Burford

Freedom of Association and Collective Bargaining Policy

September 22, 2025

Purpose

This freedom of association and collective bargaining policy (this "***Policy***") defines the commitment of Burford Capital Limited and its subsidiaries (collectively, "***Burford***") to employees' right to engage in collective bargaining and have freedom of association.

Scope

This Policy applies to all Burford employees, including any third parties acting for and on behalf of Burford, wherever they are located.

Freedom of association and collective bargaining

At present, Burford employees are not unionized and do not engage in collective bargaining. This is due both to the nature of our business and to the diversity of skills and roles among our personnel. To the best of Burford's knowledge, no Burford employee is a member of any trade union.

However, Burford commits to respect and protect the right of all Burford employees to freedom of association and collective bargaining, as well as the right to organize and to engage in workers' representation.

Burford respects the right of all Burford employees to engage in collective bargaining with respect to matters such as health and safety, remuneration, working hours, training and career development, work-time flexibility, life-long learning, stress management and equal opportunities.

Burford abides by all applicable national laws relating to the recognition of trade unions. No prior authorization is necessary for any Burford employee to join any trade union. No Burford employee will suffer victimization, discrimination or any other ill-treatment due to their decision to engage or not engage in workers' representation. Burford is open to recognition of a trade union or unions if a substantial number of eligible employees choose to join a union or unions.