

RESOURCE MANAGEMENT POLICY

ARA Group Limited ABN 47 074 886 561 and its related corporate entities in Australia and New Zealand (collectively **ARA Group**) are committed to responsibly managing energy and water resources and waste (**Resources**). This Resource Management Policy (**Policy**) sets out how ARA Group minimises expenditure and environmental impacts by responsibly managing Resources.

1 Responsibility

ARA Group's managerial staff, including managers and supervisors, will strive to meet our goal of obtaining value for money and energy conservation through efficient Resource management, while meeting any relevant legislative requirements.

2 Investment

ARA Group is at all times open to considering and investing in efficient Resource management schemes with demonstrable benefits to the environment and ARA Group, where available.

3 Procurement

Resource usage and costs are considered by ARA Group when procuring plant, machinery or equipment which has a material impact on Resources (i.e., appliances). The General Managers of ARA Group's businesses are encouraged to make informed procurement decisions which consider Resources and the impact of procurement upon Resources.

4 Recycling

ARA Group implements and monitors recycling waste targets to maximise Resource usage and to otherwise comply with environmental goals, including those set out in ARA Group's Environmental Policy.

5 Monitoring

Electricity and water meters are monitored against expected usage. The Financial Controllers of ARA Group's businesses check invoices regularly against meter readings for consumption of electricity and water. Abnormal consumption of electricity and water may be investigated by the applicable Financial Controllers and necessary corrective action taken.

ARA Group may set and monitor energy targets relative to past performance, with the objective of improving Resource usage.

6 Awareness

All employees, personnel, officers and directors of ARA Group are at all times encouraged to be aware of the limited supply of Resources and to otherwise work towards recycling and minimising waste production and the use of Resources generally.



Edward Federman
Chief Executive Officer

21 January 2026

Date