

SYSTRA Ltd is committed to a procedure of effectively managing sustainability. This commitment extends to all Limited and subsidiary businesses which form part of SYSTRA Ltd, all workplaces and others affected by our operations.

SYSTRA Ltd recognises that achieving high standards of sustainability is an integral part of business performance. Whilst all statutory provisions will be complied with as a minimum, the Company will take all reasonably practicable measures to ensure continual improvement in sustainability by setting appropriate objectives and targets. This will be in the form of a Sustainability Mission and Carbon Reduction PNN 06/21 annual plans, which will be continually reviewed.

The Executive Board accepts that it has the overall responsibility for sustainability. This board will ensure that such resources, facilities, finances, information, instruction and training is provided to foster sustainable culture and deliver sustainable targets.

SYSTRA Ltd is also committed to ensuring that the behaviour of our people, at all levels, is consistent with encouraging sustainability. Our mission is to make a positive difference through the solutions we deliver and how we operate as a business. This includes delivering value for all our stakeholders as we maintain natural, social and financial capital as a sustainable business.

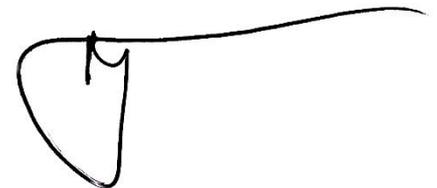
All employees and contractors are expected to co-operate with SYSTRA Ltd in the implementation of this procedure and any supporting Sustainability Management Systems. They will ensure that their own work, so far as is reasonably practicable, is carried out with sustainability in mind.

The Sustainability Policy is continually being monitored and developed and will be formally reviewed annually, though on exception amendments may be implemented at other times as required by legislative changes or work practices.

We are committed to ensuring that this procedure is understood, implemented and maintained at all levels within our organisation and that appropriate resources are provided to ensure that our integrated Business Management System is managed, and that performance is continually measured and improved.

This policy is reviewed annually by the SYSTRA LIMITED - UK & IRELAND Executive Board, and is communicated to all colleagues and organisations working for SYSTRA Limited or on our behalf. This Policy will be uploaded to the Intranet, displayed prominently at all workplaces and be available on request to all interested parties.

Signed by Nick Salt, for and on behalf of SYSTRA Limited:



Nick Salt
CEO
SYSTRA LIMITED - UK & IRELAND
January 2026