CORPORATE SUSTAINABILITY REPORT 2026

Discover a brighter future

netwealth

netwealth.com.au

Acknowledgement of Country

We acknowledge the Traditional Owners of the lands on which we work and live.

Our offices are located on the lands of the Traditional Owners of the Wurundjeri Woi-wurrung people of the Kulin Nation in Melbourne, the Turrbal and Jagera peoples in Brisbane, the Gadigal people of the Eora Nation in Sydney, the Kaurna people of the Adelaide Plains, and the Whadjuk Nyoongar people in Perth.

We celebrate the stories, culture and traditions of the Aboriginal and Torres Strait Islander peoples of all nations, and we pay our respects to Elders past and present.

This statement is made by Netwealth Group Limited (Netwealth) on behalf of its reporting entities for the financial year ended 30 June 2026. Throughout this report, unless stated otherwise, 'Netwealth', 'the Group', 'we', 'us', or 'our' refers to Netwealth Group Limited (ASX: NWL) and its wholly owned entities. 'Board' or 'the Board' refers to the Netwealth Group Limited Board of Directors. Our reporting period is in line with financial year 2026 (FY2026), from 1 July 2025 to 30 June 2026. This report is to be read in conjunction with our FY2026 annual reporting suite, available on the Shareholder Centre of our website:

- Annual Report (including the Corporate Governance Statement and Remuneration Report)
- Full Year Results Presentation
- Full Year Results Announcement

This document has been authorised for release by the Netwealth Board.

Introduction

Kate Temby, Independent Director, Chair of the People and Corporate Sustainability Committee

At Netwealth, our purpose is to enable people to see wealth differently and discover a brighter future. This purpose, and our mission to improve the financial futures of Australians, shape how we integrate sustainability into our strategy and reporting, including the FY2026 Corporate Sustainability Report. Our approach is informed by the expectations of our stakeholders, including our shareholders, clients, employees, suppliers, regulators and the communities in which we work. Our focus is on building responsible business practices, investing in our people and engaging transparently with our stakeholders.

FY2026 was another year of growth and innovation for Netwealth. Our business and strategic priorities are reflected in our corporate sustainability objectives, against which we made meaningful progress. The highlights below summarise key achievements from the FY2026 reporting period.

- Continued to strengthen our platform, products and services supporting growth across adviser, client and member segments.
- Expanded platform capability through the launch of Netwealth Private, integration of Individual Holder Identification Number (individual HIN) functionality, and expanded the use of artificial intelligence (AI) across the business, including the introduction of our online virtual assistant, Nova.
- Strengthened investment governance frameworks through Program RISE, uplifted our anti-money laundering and counter-terrorism financing (AML/CTF) program, and implemented Netwealth's AI Governance Policy.
- Continued to invest in our people through leadership development, diversity and inclusion initiatives, and programs supporting employee wellbeing and engagement.
- Continued to create a positive social impact through our partnerships with the Centre for Women's Economic Safety (CWES), Banqer Primary, Bridge It and All Things Equal, as well as through employee volunteering and workplace giving.
- Continued to assess our climate impact through our Climate Disclosure Working Group, and progress preparation for our first mandatory climate-related financial disclosure under the Australian Accounting Standards Board (AASB) S2, which will be published for the FY2027 reporting period.

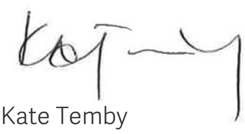
Responding to First Guardian was the Board's foremost priority this year — first, to provide certainty to affected members about their retirement savings, and second, to embed the lessons learnt across the business. While Program RISE, Reviewing Investment Standards and Excellence, represents an important part of that response, the Board's work has extended more broadly to understanding where investment governance can be strengthened and what a business of Netwealth's scale and ambition requires from its governance framework. Further information about our response to First Guardian can be found in our 2026 Annual Report on pages 17-18.

Looking ahead, FY2027 will bring a significant change in how we report, as Netwealth will publish its first climate-related financial disclosure under AASB S2. We will also continue to build on the foundations set this year through our Diversity, Equity and Inclusion Strategy 2026-28, and to enhance our approach to risk, including how we identify, measure and respond to risks across the business. For more information on our focus areas for FY2027, see page 30.

We welcome feedback on our sustainability programs of work. Please contact our Sustainability team at CSR@netwealth.com.au to share your feedback or to discuss anything within this report.

I am pleased to share our progress and celebrate what we have achieved this year together with our people.

Sincerely,



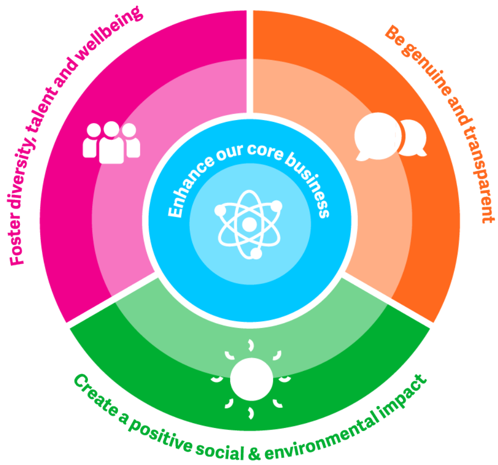
Kate Temby
Independent Director

Our corporate sustainability framework and focus areas

At Netwealth, our corporate sustainability framework is aligned to our purpose, business strategy, governance structures and stakeholder expectations. It is structured around four pillars: enhance our core business, be genuine and transparent, foster diversity, talent and wellbeing, and create positive social and environmental impact.

To maintain ongoing alignment between our business strategy and our corporate sustainability framework, we conduct a materiality assessment to identify the sustainability risks, opportunities and priorities most relevant to our business and stakeholders. The insights from this assessment are used to inform updates to our framework, including the focus areas that sit under each of our pillars.

Our FY2026 focus areas sit under each of our four sustainability pillars and are set out below.



Enhance our core business

Operational excellence
Accelerating our capacity to compete at scale and the speed at which we deliver through automation, AI and value-adding services that support ongoing investment in our platform and operations.

Market differentiation
Accelerating our share of the affluent advice, private wealth and stockbroking segments through deeper adviser relationships and expanded platform capabilities.

Foster diversity, talent and wellbeing

Culture and values
Continuing to build on our values-led culture, embedded into our performance frameworks and reflected in how we work, communicate and hold ourselves to account.

Diversity, equity and inclusion
Building a workplace where people feel they belong, are valued for who they are, and can do their best work.

Be genuine and transparent

Compliance
Strengthening our financial crime compliance in line with the AML/CTF Act 2024, and progressing preparation for mandatory climate-related financial disclosures under AASB S2 Climate-related Disclosures.

Governance
Maintaining strong governance frameworks that support transparent decision-making, uphold high standards of accountability, and reinforce the trust our clients, shareholders and regulators place in us.

Risk management
Continuing to embed strong risk management practices to increase resilience and proactively identify and address emerging risks and opportunities.

Create a positive social and environmental impact

Environment
Assessing Netwealth's environmental impact and identifying opportunities to improve environmental outcomes, including preparation for mandatory climate-related financial disclosures.

Community
Seeking to create positive social impact through employee giving, volunteering and partnerships that improve the financial futures and wellbeing of Australians.

Our corporate sustainability governance

At Netwealth, our corporate sustainability governance is directed and overseen by the Board. The governance framework operates across the Netwealth Group and its subsidiaries, including regulated entities.

The Board is supported by Board Committees, including the People and Corporate Sustainability Committee, the Audit Committee, and the Compliance and Risk Management Committee. The Remuneration Committee provides remuneration oversight across the Group, for both the Board and the Netwealth Superannuation Services Pty Ltd (NSS) Board (the NSS Board).

Separate governance arrangements apply to NSS as trustee of the Netwealth Superannuation Master Fund (NSMF). These arrangements include the dedicated NSS Board, an Audit, Risk and Compliance Committee, and a Superannuation Investment Committee, which oversee trustee-specific obligations, including member outcomes and prudential risk management.

Further information on Netwealth's governance framework, including Board and Committee Charters, is available in the Corporate Governance section of our website as well as in our 2026 Corporate Governance Statement.

Netwealth Group

NWL Board

Oversees and monitors Netwealth's corporate sustainability framework, including approving sustainability-related policies, the Code of Conduct, strategy, risk, sustainability-related reporting and disclosures.

People & Corporate Sustainability Committee[1]	Audit Committee	Compliance & Risk Management Committee	Remuneration Committee
Supports the Board in overseeing Netwealth's corporate sustainability and people-related frameworks, reporting, and monitoring progress against related objectives.	Supports the Board in overseeing the integrity of Netwealth's external reporting, including sustainability disclosures, and compliance with applicable regulations and standards.	Supports the Board in overseeing the performance of Netwealth's risk management framework, including governance, conduct, climate, and social risks.	Supports the Board in overseeing the design, operation and monitoring of Netwealth's remuneration framework.

Netwealth Executive Team

Manages and implements Netwealth's corporate sustainability strategy across the business, integrating sustainability into decision-making, risk management and operations.

Netwealth business functions

Implements sustainability-related initiatives across operations, integrating environmental, social and governance considerations into business activities, products and services.

[1] The People and Corporate Sustainability Committee was disbanded on 30 June 2026, and its responsibilities were reallocated across the Audit Committee, Remuneration Committee and Compliance and Risk Management Committee on 1 July 2026.

Enhance our core business

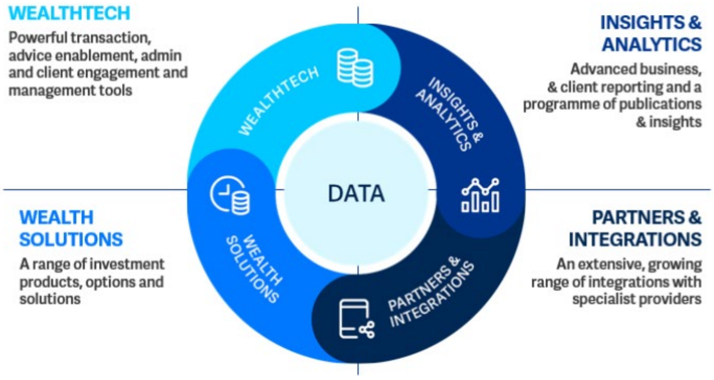
FY2026 Highlights

- Launched Netwealth Private, a wholesale-only offering designed for clients with complex financial needs and legal structures.
- Integrated Individual Holder Identification Number with Wealth Accelerator and Private product solutions.
- Enhanced the use of AI across the business to continue to strengthen operational efficiency, customer support and client-facing products and services.
- Maintained a total of 39 environmental, social and governance (ESG)-themed managed models available on our platform, and 123 managed funds classified by Morningstar as ESG Intentional investments.

Operational excellence

We are a technology company, a superannuation fund trustee and a wealth administration business. Through the Netwealth platform, advisers, clients and members can invest in and manage a broad range of investment, superannuation and wealth solutions supported by administration, custody and reporting capabilities.

Our strategy is to drive change that matters through data, technology and connectivity to support a diverse range of market segments, each with varying levels of sophistication and needs relating to financial advice.



Investing in our technology

Investment in technology remains a strategic priority for Netwealth. During the reporting period, we continued to enhance our core platform capability, focusing on platform resilience, security, scalability and reducing reliance on selected third-party systems to support greater control and agility.

The platform provides advisers with a whole-of-wealth view of their clients' financial position and performance, supporting custodial and non-custodial assets, adviser-managed assets such as direct property and collectables, third-party data feeds from other wealth platforms, banks and property data providers, and advanced portfolio management tools to support adviser efficiency and client portfolio management.

During the reporting period, we made additional enhancements to our platform for advisers and clients, including by:

- Updating our Wrap onboarding process to be fully digital;
- Enhancing the client app to provide additional services and features;
- Introducing a new multi-period performance report to support clearer client reporting; and
- Achieving a significant platform performance uplift that reduced page load times for a better user experience.

Artificial intelligence at Netwealth

We are leveraging AI across key areas, including operational efficiency, customer support and client products and services. Our approach to AI is guided by three core principles: personal productivity, scaled automation and enhanced products and services. During the reporting period, we delivered meaningful capacity through AI-enabled automation, enabling teams to absorb increased demand without a proportional increase in operational effort. This capacity has been redirected toward higher-value customer outcomes, and product development and innovation by continuing to embed AI across our product development lifecycle to improve the speed and quality of delivery. We also continued to enhance access to information through AI-enabled tools, including Nova, our AI-powered support capability designed to help users access information more efficiently.

Our approach to AI is underpinned by our AI Governance Policy which is designed to support the responsible use and application of these tools across the business. For more information on the governance of AI at Netwealth, see *Be genuine and transparent*.

Provide responsive customer service and support

Netwealth's Customer Service and Support offering is focused on providing advisers and clients with responsive, knowledgeable and personalised support across phone, email, chat and specialised relationship management channels. Backed by a comprehensive administration capability, Netwealth manages the full lifecycle of customer and adviser activities including account establishment, transfers, payments, managed accounts, tax administration, corporate actions, advice fees and ongoing account maintenance.

This integrated approach supports a more seamless customer experience, consistent service delivery and a scalable platform capable of supporting advisers and clients as their needs evolve. These outcomes are monitored through a range of measures, including adviser feedback and industry benchmarking.

Market differentiation

Netwealth continues to deliver innovative platform features and functionality that support a broad range of adviser and client needs.

Growing numbers of pre-retirees and a persistent advice gap mean demand will continue to outstrip supply. Our advice enablement strategy multiplies the efforts of advisers, enabling them to serve more clients while improving productivity and efficiency. We continue to enhance our offering through solutions to support more complex client needs, broaden investment choice and provide advisers with greater flexibility.

Netwealth Private

Netwealth Private is a wholesale-only product designed for individuals and families with complex financial needs and legal structures. It brings together all of a client's investments, including those held in different structures or directly in a client's name (see individual HIN below) in one place, providing a whole-of-wealth view.

Clients can choose to trade certain investments through their preferred broker and settle back to Netwealth Private, or trade directly via Netwealth's platform, allowing a client to structure their trading arrangements in a way which suits their preferences.

Netwealth Private provides access to a broad investment universe not typically available to retail clients, including wholesale managed funds, private markets, bonds, structured products and derivatives.

Designed with complex family and/or entity structures in mind, the product also supports unlimited family groups to minimise fees and costs.

Individual Holder Identification Number

The individual HIN service is fully integrated with Netwealth's Wealth Accelerator and Netwealth Private product solutions. Designed for investors who value direct ownership, the individual HIN service provides greater control and flexibility in managing Australian listed securities, including retaining voting rights and participation in corporate actions.

By combining direct ownership with Netwealth's administration and reporting capabilities, the individual HIN service delivers a transparent, integrated whole-of-wealth experience, with reporting on transactions, performance and tax statements available in one place.

Non-custodial administration services

Our non-custodial administration service provides advisers with an outsourced administration solution for assets that cannot be held in custody by Netwealth. The service is particularly suited to high-net-worth (HNW) and ultra-high-net-worth (UHNW) clients, family offices, and advisers seeking administrative efficiency and consolidated reporting. This service helps simplify the management of clients with complex financial needs.

Examples of supported investments include internationally domiciled managed funds, limited partnerships, private equity funds and property syndicates.

ESG investment menu

We offer a total of 39 ESG-themed managed models across both our public platform and our private label managed accounts. These ESG-themed models incorporate defined ESG criteria within model construction and ongoing portfolio management, investing across a mix of managed funds, exchange traded funds, direct securities and cash.

Our investment menus provide access to 123 managed funds classified by Morningstar as ESG Intentional investments. This classification reflects funds that have stated ESG or sustainability investment objectives disclosed in product disclosure statements or prospectuses.

Insights, education and engagement

Unify, formerly Xeppo, is the data layer connecting our platform, client portal, advice tools and licensee capability. As at 30 June 2026, it integrates with more than 30 systems used by advice, accounting and SMSF firms, bringing client and business information into one place and improving its accuracy and completeness. This gives advisers a reliable, consolidated view of their clients, and gives licensees clearer oversight across their networks.

Flux

Through the Flux app, we are able to extend our insights and education reach to young adult Australians. Flux offers both free and paid subscription services, including financial education, market news and personal budgeting tools. Through bite-sized content and gamified digital tools, Flux helps its community and members build financial confidence and improve their financial futures.

As at 30 June 2026, Flux has over 450,000 community members, and we continue to grow our Flux community to extend our reach.

We also provide a broad offering of industry insights, education and networking opportunities for Australian advisers and investors, including:

- **Thought leadership research:** in-depth research programs, such as our AdviceTech research and the Advisable Australian series, that track how advice, technology and investor behaviour are evolving across Australia.
- **Podcasts**: regular conversations with industry leaders and experts, exploring the trends shaping wealth and advice.
- **Industry newsletters:** curated updates that keep advisers across the latest market, investment and industry developments.
- **Accelerate event series and webinars:** in-person and online events that bring advisers together to learn, connect and share ideas.

Accelerate Summit

In September 2025, we hosted our third annual Accelerate Summit, "where innovation meets advice". The event attracted over 550 advisers, paraplanners, client services staff, licensees and administrators. It featured 19 content sessions presented by over 40 speakers, including global business leaders, Netwealth employees, industry experts and clients. Feedback from attendees was strongly positive, with 85% of respondents rating their experience at the Summit as 'very good' or 'excellent' and reporting a 99% likelihood of recommending the event to a colleague.

Accelerate Summit aligns with Netwealth's mission to improve the financial futures of Australians by fostering excellence across the entire advice ecosystem.

Reflecting on our progress in FY2026

During FY2026, we focused on enhancing our core business through operational excellence and market differentiation. Below is a reflection on what we achieved across each focus area.

Focus area	Goal	What we achieved
Operational excellence	Create capacity	• Continued to invest in our core platform, strengthening capability, reliability, scalability and automation, supported by increased use of data and AI across the business and service offerings.
Market differentiation	Accelerate share of affluent advice	• Continued to grow our adviser network and funds under administration (FUA) per active adviser[2]. • Continued to focus on improving adviser experience, including service delivery, digital usability, reporting and operational efficiency, to support deeper relationships with advisers and their clients.
	Accelerate share of private wealth and broking	• Launched new trading desk services across structured notes, bonds and foreign exchange, creating additional transaction-based revenue streams. • Progressed expansion of our capability for private wealth and broking channels, including work to support individual HIN administration and the Netwealth Private offering. • Continued development of private wealth capability, providing a foundation for further expansion in FY2027. • Continued to grow our adviser network and FUA per active adviser[2].

[2] FUA per adviser increased by approximately 13.6% year-on-year across the business.

Be genuine and transparent

FY2026 Highlights

- Netwealth's first AI Governance Policy was approved by the Board in November 2025. The Policy is supported by an AI Asset Register, AI-specific supplier risk assessment questions, and enterprise-wide AI training to embed responsible AI use across the organisation.
- Netwealth uplifted its AML/CTF program in response to reforms under the AML/CTF Amendment Act 2024, including the development of a new AML/CTF Policy informed by an enterprise-wide risk assessment.
- Netwealth strengthened its data governance framework, including Board approval of the Data Governance Policy, and the development of an Information Classification and Handling Standard.

Governance

Program RISE: uplifting our standards of investment governance in superannuation

Program RISE was established in December 2025 with the purpose of strengthening the investment governance standards through which Netwealth operates our superannuation fund for members. The Trustee of the Netwealth Superannuation Master Fund is committed to offering members (and their advisers) an appropriate choice of investment options from which to build and maintain their superannuation portfolio over time and to do this within appropriate investment risk and governance guardrails.

Corporate Governance Statement

Netwealth's corporate governance practices for FY2026 are consistent with the recommendations set out in the fourth edition of the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations*. Netwealth's Corporate Governance Statement should be read in conjunction with this Corporate Sustainability Report. The Corporate Governance Statement, included in the FY2026 Annual Report, outlines the following:

- Organisational structure and responsibilities of Netwealth's Boards and Committees;
- Netwealth's non-executive and independent director responsibilities, performance, nominations and appointments;
- Netwealth's publicly available policies and documents; and
- Material risks to Netwealth's business activities.

Netwealth's Board and Committee Charters, Constitution and other publicly available policies, statements and disclosures are found in the Shareholder Centre of our website. Our publicly available policies include:

Public policy	Review frequency
Inclusion and Diversity Policy	Annual
Code of Conduct	Annual
Trading Policy	Biennial
Continuous Disclosure & External Communications Policy	Biennial
Whistleblowing Policy	Biennial

Public policy	Review frequency
Anti-Bribery and Corruption Policy	Biennial
Privacy Policy	Biennial
Sanctions Policy	Annual
Complaints Handling Policy Summary	Biennial
Supplier Code of Conduct	Biennial

Code of Conduct

Netwealth's Code of Conduct sets out the principles guiding ethical decision-making and professional conduct. It reinforces integrity, accountability and speaking up, supporting employees to act lawfully and in line with our values. The Code underpins our governance framework and promotes a collaborative, risk-aware culture that supports long-term stakeholder outcomes. During FY2026, we delivered a Code of Conduct education program to support employee awareness and understanding of the expectations set out in the Code.

Artificial intelligence

We are committed to the transparent and responsible use of emerging technologies, including AI. In November 2025, the Board approved Netwealth's first AI Governance Policy, structured across two key themes: the ethical use of AI at Netwealth, anchored in our values and existing governance obligations; and the processes that govern how AI is assessed, approved and monitored across the business. We established an AI Asset Register to identify, track and monitor AI tools and use cases, embedded AI-specific risk questions into our Supplier Risk Assessment framework and delivered AI training to employees.

Supplier management framework

During the reporting period, we further strengthened our procurement governance by expanding the Procurement team with additional resourcing. This supports the continued maturity of our procurement function and aligns with our Procurement Policy and Management Standard, prioritising compliance with APRA Prudential Standard CPS 230. This investment has enhanced oversight across all suppliers, particularly material service providers, and embedded robust due diligence, monitoring and reporting practices across the supplier lifecycle. This ongoing maturity reinforces our commitment to responsible sourcing, risk management and sustainable supplier relationships.

ESG investment governance and product offerings

The quality and transparency of investment options are a continued focus for Netwealth. We subscribe to Morningstar's ESG Risk Rating tools to help us understand which managed funds available on our investment menu offer ESG investment strategies. This applies to the extent we are acting in our capacity as the responsible entity for those products. These rating tools help investors compare the ESG risks of their investment options.

We continue to monitor developments in responsible investment and ESG matters and apply governance frameworks for relevant products offered by Netwealth to manage the risk of greenwashing. We make available managed accounts that have ESG strategies, and these are subject to a specific review of ESG capability and credentials prior to approval by the Investment Committee and the Due Diligence Committee.

Risk management

Risk Management Framework

Netwealth is committed to conducting its business activities with integrity and the highest ethical standards. We are guided by the following risk management principles:

- Embed a risk culture at all levels of the organisation;
- Continual monitoring of the effectiveness of the Risk Management Framework;
- Risk management is considered in key decision-making and strategic planning; and
- Risk management is based on the best available information.

Netwealth's Compliance and Risk Management Committee (CRMC) supports the Board in reviewing and monitoring the integrity of Netwealth's Risk Management Framework. This includes the Board-approved Risk Management Strategy and Risk Appetite Statement, both of which were reviewed and recommended to the Board by the CRMC during the reporting period. The Risk Management Framework covers all material risks, both financial and non-financial, including corporate sustainability-related risks.

Corporate sustainability risk management

We recognise corporate sustainability risk as specific to our business activities and assess sustainability-related risks, including environmental, social, and responsible business practices, through our Risk Management Framework.

Managing the risk	Refer to page(s)
Corporate sustainability risk is identified, assessed and monitored as a defined category within Netwealth's Risk Management Framework, with oversight from the CRMC and the Board.	11-12
Regular monitoring and oversight of the Corporate Sustainability Framework by board committees and the Board.	5
Executive team accountable for the delivery of Netwealth's corporate sustainability strategy.	5
Monitoring developments in responsible investment and ESG matters, including implementation of an appropriate governance framework for ESG-related products available on our platform.	11
The Netwealth Impact Committee oversees partnerships with organisations that contribute to supporting our communities and broader social outcomes.	24-26
Compliance with the Modern Slavery Act 2018 (Cth).	13

Privacy, cyber security and data governance

We treat the security of the data and information we hold with the utmost importance. Our privacy and data governance policies describe how we protect personal and sensitive information from unauthorised access, loss or misuse, including by maintaining a data asset register to track and protect data assets, implementing security controls, and conducting regular risk assessments to manage data held by Netwealth. These policies are aligned with applicable laws and privacy principles.

We take a layered approach to managing privacy and cyber security risk, including:

1. Dedicated infrastructure, information security and data governance functions;
2. Ongoing employee education and mandatory cyber security awareness training; and
3. Independent external audits and assurance over our information security frameworks.

Role-based access controls are implemented across the organisation, applying the principle of least privilege. Strong passwords and multifactor authentication are required for employees and contractors with access to Netwealth's systems. Continuous security awareness training is mandatory and reinforces employee understanding of cyber threats and responsible data handling practices.

We continued to strengthen data governance capability through the ongoing delivery of our Data Governance roadmap. Key initiatives included the Board-approved refresh of our Data Governance Policy in May 2026, establishing an Information Classification and Handling Standard, progressing data classification and labelling capabilities, and continuing the governance of Critical Data Elements (CDEs) supporting key regulatory obligations. Together, these initiatives strengthen the protection for member and business information, improve data quality, and enhance our ability to identify, manage and mitigate data-related risks across the organisation.

Service Organisation Controls

Netwealth holds a Service Organisation Controls (SOC) 2 Type II report, providing independent third-party assurance over the design and operating effectiveness of its security, availability and confidentiality controls. SOC 2 is an internationally recognised compliance framework developed by the American Institute of Certified Public Accountants (AICPA), and Netwealth is independently reassessed against it annually.

Risk in change

We continue to evolve our processes for managing risks associated with change. During the reporting period, we strengthened our approach to managing risks associated with strategic change, including the development of internal standards and increasing internal capability to support independent oversight and challenge over major change initiatives.

Compliance

Netwealth maintains a range of processes, policies, mandatory compliance training, monitoring and reporting designed to support compliance with legal and regulatory obligations across the business.

Anti-money laundering and counter-terrorism financing

Netwealth is committed to upholding a robust AML/CTF program that identifies, manages and reports money laundering and terrorism financing risks, aligned to a risk-based approach under the AML/CTF Act 2006. In response to recent reforms, the program was uplifted in the reporting period, including the development of a new AML/CTF Policy informed by an enterprise-wide AML/CTF risk assessment. AML/CTF risks continue to be reported regularly to the CRMC and Board.

Human rights and modern slavery

Netwealth is committed to reducing the risk of modern slavery and human trafficking in our operations and supply chain. Our corporate sustainability framework is aligned to our values of being transparent and genuine and is managed under our governance frameworks with oversight from the Board.

We submit an annual Modern Slavery Statement to the Attorney-General's Modern Slavery Register, which addresses the mandatory reporting criteria under the Modern Slavery Act 2018 (Cth). Our most recent Modern Slavery Statement is available in our Shareholder Centre. Our FY2026 Modern Slavery Statement will be published by December 2026.

Climate-related financial disclosures

We continue to progress our preparation for mandatory climate-related financial disclosures. During the reporting period, we evolved our management of climate-related risks within our broader approach to sustainability risk within our Risk Management Framework. Oversight of these risks is provided through our existing governance structures, including the Board and relevant committees.

Further detail on our approach to climate-related metrics and targets is available in the "Create a positive social and environmental impact" section of this report. Detail relating to how sustainability strategy is integrated into business strategy is described in "Netwealth's corporate sustainability framework" and "Enhance our core business" sections of this report.

Tax Transparency Report

Since 2021, Netwealth has adopted the Tax Transparency Code and voluntarily discloses detailed information about tax governance and tax contributions in our annual Tax Transparency Report. Our latest Tax Transparency Report, dated 30 June 2026, is available in our Shareholder Centre.

Payment times reporting

Netwealth is required, under the Payment Times Reporting Scheme, to report its payment terms and practices to the Payment Times Reporting Regulator on a bi-annual basis. This regime is designed to increase transparency and help small businesses make informed decisions about who they do business with. Netwealth's standard payment terms are 30 days. The report is published by the Regulator on its website.

Reflecting on our progress in FY2026

During FY2026, we focused on being genuine and transparent in our conduct through compliance, governance and risk management. Below is a reflection on what we achieved across each focus area.

Focus area	Goal	What we achieved
Compliance	Strengthen our financial crime compliance by aligning with the Anti-Money Laundering and Counter-Terrorism Financing Amendment Act 2024	• Developed and implemented a revised AML/CTF program to meet the requirements of the 2024 AML/CTF Amendment Act. • Conducted a refreshed enterprise-wide risk assessment covering the risks of money laundering, financing of terrorism and proliferation financing and updated internal controls as required.
	Progress preparation for mandatory climate-related financial disclosures under AASB S2 Climate-related Disclosures.	• Progressed preparation towards climate-related financial disclosures under the AASB S2. • Updated how we describe climate-related risks in Netwealth's Risk Taxonomy.
Governance	Maintain strong governance frameworks that support transparent decision-making, uphold high standards of accountability, and reinforce the trust our clients, shareholders and regulators place in us.	• Formalised and implemented Netwealth's first AI Governance Policy. • Uplifted our governance-related capabilities and capacity through new hires into assurance and sustainability roles. • Strengthened our data governance framework. • Established Program RISE to strengthen our investment governance framework.
Risk management	Continue to embed strong risk management practices to increase resilience and proactively identify and address emerging risks and opportunities.	• Enhanced our Risk in Change process to strengthen the management of risks associated with organisational change. • Improved measurement of risk tolerances.

Foster diversity, talent and wellbeing

FY2026 Highlights

- Employee engagement score of 8.1 at 30 June 2026, which has remained stable over the 12-month period and placed Netwealth in the top half of our industry peers.
- Developed our new Diversity, Equity and Inclusion Strategy for 2026-28, informed by insights from our inaugural cultural demographics survey and the ongoing work of our Gender Equity Network.
- Diversity and Inclusion score of 8.7 at 30 June 2026, a 0.2 increase in the year, reflecting the impact of our initiatives which placed Netwealth in the top quartile of our industry peers.
- Developed and launched SCALE, our leadership capability framework, to support consistent leadership expectations, capability building and career progression across Netwealth.

Culture and values

Netwealth is focused on fostering a culture where every person feels like they belong and can do their best work. Our Code of Conduct sets out how we expect everyone to behave and treat each other, supported by our purpose and values.

Our purpose and values

Our purpose is to enable people to see wealth differently and discover a brighter future.

Supporting our purpose are Netwealth's values, which guide the way we work and communicate. We embed our values into our performance framework and hold our people to account for behaviours that are in the interests of Netwealth, our people, our community and stakeholders.

We are curious and look to challenge assumptions, explore new possibilities and enthusiastically learn.

We are optimistic and look to be positive, drive for solutions and demonstrate passion and pride.

We are courageous and look to act, overcome barriers and stand up for the right outcome.

We are collaborative and look to consider others' priorities, share knowledge and help others and communicate effectively and respectfully.

We are agile and look to adapt to change, focus on agreed priorities and execute quickly and efficiently.

We are genuine and look to be open, honest and transparent, act with integrity, comply with regulations and demonstrate professionalism consistently.

Anti-discrimination, bullying and harassment

Netwealth is committed to providing a safe, respectful and inclusive workplace for all people at our workplaces. We continue to proactively identify and appropriately manage risks to maintain a workplace free from discrimination, bullying and harassment. Accordingly, the Board has adopted:

- A Work Health and Safety Policy which outlines our commitment to the physical and psychological health and safety of our people, including our positive duty to take reasonable and proportionate steps to prevent psychosocial hazards; and

- An Anti-Discrimination, Bullying and Harassment Policy which outlines our commitment to provide a workplace that is free from all forms of discrimination, bullying and harassment, including our positive duty to take reasonable and proportionate steps to prevent gender- or sex-based discrimination and harassment.

Employee engagement

Netwealth's engagement surveys provide insights into employee experience and help inform our people strategy, workplace culture and employee initiatives, enabling us to align our practices to meet the needs of our people. Netwealth's engagement score as at 30 June 2026 was 8.1, remaining stable on the previous year. This score reflects a positive workplace experience for our people and places us in the top half of our industry peers.

Work health, safety and wellbeing

Netwealth is committed to the physical and psychological health and safety of all people at our workplaces. We continue to proactively identify and appropriately manage risks to reduce the likelihood of injury or illness arising from our operations. Creating a positive workplace culture and an environment where our people can perform at their best starts with a psychologically safe workplace. Our employee-reported health and wellbeing score remained stable at 8.1, reflecting the positive and supportive workplace culture we continue to foster. We support this through a range of services available to our people, as outlined below.

Employee services

Our employees have access to the following services to assist with their wellbeing:

Benefit	Description	Outcome
CU Health	Netwealth partners with CU Health, a virtual health and wellbeing provider offering access to general practitioners, psychologists, dietitians and health coaches, as well as confidential counselling support.	Provides employees with holistic health and wellbeing support and contributes to attraction, retention and engagement.
Ombpoint	An independent, confidential workplace ombudsman service that provides employees with a safe place to discuss workplace concerns and supports healthy resolution through clear, actionable steps.	Provides employees with objective advice and support to navigate workplace concerns and resolve issues constructively.
Kids holiday program	A fully funded school holiday program for primary school-aged children, delivered in partnership with KidsCo, providing care and engaging activities during school holidays.	Supports working parents and carers by reducing care barriers, contributing flexibility, productivity, and an inclusive workplace.
Paid parental leave	Netwealth's Parental Leave Management Standard provides for leave relating to a new-born baby, the adoption of a baby or child, surrogacy arrangements or pregnancy loss.	Netwealth provides 12 weeks of paid parental leave for eligible employees who are primary or secondary caregivers, with superannuation paid for the full duration of parental leave taken.
Flexible working arrangements	Netwealth offers a range of flexible working arrangements and endeavours to support employees in balancing the demands of work and family responsibilities.	Supports an inclusive workplace and contributes to attraction, retention and engagement of our people.

Learning and development

Netwealth prioritises and supports employee growth through leadership training, continuing education opportunities and cross-functional learning initiatives. We maintain a substantial investment in learning and development to give our people access to the resources they need to advance their careers. This includes access to Udemy, our online learning platform, available to all employees to support both personal and professional growth.

During the reporting period, our people have logged 2,337 hours of self-paced learning across 699 courses. We also utilise Udemy to deliver our Netwealth AI pathways. These self-paced learning modules focus on how to use AI tools to enhance personal and business productivity and create new ways of working. We complement self-paced learning with structured forums for knowledge sharing and recognition, including Lunch n' Learns, monthly showcases, quarterly Town Halls, Q&A sessions with the CEO, and our Value Awards program, which celebrates employee achievements.

Leadership development framework

Netwealth's leadership development framework supports a resilient, inclusive and high-performing culture through structured learning pathways targeting leaders at all levels. During the reporting period, our key programs included:

Ignite: A transformational leadership program leveraging Wiseman's Multipliers philosophy. The nine-month program includes psychometric profiling, 1:1 coaching, workshops, and executive presentations to strengthen individual and team performance. To date, 84 employees across six cohorts have participated in Ignite.

Leap: A foundational leadership program for emerging leaders, delivered through four face-to-face workshops covering coaching, resilience and difficult conversations, supported by leader embedding sessions. To date, 63 employees across five cohorts have participated in Leap.

New Supervisor: An essential management capabilities program for new leaders, delivered in-house by Swinburne facilitators with additional coaching, providing a practical foundation for progression to the Ignite programs.

SCALE: Our leadership capability framework that supports consistent leadership skills development, capability building and career progression across the business, and creates a shared understanding of effective and inclusive leadership.

Professional development

Study assistance

Our study assistance program allows our people to access further study or developmental experience, including financial assistance, study leave and flexible work arrangements. Under the program, Netwealth reimburses up to 50% of course fees on successful completion of studies. Examples of courses supported through the program include the CPA, MBA, cyber security and financial markets and IT certifications.

Continuous professional development

Our continuous professional development (CPD) program supports our people to maintain industry expertise, meet regulatory requirements, and adapt and evolve in the financial services landscape. Programs are tailored to each role and applicable qualifications and must be completed annually. This investment in continuous learning enables our people to deliver strong client outcomes while staying current with best practices and emerging trends. During FY2026, our people completed 4,898 hours of CPD.

Netwealth People Summit

The annual Netwealth People Summit brings our people together to strengthen connection, capability and culture across the business. At the inaugural 2025 event, more than 80% of employees rated the Summit as "Very Good" or "Excellent", and nearly 90% agreed it met or exceeded their expectations.

The Summit supports cross-team connection, deeper understanding of our platform and industry, and provides the opportunity for meaningful professional development. It also reinforces our culture, values and strategic direction.

Diversity, equity and inclusion

Netwealth recognises that a diverse, equitable and inclusive workforce strengthens wellbeing, decision-making and performance. We draw on a broad range of identities, lived experiences and perspectives to create a working environment where people feel they belong, are valued for who they are, and can do their best work.

FY2026 marked the third and final year of our inaugural Inclusion and Diversity Strategic Roadmap 2024-2026, which has guided our diversity objectives across three strategic pillars: an inclusive culture, building diverse teams, and inclusive systems and processes.

Below highlights the progress made towards these pillars during FY2026:

Inclusion and diversity strategic pillar	Key initiatives
An inclusive culture Maintain and build on our inclusive culture, where our people feel like they belong, are accepted, connected and are comfortable to share their ideas, opinions and challenge each other	• Designed and delivered our Inclusive Leadership architecture and competency to give our leaders the clarity and tools to lead, manage and empower diverse teams.
Building diverse teams Building diverse teams that are representative of our clients and community to enable us to tap into a wider range of thoughts and ideas by drawing on different experiences, approaches and perspectives	• Partnered with Diversity Atlas to deliver our inaugural cultural demographics survey, giving us a deep understanding of the richness of our workforce.
Inclusive systems and processes Continuing to build inclusive systems and processes by taking conscious steps to remove bias so that we can better support employees and prospective employees to be successful	• Implemented our new Human Resources Information System (HRIS) to enhance data and reporting capabilities. • Created our first comprehensive diversity dashboard to track recruitment, promotion and progression of women. • Established the Gender Equity Network, a cross-section of employees providing feedback and input into our diversity and inclusion policies and processes.

As at 30 June 2026, Netwealth's inclusion and diversity score was 8.7, a 0.2 improvement on FY2025. This reflects the impact of our initiatives and supports the business in planning and decision-making to continue meeting the inclusion and diversity needs of our workforce.

Our new Diversity, Equity and Inclusion Strategy

As our inaugural Roadmap was in its final year, we developed a new approach for 2026-28 through our Diversity, Equity and Inclusion Strategy. This new strategy builds on the foundational progress made through our original Roadmap and provides an opportunity for us to evolve our approach by embedding equity more deliberately into our business and decision-making, including our Workplace Gender Equality Agency (WGEA) commitments, and implementing greater transparency in reporting.

This new Strategy is structured around four pillars:

- **Pipeline and progression**: strengthening diverse representation across our business.
- **Inclusive leadership and accountability**: building leadership capability and embedding DEI accountability.
- **Culture and allyship**: fostering a workplace where every person belongs and feels valued.
- **Data, governance and reporting**: providing transparent, enterprise-governed reporting on representation and progress.

Employee resource groups

Our employee resource groups continue to grow and make an impact. They exist to provide support for our people by creating a safe space where employees can bring their whole selves to work, fostering a supportive and understanding community within Netwealth.

Lunar New Year, 2026

- NICE (Netwealth Inclusivity and Cultural Exchange) fosters a workplace culture that celebrates diversity, promotes cross-cultural understanding and creates opportunities for connection and learning. During FY2026, NICE led key cultural initiatives including Harmony Week, NAIDOC Week and Lunar New Year celebrations. Through these events, NICE raised awareness of diverse cultural celebrations, encouraged collaboration across teams and created opportunities for employees to share experiences and stories.

- PRIDE champions LGBTQIA+ inclusion by creating a safe and supportive environment for employees of all identities. It plays a key role in Netwealth's diversity efforts, contributing to awareness campaigns and inclusive policy development. During FY2026, the group hosted a Wear It Purple event to foster visibility, celebrate diversity and build allyship across the organisation. PRIDE continues to educate on the importance of allyship across Netwealth, hosting events for LGBTQIA+ people and allies.

- DAWN (Developing and Advancing Women @ Netwealth) provides a supportive and inclusive community for employees committed to advancing the careers of women at Netwealth. During FY2026, DAWN grew to over 100 members, including 11 male allies and delivered a range of activities including monthly themes covering women's health and pain, male allyship, violence against women, the mental load carried by women and the impact of unpaid labour. Key events included a public speaking masterclass, a menopause webinar and DAWN members participating in Netwealth's International Women's Day panel. Through these initiatives, DAWN advocates for inclusion, raises awareness of issues impacting women and supports the development and advancement of women employees.

- The Netwealth Carers Group supports employees with caregiving responsibilities by offering connection, shared experiences and guidance, as well as advocating for flexible work arrangements and inclusive leave policies. A highlight during the reporting period was a "Neurodiversity at Work and at Home" panel, which sparked warm, emotional feedback around the message of seeing the person first, not the label. Through its continued partnership with KidsCo, the group offers a fully funded school holiday program that supports working parents and contributes to Netwealth's recognition as a certified Family Friendly Workplace.

Gender equality, equity and the Workplace Gender Equality Agency

Netwealth continues to be committed to gender equity and to supporting long-term progress towards reducing our gender pay gap. Gender pay equity considers whether women and men are paid fairly for comparable work. The gender pay gap compares the average earnings of women and men across the organisation and reflects workforce composition across roles and levels.

Further information about Netwealth's approach to remuneration is provided in the Remuneration Report in our Annual Report.

To supplement our annual WGEA submission, we have completed an internal gender pay equity analysis each year since FY2022. The FY2026 equity analysis did not identify any unexplained gender pay equity gaps.

From FY2026, we have further committed to undertake a comprehensive gender pay gap analysis annually, the results of which will be reported to our Gender Equity Network and the Board. This analysis is broader and more detailed than the WGEA submission and our current pay equity analysis, as it will cover all roles and levels within the business.

The table below shows the WGEA reported gender pay gap for total remuneration and base salary over the past three reporting periods. WGEA reporting periods run from 1 April to 31 March.

Gender pay gap for all employees	2024	2025	2026
Average (mean) total remuneration	10.7%	14.1%	13.9%
Median total remuneration	9.2%	9.5%	13.3%
Average (mean) base salary	10.8%	11.5%	12.8%
Median base salary	7.1%	8.3%	13.9%

Our FY2026 WGEA data shows a mixed result. While our mean total remuneration gender pay gap improved slightly, three of the four metrics relating to the gender pay gap have increased. This reflects changes in workforce composition during the reporting period, discussed further below. Our WGEA targets for the 2025-28 reporting periods focus on improving our gender composition in these areas, supported by annual gender pay gap analysis.

Overall, our performance relative to similar organisations remains strong. According to the WGEA Data Explorer, we remain significantly ahead of our industry peers. For employers of our size (500-999 employees), the Financial and Insurance Services average pay gap is 18.8% and the Professional, Scientific and Technical Services average is 15.7%, compared with our mean total remuneration gender pay gap of 13.9%.

Gender targets

In FY2024, Netwealth introduced gender diversity targets for the Board and Executive team of at least 40% women, at least 40% men, with the balance open, to be achieved by the end of FY2026. While both the Board and Executive team targets were met during FY2025, changes in executive team composition during FY2026 resulted in the Executive team target not being met as at 30 June 2026.

The FY2024-FY2026 Board and Executive Team gender diversity targets concluded during the reporting period.

Group	Gender	FY2025 target	FY2025 actual	FY2026 target	FY2026 actual
The Board	Women	40-60%	43%	40-60%	43%
	Men	40-60%	57%	40-60%	57%
Executive team	Women	40-60%	44%	40-60%	30%
	Men	40-60%	56%	40-60%	70%

Netwealth will now use WGEA gender equality targets for 2025-28. These targets are reported against the enterprise-level occupational categories used by WGEA. Most of our technology and product roles sit within the Professionals category, and the Senior Manager category is the closest equivalent to our internal management level.

WGEA gender equality target	2025 baseline	2026 progress	2028 target
Women in Professional occupational category	41.6%	40.7%	45.6%

Women in Senior Manager occupational category	30.6%	27.5%	37.6%
Complete comprehensive pay gap analysis	-[3]	Completed	Complete annually

Netwealth's third WGEA target is a commitment to undertake a comprehensive gender pay gap analysis annually, and to report the results of that analysis to the Board.

Both composition measures declined in the first year of the target period. In the Senior Manager category, the number of women remained unchanged at 11, while the category grew from 36 to 40 roles. In the Professional occupational category, women represented 260 of 639 employees as at 31 March 2026. These movements reflect growth in headcount rather than a reduction in the number of women in these roles, with new appointments during the period proportionally more male and concentrated in senior management and technology roles.

Additional external benchmarking

At Netwealth, we seek continuous improvement so we can apply industry-better practices across our inclusion and diversity strategy and roadmap. As part of this commitment, we align ourselves with the following external memberships and organisations.

Organisation	Description	Outcome
Diversity Council of Australia (DCA)	The DCA is an independent not-for-profit peak body leading diversity and inclusion in the workplace.	Netwealth became a member in 2024 to benchmark Netwealth against better industry practice to implement actionable insights.
Work180	Work180 is a community platform empowering women and marginalised groups to discover workplaces that work for them.	Accredited by Work180 since 2023 for our genuine and ongoing commitment to advancing women's careers.
Family Friendly Workplaces	The Family Friendly Workplaces recognition framework benchmarks and certifies employers as a 'Family Inclusive Workplace'.	Accredited workplace since 2023.
Great Place to Work	Great Place to Work offers data and benchmarking on what makes a workplace culture great	Accredited workplace since 2023.

[3] No baseline is shown for comprehensive pay gap analysis target. WGEA action targets must represent a new commitment rather than an activity already in place in the baseline year. Netwealth's existing gender pay equity analysis was undertaken on a different basis to the comprehensive gender pay gap analysis committed to under this target, which will be completed annually and reported to the Board.

Reflecting on our progress in FY2026

During FY2026, we focused on fostering diversity, talent and wellbeing through programs relating to culture and values and diversity, equity and inclusion. Below is a reflection on what we achieved across each focus area.

Focus area	Goal	What we achieved
Culture and values	Continue to build on our values-led culture	• Rolled out the Code of Conduct education program.
Diversity, equity and inclusion	Enhance women's representation in leadership positions	• Delivered SCALE, our inclusive leadership capability framework, standardising leadership development and succession planning processes. • The company-wide mentoring program was not launched in FY2026 and has been replaced with a targeted sponsorship program launching in FY2027 (*see looking forward section below).*
	Establish data driven foundation for inclusive workplace practices	• Conducted a demographic survey to identify representation gaps and inform strategic workplace planning. • Implemented an enhanced HRIS to improve diversity tracking, reporting and analytics capabilities.
	Build and maintain a diverse, high performing team	• Established a Return-to-Work program specifically designed to support women re-entering the workforce after career breaks. • Integrated inclusive hiring methodologies throughout the recruitment process to reduce bias and expand candidate pipeline diversity. • Continued to build on the goal setting and feedback capability of our people.

Create a positive social and environmental impact

FY2026 Highlights

- Continued to procure 100% GreenPower renewable electricity across offices where we have operational control, resulting in zero market-based Scope 2 emissions.
- Sponsored 31,422 Australian primary school students through Banqer Primary and engaged with 741 schools during the 2025 school year.
- Received $139,047 in contributions to the Netwealth Impact Fund during the reporting period, including $19,660 contributed by employees through workplace giving, fundraising and GivingTuesday, alongside Netwealth contributions.
- Netwealth became a CWES Major Funder, committing to a three-year partnership that will provide $70,000 annually to help fund CWES's Money Clinic services.

Environment

Netwealth's approach to climate

Netwealth recognises its responsibility to support the transition to a lower-emissions economy. Since FY2022, we have measured our greenhouse gas emissions to inform our approach to climate and continue to take steps to manage our emissions.

Greenhouse gas emissions

Netwealth has applied the operational control approach to determine the organisational boundary for our greenhouse gas emissions, consistent with the Greenhouse Gas Protocol Corporate Standard. Our greenhouse gas reporting covers emissions generated by Netwealth's own operations, comprising:

- Scope 1: direct emissions from sources Netwealth owns or controls; and
- Scope 2: indirect emissions from purchased electricity used in our offices. Calculated using the market-based method.

Scope	Unit of Measurement	FY2022 (base year)	FY2025	FY2026
Scope 1	tCO_2e	9.8	11.2	14.2
Scope 2 (market-based)	tCO_2e	196.7	0.0	0.0
Total (Scope 1 & 2)	tCO_2e	206.5	11.2	14.2

We have reduced our Scope 1 and Scope 2 (market-based) emissions by 93% since FY2022, primarily through the purchase of renewable electricity. During the reporting period, Scope 1 emissions increased by 3.0 tCO_2e (27%) year-on-year, primarily due to a refrigerant top-up to the HVAC system in our Melbourne office.

We will continue to measure and disclose these emissions.

Emissions reduction targets

Our emissions reduction targets, first disclosed in our FY2024 Corporate Sustainability Report, are carbon neutrality for Scope 1, Scope 2 and upstream Scope 3 emissions by 2030, and net zero by 2050, measured against an FY2022 base year.

We are reassessing these targets as part of our preparation for mandatory climate-related financial disclosures under AASB S2, the reassessment will cover a review of our emissions boundary, calculation methodology and data sources. We will disclose any updated climate-related metrics and targets in our first AASB S2 disclosure for the FY2027 reporting period.

Climate-related financial disclosures

We continued to progress our preparation for mandatory climate-related financial disclosures under the Australian Sustainability Reporting Standards (ASRS), AASB S2. During the reporting period, we established a Climate Disclosure Working Group, enhanced the way we assess and describe climate-related risks and opportunities, and continued to embed climate-related considerations within our strategy, governance and risk management frameworks. As a Group 2 reporting entity, we will publish our first climate-related financial disclosure under AASB S2 for the FY2027 reporting period.

Building environmental ratings

We engage with building managers and review the environmental performance of our buildings, including ratings under the National Australian Built Environment Rating System (NABERS), when making decisions on office locations.

Community

Netwealth Impact

Netwealth Impact is an employee-driven initiative that aims to deliver programs and activities that drive positive impact in the communities where our people live and work. The Netwealth Impact Committee is a group of volunteer employees from across the business who work to create opportunities for our people to contribute to the community individually and collectively.

To support this, Netwealth partnered with the Australian Communities Foundation to provide guidance and oversight and established a sub-fund as part of their Public Ancillary Fund called the Netwealth Impact Fund. Annual grants to our Impact Charity Partners are disbursed from the Fund and informed by employee engagement.

Netwealth Impact is guided by the following pillars:

Philanthropy
Netwealth is a responsible corporate citizen that gives back to our communities, particularly grassroots organisations, through financial support.

Volunteering
Netwealth provides genuine opportunities for our employees to use their skills, time and energy to give back to our communities.

Education
Netwealth supports initiatives that improve educational outcomes and financial literacy.

The Netwealth Impact Fund is supported through employee workplace giving (pre-tax payroll deductions), fundraising activities, ad hoc donations, and Netwealth matching and corporate contributions.

Netwealth Impact Fund	$
Contributions FY2026	
Employee contributions, fundraising and transfers[4]	$19,660
Netwealth matching	$14,387
Netwealth corporate contributions[5]	$105,000

[4] Comprises employee workplace giving, direct donations and fundraising activities, including $5,706 raised through GivingTuesday and received by the Fund as a transfer from the Australian Communities Foundation Reserve Fund.

[5] Netwealth corporate contributions support our Corporate Partner commitments and are distributed as grants from the Fund.

Netwealth Impact Fund	$
Total contributed	**$139,047**
Grants FY2026	
Bridge It	$30,000
All Things Equal	$30,000
Centre for Women's Economic Safety	$70,000
Total granted	**$130,000**
Since establishment	
Total granted since 2021	**$362,500**

GivingTuesday at Netwealth

GivingTuesday is a global movement that designates the first Tuesday in December as a day to celebrate community impact. On this day in 2025, the Netwealth Impact Committee ran a range of activities across different states to creatively engage our people in giving back, while also building community and creating opportunities for connection. Activities included a Bakers and Makers Market, a raffle of bespoke hampers, and an auction of decommissioned laptops, collectively raising $7,450 in contributions to the Netwealth Impact Fund.

Our Impact Charity Partners

In FY2026, Netwealth continued its commitment to support All Things Equal and Bridge It as Impact Charity Partners. Each charity was granted $30,000 from the Netwealth Impact Fund.

All Things Equal

All Things Equal is a fresh take on typical hospitality in Melbourne, providing purposeful paid employment for people with disabilities. They exist to bridge the gap between people with disability and the wider community, aiming to prove to society that people with disability are ready, willing and capable of working. During the reporting period, Netwealth volunteers ran two workshops supporting future talent readiness for All Things Equal trainees. The objective of the workshops was to extend the job opportunities of trainees beyond the cafe into the broader hospitality sector. Through mock interviews and real-time feedback that focused on strengths, storytelling and building confidence, participants gained practical tools to show up at their best.

Bridge It

Bridge It has the mission to end youth homelessness by providing homes, community and support, so that young people can lead independent lives. They inspire new ways of thinking about youth homelessness so that support is life-changing and long-lasting.

The Netwealth Impact grant has contributed to positive outcomes for 38 current and former Bridge It residents. Of the former residents, almost 90% have successfully transitioned from the Cocoon into safe and sustainable living arrangements, including community housing, private rentals, and family reunification. We are pleased that our support has also helped fund critical staffing roles, empowering Bridge It to scale and begin refurbishing a second Cocoon, extending support to even more young people experiencing homelessness.

Employee volunteering

As part of Netwealth's employee benefits, our people receive one day (7.5 hours) of volunteer leave per financial year to engage in volunteering activities. During the reporting period, our people contributed 534 hours of their time with not-for-profit enterprises including:

- All Things Equal
- EatUp
- Our Village
- Greyhounds as Pets NSW
- Port Phillip Eco Centre
- Australian Red Cross

During the reporting period, Netwealth celebrated National Volunteer Week in May 2026. A dedicated campaign shared volunteering stories from a diverse range of our people, including teams pampering the penguins of St Kilda Pier and groups of employees participating in four EatUp volunteering sessions in our Melbourne office, preparing more than 1,000 sandwiches at each session to support Australian students experiencing food insecurity. The campaign also featured one of our Executives volunteering at *Summer by the Sea*, an annual event run by the Disabled Divers Association where people living with disability can snorkel and enjoy the beach.

Employee Impact Award

The Netwealth Impact Committee awards the Employee Impact Award to recognise and celebrate our colleagues' contributions to the community. This year, the recipient of the Award ran a fundraiser supporting men's mental health outcomes. He engaged colleagues from across the business, raising awareness of the important issue and raising significant funds to donate to this cause.

Netwealth Corporate Partners

Banqer Primary

Banqer Primary turns the classroom into a simulated economy that supports the development of students' financial literacy. Within the platform, students can learn to earn, save, spend and invest their money in a safe and engaging way. Netwealth has championed this program since 2017, delivering the education platform free to Australian students and schools.

During the 2025[6] school year, Netwealth's sponsorship of Banqer Primary continued to make a significant impact, enabling financial literacy education for 31,422 students across 741 schools.

Centre for Women's Economic Safety

The Centre for Women's Economic Safety (CWES) is a national charity in Australia and a leading voice focused on addressing economic abuse, particularly in the context of domestic and family violence. Their flagship initiative, the Money Clinic, provides free, trauma-informed financial counselling to women experiencing or recovering from economic abuse.

Netwealth has supported CWES since 2022. During the reporting period, Netwealth became a CWES Major Funder and committed to a three-year partnership that will provide $70,000 annually to help fund the important services that CWES's Money Clinic provides.

[6] All Banqer Primary indicators are for the period 1 January 2025 to 31 December 2025 (in accordance with the school year).

Reflecting on our progress in FY2026

During FY2026, we focused on creating a positive social and environmental impact through programs related to the environment and our community. Below is a reflection on what we achieved across each focus area.

Focus area	Goal	What we achieved
Environment	Assess Netwealth's environmental impact and seek opportunities to create a positive impact	• Continued to calculate and disclose our carbon emissions and commenced our assessment of climate-related risks and opportunities. • Continued to implement Netwealth's operational Emission Reduction Plan. • Continued our preparation for mandatory climate-related financial disclosures.
Community	**Netwealth Impact** Seek opportunities to create a positive social impact through employee-driven initiatives supporting Australian not-for-profit organisations.	• Raised $7,450 on GivingTuesday 2025 through donations to the Netwealth Impact Fund, engaging our people in a community fundraising day. • Total contributions to the Netwealth Impact Fund in FY2026 were $139,047. • Granted $60,000 from the Netwealth Impact Fund to our Impact Charity Partners, All Things Equal and Bridge It. • Continued the Employee Impact Award to honour outstanding community contributions. • Employees contributed 534 hours of volunteering during FY2026. • Celebrated National Volunteer Week to boost volunteering and engage our people in storytelling about the value of giving back their time.
	Corporate Partners Help improve the financial futures of Australians by partnering with organisations that provide financial education, improve financial literacy, and support those experiencing economic hardship.	• Continued our three-year sponsorship of Banqer Primary, delivering financial literacy education to 31,422 Australian students across 741 schools in the 2025 school year. • Became a CWES Major Funder, committing to a three-year partnership providing $70,000 annually to help fund CWES's Money Clinic. • Partnered with EatUp to support Australian students experiencing food insecurity, hosting four employee volunteering sessions in our Melbourne office and helping prepare more than 1,000 lunches during each session.

Key performance indicators

We have outlined key performance indicators that support our progress and provide a measurable indication of how we are tracking year-on-year.

METRICS	FY2025	FY2026 TARGET	FY2026	FY2027 TARGET
Enhance our core business				
Customer Satisfaction[7]	Not tracked	#2 or higher	#3	#2 or higher
Be genuine and transparent[8]				
Regulatory compliance training completion by employees	99.5%	98.0%[8]	99.2%	98.0%[8]
Foster diversity, talent and wellbeing				
Gender diversity[9]				
NWL Board	43%	40-60%	43%	See footnote[9]
Executive Team	44%	40-60%	30%[10]	See footnote[9]
WGEA gender equality targets				
Women in Professional occupational category[11]	41.6%	See footnote[11]	40.7%	See footnote[11]
Women in Senior Manager occupational category[11]	30.6%	See footnote[11]	27.5%	See footnote[11]
Complete comprehensive pay gap analysis	See footnote[12]	To complete	Completed	To complete annually
Gender pay gap[13]				
Total employees	14.1%	See footnote[13]	13.9%	See footnote[13]
Employee engagement				
Engagement score[14]	8.1	8.0	8.1	8.0
Health and wellbeing	8.1	7.9[15]	8.1	7.9
Inclusion and diversity	8.5	8.3[16]	8.7	8.3
Create a positive social and environmental impact				

[7] The Customer Satisfaction metric tracks our ranking relative to peers across measures of platform usability, innovation and adviser experience. It is measured through an NMG survey, an independent industry benchmark that captures adviser sentiment. Metric was not tracked prior to FY2026.

[8] We do not set 100% targets for regulatory compliance training to account for employees on extended leave.

[9] These targets concluded at the end of the reporting period. Netwealth's current gender equality targets are reported under the WGEA framework.

[10] Changes in Executive Team composition during FY2026 resulted in the Executive Team gender diversity target not being met as at 30 June 2026.

[11] WGEA gender equality targets are set for the 2025-2028 period and are assessed at the end of the three-year cycle. No interim annual targets apply. The 2028 targets are: Women in the Professional occupational category 45.6%; Women in the Senior Manager occupational category 37.6%.

[12] No baseline is shown for comprehensive pay gap analysis target. WGEA action targets must represent a new commitment rather than an activity already in place in the baseline year. Netwealth's existing gender pay equity analysis was undertaken on a different basis to the comprehensive gender pay gap analysis committed to under this target, which will be completed annually and reported to the Board.

[13] The FY2026 gender pay gap indicator is for the year 1 April 2025 to 31 March 2026 (in accordance with the Workplace Gender Equality Act 2012 reporting requirements). No numeric target applies to the gender pay gap. See the WGEA gender equality targets section above.

[14] The engagement score is the average score from Netwealth employees' perceptions on engagement, belief, loyalty and satisfaction. Employee Engagement is measured on a continuous basis, and these scores are recorded as at 30 June 2026.

[15] The FY2026 health and wellbeing target has been aligned with the target disclosed in the Netwealth Remuneration Report. The FY2025 Corporate Sustainability Report disclosed an FY2026 target of 8.0.

[16] The FY2026 inclusion and diversity target has been aligned with the target disclosed in the Netwealth Remuneration Report. The FY2025 Corporate Sustainability Report disclosed an FY2026 target of 8.5.

METRICS	FY2025	FY2026 TARGET	FY2026	FY2027 TARGET
Environment[17]				
Scope 1 emissions (tCO_2e)	11.2	See footnote[17]	14.2	See footnote[17]
Scope 2 emissions (tCO_2e) – Market-based	0.0	See footnote[17]	0.0	See footnote[17]
Principal office NABERS ratings[18]				
NABERS Energy	5.5	5.0	5.5	See footnote[18]
NABERS Water	5.5	5.0	5.5	See footnote[18]
NABERS Waste	3.0	5.0	3.5[19]	See footnote[18]
Netwealth Impact				
Funds contributed to Impact Fund	$22,668	$30,000	$19,660[20]	$30,000
Netwealth matching and contributions	$99,470	$70,000	$119,387	$70,000
Total funds contributed	$122,138	$100,000	$139,047	$100,000
Grants distributed from Impact Fund	$116,500[21]	$140,000	$130,000	$140,000
Volunteer hours recorded	685[22]	1,000	534	1,000
Banqer Primary[23]				
Annual number of students	26,039	32,500	31,422	32,500
Annual number of schools[24]	593	650	741	See footnote[24]

[17] No interim annual targets are set for environmental metrics. Our 2030 and 2050 climate-related commitments are being reassessed, with any metrics and targets to be reported in our first AASB S2 disclosure for the FY2027 reporting period. See Emissions reduction targets on pages 23-24 for more detail.

[18] Netwealth will continue to monitor building environmental ratings; however, no FY2027 target has been set and the metric will not be tracked against a defined target going forward.

[19] Netwealth's principal office at 180 Flinders Street, Melbourne, did not have a current NABERS Waste rating as at 30 June 2026. However, the building had a NABERS Waste rating during the FY2026 reporting period and this number has been reported.

[20] Funds contributed includes $5,706 raised through GivingTuesday and received by the Fund as a transfer from the Australian Communities Foundation Reserve Fund.

[21] Grants are reported in the financial year in which the grant was allocated. The FY2025 comparative has been restated from the $76,500 reported in the FY2025 Corporate Sustainability Report to $116,500, to include a $40,000 grant to Bridge It that was allocated in FY2025 and disbursed from the Netwealth Impact Fund on 9 July 2025.

[22] Volunteer hours reflect paid volunteer leave recorded for the period in which the leave was taken. The FY2025 comparative has been restated on this basis from the 641 hours reported in the FY2025 Corporate Sustainability Report.

[23] All Banqer Primary indicators are for the period 1 January 2025 to 31 December 2025 (in accordance with the school year).

[24] Netwealth will no longer set targets on the annual number of schools.

Looking forward: our focus areas for FY2027

Our corporate sustainability framework continues to be guided by the four pillars that shaped our FY2026 reporting: enhance our core business, be genuine and transparent, foster diversity, talent and wellbeing, and create positive social and environmental impact.

The focus areas that sit under each pillar are reviewed annually to reflect our business strategy, the outcomes of our materiality assessment, and the expectations of our stakeholders. Looking ahead to FY2027, our focus areas under each of our four pillars are set out below, with our FY2026 focus areas on page 4 for comparison.

In FY2027, Learning and development has been introduced as a new focus area, reflecting the rollout of SCALE, our leadership capability framework. Progress against these focus areas will be reported at the end of the FY2027 reporting period.

Enhance our core business

Operational excellence

Accelerating our capacity to compete at scale and the speed at which we deliver through automation, AI and value-adding services that support ongoing investment in our platform and operations.

Market differentiation

Accelerating our share of the affluent advice, private wealth and stockbroking segments through deeper adviser relationships and expanded platform capabilities.

Foster diversity, talent and wellbeing

Learning and development

Investing in leadership capability, career development and learning opportunities that support our people to grow, perform and succeed at Netwealth.

Diversity, equity and inclusion

Building a workplace where people feel they belong, are valued for who they are, and can do their best work, supported by improved DEI data and reporting, progress against our WGEA targets, and inclusive career pathways.

Be genuine and transparent

Compliance

Responding to regulatory developments, including preparation for our first mandatory climate-related financial disclosures under AASB S2.

Governance

Maintaining strong governance frameworks that support transparent decision-making, accountability, and stakeholder trust, including the governance of emerging technologies and major change initiatives.

Risk management

Continuing to embed strong risk management practices to proactively identify and address risks and opportunities, with a focus on enhancing key risk indicators and risk appetite frameworks.

Create a positive social and environmental impact

Environment

Continuing to assess Netwealth's environmental impact, including through preparation for our first mandatory climate-related financial disclosure and the reassessment of our emissions reduction targets.

Community

Seeking to create positive social impact through employee giving, volunteering and partnerships that improve the financial futures and wellbeing of Australians.

General Information only

Information provided is general information presented in a summary format as of 26 August 2026 and is therefore not necessarily complete. This report is for informational purposes only and is not to be relied upon as advice to investors or potential investors. This report does not take into consideration the investment objectives, financial situation or needs of any particular investor. Investors should not rely on this report to make any investment decision, and should make their own assessment, conduct their own research of Netwealth and the Netwealth Group and consider these factors with their legal, tax, business and/or financial adviser before making any investment decision.

Forward-looking statements

This report may contain certain forward-looking statements with respect to the financial condition, operations and business of the Netwealth Group and certain plans and objectives of the management of Netwealth. Forward-looking statements can be identified by the use of forward-looking terminology, including, without limitation, the terms “believes”, “estimates”, “anticipates”, “expects, “predicts”, “intends”, “plans”, “goals”, “targets”, “aims”, “outlook”, “guidance”, “forecasts”, “may”, “will”, “would”, “could” or “should” or, in each case, their negative or other variations or comparable terminology. These forward-looking statements include all matters that are not historical facts. Such forward-looking statements involve known and unknown risks, uncertainties and other factors which because of their nature may cause the actual results or performance of the Netwealth Group to be materially different from the results or performance expressed or implied by such forward-looking statements. Such forward-looking statements are based on numerous assumptions regarding the Netwealth Group’s present and future business strategies, the political and economic environment in which the Netwealth Group will operate in the future and financial market conditions, which may not be reasonable, and are not guarantees or predictions of future performance. Forward-looking statements speak only as at the date of this report and to the full extent permitted by law, Netwealth, the Netwealth Group, and their respective affiliates and related bodies corporate and each of their respective related parties and intermediaries disclaim any obligation or undertaking to release any updates or revisions to information to reflect any change in any of the information contained in this report (including, but not limited to, any assumptions or expectations set out in the report).

Past performance

Past performance information given in this report is given for illustrative purposes only and should not be relied upon as (and is not) an indication of future performance.

Financial data

All figures in the presentation are provided in Australian dollars. Financial data may be subject to rounding.

CORPORATE SUSTAINABILITY REPORT 2026

PO Box 336
South Melbourne, VIC 3205

Freecall 1800 888 223
Phone +61 3 9655 1300
Email csr@netwealth.com.au
ABN 84 620 145 404

netwealth

netwealth.com.au