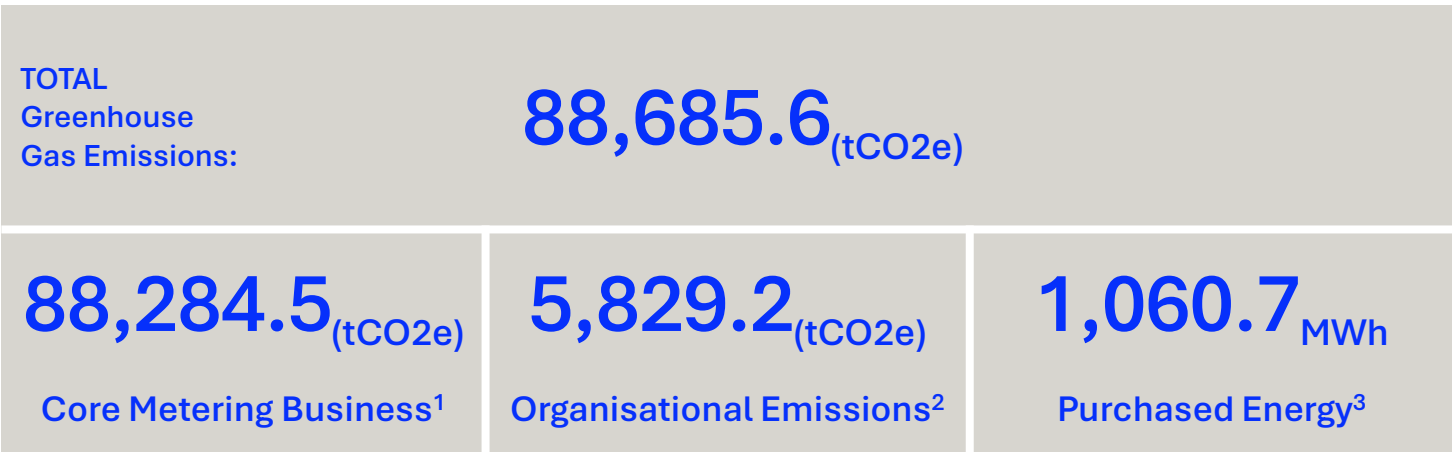


intellihub

ESG Report Card FY25

Scorecard: Net Zero and Climate Change

Intellihub ESG Report Card FY25



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 FY25 were approximately 88,685.6 tCO₂e, with estimates based on revenue growth since FY24. We continue to work closely with our supply chain to identify opportunities to reduce emissions, recognising that the purchase and installation of meters represent a significant portion of our Scope 3 footprint.

For our office-based operations, we are progressing a range of emission-reduction initiatives, including the future procurement of 100% renewable electricity across all office locations.

We are also developing a comprehensive de-carbonisation pathway and will establish both short- and long-term targets once this work is complete. In parallel, we are preparing to align our business with emerging Mandatory Climate Reporting requirements and broader GHG emission reduction obligations.

KEY PERFORMANCE INDICATORS

Greenhouse Gas Emissions	
TOTAL	88,685.6
Scope 1 (tCO ₂ e)	190.8
Scope 2 (tCO ₂ e)	210.3
Scope 3 (tCO ₂ e)	88,284.5

Energy	
Purchased energy(MWh)	1,060.7

(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.



Scorecard: Responsible Sourcing

Intellihub ESG Report Card FY25



8 DECENT WORK AND ECONOMIC GROWTH
12 RESPONSIBLE CONSUMPTION AND PRODUCTION

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

TRACKING OUR PERFORMANCE

While our core operations center on the installation of meters across Australia and New Zealand to support the clean energy transition, we remain committed to reducing our operational footprint. Intellihub continues to progress toward transitioning to 100% renewable electricity across all office locations.

We are working closely with our Field Service Providers (FSPs) to ensure robust meter recycling processes are in place for the responsible disposal and refurbishment of old meters and equipment. Over the longer term, we plan to develop a comprehensive Circular Economy Strategy and will establish key performance indicators (KPIs) to measure progress in this area.

Our supply chain includes major global suppliers with manufacturing facilities in China and Malaysia. Since releasing our inaugural Modern Slavery Statement in FY22, we have assessed our Tier 1 suppliers using a methodology aligned with the Social Responsibility Alliance’s Slavery & Trafficking Risk Template, a recognised global standard for evaluating modern slavery risks. We have also integrated modern-slavery due diligence into our acquisition processes.

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

Intellihub ESG Report Card FY25



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.

TRACKING OUR PERFORMANCE

In FY25, we continued strengthening our safety culture by improving the way we identify, manage and learn from the most critical risks across our operations.

Our Total Recordable Injury Frequency Rate (TRIFR) improved year-on-year, reflecting a sharper focus on risk-based controls, improved reporting, and the proactive participation of our people in safety initiatives.

A key priority this year has been deepening our assurance program for Field Service Providers (FSPs), recognising their essential role in safely delivering work on behalf of Intellihub. We enhanced our oversight of FSP safety performance through improved data visibility, targeted engagement, and systematic follow-up on identified gaps. This has helped us build stronger alignment on risk expectations and strengthen safe-work practices across the broader workforce.

Together, these efforts support our commitment to continuously improving safety performance and ensuring every person - whether an employee or FSP - returns home safely each day.

KEY PERFORMANCE INDICATORS

HSE Performance	
Work related injuries	13
Customer injuries	0
Work related fatalities	0
Days lost due to injury	52
HSE events	282
Lost time injury frequency rate	0.43

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



Scorecard: A Thriving Workforce

Intellihub ESG Report Card FY25

72%

Employee Satisfaction Overall Engagement Score

39%


Female Employees

29%

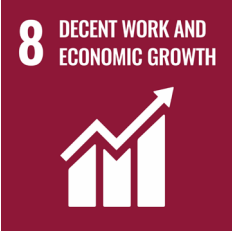
Female Key Management

WGEA

Report Submitted



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	7
Female key management personal	2
Total employees	473
Female employees	39%
<30 years	65
30-50 years	311
>50 years	97
Reported discrimination incidents	0

Employee Engagement / Satisfaction	
Employee Satisfaction Survey	<i>Conducted in FY25</i>
Overall engagement score	72%
Employees surveyed	100%
Response rate	82%

WGEA (Workplace Gender Equality Agency Report)	
FY 2024-25 Report Submitted	Y

Scorecard: Good Governance

Intellihub ESG Report Card FY25

TRACKING OUR PERFORMANCE

Across FY25 and continuing into FY26, we have been strengthening Intellihub's readiness for Australia's Mandatory Climate Reporting (MCR) framework by building the systems, processes and governance needed to support high-quality, audit-ready climate disclosures.

As a Group 2 entity, Intellihub will be required to publish an annual sustainability report alongside financial statements, outlining climate-related risks, opportunities and performance.

During this period, we advanced our capability to report Scope 1 and 2 emissions (with Scope 3 reporting to commence in FY28). As we move into FY26 we will be undertaking in-depth climate-scenario analysis and deepening our assessment of transition and physical climate risks.

We are also developing organisation wide processes to capture, validate and report climate-related data with transparency and consistency. This includes strengthening data governance, enhancing internal controls and implementing systems that support reliable, assured reporting.



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