



Sustainability

Brink's Argentina



2024

TABLE OF CONTENTS



MESSAGE FROM OUR GENERAL MANAGER

03



ABOUT THIS DOCUMENT

04



BRINK'S ARGENTINA

05

- About Us 05
- Corporate Purpose and Values 06
- Presence at Country Level 07
- Key Milestones 08
- Our Contributions to the SDGs 09



ENVIRONMENTAL

10

- Action Frameworks 11
- Services and Operations 14
- Logistics Solutions 15
- Quality Management 17



SOCIAL

18

- Inside Brink's 19**
 - Training 19
 - Health and Safety 21
 - Well-being 23
 - Benefits 24
 - Affinity Groups 25
 - Employee Innovations 26
 - Recognition 27
- Brink's and the Community 28**



GOVERNANCE

29

- Governance 30

Message from our General Manager



I am pleased to share with you our third Sustainability Document, which is presented as an addendum to the 2024 Sustainability Report of our parent company.

Over the years, we have increasingly integrated Sustainability into our business strategy. In 2024, among our new Corporate Values, our efforts to protect the future and our commitment to Sustainability, diversity, inclusion, integrity, honesty, and transparency in everything we do are explicitly mentioned. This clearly aligns with the ESG (Environmental, Social and Governance) criteria that form the basis of this document. We also continue to work towards advancing the Sustainable Development Goals (SDGs), which guide our efforts and are shared with the corporation.

Additionally, we launched our new purpose: “Together, we build partnerships to secure commerce.” This purpose is strongly focused on our value chain and on the ability to collaborate among all stakeholders for mutual benefit.

In practice, this is reflected in our daily work through new projects and actions that promote and support care for the environment, our employees, and the community.

Looking ahead, we embrace the challenge of continuing to develop innovative products and services that not only meet our customers' needs but also reduce our impact on the planet and generate social well-being.

Thus, year after year, we lay the foundations to continue down this path, which is undoubtedly the right one to follow.

I invite you to discover more in the following pages. ”



Ezequiel F. Sosa
General Manager

About this Document

This document is presented as an addendum to the 2024 Sustainability Report of our parent company. Therefore, certain topics—such as those related to Governance—are not described in detail to avoid duplication. A link is included under said heading for quick access to this information.

Since the acquisition of Ducit was completed at the end of 2024, no data or information is included or considered.

This document follows the ESG criteria (Environmental, Social, and Governance) which serve as a framework to our actions.

We also focus on the SDGs we contribute to, and which are shared at corporate level.

Both guidelines help and support us in mitigating the environmental impact of our operations and in improving people's lives—not only for our employees but also for the community.



Brink's Argentina

About Us

Brink's Argentina is part of The Brink's Company (NYSE:BCO), and every year it strives to further integrate Sustainability into its corporate strategy.



27-year operation
in the country



16 operational branches
across Argentina



+165-year experience
from our parent company



+2300 employees



+430 transport units

Our services include: **cash-in-transit**, **money processing**, **comprehensive ATM services**, **international transportation of valuables** (Brink's Global Services), **secure cargo logistics** (Secure Cargo), **smart cash deposit devices** (Brink's Complete) and **corporate security** (Brink's Seguridad Corporativa).



We are focused and committed to the impact we have on the environment and society, and our sound corporate standards guide our path and shape the way we act and work.

This is clearly reflected in the new corporate purpose and values.

Our Purpose



Together,
we build partnerships
to secure commerce

Our Values

We Drive
Customer Success

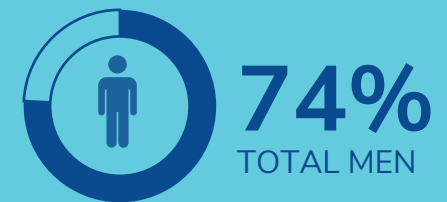
We Strive for
Excellence

We Work
Together

We
Protect

We Do What's
Right

Presence at Country Level



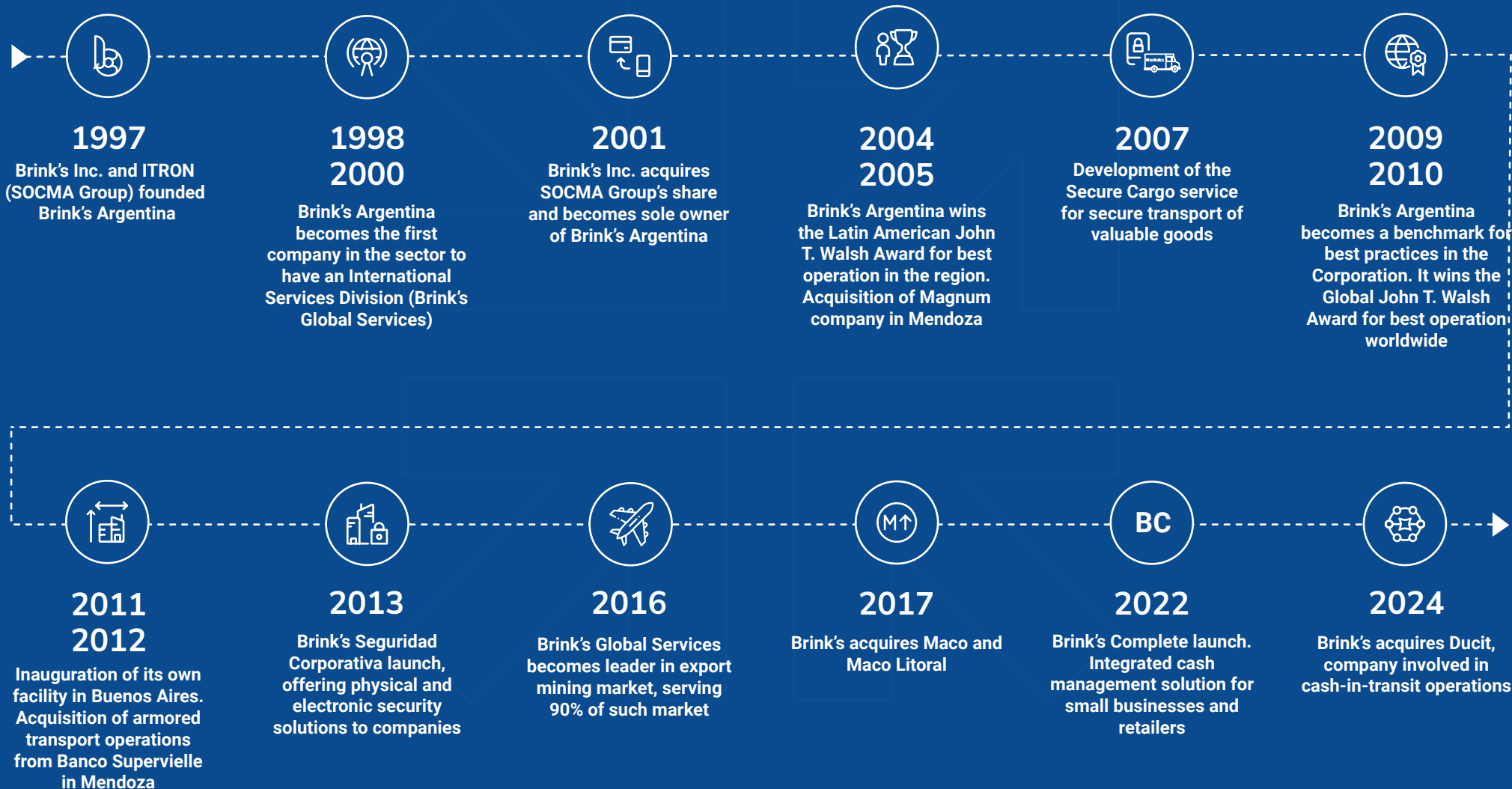
MANAGEMENT TEAM



MIDDLE MANAGEMENT



Key Milestones



Our Contributions to the SDGs



- Carbon Footprint Calculation
- Ecosellos Program
- Electric Power Reduction
- Fuel Reduction
- Supplies Reduction



- Prevention
- Labor Accident Reduction
- Employee Benefits
- Recognitions



- Women's Leadership Affinity Group
- Gender Equity in the Management Team



- Training
- Community-oriented Employer Branding
- Volunteer's Affinity Group
- People with Disabilities Affinity Group
- LGBTQ+ Affinity Group

ENVIRONMENTAL



Action Frameworks



Services and Operations



Logistics Solutions



Quality Management

Action Frameworks

At Brink's, we continue to deepen our efforts to reduce our environmental impact. That is why, to understand our starting point and how we are progressing, we calculated our **Carbon Footprint** for the third time, following the guidelines of the GHG Protocol.

This assessment was carried out solely on the Buenos Aires branch and includes Scopes 1, 2, and 3.



Scope 3 was partially calculated, considering employee business travel, cargo flights of our Brink's Global Services (BGS) line of business, and waste management. Once again,

we are pleased to report a **14.8% reduction in our footprint (2024 vs. 2023)**, totaling a 25.65% reduction compared to the base year (2022). This outcome results from a series of actions detailed in this document, especially improvements in fuel efficiency of our transport units—one of our most critical supplies.

In 2024, we published our **Environmental Policy**, which structured various initiatives and programs, some of which were integrated to enhance results.

The first initiative involved the continuation of the **Ecosellos Program**, focusing on the Electric Power and Waste Seals. For this Program, which forms part of the 2050 Climate Action Plan of the City of Buenos Aires, a roadmap was established jointly with APrA (Environmental Protection Agency of the City of Buenos Aires), and progress continues.

As a result of this plan and other related internal actions, a significant reduction in overall waste was achieved—including household, recyclable, and hazardous waste—thanks to the reduction in supplies' use and increased reuse, aligned with our **REBrink's Awareness Campaign** promoting the 3Rs: Reduce, Reuse, Recycle.

In recycling actions, we maintained partnerships with the Garrahan Children's Hospital Foundation and Cooperativa Alelí, also strengthening our social engagement.

As for the **Electric Power Ecosello**, a **1.07% reduction** was recorded compared to 2023 at the Buenos Aires facility. While this may seem minor, it is notable considering the high demand for our Money Processing services driven by the national economic context. This would not have been possible without the solar panels and other energy-saving devices installed.

We also implemented technology renewal programs focusing on reducing equipment and enhancing energy efficiency. This included decreasing landline phones and switches. Server infrastructure was optimized by consolidating similar-function servers, resulting in a 15% reduction in total physical and virtual machines and improved energy performance of our data centers.

Lastly, we installed Firmware software to shorten banknotes verification times, reducing daily machine usage hours and, thus, electric energy consumption.

The second initiative was the **REBrink's Campaign**, aimed at raising awareness on various environmental issues, with a focus on reducing plastic waste.

The campaign extended to our cafeteria service provider, broadening its impact by involving a key player in our value chain. Thanks to this initiative, the use of disposable items in the cafeteria decreased by over 48%, and during its initial rollout, by 12% in offices nationwide.

To further promote environmental awareness,

we held a **Climate Change Brink's Talk** on the International Day Against Climate Change, highlighting the importance of this topic.



We also launched the **Eco-Lean Program** in April, which proved pivotal in identifying and visualizing areas for environmental improvement. By combining the Lean methodology, environmental criteria, and continuous improvement, Brink’s employees developed **over 100 A3 projects** by December 2024. These projects helped **reduce the use of polluting materials such as fuel, plastic, paper, spare parts, and vehicle batteries, and even saved water—a critical resource.** The program also led to considerable cost savings.

As an example of projects under this Program, we can mention two that belong to our BGS line of business.

The first one, was the consolidation of mining cargo via land transport, avoiding air freight for lighter shipments. This reduced both the carbon footprint from eliminated flights and fuel consumption of ground vehicles traveling to/from airports.

The second one, focused on avoiding redundant plastic film and straps on already packaged cargo, leading to a 100% reduction in the use of these plastic materials for these services.

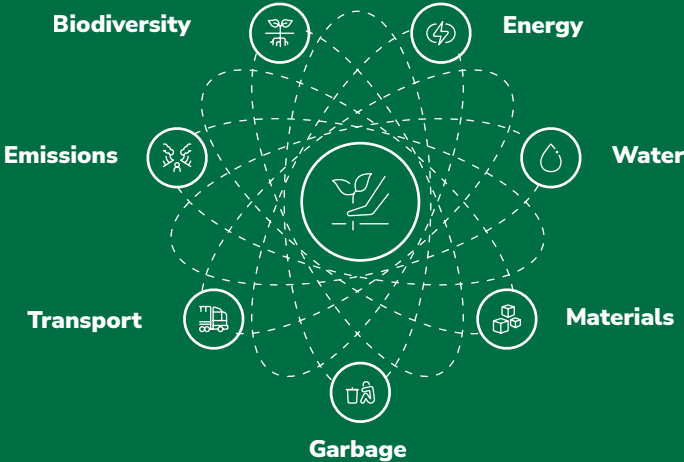
7 Wastes of Lean



Eco-Lean Program



7 Green Wastes



Services and Operation

Being aware of our environmental impact, we focused on reducing critical supplies.

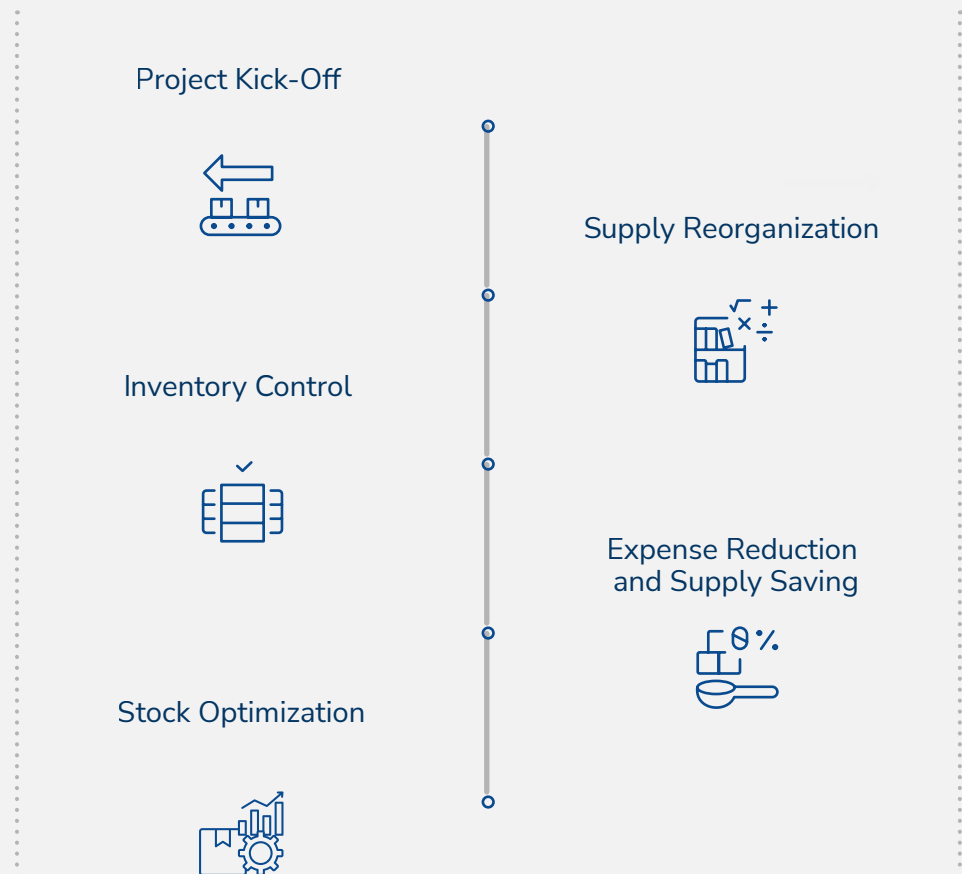
Operationally, we improved route optimization and driver-behavior training, which led to a **10.3% increase in fuel efficiency**—equivalent to 4.64 km/l travelled in 2024 vs. 4.21 km/l in 2023. This also reduced wear on our vehicles, and therefore, spare part consumption.

In a different area, the **Inventory Control Project** involved a multidisciplinary team that conducted a full inventory and reorganization of operational supplies. System adjustments led to more efficient stock management, reducing costs and supply use.



Additionally, staying true to our Sustainability commitment, we purchased corporate gifts for our customers made from recycled materials or designed to eliminate single-use disposables.

Inventory Management Improvement



Logistics Solutions

Our values—“We Drive Customer Success,” “We Strive for Excellence,” and “We Protect”—inspire and challenge us to continuously improve in order to provide high-quality, thoughtful service tailored to our customers’ needs. Motivated by these values, we implemented the following solutions, which not only help reduce our environmental impact but also generate a positive social impact.



DRS

Through Brink's Complete, we continue to focus on this smart solution that adapts

to our customers' needs while reducing both environmental and social impact. By shortening street route times, we reduce fuel consumption and exposure of our crews and vehicles to road accidents and insecurity. In 2024, we worked to further enhance this service with new features that will make it increasingly efficient.

Mina Lindero Project (Salta)

This project addressed the challenge of operating in a hard-to-access area. Fleet, Security, and Commercial teams collaborated to design a solution that involved replacing standard armored trucks—unsuitable for rough terrain—with lighter armored vehicles.

This change not only met safety standards but also improved punctuality and reduced incident rates.

From an environmental perspective, it cut fuel use and maintenance costs.

From the crews' perspective, travel time and stress levels decreased thanks to better ergonomics and comfort.



Mercedes Michel Torino
Commercial Director

“In our constant pursuit of a more sustainable future, we are committed to integrating responsible practices into every aspect of our business. Sustainability is not just a duty—it’s an opportunity to innovate and create value for our customers and the planet. Together, we can build a greener, more prosperous future.”



us to detect and address low or empty ATMs—even before a customer request—ensuring continued access to funds for the public and thus showing its Social impact by enabling people, retailers and other market parties to perform their commercial transactions.

AMS

(ATM Managed Services)

- ▶ Free Dispatch: Using the Net Controller system to monitor ATM cash levels, we optimize replenishment, avoid unnecessary services, and thus reduce fuel use and emissions.
- ▶ Real-Time ATM Cash Load Monitoring & Service Activity Management: Similarly, this service enables

- ▶ ATM Repair Service: We proactively monitor ATM operations and dispatch technicians for first-line repairs to ensure uninterrupted service.

BRINKSgo

- ▶ This is a logistics solution for high-value cargo, using light armored vehicles for faster, safer, and more fuel-efficient transport.

All these services are a clear and concrete example that we honor our purpose: Together, we build partnerships to secure commerce.



Quality Management

Our environmental initiatives played a key role in the 2024 Maintenance Audit for our ISO 9001:2015 Quality Recertification (originally obtained in 2023), helping meet new requirements.

As of 2024, **Climate Change** has been explicitly incorporated into **ISO 9001** through the first amendment to the 2015 version.

Although ISO 9001 focuses on meeting requirements to ensure quality, Climate Change can directly affect business operations and process performance—especially in cash transport and processing. Therefore, it is now regularly considered to assess potential impacts.

Chapter 4 of ISO 9001 states that **Climate Change must be considered in the organization's context and stakeholder analysis**. It should be noted that these two elements are the foundation for designing and planning the Quality Management System, making climate change a cross-cutting factor across all processes.

“In the most recent period, certain climate-related events affected our transport and processing operations. These included heavy storms, strong winds, street flooding, and fallen trees or power lines.”

Excerpt from 2024 context analysis.

Our Carbon Footprint assessments, across different scopes, have also helped us better understand our activities' greenhouse gas emissions and their contribution to Climate Change.

Therefore, by incorporating Climate Change into our organizational context and stakeholder analysis, we not only align with updated ISO Standards but also reinforce our commitment towards Sustainability and our actions against Climate Change, as a way of building resilience and safeguarding our operations.



SOCIAL



Training



Health and Safety



Well-being



Benefits



Affinity Groups



Employee Innovations



Recognition

Inside Brink's

Training

One of the most concrete ways in which we support our employees is through training.

A key milestone is the **“Finish High School”** program, which encourages employees to complete their high school education—opening doors to further academic and professional opportunities.

Classes are held on-site, delivered by a third-party provider, Capacitare.

This year, 21 students began the second academic year and are expected to obtain a nationally valid High School Diploma with a focus on Management and Administration within a year. This title is granted by the General Bureau for Culture and Education of the Province of Buenos Aires.

In addition to this program, the Company offers other **training courses**. This year, 4,278 hours were delivered with an average of 9.06 hours per employee. They were divided into 36 courses of which 81% were internal and 19% external. It is also important to highlight that satisfaction rating was 4.8 out of 5.

Always keeping our personnel in mind and considering our current challenging economic context, we hosted a Personal Finance talk led by experts from Banco Santander.

This was a way of providing knowledge on different financial topics which included mutual funds, fixed-term deposits, MEP dollars, and variable income investments.



Getting to know each other better always adds positive value—both to relationships among our team members and to the business itself.

With this in mind, the **Zoom In Program** was created, aimed at informing employees about the different departments of the company to foster a deeper understanding of the business, encourage interdepartmental interaction, and promote new development tools.

Under this initiative, six meetings were held where a representative from each area showcased their day-to-day work “from the inside.”



Focusing on young people, we highlight the **Trainees Program** for university students. From the 2023 cohort, which ended in October 2024, **78% of trainees were hired** in the areas of Procurement, IT, Process, Process Improvement, *Brink's Seguridad Corporativa*, and Commercial.

This clearly reflects the company's commitment to offering young people a chance to gain their first work experience—the true success of the program.

We also held two sessions of the **Day Experience Program**, in which children of employees between the ages of 18 and 23 participated, as a way to get their first approach to work life.

There are two formats: one for students in their final year of high school, focusing on career guidance and encouraging university studies; and another for early university students, focused on building resumes, job searching, and tips for their first job interviews.

The results of this program have always been highly satisfactory for all participants and are yet another example of Brink's extended commitment to the families of its employees. It is also worth noting that it is a shared experience with their parents, allowing them to learn more about their parent's workplace.



Health and Safety

Prevention as a Fundamental Pillar

The Health and Safety of our employees are especially important at Brink's. Within this concept, we consider prevention a fundamental pillar. That's why we carry out awareness campaigns focused on this goal.

Among these are **health talks** designed to provide information and answer any questions our employees may have. Throughout the year, nine talks were held with 220 participants.



We also emphasize the importance of **preventive health check-ups**. These not only provide a clear overview of physical condition, but also help detect diseases in their early stages, when they are easier to treat. They also help prevent serious complications and, most importantly, promote healthy habits.

This year, we once again held the **Breast Cancer and Prostate Cancer Campaigns**. As with other initiatives, these aimed to raise awareness among our employees to encourage early detection and timely treatment.

To go a step further in these initiatives, our in-house medical team issued 470 orders: 244 for general consultations, 185 for breast cancer screening, and 41 for prostate cancer screening. This allowed our employees to obtain these orders in a simple manner, saving the time that would otherwise be needed to get a medical appointment.



Another concrete action aimed at prevention was our **Annual Flu Vaccination Campaign**. We are pleased to see more and more employees participating. In 2024, **81% of Brink's staff received the flu vaccine**.

In terms of **labor accidents**, we saw a **10% reduction** compared to 2023.

This improvement was due to the following actions:

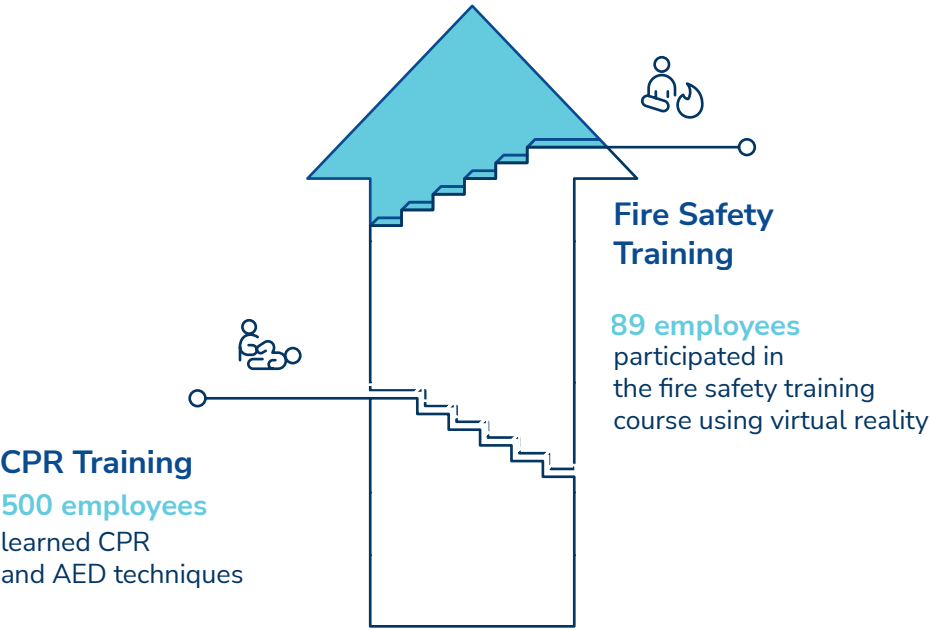


CPR, AED, and Fire Safety Training

These topics are particularly important because they can help save lives—not just at work but in everyday situations. Being prepared and trained to act in critical situations is a great contribution to society.

In 2024, 500 employees participated in these courses, meaning there are now 500 more people capable of helping others.

For fire safety training, virtual reality was used to enhance understanding and simulate real risk situations for the 89 employees who took part in it.



Well-being

Our employees are the driving force behind the delivery of our services. That's why we are especially invested in their well-being.

In line with this principle, various projects were designed and implemented not only to improve operational efficiency but also to reduce the time dedicated to certain tasks.

This has a positive impact both in the workplace and in the time employees can spend with their families and loved ones.

Through the **Certified Truck and Friday Order projects**, employees now enjoy better work schedules, resulting in more free time and improved quality of life.

In our Processing Rooms nationwide, new machines were installed—a 180% increase over 2023. This led to improved work quality for the employees involved.



8.74%

Improvement in employees' free time

Certified Truck Project



9.43%

Weekend overtime reduction

Friday Order Project

⇒ Additionally, in the Accounting Department, a project was carried out to improve work-life balance.

As a result, overtime during monthly closings was significantly reduced. Reporting analysis, efficiency and quality improved, allowing the team to carry out their duties without compromising personal well-being.

Benefits



We believe that offering more **Benefits** to our employees is another way to make them feel supported and cared for—not just in their work life but personally as well.

These benefits include **School Supply Kits** for children aged 2 to 12, **Gifts** for special occasions such as Father's Day, Mother's Day, Children's Day, Birthdays, Christmas, and Births and a **platform offering discounts** on training, wellness, and dining.

At our Buenos Aires branch, we also offer a free gym, subsidized cafeteria and a multipurpose room for recreation activities during free time.

A highly valued benefit—especially for women—is the **Gradual Return to Work after Maternity Leave**, which allows new mothers to choose should they prefer a 6-hour work shift until their child turns one.

Additionally, we have a **Nursing Room** equipped with everything needed for comfort and privacy during this delicate stage of life.

Lastly, our **health-care insurance extends coverage** to the entire primary family group.



Affinity Groups

Our employees participate in Affinity Groups that address specific interests and drive meaningful actions.

These include the **Volunteers' Group**, the **Women's Leadership Group**, the **People with Disabilities Group** and the **LGBTIQ+ Group**.



Affinity Groups Leaders

In 2024, the Women's Leadership Group hosted a talk with 129 participants featuring the General Manager of Brink's Czech Republic. The session focused on the challenges of being a woman in a leadership position.

Our LGBTIQ+ Group representative also serves as Event Committee Coordinator and is a member of the Executive Committee of Pride Connection, an organization we are affiliated with. Through this platform, companies share practices, showcase success stories, and co-develop inclusive solutions. We also participated in the Gay Pride Parade again this year. Internally, we held awareness talks on gender diversity and trans inclusion in the workplace.

In Mendoza, the People with Disabilities Group organized a Sign Language Course, and two hearing impaired employees were hired—one in Mendoza and one in San Juan—helping build a more inclusive work environment.



App Developers

Employee Innovations

Encouraging our **Trainees** to develop their own innovations led to significant breakthroughs.

Over the past two years, they took on the challenge of developing in-house applications that enhance daily operations through innovation and technology.

Three of these apps are now 100% operational and have proven extremely useful:

ReportApp: Streamlines management of transport staff members. Data analysis helps identify behavior patterns, areas for improvement, and opportunities to optimize operations, aiding strategic and informed decision-making.

LEAN App: Manages the collection of deliverables related to Lean methodology. Built in Microsoft Teams, it integrates databases, automatically updates KPIs, provides quick access to data, and notifies owners of their deliverables—improving report accuracy and efficiency.

SQDCP App: Organizes and provides necessary data to the Huddle Board, ensuring reliable, up-to-date info for transport and processing operations.



Outstanding Recounters and Coordinators

Recognition

At Brink's, we believe recognition is key to our employees.

Through our **Outstanding Recounter/Coordinator Recognition Program**, we reward quality, accuracy, and commitment.

This program promotes a culture of excellence and continuous improvement by highlighting top performers with their best practices and high-quality standards.

Winners are celebrated with special events and gifts, including a trip to Buenos Aires for employees from other branches. This is a treasured experience that fosters fellowship and unity across locations.

Globally, the **Pinnacle Awards** recognize standout teams and projects within Brink's.

The awards have six categories, one of which is Sustainability. In 2024, the Brink's Argentina Sustainability Team won the Pinnacle Award for their "First Carbon Footprint Calculation and Associated Reduction Actions" project from 2023—acknowledging their environmental contributions and dedication.



Sustainability Team



"At Brink's Argentina, we know our business can't grow without putting people first. Behind every security operation and valuable service is a deep commitment to well-being, development, and the community. In 2024, we strengthened initiatives across three pillars: training, health, and community.

We supported our Operations teams through education programs like Finish High School, Trainees, and hands-on learning experiences.

We fostered a culture of care with health awareness campaigns, on-site checkups, flu shots, and CPR training.

And we went further—through donations, volunteer events, and collection drives that strengthen our social impact.

Each of these actions reflects a shared belief: Sustainability is a team effort—with real impact on real lives."

Brink's and the Community

We are aware of the challenges many communities face, but also of our ability to help.

With this in mind, we set ourselves to help several vulnerable groups. This year we donated cash-in-transit and cash processing services to **TECHO** in different locations of the country. TECHO is a Latin American nonprofit organization, fighting extreme poverty through emergency and transitional housing in vulnerable neighborhoods. In 2024, we supported TECHO's fundraising logistics in Corrientes, Chaco, Mendoza, Neuquén, Rosario, and Salta.

We know our contributions are very much valued by those who receive them, but we stretch beyond our services by bringing our **employer branding** to new audiences which would not be reached otherwise. As examples, we can mention the following initiatives sponsored by the Government of the City of Buenos Aires to create more and better job opportunities to vulnerable populations. We participated in 5 *Empleos Barriales* fairs, Job Fair at La Rural and 2 Mass Hiring Days.

In 2024, 32 attendees from these events were hired on a temporary basis and some of them later received permanent contracts. Also, as part of our LGBTIQ+ Group, we hired employees from Ciervos Pampa, Argentina's first LGBTIQ+ rugby team.

Our Volunteers' Group collaborated with organizations such as the Garrahan Children's Hospital. This year, we hosted our fourth **Blood Donation Day**, collecting enough to help 99 patients. This was only possible thanks to the generous involvement of our employees.

Through our **Solidary Money Box**, our employees contributed to several causes. We donated 50kg of food to the *Obra del Padre Facundo* (Father Facundo's Organization) in Villa 21-24, where we also served meals for Children's Day. Also, during our already traditional Christmas Activity, we prepared boxes with food provided by the Company and also donated by our employees. In this way, we delivered 150kg of food to the *Noche Buena para Todos* Foundation. Through this initiative families in need could enjoy a happy and dignified Christmas Eve dinner.



GOVERNANCE

GOVERNANCE

The Brink's Company upholds a strong Governance culture and has specific codes and policies related to Ethics, Suppliers, and Anti-Corruption, among others.

As a result, we promote a culture in which employees and other third parties can raise concerns or report violations or suspected violations of laws or regulations, providing them with protection and a safe space without fear of retaliation.

We train our staff on these policies and ensure strict compliance.

For further information,

visit [----> https://us.brinks.com/corporate/sustainability](https://us.brinks.com/corporate/sustainability)

