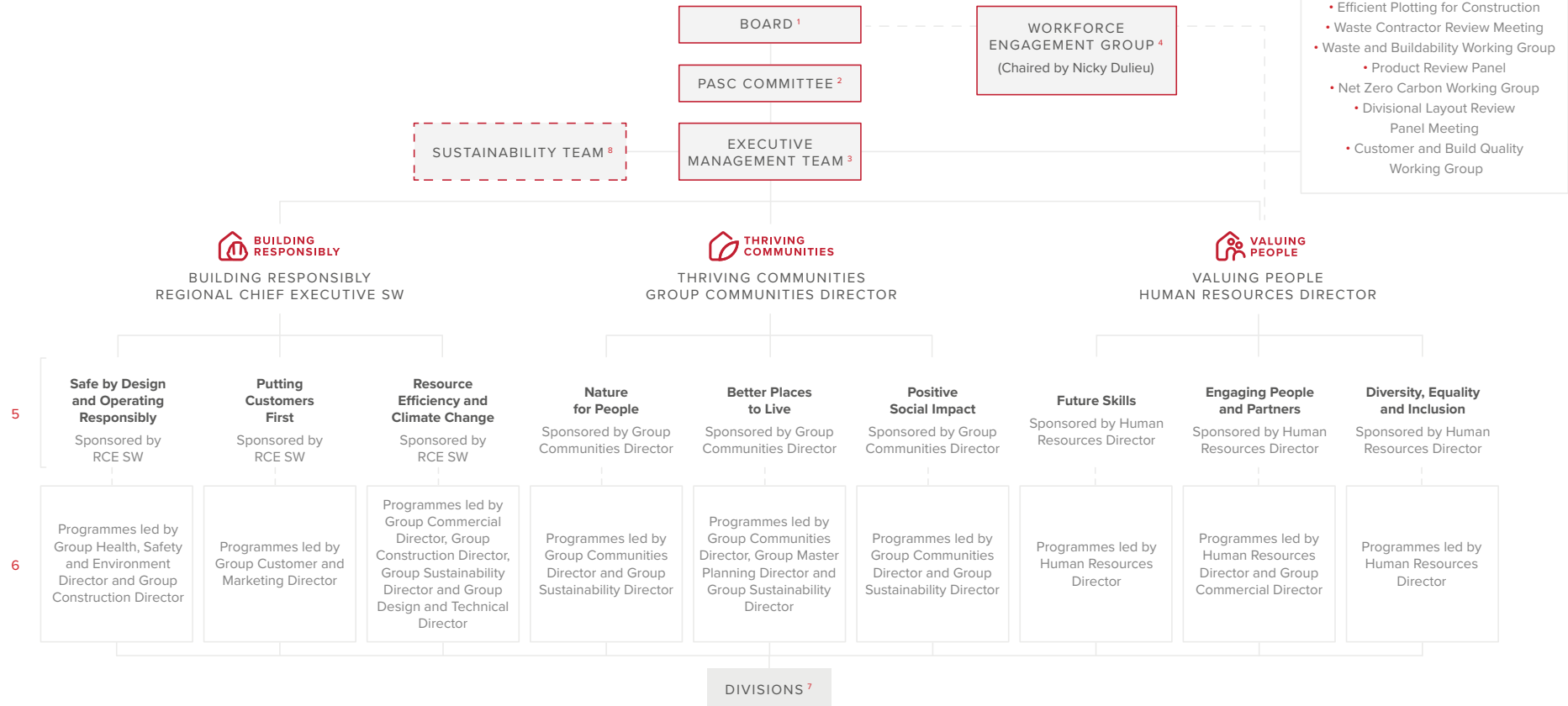


GOVERNANCE STRUCTURE FOR REDROW'S OPERATIONAL FRAMEWORK

Redrow's Operational Framework drives long term value for all our stakeholders and allows us to minimise risks and help identify opportunities for growth. Our Framework is built around our three pillars: Building Responsibly, Thriving Communities, and Valuing People. Each pillar has areas of focus, set out as programmes, each with separate objectives and targets. As part of our drive for continuous improvement, delivery of the objectives and targets is monitored and reviewed. A materiality review in 2022 led to the refreshed Framework set out below.



- WORKING/STEERING GROUPS**⁹
- Active Working / Steering Groups**¹⁰
- TCFD Steering Group
 - HS&E Leadership Meetings (Group / Regional / Divisional)
 - Environmental Management Review Meeting
 - Biodiversity Working Group
 - Considerate Constructors Scheme Working Party
 - Efficient Plotting for Construction
 - Waste Contractor Review Meeting
 - Waste and Buildability Working Group
 - Product Review Panel
 - Net Zero Carbon Working Group
 - Divisional Layout Review Panel Meeting
 - Customer and Build Quality Working Group

1. Ultimate responsibility for sustainability and ESG matters. Oversight of the Operational Framework.

2. Delegated authority from the Board to monitor the execution of the Operational Framework, as approved by the Board, and to make recommendations from time to time to the Board.

3. The Board sponsor for Sustainability, being the Group Chief Executive, also sits on the

EMT and is accountable to PASC and the Board for ensuring that the Framework is governed effectively.

4. Meet twice per year. Nicky Dulieu, as the Designated NED for Workforce Engagement, chairs these meetings and reports to the Board on key outcomes.

5. Sponsors are responsible to oversee the delivery of strategic aims and programmes within each area of focus.

6. Programme leads are responsible for the delivery of the programme, its objectives and targets and to embed related procedures within the business.

7. Divisions must comply with procedures and to assist in delivering programmes and targets efficiently and effectively. Managing Directors are accountable to ensure that any outcomes from the Operational Framework and programmes are embedded

within the business and followed.

8. The Sustainability team administers the Framework and supports Board Sponsor and EMT to deliver it. Provides strategic advice, target setting and reporting, long-term risk and policy management.

9. Working/Steering Groups are set up based on the needs and focus of the business. These groups are comprised of subject matter experts from within the business.

There is a nominated lead sponsor for each group who shall report to the EMT as until the particular programme has been completed or the business need has been met.

10. Working/Steering Groups are driven by the needs of the business and therefore change fluidly accordingly with those needs. The groups listed are those in existence as of September 2023.