

Corporate Social Responsibility (CSR) Group Policy Statement

We act with certainty, where it matters most.

Scope:

This policy applies to all Currie & Brown entities. It must be followed by all employees, subsidiaries, and joint ventures acting on our behalf.

Our commitment:

At Currie & Brown, we believe that corporate social responsibility is not a standalone initiative — it's how we do business and extend beyond compliance. As a global business, we have a duty to uphold ethical standards, champion human rights, protect the environment, and lead by example. From the way we support our people, to how we deliver for clients and communities, we act with integrity, insight and impact. We don't just talk about responsibility — we live it, project by project.

We focus on five areas that matter:

- Empowering clients to extract maximum value from their assets
- Supporting our people to reach their full potential
- Strengthening communities through education and engagement
- Delivering transparency and long-term value to our shareholders
- Promoting sustainability in everything we do

How we deliver this across every region, role and relationship:

- Our board sets the tone and leads from the top and our directors are responsible for implementing this policy across their offices and projects
- Every employee is expected to play their part — CSR performance forms part of individual development reviews
- Our strategy outlines specific actions to uphold our values through people, sustainability, community, and business conduct

This policy is reviewed regularly and updated to reflect changes in law, risk and operational need.

Signed



Alan Manuel
Group Chief Executive Officer
19 August 2025

