

Brink's Corporate Sustainability Policy

Purpose

Brink's is committed to operating responsibly and sustainably across all segments and service lines, including Cash and Valuables Management (CVS), Digital Retail Solutions (DRS), and ATM Managed Services (AMS). This policy provides a framework for consistent action to minimize environmental impact, enhance social value, and ensure long-term economic resilience.

Scope

This policy applies to all Brink's employees, contractors, suppliers, and partners involved in logistics, fleet operations, and cash handling services across our global operations.

Core Principles

Environmental Stewardship

Brink's strives to minimize its environmental footprint through:

- **Fleet Optimization:** Transitioning to lower-emission vehicles, reducing total fleet size as we transition to less stop-intensive AMS / DRS offerings, and reducing fossil fuel consumption.
- **Energy Efficiency:** Increasing the use of renewable energy, including solar generation at facilities.
- **GHG Emissions Management:** Monitoring and reducing Scope 1 and Scope 2 emissions across operations.
- **Sustainable Operations:** Implementing eco-efficient technologies and practices in logistics, facilities, and digital services.
- **Climate Resilience:** Incorporating climate considerations into operations, infrastructure planning, and energy sourcing to help maintain service continuity and support adaptability as environmental conditions evolve.

Social - Human Capital Management

Brink's is committed to fostering a safe and fulfilling work environment:

- **Workforce Empowerment:** Investing in employee development, leadership training, and career mobility across all levels of the organization.
- **Health & Well-being:** Maintaining a zero-tolerance policy for workplace violence and prioritizing physical and mental well-being through proactive health programs and support services.
- **Safety:** Ensuring operational safety through rigorous training, risk assessments, and continuous improvement of safety protocols. Promoting a culture of safety accountability across all levels of the organization.
- **Community Engagement:** Supporting local communities through responsible business practices and partnerships.
- **Human Rights:** Upholding international labor standards and ensuring supply chains are free from human rights violations.
- **Training and Awareness:** Providing employees, contractors, and relevant partners with training and guidance on the Company's sustainability policy and best practices.

Governance and Ethics

Brink's maintains rigorous governance standards to ensure ethical conduct and compliance:

- Code of Ethics: Built on respect—for each other, our customers, and our communities
- Whistleblower Protection: Encouraging transparency and accountability without fear of retaliation
- Data Privacy: Complying with global data protection regulations including GDPR
- Anti-Corruption: Adhering to anti-money laundering and counter-terrorism financing laws.
- Regulatory Compliance: Complying with all applicable laws, regulations, and industry standards in all markets in which Brink's operates.

Governance, Oversight, Strategic Alignment

Brink's engages regularly with employees, customers, investors, regulators, and community partners to understand expectations, identify emerging sustainability risks and opportunities, and ensure our initiatives remain relevant and effective. Our Chief Financial Officer is responsible for our sustainability program, and management reports to the Board regularly on sustainability issues, and the Sustainability Committee supports cross-functional implementation. Brink's sustainability strategy aligns with the four strategic pillars of Growth & Customer Loyalty, Innovation, Operational Excellence, and Talent Development. This policy will be reviewed at least annually and updated as needed.

Additional Key Policies

As of September 2025

- Code of Ethics
- Supplier Code of Conduct
- Whistleblower Protection
- Anti-Money Laundering
- Brink's Violence and Harassment-Free Workplace Policy
- UK Modern Slavery Act
- Global Data Protection Policy
- European Data Protection Policy