

A photograph of a tea plantation at sunset. The sun is low on the horizon, casting a warm, golden glow over the scene. The tea leaves in the foreground are in sharp focus, showing their vibrant green color and serrated edges. The background is a soft, out-of-focus landscape of rolling hills or mountains under the bright sky.

Sustainability Report

Mazars AB

Corp. ID no. 556439-2099

01/09/2021 – 31/08/2022

mazars



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Our operation 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.

Mazars provides audit, tax and advisory services to companies and organisations throughout Sweden and internationally.

We have also offered accounting services during the financial year. On 30 May 2022 it was announced that Mazars Sweden has decided to focus on audit, tax and advisory services in the future, which is why the company is selling its accounting business of domestic contracts to Talenom. The transfer was finalised on 1 September 2022.

During the year, the business was run by approx. 250 employees in 9 offices (until the transfer on 1 September 2022, after that in a total of 8 offices). We are established in Stockholm, Gothenburg, Helsingborg and Malmö, as well as in several smaller locations, and we work both locally and globally with a wide range of clients. Our vision – "We help you meet the challenges of the future" – is something we work actively with, both internally within the firm and externally with our clients. Through sustainable relations and sustainable business acumen we would like to be a part of and contribute to a sustainable future, where we, as a modern company, are working actively with our customers and deliver an attractive workplace for our employees.

Mazars in Sweden operates as a limited partnership and is a partner-owned organisation with partners from different offices. Mazars Sweden is part of Mazars' international partnership, which is currently represented in more than 90 countries with more than 44,000 employees (28,000 in Mazars' integrated partnership, and 16,000 via 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. This is the common thread in the vision that has shaped our core values. Sustainability refers to 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 and Mazars' role in society. The client, the employee, and society constitute our focus areas with no hierarchical order between them – all parts are equally important! No one person can act on their own and make our society and our company work. 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 company that works actively with our clients and is a great place to work 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

Sustainable
relationships

Employees

Sustainable
business
acumen

Customers

Sustainable
future

Community

Mazars is an internationally integrated partnership, specialising in audit, accounting, tax, and advisory. Operating in more than 90 countries worldwide, we have access to the expertise of more than 44,000 professionals – 28,000 via Mazars’ integrated partnership and 16,000 via Mazars North America Alliance – to help clients of all sizes at each stage of their development.



IT and sustainability

Timo Iso, CIO

How do you at IT work on sustainability issues?

A major part of our assignment is to make sure that all employees at Mazars get the service and technical conditions they need in order to be able to work from wherever they want. So, it is important to be one step ahead. ESG is important and, of course, for us – we talk a lot about the existing solutions and how we can work going forward. During the past year, we have moved the Microsoft environment to their newly built data centre in Sweden, which is up to 98% more carbon-efficient compared to traditional server

solutions and will be run 100% on renewable energy. We have also replaced our VKU system with a more modern one in order to further facilitate digital office meetings, thereby minimising travelling. It certainly has a positive impact on the environment, but it has also been shown to provide a better balance in the everyday life of many.

How do you see the increased demand for technical solutions from a sustainability perspective?

The hybrid approach makes brand new demands on technology. It is a strength that we were early to future-proof – among other things, we tested our VPN solution (which secures the connection from places other than the office) and doubled the capacity in connection with COVID-19 reaching Europe so that everything was in place and tested before we had to work exclusively from our home office for a while.

When it comes to the technical equipment, we have maintained a good equipment level at all times; in addition to thinking sustainably,

we must also think from a safety perspective. When we replace equipment, we ensure that all technology waste is properly disposed of. We have an ISO-certified partner who recycles in a secure process – erases all data and then recycles all material. Where possible, mobile telephones or computers are reset and can then be resold. A circular and sustainable system where technology can have a new life.

What challenges lie ahead?

I consider building a corporate culture and leadership in a hybrid business a challenge for our going forward. The technology is there, it is not technology that sets the limits. The challenge lies rather in the balance between digital way of working and physical presence at the office. Another aspect is technology development, which is accelerating. You will quickly fall behind if you do not invest in IT. With new technology, we can both streamline and increase the value of our services. It is just a matter of using the technology the right way.

The year in review

Sale of our accounting business

On 30 May 2022, it was announced that Mazars in Sweden had chosen to continue focusing on audit, tax and advisory services and was therefore selling its accounting business to Talenom, a leading player in digital financial management for small and medium-sized companies. The company is listed on the Helsinki Stock Exchange.

Mazars' accounting employees tagged along in the transition that took place on 1 September 2022, meaning that 46 employees and one office have left Mazars.

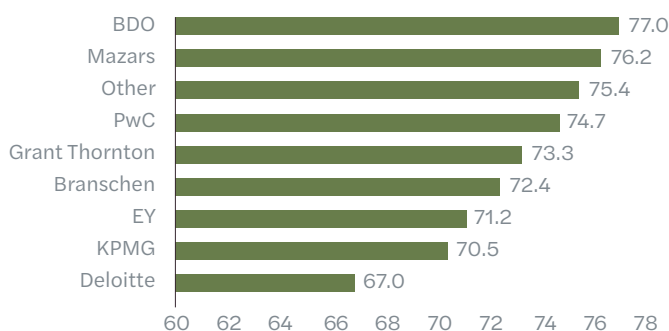
Employee pulse surveys

During the year, we conducted a number of pulse measurements to collect feedback from our employees with the ability to see results at an overall level. It is gratifying to see that most people enjoy their work, feel a sense of community with colleagues and find their work interesting and meaningful.

SKI

We achieved a top ranking in this year's Swedish Quality Index (SKI) survey once again, which makes us one of the companies with highest customer satisfaction in the sector. The industry survey of the SKI is the only generally accepted quality and customer satisfaction survey in our industry. The result, which shows that we have been at the top for several years, makes us very proud and provides a valuable foundation for continued development.

SKI customer satisfaction, Auditing Industry 2022



New CEO of Mazars in Sweden

On 20 June, it was announced that Mazars' Board of Directors had appointed Karin Westerlund as the new CEO of Mazars in Sweden. Karin Westerlund is a partner, certified public accountant and former board member of Mazars who has been working within the organisation for over 20 years. Karin took over as CEO on 1 September 2022, after Mikael Fredstrand, who had held the role since autumn 2020. Mikael remains as authorised public accountant and partner in Mazars.

ISQM 1

During the year, we have worked a lot with the quality management system ISQM 1, which replaces ISQC 1 and takes effect on 15 December 2022. We had all parts ready this summer and implemented ISQM 1 as of 1 September 2022.

Sustainability Policy

In the autumn of 2021, a sustainability policy was adopted that covers all four of our focus areas. The purpose of the sustainability policy is to establish the framework for both short-term and long-term sustainability work within the agency and to determine the agency's sustainability goals.

Mazars' global sustainability work

Throughout the year, Mazars has continued its commitment to sustainability globally, both for Mazars as a company and in order to meet customer demand for sustainability services.

The war in Ukraine

In addition to grants and fundraisers in offices around the world, a partnership was initiated to support our Ukrainian colleagues. Neighbouring countries welcomed colleagues from Ukraine, and psychological support and discussion groups were made available to all Ukrainian employees within Mazars globally.



A word from the CEO



The question of sustainability is key to our work, and in our corporate culture it is an important part of Mazars' identity. ESG, which stands for "Environmental, Social and Governance", is the foundation of what we do and affects all aspects of our business.

Sustainability is about so many different aspects – how we work, what our offices look like, how we relate to travel and procurement. How we contribute to society and how our employees feel and whether they feel comfortable at their workplace.

Employees are the most important asset we have and therefore our overall goal is to constantly devote our efforts towards becoming an even better workplace. Since last year, we have been and will be focusing on Sustainable Employee Engagement, which is an important part of our core values.

COVID-19 has affected us all and the way we work has changed. Being able to work from places other than the office, or at the customer's place, has become a matter of course. Technological development has been rapid and I am pleased that we were extensively

working online when the pandemic arrived. As a result, the step towards a largely digital way of working was not so major, even though it, of course, also presented all of us – both our employees and our customers – with new challenges and new everyday routines.

We are both happy and proud that we still have very satisfied customers. SKI's annual measurement of customer satisfaction in our industry in 2022 once again showed that we are at the top. This measurement is the only generally accepted comparison of firms in the audit industry where clients have their say. It captures a number of different aspects, including quality, engagement and innovation. Our clients have also given us great support to continue on our chosen path when it comes to sustainability matters and ESG.

It is therefore with great pleasure that I present Mazars' Sustainability Report 2021/2022, which has been prepared by our sustainability team and shows how we continue to develop our sustainability work – now and for the future.

Karin Westerlund
CEO, Mazars in Sweden



Our sustainability efforts

Our ambition is to build a fair and more prosperous world by supporting our customers' sustainability efforts, taking care of our employees and local communities, and preserving the environment.

In our work with sustainability, we focus mainly on four areas: *Sustainable Working Conditions, Sustainable Services, Reduction of Climate and Environmental Impact, as well as Community Involvement.*

The aim of our sustainability efforts is to understand our role in society and 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 what work we have done in our four focus areas during the year, and which UN's Sustainable Development Goals are linked to the respective focus area.

01

Sustainable
working conditions

02

Sustainable
services/market

03

Reduction of climate and
environmental impact

04

Community
involvement

UN's 17 Sustainable Development Goals



Sustainable offices

Martin Dagermark, authorised public accountant, partner and head of the Eskilstuna division

Why is sustainability important?

To me personally, it is about having to think about the future. I have three sons and I see the current situation in the world. It is a common feeling of wanting to contribute and take responsibility. Those of us who can, who have the privilege of living in this part of the world, must take the lead –

reviewing our climate footprint, how we travel and consume. We need to make active choices – both in our private lives and at the workplace.

How do you work on sustainability issues in the office?

We are constantly trying to be conscious about the choices we make and the footprints we leave. We have made sure that our electricity and cleaning contracts in the office are in line with our environmental requirements, that the service provider is environmentally certified, uses environmentally friendly products etc. In Eskilstuna there is also a unique waste sorting solution, which facilitates waste management. We also make sure to recycle or re-use everything we no longer

use by handing it over to ReTuna Återbruksgalleria, a local trader in Eskilstuna that sells exclusively second-hand or sustainably produced items.

Why is sustainability important to Mazars?

It is about the future and about what kind of workplace and employer we want to be. It is important for us as a company to make an actual contribution by taking responsibility, but also to live up to what we want our customers and our future workforce to associate us with. We want to be an employer that is at the forefront, that cares and that is focused on sustainable leadership and sustainable employeeship.

Stakeholder dialogue and materiality analysis

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. 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 our 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, our assessment is that employees, clients, and management are the most important ones; they are our key stakeholders.

During the financial year 2020/2021 we conducted a new stakeholder dialogue with our clients and employees as well as the Board and management team. That analysis identified the same significant areas as previous analyses. During the year we have evaluated the world around us and nothing suggests that the significant areas from the previous year have changed in the course of this year.

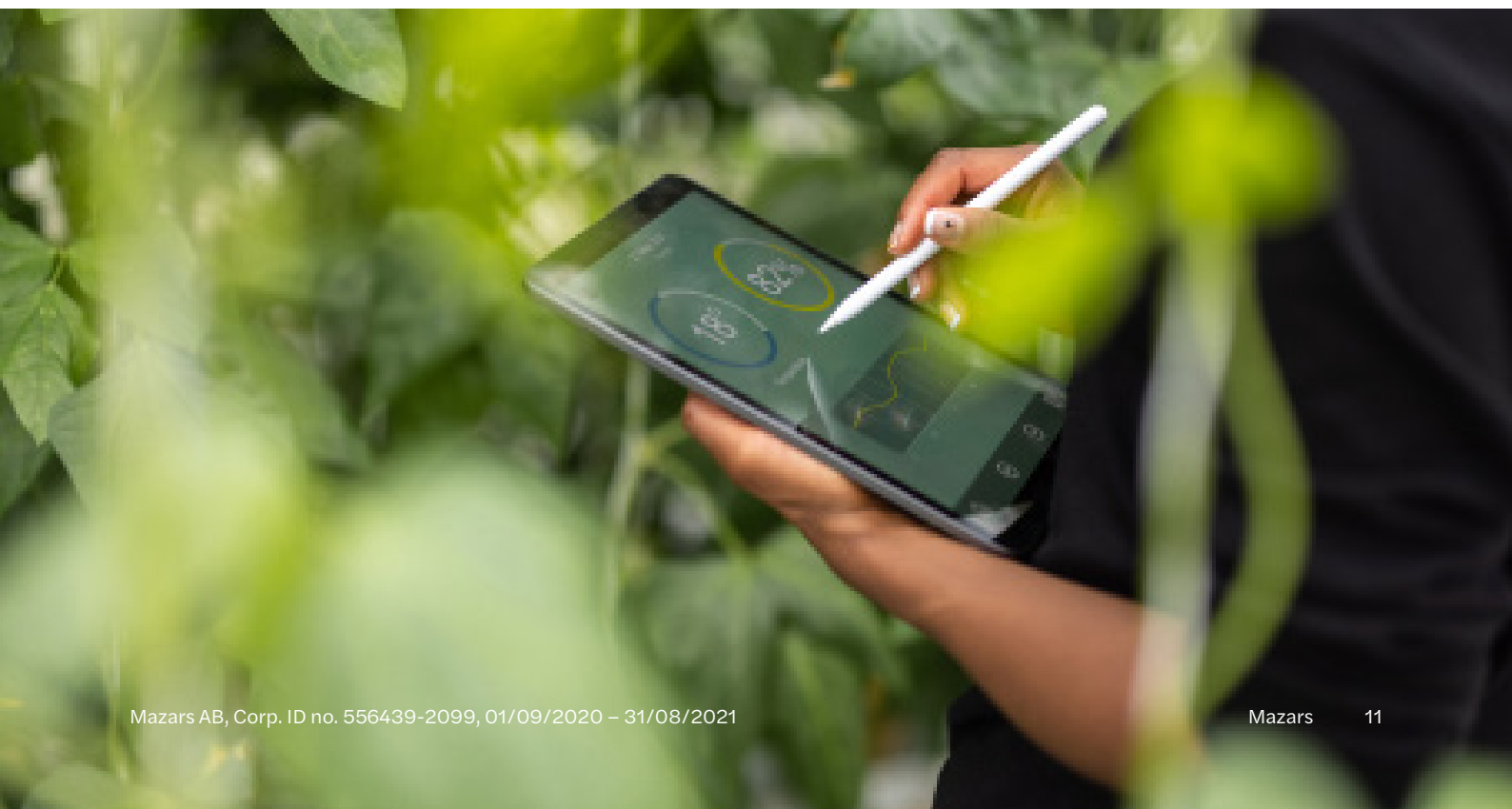
Our key areas are environmental, social and economic sustainability. We have therefore decided to continue

to work with these three areas during the year, focusing on our employees through efforts to achieve good working conditions and a good working environment, good health and gender equality. As far as our suppliers are concerned, we want to focus on sustainable suppliers and supply chains. We will also place great emphasis on education for all, both for our own employees as well as others in our world. More information about this is provided in the sections regarding Sustainable working conditions and Community involvement.

Materiality analysis

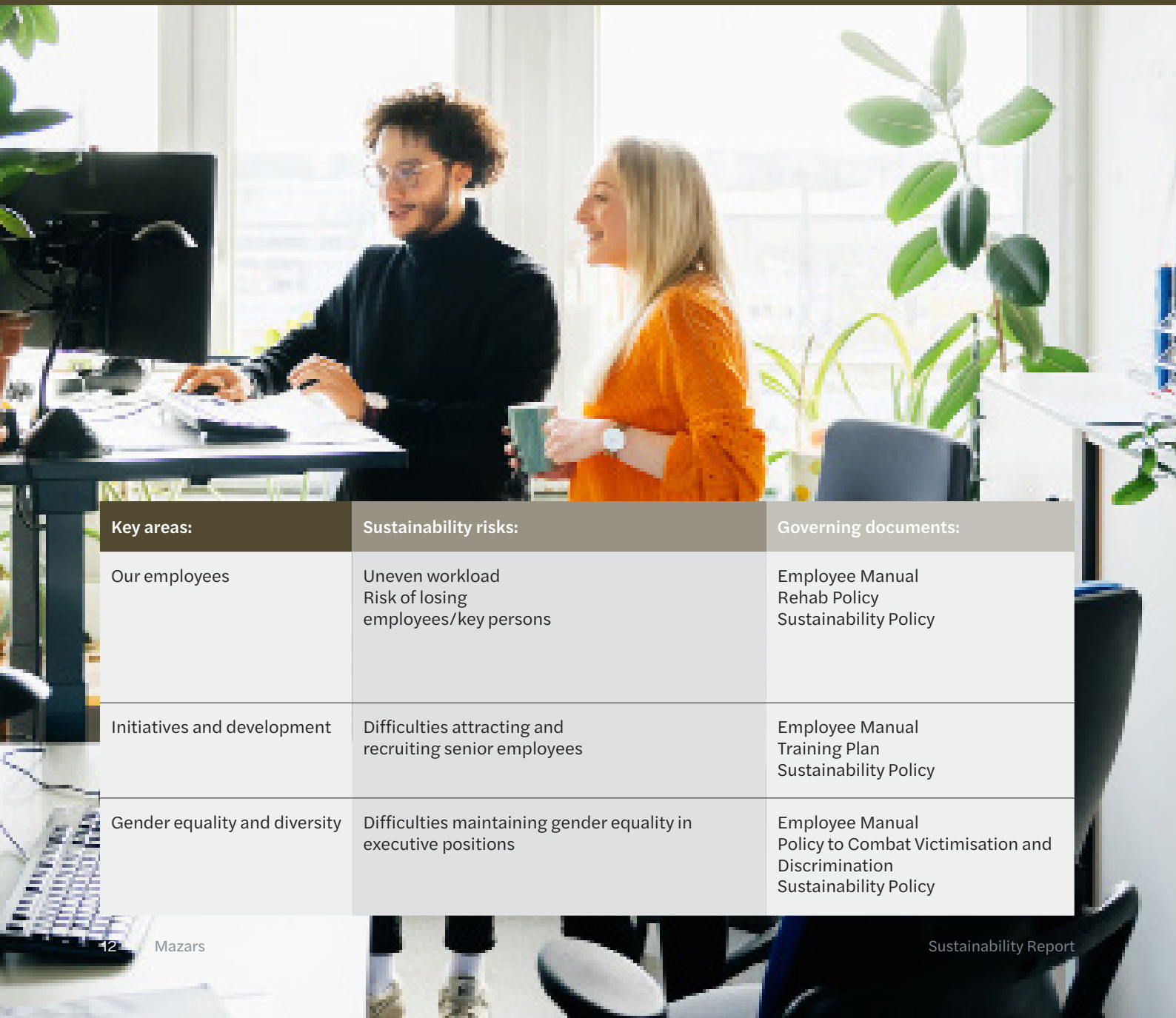
Mazars' dialogue with our key stakeholders resulted in four areas that we and our stakeholders consider to be of the greatest materiality in relation to our sustainability work:

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



01 Sustainable working conditions

Our success is employee-driven. 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.



Key areas:	Sustainability risks:	Governing documents:
Our employees	Uneven workload Risk of losing employees/key persons	Employee Manual Rehab Policy Sustainability Policy
Initiatives and development	Difficulties attracting and recruiting senior 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



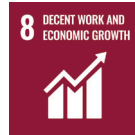
Ensure healthy lives and promote well-being for all at all ages

Our employees

One of our focus areas is sustainable working conditions, which includes a sustainable working environment and being a responsible employer. Mazars is working on a broad front with various initiatives for an inclusive and prosperous organisation, which is sought out by new employees and where existing employees see their future.

After a long period marked by the pandemic and working from home, we are back to our workplaces around the country and are happy to be able to meet both colleagues and customers everyday. We are taking advantage of the positive lessons that the pandemic has brought and continue to offer a flexible workplace where office work can be alternated with work from home.

During the year, the firm's strategic efforts have largely focused on employees, featuring various actions to promote a good and healthy working environment. One of these initiatives is the introduction of ongoing pulse measurements, i.e. employee surveys that are regularly sent out to measure employee engagement, job satisfaction and well-being. The purpose of the surveys, the results of which are published regularly



Work for inclusive and sustainable long-term economic growth, full and productive employment with decent working conditions for all.

on the firm's Intranet, is to be able to follow developments and provide opportunity for agile and proactive work. We are pleased to note that the average is at a stable level of 4 out of 5 in a number of areas such as: "I feel good at work", "I feel a sense of community with my colleagues" and "I feel that my opinions are valued".

As in the past, we are actively monitoring the firm's key figures and, in the area of sick leaves, we can see that it has dropped from 5.3% to 4.1%. In particular, long-term absenteeism has been reduced from 3.5% to 2.1%. With continued preventive work and close cooperation with occupational health care, our hope is to be able to reduce this further in the coming years. In the area of staff turnover, we note an increase from 16% to 22%. At the same time, the share of new employees has increased from 10% to 17%. Our goal for the future is to grow and recruit at the same rate as we did this year and reduce staff turnover. The strategy for reducing staff turnover is a continued active effort to create an inclusive and prosperous organisation. One important tool in this task is, among other things, to hold talks with all employees who leave the company in order to learn from their thoughts and ideas about what the organisation should focus on from now on.



Sustainable Employeeship

Jenny Alstierna, HR Manager

Why is it important for companies to work with gender equality?
Companies that are equal are both more harmonious and financially successful. We strive to be an inclusive and dynamic workplace, both in terms of gender equality and in terms of diversity in general, where we, through different perspectives and approaches, can broaden our knowledge and support our customers in the best possible way. In order for this

to permeate our company, role models and gender equality in management are of the utmost importance. This way, we build a long-term sustainable and harmonious corporate culture.

What does Mazars do in order to be an attractive employer for both women and men?

Our employees are our most important resource and we work actively to create job satisfaction and well-being among our staff. We work long-term to create a age-balanced, gender-equal and in any other respect diverse talent pyramid. We strive to have an inclusive work environment, an encouraging corporate culture and we would like to be able to offer benefits that create opportunities and equal conditions. Our employees are also our most important

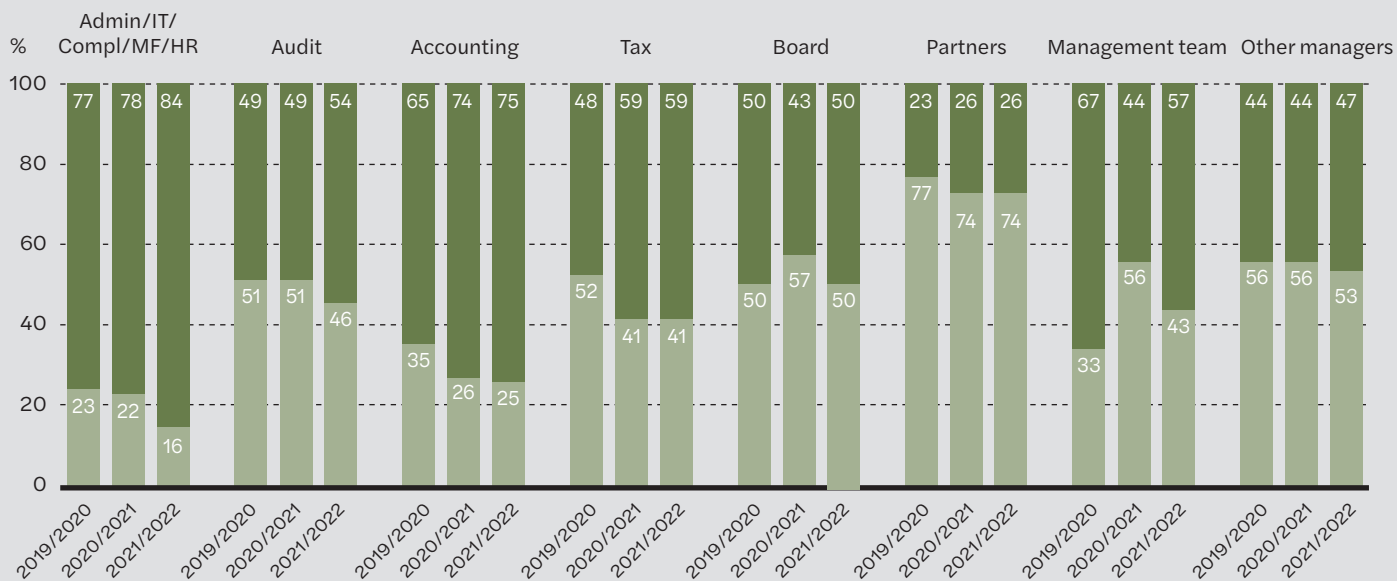
ambassadors. Having satisfied employees is a prerequisite for being an attractive employer. We communicate and engage in business and in academic contexts in order to help promote the subject and change the mindset of society.

How does Mazars work globally with gender equality and diversity?

Mazars has an international division, Centre for Diversity & Inclusion, which is a global centre of excellence aimed at helping promote diversity and inclusion in Mazars and other organisations. The division develops knowledge and tools that help clarify the problems organisations face and points to relevant actions for creating the awareness, understanding and expertise needed to make change really happen in the field.

Employees by profession and gender

■ Women ■ Men



	2019/2020	2020/2021	2021/2022
Number of Staff	270	252	241
– Women	141	139	138
– Men	129	113	103
<i>By age category</i>			
<30 years	83	56	46
30–50 years	126	123	110
>50 years	61	73	45
Number of partners	34	31	31
<i>By age category</i>			
<30 years	0	0	0
30–50 years	13	14	13
>50 years	21	17	18
Sick leave, (%)	3.5	5.3	4.1
– Of which long-term absence	1.5	3.5	2.1
Staff turnover (%)	13	16	22

There are collective agreements for Mazars KB





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



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



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



Achieve gender equality and empower all women and girls.

Initiatives and development

Skills development is part of Mazars' work on core values in the form of sustainable business acumen. Our customers expect knowledge and expertise, which we as an employer have to ensure that our employees possess. The knowledge needed must be capable of meeting both the needs of today and the challenges of tomorrow.

In addition to the technical training provided by Mazars' employees, a number of new training initiatives focusing on leadership have been introduced during the financial year. Among other things, a multi-day leadership training was launched for our Local Partners, held in collaboration with an external training provider. The training aimed to provide a common understanding of leadership to allow us to better lead and motivate our employees, as well as to strengthen the company's culture and understanding of leadership thereby creating a sense of community and solidarity.

Mazars Group has also stepped up training where a large number of training courses are continuously rolled out and made available to all employees via the international training platform of the organisation. One of these mandatory training programs is the Sustainability Foundation Course, a worldwide training programme designed to equip every "Mazarian" regardless of service line, function or position with core knowledge so that they could join the sustainability talk and start making a difference. The training consists of 6 modules that remind and inform about how we can all act in order to make a difference.

Gender equality and diversity

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Mazars has an international division, Mazars Centre for Diversity & Inclusion, which is a global centre of excellence aimed at helping promote diversity and inclusion in Mazars and other organisations. The

division develops knowledge and tools that help clarify the problems organisations face and points to relevant actions for creating the awareness, understanding and expertise needed to make change really happen in the field.

The firm also works with Mazars University, which has existed for 15 years and since its inauguration has been a driving force to best educate and prepare conscious and modern partners and leaders in Mazars' unique partnership and leadership culture, values and high ambitions. One of the most appreciated programmes is one designed for women with leadership potential. The programme aims to maximise women's influence through positive role models and building a strong community of future leaders.

Relationships and global network

It is through strong relationships and networks that give us the opportunity together to mobilise our resources in the best way and create sustainable development. We at Mazars are part of an extensive international partnership with global strategies and collaboration across borders.

In the past year, these collaborations have indeed been put to the test, as we witnessed Russia's invasion of Ukraine in the spring of 2022. We are proud to be part of a close-knit community that responds quickly and directly in crises like this. In Sweden, a fundraiser was started where Mazars' employees contributed to a UNHCR donation. In addition to grants and fundraisers in offices around the world, a partnership was initiated to support our Ukrainian colleagues. Neighbouring countries welcomed colleagues from Ukraine, and psychological support and discussion groups were made available to all Ukrainian employees within Mazars globally.

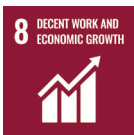
"Discrimination and stereotypes are the products of self-centric visions of the world. Every day, I fight for equality and inclusivity, challenging dominant behaviours. Today, more than ever, I want to reaffirm my fierce commitment to helping create a fair, safe and equitable world, where everyone can live and thrive."

Cécile Kossoff
Global Diversity & Inclusion Leader,
Mazars Group

02 Sustainable services/market

Mazars develops services in a long-term, reliable and sustainable manner. We are incredibly proud of our great client relationships and our high level of client satisfaction. Our role is to be a sustainable player in the industry in which we operate.

Key areas:	Sustainability risks:	Governing documents:
Sustainable development and market (externally)	Unethical business practices and corruption	Anti-Corruption Policy Anti-Money Laundering Policy Complaints handling policy
Quality and ethics (internally)	Malpractice within the organisation Loss of customer confidence and customer satisfaction Loss of confidence and trust within the community	Quality Assurance Manual Anti-Corruption Policy Anonymous Reporting Policy Employee Manual Training Plan



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



Ensure sustainable consumption and production patterns.



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



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 sustainable market. We do this, for example, by working to ensure that accounts give a true and fair view of the company's position and results, 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.

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 are happy to raise awareness about the question of sustainability in our communication with our customers. Our goal is to integrate sustainability aspects into all our business areas and in all types of assignments.

For us at Mazars it is therefore extremely gratifying to see that, in its annual survey of customer satisfaction in our industry, SKI – Swedish Quality Index – has once again given Mazars a top rating in 2022. This wonderful review is the result of our being true to our core values – Mazars stands for sustainable relationships and sustainable business acumen in a sustainable future. We want to show joy and commitment to our customers and at the same time find innovative solutions to create a sustainable future. We combine our global presence, international expertise and local roots to better understand our customers, build long-term relationships and give each and every one of them answers and solutions tailored to the unique situation they face in their market.

Quality and ethics

Quality, integrity, independence and objectivity are key principles of our profession. 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 serve as a seal of quality for businesses and authorities. We work actively with these issues throughout our company, 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. We believe in responsibility. To ensure technical expertise in our services, Mazars regularly performs internal quality controls, both within Sweden and globally. Our internal quality controls are regularly checked by RI and FAR. In our Transparency Report we provide more information about the work we do to ensure the quality of our services.

In addition to courses related to each business area, our employees must also regularly undergo anti-corruption and anti-money laundering training. In the past year, we have had two different training courses in anti-money laundering. Participation was 87% (210 out of 241) and 98% (236 out of 241) of our employees. The goal is for all employees to complete the annual anti-money laundering training. HR is responsible for monitoring, issuing reminders and reporting the number of completed courses to management.

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 also 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.

In order for all employees to know what is expected when we carry out an assignment for Mazars, we have special quality manuals that are based on the regulations we have to comply with when carrying out our services (including Standard on Quality Management ISQM1 and International Standard on Auditing - ISA). In addition, we have a code of conduct that is an interpretation of the Code of Ethics of the International Ethics Standards Board for Accountants (IESBA). The Code guides Mazars' employees in matters relating to objectivity and independence – who we are and how we build relationships with our customers, interests and the society as a whole.

Before accepting or continuing a relationship with a customer, our procedures require us to evaluate the risks, including our ability to complete the task and any ethical risks in terms of independence and conflicts of interest. Evaluation takes place at least once a year. All customers and services must also be approved by the company's Risk Manager.

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.

Key areas:	Sustainability risks:	Governing documents:
Sustainable consumption and production	That our suppliers do not meet environmental requirements or safeguard human rights	Sustainability Policy
Combating climate change	CO2 emissions linked to our travel, purchasing and other consumption of resources and our office premises	Sustainability Policy



Ensure sustainable consumption and production patterns.

Sustainable consumption and production

When the COVID-19 pandemic came, Mazars had to find other ways to meet, different digital platforms, which has triggered a ripple effect. Today, many of our internal meetings are still held via digital platforms, which has led to reduced travelling. During the financial year, it was also decided to conduct remotely all trainings that are less than three days long, which is both environmentally friendly and much appreciated by employees. Compared to recent years, however, we see that travel for education purposes and to customers has increased. When we meet, the exchange of experience on a course becomes more instructive. The same applies to our clients, which is why we believe that it is necessary to visit them in order to do a good job.

We want to reduce our climate footprint by choosing responsible suppliers and consciously making responsible purchases. During the year, we have communicated with all of our offices, where we have discussed procurement procedures, which products to purchase and which cleaning materials to use. Much of our procurement is done centrally, and what the offices buy is office-related products such as food, as well as consumables and cleaning supplies. In our communication, we have found out that the way people think differs. Many people act as they do in their private lives, i.e. if they buy organic products in their private life, they do so also at work. Consumables are mostly purchased from a supplier with a good eco-label on their products. Cleaning supplies are also purchased from the same supplier, unless the cleaning company itself takes care of the procurement. In our efforts to reduce our climate footprint, we are working to develop a standard list of consumables and a guide to what is important to consider when purchasing food.

CO2 emissions from our travels

Travel	CO2 in kg		
	2019/2020 *	2020/2021	2021/2022
Train	0.4	0.2	1.7
Air	23,600	1,849	25,884

* 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.



Take urgent action to combat climate change and its impacts.

Our total electricity consumption in the financial year 2021/2022 amounted to 666,518 kWh. During the financial year, we changed our guidelines for collecting and calculating data, which is why a comparison to previous years' data is not relevant. With the new procedures, data quality has improved and in the future we will be able to follow developments over the years.

During the year, we have focused on ensuring that as many of our offices as possible have green electricity contracts and 78% of our offices indeed have green electricity contracts at the end of the financial year. The goal is for all offices to have green electricity contracts in the next financial year.

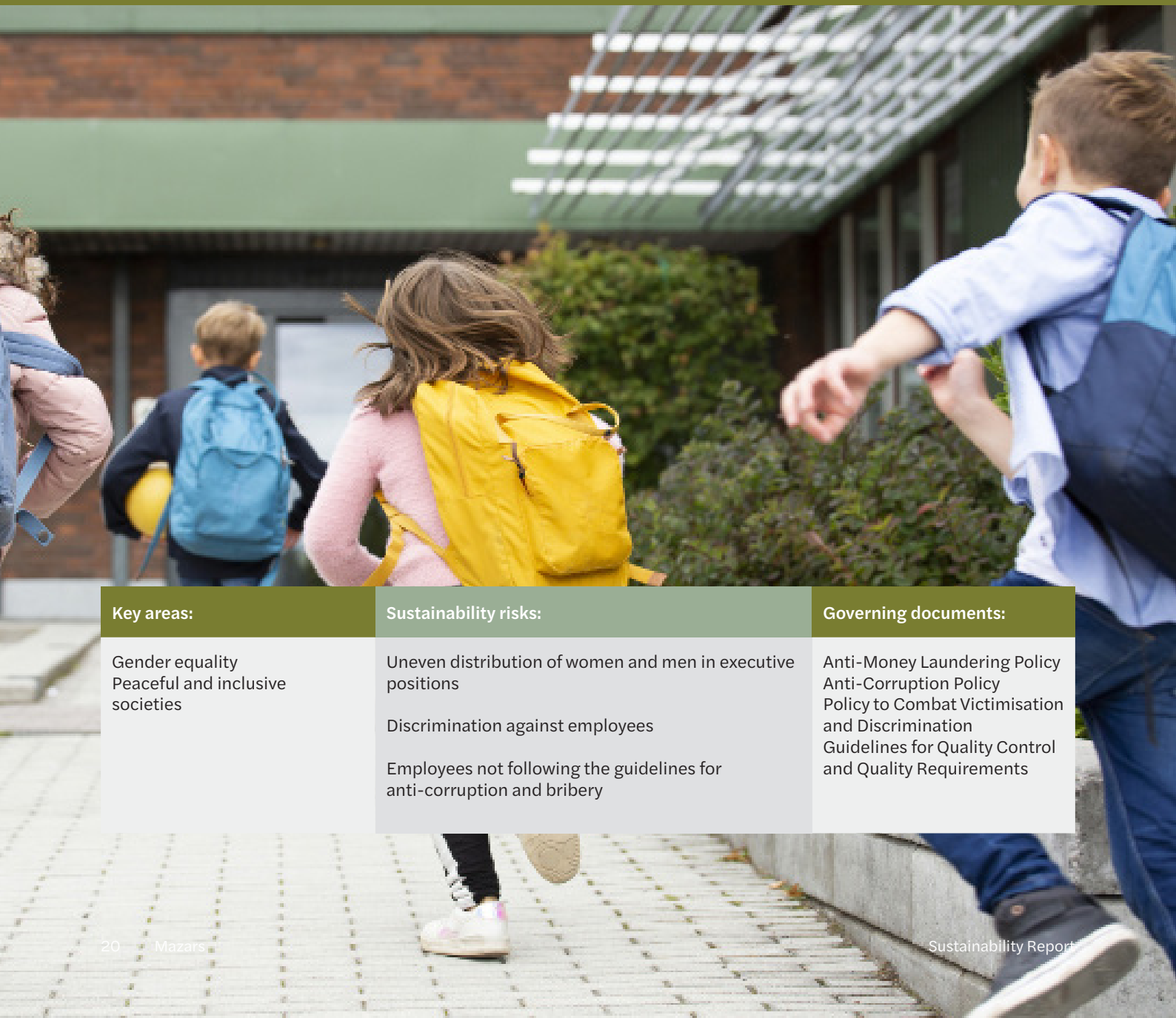
Combating climate change

We use Egencia for booking trips and by using only one service provider we can monitor statistics for our travel-related carbon dioxide emissions. Although our policy says that trains are our first choice, we see that air travel is increasing, and in the next year we will work more to pay better attention to our travel policy and try to reduce our air mileage.

During the year, the IT division moved our Microsoft environment to a newly built data centre in Sweden. The newly built data centre is up to 98% more carbon efficient than traditional server solutions and will be powered by 100% renewable energy. We have also replaced our VKU systems. This was done to facilitate hybrid meetings and will hopefully further reduce our travelling. Our new VKU system is IS 14001 certified, unlike our old one. Our cooperation with Inrego continues, where electronic waste is primarily reused and secondarily recycled.

04 Community involvement

We at Mazars 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. We at Mazars consider it 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.



Key areas:	Sustainability risks:	Governing documents:
Gender equality Peaceful and inclusive societies	Uneven distribution of women and men in executive positions Discrimination against employees Employees not following the guidelines for 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.



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. Between 2017 and 2022, Mazars sponsored the organisation Help to Help. In doing so, we have helped to ensure that more young people in East Africa have access to education. At the beginning of 2022, we ended the sponsorship after our two students graduated from college. We are currently looking at new options and opportunities for our community involvement.

We participate in labour market days and student fairs for contact and networking with future talent pools.

Our approach to knowledge is generous and we are happy to share our experiences. At the local level, we have both close and active cooperation with universities and colleges around the country. We also regularly invite our customers to free webinars and seminars where they can find out about the latest updates in a specific area. This year we organised the webinar Economic Employer – New principles for doing business in Sweden!

A Sustainable Tomorrow

We can enhance the value we create by working with other stakeholders who are equally committed to sustainability. Since December 2021, Mazars has been the main partner of the network A Sustainable Tomorrow. A Sustainable Tomorrow is a network that brings together sustainable stakeholders from industry, the public sector, civil society and academia and creates meeting places to increase participants' business value based on the Global Goals for Sustainable Development. In the past year, we have participated in the network's activities, including on 17 May 2022 when the sustainability conference Do Look Up! was held in connection with the Nordic Sustainability Expo at Stockholm Fair with a wide range of inspiring speakers.



Achieve gender equality and empower all women and girls.

Christmas gift through Stadsmissionen

In recent years, around Christmas, we have been making a contribution to Stadsmissionen in Skåne, Gothenburg and Stockholm. Through their good work, people in vulnerable positions can have a slightly brighter Christmas through a safe place, a full refrigerator or a Christmas celebration together.

Just like the previous year, we also started a collection box under Musikhjälpen – a collaboration between Sveriges Radio, SVT and Radiohjälpen. The theme for Musikhjälpen 2021 was "For a world without child labour".

Gender equality

When recruiting, competence and gender equality are given high priority. We are constantly striving to achieve an even distribution of women and men in our organisation. At the moment, we want more women as partners and in leading positions. Through female networking, leadership training and flexible working conditions, we hope to inspire employees to take a leading position. More information about gender equality is provided under section 01 Sustainable working conditions.

Peaceful and inclusive communities

At Mazars our daily work involves combating corruption, fraud, money laundering, poor financial management and substandard reporting. Mazars also uses a computer system to improve our knowledge of companies and their representatives, leading to improved opportunities for detecting and reporting suspected money laundering etc. Globally, Mazars has continued with our 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, A Sustainable Tomorrow and Stadsmissionen in Stockholm, Gothenburg and Skåne.

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.

Mazars globally as well as in Sweden supports the ten principles of the UN Global Compact, which aim to get companies to take responsibility in areas such as human rights, labour law, the environment, and corruption. Globally, Mazars 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.

The Mazars Sustainability Policy states that we shall strive to use products in our business that fulfil our environmental requirements. This relates to office supplies and hardware as well as food and cleaning products.

About this sustainability report

Mazars' sustainability work is reported annually in our Sustainability Report. This report covers the company's financial year from 1 September 2021 to 31 August 2022 and covers Mazars AB, Mazars KB and Mazars Skatt KB. 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 17 Sustainable Development Goals. The information provided by Mazars in its Sustainability Report is a description of Mazars' business activities. The latest sustainability report was published in January 2022.

Mazars in 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 www.mazars.com

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



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Mazars is a leading international audit, tax and advisory firm. Currently operating in over 90 countries, we have more than 44,000 experts – 28,000 via Mazars' integrated partnership and 16,000 via Mazars North America Alliance. Together, we provide our clients with tailored services in audit as well as tax, financial advisory, consulting and legal services*.

In Sweden we have approx. 250 employees based at local offices throughout the country, and we work every day to help our clients, large and small, meet the challenges of the future.

*where permitted under applicable national legislation.

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