

**Diversity and  
Inclusive Growth  
Policy of Prosegur  
Compañía de  
Seguridad, S.A.**

## 1. Aim

The aim of the Inclusive Diversity and Inclusive Growth Policy of Prosegur Compañía de Seguridad, S.A. (the “**Company**” or “**Prosegur Compañía de Seguridad**”) (the “**Diversity and Inclusive Growth Policy**”) is to establish the guiding principles for action by the Company on matters of inclusive growth and diversity.

Plurality has been an intrinsic value of the culture at the Prosegur Compañía de Seguridad Group since it was founded. As a multinational, diversity in the most ample sense has always been considered as a competitive advantage, providing capacities, innovation and opportunities to grow in step with the communities and groups within which the Prosegur Compañía de Seguridad Group operates.

In order to appreciate this priceless asset, this policy establishes the parameters for a double objective:

- To encourage, protect and implement inclusion, equality and absence of discrimination within Prosegur Compañía de Seguridad and in relations with its interest groups.
- To guarantee a work space committed to the principle of equal opportunities and conditions that promote personal and professional development of the human capital within the Company.
- To undertake the opportunity to participate in the progress of the societies Prosegur Compañía de Seguridad operates in, supporting them in eradication of inequalities and exclusions.

## 2. Scope of application and reach

The Diversity and Inclusive Growth Policy is globally and transversally applicable in all countries, lines of business and dependent companies which the Prosegur Compañía de Seguridad Group controls. Its application in the daily management of the Group is the responsibility of each and every one of the people who form Prosegur and, likewise, it shall ensure this is extended to the providers, firms which collaborate with the Group, and other interest groups.

## 3. Development

### 3.1. Commitments

Prosegur Compañía de Seguridad undertakes to grow inclusively, seeking to contribute to reduction of inequality within the environments where it operates, to generate decent employment for all, respecting development of all kinds of capacities, especially those linked to innovation, new technologies and personal skills that help to reduce the educational and digital gaps, among others.

Training as also presented as a vehicle to transmit and make employees aware of the positive values of diversity within the company workplace, and to reinforce the values covered by the whole of this policy.

- **Work-life balance:** Prosegur Compañía de Seguridad considers the family to be a fundamental axis of society and that is why it promotes balance between personal and professional life so personal choices and responsibilities do not detract from professional development. To that end, different metrics shall be applied to support and favour work-life balance pursuant to the terms set forth in the Policy on Working Conditions, Social Dialogue and against Modern Slavery.
- **Promotion and active participation:** It is necessary to generate a positive impact on society through our focus on contractors, providers, clients, public authorities and other interested parties. The same principles and criteria of respect and equality in all our relations with third parties are considered and promoted for that purpose.

Beyond job creation, decent work, equality and encouraging inclusive, sustainable business practices, the Prosegur Compañía de Seguridad Group undertakes an active role to contribute to progress in the regions where it operates and especially among the most vulnerable groups, through the Prosegur Foundation. Its mission: to build a society with greater solidarity, creating opportunities for people to develop, through projects in the fields of education, social and labour inclusion of persons with disabilities, and encouraging corporate volunteering.

- **Harassment:** Prosegur has a firm commitment to maintaining the workplace free of harassment, abuse, threats or violence to the physical and moral integrity of all persons. A harassment prevention procedure is implemented within the company to combat and put an end to such practices. There is also a whistle-blower channel open to report any practice that is contrary to the company's non-discrimination commitments.
- **Communication:** Prosegur will use all its communication resources to actively distribute this Policy. To that end, it shall use inclusive language in all internal or external communications at all organisational levels of Prosegur Compañía de Seguridad, eliminating any reference that may be considered discriminatory.

## 3.2. Supervision

The Governing and Management Bodies of Prosegur undertake the commission to lead, distribute and promote fulfilment of this Policy among all their employees and interest groups.

Specifically, the Sustainability, Corporate Governance, Appointments and Remunerations Committee (SCGARC) supervises fulfilment of the objectives of Prosegur in diversity matters and it reports to the Board of Directors on matters related to inclusion and diversity.

Within the context of Human Rights, diversity and non-discrimination in the company are managed through the operating focus of the continuous improvement cycle amply developed in the Human Rights Policy.

The Company has an Ethics Channel, managed by an independent third party under supervision by the Internal Auditing department, available for employees and interested third parties to be able to confidentially and anonymously report any irregularity that may potentially have severe consequences in matters of discrimination pursuant to the terms set forth in the Ethics Channel Policy.

## 4. Approval and distribution

This Diversity and Inclusive Growth Policy was initially approved by the Board of Directors of the Company on 28th October 2021 and it was last amended on 30th October 2024.

This Diversity and Inclusive Growth Policy shall be published on the corporate web page and the company intranet.

The content of this Policy may be included in the training materials for its own personnel and in additional diffusion actions, as determined from time to time. The Governing and Management Bodies of Prosegur Compañía de Seguridad undertake the mission to lead, distribute and promote fulfilment of this Policy among all employees and interest groups.

## 5. 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