NOTICE

CORPORATE SOCIAL RESPONSIBILITY (CSR) FRAMEWORK

NICO Group would like to inform all stakeholders, partners, institutions, and members of the public of the introduction of a strengthened, centralised corporate social responsibility framework, effective 1st June 2026.

As a Group operating within and alongside diverse communities, we recognise the breadth and urgency of needs across individuals, organisations, parastatals, and government. We remain committed to supporting initiatives that contribute to social and economic development.

In line with sound corporate governance principles, fiduciary responsibility, and the need for transparency and accountability, all CSR engagements will be managed through a formal, standardised process. This will ensure that all decisions are consistent, auditable, and aligned to clearly defined strategic priorities.

What qualifies as CSR?

CSR refers to initiatives that deliver clear social impact and public good, without direct commercial or brand return expectations. These include community development, social welfare, capacity building, governance and sector support aligned to national priorities.

Our approach

All CSR requests will be:

- Centrally coordinated through the Corporate Social Responsibility Committee
- Subject to formal review and approval protocols.
- Evaluated against defined strategic pillars and measurable social impact criteria
- Assessed within a structured governance framework to ensure fairness, consistency, and accountability

The Corporate Social Responsibility Committee is the mandated body responsible for reviewing and adjudicating all CSR submissions.

Strategic pillars

NICO Group will prioritise CSR support for initiatives that align with the following focus areas:

- Education
- Youth development
- Sport
- Health
- Good governance
- Creative arts and culture
- NGO support
- Environment

Submission process and timelines

- This is the sole channel through which CSR requests will be considered.
- Kindly refrain from forwarding requests to any other address or individual.
- A minimum lead time of 30 days is required for all requests.
- Requests submitted within 30 days of the proposed initiative will not be considered.
- Last-minute requests do not allow for proper evaluation, planning, or meaningful impact, and will therefore not be considered.
- The Corporate Social Responsibility Committee convenes on the last Friday of each month to review all submitted proposals.
- Submissions received after the monthly cut-off will be deferred to the following review cycle.
- All CSR applications must be submitted through the official channel: **CSR@nicomw.com**

Evaluation and prioritisation

All CSR requests will be assessed in phases, in line with ONE NICO's strategic priorities, governance requirements, and available resources. Submission does not guarantee support.

Our commitment

NICO Group is committed to responsible corporate giving, ensuring that CSR investments are deliberate, well-governed, and capable of delivering meaningful, measurable impact.

ONE NICO actively develops and implements its own sponsorship, CSR, and stakeholder engagement initiatives as part of its ongoing strategic agenda. Submission of any proposal does not confer exclusivity, ownership, or rights over similar or related concepts that may already exist within the Group or may be independently developed in the future. Where alignment exists, ONE NICO may engage proposers further for potential collaboration or implementation partnerships, subject to due diligence and governance approval.