



**Policy for the
Selection of
Director
Candidates of
Prosegur
Compañía de
Seguridad, S.A.**

1. Purpose and Scope of Application

The Board of Directors of Prosegur Compañía de Seguridad, S.A. (hereinafter, the “**Company**”), recognises transparency, in all of its activities, including the selection process for director candidates, as one of the key elements of its corporate governance strategy.

For this reason, the Board of Directors has approved this Policy for the Selection of Director Candidates (hereinafter, the “**Policy**”), which is public, specific and verifiable, ensuring that proposals for the appointment or re-election of directors of the Company are based on a prior analysis of the composition and needs of the Board of Directors to promote and achieve an adequate and balanced composition as a whole.

This Policy shall be applicable to the selection of director candidates for the Company, as well as to directors whose position is submitted for re-election by the General Shareholders' Meeting.

2. Objectives of the selection of candidates: diversity in the composition of the Board of Directors. Competency Matrix.

The Sustainability, Corporate Governance, Appointments and Remuneration Committee of the Company shall maintain and periodically update a matrix that identifies the key competencies necessary for the adequate performance of the functions of the Board, both from a general perspective and in specific matters. In this way, the matrix will allow for an aggregate evaluation of the coverage of competencies of the Board as a whole and the identification of areas for enhancement that should be considered in the selection process for director candidates.

The selection of director candidates shall start from an analysis of the needs of the Company and of the group of companies whose parent company, in the sense established by applicable law, is the Company (hereinafter, the “**Group**”), which must be carried out in accordance with the competency matrix. Said analysis shall take into account, among other aspects, the structure and composition of the Board and its Committees, the expiration of directors' mandates and the Group's strategy.

Candidates shall be sought who, in addition to meeting the conditions established in section 6 below, benefit with their appointment diversity of knowledge, capacities, skills, experiences, origins, age, nationalities and gender within the Board of Directors, so as to achieve an adequate balance as a whole that enriches decision-making and provides a plurality of different points of view to the debate on matters within its competence. All of this, attending to the nature, complexity and social and geographical context of the business activities carried out by the Group. Additionally, other criteria may be taken into consideration.

In the candidate selection process, any type of implicit bias that could imply any discrimination shall be avoided and, in particular, that which makes it difficult to select members of the under-represented gender on the Board of Directors and which could prevent the number of these representing, at least, the percentage required by law at any given time. In any case, the Company shall comply, at least, with the requirements relating to diversity in the composition of the Board of Directors provided for in the applicable regulations at any given time, as well as with the best practices of corporate governance.

3. Selection process

Any director may suggest director candidates as long as they meet the requirements established in this Policy. Nonetheless, the Sustainability, Corporate Governance, Appointments and Remuneration Committee shall be responsible for formally submitting or reporting to the Board of Directors the proposals for appointment or re-election under the terms provided for in its own Regulations and in applicable law.

Furthermore, the Company may opt for the collaboration of external advisors in order to validate the prior analysis of the needs of the Group, as well as to assist the Board of Directors during the selection process of director candidates.

The Committee shall manage the selection process according to objective and transparent criteria, defining the candidate's profile in accordance with the competency matrix and the identified needs.

4. Conditions that candidates must meet

The director candidates of the Company must be honourable, suitable persons of recognised solvency, competence, experience, qualification, training, availability and commitment to their function.

In particular, they must be professionals of integrity, whose conduct and professional career are aligned with the principles set out in the Code of Ethics and Conduct and other corporate policies, as well as with the mission, vision and values of the Group.

5. Incompatibilities for being a director candidate

Any person that is subject to any legal situation of incompatibility for the performance of any directorship office, or that does not meet the requirements established in the Corporate Governance System to be a director or, in particular, the following persons, may not be director candidates:

a) Any directors or senior managers of Spanish or foreign companies within the security sector or any other sectors, that are or may be competitors of the Company or of the Group and any persons that, as the case may be, have been proposed by the foregoing in their capacity of shareholders of said companies. For the purposes of clarification, the companies of the Group or of the Company shall not be considered to represent competitors of the Company.

b) The natural persons that hold directorship offices in more companies than that which is permitted pursuant to the provisions of the Regulations of the Board of Directors.

c) The natural persons that are subject to any other legal grounds of incompatibility or prohibition as provided for under generally applicable provisions, including the natural persons that, in any ambit whatsoever, have opposing interests to that of the Company or the Group or the persons whose incorporation within the Board of Directors could adversely affect the reputation of the Company.

d) Persons who, in the two years prior to their eventual appointment, have held senior positions in Spanish public administrations, when said circumstance is incompatible with the performance of the position of director in accordance with the applicable regulations.

6. Evaluation of compliance with the Policy

The Sustainability, Corporate Governance, Appointments and Remuneration Committee shall verify periodically and at least annually the compliance with this Policy and this shall be reported in the Annual Corporate Governance Report. A detailed description of the content of this Policy, as well as the measures adopted and the results obtained from the application of this Policy, shall be included in the Annual Corporate Governance Report of the Company, as necessary and as appropriate.

7. Approval, dissemination and knowledge of this Policy

This Policy was initially approved by the Board of Directors of the Company on 26 July 2017 and subsequently updated on 27 April 2023 and 30 April 2026. The Board of Directors of the Company may approve any modifications it deems necessary or convenient for its adaptation to the best practices of corporate governance.

This Policy shall be published on the corporate website and on the Company's intranet, and may be included among the training materials for its own staff and in additional dissemination actions.

8. Drafting and Approval

Owner:	General Counsel's Office		
Reviewed by:	Corporate Legal Department		
Approved by:	Board of Directors of Prosegur Compañía de Seguridad, S.A.	Date:	30/04/2026