

PROSECUR APPROVES ITS NEW CODE OF ETHICS WITH A GREATER FOCUS ON SUSTAINABILITY, TRANSPARENCY AND INNOVATION

- ▲ The document contains a series of updated behaviour guidelines for the company's 150,000 workers.
- ▲ Its content has been strengthened and updated to adapt it to its current management principles, to regulatory changes and to the best practices and standards of the market globally.
- ▲ This version, which replaces the one in force since 2013, has been applied across the entire company, involving Prosegur's business units and support departments.

Madrid, 2 November 2022. Prosegur, a leading global security company, is firmly committed to the highest levels of regulatory compliance, good corporate governance, ethics and transparency. For this reason and with the aim of reflecting the maturity of the company's commitments and adapting to social changes, Prosegur has approved and published a new version of its Code of Ethics and Conduct. In this way, the company continues to strengthen its actions in the field of governance, in line with its purpose and values. An area where Prosegur already had a solid model adapted to the most stringent international regulations and standards.

All areas and departments of the company have taken part in the preparation of this document, which includes a series of updated behaviour guidelines, principles and values Prosegur's approximately 150,000 employees. Thanks to this 360° vision, with contributions from all the businesses, and support areas such as Human Resources, Legal, Sustainability, Economic-Financial and Compliance units, a more transversal and inclusive update has been achieved.

Miguel Soler, Global Director of Internal Audit and Regulatory Compliance, notes that: "This is an essential document, because it guides the appropriate behaviour that is expected of all Prosegur professionals and reflects our commitment to act every day in accordance with common principles and standards across all activities and in our relations with stakeholders. In addition, it is a key cornerstone and an ethical benchmark for governance and the compliance *programme*".

This version replaces the previous one, in force since 2013, and incorporates new content that aims to reflect the present of the company, its values and commitments and the projected future. The aim of the wide-ranging reworking of the document is to reflect the new social context that surrounds us, in which technologies such as *big data* and Artificial Intelligence are pivotal, and where ESG (environmental, social and good corporate governance) criteria are assuming increasing importance.

The Code of Ethics and Conduct faithfully reflects Prosegur's DNA, which is based on making the world a safer place, caring for people and companies and the principles of its leadership model: passion for customers; team spirit, responsibility and commitment; focus on results; transformation and innovation.

New and more developed content

The update of the Code seeks to incorporate the best practices and ethical standards. In addition, issues related to sustainability and the reduction of environmental impact have been added or updated, as well as the protection of personal data and privacy, prevention of money laundering and financing of



terrorism, intellectual property rights and industrial property. Moreover, the proper and secure treatment of the company's information and the responsible use of disruptive technologies such as artificial intelligence have also been taken into account.

To ensure compliance with the new Code of Conduct, the team responsible for the update has designed a global dissemination program, which includes communication, awareness-raising and training actions to ensure that all Prosegur employees have access to, are aware of and comply with the content of this document.