



Sustainability Report

Mazars AB

Corp. ID no. 556439-2099

01/09/2020 – 31/08/2021

mazars



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Our business and business model

Mazars is an international audit, tax and advisory firm, and we are committed to helping our clients meet the challenges of the future by building and developing their businesses.

In Sweden our activities are carried out by around 250 employees based at 9 offices throughout the country, from Eskilstuna in the north to Ystad in the south. Mazars works both locally and globally and has a broad spectrum of clients. Our vision – “We help you meet the challenges of the future” – is something we work actively with, both within the firm and externally with our clients. Our extensive client portfolio includes privately owned and publicly listed companies, associations, foundations and public sector organisations.

Mazars in Sweden operates as a limited partnership and is a partner-run organisation comprised of partners from different offices. Mazars Sweden is part of Mazars’ international partnership, which is currently represented in 91 countries with more than 42,000 employees (26,000 in Mazars’ integrated partnership, and 16,000 via the Mazars North America Alliance).

Additional information on governance and management can be found in our Transparency Report, which is available on our website: www.mazars.se.

Values and vision

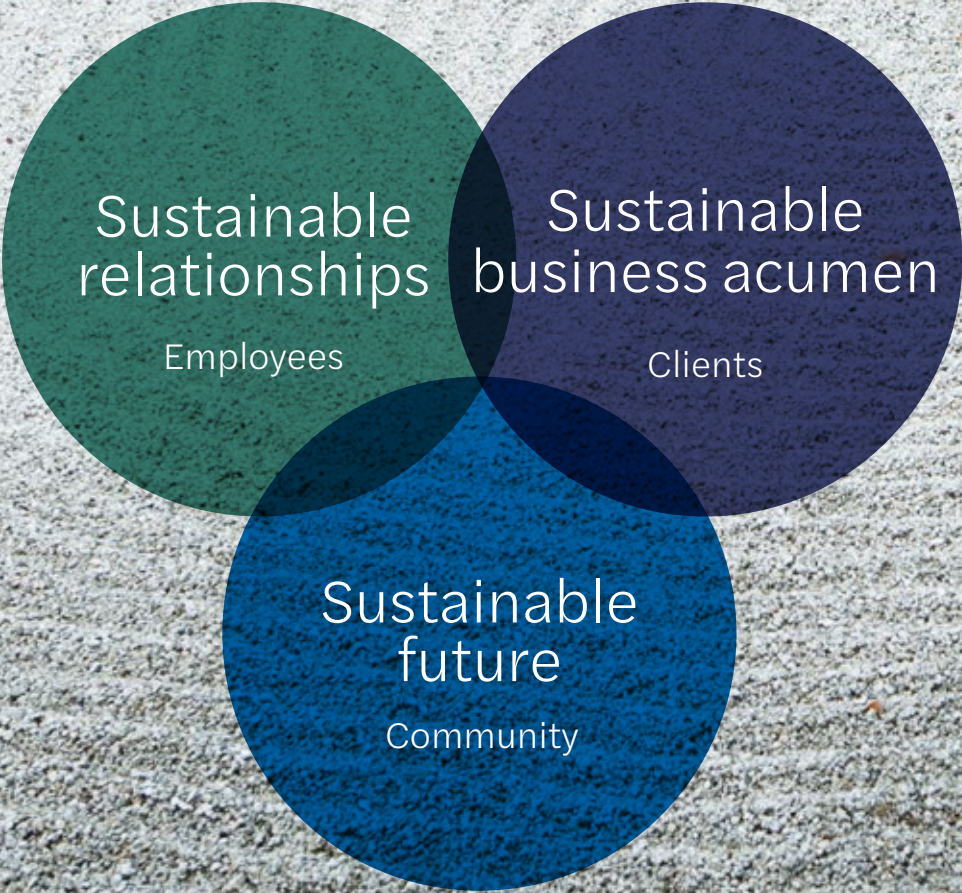
Our values are based on sustainability, and sustainability is the common thread in the vision that has shaped our core values. Sustainability entails

so much more than just the climate issue. It also encompasses everything from the services we offer our clients to how we, as colleagues, act towards each other in our day-to-day activities, to Mazars’ role in the community. Our clients, our employees and our community constitute our focus areas, with no hierarchical order between them – all components are equally important. No one person can make our community and our company function solely through their own actions. All focus areas must work in symbiosis.

Through our core values *sustainable relationships* and *sustainable business acumen* in a *sustainable future*, we strive to develop Mazars into a modern company that works actively with our clients and is an attractive workplace for our employees. Our three core values are in turn linked to Mazars’ six cornerstones: Integrity, Responsibility, Diversity & Respect, Technical Excellence, Independence and Stewardship. Our cornerstones characterise Mazars in a global perspective and are shared by all within Mazars’ international partnership. A foundation that unites us globally.

With our core values in mind, our overall vision is: “We help you meet the challenges of the future”. What we do today lays the foundation for tomorrow.

Mazars' core values





Jenny Stenesjö Wöhrman,
Tax lawyer, Partner,
Head of Business Area Tax

What does sustainability mean to you?

For me, sustainability, and acting in a sustainable manner, is a natural and fundamental part of life. I view sustainability as so much more than just environmental issues. It has to do with how I am as a person, maintaining sustainable relationships with everyone I know and interact with, and acting with a long-term perspective.

Why is sustainability important to you?

A simple answer to this question is that, without sustainability, we have no future!

Why do you think sustainability is important to Mazars?

We are an organisation of people who work and strive to help companies and other people. It is therefore natural that we should act in a manner that makes it possible for everyone within our firm to grow and develop, both professionally and as individuals. This is something we can only do if we interact with our colleagues and clients in a long-term, sustainable manner. We need to act in a manner that respects the basic principles of equality, diversity and gender equality, as

the best thing for our organisation is if everyone, regardless of background, can grow and develop in the best way and thus realise their full potential in their professional role. It is also important that we meet and treat our clients with an attitude that promotes long-term, sustainable development, and that we help them grow their business based on the world we currently live in, and the world we all want to have in the future. For me, sustainability means keeping up with developments, but also being adaptable and open to change. We must be able to give and take advice, and see things as part of a greater perspective. Sustainability and a sustainable future, with focus on the environment as well as our human environment, is important from all aspects of life.

The coronavirus pandemic

The coronavirus pandemic has continued during the year and has impacted our entire world. Working from home and digital meetings have become part of everyday life, and this has imposed greater demands on the company and our employees when it comes to flexibility, communication and technical solutions.

Global rebrand

On 21 October 2020 we launched our new brand identity on a global basis. Our brand is more than just a logo. It reflects who we are, how we act, how we help our clients, how we work together and how we serve the community. It's what makes us the company and people we are.

Stakeholder dialogue

During the year we have conducted a stakeholder dialogue with our clients and employees as well as the Board and management team. This dialogue has taken place through surveys, and no new areas of materiality have been identified.

Mazars' global sustainability work

The global sustainability work within Mazars has been reorganised during the year, with the aim of facilitating further development and meeting the needs of the future. Major investments have been made, both in terms of our internal sustainability work and sustainability as a service for our clients.

Money laundering

During the year, in our endeavour to become even better at fulfilling our responsibility and our obligation to achieve good client awareness in accordance with applicable money laundering regulations, we have invested in software that makes it possible to search for and check information about aspects such as company ownership (i.e. the identity of the true principal) and whether there are any risk factors associated with clients. This information is retrieved from Nordic as well as international databases.



A word from the CEO



Welcome to Mazars' Sustainability Report for 2020/2021. It feels inspiring to see how we are developing our sustainability work from year to year. The past year has been heavily characterised by the coronavirus pandemic. We have been able to manage the changes this has necessitated very well thanks to the fantastic efforts of all our employees.

Our employees are our company's most important resource, and one of the most important aspects of our sustainability work is how we take care of our staff and how we help them to achieve a good balance in life between work, recreation and family commitments. It is incredibly important for us to make sure that our workplace facilitates job satisfaction and enjoyment for our employees.

The ongoing pandemic has impacted the world and Mazars in ways which couldn't be foreseen, and we have learnt much about how to adapt to new situations, both for our clients and our own organisation. For years, we have been working to take advantage of the opportunities created by digitalisation and automation. The transition to increasingly working from home, without physical meetings, has entailed a challenge for our clients, our employees and our technical tools and solutions. When this pandemic is finally over, hopefully we will continue to reap the benefits of our new digital work methods and how we utilise new technology.

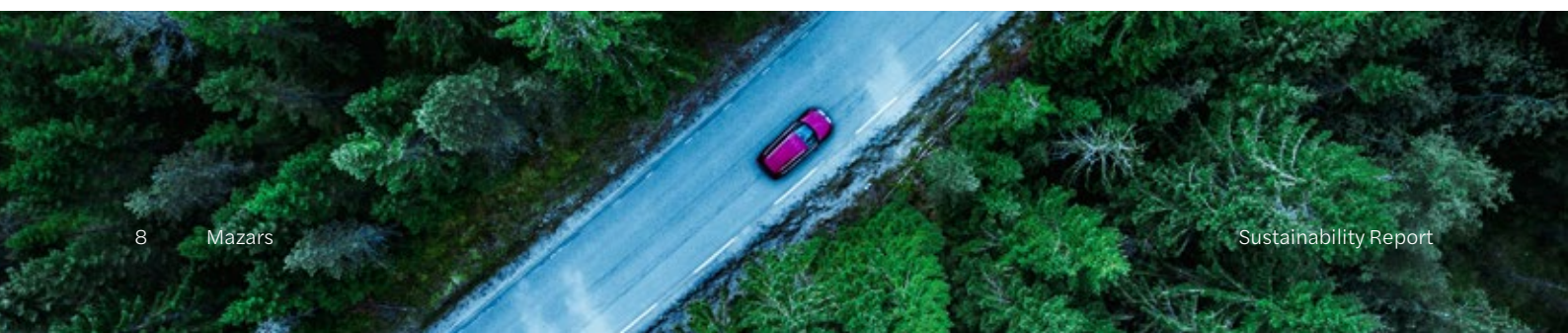
There is nothing more important to a company than having satisfied clients and employees. It is therefore extremely gratifying to see that, in its annual measurement, SKI – Svenskt Kvalitetsindex – has once again given Mazars a top rating in customer satisfaction. This measurement is the only generally accepted comparison of firms in the audit industry that enables clients to have their say. The measurement captures a number of different aspects, including quality, engagement and innovation. These results provide all our employees with a good foundation on which to continue their work aimed at helping existing clients and attracting new ones.

During the year, together with Mazars' global organisation, we have initiated a number of projects aimed at developing the firm's global sustainability work, both in relation to our internal work and sustainability as a service for our clients.

Sustainability is the foundation of what we do and affects every aspect of our business – how we attract and recruit the right people, where we place our offices, and how we travel. Our clients have given us great support to continue on our chosen path. Our employees, both existing and those we choose to recruit, want to be part of a business that takes an active stand for a more sustainable society. Together, we meet the challenges of the future!

Mikael Fredstrand

CEO



Our sustainability efforts

At Mazars we want to contribute to the creation of a sustainable world. In our sustainability work, we focus on four main areas: *Sustainable working conditions, Sustainable services, Reduction of climate and environmental impact, and Community involvement.* The aim of our sustainability efforts is to understand our role in society and to act responsibly, with a long-term perspective in the areas where we can make a difference through our activities. In our sustainability work we also derive support from the UN's 17 Sustainable Development Goals. On the pages that follow you can read more about how we have worked with our four main focus areas during the year, and which of the UN's Sustainable Development Goals are linked to each focus area.

01

Sustainable working conditions

02

Sustainable services/
market

03

Reduction of climate and
environmental impact

04

Community
involvement



The UN's 17 Sustainable Development Goals



Stakeholder dialogue and Materiality analysis

Mapping the identity of our stakeholders enables us to understand what the world around us looks like. By evaluating the effects and impact that our stakeholders have on our business and corporate behaviour, we can better define and refine our strategy while also maintaining our overall goal of creating common value and serving the public interest.

An initial stakeholder analysis was carried out a few years ago in connection with a CSR (Corporate Social Responsibility) analysis. This analysis identified the following groups as important stakeholders: future and current employees, clients, management, partners, industry organisations and suppliers. Of these, it is our assessment that employees, clients and management are our key stakeholders.

During the year we have conducted a new stakeholder dialogue with our clients and employees as well as the Board and management team. This year's analysis identified the same areas of materiality as the previous analysis, such as environmental, social and economic sustainability. We will therefore continue to work with these three areas, with focus on our employees through efforts to achieve good working conditions, good health and gender equality. With regard to suppliers we want to focus on sustainable suppliers and supply chains. We will also be focusing

on education and training for all. More information about this is provided in the sections regarding Sustainable working conditions and Community involvement.

At Mazars we work in an industry that is based on trust, and it is therefore important to us that our stakeholders have confidence and trust in the whole of our company and our activities.

Materiality analysis

Mazars' dialogues with our key stakeholders resulted in four areas that we and our stakeholders consider to be of the greatest materiality in relation to our sustainability work:

- 01 Sustainable working conditions
- 02 Sustainable services/market
- 03 Reduction of climate and environmental impact
- 04 Community involvement



Anders Bergman, Authorised Public Accountant and Chairman of the Board at Mazars

What does sustainability mean to you?

For me, sustainability has to do with thinking about and asking the question: What can I do to make a difference? For example, this spring we are planning to take a

short holiday in Europe with some friends, and one of our friends sent an email to the rest of us and explained that they try not to fly when it is only a short trip, and that they need to assess whether they have room for this trip within their climate budget. This made me think: What does my own climate budget actually look like?

Why is sustainability important to you?

This is clearly an important issue for my children, and therefore

it is also extremely important to me. My way of thinking and acting affects my children's future, and I also perceive that sustainability is finally being taken seriously, even though the discussion has been ongoing for a long time.

Why is sustainability important to Mazars?

We achieve respect by standing up for sustainability and acting and thinking in a sustainable manner.

01 Sustainable working conditions

Our employees are our firm's most important asset. It is our employees who possess the expertise that drives the firm forwards, and who are responsible for Mazars' top rating in terms of customer satisfaction.

Areas of materiality:	Sustainability risks:	Governing documents:
Our employees	Increased ill-health among employees Uneven workload Risk of losing large numbers of employees/key persons	Employee Manual Rehab Policy Sustainability Policy
Initiatives and development	Difficulties attracting and developing employees	Employee Manual Training Plan Sustainability Policy
Gender equality and diversity	Difficulties maintaining gender equality in executive positions	Employee Manual Policy to Combat Victimisation and Discrimination Sustainability Policy





Ensure healthy lives and promote well-being for all at all ages

Our employees

We want to create a sustainable work environment for our employees by being a responsible employer. Our firm strives to create a clear sense of fellowship, “We are Mazars”, and we want to bring our offices closer together with the help of various initiatives. Having an opportunity to meet and exchange experiences with colleagues from other offices is important when it comes to creating a sense of fellowship within the firm.

Due to the pandemic, we have been working remotely during the entire year. This has shown us that there are benefits associated with hybrid offices. At Mazars we encourage our employees to find a good balance between their private and working lives, and we are positive about working in this manner and having a flexible work environment with possibilities to work from home. During the year, through an allowance from the firm, our employees have been given the possibility to equip their home office.

In the autumn of 2020, the firm sent a survey to all employees with the aim of finding out what our employees feel are the positive and negative aspects of working remotely. In response to the question of whether there is something that the firm should continue with in the future, we received the following replies: possibility of working from home, continue with digital meetings, CEO broadcast, communication from the office manager via Maznet, and digital training courses. Below is a summary of what our employees feel has been better and worse during the time they have been working remotely.

What has been the best thing about working from home?

1. Reduced travel time
2. The flexibility
3. Greater efficiency thanks to a calmer work environment
4. Reduced risk of infection

What has been the worst thing about working from home?

1. Ergonomics in the home office
2. Social distance
3. More difficult to communicate and to receive support in my work
4. The balance between work and private life



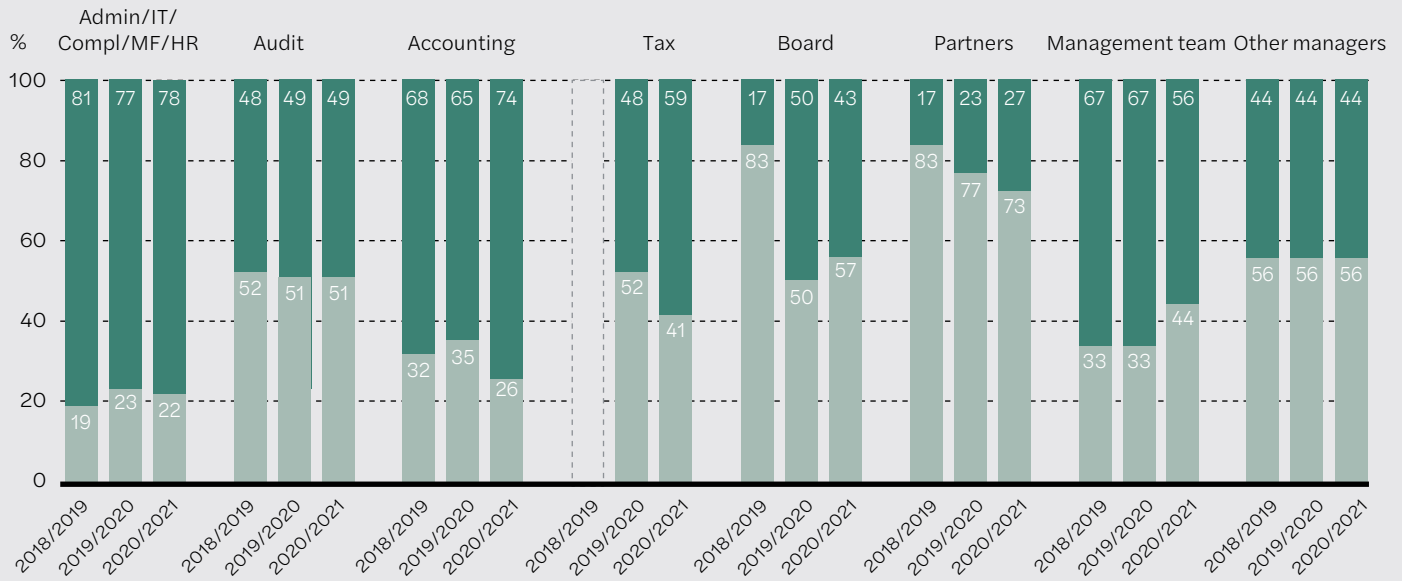
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

During the year we have worked actively with monitoring staff statistics. In conjunction with this work, monthly reviews have been held with office managers to look at aspects such as sick leave, overtime and staff turnover. Sick leave increased during the year, to 5.3% (3.5%). We have primarily seen an increase in long-term absences. The company’s management team, in consultation with the health and safety committee, is working actively to follow up and map the measures that need to be implemented in order to prevent and reduce sick leave. One step in achieving this is that there is now a common agreement for the entire firm regarding occupational health. It is our hope that this will facilitate the coordination process and will contribute preventive measures by capturing signals of sick leave at an early stage.

Compared with the previous year, staff turnover increased by 3% during the year, to 16% (13%). This year’s staff turnover equates to 31 individuals (16 women and 15 men). 25 individuals chose to leave the firm in the previous year.

The number of new employees decreased this year to 19, compared with the 30 new employees who started at the firm in the previous year. One reason for this discrepancy is that many employees left in August but their replacements did not start their employment until September 2021, and these new employees are not included in the statistics. In order to reduce staff turnover, we are working actively with preventive measures such as our annual employee reviews, as well as exit interviews with those who choose to leave the firm.

Employees by profession and gender



	2018/2019	2019/2020	2020/2021
Number of employees	253	270	252
– Women	138	141	139
– Men	115	129	113
By age category			
<30 years	63	83	56
30–50 years	104	126	123
>50 years	86	61	73
Number of Partners	41	34	31
By age category			
<30 years	0	0	0
30–50 years	11	13	14
>50 years	30	21	17
Sick leave (%)	3.5	3.5	5.3
– Of which long-term absence	-	1.5	3.3
Staff turnover (%)	-	13	15

There are collective agreements for Mazars KB





Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Strengthen the means of implementation and revitalise the global partnership for sustainable development.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Achieve gender equality and empower all women and girls.

Initiatives and development

Skills development is part of Mazars' work with our values in the form of sustainable business acumen. Our clients expect knowledge and expertise, and we must ensure that our employees possess relevant expertise to meet the needs of today as well as the challenges of tomorrow. Employees in the areas of audit and accounting follow an established training plan, and during the first few years of their employment, courses are arranged with equally experienced colleagues from other offices. Authorised auditors and accounting consultants are required to complete further training, which is followed up in connection with our internal quality controls. Employees in other business areas follow individual training plans adapted to the specific needs and circumstances of each employee.

During the year the firm has implemented a new training system, which makes it easier to monitor and map the need for training and skills development. During the year there was an increase in internal training (ERFA) and reviews/meetings for the exchange of experiences, which the firm sees as a positive development.

In order to share our knowledge and contribute to an increased level of knowledge in the community, we have arranged webinars in a number of different areas. These webinars have been provided free of charge and have been open to all.

Gender equality and diversity

When it comes to gender equality in executive positions, we strive to achieve an equal gender distribution in all positions throughout the firm. In our industry, 40–60% is considered an equal gender distribution. Information about our gender distribution is provided on page 14.

The Mazars Policy to Combat Victimisation and Discrimination clearly states that we welcome everyone and that we clearly distance ourselves from any form of discrimination. All current and potential employees must be given the same opportunities regardless of gender, transgender identity, ethnicity, religion or other belief, sexual orientation, disability and age. This is something we work with continuously. No cases of discrimination have been reported during the year. Internationally, a Global Diversity & Inclusion programme was rolled out during 2021. This is a global forum for discussing and working with diversity and inclusion.

Relationships and global network

We are part of an extensive international partnership with global strategies and collaboration across borders. The international collaboration is strengthened through the conference in which our partners from Mazars in Sweden participate every year. At this conference, we have the opportunity to influence Mazars' global strategies and development, for example through an active voting procedure on major issues. The 1,100 or so partners that come together at this conference exchange experiences and information, which strengthens cross-border collaboration. The firm also encourages employees to become involved in one of Mazars' international groups. This strengthens not only the individual employee but also the collaboration and the bond with our colleagues in Mazars' worldwide organisation. When working on major client assignments, we often have a team made up of employees from several different countries.

02 Sustainable services/market

At Mazars we want to develop our services in a long-term and sustainable manner. We are incredibly proud of our great client relationships and our high level of client satisfaction. We provide sustainable services to ensure the continued achievement of a high level of client satisfaction and good client relationships, and to safeguard our role as a sustainable actor in the areas in which we operate.

Areas of materiality:	Sustainability risks:	Governing documents:
Sustainable development and market (externally)	Unethical business practices and corruption	Anti-Corruption Policy Anti-Money Laundering Policy
Quality and ethics (internally)	Malpractice within the organisation Loss of client confidence and client satisfaction Loss of confidence and trust within the community	Quality Assurance Manual Anti-Corruption Policy Employee Manual Training Plan





Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Ensure sustainable consumption and production patterns.



Take urgent action to combat climate change and its impacts.

Sustainable development and market

Our work in the areas of audit, tax and accounting includes promoting sustainable business acumen and a sustainable market. We do this, for example, by working to ensure that accounts give a true and fair view and that laws and regulations are complied with. We also work to combat unethical business practices and corruption. Part of our assignment is to draw attention to and report on whether there is a risk of corruption or money laundering in an organisation.

Skills and knowledge

Our employees receive continuous training to ensure that they maintain a competitive level of quality and stay up to date on new laws and regulations. The services offered by our firm constitute essential societal functions and require a high level of integrity and professionalism in order to continue to serve as a seal of quality for businesses and authorities. We work actively with these issues throughout our firm and we encourage, for example, our employees in the tax area to attend the course “Professional ethics for tax advisors” and then take FAR’s examination.

Working actively with quality assurance provides a sense of security, both for us and for the community in which we operate. In our Transparency Report we provide more information about the work we do to ensure the quality of our services.

In addition to courses relating to each business area, our employees must also attend an anti-corruption training course every three years as well as a basic training course in combating money laundering each year, which is then supplemented with a more in-depth course every third year. Our goal is that all our employees will complete the annual course in combating money laundering each year. However, only 85% of employees completed this year’s course (215 of 252 employees). HR is responsible for monitoring, issuing reminders and reporting the number of completed courses to management. During the current

year we will be reviewing our procedures, with the aim of ensuring that all our employees complete the mandatory training courses in anti-corruption and combating money laundering.

At Mazars we have a whistle-blowing function that enables anyone to anonymously report incidents of malpractice. No cases of malpractice were reported during the year. We comply with the Code to Prevent Corruption in Business issued by the Swedish Anti-Corruption Institute, and we have a function for reporting and requesting guidance regarding all types of gifts. To ensure that all employees know what is expected of them when performing an assignment on behalf of Mazars, we have a number of policy documents and guidelines. We have a quality manual that applies to everyone as well as specific quality manuals for the various business areas. These documents are available to all employees through our common shared spaces. These manuals are based on the regulatory frameworks that we must take into consideration when performing our services (including ISA for auditing and Reko, the Swedish Standard for Accounting Services), as well as the ethical rules we must follow in our professional practices within each area of our business.

Sustainable services

These days, companies are facing complex sustainability-related challenges. At Mazars we offer sustainable, long-term advisory services aimed at helping our clients on their path to success. Our business segment Sustainable Advisory involves advisory services focused on helping our clients succeed with their own sustainability work, as well as reviews and advice to assist clients with preparation of sustainability reports. We always look to highlight sustainability issues in our contact with clients, and we strive to establish a dialogue between Mazars and our clients. Our goal is to integrate sustainability aspects in all our business areas and in all types of assignments.

03 Reduction of climate and environmental impact

All individuals and companies leave some form of climate footprint on our planet, and Mazars is no exception. By reducing our climate and environmental impact, we try to leave as small a footprint as possible.

Areas of materiality:	Sustainability risks:	Governing documents:
Sustainable consumption and production Combat climate change	That our suppliers do not meet environmental requirements or respect human rights CO2 emissions linked to our travel, purchasing and other consumption of resources	Sustainability Policy



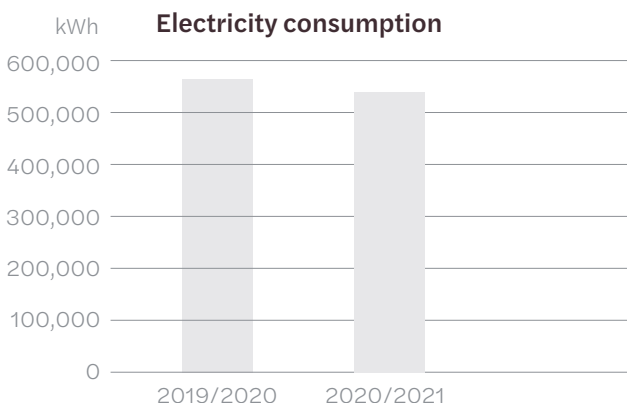


Ensure sustainable consumption and production patterns.

Sustainable consumption and production

Within Mazars we have continued to learn how to utilise digital platforms for meetings and document management, and this has provided a positive effect in the form of a low need for printouts. The pandemic has also led to training courses being held digital-ly, which has reduced the need for travel and hotel accommodation and has had a positive impact on our carbon dioxide emissions.

We want to reduce our climate footprint by choosing responsible suppliers and consciously making responsible purchases. One example of this is when it came time to replace our display signs as part of Mazars’ global rebrand in 2020. We chose a supplier that had their own explicit sustainability policy of re-using parts of the old signs and correctly source-sorting the parts that couldn’t be reused. In the work involving Mazars’ change of brand identity we were also able to scale down the amount of merchandise and the quantity of pre-printed paper used for formal documents, and we also reduced the number of suppliers used for purchases of various products, thus facilitating groupage solutions and fewer transports.



Take urgent action to combat climate change and its impacts.

Our total electricity consumption during the 2020/2021 financial year amounted to 537,739 kWh, which represents a reduction of 24,109 kWh compared with the previous financial year. Even though many employees have worked from home during the year, we have still kept our offices heated and staffed.

Combating climate change

Due to the coronavirus pandemic, we reduced our travel during the year compared with the previous year. When booking travel we use Egencia AB, a company that has adapted the range of travel options in line with Mazars’ Travel Policy, where it is stipulated that travel by train must be chosen as the first option where possible. Booking all our tickets through one supplier also enables us to monitor statistics for our carbon dioxide emissions related to travel.

Electronic waste is sold to Inrego, where the waste is reused as the first option and recycled otherwise. In this way we contribute to the circular economy and reduce emissions of greenhouse gases.

CO2 emissions from our travel during the period

Travel	CO2 (stated in kg)	
	2019/2020 *	2020/2021
Train	0.4	0.2
Air	23,600	1,849

* The period 18/11/2019-31/08/2020. Prior to 18/11/2019 we did not perform any measurements, and consequently there are no statistics available prior to this date.

04 Community involvement

At Mazars we work in an industry that is based on trust, and our services contribute to a sustainable society by increasing the level of trust and confidence in financial reports. At Mazars we view it as natural to involve ourselves in important societal issues such as gender equality, education, money laundering and anti-corruption, in order to contribute to the sustainable development of our society.

Areas of materiality:	Sustainability risks:	Governing documents:
Gender equality Peaceful and inclusive communities	Uneven gender distribution in executive positions Discrimination against employees That employees don't follow the guidelines on anti-corruption and bribery	Anti-Money Laundering Policy Anti-Corruption Policy Policy to Combat Victimisation and Discrimination Guidelines for Quality Control and Quality Requirements





Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Achieve gender equality and empower all women and girls.



Strengthen the means of implementation and revitalise the global partnership for sustainable development.

Education for all

Education is a basic human right and one of the UN’s 17 Sustainable Development Goals. By continuing our global involvement in the organisation Help to Help, we contribute to more young people in East Africa receiving an adequate education. During this financial year, our students Philirert Sostenesis and Bernadetha Thonest obtained their university qualifications. Mazars is now sponsoring two new students, Daudi Fortunatus and Rayer Jamal Nassoro, whose goal is to graduate in 2022. When these young people have received their education, they become important local resources in their country, which in turn leads to jobs and growth.

We also get involved locally and have an active collaboration with colleges and universities, and we participate in labour market days which are arranged throughout the country.

Gender equality

Last year saw an increase in the number of female partners, while the percentage of women on the Board and in the management team decreased. We wish to see more women in executive positions, and we hope

to be able to inspire our employees through female networking and flexible working conditions. More information about gender equality is provided under section O1 Sustainable working conditions.

Peaceful and inclusive communities

At Mazars our daily work involves combating corruption, fraud, poor financial management and substandard reporting. During the year, Mazars procured a new system aimed at improving possibilities for discovering and reporting suspected cases of money laundering and bribery. All employees, regardless of their role, have also undertaken a mandatory training course in combating money laundering. Internationally, Mazars has also arranged a number of training courses in IT security, which all employees must complete, with the aim of reducing the threat of external persons breaking in to steal information or perform extortion, which could impact our own business as well as society in general.

During the year we have been involved with various organisations, for example the industry organisation FAR, Women@mazars and the City Mission in Stockholm, Gothenburg and Skåne.



Viveka Strangert,
Compliance Officer

What does sustainability mean to you?

For me, sustainability has to do with something that lasts over time and works in the long term. This doesn’t mean that things need to take longer; rather, it is a case of adopting a long-term perspective when deciding how to do something. What are the

long-term consequences of my way of acting or doing something? Sustainability can concern issues in areas such as the climate, education, equal rights, combating corruption or some other type of financial criminality, or societal development.

Why is sustainability important to you?

I want my children and grandchildren to be able to grow up and live in a world that is at least as good as the one I live in. I want them to be able to feel safe and secure in a world that is characterised by gender equality and the inclusion of all people, and I want them to be able to enjoy a natural environ-

ment that is just as rich in vegetation and life as the nature I myself am able to enjoy.

Why do you think sustainability is important to Mazars?

It is a matter of survival. Companies that aren’t inclusive and don’t think and act in a sustainable manner won’t survive in the long term. Clients, authorities and society in general are imposing greater demands and have higher expectations that companies will do their best to meet such demands. Authorities will also gradually introduce more laws and regulations that companies must adapt to. If companies aren’t able to handle this transition, they’ll have no option but to shut down their operations.

Human rights

Mazars is an independent company without any political or religious affiliations. We strive to accept our social and legal responsibilities by treating all people with respect, regardless of gender, transgender identity, ethnicity, religion or other belief, sexual orientation, disability and age. We encourage differences and diversity, and we believe that such aspects enrich not only our own business but also our understanding of our clients.

Both internationally and in Sweden, Mazars stands behind the Ten Principles of the UN Global Compact initiative, the aim of which is to get companies to take responsibility in areas such as human rights, labour law, the environment and corruption. Mazars worldwide is one of the initiators of the development of the UN Guiding Principles Reporting Framework. This framework is the first comprehensive tool for reporting a company's approach to human rights and can be used by companies to report on how they respect human rights.

Sustainable suppliers

Mazars' sustainability efforts also extend to our suppliers. We strive to engage the services of responsible suppliers who distance themselves from child labour and discrimination, and who have a clear policy for climate and environmental measures.

During the year, Mazars has produced a new Sustainability Policy in which it is stated that we shall strive to use products in our business that comply with our environmental requirements. This relates to office supplies and hardware as well as food and cleaning products. During the upcoming year, it is our ambition to look at how we can improve our supplier selection and assessment process.

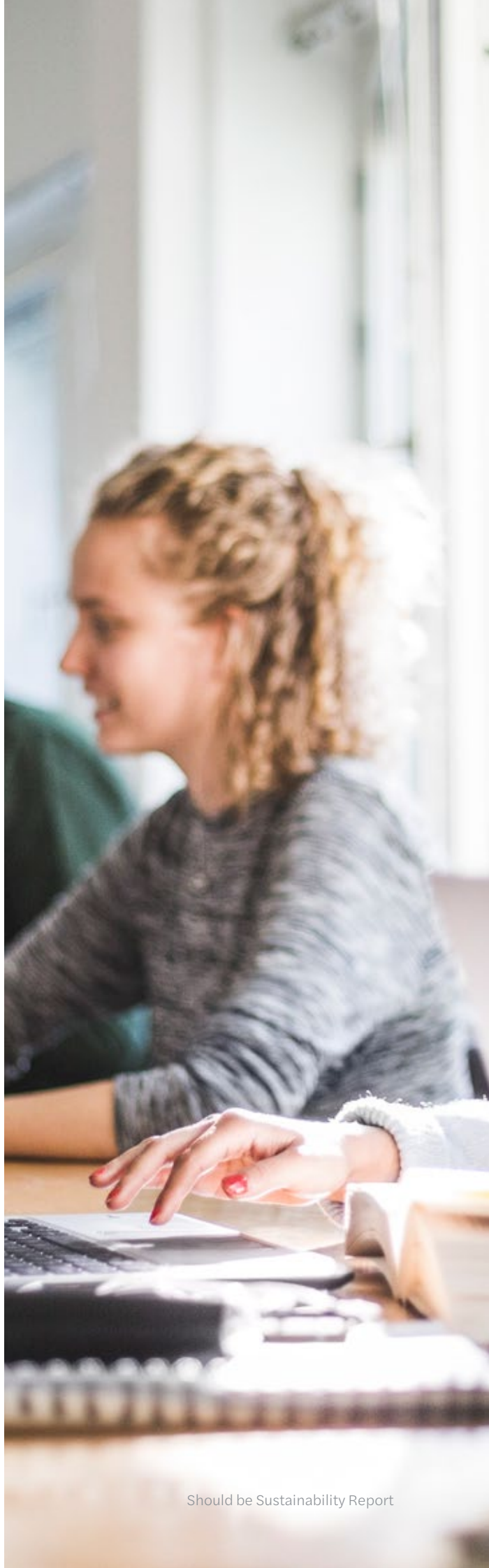
About this sustainability report

Mazars' sustainability work is reported annually in our Sustainability Report. This report covers the company's financial year 1 September 2020 – 31 August 2021 and relates to Mazars AB and Mazars Skatt KB in Sweden. Mazars' annual external reporting is provided in the form of our Annual Report, Sustainability Report and Transparency Report.

The Sustainability Report is prepared on the basis of the requirements specified in the Swedish Annual Accounts Act and the UN's Sustainable Development Goals. The information provided by Mazars in its Sustainability Report is a description of Mazars' business activities. The latest report was published in February 2021.

Mazars Sweden also reports sustainability-related information and figures to Mazars' global sustainability group. Mazars' global organisation prepares its own sustainability report, which is available at mazars.com.

If you have questions about Mazars Sweden's sustainability work or this Sustainability Report, please contact: Caroline Norrsand, Authorised Public Accountant, Ystad, phone: +46 736 20 36 23, email: caroline.norrsand@mazars.se.



Our sustainability team



Agnes Sylvan Ly
Tax lawyer, Helsingborg.



Caroline Norrsand
Authorised Public Accountant, Ystad.



Maria Lidborn
Authorised Public Accountant, Malmö.



Julia Ståhl
Auditor, Stockholm.



Madelene Abrahamsson
Accountant,
Finance Department.



Maja Fält
HR Coordinator.

Production: Caroline Norrsand, Maria Lidborn,
Agnes Sylvan Ly, Julia Ståhl, Maja Fält,
Madelene Abrahamsson, Carin Madsén Kollberg
Project management: Caroline Norrsand
Graphic design: Stora Söder



Carin Madsén Kollberg
Project Manager.

