

**Altus Group Limited**  
**Audit Committee Charter**

**Purpose**

The Audit Committee (the “**Committee**”) is appointed by the Board of Directors (the “**Board**”) of Altus Group Limited (the “**Corporation**”) to assist the Board in fulfilling its oversight and supervision responsibilities with respect to:

- (i) the quality and integrity of the accounting and financial reporting practices and procedures, the consolidated financial statements and related information;
- (ii) the adequacy of the internal accounting and financial reporting controls and procedures of the Corporation;
- (iii) the compliance by the Corporation with applicable legal and regulatory requirements in respect of financial disclosure;
- (iv) the qualification, appointment, independence and performance of the Corporation’s independent auditor (the “**Independent Auditor**”);
- (v) the assessment, monitoring and management of the financial risks of the Corporation’s business (“**Risks**”); and
- (vi) any additional matters delegated to the Committee by the Board.

In addition, the Committee provides an avenue for communication between the Independent Auditor, the Corporation’s Chief Financial Officer (“**CFO**”), other senior management, and other employees of the Corporation, as well as the Board, concerning matters relating to accounting, financial reporting, auditing and Risk management.

**Size, Composition and Independence**

**(i) Size and Composition**

The members of the Committee shall be three or more individuals who are appointed (and may be replaced) by the Board on the recommendation of the Corporate Governance and Nominating Committee. The appointment of members of the Committee shall take place annually at the first meeting of the Board after a meeting of shareholders at which directors are elected, provided that if the appointment of members of the Committee is not so made, the directors who are then serving as members of the Committee shall continue as members of the Committee until their successors are appointed. The Board may appoint a member to fill a vacancy that occurs in the Committee between annual elections of directors. Any member of the Committee may be removed from the Committee by a resolution of the Board. Unless the Chair is elected by the Board, the members of the Committee may designate a Chair by majority vote of the members of the Committee.

**(ii) Independence**

All of the members of the Committee shall be independent of the Corporation as determined by the Board and to the extent required to satisfy applicable laws, rules, regulations and stock exchange requirements. Independence shall be determined with reference to the Corporation's Categorical Standard for Determining Independence of Directors.

**(iii) Financial Literacy and Expertise**

Each of the members of the Committee shall be "financially literate" (or acquire that literacy within a reasonable period after appointment) in accordance with applicable legislation and stock exchange requirements. Additionally, at least one member shall be an "audit financial expert", meaning such member has experience as one or more of the following: (i) a chartered accountant; (ii) a certified public accountant; (iii) a former or current CFO of a public company or corporate controller of similar experience; (iv) a current or former partner of an audit company; or (v) having similar demonstrably meaningful audit experience.

**(iv) Limit on Outside Audit Committees**

No member shall concurrently serve on the audit committee of more than three other public companies without the prior approval of the Committee, the Corporate Governance and Nominating Committee and the Board and their determination that such simultaneous service would not impair the ability of the member to effectively serve on the Committee (which determination shall be disclosed in the Corporation's annual management information circular).

**(v) Role of Chair**

The Chair of the Committee shall generally provide leadership to enhance the effectiveness of the Committee and act as the liaison between the Committee and the Board as well as between the Committee and senior management. The Chair shall also manage the Committee's activities and meetings, manage any outside legal or other advisors retained by the Committee and manage the process of reporting to the Board on the Committee's activities and related recommendations.

**Roles and Responsibilities**

The Committee shall perform the functions customarily performed by audit committees and any other functions assigned to it by the Board. In particular, the Committee shall have the following roles and responsibilities:

**1. Independent Auditor**

**(i) Selection and Compensation of Independent Auditor**

Recommend to the Board the Independent Auditor to be nominated for the purpose of preparing or issuing an audit report or related work or performing other audit, review or attest services for the Corporation, as well as the termination of the Independent Auditor and the compensation of the Independent Auditor.

**(i) Audit Scope**

Annually review and approve the objectives and general scope of the external audit (including the overall audit plan, the proposed timing and completion dates) and discuss the external audit with the Independent Auditor.

**(ii) Oversight of Independent Auditor**

Oversee and monitor the work of the Independent Auditor, the results of the external audit, and matters encountered in performing the audit, including with respect to the resolution of disagreements between senior management and the Independent Auditor regarding accounting and financial reporting.

**(iii) Audit Deliverables**

Review with the Independent Auditor the contents of its results package and the contents of its audit and review reports.

**(iv) Pre-Approval of Audit Fees**

Pre-approve, or establish procedures and policies for the pre-approval of, the engagement and compensation of the Independent Auditor in respect of the provision of all audit, audit-related, review or attest engagement to the Corporation and any consolidated subsidiary and any other auditor preparing or issuing an audit report or performing other audit services or attest services for the Corporation or any consolidated subsidiary of the Corporation, where required.

**(v) Pre-Approval of Non-Audit Services**

Pre-approve all non-audit services permitted to be provided by the Independent Auditor in accordance with applicable law and rules governing the Independent Auditor, provided that the Committee may pre-approve certain services within designated thresholds on an annual basis and further provided that the Committee may delegate to the Chair of the Committee, or such other member or members of the Committee that it deems appropriate, certain pre-approval authority provided that any such approval granted by such persons shall be reported at the next regularly scheduled meeting of the Committee.

The Committee shall ensure that audit and audit-related fees combined constitute a majority of the total overall fees billed by the Independent Auditor in any fiscal year.

**(vi) Independent Auditor's Quality Control Procedures, Performance and Independence**

At least annually, evaluate the quality control procedures, performance and independence of the Independent Auditor in carrying out its responsibilities, including obtaining and reviewing a report by the Independent Auditor describing:

- the firm's internal quality-control procedures;
- any material issues raised by the most recent internal quality-control review, or peer review, of the firm, or by any inquiry or investigation by governmental or professional authorities, within the preceding five years, respecting one or more independent audits carried out by the firm, and any steps taken to deal with any such issues; and
- all relationships between the Independent Auditor and the Corporation confirming the Independent Auditor's independence from the Corporation, including a description of all matters that could have a bearing on its independence.

**(vii) Staffing of Audit Team**

Review the experience and qualifications of the Independent Auditor's audit team assigned to the audit of the Corporation and make annual recommendations to the Board as to the need (if any) for rotation of the Independent Auditor or the members of the Independent Auditor's audit team

assigned to the audit of the Corporation. Ensure there is rotation of the audit partner having primary responsibility for the independent audit of the Corporation at such intervals as may be required by applicable professional conduct standards.

**(viii) Auditor Ratification and Fee Disclosure**

The Committee shall ensure that the ratification of the Independent Auditor is placed on the ballot for shareholder approval at the annual general meeting. The Committee shall also ensure the Corporation's public proxy disclosures include a clear, categorized breakdown of all audit and non-audit fees paid to the Independent Auditor to allow shareholders to make informed voting decisions.

**(ix) Relationship between Independent Auditor and Management**

Satisfy itself generally that there is a good working relationship between senior management and the Independent Auditor, and review:

- any management representations letters;
- the Independent Auditor's management letters and management's responses thereto;
- the Independent Auditor's schedule of unadjusted differences; and
- any other reports of the Independent Auditor.

**(x) Hiring from Independent Auditor**

Review and approve the Corporation's hiring policies regarding partners, employees and former partners and employees of the present and any former Independent Auditor of the Corporation that meet the requirements of applicable securities laws and stock exchange rules.

**(xi) Evaluation of Independent Auditor**

At least annually, conduct an assessment (taking into account senior management's opinion) of the Independent Auditor's qualifications, performance and independence, and present to the Board the Committee's conclusions. The evaluation must consider and assess independence, objectivity and professional skepticism, quality of the engagement team, and quality of communications and interactions with the Independent Auditor. While assessments should be completed annually, a comprehensive review should take place at least every five years.

**2. Internal Controls**

**(i) System of Internal Controls**

Satisfy itself through review and discussion that senior management has established and is maintaining an adequate and effective system of internal control over financial reporting and is responding on a timely basis to any material weaknesses or significant deficiencies which have been identified, including by meeting with and reviewing reports of the Independent Auditor relating to the Corporation's internal controls.

In the event a material weakness in the Corporation's controls over financial reporting is identified, the Committee must oversee the development and public disclosure of a detailed remediation plan. If a material weakness remains ongoing for more than one fiscal year, the Committee shall ensure the Corporation publicly discloses an updated remediation plan that clearly outlines the progress made toward remediating the deficiency.

## **(ii) Reports on Internal Controls**

Review and assess:

- any concerns, weaknesses or deficiencies disclosed in connection with the interim and annual Chief Executive Officer (“**CEO**”) and CFO certifications relating to the effectiveness of the Corporation’s disclosure controls and procedures, internal control over financial reporting and significant changes in internal controls over financial reporting; and
- the Independent Auditor’s management letter and whether recommendations have been acted on and, if not, the appropriateness of the reasons why they have not been acted on.

## **3. Accounting Matters**

### **(i) Significant Accounting Policies and Critical Estimates**

Review and discuss with senior management and the Independent Auditor:

- the selection, use and application of, as well as proposed material changes to, significant accounting policies, principles, practices and related critical estimates and judgments in accordance with International Financial Reporting Standards (“**IFRS**”); and
- alternative IFRS treatments for policies and practices relating to material items, including the ramifications of such alternative disclosures or treatments and any recommended treatment,

to ensure that the significant accounting policies and practices adopted are appropriate and consistent with the Corporation’s needs and applicable requirements.

### **(ii) Disagreements**

Satisfy itself that there is an agreed course of action leading to the resolution of significant unsettled issues between senior management and the Independent Auditor that do not affect the audited financial statements (e.g. disagreements regarding correction of internal control weaknesses or the application of accounting principles to proposed transactions), if any.

### **(iii) Contingent Liabilities**

Review all material contingent liabilities and the related accounting treatment, presentation and disclosure.

### **(iv) Related Party Transactions**

Review all material related party transactions or arrangements involving the Corporation and the related accounting treatment, presentation and disclosure, to give full effect to the Conflict of Interest Policy and the Code of Ethics and Business Conduct.

### **(v) Off-Balance Sheet Transactions**

Review all material off-balance sheet transactions and the related accounting treatment, presentation and disclosure.

**(vi) Other Board Committee Reports**

Receive and review reports from other board committees with regard to matters that could affect financial reporting.

**(vii) Expense Reports**

Review expense reports of the Chair and CEO. Such authority may be delegated to the Chair of the Committee.

**4. Financial Disclosures**

**(i) Disclosure Controls**

Satisfy itself that procedures are in place for the review of the Corporation's public disclosure to ensure consistent presentation of financial information extracted or derived from the Corporation's financial statements and assessing the adequacy of those procedures annually.

**(ii) Approval of Disclosures**

Meet to review and discuss the Corporation's financial statements with senior management and the Independent Auditor and recommend, where appropriate to do so, to the Board, prior to release, the adoption and dissemination of all financial statements of the Corporation, together with related Management's Discussion & Analysis ("MD&A") of Results of Operations and Financial Position, earnings press releases, Annual Information Form ("AIF") and all other public disclosure documents of the Corporation containing financial information of the Corporation.

**(iii) Audit Committee Report**

Prepare the Audit Committee report for inclusion in the Corporation's public disclosure documents in the form and at the time required by the laws, rules and regulations of applicable regulatory authorities.

**(iv) Other Financial Information**

Review and discuss financial information and earnings guidance provided to analysts and rating agencies. This review need not be done on a case-by-case basis but may be done generally (consisting of a discussion of the types of information disclosed and the types of presentations made) and need not take place in advance of the disclosure.

**5. Risk Management**

**(i) Financial Risk Management**

Assess with senior management the Corporation's material exposure to Risks and the Corporation's actions to identify, monitor and mitigate such exposure.

Review quarterly reporting related to specific areas of Risks, including the following and such other risk areas as the Committee may determine:

- interest rate and currency hedging;
- leverage, liquidity and capital structure;
- corporate tax planning and review; and

- emerging Risk issues and trends.

**(ii) Insurance Coverage**

Periodically review the adequacy of insurance coverages maintained by the Corporation.

**(iii) Taxation**

Periodically review the status of taxation matters of the Corporation.

**(iv) Legal Matters**

Review and assess the summary by the Corporation's Chief Legal Officer ("CLO") of legal matters that may have a material impact on the financial statements, the Corporation's compliance with applicable laws and regulations and any material reports or inquiries received from regulators or governmental agencies.

**6. Ethical Business Conduct**

**(i) Code of Conduct**

Monitor compliance with the Corporation's Code of Ethics and Business Conduct and the Corporation's policies and procedures regarding compliance with applicable laws and regulations; make recommendations to the Board, where appropriate, as to any waivers of compliance of such Code.

**(ii) Whistleblower Procedures**

Review and make recommendations to the Board with respect to the implementation, operation, and effectiveness of the Corporation's Whistleblower Policy as it relates to:

- the receipt, retention and treatment of complaints received by the Corporation regarding accounting, internal controls, and auditing matters; and
- the confidential, anonymous submission of complaints by employees of the Corporation regarding questionable accounting or auditing matters.

**7. Reports to the Board**

Report to the Board on a regular basis and, in any event, before the public disclosure by the Corporation of its quarterly and annual financial results. The reports of the Committee shall include any issues of which the Committee is aware with respect to the quality or integrity of the consolidated financial statements of the Corporation, its compliance with legal or regulatory requirements, and the performance and independence of the Independent Auditor and changes in Risks.

**Authority and Delegation**

In discharging its obligations, the Committee shall act in accordance with its fiduciary duties. In this regard, nothing in this Charter is intended to, or shall have the effect of, limiting or impairing the independent decision-making authority or responsibility of the Board as mandated by applicable law. The Committee has the authority to conduct any investigation appropriate to fulfilling its responsibilities.

The Committee's responsibilities are the sole responsibility of the Committee and may not be delegated by the Board to a different committee without revisions to this Charter. The Committee may delegate work to

one or more of its members, and such members must report to the Committee at its next scheduled meeting or as otherwise mandated.

### **Limitation of Audit Committee Role**

The Committee is not responsible for:

- (i) planning or conducting audits; or
- (ii) certifying or determining the completeness or accuracy of the Corporation's financial statements or that those financial statements are in accordance with IFRS.

Each member of the Committee shall be entitled to rely in good faith upon:

- (i) financial statements of the Corporation presented to him or her by senior management or in a written report of the Independent Auditor to present fairly the financial position of the Corporation in accordance with IFRS; and
- (ii) any report of a lawyer, accountant, engineer, appraiser or other person whose profession lends credibility to a statement made by any such person.

"Good faith reliance" means that the Committee member has considered the relevant issues, questioned the information provided and assumptions used, and assessed whether the analysis provided by senior management or the expert is reasonable. Generally, good faith reliance does not require that the member question the honesty, competence and integrity of senior management or the expert unless there is a reason to doubt their honesty, competency and integrity.

### **Committee Meeting Administration**

#### **(i) Meetings**

The Committee shall meet as many times as is necessary to carry out its responsibilities but in no event will the Committee meet less than four times a year. Meetings will be at the call of the Chair. Notwithstanding the foregoing, the Independent Auditor or any member of the Committee may call a meeting of the Committee on not less than 48 hours' notice. The notice period may be waived by a quorum of the Committee.

#### **(ii) Committee Access to Employees and Others**

The Committee shall periodically meet separately with senior management and the Independent Auditor and may request any member of the Corporation's senior management or the Corporation's outside counsel or Independent Auditor to attend meetings of the Committee or with any members of, or advisors to, the Committee. The Committee may also meet with the investment bankers, financial analysts and rating agencies that provide services to, or follow, the Corporation.

#### **(iii) Meeting Agendas**

The Committee Chair shall establish a preliminary agenda for each Committee meeting. Any director or other person entitled to call a meeting may request items to be included on the agenda for any meeting.

#### **(iv) Quorum and Voting**

A quorum for meetings shall be a majority of the members of the Committee or such greater number as the Committee shall by resolution determine. The powers of the Committee may be exercised at a meeting at which a quorum of the Committee is present in person or by telephone or other electronic means or by a resolution in writing signed by all the members of the Committee entitled to vote on that resolution at a meeting of the Committee. Each member (including the Chair) is entitled to one (but only one) vote in Committee proceedings.

#### **Independent Advisors**

The Committee shall have the authority to retain and compensate such outside financial, legal and other advisors at the expense of the Corporation as it deems reasonably necessary to assist and advise the Committee in carrying out the Committee's duties and responsibilities.

#### **Annual Evaluation**

At least annually and more frequently at the request of the CLO, the Committee shall, in a manner it determines to be appropriate:

- (i) perform a review and evaluation of the performance of the Committee and its members, including the compliance of the Committee with this Charter, to be reviewed with the Board; and
- (ii) review and assess the adequacy of this Charter and the position description for its Chair and recommend to the Board any changes to this Charter or the position description of the Chair that the Committee determines to be appropriate, except for minor technical amendments to this Charter authority for which is delegated to the CLO, who will report any such amendments to the Board at its next regular meeting.

This Charter will be posted on the Corporation's website and the Committee will prepare a report on its activities for inclusion in the annual general meeting material.

As approved by the Board of Directors of the Corporation on May 6, 2026.