

PROSEGUR AND PROSEGUR CASH SIGN UP TO THE UN WOMEN'S EMPOWERMENT PRINCIPLES

- ▲ The Women's Empowerment Principles (WEPs) provide companies with guidance to help them introduce practices into their business that promote gender equality and women's empowerment in the workplace.
- ▲ The adoption of these principles reflects Prosegur's commitment to promoting female talent at the company and increasing their representation in the private security sector. This action is in addition to other initiatives already under way at the company, such as the Empowered Women programme.

Madrid, 30 January 2023. Prosegur and Prosegur Cash have reinforced their commitment to gender equality adopting the Women's Empowerment Principles (WEP) enshrined in the UN Global Compact and UN Women. This decision reflects the commitment made by both companies to promote and develop female talent and increase their representation in the private security sector.

These guidelines provide companies with recommendations on how to promote gender equality and women's empowerment in the workplace, the marketplace and throughout society. The principles are based on the highest international employment rights and legal standards. They are form part of the 2030 Agenda and the United Nations' Sustainable Development Goals that address gender equality.

Prosegur and Prosegur Cash consider diversity and plurality in the world of work as a factor that generates value at companies. Furthermore, in a sector traditionally made up of men, both companies have demonstrated that women play a critical role providing the best security services in the world around us. Put into figures, **21%** of the Group's total workforce are women, an above-average percentage when compared to the rest of the private security sector. However, the aim of both organisations is for this percentage to continue to increase; with this in mind, their strategy will continue to focus on promoting female talent and encouraging the participation of women in this sector.

To this end, in addition to actions related to striking a work-life balance, both companies launched the Empowered Women programme in 2021, an initiative that aims to promote the leadership and self-promotion of women, while making employees aware of the importance of gender equality in the workplace.

Juan Luis Martín, Global Human Resources Director at Prosegur asserted that "the adoption of the Women's Empowerment principles is part of the road map that we have defined at the group to act as agents for change and contribute to making our sector an attractive place for women to pursue a career, thus demonstrating their huge potential to society as a whole".

Both the adoption of the Women's Empowerment principles and the Empowered Women programme reflect the Group's commitment to gender equality, parity and talent management.

