



CRA Group Inclusion & Diversity Statement

Purpose

The CRA Group Inclusion & Diversity Statement outlines the commitments of the CRA Group and establishes the framework for Inclusion & Diversity ("I&D") across the Group.

Our Mission

Creating a workplace where all individuals are respected and where both differences and similarities are valued, by promoting awareness and education about Inclusion and Diversity.

The CRA Group is committed to building a strongly inclusive culture which respects every employee for who they are – regardless of gender, age, race, disability or sexual orientation. We believe that our employees' contributions are richer because of their diversity, and we want to help them feel free to bring their authentic self to work every day.

We see inclusion and diversity as a business imperative as well as a leadership capability. We strive to build an inclusive culture that encourages, supports and celebrates the diverse voices of our employees. Inclusion and diversity fuels innovation and connects us more closely with our customers, suppliers and the communities we serve.

Only by actively engaging with different perspectives can we challenge and stretch our thinking, enrich the experiences of our employees, and empower every person to achieve more. We believe that businesses can be powerful platforms for social change and that our higher purpose is to drive Equality for all. Creating a culture of Equality isn't just the right thing to do, it's also the smart thing to do.

By building an inclusive workplace, we seek to leverage our global team of the Fung Group, which is rich in diverse people, talent and ideas. We see inclusion and diversity as more than just policies and practices. It is an integral part of who we are as a group of companies, how we operate and how we see our future.

Our Vision

Our vision is to build and nurture a culture of diversity, inclusion and belonging - where there is a deep sense of pride and passion that transcends any role, business unit, language or location and is unified in our shared commitment to excellence, innovation and social responsibility.

At CRA Group, Inclusion and Diversity is an opportunity – for employees and clients to value different perspectives, thus allowing us to better serve our customers while helping employees achieve their professional goals. To remain engaged, our employees must feel included, respected and valued.

We are proud of our commitment to supporting an inclusive environment where people of diverse backgrounds, skills and attributes are respected, valued and empowered to thrive. We firmly believe that by embracing our unique characteristics and attracting diverse talent, we will better understand and bring together the diverse backgrounds of our employees, our customers and communities. We know through experience that different ideas, perspectives and backgrounds not only fosters understanding and respect but creates a stronger and more creative work environment that delivers better results.

Strategic Objectives

We have set the following strategic objectives to guide our actions in support of our I&D commitments:

- Education: for all levels of management and employees across the CRA Group
- Communication: raising awareness about the power of language, to encourage respectful communication and interaction amongst employees
- Inclusion: creating an inclusive work environment that fosters creativity and innovation, and promotes employee engagement through awareness, action and participation in Social Team
- Accountability: each employee is accountable to understand, practice and respect Inclusion and Diversity in its different forms
- Acceptance: enable an inclusive working environment where everyone feels accepted, welcome and free to bring their authentic self to work every day
- Equality: ensure equal opportunities for all employees across all areas of the CRA Group
- Retain: attract, recruit and retain a diverse pool of candidates across all businesses and functional groups and ensure they feel included

Gender Equality

We believe the future workforce is an equal one, and the future of work that we are collectively molding should work for all – women, men and gender non-conforming alike. Progress in gender equality, including representation of women in management positions is a priority for us. Through our focus on a diverse workforce including women's empowerment, disability and LGBT+ inclusion, we are committed to draw on the best talent, and give our people the freedom to flourish. It's a vital element in our drive to be an agile, inclusive business that has the skills and resilience to thrive.

Governance

The CRA Group has a steadfast commitment to Inclusion and Diversity. We support an inclusive culture by acknowledging the unique experiences and perspectives each individual brings to our group of companies.

This Inclusion & Diversity Statement is aligned with our “Code of Conduct and Business Ethics”.

Contact

Employees can address any questions about Inclusion and Diversity to the Head of Human Resources in their respective workplaces.

(Updated on 1 July, 2025)