

8.1.3. Social and employment matters

GRI 102-41, 202-2, 401-1, 401-3, 403-5, 403-9, 401-1, 404-3, 412-2

Breakdown of indicators for employees, career development, occupational health and safety per country (Europe) - 2023

		Prosegur	Spain	Portugal	Germany	France	UK	Austria	Finland	Denmark	Sweden	
Total no. of employees		2023	153,584	31,420	6,011	4,437	77	377	12	17	9	125
Summary of total no. of employees		% of women	22.4%									
Gender	Men	119,245	23,773	4,820	3,639	31	192	5	8	3	43	
	Women	34,339	7,647	1,191	798	46	185	7	9	6	82	
Age	Less than 30 years	27,753	4,733	773	401	28	126	2	0	1	58	
	30 to 50 years	88,721	14,864	3,546	2,139	40	177	5	17	7	63	
	More than 50 years	37,110	11,823	1,692	1,897	9	74	5	0	1	4	
Professional category	Executives and Managers	1,034	309	26	20	1	12	2	0	0	3	
	Heads, supervisors and coordinators	4,049	569	133	87	1	9	1	0	2	0	
	Analysts and office clerks	12,194	2,147	517	141	6	38	0	3	0	5	
	Operational	136,307	28,395	5,335	4,189	69	318	9	14	7	117	
Number of employees per types of contracts												
Gender	Men	119,245	23,773	4,820	3,639	31	192	5	8	3	43	
	Men	Indefinite	108,539	22,808	3,655	3,052	31	185	5	8	3	33
	Men	Temporary	10,706	965	1,165	587	0	7	0	0	0	10
	Women	34,339	7,647	1,191	798	46	185	7	9	6	82	
	Women	Indefinite	32,291	7,385	801	669	46	183	7	9	6	50
	Women	Temporary	2,048	262	390	129	0	2	0	0	0	32
Age	Less than 30 years	27,753	4,733	773	401	28	126	2	0	1	58	
	Less than 30 years	Indefinite	23,109	4,331	333	169	28	124	2	0	1	28
	Less than 30 years	Temporary	4,644	402	440	232	0	2	0	0	0	30
	30 to 50 years	88,721	14,864	3,546	2,139	40	177	5	17	7	63	
	30 to 50 years	Indefinite	82,393	14,214	2,666	1,774	40	174	5	17	7	52
	30 to 50 years	Temporary	6,328	650	880	365	0	3	0	0	0	11
	More than 50 years	37,110	11,823	1,692	1,897	9	74	5	0	1	4	
	More than 50 years	Indefinite	35,326	11,648	1,457	1,778	9	69	5	0	1	3
	More than 50 years	Temporary	1,784	175	235	119	0	5	0	0	0	1
Professional category	Executives and Managers	1,034	309	26	20	1	12	2	0	0	3	
	Executives and Managers	Indefinite	1,033	309	26	20	1	12	2	0	0	3
	Executives and Managers	Temporary	1	0	0	0	0	0	0	0	0	0
	Heads, supervisors and coordinators	4,049	569	133	87	1	9	1	0	2	0	
	Heads, supervisors and coordinators	Indefinite	3,964	569	129	86	1	9	1	0	2	0
	Heads, supervisors and coordinators	Temporary	85	0	4	1	0	0	0	0	0	0
	Analysts and office clerks	12,194	2,147	517	141	6	38	0	3	0	5	
	Analysts and office clerks	Indefinite	11,205	2,118	501	137	6	38	0	3	0	5
	Analysts and office clerks	Temporary	989	29	16	4	0	0	0	0	0	0
	Operational	136,307	28,395	5,335	4,189	69	318	9	14	7	117	
	Operational	Indefinite	124,637	27,197	3,800	3,479	69	312	9	14	7	77
	Operational	Temporary	11,670	1,198	1,535	710	0	6	0	0	0	40

			Prosegur	Spain	Portugal	Germany	France	UK	Austria	Finland	Denmark	Sweden
Number of employees per types of Working Day												
Gender	Men		119,245	23,773	4,820	3,639	31	192	5	8	3	43
	Men	Full time	106,793	18,634	4,014	3,250	31	172	5	8	3	30
	Men	Part time	12,452	5,139	806	389	0	20	0	0	0	13
	Women		34,339	7,647	1,191	798	46	185	7	9	6	82
	Women	Full time	27,858	5,222	947	587	46	151	4	9	5	59
	Women	Part time	6,481	2,425	244	211	0	34	3	0	1	23
Age	Less than 30 years		27,755	4,733	773	401	28	126	2	0	1	58
	Less than 30 years	Full time	22,030	2,036	588	345	28	114	2	0	1	31
	Less than 30 years	Part time	5,725	2,697	185	56	0	12	0	0	0	27
	30 to 50 years		88,719	14,864	3,546	2,139	40	177	5	17	7	63
	30 to 50 years	Full time	79,217	11,633	2,936	1,906	40	154	5	17	6	55
	30 to 50 years	Part time	9,502	3,231	610	233	0	23	0	0	1	8
	More than 50 years		37,110	11,823	1,692	1,897	9	74	5	0	1	4
	More than 50 years	Full time	33,406	10,187	1,437	1,586	9	55	2	0	1	3
More than 50 years	Part time	3,704	1,636	255	311	0	19	3	0	0	1	
Professional category	Executives and Managers		1,034	309	26	20	1	12	2	0	0	3
	Executives and Managers	Full time	1,029	304	26	20	1	12	2	0	0	3
	Executives and Managers	Part time	5	5	0	0	0	0	0	0	0	0
	Heads, supervisors and coordinators		4,049	569	133	87	1	9	1	0	2	0
	Heads, supervisors and coordinators	Full time	3,965	558	130	79	1	9	1	0	2	0
	Heads, supervisors and coordinators	Part time	84	11	3	8	0	0	0	0	0	0
	Analysts and office clerks		12,194	2,147	517	141	6	38	0	3	0	5
	Analysts and office clerks	Full time	11,558	2,077	516	121	6	38	0	3	0	5
	Analysts and office clerks	Part time	636	70	1	20	0	0	0	0	0	0
	Operational		136,307	28,395	5,335	4,189	69	318	9	14	7	117
	Operational	Full time	118,109	20,918	4,289	3,619	69	312	7	14	6	76
Operational	Part time	18,198	7,477	1,046	570	0	6	2	0	1	41	
Average number of employees per year												
Employee type	Operational		141,390	28,784	5,245	4,164	92	471	11	14	10	143
	Operational	Men	112,135	21,958	4,270	3,455	37	234	5	7	4	48
	Operational	Women	29,255	6,826	975	709	55	237	6	7	6	95
	Indirect		9,119	2,077	535	255	8	63	3	3	2	8
	Indirect	Men	5,429	1,313	383	169	3	39	2	1	1	6
	Indirect	Women	3,690	764	153	86	5	24	1	2	1	2

		Prosegur	Spain	Portugal	Germany	France	UK	Austria	Finland	Denmark	Sweden
Yearly contract average											
Gender	Men	115,407	23,270	4,652	3,747	40	273	7	8	4	60
	Indefinite	94,970	19,335	3,453	2,749	40	243	7	8	4	35
	Indefinite	8,152	3,020	200	288	0	22	0	0	0	7
	Temporary	11,135	561	573	626	0	1	0	0	0	3
	Temporary	1,150	354	427	84	0	7	0	0	0	15
	Women	33,048	7,592	1,128	813	60	266	7	9	7	114
	Indefinite	25,608	5,940	743	501	60	214	4	9	5	65
	Indefinite	4,019	1,379	36	181	0	52	3	0	1	4
	Temporary	2,813	172	196	98	0	0	0	0	0	10
	Temporary	609	101	154	33	0	0	0	0	0	35
Age	Less than 30 years	25,878	3,867	664	416	40	204	2	0	2	80
	Indefinite	17,998	2,529	272	242	40	183	2	0	2	39
	Indefinite	2,883	934	13	35	0	19	0	0	0	4
	Temporary	4,193	209	270	116	0	0	0	0	0	7
	Temporary	804	195	110	24	0	2	0	0	0	30
	30 to 50 years	86,594	15,059	3,430	2,160	49	242	7	17	8	87
	Indefinite	72,020	12,333	2,539	1,703	49	211	7	17	6	58
	Indefinite	6,480	2,112	129	171	0	29	0	0	1	3
	Temporary	7,426	402	413	258	0	0	0	0	0	6
	Temporary	668	212	350	29	0	2	0	0	1	20
	More than 50 years	35,977	11,936	1,685	1,984	11	88	5	0	1	7
	Indefinite	30,878	10,413	1,385	1,571	11	65	2	0	1	3
	Indefinite	2,769	1,353	94	236	0	19	3	0	0	4
	Temporary	2,064	122	86	117	0	0	0	0	0	0
Temporary	267	48	120	61	0	4	0	0	0	0	
Professional category	Executives and Managers	1,027	313	18	21	1	12	2	0	0	3
	Indefinite	1,019	307	18	21	1	12	2	0	0	3
	Indefinite	6	6	0	0	0	0	0	0	0	0
	Temporary	2	0	0	0	0	0	0	0	0	0
	Temporary	0	0	0	0	0	0	0	0	0	0
	Heads, supervisors and coordinators	3,865	576	92	96	1	0	1	0	2	0
	Indefinite	3,675	556	91	87	1	0	1	0	2	0
	Indefinite	48	20	0	7	0	0	0	0	0	0
	Temporary	142	0	1	2	0	0	0	0	0	0
	Temporary	1	0	0	1	0	0	0	0	0	0
	Analysts and office clerks	12,562	2,229	469	139	6	38	0	3	0	5
	Indefinite	9,846	2,055	463	116	6	38	0	3	0	5
	Indefinite	253	139	0	18	0	0	0	0	0	0
	Temporary	2,082	33	6	4	0	0	0	0	0	0
	Temporary	382	2	0	2	0	0	0	0	0	0
	Operational	130,974	27,743	5,201	4,304	92	464	11	14	10	166
	Indefinite	106,008	22,357	3,624	2,916	92	402	9	14	8	83
	Indefinite	11,921	4,233	236	537	0	62	2	0	1	10
	Temporary	11,638	700	762	690	0	0	0	0	0	12
	Temporary	1,408	453	580	161	0	0	0	0	1	61

		Prosegur	Spain	Portugal	Germany	France	UK	Austria	Finland	Denmark	Sweden
Number of dismissals (contract terminations)											
Gender	Men	7,560	796	117	180	2	26	0	0	0	3
	Women	2,674	360	35	63	1	15	0	0	0	0
Age	Less than 30 years	3,622	276	45	89	3	25	0	0	0	3
	30 to 50 years	5,425	633	87	115	0	12	0	0	0	0
	More than 50 years		247	20	39	0	4	0	0	0	0
Professional category	Executives and Managers	46	11	0	0	0	0	0	0	0	0
	Heads, supervisors and coordinators	205	16	0	3	0	0	0	0	0	0
	Analysts and office clerks	1,593	72	5	2	0	1	0	0	0	0
	Operational	8,390	1,057	147	238	3	40	0	0	0	3
Number of recruits											
Gender	Men	49,996	13,610	2,111	484	16	166	2	2	1	24
	Women	22,249	5,741	837	153	25	141	0	2	3	53
Age	Less than 30 years	25,538	6,546	894	216	26	148	2	0	1	52
	30 to 50 years	37,894	9,652	1,644	315	12	114	0	4	3	24
	More than 50 years	8,813	3,153	410	106	3	45	0	0	0	1
Professional category	Executives and Managers	100	22	0	2	0	0	0	0	0	0
	Heads, supervisors and coordinators	1,009	63	4	10	0	0	0	0	0	0
	Analysts and office clerks	5,486	445	101	35	2	17	0	0	0	4
	Operational	65,650	18,821	2,843	590	39	290	2	4	4	73
Breakdown of employees by professional category											
Professional category	Executives and Managers	1,034	309	26	20	1	12	2	0	0	3
	Executives and Managers	828	242	21	17	1	11	2	0	0	3
	Executives and Managers	206	67	5	3	0	1	0	0	0	0
	Heads, supervisors and coordinators	4,049	569	133	87	1	9	1	0	2	0
	Heads, supervisors and coordinators	3,004	409	98	67	1	8	1	0	1	0
	Heads, supervisors and coordinators	1,045	160	35	20	0	1	0	0	1	0
	Analysts and office clerks	12,194	2,147	517	141	6	38	0	3	0	5
	Analysts and office clerks	6,934	1,302	339	74	1	25	0	1	0	3
	Analysts and office clerks	5,260	845	178	67	5	13	0	2	0	2
	Operational	136,307	28,395	5,335	4,189	69	318	9	14	7	117
	Operational	108,550	21,820	4,362	3,480	28	148	2	7	2	37
	Operational	27,757	6,575	973	709	41	170	7	7	5	80

		Prosegur	Spain	Portugal	Germany	France	UK	Austria	Finland	Denmark	Sweden
Breakdown of employees by professional category											
Professional category	Executives and Managers	1,034	309	26	20	1	12	2	0	0	3
	Executives and Managers < 30 years	6	2	0	0	0	0	0	0	0	0
	Executives and Managers 30-50 years	627	180	12	10	1	12	1	0	0	3
	Executives and Managers > 50 years	401	127	14	10	0	0	1	0	0	0
	Heads, supervisors and coordinators	4,049	569	133	87	1	9	1	0	2	0
	Heads, supervisors and coordinators < 30 years	249	24	2	3	0	0	0	0	0	0
	Heads, supervisors and coordinators 30-50 years	2,928	383	82	47	1	9	1	0	2	0
	Heads, supervisors and coordinators > 50 years	872	162	49	37	0	0	0	0	0	0
	Analysts and office clerks	12,194	2,147	517	141	6	38	0	3	0	5
	Analysts and office clerks < 30 years	2,685	267	45	26	0	0	0	0	0	0
	Analysts and office clerks 30-50 years	7,511	1,256	327	69	6	38	0	3	0	5
	Analysts and office clerks > 50 years	1,998	624	145	46	0	0	0	0	0	0
	Operational	136,307	28,395	5,335	4,189	69	318	9	14	7	117
Operational < 30 years	24,820	4,440	726	377	28	126	2	0	1	58	
Operational 30-50 years	77,659	13,045	3,125	2,015	32	118	3	14	5	55	
Operational > 50 years	33,828	10,910	1,484	1,797	9	74	4	0	1	4	
Number of employees with disabilities											
Number of persons with disabilities	Total	1,143	398	49	325	1	0	0	0	1	0
Number of persons with disabilities	Men	685	106	31	270	0	0	0	0	1	0
Number of persons with disabilities	Women	458	292	18	55	1	0	0	0	0	0
Percentage of persons with disabilities		0.7%	1.3%	0.8%	7.3%	1.3%	0.0%	0.0%	0.0%	11.1%	0.0%
Number of immigrant employees											
Number of immigrants on staff		4,670	1,691	537	760	35	193	10	13	8	0
Percentage of immigrants on staff		3.0%	5.4%	8.9%	17.1%	45.5%	51.2%	83.3%	76.5%	88.9%	0.0%
Number of executives from the local community		951	306	26	17	0	0	0	0	0	0
Percentage of senior managers from the local community		92.0%	99.0%	100.0%	85.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average pay in Euro											
Gender	Men	13,610	23,447	13,722	39,545	28,030	25,860	65,435	31,504	41,915	27,511
	Women	12,331	18,188	13,695	33,007	28,177	23,860	33,081	32,055	39,585	20,537
Age	Less than 30 years	9,749	15,227	13,417	31,920	16,982	14,973	19,712	0	40,430	15,620
	30 to 50 years	12,650	22,289	13,786	38,917	30,241	29,142	51,391	31,512	40,179	30,528
	More than 50 years	17,753	24,660	13,721	38,919	33,815	27,532	34,000	0	43,246	47,765
Professional category	Executives and Managers	82,514	91,400	96,339	122,750	161,975	119,115	105,708	0	0	87,349
	Executives and Managers Men	85,669	97,321	98,844	123,875	161,975	113,268	105,708	0	0	87,349
	Executives and Managers Women	78,072	83,599	89,304	82,900	0	146,113	0	0	0	0
	Heads, supervisors and coordinators	28,615	47,057	39,975	65,053	82,850	69,210	63,799	0	60,530	0
	Heads, supervisors and coordinators Men	29,112	48,035	39,352	69,375	82,850	68,679	63,799	0	0	0
	Heads, supervisors and coordinators Women	27,261	43,357	44,704	59,607	0	75,703	0	0	60,530	0
	Analysts and office clerks	17,890	28,822	19,662	38,750	46,989	46,025	0	50,732	0	59,649
	Analysts and office clerks Men	19,325	31,234	21,332	44,625	52,255	45,850	0	54,947	0	59,649
	Analysts and office clerks Women	15,948	25,124	16,893	33,383	45,042	46,025	0	46,025	0	59,560
	Operational	13,070	21,951	13,660	38,191	27,302	21,351	32,679	31,285	40,179	20,581
	Operational Men	13,260	22,963	13,676	39,337	27,355	21,272	19,712	31,496	41,915	22,606
Operational Women	11,787	16,690	13,590	32,402	27,302	21,439	33,081	29,622	34,867	19,952	

	Prosegur	Spain	Portugal	Germany	France	UK	Austria	Finland	Denmark	Sweden
Wage gap	12.7%	15.6%	3.8%	17.2%	3.8%	-1.9%	-25.9%	7.8%	-9.1%	13.4%
Professional category	Executives and Managers	8.0%	10.7%	53.7%	8.0%	100.0%	-29.0%	100.0%	0.0%	100.0%
	Heads, supervisors and coordinators	4.9%	12.1%	6.7%	11.3%	100.0%	-10.2%	100.0%	-100.0%	0.0%
	Analysts and office clerks	13.4%	18.3%	12.0%	24.9%	13.8%	-0.4%	0.0%	16.2%	0.0%
	Operational	12.9%	15.5%	2.5%	17.1%	0.2%	-0.8%	-67.8%	5.9%	16.8%
Trade union representation (affiliation)										
Number of employees who are trade union members	29,827	5,671	800	1,325	0	0	0	0	0	0
Percentage of employees who are trade union members	19.4%	18.0%	13.3%	29.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Bargaining agreements										
Number of bargaining agreements in force	337	29	9	2	0	0	0	0	1	1
Number of bargaining agreements renewed or signed this year	237	20	8	0	0	0	0	0	0	0
Number of employees covered by a bargaining agreement	117,963	31,306	6,011	4,154	0	0	0	0	9	125
Percentage of employees covered by a bargaining agreement	76.8%	99.6%	100.0%	93.6%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Number of workers' representatives										
Number of employees elected by employees as workers' representatives (both union and individual)	2,686	1,137	15	204	0	0	0	0	0	7
Percentage of employees elected by employees as workers' representatives (both union and individual)	1.7%	3.6%	0.2%	4.6%	0.0%	0.0%	0.0%	0.0%	0.0%	5.6%
Number of people with work-life balance										
Number of employees with some benefit associated with work-life balance	1,398	574	27	0	0	9	0	0	0	5
Percentage of employees with work-life balance	0.9%	1.8%	0.4%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	4.0%
Total number of training hours imparted	2,401,572	408,051	30,777	58,284	903	6,193	30	138	28	1,217
Gender	Men	1,858,065	323,360	23,656	44,892	346	2,628	16	52	14
	Women	543,507	84,691	7,121	13,392	557	3,565	14	86	14
Professional category	Executives and Managers	25,091	4,369	152	0	0	0	0	0	0
	Heads, supervisors and coordinators	130,317	12,013	813	200	0	0	0	0	0
	Analysts and office clerks	342,092	41,863	10,116	8	0	0	0	0	0
	Operational	1,866,666	347,451	0	57,975	0	0	0	0	0
Total number of training hours imparted on human rights	117,988	4,430	247	0	0	0	0	0	0	0
Gender	Men	92,243	3,497	171	0	0	0	0	0	0
	Women	25,744	933	76	0	0	0	0	0	0
Professional category	Executives and Managers	994	81	5	0	0	0	0	0	0
	Heads, supervisors and coordinators	5,108	161	17	0	0	0	0	0	0
	Analysts and office clerks	11,720	496	225	0	0	0	0	0	0
	Operational	100,148	3,692	0	0	0	0	0	0	0

		Prosegur	Spain	Portugal	Germany	France	UK	Austria	Finland	Denmark	Sweden
Total number of training hours imparted on Occupational Safety		519,019	85,438	7,218	652	26	192	5	4	3	100
Gender	Men	420,391	70,273	5,249	502	10	86	2	2	1	29
	Women	98,628	15,165	1,969	150	16	106	3	2	2	71
Professional category	Executives and Managers	2,679	347	1	0	0	0	0	0	0	0
	Heads, supervisors and coordinators	19,565	851	0	2	0	0	0	0	0	0
	Analysts and office clerks	41,380	3,905	1,645	0	0	0	0	0	0	0
	Operational	454,929	80,229	5,572	642	0	0	0	0	0	0
Investment in training											
Investment made in employee training (€M)		11.81	7.23	0.14	0.68	0.00	0.00	0.00	0.00	0.00	0.00
Amounts posted to the training cost centre (UG221)		0.19	-0.23	0.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Amounts posted in the training accounting accounts, accounting group C4, and not included in the previous section, that is, excluding what is posted in UG221		7.99	4.50	0.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Actual rate of hours paid as overtime for training, only if there is an obligation in the country to pay them to a group		3.63	2.95	0.00	0.68	0.00	0.00	0.00	0.00	0.00	0.00
Number of employees who receive performance and professional development evaluations regularly											
Gender	Men	7,985	1,567	459	149	0	113	0	3	1	17
	Women	4,375	909	198	72	1	131	4	4	3	37
Percentage of employees who receive performance and professional development evaluations regularly											
Gender	Men	6.7%	6.6%	9.5%	4.1%	0.0%	58.9%	0.0%	37.5%	33.3%	39.5%
	Women	12.7%	11.9%	16.6%	9.0%	2.2%	70.8%	57.1%	44.4%	50.0%	45.1%
Number of employees who benefited from maternity or paternity leave											
Gender	Men	3,711	610	1,293	52	4	0	0	0	0	1
	Women	1,740	180	895	30	1	6	0	0	0	5
Number of employees who returned to work upon the conclusion of their maternity or paternity leave											
Gender	Men	3,409	517	1,091	45	4	0	0	0	0	5
	Women	1,619	148	893	7	0	1	0	0	0	0
Number of employees who returned to work upon the conclusion of their maternity or paternity leave and remained at their jobs for 12 months following their return											
Gender	Men	3,406	516	1,091	42	4	0	0	0	0	2
	Women	1,604	147	893	7	0	0	0	0	0	3

		Prosegur	Spain	Portugal	Germany	France	UK	Austria	Finland	Denmark	Sweden
Turnover											
Gender	Men	44,026	11,943	1,336	565	9	81	2	0	1	4
	Women	18,182	4,874	581	181	14	76	0	0	1	0
Age	Less than 30 years	20,742	5,011	622	158	12	78	0	0	1	4
	30 to 50 years	32,976	8,737	1,030	318	9	65	2	0	1	0
	More than 50 years	8,490	3,069	265	270	2	14	0	0	0	0
Professional category	Executives and Managers	144	29	0	5	0	0	0	0	0	0
	Heads, supervisors and coordinators	720	59	1	5	0	0	0	0	0	0
	Analysts and office clerks	5,019	372	5	19	0	0	0	0	0	0
	Operational	56,079	16,284	1,911	711	23	0	2	0	0	4
Turnover (terminations/total employees)											
Gender	Men	36.9%	50.2%	27.7%	15.5%	29.0%	42.2%	40.0%	0.0%	33.3%	9.3%
	Women	52.9%	63.7%	48.8%	22.7%	30.4%	41.1%	0.0%	0.0%	16.7%	0.0%
Age	Less than 30 years	74.7%	105.9%	80.5%	39.4%	42.9%	61.9%	0.0%	0.0%	100.0%	6.9%
	30 to 50 years	37.2%	58.8%	29.0%	14.9%	22.5%	36.7%	40.0%	0.0%	14.3%	0.0%
	More than 50 years	22.9%	26.0%	15.7%	14.2%	22.2%	18.9%	0.0%	0.0%	0.0%	0.0%
Professional category	Executives and Managers	13.9%	9.4%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Heads, supervisors and coordinators	17.8%	10.4%	0.8%	5.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Analysts and office clerks	41.2%	17.3%	1.0%	13.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Operational	41.1%	57.3%	35.8%	17.0%	33.3%	0.0%	22.2%	0.0%	0.0%	3.4%
Number of hours worked by all Prosegur employees											
Number of hours worked by all Prosegur employees		342,722,502	52,033,757	13,545,003	6,454,394	107,687	590,001	18,176	30,825	13,878	149,491
Gender	Men	270,992,918	40,267,633	10,713,269	5,402,554	44,738	303,763	9,072	14,488	5,226	58,015
	Women	71,729,584	11,766,124	2,831,735	1,051,840	62,949	286,238	9,104	16,337	8,652	91,476
Total number of hours lost through absence											
Total number of hours lost through absence		12,331,223	3,397,512	386,209	541,608	2,357	8,770	333	708	385	11,205
Gender	Men	8,873,735	2,345,322	282,987	458,568	1,092	2,846	152	288	156	2,519
	Women	3,457,488	1,052,190	103,223	83,040	1,265	5,924	181	420	229	8,686
Number of hours lost due to work accidents and professional illness											
Number of hours lost due to work accidents and professional illness		1,926,093	308,054	27,992	18,712	0	8	0	0	0	8
Gender	Men	1,488,768	255,982	20,944	16,632	0	8	0	0	0	0
	Women	437,325	52,072	7,049	2,080	0	0	0	0	0	8
Rate of absenteeism											
Rate of absenteeism		3.6%	6.5%	2.9%	8.4%	2.2%	1.5%	1.8%	2.3%	2.8%	7.5%
Gender	Men	3.3%	5.8%	2.6%	8.5%	2.4%	0.9%	1.7%	2.0%	3.0%	4.3%
	Women	4.8%	8.9%	3.6%	7.9%	2.0%	2.1%	2.0%	2.6%	2.6%	9.5%

	Prosegur	Spain	Portugal	Germany	France	UK	Austria	Finland	Denmark	Sweden
Number of occupational accidents and workers injured in those accidents										
Number of accidents (cases)	3,883	891	204	226	0	0	0	0	0	1
	3,865	889	204	196	0	2	0	0	0	1
Number of injured employees										
Men	3,234	728	161	165	0	1	0	0	0	0
Women	631	161	43	31	0	1	0	0	0	1
Number of minor accidents (cases)	3,796	885	204	226	0	0	0	0	0	1
	3,778	883	204	196	0	2	0	0	0	1
Number of injured employees in minor accidents										
Men	3,157	722	161	165	0	1	0	0	0	0
Women	621	161	43	31	0	1	0	0	0	1
Number of serious accidents (cases)	78	6	0	0	0	0	0	0	0	0
	78	6	0	0	0	0	0	0	0	0
Number of seriously injured employees										
Men	68	6	0	0	0	0	0	0	0	0
Women	10	0	0	0	0	0	0	0	0	0
Number of fatal accidents (cases)	9	0	0	0	0	0	0	0	0	0
	9	0	0	0	0	0	0	0	0	0
Number of fatally injured employees										
Men	9	0	0	0	0	0	0	0	0	0
Women	0	0	0	0	0	0	0	0	0	0
Number of days lost owing to occupational accidents										
	153,089	19,136	5,146	2,339	0	1	0	0	0	1
Gender										
Men	138,601	16,071	3,851	2,079	0	1	0	0	0	0
Women	14,489	3,065	1,296	260	0	0	0	0	0	1
Total number of occupational illness cases	146	0	0	0	0	0	0	0	0	0
Number of days lost owing to occupational illness	38,688	0	0	0	0	0	0	0	0	0
Gender										
Men	7,540	0	0	0	0	0	0	0	0	0
Women	31,148	0	0	0	0	0	0	0	0	0
Occupational Health and Safety KPIs.										
Frequency Rate	11.28	17.09	15.06	30.37	0.00	3.39	0.00	0.00	0.00	6.69
Incidence Rate	25.17	28.29	33.94	44.17	0.00	5.31	0.00	0.00	0.00	8.00
Severity Rate	0.45	0.37	0.38	0.36	0.00	0.00	0.00	0.00	0.00	0.01
Fatality Rate	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Training Rate	3.38	2.72	1.20	0.15	0.34	0.51	0.42	0.24	0.33	0.80

Detail of employee indicators, professional development, and occupational health and safety by country (Latin America) - 2023

		Prosegur	Brazil	Argentina	Chile	Paraguay	Uruguay	Peru	Mexico	Colombia	Ecuador	Guatemala	Honduras	El Salvador	Nicaragua	
Total no. of employees		2023	153,584	41,833	17,351	6,182	1,863	2,057	11,247	2,670	10,698	1,557	640	504	256	91
Summary of total no. of employees		% of women	22.4%													
Gender	Men		119,245	32,463	13,695	4,563	1,581	1,714	9,768	1,812	7,565	1,283	575	389	175	69
	Women		34,339	9,370	3,656	1,619	282	343	1,479	858	3,133	274	65	115	81	22
Age	Less than 30 years		27,753	6,142	2,878	1,153	510	277	2,654	656	2,892	350	217	100	77	24
	30 to 50 years		88,721	27,853	10,994	3,172	1,260	1,132	6,597	1,465	6,554	992	341	340	145	63
	More than 50 years		37,110	7,838	3,479	1,857	93	648	1,996	549	1,252	215	82	64	34	4
Professional category	Executives and Managers		1,034	225	136	38	22	34	52	19	55	11	7	3	2	1
	Heads, supervisors and coordinators		4,049	925	658	199	134	145	320	101	500	64	8	3	2	2
	Analysts and office clerks		12,194	2,334	1,943	1,492	174	231	892	332	824	230	57	78	36	14
	Operational		136,307	38,349	14,614	4,453	1,533	1,647	9,983	2,218	9,319	1,252	568	420	216	74
Number of employees per types of contracts																
Gender	Men		119,245	32,463	13,695	4,563	1,581	1,714	9,768	1,812	7,565	1,283	575	389	175	69
	Men	Indefinite	108,539	32,311	13,695	4,009	1,528	1,714	4,039	1,793	7,565	1,283	575	376	175	64
	Men	Temporary	10,706	152	0	554	53	0	5,729	19	0	0	0	13	0	5
	Women		34,339	9,370	3,656	1,619	282	343	1,479	858	3,133	274	65	115	81	22
	Women	Indefinite	32,291	9,168	3,656	1,356	274	343	848	851	3,133	274	65	109	81	19
	Women	Temporary	2,048	202	0	263	8	0	631	7	0	0	0	6	0	3
Age	Less than 30 years		27,753	6,142	2,878	1,153	510	277	2,654	656	2,892	350	217	100	77	24
	Less than 30 years	Indefinite	23,109	5,788	2,878	869	496	277	389	654	2,892	350	217	86	77	24
	Less than 30 years	Temporary	4,644	354	0	284	14	0	2,265	2	0	0	0	14	0	0
	30 to 50 years		88,721	27,853	10,994	3,172	1,260	1,132	6,597	1,465	6,554	992	341	340	145	63
	30 to 50 years	Indefinite	82,393	27,853	10,994	2,752	1,217	1,132	3,307	1,448	6,554	992	341	335	145	56
	30 to 50 years	Temporary	6,328	0	0	420	43	0	3,290	17	0	0	0	5	0	7
	More than 50 years		37,110	7,838	3,479	1,857	93	648	1,996	549	1,252	215	82	64	34	4
	More than 50 years	Indefinite	35,326	7,838	3,479	1,743	89	648	1,191	542	1,252	215	82	64	34	3
	More than 50 years	Temporary	1,784	0	0	114	4	0	805	7	0	0	0	0	0	1
Professional category	Executives and Managers		1,034	225	136	38	22	34	52	19	55	11	7	3	2	1
	Executives and Managers	Indefinite	1,033	225	136	38	22	34	52	18	55	11	7	3	2	1
	Executives and Managers	Temporary	1	0	0	0	0	0	0	1	0	0	0	0	0	0
	Heads, supervisors and coordinators		4,049	925	658	199	134	145	320	101	500	64	8	3	2	2
	Heads, supervisors and coordinators	Indefinite	3,964	925	658	191	130	145	261	95	500	64	8	3	2	2
	Heads, supervisors and coordinators	Temporary	85	0	0	8	4	0	59	6	0	0	0	0	0	0
	Analysts and office clerks		12,194	2,334	1,943	1,492	174	231	892	332	824	230	57	78	36	14
	Analysts and office clerks	Indefinite	11,205	1,982	1,943	1,294	167	231	538	326	824	230	57	76	36	14
	Analysts and office clerks	Temporary	989	352	0	198	7	0	354	6	0	0	0	2	0	0
	Operational		136,307	38,349	14,614	4,453	1,533	1,647	9,983	2,218	9,319	1,252	568	420	216	74
	Operational	Indefinite	124,637	38,347	14,614	3,842	1,483	1,647	4,036	2,205	9,319	1,252	568	403	216	66
	Operational	Temporary	11,670	2	0	611	50	0	5,947	13	0	0	0	17	0	8

			Prosegur	Brazil	Argentina	Chile	Paraguay	Uruguay	Peru	Mexico	Colombia	Ecuador	Guatemala	Honduras	El Salvador	Nicaragua
Number of employees per types of Working Day																
Gender	Men		119,245	32,463	13,695	4,563	1,581	1,714	9,768	1,812	7,565	1,283	575	389	175	69
	Men	Full time	106,793	27,584	13,360	4,555	1,581	1,714	9,752	1,812	7,565	1,283	575	389	174	69
	Men	Part time	12,452	4,879	335	8	0	0	16	0	0	0	0	0	1	0
	Women		34,339	9,370	3,656	1,619	282	343	1,479	858	3,133	274	65	115	81	22
	Women	Full time	27,858	7,045	2,817	1,605	281	343	1,456	858	3,133	272	65	115	74	22
Women	Part time	6,481	2,325	839	14	1	0	23	0	0	2	0	0	7	0	
Age	Less than 30 years		27,755	6,142	2,878	1,153	510	277	2,654	656	2,892	350	217	100	77	26
	Less than 30 years	Full time	22,030	4,320	2,270	1,145	509	277	2,631	656	2,892	350	217	100	74	26
	Less than 30 years	Part time	5,725	1,822	608	8	1	0	23	0	0	0	0	0	3	0
	30 to 50 years		88,719	27,853	10,994	3,172	1,260	1,132	6,597	1,465	6,554	992	341	340	145	61
	30 to 50 years	Full time	79,217	23,409	10,445	3,159	1,260	1,132	6,581	1,465	6,554	990	341	340	140	61
	30 to 50 years	Part time	9,502	4,444	549	13	0	0	16	0	0	2	0	0	5	0
	More than 50 years		37,110	7,838	3,479	1,857	93	648	1,996	549	1,252	215	82	64	34	4
More than 50 years	Full time	33,406	6,900	3,463	1,856	93	648	1,996	549	1,252	215	82	64	34	4	
More than 50 years	Part time	3,704	938	16	1	0	0	0	0	0	0	0	0	0	0	
Professional category	Executives and Managers		1,034	225	136	38	22	34	52	19	55	11	7	3	2	1
	Executives and Managers	Full time	1,029	225	136	38	22	34	52	19	55	11	7	3	2	1
	Executives and Managers	Part time	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	Heads, supervisors and coordinators		4,049	925	658	199	134	145	320	101	500	64	8	3	2	2
	Heads, supervisors and coordinators	Full time	3,965	864	658	199	134	145	320	101	500	64	8	3	2	2
	Heads, supervisors and coordinators	Part time	84	61	0	0	0	0	0	0	0	0	0	0	0	0
	Analysts and office clerks		12,194	2,334	1,943	1,492	174	231	892	332	824	230	57	78	36	14
	Analysts and office clerks	Full time	11,558	1,966	1,874	1,399	173	231	892	332	824	230	57	78	36	14
	Analysts and office clerks	Part time	636	368	69	93	1	0	0	0	0	0	0	0	0	0
	Operational		136,307	38,349	14,614	4,453	1,533	1,647	9,983	2,218	9,319	1,252	568	420	216	74
Operational	Full time	118,109	31,574	13,510	4,453	1,533	1,647	9,944	2,218	9,319	1,250	568	420	208	74	
Operational	Part time	18,198	6,775	1,104	0	0	0	39	0	0	2	0	0	8	0	
Average number of employees per year																
Employee type	Operational		141,390	38,049	15,705	5,721	1,695	1,860	11,112	2,999	9,436	1,358	570	470	204	18
	Operational	Men	112,135	30,483	12,709	4,250	1,472	1,558	9,833	2,052	6,977	1,175	517	388	142	10
	Operational	Women	29,255	7,566	2,996	1,471	223	302	1,278	946	2,459	184	53	82	62	8
	Indirect		9,119	1,489	1,646	298	146	256	621	126	568	156	81	77	40	76
	Indirect	Men	5,429	715	986	212	110	156	371	60	261	96	65	46	28	58
	Indirect	Women	3,690	774	660	86	36	100	250	66	307	60	16	31	12	18

		Prosegur	Brazil	Argentina	Chile	Paraguay	Uruguay	Peru	Mexico	Colombia	Ecuador	Guatemala	Honduras	El Salvador	Nicaragua
Yearly contract average															
Gender	Men	115,407	31,201	13,552	2,369	1,582	1,714	10,205	2,112	7,239	1,270	582	388	170	70
	Indefinite	94,970	27,453	13,223	430	1,520	1,714	4,100	2,092	7,239	1,270	582	372	169	56
	Indefinite	8,152	3,592	329	2	0	0	2	0	0	0	0	0	1	0
	Temporary	11,135	1	0	1,935	62	0	6,089	20	0	0	0	0	0	14
	Temporary	1,150	155	0	2	0	0	14	0	0	0	0	16	0	0
	Women	33,048	8,341	3,535	1,814	258	343	1,528	1,013	2,765	244	69	114	74	26
	Indefinite	25,608	6,820	2,726	227	204	343	862	1,005	2,765	244	69	104	67	23
	Indefinite	4,019	1,305	809	2	0	0	8	0	0	0	0	0	7	0
	Temporary	2,813	1	0	1,581	53	0	635	7	0	0	0	10	0	3
	Temporary	609	215	0	4	1	0	23	0	0	0	0	0	0	0
Age	Less than 30 years	25,878	5,709	2,708	691	471	277	3,011	824	2,750	298	212	90	68	25
	Indefinite	17,998	4,218	2,135	130	454	277	456	823	2,750	298	212	83	65	19
	Indefinite	2,883	1,119	573	1	0	0	4	0	0	0	0	0	3	0
	Temporary	4,193	2	0	560	16	0	2,526	1	0	0	0	7	0	6
	Temporary	804	370	0	0	1	0	25	0	0	0	0	0	0	0
	30 to 50 years	86,594	26,638	10,577	2,594	1,271	1,132	6,788	1,709	6,075	994	356	346	140	65
	Indefinite	72,020	23,429	10,037	319	1,223	1,132	3,349	1,689	6,075	994	356	329	135	55
	Indefinite	6,480	3,209	540	3	0	0	6	0	0	0	0	0	5	0
	Temporary	7,426	0	0	2,267	48	0	3,422	20	0	0	0	17	0	10
	Temporary	668	0	0	5	0	0	11	0	0	0	0	0	0	0
	More than 50 years	35,977	7,195	3,802	898	98	648	1,933	592	1,179	223	83	66	36	6
	Indefinite	30,878	6,627	3,782	208	94	648	1,157	585	1,179	223	83	64	36	5
	Indefinite	2,769	568	20	0	0	0	0	0	0	0	0	0	0	0
	Temporary	2,064	0	0	689	4	0	776	7	0	0	0	2	0	1
Temporary	267	0	0	1	0	0	1	0	0	0	0	0	0	0	
Professional category	Executives and Managers	1,027	228	138	5	23	34	53	22	56	11	7	3	2	1
	Indefinite	1,019	228	138	5	23	34	53	21	56	11	7	3	2	1
	Indefinite	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	Temporary	2	0	0	0	0	0	0	1	0	0	0	0	0	0
	Temporary	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Heads, supervisors and coordinators	3,865	858	666	119	143	145	307	99	484	65	8	3	2	5
	Indefinite	3,675	837	666	58	138	145	247	93	484	65	8	3	2	4
	Indefinite	48	21	0	0	0	0	0	0	0	0	0	0	0	0
	Temporary	142	0	0	61	5	0	60	7	0	0	0	0	0	1
	Temporary	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	Analysts and office clerks	12,562	2,431	1,766	1,968	177	231	967	336	788	234	58	77	34	13
	Indefinite	9,846	2,041	1,699	376	169	231	545	329	788	234	58	75	34	13
	Indefinite	253	18	67	4	0	0	0	0	0	0	0	0	0	0
	Temporary	2,082	2	0	1,582	7	0	421	7	0	0	0	2	0	0
	Temporary	382	370	0	6	1	0	1	0	0	0	0	0	0	0
	Operational	130,974	36,025	14,517	2,091	1,497	1,647	10,406	2,667	8,674	1,204	578	419	206	77
	Indefinite	106,008	31,166	13,437	218	1,441	1,647	4,118	2,655	8,674	1,204	578	402	198	77
	Indefinite	11,921	4,858	1,080	0	0	0	10	0	0	0	0	0	8	0
	Temporary	11,638	0	0	1,873	55	0	6,243	12	0	0	0	17	0	0
	Temporary	1,408	1	0	0	1	0	36	0	0	0	0	0	0	0

		Prosegur	Brazil	Argentina	Chile	Paraguay	Uruguay	Peru	Mexico	Colombia	Ecuador	Guatemala	Honduras	El Salvador	Nicaragua
Number of dismissals (contract terminations)															
Gender	Men	7,560	2,129	619	737	207	39	984	306	431	67	53	8	11	0
	Women	2,674	843	210	284	56	13	116	94	164	27	4	1	3	0
Age	Less than 30 years	3,622	834	237	362	101	5	589	110	190	46	28	3	4	0
	30 to 50 years	5,425	1,781	522	502	152	35	464	223	342	43	28	6	10	0
	More than 50 years		357	70	157	10	12	47	67	63	5	1	0	0	0
Professional category	Executives and Managers	46	13	5	1	1	2	4	2	1	1	0	0	0	0
	Heads, supervisors and coordinators	205	40	27	16	28	1	7	9	22	5	0	3	0	0
	Analysts and office clerks	1,593	285	89	262	24	3	75	63	55	22	4	2	0	0
	Operational	8,390	2,634	708	742	210	46	1,014	326	517	66	53	4	14	0
Number of recruits															
Gender	Men	49,996	10,958	1,918	2,368	328	277	3,883	3,271	4,024	268	282	60	42	52
	Women	22,249	5,280	987	1,814	209	60	701	1,651	2,142	130	30	48	39	11
Age	Less than 30 years	25,538	4,556	1,528	691	327	31	2,219	1,717	2,654	250	172	30	36	15
	30 to 50 years	37,894	10,004	1,290	2,593	206	304	2,034	2,590	3,313	148	130	73	45	46
	More than 50 years	8,813	1,678	87	898	4	2	331	615	199	0	10	5	0	2
Professional category	Executives and Managers	100	27	9	5	2	4	8	7	6	1	0	0	0	1
	Heads, supervisors and coordinators	1,009	235	23	119	28	237	56	54	97	6	2	3	0	2
	Analysts and office clerks	5,486	810	214	1,968	43	67	425	416	524	61	14	8	9	13
	Operational	65,650	15,166	2,659	2,090	464	29	4,095	4,445	5,539	330	296	97	72	47
Breakdown of employees by professional category															
Professional category	Executives and Managers	1,034	225	136	38	22	34	52	19	55	11	7	3	2	1
	Executives and Managers	828	186	117	34	19	22	37	14	40	7	7	1	2	0
	Executives and Managers	206	39	19	4	3	12	15	5	15	4	0	2	0	1
	Heads, supervisors and coordinators	4,049	925	658	199	134	145	320	101	500	64	8	3	2	2
	Heads, supervisors and coordinators	3,004	735	512	134	111	103	230	67	329	47	6	2	2	2
	Heads, supervisors and coordinators	1,045	190	146	65	23	42	90	34	171	17	2	1	0	0
	Analysts and office clerks	12,194	2,334	1,943	1,492	174	231	892	332	824	230	57	78	36	14
	Analysts and office clerks	6,934	1,081	1,156	849	104	103	580	189	445	153	45	47	36	7
	Analysts and office clerks	5,260	1,253	787	643	70	128	312	143	379	77	12	31	0	7
	Operational	136,307	38,349	14,614	4,453	1,533	1,647	9,983	2,218	9,319	1,252	568	420	216	74
	Operational	108,550	30,461	11,910	3,546	1,347	1,486	8,921	1,542	6,751	1,076	517	338	208	60
	Operational	27,757	7,888	2,704	907	186	161	1,062	676	2,568	176	51	82	8	14

		Prosegur	Brazil	Argentina	Chile	Paraguay	Uruguay	Peru	Mexico	Colombia	Ecuador	Guatemala	Honduras	El Salvador	Nicaragua
Breakdown of employees by professional category															
Professional category	Executives and Managers	1,034	225	136	38	22	34	52	19	55	11	7	3	2	1
	Executives and Managers < 30 years	6	0	1	0	0	0	0	0	0	0	0	0	0	0
	Executives and Managers 30-50 years	627	149	65	26	14	22	37	13	36	6	4	2	2	1
	Executives and Managers > 50 years	401	76	70	12	8	12	15	6	19	5	3	1	0	0
	Heads, supervisors and coordinators	4,049	925	658	199	134	145	320	101	500	64	8	3	2	2
	Heads, supervisors and coordinators < 30 years	249	64	5	16	20	13	22	15	55	3	0	0	1	0
	Heads, supervisors and coordinators 30-50 years	2,928	713	469	138	99	113	244	72	377	47	4	2	1	2
	Heads, supervisors and coordinators > 50 years	872	148	184	45	15	19	54	14	68	14	4	1	0	0
	Analysts and office clerks	12,194	2,334	1,943	1,492	174	231	892	332	824	230	57	78	36	14
	Analysts and office clerks < 30 years	2,685	866	260	303	71	66	147	121	288	50	8	14	10	3
	Analysts and office clerks 30-50 years	7,511	1,281	1,414	930	100	137	631	184	481	157	44	59	17	11
	Analysts and office clerks > 50 years	1,998	187	269	259	3	28	114	27	55	23	5	5	9	0
	Operational	136,307	38,349	14,614	4,453	1,533	1,647	9,983	2,218	9,319	1,252	568	420	216	74
	Operational < 30 years	24,820	5,212	2,612	834	419	198	2,485	520	2,549	297	209	86	66	22
Operational 30-50 years	77,659	25,710	9,046	2,077	1,047	860	5,684	1,196	5,660	782	289	277	125	49	
Operational > 50 years	33,828	7,427	2,956	1,542	67	589	1,814	502	1,110	173	70	57	25	3	
Number of employees with disabilities															
Number of persons with disabilities	Total	1,143	187	4	70	2	2	12	1	81	7	0	0	0	0
Number of persons with disabilities	Men	685	144	3	52	2	1	8	1	56	7	0	0	0	0
Number of persons with disabilities	Women	458	43	1	18	0	1	4	0	25	0	0	0	0	0
Percentage of persons with disabilities		0.7%	0.4%	0.0%	1.1%	0.1%	0.1%	0.1%	0.0%	0.8%	0.4%	0.0%	0.0%	0.0%	0.0%
Number of immigrant employees															
Number of immigrants on staff		4,670	12	179	319	25	69	13	6	15	4	3	0	0	1
Percentage of immigrants on staff		3.0%	0.0%	1.0%	5.2%	1.3%	3.4%	0.1%	0.2%	0.1%	0.3%	0.5%	0.0%	0.0%	1.1%
Number of executives from the local community		951	221	122	31	15	34	48	14	53	9	3	3	0	1
Percentage of senior managers from the local community		92.0%	98.2%	89.7%	81.6%	68.2%	100.0%	92.3%	73.7%	96.4%	81.8%	42.9%	100.0%	0.0%	100.0%
Average pay in Euro															
Gender	Men	13,610	7,422	15,805	10,092	6,530	13,034	7,020	6,645	3,909	7,441	8,502	14,158	8,342	8,159
	Women	12,331	6,254	10,412	8,455	5,623	20,934	6,834	7,144	3,909	6,543	8,733	12,653	5,101	6,192
Age	Less than 30 years	9,749	5,647	9,653	3,683	5,433	11,849	5,877	4,140	3,909	6,422	8,006	13,503	5,933	7,466
	30 to 50 years	12,650	7,414	15,849	10,211	6,659	17,584	7,197	7,504	3,909	7,310	8,863	13,720	7,916	7,870
	More than 50 years	17,753	7,491	17,241	11,872	7,346	13,034	7,269	8,811	3,909	7,561	8,711	15,010	8,758	8,185
Professional category	Executives and Managers	82,514	58,648	76,108	89,138	51,171	117,149	67,855	54,213	52,759	77,186	86,895	47,600	49,982	46,980
	Executives and Managers Men	85,669	56,296	77,205	85,999	51,283	117,149	72,035	79,544	53,399	82,523	86,895	113,318	38,964	0
	Executives and Managers Women	78,072	71,133	73,777	90,287	51,058	125,283	61,974	38,504	51,161	70,923	0	31,565	60,999	46,980
	Heads, supervisors and coordinators	28,615	17,961	27,772	24,648	11,340	40,317	24,010	17,574	8,965	23,315	33,245	27,425	14,685	14,318
	Heads, supervisors and coordinators Men	29,112	17,733	29,152	25,164	11,241	38,934	24,258	18,897	9,653	22,801	31,645	26,957	14,685	14,318
	Heads, supervisors and coordinators Women	27,261	19,101	23,184	23,906	11,537	40,688	23,318	14,674	8,558	24,063	40,001	27,425	0	0
	Analysts and office clerks	17,890	10,360	18,099	14,416	9,362	21,255	10,532	7,324	6,091	9,325	12,544	13,254	10,152	10,356
	Analysts and office clerks Men	19,325	11,482	19,256	14,576	9,725	22,676	10,759	8,515	6,285	9,123	12,492	14,217	9,831	11,145
	Analysts and office clerks Women	15,948	9,621	15,650	14,042	8,655	20,518	10,347	6,728	5,835	9,555	14,166	13,056	10,473	6,511
	Operational	13,070	6,934	14,124	9,276	6,215	13,034	6,838	6,433	3,909	7,205	8,224	13,851	7,317	7,560
	Operational Men	13,260	7,225	15,008	9,668	6,369	13,034	6,913	6,424	3,909	7,205	8,223	14,217	8,207	7,957
	Operational Women	11,787	5,828	9,398	6,873	4,711	16,322	6,427	6,594	3,909	6,422	8,547	12,520	4,898	6,148

	Prosegur	Brazil	Argentina	Chile	Paraguay	Uruguay	Peru	Mexico	Colombia	Ecuador	Guatemala	Honduras	El Salvador	Nicaragua	
Wage gap	12.7%	13.5%	14.5%	39.0%	18.4%	1.7%	23.7%	0.9%	2.9%	7.9%	-3.9%	11.6%	33.4%	26.0%	
Professional category	Executives and Managers	8.0%	-8.8%	7.8%	23.9%	65.4%	1.8%	14.1%	-0.7%	1.8%	14.1%	100.0%	72.1%	-56.6%	-100.0%
	Heads, supervisors and coordinators	4.9%	-0.4%	0.5%	16.2%	7.7%	-3.5%	5.9%	22.5%	6.3%	-5.5%	-26.4%	-1.7%	100.0%	100.0%
	Analysts and office clerks	13.4%	14.4%	9.3%	27.6%	15.3%	13.1%	9.9%	17.6%	-1.7%	-4.7%	-13.4%	8.2%	-6.5%	41.6%
	Operational	12.9%	13.9%	15.9%	43.9%	19.0%	0.5%	25.6%	-2.6%	3.2%	10.9%	-3.9%	11.9%	40.3%	22.7%
Trade union representation (affiliation)															
Number of employees who are trade union members	29,827	5,690	6,250	3,080	0	762	1,032	2,338	75	180	0	0	0	0	
Percentage of employees who are trade union members	19.4%	13.6%	36.0%	49.8%	0.0%	37.0%	9.2%	87.6%	0.7%	11.6%	0.0%	0.0%	0.0%	0.0%	
Bargaining agreements															
Number of bargaining agreements in force	337	215	21	19	1	1	3	2	13	1	0	1	0	0	
Number of bargaining agreements renewed or signed this year	237	184	0	7	1	1	1	1	9	0	0	0	0	0	
Number of employees covered by a bargaining agreement	117,963	41,833	14,657	4,242	1,863	447	2,830	2,338	3,544	1,385	0	504	0	0	
Percentage of employees covered by a bargaining agreement	76.8%	100.0%	84.5%	68.6%	100.0%	21.7%	25.2%	87.6%	33.1%	89.0%	0.0%	100.0%	0.0%	0.0%	
Number of workers' representatives															
Number of employees elected by employees as workers' representatives (both union and individual)	2,686	867	239	75	0	36	23	4	40	10	0	0	0	0	
Percentage of employees elected by employees as workers' representatives (both union and individual)	1.7%	2.1%	1.4%	1.2%	0.0%	1.8%	0.2%	0.1%	0.4%	0.6%	0.0%	0.0%	0.0%	0.0%	
Number of people with work-life balance															
Number of employees with some benefit associated with work-life balance	1,398	0	429	197	46	0	0	0	110	0	0	0	0	0	
Percentage of employees with work-life balance	0.9%	0.0%	2.5%	3.2%	2.5%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total number of training hours imparted	2,401,572	631,960	293,599	144,664	21,139	14,513	366,652	64,371	225,687	41,646	3,085	4,075	963	625	
Gender	Men	1,858,065	482,253	199,652	100,204	17,935	10,442	327,676	42,407	170,774	37,181	2,742	2,919	731	393
	Women	543,507	149,707	93,947	44,460	3,204	4,071	38,976	21,964	54,913	4,465	343	1,156	232	232
Professional category	Executives and Managers	25,091	5,438	3,709	1,000	1,120	759	4,084	269	2,735	634	142	76	57	32
	Heads, supervisors and coordinators	130,317	29,525	26,354	12,346	3,919	2,209	22,547	1,668	14,037	2,396	157	79	51	30
	Analysts and office clerks	342,092	95,473	65,899	46,304	6,566	7,055	23,217	2,273	30,555	6,759	1,264	1,623	669	269
	Operational	1,866,666	501,524	197,637	85,014	9,533	4,490	316,804	60,161	178,360	31,857	1,522	2,297	186	294
Total number of training hours imparted on human rights	117,988	43,783	18,167	562	271	212	32,683	14,875	1,773	347	33	130	17	20	
Gender	Men	92,243	33,791	13,633	319	213	109	28,769	9,877	1,099	300	27	98	14	14
	Women	25,744	9,992	4,534	243	58	103	3,915	4,999	674	47	6	32	3	6
Professional category	Executives and Managers	994	297	298	14	34	9	228	5	15	3	2	1	2	1
	Heads, supervisors and coordinators	5,108	1,025	1,626	55	65	50	1,947	25	118	14	2	1	1	1
	Analysts and office clerks	11,720	5,310	3,319	367	132	137	1,281	34	291	51	14	24	10	4
	Operational	100,148	37,151	12,924	126	40	16	29,228	14,812	1,349	279	15	104	4	14

		Prosegur	Brazil	Argentina	Chile	Paraguay	Uruguay	Peru	Mexico	Colombia	Ecuador	Guatemala	Honduras	El Salvador	Nicaragua	
Total number of training hours imparted on Occupational Safety		519,019	95,246	39,786	33,527	7,456	2,388	105,069	24,671	46,141	8,411	291	1,254	117	176	
Gender	Men	420,391	77,700	32,814	21,952	7,081	1,899	94,448	16,379	30,527	7,530	234	859	91	120	
	Women	98,628	17,547	6,972	11,575	375	490	10,621	8,291	15,614	881	57	395	26	56	
Professional category	Executives and Managers	2,679	481	197	194	73	48	565	5	241	32	11	7	5	3	
	Heads, supervisors and coordinators	19,565	1,780	1,670	2,013	157	301	9,516	27	2,224	158	17	6	3	4	
	Analysts and office clerks	41,380	10,225	4,477	5,523	339	304	6,507	33	5,456	1,098	116	279	76	34	
	Operational	454,929	82,760	33,442	25,797	6,888	1,736	88,480	24,605	38,219	7,124	147	962	33	135	
Investment in training																
Investment made in employee training (€M)		11.81	1.82	0.46	0.00	0.13	0.13	0.48	0.18	0.06	0.00	0.03	0.01	0.01	0.00	
Amounts posted to the training cost centre (UG221)		0.19	0.00	0.02	0.00	0.03	0.03	0.08	0.18	0.01	0.00	0.03	0.00	0.00	0.00	
Amounts posted in the training accounting accounts, accounting group C4, and not included in the previous section, that is, excluding what is posted in UG221		7.99	1.82	0.44	0.00	0.09	0.10	0.40	0.00	0.05	0.00	0.01	0.01	0.01	0.00	
Actual rate of hours paid as overtime for training, only if there is an obligation in the country to pay them to a group		3.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Number of employees who receive performance and professional development evaluations regularly																
Gender	Men	7,985	1,743	1,596	508	192	155	522	71	333	90	56	47	27	9	
	Women	4,375	1,172	525	202	73	94	317	65	274	68	16	25	9	6	
Percentage of employees who receive performance and professional development evaluations regularly																
Gender	Men	6.7%	5.4%	11.7%	11.1%	12.1%	9.0%	5.3%	3.9%	4.4%	7.0%	9.7%	12.1%	15.4%	13.0%	
	Women	12.7%	12.5%	14.4%	12.5%	25.9%	27.4%	21.4%	7.6%	8.7%	24.8%	24.6%	21.7%	11.1%	27.3%	
Number of employees who benefited from maternity or paternity leave																
Gender	Men	3,711	548	193	67	74	33	552	50	167	43	0	0	0	0	
	Women	1,740	272	40	52	8	8	67	31	100	3	4	0	5	0	
Number of employees who returned to work upon the conclusion of their maternity or paternity leave																
Gender	Men	3,409	548	189	67	74	33	552	48	167	43	0	0	0	0	
	Women	1,619	272	37	19	8	8	66	25	100	3	4	0	5	0	
Number of employees who returned to work upon the conclusion of their maternity or paternity leave and remained at their jobs for 12 months following their return																
Gender	Men	3,406	601	181	67	74	33	543	26	167	41	0	0	0	0	
	Women	1,604	305	34	19	6	8	49	13	100	3	1	0	5	0	

		Prosegur	Brazil	Argentina	Chile	Paraguay	Uruguay	Peru	Mexico	Colombia	Ecuador	Guatemala	Honduras	El Salvador	Nicaragua
Turnover															
Gender	Men	44,026	9,296	1,745	1,985	348	370	4,151	3,377	3,750	218	265	55	44	51
	Women	18,182	3,713	795	1,523	132	56	696	1,670	1,703	68	42	40	26	17
Age	Less than 30 years	20,742	3,361	883	1,231	205	176	2,238	1,741	2,187	140	130	34	29	25
	30 to 50 years	32,976	8,194	1,367	1,812	261	173	2,280	2,634	2,994	129	159	52	37	41
	More than 50 years	8,490	1,454	290	465	14	77	329	672	272	17	18	9	4	2
Professional category	Executives and Managers	144	46	16	2	5	3	9	8	4	1	2	1	0	0
	Heads, supervisors and coordinators	720	223	70	24	37	13	59	42	114	9	3	1	0	2
	Analysts and office clerks	5,019	992	272	1,663	39	48	444	350	486	50	17	19	5	7
	Operational	56,079	11,748	2,182	1,819	399	362	4,335	4,647	4,849	226	285	74	65	59
Turnover (terminations/total employees)															
Gender	Men	36.9%	28.6%	12.7%	43.5%	22.0%	21.6%	42.5%	186.4%	49.6%	17.0%	46.1%	14.1%	25.1%	73.9%
	Women	52.9%	39.6%	21.7%	94.1%	46.8%	16.3%	47.1%	194.6%	54.4%	24.8%	64.6%	34.8%	32.1%	77.3%
Age	Less than 30 years	74.7%	54.7%	30.7%	106.8%	40.2%	63.5%	84.3%	265.4%	75.6%	40.0%	59.9%	34.0%	37.7%	104.2%
	30 to 50 years	37.2%	29.4%	12.4%	57.1%	20.7%	15.3%	34.6%	179.8%	45.7%	13.0%	46.6%	15.3%	25.5%	65.1%
	More than 50 years	22.9%	18.6%	8.3%	25.0%	15.1%	11.9%	16.5%	122.4%	21.7%	7.9%	22.0%	14.1%	11.8%	50.0%
Professional category	Executives and Managers	13.9%	20.4%	11.8%	5.3%	22.7%	8.8%	17.3%	42.1%	7.3%	9.1%	28.6%	33.3%	0.0%	0.0%
	Heads, supervisors and coordinators	17.8%	24.1%	10.6%	12.1%	27.6%	9.0%	18.4%	41.6%	22.8%	14.1%	37.5%	33.3%	0.0%	100.0%
	Analysts and office clerks	41.2%	42.5%	14.0%	111.5%	22.4%	20.8%	49.8%	105.4%	59.0%	21.7%	29.8%	24.4%	13.9%	50.0%
	Operational	41.1%	30.6%	14.9%	40.8%	26.0%	22.0%	43.4%	209.5%	52.0%	18.1%	50.2%	17.6%	30.1%	79.7%
Number of hours worked by all Prosegur employees															
Number of hours worked by all Prosegur employees		342,722,502	84,363,164	41,538,294	14,760,569	4,445,440	4,133,800	36,427,358	8,260,617	36,715,536	5,604,456	2,396,160	1,886,976	958,464	340,704
Gender	Men	270,992,918	66,967,018	32,785,830	11,072,469	3,822,112	3,414,280	32,330,015	5,602,527	25,963,080	4,768,920	2,152,800	1,456,416	655,200	258,336
	Women	71,729,584	17,396,146	8,752,464	3,688,100	623,328	719,520	4,097,343	2,658,089	10,752,456	835,536	243,360	430,560	303,264	82,368
Total number of hours lost through absence															
Total number of hours lost through absence		12,331,223	1,084,672	2,609,700	856,254	116,728	294,555	895,720	987,685	799,342	153,588	54,240	9,216	8,912	2,288
Gender	Men	8,873,735	795,561	1,885,875	576,385	97,112	250,342	760,240	582,591	542,020	147,420	49,512	6,096	3,568	1,672
	Women	3,457,488	289,111	723,825	279,869	19,616	44,212	135,480	405,094	257,322	6,168	4,728	3,120	5,344	616
Number of hours lost due to work accidents and professional illness															
Number of hours lost due to work accidents and professional illness		1,926,093	19,366	965,031	10,504	55,952	6,200	81,744	11,256	110,168	83,964	216,120	1,064	1,400	2,448
Gender	Men	1,488,768	17,012	604,866	9,124	55,728	4,504	79,248	6,708	108,952	83,808	216,120	1,064	1,400	2,384
	Women	437,325	2,354	360,165	1,380	224	1,696	2,496	4,548	1,216	156	0	0	0	64
Rate of absenteeism															
Rate of absenteeism		3.6%	1.3%	6.3%	5.8%	2.6%	7.1%	2.5%	12.0%	2.2%	2.7%	2.3%	0.5%	0.9%	0.7%
Gender	Men	3.3%	1.2%	5.8%	5.2%	2.5%	7.3%	2.4%	10.4%	2.1%	3.1%	2.3%	0.4%	0.5%	0.6%
	Women	4.8%	1.7%	8.3%	7.6%	3.1%	6.1%	3.3%	15.2%	2.4%	0.7%	1.9%	0.7%	1.8%	0.7%

	Prosegur	Brazil	Argentina	Chile	Paraguay	Uruguay	Peru	Mexico	Colombia	Ecuador	Guatemala	Honduras	El Salvador	Nicaragua
Number of occupational accidents and workers injured in those accidents														
Number of accidents (cases)	3,883	144	1,344	166	32	30	269	63	295	46	4	3	10	14
	3,865	154	1,344	167	33	30	269	63	295	46	4	3	10	14
Number of injured employees														
Men	3,234	130	1,184	123	31	25	241	36	249	42	4	3	10	13
Women	631	24	160	44	2	5	28	27	46	4	0	0	0	1
Number of minor accidents (cases)	3,796	142	1,331	163	17	30	249	56	283	43	2	2	10	13
	3,778	152	1,331	164	18	30	249	56	283	43	2	2	10	13
Number of injured employees in minor accidents														
Men	3,157	128	1,173	120	17	25	225	32	237	39	2	2	10	12
Women	621	24	158	44	1	5	24	24	46	4	0	0	0	1
Number of serious accidents (cases)	78	1	12	3	14	0	19	7	10	2	0	1	0	1
	78	1	12	3	14	0	19	7	10	2	0	1	0	1
Number of seriously injured employees														
Men	68	1	10	3	13	0	15	4	10	2	0	1	0	1
Women	10	0	2	0	1	0	4	3	0	0	0	0	0	0
Number of fatal accidents (cases)	9	1	1	0	1	0	1	0	2	1	2	0	0	0
	9	1	1	0	1	0	1	0	2	1	2	0	0	0
Number of fatally injured employees														
Men	9	1	1	0	1	0	1	0	2	1	2	0	0	0
Women	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of days lost owing to occupational accidents														
	153,089	7,395	62,914	1,351	6,994	775	10,218	938	13,771	6,997	12,010	133	175	306
Gender														
Men	138,601	7,150	56,130	1,149	6,966	563	9,906	559	13,619	6,984	12,010	133	175	298
Women	14,489	245	6,784	202	28	212	312	379	152	13	0	0	0	8
Total number of occupational illness cases	146	0	120	2	0	0	0	0	24	0	0	0	0	0
Number of days lost owing to occupational illness	38,688	0	38,668	20	0	0	0	0	0	0	0	0	0	0
Gender														
Men	7,540	0	7,540	0	0	0	0	0	0	0	0	0	0	0
Women	31,148	0	31,128	20	0	0	0	0	0	0	0	0	0	0
Occupational Health and Safety KPIs.														
Frequency Rate	11.28	1.83	32.36	11.31	7.42	7.26	7.38	7.63	8.03	8.21	1.67	1.59	10.43	41.09
Incidence Rate	25.17	3.68	77.46	27.01	17.71	14.58	23.92	23.60	27.58	29.54	6.25	5.95	39.06	153.85
Severity Rate	0.45	0.09	1.51	0.09	1.57	0.19	0.28	0.11	0.38	1.25	5.01	0.07	0.18	0.90
Fatality Rate	0.06	0.02	0.06	0.00	0.54	0.00	0.09	0.00	0.19	0.64	3.13	0.00	0.00	0.00
Training Rate	3.38	2.28	2.29	5.42	4.00	1.16	9.34	9.24	4.31	5.40	0.45	2.49	0.46	1.93

Detail of employee indicators, professional development, and occupational health and safety by country (Rest of the world) – 2023

		Prosegur	Singapore	China	Australia	Indonesia	Philippines	S. Africa	USA	
Total no. of employees		2023	153,584	1,883	719	74	730	4,838	701	5,205
Summary of total no. of employees		% of women	22.4%							
Gender	Men		119,245	1,455	675	32	723	4,218	632	3,344
	Women		34,339	428	44	42	7	620	69	1,861
Age	Less than 30 years		27,753	227	96	26	441	1,361	96	1,454
	30 to 50 years		88,721	763	351	32	284	3,064	482	1,979
	More than 50 years		37,110	893	272	16	5	413	123	1,772
Professional category	Executives and Managers		1,034	8	5	1	4	4	4	30
	Heads, supervisors and coordinators		4,049	16	4	8	12	23	4	119
	Analysts and office clerks		12,194	22	11	2	12	48	54	551
	Operational		136,307	1,837	699	63	702	4,763	639	4,505
Number of employees per types of contracts										
Gender	Men		119,245	1,455	675	32	723	4,218	632	3,344
	Men	Indefinite	108,539	1,455	4	31	70	4,218	632	3,222
	Men	Temporary	10,706	0	671	1	653	0	0	122
	Women		34,339	428	44	42	7	620	69	1,861
	Women	Indefinite	32,291	428	3	40	3	620	69	1,795
	Women	Temporary	2,048	0	41	2	4	0	0	66
Age	Less than 30 years		27,753	227	96	26	441	1,361	96	1,454
	Less than 30 years	Indefinite	23,109	227	0	24	12	1,361	96	1,376
	Less than 30 years	Temporary	4,644	0	96	2	429	0	0	78
	30 to 50 years		88,721	763	351	32	284	3,064	482	1,979
	30 to 50 years	Indefinite	82,393	763	7	31	58	3,064	482	1,913
	30 to 50 years	Temporary	6,328	0	344	1	226	0	0	66
	More than 50 years		37,110	893	272	16	5	413	123	1,772
	More than 50 years	Indefinite	35,326	893	0	16	3	413	123	1,728
	More than 50 years	Temporary	1,784	0	272	0	2	0	0	44
Professional category	Executives and Managers		1,034	8	5	1	4	4	4	30
	Executives and Managers	Indefinite	1,033	8	5	1	4	4	4	30
	Executives and Managers	Temporary	1	0	0	0	0	0	0	0
	Heads, supervisors and coordinators		4,049	16	4	8	12	23	4	119
	Heads, supervisors and coordinators	Indefinite	3,964	16	1	8	12	23	4	119
	Heads, supervisors and coordinators	Temporary	85	0	3	0	0	0	0	0
	Analysts and office clerks		12,194	22	11	2	12	48	54	551
	Analysts and office clerks	Indefinite	11,205	22	1	2	3	48	54	549
	Analysts and office clerks	Temporary	989	0	10	0	9	0	0	2
	Operational		136,307	1,837	699	63	702	4,763	639	4,505
	Operational	Indefinite	124,637	1,837	0	63	54	4,763	639	4,319
	Operational	Temporary	11,670	0	699	0	648	0	0	186

			Prosegur	Singapore	China	Australia	Indonesia	Philippines	S. Africa	USA
Number of employees per types of Working Day										
Gender	Men		119,245	1,455	675	32	723	4,218	632	3,344
	Men	Full time	106,793	1,135	675	21	723	4,218	632	2,829
	Men	Part time	12,452	320	0	11	0	0	0	515
	Women		34,339	428	44	42	7	620	69	1,861
	Women	Full time	27,858	384	44	20	7	620	69	1,598
	Women	Part time	6,481	44	0	22	0	0	0	263
Age	Less than 30 years		27,755	227	96	26	441	1,361	96	1,454
	Less than 30 years	Full time	22,030	219	96	15	441	1,361	96	1,190
	Less than 30 years	Part time	5,725	8	0	11	0	0	0	264
	30 to 50 years		88,719	763	351	32	284	3,064	482	1,979
	30 to 50 years	Full time	79,217	689	351	18	284	3,064	482	1,700
	30 to 50 years	Part time	9,502	74	0	14	0	0	0	279
	More than 50 years		37,110	893	272	16	5	413	123	1,772
	More than 50 years	Full time	33,406	611	272	9	5	413	123	1,537
More than 50 years	Part time	3,704	282	0	7	0	0	0	235	
Professional category	Executives and Managers		1,034	8	5	1	4	4	4	30
	Executives and Managers	Full time	1,029	8	5	1	4	4	4	30
	Executives and Managers	Part time	5	0	0	0	0	0	0	0
	Heads, supervisors and coordinators		4,049	16	4	8	12	23	4	119
	Heads, supervisors and coordinators	Full time	3,965	16	4	8	12	23	4	118
	Heads, supervisors and coordinators	Part time	84	0	0	0	0	0	0	1
	Analysts and office clerks		12,194	22	11	2	12	48	54	551
	Analysts and office clerks	Full time	11,558	22	11	2	12	48	54	537
	Analysts and office clerks	Part time	636	0	0	0	0	0	0	14
	Operational		136,307	1,837	699	63	702	4,763	639	4,505
	Operational	Full time	118,109	1,473	699	63	702	4,763	639	3,742
Operational	Part time	18,198	364	0	0	0	0	0	763	
Average number of employees per year										
Employee type	Operational		141,390	1,891	668	56	643	4,554	606	4,841
	Operational	Men	112,135	1,474	642	20	642	4,124	552	3,096
	Operational	Women	29,255	418	26	36	1	430	54	1,745
	Indirect		9,119	48	21	8	29	75	56	348
	Indirect	Men	5,429	22	9	5	21	36	39	216
	Indirect	Women	3,690	26	12	3	8	39	16	132

			Prosegur	Singapore	China	Australia	Indonesia	Philippines	S. Africa	USA
Yearly contract average										
Gender	Men		115,407	1,496	651	21	662	4,159	592	3,311
	Indefinite	Full	94,970	1,156	4	13	71	4,159	592	2,881
	Indefinite	Partial	8,152	339	0	8	0	0	0	342
	Temporary	Full	11,135	0	647	0	591	0	0	12
	Temporary	Partial	1,150	0	0	0	0	0	0	76
	Women		33,048	444	38	35	8	469	70	1,864
	Indefinite	Full	25,608	392	3	17	3	469	70	1,654
	Indefinite	Partial	4,019	52	0	17	0	0	0	163
	Temporary	Full	2,813	0	35	0	5	0	0	6
	Temporary	Partial	609	0	0	1	0	0	0	41
Age	Less than 30 years		25,878	218	92	25	385	1,214	80	1,455
	Indefinite	Full	17,998	210	0	12	12	1,214	80	1,241
	Indefinite	Partial	2,883	8	0	12	0	0	0	159
	Temporary	Full	4,193	0	92	0	373	0	0	9
	Temporary	Partial	804	0	0	1	0	0	0	46
	30 to 50 years		86,594	778	343	20	280	3,004	459	1,967
	Indefinite	Full	72,020	697	7	10	59	3,004	459	1,740
	Indefinite	Partial	6,480	81	0	10	0	0	0	182
	Temporary	Full	7,426	0	336	0	221	0	0	6
	Temporary	Partial	668	0	0	0	0	0	0	39
	More than 50 years		35,977	944	255	11	5	410	123	1,753
	Indefinite	Full	30,878	641	0	6	3	410	123	1,554
	Indefinite	Partial	2,769	303	0	5	0	0	0	164
	Temporary	Full	2,064	0	255	0	2	0	0	3
Temporary	Partial	267	0	0	0	0	0	0	32	
Professional category	Executives and Managers		1,027	8	5	0	3	5	4	49
	Indefinite	Full	1,019	8	5	0	3	5	4	49
	Indefinite	Partial	6	0	0	0	0	0	0	0
	Temporary	Full	2	0	0	0	0	0	0	0
	Temporary	Partial	0	0	0	0	0	0	0	0
	Heads, supervisors and coordinators		3,865	17	5	2	14	20	4	129
	Indefinite	Full	3,675	17	1	2	13	20	4	129
	Indefinite	Partial	48	0	0	0	0	0	0	0
	Temporary	Full	142	0	4	0	1	0	0	0
	Temporary	Partial	1	0	0	0	0	0	0	0
	Analysts and office clerks		12,562	23	11	1	11	50	48	450
	Indefinite	Full	9,846	23	1	1	3	50	48	443
	Indefinite	Partial	253	0	0	0	0	0	0	7
	Temporary	Full	2,082	0	10	0	8	0	0	0
	Temporary	Partial	382	0	0	0	0	0	0	0
	Operational		130,974	1,891	668	53	642	4,553	606	4,547
	Indefinite	Full	106,008	1,500	0	53	55	4,553	606	3,921
	Indefinite	Partial	11,921	391	0	0	0	0	0	494
	Temporary	Full	11,638	0	668	0	587	0	0	18
	Temporary	Partial	1,408	0	0	0	0	0	0	114

		Prosegur	Singapore	China	Australia	Indonesia	Philippines	S. Africa	USA	
Number of dismissals (contract terminations)										
Gender	Men	7,560	35	0	2	51	395	96	266	
	Women	2,674	18	2	1	0	219	6	139	
Age	Less than 30 years	3,622	18	0	0	41	397	15	201	
	30 to 50 years	5,425	29	1	2	9	203	75	151	
	More than 50 years		6	1	1	1	14	12	53	
Professional category	Executives and Managers	46	0	0	0	0	1	0	4	
	Heads, supervisors and coordinators	205	0	0	1	0	11	0	16	
	Analysts and office clerks	1,593	0	0	0	2	598	2	27	
	Operational	8,390	53	2	2	49	4	100	358	
Number of recruits										
Gender	Men	49,996	598	549	20	222	1,499	225	2,736	
	Women	22,249	205	34	36	1	162	14	1,740	
Age	Less than 30 years	25,538	135	140	24	179	830	58	2,061	
	30 to 50 years	37,894	317	290	24	44	793	166	1,716	
	More than 50 years	8,813	351	153	8	0	38	15	699	
Professional category	Executives and Managers	100	0	0	1	0	0	0	5	
	Heads, supervisors and coordinators	1,009	2	1	3	0	7	0	57	
	Analysts and office clerks	5,486	3	3	1	3	5	13	282	
	Operational	65,650	798	579	51	220	1,649	226	4,132	
Breakdown of employees by professional category										
Professional category	Executives and Managers	1,034	8	5	1	4	4	4	30	
	Executives and Managers	Men	828	6	4	1	3	2	26	
	Executives and Managers	Women	206	2	1	0	1	2	4	
	Heads, supervisors and coordinators	4,049	16	4	8	12	23	4	119	
	Heads, supervisors and coordinators	Men	3,004	13	2	3	10	16	91	
	Heads, supervisors and coordinators	Women	1,045	3	2	5	2	7	28	
	Analysts and office clerks	12,194	22	11	2	12	48	54	551	
	Analysts and office clerks	Men	6,934	2	3	1	8	18	323	
	Analysts and office clerks	Women	5,260	20	8	1	4	30	228	
	Operational	136,307	1,837	699	63	702	4,763	639	4,505	
	Operational	Men	108,550	1,434	666	27	702	4,182	586	2,904
	Operational	Women	27,757	403	33	36	0	581	53	1,601

		Prosegur	Singapore	China	Australia	Indonesia	Philippines	S. Africa	USA
Breakdown of employees by professional category									
Professional category	Executives and Managers	1,034	8	5	1	4	4	4	30
	Executives and Managers < 30 years	6	0	0	0	0	0	0	3
	Executives and Managers 30-50 years	627	3	5	1	2	1	2	17
	Executives and Managers > 50 years	401	5	0	0	2	3	2	10
	Heads, supervisors and coordinators	4,049	16	4	8	12	23	4	119
	Heads, supervisors and coordinators < 30 years	249	0	0	0	0	1	0	5
	Heads, supervisors and coordinators 30-50 years	2,928	14	3	8	12	12	1	72
	Heads, supervisors and coordinators > 50 years	872	2	1	0	0	10	3	42
	Analysts and office clerks	12,194	22	11	2	12	48	54	551
	Analysts and office clerks < 30 years	2,685	6	3	0	7	9	5	110
	Analysts and office clerks 30-50 years	7,511	13	7	2	4	32	36	267
	Analysts and office clerks > 50 years	1,998	3	1	0	1	7	13	174
	Operational	136,307	1,837	699	63	702	4,763	639	4,505
Operational < 30 years	24,820	221	93	26	434	1,351	91	1,337	
Operational 30-50 years	77,659	733	336	21	266	3,019	443	1,627	
Operational > 50 years	33,828	883	270	16	2	393	105	1,541	
Number of employees with disabilities									
Number of persons with disabilities	Total	1,143	0	0	0	0	0	3	0
Number of persons with disabilities	Men	685	0	0	0	0	0	3	0
Number of persons with disabilities	Women	458	0	0	0	0	0	0	0
Percentage of persons with disabilities		0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%
Number of immigrant employees									
Number of immigrants on staff		4,670	635	0	8	1	0	0	133
Percentage of immigrants on staff		3.0%	33.7%	0.0%	10.8%	0.1%	0.0%	0.0%	2.6%
Number of executives from the local community		951	8	5	1	3	4	4	23
Percentage of senior managers from the local community		92.0%	100.0%	100.0%	100.0%	75.0%	100.0%	100.0%	76.7%
Average pay in Euro									
Gender	Men	13,610	16,263	12,770	18,051	2,634	3,028	4,309	38,634
	Women	12,331	14,957	12,770	11,877	6,467	3,829	6,594	38,283
Age	Less than 30 years	9,749	14,509	8,513	10,328	2,629	2,937	4,308	36,921
	30 to 50 years	12,650	15,922	12,770	16,612	3,164	3,140	4,353	39,240
	More than 50 years	17,753	16,263	12,770	24,667	5,567	3,749	4,795	39,033
Professional category	Executives and Managers	82,514	162,288	81,270	124,707	26,912	48,013	40,237	217,082
	Executives and Managers Men	85,669	201,459	84,110	124,707	15,036	76,106	35,762	233,562
	Executives and Managers Women	78,072	140,435	79,551	0	61,016	32,985	58,940	154,264
	Heads, supervisors and coordinators	28,615	58,765	33,402	76,205	11,479	15,627	16,485	100,644
	Heads, supervisors and coordinators Men	29,112	58,926	25,095	76,205	11,389	14,433	16,485	100,726
	Heads, supervisors and coordinators Women	27,261	58,605	33,402	77,155	12,026	16,297	0	98,970
	Analysts and office clerks	17,890	33,614	14,191	49,669	4,273	5,201	7,081	50,514
	Analysts and office clerks Men	19,325	41,170	9,758	46,814	4,346	6,855	6,504	51,687
	Analysts and office clerks Women	15,948	32,906	16,265	44,725	4,273	4,973	8,879	47,614
	Operational	13,070	16,182	12,770	12,188	2,634	3,090	4,309	37,594
	Operational Men	13,260	16,263	12,770	12,882	2,634	3,021	4,309	37,698
Operational Women	11,787	14,788	12,770	11,119	0	3,829	6,229	37,338	

	Prosegur	Singapore	China	Australia	Indonesia	Philippines	S. Africa	USA
Wage gap	12.7%	9.2%	-1.2%	13.0%	94.4%	-26.1%	-43.2%	2.1%
Professional category								
Executives and Managers	8.0%	30.3%	5.4%	100.0%	-305.8%	56.7%	-64.8%	28.8%
Heads, supervisors and coordinators	4.9%	0.5%	-33.1%	-1.2%	-5.6%	-12.9%	100.0%	2.9%
Analysts and office clerks	13.4%	20.1%	-66.7%	4.5%	1.7%	27.5%	-36.5%	7.9%
Operational	12.9%	9.1%	0.0%	13.7%	100.0%	-26.7%	-44.6%	1.2%
Trade union representation (affiliation)								
Number of employees who are trade union members	29,827	517	0	0	0	0	0	2,107
Percentage of employees who are trade union members	19.4%	27.5%	0.0%	0.0%	0.0%	0.0%	0.0%	40.5%
Bargaining agreements								
Number of bargaining agreements in force	337	0	0	0	0	0	1	17
Number of bargaining agreements renewed or signed this year	237	0	0	0	0	0	1	4
Number of employees covered by a bargaining agreement	117,963	0	0	0	0	0	603	2,112
Percentage of employees covered by a bargaining agreement	76.8%	0.0%	0.0%	0.0%	0.0%	0.0%	86.0%	40.6%
Number of workers' representatives								
Number of employees elected by employees as workers' representatives (both union and individual)	2,686	2	0	0	0	0	0	27
Percentage of employees elected by employees as workers' representatives (both union and individual)	1.7%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%
Number of people with work-life balance								
Number of employees with some benefit associated with work-life balance	1,398	0	0	0	0	0	1	0
Percentage of employees with work-life balance	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%
Total number of training hours imparted	2,401,572	15,036	26,371	6,720	4,208	0	24,497	6,141
Gender								
Men	1,858,065	10,886	24,863	2,400	4,208	0	21,763	3,232
Women	543,507	4,150	1,508	4,320	0	0	2,734	2,909
Professional category								
Executives and Managers	25,091	44	182	0	0	0	288	0
Heads, supervisors and coordinators	130,317	1,142	228	0	0	0	560	43
Analysts and office clerks	342,092	1,023	410	0	0	0	413	335
Operational	1,866,666	12,827	25,552	0	4,208	0	23,236	5,738
Total number of training hours imparted on human rights	117,988	0	0	19	0	0	237	183
Gender								
Men	92,243	0	0	7	0	0	223	84
Women	25,744	0	0	12	0	0	14	99
Professional category								
Executives and Managers	994	0	0	0	0	0	0	0
Heads, supervisors and coordinators	5,108	0	0	0	0	0	0	2
Analysts and office clerks	11,720	0	0	0	0	0	13	12
Operational	100,148	0	0	0	0	0	224	170

		Prosegur	Singapore	China	Australia	Indonesia	Philippines	S. Africa	USA
Total number of training hours imparted on Occupational Safety		519,019	4,195	26,371	19	96	0	24,260	5,909
Gender	Men	420,391	2,982	24,863	7	96	0	21,540	3,117
	Women	98,628	1,213	1,508	12	0	0	2,720	2,792
Professional category	Executives and Managers	2,679	0	182	0	0	0	288	0
	Heads, supervisors and coordinators	19,565	8	228	0	0	0	560	41
	Analysts and office clerks	41,380	248	410	0	0	0	400	305
	Operational	454,929	3,939	25,552	0	96	0	23,012	5,561
Investment in training									
Investment made in employee training (€M)		11.81	0.16	0.16	0.00	0.02	0.00	0.06	0.05
Amounts posted to the training cost centre (UG221)		0.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Amounts posted in the training accounting accounts, accounting group C4, and not included in the previous section, that is, excluding what is posted in UG221		7.99	0.16	0.16	0.00	0.02	0.00	0.06	0.05
Actual rate of hours paid as overtime for training, only if there is an obligation in the country to pay them to a group		3.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number of employees who receive performance and professional development evaluations regularly									
Gender	Men	7,985	72	14	2	19	2	36	182
	Women	4,375	31	16	0	4	2	26	91
Percentage of employees who receive performance and professional development evaluations regularly									
Gender	Men	6.7%	4.9%	2.1%	6.3%	2.6%	0.0%	5.7%	5.4%
	Women	12.7%	7.2%	36.4%	0.0%	57.1%	0.3%	37.7%	4.9%
Number of employees who benefited from maternity or paternity leave									
Gender	Men	3,711	5	0	0	0	8	0	11
	Women	1,740	4	0	0	2	6	2	19
Number of employees who returned to work upon the conclusion of their maternity or paternity leave									
Gender	Men	3,409	5	0	0	0	8	5	8
	Women	1,619	4	0	0	1	6	2	10
Number of employees who returned to work upon the conclusion of their maternity or paternity leave and remained at their jobs for 12 months following their return									
Gender	Men	3,406	5	0	0	0	8	5	0
	Women	1,604	4	0	0	0	6	1	0

		Prosegur	Singapore	China	Australia	Indonesia	Philippines	S. Africa	USA
Turnover									
Gender	Men	44,026	497	443	2	109	775	175	2,429
	Women	18,182	175	28	7	2	127	13	1,622
Age	Less than 30 years	20,742	86	114	2	74	434	27	1,739
	30 to 50 years	32,976	244	241	5	36	432	141	1,582
	More than 50 years	8,490	342	116	2	1	36	20	730
Professional category	Executives and Managers	144	0	0	0	0	1	0	12
	Heads, supervisors and coordinators	720	6	2	1	2	3	1	43
	Analysts and office clerks	5,019	8	4	0	2	8	7	202
	Operational	56,079	658	465	0	107	890	180	3,794
Turnover (terminations/total employees)									
Gender	Men	36.9%	34.2%	65.6%	6.3%	15.1%	18.4%	27.7%	72.6%
	Women	52.9%	40.9%	63.6%	16.7%	28.6%	20.5%	18.8%	87.2%
Age	Less than 30 years	74.7%	37.9%	118.8%	7.7%	16.8%	31.9%	28.1%	119.6%
	30 to 50 years	37.2%	32.0%	68.7%	15.6%	12.7%	14.1%	29.3%	79.9%
	More than 50 years	22.9%	38.3%	42.6%	12.5%	20.0%	8.7%	16.3%	41.2%
Professional category	Executives and Managers	13.9%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	40.0%
	Heads, supervisors and coordinators	17.8%	37.5%	50.0%	12.5%	16.7%	13.0%	25.0%	36.1%
	Analysts and office clerks	41.2%	36.4%	36.4%	0.0%	16.7%	16.7%	13.0%	36.7%
	Operational	41.1%	35.8%	66.5%	0.0%	15.2%	18.7%	28.2%	84.2%
Number of hours worked by all Prosegur employees									
Number of hours worked by all Prosegur employees		342,722,502	4,501,448	1,443,552	28,480	1,355,832	10,790,251	2,439,543	7,388,647
Gender	Men	270,992,918	3,469,928	1,360,656	11,020	1,340,280	9,699,054	2,247,214	4,797,006
	Women	71,729,584	1,031,520	82,896	17,460	15,552	1,091,197	192,329	2,591,641
Total number of hours lost through absence									
Total number of hours lost through absence		12,331,223	30,228	111	0	16,800	0	14,664	47,433
Gender	Men	8,873,735	22,464	105	0	16,320	0	14,004	28,518
	Women	3,457,488	7,764	6	0	480	0	660	18,915
Number of hours lost due to work accidents and professional illness									
Number of hours lost due to work accidents and professional illness		1,926,093	2,184	0	0	288	0	1,596	2,035
Gender	Men	1,488,768	1,872	0	0	288	0	1,596	529
	Women	437,325	312	0	0	0	0	0	1,506
Rate of absenteeism									
Rate of absenteeism		3.6%	0.7%	0.0%	0.0%	1.2%	0.0%	0.6%	0.6%
Gender	Men	3.3%	0.6%	0.0%	0.0%	1.2%	0.0%	0.6%	0.6%
	Women	4.8%	0.8%	0.0%	0.0%	3.1%	0.0%	0.3%	0.7%

	Prosegur	Singapore	China	Australia	Indonesia	Philippines	S. Africa	USA
Number of occupational accidents and workers injured in those accidents								
Number of accidents (cases)	3,883	25	0	0	1	7	5	103
	3,865	25	0	0	1	7	5	103
Number of injured employees								
Men	3,234	20	0	0	1	7	5	55
Women	631	5	0	0	0	0	0	48
Number of minor accidents (cases)	3,796	25	0	0	1	5	5	103
	3,778	25	0	0	1	5	5	103
Number of injured employees in minor accidents								
Men	3,157	20	0	0	1	5	5	55
Women	621	5	0	0	0	0	0	48
Number of serious accidents (cases)	78	0	0	0	0	2	0	0
	78	0	0	0	0	2	0	0
Number of seriously injured employees								
Men	68	0	0	0	0	2	0	0
Women	10	0	0	0	0	0	0	0
Number of fatal accidents (cases)	9	0	0	0	0	0	0	0
	9	0	0	0	0	0	0	0
Number of fatally injured employees								
Men	9	0	0	0	0	0	0	0
Women	0	0	0	0	0	0	0	0
Number of days lost owing to occupational accidents								
	153,089	182	0	0	36	103	133	2,035
Gender								
Men	138,601	156	0	0	36	103	133	529
Women	14,489	26	0	0	0	0	0	1,506
Total number of occupational illness cases	146	0	0	0	0	0	0	0
Number of days lost owing to occupational illness	38,688	0	0	0	0	0	0	0
Gender								
Men	7,540	0	0	0	0	0	0	0
Women	31,148	0	0	0	0	0	0	0
Occupational Health and Safety KPIs.								
Frequency Rate	11.28	5.55	0.00	0.00	0.74	0.65	2.05	13.94
Incidence Rate	25.17	13.28	0.00	0.00	1.37	1.45	7.13	19.79
Severity Rate	0.45	0.04	0.00	0.00	0.03	0.01	0.05	0.28
Fatality Rate	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Training Rate	3.38	2.23	36.68	0.25	0.13	0.00	34.61	1.14

- A. The data are presented at year close (31/12/2023).
- B. The scope of these KPIs in 2023 excludes the countries in which business are equity-accounted (Cash India and Movistar Prosegur Alarmas in Spain). In the case of the Philippines, this includes employees contracted through agencies.
- C. Indefinite contracts: Work contracts established for an indefinite period of time, in other words without end date. Temporary contracts: Work contracts ending upon the expiry of a pre-set period of time or when a specific job for which a duration has been calculated comes to an end).
- D. Number of full-time employees: Number of employees as of 31/12/2023 who, as defined in legislation and national practice on working hours, work a full day. Number of part-time employees: Number of employees as of 31/12/2023 in whose working day the provision of services is agreed for a number of hours per day, week, month or year that is fewer than the working day of a comparable full-time worker.
- E. Number of dismissals: Cumulative number of employees from 01/01/2023 to 31/12/2023 whose contract has been annulled by unilateral decision of the employer, including appropriate disciplinary dismissals and failure to pass the trial period.
- F. Number of recruits: Accumulated number of additions recruited from 01/01/2023 until 31/12/2023.
- G. Disabled employees: Registered employees as of 31/12/2023 with permanent mental or physical conditions that have been declared as limiting their capacities.
- H. Immigrant employees: Registered employees at 31/12/2023 from a country other than that where they are employed.
- I. Annual average pay: The median annual total remuneration may include compensation such as salary, social benefits and variable remuneration (incentives, commissions or other non-recurring payments)
- J. Wage gap: Consolidated wage gap (weighted median of wage gaps by professional category for the same country). Positive gap indicates the percentage by which the median salary for women is lower than the median salary for men and negative gap indicates the percentage by which the median salary for women is higher than the median salary for men. Calculated on the set of employees whose role is assigned in each of the professional categories described, taking into account the different lines of business to which the group belongs and weighting the number of workers in each case.
- K. People with work-life balance: Number of employees registered as of 31/12/2023 who have some type of adaptations in their working day or work system for the care of children/elders/sick relatives. Examples: temporary reductions in the working day, adaptation of timetables.
- L. Hours of training given: Accumulative number of hours of training that employees received face-to-face or online from 01/01/2023 to 31/12/2023.
- M. Total number of training hours given on human rights: Accumulative number of hours of training in connection with human rights that employees received face-to-face or online from 01/01/2023 to 31/12/2023.
- N. Hours of training given on occupational safety: Accumulative number of hours of training on occupational safety that employees received face-to-face or online from 01/01/2023 to 31/12/2023.
- O. Investment in training: Total invested in training (including costs of internal staff and suppliers) in millions of euro.
- P. Number of employees who receive performance and professional development evaluations regularly: Total number of registered employees as at 31.12.2023, who receive regular performance and career development appraisals, through the "Talent Management and Compensation" global corporate tool.
- Q. Rotation: Accumulative number of employees from 01/01/2023 to 31/12/2023 who leave the organisation voluntarily or due to dismissal, retirement or death in service divided by the total number of employees as of 31/12/2023.
- R. Total number of hours lost through absence: Total registered hours of those employees who were absent from work due to any type of disability, not only due to accidents or professional illnesses. It does not include leave of absence (e.g. for training).
- S. Rate of absenteeism: Calculation of the total number of hours lost due to absence between the number of hours worked by all employees.
- T. Minor accident: Number of persons who sustained an accident not considered serious or fatal. Serious accident: Any accident that results in the amputation of a body part; long-bone fractures (femur, tibia, fibular, humerus, radius and ulna); trauma to the head; second and third-degree burns; severe hand injuries, such as crushing or burns; severe injuries to the backbone with spinal cord involvement; eye injuries that compromise visual sharpness or field of vision or injuries that compromise hearing. Fatal accident: Number of persons who died as a result of conditions deriving from an occupational accident within one year of the current one.
- U. Days lost owing to occupational accidents: Number of workdays lost by the injured worker as a result of temporary disability, regardless of whether the position is full- or part-time. Legislative requirement obliges the inclusion of +6000 days lost due to accident if a serious accident is reported, and +26,000 days in the case of Peru.
- V. Occupational illnesses: Pathological condition acquired as a result of the work or exposure to the setting in which the employee performs occupational tasks.
- X. Frequency Rate: Represents the number of occupational accidents that occur per million hours worked.
- Y. Incidence Rate: Represents the number of occupational accidents that occur per thousand workers.
- Z. Severity Rate: Number of workdays lost per thousand hours worked.
- AA. Fatality Rate: Number of fatal accidents that occur per thousand workers.
- AB. Training Rate: Represents the number of training hours on Safety and Health per worker.
- AC. Performance Appraisal: number of employees receiving Performance Appraisal through the "Talent Management and Compensation" global corporate tool
- * The increase in the number of people with work-life balance in Argentina is due to the implementation of teleworking for certain groups, which has meant that 429 people have been able to enjoy this work-life balance benefit, a novelty with respect to 2022, as home office was not yet implemented.
- * It should be noted that, in the case of Spain, there was an error in the reporting of the number of work accidents, which in the KPI "number of accidents" only showed the number of accidents in Change Spain. In this sense, what is correct is what was reported in the EINF 22 as "number of accidents", which shows a total for Spain of 945 injured employees. This year, the figure is down slightly to 891 accidents.
- * In 2022 we had the National State (PRECREAR programme) as a client in the area of Cuyo, Argentina. Temporary contract workers were required for the service as it had a duration of approximately 1 year. At the end of the service, all temporary contracts were terminated.
- * In the 2022 Report, employees of sporting or artistic events were considered in temporary contracts. In 2023, this line of business, events, was reinforced and this group is included in the permanent contract section.

- * There was a 10% increase in the total number of employees with permanent contracts at Prosegur Security, due to the increase in turnover, which requires a larger number of resources.
- * The reduction in the number of full-time contracts while the number of part-time contracts increased significantly is due to the increase in turnover, mainly in Security, which requires more resources.
- * The 58% increase in the annual average number of men employed on permanent part-time contracts in Brazil is due to the increase in turnover, mainly in Security, which requires more resources
- * The reduction in the number of redundancies is mainly concentrated in Brazil, which recorded 74% fewer redundancies than in the previous year. This is because contract terminations were included as dismissals in that country. In FY23 the reporting criteria were unified with those of all countries.

 Given the country's high demand for one-off services (concerts, events, etc.), short-term temporary contracts are frequently used. In this last financial year, the criteria have been adjusted and unified, removing all these short-term contract terminations from the dismissal indicator, which has caused the reduction compared to FY22.
- * The reduction in the number of analysts and administrative staff (men) in Spain is due to greater efficiency in processes due to digital transformation and automation, which frees up resources for the operation.
- * The 32% increase in average compensation for employees under 30 in Peru is due to higher growth in higher value-added operational positions (ATM maintenance services and special Surveillance services) which were filled by new recruits.
- * The increase in the salary gap in Brazil is mainly due to the growth in the Security business (in 2024 the dispersion by business lines will be analysed) and the higher growth in the logistics activity in Cash; this activity is mainly done by men (98%) who have more seniority and mainly perform special services, so their remuneration is higher than that of women coming in
- * The reduction of 24% and 25% in the total hours of training given to men and women in Brazil can be explained by the 9% reduction in the Cash workforce, which is the business with the highest number of compulsory training hours and has had a direct impact
- * The reduction of 18% and 26% in the total hours of training given to men and women in Argentina is due to the fact that in 2022 there were 3,680 refresher courses (a compulsory course by law that takes place every 2 years for security personnel) and which will be repeated in 2024, which has meant a drop of 39% in training hours in 2023, especially in operational profiles. In addition, in 2023 there was more focus on leadership training focused on coordination and management profiles that involve more dedication, but involve fewer people.
- * The 24% fall in the total number of hours of H&S training for female employees in Spain correlates with an overall decrease of 14% in the AVOS workforce due to the loss of one of Prosegur's main clients in La Coruña. Secondly, there is an overall reduction of 62% in the number of H&S training hours in the AVOS business. This is due to the 50% reduction of the duration of the Road Safety course, which is compulsory for the whole group.