



COMMUNICATION POLICY

This document outlines the Downer policy for communication with shareholders and the general investment community, and applies to the Downer Group, hereafter referred to as Downer.

OUR PURPOSE

Our purpose is to provide shareholders and the general investment community with access to balanced and clear information about Downer and encourage Downer's shareholders to participate in general meetings.

OUR OBJECTIVES

To achieve our purpose, we will:

- hold a general meeting every year around November and encourage shareholders to attend or participate
- produce an annual report to effectively communicate with shareholders and the general investment community information about the Company's activities and performance over a financial year
- satisfy our periodic disclosure obligations by disclosing to the ASX, NZX and ASIC certain financial and operational information at regular times during the financial year
- satisfy our continuous disclosure obligations by disclosing to the ASX and NZX any information concerning the Company that a reasonable person would expect to have a material effect on the price or value of Downer's securities as soon as the Company becomes aware of that information (subject to some exceptions)
- communicate with shareholders through the Downer website, including copies of all disclosures made to the ASX and NZX, annual report, sustainability report, corporate governance statements, copies, or summaries of the Company's governance policies, press releases and Company publications
- ensure all Downer Directors, employees and contractors do not discuss any price sensitive information with any member of the general investment community unless that information has first been disclosed to the ASX and NZX
- hold regular group and individual briefings for analysts, investors, and the media to discuss information that has been announced to the market
- make announcements about matters relating to the Company via media releases

Peter Tompkins
CEO and Managing Director
Downer Group