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**SUSTAINABILITY
REPORT** _____

Our Progress in Environmental, Social and Governance Responsibilities



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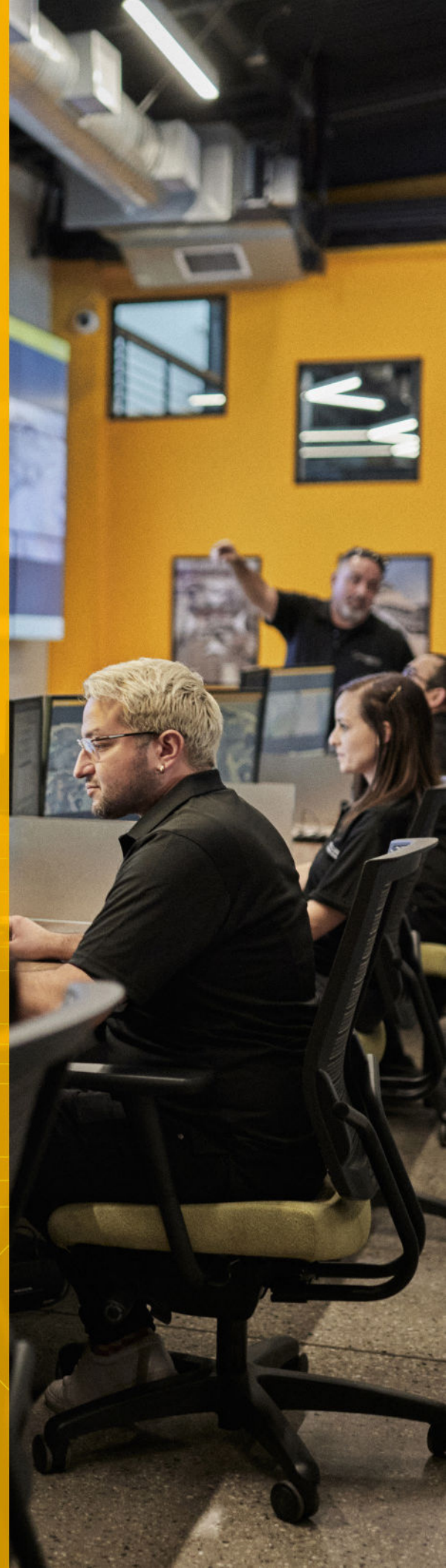
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Overview

ECAM is America’s #1 video security provider, with the continent’s largest footprint of monitored mobile and permanent surveillance units. As one of GardaWorld’s Global Champions, it combines proprietary AI, trained security professionals, and 24/7 monitoring to deliver real-time protection, stronger deterrence, and unmatched operational visibility.

ECAM focuses on proactive intervention rather than passive surveillance. ECAM uses AI-driven detection and human verification to identify suspicious activity in real time, allowing operators to intervene early, deter incidents, and help prevent loss before it escalates. This approach supports clients across construction, logistics, retail, multifamily residential, commercial real estate, and critical infrastructure with security programs that are more responsive, scalable, and prevention-focused.

ECAM operates at scale through a large North American monitoring and support network built to deliver continuous alert review, rapid intervention, and consistent customer outcomes. This operating model is supported by structured training, workforce engagement, and strong operational discipline, helping the business maintain reliability as it expands its footprint and capabilities.

A key differentiator is ECAM’s connected platform approach. Its surveillance ecosystem brings together hardware, software, AI analytics, remote monitoring, response, and field service into a more integrated operating model. With the launch of ECAM Central, customers now have real-time visibility into detections, operator actions, response outcomes, and service activity across their monitored properties, helping close the accountability gap and turn security activity into operational intelligence.

As the business grows, ECAM continues to embed environmental, social, and governance considerations into its operations. Remote monitoring can reduce the need for certain on-site interventions, while lower-impact, solar-powered units support more flexible deployment models. At the same time, strong governance around data protection, ethical conduct, and the responsible use of AI remains central to the business, alongside continued investment in employee development, safety, and engagement.





ECAM

double materiality assessment results

ECAM's priority topics, identified through a double materiality assessment conducted in 2025, reflect the most significant matters for our operations, stakeholders, and long-term performance. These priorities are aligned with GardaWorld's three strategic pillars of Build trust, Protect and develop people, and Drive positive impact, while remaining adaptable to ECAM's specific operational context and reflect our role as a Global Champion providing fixed and mobile surveillance solutions that contribute to the protection of people, assets, and communities.

Building trust is fundamental to ECAM's license to operate, given our responsibility for monitoring environments and managing sensitive information. Material topics under this pillar include business conduct and ethical behavior as well as data privacy and cybersecurity. Together, these priorities underpin regulatory compliance, secure operations, strong customer relationships, and long-term brand trust.

Protecting and developing people is a core priority, recognizing that our performance depends on a skilled, engaged, and unified workforce. Key focus areas include employee training and development, particularly in operational excellence and responsible use of technology, as well as equal opportunities to foster inclusive and fair working environments across geographically distributed teams. These priorities support workforce engagement, talent retention, and the reliability of ECAM's continuous monitoring and operational activities.

Driving positive impact through environmental considerations such as the management of greenhouse gas (GHG) emissions and energy use is an increasing focus for ECAM and part of GardaWorld's broader commitments. Managing this area supports operational efficiency and responds to growing expectations related to our environmental performance and the footprint associated with our equipment, technology infrastructure, and operational activities. We also recognize our core role in deterring and detecting crime, enhancing safety, and contributing to the protection of the critical assets and communities in which we operate.



Build trust

- Business conduct
- Data privacy and cybersecurity



Protect and develop people

- Employee training and development
- Equal opportunities



Drive positive impact

- Protecting customers & communities
- GHG Emissions (incl. use of energy)



Build trust

As a technology-driven security business operating in environments where data integrity, ethical conduct and operational reliability are critical, we place trust at the core of our value proposition. As one of GardaWorld's Global Champions, ECAM operates fully within the Group's governance framework and applies the same standards of integrity, transparency, and accountability that underpin GardaWorld's Building trust pillar.

Ethical business conduct and governance

ECAM adheres to the GardaWorld Code of Ethics and its zero-tolerance approach to bribery, corruption, and unethical conduct, applicable to all employees and third parties acting on our behalf. Oversight of ethical conduct and compliance-related topics is embedded within the governance structure of GardaWorld, with clear senior management accountability for business ethics, anti-bribery and corruption, and regulatory compliance.

Anti-bribery and corruption risks are mitigated through a combination of centralized financial controls, management review of expense reporting, mandatory training, and clearly defined disciplinary measures. Bribery and corruption are explicitly identified as serious misconduct under our disciplinary guidelines, reinforcing ECAM's commitment to fair and lawful business practices across all our operations.

Whistleblowing and grievance mechanisms

Building trust also requires accessible, confidential, and effective grievance mechanisms. We support an open-door policy that encourages employees to raise concerns with supervisors or management, while also providing multiple formal reporting channels for sensitive matters including discrimination, harassment, unethical behavior, or legal non-compliance. Employees and external stakeholders may report concerns anonymously through GardaWorld's Ethics Hotline, available 24/7. All complaints are centrally managed through Human Resources and senior leadership, with defined processes for investigation, follow-up, and corrective action. Monitoring grievance resolution timeliness and outcomes supports transparency, consistency, and accountability within ECAM's operations.



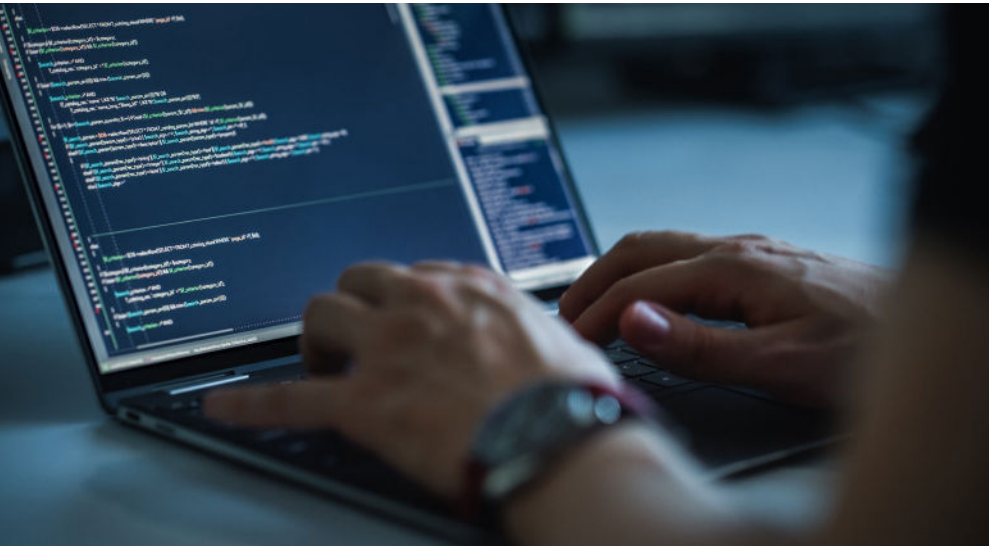
Data privacy and cybersecurity

We consider data privacy, cybersecurity, and the responsible use of artificial intelligence to be fundamental to how we build and maintain trust with our clients, partners, and communities. As we deliver AI-enabled security solutions, we recognize our responsibility to protect the confidentiality, integrity, and availability of the data processed through our systems. Policies, controls, and technologies are designed to support strong cybersecurity resilience and to adapt to evolving technological, regulatory, and threat landscapes.

ECAM has developed proprietary, patented technologies to secure data transmission between our devices and our AI-enabled systems. Data is protected through advanced encryption methods, transmitted exclusively via controlled network environments, and does not rely on addressable IP infrastructure, limiting exposure to external cyber risks and supporting secure and private data flows throughout system operations.

Data sovereignty considerations are embedded in ECAM's system architecture and operational practices. Our data storage and processing practices are structured to comply with applicable data protection and data residency requirements in the jurisdictions where we operate. We do not use personal identification, facial recognition, or biometric recognition technologies, and we do not connect our systems to external databases that would enable the identification of individuals captured by our surveillance devices.

We use predictive analytics to support situational awareness and incident prevention by identifying motion patterns and behavioral indicators associated with potential security risks. These analyses are designed to remain fully independent from personal or identifying characteristics. We train our systems using broad operational datasets to support accuracy and reliability, while mitigating the risk of unintended bias.



Cybersecurity certifications & continuous improvement

Cybersecurity mitigation is continually evolving. We are committed to ensuring we are continually up to date with cybersecurity needs, anticipating and mitigating potential threats.

We have achieved and aligned to multiple cybersecurity certifications which demonstrate our commitment to adopting and maintaining the highest levels of cyber security.

Certification:
SOC 2 Type 2

Summary:

SOC 2 Type 2 attests to our robust security practices, evaluating ECAM's handling of sensitive data and the effectiveness of its security controls.

To continually test and strengthen our systems, we undertake regular penetration testing, both internally and via third parties. These tests support the targeted strengthening of our security procedures and controls.



Protect and develop people

As one of GardaWorld's Global Champions, and with teams based across North America and the Philippines, ECAM operates in accordance with GardaWorld's principles to ensure every employee works in a safe and inclusive environment.

Our monitoring operations play a central role in delivering 24-hour surveillance and protection of client sites. Responsible for reviewing alerts and responding to potential threats, these teams provide active deterrence and continuous monitoring services that directly contribute to the safety of our clients' sites.

Specifically across our Manila and Iloilo locations, more than 1,400 employees support real-time alert review and incident response. In 2025, we continued to see strong performance in our Net Promoter Score, demonstrating sustained engagement across our teams. We continue to see low attrition and high levels of commitment, which reflect the positive workplace culture we strive to maintain. Ongoing initiatives focus on employee well-being, inclusion, and professional development. We are committed to building upon this foundation by further expanding development opportunities, strengthening engagement, and supporting our employees as they continue to grow and thrive within the organization.

Occupational health and safety

ECAM is committed to maintaining a safe and healthy work environment for all our employees, supported by clear policies, training expectations, and well-defined responsibilities at every level of the organization. Our safety manual outlines general safety rules and practices, and the processes for reporting and addressing safety concerns. In addition to our core onboarding training, workplace safety is delivered as a dedicated course to reinforce awareness and preparedness across our teams.

Looking ahead, we will continue strengthening our safety culture by expanding and rolling out additional training tailored to the needs of our technicians, including safe installation practices in higher-risk environments such as rooftops and confined spaces. These efforts reflect our ongoing commitment to ensuring that every employee can perform their work safely and confidently.

Our monitoring centers in the Philippines also place a strong emphasis on employee safety and preparedness. Flexible work arrangements are implemented when needed to ensure employee safety during major disruptive events and regular safety drills, including fire and earthquake preparedness, help reinforce readiness across the organization. Over the past year, employees also received regular health and safety reminders on topics such as seasonal illness prevention, eye care guidance, and precautions during severe weather events. Onsite medical staff are available to provide immediate assistance, and wellness talks led by medical professionals offer guidance to help employees make informed choices for a healthier life. These initiatives contribute to a workplace environment where safety, health, and overall well-being remain central priorities.

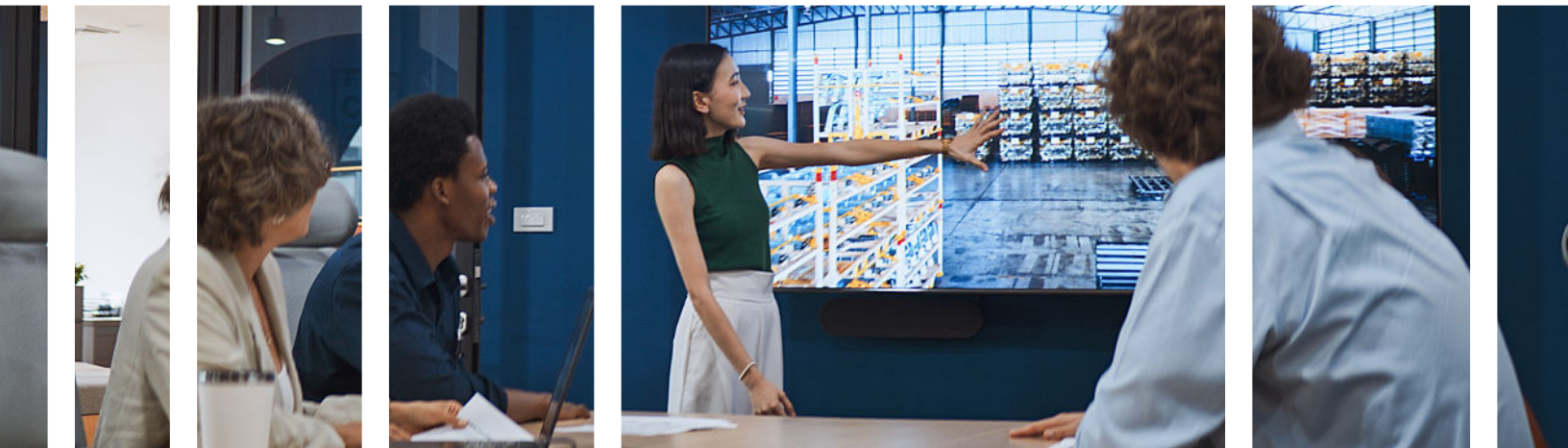
Employee training and development

ECAM is committed to supporting employee growth through structured learning, leadership development, and practical training that strengthens both individual capabilities and organizational resilience. Across our operations, we focus on equipping employees with the skills, confidence, and preparedness they need to succeed in their roles.

Employee engagement is one of the foundational pillars of our Learning & Development strategy. The Journey of the Leader program offers a structured path into operational mastery, guiding new managers through a sequenced curriculum that builds their knowledge, skill, and confidence across all dimensions of their role, ensuring they are fully prepared to lead, engage, and support their teams with excellence. This journey culminates with the GardaWorld Professional Certification Program, an industry-leading initiative designed to enhance performance and long-term retention. Through its 90-day learning path and three-tier assessment, participants develop the skills and tools needed to excel and ultimately earn the title of GardaWorld Certified Professional.

Practical training plays an important role in employee readiness. Emergency preparedness drills, health reminders, and business continuity planning procedures provide hands-on learning opportunities that reinforce familiarity with safety protocols and ensure teams remain prepared and confident in responding to unexpected events.

Supporting employee development is equally important to maintaining engagement and satisfaction. We conduct employee quarterly performance reviews and are currently developing a competency framework to help identify targeted training opportunities that support career development. We also prioritize internal mobility, identifying high-potential individuals and supporting them as they move into positions with greater responsibilities.



Equal opportunities

ECAM promotes equal opportunities through our Human Capital policies and procedures, ensuring fair and consistent treatment in hiring, promotion, and employee development. These policies reflect our commitment to equity and to fostering a workplace where all individuals are respected and valued.

To reinforce this commitment, employees have access to a confidential ethics and grievance reporting channel, which supports transparency and accountability across the organization. This anonymous mechanism is available at all times and ensures that concerns can be raised safely and without fear of reprisal. Together, these practices help ECAM maintain an environment where inclusion is prioritized and where every employee has the opportunity to thrive.



/SPOTLIGHT/

Putting Safety First - Emergency Response During Disruptions

When a major typhoon struck the Philippines in 2025, ECAM focused on protecting employees while maintaining business continuity and supporting the community. Key initiatives combined proactive preparedness, real-time communication, practical measures such as transportation assistance, and community support.

Clear and continuous communication measures kept employees informed before, during, and after the storm. Updates included preparation guidelines before the typhoon, emergency checklists, constant storm monitoring, and relaying the latest warnings from government officials. Employees also received information on securing homes, safeguarding important documents, preparing emergency kits, and planning evacuation routes. Following the storm, additional guidance was provided on essential precautions, avoiding hazards, and safely inspecting their homes. Together, these measures were designed to strengthen employee readiness and safety throughout the entire event.

To further keep employees safe, ECAM provided practical support such as transportation assistance and converted office rest areas into temporary sleeping quarters when flooding prevented many employees from returning home. Hygiene kits were supplied and free meals were also provided for the workforce as an essential part of this effort.

Support was also provided to the families of employees through the coordination and distribution of donations including clothing and other goods to assist those affected by the typhoon.



Drive positive impact

Protecting customers and communities

ECAM's mission is to help protect people, assets, and communities by discouraging criminal activity and responding effectively when situations arise. By protecting critical infrastructure, residential neighborhoods, and construction sites, we help create conditions for stronger, more resilient communities. Safety is a foundational element of community development, and our work directly supports that stability.

The presence of our technology is designed to prevent incidents before they occur, helping safeguard the environments we protect. Our AI-driven systems identify unusual or high-risk behavior, interrupt potentially harmful situations, and escalate to authorities when required. Our technology contributes to higher apprehension rates of individuals engaged in criminal activity, serving both as a deterrent and as a means of addressing repeat offenses. This dual impact plays a meaningful role in improving public safety and reducing ongoing risks.

This commitment drives us to continue expanding the reach of our solutions, ensuring they are deployed where they can deliver the greatest impact and provide a visible, active deterrent to crime. Because our units function reliably even in remote or hard-to-reach areas, they reduce the need for onsite guarding roles while still allowing real-time engagement with individuals on the ground.



Community engagement

ECAM is committed to contributing positively to the communities where we operate. Each year, employee groups collaborate with management to identify opportunities for engagement, organize social activities, and coordinate volunteering initiatives that strengthen connection and support within the wider workforce.

Over the past year, community engagement efforts included several initiatives in the Philippines, where employees directly supported local organizations and vulnerable groups. In December 2025, a team of 14 employees from our Manila office participated in an initiative at a free halfway house for pediatric cancer patients, distributing personal care items, hygiene kits, and food to 28 children and 11 adults. Another initiative carried out in our Iloilo location supported the Friends of Cancer Kids Foundation Inc., benefiting 28 children through volunteer involvement. These initiatives reflect our ongoing commitment to supporting communities in need and creating meaningful local impact.

Through these actions, our teams demonstrated proactive support for community well-being and positive contributions. This spirit of engagement reinforces ECAM’s broader commitment to protecting and supporting people both within and beyond our organization.

We help protect, prevent & deter

	\$160B	In assets protected for industries including; automotive, energy, utility, construction and more.
	760M	Security breaches detected and defended.
	60M	Alarms monitored 24/7. ECAM delivers nonstop vigilance.
	10%	1 of 10 dispatches result in an apprehension.



/SPOTLIGHT/

ECAM Expands Footprint Protecting One of America's Largest Power Networks

Access to reliable electricity is essential to public safety, economic activity, and community well-being. In the United States, large-scale power networks serve millions of people and underpin critical services, from healthcare and emergency response to transportation and communications.

In Southern California, Southern California Edison (SCE) operates one of the largest electric utility networks in the country, delivering electricity to approximately 15 million people across a vast and complex service area that includes more than 125,000 miles of transmission and distribution lines and hundreds of substations. Protecting this infrastructure is critical not only for business continuity, but also for the safety of surrounding communities.

SCE faced persistent security incidents at several of its electrical facilities creating both serious safety risks such as the risk of electrical surges, fires, and power outage, and significant financial impacts related to repairs and service disruptions.

How ECAM helped make a difference

ECAM deployed a proactive, technology-enabled security model, combining Mobile Surveillance Units (MSUs) and fixed cameras to improve site visibility, virtual perimeter protection using photoelectric beam technology, 24/7 live monitoring and real-time incident verification, and various active deterrence measures. This approach focused on preventing incidents before damage or safety risks could occur.

Following deployment, ECAM's solution effectively stopped the pattern of incidents, improving site safety and reducing the risk of outages that could affect surrounding communities. By helping safeguard electrical substations and transmission assets, ECAM contributes to the protection of essential services relied upon by millions of people, and reduces safety risks for employees, first responders and nearby residents, while supporting the continuity of electricity supply for homes, businesses, and critical public services.

Limiting environmental footprint

ECAM is currently focused on reducing our environmental impact by improving operational efficiency, lowering greenhouse gas emissions associated with product maintenance, and integrating low-carbon energy solutions into our technology.

The effective use of remote monitoring solutions minimizes the number of guards needed on site and reduces travel and vehicle use. It also minimizes the installation of heavy fixed infrastructure such as cabling and permanent power supplies or the continuous use of energy-intensive temporary solutions.

To mitigate emissions associated with product maintenance, we have implemented a remote service model. A dedicated remote service team resolves the majority of maintenance needs without requiring on-site interventions. This approach reduces the number of truck journeys to customer locations, lowering associated fuel consumption and emissions while also minimizing operational disruption for clients.

For the first time this year, we are disclosing our own greenhouse gas emissions inventory, ensuring alignment with GardaWorld's reporting framework. This alignment establishes a foundation for progressively strengthening ECAM-specific GHG measurement and environmental governance as data maturity increases. This will include the evaluation of climate-related risks and their effect on operational practices.

Additionally, with a focus on continuous improvement, ECAM is aiming to strengthen the quantification of environmental benefits such as avoided emissions from solar deployment and reduced maintenance travel.





/ CASE STUDY /

Innovative solar-powered security solutions

ECAM's mission is to pioneer the next generation of security through virtual guarding and tactical protection through remote video monitoring and surveillance systems.

ECAM's solar powered mobile surveillance units (MSUs) are designed to deliver security capabilities while significantly reducing environmental impacts compared with traditional fixed or fuel-dependent surveillance infrastructure. A key benefit lies in their self-powered, off-grid operation as these models incorporate high-efficiency solar panels and battery storage, allowing continuous operation without permanent grid connections or dependence on fossil-fuel-based energy sources.

For deployments requiring backup power, we offer hybrid configurations using methanol generators, which have a lower environmental impact than conventional diesel generators and are safe for transport and use in sensitive or remote environments. This approach significantly lowers the operational carbon footprint of ECAM's units once deployed.

With more than 20% of ECAM's revenue now generated from solar-powered mobile surveillance units, the environmental impact extends beyond individual deployments. As we move forward, we will continue to support our clients' sustainability objectives while embedding lower-carbon solutions into the standard delivery of mobile surveillance services.



Data

Key Figures

Workforce composition

Total number of employees	2,296		
	MALE	FEMALE	UNSPECIFIED
Total Employees	54.99%	34.94%	10.07%
Managers	62.90%	35.48%	1.61%
Office and support staff	54.50%	34.74%	10.76%
Front-line employees	60.87%	39.13%	0%

Occupational health and safety

Total recordable incident rate (TRIR)	0.884
Lost time injury rate (LTIR)	0.884
Total number of training hours	172,862
Countries with national Health and Safety committee (coverage)	100%

Transportation safety

Road traffic accidents / 100,000km	0.28
Percentage of vehicles with smart software installed	91.82%
Total hours of transportation safety training	176

CO₂ emissions

CO ₂ emissions for Scope 1 (tons)	2,445
CO ₂ emissions for Scope 2 (tons)	1,091
CO ₂ emissions for Scope 3 – Business travel (tons)	43*

* Canadian operations only

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