



CURRYS PLC

PRINCIPLES OF THE GROUP SUSTAINABILITY LEADERSHIP TEAM

Agreed by the Leadership Team on 22 November 2022

Reference to "the Committee" shall mean the Environmental, Social and Governance Committee of the Group which has been established as a sub-committee of the Board of Directors to the Company.

Reference to "the Company" shall mean Currys plc.

Reference to "the Group" shall mean the Currys group of companies.

Reference to "the Leadership Team" – shall mean the Group Sustainability Leadership Team.

The membership, duties and authorities of the Leadership Team are set out in these Principles.

1. MEMBERSHIP

Attendees should include representatives from Currys UK&I, Kotsovolos and Elkjop as far as possible. The Leadership Committee shall comprise at least two members of the Executive Team, one of which shall be the Chief People, Communications and Sustainability Officer who shall act as Chair. In the absence of the Chair, the remaining members present shall elect one of their number to chair the meeting.

2. ATTENDANCE AT MEETINGS

Other attendees who are not Leadership Team members may be invited to attend all or part of any meeting at the discretion of the Chair. Meeting participants are encouraged to attend by telephone or video conference rather than travelling for the sole purpose of attending Leadership Team meetings.

3. FREQUENCY OF MEETINGS

The Leadership Team shall meet at least five times a year at appropriate intervals throughout the financial year. Notice of each Leadership Team meeting should be given as early as possible but no later than three working days prior to a meeting date. The meeting agenda and papers should be made available to members of the Leadership Team not fewer than three working days prior to the date of the meeting.

4. AUTHORITY

The Leadership Team will support the Committee and investigate any activity within these Principles and seek any information it requires from any employee of the Group to perform its duties.

5. DUTIES

The Leadership Team shall:

- support the Committee in the development of the Group's sustainability strategy, ensure it remains fit for purpose and aligned to the Group's vision; We Help Everyone Enjoy Amazing Technology and recommend any changes to the Committee for approval;
- support the Committee in delivering its objectives and KPIs required to deliver the Group's sustainability priorities and review reporting against these at Leadership Team meetings;
- review the ESG risk profile at each meeting to ensure that the risks to achieving the objectives are being appropriately managed and report to the Committee on its findings;
- act as an escalation point where required for relevant cross functional working on sustainability related activities and escalate any issues to the Committee where appropriate;
- monitor external developments in respect of sustainability issues and consider any implications for the Group and report to the Committee on its findings;
- support the Committee with regards the Group's policies and practices relating to



sustainability matters to ensure that they remain effective, compliant with legal and regulatory requirements and industry standards and recommend any changes to the Committee for approval;

- receive specific reports from Group Responsible Sourcing over the operation of processes and controls in place to ensure compliance with requirements of Modern Slavery regulation.
- to review all sustainability content to be published in the Company's annual report and accounts and recommend to the Committee for approval as appropriate; and
- make any recommendations to the Committee on any area within its remit.

6. REPORTING RESPONSIBILITIES

The Chair of the Leadership Team shall report formally to the Committee on all matters within the Leadership Team's duties and responsibilities on at least an annual basis and more frequently as required.

In addition, the Chair of the Leadership Team shall update the Exco as to progress at such times as shall be agreed between them.

7. ANNUAL REVIEW

The Leadership Team shall at least annually review its own performance, constitution, procedures and these Principles to ensure it is operating at maximum effectiveness and recommend any necessary changes to the Committee.