



## Communication and Continuous Disclosure Policy

### TABLE OF CONTENTS

1	PURPOSE .....	2
2	SCOPE .....	2
3	DEFINITIONS .....	2
4	INTRODUCTION .....	3
4.1	Background .....	3
4.2	Application .....	3
4.3	Contravention of this Policy .....	3
4.4	Breach of Continuous Disclosure Obligation .....	4
5	CONTINUOUS DISCLOSURE OBLIGATIONS .....	4
5.1	Continuous Disclosure Obligations .....	4
5.2	Commitment to Continuous Disclosure .....	4
5.2.1	Exceptions .....	4
6	CONTINUOUS DISCLOSURE PROCESS .....	5
6.1	What Information Must be Disclosed? .....	5
6.2	Approval of Market Announcements .....	5
6.3	Disclosure Committee .....	6
6.4	Rapid response process .....	6
6.5	ASX announcements .....	6
6.6	What is the Notification Process? .....	7
7	PERIODIC DISCLOSURE .....	7
7.1	Periodic Disclosure Obligations .....	7
7.2	Commitment to Periodic Disclosure .....	7
8	OTHER DISCLOSURES .....	7
8.1	Information Requested by ASX or NZX to Correct a False Market .....	7
8.2	Market Speculation and Rumours .....	7
8.3	Trading Halts .....	8
9	DEALING WITH EXTERNAL PARTIES .....	8
9.1	Insider Trading .....	8
9.2	Unsolicited Queries .....	8
9.3	Company Briefings .....	8
9.4	Briefing Blackout Period .....	9
9.5	Analysts Reports and Forecasts .....	9
9.6	Media .....	9
9.7	Annual General Meetings .....	9
9.8	Annual Reports .....	10



## Communication and Continuous Disclosure Policy

9.9	Downer Website .....	10
10	RULES FOR DISCLOSING INFORMATION TO ASX AND NZX.....	10
10.1	Authority to Disclose Information to ASX and NZX.....	10
10.2	Disclosure Must First be Made to ASX and NZX .....	10
11	RESPONSIBILITIES UNDER THIS COMMUNICATION AND CONTINUOUS DISCLOSURE POLICY	10
11.1	Employees and Contractors .....	10
11.2	Company Secretary .....	11
11.3	Disclosure Committee .....	11

### 1 PURPOSE

---

The Company is committed to providing timely, full and accurate disclosure to ensure compliance with its legal and regulatory disclosure obligations.

The Board has established this Communication and Continuous Disclosure Policy to assist the Company, its officers and employees to comply with the Company's legal and regulatory disclosure obligations to ensure that:

- all investors have equal and timely access to material information about the Company; and
- Company announcements are factual and presented in a clear and balanced way.

### 2 SCOPE

---

This policy applies to the Downer Group, hereafter referred to as Downer.

The target audiences for this policy are the Board, the Committees and the Company.

### 3 DEFINITIONS

---

The following terms are used in this document and are included in the [Definitions Register](#).

<b>ASX</b>	Australian Securities Exchange.
<b>Authorised Spokesperson</b>	Any or all the following personnel: the Group CEO, Group CFO, Group Head of Corporate Affairs and Investor Relations and Downer's officers who have been designated as authorised spokespersons.
<b>Board</b>	The Board of Directors of Downer EDI Limited (ACN 003 872 848).
<b>Company</b>	Refers to Downer EDI Limited (ACN 003 872 848), its subsidiary companies, business units, group functions and joint ventures (where relevant).
<b>Company Secretary</b>	The Company Secretary of Downer EDI Limited as notified to the Australian Stock Exchange.
<b>Corporations Act</b>	The <i>Corporations Act 2001</i> (Cth).



## Communication and Continuous Disclosure Policy

<b>Director</b>	Any person who is appointed to the Board and includes alternate directors
<b>Disclosure Committee</b>	The specific purpose committee as further described in Section 6.3.
<b>Executive</b>	Any or all of the officers reporting to a Senior Executive
<b>Group CEO and MD</b>	Group Chief Executive Officer and Managing Director of the Company
<b>Group Chief Financial Officer (CFO)</b>	The Chief Financial Officer of the Company
<b>NZX</b>	New Zealand's exchange
<b>Senior Executive</b>	Any or all of the following personnel: the Group CEO, the Group CFO, the Company Secretary, senior executives reporting to the Group CEO.

## 4 INTRODUCTION

---

### 4.1 Background

The Company has a number of operations in Australia and in jurisdictions around the world and the Company's ordinary shares are listed on ASX, with secondary listing on the NZX. In addition, other securities of the Company (including bonds) are listed on the NZX.

This Communication and Continuous Disclosure Policy has been developed to ensure the Company complies with its legal and regulatory disclosure obligations in Australia and New Zealand, and in the jurisdiction of any other securities exchange on which the Company's securities are listed.

### 4.2 Application

This Communication and Continuous Disclosure Policy applies to all of the Company's Directors and employees, and to all contractors engaged by the Company, and forms a crucial part of the duties and responsibilities of each individual Director, employee and contractor.

Each Director, employee and contractor of the Company must understand his or her obligations under, and must comply with, this Communication and Continuous Disclosure Policy.

The Company provides a copy of this Communication and Continuous Disclosure Policy to, and holds regular training sessions about its disclosure obligations and this Communication and Continuous Disclosure Policy for, all Directors and employees of the Company to ensure that they are aware of their obligations and responsibilities.

### 4.3 Contravention of this Policy

The Company considers contravention of this Communication and Continuous Disclosure Policy a serious matter and reports of any contravention will be investigated by the Company.

Disciplinary action, including termination for misconduct, may be taken against any Director, employee or contractor of the Company who contravenes this Communication and Continuous Disclosure Policy.



## Communication and Continuous Disclosure Policy

### 4.4 Breach of Continuous Disclosure Obligation

A breach of continuous disclosure obligations can result in criminal and civil liability for the Company. It can also result in claims for compensation by person's (including shareholders) who have suffered or may suffer a loss as a result of the breach.

ASIC also has the power to issue administrative orders known as infringement notices where ASIC considers a company has contravened the continuous disclosure regime.

Directors, employees or contractors involved in any breach may also face criminal and civil liability.

## 5 CONTINUOUS DISCLOSURE OBLIGATIONS

### 5.1 Continuous Disclosure Obligations

The Corporations Act and the ASX Listing Rules require the Company to disclose to ASX any information concerning the Company that a reasonable person would expect to have a material effect on the price or value of the Company's securities ("price sensitive information") as soon as the Company becomes aware of that information. A reasonable person will be taken to expect particular information to have a material effect on the price or value of the Company's securities if the information would, or would be likely to, influence persons who commonly invest in securities in deciding whether to acquire or dispose of the securities. As this is an assessment of market behaviour, advice may be required from a suitable expert. There are similar requirements under New Zealand law under the Securities Markets Act and the NZX Listing Rules.

The Company becomes "aware" of information if a Director or an executive officer of the Company has, or ought reasonably to have, come into possession of the information in the course of the performance of their duties as a Director or executive officer.

"Executive officers" means Senior Executives, Executives and any other person or persons concerned in, or taking part in, the management of the Company.

### 5.2 Commitment to Continuous Disclosure

The Company will comply with its continuous disclosure obligations by advising information about the Company to ASX and NZX in a timely manner, to keep the market informed of events and developments as they occur.

Subject to applicable exceptions, the Company will immediately disclose price sensitive information that is not generally available to ASX and NZX.

If the Company becomes aware that undisclosed price sensitive information has become generally available or has been released to the public (or any external parties), the Company will immediately disclose that information to ASX and NZX.

#### 5.2.1 Exceptions

There are certain exceptions to the Company's continuous disclosure obligations. Whether any of those exceptions apply will be determined solely by the Group CEO and Company Secretary or the Disclosure Committee.

The Company does not need to disclose information if all of the following are satisfied in relation to the particular information:

- a) a reasonable person would not expect the information to be disclosed; and
- b) the information is confidential and the ASX has not formed the view that the information has ceased to be confidential; and



## **Communication and Continuous Disclosure Policy**

- c) one or more of the following applies:
- (i) it would breach the law to disclose the information
  - (ii) the information concerns an incomplete proposal or negotiation
  - (iii) the information comprises matters of supposition or is insufficiently definite to warrant disclosure
  - (iv) the information is generated for internal management purposes; or
  - (v) the information is a trade secret.

All three requirements under (a), (b) and (c) above must be satisfied. If one ceases to be satisfied the exception no longer applies. The Company will continue to monitor whether information which is subject to the exception remains subject to the exception. If any one of (a), (b) or (c) above ceases to apply the particular information will no longer be subject to the exception.

## **6 CONTINUOUS DISCLOSURE PROCESS**

### **6.1 What Information Must be Disclosed?**

The Company must disclose price sensitive information to ASX and NZX (subject to some exceptions).

This means that the Company must provide to ASX and NZX any information about the Company that:

- a) a reasonable person would expect to have a material effect on the price or value of the Company's securities; and
- b) may affect a person's decision to buy, sell or deal in the Company's securities.

Matters which may require disclosure, if material, include:

- a) differences in the financial condition, results of operations, forecasts and earning performance of the Company which are different from that anticipated by the Company or the market
- b) acquisitions or disposals
- c) events or occurrences that may have a impact on the Company's operations or business
- d) the appointment of a receiver, manager, liquidator or administrator
- e) the conclusion of any related party agreement
- f) changes in senior management
- g) a financing or security issue (whether debt or equity) or other action with respect to securities, and
- h) a proposed dividend or a change in dividend policy or auditors.

### **6.2 Approval of Market Announcements**

Unless it has resolved otherwise, Downer's Board must approve material market announcements relating to the following matters:

- a) a transaction that will lead to a significant change in the nature or scale of Downer's activities;
- b) becoming a plaintiff or defendant in a material lawsuit;
- c) the fact that Downer's earnings will be materially different from market expectations;
- d) the appointment of a liquidator, administrator or receiver;
- e) the commission of an event of default under, or other event entitling a financier to terminate, a material financing facility;
- f) under subscriptions or over subscriptions to an issue of securities;



## Communication and Continuous Disclosure Policy

- g) takeovers, mergers, schemes of arrangement and any transactions involving a transfer of control, if material to Downer;
- h) buybacks, equity raisings and capital reductions involving Downer securities;
- i) half year results, full year financial results, and annual reports;
- j) market updates which include any earnings or distribution guidance;
- k) notices of meetings and any matters where directors make a recommendation to securityholders; and
- l) appointment and cessation of the Chief Executive Officer.

To support this primary responsibility and provide assurance, the Board has appointed a Disclosure Committee

### 6.3 Disclosure Committee

The Disclosure Committee is responsible for reviewing any potentially price sensitive information and, if so, whether an announcement is required.

The members of the Disclosure Committee are:

- a) Group CEO;
- b) Group CFO;
- c) Group General Counsel and Company Secretary; and
- d) Company Secretary;

The Disclosure Committee is responsible for:

- a) For matters reserved for the Board as set out in section 6.2, ensuring all announcements are prepared in a timely fashion and sent to the Board for approval prior to release; and
- b) For matters that are not reserved for the Board under section 6.2, reviewing and approving the form and content of announcements.

### 6.4 Rapid response process

Recognising the need to ensure that price sensitive information is disclosed to ASX promptly and without delay, where it is not practicable for the Disclosure Committee to obtain approval from the Board, the Disclosure Committee should consult in the first instance with the Chair of the Board, or where the Chair cannot be contacted, the Chair of the Board Audit and Risk Committee (provided it is feasible to do so having regard to the company's continuous disclosure obligations) and the Committee is authorised to approve the announcement under the usual procedure for making disclosures.

The announcement must then be considered by the Board at the first possible opportunity following its release to determine what, if any, further steps need to be taken.

### 6.5 ASX announcements

The Company Secretary will circulate a copy of each material ASX announcement to the Board as soon as practicable after its release.



## Communication and Continuous Disclosure Policy

### 6.6 What is the Notification Process?

Directors, employees and contractors of the Company must immediately notify the Company Secretary if they have any information that is, or that may be, price sensitive information.

Any Director, employee or contractor of the Company who has information but is unsure whether the Company must disclose that information should always err on the side of caution and immediately notify the Disclosure Committee.

Notifications should be sent to the Disclosure Committee by email to [downer.companysecretary@downergroup.com](mailto:downer.companysecretary@downergroup.com).

## 7 PERIODIC DISCLOSURE

---

### 7.1 Periodic Disclosure Obligations

The Corporations Act and the ASX Listing Rules require the Company to disclose certain financial and operational information at regular times during the financial year. New Zealand law and the NZX have similar requirements.

### 7.2 Commitment to Periodic Disclosure

The Company will comply with its periodic disclosure obligations by following a calendar of regular disclosure to the market about its financial and operational results.

The Company will also make available on its website all information it discloses to ASX, NZX and ASIC to satisfy its periodic disclosure obligations (including annual and half-yearly reports, financial results and details and results of shareholder meetings).

## 8 OTHER DISCLOSURES

---

### 8.1 Information Requested by ASX or NZX to Correct a False Market

The Company will comply with requests by ASX or NZX to provide ASX and NZX with information needed to correct or prevent a false market.

A “false market” means a market in which the Company’s securities are traded:

- a) in the absence of disclosure of price sensitive information; or
- b) on the basis of inaccurate or misleading information.

### 8.2 Market Speculation and Rumours

Subject to its disclosure obligations, the Company will generally not comment on market speculation or rumours.

If the Company is required to comment, only the Disclosure Committee is authorised to release comments to ASX and NZX. Every Director, employee and contractor of the Company should notify the Company Secretary if they become aware of speculation or rumours concerning the Company.



## Communication and Continuous Disclosure Policy

### 8.3 Trading Halts

The Company may determine that, in the interests of a fully informed, fair and transparent market for the Company's securities, a trading halt should be requested from ASX and NZX.

The Disclosure Committee is responsible for:

- a) determining whether the Company should request a trading halt; and
- b) where appropriate, requesting ASX and NZX to grant a trading halt.

## 9 DEALING WITH EXTERNAL PARTIES

---

### 9.1 Insider Trading

Directors, employees and contractors of the Company must not disclose price sensitive information to any person outside the Company. In some cases, Directors, employees and contractors must not discuss certain information with other Directors, employees and contractors of the Company.

### 9.2 Unsolicited Queries

If a Director, employee or contractor of the Company is asked to respond to a query by an analyst, shareholder, journalist or any other external party, he or she must comply with this Policy and must not disclose any price sensitive information to the external party.

If a response to a query from an external party requires a Director, employee or contractor of the Company to disclose price sensitive information, he or she must decline to answer the query and must immediately notify the Company Secretary.

### 9.3 Company Briefings

The Company regularly holds briefings for analysts, investors and the media to discuss information that has been announced to the market. Briefings are usually conducted by one of Downer's Authorised Spokespersons.

Downer makes all information that is discussed during a briefing, including presentations, available on its website within one day of the briefing.

In these cases the following protocols will apply:

- a) prior to a new and substantive investor or analyst presentation, the presentation materials will be released to ASX;
- b) no price sensitive information will be disclosed at these briefings unless it has been previously or is simultaneously released to the ASX;
- c) questions at briefings that deal with price sensitive information not previously disclosed to the ASX will not be answered;
- d) if price sensitive information is inadvertently disclosed, arrangements will be made for the information to be immediately released to the ASX and placed on the Downer website; and
- e) a member of the Corporate Affairs team will attend all briefings and will keep a record of the briefing.



## Communication and Continuous Disclosure Policy

### 9.4 Briefing Blackout Period

To minimise the risk of selective or inadvertent disclosure, Downer's policy is to observe an investor briefing black-out as follows:

- a) the period on and from the close of trading on the ASX on 30 June each year up to the release of Downer's half yearly results announcement to ASX; and
- b) the period on and from the close of trading on the ASX on 31 December each year up to the release of Downer's annual results announcement to ASX;

Downer may also nominate other blackout periods from time to time.

During these blackout periods, Downer will not hold briefings with investors or analysts, unless authorised by the Group CEO.

### 9.5 Analysts Reports and Forecasts

The Company is not responsible for, and does not endorse, any reports or forecasts made by analysts about the Company. Downer will not provide forecast information to any person unless it has already been disclosed to the ASX or NZX

Subject to its disclosure obligations, the Company will generally not comment on reports or forecasts made by analysts

### 9.6 Media

The Company may make press releases about any matter provided that any price sensitive information has first been disclosed to ASX and NZX in accordance with this Communication and Continuous Disclosure Policy.

The Company may invite the media to attend or participate in Company presentations to investors and analysts.

In addition to their duty to keep Company information confidential, Directors, employees and officers of the Company must not provide price sensitive information to the media or make comments about price sensitive information, and must not participate in interviews in which price sensitive information is discussed.

### 9.7 Annual General Meetings

Downer holds a general meeting every year around November and encourages its shareholders to attend or participate by:

- a) Determining the date and venue for each general meeting to allow shareholders to attend;
- b) Sending to shareholders a Notice of Meeting, which includes an explanatory memorandum providing information to help shareholders decide how to vote on items of business being considered at general meetings and a proxy form;
- c) Scheduling time at each general meeting for shareholders to ask questions;
- d) Ensuring representatives from Downer's Senior Executive are present at general meetings; and
- e) Webcasting general meetings.

Downer makes all information that is discussed during a general meeting, including presentations, and the results of general meetings, available on its website after the general meeting.



## Communication and Continuous Disclosure Policy

### 9.8 Annual Reports

Downer's Annual Report is an integral part of the Company's commitment to communicate with its shareholders effectively and the general investment community as it includes information about Downer's activities and performance over a financial year.

Downer provides its Annual Reports to the ASX and NZX and distributes copies of Annual Reports to all shareholders by email or mail. Shareholders may obtain hard copies of an Annual Report by request to the Company.

Downer makes its Annual Report available on its website within one day of its release to the ASX and NZX.

### 9.9 Downer Website

Downer is committed to communicating with shareholders information about the Company, including financial information and business strategy, in an effective, clear and accessible manner.

The Downer website provides comprehensive information about the Company, including copies of all disclosures made to the ASX and NZX, Annual Report, Sustainability Report, corporate governance statements, copies or summaries of Downer's governance policies, press releases and Company publications

## **10 RULES FOR DISCLOSING INFORMATION TO ASX AND NZX**

---

### 10.1 Authority to Disclose Information to ASX and NZX

Only the Company's Disclosure Committee and the Company Secretary are authorised to provide information to ASX and NZX.

### 10.2 Disclosure Must First be Made to ASX and NZX

The Company must not disclose any price sensitive information to any person (including analysts and the media) until the Company has first given the information to ASX and NZX and has received an acknowledgement from ASX and NZX that the information has been released to the market.

## **11 RESPONSIBILITIES UNDER THIS COMMUNICATION AND CONTINUOUS DISCLOSURE POLICY**

---

### 11.1 Employees and Contractors

Every employee and contractor of the Company is responsible for notifying the Company Secretary about any information that is, or has the potential to be, price sensitive information.

Employees and contractors of the Company are also responsible for giving the Company Secretary all the details needed to help them make a decision about whether the information is required to be disclosed to ASX or NZX.



## Communication and Continuous Disclosure Policy

### 11.2 Company Secretary

The Company Secretary is responsible for:

- a) receiving information notified by employees and contractors of the Company
- b) to the extent possible, verifying the completeness of and veracity of information notified by employees and contractors of the Company
- c) responding to questions about this Communication and Continuous Disclosure Policy
- d) providing the information provided to them which they assess to be, or which has the potential to be, price sensitive information to the Disclosure Committee
- e) making authorised disclosures to ASX and NZX; and
- f) informing employees of the Company of their obligations under this Communication and Continuous Disclosure Policy.

### 11.3 Disclosure Committee

The Disclosure Committee is authorised to determine whether information notified to it requires disclosure, and to make disclosures, respond to queries from ASX and NZX and request trading halts.

Publication Date: 28/08/2025