

# **SHAREHOLDING / MEMBERSHIP POLICY**

**Policy Owner:  
Combined Board**

**Accountable Lead:  
Group Company Secretary**



| <b>Policy Control</b>    |  |
|--------------------------|--|
| <b>Policy Level</b>      | Regulatory / Strategic   |
| <b>Policy Reference</b>  | GOV/POL/2022/01  |
| <b>Link to Strategy</b>  | Resilient Business   |
| <b>Version Control</b>   | <p>v.1 - Approved by Combined Board 16 June 2014</p> <p>v.2 - Approved by Combined Board 19 September 2016</p> <p>v.3 - Approved by Combined Board 17 January 2022</p> <p>v.4 review – <b>extension granted</b> by Curo Combined Board (June, 2025) to November 2025, allowing a review of this policy to coincide with the remuneration framework.</p> <p>v.5 review and update to reflect changes to Rules</p> |
| <b>Approved by</b>       | Combined Board - November 2025   |
| <b>Consultation</b>      | <p>Shareholders of Curo Group (Albion) Limited, Curo Choice Limited and Curo Places were consulted over the summer of 2025 and asked to approve changes to their respective Rules (which are reflected in this Policy) and did so in September 2025. Trowers LLP provided legal advice regarding the Rules changes.</p>  |
| <b>Equality analysis</b> | No changes from last review  |
| <b>Next review date</b>  | November 2028  |

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## **Scope**

This policy covers the following organisations within the Curo Group:

- Curo Group (Albion) Ltd
- Curo Places Ltd
- Curo Choice Limited.

Shareholdings in all other Curo Group entities will be determined in accordance with the Rules or Articles of Association of the relevant organisation.

## **What is a Shareholder/ Member**

Shareholders/members delegate the running of the organisation to the Board.

Shareholding or membership enables you to:

- attend and vote at any Special General Meeting
- vote on any proposed changes to the constitution of the organisation.

## **Who can become a Member**

The Board of Curo Group (Albion) will consider applications for membership to the above organisations in accordance with this policy and has absolute discretion to accept or reject an application.

The current policy is to limit new shareholders to people who are currently Board Members of the relevant entity. This is because we believe that the best ways for customers and stakeholders to influence Curo policy, direction and performance (and to hold Curo Group to account) exist outside of the very limited powers of shareholders under the relevant organisations' Rules.

New Board directors of the organisations covered by this Policy automatically become shareholders of that organisation upon appointment, unless they do not meet the criteria for shareholders set out in the relevant organisation's Rules.

## **Applications for Membership**

In line with this policy, new applications for shareholding / membership will only be accepted from serving Board Members within the Group. Board Members who meet the requirements for membership are taken to have applied for membership as part their appointment as a Board Member.

It is Curo's current practice not to require any payment for admission as shareholder.

## **Shares**

No financial benefit is gained from being a shareholder. Shares carry no right of interest, dividend or bonus. No shareholder shall hold more than one share and each share shall carry only one vote. If the shareholder should cease to be a shareholder or is expelled the share shall become the property of the organisation.

## **Termination of Shareholding/ Membership**

The ending of a shareholding / membership is set out in the Standing Orders and the Rules of the relevant organisation. In the event of a conflict between the two, the provisions of the Rules shall prevail. In addition, the following shall apply:

- the shareholder /member is expelled upon receipt of a complaint in writing of conduct detrimental to the interests of the organisation leading to a resolution of not less than two-thirds of the membership at a general meeting
- if the shareholder/ member withdraws their membership giving one month's notice in writing.