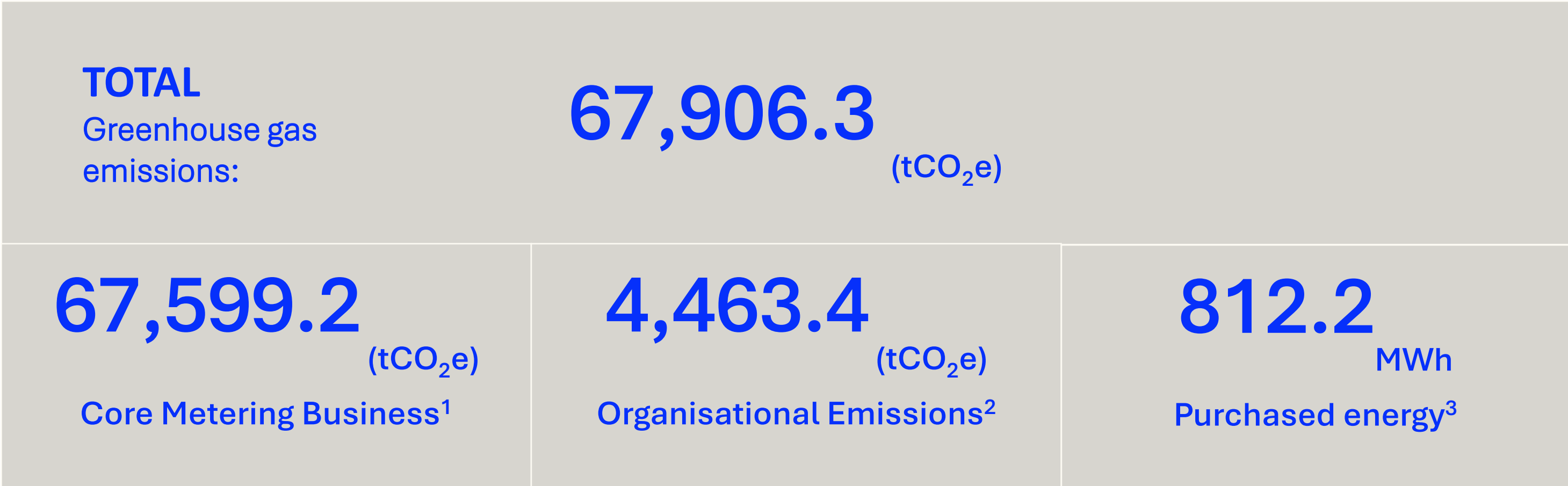




intellihub

ESG Report Card FY24

Scorecard: Net Zero and climate change



KEY PERFORMANCE INDICATORS

Greenhouse gas emissions	
TOTAL	67,906.3
Scope 1 (tCO ₂ e)	146.1
Scope 2 (tCO ₂ e)	161.0
Scope 3 (tCO ₂ e)	67,599.2

Energy	
Purchased energy Non-renewable energy (MWh)	487.2
Purchased renewable energy (MWh)	325.0

1. Includes scope 3 gross emissions associated with the core metering business, including from the purchase, freight, storage, installation, and maintenance of meters.
2. Includes scope 1, 2 and 3 gross emissions associated with operating the business, including from purchased electricity, the vehicle fleet, business travel, employee commuting, office supplies and equipment, professional services and waste.
3. Comprises scope 1 fuel and scope 2 purchased electricity.

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AFFORDABLE AND CLEAN ENERGY

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SUSTAINABLE CITIES AND COMMUNITIES

13

CLIMATE ACTION

We acknowledge the important role we play in advancing towards a 1.5-degree future.

TRACKING OUR PERFORMANCE

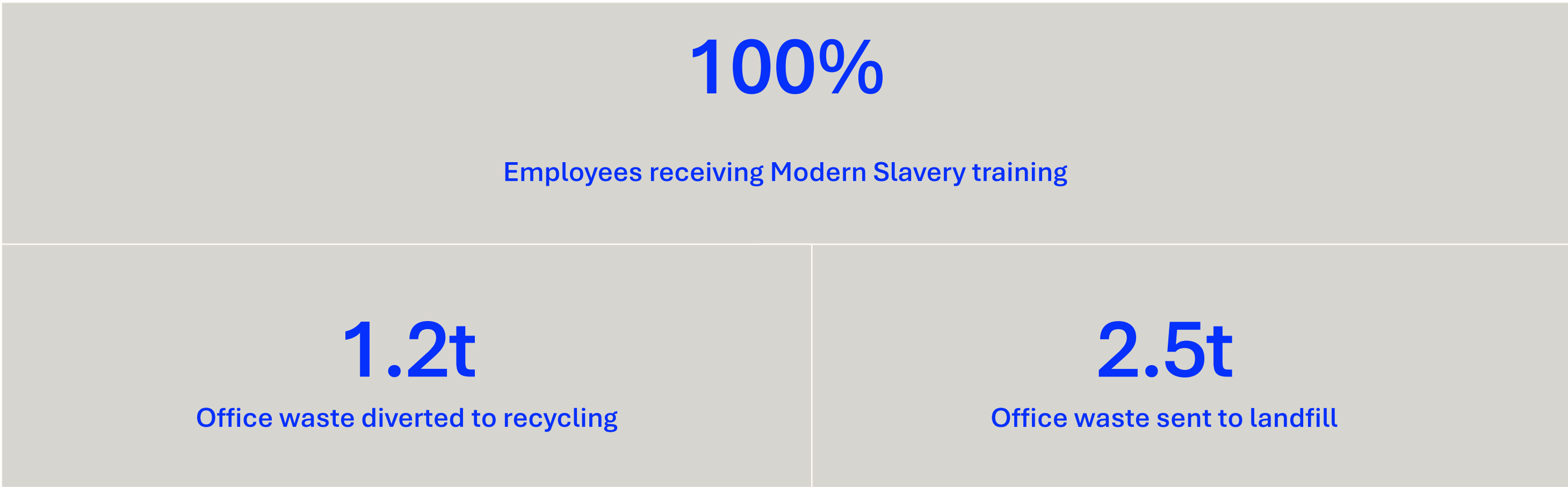
The total greenhouse gas (GHG) emissions for our business in FY24 was approximately 67,906.30 tCO₂e. These figures are based on the estimates from our emissions baseline established in FY23. The estimations have been based on FTE and Revenue increase since FY 2023.

With the purchase and installation of meters representing a significant portion of our scope 3 emissions, we are collaborating closely with our supply chain to identify opportunities for decarbonisation.

Regarding our office-based emissions, our participation in the CitySwitch program is supporting various emission reduction initiatives, including the future procurement of 100% renewable energy for all our offices.

We are currently in the process of developing a decarbonisation pathway and plan to establish both short- and long-term net zero targets once this work is completed. Additionally, we aim to align our business with Mandatory Climate Reporting requirements and GHG Emission Reduction requirements.

Scorecard: Responsible sourcing



TRACKING OUR PERFORMANCE

While our current business activities focus on the installation of meters across Australia and New Zealand to support the clean energy transition, we remain committed to the responsible use of electricity. Intellihub is making good progress toward transitioning to 100% renewable electricity for all its office locations.

We continue to collaborate with our Field Service Providers (FSPs) to ensure they have a robust meter recycling process in place for the proper disposal of old meters and equipment during installations, and to follow appropriate procedures for meter refurbishment. In the long term, we plan to develop a comprehensive Circular Economy Strategy. Additionally, we will establish key performance indicators (KPIs) to track our performance in this area in the future.

Our supply chain includes primary global suppliers with manufacturing facilities in China and Malaysia.

Since preparing our inaugural Modern Slavery Statement in FY22, we have assessed our Tier 1 suppliers using an assessment tool aligned with the Social Responsibility Alliance’s Slavery & Trafficking Risk Template, a recognized global standard for evaluating modern slavery risks. We have also integrated modern slavery due diligence into our company acquisition processes.

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DECENT WORK AND ECONOMIC GROWTH

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RESPONSIBLE CONSUMPTION AND PRODUCTION

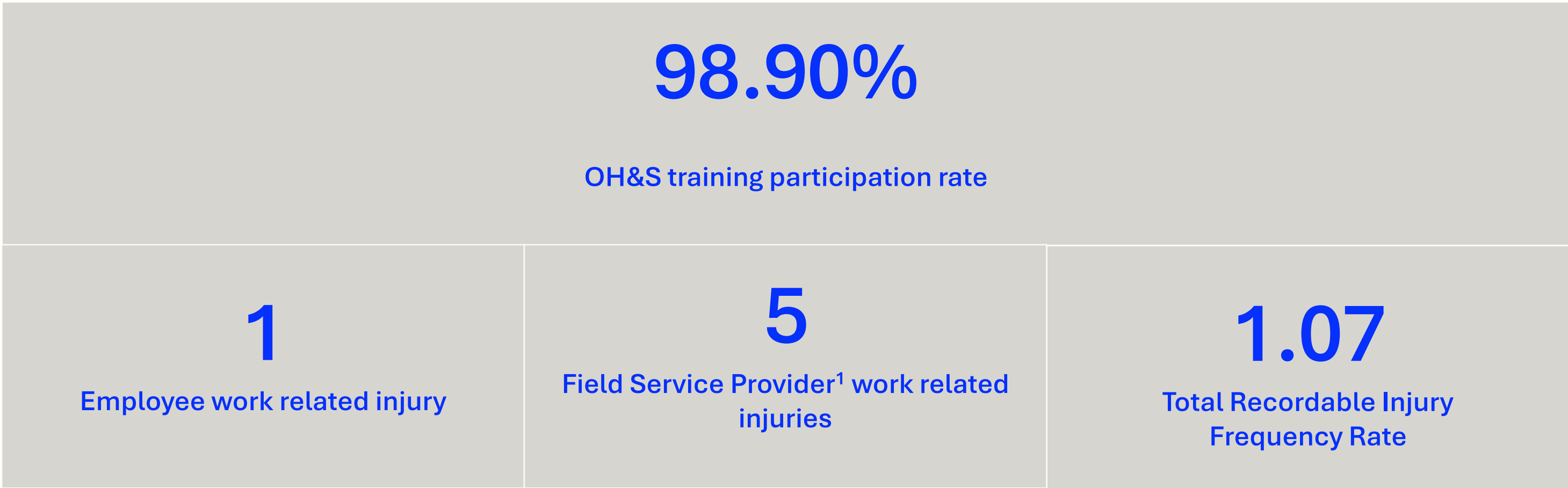
We will promote the sustainable use of limited natural resources and help prevent modern slavery.

KEY PERFORMANCE INDICATORS

Waste	
Waste sent to landfill (t)	2.5t
Office waste diverted to recycling (t)	1.2t
FSPs have a process in place to recycle meters	Y

Modern slavery	
Employees receiving modern slavery training	100%
Number of modern slavery incidents reported	0

Scorecard: A safe workplace



KEY PERFORMANCE INDICATORS

Employee safety	
Work related injuries	1
Work related fatalities	0
Days lost due to injury	-
Near miss events	1
Lost time injury frequency rate	0.53

Field Service Provider safety	
Work related injuries	5
Work related fatalities	0
Days lost due to injury	Not collected in 2024
Near miss events	760
Lost time injury frequency rate	0.75

3

GOOD HEALTH AND WELL-BEING



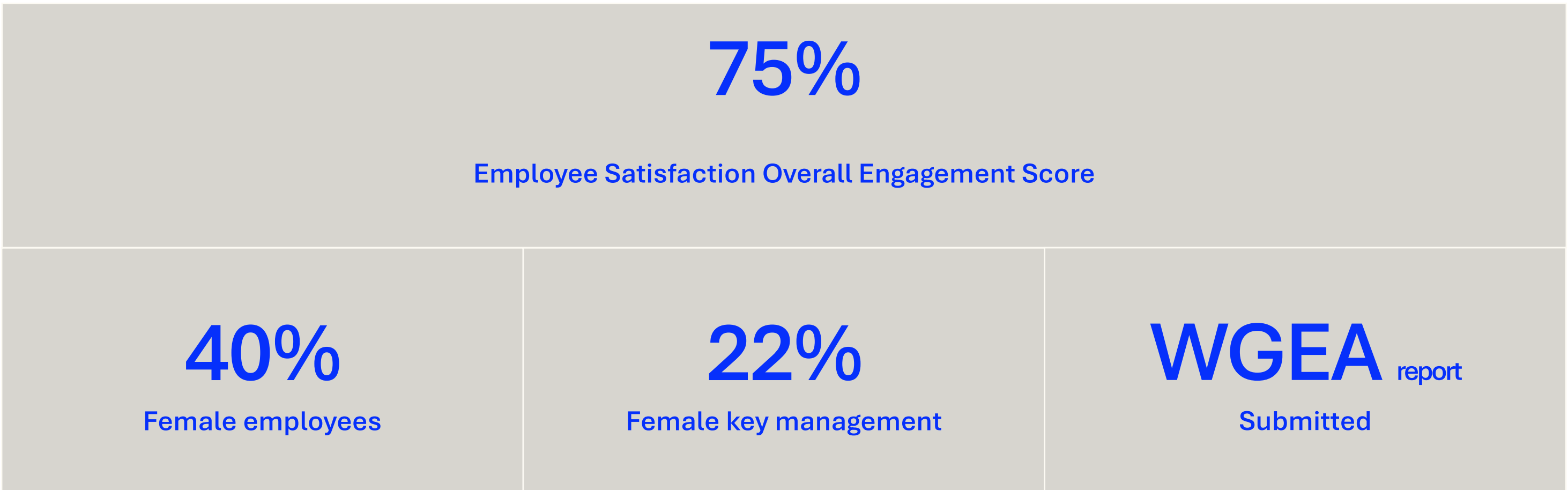
We will provide a safe workplace where our people feel empowered to actively participate, look out for the safety and wellbeing of each other, and continuously improve how we manage risks.

End user safety	
Meter related injuries	0

Training	
OH&S training participation rate	98.90%

1. Field Service Providers are external parties that offer specialised services to Intellihub Group.

Scorecard: A thriving workforce



5

GENDER EQUALITY

8

DECENT WORK AND ECONOMIC GROWTH

A thriving workforce is important in promoting a respectful, collaborative and inclusive workplace environment.

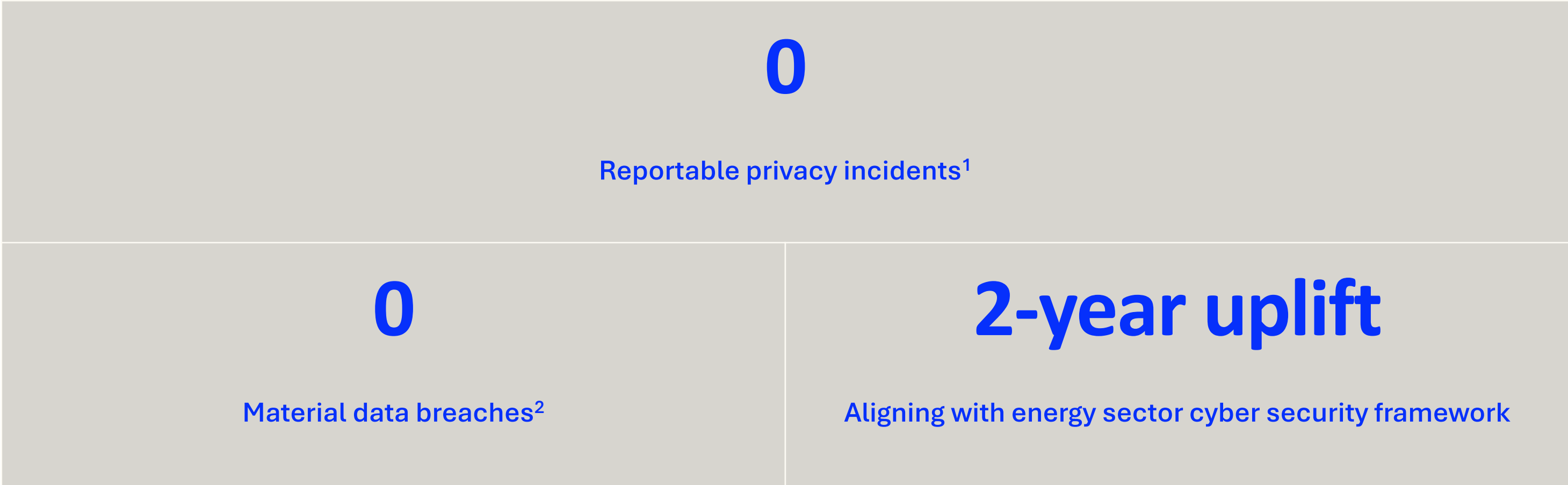
KEY PERFORMANCE INDICATORS



Diversity	
Key management personnel	9
Female key management personal	2
Total employees	436
Female employees	40%
<30 years	64
30-50 years	268
>50 years	104
Reported discrimination incidents	0

Employee engagement/satisfaction	
Employee Satisfaction Survey	Conducted in FY24
Overall engagement score	75%
Employees surveyed (as of 1 Nov 24)	100%
Response rate	78%

WGEA (Workplace Gender Equality Agency Report)	
FY 2023-24 Report Submitted	Y

Scorecard: Good governance





Good governance enables us to meet corporate objectives, discharge our responsibilities and meet the expectations of our stakeholders.

TRACKING OUR PERFORMANCE

Our Chief Information Security Officer is responsible for protecting Intellihub from cyber threats and delivering the cyber security program approved by the Board.

Intellihub has obtained ISO 27001 and is committed to adhering to the defined standards and requirement

The current program a two-year cyber security uplift that aligns with the Australian energy sector cyber security framework and Australian Signals Directorate Essential Eight mitigations is progressing well. The cyber security program is a standing agenda item on our Audit and Risk Committee and reported to the Board.

KEY PERFORMANCE INDICATORS

Privacy	
Reportable privacy incidents	0

Cyber security	
Material data breaches	0

1. Reportable incidents as defined by the Office of the Australian Information Commissioner
2. Materiality is defined with reference to the Intellihub risk framework