ASX Announcement
4 September 2026

FY2026 Sustainability Performance Report

Attached is Corporate Travel Management Limited's FY2026 Sustainability Performance Report.

Authorised for release by the Board.

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ctm

FY26 Sustainability Performance Report

A summary of CTM's key sustainability disclosures

OVERVIEW

About This Report

This Sustainability Performance Report ('report') consolidates the sustainability activities undertaken by Corporate Travel Management Limited ('CTM' or 'the Company') and its controlled entities ('CTM', 'we', 'our') for the year from 1 July 2025 to 30 June 2026 (FY26), unless otherwise stated. We have endeavoured to ensure the accuracy of information contained in this report at the date of publication. However, this report is based on information available to CTM at the date of release, including external inputs that are outside of CTM's control and which may be subject to change following publication of this report.

For more information, please visit our website

	FY26 Sustainability Performance Report	FY26 Sustainability Report (Climate-related Disclosure within the FY26 Annual Report)	FY26 Annual Report
FY26 Sustainability Performance	●		
FY26 GHG Inventory	●	●	
Climate-Related Risks and Opportunities		●	
Climate Targets	●	●	
FY26 Financial Performance			●

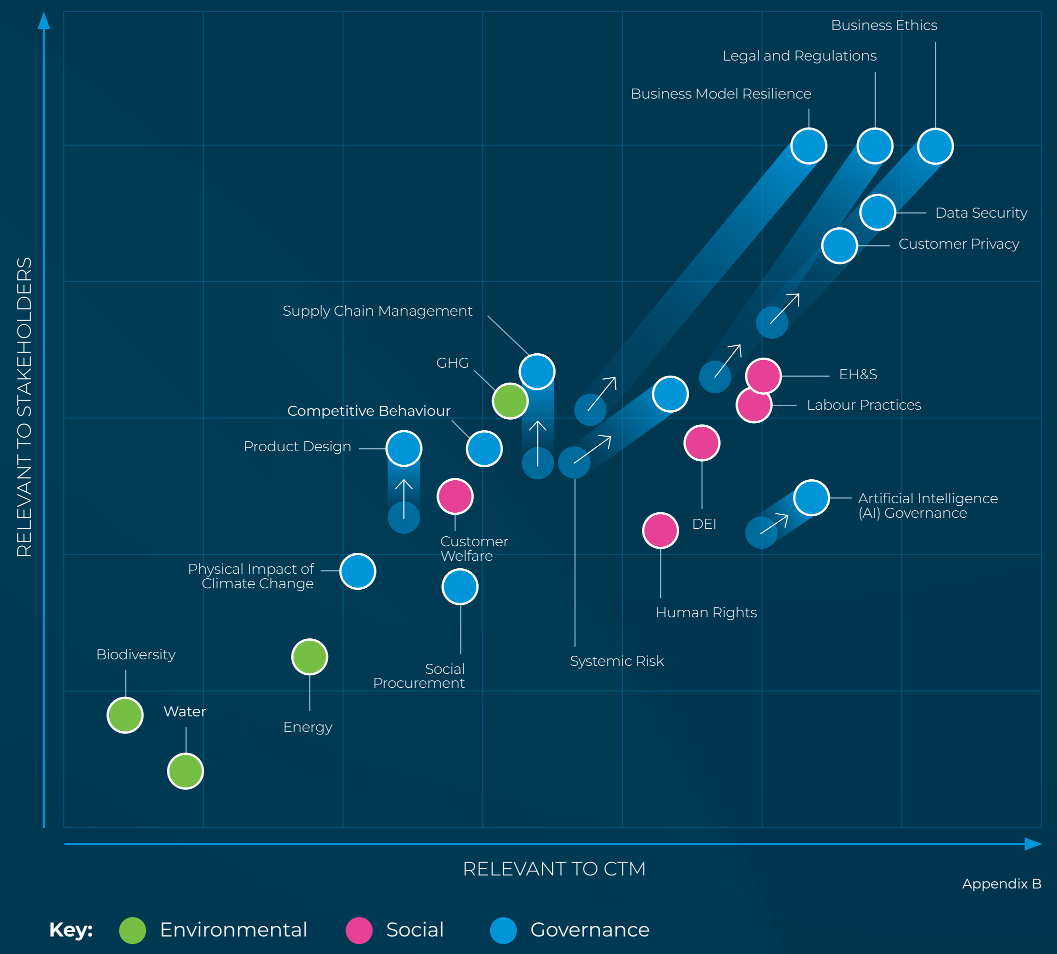
Acknowledgement of Country

In the spirit of reconciliation, Corporate Travel Management acknowledges the Traditional Custodians of the Country throughout Australia and their continued connections to land, sea and community. We pay our respects to their Elders past, and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today. We also acknowledge the continuing connection to the land, the stories, traditions and living cultures of Aboriginal and Torres Strait Islander peoples.

GOVERNANCE
Sustainability Materiality Assessment

In FY26, an internal review of the materiality matrix was carried out to understand the perspectives of the CTM Board, Management, employees, investors, customers and suppliers on sustainability topics as they pertain to CTM with consideration for the developing geopolitical, organisational and regulatory landscape. The Group considered a range of inputs, including feedback gathered through ongoing engagement with investors, customers and suppliers during the year; customer tender criteria and contractual requirements; market and industry scanning; and insights from relevant industry events. The findings of this review reflected a strong focus on governance, risk management oversight and assurance themes. The review built on the results of the FY25 materiality assessment and was supported by feedback from the executive leadership team ahead of approval from the Board. Key changes to the materiality matrix are summarised below.

Topic	Movement	Rationale
Business Ethics	Increased relevance to stakeholders and CTM	Ensuring that CTM is conducting business ethically has increased in importance for stakeholders given the heightened focus on accountability, transparency, organisational integrity and responsible business practices across the Group during FY26. Business ethics has become increasingly important in building and maintaining the trust of our customers and shareholders.
Legal and Regulatory	Increased relevance to stakeholders and CTM	Legal and regulatory compliance has increased in importance given the evolving governance environment, increasing regulatory expectations and the importance of robust oversight, accountability and jurisdictional compliance across the Group.
AI Governance	Increased relevance to stakeholders and CTM	As CTM continues to expand the use of AI and automation across its technology and operational environment, ensuring appropriate governance, oversight, data integrity and responsible use have increased in importance to both CTM and stakeholders.
Business Model Resilience	Increased relevance to stakeholders and CTM	Ensuring CTM and its supply chain are appropriately managing operational, geopolitical and external market risks, while maintaining business model resilience and continuity across the Group has become increasingly important to CTM and our stakeholders.
Systemic Risk	Increased relevance to stakeholders and CTM	Increasing geopolitical, economic, operational, technology and external market disruptions have elevated the importance of systemic risk management across CTM's global operations and supply chain. Maintaining enterprise resilience, operational continuity and effective risk mitigation across interconnected business and stakeholder environments remains increasingly important to both CTM and stakeholders.



During FY26, CTM commenced a broader governance uplift program in response to the evolving risk, regulatory and stakeholder environment noted in the updated materiality matrix, including strengthened Board and management oversight, refreshed policies and accountability frameworks, enhanced risk management and assurance processes, and an increased focus on organisational culture and expected behaviours. This will continue to be an area of focus.

Risk Management and the Impacts of Climate Change

During FY26 CTM commenced implementation of a prioritised action plan, including several key initiatives to enhance risk management infrastructure, practices and policies. CTM's FY26 Sustainability Report is incorporated within the FY26 Annual Report in accordance with the Australian Sustainability Reporting Standards (ASRS) issued by the Australian Accounting Standards Board (AASB S2 – *Climate-related Disclosures*) under Australia's mandatory climate reporting regime and the *Corporations Act 2001* (Cth). It outlines the Group's governance, strategy, risk management, and metrics and targets relating to climate-related risks and opportunities. Refer to the **Group's website** for further details.

Modern Slavery

CTM reports on modern slavery under the United Kingdom (2015) and Australian (2018) Modern Slavery Acts. Refer to the latest **Modern Slavery Statement** for further details.

98.5%	100%	100%	0%
Global procurement employees trained on Modern Slavery awareness	Percentage of Board trained on Modern Slavery	Percentage of employees paid at least the minimum wage in their country of operation	Percentage of employees that have their passports, birth certificates or other forms of identification withheld

Corporate Governance Framework

During FY26, the Board oversaw a comprehensive external review of CTM's governance framework and practices (Governance Review). The Board's decision to conduct a comprehensive Group review reflects its strong commitment to identifying improvement areas within CTM's governance arrangements. In FY26, in response to the findings of the Governance Review, the Group has developed a Governance Uplift Program, which comprises a suite of remediation actions across four integrated workstreams:

1. **Governance, Accountability and Delegations** – establishing governance ownership, accountability and decision-making and operating model clarity;
2. **Data, Technology and Reporting** – providing the technology, data, reporting and governance infrastructure required to support sustainable maturity;
3. **Risk and Financial Control** – strengthening risk management, compliance, controls and financial oversight capabilities; and
4. **Assurance and Internal Audit** – providing independent assurance, validating framework effectiveness, monitoring adherence and verifying execution discipline across the Group.

The Governance Uplift Program will be delivered and embedded throughout FY27 and FY28.

The Group has several policies in place underpinning our governance framework to address governance and sustainability within CTM's business and supply chain. Breaches of the Global Code of Conduct, Whistleblower Policy, Securities Trading Policy and other key governance policies are reported to the Board through the Audit and Risk Committee (ARC). These policies are listed overpage.

Percentage of employees with access to the Code of Conduct and written grievance procedure	100%	0	Whistleblower Policy reportable incidents

Title	Scope
CTM Culture Statement	The CTM Culture Statement establishes a compact between the Board, management and staff to ensure broad buy-in from around the organisation on values and behaviour.
Code of Conduct	CTM's refreshed Global Code of Conduct outlines the standards of behaviour, accountability and decision-making expected across our global organisation and reflects our values of Connect, Deliver and Evolve. The refresh forms part of a broader reset of culture and expected behaviours underway across the Group, connecting our values directly to the governance enhancements outlined above, rather than being treated as a standalone compliance exercise. The Code provides guidance on a range of key areas including conflicts of interest, compliance with laws and regulations, confidentiality and data privacy, workplace conduct, responsible communication, appropriate use of company assets and systems, and ethical decision-making. It is supported by mandatory training, leadership communication, employee attestations, and ongoing governance oversight to support embedment across all regions and functions. In FY27, CTM will undertake a global culture review to assess how well the Group's stated values and expected behaviours are being lived in practice, and to inform the next phase of the governance and culture uplift.
Securities Trading Policy	CTM's Securities Trading Policy sets clear expectations regarding the trading of CTM securities by directors, executives and employees, including restrictions during blackout periods, obligations relating to inside information, and compliance with applicable insider trading laws. The policy is supported through ongoing communication, education and governance oversight to reinforce accountability and compliance obligations across the organisation.
Whistleblower Policy	CTM's Whistleblower Policy provides a framework to support the raising of concerns about inappropriate conduct within the Group and to protect those who raise concerns, including discriminatory treatment, dismissal or reprisal and breaches of their confidentiality. The policy applies to all current and former CTM directors, officers, employees and suppliers (and employees of suppliers) and any other parties acting as agents or representatives of CTM.
Enterprise Risk Management Policy	The policy identifies CTM's risk management approach to use best practices to support and enhance activities in all business functions, embrace a culture that promotes awareness of potential exposures and opportunities created by risk, and utilise a structured risk management program to minimise reasonably foreseeable harm to people, disruptions to operations and damage to reputation. CTM's risk management approach is guided by the Australia/New Zealand Standard on Risk Management (AS/NZ ISO 31000:2018).
Anti-Bribery and Corruption Policy	CTM is committed to conducting business with honesty, integrity, transparency and accountability, supported by governance frameworks that reinforce ethical decision-making and responsible conduct across all levels of the organisation. CTM's Anti-Bribery and Corruption Policy outlines CTM's expectations regarding compliance with applicable laws, conflicts of interest, third-party conduct, and reporting obligations, supporting our commitment to operating fairly and responsibly in all markets in which we operate.
Privacy Policy	The Privacy Policy outlines how CTM may collect, use, share and otherwise process personal information collected from a user to whom CTM provides services. The Privacy Policy communicates CTM's commitment to respecting the privacy of its users through protection and management of personal information.
Supplier Code of Conduct	We strive to always conduct business safely, with integrity, and in line with principles outlined in the Supplier Code of Conduct. The Code sets out CTM's expectation for suppliers to comply with all applicable laws and regulations and in particular standards in relation to safety, integrity, environment, sustainability, culture and reporting, as well as human rights. Suppliers are encouraged to exceed the standards provided in the Code.
Procurement Policy	The Procurement Policy sets out CTM's commitment to encouraging responsible procurement, providing beneficial social and environmental outcomes through CTM's purchasing activities and the strategic role we play in the broader travel industry.
Environmental Sustainability Policy	The Environmental Sustainability Policy demonstrates CTM's commitment to the long-term sustainability of its business, key stakeholders and the communities in which CTM operates. We acknowledge CTM's responsibility and the strategic role we play in assisting the broader travel industry to reduce its collective footprint.

Artificial Intelligence (AI) Governance

CTM's Global AI Governance Policy and AI Governance Framework establish the governance model for AI use across its lifecycle, from idea and design through to deployment, monitoring and decommissioning.

The Framework defines risk-based requirements across eight control areas: governance and accountability; data governance and privacy; security and resilience; reliability and safety; transparency and provenance; fairness and human oversight; monitoring and incident management; and third-party procurement. Its risk-management approach aligns with the European Union AI Act and the National Institute of Standards and Technology AI Risk Management Framework, and references ISO/IEC 42001 and OWASP guidance for large language model security. Governance oversight is assigned to the AI Council. The AI Council is CTM's enterprise decision-making body for AI governance. It oversees implementation of CTM's AI governance framework, approves standards, exceptions and material changes within its delegated authority, and reports matters outside Board-approved risk tolerances to the Audit and Risk Committee. The Council brings together senior representatives from executive leadership, AI and model governance, technology and engineering, information security, data protection and privacy, legal, risk and compliance, procurement, and relevant business and operational functions.

The Board sets CTM's AI risk appetite, with the Audit and Risk Committee assigned oversight and reporting responsibilities for high-risk AI and material AI risk matters. The Framework requires AI use cases to be assessed and classified according to risk, with controls and approval requirements scaled to potential impact. Higher-risk systems are subject to additional requirements, including human oversight for consequential decisions, independent validation, security review, and bias and fairness evaluation before deployment.

The Framework also establishes the Central AI Inventory as CTM's system of record for AI systems and supporting governance evidence, including ownership, risk classification, testing, approvals, material decisions and exceptions.

These requirements define CTM's governance standard and are applied proportionately according to the risk tier, lifecycle stage and circumstances of each AI system. Accordingly, the controls and assurance requirements applicable to individual systems vary according to their risk and use.

Tax Governance

CTM responsibly manages compliance with global tax obligations using a Board-approved tax governance framework. CTM has established tax controls and risk management procedures in place to enable us to identify and respond to any emerging tax risks. Under the Group's tax risk management strategy, CTM is committed to maintaining a proactive, transparent and constructive relationship with taxation authorities in all tax jurisdictions in which we operate and to be good corporate tax citizens.

Data Security

Customer privacy and data security

Customer data protection is a key component of CTM's broader sustainability framework and ethical governance responsibilities. As a travel management provider, CTM collects and uses confidential and personal information to facilitate travel bookings and associated travel. We do not allow the use of personal information for unrelated secondary purposes, only using customer data in line with customer expectations for the performance of travel bookings and associated services.

We have an accredited and registered Global Data Protection Officer (DPO), who is responsible for overseeing data protection across all regions and supporting the consistent application of appropriate privacy standards across the Group. We also enforce strong third-party data governance, requiring our vendors and partners to comply with CTM's privacy and security standards through contractual obligations and risk assessments. CTM's Audit and Risk Committee is regularly briefed on privacy-related risks, developments and compliance outcomes.

Global Security Organisation

CTM's Enterprise Security Programme (ESP) supports a positive security culture that is embedded throughout daily operations, strategic initiatives, and customer services. The programme promotes proactive risk mitigation through employee education, governance of global information security policies and the protection of customers and corporate data assets.

The ESP ensures end-to-end security in three ways:

1. Improved situational awareness

CTM's fully managed global Security Information and Event Management (SIEM) solution, supported by a 24/7 Security Operations Centre (SOC), enables real-time threat detection and response and supports compliance with global regulations such as the General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA).

2. Proactive Risk Management

Strong access controls, vulnerability management practices, and mandatory security training support a culture of prevention. This is demonstrated through regular security assessments, penetration and phishing testing, adherence to the Payment Card Industry Security Standards Council compliance scheme and maintaining recognised security certifications and accreditations across all regions globally.

3. Robust Crisis Management

CTM is prepared to respond swiftly and effectively to security incidents through CTM's Global Incident Response Plan, Crisis Management Plan, and escalation protocols which are regularly reviewed and improved with leadership's support.

0
Reportable data breaches

98.4%
Employees with access to client data mandatory training completion rate

100%
Customers supported with clear processes to access, correct or request deletion of their data in accordance with privacy laws

Accredited and registered DPO employed

CORPORATE TRAVEL MANAGEMENT
ISO 27001 Certification
AUNZ, Asia, EUUK

CORPORATE TRAVEL MANAGEMENT
SOC 2 Type 2 Certification
North America

CORPORATE TRAVEL MANAGEMENT
ISO 9001 Certification
AUNZ, EUUK

PEOPLE

Diversity, Equity and Inclusion (DEI)

CTM has a diverse workforce. We are fostering a workplace culture that values and respects diversity of thought, individual differences and backgrounds.

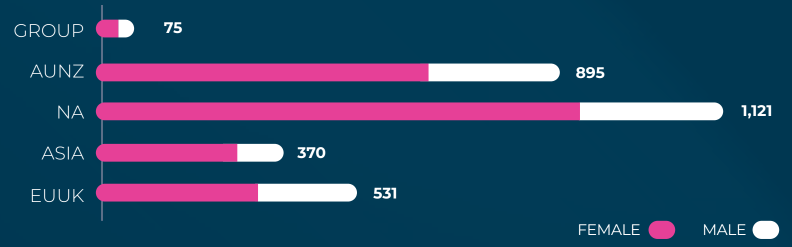
We support a positive work environment through the following initiatives:

- training for all employees and leaders on preventing harassment, discrimination, bullying, unconscious bias and promoting diversity
- committing to reconciliation and strengthening relationships between Indigenous and non-Indigenous peoples
- embedding DEI in recruitment practices and policy and using diverse selection panels
- outlining acceptable behaviour in CTM's Code of Conduct to achieve a safe work environment, respect the human rights, and uphold CTM's commitment to being an equal opportunity employer. Specifically, discrimination, bullying, harassment, and victimisation are considered unacceptable conduct
- promoting and celebrating national and global days of recognition, including International Women's Day and showcasing employees from every region with diverse cultural backgrounds
- reporting on diversity in accordance with the regulatory obligations in each country where CTM operates.

METRIC	PERFORMANCE
Discrimination or harassment breaches	2
FY26 Diversity, Equity and Inclusion Employee Net Promoter Score (eNPS)	44

Employee Demographics

2,992 **CTM Full-Time Equivalent (FTE) employees**
as at June 30 2026, excluding Board members



2,154 FEMALE **838** MALE

60%
Females on the Board

5
Number of Board Directors

55.84%
Females in Senior Management*

77
Number of Senior Managers*

72%
Females in the workforce

1.19%
Employees covered under a collective bargaining agreement

* "Senior Managers" means those individuals who are heads of lines of business, functions or regions.

Employee Engagement

To ensure we are meeting the needs of our people, we invite them to provide their feedback regularly through CTM Pulse, our employee engagement survey. It covers fourteen aspects of their experience at CTM and compares them with industry peers to guide our leaders in optimising performance and engagement. An engagement score of 7.6 was maintained through the challenging broader circumstances experienced by the Group during FY26, demonstrating continued employee engagement and organisational resilience through a period of significant change.

GLOBAL OVERALL ENGAGEMENT SCORE **FY26** 7.6/10

EMPLOYEE NET PROMOTER SCORE 26

EMPLOYEE COMMENTS
Each survey round completed in FY26 >22,000

Health, Wellbeing and Safety

Employee health, safety and wellbeing is paramount. CTM is regularly improving policies and training initiatives to ensure our people can work in safe and healthy conditions and their physical and mental health is protected. This has a positive impact on business outcomes too, increasing productivity, decreasing absenteeism, and improving morale, engagement and job satisfaction.

METRIC	PERFORMANCE
Discrimination or harassment breaches	2
Reportable injuries	2
Total fatalities	0

Employee Recognition

Local reward and recognition programs are active in all regions. These programs recognise and celebrate peer and customer feedback and reward employees who contribute positively to our team by demonstrating CTM's values: Connect, Deliver and Evolve. Employees are nominated for Excellence in Support, Customer Impact, Technology and Sales. Each region celebrates finalists and winners at their regional All Stars event, in conjunction with the regional leadership conference.

Training and Development

Mandatory Compliance Training

CTM mandates compliance training across a range of topics including the Code of Conduct, Anti-Bribery and Corruption, Modern Slavery, Data Privacy and Information Security. New employees complete onboarding training through CTM's learning platform, with mandatory training refreshed at least annually. In FY26, the Group achieved a 98% total compliance training completion rate, including 98% completion across Modern Slavery, Code of Conduct, Anti- Bribery and Corruption, Data Privacy and Information Security awareness training.

Leadership Development

During FY26, CTM continued to invest in leadership capability through Lead@CTM and development programs for senior leaders. These programs focused on communication, values-based leadership, performance and development conversations, coaching, feedback, collaborative leadership and strategic execution.

This work supports the Group's broader governance and culture uplift, ensuring leaders are equipped to model the standards of accountability and conduct expected across the organisation.

Future Leadership Capability

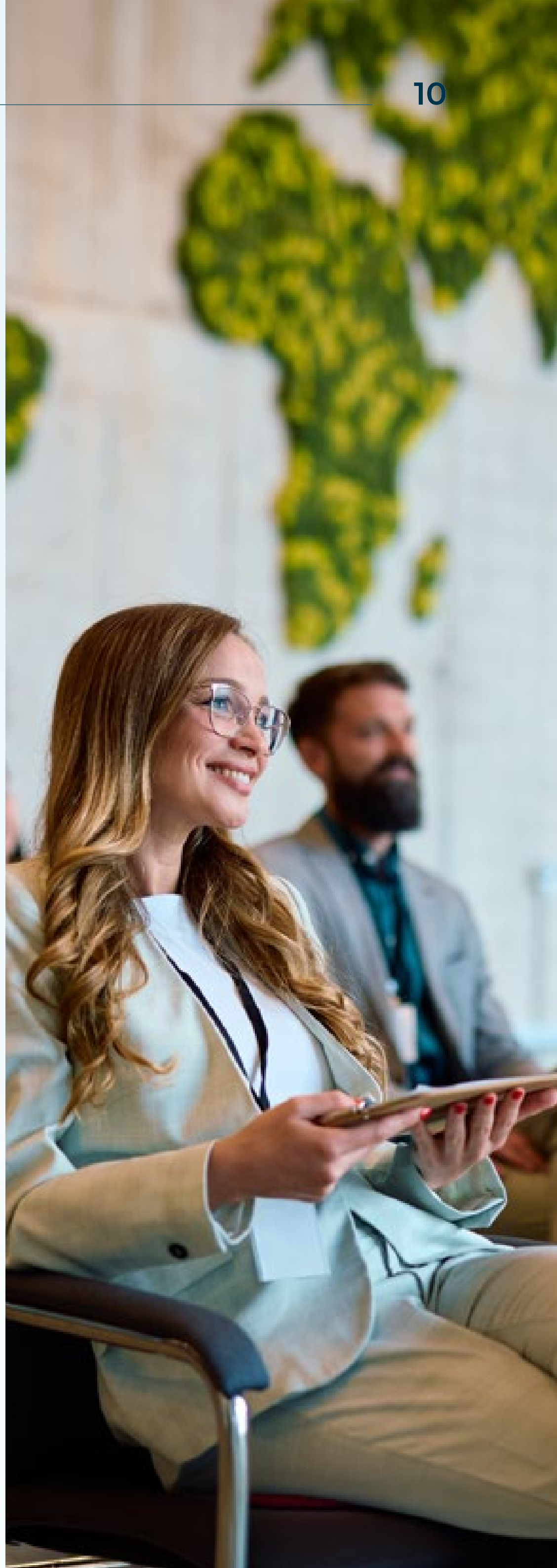
CTM's High Potential Employee program (HiPo) identifies employees across all regions with the capability and aspiration to progress into more senior leadership roles. The program is designed to accelerate development, strengthen leadership capability and encourage global collaboration, building a pipeline of future leaders equipped to support the Group's ongoing governance, culture and performance objectives.

METRIC	PERFORMANCE
Number of training hours per employee	3.53
Modern Slavery, Code of Conduct, Anti-Bribery and Corruption training completion rate	98%
Data Privacy training completion rate	98%
Information Security awareness training completion rate	98%
Total compliance training completion rate	**98%**

30
Senior Leadership Program participants

232
Lead@CTM participants

29
High Potential Employee Program (HiPo) participants



PLANET

Greenhouse Gas (GHG) Emissions

CATEGORY	TOTAL (tCO_2e)
Scope 1	4
Scope 2	957
Scope 3.03 – Fuel and Energy Related Activities	56
Scope 3.05 – Waste Generated in Operations	14
Scope 3.06 – Employee Business Travel	3,259
Scope 3.07 – Employee Commuting and Working From Home	1,259
Total GHG Emissions Footprint (tCO_2e)	5,549 tCO_2e

Carbon Offset and Abatement Credits

CREDIT TYPE	TOTAL VOLUME
Sustainable Aviation Fuel (SAF) Credits	181 tCO_2e
Carbon Abatement Credits	3,260 tCO_2e
Large Scale Energy Generation Certificates (EACs)	1,084 mWh

Boundary and Rationale

CTM measures its GHG emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004). Scope 2 emissions are reported using the location-based method only; no market-based Scope 2 emissions are reported for FY26. This approach reflects the Group's decision not to recognise renewable electricity claims for CTM offices in FY26 as sufficient and appropriate supporting evidence was not available to substantiate the renewable energy sources. Accordingly, renewable electricity claims have not been applied in calculating FY26 Scope 2 emissions. The Group considers this approach provides a conservative and supportable representation of Scope 2 emissions while processes and controls for substantiating renewable electricity claims continue to mature.

Standards and emissions factors

Where possible, based on the data available, the following recognised standard was followed in the calculation of CTM's GHG emissions:

- Greenhouse Gas Protocol by the World Resources Institute and World Business Council for Sustainable Development (GHG Protocol)

The GHG inventory was conducted using emissions factors sourced from national guidelines updated to 2025 and other publicly available documents, predominantly the:

- Australian National Greenhouse Accounts (NGA) Factors;
- Intergovernmental Panel for Climate Change (IPCC) Sixth Assessment Report (AR6);
- UK Government GHG Conversion Factors for Company Reporting;
- US EPA Emission Factors for GHG Inventories; and
- International Civil Aviation Organization (ICAO).

Included gases

The inventory includes emissions from all seven greenhouse gases (as identified by the Paris Agreement) expressed as tons of carbon dioxide equivalent (tCO_2e). The greenhouse gases covered in this metric are carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF_6) and nitrogen trifluoride (NF_3).

Boundary

In FY26, CTM engaged with key internal stakeholders and external subject matter experts to review the continued applicability of CTM's emissions boundary. Following this review, the operational control approach has been applied consistent with previous inventories. This boundary encompasses all entities; and activities that can be operationally controlled or influenced by the company and that the Group can meaningfully work to reduce within Scope 1 and Scope 2.

Please refer to the Consolidated Entity Disclosure Statement in the FY26 Annual Report for the full list of entities covered. Refer to the **Group's website** for further details. The Group will continue to assess and mature CTM's Scope 3 inventory to align with the increased climate-related disclosure obligations from FY27.

Calculation methodology

CTM's GHG calculation methodologies outlined in the table below were applied following consultation with an external GHG specialist and key internal stakeholders to ensure measurement approaches remained suitable to CTM. The scopes included in the GHG inventory are outlined below.

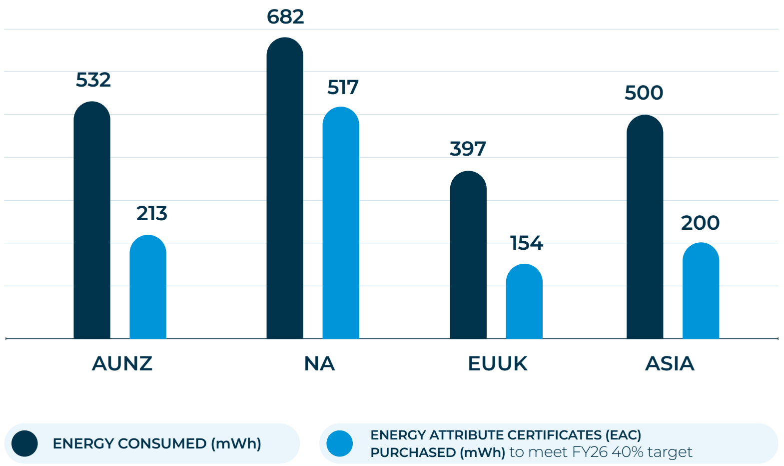
Emissions Source	Inclusions	Data Collection and Rationale
Scope 1 – Direct GHG emissions	Direct emissions from sources owned or controlled by CTM. Includes emissions from refrigerant sources and vehicles owned and controlled by CTM.	In FY26, CTM reassessed its Scope 1 emissions sources through engagement with the GHG consultant and CTM office managers globally to ensure all emissions sources are measured and reported. Following this review, emissions from refrigerant sources at CTM offices and vehicles owned and controlled by CTM were included in the Scope 1 boundary in FY26. To measure impact from refrigerants, CTM extrapolated emissions from refrigerant sources in the CTM head office (Brisbane) across each regional office globally, with the intention to capture data from each office in FY27. To measure the impact from vehicles, each region was engaged to document vehicles owned and controlled by CTM for work purposes. One vehicle was identified in the AUNZ region. Vehicle logbook entries for a 3-month period from February to April 2026 were used to estimate average usage for the period. Vehicles leased by employees through salary sacrifice schemes were excluded from Scope 1 as they are not owned or controlled by the Group.
Scope 2 – Purchased electricity	GHG emissions arising from fuel use (electricity and thermal heating) from office spaces occupied by CTM worldwide. It is assumed that electricity usage for heating, cooling, ventilation and air conditioning (HVAC) is included in office electricity consumption.	CTM measures the use of electricity and thermal heating (when applicable) at leased offices and converts this data to emissions. Where usage is not available, building usage is apportioned to CTM based on the percentage of space occupied. Included in CTM's Scope 2 inventory is gas use for heating (indirect energy use) provided by lessors in North America. For locations where actual electricity and gas consumption was not available, spend-based energy consumption was converted to emissions. In calculating electricity emissions, CTM assumed that none of the occupied office tenancies utilised renewable source energy. While the Group did procure renewable electricity for selected offices directly, it has adopted a conservative reporting approach for FY26 to allow sufficient time to verify that supporting documentation is robust and appropriate to substantiate any associated claims in FY27.
Scope 3.03 – Fuel and energy related activities	Indirect emissions related to the production of fuels and energy purchased and consumed by CTM.	Electricity and thermal heating (when applicable) usage at leased office tenancies is collected from each region through accounting software and converted to emissions. Where exact usage is not available, full building usage is apportioned to CTM based on the percentage of space occupied.

(Continued)

Emissions Source	Inclusions	Data Collection and Rationale
Scope 3.05 – Waste generated in operations	Emissions from the disposal and treatment of waste generated at CTM's leased tenancies.	Waste usage data at CTM's AUNZ and EUUK head offices is provided by landlord stakeholders. This data was rationalised against office occupancy rates to estimate waste emissions across all CTM tenancies.
Scope 3.06 – Employee business travel	Impact of CTM's business travel activities including air, rail, car hire, train and accommodation.	Calculated through application of a distance-based methodology (in line with GHG Protocol) to employee business travel data collected through global carbon emission reporting.
Scope 3.07 – Employee commuting and work from home	Emissions from the commute of CTM employees between their homes and CTM offices and electricity consumed by employees working remotely.	Data was gathered from a questionnaire where CTM employees provided details about the frequency and distance travelled and work from home habits. This data was applied across CTM's workforce to estimate impact. In FY26, 57% of employees completed the questionnaire (an increase from 34% in FY25).

Energy Management

In FY26, CTM consumed energy across its global office locations and purchased Energy Attribute Certificates (EACs) in each region to support progress towards its interim target of 40% renewable energy. Further details on CTM's reduction targets are provided in the Decarbonisation Targets section.



Decarbonisation Targets

In FY23, the CTM Group set decarbonisation and efficiency targets to guide CTM's actions to reduce the GHG emissions from operations in line with the guidance set out in the latest international agreement on Climate Change. CTM conducts an annual review of the decarbonisation plan to track emissions reductions progress against targets and confirm that these commitments remain reasonable and achievable. These targets are outlined in the table below.

Targets have not been developed using a sectoral decarbonisation approach and have not undergone validation by a third-party program such as the Science Based Targets initiative (SBTi). Furthermore, CTM has not currently defined and implemented a transition plan beyond the decarbonisation targets outlined in the table overpage. As the Group continues to mature its capabilities, we will continue to assess this position.

REF#	TARGET OBJECTIVE	TARGET DETAILS	TARGET PERIOD	INTERIM TARGETS	TARGET	STATUS
E1	Mitigation - Increased use of renewable energy sources and supply. Where not possible to obtain renewable energy from CTM offices, Energy Attribute Certificates (EACs) are purchased.	**Metric** – % energy consumed from a renewable source **Specification** – Absolute target **Application** – applies to all CTM offices occupied by wholly owned entities (refer to Consolidated Entity Disclosure Statement) **Agreement on climate change** – The target was not informed by reference to a Paris Agreement – aligned pathway, rather, it reflects a commitment to eliminate operational emissions within CTM's direct control and was informed by CTM's emission profile.	FY23 (baseline) – FY30	**FY24** – 20% **FY25** – 30% **FY26** – 40% **FY27** – 50% **FY28** – 70% **FY29** – 90%	FY30 – 100% renewable energy	FY26 Performance: 2,111 MWh FY26 Progress: Investment in 1,084 MWh EAC projects equal to 51% of energy used. FY26 Target met. FY26 interim target achieved. In FY26, the 40% interim target was entirely met through investment in EACs. While the Group did procure renewable electricity for selected offices directly, it has adopted a conservative reporting approach for FY26 to allow sufficient time to verify that supporting documentation is robust and appropriate to substantiate any associated claims in FY27.
E2	Mitigation - Considered performance ratings for new buildings, fit-outs and equipment	**Metric** – building occupancy standards **Specification** – qualitative target **Application** – applies to all CTM offices occupied by wholly owned entities **Agreement on climate change** – The target was not informed by reference to a Paris Agreement – aligned pathway, rather, it reflects a commitment to eliminate operational emissions within CTM's direct control and was informed by CTM's emission profile.	Ongoing	None	Minimum standards for new building occupancy, fit-outs and electrical equipment.	Ongoing
E3	Scope 3 emission reduction across all locations based on preliminary estimates, data quality is still maturing, and performance will be subject to independent verification when full Scope 3 reporting commences in FY27.					
	Mitigation - 3.03 – fuel and energy related activities	**Metric** – CO2e **Specification** – Absolute target **Application** – applies to all CTM wholly owned entities (refer to Consolidated Entity Disclosure Statement) **Agreement on climate change** – The target was not informed by reference to a Paris Agreement – aligned pathway, rather, it reflects a commitment to eliminate operational emissions within CTM's direct control and was informed by CTM's emission profile.	FY23 (baseline) – FY30	**FY27** – >49%	FY30 – >98% reduction in fuel and energy related emissions.	No FY26 target. FY26 Performance: 56 tCO2e. FY26 Progress against FY23 Baseline: -81% (FY23 Baseline: 293 tCO2e).

(Continued)

REF#	TARGET OBJECTIVE	TARGET DETAILS	TARGET PERIOD	INTERIM TARGETS	TARGET	STATUS
E3	Mitigation – 3.05 – waste generated in operations	**Metric** – CO2e **Specification** – Absolute target **Application** – applies to waste generation at CTM offices occupied by wholly owned entities (refer to Consolidated Entity Disclosure Statement) **Agreement on climate change** – The target was not informed by reference to a Paris Agreement – aligned pathway, rather, it reflects a commitment to eliminate operational emissions within CTM's direct control and was informed by CTM's emission profile.	FY23 (baseline) – FY30	**FY27** – 20%	FY30 – 50% reduction in emissions from waste generated in operations.	No FY26 target. FY26 Performance: 14 tCO2e. FY26 Progress against FY23 Baseline: -91% (FY23 Baseline: 167 tCO2e).
	Mitigation – 3.06 – business travel The purchase of carbon offset credits to neutralise 100% of impact of CTM's employee business travel emissions.	**Metric** – CO2e **Specification** – Absolute target **Application** – applies to travel booked for CTM employees, directors and contractors (of wholly owned CTM subsidiaries) for business purposes. **Agreement on climate change** – The target was not informed by reference to a Paris Agreement – aligned pathway, rather, it reflects a commitment to eliminate operational emissions within CTM's direct control and was informed by CTM's emission profile.	FY23 (baseline) – FY30	**FY24** – 100% neutral **FY25** – 100% neutral **FY26** – 100% neutral **FY27** – 100% neutral **FY28** – 100% neutral **FY29** – 100% neutral	FY30 – 100% carbon offset of emissions from employee business travel.	FY26 Performance: 3,259 tCO2e. FY26 Progress: Investment in carbon offset projects 3,260 tCO2e, 100% offset. FY26 target met. FY26 target met through purchase of carbon offset credits. See Carbon Offset and Renewable Energy Projects table for detail on volume and type of carbon credits purchased.
	Mitigation – 3.07 – employee commuting (and working from home)	**Metric** – CO2e **Specification** – Absolute target **Application** – Applies to emissions from commuting and remote working activities of all CTM employees (of wholly owned CTM subsidiaries) **Agreement on climate change** – The target was not informed by reference to a Paris Agreement – aligned pathway, rather, it reflects a commitment to eliminate operational emissions within CTM's direct control and was informed by CTM's emission profile.	FY23 (baseline) – FY30	**FY27** – 20%	FY30 – 50% reduction in emissions from employee commuting and work from home.	No FY26 target. FY26 Performance: 1,259 tCO2e. FY26 Progress against FY23 Baseline: -55% (FY23 Baseline: 2,782 tCO2e). On track to meet 20% reduction interim target by FY27 and 50% reduction target by FY30.

(Continued)

REF#	TARGET OBJECTIVE	TARGET DETAILS	TARGET PERIOD	INTERIM TARGETS	TARGET	STATUS
E4	Engagement of suppliers to deliver sustainable travel to customers	**Metric** – Qualitative **Specification** – Qualitative target **Application** – Applies to engagement activities conducted with suppliers globally to obtain sustainable travel products for delivery to customers. **Agreement on climate change** – The target was not informed by reference to a Paris Agreement – aligned pathway, rather, it reflects a commitment to eliminate operational emissions within CTM's direct control and was informed by CTM's emission profile.	Ongoing	None	Engagement of suppliers to deliver sustainable travel to customers.	Ongoing
W1	Continual review of office-based surplus materials	**Metric** – Qualitative **Specification** – Qualitative target **Application** – Applies to office–based materials at CTM offices globally and related material and waste-management reviews. **Agreement on climate change** – The target was not informed by reference to a Paris Agreement – aligned pathway, rather, it reflects a commitment to eliminate operational emissions within CTM's direct control and was informed by CTM's emission profile.	Ongoing	None	Continual review of office-based surplus materials.	Ongoing
W2	Improved waste management efficiencies	**Metric** – Qualitative **Specification** – Qualitative target **Application** – Applies to waste management activities at CTM offices globally **Agreement on climate change** – The target was not informed by reference to a Paris Agreement – aligned pathway, rather, it reflects a commitment to eliminate operational emissions within CTM's direct control and was informed by CTM's emission profile.	FY23 (baseline) – FY30	**FY27** – 20%	**FY30** – 50%	Ongoing

Targets are measured in tCO2e and absolute against Group FY23 baseline emissions with the objective to reduce or mitigate GHG emissions. Carbon offset credits to offset 100% of CTM's Scope 3.06 employee business travel emissions were purchased for the FY26 period following the end of the financial year and the finalisation of the Group's GHG inventory.

In FY26, CTM's 40% renewable energy target was achieved through investment in Large Scale Energy Generation Certificates (EACs). While the Group procures renewable electricity for selected offices, it has adopted a conservative reporting approach to allow sufficient time to verify that supporting documentation is robust and appropriate to substantiate any associated claims.

As of FY26, CTM is on track to meet its carbon reduction targets by FY2030 through emissions reduction initiatives such as:

- engaging with landlords and energy providers to request renewable source energy at office locations;
- considering sustainability credentials of existing and proposed tenancies to seek opportunities to reduce our impact and drive efficiencies;
- maximising effective waste management within our office locations;
- investing in co-beneficial offsets which provide benefit to biodiversity, economy and social values for the local communities in which we operate; and
- encouraging employees to reduce Scope 3 emissions, for example, by switching to low intensity commuting modes.

For more details, please refer to the **FY26 Sustainability Report (Climate-related Disclosure)** in the FY26 Annual Report.

ESG Ratings

CTM engages with select ratings bodies to communicate our ESG performance to investors, customers, prospective customers and related stakeholders. Each rating body utilises unique criteria and methodology, with participants scored and benchmarked accordingly against peers in similar industries. Details of CTM's key ESG scores as at 30 June 2026 are listed below.

CDP	Ecovadis	S&P Global	Morningstar Sustainalytics
Formerly the Carbon Disclosure Project, CDP primarily scores global participants on climate- and environmental-related issues.	Ecovadis is a globally recognised ESG rating focused on scoring participants' environmental impact, labour, human rights standards and procurement practices.	S&P Global's Corporate Sustainability Assessment (CSA) measures performance against criteria relating to a wide range of environmental, social and governance issues.	Sustainalytics considers potential risk exposure to a range of ESG issues to assign a risk rating to participating organisations.
SCORING LEVELS	**SCORING LEVELS**	**SCORING LEVELS**	**RISK RATING**
A: Leadership B: Management C: Awareness D: Disclosure	Platinum: Top 1% Gold: Top 5% Silver: Top 15% Bronze: Top 35% Committed: Score of at least 45 Fast Mover: Score between 34 – 44 with at least 6 point improvement from previous assessment	**CSA score** – scored from 0 (lowest) – 100 (highest) **ESG score** – based on response to the CSA combined with publicly available information.	Negligible risk: 0 – 10 Low risk: 10 – 20 Medium risk: 20 – 30 High risk: 30 – 40 Severe risk: 40+
C: AWARENESS	BRONZE: TOP 35%	CSA – 34 | ESG – 38	LOW RISK (16.0)

Percentage renewable energy use	40%
Tons of hazardous waste produced	0 tons
Material environmental incidents	0 incidents
Environmental fines and prosecutions	0 fines or prosecutions

CTM ISO14001 certification held (UK)	✓
SAF derived emission abatement	180.77 tCO2e
Carbon offsets retired against 2026 baseline	3,260 tCO2e
GHG Intensity measurement	1.85 tCO2e per FTE

PROSPERITY

CTM in the Community

CTM is committed to fostering sustainable communities and businesses through annual investments in the community. We cultivate relationships with key stakeholders, develop and execute community projects, and engage local people and businesses that align with our purpose and core values, Connect, Deliver and Evolve. In FY26, CTM adopted a refreshed community framework to implement consistency and oversight over charitable giving across all operating regions. The following actions have been taken in the reporting year to implement the new community framework:

- Regional charity leads nominated to govern charitable giving in each region;
- Community guidelines document developed to provide employees, and charity leads with guidance on how charity partnerships will be selected and managed; and
- Community Engagement Dashboard created to centralise charity details and metrics for streamlined reporting and governance.

FY26

Community investment and donations

AUD$178,410

Below are some of the key initiatives we have supported over the past 12 months

Initiative	Region	CTM contribution	FY26 impact
Lady Musgrave Trust	ANZ	Partnership support	Helped provide almost 12,000 nights of accommodation of safety to 56 young women and children
NRL Cowboys House	ANZ	Partnership support	Helped provide residential accommodation for 109 Aboriginal and Torres Strait Islander secondary students from remote and regional communities to access education opportunities
Christian Action	Asia	Employee donation drive	38 boxes and 20 bags of items donated
Christy's Hope	North America	Airline ticket donation	Supported a gala raising USD$168,000

First Nations Engagement and Indigenous Employees

Under CTM's approved Innovate Reconciliation Action Plan (RAP), our vision is to support reconciliation and work towards an Australia that embraces unity between Aboriginal and Torres Strait Islander peoples and non-Indigenous people, a national culture that represents equality and equity, historical acceptance of our shared history and removal of negative race relations.

In FY26, cultural awareness training was offered to all employees to assist in our vision of raising awareness. Additionally, National Reconciliation Week was celebrated with a signing ceremony between CTM and Baidam, a key ICT partner for us globally, which acknowledged and celebrated the relationship of both parties and their respective actions to support capable Indigenous businesses across Australia. The CTM Reconciliation Working Group welcomed new members, and a Cultural Protocols document was made available for use by our team. In FY27, CTM will commence the process for a new Innovate RAP.

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