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1.

INTEGRATION OF ESG CRITERIA INTO THE STRATEGY

ESG

Prosegur has always been committed to sustainability, but this issue has now become crucial for the company because of society's need to make a more just, egalitarian, green and resilient world.

We have reinforced the idea that sustainability is part of our business and our customers and we have integrated the acronym ESG (Environmental, Social & Governance) throughout our activity.

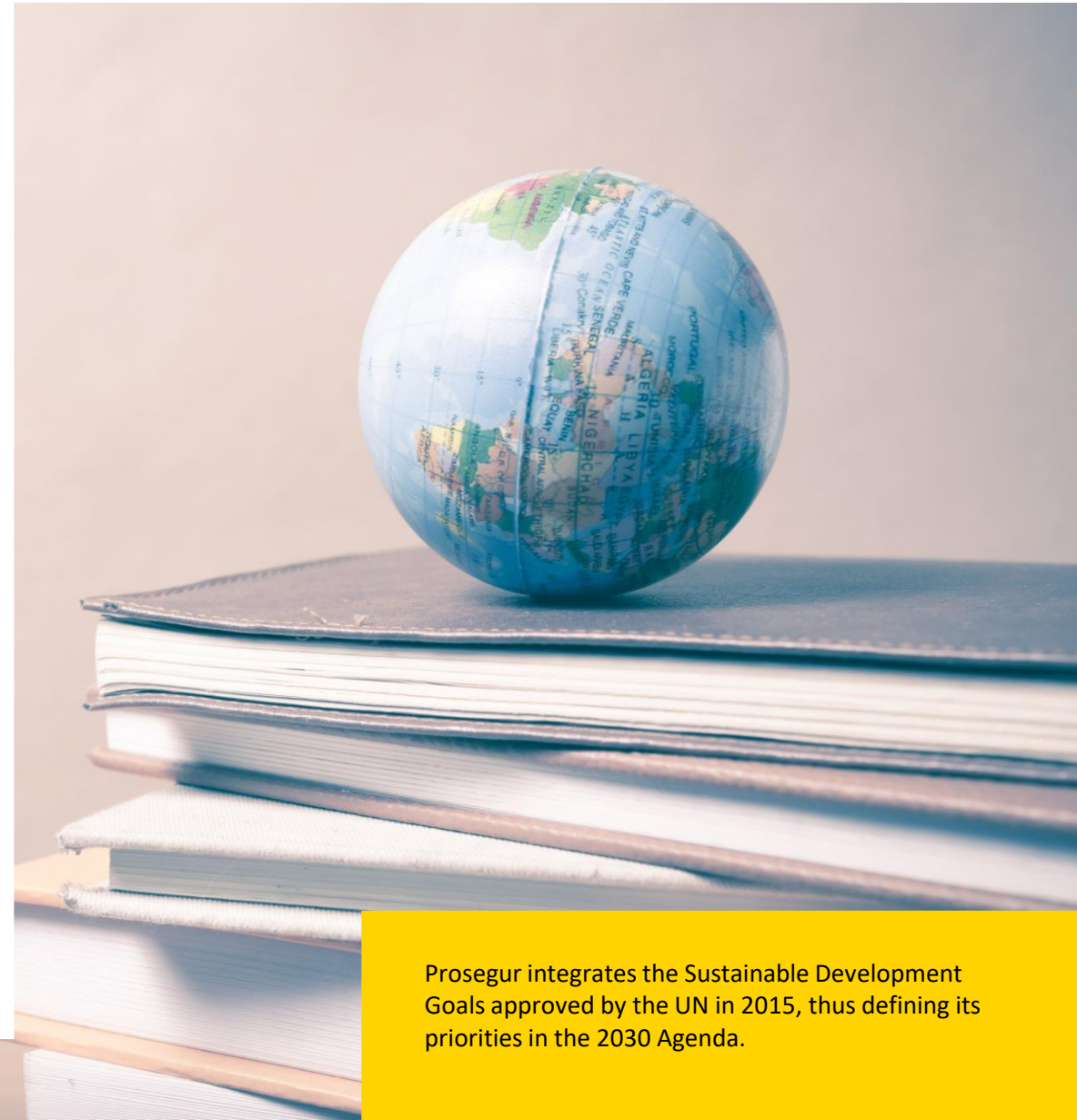




2.

INTEGRATION OF THE SUSTAINABLE DEVELOPMENT GOALS IN THE STRATEGY

- **Prosegur integrates the United Nations Sustainable Development Goals (SDGs)** into its strategy, viewing them as an opportunity for growth, for greater engagement and dialogue with stakeholders and for creating a competitive edge, all while supporting the process of transformation towards a sustainable global society.
- **Prosegur has taken the 2030 Agenda as a reference to define its priorities** Hence, it has carried out an exercise in materiality and prioritisation, analysing those SDG most relevant to the company and its stakeholders, with the aim of focusing its actions where it can best contribute.
- The Sustainability Master Plan is inspired by the Sustainable Development Goals, a reference framework for worldwide sustainability. **Prosegur has incorporated all the Sustainable Development Goals approved by the UN in 2015 into the business strategy and corporate governance system.**



Prosegur integrates the Sustainable Development Goals approved by the UN in 2015, thus defining its priorities in the 2030 Agenda.



2.1

Prosegur Germany separates global goal for SDG's

Out of our 10 global goals we separated into short term and long term goals





2.2

Prosegur Germany – short term strategy



CONTINUOUS IMPROVEMENT IN THE HEALTH AND SAFETY OF HUMAN CAPITAL

Reduction of physical stress by lifting –and carrying loads
new onboarding concept – for a better start into Prosegurs' welcome culture



EMPLOYEE TRAINING

Targeted and selective management training courses
Further development Universidad (online training) for employees Headquarters



CLEAN AND ACCESSIBLE ENERGY

100% efficient lighting till end of 2023
Switch to green electricity



FOCUS ON Innovation

Digitization in the area of telephony - reduction to Internet telephony , mobile telephony analysis
Reduction Impact of printed products by reducing by 20% all producer/consumer materials.



2.3

Prosegur Germany – long term strategy



GENDER EQUALITY

Adaptation of job advertisements, this refers to the use of gender-neutral language. The aim is to ensure that potential applicants have equal opportunities to apply for a job, regardless of their gender.



SOLID PROGRESS IN TALENT MANAGEMENT AND PARITY

smartCIT- by reducing the stops for bettering planing and relief of the tours



COMMITMENT TO SUSTAINABILITY IN ALL AREAS

Identify service providers who work with sustainable products/machines - especially also in the cleaning sector.
Waste management- Reduction of plastic waste through reusable solutions- also in the safebag area projects on reusable materials.



COMBATING CLIMATE CHANGE

CO2 reduction through development of an additive
Expanding the e-mobility charging infrastructure



SENIOR MANAGEMENT'S COMMITMENT TO SUSTAINABILITY

Selection of a suitable transparency register for registration - to ensure holistic transparency and openness



COMMITMENT TO INSTITUTIONS

Partnership with local aid organizations
Own projects to support social institutions



3.

PILLARS OF THE SUSTAINABILITY MASTER PLAN

Ethics, transparency and governance

Prosegur promotes and encourages a culture of integrity and responsibility for all employees as well as for its suppliers and collaborating companies, with an ethical and exemplary behaviour that places it as a benchmark in Corporate Governance and Compliance



Environment

The environment is of paramount importance at Prosegur. We rely on an efficient and environmentally friendly fleet and facilities to make our processes more sustainable and efficient. This allows us to reduce and compensate for our environmental impact.



People

With a workforce of around 4,500 employees, employees are a cornerstone of Prosegur. We are committed to creating a motivating, equal, diverse and inclusive work environment that fosters performance orientation and employee engagement.



Safe work

Prosegur considers occupational safety as another fundamental pillar and makes available all its material, technical and training resources so that operations are carried out safely. The company has an obligation to take care of its employees and to ensure their safety at all times.





Ethics, transparency and governance

Support a local aid/social program

Description >>

Prosegur would like to expand its already existing global commitment and support the countries in regional projects. 2023 is planned to invest in annual aid projects or social projects.

Everyone is involved, employees can support, propose their own projects and also donate. The income from sold consumer goods for personal use, e.g. purchase of a decommissioned laptop, will also be paid into the designated donation pot and donated at the end of the year to one of the projects presented.





Environment

Switch to green electricity

Description >>

The consumption analyses of the individual locations have shown us that the existing house connections are at the capacity limit. In order to generate the required electricity for the stations, Prosegur Germany would like to introduce photovoltaics. Hamburg is being considered as a pilot project at this time. In addition, new contracts will be signed with the electricity suppliers in order to commit themselves to renewable and alternative energies, in addition to reducing energy consumption, by introducing the necessary facilities and commercial agreements. In the purchase of energy, from 2023, care will be taken to purchase so-called "green electricity". Refrain from the use of so-called gray electricity.





People

smartCIT

Description >>

Prosegur aims to transform a static analog CIT logistics approach to a fully dynamic digital *smartCIT* model in Germany. This will enable a full-fledged, data-driven digital transformation program for the CIT industry. This roll-out extends to all existing customers. This creates a complete daily live capture of all customers' cash data, which is a necessary basis for intelligent logistics planning and the associated cost reduction. Thanks to automated digital cash data, the customer benefits immediately through time- and resource-saving internal cash management process optimization. In addition, depending on the volume of cash, the customer can take advantage of the opportunity to make fewer stops and thus reduce cash transport costs, resulting in positive effects on both sides. Thus, this project not only advances digitization and customer service, but also promotes resource and emissions savings.





Safe Work

REDUCTION OF PHYSICAL STRESS BY LIFTING- AND CARRYING LOADS

Description >>

The incidence of diseases of the back and the musculoskeletal system in general is the highest proportion of diseases resulting from heavy loads at Prosegur. In order to prevent these diseases and to counteract their occurrence, Prosegur, together with representatives of the Employer's Liability Insurance Association and the Office for Occupational Safety and Health, will conduct an examination to determine the main areas of concern.

A special suit has been developed for this purpose which shows the most heavily stressed zones during the lifting and carrying process. After the recording, these are evaluated and analyzed and appropriate measures for reduction are determined.

