions violations. Loomis has not been able to reliably quantify the financial effects related to financial crime prevention during the reporting period.

Financial Crime Prevention transformation program

As a key player in the cash ecosystem, Loomis recognizes that ineffective prevention of financial crime could have significant negative consequences for society. Ensuring that illicit funds do not pass through Loomis' services is essential for protecting the integrity of the financial system. This responsibility is intensified by the Group's diverse operational landscape, where some subsidiaries are subject to financial crime prevention regulations while others are not. In regulated entities, Loomis has a legal duty to report suspicious activity to the relevant Financial Intelligence Unit.

Program structure

To strengthen its ability to prevent financial crime across all entities, Loomis has launched a comprehensive transformation program, planned to run through 2027. The initiative aims to create a consistent, efficient, and future-ready financial crime prevention framework, ensuring that all entities, regulated or not, apply strong and harmonized preventive measures.

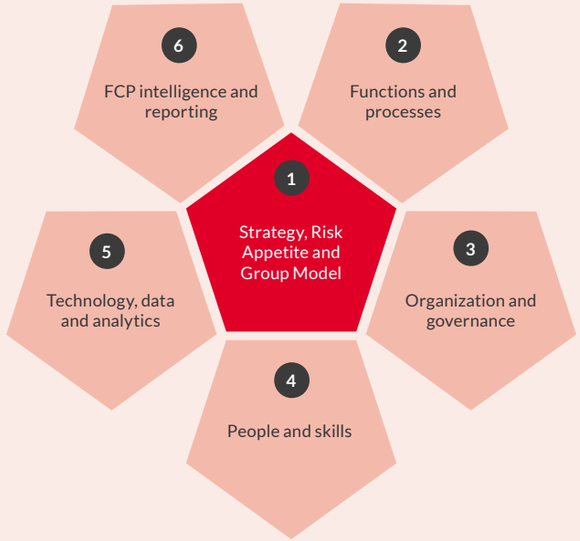
The program is coordinated by a dedicated project management office (PMO), supported by external specialists, and includes representation from all business areas, segments, and countries. This structure ensures the integration of local operational insights while maintaining alignment with the Group's three-line governance model.

A Group-wide Target Operating Model (TOM) has been established to provide strategic direction. The TOM comprises six dimensions shaping the development of governance, processes, technology, data management, competencies, and risk intelligence across the organization. As part of this work, Loomis has reviewed all FCP-related steering documents during 2025 and is developing a new, consolidated catalogue of Group-wide policies and procedures. Investments will be made in technology to enhance analytical capabilities, including the use of AI-based tools for improved efficiency and control precision.

Strengthened risk understanding and measurement

To support more consistent risk management, Loomis has initiated a Group-wide assessment of financial crime risks across all products and services. This effort aims to establish a unified and comparable view of risks throughout the Group and harmonize entity-level risk assessments under a common methodology. No specific targets or performance metrics have been established for Financial Crime Prevention during the reporting period. As part of the ongoing FCP transformation program running through 2027, Loomis is developing metrics to assess the effectiveness of related policies, processes and actions. Targets have not yet been established but will be developed during the course of this program.

Dimensions of the Target Operating Model



> For information regarding Loomis' policies, see ESRS 2 on page 64.

Datapoints derived from other EU legislation

Disclosure Requirement	Data-point	Name	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Page
ESRS 2 GOV-1	21 d	Board's gender diversity	Indicator number 13 of Table #1 of Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II		61
ESRS 2 GOV-1	21 e	Percentage of board members who are independent			Delegated Regulation (EU) 2020/1816, Annex II		61
ESRS 2 GOV-4	30	Statement on due diligence	Indicator number 10 Table #3 of Annex I				63
ESRS 2 SBM-1	40 d i.	Involvement in activities related to fossil fuels	Indicator number 4 Table #1 of Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		66
ESRS 2 SBM-1	40 d ii.	Involvement in activities related to chemical production	Indicator number 9 Table #2 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		N/A
ESRS 2 SBM-1	40 d iii.	Involvement in activities related to controversial weapons	Indicator number 14 Table #1 of Annex I		Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		N/A
ESRS 2 SBM-1	40 d iv.	Involvement in activities related to cultivation and production of tobacco			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		N/A
ESRS E1–1	14	Transition plan to reach climate neutrality by 2050				Regulation (EU) 2021/1119, Article 2(1)	78
ESRS E1–1	16 g	Undertakings excluded from Paris-aligned benchmarks		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2		78
ESRS E1–4	34	GHG emission reduction targets	Indicator number 4 Table #2 of Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		81
ESRS E1–5	38	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	Indicator number 5 Table #1 and Indicator number 5 Table #2 of Annex I				82
ESRS E1–5	37	Energy consumption and mix	Indicator number 5 Table #1 of Annex I				82
ESRS E1–5	40 – 43	Energy intensity associated with activities in high climate impact sectors	Indicator number 6 Table #1 of Annex I				82
ESRS E1–6	44	Gross Scope 1, 2, 3 and Total GHG emissions	Indicators number 1 and 2 Table #1 of Annex I	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		83

Disclosure Requirement	Data-point	Name	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Page
ESRS E1–6	53 – 55	Gross GHG emissions intensity	Indicator number 3 Table #1 of Annex I	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		83
ESRS E1–7	56	GHG removals and carbon credits				Regulation (EU) 2021/1119, Article 2(1)	N/A
ESRS E1–9	66	Exposure of the benchmark portfolio to climate-related physical risks			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Phase-in
ESRS E1–9	66 a & c	Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) & Location of significant assets at material physical risk paragraph 66 (c)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book – climate change physical risk: Exposures subject to physical risk.			Phase-in
ESRS E1–9	67 c	Breakdown of the carrying value of its real estate assets by energy-efficiency classes		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book – climate change transition risk: Loans collateralized by immovable property – Energy efficiency of the collateral			Phase-in
ESRS E1–9	69	Degree of exposure of the portfolio to climate-related opportunities			Delegated Regulation (EU) 2020/1818, Annex II		Phase-in
ESRS E2–4	28	Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil	Indicator number 8 Table #1 of Annex I; Indicator number 2 Table #2 of Annex I; Indicator number 1 Table #2 of Annex I; Indicator number 3 Table #2 of Annex I				N/A
ESRS E3–1	9	Water and marine resources	Indicator number 7 Table #2 of Annex I				N/A
ESRS E3–1	13	Dedicated policy paragraph	Indicator number 8 Table #2 of Annex I				N/A
ESRS E3–1	14	Sustainable oceans and seas	Indicator number 12 Table #2 of Annex I				N/A
ESRS E3–4	28 c	Total water recycled and reused	Indicator number 6.2 Table #2 of Annex I				N/A
ESRS E3–4	29	Total water consumption in m3 per net revenue on own operations	Indicator number 6.1 Table #2 of Annex I				N/A
ESRS 2 SBM-3 – E4	16 a i.		Indicator number 7 Table #1 of Annex I				N/A
ESRS 2 SBM-3 – E4	16 b		Indicator number 10 Table #2 of Annex I				N/A
ESRS 2 SBM-3 – E4	16 c		Indicator number 14 Table #2 of Annex I				N/A
ESRS E4–2	24 b	Sustainable land/agriculture practices or policies	Indicator number 11 Table #2 of Annex I				N/A
ESRS E4–2	24 c	Sustainable oceans/seas practices or policies	Indicator number 12 Table #2 of Annex I				N/A
ESRS E4–2	24 d	Policies to address deforestation	Indicator number 15 Table #2 of Annex I				N/A
ESRS E5–5	37 d	Non-recycled waste	Indicator number 13 Table #2 of Annex I				N/A
ESRS E5–5	39	Hazardous waste and radioactive waste	Indicator number 9 Table #1 of Annex I				N/A
ESRS 2 SBM-3 – S1	14 f	Risk of incidents of forced labour	Indicator number 13 Table #3 of Annex I				N/A
ESRS 2 SBM-3 – S1	14 g	Risk of incidents of child labour	Indicator number 12 Table #3 of Annex I				97
ESRS S1–1	20	Human rights policy commitments	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				97-98
ESRS S1–1	21	Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions			Delegated Regulation (EU) 2020/1816, Annex II		98

Disclosure Requirement	Data-point	Name	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Page
ESRS S1–1	22	Processes and measures for preventing trafficking in human beings	Indicator number 11 Table #3 of Annex I				N/A
ESRS S1–1	23	Workplace accident prevention policy or management system	Indicator number 1 Table #3 of Annex I				97
ESRS S1–3	32 c	Grievance/complaints handling mechanisms	Indicator number 5 Table #3 of Annex I				99
ESRS S1–14	88 b & c	Number of fatalities and number and rate of work-related injuries	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		104
ESRS S1–14	88 e	Number of days lost to injuries, fatalities or illness	Indicator number 3 Table #3 of Annex I				104
ESRS S1–16	97 a	Unadjusted gender pay gap	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		104
ESRS S1–16	97 b	Excessive CEO pay ratio	Indicator number 8 Table #3 of Annex I				104
ESRS S1–17	103 a	Incidents of discrimination	Indicator number 7 Table #3 of Annex I				105
ESRS S1–17	104 a	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	Indicator number 10 Table #1 and Indicator number 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818 Art 12 (1)		105
ESRS 2 SBM3 – S2	11 b	Significant risk of child labour or forced labour in the value chain	Indicator number 12 and Indicator number 13 Table #3 of Annex I				106-107
ESRS S2–1	17	Human rights policy commitments	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				107
ESRS S2–1	18	Policies related to value chain workers	Indicator number 11 and Indicator number 4 Table #3 of Annex I				107
ESRS S2–1	19	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	Indicator number 10 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Art 12 (1)		107
ESRS S2–1	19	Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions			Delegated Regulation (EU) 2020/1816, Annex II		N/A
ESRS S2–4	36	Human rights issues and incidents connected to its upstream and downstream value chain	Indicator number 14 Table #3 of Annex I				N/A
ESRS S3–1	16	Human rights policy commitments	Indicator number 9 Table #3 of Annex I and Indicator number 11 Table #1 of Annex I				N/A
ESRS S3–1	17	Non-respect of UNGPs on Business and Human Rights, ILO principles and OECD guidelines	Indicator number 10 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Art 12 (1)		N/A
ESRS S3–4	36	Human rights issues and incidents	Indicator number 14 Table #3 of Annex I				N/A
ESRS S4–1	16	Policies related to consumers and end-users	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				N/A
ESRS S4–1	17	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	Indicator number 10 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Art 12 (1)		N/A
ESRS S4–4	35	Human rights issues and incidents	Indicator number 14 Table #3 of Annex I				N/A
ESRS G1–1	10 b	United Nations Convention against Corruption	Indicator number 15 Table #3 of Annex I				112
ESRS G1–1	10 d	Protection of whistleblowers	Indicator number 6 Table #3 of Annex I				113
ESRS G1–4	24 a	Fines for violation of anti-corruption and anti-bribery laws	Indicator number 17 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		115
ESRS G1–4	24 b	Standards of anti-corruption and anti-bribery	Indicator number 16 Table #3 of Annex I				115

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Consolidated statement of income

SEK m	Note	2025	2024
Revenue	3, 4	**30,427**	**30,442**
Production expenses	5, 7	–21,661	–22,001
Gross income		**8,765**	**8,442**
Selling and administrative expenses	5, 6, 7	–5,058	–4,973
Other income and expenses	5, 12	–110	–30
Items affecting comparability	9	–568	–393
Operating income (EBIT)		**3,029**	**3,047**
Financial income	10	102	116
Financial expenses	10	–740	–822
Loss on monetary net assets/liabilities		–11	–69
Income before taxes		**2,381**	**2,271**
Income tax	11	–799	–630
Net income for the year [1)]		**1,582**	**1,641**
Other comprehensive income			
Items that will not be reclassified to the statement of income			
Remeasurement of defined benefit pension plans		–10	9
Items that may be reclassified to the statement of income			
Translation differences		–1,628	953
Revaluation of participation in associated companies		–	–
Other comprehensive income and expenses for the year, net after tax		**–1,639**	**962**
Total comprehensive income and expenses for the year [2)]		**–57**	**2,603**

1) Net income for the year is entirely attributable to owners of the Parent Company.
2) Comprehensive income is entirely attributable to owners of the Parent Company.

Data per share

SEK	Note	2025	2024
Earnings per share before dilution		23.29	23.51
Earnings per share after dilution	21	23.21	23.45
Dividend paid during the year		14.00	12.50
Number of outstanding shares (million)		66.9	68.5
Average number of outstanding shares before dilution (million)		67.9	69.8
Average number of outstanding shares after dilution (million)	21	68.2	70.0

For explanation and reconciliation of alternative performance measures please refer to >pages 174–175.

Consolidated balance sheet

SEK m	Note	12/31/2025	12/31/2024
ASSETS			
Fixed assets			
Goodwill	12, 13	8,629	9,617
Intangible assets	12, 13	1,589	1,490
Land and buildings	14	1,050	1,173
Machinery and equipment	14	4,708	5,503
Right-of-use assets	15	5,911	6,307
Contract assets	3	432	450
Deferred tax assets	11	553	459
Pension plan assets	24	204	257
Interest-bearing financial fixed assets	23	11	43
Other long-term receivables		320	395
Total fixed assets		**23,405**	**25,693**
Current assets			
Inventory	16	587	421
Accounts receivable	17	3,478	3,516
Other current receivables		361	319
Current tax assets	11	346	146
Prepaid expenses and accrued income	18	1,353	1,103
Interest-bearing financial current assets	23	16	363
Liquid funds	19	7,491	8,802
Total current assets		**13,632**	**14,668**
TOTAL ASSETS		**37,037**	**40,361**

SEK m	Note	12/31/2025	12/31/2024
SHAREHOLDERS' EQUITY AND LIABILITIES			
Shareholders' equity	21		
Capital and reserves attributable to owners of the Parent Company			
Share capital		376	376
Other capital contributed		4,594	4,594
Other reserves		–167	2,027
Retained earnings including net income for the year		7,198	6,633
Total shareholders' equity		**12,001**	**13,631**
Long-term liabilities			
Interest-bearing non-current lease liabilities		4,618	4,767
Loans payable	23	6,081	7,026
Deferred tax liabilities	11	381	363
Provisions for claims reserves	25	515	661
Provisions for pensions and similar commitments	24	547	611
Other provisions	25	234	204
Other long-term liabilities	3	345	344
Total long-term liabilities		**12,721**	**13,975**
Current liabilities			
Interest-bearing current lease liabilities		1,753	1,920
Loans payable	23	783	57
Accounts payable		1,086	850
Provisions for claims reserves	25	304	389
Current tax liabilities	11	277	520
Liabilities, cash processing operations	20	4,612	5,691
Accrued expenses and prepaid income	26	2,250	2,243
Other provisions	25	226	130
Other current liabilities	3, 27	1,024	956
Total current liabilities		**12,315**	**12,755**
TOTAL SHAREHOLDERS' EQUITY AND LIABILITIES		**37,037**	**40,361**

Consolidated statement of cash flows

SEK m	Note	2025	2024
Operations			
Income before taxes		2,381	2,271
Depreciation and amortization		3,186	3,115
Items not affecting cash flow	29	973	1,045
Financial items received		101	116
Financial items paid		–757	–813
Income tax paid		–1,255	–482
Change in accounts receivable		–291	53
Change in other operating capital employed and other items		270	445
Cash flow from operations		**4,609**	**5,749**
Investing activities			
Investments in fixed assets	13, 14	–1,406	–1,665
Disposals of fixed assets		0	4
Acquisition of operations	12	–693	–22
Cash flow from investing activities		**–2,099**	**–1,683**
Financing activities			
Dividend paid	21	–959	–880
Acquisition of own shares		–600	–800
Issuance of bonds		1,800	3,419
Issuance of commercial paper and other long-term borrowing		–	1,418
Redemption of commercial paper and other long-term borrowing		–1,844	–5,286
Short-term interest-bearing deposits		307	–317
Change in other interest-bearing net debt		–1,295	–1,101
Cash flow from financing activities		**–2,590**	**–3,547**
Cash flow for the year		**–80**	**519**
Liquid funds at beginning of year [1)]		**3,074**	**2,492**
Translation differences on liquid funds		–142	64
Liquid funds at end of year [1)]	**19**	**2,853**	**3,074**

1) Excluding liquid funds in cash processing operations. See also Note 19 Liquid Funds.

Consolidated statement of changes in equity

2025	Attributable to owners of the Parent Company				
SEK m	Share capital	Other contributed capital	Other reserves	Retained earnings incl. net income for the year	Total
Opening balance, January 1, 2025	376	4,594	2,027	6,633	13,631
Comprehensive income					
Net income for the year	–	–	–	1,582	1,582
Other comprehensive income					
Remeasurement of defined benefit pension plans, net of tax	–	–	–	–10	**–10**
Translation differences	–	–	–1,628	–	**–1,628**
Revaluation of participation in associated companies	–	–	–	–	**–**
Hedging of net investments, net of tax	–	–	–	–	**–**
Total other comprehensive income	**–**	**–**	**–1,628**	**–10**	**–1,639**
Total comprehensive income	**–**	**–**	**–1,628**	**1,572**	**–57**
Transactions with shareholders					
Dividend	–	–	–	–959	**–959**
Share-based remuneration and swap agreements	–	–	–14	–	**–14**
Reclassification	–	–	35	–35	**–**
Bonus issue	13	–	–	–13	**–**
Acquisition and cancellation of own shares	–13	–	–587	–	**–600**
Total transactions with shareholders	**–**	**–**	**–566**	**–1,007**	**–1,573**
Closing balance, December 31, 2025	**376**	**4,594**	**–167**	**7,198**	**12,001**

2024	Attributable to owners of the Parent Company				
SEK m	Share capital	Other contributed capital	Other reserves	Retained earnings incl. net income for the year	Total
Opening balance, January 1, 2024	376	4,594	1,824	5,884	12,678
Comprehensive income					
Net income for the year	–	–	–	1,641	1,641
Other comprehensive income					
Remeasurement of defined benefit pension plans, net of tax	–	–	–	9	**9**
Translation differences	–	–	953	–	**953**
Revaluation of participation in associated companies	–	–	–	–	**–**
Hedging of net investments, net of tax	–	–	–	–	**–**
Total other comprehensive income	**–**	**–**	**953**	**9**	**962**
Total comprehensive income	**–**	**–**	**953**	**1,650**	**2,603**
Transactions with shareholders					
Dividend	–	–	–	–880	**–880**
Share-based remuneration and swap agreements	–	–	29	–	**29**
Bonus issue	21	–	–	–21	**–**
Acquisition and cancellation of own shares	–21	–	–778	–	**–800**
Total transactions with shareholders	**–**	**–**	**–749**	**–901**	**–1,650**
Closing balance, December 31, 2024	**376**	**4,594**	**2,027**	**6,633**	**13,631**

Parent Company statement of income

SEK m	Note	2025	2024
Other revenue		1,095	1,032
Administrative expenses	6, 7	–742	–603
Items affecting comparability	9	–10	–
Operating income (EBIT)		**343**	**430**
Result from financial investments			
Result from participations in Group companies	10	1,709	980
Financial income	10	1,727	1,493
Financial expenses	10	–1,818	–1,647
Total result from financial investments		**1,618**	**827**
Income after financial items		**1,961**	**1,256**
Appropriations		0	1
Income tax	11	–21	–60
Net income for the year		**1,940**	**1,197**

Parent Company statement of comprehensive income

SEK m	2025	2024
Net income for the year	1,940	1,197
Other comprehensive income	–	–
Total comprehensive income for the year	**1,940**	**1,197**

Parent Company balance sheet

SEK m	Note	Dec. 31, 2025	Dec. 31, 2024
ASSETS			
Fixed assets			
Intangible fixed assets		77	44
Machinery and equipment	14	3	3
Shares in subsidiaries	22	8,205	8,484
Interest-bearing long-term receivables from subsidiaries	31	554	4,096
Other long-term receivables		60	74
Deferred tax assets		24	26
Total fixed assets		**8,922**	**12,727**
Current assets			
Current receivables from subsidiaries	31	152	92
Interest-bearing current receivables from subsidiaries	31	5,460	567
Interest-bearing current receivables, external		0	331
Other current receivables		48	40
Current tax assets		86	67
Prepaid expenses and accrued income	18	390	249
Liquid funds		1,358	1,672
Total current assets		**7,494**	**3,018**
TOTAL ASSETS		**16,416**	**15,745**

SEK m	Note	Dec. 31, 2025	Dec. 31, 2024
SHAREHOLDERS' EQUITY AND LIABILITIES			
Shareholders' equity	21		
Restricted equity			
Share capital		376	376
Total restricted shareholders' equity		**376**	**376**
Non-restricted equity			
Other capital contributed		5,673	5,673
Retained earnings		–1,200	–825
Net income for the year		1,940	1,197
Total non-restricted shareholders' equity		**6,413**	**6,046**
Total shareholders' equity		**6,789**	**6,422**
Untaxed reserves		**1**	**1**
Long-term liabilities			
Loans payable, external	23	6,035	6,805
Other long-term liabilities, external		41	36
Total long-term liabilities		**6,076**	**6,841**
Current liabilities			
Current liabilities to subsidiaries	31	35	31
Loans payable to subsidiaries	31	2,608	2,132
Interest-bearing current liabilities, external	23	644	48
Accounts payable	23	51	31
Other current liabilities	23	2	2
Accrued expenses and prepaid income	26	209	237
Total current liabilities		**3,550**	**2,482**
TOTAL SHAREHOLDERS' EQUITY AND LIABILITIES		**16,416**	**15,745**

Parent Company statement of cash flows

SEK m	Note	2025	2024
Operations			
Income after financial items		1,961	1,256
Depreciation and amortization		4	6
Items not affecting cash flow	29	1,192	601
Income tax paid		–28	–60
Change in other capital employed		–224	49
Cash flow from operations		**2,905**	**1,852**
Investing activities			
Investments in fixed assets		–37	–34
Shares in subsidiaries		–908	–477
Cash flow from investing activities		**–945**	**–511**
Financing activities			
Other changes in fixed assets		3,532	–
Decrease/increase in current financial investments		–4,570	258
Decrease/increase in liabilities		316	1,642
Issued commercial paper		0	–754
Group contributions received		–5	–45
Dividend paid		–959	–880
Acquisition of own shares		–600	–800
Share swap agreement		10	–17
Share-related remuneration		2	2
Cash flow from financing activities		**–2,274**	**–595**
Cash flow for the year		**–314**	**746**
Liquid funds at beginning of year		**1,672**	**926**
Liquid funds at end of year [1]		**1,358**	**1,672**

1) Liquid funds include interest-bearing financial current assets with maturity shorter than 90 days.

Parent Company statement of changes in equity

SEK m	Share capital	Other contributed capital	Retained earnings including Net Income for the year	Total
Opening balance, January 1, 2024	**376**	**5,673**	**829**	**6,878**
Comprehensive income				
Net income for the year	–	–	1,197	**1,197**
Total comprehensive income	**–**	**–**	**1,197**	**1,197**
Total transactions with shareholders				
Bonus issue	21	–	–21	**–**
Cancellation of own shares	–21	–	–	**–21**
Dividend	–	–	–880	**–880**
Share-related remuneration	–	–	2	**2**
Acquisition of own shares	–	–	–779	**–779**
Share swap agreement	–	–	24	**24**
Total transactions with shareholders	**–**	**–**	**–1,654**	**–1,654**
Opening balance, January 1, 2025	**376**	**5,673**	**372**	**6,422**
Comprehensive income				
Net income for the year	–	–	1,940	**1,940**
Total comprehensive income	**–**	**–**	**1,940**	**1,940**
Total transactions with shareholders				
Bonus issue	13	–	–13	**–**
Cancellation of own shares	–13	–	–	**–13**
Dividend	–	–	–959	**–959**
Share-related remuneration	–	–	2	**2**
Acquisition of own shares	–	–	–587	**–587**
Share swap agreement	–	–	–16	**–16**
Total transactions with shareholders	**–**	**–**	**–1,573**	**–1,573**
Closing balance, December 31, 2025	**376**	**5,673**	**740**	**6,789**

Notes

NOTE 1 Accounting principles

Loomis AB (Parent Company, corporate identity number 556620-8095) and its subsidiaries offer comprehensive solutions for cash handling in the USA, large parts of Europe, and in Argentina and Chile, as well as cross-border transportation of cash and precious metals and storage of valuables. Loomis also provides payment platforms for retailers and manufactures safes and machines for banknote and coin counting.

The Parent Company is a limited liability company with its registered office in Stockholm. The visiting address of the head office is Drottninggatan 82, 111 36 Stockholm, Sweden. The Parent Company is a holding company with the primary purpose of holding and managing shares in a number of subsidiaries, and engaging in group-wide management and administration. The consolidated accounts are subject to adoption by the Annual General Meeting on May 6, 2026.

Basis of preparation of the financial statements

The Group applies the International Financial Reporting Standards, IFRS, as adopted by the European Union (EU), the Swedish Corporate Reporting Board's recommendation RFR 1 Supplementary Accounting Rules for Groups, and the Swedish Annual Accounts Act. In preparing the consolidated financial statements, assets are recorded at cost unless otherwise stated. For information on critical estimates and assessments, see *Note 2*.

The most important accounting principles applied in the preparation of this Annual Report are described below. Loomis adds a description of accounting principles to every note to provide a better understanding of the respective accounting area. Loomis focuses on describing the accounting decisions that the Group has made within the framework of the applicable IFRS standard and avoids reproducing the actual paragraph text, unless Loomis considers this of particular importance in order to understand the content of the note.

Unless otherwise stated, the accounting principles have been applied consistently for all the years presented. The same principles are normally applied by both the Parent Company and the Group. In certain cases, the Parent Company applies different principles than the Group and this is indicated in the section "Parent Company accounting principles".

New or amended accounting standards applied in 2025

The following new or amended standards were applicable from 1 January 2025: IAS 21 The Effects of Changes in Foreign Exchange Rates – Lack of Exchangeability. The clarification of the standard is not considered to have had a material impact on Loomis' financial statements.

New or amended accounting standards to be applied after 2025

New or amended accounting standards that have been issued or published but are not yet mandatory for financial years beginning on 1 January 2026 or later, and have not been early adopted by Loomis, include clarifications to IFRS 9 and IFRS 7 regarding the classification and measurement of financial instruments. In addition, improvements to existing standards resulting from the IASB's annual improvements project are included, covering IFRS 1 First-time Adoption of IFRS, IFRS 7 Financial Instruments, IFRS 9 Financial Instruments, IFRS 10 Consolidated Financial Statements, and IAS 7 Statement of Cash Flows. Furthermore, the new standard IFRS 19 Subsidiaries without Public Accountability: Disclosures has been issued. These changes are not expected to have a material impact on Loomis' financial statements.

The new standard IFRS 18 Presentation and Disclosure in Financial Statements is planned to become effective for financial years beginning 1 January 2027 and requires comparative information to be prepared in accordance with the standard. IFRS 18 is expected to affect the presentation of Loomis' financial statements. Preparations have been initiated during 2025 to ensure that financial statements can be presented in accordance with IFRS 18 in 2026, provided that the standard is endorsed by the EU.

Scope of consolidated financial statements

The consolidated financial statements cover the Parent Company Loomis AB and all subsidiaries. Subsidiaries are all companies over which the Group has a controlling interest. The Group controls a company when Loomis is exposed to or has the right to variable returns from its holding in the company and has the ability to affect those returns through its influence over the company. Subsidiaries are consolidated into the accounts from the date on which the controlling influence is transferred to the Group. They are deconsolidated from the date the controlling influence ceases to exist.

Translation of foreign subsidiaries

The functional currency of the Parent Company and the presentation currency of the Group, i.e. the currency in which the financial statements are presented, is the Swedish Krona (SEK). The methodology for translating foreign subsidiaries' reporting is that each month's statement of income is translated by applying the average exchange rate for the period.

Balance sheets are translated using the exchange rates in effect on the balance sheet date. Translation differences that arise from using the average rate for statements of income and the closing rate for balance sheets are recognised in other comprehensive income. When a foreign operation or part thereof is sold, the translation differences recognized in shareholders' equity are reclassified to the statement of income as part of the capital gain or loss on the sale.

Significant exchange rates used in the consolidated accounts

		Weighted average 2025	Dec. 31, 2025	Weighted average 2024	Dec. 31, 2024
EUR countries	EUR	11.09	10.81	11.44	11.45
Switzerland	CHF	11.82	11.61	12.00	12.17
UK	GBP	12.94	12.39	13.51	13.81
USA	USD	9.81	9.20	10.57	11.02

Receivables and liabilities in foreign currencies

Foreign currency transactions are translated into the functional currency using the exchange rates in effect at the transaction date. Foreign exchange gains and losses resulting from the settlement of these transactions, and from the translation at balance sheet date exchange rates of monetary assets and liabilities denominated in foreign currencies, are recognized in the statement of income. The exception is transactions in which gains or losses are recognized in other comprehensive income as qualifying cash flow hedges or qualifying net investment hedges.

Translation differences on non-monetary financial assets and liabilities, such as shares measured at fair value through profit or loss, are recognized in the statement of income as part of fair value gains/losses.

Financial reporting in hyperinflationary economies

As of April 1, 2022, Loomis has implemented IAS 29 Financial Reporting in Hyperinflationary Economies for the operations in Turkey. The financial statements of the subsidiary in Turkey have therefore been adjusted for inflation to reflect the change in purchasing power. The inflation adjustment has been made in accordance with the Turkish consumer price index, using 2003=100 as the base period. The consumer price index was 3,513.87 as of December 31, 2025 and 2,684.6 as of December 31, 2024. As the Loomis Group's reporting currency is SEK and thus not a currency in a hyperinflationary economy, the comparative figures have not been adjusted.

Argentina has been considered a hyperinflationary economy since July 1, 2018 and the financial statements of the subsidiary in Argentina have been adjusted for inflation. The inflation adjustments have been made in accordance with the Argentine Consumer Price Index, National CPI. The consumer price index was 10,121.4 as of December 31, 2025, with the base period being December 2016. As of December 31, 2024, the consumer price index was 7,694.0.

The loss on net monetary assets/liabilities is reported in the income statement as financial expenses.

Intra-group transactions

Pricing of intra-group transactions is based on normal business principles. Intra-group receivables and liabilities, as well as transactions between companies in the Group, and any related gains/losses, are eliminated. Unrealized losses are also eliminated, but any losses are regarded as an indication of impairment of the transferred asset. All subsidiaries report to the Group according to the Group's accounting principles.

Group companies are all companies owned or controlled by Loomis AB according to the definition provided in the section "Scope of consolidated financial statements" above.

Other information

Amounts in tables and other combined amounts have been rounded off on an individual basis. Minor differences due to this rounding-off may therefore appear in the totals.

Parent Company accounting principles

The Parent Company's financial statements have been prepared in accordance with the Swedish Annual Accounts Act and RFR 2 Accounting for Legal Entities. The Parent Company thus applies the same accounting principles as the Group, where this is appropriate, except in the cases described below. Differences between the Parent Company's and the Group's accounting principles arise as a result of requirements for the Parent Company to apply IFRS within the framework of the Swedish Annual Accounts Act, the Swedish Act on Safeguarding Pension Commitments ("Tryggandelagen") and the alternatives provided in RFR 2.

NOTE 1 continued

IFRS 16 Leases

IFRS 16 Leases came into effect on January 1, 2019. RFR 2 contains an exception whereby all leases in which the Parent Company is the lessee are recognized as operating leases.

Employee benefits

According to RFR 2, the provisions in IAS 19 regarding defined benefit pension plans do not need to be applied by legal entities. However, disclosures are required with respect to the applicable part of IAS 19. RFR 2 references the Swedish Act on Safeguarding Pension Commitments for rules on recognizing provisions for pensions and similar commitments.

Financial instruments

The Parent Company reports financial instruments in accordance with IFRS 9, with consideration of RFR 2. The Parent Company applies RFR 2 exemptions regarding IFRS 7 p.1 and thus does not provide information in accordance with IFRS 7 and IAS 1 p. 124 A – 124 C. The Parent Company further applies the exemption in the application of IFRS 9 relating to accounting and valuation of financial guarantee agreements for the benefit of subsidiaries. The Parent Company reports the financial guarantee agreements as contingent liabilities.

Group contributions

The Parent Company applies the alternative rule in RFR 2 IAS 27 for group contributions, which means that group contributions received and provided are recognized as year-end appropriations.

NOTE 2 Critical accounting estimates and assessments

The preparation of financial statements and the application of various accounting standards are often based on assessments made by management or on estimates and assumptions that are deemed reasonable under the prevailing circumstances. These estimates and assumptions are generally based on historical experience and other factors, including expectations of future events. With different estimates and assumptions, the result could vary, and by definition, the estimates will seldom equal actual outcomes.

The estimates and assumptions that Loomis deems, at December 31, 2025, to have the greatest impact on its results, assets and liabilities are discussed below.

Actuarial calculations regarding claims reserves

The Group is exposed to various types of risks in the day-to-day operation of its business. These operational risks can result in the need to report provisions for damages resulting from property claims and personal injury claims from the Cash handling operations, and workers' compensation claims relating to the Group's employees.

Claims reserves are recognized based on actuarial calculations conducted on an ongoing basis. The actuarial calculations are based on information on open claims and historical data on incurred but not reported (IBNR) claims and on a number of different assumptions. This means that the total claims reserves are subject to critical estimates and judgments. For further information, please refer to *Note 25* Provisions for claims reserves and other provisions.

Valuation of identifiable assets and liabilities in connection with the acquisition of subsidiaries/operations

The valuation of identifiable assets and liabilities in conjunction with the acquisition of subsidiaries or operations, as part of the purchase price allocation, requires that items in the acquired company's balance sheet, as well as items that have not been reported in the acquired company's balance sheet, such as customer relationships, should be measured at fair value. Under normal circumstances, as listed market prices are not available for the valuation of the assets and liabilities to be valued, different valuation methods must be applied. These valuation methods are based on a number of assumptions. Other items that may be difficult to both identify and measure are contingent liabilities that may have arisen in the acquired company, for example as a result of disputes.

Deferred considerations that mature in the future and contingent considerations are reported as part of the purchase price and recorded based on an assessment assuming that the appropriate terms and conditions agreed upon in connection with the acquisition will be complied with. Deferred considerations and contingent considerations are reported at present value in the statement of income and the valuation is subject to assessment on each reporting occasion. For further information regarding valuation, refer to *Note 23* Financial instruments and risk management, and for more information regarding acquisitions, refer to *Note 12* Acquisitions of subsidiaries and *Note 13* for impairment testing.

Impairment testing of goodwill and other acquisition-related intangible assets

In connection with impairment testing of goodwill and other acquisition-related intangible assets, the carrying amount is compared with the recoverable amount. The recoverable amount is determined by the greater of either an asset's net realizable value or its value in use. As, under normal circumstances, no listed market prices are available to assess an asset's net realizable value, the carrying amount is normally compared with the value in use. The calculation of the value in use is based on assumptions and assessments. The most important assumptions are organic growth, development of the operating margin, the utilization of operating capital employed and the relevant WACC rate used to discount future cash flows, and defining the cash-generating units. All in all, this implies that the valuation of the balance sheet item Goodwill and acquisition-related intangible assets is subject to critical estimates and assessments. A sensitivity analysis regarding organic growth, operating margin and WACC is provided in *Note 13* Goodwill, Intangible assets and Impairment testing.

Other accounting estimates and assessments

Reporting of income tax, VAT and other taxes

Reporting of income tax, VAT and other taxes is based on the applicable regulations in the countries in which the Group operates. Due to the overall complexity of all rules concerning taxation and reporting of taxes, the implementation and reporting are based on interpretations and assessments of possible outcomes.

Deferred tax is measured on temporary differences between the carrying amounts and tax bases of assets and liabilities. There are two main types of assumptions and judgments that impact recognized deferred tax. These are assumptions and judgments to establish the carrying amount of various assets and liabilities, and those relating to future taxable profits in cases where future utilization of deferred tax assets is dependent on this.

Significant assumptions and judgments are also made in the recognition of provisions and contingent liabilities relating to tax risk and potential effects of ongoing tax audits. Tax audits are often lengthy processes lasting for several years. It is therefore not possible to provide any detailed information regarding the timeline for tax outflows. For further information on taxes, refer to *Note 11* Income tax.

Actuarial calculations regarding employee benefits such as pensions

Employee benefits are normally an area in which estimates and assessments are not critical. However, for defined benefit plans, particularly as regards pension benefits, and where the payments to the employee are several years into the future, actuarial assessments are required. These calculations are based on assumptions concerning economic variables, such as the discount rate, salary increases, inflation rates, pension increases, but also on demographic variables, such as expected life span. These assumptions are subject to critical estimates and assessments. For further information on pensions and on sensitivity analysis, refer to *Note 24* Provisions for pensions and similar commitments.

Valuation of accounts receivable and provision for expected credit losses

Accounts receivable constitutes one of the largest items on the balance sheet. Accounts receivable is reported at net value, after provision for expected credit losses. The provision for expected credit losses is subject to critical estimates and assessments. For additional information on credit risk in the accounts receivable, refer to *Note 17* Accounts receivable and *Note 23* Financial instruments and risk management.

NOTE 3 Revenues

Accounting principles

Revenue is recognized to depict the transfer of promised goods and services to customers in an amount that reflects the consideration to which the company expects to be entitled in exchange for those goods and services.

Revenue distribution

The Group generates revenue from sales of goods and services recognized either over time or at a point in time within the following business lines: Cash in Transit (CIT), Cash Management Services (CMS), ATM, Automated Solutions, International (cross-border transportation of cash and precious metals and storage of valuables), FXGS, Loomis Pay and Other.

Performance Obligations and Transaction Price

Performance obligations and the transaction price for the respective obligations are derived from the customer contract.

The transaction price generally consists of fixed consideration and variable consideration. Variable consideration may increase or decrease the transaction price and primarily comprises incentives, performance bonuses, discounts and penalties.

Each customer contract is regarded as a single performance obligation, and no allocation is made of the transaction price as the services provided are highly integrated and not distinct within the context of the contract. See also 'Significant Assessments' below.

Payment terms follow industry practice or other agreed credit period.

Revenue Recognition

Revenue recognized over time

Revenue from Cash in Transit, Cash Management Services, ATM, Automated Solutions combined with other services over a certain period, and International storage of valuables, is recognized over time as the services are provided. Loomis is entitled to payment for services rendered if the customer chooses to cancel the contract for a reason other than that Loomis has not met its obligations.

Revenue recognized at a point in time

Certain other revenue streams, including International cross-border transportation, Automated Solutions that are designed, manufactured and sold as a standalone device, and FXGS, are recognized at a point in time when control of the goods or service is transferred to the customer.

Financial Income

Dividend income is recognized when the right to receive the dividend is established. Other financial income is recognized when the right to receive the income is established.

Significant assessments

Automated Solutions Services

When providing services, Loomis in some cases offers equipment referred to as Automated Solutions. Automated Solutions typically include transport services, cash management services, and a storage service, but can also in cases be designed, manufactured and sold standalone (see section Automated Solutions Hardware).

The customer deposits cash into the Automated Solutions unit located at its premises. The funds are subsequently credited to the customer's bank account. The cash is collected, transported, processed, verified and stored in a Loomis vault.

Automated Solutions equipment located at the customer's premises, when not designed, manufactured and sold standalone, is generally possessed by Loomis and may be replaced when necessary. The contract is therefore not related to a specific asset. In exceptional cases, the equipment is sold to the customer. However, the equipment does not have an alternative use for the customer other than as part of the Loomis service delivery.

Loomis controls the software and has the key to the Automated Solutions unit. If a contract ends, the proprietary software is removed, and the customer is given the key. For this reason, no difference is made regarding revenue recognition depending on whether Loomis or the customer has possession of the equipment.

Loomis' performance obligation consists of providing services over the contract term. Although invoicing occurs monthly, services are performed continuously. From both Loomis' and the customer's perspective, the Automated Solutions equipment forms part of the overall service and does not represent a separate performance obligation. Consequently, no allocation of the transaction price is made.

Revenue is recognized throughout the term of the contract and invoiced monthly.

Automated Solutions Hardware

Loomis sells cash management systems and cabinets that count, package and securely store cash. The offering represents a combined hardware and software solution, as the equipment cannot function without the associated software. Loomis also sells spare parts standalone specifically designed for Automated Solutions equipment.

Revenue from the sale of hardware is recognized at a point in time when the control of the machine and software transfers to the customer.

In addition, hardware services and other related services may be provided under separate contracts. These services have distinct performance obligations and revenue is recognized over time as the services are performed.

In some cases, when the Automated Solutions is designed, manufactured and sold standalone, Loomis' performance obligation consists of providing the product without connected services during the contract term. Invoicing and revenue recognition occurs when the product has been delivered, at a point in time. In cases when the equipment can be used standalone, the contract contains a single performance obligation consisting of the delivery of the Automated Solution equipment.

Storage Services

Loomis provides storage services in different contexts.

In certain countries, storage services are provided as part of CIT and CMS operations. In these cases, storage does not represent a distinct performance obligation, as it is highly integrated with the overall service and cannot be purchased separately.

Within the International business line, storage of precious metals and other valuables is offered as a standalone service. In these cases, storage constitutes a distinct performance obligation and revenue is recognized over time during the contract period.

Loomis Pay

Loomis Pay is a cloud-based payment and cash register solution, also called Point of Sale (POS), consisting of a payment device, access to a digital portal and transaction processing services. The solution enables payments made by end-customers to be debited from their accounts and credited to the customer's account.

All elements of the solution are highly integrated and delivered simultaneously, but can also be sold separately. Customers purchase a complete payment solution rather than separate components. The payment device is owned by Loomis and may be replaced during the contract term. The contract is not associated with a specific asset.

Customers are charged a transaction-based fee for digital payment processing and a fixed monthly fee for access to the POS, device, and portal.

Revenue is recognized over time as the services are performed.

NOTE 3 continued

Revenue distribution

2025 SEK m	Europe and Latin America	USA	SME/Pay	Other and eliminations	Total
Cash in transit (CIT)	4,730	5,378	33	–	**10,140**
Cash management services (CMS)	2,818	2,242	9	–	**5,070**
ATM	2,707	3,310	–	–	**6,016**
Automated solutions	2,004	4,038	22	–	**6,064**
International	1,468	561	–	–	**2,029**
FXGS	689	–	–	–	**689**
Loomis Pay	–	–	144	–	**144**
Revenue, other and internal	198	320	–	–245	**274**
Total revenue	**14,614**	**15,850**	**208**	**–245**	**30,427**
Timing of revenue recognition, external					
At a point in time	2,665	629	–	–	**3,294**
Over time	11,843	15,082	208	–	**27,133**
Total external revenue	**14,508**	**15,711**	**208**	**–**	**30,427**

2024 SEK m	Europe and Latin America	USA	SME/ Pay	Other and eliminations	Total
Cash in transit (CIT)	5,026	5,754	–	–	**10,780**
Cash management services (CMS)	2,984	2,329	–	–	**5,313**
ATM	2,891	3,489	–	–	**6,381**
Automated solutions	1,977	3,520	–	–	**5,496**
International	1,118	512	–	–	**1,630**
FXGS	628	–	–	–	**628**
Loomis Pay	–	–	106	–	**106**
Revenue, other and internal	168	93	–	–154	**107**
Total revenue	**14,793**	**15,697**	**106**	**–154**	**30,442**
Timing of revenue recognition, external					
At a point in time	2,305	430	–	–	**2,735**
Over time	12,427	15,174	106	–	**27,707**
Total external revenue	**14,732**	**15,604**	**106**	**–**	**30,442**

* Note that the comparison period refers to the previous reporting segment Loomis Pay, which has not been restated.

External revenues per significant geographical market

SEK m	2025	2024
USA	15,716	15,634
France	3,817	3,859
Switzerland	1,888	1,871
Spain	1,877	1,763
UK	1,156	1,215
Sweden	778	846
Other countries	5,195	5,253
Total revenue	**30,427**	**30,442**

No single customer represents more than 10 percent of the total revenue.

Contract assets and contract liabilities

Loomis has identified the following revenue-related contract assets and liabilities. Loomis has no contract-specific contractual expenses.

SEK m	Dec 31, 2025	Dec 31, 2024
Contract assets related to SafePoints	431	449
Contract assets related to costs to fulfil contracts	1	1
Total contract assets	**432**	**450**
Contract liabilities – expected volume discounts	21	18
Contract liabilities – expected refunds to customers or penalties	30	34
Contract liabilities – prepaid income related to subscription fees	99	106
Contract liabilities related to SafePoints	516	505
Total contract liabilities	**666**	**664**
Whereof Non-current contract liabilities	345	344
Whereof Current contract liabilities	321	320
Total contract liabilities	**666**	**664**

Contract liabilities reversed and recognized as revenue in 2025 amounted to around SEK 283 million (298).

Loomis is expecting around SEK 321 million (320) of the total contract liabilities to be reversed to revenue in 2026, which corresponds to 48 percent (48). The remaining SEK 345 million (344) is expected to be reversed and recognized as revenue in the years after 2026.

NOTE 4 Segment reporting

Accounting principles

Operating segments are reported in accordance with the internal Loomis reporting, submitted to Loomis' CEO who has been identified as the most senior executive decision-maker within Loomis. Loomis' operations are divided into two geographical segments: USA and Europe & Latin America, and the customer segment: SME/Pay. Together, these three segments share certain group-wide functions. The segment presidents for Europe and Latin America, and USA are responsible for monitoring the cash and valuables business within their geographical segments. The managing director of Loomis Pay oversees the digital business and bundling of payment solutions.

The three leaders report to Loomis' President and CEO and are responsible for monitoring the operating income before amortization of acquisition-related intangible assets, acquisition-related costs and revenue and items affecting comparability (EBITA), according to the manner in which Loomis follows up its consolidated statement of income. This then forms the basis for how the CEO monitors development, allocates resources etc. Loomis has therefore chosen this structure for its segment reporting.

The geographical segments are split between the segments Europe and Latin America, and USA. The split is based on the similarities between European countries in important areas relating to, for example, market conditions, political circumstances, laws and regulations that affect Loomis' operations. Operations in the USA are affected to a significant degree by other market conditions and political circumstances, as well as by laws and regulations relevant to Loomis' operations, even if the services provided can be considered similar to those provided in the segment Europe and Latin America.

The SME/Pay reporting segment was introduced in 2025 and focuses on payment solutions for small and medium-sized enterprises (SMEs) and integration of digital payment processing with traditional cash services, in all regions. Segment Group-wide functions consist of the head office and the Parent Company, the risk management function and other functions managed at Group level and which are related to the Group as a whole.

The internal monitoring of earnings and financial position is reported in accordance with the same accounting principles as applied in Loomis' external reporting.

Interest income and interest expense are not allocated among the segments, but are transferred to Group-wide functions as these items are affected by measures taken by the Group Treasury function. The same principle is applied to taxes and tax-related items, as these are handled by the group. The geographical segment's assets and liabilities are allocated according to the physical location of the assets and liabilities.

The Group's interest-bearing liabilities are not considered to be geographical segments' liabilities and have therefore been included in Group-wide functions on the next page. This is in addition to assets and liabilities of the parent company and Loomis Pay business line. Segment information that is delivered to the executive managers concerning the segments for which information is to be provided can be found in the following table. This table also includes disclosures concerning selected earnings measures, and also assets and liabilities for the segments.

NOTE 4 continued

Segment reporting 2025

SEK m	Europe and Latin America	USA	SME/ Pay	Group-wide functions	Eliminations	Total
Revenue, continuing operations	14,578	15,303	191	–	–245	**29,827**
Revenue, acquisitions	36	547	17	–	–	**600**
Total revenue	**14,614**	**15,850**	**208**	–	**–245**	**30,427**
Production expenses	–10,738	–10,922	–247	–	245	**–21,661**
Gross income	**3,876**	**4,928**	**–39**	–	–	**8,765**
Selling and administrative expenses	–2,278	–2,326	–123	–332	–	**–5,058**
Other income and expenses	–15	–27	–	–67	–	**–110**
Items affecting comparability	–612	37	9	–	–	**–568**
Operating income (EBIT)	**970**	**2,612**	**–152**	**–400**	**–**	**3,029**
Financial income	–	–	–	102	–	**102**
Financial expense	–	–	–	–740	–	**–740**
Loss on monetary net assets/liabilities	–	–	–	–11	–	**–11**
Income before taxes	**970**	**2,612**	**–152**	**–1,048**	**–**	**2,381**
Income tax				–799	–	**–799**
Net income for the year	**970**	**2,612**	**–152**	**–1,846**	**–**	**1,582**

SEK m	Europe and Latin America	USA	Group-wide functions	Eliminations	Total
Segment assets					
Goodwill	4,679	3,950	–	–	**8,629**
Other intangible assets	1,068	357	164	–	**1,589**
Fixed assets	3,344	2,403	10	–	**5,758**
Right-of-use assets	1,663	4,214	34	–	**5,911**
Inventory	370	212	5	–	**587**
Accounts receivable	1,972	1,549	150	–193	**3,478**
Assets, cash processing operations	4,529	109	–	–	**4,639**
Other segment assets	1,253	1,404	720	–13	**3,364**
Undistributed assets					
Pension plan assets	–	–	204	–	**204**
Interest-bearing financial fixed assets	–	–	26	–	**26**
Other financial assets valued at fair value via statement of income	–	–	2,853	–	**2,853**
Total assets	**18,879**	**14,198**	**4,166**	**–206**	**37,037**

Segment reporting 2025

SEK m	Europe and Latin America	USA	Group-wide functions	Eliminations	Total
Segment liabilities					
Accounts payable	772	414	93	–193	**1,086**
Accrued expenses and prepaid income	1,399	627	237	–13	**2,250**
Liabilities, cash processing operations	4,502	110	–	–	**4,612**
Provisions for claims reserves	–74	743	150	–	**819**
Other liabilities	1,455	902	131	–	**2,488**
Undistributed liabilities					
Current loans payable	–	–	783	–	**783**
Long-term loans payable	–	–	6,081	–	**6,081**
Interest-bearing current lease liabilities	–	–	1,753	–	**1,753**
Interest-bearing non-current lease liabilities	–	–	4,618	–	**4,618**
Provisions for pensions	–	–	547	–	**547**
Shareholders' equity	–	–	12,001	–	**12,001**
Total liabilities and shareholders' equity	**8,054**	**2,796**	**26,394**	**–206**	**37,037**
Other information					
Investments in fixed assets, net	852	517	38	–	**1,406**
Depreciation and amortization	1,670	1,809	21	–	**3,501**

Operating income (EBITA)

SEK m	2025	2024
Europe and Latin America	1,717	1,644
USA	2,628	2,470
SME/Pay	–161	–202
Group-wide functions	–332	–270
Operating income (EBITA)	**3,851**	**3,642**

Revenue split by service, %

	Europe and Latin America	USA
Cash in Transit	32	34
Cash management services	19	14
ATM	19	21
Automated solutions	14	25
International	10	4
FXGS	5	–
Loomis Pay	–	–
Other services	1	2
Total	**100**	**100**

Total tangible fixed assets located in Sweden amount to SEK 58 million (70), in the USA to SEK 2,400 million (2,990), and the total for the fixed assets located in other countries amounts to SEK 3,300 million (3,616).

NOTE 4 continued

Segment reporting 2024

SEK m	Europe and Latin America	USA	SME/ Pay	Group-wide functions	Eliminations	Total
Revenue, continuing operations	14,234	15,686	88	–	–150	**29,858**
Revenue, acquisitions	559	11	18	–	–4	**585**
Total revenue	**14,793**	**15,697**	**106**	–	**–154**	**30,442**
Production expenses	–11,034	–10,973	–147	–	154	**–22,001**
Gross income	**3,758**	**4,724**	**–41**	**–**	–	**8,442**
Selling and administrative expenses	–2,266	–2,275	–161	–270	–	**–4,973**
Other income and expenses	–5	–6	–	–18	–	**–30**
Items affecting comparability	–341	–	–52	–	–	**–393**
Operating income (EBIT)	**1,148**	**2,443**	**–256**	**–288**	**–**	**3,047**
Financial income	–	–	–	116	–	**116**
Financial expense	–	–	–	–822	–	**–822**
Loss on monetary net assets/liabilities	–	–	–	–69	–	**–69**
Income before taxes	**1,148**	**2,443**	**–256**	**–1,064**	**–**	**2,271**
Income tax	–	–	–	–630	–	**–630**
Net income for the year	**1,148**	**2,443**	**–256**	**–1,694**	**–**	**1,641**

SEK m	Europe and Latin America	USA	Group-wide functions	Eliminations	Total
Segment assets					
Goodwill	5,186	4,431	–	–	**9,617**
Other intangible assets	1,217	145	128	–	**1,490**
Fixed assets	3,681	2,990	5	–	**6,676**
Right-of-use assets	1,621	4,670	16	–	**6,307**
Inventory	409	11	–	–	**421**
Accounts receivable	2,089	1,509	74	–156	**3,516**
Assets, cash processing operations	5,608	119	–	–	**5,727**
Other segment assets	1,250	1,174	477	–29	**2,871**
Undistributed assets					
Pension plan assets	–	–	257	–	**257**
Interest-bearing financial fixed assets	–	–	406	–	**406**
Other financial assets valued at fair value via statement of income	–	–	3,074	–	**3,074**
Total assets	**21,061**	**15,050**	**4,436**	**-185**	**40,361**

Segment reporting 2024

SEK m	Europe and Latin America	USA	Group-wide functions	Eliminations	Total
Segment liabilities					
Accounts payable	587	355	64	–156	**850**
Accrued expenses and prepaid income	1,458	606	214	–34	**2,243**
Liabilities, cash processing operations	5,580	110	–	–	**5,691**
Provisions for claims reserves	–79	939	190	–	**1,050**
Other liabilities	1,389	1,069	58	–	**2,517**
Undistributed liabilities					
Current loans payable	–	–	57	–	**57**
Long-term loans payable	–	–	7,026	–	**7,026**
Interest-bearing current lease liabilities	–	–	1,920	–	**1,920**
Interest-bearing non-current lease liabilities	–	–	4,767	–	**4,767**
Provisions for pensions	–	–	611	–	**611**
Shareholders' equity	–	–	13,631	–	**13,631**
Total liabilities and shareholders' equity	**8,936**	**3,079**	**28,538**	**–190**	**40,361**
Other information					
Investments in fixed assets, net	1,093	534	34	–	**1,661**
Depreciation and amortization	1,491	1,707	18	–	**3,217**

Revenue split by service, %

	Europe and Latin America	USA
Cash in Transit	34	37
Cash management services	20	15
ATM	20	22
Automated solutions	13	23
International	8	3
FXGS	4	–
Loomis Pay	–	–
Other services	1	–
Total	**100**	**100**

NOTE 5 Operating expenses

Distribution of operating expenses by type

SEK m	2025	2024
Personnel costs	14,783	15,222
Risk, claims and insurance expenses	683	778
Vehicle and fuel expenses	1,637	1,740
Costs of premises	1,028	1,009
Costs of technical equipment	890	849
Costs for subcontractors	2,072	1,775
Items affecting comparability [1]	568	393
Depreciation and amortization [2]	3,186	3,115
Other expenses	2,550	2,516
Total expenses by type	**27,397**	**27,397**

1) See note 9 for more information.
2) Impairment of goodwill is not included in above amount. For more information see note 13.

Depreciation, amortization and impairment

SEK m	2025	2024
Acquisition-related intangible assets [1]	475	296
Other intangible assets	85	102
Buildings	56	58
Machinery and equipment	1,281	1,351
Right-of-use assets	1,466	1,282
Contract asset reversal	137	128
Total depreciation, amortization and impairment	**3,500**	**3,217**

1) Impairment of goodwill is included in above amount. For more information see note 13.

Depreciation, amortization and impairment for the year are reported in the statement of income as follows:

SEK m	2025	2024
Production expenses	2,836	2,738
Selling and administrative expenses	189	183
Acquisition-related intangible assets	475	296
Total depreciation, amortization and impairment	**3,500**	**3,217**

> For more information see Note 13 Goodwill, Intangible assets and Impairment testing and Note 14 Tangible fixed assets.

NOTE 6 Audit fee

Audit fees and other fees

	Group		Parent Company	
SEK m	2025	2024	2025	2024
Deloitte				
Audit assignment	27	24	5	4
Auditing activities other than audit assignments	1	1	1	1
Tax advice	–	–	–	–
Other services	–	–	–	–
Total elected auditors	**28**	**25**	**6**	**5**
Other auditors				
Audit assignments	6	2	–	–
Total	**34**	**27**	**6**	**5**

Auditing services other than audit assignments relate mainly to accounting advice, support with preparation of tax returns and value added tax. Other services relate to non-statutory assignments. Deloitte AB has performed non-audit services related to the EMTN-program.

NOTE 7 Employees and remuneration

Accounting principles

The Group currently has two types of incentive programs, one short-term and one long-term savings share-based incentive scheme.

In the short-term incentive scheme, the participants receive a cash-regulated bonus paid out the year after the earning year.

The cost for Loomis is reported during the vesting period and is reported in the statement of income. The share-related reserve is reported as part of equity and not as a liability. At the end of the scheme, any deviations from the original estimates, e.g., due to an employee leaving the Group and not receiving their allotted shares, are reported in the statement of income and corresponding adjustments are made in equity.

The Group's average number of full-time equivalent employees by gender

	Women		Men		Total	
Number	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**
EUL*	3,162	3,414	10,681	11,050	13,843	14,464
USA	3,240	3,354	6,766	6,623	10,006	9,977
Total	**6,402**	**6,768**	**17,447**	**17,673**	**23,849**	**24,441**

The Parent Company's number of employees by gender at year-end

Number	**2025**	**2024**
Number of employees	59	52
(of which men)	(31)	(27)

In 2025, the number of Board members and Presidents for all legal entities within the Group was 82 (78), of whom 22 (19) were women.

Personnel costs: Board of Directors and Presidents

	Salaries		Social security contributions		(of which pensions)		(of which bonuses)	
SEK m	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**
EUL*	185	177	12	10	(5)	(4)	(30)	(20)
USA	21	20	0	0	(0)	(0)	(8)	(7)
Total	**206**	**197**	**12**	**10**	**(5)**	**(4)**	**(38)**	**(27)**

Personnel costs: Other employees

	Salaries		Social security contributions		(of which pensions)	
SEK m	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**
EUL*	6,043	6,144	1,472	1,561	(373)	(374)
USA	5,664	5,879	1,384	1,433	(107)	(27)
Total	**11,707**	**12,022**	**2,856**	**2,994**	**(480)**	**(401)**

Total personnel costs: Board of Directors, Presidents and other employees

	Salaries		Social security contributions		(of which pensions)	
SEK m	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**
EUL*	6,228	6,321	1,486	1,571	(378)	(378)
USA	5,685	5,899	1,384	1,433	(107)	(27)
Total	**11,913**	**12,220**	**2,870**	**3,004**	**(485)**	**(405)**

The Parent Company's total personnel costs: Board of Directors, Presidents and other employees

	Salaries		Social security contributions		(of which pensions)	
SEK m	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**
Board of Directors and Presidents	41	39	4	2	–	–
Other employees	90	79	50	46	(27)	(20)
Total	**131**	**118**	**54**	**48**	**(27)**	**(20)**

*EUL refers to Europe and Latin America. Includes employees per regional location, and therefore employees within Group-wide functions and segment SME/Pay are included in the respective region.

In 2025, President and CEO Aritz Larrea received variable remuneration amounting to SEK 14.4 million (14.2) which pertains to the Company's short-term incentive program. For further information on the Group's pensions and other long-term benefits to employees see *Note 24* Provisions for pensions and similar commitments.

Remuneration of the President, Board of Directors and Group Management

The Chairman and members of the Board receive remuneration in accordance with the decision by the Annual General Meeting. Decisions on guidelines for salaries and other remuneration paid to the President/CEO and other members of Group Management are made by the Annual General Meeting, following a proposal from the Board of Directors.

Principles for remuneration of the Board of Directors

Principles for remuneration of Loomis' current Board of Directors were adopted at the Annual General Meeting on May 6, 2025. The members are appointed for the period until the Annual General Meeting in 2026. The fees reported on this page refers to the remuneration expensed in the financial year. For information on the fee and the distribution between the members, see the table on >page 138.

Principles for remuneration of the President/CEO and other members of Group Management as adopted at the Annual General Meeting

The principles for remuneration to Group Management, as summarized below, were adopted at the Annual General Meeting on May 6, 2025. The guidelines apply to agreements entered into after the AGM decision and to any changes made to existing agreements after this date. The Board has the right to deviate from the guidelines if there are special grounds to do so in an individual case.

Remuneration for the President/CEO and other members of Group Management consists of a fixed salary, variable remuneration, pension benefits and other benefits. Variable remuneration is based on the outcome in relation to performance targets and growth targets within the individual area of responsibility, determined individually for each executive.

Variable remuneration can also be linked to individual performance targets. Variable remuneration for the President/CEO shall correspond to a maximum of 100 percent of the total fixed salary during the measurement period for awarding variable remuneration. For other members in Group Management, variable remuneration shall not exceed 100 percent of the total fixed annual salary. In addition to the above variable remuneration, long-term incentive programs may be decided from time to time.

In addition to the collectively agreed ITP plan, Loomis offers the Swedish members of Group Management a supplementary pension provision for salary components above 30 income base amount. For members of Group Management who are not covered by collective agreements (ITP plan), variable remuneration is not pensionable. Members of Group Management residing outside Sweden may be offered pension solutions that are competitive in the country where the individuals reside.

If notice of termination is given by the Company, the notice period for members of the Group Management shall not exceed 12 months with the right to severance pay after the end of the notice period equivalent to a maximum of 100 percent of the fixed salary for a maximum of 12 months. If notice of termination is given by the executive, a notice period of a maximum of 6 months shall apply, without the right to severance pay. In addition, compensation may be paid for any commitment to restrict competition. Such compensation shall compensate for any loss of income and shall only be paid to the extent that the former executive is not entitled to severance pay. The compensation shall amount to a maximum of 60 percent of the monthly income at the time of termination and be paid during the period in which the commitment to restrict competition applies, which shall be a maximum of 12 months after the termination of employment.

Other benefits, such as company car, life insurance, supplementary health insurance or occupational health care, may be provided if this is considered customary in the market for senior executives in equivalent positions in the job market where the executive is active. However, the total value of these benefits shall constitute a minor part of the total remuneration.

The auditor's statement on the Company's compliance with the remuneration guidelines is available at www.loomis.com.

> For the complete Remuneration guidelines that were adopted at the Annual General Meeting, see page 49-50.

> For comments on the remuneration to the President and CEO and other members of Group Management, see page 139.

NOTE 7 continued

Remuneration cost for 2025

SEK thousand	Fixed salary/Remuneration for Board of Directors	Variable remuneration[1]	Share-based remuneration[4]	Other benefits	Pension costs	Total
Lars Blecko, Chairman [2]	1,287	–	–	–	–	**1,287**
Alf Göransson, board member [2]	977	–	–	–	–	**977**
Cecilia Daun Wennborg, board member [2]	945	–	–	–	–	**945**
Marita Odélius, board member [2]	772	–	–	–	–	**772**
Johan Lundberg, board member [2]	772	–	–	–	–	**772**
Liv Forhaug, board member [2]	605	–	–	–	–	**605**
Santiago Galaz, board member [2]	605	–	–	–	–	**605**
Aritz Larrea, President [2]	14,630	14,380	5,513	312	–	**34,835**
Other members of Group Management [2] [3]	27,452	20,512	7,028	961	5,955	**61,908**
Total	**48,043**	**34,892**	**12,542**	**1,273**	**5,955**	**102,705**

1) Refers to variable remuneration earned in 2025, to be paid out in 2026.
2) For holdings of shares in Loomis, refer to >pages 41–42.
3) Athina Pehrman, Björn Züger, Erik Åslund, Johan Wilsby, Mårten Lundberg and Alejandro Corominas Menéndez.
4) Refers to the cost of the share based long term incentive programs (LTIP 2023 and LTIP 2025).

Remuneration cost for 2024

SEK thousand	Fixed salary/Remuneration for Board of Directors	Variable remuneration[1]	Share-based remuneration[4]	Other benefits	Pension costs	Total
Alf Göransson, Chairman [2]	1,500	–	–	–	–	**1,500**
Marita Odélius, board member [2]	490	–	–	–	–	**490**
Cecilia Daun Wennborg, board member [2]	887	–	–	–	–	**887**
Jeanette Almberg, board member [2]	200	–	–	–	–	**200**
Lars Blecko, board member [2]	665	–	–	–	–	**665**
Johan Lundberg, board member [2]	715	–	–	–	–	**715**
Liv Forhaug, board member [2]	573	–	–	–	–	**573**
Santiago Galaz, board member [2]	573	–	–	–	–	**573**
Aritz Larrea, President [2]	14,047	14,203	4,386	404	–	**33,040**
Other members of Group Management [2] [3]	31,035	25,250	6,056	2,884	5,006	**70,232**
Total	**50,685**	**39,453**	**10,442**	**3,288**	**5,006**	**108,875**

1) Refers to variable remuneration earned in 2024, which was paid out in 2025.
2) For holdings of shares in Loomis, refer to >pages 41–42.
3) Athina Pehrman, Björn Züger, Erik Åslund, Georges López Periago, Johan Wilsby and Mårten Lundberg.
4) Refers to the cost of the share based long term incentive programs (LTIP 2021 and LTIP 2023).

Long-term share-based incentive scheme approved by the Annual General Meeting

LTIP 2025–2027

At the Annual General Meeting on 6 May 2025, a new long-term savings share-based incentive program (LTIP 2025) was resolved. LTIP 2025 is aimed at Group Management and other key employees and is based on the same principles as previous programs (LTIP 2023). For the performance-based plan, performance targets have been set for the development of earnings per share and a target related to CO_2 reduction, the former of which is determined annually during the term of the program. The relative distribution between the EPS target and the CO_2 target of the maximum allotment of Performance Shares is 84 percent and 16 percent, respectively. The performance targets, which are decided by the Board of Directors, shall specify a minimum level and an upper target level for each performance target. If the upper target level is reached or exceeded, full allotment of performance shares shall take place, corresponding to: (i) five performance shares per saving share to the CEO, Regional Manager Europe, Regional Manager USA and Group CFO, respectively, (ii) four performance shares per savings share to the other members of Group Management and (iii) three performance shares per savings share for other participants.

LTIP 2025 will give rise to personnel costs during the vesting period, partly in the form of accounting salary costs and partly in the form of social security contributions.

LTIP 2023–2025

The long-term saving share-based incentive program adopted in 2023 (LTIP 2023) reached the established performance target for accumulated earnings per share 2023–2025 to 77 percent and gives rise to allotment of performance shares to the participants at the end of the program.

LTIP 2023-2025

	Performance target				Allotment of shares	
	Minimum	Maximum	Result[1]	Result %	Weight	Granted, %
Earnings per share, SEK	73.2	81.9	79.7	75	90	67
CO_2 emission reductions, %	5	15	21	100	10	10
Total					**100**	**77**

1) The reported EPS amounted to 67.8 SEK/Share and the result is adjusted for effects of hyperinflation countries and items affecting comparability in accordance with the program rules.

For 2025, the cost for both LTIP-programs amounted to SEK 42 million including social security contributions. The total provision for employer contributions in the balance sheet amounted to SEK 16 million.

Valuation parameters for instruments granted during the period

	Scheme LTIP 2025–2027
Share price at grant, SEK	371.00
Share price at reporting period end, SEK	390.40
Maturity, year	2.7
Fair value per share at grant, SEK	334.50

Number of performance shares

	Scheme LTIP 2023–2025		Scheme LTIP 2025–2027		Total	
	2025	**2024**	**2025**	**2024**	**2025**	**2024**
Outstanding at the beginning of the period	186,252	230,637	–	–	186,252	230,637
Granted during the period	–	–	201,803	–	201,803	–
Forfeited during period	–2,093	–3,300	–	–	–2,093	–3,300
Exercised during period	–	–	–	–	–	–
Expired during period	–	–41,085	–	–	–	–41,085
Outstanding at the end of the period	**184,159**	**186,252**	**201,803**	**–**	**385,962**	**186,252**

NOTE 7 continued

Remuneration and employment terms for the President and CEO

The President and CEO's remuneration consists of fixed salary, variable remuneration, pension and insurance benefits and a company car. The annual bonus program is maximized at 100 percent of base salary. Variable remuneration is not pensionable. In the event of termination of the employment agreement by the Company, the CEO is entitled to twelve months' notice and a severance pay corresponding to twelve months' salary, unless the termination is based on a serious breach of contract. If the President and CEO resigns, the notice period is six months. Aritz Larrea is bound by a non-compete clause during the notice period. Remuneration of the President and CEO is shown in the table.

Other information regarding other members of the Group Management

All of the current Swedish members of Group Management are entitled to a pension in accordance with the ITP plan. In addition to the ITP plan, Loomis offers the Swedish members of Group Management a supplementary pension payment for the amounts of income exceeding 30 income base amounts. This is after a salary cap was enacted by the labor market participants on ITP-1 for the earnings of salaries exceeding 30 income base amounts. Foreign members of Group Management are not entitled to a Swedish pension solution.

The notice period for other members of Group Management varies between 6 and 12 months in the event of termination by Loomis and 6 months in the event of resignation by the respective executives. Members of Group Management are entitled to severance pay in the event of termination by the Company, comprising 12 months' salary. As a general rule, severance pay is not paid in the event of resignation, initiated by the executive, with the exception of cases where the termination is due to a serious breach of contract by Loomis. All members of Group Management are bound by a non-compete clause for a period between one and two years.

Short-term incentive schemes

2025 scheme

In 2024, Loomis' Board of Directors decided to introduce a short-term incentive scheme for around 350 employees where allotment will be based on the outcome of a number of financial key ratios for the full year 2024. The variable remuneration will be paid out in cash the year after it is earned.

2024 scheme

In 2023, Loomis' Board of Directors decided to introduce a short-term incentive scheme for around 350 employees where allotment will be based on the outcome of a number of financial key ratios for the full year 2023. The variable remuneration will be paid out in cash the year after it is earned.

> For information on shareholdings, other Board assignments, etc., refer to the section on the Board of Directors and Group Management, pages 41–42.

NOTE 8 Government grants

Accounting principles

Government grants are recognized at fair value when it is reasonably certain that the grant will be received and that Loomis will meet the requirements for receiving the grant. Government grants are recognized on an accrual basis in the statement of income over the same periods as the costs the grants are intended to cover and they are recognized as a reduction of these costs.

In 2025, government grants totaling SEK 3 million (SEK 5 million) were received. These grants relate to relief for research and development expenses in Italy, amounting to SEK 3 million (SEK 3.5 million).

In Austria, no support for high energy prices was received in 2025, compared with support of SEK 1.5 million granted in 2024.

NOTE 9 Items affecting comparability

Accounting principles

Items affecting comparability are reported events and transactions whose impact is important to note when the period's results are compared with previous periods, such as capital gains and capital losses from divestments of significant cash generating units, material write-downs or other significant items affecting comparability.

Earnings for 2025 include an item affecting comparability of SEK –568 million relating mainly to impairment of goodwill and restructuring cost within segment Europe and Latin America. Earnings for 2024 include an item affecting comparability of SEK –393 million relating mainly to restructuring cost within the segment Europe and Latin America and impairment of intangible assets.

SEK m	2025	2024
Provision for administrative fine[1)]	–	–40
Provision for litigation and claims[2)]	–42	–66
Impairment of intangible assets within segment Loomis Pay	–	–52
Impairment of goodwill within segment Europe and Latin America	–314	–50
M&A related IAC[3)]	39	–
Restructuring cost within segment Europe and Latin America	–251	–185
Total items affecting comparability	**–568**	**–393**

SEK m	2025	2024
Production expenses	–558	–252
Selling and administrative expenses	–10	–141
Total	**–568**	**–393**

1) Relates to the provision for the administrative fine from the Swedish Financial Supervisory Authority that was communicated in June 2024.
2) Related to the ongoing legal dispute in Denmark. For more information see note 25.
3) Mainly related to the reversal of earnout provisions.

NOTE 10 Financial income and expenses, net

	Group		Parent Company	
SEK m	**2025**	**2024**	**2025**	**2024**
Interest income	61	81	276	404
Foreign exchange gains	41	34	1,450	1,086
Other financial income	0	1	1	3
Financial income	**102**	**116**	**1,727**	**1,493**
Interest expenses	–644	–728	–387	–531
(of which interest expenses for leasing)	(–254)	(–236)	–	–
Foreign exchange losses	–59	–52	–1,413	–1,095
Bank charges	–10	–10	–2	–2
Other financial expenses	–27	–32	–16	–19
Financial expenses	**–740**	**–822**	**–1,818**	**–1,647**
Loss on monetary net assets/ liabilities[1])	**–11**	**–69**	**–**	**–**
Financial income and expenses, net	**–649**	**–776**	**–91**	**–154**

1) Relates to hyperinflation accounting in Argentina and Turkey.

	Parent Company	
SEK m	**2025**	**2024**
Dividends	2,870	1,711
Impairment	–1,161	–726
Group contributions	–	–5
Total result from participations in Group companies	**1,709**	**980**

Pricing of transactions between Parent Company and subsidiaries is undertaken according to market terms.

These transactions have Loomis AB, registration number 556620-8095, as a parent company.

> For more information and accounting principles see Note 23 Financial instruments and risk management.

NOTE 11 Income tax

Accounting principles

Income taxes include current and deferred taxes. Income tax is recognized in income for the year unless the underlying transaction is recognized in other comprehensive income, in which case the corresponding tax is reported according to the same principle.

Current tax is measured based on the tax rules that apply in the countries where the Parent Company and subsidiaries are operating and is for the current year, with any adjustment to current tax from earlier periods.

Deferred tax is recognized using the balance sheet method. Deferred tax is measured based on the differences between the carrying amount recognized in the balance sheet and the tax base amounts, so-called temporary differences. Deferred tax is measured applying the tax rates and tax laws that have been enacted or announced as of the balance sheet date, and that are expected to apply when the deferred tax asset in question is realized or the deferred tax liability is settled.

Deferred tax assets are recognized when it is probable that the amounts can be used against future taxable income. Deferred tax assets are measured on the balance sheet date and any past deferred tax assets that have not been measured are recognized when it is probable that they can be utilized, and, correspondingly, reduced when it is expected that these amounts, in their entirety or partly, cannot be utilized against future taxable income.

Deferred tax assets and deferred tax liabilities are offset when there is a legal right to offset current tax assets against current tax liabilities and when deferred taxes are levied by the same tax authority.

Tax expense

	Group				Parent Company			
SEK m	**2025**	**%**	**2024**	**%**	**2025**	**%**	**2024**	**%**
Tax on income before taxes								
– current taxes	–845	–35.5	–845	–37.2	–19	–1.0	–65	–5.2
– deferred taxes	46	1.9	215	9.5	–2	–0.1	5	0.4
Total tax expense	**–799**	**–33.5**	**–630**	**–27.7**	**–21**	**–1.1**	**–60**	**–4.8**

Reconciliation of effective tax expense

Group

SEK m	**2025**	**%**	**2024**	**%**
Income before tax	2,381		2,271	
Tax based on Swedish tax rate	–490	–20.6	–468	–20.6
Effect from foreign tax rate	–55	–2.3	–47	–2.1
Tax related to prior years	–18	–0.8	0	0.0
Non–taxable income	0	0.0	6	0.3
Non–deductible expenses	–114	–4.8	–37	–1.6
Tax losses, previously not capitalized	8	0.3	0	0.0
Tax effect of losses where no deferred tax asset is recognized	–117	–4.9	–64	–2.8
Devaluation effect in Argentina	–8	–0.3	–6	–0.3
Changed tax rate	–1	0.0	–1	0.0
Effect from Pillar Two	–4	–0.3	–3	–0.1
Other	–2	–0.1	–11	–0.5
Total tax expense	**–799**	**–33.5**	**–630**	**–27.7**

Parent Company

SEK m	**2025**	**%**	**2024**	**%**
Income before tax	1,961		1,257	
Tax based on Swedish tax rate	–404	–20.6	–258	–20.6
Tax related to prior years	34	0.0	0	0.0
Non–taxable income	591	30.1	353	28.2
Non–deductible expenses	–243	–12.4	–157	–12.5
Tax related to items not included in the taxable result	3	0.2	–4	–0.3
Tax related to deferred tax	–2	–0.1	5	0.4
Total tax expense	**–21**	**–1.1**	**–60**	**–4.8**

Tax attributable to non–taxable income in the Parent Company is primarily related to received dividends from subsidiaries. Tax related to non–deductible expenses is primarily related to write–down of goodwill in an operation within the segment Europe and Latin America.

> For more information, see Note 28 Contingent liabilities.

NOTE 11 continued

There were no major changes in corporate income tax rates in the countries in which Loomis conducts the majority of its operations. The corporate income tax in Sweden remains at 20.6 percent (20.6).

The corporate tax rates in the countries in which Loomis has significant business operations are as follows:

Corporate tax rate, %	2025	2024
USA [1]	24	24
Spain	25	25
France	25	26
Sweden	21	21
UK	25	25
Switzerland [2]	18–21	18–21

1) The corporate income tax rate includes federal as well as state tax. The federal tax is 21 percent. The state tax rates vary between states.
2) The Swiss corporate income tax rates comprise federal, cantonal and communal taxes. Federal tax is levied at a flat rate of 8.5 percent. Cantonal and communal tax rates vary.

OECD Pillar Two model rules

The Loomis Group is within the scope of the OECD Pillar Two model rules. Pillar Two legislation was enacted in Sweden and came into effect on January 1, 2024.

Under the Pillar Two legislation, the Group is liable to pay a top–up tax for the difference between its GloBE effective tax rate per jurisdiction and the 15 percent minimum rate.

A calculation of the top–up tax due for FY2025 has been carried out and for the Loomis Group the rules are only applicable to profits earned in Ireland. For 2025, the effective tax rate applicable to the Irish income is 12.5 percent. Top–up tax, calculated as an additional 2.5% on the Irish profits, will be payable in Ireland. The top-up tax, amounting to SEK 4 million, is included in the total tax cost.

Pillar Two model rules have an immaterial monetary impact on the Loomis Group in FY2025.

Tax loss carryforwards

The total tax loss carryforwards as of December 31, 2025, were SEK 3,082 million (1,628). The Loomis companies with large tax loss carryforwards are mainly found in Denmark, Belgium, France, Great Britain and Germany as well as the international company in Hong Kong.

Deferred tax assets relating to tax losses are recognized to the extent that it is probable that they will be utilized against taxable income. As of December 31, 2025, tax loss carryforwards, for which deferred tax assets have been recognized, amounted to SEK 562 million (560), of which SEK 113 million lapse within 1–5 years, while SEK 53 million lapse within 5–10 years. Deferred tax assets relating to these loss carryforwards amounted to SEK 137 million (136).

Balance sheet

Deferred tax assets and deferred tax liabilities were attributable to:

Group	Deferred tax assets		Deferred tax liabilities		Net	
Deferred taxes, SEK m	**Dec. 31, 2025**	**Dec. 31, 2024**	**Dec. 31, 2025**	**Dec. 31, 2024**	**Dec. 31, 2025**	**Dec. 31, 2024**
Machinery and equipment	107	86	–	–6	107	80
Pension provisions and personnel–related liabilities	118	157	–27	–56	91	101
Liability insurance–related claims reserves	–	–	–10	–	–10	–
Provisions for restructuring	3	–	–11	–4	–8	–4
Intangible fixed assets	23	–	–265	–287	–242	–287
Tax loss carryforwards	137	136	–	–	137	136
Other temporary differences	165	80	–69	–10	96	70
Total deferred taxes	**553**	**459**	**–381**	**–363**	**172**	**96**

NOTE 11 continued

Change analysis

	2025								2024
Group SEK m	**Machinery and equipment**	**Pension provisions and personnel-related liabilities**	**Liability insurance-related claims reserves**	**Provisions for restructuring**	**Intangible fixed assets**	**Tax loss carry-forwards**	**Other temporary differences**	**Total deferred tax**	**Total deferred tax**
Deferred tax assets									
Opening balance	86	157	–	–	–	136	80	459	360
Change reported in statement of income	29	–45	–	3	24	–12	9	8	50
Change due to new-tax rates	–	–	–	–	–	–	–	–	–
Change due to foreign currency effects	–10	–8	–	–	–1	–9	–11	–39	13
Change due to reclassification	2	–	–	–	–	21	–21	2	8
Change reported in shareholders' equity	–	8	–	–	–	–	–	8	27
Change due to acquisitions/disposals	–	6	–	–	–	–	107	113	1
Change due to new accounting principles	–	–	–	–	–	2	–	2	–
Closing balance	107	118	–	3	23	137	165	553	459
Change during the year	22	–39	–	3	23	1	84	95	99
Deferred tax liabilities									
Opening balance	6	56	–	4	287	–	10	363	515
Change reported in statement of income	13	–40	–	6	–43	9	23	–33	–163
Change due to new tax rates	–	–	–	–	–	–	–	–	–
Change due to foreign currency effects	–21	11	10	2	–56	1	26	–27	16
Change due to reclassification	2	–	–	–	–	–	–	2	–
Change reported in shareholders' equity	–	1	–	–	–	–	–	1	–5
Change due to acquisitions/disposals	–	–	–	–	76	–	–	76	–
Change due to new accounting principles	–	–	–	–	–	–	–	–	–
Closing balance	0	27	10	11	265	10	59	381	363
Change during the year	–6	–29	10	7	–22	10	49	19	–152

NOTE 12 Acquisitions of subsidiaries

Accounting principles

The Group applies the acquisition method to account for business combinations. All considerations transferred for the acquisition of an operation are reported at fair value on the acquisition date. Revaluation of any deferred considerations and contingent considerations over and above that which was assessed at the time of the acquisition is recognized in the statement of income. When the final outcome is available, any effect of contingent consideration/repayment of consideration is recycled to the statement of income. The Group has the choice, on a transaction-by-transaction basis, to measure non-controlling interests (NCI) either at fair value or at the NCI's proportionate share of net assets of the acquiree. According to IFRS, transactions with non-controlling interests are recognized as a transaction within equity. There is, however, a lack of specific rules concerning revaluation of option liabilities for these holdings. Revaluations of option liabilities for non-controlling interests are recognized as transactions within equity. The accounting is thereby made similarly to other transactions with non-controlling interests.

The surplus arising from the difference between the cost of acquisition and the fair value of the Group's share of identifiable acquired assets, liabilities and contingent liabilities is reported as goodwill.

Acquisition-related costs

Acquisition-related costs attributable to transaction costs, revaluation of deferred considerations, final effects of contingent considerations/repayments, restructuring and/or integration of acquired operations into the Group are included in Other income and expenses in the statement of income. The item includes acquisition-related costs attributable to ongoing, completed and discontinued acquisitions. Restructuring costs are expenses reported in accordance with the specific criteria for provisions for restructuring.

Acquisitions 2025

Loomis acquired one material business during the year with the acquisition of Burroughs, Inc. During the year there have been several minor acquisitions in the Group. Since none of these acquisitions are significant on a standalone basis for the group, they are summerized below.

Acquisition of Burroughs, Inc

Loomis AB, through its subsidiary Loomis Holding US, Inc., acquired Burroughs Inc. on June 1, 2025. The preliminary balance sheet is presented in the table to the right. The Purchase Price Allocation remains provisional and subject to adjustment up to 12 months from the acquisition date.

The total consideration for the acquisition is equivalent to SEK 141 million, comprised of SEK 48 million in cash and SEK 93 million in discounted deferred consideration, based on an EBITDA target. Total transaction costs for the acquisition amounted to approximately SEK 24 million and have been recognized on the line Other income and expenses.

The surplus values of intangible assets, amounting to SEK 264 million, have been identified as customer contracts and relationships (useful life of 12 years), software (useful life of 7 years) and trademarks and trade names (indefinite useful life).

The acquisition has, as from the time of acquisition, up to December 31, 2025, contributed approximately SEK 544 million to total revenue and approximately SEK -59 million to net income. Had the acquisition taken place at the beginning of the year, the acquisition would have contributed approximately SEK 902 million to total revenue and approximately SEK -37 million to net income.

Burroughs Inc - SEK m	Preliminary acquisition balance Jun. 30, 2025	Updated preliminary acquisition balance Dec. 31, 2025
Intangible assets	312	264
Tangible assets	164	164
Cash and cash equivalents	19	26
Other assets	184	182
Other liabilities	–753	–755
Deferred tax assets and liabilities net	52	39
Net identifiable assets and liabilities	**–21**	**–79**
Purchase price paid	56	48
Deferred purchase price	314	93
Total consideration	**370**	**141**
Goodwill	**391**	**220**

Other immaterial acquisitions during the year

The total consideration for the acquisitions is equivalent to SEK 166 million, comprising SEK 102 million in cash and SEK 64 million in discounted deferred consideration, based on an EBITDA target. Total transaction costs for the acquisitions amounted to approximately SEK 0 million and have been recognized on the line Other income and expenses.

The surplus values of intangible assets, amounting to SEK 43 million, have been identified as customer contracts and relationships (useful life of 5–10 years) and software (useful life of 10 years).

The acquisitions have, as from the time of acquisition, up to December 31, 2025, contributed approximately SEK 50 million to total revenue and approximately SEK -3 million to net income. Had the acquisitions taken place at the beginning of the year, the acquisitions would have contributed approximately SEK 134 million to total revenue and approximately SEK 5 million to net income.

For further information on the specific acquisitions see page 45 in the Administration report.

Other immaterial acquisitions - SEK m	Preliminary acquisition balance Dec. 31, 2025
Intangible assets	43
Tangible assets	17
Cash and cash equivalents	16
Other assets	39
Other liabilities	–47
Deferred tax assets and liabilities net	–8
Net identifiable assets and liabilities	**60**
Purchase price paid	102
Deferred purchase price	64
Total consideration	**166**
Goodwill	**107**

NOTE 13 Goodwill, intangible assets and impairment testing

Accounting principles

Goodwill represents the positive difference between the consideration transferred and the fair value of the Group's share of identifiable net assets of the acquired subsidiary/operation at the date of acquisition. Loomis' acquisition-related intangible assets primarily refer to customer contract portfolios and the related customer relationships. The useful life of customer contract portfolios and the related customer relationships are based on the turnover rate of the acquired portfolio and are between 3 and 15 years, corresponding to annual amortization of between 6.7 percent and 33.3 percent. The amortization of acquisition-related intangible assets is recognized in the line item Amortization of acquisition-related intangible assets in the statement of income.

A deferred tax liability is calculated at the local tax rate on the difference between the carrying amount and tax base of intangible assets with finite useful lives (accordingly, goodwill does not give rise to any deferred tax liability). The deferred tax liability is reversed over the same period as the intangible asset is amortized, and thereby neutralizes the impact of the amortization of the intangible asset on the full tax rate percentage on income after tax. This deferred tax liability is initially reported through a corresponding increase in goodwill.

Impairment testing

Assets with an indefinite useful life are not subject to amortization and are tested annually for impairment. Assets subject to amortization are tested for impairment at least on each balance sheet date or when events or new circumstances indicate that the recoverable amount will not amount to at least the carrying amount.

For assets, other than goodwill, for which impairment losses have previously been recognized, an assessment is made on every balance sheet date to determine whether past impairment losses should be reversed. In such cases, a reversal is carried out to raise the carrying amount of the impaired asset to its recoverable amount. A reversal of a past impairment loss is recognized only when the new carrying amount does not exceed what the previous carrying amount would have been (after amortization) if the impairment loss had not been recognized. Previously recognized impairment losses – with the exception of goodwill impairment losses – are reversed only if there has been a change in the assumptions based on which the recoverable amount was determined when the impairment loss was recognized. Goodwill impairment losses are not reversed.

For the purpose of impairment testing, assets are allocated to the lowest levels for which there are identifiable cash flows (cash generating units), i.e. by country or several countries where there are integrated operations under joint management. This allocation is the basis for the yearly impairment testing. Goodwill divided between the cash generating units breaks down as follows:

		Goodwill, SEK m	
	WACC, %	**Dec. 31, 2025**	**Dec. 31, 2024**
Chile	12.1 (12.3)	273	312
Finland	8.3 (8.3)	177	188
France	8.9 (9.4)	1,066	1,129
Italy	9.2 (10.2)	874	926
Switzerland	4.7 (5.4)	962	959
Spain	8.5 (8.6)	595	570
Portugal	9.6 (9.1)	71	75
UK	9.3(9.2)	155	481
Sweden	7.4 (7.4)	47	47
USA	9.1 (8.7)	4,274	4,770
Other	7.6–32.3 (9.4–51.4)	135	160
Total		**8,629**	**9,617**

When impairment is indicated, the impairment loss to be recognized is the amount by which the carrying amount exceeds the recoverable amount. The recoverable amount is the higher of fair value less costs to sell and value in use. The value in use is the present value of the estimated future cash flows. The cash flows are based on financial plans established by Group Management and approved by the Board of Directors that normally cover a period of five years. Cash flows beyond this period have been extrapolated using an estimated growth rate. Wherever possible, Loomis uses external sources of information, however, past experience is also important as there are no official indexes or similar information that can be used directly as a basis for assumptions and assessments made in connection with impairment testing.

The calculation of value in use is based on assumptions and assessments. The most important assumptions relate to organic growth, development of the operating margin, utilization of operating capital employed and the relevant WACC (weighted average cost of capital) rate used to discount future cash flows. The discount rates used are stated after tax and reflect specific risks that apply to the various cash generating units.

For all cash generating units, except the Nordic countries, Turkey and Argentina, an annual estimated growth rate of 2.0 percent is used beyond the forecast period. For the Nordic countries, a rate of 0 percent was used, for Turkey 5 percent and for Argentina a rate of 7 percent was used.

The Group's annual impairment testing of all cash generating units, except for acquisitions completed during the year, was carried out in the fourth quarter of 2025.

> See Note 9 Items affecting comparability.

As of the balance sheet date, a sensitivity analysis of the estimated value in use was carried out in the form of a general reduction of 1 percentage point of the long-term growth and operating margin for the forecast period, and a general increase in the WACC of 1 percentage point. The applied percentage is based on historical observations and low volatility for key assumptions over the recent financial periods. The sensitivity analysis indicated an impairment need in the UK, Czech Republic, Slovakia and Argentina cash generating units. An impairment loss of SEK 314 million was recognized in total for these cash generating units during 2025. The impairment loss comes mainly from the UK. Management's assessment is that the unit's earnings capacity is robust and that no further risk of impairment charges is likely.

Accounting of Other intangible assets

Other intangible assets, that is, intangible assets other than goodwill and acquisition-related assets, are reported if it is probable that the expected future economic benefits attributable to the asset will accrue to the Group and that the cost of the asset can be reliably measured.

Other intangible assets have a finite useful life. These assets are reported at cost less accumulated amortization and any accumulated impairment losses.

Straight-line amortization over the estimated useful life is applied for all classes of assets, as follows:

Software licenses	3–8 years

The useful lives of assets are reviewed annually and adjusted, if appropriate.

NOTE 13 continued

Goodwill

SEK m	Dec. 31, 2025	Dec. 31, 2024
Opening balance	9,871	9,238
Acquisitions	375	85
Reclassifications	0	–2
Translation differences	–1,049	550
Closing accumulated balance	**9,197**	**9,871**
Opening impairment	–254	–204
Impairment losses for the year	–314	–50
Closing accumulated impairment losses	**–568**	**–254**
Closing residual value	**8,629**	**9,617**

Intangible assets 2025

SEK m	Acquisition-related intangible assets	Other intangible assets	Total
Opening balance January 1, 2025	2,680	1,114	**3,793**
Acquisitions	312	2	**314**
Capital expenditures	5	134	**139**
Disposals/write-offs	–	–37	**–37**
Reclassifications	–10	31	**22**
Translation differences	–233	–56	**–289**
Closing accumulated balance December 31, 2025	**2,755**	**1,187**	**3,942**
Opening amortization	–1,555	–748	**–2,303**
Acquisitions	–	0	**0**
Disposals/write-offs	–	38	**38**
Amortization for the year	–161	–85	**–246**
Reclassifications	10	–35	**–25**
Translation differences	142	41	**183**
Closing accumulated amortization December 31, 2025	**–1,564**	**–790**	**–2,353**
Closing residual value December 31, 2025	**1,191**	**397**	**1,589**

Acquisition-related intangible assets consist primarily of contract portfolios and other intangible assets, which consist primarily of software licenses.

Intangible assets 2024

SEK m	Acquisition-related intangible assets	Other intangible assets	Total
Opening balance January 1, 2024	2,581	1,077	**3,657**
Acquisitions	2	6	**8**
Capital expenditures	1	133	**134**
Disposals/write-offs	–	–126	**–126**
Reclassifications	2	–2	**–**
Translation differences	95	26	**121**
Closing accumulated balance December 31, 2024	**2,680**	**1,114**	**3,793**
Opening amortization	–1,307	–695	**–2,002**
Acquisitions	–	–1	**–1**
Disposals/write-offs	–	67	**67**
Amortization for the year	–194	–102	**–296**
Reclassifications	–	2	**2**
Translation differences	–54	–19	**–73**
Closing accumulated amortization December 31, 2024	**–1,555**	**–748**	**–2,303**
Closing residual value December 31, 2024	**1,124**	**366**	**1,490**

NOTE 14 Tangible fixed assets

Accounting principles

Tangible fixed assets are reported at cost, less accumulated depreciation and any accumulated impairment losses. Cost includes expenses directly attributable to the acquisition of the asset. Subsequent costs are added to the carrying amount of the asset or are reported as a separate asset, as appropriate, only if it is likely that the future financial benefits associated with the asset and if the cost of the asset can be reliably calculated. The carrying amount of the replaced part of the asset is derecognized from the balance sheet. All other types of repairs and maintenance are reported as costs in the statement of income in the period in which they arise. Depreciation is based on historical cost and the expected useful life of the asset. The residual values and useful lives of the assets are reviewed on each balance sheet date and adjusted as needed. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Straight-line depreciation over the estimated useful life is applied for all classes of assets, as follows:

Machinery and equipment	4–10 years
Buildings and ground installations	25–67 years

Land is not depreciated.

Gains and losses on disposals are determined by comparing proceeds from the sales with the asset's carrying amount, and are reported as production expenses or selling and administrative expenses, depending on the type of asset being sold.

Land and buildings

	Group	
SEK m	**Dec. 31, 2025**	**Dec. 31, 2024**
Opening balance	1,930	1,788
Capital expenditure	65	112
Disposals/write-offs	–16	–45
Reclassifications	–14	16
Translation differences	–173	58
Closing accumulated balance	**1,792**	**1,930**
Opening depreciation	–757	–700
Depreciation for the year	–56	–58
Disposals/write-offs	7	30
Reclassifications	5	1
Translation differences	59	–30
Closing accumulated depreciation	–742	–757
Closing residual value	**1,050**	**1,173**

Machinery and equipment

	Group		Parent Company	
SEK m	**Dec. 31, 2025**	**Dec. 31, 2024**	**Dec. 31, 2025**	**Dec. 31, 2024**
Opening balance	19,072	18,151	26	26
Acquisitions	47	–	2	–
Capital expenditure	1,220	1,419	–	–
Disposals/write-offs	–1,230	–1,652	–	–
Reclassifications	–121	–24	–12	–
Translation differences	–2,249	1,177	–	–
Closing accumulated balance	**16,739**	**19,072**	**16**	**26**
Opening depreciation	–13,569	–12,971	–23	–19
Acquisitions	–4	–	–	–
Disposals/write-offs	1,169	1,595	12	–
Depreciation for the year	–1,281	–1,351	–2	–4
Reclassifications	0	7	–	–
Translation differences	1,654	–848	–	–
Closing accumulated depreciation	**–12,031**	**–13,569**	**–13**	**–23**
Closing residual value	**4,708**	**5,503**	**3**	**3**

The closing residual value of land included in Land and buildings above amounted to SEK 278 million (308).
Machinery and equipment comprises vehicles, equipment, security equipment (including alarm systems) and IT and telecom equipment.
No impairment has been recognized.

> See Note 15 Right-of-use assets.

NOTE 15 Right-of-use assets

Accounting principles

The Group's leases are mainly for the asset classes Buildings, SafePoints and Vehicles. The leases are normally contracted for fixed periods of between 3 and 20 years. The average contract duration is 53 months (55). Options to extend or terminate leases are included in some of the Group's leases, but lease extensions are included only where it is likely that these will be exercised.

In the majority of cases the option that provides the possibility of extending or cancelling the agreement can only be exercised by the Group and not by the lessors. The leases do not contain any specific terms or restrictions that could lead to the agreements being cancelled if the lease terms are not met, but the leased assets may not be used as security for loans.

The leases are reported as right-of-use assets with the associated liability on the day the leased asset is available for use by the Group. Right-of-use assets are depreciated on a straight-line basis from the start date to the end of the underlying asset's useful life. Each lease payment is divided into amortization of debt and financial expense. The financial expense is to be distributed over the lease term so that in each reporting period an amount is recognized equivalent to a fixed interest rate for the recorded debt during the respective period. The Group's average incremental borrowing rate on lease liabilities for 2025 was approximately 3.91 percent (3.14).

Measurement of leased assets and lease liabilities

Right-of-use assets are measured at cost, which includes the following:

- The original value of the lease liability
- Lease payments paid on or before the start date after deduction for any benefits received in connection with the signing of the lease
- Initial direct expenses
- Expenses to return the asset to the condition specified in the terms of the lease

Lease liabilities include the present value of the following lease payments:

- Fixed lease payments (including those that are substantially fixed)
- Variable lease payments that are determined by an index or a price
- Guaranteed residual value that the lessee expects to be required to pay to the lessor
- The exercise price of a purchase option if it is reasonably certain that the lessee will exercise the option
- Penalties for terminating the lease if the lease term reflects the assumption that the lessee will exercise this option

Lease payments are discounted by a discount rate based on the country's underlying currency, exchange rate, the length of the lease and underlying interest rate plus a company-specific risk premium. The discount rate is the same for all asset classes.

Subsequent measurement

All of Loomis' leases are measured according to the cost model, which means that right-of-use assets will be measured at cost less accumulated depreciation and any impairment losses, and adjusted for any remeasurement of the lease liability that reflects a reassessment or amendment of the lease. The remeasurement amount is recognized as an adjustment of the right-of-use asset. If the carrying amount of the right-of-use asset is written down to zero and there is a further reduction in the value of the lease liability, any remaining amount of the remeasurement is recognized in profit or loss.

SEK m	Buildings	Automated solutions, machinery and other	Vehicles	Total
Opening balance as of January 1, 2025	4,590	3,035	2,524	**10,149**
Acquisitions	16	–	124	**140**
Capital expenditures	526	600	774	**1,900**
Disposals/write-offs	–314	–417	–89	**–821**
Reclassifications	–1	–	3	**2**
Translation differences	–496	–496	–411	**–1,402**
Closing accumulated balance as of December 31, 2025	**4,322**	**2,722**	**2,924**	**9,968**
Opening depreciation as of January 1, 2025	–2,110	–1,359	–374	**–3,842**
Disposals/write-offs	305	393	44	**742**
Depreciation for the year	–503	–600	–362	**–1,466**
Reclassifications	0	–	–1	**–1**
Translation differences	212	234	64	**510**
Closing accumulated depreciation as of December 31, 2025	**–2,096**	**–1,332**	**–629**	**–4,057**
Closing residual value as of December 31, 2025	**2,226**	**1,391**	**2,294**	**5,911**

SEK m	Buildings	Automated solutions, machinery and other	Vehicles	Total
Opening balance as of January 1, 2024	4,267	2,309	939	**7,516**
Capital expenditures	353	771	1,503	**2,627**
Disposals/write-offs	–272	–285	–49	**–606**
Translation differences	243	241	129	**613**
Closing accumulated balance as of December 31, 2024	**4,590**	**3,035**	**2,523**	**10,149**
Opening depreciation as of January 1, 2024	–1,722	–981	–179	**–2,882**
Disposals/write-offs	202	295	44	**541**
Depreciation for the year	–494	–566	–222	**–1,282**
Reclassifications	–	–	–	**–**
Translation differences	–97	–106	–17	**–220**
Closing accumulated depreciation as of December 31, 2024	**–2,110**	**–1,359**	**–374**	**–3,842**
Closing residual value as of December 31, 2024	**2,480**	**1,677**	**2,149**	**6,307**

Right-of-use assets amounted to SEK 5,911 million as of December 31, 2025 (6,307). Buildings account for 38 percent (39) of total right-of-use assets.

SEK m	Dec. 31, 2025	Dec. 31, 2024
Depreciation of right-of-use assets	–1,466	–1,282
Interest expense for lease liabilities	–254	–236
Costs attributable to short-term leases	–38	–56
Costs attributable to low-value leases	–24	–19
Principal payments for lease liabilities	–1,730	–1,436

As of December 31, 2025, the Group has obligations of SEK 18 million (21) relating to short-term leases. During 2025, the cost relating to short-term leases (lease term of 12 months or less) amounted to SEK 13 million (56) and leases for which the underlying asset has a low value (<USD 5,000) amounted to SEK 50 million (19).

NOTE 16 Inventories

Accounting principles

Inventories are measured at the lower of cost and net realizable value. The cost of inventories is at weighted average cost.

SEK m	Dec. 31, 2025	Dec. 31, 2024
Products in progress	7	8
Finished goods	580	413
Total inventory	**587**	**421**

Potential write-downs and reversals are included in 'cost of sales'.

NOTE 17 Accounts receivable

Accounting principles

Accounts receivable are recognized at amortized cost.

> For further information about accounting principles and credit risk, refer to Note 23 Financial instruments and risk management.

Group

SEK m	Dec. 31, 2025	Dec. 31, 2024
Accounts receivable before deduction of provisions for customer losses	3,605	3,639
Provision for customer losses, net	–127	–123
Total accounts receivable	**3,478**	**3,516**

Customer losses for the year amounted to SEK 6 million (0), net.

Aging analysis for overdue accounts receivable

SEK m	Dec. 31, 2025	Dec. 31, 2024
Maturity date <30 days	481	555
Maturity date 30–90 days	228	207
Maturity date >90 days	259	210
Total overdue accounts receivable	**968**	**972**

NOTE 18 Prepaid expenses and accrued income

Accounting principles

Prepaid expenses and accrued income are recognized at amortized cost.

Group

SEK m	Dec. 31, 2025	Dec. 31, 2024
Prepaid expenses for insurance and risk management	291	105
Prepaid rent	3	2
Prepaid suppliers' invoices	30	19
Prepaid expenses for IT projects	168	127
SafePoint warranty	161	145
Other prepaid expenses	699	700
Other accrued income	1	4
Total prepaid expenses and accrued income	**1,353**	**1,103**

Parent Company

SEK m	Dec. 31, 2025	Dec. 31, 2024
Accrued income	–	4
Prepaid expenses for IT projects	168	127
Other	222	118
Total prepaid expenses and accrued income	**390**	**249**

NOTE 19 Liquid funds

Accounting principles

Liquid funds include interest-bearing securities with high liquidity, which can readily be converted into cash and including interest-bearing current assets with a maturity of less than three months. Short-term liquid investments with a maturity from the acquisition date of more than three months are reported as short-term financial investments.

SEK m	Dec. 31, 2025	Dec. 31, 2024
Liquid funds	2,853	3,074
Funds in cash processing operations[1])	4,638	5,727
Total liquid funds	**7,491**	**8,802**

1) Refer to Note 20 Funds in cash processing operations.

Reconciliation of liquid funds according to the consolidated balance sheet in the Group's cash flow statement is as follows:

SEK m	Dec. 31, 2025	Dec. 31, 2024
Liquid funds according to the Group's balance sheet	7,491	8,802
– Adjusted for inventory of cash at the cash processing operations[1])	–3,726	–3,930
– Adjusted for prepayments from customers[1])	–912	–1,797
Liquid funds according to the Group's cash flow statement	**2,853**	**3,074**

1) Refer to Note 20 Funds in cash processing operations.

NOTE 20 Funds in cash processing operations

Accounting principles

Loomis' operations involve the transportation of cash and other valuables based on customer contracts. If stipulated in the customer contract, the transported cash is also counted at Loomis' cash centers. The cash received by Loomis is on consignment unless otherwise agreed with the customer. Consignment cash is accounted for by the other party and not by Loomis. In cases where Loomis, according to the customer contract, assumes ownership of the cash, it is recognized as inventories of cash. These inventories are financed by specific overdraft facilities and by prepayments from customers. The overdraft facilities and prepayments are used solely for this purpose.

Loomis recognizes the above-mentioned items at their gross amounts. Inventories of cash and prepayments from customers are recognized in the balance sheet as liquid funds. Credit facilities relating to cash processing operations, as well as liabilities relating to prepayments from customers and liabilities to customers, are reported in the balance sheet on the line liabilities, cash processing operations. Interest expense for overdraft facilities is recognized in "Production expenses" as it relates to financing of operating activities.

Inventories of cash are entirely separate from Loomis' other liquid funds and cash flow, and according to internal guidelines they are not used in Loomis' other operations or business. In the consolidated cash flow statement, inventories of cash are therefore recognized net against the above-mentioned overdraft facilities and prepayments from customers. Cash funds in processing operations are not included in liquid funds in the consolidated cash flow.

Funds in cash processing operations

SEK m	Dec. 31, 2025	Dec. 31, 2024
Inventory of cash at the cash processing operations	3,726	3,930
Prepayments from customers	912	1,797
Total funds in cash processing operations	**4,638**	**5,727**

Liabilities in cash processing operations

SEK m	Dec. 31, 2025	Dec. 31, 2024
Liabilities related to prepayments from customers and liabilities to customers	939	1,892
Credit facility related to cash processing operations	3,673	3,799
Total liabilities in cash processing operations	**4,612**	**5,691**

NOTE 21 Shareholder's equity

Number of outstanding shares in Loomis AB

	Dec. 31, 2025		Dec. 31, 2024	
	No. of shares	Share capital (SEK m)	No. of shares	Share capital (SEK m)
Total no. of shares	68,500,000	376.4	71,000,000	376.4
whereof treasury shares	1,577,753	8.7	2,514,653	13.8
Total no. of outstanding shares	**66,922,247**	**367.7**	**68,485,347**	**362.6**

Share capital

Share capital refers to the capital the owners have contributed to the Company through the issued shares. All shares have a quota value of SEK 5.5, equal voting rights and an equal share in the Company's profit and capital.

Other contributed capital

Other contributed capital refers to shareholder's contribution received.

Other reserves

Other reserves comprises translation differences, hedging of net investments net of tax, share-based remuneration and share swap agreements.

Non-controlling interest

In subsidiaries not wholly owned, the share of equity owned by external shareholders is recognized as non-controlling interest.

Earnings per share

Earnings per share before dilution is calculated by dividing profit for the year attributable to owners of the Parent Company by the average number of outstanding shares. The average number of shares is the weighted number of outstanding shares during the year after repurchase of own shares. Earnings per share after dilution is calculated by adjusting the average number of shares with the estimated number of shares from share-based incentive programs. Shares from incentive programs are included in the calculation of the dilution from the start of each program. The dilution in the Group is a consequence of Loomis' long-term incentive programs. The average number of outstanding shares for long-term incentive programs amounted to 215,553 (171,026). The average number of outstanding shares before dilution amounted to 67,937,792 (69,804,418) and after dilution 68,153,345 (69,975,445).

NOTE 22 Shares in subsidiaries

Subsidiary	Corporate identification number	Countries where Loomis is registered and has operations	Operations	Share of capital directly owned by the Parent Company (%)	Carrying amount (SEK m)	Share of capital owned by the Group (%)
Loomis Holder Spain SL	B83379685	Spain	Holding company	100	896	100
Loomis Spain SA	A79493219	Spain	CIT and CMS company	–	–	100
Loomis Portugal SA	506632768	Portugal	CIT and CMS company	–	–	100
Transportadora de Caudales Vigencia Duque SA	30-68901181-7	Argentina	CIT and CMS company	–	–	100
Loomis Holding Chile SpA	768882347	Chile	Holding Company	–	–	100
Wagner Seguridad Custodia y	995052407	Chile	CIT and CMS company	–	–	100
Loomis Norge AS	983445381	Norway	CIT and CMS company	100	42	100
Loomis Holding UK Ltd	2586369	UK	Holding company	100	75	100
Loomis UK Ltd	3200432	UK	CIT and CMS company	–	–	100
Loomis Holding US Inc	47-0946103	USA	Holding company	100	742	100
Loomis Armored US LLC	75-0117200	USA	CIT and CMS company	–	–	100
Burroughs, Inc.	10941129	USA	CIT and CMS company	–	–	100
Burroughs Controlled Access Services LLC	262254701	USA	CIT and CMS company	–	–	100
Loomis Österreich GmbH	FN104649x	Austria	CIT and CMS company	99	134	100
Loomis Suomi Oy	1773520-6	Finland	CIT and CMS company	100	172	100
Automatia Pankiautomaatit Oy	0974651-1	Finland	Comprehensive solutions for recycling of cash	100	775	100
Loomis Sverige AB	556191-0679	Sweden	CIT and CMS company	100	70	100
Loomis eStore AB	556197-6837	Sweden	Supplier of consumables	100	15	100
Loomis Digital Solution AB	556961-5312	Sweden	Digital payment solutions	100	–	100
Loomis Belgium NV	0834600965	Belgium	CIT and CMS company	100	–	100
Loomis Czech Republic a.s.	26110709	Czech Republic	CIT and CMS company	100	–	100
Loomis Danmark A/S	10082366	Denmark	CIT and CMS company	100	224	100
Loomis Güvenlik Hizmetleri A.S.	539774	Turkey	CIT and CMS company	98	74	100
Loomis Germany Holding GmbH	HRB 36335	Germany	Holding company	100	–	100
Loomis Verwaltungsgesellschaft mbH	HRB 35173	Germany	General partner of a limited partnership	–	–	100
Loomis Deutschland GmbH & Co. KG	HRA 13071	Germany	CIT and CMS company	–	–	100
Loomis Holding France SASU	498543222	France	Holding company	100	1,206	100
Loomis France SASU	479048597	France	CIT and CMS company	–	–	100
Loomis FX Gold and Services	352572937	France	Foreign currency company	–	–	100
Loomis Logistique de Valeurs Azur SA	037020757	France	CIT and CMS company	–	–	100
Loomis Traitement de Valeurs Azur SA	312086739	France	CIT and CMS company	–	–	100
Loomis Reinsurance DAC	152439	Ireland	Reinsurance company	100	110	100
Loomis SK a.s.	36,394,238	Slovakia	CIT and CMS company	100	–	100
Loomis UK Finance Company Ltd	7834722	UK	Investment company	100	12	100
Via Mat Holding AG	CHE-103.445.244	Switzerland	Holding company	100	1,654	100
Loomis International Corporate AG	CHE-106.825.583	Switzerland	Holding company	–	–	100
Kipfer Logistik GmbH	CHE-110.353.446	Switzerland	CIT and CMS company	–	–	100
Loomis Schweiz AG	CHE-109.503.213	Switzerland	CIT and CMS company	–	–	100
Cima S.p.A	3536420361	Italy	Manufacturing of cash management systems	100	2,004	100
Total shares in subsidiaries					**8,205**	

A complete detailed specification of subsidiaries can be obtained on request.

All subsidiaries are consolidated into the Group. The percentage of voting rights in the subsidiaries owned directly by the Parent Company is the same as the percentage of shares held. There is no subsidiary that has a holder of non-controlling interests and that is of significance to the Group.

Shares in subsidiaries

SEK m	Dec. 31, 2025	Dec. 31, 2024
Opening balance, January 1	8,484	8,712
Capital contributions	660	472
Acquisitions	219	9
Other	29	17
Impairment losses	–1,187	–726
Closing balance, December 31	**8,205**	**8,484**

The changes in shares in subsidiaries in 2025 were primarily due to partial write-downs of the British, German and Czech subsidiaries as well as capital contributions. The changes in shares in subsidiaries in 2024 were primarily due to partial write-downs of the Belgian, Czech, German, and Swedish subsidiaries as well as capital contributions.

Use of local disclosure exemption provisions

Loomis Deutschland GmbH & Co. KG makes use of the exemption provision of Section 264b HGB.

Loomis Germany Holding GmbH makes use of the exemption provision of Section 264 (3) HGB.

Loomis Verwaltungsgesellschaft mbH makes use of the exemption provision of Section 264 (3) HGB.

NOTE 23 Financial instruments and risk management

Accounting principles

Recognition and derecognition from the statement of financial position

A financial asset or financial liability is recognized in the balance sheet when an entity becomes party to the contractual provisions of the instrument. Accounts receivable are recognized in the balance sheet when an invoice has been sent. A liability is recognized when the counterparty has performed services and there is a contractual obligation to pay, even if the invoice has not yet been received. Accounts payable are recognized when an invoice has been received.

Financial assets are derecognized from the balance sheet when the rights in the contract are realized or expire, or the entity has essentially transferred all risks and rewards associated with ownership. A financial liability is derecognized from the balance sheet when the contractual obligation is met or otherwise extinguished.

Financial assets and financial liabilities are offset and reported net in the balance sheet only where there is a legal right to offset the amounts and there is an intention to either settle the items on a net basis or where the asset will be realized and the liability settled simultaneously.

Acquisitions and divestments of financial assets are recognized on the transaction date, which is the date when the entity undertakes to acquire or divest the asset, except where the entity acquires or divests listed securities, in which case the settlement date applies for recognition.

Classification and measurement

Financial assets are initially classified based on the business model the asset is managed under and the nature of the cash flow associated with it.

Financial assets recognized at amortized cost

Financial assets held to maturity within the framework of a business model the objective of which is to collect predetermined or determinable cash flows and where the payments consist solely of payment of principal and interest are recognized at amortized cost applying the effective interest method. The amortized cost of a financial asset is equivalent to the fair value upon acquisition less the principal and accumulated amortization and impairment losses.

This category of financial assets mainly consists of accounts receivable and liquid funds. Liquid funds consist of cash and deposits at banks and equivalent institutions that are immediately available, and short-term liquid investments with a maturity of less than three months from the acquisition date and which are subject to only an insignificant risk of fluctuation in value. Liquid funds include inventories of cash and prepayments from customers that constitute funds in cash processing operations.

Accounts receivable are recognized at the amounts expected to be received, after deductions for bad debt that are individually assessed. For accounts receivable, contract assets and lease receivables, impairment losses are recognized directly in profit/loss for the period for anticipated credit losses for the remaining term of the asset. A simplified model is used to calculate the credit losses on the Group's accounts receivable where accounts receivable are grouped based on the customers' credit rating. Where a more detailed breakdown is considered to be warranted, assessments are conducted per individual contract assets. The calculation is made using a provision matrix based on past events, current circumstances and forecasts of future economic conditions and the value of money.

Financial assets recognized at fair value through profit or loss

Financial assets held under other business models for which the purpose is speculation, held for trading or where the nature of the cash flow excludes the first two business models are recognized at fair value through profit or loss. The fair value is determined according to the fair value hierarchy described in more detail later in this note.

This category of assets includes contingent considerations for acquisitions and interest-bearing financial current assets and derivative instruments in the form of currency. The derivative instruments that Loomis applies are FX forwards, FX swaps and interest rate swaps.

Financial assets recognized at fair value through other comprehensive income

Financial assets held within the framework of a business model the objective of which can be achieved both by collecting predetermined cash flows and by selling the financial assets, and where the payments consist solely of principal and interest are recognized at fair value through other comprehensive income.

Financial liabilities recognized at fair value through profit or loss

Financial liabilities are recognized at fair value through profit or loss if they are 1) a contingent consideration to which IFRS 3 applies, 2) held for trading or 3) initially identified as a liability at fair value through profit or loss.

This category of liabilities includes contingent considerations, derivative instruments in the form of currency, fair value hedging in accordance with IFRS 9 and share swaps for share-based payments, which are measured at fair value through profit or loss.

Fair value hedge

Loomis has chosen to apply the accounting principles in IFRS 9 for fair value hedging from 2024. Changes in the fair value of interest rate swaps that are identified and qualify as fair value hedges are reported in the income statement under financial costs together with changes in the fair value of the hedged item (bond loan) that can be referenced back to the hedged risk.

Effectiveness testing

Loomis applies fair value hedging for liabilities (bond loans) that at a fixed interest rate. In a fair value hedge of the interest rate risk the nominal amount, maturity date and coupon rate have been identified as critical. If these critical conditions match between the hedged item (bond loan) and the hedging instrument (interest rate swaps), there is deemed to be an economic relationship. This means that the value of the hedging instrument (interest rate swaps) and the hedged item (bond loan) usually develop in the opposite direction due to the same risk. Assessment of effectiveness is done by comparing the value change in the interest rate swap with the value change for the bond loan. Any ineffectiveness that arises in a hedging relationship is reported in the income statement.

Hedge ratio

The hedge ratio is the relationship between the nominal amount of the bond and the nominal amount of the interest rate swaps. The Group's hedge ratio is 1:1 if the nominal amount of the bond matches the nominal amount of the interest rate swaps.

Financial liabilities recognized at amortized cost

Financial liabilities that do not meet one of the three criteria above are recognized at amortized cost using the effective interest method.

Accounts payable are measured at amortized cost. The expected maturities of the accounts payable are short and for this reason the liability is recognized at the nominal amount with no discounting. Interest-bearing bank loans, overdraft facilities and other loans are measured at amortized cost according to the effective interest method. Any difference between the loan amount (net after transaction costs) and debt repayment or amortization is reported over the term of the loan.

NOTE 23 continued

Financial risk management

Loomis is exposed to risk associated with financial instruments. The risks related to these instruments are, primarily, the following:

- Market risks
- Credit risks
- Liquidity risks

Loomis' financial risk management is primarily coordinated centrally by Loomis AB's Treasury function. By concentrating the risk management and the financing, economies of scale can be used to obtain the best possible terms.

The aim of Loomis AB's Treasury function is to support the business activities, manage the financial risks and net debt, and ensure compliance with the terms of the loan agreements.

The Financial Policy, established and governed by the Board of Directors, comprises a framework for the overall risk management. As a complement to the Financial Policy, the CEO of Loomis establishes instructions for Loomis AB's Treasury function which more specifically govern the manner in which the financial risks to which Loomis is exposed are to be managed and controlled. This instruction manages the principles and limits regarding market risks, credit risks, liquidity risks and derivative instruments. Derivatives are not used for speculative purposes, but rather only to manage the financial risks.

The Treasury function at Loomis reports back on the aforesaid risks to Loomis' Board on a quarterly basis or when needed.

Financial risk factors

Market risks

The market risk is the risk of a negative impact on Loomis' result as a consequence of movements in interests and currency rates.

Price risk

The Group is exposed to price risks related to the purchase of certain raw materials (mainly fuel). The Group limits these risks through customer contracts containing fuel surcharges or annual general price adjustments to the largest extent possible.

Interest rate risk

Interest rate risk is the risk that Loomis' result will be affected negatively by changes in interest rates.

The average volume-weighted fixed interest term on the external loans as of December 31, 2025 was around 3 months. A permanent change in the interest rate of one percent as of December 31, 2025 would have an annual net effect on financial expense of SEK –69 million (–71). Loomis' average borrowing as of December 31, 2025 amounted to SEK 10,628 million (7,352). The average interest rate on the debt during the year was 3.44 percent (6.65), including the arrangement costs for the existing credit facilities.

Loomis has chosen to enter into interest rate swaps at an amount of EUR 300 million, where Loomis receives a fixed interest rate and pays a floating rate. The interest rate swaps have been recognized as fair value hedges in accordance with IFRS 9 to reduce the uncertainty of the fair value for the liabilities with a fixed interest rate due to changes in market rates. The hedge was effective during 2025.

> For further information regarding assumptions on pension liabilities, see Note 24 Provisions for pensions and similar commitments.

Exchange rate risk – Transaction risk

Transaction risk is the risk that changes in exchange rates will negatively affect the Group's result. These risks are limited by the fact that both costs and income are generated in the local currency in the respective market. This is also the case for loans in foreign currencies where the risk of adverse fluctuations in interest payments due to currency fluctuations is limited by income being generated in the same currencies. Furthermore, Loomis' internal lending to the subsidiaries is met by an external liability in the corresponding foreign currency, either through FX swaps or by direct financing. Since Loomis' business is largely local, the transaction risk is not considered material.

Loomis has a wholesale business where banknotes in foreign currencies are traded. When currencies are traded based on transaction orders from customers, the exchange rate risk is offset by a liability, often a credit facility, in the matching currency. The currency risk is deemed immaterial to the Group. Loomis does not apply hedge accounting for these contracts, and revaluations are recognized in operating income.

Exchange rate risk – Translation risk

Translation risk is the risk that the SEK value of foreign currency equity will fluctuate due to changes in foreign exchange rates. Loomis' foreign currency capital employed as of December 31, 2025, was SEK 22,700 million (24,275). Capital employed is financed by loans in local currency and shareholders' equity. This means that Loomis, from a Group perspective, has shareholders' equity in foreign currency that is exposed to changes in exchange rates. This exposure gives rise to a translation risk and consequently unfavorable changes in exchange rates could have a negative effect on the Group's foreign net assets when translated into SEK. If SEK had weakened/strengthened by 5 percent compared with USD, with all other variables being the same, Loomis' shareholders' equity would have been affected in the amount of SEK 221 million (279). The corresponding figures for GBP would be SEK 5 million (30), for EUR SEK 202 million (207) and for CHF SEK 113 million (116).

The tables below show how the Group's capital employed is distributed by currency, and its financing, including derivatives. The consolidated statement of income is affected by the translation to SEK of the statements of income of foreign subsidiaries. As these subsidiaries essentially operate only in local currency, their competitive situation is not affected by changes in exchange rates and since the Group is geographically diversified, this exposure is not hedged.

Dec. 31, 2025 SEK m	EUR	USD	GBP	CHF	SEK	Other	Total
Capital employed	6,329	11,485	634	2,417	709	1,127	**22,700**
Net debt	–2,298	–7,059	–526	–153	–436	–227	**–10,699**
Net exposure	**4,031**	**4,426**	**108**	**2,264**	**273**	**900**	**12,001**

Dec. 31, 2024 SEK m	EUR	USD	GBP	CHF	SEK	Other	Total
Capital employed	7,001	12,138	1,023	2,538	456	1,120	**24,275**
Net debt	–2,864	–6,551	–427	–214	–442	–146	**–10,645**
Net exposure	**4,137**	**5,587**	**595**	**2,323**	**14**	**974**	**13,630**

NOTE 23 continued

Credit risks

Credit risk

Credit risk is the risk of loss if a counterparty is unable to fulfill its commitments. Credit risk is divided into credit risk in accounts receivable and credit risk associated with loans and derivatives.

Credit risk in accounts receivable

The risk of credit losses is generally low within the Group due to a range of factors. For example, a large proportion of sales are based on contracts with well known, medium-sized or large customers where the relationship is an established and long-term one. This results in stable payment inflows. New customers are checked for creditworthiness.

Furthermore, Loomis provides its services to geographically spread customers in multiple sectors. Exposure to a downturn in any particular sector or region is therefore relatively limited.

Also, although Loomis' services are vital in many respects, they are ancillary to the customers' total operations. This means that the cost of Loomis' services represents a small portion of the customers' total cost base, making Loomis less exposed to payment issues than suppliers of goods or services more directly included in the customer's value chain.

All of this provides stable payment flows for sales generated – as evidenced by the low level of bad debts, which amounted to around 0.0 percent of sales in 2025.

The Group considers receivables that are more than 90 days past due to be in default, unless there is reliable evidence to suggest otherwise.

The value of the outstanding accounts receivable was SEK 3,478 million (3,516) on December 31, 2025. Provisions are made for possible losses and these amounted to SEK 60 million (37).

> For further information regarding accounts receivable, see Note 17 Accounts receivable.

Credit risk relating to loans, derivatives and financial assets

The Group mainly uses banks with a strong credit rating to manage cash and for investment of any surplus liquidity. All banks are assigned a maximum exposure amount for outstanding bank balances, investments and derivatives with a positive market value.

For cash balances and investments recognized at amortized cost, the general model is used to calculate expected credit losses, applying the exception for low credit risk. The rating of the banks is used to establish the probability of default and outstanding amounts are used as an approximation of exposure to default. Given that maturities are short and counterparties are stable, the amount of the credit reserve is insignificant. The counterparties are considered in default when they have a credit rating below C. The largest weighted exposure for all financial instruments to one and the same bank as of the balance sheet date was SEK 1,164 million (893).

The table below shows the credit ratings of financial assets[1] on the balance sheet date according to Standard & Poor's or equivalent rating with another rating institute:

SEK m	Dec. 31, 2025	Dec. 31, 2024
A-1+	268	847
A-1	2,182	1,820
Other holdings	414	450
Total	**2,864**	**3,117**

1) Excluding liquid funds in the cash processing operations. For information on funds in cash processing operations, see Note 19 Funds in cash processing operations.

Liquidity risk

Liquidity risk is the risk that Loomis will not be able to meet its payment obligations. Loomis' liquidity risk is managed by maintaining sufficient liquidity reserves (cash and bank balances, short-term investments and the unutilized portion of credit facilities) equivalent to a minimum of 5 percent of the Group's annual sales. The liquidity reserve in 2025 had a good margin in relation to the minimum requirement.

Financing risk

Financing risk is the risk that it will become more difficult or more expensive to finance outstanding loans. By maintaining a balanced maturity profile for the Group's borrowing, financing risk can be reduced. The Group's goal is for no more than 25 percent of its total external borrowing and credit commitments to mature within the coming 12-month period.

All short-term and long-term financing during the year has been managed by Loomis AB's Treasury function.

The following table shows Loomis AB's credit facilities and liquidity reserve. The amounts presented in the table are the contractual discounted cash flows, which are the same as the nominal liabilities as the majority of the loans carry variable interest rates. The credit margin for the instruments maturing before 2029 is deemed to be refinanced at a lower margin in the event of refinancing as of the closing date, given the credit rating that has been established.

Programs	Dec. 31, 2025	Currency	Facility amount (SEK m)	Facility amount (SEK m)	Utilized amount (SEK m)	Maturity date
Sustainability linked bond[1]		SEK	560	560	560	2026
Sustainability linked bond[1]		SEK	350	350	350	2027
Sustainability linked bond[1]		SEK	650	650	650	2027
Sustainability linked bond[2]		EUR	299	3,235	3,235	2029
Sustainability linked bond[2]		SEK	1,000	1,000	1,000	2028
Sustainability linked bond[2]		SEK	800	800	800	2030
Facilities						
Revolving credit facility		EUR	415	4,487	–	2032
Credit facility		USD	10	92	–	2026
Credit facility		SEK	200	200	–	2026
Total				**11,375**	**6,596**	
Non-utilized facilities					**4,779**	
Adjustment for outstanding commercial paper[3]					–	
Cash and cash equivalents[4]					2,853	
Liquidity reserve					**7,632**	
Liquidity reserve as percentage of the Group's annual revenue					**25%**	

1) The MTN program framework amounts to SEK 6,000 million, the issued amounts of which are indicated in the table.
2) The EMTN program framework amounts to EUR 1,000 million, the issued amounts of which are indicated in the table.
3) Outstanding commercial papers are short-term loans that are excluded from the percentage of unutilized facilities as the long-term loan facility is a back-up for the issued volume of commercial papers.
4) Excludes liquid funds in the cash processing operations.

NOTE 23 continued

The following tables show undiscounted cash flows recognized as financial liabilities, classified according to the time remaining from the balance sheet date until the contractual maturity date. Variable interest flows with future dates for interest rate fixation are estimated based on the market's expected year-end, expected interest rates for each transaction's respective interest rate setting date. For a more detailed maturity analysis of the bank loans, see the table above. The lease liability matures between one and five years and is spread evenly over the years.

Dec. 31, 2025 SEK m	Less than 1 year	Between 1 and 5 years	More than 5 years
Bank loans	655	6,049	–
Accounts payable	1,086	–	–
Pension obligation	–	547	–
Lease liabilities IFRS 16	1,753	3,635	984
Derivatives	3	–	–
Other items	125	32	–
Total	**3,622**	**10,262**	**984**

Dec. 31, 2024 SEK m	Less than 1 year	Between 1 and 5 years	More than 5 years
Bank loans	33	6,722	106
Accounts payable	850	–	–
Pension obligation	–	355	–
Lease liabilities IFRS 16	1,126	4,357	1,203
Derivatives	24	–	–
Other items	–	198	–
Total	**2,033**	**11,632**	**1,309**

Credit relating to operations

The subsidiaries' total external credit granted to finance the operation was SEK 5,118 million (4,898). The total credit utilized was SEK 3,499 million (2,926).

Credit rating

To broaden Loomis' access to primarily the international capital markets Loomis AB has secured a credit rating from Standard & Poor's Global Ratings. The credit score at December 31 2025 was BBB with a stable outlook.

Capital structure

Loomis has a fundamentally strong cash generation and a strong financial position. Loomis strives to optimize the capital structure to generate shareholder value and maintain a disciplined approach to the capital structure to maintain a solid investment grade profile. The intention is for the net debt/EBITDA ratio to see a leverage of <2x over time. The capital structure can be adjusted according to the needs that arise through changes in dividends to shareholders, the repurchase of own shares, issuance of new shares or the sale of assets to decrease liabilities. Evaluation of the capital structure is based on relevant key ratios.

Net debt

The tables below show net debt and specify the change in net debt during the year:

SEK m	Dec. 31, 2025	Dec. 31, 2024
Bond	–	–
Bank loans	95	33
MTN program	560	–
Derivatives and other items	128	24
Current loans payable	**783**	**57**
Bond	–	300
Bank loans	13	603
MTN program	1,000	2,499
EMTN program	5,035	3,425
Commercial papers	–	–
Derivatives and other items	32	198
Non-current loans payable	**6,081**	**7,026**
Total loans payable	**6,864**	**7,083**
Liquid funds excluding funds in the cash processing operations	2,853	3,074
Other interest-bearing receivables	26	406
Financial net debt	**3,985**	**3,603**
Lease liabilities	6,371	6,687
Pension obligation, net	343	355
Net debt	**10,699**	**10,645**

Change in net debt during 2025

SEK m	Dec. 31, 2024	Change due to financing cash flows	Acquisition/ Divestment	Exchange rate effects	Change in fair value	Reclassification	Other	Dec. 31, 2025
Current liabilities	57	61	–		104	560		782
Non-current liabilities	7,026	–33	–	–185		–560	–166	6,081
Defined benefit pension plans	611	–	–		–	–	–64	547
Lease liabilities	6,687	–1,730	–	–946	–	–	2,360	6,371
Total liabilities	**14,382**	**–1,702**	**–**	**-1,131**	**104**	**0**	**2,130**	**13,782**
Liquid funds excluding funds in the cash processing operations	–3,074	–	–	–	–	–	222	–2,853
Other interest-bearing liabilities	–406	363	–		16	–		–26
Defined benefit pension plans	–257	–	–	–	–	–	53	–204
Total assets	**–3,737**	**363**	**–**	**0**	**16**	**–**	**274**	**–3,083**
Net debt	**10,645**	**–1,339**	**–**	**–1,131**	**120**	**–**	**2,404**	**10,699**

Fair value of assets and liabilities

The carrying amounts of the assets and liabilities in Loomis' balance sheet are deemed to be a good approximation of the fair values.

Financial instruments

Financial derivative instruments, such as forward exchange contracts and interest rate swaps, are aimed at managing the financial risks to which Loomis is exposed. These types of instruments are never used for speculative purposes. For accounting purposes, financial instruments are classified based on the categories in IFRS 9. The following table shows Loomis' financial assets and liabilities, measurement categories and the fair value of each item. Loomis will continue to use derivative instruments in 2025 to manage the exposure of the financial risks mentioned in this note.

Fair value hedging

Loomis applies fair value hedging for the bond loan at a value of EUR 300 million, running at a fixed interest rate. In a fair value hedge of interest rate risk, nominal amount, maturity date and coupon rate have been identified as critical. If these critical conditions agree between the hedged item (the bond loan) and the hedging instrument (the interest rate swaps), the hedge is deemed to be effective. As of December 31, 2025, the market value of the hedge amounted to SEK -9 million (-12), of which the market value of the bond loan and the interest rate swaps respectively amounted to SEK -12 million (-42) and SEK 3 million (30). The market value is reported in the income statement under financial expenses.

NOTE 23 continued

Fair value estimations

Fair value measurement of financial instruments is performed with guidance from the most reliable market prices available. The fair values of instruments that are listed, for example on the largest bond and interest markets, are measured using the actual spot rates. Conversion of market values to Swedish krona has been performed at the spot rate. For instruments where there is no readily available price on the market, the cash flows have been discounted with the help of a deposit/swap rate for the cash flow currency. If there is no underlying cash flow plan, for example for interest rate contracts, the underlying plan has been used for the measurement. Fair values of financial liabilities are calculated by discounting future cash flows with actual market rates for similar financial instruments. The Group's financial assets and liabilities are measured at fair value in accordance with the following hierarchy:

Financial Instruments; reported values by measurement category:

SEK m	IFRS 9 Category	Dec. 31, 2025 Carrying amount/ Fair value	Dec. 31, 2024 Carrying amount/ Fair value
Financial assets			
Interest-bearing financial fixed assets	1	11	43
Accounts receivable	1	3,478	3,516
Interest-bearing financial current assets	2	16	363
Liquid funds[1)]	1	2,853	3,074
Financial liabilities			
Current loans payable	4	128	24
Current loans payable	3	2,408	1,953
Long-term loans payable	4	32	198
Long-term loans payable	3	10,667	11,595
Accounts payable	3	1,086	850

1) Excluding liquid funds in the cash processing operations. For more information about funds in the cash processing operations, refer to Note 19 Liquid funds.

Categories of financial instruments

1: Financial assets at amortized cost
2: Financial assets at fair value through profit or loss
3: Financial liabilities at amortized cost
4: Financial liabilities at fair value through profit or loss

Loomis' financial instruments are measured in accordance with the following levels:

- Level 1: Fair value is based on quoted prices on an active market for identical assets or liabilities.
- Level 2: Fair value is based on inputs other than what is available under level 1. Measurement of assets and liabilities is based on direct or indirect market data such as interest rates and currency rates.
- Level 3: Measurement of assets and liabilities is based entirely on unobservable market data.

	Dec. 31, 2025			
SEK m	**Level 1**	**Level 2**	**Level 3**	**Total**
Financial assets				
– Derivative instruments held for trading	–	16	–	**16**
– Derivative instruments used for hedging	–	3	–	**3**
Total assets	**–**	**18**	**–**	**18**

	Dec. 31, 2025			
SEK m	**Level 1**	**Level 2**	**Level 3**	**Total**
Financial liabilities				
– Derivative instruments held for trading	–	3	–	**3**
– Derivative instruments used for hedging	–	–	–	**–**
– Deferred consideration	–	–	157	**157**
Total liabilities	**–**	**3**	**157**	**160**

	Dec. 31, 2024			
SEK m	**Level 1**	**Level 2**	**Level 3**	**Total**
Financial assets				
– Derivative instruments held for trading	–	2	–	**2**
– Derivative instruments used for hedging	–	30	–	**30**
Total assets	**–**	**32**	**–**	**32**

	Dec. 31, 2024			
SEK m	**Level 1**	**Level 2**	**Level 3**	**Total**
Financial liabilities				
– Derivative instruments held for trading	–	24	–	**24**
– Derivative instruments used for hedging	–	–	–	**–**
– Deferred consideration	–	–	198	**198**
Total liabilities	**–**	**24**	**198**	**222**

> See Note 20 Funds in the cash processing operations.

Parent Company financial instruments

> For further information about the accounting principles of the Parent Company, see Note 1 Accounting principles.

Financial risks

> For further information about the financial risks, see Note 23 Financial instruments and risk management.

The table below presents an analysis of the Parent Company's financial liabilities classified according to the time remaining from the balance sheet date until the contractual maturity date. The amounts stated in the table are the contractual, undiscounted cash flows.

Dec. 31, 2025 SEK m	Less than 1 year	Between 1 and 5 years	More than 5 years
Bank loans	560	6,035	–
Accounts payable	51	–	–
Derivatives	2	–	–
Other items	84	–	–
Total	**697**	**6,035**	**–**

Dec. 31, 2024 SEK m	Less than 1 year	Between 1 and 5 years	More than 5 years
Bank loans	–	6,719	106
Accounts payable	31	–	–
Derivatives	24	–	–
Other items	50	–	–
Total	**105**	**6,719**	**106**

NOTE 24 Provisions for pensions and similar commitments

Accounting principles

The Group operates, or otherwise participates, in a number of defined benefit and defined contribution pension plans. These plans are structured in accordance with local rules and practices. The overall cost of these plans for the Group is detailed in *Note 7*.

Defined contribution pension plans

A defined contribution plan is a pension plan under which the Company pays fixed contributions to a separate legal entity and to which it has no legal or informal obligations to pay further contributions. In 2025 the cost for defined contribution plans amounted to SEK 410 million (350).

Defined benefit pension plans

Defined benefit plans are pension plans providing benefits after termination of service other than those benefits provided by defined contribution plans. Calculations for the defined benefit plans are carried out by independent actuaries on a continuous basis. Costs for defined benefit plans are estimated using the Projected Unit Credit method resulting in a cost distributed over the individual's period of employment.

Obligations are valued at the present value of expected future cash flows applying a discount rate corresponding to the interest rate on first-class corporate bonds or government bonds with a duration that is approximately the same as that of the obligations. Plan assets are reported at fair value.

Loomis recognizes gains and losses related to changes in actuarial assumptions via Other comprehensive income on the line Actuarial gains and losses. The actuarial gains and losses refer to changes due to experience, changes in financial assumptions and changes in demographic assumptions. These actuarial gains and losses are reported for all defined benefit plans relating to post-employment benefits in the period in which they occur.

If the recognition of a defined benefit plan results in an asset, this is recognized as an asset in the consolidated balance sheet under Pension plan assets. If the net result is a liability, it is reported as a provision under Provisions for pensions and similar commitments. Pension plan assets and Provisions for pensions and similar commitments are included in net debt. The interest component relating to defined benefit plans is recognized as financial expense/income.

Summary of defined benefit plans

The defined benefit obligation and plan assets are composed by country as follows:

Funded and unfunded benefit obligations

	Dec. 31, 2025					Dec. 31, 2024				
	France	Switzerland	UK	Other countries	Total	France	Switzerland	UK	Other countries	Total
Funded plans										
Present value of funded defined benefit obligations	–	1,304	1,154	–	**2,458**	–	1,308	1,324	–	**2,632**
Fair value of plan assets	–	–1,330	–1,274	–	**–2,603**	–	–1,302	–1,498	–	**–2,800**
Funded plans, net	**–**	**-26**	**–120**	**–**	**–145**	**–**	**6**	**–174**	**–**	**–168**
Unfunded plans										
Present value of unfunded benefit obligations	466	–	–	23	**489**	499	–	–	24	**523**
Total funded and unfunded benefit obligations	**466**	**-26**	**–120**	**23**	**343**	**499**	**6**	**–174**	**24**	**355**

UK

The Loomis UK Pension scheme represents approximately 39 percent (42) of the Group's total commitments in respect of Defined benefit obligations as of December 31, 2025. The plan is a funded defined benefit plan in which the assets are held separately from those of the employer. Under the Loomis UK pension scheme, employees are entitled to annual pensions paid directly from the scheme on retirement which are calculated as a percentage of the member's final pensionable salary multiplied by number of years of service. In payment, the pension is increased annually with increases typically being linked to inflation capped at a certain level. Benefits are also payable on death and following other events such as terminated employment.

The scheme is administered by a Board of Trustees which is legally separated from the Company. The Board of Trustees is chaired by an Independent Trustee. The Board of Trustees is required by law to:

- Act in the best interest of all beneficiaries of the scheme.
- Ensure the scheme is operated in accordance with its rules and statutory requirements i.e. the general law of trusts and specific UK law applying to pension schemes, including Acts of Parliament and regulations.
- Be responsible for the investment strategy of the scheme's assets.
- Be responsible for the day-to-day administration of the benefits.

The Board of Trustees relies on professional advice to help them meet the requirements stated above.

Under UK Regulations, the Company and the Board of Trustees must agree what contributions should be paid into the scheme after receiving advice from an actuary.

The UK pension scheme is required to perform a funding valuation every third year to ensure long-term financing and consolidation. The scheme has, since March 3, 2013, been closed for future accrual.

The Company and the Board of Trustees are working together to help ensure the UK scheme's investment risk is reduced as and when appropriate. This includes holding a diversified asset portfolio to ensure there is no concentrated risk in one market, asset class or region.

Loomis AB has also provided a guarantee of GBP 85 million to the pension scheme to further show its commitment to meet any obligations that the scheme provides to its members.

Loomis UK also participates in various defined contribution pension plans.

NOTE 24 continued

Switzerland

In Switzerland there are two funded pension schemes which, combined, constituted around 44 percent (41) of the Group's total commitments as of December 31, 2025. The Swiss pension schemes are funded so that the assets in the schemes consist of assets in pension funds which are separate from the other assets of the entities. The Swiss pension schemes are open to new employees and benefits are accrued in the schemes. There are no previous employees as members with vesting rights in the schemes because the pension liability goes to the new employer when employment ends.

Both of the pension schemes include pension benefits, disability pension, and benefits in the event of death in service for surviving spouses and children. The pension benefits in these schemes are based on age, number of years in service, salary, and earned pension capital. The disability pension benefits amount to a percentage of the pensionable salary. The death benefits and benefits for surviving spouses are calculated on the pensionable salary while the survival coverage for children for one of the plans is based on a percentage of the anticipated pension capital and for the other plan based on the pensionable salary. Premiums increase with age and are shared equally between the employer and the employee.

France

In France there are mainly two unfunded plans, a Retirement indemnity plan that represents approximately 15 percent (15) of the Group's total commitments in respect of the defined benefit obligations as of December 31, 2025 and a Jubilee award plan that represents approximately 1 percent (1) of the total commitments. The retirement indemnity plan provides a one-off lump sum retirement benefit to employees who retire from Loomis with five or more years' service. The size of the benefit is based on among other things, employees' years of service, their salary at retirement and their role at the company.

The requirement for a one-off retirement indemnity is a legal obligation. The benefit from the plan is fixed by a collective bargaining agreement governed by industry representatives. An employment tribunal deals with any disputes between the employer and employees over the benefit payments. Benefits are paid directly by the company as and when they arise. The plan is open to future accrual and new members.

The Jubilee award plan is an unfunded arrangement and is paid to employees upon completion of a certain number of years of service.

Other countries

In addition to the plans mentioned above, there are unfunded defined benefit plans in Austria and Italy that represent approximately 1 percent (1) and 0 percent (0), respectively, of the Group's total commitments as of December 31, 2025.

Sweden

Blue-collar employees of the Group in Sweden are covered by the SAF-LO collective pension plan, which was negotiated by the parties in the labor market for persons employed in the private sector under collective agreements. The plan is a multi-employer defined contribution arrangement. Professional employees of the Group are instead covered by the ITP plan, which is a collectively agreed plan for professional employees within the private sector. A number of years ago, ITP was split into ITP1 and ITP2. ITP1 is a multi-employer defined contribution plan. ITP2 is a defined benefit plan which, according to a statement (UFR 10) issued by the Swedish Financial Reporting Board, is a multi-employer defined benefit plan. Alecta, a mutual insurance company that manages the pension plan's benefits, is unable to provide Loomis, or other Swedish companies, with sufficient information with which to determine an individual company's share of the total commitment and its plan assets. Consequently, the ITP pension plan that is secured by insurance with Alecta is reported as a defined contribution plan. The cost for 2025 amounted to SEK 19 million (17). The cost for 2026 is expected to be at a similar level. Alecta's surplus may be distributed to the policy holders and/or the insured. At the end of September 2025, Alecta's surplus in the form of the collective funding ratio amounted to 167 percent (163). The collective funding ratio comprises the market value of Alecta's assets as a percentage of the insurance commitments calculated in accordance with Alecta's actuarial assumptions, which do not accord with IAS 19.

Membership Summary

As of December 31, 2025 the present value of the defined benefit obligation was comprised as follows:

	Dec. 31, 2025			
	France	**Switzerland**	**UK**	**Other countries**
Liability Active members *(% of total obligation)*	100	94	–	100
Deferred liability to members *(% of total obligation)*	–	–	34	–
Liability Pensioner members *(% of total obligation)*	–	6	66	–
Total	**100**	**100**	**100**	**100**
Pension plan duration (years)	10	12	13	9

	Dec. 31, 2024			
	France	**Switzerland**	**UK**	**Other countries**
Liability Active members *(% of total obligation)*	100	95	–	100
Deferred liability to members *(% of total obligation)*	–	–	34	–
Liability Pensioner members *(% of total obligation)*	–	5	66	–
Total	**100**	**100**	**100**	**100**
Pension plan duration (years)	10	12	13	9

Financial disclosures

The amounts recognized in the balance sheet are as follows:

Provisions for pensions and similar commitments, net

SEK m	Dec. 31, 2025	Dec. 31, 2024
Plans included in pension plan assets	–204	–257
Plans included in provisions for pensions and similar commitments	547	611
Total provisions for pensions and similar commitments, net	**343**	**355**

The table below shows the total cost for defined benefit plans in 2025 and 2024.

Pension costs

SEK m	2025	2024
Current service costs	51	54
Administration costs (excluding investment related expenses for funded plans)	–2	–2
Net interest cost/gain (–)	15	16
Recognized actuarial gains (–)/ losses	–	–
Past service costs/credits (–) and settlements	9	–
Total pension costs	**73**	**68**

NOTE 24 continued

The movement in the net defined benefit obligation during 2024–2025 was as follows:

Change in provisions for pensions and similar commitments, net

	2025			2024		
SEK m	**Obligations**	**Plan assets**	**Net**	**Obligations**	**Plan assets**	**Net**
Opening balance	**3,161**	**–2,806**	**355**	**3,135**	**–2,764**	**371**
Current service costs	51	–	51	54	–	54
Administration costs (excluding investment related expenses for funded plans)	65	–67	–2	64	–66	–2
Net interest cost/gain (–)	27	–12	15	34	–18	16
Recognized actuarial gains (–)/losses	–	–	–	–	–	–
Past service costs/credits (–) and gain/losses (–) from settlements	9	–	9	–	–	–
Total pension costs	**152**	**–79**	**73**	**152**	**–83**	**68**
Remeasurement of defined benefit pension plans due to experience	54	–	54	–15	–	–15
Remeasurement of defined benefit pension plans from changes in financial assumptions	–42	–	–42	–60	–	–60
Remeasurement of defined benefit pension plans from changes in demographic assumptions	–4	–	–4	–15	–	–15
Changes in the asset ceiling, excluding amounts included in interest expense/interest income	–	–	–	–	–	–
Return on plan assets, excluding amounts included in Net interest cost/gain (–)	–	12	12	–	77	77
Total actuarial gains (–) and losses before tax	**8**	**12**	**20**	**-89**	**77**	**-12**
Employer contributions	–40	–39	–79	–34	–38	–72
Employee contributions	36	–36	–	38	–38	–
Benefits paid to participants	–131	128	–3	–188	187	–1
Administration costs paid over the year	–	–2	–2	–	–2	–2
Reclassifications	–	–3	–3	–	–	–
Acquisitions/Divestments	–	–	–	–	–	–
Translation differences	–231	213	–18	147	–144	3
Closing balance	**2,955**	**–2,612**	**343**	**3,161**	**–2,806**	**355**

The contribution for 2026 is expected to be approximately SEK –73 million (–81).

Assumptions and sensitivities

The significant actuarial assumptions used as of the balance sheet date were as follows:

Main actuarial assumptions as of December 31, 2025 (%)	**UK**	**Switzerland**	**France**	**Other countries**
Discount rate	5.45	0.95	3.25	3.09–3.40
Salary increases	n/a	1.25	2.50–3.00	4.00
Inflation	2.70	1.00	2.00	2.00
Pension increases	2.65	0.00	n/a	1.00–3.00

Main actuarial assumptions as of December 31, 2024 (%)	**UK**	**Switzerland**	**France**	**Other countries**
Discount rate	5.40	0.95	3.25	2.80–3.40
Salary increases	n/a	1.25	2.50–3.00	4.00
Inflation	2.90	1.00	2.00	2.00
Pension increases	2.80	0.00	n/a	1.00

These assumptions are used in the valuation of the obligations of the defined benefit plans at the end of 2025 and 2024 and to determine the pension costs for 2026 and 2025. In the UK, the discount rate is based on the Bank of America Merrill Lynch "Sterling Corporate & Collateralized AA rated" index with consideration given to duration of the liabilities. In Switzerland, the discount rate is based on discount rates published by the Chamber of Pensions Actuaries, with consideration given to the duration of the liabilities. In the Eurozone, the discount rate is based on iBoxx Euro 10 years +, with consideration given to the duration of the liabilities.

Assumptions regarding future mortality are set based on actuarial advice in accordance with published statistics and experience in each territory. The mortality tables used in France, Switzerland and UK are as follows:

Mortality tables

	2025	**2024**
France	INSEE 2020-2022 for men and INSEE 2020-2022 for women	TH 00-02 offset for men and TF 00-02 offset for women
Switzerland	BVG2020GT	BVG2020GT
UK	SAPS3 base tables with scheme specific adjustments, CMI 2024 future improvements, half life 0.5 and a 1% long term improvement rate	SAPS3 base tables with scheme specific adjustments, CMI 2023 future improvements, a W2023 parameter of 0% and a 1% long-term improvement rate

For Switzerland and the UK, the above assumptions mean the following average remaining life expectancy for a person retiring at the age of 65:

UK	**Dec. 31, 2025**
Life expectancy at 65 for a pensioner currently aged 65:	
Men	19.10
Women	22.20
Life expectancy at 65 for a pensioner currently aged 45:	
Men	20.40
Women	24.50

Switzerland	**Dec. 31, 2025**
Life expectancy at 65 for a pensioner currently aged 65:	
Men	22.95
Women	24.70
Life expectancy at 65 for a pensioner currently aged 45:	
Men	25.17
Women	26.67

No average life expectancies in years are given for France as this is not a key assumption due to the nature of the plan (lump sum arrangement).

The sensitivity of the defined benefit obligation changes in the weighted principal assumptions is shown in the table below. The table shows the impact on the defined benefit obligation in SEK millions. The defined benefit obligation is decreasing when showing a negative (–) sign, whereas a positive (+) sign increases the obligation.

NOTE 24 continued

Sensitivity analysis

SEK m	Dec. 31, 2025
0.1% increase in discount rate	–42
0.1% decrease in discount rate	43
0.1% increase in inflation rate	–7
0.1% decrease in inflation rate	8
1 year increase in life expectancy	59

The sensitivity analysis is based on a change in one assumption while holding all other assumptions constant. In practice, this is unlikely to occur, and changes in some of the assumptions may be correlated. When calculating the sensitivity of the defined benefit obligation to changes in significant actuarial assumptions, the same method has been applied as when calculating the pension liability recognized in the balance sheet (the Projected Unit Credit method). The method and types of assumptions used in preparing the sensitivity analysis have not been changed compared to the previous year. The sensitivity analysis has been determined based on reasonably possible changes of the respective assumptions occurring at the end of the reporting period and may not be representative of the actual change.

Market value of plan assets by category, 2025

- Equities, SEK 426 million
- Government bonds, SEK 706 million
- Corporate bonds, SEK 441 million
- Properties, SEK 373 million
- Cash and Other, SEK 657 million

Market value of plan assets by category, 2024

- Equities, SEK 415 million
- Government bonds, SEK 817 million
- Corporate bonds, SEK 477 million
- Properties, SEK 366 million
- Cash and Other, SEK 725 million

Risks

Through its defined benefit pension plans and other post-employment benefits the Group is exposed to a number of risks, the most significant of which are detailed below:

Asset volatility	The majority of the scheme liabilities are calculated using a discount rate set with reference to investment grade bond yield curves. If the return on scheme assets underperforms the discount rate this will create a deficit. Equity instruments are expected to outperform liability matching bonds. Returns on equities are expected to be volatile relative to liability matching bonds thus introducing volatility and risk into the funding position.
Changes in yields	A decrease in the discount rate will increase the scheme liabilities, although for funded plans, this will be partially offset by an increase in the value of the scheme's bond holdings.
Inflation risk	The majority of the pension obligations are linked to inflation, and higher inflation in isolation will lead to higher liabilities although, in most cases, caps on the level of inflationary increases are in place to protect the scheme against inflation. A majority of the assets are equity-based where valuations have little predictable sensitivity to inflation, meaning that an increase in inflation will be expected to increase the deficit.
Life expectancy	The obligations in some countries provide benefits for the life of the member and/or their dependents, so increases in life expectancy will result in an increase in the scheme liabilities. In some countries, the benefit provided at retirement is a lump sum payment and therefore increases in life expectancy do not impact liabilities in these countries.
Legislative risk	Governments may consult on certain aspects of benefits. If changes are implemented by the Governments, the Company will reflect its impact on the accounting liabilities at the appropriate time.

NOTE 25 Provisions for claims reserves and other provisions

Accounting principles

Provisions are reported when the Group has a present legal or constructive obligation as a result of past events, it is likely that an outflow of resources will be required to settle the obligation, and a reliable estimation of this amount can be made.

Provisions regarding restructuring are made when a detailed, formal plan of measures exists and valid expectations have been raised among those who will be affected. No provisions are made for future operating losses.

Provisions for claims are calculated on the basis of a combination of claims reported, and IBNR (incurred but not reported) reserves. Actuarial calculations are performed on a continuous basis to assess the adequacy of the provisions. The calculations are based on open claims and estimates based on experience and historical IBNR data. There is a certain degree of uncertainty regarding dates of future payments and, in light of this, it is not possible to give any detailed information regarding the timeline for outflows from other provisions for claims reserves.

> For further information, see Note 2 Critical accounting estimates and assessments.

SEK m	Total provisions for claims reserves	Total other provisions	Total
Opening balance Jan. 1, 2025	**1,049**	**333**	**1,383**
New provisions	405	230	**635**
Acquisitions	–	–	–
Reclassifications [2]	–26	2	**–24**
Utilized amount	–449	–49	**–498**
Provisions not used	–1	–21	**–22**
Translation difference	–159	–35	**–194**
Closing balance Dec. 31, 2025	**819**	**460**	**1,279**
Opening balance Jan. 1, 2024	**900**	**167**	**1,067**
New provisions	471	163	**634**
Acquisitions	–	–	–
Reclassifications[1])	26	–	**26**
Utilized amount	–434	–	**–434**
Provisions not used	0	–7	**–7**
Translation difference	86	11	**97**
Closing balance Dec. 31, 2024	**1,049**	**333**	**1,383**

1) Reclassified to prepaid expense and accrued revenue.
2) Reclassified mainly from risk related prepaid expense/revenue.

Other provisions refer primarily to provisions related to disputes. Disputes are often lengthy processes which extend over several years. It is, therefore, not possible to give any detailed information regarding the timeline for outflows from other provisions.

NOTE 26 Accrued expenses and prepaid income

	Group		Parent Company	
SEK m	**Dec. 31, 2025**	**Dec. 31, 2024**	**Dec. 31, 2025**	**Dec. 31, 2024**
Accrued personnel costs	1,529	1,545	81	64
Accrued interest expenses	33	74	39	74
Accrued rent expenses	40	46	–	–
Other accrued expenses	648	577	89	99
Total accrued expenses and prepaid income	**2,250**	**2,243**	**209**	**237**

Other accrued expenses as per the above relate to, among other things, accrued insurance expenses and accrued supplier invoices.

NOTE 27 Other current liabilities

SEK m	**Dec. 31, 2025**	**Dec. 31, 2024**
Current liabilities attributable to VAT	375	375
Current contract liabilities	321	320
Other current liabilities	328	262
Total other current liabilities	**1,024**	**956**

NOTE 28 Contingent liabilities

	Group		Parent Company	
SEK m	**Dec. 31, 2025**	**Dec. 31, 2024**	**Dec. 31, 2025**	**Dec. 31, 2024**
Securities and guarantees	2,718	2,388	8,988	8,707
Other contingent liabilities	–	–	72	77
Total contingent liabilities	**2,718**	**2,388**	**9,060**	**8,785**

The table above shows the total outstanding contingent liabilities for the Loomis Group. Loomis deems it highly unlikely that the contingent liabilities would materialize and create a material impact for the Group.

Group

Contingent liabilities mainly relate to fulfillment of guarantees for customer contracts.

Parent Company

Contingent liabilities mainly relate to payment and adequacy guarantees for subsidiaries. It is difficult to assess whether these contingent liabilities will result in any financial outflow. Loomis AB has a policy to support subsidiaries, if circumstances require such support. In addition to the guarantee commitments reported in the table above, Letters of Comfort have been issued on behalf of subsidiaries within the Group.

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

Over the years, the Group has made a number of acquisitions in different countries. As a result of such acquisitions, certain contingent liabilities of the acquired businesses have been assumed.

Companies within the Group are also involved in a number of other legal proceedings and tax audits arising from ordinary operating activities.

Loomis' Danish subsidiary was informed at the beginning of July 2018 that a competitor had filed a lawsuit with a Danish court. The suit relates mainly to alleged misuse of a dominant position in the Danish market. The total claim, following adjustments by the competitor, amounts to approx. DKK 321 million plus interest. Loomis is of the opinion that it had acted in compliance with the laws in effect and contested the lawsuit.

As previously disclosed, a Danish court issued a ruling in 2021 that went against Loomis. Loomis appealed the ruling since the Company continued to be of the firm opinion that Loomis had acted in compliance with relevant laws. No outflow of resources was deemed probable related to the lawsuit. Therefore, no provision had been recognized in the balance sheet regarding this dispute by the end of 2023.

In March 2024, it was announced, and communicated in a Company press release, that the court of appeal had dismissed Loomis' appeal. The court had in its decisions not yet considered the question of damages, but only the question of liability. It remains Loomis' assessment that the competitor does not have grounds for these claims.

After the ruling in March, Loomis filed a request for leave to appeal to the Supreme Court in Denmark, and the outcome of this request came in November 2024. Loomis was granted leave for the predation part of the claim, but was not granted leave for the exclusivity part of the claim. In November 2025, the Supreme Court dismissed Loomis' appeal. The process for both parts of the claim is now back in the first instance court to examine the question of damages; Danish courts have not yet taken a position on that issue.

Due to this outcome, the company carried out an analysis attempting to find a reliable estimate of its potential obligation should the company not be successful in the continuing legal process. Loomis assessed the need to make an additional provision of SEK 42 million following a court ruling for the predation part of the legal dispute in Denmark. Loomis already made a provision of SEK 66 million related to the exclusivity part of the case in December 2024.

On October 20, 2021, Loomis was informed that the Chilean Competition Authority had filed a lawsuit in Chile against Loomis' Chilean subsidiary and two of Loomis' competitors on the Chilean market concerning illegal cartel formation. The authority has demanded that Loomis be ordered to pay a fine of USD 6.4 million. Proceedings were initiated in 2022. Loomis is taking the charges of violations of the law very seriously but will also respond to all claims. Loomis does not report any provision in the balance sheet regarding this case as an outflow of resources is not deemed probable, and the criteria for allocation according to IAS 37 are not considered fulfilled.

NOTE 29 Items not affecting cash flow

	Group		Parent Company	
SEK m	**2025**	**2024**	**2025**	**2024**
Items affecting comparability	384	192	10	–
Acquisition-related costs and revenue	4	12	–36	–
Financial income	–102	–116	–910	–617
Financial expense	750	891	985	492
Result from participations in Group companies	–	–	1,161	726
Other items not affecting cash flow	–63	65	–18	–
Total items not affecting cash flow, items affecting comparability and acquisition-related costs and revenue	**973**	**1,045**	**1,192**	**601**

NOTE 30 Appropriation of profit

The Board has decided to propose to the Annual General Meeting a dividend of SEK 1,338 million and to propose May 8, 2026 as the record day for the dividend.

It is the Board's assessment that the proposed dividend will allow the Group to fulfill its obligations and make necessary investments.

The Parent Company's and the Group's statements of income and balance sheets are subject to adoption by the AGM on May 6, 2026.

At the disposal of the Annual General Meeting, before the proposed dividend, is SEK 6,413,151,641.

The Board proposes that the profits be appropriated as follows:

Dividend to shareholders (15.00 SEK/share and extraordinary of SEK 5.00/share)	1,338,444,940[1])
To be carried forward	5,074,706,701
Total	**6,413,151,641**

1) Calculated based on 66,922,247 outstanding shares at the balance sheet date.

> For the full proposed appropriation of profits, see the Administration Report.

> For information about the largest shareholders, see Loomis shares and shareholders on page 168.

NOTE 31 Transactions with related parties

Accounting principles

Related parties are considered to include members of the Parent Company's Board of Directors, Group Management and family members of these individuals. Related parties are also companies in which a significant portion of the votes are directly or indirectly controlled by these individuals, or companies in which these individuals can exercise a significant influence.

Transactions with related parties refer to license fees and other revenue from subsidiaries, dividends from subsidiaries, interest income and interest expenses to and from subsidiaries, as well as receivables and payables to and from subsidiaries. In accordance with IFRS, transactions with pension funds that have links to the Group are also to be regarded as related party transactions. There are pension funds for Loomis' defined benefit pension plans.

> For more information on Loomis' defined benefit pension plans, see Note 24 Provisions for pensions and similar commitments as well as Note 7 Employees and remuneration.

The Parent Company's transactions with other companies within the Loomis Group are listed in the tables below:

Income from other companies within the Loomis Group

SEK m	2025	2024
Fees related to management, trademark, licenses etc.	767	732
Interest income	261	327
Group contributions	–	–
Dividend	2,870	1,711

Expenses to other companies within the Loomis Group

SEK m	2025	2024
Interest expenses	48	46
Group contributions	–	5
Service fee	42	32

Receivables from other companies within the Loomis Group

SEK m	Dec. 31, 2025	Dec. 31, 2024
Interest-bearing long-term receivables from subsidiaries	554	4,096
Current receivables from subsidiaries	152	92
Interest-bearing current receivables from subsidiaries	5,460	567

Liabilities to other companies within the Loomis Group

SEK m	Dec. 31, 2025	Dec. 31, 2024
Current liabilities to subsidiaries	35	31
Interest-bearing current liabilities to subsidiaries	2,608	2,132

NOTE 32 Events after the balance sheet date

There are no significant events after the balance sheet date.

The Parent Company's and the Group's statements of income and balance sheets are subject to adoption at the Annual General Meeting on May 6, 2026.
The Board of Directors and the President certify that the consolidated financial statements have been prepared in accordance with International Financial Reporting Standards (IFRS) as adopted by the EU, and provide a true and fair view of the financial position and performance of the Group. The annual report has been prepared in accordance with generally accepted accounting principles, and provides a true and fair view of the financial position and performance of the Parent Company.
The administration report for the Group and Parent Company provides a true and fair view of the development of the activities, financial position, and performance of the Group and Parent Company, and describes the significant risks and uncertainties faced by the Parent Company and companies which form part of the Group.
The Annual Report is dated March 26, 2026.

Stockholm, date according to electronic signature

Lars Blecko
Chairman

Alf Göransson
Board member

Cecilia Daun Wennborg
Board member

Liv Forhaug
Board member

Johan Lundberg
Board member

Marita Odélius
Board member

Santiago Galaz
Board member

Chalanja Henningsson
Board member,
employee representative

Aritz Larrea
President and CEO

Our audit report on the Annual Report and consolidated accounts,
and our limited assurance report on the Sustainability Statement
have been submitted on
Date according to electronic signature

Deloitte AB

Didrik Roos
Authorized Public Accountant

Auditor's report

To the general meeting of the shareholders of Loomis AB (publ.) corporate identity number 556620-8095

Report on the annual accounts and consolidated accounts

Opinions

We have audited the annual accounts and consolidated accounts of Loomis AB (publ) for the financial year 2025-01-01 - 2025-12-31 except for the Sustainability Statement on pages 58–89 and 93–119 in this document. The annual accounts and consolidated accounts of the company are included on pages 44–89 and 93–162 in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the parent company as of 31 December 2025 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the group as of 31 December 2025 and their financial performance and cash flow for the year then ended in accordance with IFRS Accounting Standards, as adopted by the EU, and the Annual Accounts Act. Our opinions do not cover the Sustainability Statement on pages 58–89 and 93–119. The statutory administration report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and the group.

Our opinions in this report on the annual accounts and consolidated accounts are consistent with the content of the additional report that has been submitted to the parent company's audit committee in accordance with the Audit Regulation (537/2014) Article 11.

Basis for Opinions

We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements. This includes that, based on the best of our knowledge and belief, no prohibited services referred to in the Audit Regulation (537/2014) Article 5.1 have been provided to the audited company or, where applicable, its parent company or its controlled companies within the EU.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Key Audit Matters

Key audit matters of the audit are those matters that, in our professional judgment, were of most significance in our audit of the annual accounts and consolidated accounts of the current period. These matters were addressed in the context of our audit of, and in forming our opinion thereon, the annual accounts and consolidated accounts as a whole, but we do not provide a separate opinion on these matters.

Processes and controls related to Cash Management and valuation of cash stock

Loomis Group offers cash management services and cross-border transportation of cash and precious metals and storage of valuables. The services are primarily aimed at central banks, commercial banks, retail stores, other commercial businesses and the public sector. The operations involve taking over the customer's risks associated with managing, transporting and storing cash, precious metals and valuables. As a consequence of the nature of the business there are risks of loss of cash and valuables due to crime or failures in procedures. If a difference between deposited amounts and physically counted cash stock is noted, Loomis may need to reimburse the difference regardless of the stock being owned by Loomis or by the customer. The management of cash and valuables is associated with extensive risks for both personnel and property which is why satisfactory operational risk management is of high importance for the Group. Processes and controls for cash management and cash stock valuation are of high importance, differences in cash stock may lead to significant costs for the Group.

Risk management is further described on pages 51–57. The cash management business is described on page 45 in the Administration Report. A specification of cash stock is presented in Note 20.

Our audit procedures

Our audit included, but was not limited to:

- visits to a selection of cash processing centers including participation in inventory counts for cash stock;
- process walkthroughs to map routines and controls related to cash processing operations;
- review of compliance with Group procedures for reconciliation of cash stock and follow up on differences identified;
- reconciliation of cash stock owned by Loomis against external confirmations and follow-up of central reporting of inventories of cash and identified differences as of the balance sheet date;
- review of compliance with and disclosures in accordance with IFRS.

Valuation of intangible assets

The Group reports significant intangible assets. As part of the impairment test of goodwill and other acquisition related intangible assets the Group normally assesses the recoverable amount based on a calculated value in use as it normally does not exist any applicable market prices to assess the net present value of the assets. The Group bases the calculation of the value in use on estimates and assessments of organic growth, gross margin development, utilization of operating capital employed and the weighted average cost of capital which is used to discount future cash flows. Changes in these assumptions have a significant impact on the Group's future cash flows, and thus the estimated value in use for goodwill and other acquisition related intangible assets.

Critical estimates and assessments as well as the Group's principles for impairment tests are described in Note 2. Disclosures regarding performed impairment tests are presented in Note 13.

Our audit procedures

Our audit included, but was not limited to:

- review of the Group's principles and processes for impairment tests;
- review of the reasonableness of the cash generating units identified by management;
- review of the model used for calculation of future cash flows for arithmetic accuracy as well as tested management's critical estimates and assessments regarding future organic growth, gross margin development, weighted cost of capital and the sensitivity of changes in these assumptions;
- review of historical forecasts towards actual outcomes;
- review of compliance with and disclosures in accordance with IFRS.

Other information than the annual accounts and consolidated accounts

This document also contains other information than the annual accounts and consolidated accounts and is found on pages 2–32, 58–91, 93–119 and 167–175. The other information also consists of the Remuneration report which we retrieved before the date of this Auditor's Report. The Board of Directors and the Managing Director are responsible for this other information.

Our opinion on the annual accounts and consolidated accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and

consolidated accounts. In this procedure we also take into account our knowledge otherwise obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act and, concerning the consolidated accounts, in accordance with IFRS Accounting Standards as adopted by the EU. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts, the Board of Directors and the Managing Director are responsible for the assessment of the company's and the group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the Managing Director intends to liquidate the company, to cease operations, or has no realistic alternative but to do so.

The Audit Committee shall, without prejudice to the Board of Directors' responsibilities and tasks in general, among other things oversee the company's financial reporting process.

Auditor's responsibility

Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts and consolidated accounts.

A further description of our responsibilities for the audit of the annual accounts and consolidated accounts is located at the Swedish Inspectorate of Auditors website: www.revisorsinspektionen.se/revisornsansvar. This description forms part of the auditor's report.

Report on other legal and regulatory requirements

Opinions

In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors and the Managing Director of Loomis AB (publ) for the financial year 2025-01-01 - 2025-12-31 and the proposed appropriations of the company's profit or loss.

We recommend to the general meeting of shareholders that the profit to be appropriated in accordance with the proposal in the statutory administration report and that the members of the Board of Directors and the Managing Director be discharged from liability for the financial year.

Basis for Opinions

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the company's and the group's type of operations, size and risks place on the size of the parent company's and the group's equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company's organization and the administration of the company's affairs. This includes among other things continuous assessment of the company's and the group's financial situation and ensuring that the company's organization is designed so that the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner. The Managing Director shall manage the ongoing administration according to the Board of Directors' guidelines and instructions and among other matters take measures that are necessary to fulfill the company's accounting in accordance with law and handle the management of assets in a reassuring manner.

Auditor's responsibility

Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Managing Director in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the company, or
- in any other way has acted in contravention of the Companies Act, the Annual Accounts Act or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby our opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the company, or that the proposed appropriations of the company's profit or loss are not in accordance with the Companies Act.

A further description of our responsibilities for the audit of the management's administration is located at the Swedish Inspectorate of Auditors website: www.revisorsinspektionen.se/rn/showdocument/documents/rev_dok/revisors_ansvar.pdf. This description forms part of the auditor's report.

The auditor's examination of the Esef report

Opinion

In addition to our audit of the annual accounts and consolidated accounts, we have also examined that the Board of Directors and the Managing Director have prepared the annual accounts and consolidated accounts in a format that enables uniform electronic reporting (the Esef report) pursuant to Chapter 16, Section 4 a of the Swedish Securities Market Act (2007:528) for Loomis AB (publ) for the financial year 2025-01-01 - 2025-12-31.

Our examination and our opinion relate only to the statutory requirements.

In our opinion, the Esef report has been prepared in a format that, in all material respects, enables uniform electronic reporting.

Basis for opinion

We have performed the examination in accordance with FAR's recommendation RevR 18 Examination of the Esef report. Our responsibility under this recommendation is described in more detail in the Auditors' responsibility section. We are independent of Loomis AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of The Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the Esef report in accordance with Chapter 16, Section 4 a of the Swedish Securities Market Act (2007:528), and for such internal control that the Board of Directors and the Managing Director determine is necessary to prepare the Esef report without material misstatements, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to obtain reasonable assurance whether the Esef report is in all material respects prepared in a format that meets the requirements of Chapter 16, Section 4(a) of the Swedish Securities Market Act (2007:528), based on the procedures performed.

RevR 18 requires us to plan and execute procedures to achieve reasonable assurance that the Esef report is prepared in a format that meets these requirements.

Reasonable assurance is a high level of assurance, but it is not a guarantee that an engagement carried out according to RevR 18 and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Esef report.

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The examination involves obtaining evidence, through various procedures, that the Esef report has been prepared in a format that enables uniform electronic reporting of the annual accounts and consolidated accounts. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement in the report, whether due to fraud or error. In carrying out this risk assessment, and in order to design audit procedures that are appropriate in the circumstances, the auditor considers those elements of internal control that are relevant to the preparation of the Esef report by the Board of Directors and the Managing Director, but not for the purpose of expressing an opinion on the effectiveness of those internal controls. The examination also includes an evaluation of the appropriateness and reasonableness of assumptions made by the Board of Directors and the Managing Director.

The procedures mainly include a validation that the Esef report has been prepared in a valid XHMTL format and a reconciliation of the Esef report with the audited annual accounts and consolidated accounts.

Furthermore, the procedures also include an assessment of whether the consolidated statement of financial performance, financial position, changes in equity, cash flow and disclosures in the Esef report have been marked with iXBRL in accordance with what follows from the Esef regulation.

Deloitte AB was appointed auditor of Loomis AB (publ) by the general meeting of the shareholders on 2025-05-06 and has been the company's auditor since 2018-05-03.

Stockholm, date according to electronic signature
Deloitte AB

Didrik Roos
Authorized public accountant

Auditor's limited assurance report of Loomis AB's statutory sustainability statement

To the general meeting of the shareholders of Loomis AB corporate identity number 556620-8095

Conclusion

We have conducted a limited assurance engagement of the sustainability statement for Loomis AB for the financial year 2025. The sustainability statement is found on pages 58-89 and 93–119 in this document.

Based on our limited assurance engagement as described in the section *Auditor's responsibility*, nothing has come to our attention that causes us to believe that the sustainability statement does not, in all material respects, meet the requirements of the Swedish Annual Accounts Act which includes,

- whether the sustainability statement meets the requirements of European Sustainability Reporting Standards (ESRS),
- whether the process the company has carried out to identify reported sustainability information has been conducted as described in the sustainability statement,
- compliance with the reporting requirements of the EU's Green Taxonomy Regulation Article 8 (EU Taxonomy)

Basis for conclusion

We have conducted the limited assurance engagement in accordance with FAR's recommendation RevR 19 *Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten*. Our responsibility according to this recommendation is further described in the section Auditor's responsibility.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other matter

Prior year's sustainability report has not been subject to limited assurance procedures in accordance with FAR's recommendation RevR 19 *Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten* and consequently prior year's information in the sustainability statement for 2024 has not been subject to limited assurance procedures in accordance with that recommendation.

Other information than the sustainability statement

This document also contains other information than the sustainability statement and is found on pages 2–57, 90–92 and 120–175. The Board of Directors and the Managing Director are responsible for this other information.

Our conclusion on the sustainability statement does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our limited assurance engagement on the sustainability statement, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the sustainability statement. In this procedure we also take into account our knowledge otherwise obtained in the limited assurance engagement and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the sustainability statement in accordance with Chapter 6, paragraphs 12-12f of the Swedish Annual Accounts Act, and for such internal control as they determine is necessary to enable the preparation of the sustainability statement that is free from material misstatements, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express a conclusion on whether the sustainability statement has been prepared in accordance with Chapter 6, Sections 12–12f of the Swedish Annual Accounts Act based on our review. The limited assurance engagement has been conducted in accordance with FAR's recommendation RevR 19 *Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten*. This recommendation requires that we plan and perform our procedures to obtain limited assurance that the sustainability statement is prepared in accordance with these requirements.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. This means that it is not possible for us to obtain such assurance that we become aware of all significant matters that could have been identified if a reasonable assurance engagement had been performed.

Our firm applies ISQM 1 (International Standard on Quality Management), which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We are independent of Loomis AB in accordance with professional ethics for auditors in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

A limited assurance engagement involves performing procedures to obtain evidence to support the sustainability statement. The auditor selects the procedures to be performed, including assessing the risks of material misstatements in the sustainability statement, whether due to fraud or error. In this risk assessment, the auditor considers the parts of the internal control that are relevant to how the Board of Directors and the Managing Director prepare the sustainability statement, in order to design procedures that are appropriate under the circumstances, but not for the purpose of providing a conclusion on the effectiveness of the entity's internal control. The review consists of making inquiries, primarily of persons responsible for the preparation of the sustainability statement, performing analytical review, and conducting other limited review procedures.

Our review procedures concerning the entity's process for identifying sustainability information to be reported included, but were not limited to:

- Obtain an understanding of the process by:
  - Performing inquiries to understand the sources of the information used by management, and
  - Reviewing the entity's internal documentation of its process
- Evaluate whether the evidence obtained from our procedures about the process implemented by the entity is consistent with the description of the process set out on pages 70-71 in the sustainability statement.

The review procedures with respect to the sustainability statement included but were not limited to the following:

- Obtain an understanding of the entity's control environment, reporting processes, and information systems relevant to the preparation of its sustainability statement
- Evaluate whether information identified to be material by the entity's process for identifying sustainability information reported, is included in the sustainability statement
- Evaluate whether the structure and the presentation of the sustainability statement is in accordance with the requirements in ESRS
- Perform inquiries of relevant personnel and analytical procedures on selected disclosures in the sustainability statement
- Perform substantive assurance procedures on a sample basis on selected disclosures in the sustainability statement
- Perform inquiries and analytical procedures to evaluate whether the methods, data and significant assumptions used to make estimates in the sustainability statement are appropriate and applied consistently

The review procedures with respect to the EU Taxonomy included but were not limited to the following:

- Obtain an understanding of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the sustainability statement
- Evaluate whether the activities within the EU Taxonomy are consistent with the financial statements and related notes
- Evaluate processes, documentation and assessment of eligibility and alignment with the economic activities and technical screening criteria within the EU Taxonomy
- Evaluate whether the reporting is in accordance with the requirements in EU Taxonomy

Inherent limitations

In reporting forward-looking information in accordance with ESRS, the Board of Directors and the Managing Director for Loomis AB are required to prepare the forward-looking information on the basis of disclosed assumptions about events that may occur in the future and possible future actions by the entity. The actual outcome is likely to be different since anticipated events frequently do not occur as expected.

Stockholm, date according to electronic signature
Deloitte AB

Signature on Swedish original

Didrik Roos
Authorized public accountant

Additional information

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Loomis shares and shareholders

The Loomis share

The Loomis share has been listed on Nasdaq Stockholm since 2008 and is listed in the Goods and Services sector. The shares are traded under the ticker symbol LOOMIS and the ISIN code is SE0014504817. Trading on Nasdaq Stockholm represents 24 percent of total trading of the share. The average daily trading volume for Loomis' shares on Nasdaq Stockholm was 114,967 shares.

At the end of 2025 Loomis' market capitalization was SEK 26,126 million, excluding treasury shares, and the share price was SEK 390.40 (336.40). Loomis' total return, i.e. the return including share price performance and dividend, amounted to 20 percent (32) in 2025. Nasdaq Stockholm's total return (SIXRX) amounted to 13 percent (9) in 2025.

The total number of shares in Loomis AB amounts to 68,500,000 shares, with the equivalent number of votes. The total number of shares and votes in the Company, excluding shares held by the Company, was 66,922,247 at the end of the year. The Company's Board of Directors and Group Management owned a total of 151,448 shares at year-end.

All shares have a quota value of SEK 5 and an equal share of the Company's earnings and capital. At the end of 2025 Loomis' share capital amounted to SEK 376 million (376).

Dividend policy

Loomis' dividend policy is to distribute 40–60 percent of the Group's net earnings to the shareholders. The intention is for the dividend to give shareholders a good return and dividend growth. For the 2025 fiscal year the Board of Directors has proposed an ordinary dividend of SEK 15.00 (14.00) per share and an extraordinary dividend of SEK 5.00 per share. If the 2026 Annual General Meeting adopts the dividend proposal, Loomis will distribute 86 percent of its earnings per share in 2025 to the shareholders. This is equivalent to a dividend yield of 5.1 percent in relation to the closing price on December 31, 2025.

Share repurchases and cancellation of treasury shares

In accordance with the resolution by the AGM, Loomis cancelled 2,500,000 treasury shares during 2025. The total number of shares in Loomis AB amounts to 68,500,000 shares, with the equivalent number of votes. During 2025, the Board of Loomis AB utilized an authorization from the Annual General Meeting to buy back its own shares. In total, 1,563,100 Loomis shares were repurchased during the year for an amount of SEK 600 million.

10 largest shareholders, December 31, 2025

	Number of shares	Votes and capital, %
SEB Funds	4,201,773	6.13%
Swedbank Robur Fonder	3,915,657	5.72%
Global Alpha Capital Management Ltd.	3,375,727	4.93%
Vanguard	2,810,179	4.10%
BlackRock	2,620,756	3.83%
Lannebo Kapitalförvaltning	2,352,936	3.43%
American Century Investment Management	2,321,945	3.38%
JPMorgan Asset Management	2,230,966	3.26%
Dimensional Fund Advisors	2,222,763	3.24%
Andra AP-fonden	1,542,982	2.25%
The 10 largest shareholders	**27,595,684**	**40.29%**
Other shareholders	**40,904,316**	**59.71%**
Total	**68,500,000**	**100.00%**
of which Loomis AB	1,577,753	2.30%

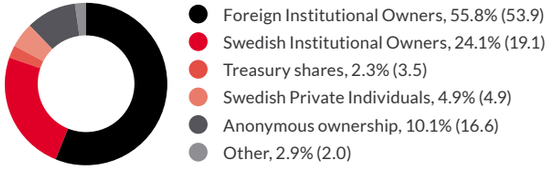
Source: Modular Finance AB.

Ownership structure, December 31, 2025

Number of shares	Number of shareholders	Share of total capital, %	Share of total votes, %
1–1,000	17,643	2.6%	2.6%
1,001–5,000	410	1.2%	1.2%
5,001–10,000	52	0.6%	0.6%
10,001–100,000	139	8.1%	8.1%
100,001–	76	77.4%	77.4%
Unknown	–	10.1%	10.1%
Total	**18,320**	**100%**	**100%**

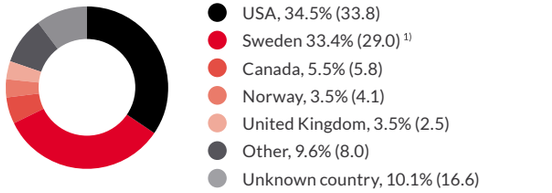
Source: Modular Finance AB.

Shareholder by category, December 31, 2025 (2024 in parentheses)



Source: Monitor by Modular Finance AB. Compiled and processed data from various sources, including Euroclear, Morningstar and the Swedish Financial Supervisory Authority (Finansinspektionen).

Geographical ownership distribution, December 31, 2025 (2024 in parentheses)



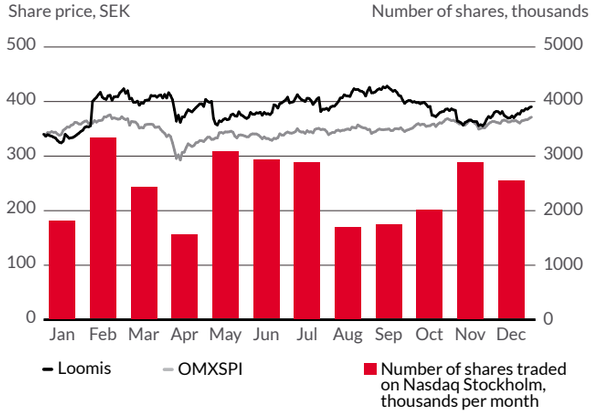
1) Includes 1,577,753 treasury shares as of December 31, 2025.
Source: Modular Finance AB.

Key ratios and share data	2025	2024
Share price performance		
Share price Dec 31, SEK	390.40	336.40
Market cap Dec 31, SEK m	26,126	23,884
Share price performance during the year, %	16	26
Highest price paid	428.20	354.20
Date highest price paid	Sep 12	Dec 11
Lowest price paid	324.20	252.60
Date lowest price paid	Jan 14	May 7
Trading		
Trading on Nasdaq Stockholm, %	23.7	24.7
Turnover on all marketplaces, millions of shares	186.3	105.1
Average daily turnover, thousands of shares	482.9	418.9
Shareholders		
Number of shareholders, Dec 31	18,320	17,387
Key ratios		
Earnings per share before dilution, SEK	23.29	23.51
Earnings per share after dilution, SEK	23.21	23.45
Equity per share before dilution, SEK	179.33	199.03

Source: Modular Finance AB.

Share price performance and turnover volume, 2025

The index has been normalized to Loomis' share price



Investment case

Loomis is a leading international cash and valuables handling specialist with strong market positions and a resilient business model. With over 160 years of experience, Loomis plays a crucial role in keeping society functioning efficiently through the provision of secure cash distribution and processing services.

- Loomis has a critical role in society
- Strong market position provides stability
- Decentralized business model gives strength
- Resilient financial position facilitates expansion
- Stable growth and strong cash flows over time
- A clear strategy for a profitable investment

> Read more about Loomis' Investment Case on page 8.

Number of shares as of December 31, 2025	No. of shares	No. of votes	Quota value	Share Capital SEK m
Shares as of December 31, 2024	71,000,000	71,000,000	5	376
Cancellation of treasury shares	–2,500,000	–2,500,000		
Total no. of shares December 31, 2025	68,500,000	68,500,000	5	376
Total treasury shares [1]	**–1,577,753**	**–1,577,753**		
Total no. of outstanding shares excluding treasury shares	**66,922,247**	**66,922,247**		

1) Loomis has repurchased a total of 1,563,100 own shares in 2025.

Calendar 2026

Annual General Meeting 2026	May 6
Interim Report January–March 2026	May 7
Record day for dividend	May 8
Dividend distributed, SEK 20.00 per share	May 13
Interim Report January–June 2026	July 24
Interim Report January–September 2026	Oct 30

Contact information

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Information to shareholders, investors and analysts

Communication with the capital market

Loomis' communication with the capital market is characterized by open, relevant and accurate information to shareholders, investors and analysts, in order to increase knowledge about the Group's operations and shares. Representatives of Loomis meet analysts, lenders and shareholders on a regular basis to provide an overview of developments during the financial year and to keep the capital market continuously informed about the Company's operations and development. Through regular meetings with institutional investors and analysts, a dialogue is maintained and continuous information is provided. Information is shared in the form of interim reports, annual reports and press releases, and in-depth information is provided on the IR section of the website. No communication with the financial market takes place for 30 days prior to a financial report.

Loomis' website

Loomis' website, > www.loomis.com, provides information for the capital market and other stakeholders. It provides current as well as historical information about the Group's operations, strategy and performance. Visitors to the website can find information about the performance of Loomis' shares over time. Press releases, presentations, and financial reports are posted on the website. A service is provided that enables interested parties to subscribe for press releases and financial reports via email.

Financial statements

Loomis' financial reports from 2006, the year financial statements first became available, and onwards are accessible via the Company's website. The interim reports are only distributed in digital format, while printed copies of the annual report are distributed to shareholders upon request. The documents can be downloaded in PDF format from Loomis' website and via external providers, for example from the Cision website. Press releases, interim reports and year-end reports are published on the website in both Swedish and English. It is also possible to subscribe to these documents on the website.

The quarterly financial reports are only distributed in digital format via the website. Printed copies of the annual report can be requested but require a physical mailbox for delivery. Conference calls in English are held in connection with the publication of Loomis' interim reports and year-end reports.

Analysts who cover Loomis

The following equity analysts regularly follow Loomis:

- ABG Sundal Collier – Simon Jönsson
- DNB Carnegie – Viktor Lindeberg
- Goldman Sachs International – Suhasini Varanasi
- SEB – Dan Heimer
- Danske Bank – Johan Dahl

Five-year overview

Revenue and income, summary

SEK m	2025	2024	2023	2022	2021
Revenue, continuing operations	29,827	29,858	28,392	25,030	18,908
Revenue, acquisitions	600	585	314	285	815
Total revenue	**30,427**	**30,442**	**28,707**	**25,315**	**19,723**
Real growth, %	6.0	8.6	9.0	15.9	9.9
Organic growth, %	4.0	6.6	7.8	14.4	5.6
Operating income (EBITA)	3,851	3,642	3,077	2,735	1,961
Operating margin (EBITA), %	12.7	12.0	10.7	10.8	9.9
Financial income	102	116	146	137	71
Financial expenses	–740	–822	–757	–497	–265
Income before taxes	**2,381**	**2,271**	**2,148**	**2,172**	**1,545**
Income tax	–799	–630	–654	–570	–440
Net income for the year	**1,582**	**1,641**	**1,495**	**1,602**	**1,104**

Financial position and return, summary

SEK m	Dec. 31, 2025	Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2022	Dec. 31, 2021
Goodwill	8,629	9,617	9,033	8,075	7,185
Tangible fixed assets	11,669	12,982	10,903	9,919	8,441
Interest-bearing fixed assets	215	300	489	802	691
Other fixed assets	2,893	2,794	2,693	1,991	2,031
Interest-bearing current assets	16	363	98	14	13
Liquid funds	7,491	8,802	7,611	6,203	5,156
Other current assets	6,125	5,504	5,353	4,774	3,711
Total assets	**37,037**	**40,361**	**36,180**	**31,780**	**27,228**
Shareholders' equity	12,001	13,631	12,678	12,465	10,063
Interest-bearing long-term liabilities	10,699	11,793	10,820	7,257	7,984
Other long-term liabilities	2,022	2,182	2,090	1,826	1,855
Interest-bearing current liabilities	2,536	1,977	1,483	2,747	1,012
Other current liabilities	9,779	10,778	9,109	7,486	6,314
Total Shareholders' equity and liabilities	**37,037**	**40,361**	**36,180**	**31,780**	**27,228**
Equity ratio, %	32.4	33.8	35.0	39.2	37.0
Interest-bearing net debt, SEK m	10,699	10,645	9,853	7,484	7,007
Capital employed, SEK m	22,700	24,275	22,531	19,948	17,070

%	2025	2024	2023	2022	2021
Return on capital employed, %	16.3	15.6	14.5	14.5	12.1
Return on shareholders' equity, %	12.5	12.6	11.6	13.7	11.7

Share Data

	2025	2024	2023	2022	2021
Number of outstanding shares, million	66.9	68.5	71.1	71.7	73.8
Earnings per share before dilution, SEK	23.29	23.51	21.00	21.93	14.74
Earnings per share after dilution, SEK	23.21	23.45	20.96	21.92	14.73
Shareholders' equity per share, SEK	179.33	199.03	178.39	173.95	136.27

The average number of outstanding shares, which constitutes the basis for calculation of earnings per share before dilution, is 67,252,947.
The number of treasury shares at the end of 2025 amounted to 1,577,753.

Alternative performance measures

Use of alternative performance measures

To support Group Management and other stakeholders in analyzing the Group's financial performance, Loomis reports certain performance measures that are not defined under IFRS. Group Management believes that this information facilitates analysis of the Group's performance. The Loomis Group primarily uses the following alternative performance measures (see also Definitions on >pages 174-175 for a full list of measures):

- Real growth and organic growth in sales
- Operating income (EBITA) and operating margin (EBITA), %
- Cash flow from operating activities as % of operating income (EBITA)
- Net debt and net debt/EBITDA
- Capital employed and return on capital employed
- Equity ratio, %
- Return on shareholders' equity

Real growth and organic growth in sales

Since Loomis generates most of its revenue in currencies other than the reporting currency (i.e. Swedish kronor, SEK) and exchange rates have historically proved to be relatively volatile, and since the Group has made a number of acquisitions, sales growth is presented both as exchange rate adjusted and adjusted for both exchange rate fluctuations and effects from acquisitions. This makes it possible to analyze and explain growth excluding exchange rate effects and acquisitions.

	2025 Full year	2024 Full year	Growth	Growth, %
Recognized revenue	30,427	30,442	–15	–0.1
Organic growth			1,227	4.0
Revenue, acquisitions			600	2.0
Real growth			1,827	6.0
Exchange rate effects			–1,842	–6.1

Operating income (EBITA) and operating margin (EBITA), %

Loomis' internal control of operating activities is focused on the operating income that is created within and can be impacted by local operating activities. For this reason Loomis has chosen to focus on earnings and margins before interest, taxes, amortization of acquisition-related intangible fixed assets, acquisition-related costs and revenue, and items affecting comparability.

	2025 Full year	2024 Full year	2023 Full year
Operating income (EBIT)	3,029	3,047	2,759
Adding back items affecting comparability	568	393	128
Adding back acquisition-related costs and revenue	110	30	36
Adding back amortization of acquisition-related intangible assets	144	173	153
Operating income (EBITA)	**3,851**	**3,642**	**3,077**
Calculation of operating margin (EBITA), %			
EBITA	3,851	3,642	3,077
Total revenue	30,427	30,442	28,707
EBITA/Total revenue, %	**12.7**	**12.0**	**10.7**

Cash flow from operating activities as % of operating income (EBITA)

Loomis' main measure of cash flow (cash flow from operating activities) focuses on the current cash flow from operating activities based on EBITA adding back amortization/depreciation and the effect of changes in accounts receivable, as well as changes in other working capital and other items. Cash flow from operating activities reflects the cash flow that the operating activities generate before payments of financial items, income tax, items affecting comparability, acquisitions and divestments, as well as dividends and changes in the Group's net debt. Cash flow from operating activities as a percentage of operating income (EBITA) illustrates the cash conversion that Loomis has, i.e. how recognized earnings have resulted in cash flow.

Statement of cash flows, additional information

SEK m	2025	2024	2023	2022	2021
Operating income (EBITA), excluding IFRS16	3,678	3,501	2,972	2,648	1,896
Depreciation	1,576	1,660	1,600	1,359	1,240
Change in accounts receivable	–291	53	17	–319	–341
Change in other operating capital employed and other items	269	532	458	–7	–19
Cash flow from operating activities before investments	**5,232**	**5,746**	**5,047**	**3,681**	**2,776**
Investments in fixed assets, net	–1,406	–1,660	–1,956	–1,365	–1,156
Cash flow from operating activities	**3,826**	**4,085**	**3,091**	**2,316**	**1,620**
Financial items paid and received	–430	–510	–356	–183	–104
Income tax paid	–1,255	–482	–622	–592	–375
Free cash flow	**2,142**	**3,094**	**2,113**	**1,541**	**1,141**
Cash flow effect of items affecting comparability	–184	–200	–9	–13	–76
Acquisition of operations	–693	–22	–1,967	–	–230
Acquisition-related costs and revenue, paid and received	–169	–39	–18	–86	–73
Dividend paid	–959	–880	–853	–628	–451
Acquisition of own shares	–600	–800	–200	–600	–350
Issuance of bonds	1,800	3,419	1,000	600	1,200
Amortization of bonds	–	0	–1,750	–	–
Issuance of commercial papers and other long-term borrowing	–	1,418	6,888	4,867	3,714
Redemption of commercial papers and other long-term borrowing	–1,844	–5,286	–4,900	–5,388	–4,783
Short-term interest-bearing deposits	307	–317	–	–	–
Change in other interest-bearing net debt	119	134	–8	–173	–209
Cash flow for the year	**–80**	**519**	**297**	**121**	**–117**
Cash flow from operating activities	3,826	4,085	3,091	2,316	1,620
Reported EBITA (including IFRS16)	3,851	3,642	3,077	2,735	1,961
Cash flow from operating activities as % of operating income (EBITA)	**99**	**112**	**100**	**85**	**83**

Net debt and net debt/EBITDA

Net debt is an important concept for understanding a company's financing structure and leverage. Net debt is the net of interest-bearing liabilities and assets, and is used together with shareholders' equity to finance the Group's capital employed. Loomis excludes funds in cash processing operations and financing of funds in cash processing operations (stock funding) from the definition of net debt. The financial leverage is measured by calculating net debt in relation to operating income after adding back amortization and depreciation, i.e. net debt/EBITDA.

Reconciliation of net debt and calculation of net debt/EBITDA

SEK m	Dec. 31, 2025	Dec. 31, 2024
Short-term loans	783	57
Long-term loans	6,081	7,026
Total loans payable	6,864	7,083
Liquid funds excluding funds in cash processing operations	–2,853	–3,074
Other interest-bearing assets	–26	–406
Financial net debt	3,985	3,603
Lease liabilities	6,371	6,687
Pension liabilities, net	343	355
Net debt	**10,699**	**10,645**

SEK m	2025 Full year	2024 Full year
Operating income (EBITA)	3,851	3,642
Adding back depreciation/amortization	3,042	2,942
EBITDA	6,894	6,584
Net debt/EBITDA (times)	1.55	1.62

Capital employed and return on capital employed, %

Capital employed is a measure of how much capital is tied up in operating activities and therefore is expected to generate returns in the form of operating income. Capital employed is equivalent to the sum of all financing in the form of net debt and shareholders' equity. Loomis includes funds in cash processing operations and financing of funds in cash processing operations (stock funding) in the definition of capital employed.

Reconciliation of capital employed and return on capital employed, %

SEK m	Dec. 31, 2025	Dec. 31, 2024
Fixed assets		
Goodwill	8,629	9,617
Acquisition-related intangible assets	799	1,124
Other intangible assets	790	366
Land and buildings	1,050	1,173
Machinery and equipment	4,708	5,503
Right-of-use assets	5,911	6,307
Other operating fixed assets[1]	1,304	1,304
Current assets		
Inventory	587	421
Accounts receivable	3,478	3,516
Other operating current assets[2]	2,060	1,567
Funds in cash processing operations	4,638	5,727
Long-term liabilities		
Deferred tax liability	–381	–363
Provisions for claims reserves	–515	–661
Other provisions	–234	–204
Other long-term liabilities	–345	–344
Current liabilities		
Accounts payable	–1,086	–850
Liabilities in cash processing operations	–4,612	–5,691
Accrued expenses and prepaid income	–2,250	–2,243
Other operating current liabilities[3]	–1,832	–1,994
Capital employed	22,700	24,275
Capital employed (average)	23,576	23,371
Operating income (EBITA)	3,851	3,642
Return on capital employed, %[4]	16.3	15.6

1) Includes the items contract assets, deferred tax assets and other non-current receivables.
2) Includes the items other current receivables, current tax assets, and prepaid expenses and accrued income.
3) Includes the items provisions for claims reserves, current tax liabilities, other provisions and other current liabilities.
4) Return on capital employed is calculated on average capital employed, R12. Previous period has been recalculated.

Equity ratio, %

The equity ratio is a measure that shows the ratio of equity financing in relation to the company's total assets. The measure is used as an indication of financial strength and resilience to losses.

Reconciliation equity ratio, %

SEK m	2025 Full year	2024 Full year
Shareholders' equity	12,001	13,631
Total assets	37,037	40,361
Equity ratio, %	32.4	33.8

Return on shareholders' equity

Return on shareholders' equity is a key measure to understand a company's return on the capital that the shareholders have injected and earned. The return is calculated based on the result for the period as a percentage of the average balance of the shareholders' equity.

SEK m	2025 Full year	2024 Full year
Net income for the period	1,582	1,641
Shareholders' equity (average)	12,645	13,074
Return on equity, %[1]	12.5	12.6

1) Return on equity is calculated on average equity, R12. Previous period has been recalculated.

Definitions

Definition	Explanation
Gross margin, %	Gross income as a percentage of total revenue.
Operating income (EBITA)	Earnings Before Interest, Taxes, Amortization of acquisition-related intangible fixed assets, Acquisition-related costs and revenue and Items affecting comparability.
Operating margin (EBITA), %	Earnings Before Interest, Taxes, Amortization of acquisition-related intangible fixed assets, Acquisition-related costs and revenue and Items affecting comparability, as a percentage of revenue.
Operating income (EBITDA)	Earnings Before Interest, Taxes, Depreciation, Amortization of acquisition-related intangible fixed assets, Acquisition-related costs and revenue and Items affecting comparability.
Operating income (EBIT)	Earnings Before Interest and Tax.
Operating income (EBIT) before items affecting comparability	Earnings before interest, tax and items affecting comparability.
Items affecting comparability	Items affecting comparability are reported events and transactions whose impact is important to note when the period's results are compared with previous periods, such as capital gains and capital losses from divestments of significant cash generating units, material write-downs or other significant items affecting comparability.
Real growth, %	Increase in revenue for the period, adjusted for changes in exchange rates, as a percentage of the previous year's revenue.
Organic growth, %	Increase in revenue for the period, adjusted for acquisitions/divestments and changes in exchange rates, as a percentage of the previous year's revenue adjusted for divestments.
Total growth, %	Increase in revenue for the period as a percentage of the previous year's revenue.
Net margin, %	Net income for the period after tax as a percentage of total revenue.
Earnings per share before dilution	Net income for the period in relation to the average number of outstanding shares during the period.
Earnings per share after dilution	Net income for the period in relation to the average number of outstanding shares after dilution during the period.
Cash flow from operations per share	Cash flow for the period from operations in relation to the number of shares after dilution.
Investments in relation to depreciation	Investments in fixed assets, net, for the period, in relation to depreciation, excluding the IFRS 16 effects.

Definition	Explanation
Investments as a % of total revenue	Investments in fixed assets, net, for the period, as a percentage of total revenue.
Shareholders' equity per share	Shareholders' equity in relation to the number of shares before and after dilution.
Free cash flow	Operating income, EBITA, adjusted for depreciation, change in accounts receivable and other items, net investments in fixed assets, financial items paid and received and paid taxes. All items are excluding IFRS 16 effects.
Cash flow from operating activities as % of operating income (EBITA)	Operating income, EBITA (excluding IFRS 16), adjusted for depreciation (excluding IFRS 16), change in accounts receivable and other items (excluding IFRS 16) as well as net investments in fixed assets as a percentage of operating income, EBITA.
Return on shareholders' equity, %	Net income for the period (rolling 12 months) as a percentage of the average balance of shareholders' equity.
Return on capital employed, %	Operating income (EBITA) (rolling 12 months) as a percentage of the average balance of capital employed.
Equity ratio, %	Shareholders' equity as a percentage of total assets.
Capital employed	Shareholders' equity with the addition of net debt.
Net debt	Interest-bearing liabilities less interest-bearing assets and liquid funds excluding funds for cash processing activities.
Net debt/EBITDA	Net debt divided by operating income (EBITA) including amortization and depreciation.
R12	Rolling 12 months.
n/a	Not applicable.
Other	Amounts in tables and other combined amounts have been rounded off on an individual basis. Minor differences due to this rounding-off may, therefore, appear in the totals.

Sustainability-related definitions

Environmental	
Carbon dioxide equivalents CO_2e	Carbon dioxide equivalents (CO_2e) are used as a measure of the total climate impact of all greenhouse gases. This unit is used to compare and sum up different greenhouse gases such as carbon dioxide, methane, nitrous oxide, and other gases based on their global warming potential relative to carbon dioxide (CO_2).
GHG Protocol	The GHG Protocol stands for Greenhouse Gas Protocol and is a global standard used to facilitate reporting of greenhouse gas emissions. The standard covers six greenhouse gases: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), sulfur hexafluoride (SF_6), hydrofluorocarbons (HFCs), and perfluorocarbons (PFCs). To facilitate reporting, emissions are divided into three different categories; Scope 1, 2, and 3.
Scope 1	Scope 1 includes the organization's direct greenhouse gas emissions, such as fuel combustion from vehicles owned or controlled by Loomis.
Scope 2	Scope 2 includes the organization's indirect greenhouse gas emissions in the form of purchased energy from external suppliers, such as electricity and district heating.
Scope 3	Scope 3 includes the organization's indirect greenhouse gas emissions that occur as a result of Loomis' activities within the value chain but occur outside of its direct control or ownership. Examples of Scope 3 emissions for Loomis may include transportation of goods and services purchased by the Company, emissions from purchased products and services, and business travel.
Renewable energy	Energy derived from renewable sources. Renewable sources are energy sources that are continuously replenished or long-lived, such as solar, wind, water, geothermal energy, or biomass.
Location-based method	A method for calculating the climate impact of electricity consumption based on the average value for local electricity production mix, i.e., the value is based on the mix in the local country's total electricity production. The location-based method does not take into account the type of electricity actively chosen to be purchased.
Market-based method	A method for calculating the climate impact of electricity consumption based on the type of electricity and energy the organization has purchased, such as renewable electricity.
Emission factors	Emission factors are used to quantify the amount of greenhouse gases or other pollutants released and are specified per unit of a specific activity or production. Emission factors are used to calculate emissions from greenhouse gases and depend on factors such as the technology or fuel used. Loomis uses emission factors from officially recognized sources such as DEFRA and IEA.
Intensity	The total amount of carbon dioxide emissions in relation to a specific quantity, such as per kilometer driven. Loomis reports Fuel intensity and Energy emissions intensity.
Fuel consumption	The amount of fuel used in Loomis' vehicle fleet over the past year.
Fuel efficiency	Fuel efficiency is reported in tCO_2e, tons of carbon dioxide equivalents, per kilometer driven for Scope 1.

Social	
Recordable work-related injury rate	The number of work-related injuries that arise from exposure to hazards at work, resulting in fatalities, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, loss of consciousness, fractures or other work-related chronic irreversible conditions per million hours worked.
Training hours	Average number of training hours per employee via Loomis' digital learning platform.
Performance and career review	Percentage of employees who are entitled to career development through annual performance review and appraisal dialogues. Reported per occupational category.

Governance	
Loomis Integrity Line	Loomis Integrity Line is Loomis' whistleblower service, where employees and other stakeholders can report suspected unethical behavior to a third party and remain anonymous as a whistleblower. The service can be accessed via the website.

Definitions from the EU Taxonomy	
Eligible economic activity	To be an eligible economic activity according to the EU's taxonomy means to be classified as an economic activity that can potentially contribute substantially to one of the EU's six climate and environmental objectives. The EU Taxonomy includes a listing of all eligible economic activities.
Aligned economic activity	An economic activity is aligned with the EU's taxonomy if the activity contributes substantially to at least one of the EU's six climate and environmental objectives, does not cause significant harm to the other objectives and meets the minimum safeguard requirements.
Minimum safeguards	The minimum safeguard requirements are minimum standards regarding primarily human rights, workers' rights, bribery, taxation and fair competition. The minimum safeguards aim to ensure that companies engaged in climate and environmentally sustainable activities according to the EU Taxonomy do not conduct these activities by harming people, but by meeting the minimum safeguard requirements.
Turnover, CapEx and OpEx	See EU Taxonomy Regulation Report 2025 for the definition of these in taxonomy reporting.

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