

New Organisational Structure

PROSEGUR SHORES UP ITS STRUCTURE TO ACCELERATE THE TRANSFORMATION AND INNOVATION INITIATIVES UNDER ITS 2021-2023 STRATEGIC PLAN

- ▲ Prosegur has established a new **Global General Division**. Spearheaded by **Javier Cabrerizo**, this area unifies business units with technology & processes and innovation units with a view to accelerating the group's transformation.
- ▲ The company has set up a new **Secretariat General** which, under the direction of **Antonio Rubio**, will strengthen sustainability initiatives and ESG activities.
- ▲ Prosegur bolsters the corporate functions of **Finance, Strategy and Human Resources** to gain in agility and integration.

Madrid, 29 July 2021. The Prosegur Board of Directors has approved a new organisational structure to fulfil the objectives set out in its 2021-2023 Strategic Plan. During its Capital Markets Day in late June, Prosegur announced that the company is seeking to consolidate its global leadership in the security market by accelerating growth through innovation.

The new strategic plan merges initiatives aimed at improving processes and optimising operations, with a range of innovation projects underpinning the company's transformation. In this context, Prosegur will centralise the management of its business units and operational areas under a **General Global Division**, with **Javier Cabrerizo** at the helm. Even in his new role, Cabrerizo will remain at the helm for the operational areas of Global Administration, Technology and Processes, Innovation and Information Security, though his scope of responsibility will now also encompass running Prosegur Security, Prosegur Alarms, Prosegur AVOS and Cipher business units. It should be noted that Fernando Abós, former director of Risk and Resources, assumes now the lead of Prosegur Security as General Manager. The rest of the business units maintain their management structure, as well as Prosegur Cash, the listed subsidiary of the group.

Prosegur aims to leverage this new organisation to deepen its digital and technological transformation initiatives, accelerating growth in Prosegur Security, Prosegur Alarms, Prosegur AVOS and Cipher. Accordingly, Prosegur will continue bolstering development of new technology-based products and solutions to diversify its revenue lines in the coming years. The company also seeks a dynamic of standardisation and continuous process improvement to drive efficiencies and foster greater flexibility for operating in our mercurial marketplace. Prosegur Cash will also benefit from this new organisational

model, as it will enable it to accelerate transformation projects and increase the penetration of its new products in line with its strategic plan.

Prosegur has also created a new **Secretariat General**, under the direction of **Antonio Rubio**, who has been Chief Financial Officer until now. In his new position, Rubio will work to shore up sustainability initiatives and ESG activities, while also overseeing the Institutional Relations, Risk Management, M&A and Legal areas. **Maite Rodríguez** has been appointed as the **new Global Finance Director**. Rodríguez joined Prosegur's Finance Department in 2010. Since then, she has been in charge of the Consolidation and Treasury areas.

Jaime Ron, Global Strategy Director, who until now headed the Strategy, Corporate Marketing, Brand and External Communications areas, will now head Resources department. Finally, **Juan Luis Martín**, who joined Prosegur in 2011, will address corporate culture developments and talent empowerment from the position of **Global Human Resources Director**.

Prosegur CEO **Christian Gut** pointed out that: "We are facing a period of intense transformation, and we intend to remain at the forefront of the security industry. To achieve this, seamless integration between all our units is essential and this is the main objective of the new structure. I am also very proud to be doing this with a team that has a very successful track record in the company".

It is worth mentioning that the new strategic plan contemplates favourable performance from operations in the second half of the current financial year and the recovery of pre-pandemic volumes in 2022. During the three-year plan, Prosegur expects to churn out substantial growth in terms of both sales volume and profitability. The company expects its revenues to grow by around 5 or 6% in the medium and long term, in line with the compound annual growth rate of the activity sectors in which it operates.