

MANAGING OUR MATERIAL ISSUES

To ensure that our strategy and approach to sustainability remain focused in the areas that are most relevant to the business and its stakeholders, we regularly undertake a wide-ranging materiality review of environment, social and governance (ESG) issues.

The exercise helps us to identify the ESG priorities for the company for the coming two years and ensure that our approach and reporting continue to meet the expectations of our stakeholders.

Stakeholder engagement is an integral part of this process, and therefore in late 2020 G4S partnered with Corporate Citizenship (a global consulting firm, specializing in responsible and sustainable business) to conduct primary research with key stakeholders of its international organization. These included ESG analysts, investors, customers, government and NGO officials, members of G4S leadership, and former non-executive directors, to ensure that their views are reflected in the assessment of the organization's material ESG issues.

The outcomes of the materiality assessment, delivered in January 2021, have several parallels with previous findings, along with some important developments.

The top four priority areas are:

- 1 Employee health, safety and well-being
- 2 Human rights
- 3 Anti-bribery and corruption
- 4 Culture, values and behavior

The findings reaffirm our understanding that culture and values represent the cornerstone of our management of other ESG issues, which underlines the importance of our employees' professional standards and behaviors in preventing issues and non-compliance.

The review also clearly demonstrated the growing importance of diversity and inclusion throughout our organization, and also that of climate change, energy consumption and emissions, to both the company and its stakeholders.

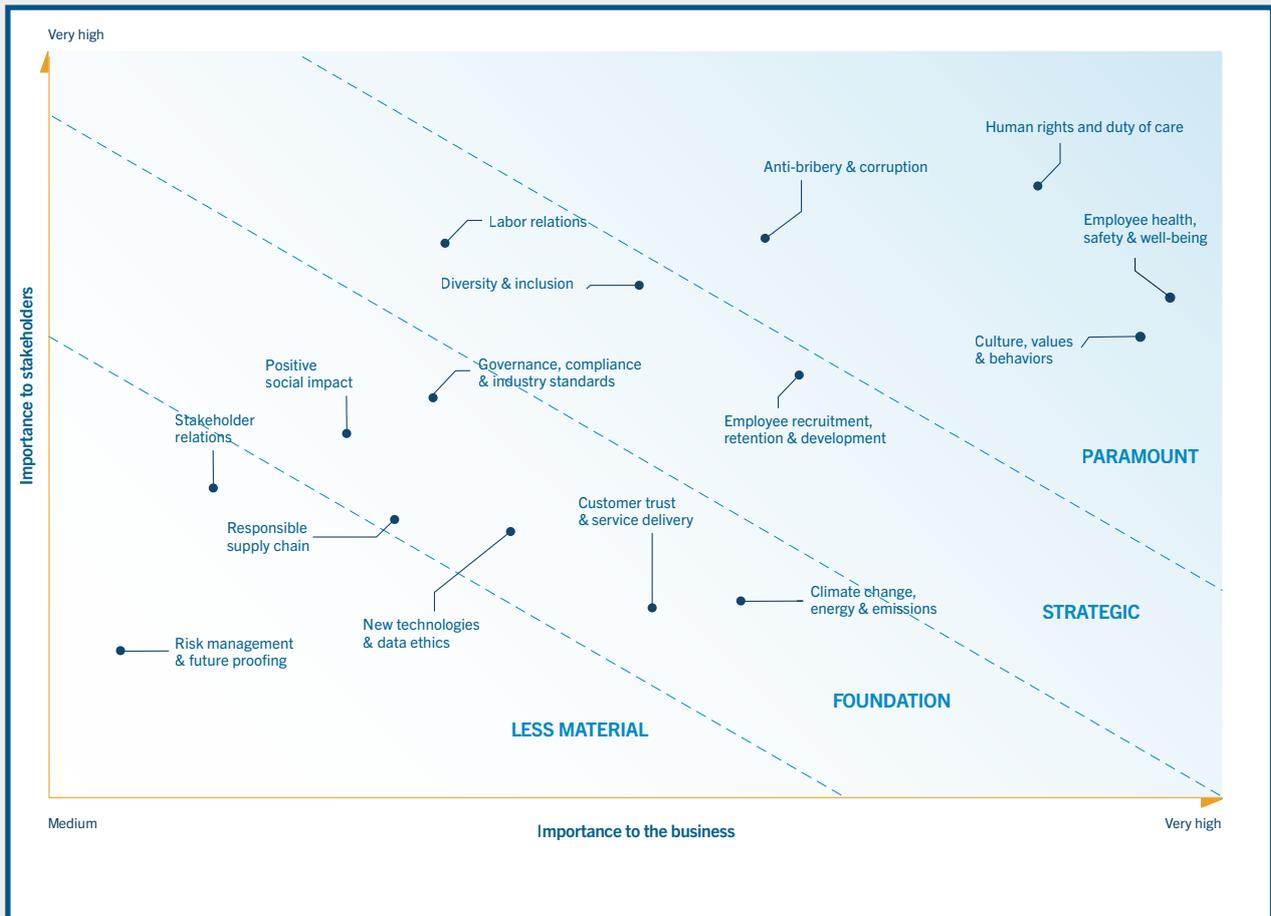
We believe the key issues and impacts of the G4S 2020 review continue to reflect those of our new organization. Nevertheless, we aim to undertake and refresh our ESG materiality assessment of Allied Universal in the near future.

Since Allied Universal's acquisition of G4S in April 2021, we have been working hard to integrate both companies. This has entailed reviewing existing strategies and approaches to harmonize policies and procedures—sharing experience and adopting the best from both organizations. The integration process is complex and will continue throughout 2022 and into 2023, but we have already made significant progress.

We believe the key issues and impacts of the G4S 2020 review continue to reflect those of the new organization.

MANAGING OUR MATERIAL ISSUES (CONTINUED)

Materiality matrix



The four priorities revealed by our materiality review, supported by a focus on diversity and inclusion and climate action, form the foundation of our global ESG strategy – which is delivered through a joined-up multi-function approach covering policy, engagement, intervention and reporting.

1

Employee health, safety and well-being

- Our goal is zero harm.
- Recognition of potentially hazardous workplace environments.
- Achieved a 53% reduction in workplace fatality rate since 2016.

2

Human rights

- An ethos of fairness and human rights.
- Recognition of potential risk of human rights violations.
- Aligned to the UN Guiding Principles on Business and Human Rights.

3

Anti-bribery and corruption

- The right way to do business.
- Recognition of potential risk in certain markets.
- Policy and standards communicated to managers and functional officers.

4

Culture, values and behavior

- Our goal is to be an employer of choice by instilling 'I-Care' leadership principles to create an exceptional employee experience.
- Reinforcing the right way to do business.
- Engaging with our employees on a new set of global values for the future of Allied Universal.
- Ethics Codes and related training being implemented for all employees.

We recognize the growing importance of diversity and inclusion throughout our organization, and also the impact of climate change.

<p>+ Diversity and Inclusion</p> <ul style="list-style-type: none"> • Importance of reflecting the communities in which we operate and creating a more inclusive society. • International Inclusion Council and Diversity Committee in North America are focused on building diversity and inclusion awareness and take positive steps to ensure representation of women and minorities in management roles. 	<p>+ Energy and Climate Change</p> <ul style="list-style-type: none"> • Increasing stakeholder demand for positive action on climate impact. • Commitment to achieve net-zero carbon emissions by 2050, or sooner. • 'Road to Zero' European fleet strategy to decarbonize all vehicles by 2040.
---	--

A JOINED UP MULTI-FUNCTION APPROACH TO ESG MATTERS

