



A S E A F I

ASOCIACIÓN DE EMPRESAS DE ASESORAMIENTO FINANCIERO



FERNANDO
IBÁÑEZ



MARIO
DELGADO



JAVIER
YBARRA



ESTHER
COLOMER



PEDRO
SANTUY



ASEAFI GREEN EVOLUTION



MARTA
OLAVARRÍA



GEORGINA
SIERRA



CARLOS
CAPELA



EDUARDO
RIPOLLÉS



LIVIA
OROZCO



COMPANY OVERVIEW

Market Cap. (Mil USD)	\$1,209
Revenue (Mil USD)	\$4,138
No. of Employees	140,758
D&I Index Ranking	119 / 4316
TRBC Ind. Group	Professional & Commercial Services
Countries/ Region	Spain
Fiscal Yr. End	2021-12-31
ESG Reporting Scope	92.00%

B- ESG Score	A+ ESG Controversies Score	B- ESG Combined Score
C+ Environmental Pillar Score	A- Social Pillar Score	C Governance Pillar Score

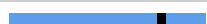
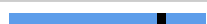
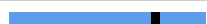




ESG SUMMARY

Prosegur Compania de Seguridad SA is a(n) Professional & Commercial Services company headquartered in the Spain. For the fiscal year ended in December 2021, PSG.MC received an ESG score of 58.05 (Grade: B-).

Over the last 5 years, the company has an average ESG score of 52.23, and a median ESG score of 51.37. Refinitiv ESG score is calculated as a sum of weighted individual pillar scores. For PSG.MC, Environmental, Social, and Governance pillars are weighted 23.51%, 42.91%, and 33.58% respectively in ESG score weighting, consistent with companies within the Professional & Commercial Services industry groups.

PSG.MC's controversy score of 100.00 (Grade: A+) is calculated based on total count of controversies related to the company, as collected by Refinitiv ESG team and normalized based on company's market capitalization. Discounted by its controversies, PSG.MC received an ESG Combined score of 58.05 (Grade: B-) for the year.

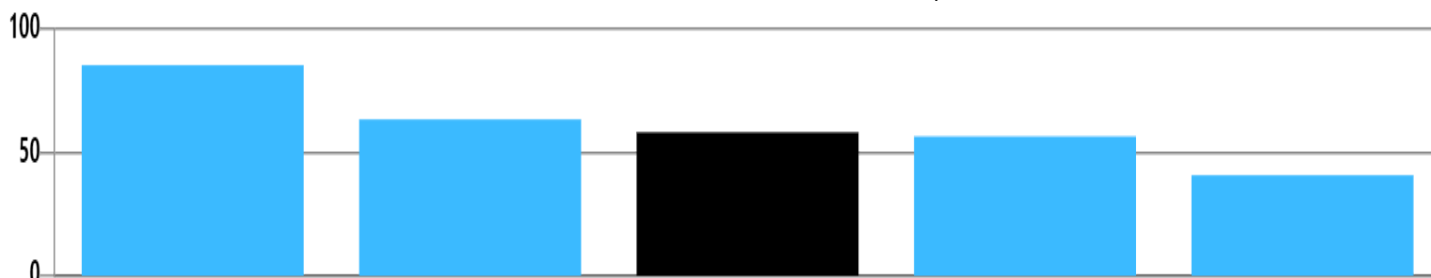
COMPANY RELATIVE PERFORMANCE

Company Ranking Compared to	Refinitiv ESG Universe	Refinitiv ESG Universe	Professional & Commercial Services	Spain	Professional & Commercial Services / Spain
Number of Companies	9953		314	75	5
ESG Combined Score	2412		67	44	2
ESG Score	2741		74	52	3
Environmental Pillar Score	3829		107	60	4
Social Pillar Score	757		27	34	3
Governance Pillar Score	6350		192	55	2
ESG Controversy Score	1		1	1	1

Prosegur Compania de Seguridad SA - 58.05 (B-) - Ranked 3 of 5

Metric: ESG Score

Peers: Professional & Commercial Services / Spain



YEAR-OVER-YEAR ESG PERFORMANCE - ATTRIBUTION

Pillar	Category	FY2021	FY2020	Y/Y Change	Score Weight	Attribution	
Summary	ESG Score	58.05	56.23	1.82	100.0%	1.8	
Env.	Resource Use	56.94	54.15	2.79	9.0%	0.2	
Env.	Emissions	62.59	53.37	9.22	7.8%	0.7	
Env.	Env. Innovation	0.00	0.00	0.00	6.7%	0.0	
Social	Workforce	82.54	77.46	5.08	10.1%	0.5	
Social	Human Rights	80.17	80.18	(0.01)	13.4%	0.0	
Social	Community	93.88	77.16	16.72	11.2%	1.9	
Social	Product Responsibility	67.67	67.52	0.15	8.2%	0.0	
Gov.	Management	45.83	48.80	(2.97)	22.4%	-0.7	
Gov.	Shareholders	13.69	5.42	8.27	6.7%	0.6	
Gov.	CSR Strategy	38.41	70.37	(31.96)	4.5%	-1.4	

YEAR-OVER-YEAR ESG PERFORMANCE - MATERIAL FACTORS

Changes in company's year-over-year ESG scores are driven by two factors: Company's relative ranking against its peers, and changes in underlying data as reported by company. In the table below, "Metric Score" section identifies material changes in scores and the "Metric Value" section highlights any changes in the underlying values. Materiality is defined as any directional changes in scores greater than 8.33 (approximately one letter grade).

Pillar	Category	Metric Name	Metric Score			Metric Value		
			FY2021	FY2020	YoY Change	FY2021	FY2020	YoY Change
Env.	Emissions	Climate Change Commercial Risks Opportunities	81.04	0.00	81.04	TRUE	FALSE	Yes
Env.	Emissions	Total Hazardous Waste To Revenues USD in million	48.21	60.34	(12.13)	0.03	0.02	0.01
Social	Workforce	Salary Gap	27.64	--	27.64	48	--	48
Social	Workforce	Lost Days To Total Days	13.41	--	13.41	3,691	--	3,691
Social	Workforce	Training Costs Per Employee	21.43	10.87	10.56	\$83	\$67	\$16
Social	Community	Whistleblower Protection	62.39	--	62.39	TRUE	--	Yes
Gov.	Management	Compensation Improvement Tools	64.88	0.00	64.88	TRUE	FALSE	Yes
Gov.	Management	Audit Committee Mgt Independence	54.17	69.28	(15.11)	TRUE	TRUE	neutral_No
Gov.	Management	Nomination Committee Involvement	39.53	--	39.53	0.00%	--	0.00%
Gov.	Management	Board Attendance	57.74	0.00	57.74	TRUE	FALSE	Yes
Gov.	Management	Board Meeting Attendance Average	76.67	38.75	37.92	100.00%	98.43%	1.57%
Gov.	Management	Board Specific Skills, Percent	--	93.00	(93.00)	--	50.00%	(50.00%)
Gov.	Management	Non-Executive Board Members	15.00	38.13	(23.13)	66.67%	75.00%	(8.33%)
Gov.	Management	Independent Board Members	18.13	26.88	(8.75)	33.33%	37.50%	(4.17%)
Gov.	Management	Executive Members Gender Diversity, Percent	28.13	57.50	(29.37)	10.00%	16.67%	(6.67%)
Gov.	Shareholders	Non-audit to Audit Fees Ratio	33.64	15.18	18.46	22.05%	34.98%	(12.93%)
Gov.	Shareholders	Auditor Tenure	93.75	10.62	83.13	1.00	10.00	(9.00)
Gov.	CSR Strategy	Global Compact Signatory	0.00	79.52	(79.52)	FALSE	TRUE	negative_Yes

PERFORMANCE DRIVER SUMMARY

PSG.MC's ESG score changed from previous year's 56.23 to 58.05, improving marginally, driven by changes in 9 of the 10 ESG categories.

Relative improvements in Community, Emissions, Shareholders categories were partially offset by relative deteriorations in CSR Strategy, Management, Human Rights categories (See Year-Over-Year ESG Performance - Attribution section for details)

At the metrics level, changes in 79 out of 138 number of metric scores are the primary drivers for category and summary score changes.

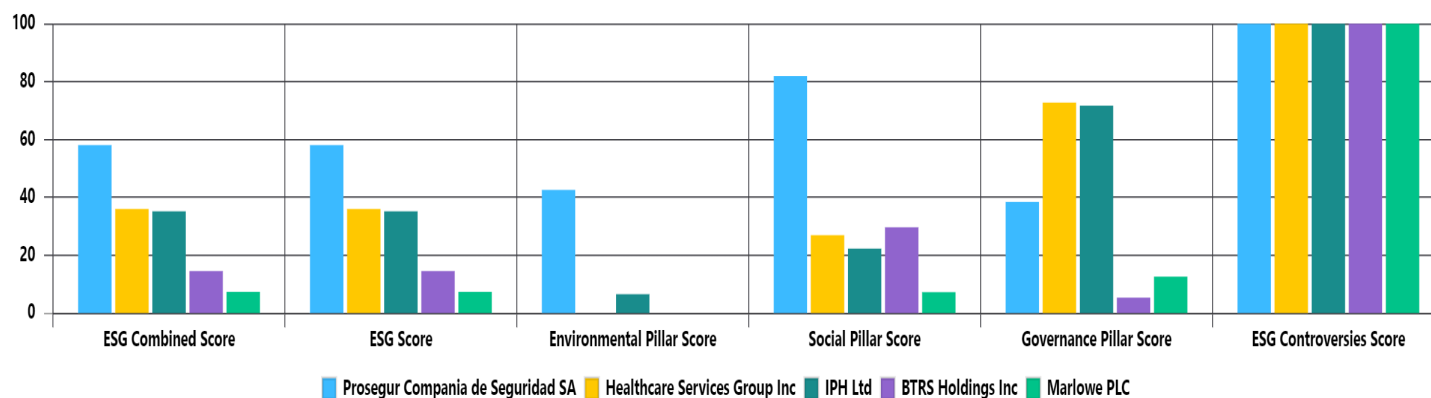
Of the 79 metrics identified, changes in relative ranking against peers drove 46 number of changes while changes in underlying reported metric values drove the rest (See Year-Over-Year ESG Performance - Material Factor section for details)

Please note changes in ESG scores are driven by two primary factors: Changes in underlying company-reported metric values and/or their relative ranking to the peer group.

PEER SUMMARY

Closest four peers by market capitalization and Professional & Commercial Services

	PSG.MC	HCSG.OQ	IPH.AX	BTRS.OQ	MRLM.L
	Prosegur Compania de Seguridad SA	Healthcare Services Group Inc	IPH Ltd	BTRS Holdings Inc	Marlowe PLC
Company Market Cap (Mil USD)	\$1,209	\$1,266	\$1,255	\$1,161	\$1,151
Total Revenue (Mil USD)	\$3,977	\$1,642	\$270	\$166	\$265
ESG Combined Score	58.05	35.97	35.16	14.51	7.32
ESG Score	58.05	35.97	35.16	14.51	7.32
Environmental Pillar Score	42.56	0.00	6.51	0.00	0.00
Social Pillar Score	81.91	26.91	22.27	29.64	7.22
Governance Pillar Score	38.42	72.74	71.69	5.32	12.58
ESG Controversies Score	100.00	100.00	100.00	100.00	100.00

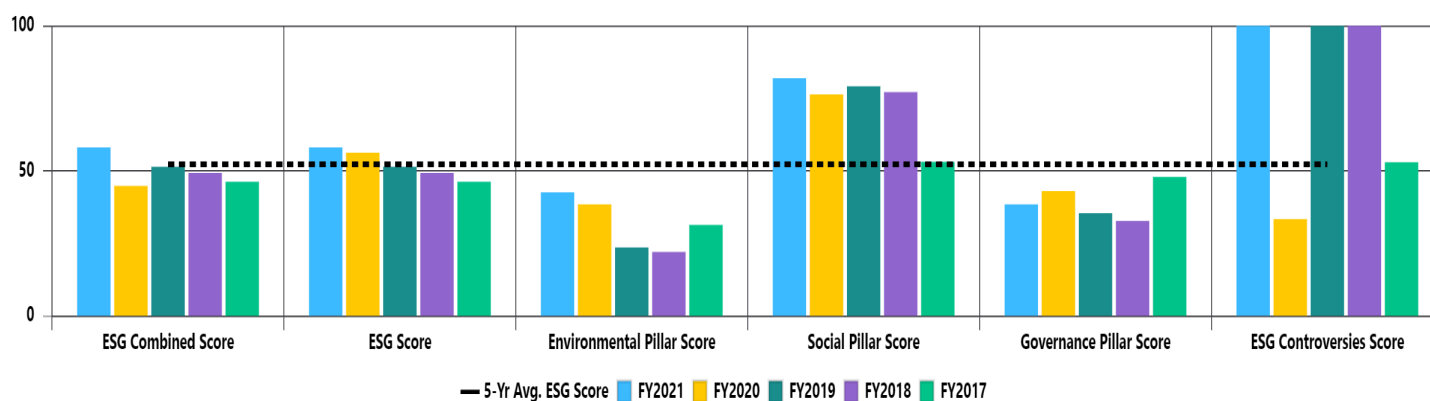


PEER DETAIL

	PSG.MC	HCSG.OQ	IPH.AX	BTRS.OQ	MRLM.L
	Prosegur Compania de Seguridad SA	Healthcare Services Group Inc	IPH Ltd	BTRS Holdings Inc	Marlowe PLC
Policy Water Efficiency	TRUE	FALSE	FALSE	FALSE	FALSE
Policy Energy Efficiency	TRUE	FALSE	FALSE	FALSE	FALSE
Targets Water Efficiency	FALSE	FALSE	FALSE	FALSE	FALSE
Targets Energy Efficiency	FALSE	FALSE	FALSE	FALSE	FALSE
Total Energy Use To Revenues USD in million	609.12	--	--	--	--
Renewable Energy Use Ratio	--	--	--	--	--
Water Use To Revenues USD in million	110.70	--	--	--	--
Water Recycled	--	--	--	--	--

HISTORIC PERFORMANCE

	FY2021	FY2020	FY2019	FY2018	FY2017
Period End Date	2021-12-31	2020-12-31	2019-12-31	2018-12-31	2017-12-31
Historic Market Cap (Mil USD)	\$1,444	\$1,633	\$2,470	\$3,130	\$4,849
Total Revenue (Mil USD)	\$4,138	\$4,076	\$4,699	\$4,651	\$4,849
ESG Combined Score	B-	C+	B-	C+	C+
ESG Score	B-	B-	B-	C+	C+
Environmental Pillar Score	C+	C	D+	D+	C-
Social Pillar Score	A-	A-	A-	A-	B-
Governance Pillar Score	C	C+	C	C-	C+
ESG Controversies Score	A+	C-	A+	A+	B-



HISTORIC PERFORMANCE SUMMARY

Over the last 5 reporting periods, PSG.MC has an average ESG score of 52.23, ranging from a high of 58.05 (FY2021) to a low of 46.22 (FY2017).

Of the three pillars that make up the overall ESG score, Social pillar performed the best, with an 5-year average score of 73.52, followed by Governance pillar (Average score: 39.48) and then Environmental pillar (Average score: 31.58).

By category and on average, Workforce, Community, and Product Responsibility are the three best performing categories over the last 5 years while Env. Innovation, Shareholders, and Resource Use are the three laggard categories during the same period.

CONTROVERSIAL BUSINESS PRACTICES

Does the company engage in any controversial business activities? **No**

Did the company have any controversies in violation of the Ten Principles of the UN Global Compact? **No**

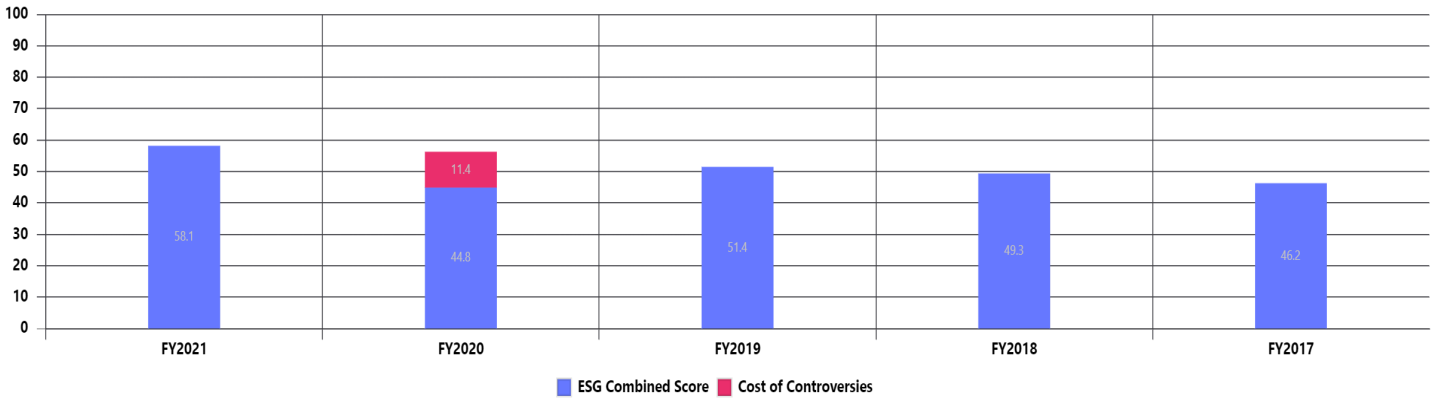
ESG CONTROVERSIES

Bad press can be costly to companies. Controversies reported in the media can bring damages to reputation, future business opportunities, and ultimately the bottom line.

ESG controversies score aims to recognize these potential damages, and account for these factors in the scoring of a company's overall ESG performance.

From a scoring perspective, controversies could significantly impact a company's overall rating in a negative way.

Below is a list of controversies collected from the public domain.



ESG CONTROVERSIES DETAILS

Fiscal Period	Source Date	Category	Title	Link
FY2020	2020-07-30	Workforce - Controversies	Wages Working Condition Controversies Count	Prosegur Workers Protest Wage Theft at NLECC Worksite
FY2020	2020-07-30	Workforce - Controversies	Strikes	Prosegur Workers Protest Wage Theft at NLECC Worksite
FY2017	2017-06-20	Community - Controversies	Anti-Competition Controversies Count	Spain's competition watchdog investigating tobacco companies - Reuters News

ESG METHODOLOGY

Refinitiv's ESG Scores are designed to transparently and objectively measure a company's relative ESG performance across ten themes based on company reported data. Below document provides detailed information on ESG scoring methodology.

[ESG Scores Methodology](#)

DISCLAIMER

2022© Refinitiv. All rights reserved. All information in this service is provided for general information purposes only and does not amount to financial, legal or other professional advice, nor does it constitute: (a) an offer to purchase shares in the funds referred to; or (b) a recommendation relating to the sale and purchase of instruments; or (c) a recommendation to take any particular legal, compliance and/or risk management decision. Investors should remember that past performance is not a guarantee of future results. Refinitiv's ESG scores are derived from third party publicly available sources ("Third Party Sources") and are formulated on the basis of Refinitiv's own transparent and objectively applied methodology. Refinitiv makes no express or implied warranties, representations or guarantees concerning the accuracy, completeness or currency of the information in this service or the underlying Third Party Sources and in no event will Refinitiv have any liability for any direct, indirect, special, punitive, consequential or any other damages (including lost profits) relating to any use of this service. The disclaimer in respect of Benchmark Regulation at https://www.refinitiv.com/content/dam/marketing/en_us/documents/policies/benchmark-disclaimer.pdf shall be incorporated by reference into this disclaimer.

ASEAFI

GREEN EVOLUTION