# Group Charitable Giving and Community Investment Policy

## Introduction

**With millions of customers, thousands of colleagues and a presence in communities across the UK, Ireland and the Nordics, we have a real opportunity to make a positive difference. Our primary focus is digital inclusion: ensuring that everyone has access to technology, the skills to use it, and the confidence to benefit from it. This Policy sets out how we manage our social impact activity responsibly, consistently and with accountability.**

## 1. Purpose

This Policy establishes the principles, governance and controls that guide the Group's social impact activities. It ensures that all charitable contributions and community initiatives are delivered in a consistent, transparent and accountable manner.

## 2. Scope

This Policy governs the Group's charitable contributions, community engagement and social impact activities. It does not cover labour standards, responsible sourcing or supply chain human rights – these are addressed in the Currys plc Responsible Sourcing Policy and related standards.

This Policy applies to all Group companies; all employees and temporary workers; and all forms of social impact activity, including charitable giving, partnerships and community engagement.

This Policy must be applied consistently across all geographies in which the Group operates, while allowing for appropriate local implementation.

## 3. Definitions

- **Charitable Contribution:** A voluntary transfer of money, products or services made without expectation of commercial return.
- **Sponsorship:** A contribution made in exchange for brand visibility, marketing rights or commercial benefit.
- **Eligible Organisation:** A legally constituted not-for-profit or community organisation meeting the criteria set out in this Policy.
- **Due Diligence:** The process of assessing the legitimacy, governance, compliance and risk profile of a recipient organisation.
- **Digital Inclusion:** Ensuring that everyone has the access, skills, support and confidence needed to participate in and benefit from our modern digital society, whatever their circumstances.

## 4. Policy Statement

The Group will:

- Support initiatives that improve access to technology and digital skills
- Advance digital inclusion across the communities it serves
- Deliver measurable benefits to underserved communities
- Support global and local emergency relief
- Ensure all activities are ethical, inclusive and compliant with applicable laws and the relevant policies set out for each business area at the end of this document

## 5. Strategic Focus

### 5.1 Digital Inclusion

Digital inclusion is the Group's foremost strategic priority.

### 5.2 Local and National Impact Focus

Social impact activity should primarily focus on delivering tangible outcomes at a local or national level, addressing the specific needs of communities in the markets where the Group operates.

- **5.3 Support for Other Causes**

The Group's primary strategic focus is digital inclusion. Support for causes outside this focus area (for example, emergency relief, community initiatives or local sponsorships) can be supported where there is a clear community benefit and alignment with the Group's values.

- **5.4 Leveraging Capabilities**
- The Group will maximise its impact by leveraging its scale, expertise and assets.
- We will partner with organisations best equipped to achieve meaningful outcomes, leveraging the strengths of others where appropriate.

## 6. Principles of Engagement

- **Colleague Engagement:** Colleagues are encouraged to contribute time, skills and expertise.
- **Customer Engagement:** Customers may be offered voluntary opportunities to support social impact initiatives. Fundraising activities must clearly state the beneficiary, including the registered charity number where applicable, in line with local fundraising regulations.
- **Supplier Engagement:** We will engage suppliers as partners in delivering social impact where there is alignment in values and expertise, on a collaborative, transparent and proportionate basis that avoids undue burden or obligation.
- **Government Engagement:** We will engage constructively and transparently with government and public sector bodies, in compliance with relevant regulations and public policy frameworks.
- **Research and Academia Engagement:** We will collaborate with universities, research institutions and academic partners to advance knowledge and innovation, respecting academic independence and avoiding undue influence over research outcomes.

## 7. Eligible Organisations

The Group may support:

- Registered charities
- Organisations operating for community benefit (e.g. schools, Community Interest Companies, registered societies)
- Equivalent regulated organisations in international markets

All supported organisations must:

- Operate inclusively and without discrimination
- Align with the Group's values and ethical standards

## 8. Prohibited and Restricted Activities

The Group will not make charitable contributions:

- To individuals or for personal benefit
- To political parties, politicians or politically affiliated organisations, or to organisations or activities whose primary purpose is to promote a particular religious or political belief rather than deliver charitable or social impact outcomes
- To organisations that discriminate on the basis of race, gender, religion, disability or other protected characteristics
- To organisations engaged in illegal activity, human rights violations, or conduct inconsistent with the Group's Code of Conduct
- In connection with any tender, contract or business decision, where there is an expectation of favourable treatment, business advantage or reciprocal benefit, or an undisclosed or unmanaged conflict of interest
- Contributions must not create or appear to create bribery or corruption risk, or be used to obtain any improper business advantage.

## 9. Forms of Support

Support may include:

- Financial donations
- Product or technology donations, where items are provided for direct use by beneficiaries or to support charitable activities
- Colleague volunteering or skills-based support

All contributions must be made without expectation of commercial return and must be applied in a way that primarily delivers charitable benefit.

## 10. Sponsorship

The Group may support or sponsor charitable events where there is a clear link to a registered charity or charitable purpose. In such cases:

- The primary intent must remain support for the charitable cause, even where limited brand or promotional benefit is received.
- Any brand or commercial benefit must be proportionate and incidental to the charitable objective.
- All sponsorship activity must comply with brand guidelines and relevant approval processes.

Charitable contributions must not be used primarily to secure marketing or commercial advantage.

## 11. Due Diligence and Risk Management

All contributions must be subject to proportionate due diligence before approval, including verification of legal status and governance and an assessment of reputational, financial and legal risk. Higher-value or higher-risk contributions require a formal proposal outlining intended use and expected impact and may require additional Legal and/or Compliance review.

Colleagues should refer to local guidance for their business area to determine the appropriate level of due diligence and the thresholds that apply to higher-value or higher-risk contributions.

## 12. Governance and Approvals

Markets may set local approval processes and thresholds in line with applicable laws and internal governance frameworks. These may vary by country to reflect local regulatory requirements, governance structures and operational processes. Local processes must maintain appropriate segregation of duties, ensure oversight proportionate to value and risk, and be clearly documented, auditable and aligned to the intent of this Policy. All contributions must be documented in writing (including purpose, recipient and value), approved in line with applicable delegated authorities and, where feasible, recorded centrally for reporting and audit. All due diligence, approvals and documentation must be retained in line with Group record-keeping requirements.

The Group Sustainability Leadership Team provides Group-level governance and reviews the Policy annually. Local management teams are responsible for ensuring compliance within their markets.

## 13. Impact Measurement and Reporting

The Group will:

- Track financial, product and time-based contributions
- Measure impact where feasible, particularly in relation to digital inclusion outcomes
- Report publicly on activity and outcomes annually

## 14. Roles and Responsibilities

- Chief People Officer: Overall accountability for implementation and governance
- Business Unit Leaders: Ensure compliance with this Policy locally
- Legal and Compliance: Provide guidance on regulation, due diligence and risk
- All Colleagues: Must comply with this Policy and raise concerns

Failure to comply with this Policy may result in withdrawal of approval for activities, disciplinary action where appropriate and/or escalation to relevant governance bodies.

## 15. Related Policies

This Policy should be read alongside:

Anti-Bribery & Gifts and Hospitality Policy (UK&ROI)

Conflict of Interest Policy (UK&ROI)

Currys Business Basics Code of Conduct Policy (UK&I)

| Document Control | |
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| Document Owner | Group Sustainability & ESG Director |
| Last Reviewed & approved by the Currys plc Board | October 2026 |
| Next Scheduled Review | October 2027 |