

**Policy on
Occupational
Health and Safety
Prosegur Compañía
de Seguridad, S.A.**

1. Aim

The aim of the Occupational Health and Safety Policy of Prosegur Compañía de Seguridad, S.A. (the “**Company**” or “**Prosegur Compañía de Seguridad**”) (the “**Workplace Health and Safety Policy**”) is to establish the guiding aims for action by the Company in workplace health and safety matters.

2. Scope and Reach

According to the Proposal by the Committee for Sustainability, Corporate Governance, Appointment and Remunerations, as developed by the Regional General Managers of the businesses, jointly with the Global Human Resources Director, by means of this approval, the Board of Directors has expressed its definitive commitment to continue to provide a decent, safe and healthy workplace for operations by Prosegur Compañía de Seguridad in all the countries where it is present.

The scope of this Policy covers Prosegur Compañía de Seguridad and all the companies in its group controlled by Prosegur Compañía de Seguridad (the “**Group**” or “**Prosegur Compañía de Seguridad Group**”).

3. Objectives

Prosegur Compañía de Seguridad establishes ambitious objectives and demanding standards in Occupational Health and Safety matters, for activity performed in all its businesses and geographies:

- To identify hazards and assess occupational risks, controlling and implementing prevention and mitigation measures aimed at preserving health and continual improvement of health and safety conditions in the workplace.
- To reduce the frequency and severity of incidents and accidents, as well as work-related injuries and illnesses, assigning the necessary resources to investigate, control and improve performance.
- To incentivise an effective prevention culture and promote health in the workplace at all levels of Prosegur Compañía de Seguridad through training, advice, consultation and participation by the workers.
- To the relevant extent, to bring our focus on health and safety to contractors, providers, clients and stakeholders in compliance with the applicable legislation and all commitments made in each geographic area.

4. Development

- The hierarchical structure of the businesses, with support from the Human Resources Management, is responsible for enforcing this policy and the procedures established to prioritise labour risk prevention, leading the commitment to health and safety with its example.

- All workers, contractors and providers to Prosegur Compañía de Seguridad, regardless of the nature of their relationship, must know and apply this Policy in performing their work, as determined by the internal development regulations.
- The level of fulfilment of this Policy and the procedures established locally are subject to monitoring, review and inspection to evaluate the efficiency of the system established and compliance with the legal requisites to guarantee continual improvement of the Management System.
- Management of workplace health and safety must be performed so this is integrated with the rest of the management aspects, to ensure that the prevention activities are carried out with the efficiency and effectiveness our businesses require. To that end, the labour risk prevention and control system forms part of the 3P management system at Prosegur Compañía de Seguridad.

5. Approval and distribution

This Occupational Health and Safety Policy was initially approved by the Board of Directors of the Company on 28th October 2021 and was last amended on 30th October 2024.

This Occupational Health and Safety Policy shall be published on the corporate web page and company intranet.

Moreover, the content of this Policy may be included among the training materials for its own personnel and in additional diffusion actions, as determined from time to time. The Business and Support Managers shall apply the necessary measures for distribution, training and compliance with this policy.

6. Preparation

Owner:	Human Resources Management		
Reviewed by:	Human Resources Management	Corporate Legal Management	
Approved by:	Board of Directors of Prosegur Compañía de Seguridad, S.A.	Date:	30th October 2024