



JAMES A GRIMSHAW

NON-EXEC DIRECTOR BIOGRAPHY

Mr Grimshaw has recently completed a successful exit from GardaWorld, the world's largest Private Equity backed and privately owned Security Services Company. From 2004 to 2019 Mr Grimshaw's roles at GardaWorld covered operational positions during business startup, to Managing Director International, where he was responsible for growing P&Ls in Emerging and Complex Markets. Mr Grimshaw also built and led the Commercial and Sales function across the International Division and led the strategy for developing an online Travel Security program. He also took a leading role in the integration of strategic acquisitions into the GardaWorld business and in line with the development of new International Standards (PSC1 ANSI/ASIS), led the development of internal processes and procedures that set the conditions for GardaWorld to be the first Security Services Company to be globally certified to ISO18788 and ANSI/ASIS PSC1.

Prior to joining GardaWorld, Mr. Grimshaw was involved in a wide variety of spheres spanning military, civilian and humanitarian sectors in the Middle East, South East Asia, Europe, and Central Asia. He was primarily involved in conflict negotiation and post-conflict reconstruction activities as Deputy Director of the Blue Sky Foundation-a United Kingdom-based, not-for profit organization. There he delivered high level risk assessments, advice, planning, training and operational infrastructures to enable non-governmental organizations and international organizations to operate in conflict and post conflict environments. In 2003 and 2004 he assisted the United Nations Development Program in creating the circumstances for the effective commencement of the Disarmament, Demobilization and Reintegration (DDR) process for Northern Afghanistan. Prior to this role, Mr. Grimshaw assisted the Henri Dunant Centre for Humanitarian Reconstruction (HDC) with strategic operational management support, senior liaison, training, regional intelligence and crisis management techniques for the first ever privately brokered ceasefire monitoring mission between the Indonesian Government and the GAM separatist movement in Aceh, Sumatra.

Mr. Grimshaw was commissioned into the British Army in December 1995, serving in Europe, the U.S. and the Middle East before retiring from the service in 2001 after completing the Junior Command and Staff course at the Defense Academy of the United Kingdom. He holds a Bachelor of Arts honors degree from Nottingham Business School.