



**PROSEGUR**

**Prosegur  
Compañía de  
Seguridad, S.A.  
Sustainability  
Policy**

## 1. Purpose

Sustainability has always been a crucial pillar for Prosegur. In recent years, it has gained even more importance as the Company aligns its strategy with the United Nations 2030 Agenda for Sustainable Development. Prosegur is committed to operating its business in an environmentally, socially, and economically sustainable and responsible manner. The Company complies with all legal and regulatory obligations, upholds the highest standards of governance and ethics, and actively reduces the adverse impact of its operations on the environment, human rights, and people.

This Sustainability Policy of Prosegur Compañía de Seguridad, S.A. (the "**Company**" or "**Prosegur**") establishes the general principles and foundations of Prosegur's sustainable development strategy. The aim is to ensure that all corporate and operational activities promote long-term value creation for all stakeholders, including society in general, the communities in which it operates, employees, customers, suppliers, business partners, public administrations, sector associations, other organizations with which it collaborates, and shareholders. This promotes sustainability values and supports the achievement of the Sustainable Development Goals (SDGs). (the "**Sustainability Policy**").

Prosegur's sustainable development strategy revolves around three criteria: environmental, social, and governance. These criteria are developed into four pillars: Environment, Safe Work, People, and Transparency, Ethics, and Compliance.

## 2. Scope and Application

This Sustainability Policy applies to all subsidiaries, activities, and business lines of Prosegur in all the countries where it operates. It also applies to contracted companies acting on behalf of the Company, as well as joint ventures, temporary business unions, and other equivalent entities, where appropriate.

## 3. Objectives

Prosegur's Sustainability Strategy aims to achieve the following objectives, referencing the principles set out in the Sustainable Development Goals:

- Drive compliance with Prosegur's purpose: "*We make the world a safer place by taking care of people and businesses, staying at the forefront of innovation*" and its values: *We care about people, We think positively, and We are unstoppable.*
- Involve all stakeholders in the success of the project through Prosegur's social contributions.
- Support the achievement of the Company's strategic objectives by offering high-quality services through responsible and sustainable practices.
- Enhance Prosegur's competitiveness through innovation, promoting diversity in all its aspects, inclusion, equal opportunities, and non-discrimination.
- Responsibly manage the risks and opportunities arising from the evolving environment.
- Promote ethical behavior and increase transparency to generate credibility and trust among stakeholders and society in general.

- Foster trust-based relationships with all stakeholders, providing a balanced and inclusive response to all of them, paying special attention to involving local communities to gather their views and expectations on potentially relevant issues and consider them.
- Contribute to the recognition of Prosegur and the improvement of its reputation as a generator of quality employment, prosperity, and integral value.

## 4. Development

### 4.1. General principles

To achieve the sustainable development objectives, Prosegur adopts the following general principles of action:

- Support the Sustainable Development Goals through adoption and dissemination, particularly those related to anti-corruption, good human and labor rights practices, diversity and inclusion, environmental protection, and climate change mitigation. Similarly, Prosegur supports the United Nations Global Compact through subscription and dissemination.
- Comply with the applicable laws in the countries and territories where it operates and assume ethical leadership in the business communities where it is present. This includes voluntarily adopting international commitments, standards, and guidelines where there is no adequate or sufficient legal development. Among others, this includes applicable legislation on competition defense and unfair competition, compliance with anti-money laundering regulations, and applicable data protection and confidentiality legislation in each country.
- Align its actions with Prosegur's Purpose and Values and follow the guidelines contained in other governance and sustainability standards included in the 3P Management System, especially the Code of Ethics and Conduct, which regulates the responsible behaviors expected of Prosegur's administrators, professionals, and suppliers. The Company also subscribes to and promotes the Code of Conduct and Ethics of the International Security Ligue, an association of international private security service companies.
- Promote free market practices, rejecting any form of illegal or fraudulent practice, and implementing effective mechanisms for the prevention, monitoring, and sanctioning of irregularities.
- Adopt advanced corporate governance practices in line with generally recognized good governance recommendations in international markets, based on business transparency and mutual trust with stakeholders.
- Prepare all financial and non-financial information in an integral, clear, and accurate manner, using appropriate accounting records and transparent communication channels that allow the market, especially Prosegur's shareholders and investors, to have it permanently available.
- Follow principles of responsibility, prudence, and transparency in fulfilling tax obligations and in the relationship with tax administrations, as provided in Prosegur's Tax Strategy.
- Promote respect for human rights as an essential element in the development of Prosegur's activities, in accordance with the United Nations Guiding Principles on Business and Human Rights, as well as the main international standards and norms in the matter and in accordance with the provisions of the Human Rights Policy.

- Establish environmental management commitments and objectives in the businesses and countries where it operates, aware of its potential to contribute to environmental conservation and protection, complying with regulations and best practices.
- Promote dialogue channels and foster Prosegur's relationships with the human team, shareholders, the financial community, customers, suppliers, and other stakeholders.

## 4.2. Commitments with Key Stakeholders

### 4.2.1. People

- Prosegur's employees are its main asset. Therefore, Prosegur works to dignify the sector and help society understand, value, and appreciate the social function of private security professionals.
- Prosegur promotes a leadership and people management model that fosters a culture of diversity and inclusion, innovation, and collaboration. For the Company, diversity is a source of wealth of professional and personal skills, so it fosters and guarantees equal treatment and opportunities. It also promotes the implementation of measures that favor work-life balance, ensuring that work-life balance does not result in less favorable treatment for people.
- Prosegur does not tolerate any form of harassment or physical, sexual, psychological, or verbal abuse. Similarly, the Company rejects forced or compulsory labor and child labor.
- Prosegur respects the freedom of association, union membership, and collective bargaining of its employees.
- Prosegur is committed to actions aimed at attracting and selecting talent through selection processes based on merit, candidates' capabilities, and workforce diversity. It promotes the professional and personal growth of employees to acquire the knowledge and skills necessary for their job development, regardless of gender, age, origin, disability, or any other diversity characteristic, as part of its business strategy focused on responsible human capital management. It also develops initiatives that contribute to diversity on the Board of Directors through the commitments and objectives established in its Policy for the Selection of Directors and in accordance with applicable regulations.
- Through other initiatives, Prosegur is committed to ensuring that promotion and compensation are based on merit, equality, and equitable evaluation of objectives and performance. This allows the attraction and retention of the best professionals, considering external competitiveness and applying remuneration in line with market best practices.
- The health and safety of people, both employees and collaborators, is one of the most important issues for Prosegur. Therefore, it promotes the implementation of measures and actions to ensure that work is always carried out safely. In this context, the Company integrates prevention management at all organizational levels and maintains a strong commitment to continuous improvement through its Health and Safety management system, aiming to reduce and minimize health and safety risks at work.

### 4.2.2. Clients

- Prosegur is committed to ensuring that the products and services it offers to its clients are of high quality, safe, and reliable for both current and potential customers.

- Prosegur is committed to improving client relationships and proximity by promoting and developing new value propositions, leveraging technology and innovation.
- Prosegur maintains a strong commitment to privacy and data protection, considering it one of the key axes to improve trust and transparency with all the people the Company is linked to. In this regard, Prosegur is committed to respecting the rights and freedoms of individuals, including the fundamental right to privacy and personal data protection. The Company ensures the integrity and confidentiality of customer data and treats it responsibly, fairly, and transparently in accordance with its Data Protection Policy and applicable legislation.

### 4.2.3. Shareholders and Financial Community

- Prosegur is firmly committed to increasing its value and providing profitability to shareholders and investors. The Company achieves this by creating the necessary conditions to ensure equal treatment for all shareholders and investors in the same position, promoting and enhancing the responsible exercise of their rights and the fulfillment of their obligations.
- Prosegur promotes specific actions and measures aimed at meeting the expectations of the financial community through the periodic publication of accurate and truthful information on sustainability, as well as through participation in related indices.

### 4.2.4. Suppliers

- The relevance of the supply chain is crucial to ensuring that companies effectively fulfill their sustainability commitments. Therefore, Prosegur identifies the active involvement and collaboration of its suppliers as a key aspect. The Company has established a supplier qualification system that allows for the careful selection of collaborators, evaluating aspects related to health and safety, the environment, human rights, and ethics, in addition to technical, economic-financial, legal, and integrity aspects.
- Within the framework of procurement procedures, Prosegur has defined a series of factors that reward potential suppliers, related to social, environmental, health and safety, and circularity aspects applicable to the evaluation of the offer.
- The Company considers it essential to ensure fair conditions for suppliers that ensure their long-term sustainability and viability. It is committed to conveying its sustainability commitments and ethical behaviors to suppliers, considering a risk-based approach (i.e., prioritizing based on severity and probability), and helping them to assume these commitments to have a responsible supply chain and minimize the negative impact on the environment and human rights.
- Prosegur promotes respect for Human Rights in all commercial relationships and seeks the adherence of its contractors, suppliers, and business partners, paying particular attention to conflict and high-risk situations. Additionally, it requires suppliers and contractors to implement sustainability policies, highlighting the implementation of sustainable practices that respect the environment and contribute (or do not hinder) the achievement of the Company's sustainability objectives.

### 4.2.5. Regulatory Bodies

- Prosegur seeks to maintain and promote fluid and constant communication with regulatory bodies, based on corporate values of ethical behavior. This approach aims to generate value for all parties and establish mechanisms to help manage potential social and environmental risks.

#### 4.2.6. Business Community

- Prosegur is committed to actively participating in various forums and associations aimed at promoting the sustainable development of the industry. By interacting with key market players, the Company generates shared value between itself and its environment, learns and shares best practices, and strengthens relationships with stakeholders.
- Additionally, from its open innovation approach, Prosegur recognizes that finding solutions to complex challenges often requires collaboration with different economic agents. Therefore, it is open to promoting and participating in collaborations with other members of the business community to design solutions with multisectoral approaches that address the major challenges facing society.

#### 4.2.7. Institutions

- Prosegur is aware that close collaboration and active dialogue between the private and public sectors is essential to achieve sustainable development goals and address the environmental, social, economic, and ethical challenges facing society.
- Therefore, the Company promotes the establishment of long-term alliances based on mutual trust, managed with ethics and transparency, to be a relevant agent in achieving the 2030 Agenda, the Paris Agreements, and the national commitments established in energy and climate matters

#### 4.2.8. Society

- Prosegur directs its business to address some of the major challenges facing society. Therefore, it is crucial for the Company to maintain continuous communication and generate stable and long-term relationships with social agents and organizations to jointly seek the best solutions, ensuring a benefit for both the Company and society.
- Additionally, the Company aims to develop initiatives to help build a more supportive society with fewer inequalities. In this regard, the Prosegur Foundation channels the Company's social and cultural action. Sensitive to the local needs of each community, this institution develops its own projects in the countries where Prosegur is present, focusing its actions on education, social and labor integration of people with disabilities, and corporate volunteering.

#### 4.2.9. Media

- Prosegur is committed to maintaining a transparent, collaborative, and constant bidirectional relationship with the media. This helps the Company convey the main positive impacts of its activities and position itself in the market as a sustainable company, in accordance with the principles set out in the Communication Policy.

### 4.3. Management Model

Prosegur has established a management model based on control and continuous improvement, aimed at achieving the objectives set out in this policy:

- The Board of Directors is responsible for supervising and controlling the strategy, policies, risks, objectives, and results related to sustainability. The Sustainability, Corporate Governance, Appointments, and Remuneration Committee provides information, advice, and proposals in the

areas of environment, social, and corporate governance. The Audit Committee supervises and evaluates the preparation and integrity of financial and non-financial information, as well as the systems for controlling and managing various risks, including operational, technological, legal, social, environmental, political, reputational, and corruption-related risks.

- The Sustainability Committee monitors and follows up on sustainability matters, reporting to the Sustainability, Corporate Governance, and Appointments and Remuneration Committee, which is a body dependent on the Board of Directors.
- Various departments within the Company are tasked with establishing action plans, objectives, and monitoring indicators.
- The Company's commitments are reflected in its regulations, including the Prosegur Code of Ethics and Conduct, its policies integrated into the 3P Management System, and procedures that facilitate their effective implementation.
- Compliance with internal and external regulations is required of both the Company's personnel and, where appropriate, third parties related to it.
- Training and information are provided to ensure that the Company's personnel understand the rules and commitments necessary to perform their activities.
- Transparency in the information provided to third parties is ensured, guaranteeing its reliability and rigor.
- Participation, dialogue, and consultation processes with stakeholders are implemented to understand their needs and expectations and, where appropriate, incorporate them into the Company's regulations.

#### **4.4. Channels and Responsible Communication**

Prosegur addresses the needs of its main stakeholders by maintaining direct, continuous, and close contact with them, providing relevant, truthful, and updated information through various means. These include channels for transmitting relevant information to employees in both upward (employee climate survey, performance evaluation, suggestion boxes, etc.) and downward (face-to-face and online training, posters, etc.) manners, the Investors and Shareholders Office, customer portal, customer service call centers, and commercial and technical visits.

Additionally, it has an Ethical Channel that allows employees and other interested third parties to confidentially and anonymously report any potentially significant irregularity that may be detected in the Company.

Furthermore, Prosegur periodically conducts materiality studies to identify and prioritize relevant issues for its stakeholders, based on a combination of internal and external factors.

To disseminate the scope of initiatives, objectives, principles, or any other activity in Sustainability, Prosegur uses various general information, dissemination, and communication channels, including:

- National Securities Market Commission (CNMV).
- Corporate website ([www.prosegur.com](http://www.prosegur.com)), as well as the different countries and business websites.
- Investor Relations Area.

- Profiles on major social networks.
- General Shareholders' Meeting.
- Mobile applications.
- Media.
- Intranet and mobile applications for employees.
- Telephone and mailbox of the external communication and media relations managers, whose contacts are available in the Media Center on the corporate website.

These channels are used by the Company without incurring any information manipulation, in accordance with the provisions of the Communication Policy.

## 5. Associated Documents

The general principles and foundations set out in this Sustainability Policy are developed and specified in various environmental, social, corporate governance, and regulatory compliance policies that address the needs and expectations of the Company's main stakeholders. These include:

- Code of Ethics and Conduct.
- Regulations of the Sustainability, Corporate Governance, Appointments, and Remuneration Committee.
- Regulations of the Audit Committee.
- Ethical Channel Policy.
- Risk Control and Management Policy.
- Director Selection Policy.
- Director Remuneration Policy.
- Tax Strategy.
- Environmental Policy.
- Human Rights Policy.
- Diversity and Inclusive Growth Policy.
- Occupational Health and Safety Policy.
- Communication Policy.



## 6. Approval and Dissemination

The Board of Directors of Prosegur Compañía de Seguridad, S.A. is responsible for evaluating and periodically reviewing the Sustainability Policy to ensure it fulfills its mission of promoting social interest and considers the legitimate interests of other stakeholders.

Initially approved at the Board of Directors meeting held on October 28, 2021, the Policy was last modified on October 30, 2024, following the provisions of Recommendation 55 of the Good Governance Code of Listed Companies, approved by the National Securities Market Commission.

This Policy will be published on the corporate website and the Company's intranet. Its content may be included in training materials for staff and in additional dissemination actions, as determined at any given time. The heads of the Business and Support areas will take the necessary measures for its dissemination, training, and compliance.

## 7. Preparation

Owner:	Sustainability Department		
Reviewed by:	Corporate Legal Area		
Approved by:	Board of Directors of Prosegur Compañía de Seguridad, S.A.	Date:	October 30, 2024