

Fairness and Culture Policy

2025

OVERVIEW

We are committed to fairness and belonging for everyone.

Our goal is for every team member, customer, and supplier to feel valued. We will make every effort to ensure that our organisation is welcoming to all by eliminating barriers and obstacles; and enforcing a zero-tolerance policy toward any form of discrimination.

We are dedicated to providing everyone with an opportunity to succeed on their own merits, starting from the application process and continuing throughout their career with us.

This applies throughout our group, around the world with no exceptions.

We capture this ethic in our 'Being Purple' ways of working, Computershare's cultural framework. Two of our pillars, 'Work well together' and 'Do the right thing' provide clear expectations to each and every one of our employees.

The principles set out in this policy are a key foundation for many People related policies and objectives across the Group.

SPECIFICALLY

- › Discrimination, harassment and victimisation will not be tolerated in any way at Computershare
- › We offer reasonable accommodations for employees to provide equal access to opportunities, resources, and materials to help them succeed
- › We aim to recruit from the widest possible talent pool for our business and to utilise recruitment processes that are structured to provide a level playing field at all levels of the organisation
- › All employees undertake training to help make them successful in our business
- › We hire, develop, reward, promote and retain people purely based on their talents, commitment, potential and the results they achieve
- › Our talent management programs are designed to be fair and to give talented individuals of all backgrounds the opportunity to progress at all levels
- › We offer flexible working practices in order to support global working, carers and parents
- › We make it easy for those on extended leave to keep in touch with the company and their colleagues should they wish to do so

This policy may only be amended with the approval of the Board of Computershare Limited. This version of the Policy was approved by the Board on 5 June 2025.