

# ESG GOVERNANCE

Our Sustainability Strategy ensures we leave a lasting, positive legacy for the people we collaborate with, the communities we serve, and the world in which we operate. By partnering with our supply chain, customers, and communities to make responsible, sustainable choices, we can significantly enhance our environmental impact.

Since day one, our Doing It Right ethos and 'The Winvic Way' culture have been an intrinsic part of the way we do business and deliver our projects. These guiding principles are supported with a robust governance framework that drive our continued, sustainable success whilst ensuring accountability.

## ▼ Sustainability Pillars



The graphic displays four pillars: PEOPLE (with a group of people icon), INNOVATION (with a lightbulb icon), PLANET (with a globe and recycling icons), and COMMUNITY (with a truck, building, and leaf icon). A central text reads 'Happy, Safe Healthy and Inclusive.' Below the pillars, it states 'Economic, Social, Environmental and Cultural Wellbeing'.

### GROUP BOARD

Winvic Group Ltd's Board is responsible for corporate governance, setting the practices, processes, values and rules by which the company is directed, guided and controlled.

### CONSTRUCTION BOARD

Responsible for day-to-day leadership and operational management of the core business, Winvic Construction Ltd's Board develops and executes the company strategy and defines our construction priorities. Overseeing the status and progress of Winvic Construction and its objectives to ensure successful achievement of results.

### SUSTAINABILITY LEADERSHIP TEAM

Our Sustainability Leadership Team is responsible for the development and delivery of Winvic's Sustainability Strategy. They review and monitor progress against the Strategy and ensure accountability at Board level. The team liaises closely with the Board and is in place to implement the business' strategic sustainability aims and priorities whilst being empowered to approve sustainability initiatives and innovation ideas brought forward through the pillar working groups.

### SUSTAINABILITY TEAM

Our inhouse Sustainability Team is responsible for providing expertise to our project teams, clients and supply chain partners to enable sustainability to be embedded into the full project lifecycle. Working closely with the Sustainability Leadership Team they focus on operational processes reflecting our Sustainability Strategy.

### SUSTAINABILITY PILLAR WORKING GROUPS

Each of the four pillar working groups have nominated group leaders who are responsible for setting the ambitions and targets and developing initiatives to meet these. They measure progress against these KPIs annually and review / adjust accordingly to ensure continuous improvement.