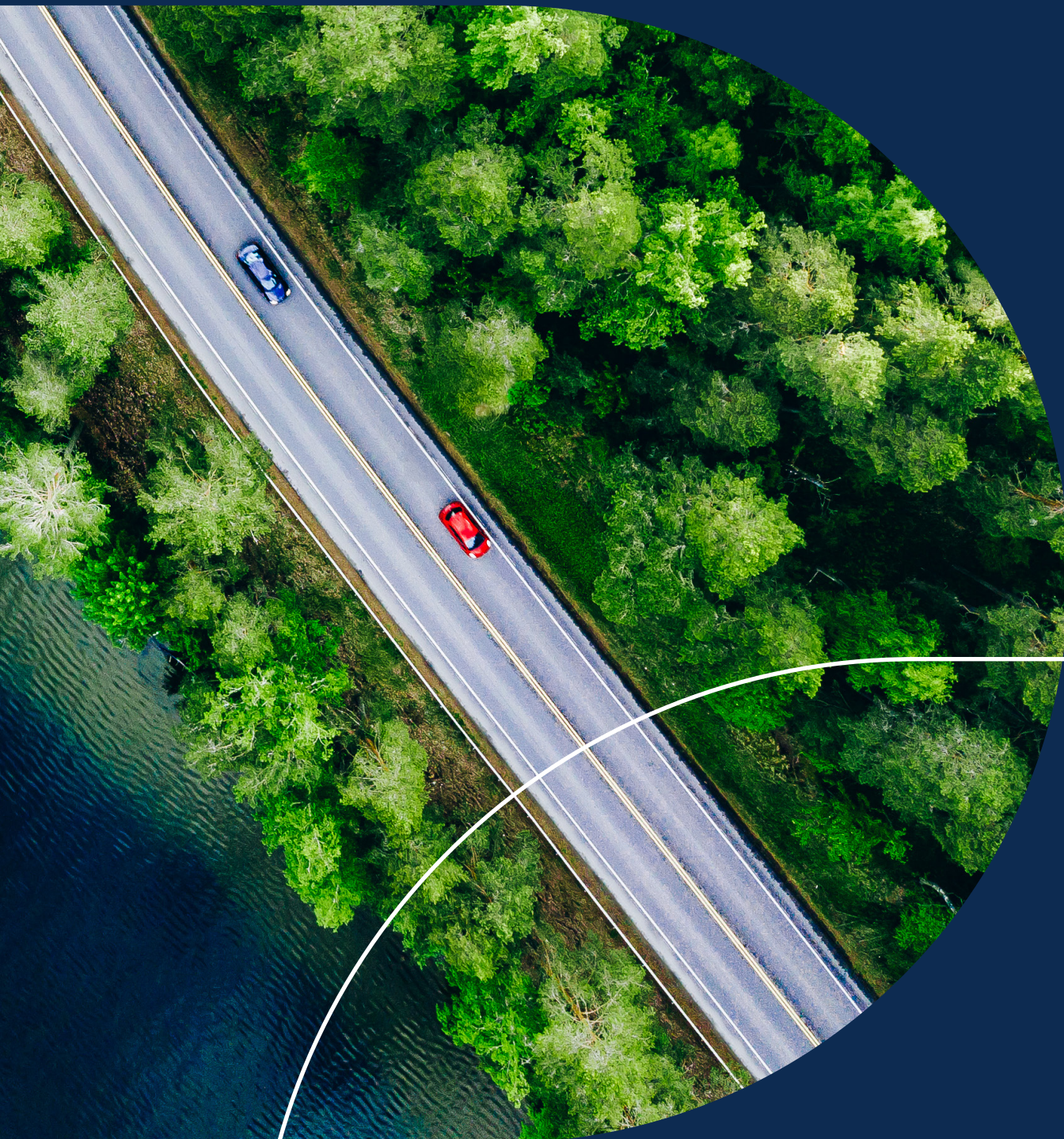


Sustainability Report 2024



An aerial photograph of a coastal road. A white car is driving on the road, which curves along the edge of a rocky cliff overlooking the ocean. The water is a vibrant blue-green color. The sky is a clear, bright blue. The overall scene is bright and sunny.

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Acknowledgement of Country

FleetPartners acknowledges the traditional owners of the lands and waters across the Australian continent and pays our respects to the many thousands of generations who looked after the lands and waters where we currently live and work. We are all visitors to this time and this place. We are just passing through. Our purpose here is to respect, to learn and to grow.

Kia ora tātou (Hello everyone)

FleetPartners aspires to having a better understanding of Te ao Māori (the Māori World) and creating a meaningful impact on Te ao Hurihuri (the ever-changing world around us).

About the artist and his work



Yandambulan Marri Nuwi



Jason Douglas is a proud Murri Man, whose people belong to the tribal lands of the Kabi Kabi of south-eastern Queensland, including Noosa. His father, Michael Douglas is Traditional Owner / Native Title Kubi-Kubi.

Jason is the artist of the beautiful 'Yandambulan Marri Nuwi' artwork, meaning 'Partnerships'. As an artist, Jason uses various creative mediums including painting and other forms of Aboriginal art, to connect and educate others about Indigenous culture. He has extensive experience mentoring and supporting the Indigenous community in their employment journey.

Within the artwork, the concentric large circles represent all the locations of FleetPartners throughout Australia and New Zealand and the core values of 'CARE', built on Collaboration, Accountability, Reimagine and Excellence.

Inside the circles are the layers of FleetPartners, our valued team members, associates, partners and customers. Throughout this exquisite artwork is the topography of the lands - our beautiful country.

The white lines are our safe pathway journeys, a place to belong, care for, respect and be connected.

The small circles and dots are all the small regional towns we visit and travel - places for coming together, to celebrate and embrace and places of reflection and building long-lasting partnerships.

Chair and Chief Executive Officer's letter

On behalf of your Board and Executive team, it is with great pleasure that we present FleetPartners FY24 Sustainability Report, a testament to our unwavering commitment to environmental, social and governance (ESG) principles.



Gail Pemberton, Chair

Damien Berrell, Chief Executive Officer

Dear Shareholders,

We are pleased to present FleetPartners FY24 Sustainability Report, showcasing our ongoing commitment to environmental, social and governance principles. At FleetPartners, we view sustainability as a commitment to creating economic, social and environmental value for our stakeholders. This approach is central to our strategy, embedded within our values and integral to who we are. Our FY24 Sustainability Report highlights the progress we've made on this journey, showcasing our dedication to building a sustainable future while empowering our people, customers and communities.

Driving Forward with ESG leadership

FY24 marked a significant milestone with the introduction of a key ESG Director role to drive sustainable fleet solutions. This role was established to help us deliver innovative solutions to our customers and business partners, supporting fleet transitions to cleaner emissions and renewable energy.

Living our ESG priorities

These three ESG pillars - Our People, Our Community, Our Environment - guide our purpose of 'Empowering Tomorrow's Destination, TODAY!'. Our strategy is designed to integrate these priorities into daily operations and by engaging team members at all levels, we ensure our ESG approach is inclusive, effective and aligned with the needs of our stakeholders.

For our people

At FleetPartners, we strive to have a workplace that prioritises wellbeing, inclusivity and development. This year, our team members completed extensive hours of training and our employee engagement results were at the top end of the second quartile and sit above industry average for financial services, showcasing our commitment to growth and a positive work culture. We continue to champion gender equality, achieving recognition as a Workplace Gender Equality Agency

(WGEA) Employer of Choice¹ for the third year in a row and have made further progress closing the gender pay gap. We are proud to offer flexible work arrangements and generous parental leave policies to support work-life balance for all staff.

For our customers

We are dedicated to supporting our customers in their sustainability journeys, offering innovative solutions to help reduce their emissions. As sustainability becomes a priority for more organisations, we are seeing a shift in the way businesses view their operations and their carbon emissions footprint, driving the development of sustainability-linked employee benefits programmes. FleetPartners is attracting many of these customers by helping them implement the programmes and policies that align with a more sustainable future.

Advancing reconciliation and cultural understanding

We are dedicated to advancing reconciliation and fostering relationships with Aboriginal and Torres Strait Islander communities. In FY24, we successfully delivered on our commitments outlined in our 'Reflect' Reconciliation Action Plan (RAP), which focused on the themes of Relationships, Respect, Opportunities and Governance. These actions assist in our ongoing commitment to increasing awareness, education and participation of Indigenous peoples in the financial services sector.

Responsible and sustainable funding

FleetPartners has continued its partnership with the Clean Energy Finance Corporation (CEFC), assisting with access to one of Australia's most competitive electric vehicle leasing solutions for small, medium and enterprise fleet customers to increase electric vehicle adoption.

In FY24, we launched a Green Bond Framework to issue certified Green Asset Backed Securities under global principles. This included a successful inaugural A\$75 million Green Bond issuance in May 2024, which broaden our investor base and reinforced our commitment to addressing climate change through sustainable investment solutions.

Achievements in carbon reduction

FleetPartners has maintained its Climate Active Carbon Neutral certification in Australia and Toitū Net CarbonZero certification in New Zealand, reaffirming our position as the first fleet management organisation to achieve these milestones. We remain committed to reducing our Scope 1, 2 and 3 emissions and are focused on helping our customers and business partners in their transition to low-emission vehicles.

A shared commitment to sustainability

We are incredibly proud of the achievements of FleetPartners in FY24 and are committed to continually evolving our sustainability strategy in response to emerging global standards and targets. Our commitment to ESG principles not only benefits our communities but also looks to create long-term value for our shareholders.

We extend our deepest gratitude to our Team, Board and Shareholders. Their support and collaboration have been the cornerstone of our sustainability journey. Together, we will continue to build a sustainable, inclusive and prosperous future - 'Empowering Tomorrow's Destination, TODAY!'



Gail Pemberton AO
Chair



Damien Berrell
Chief Executive Officer and
Managing Director

1. Employer of Choice for Gender Equality 2023 - 2025 by the Workplace Gender Equality Agency



Key highlights

FleetPartners is passionate about our contribution to a more inclusive world and a healthier, more sustainable planet, in which people and ecosystems can thrive.

We believe that playing our part to support the greater good is through stewardship of our business to deliver sustainable long-term growth, a determination to positively impact within our sphere of influence and applying ethical and transparent practices. We proudly highlight key ESG achievements.




Long term continuous community and support for **11 charities**

2023 - 2025 WGEA Employer of Choice citation





Completed 'Reflect' and commenced 'Innovate' Reconciliation Action Plan development





Gender Pay Gap (GPG) reduction of 6.1% from 21.7% to 15.6%²

2. FleetPartners Gender Pay Gap Statement (WGEA GPG reporting period April 2022 - 2023)



53%
of all new Novated Leases are Electric and Plug-In Hybrids (PHEV)³



89
sustainable fleet transition client consultations completed in FY24⁵

Achieved **ISO 27001:2013 Information Security Management** across both Australian and New Zealand operations




Re-certified **Climate Active Carbon Neutral (AU)**⁶





TOITŪ
Achieved **Toitū Envirocare Net CarbonZero** re-certification (NZ)⁴





Champions - 2024 CRM Contact Centre Network Awards (NZ)



Highly commended for 'Sustainable Journeys' - **2023 Australasian Fleet Champions Awards (NZ)**



3. FleetPartners internal reporting as at 30 September 2024
 4. Toitū Climate Impact Certification
 5. FleetPartners internal reporting as at 30 September 2024
 6. The Climate Active certification operational bound has been applied and covers our Australian business operations. The boundary does not incorporate emissions associated with vehicles leased by our customers that are under management by FleetPartners

Purpose and values

At FleetPartners, we view sustainability as a commitment to creating economic, social and environmental value for our stakeholders, in order to generate a positive impact and contribute to the development of society and care for the planet. This approach is part of who we are and is integrated into our purpose and our values.

Our purpose

We have proudly been supporting our customers for decades and as their transport needs evolve - whether that is the transition to battery electric vehicles, the continuous goal of increased driver safety and fleet efficiency, or access to new vehicle makes and models - through partnerships and ways of working, we continue to be their valued partner. Yet, in an environment of continuous improvement and change, the core of what inspires us remains constant.

Our purpose is **'Empowering Tomorrow's Destination, TODAY!'** Each word was carefully chosen to reflect and align with our organisation's business strategy as it defines what we do and why we do it.

'Empowering' reflects our desire to provide expertise, service and advice to support our customers in the achievement of their goals.

'Tomorrow' reflects our focus on the future and preparing ourselves and our customers to anticipate the needs of the future, as well as optimism about a bright future ahead. We understand that the challenges of tomorrow are unique as the world navigates the climate transition and we are here to help our customers be ready for tomorrow.

'Destination' captures our aspiration, the goals and objectives of our customers and ourselves and our desire and determination to do more and be more. It also reflects our customers' needs to be mobile and connected and our role in helping them get to their destination, both day-to-day and over the long term.

'Today' is about taking action now, not waiting until tomorrow and in doing so, supporting our customers to achieve their goals faster.



Our values

While our operating environment is dynamic and constantly changing, our organisational values remain steadfast. Collaboration, Accountability, Reimagine and Excellence - otherwise known as 'CARE' - are the values that are truly embedded in everything we do. 'CARE' defines our way of working and stands for:

- › **Collaboration:** Our team is always greater than the sum of its parts
- › **Accountability:** Ownership, accountability and pride in everything we do
- › **Reimagine:** Dream big, ask why and seek out positive change
- › **Excellence:** Deliver beyond expectations, every day

'CARE' helps us to be brave and supports our desire to reimagine solutions for the betterment of our customers, shareholders and team members. Owning our decisions, being accountable and working together all form part of our individual team member performance measures, as these behaviours support us to deliver excellence to our customers and uphold the 'CARE' culture at FleetPartners.



Collaboration



Accountability



Reimagine



Excellence



Sustainability scorecard

The following metrics have been identified as important measures to track and report on our ESG priorities and effectiveness of Group policies.

Reporting category	Metric	Performance	Timeframe
 Gender of new hires ⁷	Men	42.85%	As at 30 September 2024
	Women	57.15%	
	Gender diverse	0.00%	
 Workplace flexibility ⁸	Team members accessing Primary Carers leave	3.44%	As at 30 September 2024
	Team members accessing Secondary Carers leave	2.58%	
 Wellbeing	The Leave Policy allows me sufficient time to recharge ⁹	81%	FY24 annualised results
	My manager genuinely cares about my wellbeing ¹⁰	89%	
	Lost time injury frequency rate ¹¹	2.5	
 Team member retention ¹²	Overall attrition	19%	As at 30 September 2024
	Return to work from Primary Carers leave	93.75%	
 Training, development and performance management	Annual compliance training completion rate ¹³	97%	As at 30 September 2024
	Total training and development hours ¹⁴	1400	
	Performance management process completion rate ¹⁵	100%	
 Engagement ¹⁶	FleetPartners team member engagement results are currently at the top end of the second quartile and sit above the industry average for financial services		FY24 annualised results from FleetPartners team member engagement surveys

7, 8, 9 and 10. FleetPartners internal workforce reporting of team members as at 30 September 2024

11. Two work related injuries, excluding any pre-existing conditions, that occurred during the financial year that resulted in time lost from work of one day or shift, both injuries did not occur on a work premises and one injury has been claimed through workers compensation

12. FleetPartners internal workforce reporting of team members as at 30 September 2024

13. Completion rate determined by allocation of training

14. Excludes other professional development training arranged by team members

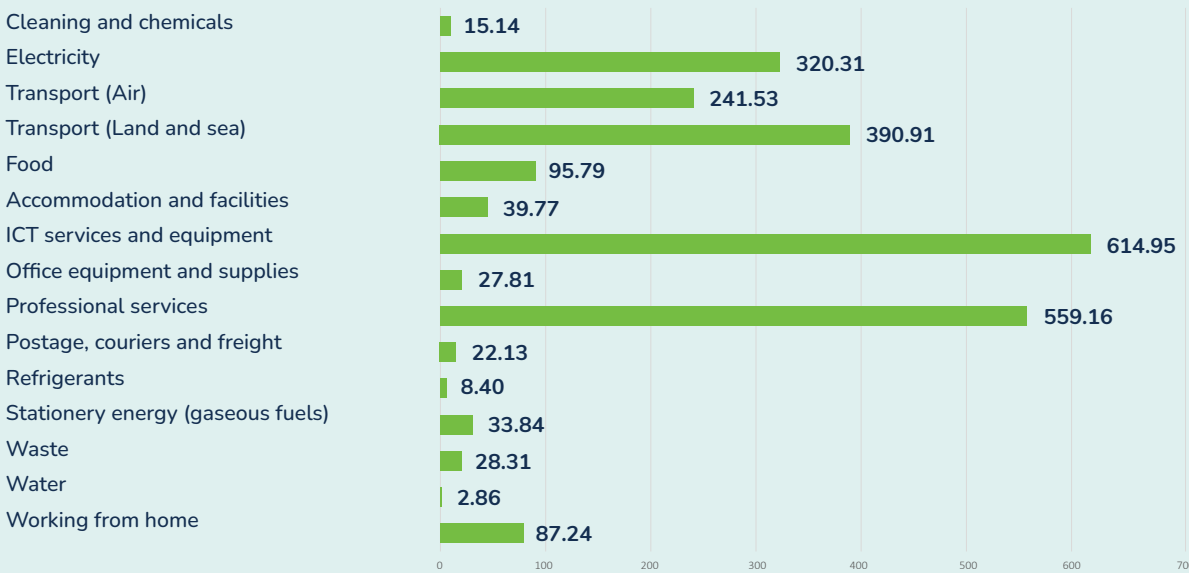
15. Excludes team members on extended leave

16. FleetPartners internal workforce reporting of team members as at 30 September 2024

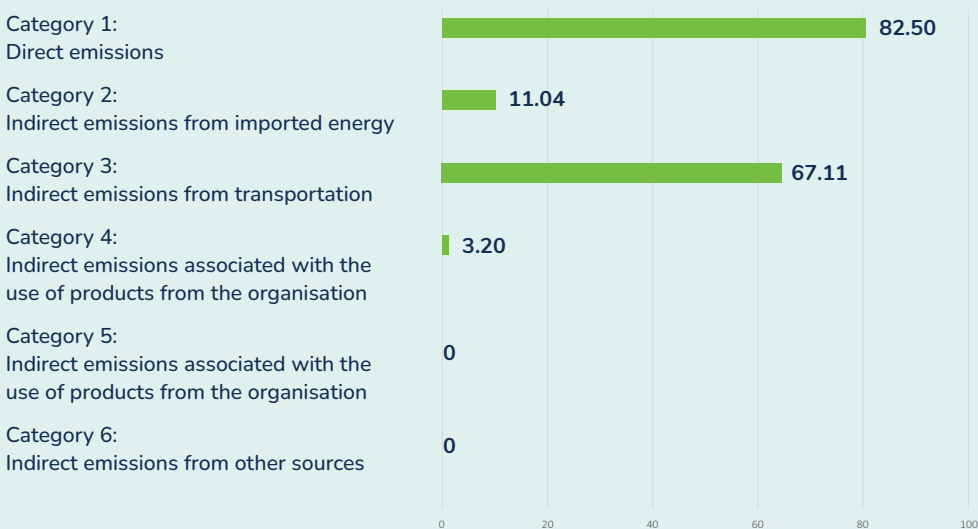
 **2,652**¹⁷

**Our environment (tCO₂-e) total carbon emissions^{18 and 19}
Australia and New Zealand**

Emissions by source (tCO₂-e)¹⁸ - Australia



Emissions by source (tCO₂-e)¹⁹ - New Zealand



17. Based on the FleetPartners FY23 (1 October 2022 - 30 September 2023)

18. Calculated in conjunction with Pangolin Associates. In accordance with Climate Active, calculations exclude vehicles leased by our customers. The methods used for collating data, performing calculations and presenting the carbon account are in accordance with the following standards: Climate Active Standards; Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition); National Greenhouse and Energy Reporting (Measurement) Determination 2008

19. Calculated in accordance with ISO 14064-1:2018 standards and Toitū Envirocare Programme Technical Requirements that exclude vehicles leased by our customers

Priorities and approach

We define our priorities as those that contribute to three ESG pillars - Our People, Our Community and Our Environment.

Our People	Our Community	Our Environment
<p>We want our people to be inspired, engaged, safe and to willingly live our purpose and values every day. Having highly passionate, capable and accountable teams is essential to delivering our business strategy, which in turn delivers the greatest benefits for our customers and communities and to our shareholders.</p>	<p>A strong and thriving community is one in which all people have an opportunity to prosper. Prosperity can only start to be achieved if basic human needs, such as access to a hot meal, a safe place to live and equal opportunities to learn and be inquisitive, are accessible.</p>	<p>The consequences of global temperatures rising more than 1.5°C above pre-industrial levels are extreme and far-reaching for nature, humans, businesses and our collective future. As reported by the United Nations Net Zero Global Coalition²⁰, scientists agree that globally, emissions must be reduced by 45% by 2030 and reach net zero emissions by no later than 2050 to keep global warming to no more than 1.5°C.</p>

In FY23, our ESG Committee conducted our first assessment with reference to the Global Reporting Initiative (GRI) standards. In doing so, we determined the key topics to be included in our ESG reporting. This determination demonstrated an increased maturity and rigour in our ESG activities and disclosures, building upon the FY22 self-assessment with regard to how, within our sphere of influence, the organisation contributed to the United Nations Sustainability Development Goals (SDGs).

In FY24, a materiality reassessment was undertaken and for the purpose of FY24 ESG reporting, FleetPartners has chosen to report with reference to:

- › Universal Standard: GRI 2 - General Disclosures
- › Topic Standard: GRI 201 - Economic Performance
- › Topic Standard: GRI 305 - Emissions
- › Topic Standard: GRI 404 - Training and Education
- › Topic Standard: GRI 405 - Diversity and Equal Opportunity
- › Topic Standard: GRI 411 - Rights of Indigenous People
- › Topic Standard: GRI 413 - Local Communities

20. un.org/en/climatechange/net-zero-coalition




Our reassessment determined that we have a limited scope of influence on nature, as defined as the non-human-made world that includes all living and non-living things on Earth. As such, our third ESG priority - Our Environment - focuses on waste reduction and management, as well as the operations that influence climate change.

The 17 SDGs are universal goals designed as an urgent call for action by all countries - developed and developing - providing an inspiring framework for collective action to reduce inequality, spur economic growth, tackle climate change, improve health and education, end poverty and preserve our oceans and forests.



In FY24, we were guided by the disclosures of 9 of the SDGs and the recommendations from the Task Force on Climate-Related Finance Disclosures (TCFD) (see page 65) when implementing a range of ESG initiatives with our people and partners. Within our sphere of influence and aligned to our ESG priorities, we have concluded that our actions contribute to:





Our people

UN SDG	Disclosure/s	Contributing initiatives and actions
 <p>4 QUALITY EDUCATION</p>	<p>4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.</p>	<p>Section: Training and Education (pages 43 - 47).</p>
	<p>4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p>	<p>Section: Training and Education (pages 43 - 47).</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.</p>	<p>Sections: General disclosures (pages 19 - 24); Project Accelerate (page 25); Extension of existing cybersecurity measures (page 26).</p>
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all.</p>	<p>Section: General disclosures (pages 19 - 24).</p>
	<p>16.6 Develop effective, accountable and transparent institutions at all levels.</p>	<p>Sections: General disclosures (pages 19 - 24); Transparency (page 26).</p>


Our community

UN SDG	Disclosure/s	Contributing initiatives and actions
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes.</p>	<p>Sections: Supporting working families and families to-be (page 52); Providing flexible employment conditions (page 52).</p>
 <p>4 QUALITY EDUCATION</p>	<p>4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.</p>	<p>Sections: Local communities (pages 58 - 64); Training and Education (pages 43 - 47); Empowering team member potential (page 44); FP AcadaMe (page 45); Stories change lives (page 46); Duffy Books in Homes (page 47).</p>



Our community

UN SDG	Disclosure/s	Contributing initiatives and actions
 <p>Achieve gender equality and empower all women and girls.</p>	<p>5.1 End all forms of discrimination against all women and girls everywhere.</p> <hr/> <p>5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p> <hr/> <p>5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.</p>	<p>Sections: Diversity and Equal Opportunity (pages 48 - 54); Empowering Change. Gender Equity (page 50); Employer of Choice for Gender Equity (page 50); International Women’s Day (page 50); Supporting people to recover and walk with dignity and grace (page 54).</p> <hr/> <p>Sections: Diversity and Equal Opportunity (pages 48 - 54).</p> <hr/> <p>Sections: Diversity and Equal Opportunity (pages 48 - 54); Employer of choice for Gender Equity (page 50); Gender Pay Gap (page 53).</p>
 <p>Reduce inequality within and among countries.</p>	<p>10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p> <hr/> <p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.</p> <hr/> <p>10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.</p>	<p>Sections: Diversity and Equal Opportunity (pages 48 - 54); Rights of Indigenous People (pages 55 - 57); Local communities (pages 58 - 64).</p> <hr/> <p>Sections: Diversity and Equal Opportunity (pages 48 - 54); Rights of Indigenous People (pages 55 - 57); Local communities (pages 58 - 64).</p> <hr/> <p>Sections: Diversity and Equal Opportunity (pages 48 - 54); Rights of Indigenous People (pages 55 - 57); Local communities (pages 58 - 64).</p>

Our community

UN SDG	Disclosure/s	Contributing initiatives and actions
 Make cities and human settlements inclusive, safe, resilient and sustainable.	11.1 By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums.	Section: Local Communities (pages 58 - 64).
	11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons.	Section: Local Communities (pages 58 - 64).

Our environment

UN SDG	Disclosure/s	Contributing initiatives and actions
 Ensure sustainable consumption and production patterns.	12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	Sections: Emissions (pages 27 - 42); Driving change from within (page 41).
 Take urgent action to combat climate change and its impacts.	13.2 Integrate climate change measures into national policies, strategies and planning.	Section: Emissions (pages 27 - 42).
	13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	Sections: Emissions (pages 27 - 42); Launch of Sustainable Fleet Solution consulting services (pages 38 - 39); Delivering sustainable customer solutions (page 40); Driving change from within (page 41).

Throughout this report, alignment with SDGs is identified using the relevant SDG icon and goal target references.

The next formal review of our material sustainability issues will be conducted in FY25 and will assess organisational readiness for the integration of the Australian Accounting Standards Board AASB S2 *Climate-related Disclosures*.



Metrics and initiatives

GRI 2

General disclosures

FleetPartners has reported the information cited in this report for the period (1 October 2023 - 30 September 2024) with reference to the GRI Standards.

The organisation and its reporting practices

2-1: Organisational details

FleetPartners Group Limited (**FleetPartners**) is incorporated in Australia and listed on the Australian Stock Exchange (ASX:FPR). FleetPartners is headquartered in St Leonards, NSW, Australia with operations across Australia and New Zealand.

We are a provider of vehicle leasing and fleet management services for passenger, light and heavy commercial vehicles. Formerly Eclix Group Limited, in FY23 we commenced the consolidation of the operating entities, FleetPlus and FleetChoice, under FleetPartners. The first phase of this consolidation was completed in April 2023 and the full programme is targeted for completion in early 2025, with all operations across Australia and New Zealand operating under one go-to-market brand (FleetPartners).

With decades of experience, FleetPartners manages over 84,000 vehicles on behalf of customers. We help businesses of all sizes access funds to acquire, commission and effectively manage their vehicles. We also help everyday Australians maximise their after-tax salary through Salary Packaging benefits and Novated Leasing.

We have offices in Sydney, Melbourne, Brisbane, Auckland, Hamilton, Wellington and Christchurch. FleetPartners also has team members working in other satellite locations across Australia and New Zealand.

2-2: Entities included in the organisation's sustainability reporting

This report covers all of the FleetPartners entities listed in our audited consolidated financial statements.

Refer to Annual Report, page 90.

2-3: Reporting period, frequency and contact point

The period covered by the reported information aligns with our financial year being 1 October 2023 to 30 September 2024 and is reported annually.

The contact point for questions about this report or the reported information can be found on fleetpartners.com.au under 'Enquire Online'.

2-5: External assurance

Our Sustainability Report has been prepared by our ESG Committee, externally reviewed by Grant Thornton and approved by the FleetPartners Board of Directors.

Our carbon emissions data, as referenced within our Sustainability Report, was prepared in consultation with an external climate change and sustainability consultancy partner, Pangolin Associates, in Australia and utilising Toitū eManage software in New Zealand. In FY24, our FY23 Climate Active Australian emissions data was reviewed by Ernst & Young, appointed by Climate Active.

Our Sustainability Report also references employee data drawn from the Remuneration Report included in the FleetPartners Annual Report, which has been externally audited by KPMG.

Activities and workers

2-7: Employees

In FY24, FleetPartners saw a change in the workforce mix of permanent and temporary team members, driven by an increased reliance on contract resources to support the delivery of Project Accelerate - the consolidation of our brands, systems and processes. Team member summaries²¹ are outlined below.

Total team members by gender and by region

Headcount (ex. Board)	Male	Female	Gender diverse	Total as at 30 September 2024
Sydney	123	79	0	202
Melbourne	86	70	1	157
Brisbane	8	9	0	17
Auckland	30	44	0	74
Wellington	1	2	0	3
Other (AU and NZ)	7	5	0	12
Total	255	209	1	465

Total permanent team members by gender and by region

Headcount (ex. Board)	Male	Female	Gender diverse	Total as at 30 September 2024
Sydney	114	73	0	187
Melbourne	84	66	1	151
Brisbane	10	9	0	19
Auckland	29	43	0	72
Wellington	2	1	0	3
Other (AU and NZ)	6	5	0	11
Total	245	197	1	443

21. FleetPartners internal workforce reporting of team members as at 30 September 2024

Total fixed-term (temporary) team members by gender and by region

Headcount (ex. Board)	Male	Female	Gender diverse	Total as at 30 September 2024
Sydney	8	8	0	16
Melbourne	3	3	0	6
Brisbane	0	0	0	0
Auckland	0	0	0	0
Wellington	0	0	0	0
Other (AU and NZ)	0	0	0	0
Total	11	11	0	22

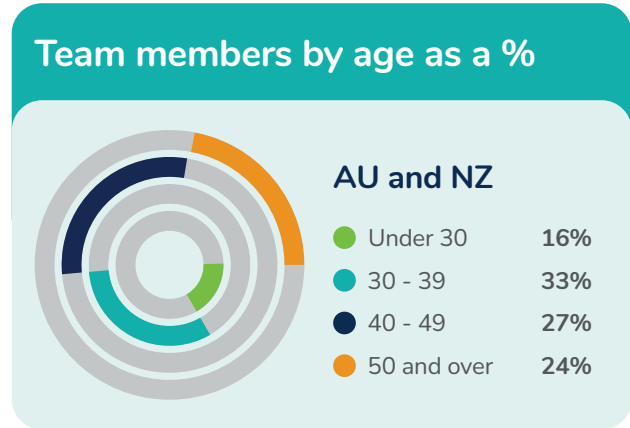
Total non-guaranteed hours team members by gender and by region

Headcount (ex. Board)	Male	Female	Gender diverse	Total as at 30 September 2024
Melbourne	1	0	0	1

Total part-time team members by gender and by region

Headcount (ex. Board)	Male	Female	Gender diverse	Total as at 30 September 2024
Sydney	0	6	0	6
Melbourne	4	6	0	10
Brisbane	0	1	0	1
Auckland	0	2	0	2
Wellington	0	0	0	0
Other (AU and NZ)	1	0	0	1
Total	5	15	0	20

Team members by age	
Under 30	74
30-39	153
40-49	125
50 and over	113
Total as at 30 September 24	465



2-9: Governance structure and composition

Our Board of Directors consists of six Non-executive Directors in addition to our Chief Executive Officer and Managing Director (CEO), Damien Berrell.

All of our Non-executive Directors are independent and as at 30 September 2024 comprise three women and three men.

FleetPartners does not report on the composition of the Board by under-represented social groups or stakeholder representation.

Refer to the Directors' Report within the FleetPartners 2024 Annual Report (refer to page 12) for further detail on the composition of the Board and 2024 Corporate Governance Statement for Board skills and tenure.

2-10: Nomination and selection of the highest governance body

The Board is responsible for considering sustainability risks relating to the Group's activities, including in relation to climate-related risks and opportunities, as well as human rights.

The People, Culture, Remuneration and Nomination Committee (PCRNC) of the Board assists the Board to develop and regularly review its Board Skills Matrix, setting out the mix of skills, expertise, competencies, experience and diversity that the Board has, or is looking to achieve, in its membership.

Refer to the Corporate Governance Statement for a summary of the key skills and experience of the Directors holding office during FY24.

2-11: Chair of the highest governance body

The Chair of the Board is an independent director.

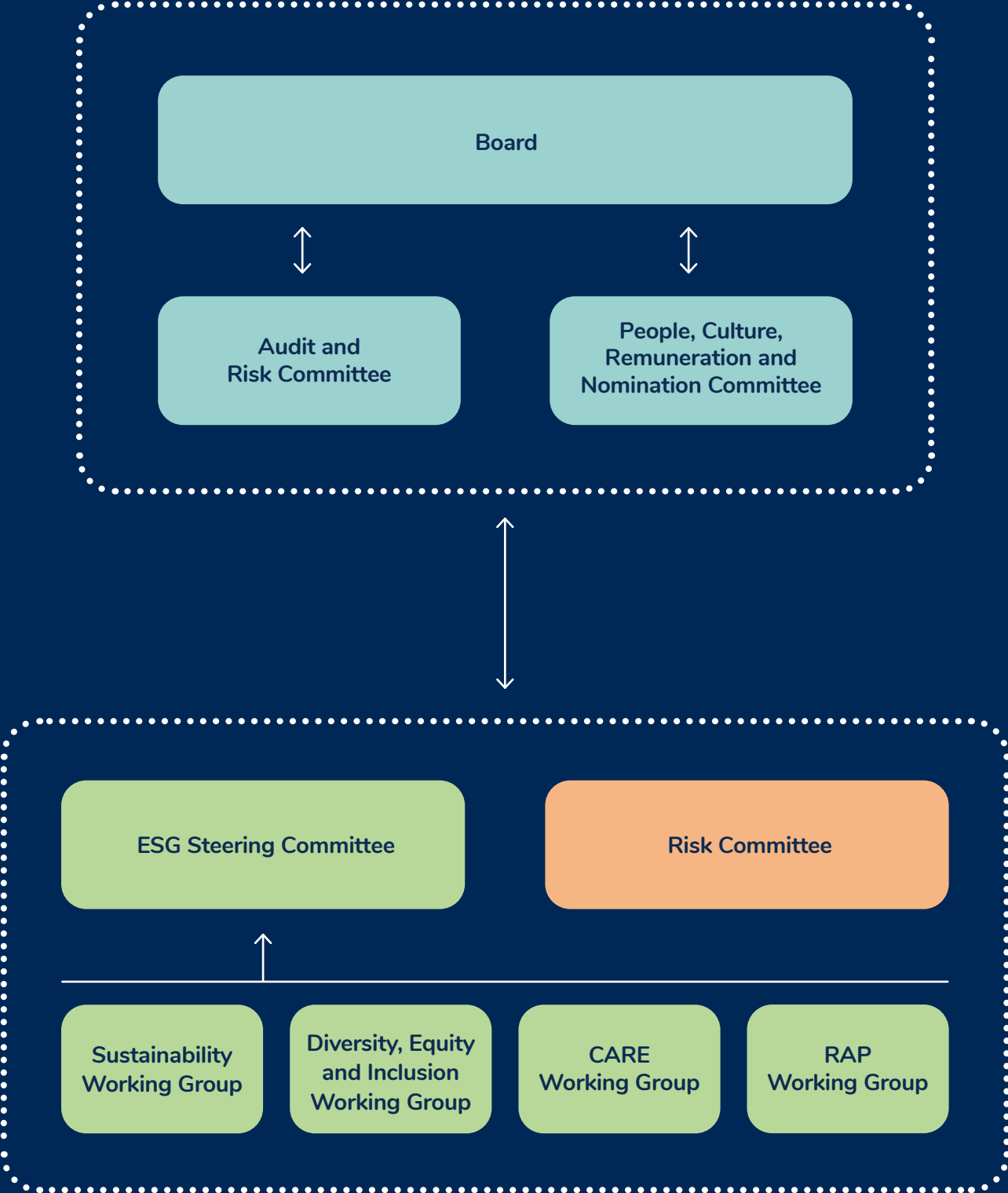
2-12: Role of the highest governance body in overseeing the management of impacts

The Board is responsible for the overall operation and stewardship of FleetPartners. The Board has a Charter that details its primary objectives, as well as the practices and processes adopted to discharge its responsibilities, including the matters reserved for the Board and the delegation of authority to the CEO.

The Board has delegated certain responsibilities to two committees to consider certain issues, to report and advise the Board. The Board has established two committees:

- ▶ Audit and Risk Committee: advises the Board on financial reporting, compliance and risk management, including climate-related risks
- ▶ People, Culture, Remuneration and Nomination Committee: advises the Board on its responsibilities related to people, culture, diversity, inclusion, remuneration and nomination to the Board

The governance structure and roles, as it relates to ESG, is set out as follows.



One of the drivers of our sustainability efforts are our ESG working groups, which include representation from our team members across Australia and New Zealand, alongside our Executive and Senior Leadership participants, aiming to consider a wide range of perspectives.

Sustainability Working Group

A group of team members responsible for the implementation of initiatives that aim to reduce the environmental impact of our operations, including actions that support the achievement of our Scope 1, 2 and 3 emissions reduction targets.

Diversity, Equity and Inclusion Working Group

A group of team members responsible for the implementation of initiatives that aim to promote inclusivity, celebrate diversity and support equitable practices, including awareness of related Policies.

'CARE' Working Group

A group of team members responsible for the implementation of initiatives that model and champion the behaviours of our 'CARE' culture and support the quarterly process to recognise and reward team members who exemplify 'CARE' behaviours.

RAP Working Group

A group of team members responsible for the implementation of actions that support the achievement of our RAP goals.

2-14: Role of the highest governance body in sustainability reporting

The Board approves our Annual Report prior to release, as well as our Sustainability Report, Modern Slavery Statement and Reconciliation Action Plan.

The Audit and Risk Committee is responsible for oversight of, among other things, our sustainability strategy, including any material exposure to economic, environmental and social sustainability risks.

The People, Culture, Remuneration and Nomination Committee oversees our sustainability approach as it relates to people including diversity and inclusion.

The ESG Committee, which is an Executive-level committee, is responsible for sustainability reporting and is supported by a range of employee-led working groups including the RAP Working Group,

Sustainability Working Group, Diversity Working Group and 'CARE' (values) Working Group.

The Chair of the ESG Committee provides regular reports to the Audit and Risk Committee in relation to sustainability reporting.

Refer to the [Audit and Risk Committee Charter](#) and [People, Culture, Remuneration and Nomination Committee Charter](#).

2-22: Statement on sustainability development strategy

Our three ESG priorities - Our People, Our Community, Our Environment - reflect the role we see ourselves playing for our customers and local communities and the impact we can make in people's lives. Our strategy aims to embed these priorities in our daily operations and decision-making and to capture, consider and champion a diverse range of views through the effective engagement of team members across all levels in the organisation. See page 14 for further details on our ESG priorities and how they align to and contribute to the UN SDGs.

2-26 Mechanisms for seeking advice and raising concerns

Fostering a culture where our people feel empowered to speak up is important. It is essential that our team members can raise concerns confidently and without fear of adverse consequences.

In FY24, FleetPartners relaunched our [Code of Conduct](#) - a common language Code that provides team members access to the necessary policies relating to our Code and details about our 'Speak Up' culture, including practical tools to help inform their behaviours and support their decision-making.

Our Code of Conduct is also supported by the reporting mechanisms outlined in our [Whistleblower Policy](#), which applies in both Australia and New Zealand.

UN Sustainable Development Goals

In the community in which we live and work and within our sphere of influence, these initiatives are contributing to:



8.2



16.3 and 16.6

GRI 201

Economic performance

FleetPartners focuses on the economic dimension of sustainability as it influences our stakeholders and the organisation's ongoing economic performance.

Economic performance against GRI 201 and some of the initiatives that underpin future economic performance are outlined below.

Disclosure	Summary of requirement	Reference
201-1: Direct Economic Value Generated and Distributed	<p>Revenues Economic value distributed:</p> <ul style="list-style-type: none"> › operating costs, employee wages and benefits › payments to providers of capital › payments to government by country and community investment. 	<ul style="list-style-type: none"> › Revenues and operating costs: 2024 Annual Report, Statement of Profit or Loss and Other Comprehensive Income › Employee wages and benefits: 2024 Annual Report, Statement of Profit or Loss and Other Comprehensive Income › Payments to providers of capital: 2024 Annual Report, Note 4.5 Contributed equity (Movements in ordinary share capital) › Payments to government by country: 2024 Tax Transparency Report › Community investment: FleetPartners Sustainability Report investors.fleetpartners.com.au
201-2: Financial implications and other risks and opportunities due to climate change	Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure.	FleetPartners Sustainability Report 2024 Climate-related risks and opportunities assessment (refer to pages 28 - 35).

Achievement of Project Accelerate

Project Accelerate is a strategic transformation of our business with the primary objectives of consolidating the four brands owned by the Group - Eclipx, FleetChoice, FleetPlus and FleetPartners - into one, being FleetPartners, and to also consolidate multiple processes and systems to drive greater operational efficiencies and deliver a better customer experience.

Project Accelerate represents a complete business transformation with refined and simplified processes enabling scalability, speed to market of new solutions and increased responsiveness to client servicing, which aims to support the growth of FleetPartners and deliver positive returns over the medium to long term to shareholders. Our interactions with our broad range of suppliers will also be simpler by unifying brands, processes and systems.

Transparency

Committed to transparency, we share information with our stakeholders concerning our sustainability strategy, the programmes and initiatives we undertake, as well as our goals and the progress we achieve. By publishing regularly on our website and via our social channels, we aim to build trust with our stakeholders and demonstrate accountability.

FleetPartners is committed to the highest standards of tax governance and compliance with tax laws and obligations in the jurisdictions in which we operate. In FY24, we have again applied the Australian Board of Taxation's Voluntary Tax Transparency Code, voluntarily disclosing information on our approach to tax governance and strategy and provided disclosures regarding tax-related payments made for the year ended 30 September 2024. These can be found at fleetpartners.com.au.

Extension of existing cybersecurity measures

FleetPartners technology infrastructure is integral in the delivery of our products and services and is paramount in maintaining both customer confidence and brand reputation by ensuring the safety and security of customer information.

In FY23, we achieved ISO 27001:2013 certification for information security management systems across our Australian operations.

In FY24, this ISO certification was extended to incorporate our New Zealand-based operations.

In achieving this certification, we demonstrated a comprehensive and robust information risk management framework to manage and protect information and can provide our business partners with confidence that their data is being handled and protected with care across all our operations.

While our cyber and infrastructure team lead our processes and controls, we monitor and manage cyber and information security risk through our control framework. This framework is based on our

Risk Appetite Statement and Risk Management Strategy and is delivered in line with our Risk and Governance Framework, with regular cyber risk reporting to the Audit and Risk Committee of the Board. Additionally, we have embedded awareness and education measures with all team members to ensure we maintain a vigilant cybersecurity posture.

Team member engagement

Team member engagement and wellbeing is critical to individual contributions and it is the collective contribution of all team members that supports the economic performance of FleetPartners. This view is supported by Gallup's Q12 employee engagement assessment (11th Edition, 2024), which reported a direct correlation between high employee engagement and organisational performance metrics including productivity (sales) and profitability.

Enabling our people to grow and flourish in ways that are important to them is at the core of our team member wellbeing initiatives. Such initiatives include professional development, work flexibility and benefits that support work-life balance. By offering comprehensive benefits and support, we attract and retain talented and sought-after professionals to deliver quality outcomes for our customers and returns to shareholders.

We show care for ourselves and our colleagues, ensure we connect about the things that matter and provide support when we need extra help. A total wellbeing focus encompassing mental, physical, social, financial, emotional, intellectual and occupational wellbeing means we all thrive together.

UN Sustainable Development Goals

In the community in which we live and work and within our sphere of influence, these initiatives are contributing to:



GRI 305

Emissions

The environmental dimension of sustainability concerns the impacts of the operations of FleetPartners on living and non-living natural systems, including land, air, water and ecosystems. Performance against GRI 305 and some of the initiatives that demonstrate our commitment to protecting the natural world are outlined below.

Disclosure	Summary of requirement	Reference
305-1: Reduction of Green House Gas (GHG) emissions	Baselining and calculating GHG emissions reduced as a direct result of reduction initiatives (in metric tons of CO ₂ equivalent).	<ul style="list-style-type: none"> › Sustainability Report - Scope 1, 2 and 3 emissions reduction targets (page 36) › Emissions Summary: 2023 Climate Active Public Disclosure Statement - Organisation Certification › Emissions Summary: 2023 Toitū net carbonzero programme - Inventory and Management Report: 2023
305-6: Emissions of ozone-depleting substances (ODS)	Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure.	<ul style="list-style-type: none"> › Emissions Summary: 2023 Climate Active Public Disclosure Statement - Organisation Certification › Emissions Summary: 2023 Toitū net carbonzero programme - Inventory and Management Report: 2023
305-7: Nitrogen oxides (NO _x), sulfur oxides (SO _x) and other significant air emissions	Significant air emissions in kilograms or multiples for each of the following: NO _x , SO _x ; Persistent organic pollutants (POP); Volatile organic compounds (VOC); Hazardous air pollutants (HAP); Particulate matter (PM); and other standard categories of air emissions identified in relevant regulations.	<ul style="list-style-type: none"> › Emissions Summary: 2023 Climate Active Public Disclosure Statement - Organisation Certification › Emissions Summary: 2023 Toitū net carbonzero programme - Inventory and Management Report: 2023 › Emissions Summary: 2023 Climate Active Public Disclosure Statement - Organisation Certification › Emissions Summary: 2023 Toitū net carbonzero programme - Inventory and Management Report: 2023 fleetpartners.com.au/about-us/our-commitment/environment

Through our operations, we have an opportunity to lead the way to fleet decarbonisation and be a good example for positive societal change.

Climate-related risks and opportunities assessment

Climate risk has been incorporated into our broader risk management framework (see page 23 for ESG governance structure) to enable consistent identification, assessment, rating and management of climate risks. We are committed to continuous improvement in our climate-related risk processes, tools, governance and capabilities to mitigate the inherent uncertainty of climate change and the impacts on the Group.

During the reporting period, we made progress in maturing our climate risk management approach through:

- ▶ continued formal ESG steering committee governance
- ▶ reviewing and updating of our Board Committee Charters, including defined accountabilities for ESG governance under the Audit and Risk Committee and People, Culture, Remuneration and Nomination Committee
- ▶ annual review and approval by the Executive-level Risk Committee of our climate risk and control self-assessment and climate risk register
- ▶ linking our Climate Risk Appetite and Risk Management Strategy to provide quarterly climate risk metric reports to the Audit and Risk Committee
- ▶ incorporating material climate risks when setting business strategy and aligning strategic initiatives that enable financial resilience by responding to industry disruption during the transition to electric vehicles (EVs)
- ▶ improving crisis readiness through the implementation of a Group Crisis Management Plan and annual crisis simulation exercise, in addition to existing annual review of Business Continuity Plans and Business Impact Analysis
- ▶ establishing a Sustainable Fleet Solutions capability (refer to page 38) to assist our customers in setting and achieving their emissions reduction targets and overcoming challenges faced in the transition of their vehicle fleets to EVs

Financial impact of climate-risks and opportunities

FleetPartners considers a range of input sensitivities and scenarios as part of our established financial planning framework, including the budgeting and long-term planning processes. These sensitivities and scenarios cover the key drivers of our business, which are impacted by the climate risks and opportunities identified. While specific climate-related sensitivities and scenario analyses are not currently undertaken, the impacts of the risks and opportunities identified are considered in setting budgets and long-term projections, as well as in determining the likely ranges for sensitivities on key inputs.

Furthermore, established financial control, reporting and analysis processes help us to monitor performance and identify the impacts of any emerging risks and opportunities.

Identifying and assessing

We continue to evolve our sustainability strategy with our annual self-assessment of climate-related risks and opportunities. During FY24, in alignment with GRI 201-2 and TCFD, we conducted our first annual risk and control self-assessment of both climate-related transitional and physical risks and climate-related opportunities.

During this assessment, we conducted a review of our FY23 assessment, including refreshed external research and an assessment of any change in how our business operations may impact the climate, our customers and business partners. We have a range of resources and climate metric dashboard reporting (refer to pages 30 and 32) to help us identify and assess the changes to climate risks impacting our operations and strategy. These metrics are monitored at least quarterly by our Audit and Risk Committee to ensure proactive action can be taken where new or increased risks and opportunities are identified. Following the annual review, we concluded that our material climate risks and opportunities remain consistent with those reported in FY23 (refer to tables 30 and 32).

Climate change has both direct and indirect impacts on the Group, as detailed in the following tables, which set out the short- and medium-term transitory climate risks based on the expected period when the identified risks and opportunities are expected to arise, and the short-, medium- and long-term physical climate risks.

For each of the medium- and long-term horizons, there are three climate scenarios that have been utilised in identifying and assessing climate risks. The climate scenarios are based on the Shared Socioeconomic Pathways (SSP) of the Intergovernmental Panel on Climate Change (IPCC) being:

- ▶ a low emissions scenario where global warming is < +1.5 Degrees Celsius (SSP1-2.6)
- ▶ a middle path emissions scenario where global warming is an average of +2.5 Degrees Celsius (SSP2-4.5)
- ▶ a fossil-fuelled development path where global warming is > +4.0 Degrees Celsius (SSP5-85)

Climate scenario analysis is not disclosed for the short-term horizon because the assessment of risks is consistent in the short term for all three scenarios.

FleetPartners has not yet calculated the costs of actions taken to manage the risks or opportunities.

We are committed to achieving our Scope 1, 2 and 3 emissions reduction targets and supporting our customers, prospects and business partners in their journey to net zero through supporting their transition to low or zero-emissions vehicles.

Transitory climate risks

The risks we face in transitioning to a world with low emissions are referred to as transitory risks. These risks are more prominent when the change is faster or different to what is expected. Given the pace and unpredictable nature of the transition to EVs, the market and technology risks of transition are considered material as they represent the most significant strategic and financial impacts on our business. These risks are illustrated in the table on page 35 for both the short and medium term.

Each of the transitory risks in the table has the potential to result in reputational damage, reduction in investor and funder confidence or an unfavourable movement in the share price.

The risk assessment and rating for each scenario in the medium term is static for the majority of the transitory risks, based on vehicle manufacturer commitments to phase out Internal Combustion Engine (ICE) vehicle production by 2035. The transitory risks are considered the highest over the medium term due to the fast rate of change, particularly in the market and competition climate risk categories and the unpredictable changes in government policy and regulatory requirements. Should the phase out be delayed, asset risk will remain a material risk. If transition is delayed due to undersupply of EVs, it is expected that the transition risk may be consistent with the current assessment, whereas if delays are due to lack of demand, it is expected that the transition risk may increase due to potential retail price volatility and consequential impacts on used EV sales prices. Note the ability to accurately quantify the financial impact of EV residual value asset risk is significantly impacted by the lack of available used EV sales data in the markets in which FleetPartners operates.

It is important to note that the transition to EVs does not necessitate the introduction of new processes and controls to mitigate the identified material transitional climate risks, rather these risks can be mitigated by incorporating EV asset types into our existing process, controls and governance structure.



Risk type	Risk owner	Risk trigger	Potential financial and non-financial impacts	Challenges	Risk mitigation	Short term	Medium term
						2024-2025	2035
						+1.0	+2.0 +4.0
						(Degrees Celsius)	
Change in funding options available	CFO	<ul style="list-style-type: none"> › Trends in emissions reduction › Government policy and incentives › Supply and demand 	<ul style="list-style-type: none"> › Financial viability of the business › Insufficient funding or increased cost of funding leading to reduced competitiveness › Contractual limitations on funding EVs in the early transition to EVs or ICE vehicles in the late stages of transition to EVs 	<ul style="list-style-type: none"> › Uncertain and unpredictable transition forecast › Strong correlation between Government Policy and incentives to supply and demand for EVs › Lack of control over demand and supply factors impacting emissions reduction trends 	<ul style="list-style-type: none"> › Funder engagement and transparency › Government advocacy › Regular monitoring of market EV transition trends 	●	● ● ●
Liquidity and capital adequacy risk	CFO	<ul style="list-style-type: none"> › Unpredictable future value of used EVs due to: <ul style="list-style-type: none"> › market volatility › changes in demand and supply › government policy and incentives › technological obsolescence 	<ul style="list-style-type: none"> › Increase in cash reserves required › Financial viability of the business › Measurement and governance › Funding availability and cost 	<ul style="list-style-type: none"> › Insufficient used EV data to accurately determine EV residual values using statistical modelling › Volatility in new EV retail prices impacting used EV prices 	<ul style="list-style-type: none"> › Incorporating climate risks and opportunities into established business strategy and financial planning framework 	●	● ● ● ●
Asset modelling risk in setting accurate residual values and maintenance budgets for EVs	CRO	<ul style="list-style-type: none"> › lack of EV data available to set residual values with a high degree of accuracy 	<ul style="list-style-type: none"> › Potential future financial loss on sale of assets or negative impact on stock turnover › Loss of investor and funder confidence leading to reduction in share price › Loss of new business if asset risk settings are too conservative 		<ul style="list-style-type: none"> › Asset risk committee governance consistent with the setting and regular review of ICE and EV RV and maintenance profiles › Annual benchmarking to market 	●	● ● ● ● ●
Reduction in future value of used ICE vehicles	CRO	<ul style="list-style-type: none"> › Reduction in future supply and demand of new and used ICE vehicles › Government policy 	› Uncertain and unpredictable transition forecast			●	● ● ● ● ●

Physical climate risks

Physical climate risks are those that arise from climatic events. These can manifest as either acute or chronic physical risks, including long-term shifts in climate patterns, such as temperature, sea levels and rainfall. Our assessment highlights that long-term physical climate risks may result in unfavourable impacts on assets, particularly buildings and leased vehicles and may also result in disruption to our

operations, including our supplier network. Climate change projections were analysed using external data sources from NASA Earth Exchange, Climate Change in Australia and New Zealand Ministry for the Environment (Manatū Mō Te Taiao) to identify and assess the material physical climate risks over the short, medium and long term. This is detailed in the table following.



Risk type	Risk owner	Cause	Potential financial and non-financial impacts	Challenges	Risk mitigation	Medium term 2024-2025			Long term 2050		
						+1.5	+2.5	+4.0	+1.5	+2.5	+4.0
Acute physical climate risks due to extreme weather events, increasing in severity or frequency	COO	Bushfire, drought, flood, earthquake and storms <i>et al.</i>	<ul style="list-style-type: none"> Damage to physical assets such as buildings, vehicles or IT equipment Workplace Health & Safety Disruption to business operations, including supply chain 	<ul style="list-style-type: none"> Uncertain and unpredictable nature of climate related forecasts Vehicle use and location controlled by customers Lack of control in supply chain 	<ul style="list-style-type: none"> Corporate level Insurance Asset level Insurance Crisis Management Plan 	●	●	●	●	●	●
						<ul style="list-style-type: none"> Financial loss and insurance risk 	<ul style="list-style-type: none"> Business Continuity Plan and Business Impact Analysis 	●	●	●	●
Chronic physical climate risks due to sustained shifts in weather patterns & biodiversity	COO	Extreme temperature (hot or cold), rainfall, sea levels, pests or vector-borne diseases and health related pandemics	<ul style="list-style-type: none"> Financial loss and insurance risk 		<ul style="list-style-type: none"> Business Continuity Plan and Business Impact Analysis 	●	●	●	●	●	●

Key

● **Low**

Risk level is low. No immediate action is required other than maintaining current measures.

● **Medium**

Risk level is moderate but acceptable. Risk owners should/coan focus on maintaining the current measures to reduce risk and monitor changes in risk patterns.

● **High**

Risk level is high. Risk owners need to apply additional measures to reduce risk to lower levels within 6 months.

● **Extreme**

Risk level is unacceptable. Risk owners need to immediately implement additional measures to reduce risk to acceptable levels.

Climate-related opportunities

Climate-related risk mitigation requires fleet management companies to reimagine traditional operating models, products and services. In contrast, climate-related opportunities allow FleetPartners to protect and enhance the long-term financial viability of the company, contribute to transforming the fleet leasing industry and play a crucial role in the journey to net zero. Climate risks and opportunities are intrinsically linked and a focus on managing our own climate risks will position us to provide guidance to our customers and business partners to help with their transition. Refer to page 38, 'Enablers: how we're facilitating positive change', for further information on how we have reimaged our products and services and provided guidance to our customers.

Category	Opportunity	Management Response	Financial Impact
Products & Services	Introduction of vehicle emissions standards in AU and NZ and manufacturer commitment to phase out ICE by 2035	Create new / amend existing products and services to support transition to EVs	New business development and existing customer retention in the short to medium term
	Complexity and costs associated with customers transitioning to EVs	Thought leadership and guidance for customers when transitioning to EVs, including vehicle-use scenarios, EV options, charging infrastructure and company vehicle policy considerations	
Access to capital markets	Source attractive funding options and instil investor confidence	Provide comprehensive, compliant and transparent ESG disclosures, demonstrating good corporate citizenship	Access to competitive debt and equity
Climate / EV policy & regulation	Frequent and immediate change in government policy and regulation	Thought leadership and advocacy for positive government intervention, helping policy makers to understand the impacts of transitioning to EVs, as well as design and implement policy and legislation to support this transition	New business development and existing customer retention in the short to medium term

Climate risk and opportunity metrics and targets

The Group adopts a continuous improvement approach to climate risk and opportunity metrics and targets, supported by internal climate dashboards, utilised by the ESG Steering Committee, the Executive and the Board to monitor and respond to climate risks and opportunities.

The Group's climate risk and opportunity metrics and targets detailed in the table below are directly linked to the material climate risks and opportunities associated with our operations, enabling monitoring of:

- ▶ progress towards achieving the Group's emissions reduction targets (refer to page 36)
- ▶ material transition risks and opportunities as the Group continues to assist our customers in transitioning to more sustainable fleet solutions to meet their emissions reduction targets

Metric	Target	Frequency	Climate Risk / Opportunity type	Limitations
Our fleet vehicle conversion to EVs	Scope 1 emissions target - Transition our fleet to 100% EVs by FY30	Quarterly	Acute & Chronic physical climate risks	Refer to page 41 for more details
% office electricity that is GreenPower	Scope 2 emissions target - Transition our energy sources to 100% renewables by FY30	Quarterly	Scope 2 emissions target	
Corporate Travel spend	Scope 3 emissions target - 3.54 tCO ₂ -e per FTE by FY30 (intensity target) from a FY22 baseline	Quarterly	Scope 3 emissions target	
CEFC AU funding utilisation rates	Monitor, target not applicable	Monthly	Liquidity and capital adequacy risk	
EV pipeline, Quote to activation days and Quote conversion %	Commercially sensitive, target not disclosed	Monthly	Asset risk	Sensitive to supply and demand for EVs, heavily influenced by government policy and incentives
EV asset concentration (incl. comparison to market (VFACTS AU and NZTA NZ) and last 4 years actual sales)	Commercially sensitive, target not disclosed	Monthly	Change in funding options available	Internal only metric
ICE asset revaluations	Commercially sensitive, target not disclosed	Monthly	Liquidity and capital adequacy risk	Internal only metric
% of renewable energy supply in AU & NZ		Monthly	Asset risk	Significantly low volume of used EV sales data
Datium RV benchmarking	Commercially sensitive, target not disclosed	Annual	EV Transition Opportunities	Impact of elevated used vehicle prices since COVID
ICE asset revaluations	Monitor only, target not applicable	Annual	Liquidity and capital adequacy risk	Lack of control
EV penetration of new car sales - actual vs forecast	Monitor RV setting performance compared to market data, target not disclosed	Annual	Asset risk	Significantly low volume of used EV sales data
Government EV sales targets	Monitor only, target not applicable	Annual	EV Transition Opportunities	High dependency on EV supply and demand is heavily influenced by Government policy and incentives

From an EV demand perspective, the Group is experiencing a gradual uptake of EV leasing in the Corporate and SME segments, as detailed in the table below. This is primarily due to the complexity of the challenges set out in the risk tables (refer to pages 30 and 32) and lack of government tax incentives for business purchase of new EVs. FleetPartners remains focused on supporting the transition to EVs. However, due to the unpredictable nature of the transition, we have not set a disclosable target for future portfolio composition by powertrain. In the short term, the Group's operating lease portfolio is expected to continue a gradual upward trend. During the reporting period, we experienced increased customer enquiry and desire to transition their fleets to EVs by leveraging guidance and support from FleetPartners to assist in developing a transition strategy that fits with their requirements.

In contrast, Novated Leasing continues to show strong demand, primarily driven by improved passenger vehicle EV supply and tax incentives in the form of FBT exemptions offered by Government for EVs, Hybrids and PHEVs in Australia. This strong growth is reflected in the portfolio composition of Novated EVs increasing from 6% in FY23 to 21% in FY24. Based on our climate risk assessment, the proportion of Novated Leases that are EVs is not a material transitory risk to the Group as the residual value risk lies with the novated driver and any additional credit risk is considered immaterial based on the credit quality of our novated portfolio.

FleetPartners portfolio composition by powertrain (% of total funded contracts)²²

Vehicle type	Novated AU		Corporate/SME AU		Corporate/SME NZ		Total	
	FY23	FY24	FY23	FY24	FY23	FY24	FY23	FY24
ICE	88%	69%	93%	89%	83%	75%	89%	75%
Hybrid	5%	6%	7%	10%	12%	17%	8%	11%
PHEV	1%	4%	0%	1%	2%	3%	1%	2%
EV	6%	21%	0%	1%	3%	5%	2%	6%
Total	100%	100%	100%	100%	100%	100%	100%	100%

22. Based on the FleetPartners financial year (1 October - 30 September)

Our ambitions for 2030

Climate change is one of the most significant issues affecting the world today. According to the United Nations²³, the consequences of global temperatures rising more than 1.5°C above pre-industrial levels are extreme and far-reaching for nature, humans, businesses and our collective future. Supporting the transition to a climate-resilient future through our operations and those of our customers is key to our sustainability strategy.

Comprising 3 targets and 6 actions, our commitment to sustainable operations focuses on decarbonising our operations in line with the Scope 1, 2 and 3 definitions, as defined by Climate Active, to achieve 'Climate Active Carbon Neutral Organisation' certification²⁴. Our targets, metrics, progress and challenges are outlined below.

	Scope 1	Scope 2	Scope 3
Target	Zero emissions by FY30 (absolute target)	Zero emissions by FY30 (absolute target)	Reduction in tCO ₂ -e per FTE by FY30 (intensity target)
Metric	Transition of the FleetPartners fleet to 100% EVs	Ensure all electricity used is generated from renewable energy sources	3.54 tCO ₂ -e per FTE by FY30
Status	On track	On track	On track
Actions undertaken in FY24	<ul style="list-style-type: none"> › The company fleet for our New Zealand operations was transitioned to a mix of one ICE, 15 PHEVs and 12 EVs (28 in total) and is well on the way to achieving our stated target › The company vehicle fleet for our Australian operations has been reduced from 38 to 33 vehicles and consists of a target mix of nine PHEVs and 24 EVs. The use of PHEVs in our fleet is an interim measure until the fit-for-purpose EVs with the required range and off-road capability become available in the Australian market 	<ul style="list-style-type: none"> › Relocation of our Melbourne office, with the new building (base building electricity supply from March 2024 - September 2024) offering 6 Stars under the National Australian Built Environment Rating System (NABERS) and a 'Market Leading'²⁵ energy rating, as well as 82% (March 2024) green power and an 'Excellent'²⁶ 5.5 star water rating › All of our New Zealand offices (Auckland, Christchurch, Wellington and Hamilton) have achieved 100% renewable energy status › Our Brisbane office lessor and electricity supplier, the Brisbane Airport Corporation, has publicly committed to achieve its 100% renewable energy target by 2025 › Plans are underway for the relocation of our Sydney office in 2025, with renewable and sustainable facilities as a key decision input 	<ul style="list-style-type: none"> › Worked with building managers to improve energy efficiency and transition to renewable energy for base building electricity (where possible) › Worked to reduce emissions from purchased goods and services by engaging certified carbon neutral providers for our goods and services (where possible)
Known challenges	Availability of a fit-for-purpose identified make, model and variant for our Australian operations is challenged. Vehicle availability is estimated to be late 2024 / early 2025		<ul style="list-style-type: none"> › Corporate travel emissions have rebounded (from reductions reported in recent prior years) with the relaxing of travel restrictions as customer support activities and intentional team collaboration across the FleetPartners office network both increased › FleetPartners has invested heavily in ICT resources as part of our transformation and consolidation programme, Project Accelerate. As ICT spend is utilised as input to the calculation of ICT-related carbon emissions, ICT-specific emissions have increased from a FY22 baseline of 302.14 tCO₂-e to 513.45 tCO₂-e

23. un.org

24. fleetpartners.com.au/about-us/our-commitment/environment

25 and 26. nabers.gov.au/sites/default/files/energy_efficiency_in_commercial_buildings_summary.pdf

Environmental certifications

FleetPartners was the first fleet management organisation in the ANZ region to attain environmental certifications in all operational regions. In FY24, we achieved further milestones across Australia and New Zealand:



Re-certification by Climate Active in Australia

Our Australian operations were initially certified as a Climate Active Carbon Neutral Organisation in the 2016-17 reporting period (under our former names, FleetPlus and Eclixp Group). We have attained re-certification every year since, including successful re-certification in FY24, which included a third-party validation and technical assessment.



Re-certification of Toitū net carbonzero certification in New Zealand

We achieved Toitū net carbonzero organisation re-certification in accordance with ISO 14064-1:2018. Toitū's net carbonzero certification is issued by Toitū Envirocare - a wholly owned subsidiary of Crown Research Institute Manaaki Whenua - Landcare Research.

Accredited by the Joint Accreditation System of Australia and New Zealand (JASANZ) and the world's first carbon certification programme, Toitū recognised FleetPartners for the third consecutive year, with our third consecutive reduction in carbon emissions.

FleetPartners continues to deliver on a range of initiatives in pursuit of our carbon emissions reduction targets. Some initiatives undertaken in FY24 are outlined on pages 38 - 42.

Responsible and sustainable funding

Clean Energy Finance Corporation (CEFC)

FleetPartners continued our long-standing low-emissions vehicle funding arrangement relationship with the CEFC to help facilitate an increase in the uptake of electric vehicles across Australia via a funding model that is unique in the Australian fleet landscape. At the time of publishing, FleetPartners was the only Australian fleet management organisation to work with the CEFC, with this programme offering access to one of Australia's most competitive electric vehicle leasing solutions to our small, medium and enterprise fleet customers.

FleetPartners Green Bond Framework

One of our key strategies in addressing climate change involves assisting investors to prioritise investments with solutions relating to climate change.

In January 2024, we established a Green Bond Framework to guide the issuance of Green Asset Backed Securities (ABS) from the FleetPartners existing programmes - AU FP Turbo ABS and NZ FP Ignition ABS - allowing identifiable and qualifying 'green' tranches under the International Capital Markets Association Green Bond Principles. The 'green' tranches will also be certified as eligible 'green' bonds by the Climate Bonds Initiative under the Climate Bonds Standard.

In May 2024, we successfully issued an A\$75 million 'green' bond in Australia under our FP Turbo ABS Programme. This inaugural issue was met with a positive reception from the market, generating initial interest valued at A\$235 million - more than three times oversubscribed, demonstrating a strong preference by investors for the 'green' tranche, which has contributed to broadening our investor base. This strong response not only evidenced the growing interest in sustainable investment, but highlights our commitment to environmental responsibility.

Enablers: how we're facilitating positive change

Our contribution to helping shape Government policy

FleetPartners has been actively involved in shaping the policy landscape in Australia with detailed contributions to both the Australian Government's New Vehicle Emissions Standard and the Parliamentary Inquiry into the transition to EVs.

In July 2024, FleetPartners CEO testified at the Australian House of Representatives' Standing Committee on Climate Change, Energy, Environment and Water's inquiry into the transition to EVs - the only fleet management organisation to participate in the public hearing.

Launch of Sustainable Fleet Solutions consulting services

FY24 saw the creation of a new and dedicated Sustainable Fleet Solutions team - specialists focused on reducing fleet emissions - with an approach that combines extensive fleet management experience, vehicle and charging hardware, energy markets and emissions reporting capability. This team collaborates with customers to assist them to achieve their environmental goals with confidence.

Leveraging and building on our well-established '5-Step Journey to Carbon Zero' programme, which launched in 2021 and has been applied by a large range of FleetPartners customers, the team starts with a detailed understanding of the customer's existing fleet composition, utilisation and business priorities. Balancing the desire for a lower emissions fleet with the need to maintain the fleet's contribution to business outcomes in the most cost-effective way is key to any change in fleet strategy.

5-Step Journey to Carbon Zero



A continuous focus in Step 2 is to proactively collaborate with customers to highlight any fuel efficiency savings available to them through better combustion engine or hybrid technology. The team also leverages driver behavioural insights that may be informed by an existing telematics solution. Fleet electrification will support the achievement of a customer's emissions reduction goals, as illustrated in Step 3 with the sharing of best practice insights and a readiness to support a successful transition.

Step 4 is where FleetPartners has developed an end-to-end fleet electrification readiness planning framework to ensure the most considered and confident transition to an EV fleet. Moving from the broad description of best practice in Step 3, Step 4 involves detailed planning unique to the customer's fleet, taking into account how and what it moves and where it is garaged. FleetPartners provides guidance on:

- ▶ the selection and transition sequence of the most appropriate EVs
- ▶ the design of a comprehensive charging strategy across the domains of employee home, workplace and public charging networks
- ▶ how to support drivers with a clear and confident vehicle policy
- ▶ EV charging hardware, installation and support
- ▶ developing a driver engagement strategy

With fleet electrification readiness planned and in motion, the final step in the programme is to measure emissions reduction achievements with FleetPartners developed emissions reporting.

In FY24, our fleet electrification consulting model has been applied to 89 large customers across Australia and New Zealand. Many of these clients are now in varying stages of their fleet transition. See FleetPartners portfolio transition to EVs table on page 35.



Industry engagement and education

Sustainable Fleets event, Wellington

As a member of the not-for-profit organisation, Drive Electric, FleetPartners hosted its fifth Sustainable Fleets event, bringing the latest in New Zealand's electric vehicle industry to the Wellington region. This thought-leadership event created an opportunity for our customers and industry experts to meet, share and build the knowledge collective and explore the rapidly evolving world of transitioning a vehicle fleet to electric vehicles.

The event featured a wide and comprehensive array of electric vehicles available in New Zealand, ranging from passenger vehicles through to SUVs. Attendees, consisting of a diverse group, including FleetPartners customers, local automotive dealerships, EV charging providers, energy companies and other local businesses, were provided the opportunity to engage with insightful industry presentations and real-life examples of large organisations undertaking their fleet transitions to low-emissions vehicles. Events such as these assist in increasing awareness among key fleet decision-makers and aid in the sharing of accurate information to help build business confidence in the transition to zero- or low-emissions fleet solutions.

Delivering sustainable customer solutions

As more organisations consider the impact of their business operations and the carbon emissions they generate, greater focus is being placed on all carbon emissions sources - both direct and indirect. With this focus, FleetPartners is experiencing a paradigm shift among customers in the development and rollout of employee benefits programmes.

We are attracting new customers to FleetPartners as they introduce sustainability-linked employee benefits programmes and zero- or low-emissions corporate fleet strategies, while existing customers are embarking on policy change to support their team members' desire to create a more sustainable future.

In December 2023, an Australian tech giant, Atlassian, enlisted the help of its new supplier list to support their net zero transition, including awarding FleetPartners as sole Novated Leasing employee benefits provider.

From the outset, Atlassian decided to ensure sustainability was central to its employee benefits Novated Lease offering so that its team members could reap the benefits of Novated Leasing but not at the expense of the environment. The Novated Leasing programme encourages its team members to lease zero- or low-emissions vehicles through its vehicle policy.

One of FleetPartners new corporate fleet customers is a multi-national that operates in the insurance and financial services sector and has made a commitment to phase out all internal combustion engine vehicles and move completely to EVs. Following the successful appointment as sole fleet management provider in Australia in August 2024, FleetPartners is guiding the Australian division through this transition. Commencing with the development of a new internal fleet policy and charging policy, as well as launching an EV Pilot with the intention to transition over 100 new fit-for-purpose EVs, replacing nearly half the existing ICE fleet with zero tailpipe emissions vehicles over the coming years. This process is also already underway in other regions around the world through FleetPartners global partner, Alphabet International.

FleetPartners is also supporting existing clients to navigate and embed policy changes into their employee benefits programmes. One such example is Australia's largest pizza chain and food-technology leaders, Domino's Pizza Enterprises (**Domino's**).



Domino's has committed to reducing absolute Scope 3 GHG emissions by 55% by FY31²⁷ and a key strategy to achieve this is by supporting employees in reducing the carbon emissions generated from their travel to and from work (Scope 3).

Central to this strategy is the shift in its Novated Leasing policy, which now stipulates that employees who choose to take advantage of Novated Leasing can do so only on a EV or PHEV.

FleetPartners is now engaging with an increasing number of customers who are looking for support and guidance on the shift to less carbon intensive employee benefits programmes, as well as corporate fleet solutions.

Driving change from within

FleetPartners sustainability working group

Sustainability is embedded into the FleetPartners culture and not dissimilar to prior years, in FY24, we saw team members take up the charge, volunteering to take action on sustainable practices in everyday activities.

Led by passionate team members and demonstrating discretionary interest and effort, team member initiatives included:

- ▶ awareness and celebration campaigns supporting key environmental days on the annual calendar: World Water Day, Earth Day and World Environment Day
- ▶ April Waste Education Month, consisting of a series of initiatives, including a waste education workshop showcasing best practice waste management, as well as sharing posts on worm farming, the circular economy and the 5 Rs of waste management - Refuse, Reduce, Reuse, Recycle and Rot (compost)
- ▶ Plastic Free July Challenge
- ▶ Launch of the first of a three-part learning and development series for team members covering fleet electrification and IFRS S1 (International Financial Reporting Standards), delivered through the FleetPartners sales training and accreditation platform, FP AcadaMe

Neutralising our emissions

Carbon credit offsets

Our priority is absolute emissions reduction. However, we anticipate that some part of our GHG footprint will be challenging to eliminate completely and is also contingent on the successful delivery of commitments from our upstream and downstream supplier networks.

The approach of first reducing then offsetting emissions is aligned to the Australian Government's Climate Active framework and is what we mean when we refer to ourselves as carbon neutral.

We consider the use of carbon credits to be a useful mechanism for directing investment towards accelerating action to avoid or reduce emissions outside our control.

As such, we intend to continue to purchase high-quality, high-integrity carbon offset credits, including Australian Carbon Credit Units (ACCUs)²⁸ issued by Australia's Clean Energy Regulator, Verified Carbon Standard (VCS)²⁹ VERRA carbon credits as established by The Climate Group, International Emissions Trading Association, the World Economic Forum as well as the World Business Council for Sustainable Development, and Gold Standard (GS-VER)³⁰ as established by The WWF (World Wide Fund for Nature). The carbon credits we have chosen to purchase help to finance projects beyond our value chain that remove carbon dioxide from the atmosphere, thereby neutralising our remaining emissions.

In FY24, we purchased a total of 2,032 carbon credits in Australia and 163 in New Zealand, valued at A\$20,915 and NZ\$4,408 respectively, to offset residual emissions in the projects highlighted on page 42. The source of these carbon credits is denoted by the icon of the relevant issuing organisation.

27. Domino's Pizza Enterprises (DPE) FY23 Sustainability Report

28. cer.gov.au/schemes/australian-carbon-credit-unit-scheme/australian-carbon-credit-units

29. verra.org/programs/verified-carbon-standard

30. goldstandard.org

Carbon offset projects



Australian Government
Clean Energy Regulator

The **Intermodal Emissions Reduction Project** is a project to reduce emissions by replacing existing vehicles, modifying existing vehicles, changing energy sources or the mix of energy sources and changing operational practices. The vehicles in this project are both land vehicles and marine vessels.



Verified Carbon Standard
A VERRA STANDARD

The **Anhui Guzhen Biomass Generation Project** aims to achieve emissions reductions via avoiding CO₂ emissions from the same amount of electricity generation from East China Power Grid, which is mainly composed of traditional fossil fuel-fired power plants. It is estimated that the project activity will generate emissions reductions of about 132,072 tCO₂-e per year.



Verified Carbon Standard
A VERRA STANDARD

The **Kinik Wind Power Plant Project**, located in the Kinik district of Izmir province in Türkiye, aims to generate electricity by efficiently utilising available wind energy to replace the grid electricity, which is mainly from fossil fuels. The project is estimated to supply the grid with 165,000 MWh per annum.

Gold Standard®

The **Improved Kitchen Regimes Multi-Country PoA Project**, based primarily in Uganda, Malawi, Rwanda and Eritrea, provides clean drinking water to small rural communities by repairing and drilling new boreholes. Boreholes can be used as water wells by installing a vertical pipe casing and well screen, which allows water to be extracted from the ground, even during dry seasons. By providing clean water, communities no longer need to purify water through boiling. This alleviates pressure on local forests - the predominant source of firewood - and reduces greenhouse gas emissions.



Verified Carbon Standard
A VERRA STANDARD

The **Floresta Verde REDD+ Project** preserves 53,528 hectares in a critical region of the eastern Amazon biome, a region where there is high deforestation risk. The project goal is to demonstrate the economic feasibility of preserving the forest in regions that are already heavily degraded and where it is still considered socially acceptable to convert forest to agriculture.

UN Sustainable Development Goals

In the community in which we live and work and within our sphere of influence, these initiatives are contributing to:



12.6



13.2 and 13.3

GRI 404

Training and education

GRI 404 addresses the topic of training and education, including our approach to training and upgrading employee skills as well as performance and career development reviews. Performance against GRI 404 and some of the initiatives that demonstrate our commitment to team member personal and professional development are outlined below.

Disclosure	Summary of requirement	Reference
404-1: Average hours of training per year per employee ³¹	Average hours of training that the organisation's employees have undertaken.	Total in FY24: <ul style="list-style-type: none"> › 406 hours - Sales training › 865 hours - FP AcadaMe › 129 hours - WHS Due Dilligence for senior leaders Average hours in FY24: 3.01
404-2: Programs for upgrading employee skills and transition assistance programs	Type and scope of programs implemented and assistance provided to upgrade employee skills. Transition assistance programs provided to facilitate continued employability and manage career endings resulting from retirement or termination of employment.	Data not currently collected
404-3: Percentage of employees receiving regular performance and career development reviews	Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period ³² .	100% of employees receive a formal quarterly review, with a focus every six months on career development. <ul style="list-style-type: none"> › Women 44.7% › Men 55.1% › Gender Diverse 0.2%

31. Training by gender and employee category not available. Average based on FY24 total team members (465); excludes other professional development training arranged by team members

32. Excludes team members on extended leave: FleetPartners internal workforce reporting of team members as at 30 September 2024

Empowering team member potential

FleetPartners employs specialists from a wide range of disciplines, such as finance, sales, marketing, risk, legal, automotive, operations, information technology and more. It is an organisation that encourages internal mobility opportunities where learning, development, mentoring and upskilling are embedded in our culture. As such, it is unsurprising that FleetPartners has recorded another year of delivering a range of team member development opportunities.

We recognise that investing in the success of our people is essential to retaining top talent and to the achievement of organisational goals. The skills to build core capabilities, such as innovative work design, employing continuous improvement processes, working collaboratively, adaptation and change management as well as growth and critical decision-making, all featured in Careers Week sessions that were delivered over five days and 14 sessions, with over 1,400 session participants.

Team members completed approximately 1,400 hours of training on a wide range of topics to support them in the delivery of their current role and provide upskilling opportunities for career progression.

Indicators of our dedication to and focus on developing the skills of team members are reflected in team member feedback gathered from our team member engagement quarterly surveys. Annualised results³³, as they relate to team member training and development, are outlined below.

Question	FY23 favourability score	FY24 favourability score	Status
My manager (or someone in management) has shown a genuine interest in my career aspirations	74%	75%	●
I believe there are good career opportunities for me at FleetPartners	58%	62%	●



33. FleetPartners FY24 annualised team member engagement survey results

FP AcadaMe

FP AcadaMe, our dedicated sales training and accreditation programme has gone from strength to strength in FY24. First launching in FY23, the programme now offers a total of 17 modules aimed at supporting team members with their understanding of product, service, system, process and knowledge of our customer platforms as well as building confidence in the communication and delivery of our offering to our customers.

As the programme name suggests, the learning modules are tailored to 'Me' - the individual learner. The learner's pathway is defined by their leader and is based on their previous knowledge, training and experience as well as the individual's specific role requirements within FleetPartners.

Higher learning and attainment are also offered through specialist accreditation. When successfully completed, team members achieve subject matter expert status within our organisation and acquire highly sought after industry skills.

In FY24, FP AcadaMe delivered 865 hours of quality learning across 17 modules. The platform also recorded 109 active learners.

Overall participation on the FP AcadeMe platform by eligible team members was 98%.

When measuring the impact, the 109 FP AcadaMe active learners reported increases in their responses to engagement survey³⁴ questions relating to training and development, as follows:

Question	FY23 favourability score	FY24 favourability score	Status
My manager (or someone in management) has shown a genuine interest in my career aspirations	73%	78%	●
I believe there are good career opportunities for me at FleetPartners	61%	66%	●



34. FleetPartners FY24 annualised team member engagement survey results

Supporting Education in the Community

Stories change lives

Story Factory is a not-for-profit creative writing centre for young people in under-resourced communities across Sydney and NSW. It helps build writing skills, confidence and creativity.

In consultation with partner schools, Story Factory storytellers and volunteers run workshops every week, building relationships and trust with students, taking them through a fun and engaging writing process. Some of the outstanding achievements in the past year alone were:

- › Story Factory worked with nearly 8,500 young people
- › 12% of students identified as Indigenous and 50% spoke English as an additional language or dialect
- › teachers reported that 78% of their students improved their literacy in the programmes, while 95% of teachers said they improved their teaching practice after working with Story Factory educators - a great result, as this is an impact that continues long after Story Factory leaves the classroom



Our support of Story Factory, through the provision of two vehicles, helps make it possible for storytellers to deliver their workshops to those students most in need. Storytellers travel in new, safe and reliable vehicles supplied by us, delivering workshops throughout Sydney and greater NSW.





With over 500 schools to reach each year, the programme delivers an exciting live 45-minute show that has become a Duffy institution and a highlight of many school calendars. The vehicle supplied by FleetPartners is instrumental in the delivery of their education programmes, which instil the value of books and reading in school children. In 2024, FleetPartners joined Duffy Books in Homes to celebrate their 30th year of operations. The charity has gifted nearly 15 million books to children who might otherwise go without. This milestone reflects their commitment to opening up a world of possibilities for the next generation.

UN Sustainable Development Goals

In the community in which we live and work and within our sphere of influence, these initiatives are contributing to:



4.3, 4.4 and 4.5

Duffy Books in Homes - Inspiring a love of books

FleetPartners has been a proud supporter of 'Duffy Books in Homes' charity for more than 12 years. We provide a vehicle for the Duffy Theatre team to travel to lower socioeconomic primary schools around New Zealand to perform its show. Every year, two groups of travelling actors journey from North Cape to Bluff to deliver the message, 'It's Cool to Read' and 'Cool to Achieve', to tens of thousands of Duffy kids.

Of the schools participating in the Duffy Books in Homes programme:

- › 100% reported that it is valuable for their students to have the opportunity to choose and receive brand new books
- › 93% reported that Duffy Books in Homes has had a positive effect on whānau (family) literacy and reading patterns at home
- › 59% reported that they had Māori students and 89% rated the Te Reo Māori range of books as either excellent, very good or good



GRI 405

Diversity and equal opportunity

In the Diversity Council Australia Inclusion@Work 2023-24 Index³⁵, it was reported that when an organisation actively promotes diversity and equality at work, the organisation is five times more likely to innovate, five times more likely to work effectively, four times more likely to provide excellent customer service and five times more likely to have members willing to work hard to help their team succeed. FleetPartners strives to achieve equality within our organisation and tracks performance against GRI 405. Outlined below are some of the initiatives undertaken in FY24 to support diversity and equal opportunity at our workplace.

Disclosure	Summary of requirement	Reference
405-1: Diversity of governance bodies and employees	Percentage of individuals within the organisation's governance bodies and employees by gender.	Details are included in the WGEA report - 2023 / 2024 Workforce Statistics Report fleetpartners.com.au/governance
405-2: Ratio of basic salary and remuneration of women to men	Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.	FleetPartners Remuneration Report investors.fleetpartners.com.au

Target: 49% women, 49% men and 2% gender diverse

Metrics³⁶



Governance bodies

Women	43%
Men (including Damien Berrell as CEO)	57%



Employees

Women	44.7%
Men	55.1%
Gender diverse	0.2%

35. dca.org.au/research/inclusion-at-work-index-2023-2024

36. FleetPartners internal workforce reporting of team members as at 30 September 2024

Target: 49% women, 49% men and 2% gender diverse

Metrics³⁷



Employee turnover

Total

Women	43%
Men	57%
Gender diverse	0%

By age (years)

Under 30	35%
30-39	21%
40-49	28%
50 and over	16%

By region

New South Wales	38.3%
Queensland	4.3%
Victoria	37.2%
Auckland	19.1%
Christchurch	0%
Other (AU and NZ)	1.1%



New hires

By gender

Women	42.7%
Men	57.3%
Gender diverse	0%

By age (years)

Under 30	39%
30-39	33%
40-49	11%
50 and over	17%

37. FleetPartners internal workforce reporting of team members as at 30 September 2024

Empowering Change. Gender Equity.

FleetPartners recently hosted 'Empowering Change. Gender Equity' - the second event in our annual ESG Series. The ESG Series is aimed at bringing together expert opinions and facilitating the exchange of information and best practices on a range of ESG topics for customers and partners.

Our experienced and diverse panel of guest speakers included experts in their respective fields of financial services and automotive, the not-for-profit sector, employment and organisational consulting and workplace investigation, equal employment opportunity and diversity law. The panel provided examples of initiatives that they have seen successfully (and unsuccessfully) employed in the workplace and practical guidance to guests with strategies to assist in achieving gender equity in the workplace.

Employer of Choice for Gender Equality

For the third consecutive year, FleetPartners has been named an Employer of Choice for Gender Equality 2023-2025 (EOCGE) by the Workplace Gender Equality Agency (WGEA). The EOCGE citation recognises active commitment to achieving gender equality and the leadership demonstrated by FleetPartners in driving positive change for an inclusive workplace.

After an evidence-based benchmarking evaluation, FleetPartners was officially recognised by EOCGE for our commitment and dedication to action in achieving gender equality, one of only 115 employers in Australia to achieve this citation. This recognition was based on our actions to provide better support structures for working families, address pay inequalities and introduce strategic recruitment and promotion practices that help to encourage the full participation of women at work.

At FleetPartners, we seek out talented individuals irrespective of background and aim to create an environment where all team members can thrive. This citation reaffirms our ongoing commitment to creating a workplace that supports and promotes gender equality, diversity and inclusion.

DE&I Committee and events

Of the many initiatives throughout the year, three highlights with involvement from interesting and insightful external speakers were International Women's Day, Wear It Purple and Self-Care Month.

International Women's Day (IWD) 2024

International Women's Day is always a key event in the FleetPartners diary as we strive to create opportunities for women in our organisation and make progress in closing the gender pay gap.

This year's event, attended by team members in person and remotely from all our offices throughout Australia and New Zealand, included a keynote delivered by Julia Banks. Julia is an author, leadership consultant, former Member of Parliament for the House of Representatives, experienced corporate and board director and general counsel.

With Julia's broad experience and in line with the United Nation's theme for IWD 2024 'Invest in Women, Accelerate Progress', team members told us that Julia's personal experiences and learnings resonated with them and that they found her message inspirational.



Wear It Purple

Wear It Purple strives to foster supportive, safe, empowering and inclusive environments for youth members of the LGBTQIA+ community - rainbow young people. To show our support for this group and the broader LGBTQIA+ community, at large, FleetPartners celebrated with a purple party in each office and welcomed guest speaker, Nevena Spirovska. Nevena is a Culturally and Linguistically Diverse migrant woman and a JOY (community radio station) radio host with more than a decade of expertise in diversity and inclusion training, who delivered unconscious bias training to team members. The training was aimed at helping team members to understand and recognise unconscious or 'hidden' bias as well as the different types of unconscious bias to gain a greater awareness of bias towards the LGBTQIA+ community.

Self-Care Month

Self-Care Month was an initiative implemented in June 2024. As an extension of Men's Health Week, the initiative aimed to raise awareness of general

health and wellbeing for the whole team, following some recent and significant health challenges faced by some team members across Australia and New Zealand.

A highlight of Self-Care Month was a keynote address from Hugo Toovey. Hugo is a proud ambassador for Movember, Gotcha4Life and the Jodi Lee Foundation and openly shared his experience of undergoing highly invasive and extensive surgery in his fight against multiple forms of cancer.

Hugo helped raise awareness for the need for regular medical check-ins, early diagnosis and the importance of mental health in the hope of saving the lives of others. While Hugo's journey was confronting, it was also heart-warming and informative, leaving the team with proactive tips on managing their physical and mental health.

Throughout June, team members were encouraged to attend any required health appointments they had been putting off, with additional leave provided by FleetPartners to support and encourage attendance.

Key team member wellbeing results³⁸

Question	FY23 favourability score	FY24 favourability score	Status
My immediate supervisor/manager genuinely supports equality between genders	92%	89%	●
I have the flexibility I need to manage work and other commitments	91%	89%	●
In my organisation, sexual harassment and gender-based harassment is not tolerated	94%	94%	●
The Leave Policy allows me sufficient time to recharge	N/A	81%	●
I would recommend FleetPartners as a great place to work	80%	81%	●
My manager shows that they genuinely care about my wellbeing	88%	89%	●

38. FY24 Annualised results from FleetPartners team member engagement surveys

Supporting working families (and families to-be)

FleetPartners is committed to supporting team members in balancing their work and family commitments as they embark on the exciting journey of becoming parents. We recognise that juggling work and family commitments can present challenges.

With a focus on supporting and retaining team members, our family leave policies offer the following to permanent and fixed-term contract employees (full or part-time) with no minimum tenure:

- ▶ 16 weeks of paid leave for primary carers
- ▶ four weeks of paid leave for secondary carers
- ▶ flexible return to work options
- ▶ an optional 'Keeping in Touch Plan', including 10 optional 'Keeping in Touch' working days
- ▶ paid miscarriage and still birth bereavement leave of four weeks and 12 weeks respectively
- ▶ fertility support leave and pre-natal leave in anticipation of conception and once pregnant, or in supporting the adoption, surrogacy or foster-care process
- ▶ where there are two parents working for FleetPartners, each can access up to 12 months unpaid parental leave

Providing flexible employment conditions

We recognise that in the quest to build a fulfilling career, the importance of paid time off cannot be overstated. According to Work180, an independent platform working to empower women and marginalised groups in the workplace, 'it's not just about the quantity of days; it's about the quality - a well rounded policy that considers your need for rest and rejuvenation'³⁹. Our flexible employment conditions have received strong positive feedback from our team members.

In FY24, 99% of all eligible team members took advantage of the five additional annual leave days and 100% of team members took their two 'CARE' days offered by FleetPartners.

In February 2024, Work180 placed FleetPartners in the 'Top 5 Australian companies' for offering comprehensive paid time off policies. Work180 recognised the work FleetPartners has undertaken to develop people policies aimed at achieving an enhanced work-life balance, improved health benefits, reduced stress levels and increased trust and engagement.

Gender pay gap

We are working to build a diverse and inclusive working environment and are committed to improving gender equity, representation and support of women across the organisation. This action includes a continual focus on reducing the GPG.

What is the GPG?

The GPG is the difference in average earnings between men and women, expressed as a percentage of men's average earnings. This includes base salary, overtime, bonuses and additional payments. It also includes the annualised full-time equivalent salaries of casual and part-time team members. It is commonly reported as a mean (average of the data set) and median (middle value of the data set).

Our performance

For the WGEA GPG reporting period (April 2022 - March 2023), our average (mean) total remuneration GPG was 15.6%, substantially below the Industry Comparison Group (Finance and Insurance Services Division and the Finance sub-division) average of 54.6%. It was also an improvement on our average (mean) total remuneration GPG of 21.7% in the prior year.

Gender pay gap over time

All employees	2021 - 2022	2022 - 2023	Status
Average (mean) total remuneration	21.7%	15.6%	●
Median total remuneration	27.8%	21.8%	●
Average (mean) base salary	18.6%	13.3%	●
Median base salary	21.3%	20.5%	●

We continue to work to understand the drivers of our GPG and develop strategies to close it. Actions we completed in FY24 and continue to undertake annually, include a data-driven approach and regular salary benchmarking for all roles, considering both internal data and external market trends.

We have also implemented initiatives that aim to assist in addressing and eliminating any potential gender bias in our workplace practices, such as:

- ▶ the delivery of unconscious bias training for all employees and managers to raise awareness and foster a culture of equity and diversity
- ▶ continuing to offer flexible work arrangements and generous parental leave policies to support work-life balance for both men and women
- ▶ reviewing and updating recruitment, promotion and performance evaluation policies to ensure fairness and inclusivity
- ▶ continuing to promote a culture of open communication and feedback where employees feel comfortable raising concerns about any perceived gender inequalities

To solidify our commitment, we continue to strive to achieve a balanced workforce of 49% men, 49% women and 2% gender diverse.

Supporting people in need to recover and walk with dignity

RizeUp against domestic and family violence

RizeUp Australia is a national organisation that works in partnership with domestic violence agencies to enhance the service options they provide. It aims to deliver life-changing, practical support for those affected, giving them the hope, empowerment and ability to move on to a life free from violence.

The work that RizeUp undertakes came to the attention of the team at FleetPartners through a team member who is very passionate and committed to the cause. Since then, FleetPartners has made a financial contribution of \$1,500 to RizeUp and team members have contributed volunteering hours to support the RizeUp Homes Programme, which 'creates sanctuaries of comfort, support and security, by furnishing homes for those emerging from traumatic circumstances'⁴⁰. RizeUp tailors each residence to meet individual needs, affirming that victim-survivors are not just escaping violence but are embarking on a journey of recovery, strength, hope and new beginnings.

Odyssey House NSW - Reconnecting Families Programme

Odyssey House NSW provides rehabilitation services to address harms associated with alcohol and other drug use. They have a comprehensive network of specialised withdrawal and rehabilitation programs through residential and community service hubs across Greater Sydney and the Southern Highland region.

The Odyssey team of professional trauma and mental health specialists help clients develop skills to meet their physical, emotional and intellectual needs, reconnect with family and strengthen their social connections.

FleetPartners team members and clients attended the annual Odyssey Women's Lunch fundraiser in support of the 'Reconnecting Families Programme' for the second consecutive year. The fundraiser featured stories of individuals who have directly benefited from Odyssey's support and showcased their bravery and commitment to transforming their lives.



UN Sustainable Development Goals

In the community in which we live and work and within our sphere of influence, these initiatives are contributing to:

3 GOOD HEALTH AND WELL-BEING 3.7

5 GENDER EQUALITY 5.1, 5.5 and 5.c

10 REDUCED INEQUALITIES 10.2, 10.3 and 10.4

GRI 411

Rights of Indigenous Peoples

In the context of the GRI Standards, GRI 411 addresses the rights of Indigenous Peoples and the impact of the operations of FleetPartners that may infringe on these rights. Performance against GRI 411 and some of our initiatives towards reconciliation are outlined below.

Disclosure	Summary of requirement	Reference
411-1: Incidents of violations involving rights of indigenous peoples	Total number of identified incidents of violations involving the rights of Indigenous Peoples.	No incidents reported in FY24 ⁴¹

Advancing reconciliation in Australia

FleetPartners is actively exploring opportunities to work effectively and meaningfully with Aboriginal and Torres Strait Islander stakeholders to increase awareness, education and participation in the financial services sector.

In Australia in FY24, FleetPartners delivered on commitments made in our 'Reflect' RAP⁴² with the final action being to develop our next RAP. Our 'Innovate' RAP has been developed and is awaiting Reconciliation Australia endorsement.

These actions, centred around the themes of Relationships, Respect, Opportunities and Governance, Tracking Progress and Reporting, demonstrate our commitment to reconciliation.

We are committed to developing strong, enduring relationships and enhancing our engagement with Aboriginal and Torres Strait Islander communities. Our vision is not only to undertake steps towards reconciliation but to embed these principles into the heart of our everyday operations.

Partnership with ID. Know Yourself (IDKY)

FleetPartners established a partnership with ID. Know Yourself in 2021, a not-for-profit mentoring organisation committed to creating a world where Aboriginal children belong.

In FY24, FleetPartners furthered this commitment with a direct financial contribution of \$25,000 per year for three years, and the provision of three vehicles to IDKY, supporting the charity's ability to deliver programs and reach children requiring its services.

These efforts have been supported by Isaiah Dawe, the founder of IDKY, whose leadership and vision have been instrumental in driving the success of the initiative.



41 and 42. investors.fleetpartners.com.au/Investor-Centre/?page=Overview

Partnerships with Aboriginal and Torres Strait Islander recruitment agencies

In an effort to attract more Aboriginal and Torres Strait Islander candidates to our workforce, FleetPartners has initiated a partnership with specialist agencies that focus on employment opportunities for Aboriginal and Torres Strait Islander peoples. These partnerships aim to streamline the recruitment process and ensure that Aboriginal and Torres Strait Islander candidates are not only recruited but also supported throughout their career development at FleetPartners. By working closely with companies, such as Shine Recruitment and Mobready, FleetPartners is committed to creating a more diverse and inclusive workforce that reflects the communities we serve.

Supplier diversity - Supply Nation

Supply Nation provides Australia's leading database of verified Indigenous businesses and has a vision of a 'prosperous, vibrant and sustainable Indigenous business sector'⁴³.

FleetPartners became members of Supply Nation in FY23 with the aim of increasing supplier diversity within our Australian operations and acquiring goods and services from businesses owned by or that assist marginalised groups. Within our sphere of influence, we aim to support Supply Nation in achieving its vision by creating connections between Indigenous businesses and members of our team making procurement decisions. The first step in achieving that outcome was to ensure team

members responsible for Group spend attended a Supply Nation training and education session to understand the important of supplier diversity and the opportunities that exist.

NAIDOC Week

In July 2024, FleetPartners participated in NAIDOC Week, which sought to celebrate and recognise the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. We were honoured that Paul Dodd, CEO, Director and Principal Consultant of Corporate Culcha, joined the FleetPartners team as part of our NAIDOC celebrations. Paul identifies as a Bundjalung man, with traditional kinship ties to Wirri and Birriah First Nations. He shared his views on traditional and contemporary culture, historical perspectives, identity and spirituality, cultural tensions and the nuances surrounding working cohesively, cultural safety and cultural competency and Indigenous learning and communication styles. Paul's involvement and this opportunity helped to support and deepen our team members' understanding of traditional practices and shared histories. This is what we strive for in our 'understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning' - an action in our RAP⁴⁴.

During NAIDOC Week, representatives from our RAP Working Group also attended an in-person event hosted by Future Women that featured five key Indigenous figures presenting their stories and perspectives.

43. supplynation.org.au

44. investors.fleetpartners.com.au/Investor-Centre/?page=Overview



Recognising Māori culture in New Zealand

Committed to deepening our understanding of and appreciation for Māori culture and celebrating cultural diversity and fostering inclusivity, FleetPartners recognised several key Māori events including:

› Māori New Year, Matariki

Matariki is the Māori name for the cluster of stars also known as the Pleiades that rises in midwinter. For many Māori, Matariki heralds the start of a new year and is a time of remembrance, joy and peace and for communities to come together.

Matariki celebrations were held across New Zealand and Australia with team members educated on the importance of the celebration and its traditional Māori origins.

› Māori language week - Te Wiki o te Reo Māori

FleetPartners team members were immersed in Māori language and culture in line with this year's language week theme, Te Reo - a Forever Language. Throughout the week, team members engaged in a series of activities that aimed to deepen their understanding with a daily Māori Kupu (word), Rerenga Kōrero (sentence) and Whakatuakī (proverb), which were supported by information and videos to help team member pronunciation.

The Auckland office team also learned the Waiata (song) - E te iwi e - a song used to call on our local iwi (tribe) to stand together. The Waiata was performed to all team members during a Group Town Hall.

› Te Whare Tapa Whā

Dr. Ellie Rukuwai of Victoria University, Wellington, presented to team members on the topic of Te Whare Tapa Whā - the Māori model used for mental health in conjunction with R U OK? Day. Dr. Rukuwai guided team members through the model and assisted them to visualise their wellbeing as the four dimensions of a whareniui (meeting house) - physical, spiritual, mental and emotional, family and social. The four dimensions are representative of the walls of our whareniui and one's holistic wellbeing. Numerous employees said the model gave them a new perspective on wellbeing and found the session invaluable.

UN Sustainable Development Goals

In the community in which we live and work and within our sphere of influence, these initiatives are contributing to:



10.2 and 10.3



GRI 413

Local communities

In the context of the GRI Standards, the social dimension of sustainability concerns the social systems in which FleetPartners has an impact and addresses the topic of local communities. Performance against GRI 413 and some of the initiatives that are supporting the local communities in which we operate are outlined below.

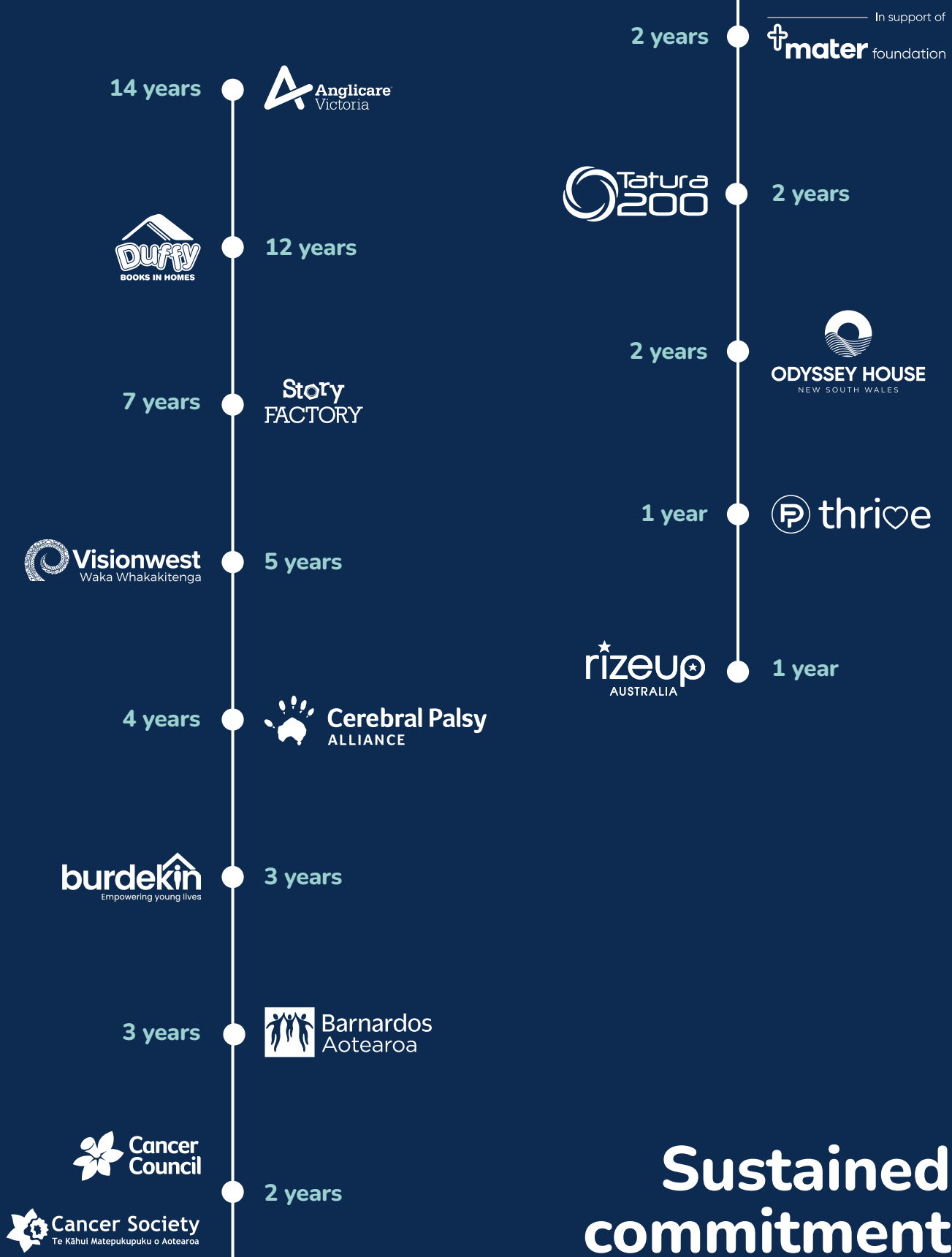
Disclosure	Summary of requirement	Reference
413-1: Operations with local community engagement, impact assessments and development programs	Percentage of operations with implemented local community engagement, impact assessments and/or development programs to be disclosed.	Sustainability Report (pages 58 - 64)
413-2: Operations with significant actual and potential negative impacts on local communities	Operations with significant actual and potential negative impacts on local communities including: <ul style="list-style-type: none"> › the location of the operations › the significant actual and potential negative impacts of operations 	Based on the location of current operations, our assessment is that there are no material negative impacts.

Sustained commitment

Through the longstanding relationships we maintain with our local community and charity partners, we are told that every contribution we make through direct financial contributions, sponsorships, vehicle support and meaningful volunteering is making a real impact.

FleetPartners takes pride in our existing partnerships, with some commitments lasting over a decade and many others spanning multiple years of continued support.





**Sustained
commitment**



14 years: Anglicare Victoria

Anglicare Victoria demonstrates an unwavering commitment in supporting children, young people and families in need by 'creating opportunities to transform futures through the delivery of lifesaving and life-changing programs'⁴⁵, including family and parenting support, foster care, emergency relief and alcohol and drug support. FleetPartners has supported Anglicare Victoria for over 14 years and remains committed to delivering support through direct financial contributions, vehicle assistance and team member volunteering.

Ongoing programs in which FleetPartners participates include:

- ▶ Christmas at Dixon House - an annual event where FleetPartners team members donate Christmas hampers, toys and gifts, that are then distributed by Anglicare Victoria to households needing emergency relief
- ▶ Broadmeadows Women's Community House - provides opportunities for women and children to explore and develop their strengths, skills and confidence to be fully involved with their families and communities. FleetPartners provides access to a free bus enabling women at the house to attend weekly programs and go on day trips, supporting their physical and mental wellbeing
- ▶ Food Boost - a programme aimed at supporting Victorians facing hunger and homelessness. In FY24, FleetPartners leveraged our valued suppliers to assist in sourcing and branding the new 'AV Aid' emergency relief food van and increased our annual contribution by 50%, taking our financial contribution to \$15,000. This contribution will be used to fund a van driver for 12 months, keeping the van on the road and delivering much-needed food



12 years: Duffy Books in Homes

FleetPartners has been a proud supporter of 'Duffy Books in Homes' charity for 12 years, supporting the Duffy Theatre team to travel to low socioeconomic primary schools around New Zealand to perform its show, making it 'cool' to read.

Read more about the Duffy Books in Homes programme on page 47.

StoryFACTORY

7 years: Story Factory

Story Factory is a not-for-profit creative writing centre for young people in under-resourced communities. The Story Factory team run programs in person in Sydney, as well as digitally across Australia to help build writing skills, confidence and creativity.

FleetPartners has been a proud supporter of Story Factory for 7 years. Read more about Story Factory on page 46.



Anglicare Victoria

45. anglicarevic.org.au



5 years: Visionwest Waka Whakakitenga

Visionwest Waka Whakakitenga creates pathways for vulnerable whānau to rise out of poverty, isolation, homelessness and joblessness by providing comprehensive community services.

Visionwest Waka Whakakitenga is a fleet customer of FleetPartners and every year for the past 5 years, our team members look forward to supporting the charity at Christmas time. Team members support this initiative by individually providing gifts or a financial contribution to the charity to support vulnerable children and teenagers, giving children something to open on Christmas Day.

Through the generous support of our New Zealand team members, we have donated hundreds of gifts to Visionwest Waka Whakakitenga, distributed to those most in need.



4 years: Cerebral Palsy Alliance (CPA)

Cerebral Palsy Alliance is a ground-breaking global centre of expertise for cerebral palsy services and support, research, technology, innovation and advocacy. CPA works to deliver a world of opportunity for people with cerebral palsy and similar disabilities, as well as their families, ensuring they have the opportunity to live life their way.

Earlier this year, passionate team members participated in a volunteering opportunity, hosting clients of the CPA Lifestyles Community and supporting CPA carers, at the Sydney Royal Easter Show. The team were charged with ensuring these CPA clients had a wonderful experience.

Adriana Sheedy, our Chief Operating Officer, again signed up as a 'CEO Stepper' for the STEPtember fundraising event and led the CPA partnership within FleetPartners.

The STEPtember campaign kicked off at FleetPartners with a visit from STEPtember trainer, Aaryan Shah. Aaryan shared his incredible story and his journey to becoming a professional Boccia player - representing Australia and winning 4 state titles. As a STEPtember ambassador, Aaryan helped break down misconceptions about living with cerebral palsy, providing a greater understanding of how the funds generated by the STEPtember campaign support vital CPA research and early intervention programmes, challenging all team members to step up for STEPtember.

Aaryan did a fantastic job, generating much enthusiasm at FleetPartners which recorded 100 team member registered participants across 30 teams, 28,464,195 steps and raising a total of over A\$33,400 (including dollar-matching by FleetPartners).



3 years: Burdekin

Burdekin has been helping to provide children and young people with support and safe homes since the 1980s. It offers accommodation and support options for those aged 9 to seventeen including semi-independent housing for homeless or at-risk local young people. It also provides support with the development of the skills required to make the transition to living independently in the community, including learning to drive and the achievement of a driver's licence. This opens pathways to employment opportunities and independence.

FleetPartners continues to support Burdekin through the donation of a dedicated vehicle. This vehicle is used by committed volunteers who support the Burdekin learn-to-drive programme. This practical programme delivers 120 hours of driving practice to young people who are living in out-of-home care.



Barnardos
Aotearoa

2 years: Barnardos Aotearoa

Barnardos Aotearoa is New Zealand's largest children's charity, offering a broad range of services to children, families and whānau throughout Aotearoa (New Zealand), dedicated to making a lasting, positive impact. Barnardos works 'towards an Aotearoa where every child shines bright'⁴⁶ through the services it undertakes across social services, early learning services and advocacy for children's rights.

As a valued customer of FleetPartners, Barnardos was featured in our national advertising campaign, which showcased why it 'loves to lease' with FleetPartners. FleetPartners helped Barnardos streamline its nationwide fleet, leading to cost savings and enhanced operational efficiency. The funds Barnardos has saved with leasing have been reinvested into the delivery of its important community programmes.

The advertising collaboration with FleetPartners and nationwide reach, including across billboards, bus backs, digital advertisements and social media channels, delivered an estimated media value over \$22,000 and increased exposure of Barnardos and the work it does.



Cancer Council



Cancer Society
Te Kāhui Matepukupuku o Aotearoa

2 years: Cancer Council (AU) and Cancer Society (NZ)

The daffodil represents hope for a cancer free future and support of leading cancer charities - Cancer Council in Australia and Cancer Society in New Zealand - to fund lifesaving breakthroughs in cancer research, bringing us closer to a cancer free future.

With almost 1 in 2 people⁴⁷ in Australia and 1 in 3 people⁴⁸ in New Zealand being diagnosed with cancer, vital funds also play a role in ensuring those affected get the support they need, giving hope for better treatments and better outcomes. The generosity and spirit of team members across Australia and New Zealand helped to raise much needed funds through participation in 'The Biggest Morning Tea' and bake sales. Funds raised were donated to Cancer Council (A\$1,192) and Cancer Society (NZ\$233).

46. barnardos.org.nz
47. cancer.org.au
48. cancer.org.nz



Barnardos Aotearoa



In support of

2 years: Mater Foundation - Hastings Deering

An estimated 20,428 women in Australia were diagnosed with breast cancer in the past year alone - that is 50 mothers, daughters, sisters and friends, every day, who will hear the words from their doctor 'you have cancer'⁴⁹. It is a figure that is as staggering as it is heartbreaking. Fortunately, many of these women and their families will receive treatment and support at the Mater Hospital.

Hastings Deering held its 20th annual 'Breast Ever Breakfast' in support of Mater Chicks in Pink, raising funds for the delivery of services by the Mater Foundation. Services such as counselling, financial support, yoga therapy and mastectomy bras are provided, to help these women focus on the moments that matter most and alleviate some of the huge emotional and financial burden that comes with a breast cancer diagnosis. For the second consecutive year, FleetPartners has supported Hastings Deering and Mater Chicks in Pink through the donation of a \$500 'Staycation' gift voucher raffle prize.



2 years: Bega Tatura 200 Charity Bike Ride & Walk

The Tatura 200 Charity Bike Ride & Walk, affectionately known as 'the TAT200', is an initiative of the Tatura Milk Industries Board aimed at extending its community support beyond its traditional stakeholders. Since its inception in 2008, the Tatura 200 has raised over \$1,000,000 for local charities, organisations and community groups in the Goulburn Valley, including VincentCare Victoria, Goulburn Valley Health, Give Me 5 for Kids, Tatura Fire Brigade and FamilyCare.

FleetPartners proudly sponsored 'the TAT200' for the second year with team members participating in the 200km ride.



2 years: Odyssey House NSW - Reconnecting Families Programme

FleetPartners has been a proud supporter of Odyssey House NSW 'Reconnecting Families Programme'⁵⁰ for 2 years. This programme provides rehabilitation services to address harms associated with alcohol and other drug use.

Read more about the 'Reconnecting Families Programme' on page 54.

49. canceraustralia.gov.au/cancer-types/breast-cancer/statistics

50. odysseyhouse.com.au/what-we-do/family-support-programs



1 year: FP Thrive

The 'FP Thrive' wellness programme has been running for twelve months and focuses on providing customers with free access to valuable insights, practical tips and strategies via newsletters to help them flourish in every aspect of their lives. By signing up to the programme, participants are encouraged to focus holistically on wellbeing - emotional, intellectual, environmental, occupational, financial, social and physical. In addition to the carefully curated wellness content, members also have the opportunity to win wellness packages via game of chance promotions. In FY24, FleetPartners delivered 3 experiences:

- ▶ Graeme and his wife from Queensland received a \$5,000 financial wellbeing boost, which proved to be the support they needed to make their dream of buying their own home a reality
- ▶ Aimee from Western Australia had the opportunity to take 7 of her family and friends on a social wellbeing experience to Byron Bay where they were hosted by celebrity TV chef, Mindy Woods, for a private dining experience at the acclaimed Karkalla restaurant
- ▶ Sean, his wife and their two children from New South Wales enjoyed an environmental wellbeing experience when they encountered the majestic Loggerhead turtles hatching at Mon Repos Turtle Centre. The family learned all about the plight of this critically endangered species and the important work being undertaken by Queensland Parks and Wildlife to protect them



1 year: RizeUp corporate volunteering

At the time of publishing, 95 women had lost their lives to domestic violence in Australia this year⁵¹. While raising awareness of the prevalence of domestic and family violence is important, victims need more.

Read more about RizeUp on page 54.

UN Sustainable Development Goals

In the community in which we live and work and within our sphere of influence, these initiatives are contributing to:



51. australianfemicidewatch.org



FP Thrive

Task Force on Climate-Related Financial Disclosures content index

TCFD Recommendation	Reference
Governance	
Board's oversight of climate-related risks and opportunities	Our approach to governance - Sustainability Report (pages 22 - 24) Board responsibility and climate expertise - Annual Report (pages 12 - 14)
Management's role in assessing and managing climate-related risks and opportunities	Executive remuneration - Remuneration Report (page 35) Executive Leadership Team governance forums - Sustainability Report (pages 22 - 24)
Strategy	
Climate-related risks and opportunities identified over the short, medium and long-term	Our climate strategy - Sustainability Report (pages 27 - 42)
Impact of climate-related risks and opportunities on our organisation, strategy and financial planning	How we see climate-related risk impacts - Sustainability Report (pages 27 - 42)
Resilience of organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Our climate scenario analysis - Sustainability Report (pages 27 - 35)
Risk	
Processes for identifying and assessing climate-related risks	Identifying and assessing risks - Sustainability Report (pages 27 - 35)
Processes for managing climate-related risks	Managing and monitoring risks - Sustainability Report (pages 27 - 35)
Integration of processes for identifying, assessing and managing climate-related risks into the organisation's overall risk management	Our approach to climate risk - Sustainability Report (pages 27 - 35)
Metrics and targets	
Metrics used to assess climate-related risks and opportunities in line with the organisation's strategy and risk management process	Emissions reduction strategy and targets - Sustainability Report (page 36)
Scope 1, Scope 2 and, if appropriate, Scope 3 Greenhouse Gas emissions and related risks	Reducing our operational emissions - Sustainability Report (page 36)
Targets used to manage climate-related risks and opportunities and performance against targets	Climate-related risk assessment and targets - Sustainability Report (pages 27 - 35)



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