ANNEX A - GWFS HUMAN RIGHTS POLICY STATEMENT OF INTENT

The development of standards, regulation and transparency within the Private Security sector led in 2010 to the development of the International Code of Conduct, of which GardaWorld Federal Services (GWFS)[1], along with other members of the GardaWorld corporate group, was a founding signatory. GWFS's policy is to embrace and support the development of international standards derived from the Code and to achieve adherence to Standards recognized by the International Code of Conduct Association. This commitment and the commitment to comply with legal obligations and best practice are set out in our Human Rights and Professional Standards Policy.

GWFS's overarching approach is to recognize the human rights of all "rights holders" with whom it comes into contact. GWFS's policy is to respect the culture, religion and ethnic customs, human dignity, and human rights of the communities and countries in which its personnel and subcontractors work. All company personnel shall respect human rights, and to the best of their ability and wherever possible, identify and promptly escalate potential violation of these rights. Part of the company risk management process includes an assessment of the impact of GWFS operations on those rights holders and engage stakeholders as appropriate.

GWFS will promote and observe the inclusion and fair and equal treatment of all personnel, regardless of their ethnic or social origin, color, gender, gender identity, religion, nationality, sexual orientation, or other distinguishing characteristics.

GWFS policies and procedures require that consideration be given to appropriate engagement of the affected local community, at the relevant stages of operations.

GWFS has documented internal and external third-party grievance and dispute resolution processes that are transparent, equitable and predictable, to enable the remediation of any adverse human rights impacts. These processes include whistleblowing, grievance, and complaints procedures to investigate any alleged non-conformance with the company policies or with the requirements of applicable laws, regulations, and contract requirements. The third-party grievance process is available on the Company website and is communicated to clients and local stakeholders to assist in identifying potential issues that require resolution.

GWFS follows supplier selection, due diligence and contract management policies that seek to ensure compliance across its teammates and suppliers worldwide. GWFS is conscious of the impact it may have as an employer in economically and/or socially fragile countries. The Company respects the social rights of its employees and of the local communities in which it operates.

Approved By:

Original document signed.

Pete Dordal, President & Chief Executive Officer

Date: 6 July 2026

[1] GardaWorld Federal Services (GWFS) operates pursuant to a Special Security Agreement (SSA) that is approved by the U.S. Government Defense Security Service (DSS). The SSA ensures that GWFS maintains Foreign Ownership, Control and Influence (FOCI) mitigation controls between GWFS and its foreign affiliates to protect U.S. classified information and unclassified export-controlled information and maintain GWFS's independence in performing classified contracts.