

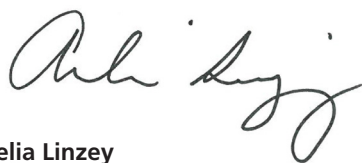
Beca's Environmental Commitment

Beca is committed to minimising environmental impact directly resulting from our work activities (our footprint) and maximising the positive sustainability impacts we enable through the advice we give and the projects we work on with our clients and communities (our handprint). This engenders a responsibility to provide environmentally appropriate advice and to encourage positive environmental outcomes.

To deliver on our commitment, we will:

- ▶ Comply with all relevant environmental legislation, compliance obligations and voluntary standards to which we subscribe;
- ▶ Set objectives, goals, and strategies to provide an easily understood direction for environmental performance;
- ▶ Seek involvement in and encourage uptake of projects which have a beneficial environmental impact;
- ▶ Promote solutions that protect or enhance the environment;
- ▶ Work collaboratively with others (clients, partners, suppliers etc) to seek environmental solutions and practices to minimise adverse environmental impact;
- ▶ Monitor and proactively manage our carbon footprint including opportunities for reduction;
- ▶ Prevent unnecessary pollution from our activities by reducing the waste we generate and our consumption of non-renewable resources;
- ▶ Provide information and guidance to our people to raise awareness of environmental responsibilities, impacts and opportunities;
- ▶ Be aware of the social and environmental issues important to our people and consider how we can respond;
- ▶ Actively consult and encourage participation with our people to continually improve our management system and overall environmental performance.

Our environmental commitment is fundamental to our Purpose to make everyday better and core business values of Partnership, Tenacity, Enjoyment and Care.

A handwritten signature in black ink, appearing to read "Amelia Linzey".

Amelia Linzey

Group Chief Executive

October 2023