Environmental, Social and Governance Policy

CERTAINTY • INGENUITY • ADVANTAGE

Computershare

Contents

1. Background

Computershare aspires to effect positive change related to key ESG matters.

We are committed to a transparent, accountable approach to business that recognises the legitimate interests of all stakeholders by:

- Supporting the creation of a more sustainable and equitable future with shared value for our employees, clients, suppliers, shareholders, community and the environment.
- Focusing on identifying ESG opportunities and mitigating ESG risks as part of our core strategic priorities and day-today operations, in line with our company values.
- Aligning with recognised global ESG disclosure frameworks and standards, currently including the United Nations Sustainable Development Goals (SDGs), CDP (formerly the Climate Disclosure Project), Task Force on Climate-Related Financial Disclosures (TCFD), Sustainability Accounting Standards Board (SASB), GHG Protocol and the Science Based Targets initiative (SBTi).
- Complying with all ESG-related laws, regulations, and other requirements as applicable to Computershare's global operations and maintaining processes to monitor and evaluate compliance.

2. Purpose

The purpose of this policy is to set out how Computershare manages ESG risks by conducting our business in a way that enables us to continue being successful and profitable, while balancing our needs with those of our employees, clients, suppliers, shareholders, communities and the environment.

We understand that our future success depends upon addressing ESG issues including climate change, Fairness & Culture, protecting our reputation, attracting, retaining and engaging employees, evolving our revenue streams and operating efficiently. Key to our success is embedding ESG principles within the organisation as part of our existing 'Being Purple' company values, our strategic priorities and individual objectives.

3. Who this policy applies to

The Policy applies to all employees of Computershare and its subsidiaries (including the Board of Directors) in all countries in which we operate.

Computershare expects all employees to comply with this Policy by ensuring they act at all times in accordance with the requirements set out below.

Supplier ESG requirements are set out separately in our Supplier Code of Conduct.

4. Our ESG strategy

Our ESG strategy is designed to foster stronger relationships with both our internal and external stakeholders, reduce risks to our business, protect and enhance our reputation and drive efficiencies through better management of resources. We are committed to transparent communication with our stakeholders and the external reporting, disclosure and assurance of material ESG information and data.

Computershare is committed to conducting its business in accordance with the UN Global Compact and SDGs, which we believe supports long-term, sustainable business performance and helps build a more sustainable world.

We aim to do this by working on the following areas:

Environment

Minimising the impact of our resource consumption on the environment, by reducing our carbon footprint and other environmental impacts.

Sustainability is a core focus across Computershare, and we are working actively towards managing and reducing the long-term impact of our business.

Our biggest environmental impacts come from purchased goods and services (including capital goods), paper and logistics, and business travel/employee commuting.

Environmental management

We commit to:

- Protecting the environment, including the prevention of pollution, efficient use of resources, the responsible management of energy, water, and waste across our global operations, and seeking continuous improvement in reducing consumption of these resources where possible.
- Setting site-based targets for key offices to help drive reduction in usage of key resources.
- Taking material steps to identify, assess, and manage major environmental risks and opportunities associated with our business.
- Assessing opportunities to improve sustainability across Computershare's global offices.
- Continuing to develop work practices and use new technologies to reduce the impact and waste of resources and energy used both internally and to provide services to our clients and their customers.
- Continuing to identify opportunities to develop more sustainable products and services that will help address environmental impacts, improve resource efficiency and minimise greenhouse gas emissions.
- Continually improving the effectiveness of our Environmental Management System and alignment to ISO14001.

Climate & Net Zero

We commit to:

- Calculating our Scope 1, 2 and 3 emissions annually in line with the GHG Protocol and ISO14064 and aiming to reduce/offset these emissions to reach Net Zero by 2042, through implementing an ongoing Net Zero plan in line with science-based targets.
- Embedding the consideration of climate-related risks and opportunities (and associated metrics and targets) into existing company strategy

Nature

We commit to:

- Avoiding negative impacts on threatened and protected species to safeguard biodiversity and protect natural ecosystems.

Social

How we interact with customers, communities, employees and suppliers.

Our people are at the heart of everything we do, and we believe that Computershare's success depends on instilling our culture of 'doing the right thing', attracting high-performing people who are aligned to our values and enabling them to reach their potential. Our Fairness & Culture Policy and Code of Conduct reinforce the critical role that our employees have in maintaining our reputation for honest, ethical and legally responsible conduct. Our Supplier Code of Conduct sets out our expectations for suppliers to be ethical and transparent, including within their own supply chains. We are also dedicated to initiatives that support our local and global communities in reducing inequalities and poverty.

Our people

We commit to:

- Enforcing our global Code of Conduct, which sets out our overarching expectations for the appropriate conduct of all employees.
- Developing, training and appropriately rewarding our people to support their on-going professional development.
- Listening to our people and reviewing engagement, wellbeing, and culture through our annual Employee Opinion Survey.
- Nurturing a diverse workforce and inclusive business environment, including policies, such as our Fairness & Culture policy, and processes to help support equality in the workplace.
- Providing a safe and healthy working environment for our people and ensuring occupational health and safety risks are managed through dedicated policies, systems and practices.

Human rights and responsible supply chains

We commit to:

- Respecting, protecting, and promoting internationally recognised human rights.
- Preventing any abuse of these human rights, such as modern slavery, within our business and supply chains, through our Human Rights Policy, Supplier Code of Conduct and Modern Slavery program and associated reporting.

Customers and communities

We commit to:

- Ensuring products and services are safe and marketed ethically and that customer data is secure.
- Maintaining our Change A Life global charitable giving program and matching the contributions we encourage our employees to make.
- Remaining committed to community engagement through volunteer and fundraising programs based in areas local to our businesses and giving each employee a volunteer day in addition to their annual leave entitlement.

Governance

Internal practices and policies for effective and ethical decision making and legal compliance.

Computershare aims to ensure that management of ESG topics is embedded across the organisation so we can develop the right company culture around ESG. We embed ESG management and reporting into our governance structures and communications to employees to ensure that ESG is understood by all our people, including the Board and the Executive Leadership Team.

Computershare's Board of Directors reviews and approves the group's main ESG objectives and periodically monitors progress against them. ESG is a standing item on the Board's agenda. We also ensure that short-term variable incentive schemes for all employees include ESG-related targets. Collectively these steps highlight the importance of ESG to Computershare and help ensure that our employees feel motivated to support the delivery of our ESG program.

We have adopted an ESG Governance structure designed to ensure that the management and control of ESG risks is supported by a strong culture of governance and doing the right thing across the organisation.

Board and executive accountability

We commit to:

- Reporting regularly, accurately and consistently to internal and external stakeholders on our ESG performance against internal KPIs and objectives and external global disclosure standards and frameworks, in addition to our usual reporting on financial results, business strategy and operations.
- Reporting quarterly to our Board on our ESG progress, ensuring remuneration is linked to ESG-related objectives and making our business leaders and managers accountable for ESG risks and performance management.
- Ensuring our Board reflects a broad range of skills, experience, and backgrounds, recognising that diversity enhances effective governance, balanced decision-making, and delivers long-term value to shareholders, employees, customers, and the wider society.

Management controls and culture

We commit to:

- Reviewing and updating our ESG-related policies annually and communicating them effectively to all internal and external stakeholders.
- Protecting our information assets and customer data through our information security strategy, information security operating model and strong internal capability.
- Aligning our external reporting to best practice ESG and climate-related disclosure frameworks and standards.
- Maintaining our cross-regional steering committees (Net Zero, Risk, Modern Slavery and Diversity & Inclusion) to support ESG governance across the organisation.
- Continuing with our structured approach to assessing and mitigating ESG-related risks against a global framework that considers the financial, reputational, regulatory, customer/client, people and environmental impacts.

Group level policies and codes that support ESG

The following groupwide governance codes/policies/statements are available on our corporate website.

- Global Code of Conduct
- Securities Dealing Policy
- Continuous Disclosure Policy
- Fairness and Culture Policy
- Human Rights Policy
- Modern Slavery Statement
- Anti-Bribery and Corruption Policy
- Whistleblower Policy

These policies and codes are communicated to all employees through our Global Employee Handbook, mandatory training and other internal channels, and are reviewed and maintained on an ongoing basis.

Further information on the Group's ESG performance is provided in our latest Sustainability Report and Annual Report.

Policy Sponsor:

Stuart Irving - Chief Executive Officer Computershare Group

Policy Owner:

Lucy Newcombe - Chief People and ESG Officer Computershare Group

United Nations Sustainable Development Goals