



ISG Data Summary

For the full year ended 30 June 2026

Released 24 August 2026

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Bendigo and Adelaide Bank Limited ABN 11 068 049 178

Commitments and performance

Sustainability Approach	Focus Area	Commitment	Status	FY26 Outcomes
Climate transition ¹	BEN 1.5°C ²	Reduce Commercial Real Estate emissions to 11.86 kgCO ₂ e/m ² (~70%) by 2030	In progress	FY25: 21.6 kgCO ₂ e/m ² (~44% from baseline)
		Reduce Residential Mortgage emissions to 7.26 kgCO ₂ e/m ² (~59%) by 2030	In progress	FY25: 15.2 kgCO ₂ e/m ² (~14% from baseline)
		Support Agribusiness customers through climate-related insights, banker capability and engagement with highest emitting customers	In progress	Agribusiness toolkit developed 43% Agribusiness Insights included climate messaging
		No direct lending exposure to coal, coal seam gas, crude oil, natural gas, native forest logging projects ³	Maintained	Policy in place
		Reduce Scope 1 and Scope 2 emissions by 92% by 2030	In progress	91.7%
		Maintain 100% renewable energy	Achieved	100%
		Maintain carbon neutral status	Achieved	In place since 2020
Prosperous communities	Community	Maintain Community Bank investment	Achieved	\$51.7m
	Customer	Achieve 20-point gap when comparing Bendigo Bank's NPS to the industry average ⁴	Achieved	BEN: 23 Industry average: 1.2
		At least 75% customer complaints resolved at first point of contact ⁵	Achieved	BEN: 84.8% Up: 96%
Responsible and ethical business	Belonging at BEN	Gender Diversity: 40:40:20 (40% female, 40% male and 20% any gender representation) across Enterprise, Board, Executive and Senior Leader Group by 2028 ⁶	In progress	3/4 levels on track
		Inclusion Index: Maintain 80% and target year-on-year improvement	Maintained	81%
	Reputation	Workforce Representation: Maintain baseline and target year-on-year growth	Below baseline	Refer to People section
		Maintain an average reputation score of 8 points above the Big 4 banks (ANZ, CBA, NAB, WBC) ⁷	Not achieved	75.8 6.7 gap at 30 June 2026
		Increase social spend by 4% for FY26 (\$20.8m) ⁸	Not achieved	\$15.2m
	Social Impact Procurement Strategy	Increase spend with Indigenous businesses by 5% for FY26 (\$475k) ^{5,8}	Not achieved	\$108k
		Increase number of Social Suppliers used in FY26 (37) ^{5,8}	Not achieved	27

¹ All values are market-based unless noted otherwise. All baselines are 2020 values unless noted otherwise. All values are expressed prior to the application of carbon offsets.

² BEN 1.5°C is Bendigo Bank's evolved, data-led climate approach. It uses intensity-based targets aligned with the Paris Agreement and SBTi's 1.5°C pathway, focusing decarbonisation efforts on key sectors: Agriculture, Residential Mortgages, and Commercial Real Estate.

³ This applies to all employees and all other parties acting for or on behalf of the Bank that prepare credit applications and undertake credit decisioning. Annual review of lending portfolio performed with data extracted at 31 December 2025, the review concluded in June 2026. Our Bank does not and will not provide finance directly to projects or large-scale electricity generation in the following sectors: coal; coal seam gas; crude oil; natural gas; native forest logging. This policy excludes petroleum product wholesaling and fuel retailing. For example, we do not provide finance directly to grid-connected fossil fuel electricity generation however, we may provide equipment finance to support a customer's backup diesel generator.

⁴ Roy Morgan Net Promoter Score – Roy Morgan Research, 6 month rolling average as at June 26, comparing BEN to the industry average. Industry includes: ANZ, BOM, BOQ, Bank SA, Bankwest, CBA, ING, NAB, St. George, Suncorp & WBC. Net Promoter, Net Promoter System, Net Promoter Score, NPS and the NPS-related emoticons are registered trademarks of Bain & Company, Inc., Fred Reichheld and Satmetrix Systems, Inc

⁵ New commitments in FY26.

⁶ For the purposes of the Bank's Gender Diversity Measurable Objectives and the Bank's commitment to the HESTA 40:40 Vision, the Bank's MD & CEO is counted in the Executive figure only. At 30 June 2026, 33.3% of the Executive were female with 59.3% female gender diversity across the Enterprise, 57.1% female gender diversity in the Board and 45% female gender diversity in the Bank's Senior Leader Group.

⁷ Reputation is assessed by an external provider, RepTrak, using their methodology. The measure is a comparison of the average for Bendigo against the average of the Big 4 Banks (ANZ, CBA, NAB, WBC) measured quarterly.

⁸ From a 2025 baseline. Decreases in social procurement spend have been driven by strategic business choices and a focus on reducing costs across the Group

Customers

Customer information	Measurement	2026	2025	2024	2023	2022	2021	2020
Number of customers ¹	#	88	88	85.3	88	86.5	87.6	89.2
Bendigo Bank customer satisfaction ²	%	78	77	75	72	68	-	-
Digitally engaged customers	%	78	77	75	72	68	-	-
Bendigo Bank digitally engaged customers ³	#	964,815	904,125	843,707	811,393	750,669	698,131	643,394
Up digitally engaged customers	#	738,195	666,574	534,009	414,143	299,916	-	-
Ease of Use ⁴	%	78.6	-	-	-	-	-	-
Responsiveness ⁴	%	74.0	-	-	-	-	-	-
Customers supported with hardship ⁵	#	6,401	4,981	2,668	1,783	2,283	23,983	-

Customer advocacy - external Net Promoter Score	Measurement	2026	2025	2024	2023	2022	2021	2020
Bendigo Bank NPS ^{6,7}	#	23	26.8	19.7	23.2	24.5	27.3	28.5
Up NPS ⁶	#	43.7	55.2	49	51.5	72	80.3	-

Branches and ATMs	Measurement	2026	2025	2024	2023	2022	2021	2020
Total bank branches	#	412	428	430	433	442	461	474
Bendigo Bank branches	#	111	121	122	126	135	147	154
Community Bank and private franchise branches	#	301	307	308	307	307	314	320
Number of ATMs ⁹	#	397	411	417	432	460	497	548

Customer complaints	Measurement	2026	2025	2024	2023	2022	2021	2020
Total number of customer complaints ¹⁰	#	91,014	59,331	51,887	51,242	43,302	38,352	30,205
Complaints referred to external dispute resolution	#	1,364	901	-	-	-	-	-
Complaints resolved at FPoC ⁴								
Bendigo Bank	%	84.8	-	-	-	-	-	-
Up	%	96	-	-	-	-	-	-

Customer financial wellbeing	Measurement	2026	2025	2024	2023	2022	2021	2020
Total amount prevented in fraud and scams ⁴	\$m	58.8	-	-	-	-	-	-

1 Includes all brands and channels. Brand is defined as a commercial entity with a visual identity (unique logo and/or lock up with the Bendigo Bank logo) trademarked and communicated to customers or other key stakeholders as part of our products and services.

2 Roy Morgan measure, 6 month average at June each financial year.

3 Following the rebranding of Rural Bank and Adelaide Bank to Bendigo Bank and subsequent system consolidations our digitally engaged metric now captures 100% of our Bendigo Bank and Up customer base with the only permanent exclusion being Leveraged and our third party White Label customers.

4 New disclosure for FY26.

5 All brands and channels are included except relationship managed accounts. Data not available for 2020.

6 Roy Morgan Net Promoter Score - Roy Morgan Research, 6 month rolling averages, comparing BEN to the industry average. Industry includes: ANZ, BOM, BOQ, Bank SA, Bankwest, CBA, ING, NAB, St. George, Suncorp & WBC. Net Promoter, Net Promoter System, Net Promoter Score, NPS and the NPS-related emoticons are registered trademarks of Bain & Company, Inc., Fred Reichheld and Satmetrix Systems, Inc.

7 2025 NPS figures were restated following data updates from Roy Morgan (Bendigo Bank NPS revised from 28 to 26.8; industry average from -8.4 to -7.9). Following this update, we continue to meet our public commitment of maintaining a 20-point gap above the industry average.

8 Private franchise branches have been included in totals.

9 Bendigo Bank ATMs only.

10 Covering approx. 94% of the Group customer base including Bendigo Bank and Community Banks. The YoY increase in 2026 was driven by uplifts in complaint capture and management processes, an increase in service-related complaints, and business migration impacts.

Community

Community Investment	Measurement	2026	2025	2024	2023	2022	2021	2020
Total community investment	\$m	53.3	52.4	41.2	-	-	-	-
Community Bank investment (cash contributi	\$m	51.7	50.2	40.3	32.9	19.4	21.3	21.7
Management costs	\$m	1.58	2.17	0.93	-	-	-	-
Revenue paid to connected community enterpr	\$	305,678	578,778	793,936	876,007	984,000	984,407	995,672

Community Enterprise Foundation	Measurement	2026	2025	2024	2023	2022	2021	2020
Bendigo Bank Community Foundation donations	\$m	32.2	29.1	35.9	54.1	16.5	13.5	58.7
Bendigo Bank Community Foundation grants di	\$m	26	23.1	19.1	14.6	28.4	23.4	22.6
Number of scholarship recipients (first yea	#	341	348	288	207	187	177	157
Scholarships funded (dollars) ³	\$m	1.7	1.1	1.43	1.1	1.08	1.05	1.07

Social Procurement	Measurement	2026	2025	2024	2023	2022	2021	2020
Social supplier spend through procurement (	\$m	15.2	19.97	10.83	4.06	1.89	1.56	1.83

1 2026 figure subject to limited independent assurance by EY. Please refer to the limited assurance statement.

2 The key change YoY to the total income (commission paid) is a direct result of the closure of all Connected Communities except for Bendigo & Geelong on 31 January 2025.

3 Includes Bendigo and Adelaide Bank, Bendigo Bank TAFE, Bendigo Bank Indigenous, and Community Bank Scholarship programs.

People

Employees	Measurement	2026	2025	2024	2023	2022	2021	2020
Headcount ^{1,2}	#	6,920	8,061	8,208	8,113	7,936	7,823	7,947
Bendigo and Adelaide Bank	#	5,183	5,440	5,492	5,522	-	-	-
Community Bank	#	1,526	1,637	1,666	1,565	-	-	-
Financial FTE ¹	#	4,601	4,762	4,777	4,726	4,652	4,483	4,776

Safety and wellbeing	Measurement	2026	2025	2024	2023	2022	2021	2020
Employee engagement index	%	70	74	77	77	77	73	74
Bendigo and Adelaide Bank	%	68	73	76	76	-	-	-
Community Bank	%	74	78	79	81	-	-	-
Lost time injury frequency rate ^{3,4}	rate	1.8	1.3	1.1	1.1	0.4	1.5	0.6
Total recordable injury frequency rate ⁴	rate	2.0	2.0	-	-	-	-	-
Fatalities	#	0	0	-	-	-	-	-

Gender diversity	Measurement	2026	2025	2024	2023	2022	2021	2020
Women in leadership roles ⁵	% female	55	53	51	50	-	-	-
Bendigo and Adelaide Bank	% female	53	51	49	49	46	43	44
Community Bank	% female	63	59	58	56	-	-	-
Gender pay gap (average) ⁶	%	21.0	25.2	22.2	23.3	23.8	-	-
Gender pay gap (median) ⁶	%	26.0	26.6	24.5	-	-	-	-
Gender diversity								
Enterprise	% female	59	59	59	60	60	-	-
Board ⁷	% female	50	44	56	44	50	-	-
Executive (KMP and other Executive members)	% female	33	27	14	14	17	-	-
Senior Leader Group ⁸	% female	45	41	41	41	37	-	-

Additional workforce representation and diversity metrics	Measurement	2026	2025	2024	2023	2022	2021	2020
Inclusion ⁹	%	81	81	82	83	-	-	-
Employees who identify as Aboriginal and/or Torres Stra	%	1.4	1.6	1.4	1.3	0.6	-	-
Employees who identify as living with disability	%	7.5	13.5	14.7	-	-	-	-

Employees who identify as LGBTIQ+	%	6.4	5.6	7.7	-	-	-	-
Employees who identify as culturally and linguistically	%	15.6	17.7	14	-	-	-	-
Employees who identify as carers	%	38.8	15.1	17.4	-	-	-	-
Employees who identify as neurodiverse ¹¹	%	11.7	-	-	-	-	-	-

Employee learning	Measurement	2026	2025	2024	2023	2022	2021	2020
Total leadership program participants ¹²	#	61	151	365	-	-	-	-
Completions of ESG training	%	46	52	53	-	-	-	-
Average hours of training/headcount ¹³	#	50	14.5	11.3	-	-	-	-

Turnover	Measurement	2026	2025	2024	2023	2022	2021	2020
Employee turnover total ¹⁴	%	21.5	23.0	16.3	18.0	21.1	19.3	14.7
Bendigo and Adelaide Bank	%	19.8	15.0	14	16.3	-	-	-
Community Bank	%	26.9	26.0	23.7	23.9	-	-	-
Employee turnover voluntary ¹⁴	%	15.5	14.8	11.7	15.2	17.1	12.9	11.0
Bendigo and Adelaide Bank	%	13.4	8.2	10.1	13.2	-	-	-
Community Bank	%	22.5	9.4	17.0	22.5	-	-	-
Employee turnover involuntary ¹⁴	%	5.9	1.9	2.2	2.8	4.0	6.4	3.8
Bendigo and Adelaide Bank	%	6.3	2.5	2.5	3.1	-	-	-
Community Bank	%	4.4	0.9	1.3	1.5	-	-	-

1 Total includes employees of controlled and non-controlled entities and contractors. Bendigo and Adelaide Bank includes Bendigo and Adelaide Bank and BEN RV (stands for Bendigo and Adelaide Bank Regional Victoria, which represents our other Victorian-based operating entity) employees. Community Bank includes Community Bank & Community Bank admin employees. Agents/Online Agents and directors included in previous figures and are excluded from 2023.

2 Changes in YoY FY26 Headcount reflects planned business changes and a reduction in contractors at the Bank. The FY26 Headcount includes contractors, but does not include the Bank's Strategic Partners, professional services and consultants. Prior to FY26, contractors, professional services and consultants with access to the Bank's systems were also counted in the Bank's Headcount.

3 2026 figure is for the quarter ending March 2026. The figure is slightly increased at 1.8 with three lost time claims accepted during the quarter. The LTIFR continues to exceed the SafeWork Australia sector benchmark of 1, which remains an appropriate reference point for performance comparison.

4 FTE used for the LTIFR and TRIFR calculation includes Bendigo and Adelaide Bank employees and is different from the Financial FTE metric. The FTE used excludes Contractors, Directors, Community Bank employees, Community Bank Admin employees & Agents.

5 Aligned to our WGEA reporting. Data includes individuals on parental leave, however, does not include vacancies. Agents & Directors excluded.

6 Data based on the Workplace Gender Equality Report 2025-26.

7 From 2023 the Bank's CEO & MD has been counted in the Board cohort. The Bank's CEO & MD was not counted in the 2022 Board cohort.

8 Includes the Bank's CEO & MD, Key Management Personnel, and Other Executives/ General Managers.

9 Based on SPARK 2026 (March) Survey.

10 Based on Country of Birth. 2025 CALD figure previously reported as 18.3% has been recalculated for consistency with current methodology, with no material impact on reported results.

11 New disclosure for FY26.

12 Previously called 'Total Leadership Program Completions'. The Lead BEN Program, Lead BEN Guided Program and Lead BEN Masterclasses were not offered in FY26.

13 Includes all Bendigo Bank and Community Bank employees. 2026 figure YoY growth in learning hours is driven by the launch of key system roll outs namely People Hub, Gemini AI Academy, and the BEN Complaint Management portal, as well as the ongoing focus on strategic initiatives on Data & AI literacy and Risk Management frameworks uplift.

14 In 2024 the methodology was updated to account for turnover that does not meet the criteria of the voluntary and involuntary categories. From 2020, the calculation was revised to exclude transfers between entities within the BEN enterprise (e.g., between Community Bank and Corporate roles), which were previously counted as exits.

Governance

Mandatory training	Measurement	2026	2025	2024	2023	2022	2021	2020
Mandatory training completions ¹	%	97.8	99.2	99.1	99.0	99.6	96.0	94.5
Bendigo and Adelaide Bank empl	%	98.2	99.6	99.6	99.7	-	-	-
Community Bank employees	%	96.7	99.7	99.4	99.0	-	-	-

Whistleblower cases	Measurement	2026				2025				2024				2023				2022	2021	2020
Report categories ²	#	Open cases	Substantiated	Unsubstantiated	Total	Open cases	Substantiated	Unsubstantiated	Total	Open cases	Substantiated	Unsubstantiated	Total	Open cases	Substantiated	Unsubstantiated	Total	-	-	-
Abuse of influence	#	1	1	2	4	1	2	-	3	-	-	2	-	2	-	-	-	-	-	-
Bullying ³	#	-	7	2	9	1	5	3	9	3	16	3	22	0	3	2	5	-	-	-
Conflict of Interest ⁴	#	1	3	1	5	-	1	-	1	-	1	-	1	0	3	0	3	-	-	-
Fraud ⁵	#	-	4	-	4	-	1	-	1	-	-	1	1	-	-	-	-	-	-	-
Harassment	#	-	-	-	-	-	3	-	3	-	3	-	3	0	1	0	1	-	-	-
Misconduct	#	-	3	4	7	-	2	3	5	-	3	1	4	-	-	-	-	-	-	-
Other	#	1	5	1	7	2	4	2	8	-	2	1	3	0	1	0	1	-	-	-
Policy/Procedure	#	5	4	3	12	-	5	1	6	1	6	2	9	0	3	1	4	-	-	-
Workplace Grievance	#	-	1	-	1	-	2	-	2	-	1	-	1	-	-	-	-	-	-	-
Total	#	8	28	13	49	4	25	9	38	4	34	8	46	-	13	4	17	18	24	21

1 Percentage of employees who have completed all mandatory learning before the required due date.

2 Includes Bendigo and Adelaide Bank concerns lodged through our anonymous concerns service or received by eligible recipients. The table includes the categorisation of concerns, as logged in our anonymous concerns portal, in addition to the total number of cases reported.

3 2 cases closed due to insufficient information.

4 1 case closed due to insufficient information.

5 The 'Fraud' category was previously named 'False Documentation'. The methodology for calculating this metric remains consistent with prior periods.

Climate & Environment

Emissions (market based)¹	Measurement	2026	2025	2024	2023	2022	2021	2020
Scope 1 ^{2,3}	tCO ₂ -e	1,123	960	1,262	1,390	1,363	1,466	2,483
Scope 2 ²	tCO ₂ -e	0	0	699	5,012	5,128	7,251	11,036
Scope 3 operational ^{2,4}	tCO ₂ -e	30,295	33,265	29,163	27,861	16,067	18,705	24,737
Total operational emissions	tCO ₂ -e	31,418	34,225	31,125	34,263	22,558	27,422	38,257
Total Scope 1 & Scope 2	tCO ₂ -e	1,123	960	1,961	6,402	6,491	8,717	13,520
Scope 1 and 2 emissions/FTE	tCO ₂ -e	0.24	0.20	0.41	1.35	1.40	1.94	2.83
Scope 1 and 2 emissions/\$m total income ⁵	tCO ₂ -e	0.55	0.49	1.00	3.33	3.83	4.83	8.27

Emissions (location based)¹	Measurement	2026	2025	2024	2023	2022	2021	2020
Scope 1 ^{2,3}	tCO ₂ -e	1,123	960	1,262	1,390	1,363	1,466	2,483
Scope 2 ²	tCO ₂ -e	5,984	6,389	6,622	7,531	9,181	9,627	12,203
Scope 3 operational ⁴	tCO ₂ -e	30,663	33,794	29,949	28,251	16,593	19,209	25,547
Total operational emissions	tCO ₂ -e	37,770	41,143	37,833	37,173	27,137	30,302	40,234
Total Scope 1 & Scope 2	tCO ₂ -e	7,107	7,349	7,884	8,922	10,543	11,093	14,686
Scope 1 and 2 emissions/FTE	tCO ₂ -e	2.00	1.54	1.65	1.89	2.27	2.47	3.08
Scope 1 and 2 emissions/\$m total income ⁵	tCO ₂ -e	3.47	3.78	4.03	4.65	6.22	6.14	8.99

Scope 3 financed emissions⁶	Measurement	2025	2024	2023	2022	2021	2020
Residential mortgages ^{2,7}	tCO ₂ -e	518,111	473,151	451,168	563,206	570,623	521,056
Commercial real estate ^{2,7}	tCO ₂ -e	19,885	35,864	40,124	49,194	59,115	60,174
Business loans ²	tCO ₂ -e	2,008,142	#####	#####	#####	#####	#####
Motor vehicle loans ⁸	tCO ₂ -e	-	-	3,919	6,505	6,102	20,045
Corporate bonds ²	tCO ₂ -e	2	5	6	12	108	270
Total financed emissions	tCO ₂ -e	2,546,140	#####	2,399,460	2,595,928	2,883,109	#####

Renewable electricity	Measurement	2026	2025	2024	2023	2022	2021	2020
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Total renewable electricity	%	58	74	68	33	40	30	19
Bendigo and Adelaide Bank	%	100	100	91	40	-	-	-
Community Bank	%	16	20	21	21	-	-	-

Carbon neutrality ⁹	Measurement	2025	2024	2023	2022	2021	2020
Carbon neutral ^{2,10}	n/a	Achieved	Achieved	Achieved	Achieved	Achieved	Achieved

1 In 2024 the Bank has updated emissions calculations so that Community Banks are now included as Scope 3 Category 14 (franchises) rather than Scope 1 & 2.

2 2026 figure subject to limited independent assurance by EY. Please refer to the limited assurance statement.

3 In 2024 and 2025, refrigerant emissions were excluded due to data limitations. For 2026, emissions have been re-included using a proxy-based estimation methodology consistent with the GHG Protocol..

4 Scope 3 (category 14) - franchises includes CBs only, excludes agencies. From 2026, emissions from leased assets have been reclassified from Category 3 (Fuel- and energy-related activities) to Category 8 (Upstream leased assets), and hotel accommodation emissions have been moved to Category 6 (Business travel) from Category 1 (Purchased goods and services) with reference to the GHG Protocol..

5 The Group's total income per Income Statement is used to calculate this metric.

6 The Bank reports our financed emissions a year behind our other financial and climate-related metrics. As a result, this disclosure will report the Bank's financed emissions from 1 July 2024 - 30 June 2025.

7 For calculating financed emissions for the Residential Mortgage and Commercial Real Estate portfolios, the Bank uses the Current Loan-to-Value Ratio (CLVR) to determine the attribution factor. This approach is taken due to historical data limitations which prevent the use of property value at origination, as prescribed by PCAF. The use of CLVR is consistent with the Bank's historical calculations, including the 2020 baseline, ensuring year-on-year comparability of our performance. The Bank plans to source property value at origination data in FY27 to further align with PCAF

8 Motor vehicle loans have been removed from financed emissions calculations from 2024 as they are immaterial. We will continue to monitor their materiality.

9 Bendigo Bank's approach to carbon neutrality means we are working to achieve net-zero greenhouse gas emissions by reducing our operational market-based emissions, excluding financed emissions, across all scopes (Scope 1, Scope 2, and Scope 3 operational emissions for categories 1, 2, 3, 5, 6, 7, 8 and 14) and offsetting remaining emissions with verified carbon projects using our Carbon Offset Evaluation Framework. Carbon neutrality is reported one year in lag. Our public commitments detail specific reduction targets and timelines.

10 Following our withdrawal from the Climate Active program, the Climate Active certification is no longer applicable from FY25 onwards. The final certification for FY23-24 period can be viewed [here](#).

GHG Emissions Calculation Methodologies

Our measurement approach for operational emissions is based on the principle of operational control, in line with the National Greenhouse and Energy Reporting Scheme and the GHG Protocol Corporate Standard. This means we quantify emissions from all identified sources within our operational control, utilising direct measurement where possible and recognised estimation methodologies to ensure a complete inventory.

Emissions are calculated by applying relevant emission factors to activity data. The primary inputs for these calculations include data from utility invoices (for electricity and gas), expense reports (for fuel and travel), and waste and water consumption reports. Where direct measurement is not possible, we use data from building management, landlords, and established estimation methodologies based on inputs such as Full-Time Equivalent staff numbers or building size. The specific emission factors are sourced from government publications, such as the National Greenhouse Accounts Factors, and the Climate Active program.

The Bank has chosen this approach as it provides a transparent and consistent method for quantifying our emissions that aligns with both Australian regulatory requirements and global best-practice standards.

There were no changes to the measurement approach during the current reporting period unless otherwise stated.

The following tables outline the methodologies used for calculating our GHG emissions.

Disclaimer

This ESG Data Summary summarises progress of the Bendigo Bank Group against key ESG metrics for financial year 2026. This Summary accompanies our Sustainability Report (Climate Disclosure) and is a part of our suite of Annual Reporting documents. This Summary covers data of the wholly owned and operating entities of the Group as well as the private franchise Community Bank branches unless otherwise stated. Any reasonable limitations in the data are noted in the Summary. EY has given limited assurance over the contents of this ESG Data Summary as set out in their opinions located in the Sustainability Report (Climate Disclosure) and 'Assurance Statements' section of this document.

Scope 1

Emission category	Activity		Data sources	Boundary	Methodology*	Additional notes
Fleet	Business related travel	Internal: Fleet expense reporting.	External: Department of Climate Change, Energy, the Environment, and Water, National Greenhouse Accounts Factors 2025.	Bendigo Bank only.	Emissions are calculated by multiplying reported fuel usage with the relevant emission factor. The total is then adjusted to remove any reported personal use of the vehicle which is collected via logbooks.	Methodology is based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard. Low measurement uncertainty.
Stationary combustion	Natural gas usage in branches and office buildings	Internal: Utility invoices.	External: Department of Climate Change, Energy, the Environment, and Water, National Greenhouse Accounts Factors 2025.	Bendigo Bank only.	Emissions calculated by multiplying reporting natural gas usage with the relevant emission factor. Where actual data is unavailable (often due to invoice periods), a pro-rated amount is used.	Methodology is based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard. Low measurement uncertainty.
Fugitive emissions (refrigerant)	Leakage of gases relating to heating and cooling of branches	Internal: Corporate office listing (used to identify assets).	External: Default refrigerant charge estimations and Global Warming Potential (GWP) factors are sourced from Australian Government publications (Department of Climate Change, Energy, the Environment and Water, National Greenhouse and Energy Reporting (NGER) Regulations)	Bendigo Bank only.	Emissions are estimated based on refrigerant charge size and assumed annual leakage rates. Leakage estimates are aggregated across relevant assets and converted to CO ₂ e using applicable factors. The estimate assumes 1 AC unit (~5.0 kg charge) and 1 refrigerator (~0.2 kg charge) per site, applying a standard 10% annual leakage rate and the GWP factor for R-410A.	Emissions are 100% estimated as servicing and recharge records are not available for all assets. Typical refrigerant charge sizes are applied based on equipment type. Annual leakage rates are estimated using industry benchmarks and asset characteristics. This complete reliance on assumptions regarding refrigerant charge size and leak rates results in a high degree of measurement uncertainty.

Scope 2 Location based (LB)

Emission category	Activity		Data sources	Boundary	Methodology*	Additional notes
Purchased electricity	Electricity consumption	Internal: Utility invoices and Electric Vehicle (EV) charge claim reporting.	External: State-specific grid emission factors from Department of Climate Change, Energy, the Environment, and Water, National Greenhouse Accounts Factors 2025.	Bendigo Bank only.	Utility invoices provide the activity data for our physical electricity usage. Where actual data is unavailable (often due to invoice periods), a pro-rated amount is used. To calculate these emissions, we apply state-specific grid emission factors from Department of Climate Change, Energy, the Environment, and Water to the total electricity consumed at each site, reflecting the average carbon intensity of the local electricity grids.	Methodology is based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard. Low measurement uncertainty.

Scope 2 Market based (MB)

Emission category	Activity		Data sources	Boundary	Methodology*	Additional notes
Purchased electricity	Electricity consumption	Internal: Utility invoices, EV charge claim reporting and large-scale generation certificates (LGCs).	External: National Residual Mix Factors (NRMF) from Department of Climate Change, Energy, the Environment, and Water 2025, ACT-specific emissions factors (JRRP), and grid renewable energy percentages from the Clean Energy Regulator (CER) 2025/26.	Bendigo Bank only.	Utility invoices provide the activity data for our physical electricity usage. Where actual data is unavailable (often due to invoice periods), a pro-rated amount is used. To calculate these emissions under the market-based method, we adjust our consumption for purchased GreenPower and retired Large-scale Generation Certificates (LGCs), applying Department of Climate Change, Energy, the Environment, and Water's Residual Mix Factors and the Clean Energy Regulator grid renewable percentages to any remaining grid-purchased electricity, with the ACT government's JRRP factor applied specifically to our ACT sites.	Methodology is based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard. Low measurement uncertainty.

Scope 3 Operational

Emission category	Activity		Data sources	Boundary	Methodology	Additional notes
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1 - Purchased goods and services	- Water - Purchased goods and services	Internal: Utility invoices, building consumption reports, general ledger and expense reports. Proxy data (based on Full-Time-Employee) is used for water where real data is unavailable.	External: National Australian Built Environment Rating System (NABERS) ratings and IELab, provided by FootprintLab. Scope 3 GHG emissions intensities (kgCO₂-e/\$ purchaser's price), using 2022 emissions and economic data.	Bendigo Bank only.	Water usage is estimated annually based on real data for each Bendigo Bank Branch and Office. This data is sourced from utility usage reports, base building data and NABERS. Proxy data is used where real data cannot be sourced (proxy is based on FTE size). Climate Active Emissions Factor applied to KL of water consumed. Purchased goods and services are calculated by using spend-based expense reporting and supplier specific emissions where available. Where unavailable relevant emission factors have been applied based on spend.	Scope 3 aligned to BEN's own criteria with reference to GHG Protocol.
2 - Capital goods	Office furniture	Internal: General ledger data.	External: IELab, provided by FootprintLab. Scope 3 GHG emissions intensities (kgCO₂-e/\$ purchaser's price), using 2022 emissions and economic data.	Bendigo Bank only.	Total office furniture cost multiplied against relevant emission factors.	Scope 3 aligned to BEN's own criteria with reference to GHG Protocol.
3 - Energy consumption	- Work from home (WFH) emissions - Third-party transport fuels	Internal: Full-Time-Employee (FTE) reporting used to generate WFH estimates, and fuel usage expense reports.	External: Climate Active WFH tool, National Greenhouse Accounts Factors 2024.	Bendigo Bank only.	WFH emissions are estimated annually based on the number of FTE coming into the office and % of Bendigo Bank staff who have taken up the Green Power deal. Third-party transport fuel calculations utilise fuel usage captured by expense reports. The relevant emission factors is applied to these activities.	Scope 3 aligned to BEN's own criteria with reference to GHG Protocol.
5 - Waste generated in operations	Landfill recycling	Internal: Base building waste data (where available). Where unavailable, waste is estimated using proxy data based on FTE size.	External: Department of Climate Change, Energy, the Environment, and Water, National Greenhouse Accounts Factors 2025.	Bendigo Bank only.	Waste is estimated annually. Proxy data is used where real data cannot be sourced (proxy is based on FTE size). Relevant emission factors applied.	Scope 3 aligned to BEN's own criteria with reference to GHG Protocol.
6 - Business travel	- Hotel accommodation - Airline travel - Taxi and ride-share services - Public transport - Private vehicle usage, rental vehicle usage and motor vehicle allowance	Internal: General ledger data.	External: Platinum reporting, Uber corporate account, Cornell Hotel Sustainability Benchmarking Index 2024, Rooms Footprint Per Occupied Room (Ml), median, IELab, provided by FootprintLab. Scope 3 GHG emissions intensities (kgCO₂-e/\$ purchaser's price), using 2023 emissions and economic data, Department of Climate Change, Energy, the Environment, and Water, National Greenhouse Accounts Factors 2025, UK Department for Energy Security & Net Zero and Department for Environment Food & Rural Affairs, Greenhouse gas reporting: conversion factors 2025.	Bendigo Bank only.	Hotel accommodation Expense reports summarise location and duration of hotel accommodation. Relevant emission factors are applied where available. When unavailable, an average emission factors is applied. Airline travel emissions are calculated using the length of the flight and the corresponding emission factor. Taxi, ride-share services and other transports emissions are calculated by multiplying the distance travelled in expense reporting with the relevant emission factor for the mode of transport. Where distance is unavailable, total spend is used instead. Private vehicle usage, rental vehicle usage and motor vehicle allowance are calculated based on reported fuel usage.	Scope 3 aligned to BEN's own criteria with reference to GHG Protocol.
7 - Commute	Employee commuting	Internal: Employee survey results and FTE data.	External: Climate Active Activity Data Calculator, Australian Bureau of Statistics (ABS) commute data, Climate Active emission factors, UK Department for Energy Security & Net Zero and Department for Environment Food & Rural Affairs, Greenhouse gas reporting: conversion factors 2025.	Bendigo Bank and Community Bank employees.	An employee survey was completed in 2022 to capture how people commuted to work. These findings were averaged across the Bank's 2026 FTE and had the relevant mode of transport emission factors applied.	Scope 3 aligned to BEN's own criteria with reference to GHG Protocol.

8 - Upstream Leased Assets	- Upstream emissions from electricity - Base building electricity - Upstream emissions from natural gas	Internal: Utility invoices. For base building emissions where direct data is unavailable, estimates are generated using proxies based on building size and net leased area. External: NABERS Building reports, National Greenhouse Accounts Factors 2024, National Residual Mix Factors (NRMF) from Department of Climate Change, Energy, the Environment, and Water 2025, and grid renewable energy percentages from the Clean Energy Regulator (CER) 2025/26.	Bendigo Bank only.	Upstream emissions from electricity and gas usage is calculated using utility invoices. Base building emissions are estimated annually through engagement with site managers and NABERS data. Where data is unavailable, proxies are used based on building size and net leased area.	Scope 3 aligned to BEN's own criteria with reference to GHG Protocol.
14 - Franchise	Community Banks	Internal: Utility invoices. External: NGER reports. UK Department for Energy Security & Net Zero and Department for Environment Food & Rural Affairs, Greenhouse gas reporting: conversion factors 2025.	Community Banks only.	Emissions are calculated using reported fuel usage and relevant emission factors. Utility reports detail natural gas usage and electricity usage and sites where GreenPower (renewables) have been purchased. State-based emission factors are applied to electricity usage to calculate emissions. Where data gaps exist, proxy data and estimations are used.	Scope 3 aligned to BEN's own criteria with reference to GHG Protocol.

Scope 3 Financed

Financed emissions are represented as the proportion of the Bank's loans and investments relative to the gross greenhouse gas emissions the Bank has for each of its counterparty's loans and investments. We report on these because providing capital makes us a part of the emissions value chain. We report the emissions one year in lag.

The Bank does not disclose project finance or on-balance sheet listed equity due to zero exposure since our 2020 baseline. Unlisted equity also remains excluded as it is immaterial and overlaps with our operational emissions. We acknowledge PCAF's December 2025 updated guidance on sub-sovereign debt, securitisation, and structured products, and will assess the materiality of these asset classes for future reporting. We recognise that PCAF standards and data availability will continue to evolve and will stay abreast of these developments to continually improve our financed emissions reporting.

Emission category	Activity	Data sources	Boundary	Methodology*	Additional notes
15 - Financed emissions	Business Loans	Internal: Bank lending platforms. Where asset and revenue data is unavailable, financed emissions are scaled up proportionally to account for the data gap. External: National Greenhouse Accounts Factors 2023 sector-based emission estimates, National Greenhouse Accounts Factors Paris Agreement inventory commodity emissions and ABS Commodity value.	PCAF Quality Score: 5 The data quality score for business loans is 5, as per the Partnership for Carbon Accounting Financials (PCAF) framework. This score reflects that calculations are based on estimated data. The boundary for this category includes 100% of the Bank's on-balance sheet loans, which sit across three sub-categories: (1) Small to Medium Enterprise (SME) loans, (2) Corporate loans: other long-term debt, and (3) Corporate loans: short-term debt. Business loan data are captured by purpose. All equipment finance, commercial real estate, and personal lines of credit are excluded from this category to avoid double-counting with other asset class calculations.	Sector-based average emissions per \$1 million of revenue were determined using sector-based income data from the Australian Bureau of Statistics (ABS) and sector-based emissions data from the Network for Greening the Financial System (National Greenhouse Accounts Factors). The Bank has adopted a conservative approach by using an attribution factor of Bank Exposure / Customer Assets. This is a deviation from the standard PCAF methodology (Attribution Factor = Outstanding Amount / Total Assets) and is intended to provide a more conservative estimate of financed emissions. The Bank will seek to align with the standard PCAF methodology in future reporting periods. Typically, the assets and revenue of each exposure are based upon the most recent financial reporting attained from the customer, which may not always correspond with the reporting year used by the Bank. For the current reporting period, however, ongoing system migration activities impacted the reliability of total assets and revenue data. To maintain the integrity and accuracy of our emissions calculations, FY24 financial data was applied as a proxy for these specific exposures. Additionally, this data is unavailable for Retail SME customers. To account for the unavailable data related to Retail SME customers, the portion of the Bank's financed emissions where assets and revenue were available was scaled up to account for the gap. This meant business loan emissions were scaled up from 1,824,252 tCO2e to 2,008,142 tCO2e.	For some of our agriculture lending (beef, dairy, pigs, crops and sheep), commodity-specific emission factors were applied to enable a greater level of granularity for these more emission intensive activities. The emission factor for each commodity was found by dividing the commodity emissions (sourced from National Greenhouse Accounts Factors Paris Agreement inventory) by the value of each commodity in Australia (sourced from ABS). Other agricultural lending that is not included in the above categories had a total Agriculture, Forestry and Fishing sector emission factor applied. When there was a mixed category, the more emissions intensive category emission factor is applied as a conservative approach. For example, for mixed beef and cropping ANZSIC codes, the beef emission factor is applied. In line with the FY25 reporting year methodology update, the emission factor applied to crops for FY26 reporting year continues to include direct soil emissions from inorganic fertilisers.
	Residential Mortgages	Internal: Bank lending platforms. External: National Greenhouse Accounts Factors: 2024, CER electricity and gas usage and ABS average household size.	PCAF Quality Score: 5 The data quality score for Residential Mortgages is 5, as per the PCAF framework. This score reflects that calculations are based on estimated data. Scope 1 and 2 emissions calculated for all on-balance sheet loans including individual homes and multi-family housing with a small number of units have been included. Home equity loans (HELs) and home equity lines of credit (HELOCs) are not included. Mortgages used to construct or renovate a house are not included as the homeowner does not directly account for construction emissions.	Climate zone-based electricity and gas usage was sourced from the Clean Energy Regulator and applied at a postcode level. The average size of a household (data from the ABS) and the number of buildings was then applied to estimate the average usage per postcode. State-based electricity and gas emission factors were sourced from National Greenhouse Accounts Factors and applied to the calculation to find electricity and gas emissions per postcode. The current loan to-value ratio (LVR) was then applied to the calculation to find Bendigo Bank's attributable residential mortgages financed emissions. The year-on-year movement in emissions intensity reflects continuous enhancements through uplifted methodology and improved data. The key drivers include: - Updated attribution assumptions (current LVR), - Revised floor area estimation methodologies, - Increased granularity of dwelling segmentation, - Updated external reference datasets.	While the overall emissions boundary remains unchanged, we have improved methodological precision and data granularity. Key enhancements include updated loan attribution logic (using current LVR), refined property and floor area assumptions, and the integration of updated external reference datasets.

Commercial Real Estate (CRE)	Internal: Bank lending platforms.	External: Department of Climate Change, Energy, the Environment, and Water Commercial Building Baseline Study - FY24/25 Update and National Greenhouse Accounts Factors 2024.	PCAF Quality Score: 5 The data quality score for CRE is 5, as per the PCAF framework. This score reflects that calculations are based on estimated data. Scope 1 and 2 emissions calculated for all balance sheet loans. This asset class includes on-balance sheet loans for specific corporate purposes, namely the purchase and refinancing of CRE, and on-balance sheet investments in CRE when the financial institution has no operational control over the property. The Bank's exposure is captured by loans for the purpose of commercial real estate in line with the ASB3 Reporting Form for	Bendigo Bank's CRE exposures and securities data is collated directly from our internal lending platforms. Our financed emissions are then attributed by integrating our internal asset and loan descriptions with publicly available government datasets. Specifically, relevant metrics such as building counts, gross floor area, and average greenhouse gas (GHG) intensity are sourced from the Department of Climate Change, Energy, the Environment, and Water Commercial Buildings Baseline Study and mapped to our portfolio data to estimate emissions for each commercial asset class.	During the reporting period, we enhanced data quality, traceability, and methodological accuracy for commercial real estate. Key improvements include updated reference datasets, refined data processing logic, and more precise property categorization, resulting in a more robust overall attribution methodology.
Corporate Bonds	Internal: Bank treasury platform.	External: Annual reports.	PCAF Quality Score: 1a./b This score reflects that calculations are based on reported Scope 1 and 2 emissions disclosed by bond issuers. 100% of other bank bonds, held for liquidity purposes, were included. From 2023, the emissions from corporate bonds have been calculated using reported Scope 1 and 2 emissions from the bank bonds in our portfolio.	The financed emissions for corporate bonds were calculated using the reported Scope 1 and 2 emissions disclosed by the bond issuers in their annual or verified reports. To attribute a portion of the issuer's emissions to the Bank's holding, an attribution factor was calculated. This factor is the market value of the bonds held by the Bank, divided by the issuer's Enterprise Value Including Cash (EVIC). The EVIC for each issuer was sourced from their verified annual reporting. The final attributed emissions figure is therefore calculated for 100% of the corporate bonds in the portfolio.	From 2020 - 2022, the emissions from corporate bonds were calculated using a mixture of verified and unverified Scope 1 and 2 emissions from the bank bonds in the Bank's portfolio which correspond to data quality Score 1 and Score 2, respectively. Reported emissions were obtained for the issuer of 100% of the bonds.

* Methodology alignment to GHG protocol

Glossary

All data is at 30 June 2026 unless otherwise specified

Indicator or term	Definition	Material topics		SDGs
Average hours of training/employee	Average learning hours includes all hours captured in the BEN Learning Management System. This includes formal training and self-directed learning through BEN U and LinkedIn Learning.	Employee engagement and wellbeing		 
BEN 1.5°C	BEN 1.5°C is the approach we will take to play our part in a 1.5°C world. It is Board-approved, aligned to the Paris Agreement and SBTi with intensity-based targets for our most material sectors.	Climate change	Community prosperity	
Bendigo Bank Bank branches	Includes all Bendigo Bank branches and customer service points. Excludes Community Banks, private franchises and Business Centres. Number at 30 June 2026.	Customer experience and wellbeing	Community prosperity	
Bendigo Bank Community Foundation donations received	Includes donations into tax deductible fund and contributions into the tax concessional charity fund. Bendigo Bank Community Foundation administers three charitable trusts and undertakes other activities on behalf of Bendigo Bank Bank and other entities.	Community prosperity	Customer experience and wellbeing	 
Bendigo Bank Community Foundation grants distributed	Includes grants to charitable and not for profit organisations across Australia. Bendigo Bank Community Foundation administers three charitable trusts and undertakes other activities on behalf of Bendigo Bank Bank and other entities.	Community prosperity	Customer experience and wellbeing	 
Bendigo Bank customer satisfaction	Roy Morgan measure, 6 month average at June each financial year.	Customer experience and wellbeing		
Bendigo Bank digitally engaged customers	Number of Bendigo Bank customers that have logged into ebanking within the last 90 days.	Customer experience and wellbeing	Financial crime risk	 
Bendigo Bank NPS	Net promoter score (NPS) is a customer loyalty and advocacy measurement, taken from asking customers how likely they are to recommend your product or service to others on a scale of 0 to 10. This is a rolling 6 monthly average score.	Customer experience and wellbeing		 
Business loans and unlisted equity	Includes 100% of the Bank's on-balance sheet business loans, which are captured by purpose and categorized across three distinct sub-categories: (1) SME loans, (2) Corporate loans: other long-term debt, and (3) Corporate loans: short-term debt. To ensure reporting integrity and prevent double counting, this specific asset class excludes all equipment finance, commercial real estate (CRE), and personal lines of credit, which are captured and calculated separately under their respective asset class	Climate change	Community prosperity	

Carbon neutral / neutrality	Bendigo Bank's approach to carbon neutrality means we are working to achieve net-zero greenhouse gas emissions by reducing our operational market-based emissions (which excludes financed emissions) across all scopes (Scope 1, Scope 2, and Scope 3 operational emissions for categories 1, 2, 3, 5, 6, 7, 8, and 14) and offsetting remaining emissions with verified carbon projects using our Carbon Offset Evaluation Framework. The retirement of carbon offsets may include the carry forward of surplus credits from prior year and the use of offsets retired subsequent to year-end to facilitate the application of the appropriate quantity of offsets to the reporting period. Offsets applied to the FY25 have not been claimed against any other reporting period. Carbon neutrality is reported one year in lag. Our public commitments	<i>Climate change</i>	<i>Community prosperity</i>	13 CLIMATE ACTION 
Commercial real estate	Scope 1 and 2 emissions are calculated for on-balance sheet loans and investments in commercial real estate (CRE) where the Bank has no operational control. See 'Emissions Methodology' tab for further detail.	<i>Climate change</i>	<i>Community prosperity</i>	13 CLIMATE ACTION 
Community Bank and Private Franchise branches	Includes all Community Bank (including cashless sites and customer services centres) and private franchise sites. Number as at 30 June 2026.	<i>Customer experience and wellbeing</i>	<i>Community prosperity</i>	11 SUSTAINABLE CITIES AND COMMUNITIES 
Community Bank investment (cash contributions)	Community Bank companies are independent, unlisted public companies that operate a Bendigo Bank franchise agreement. The franchise agreement entitles the Community Bank company to earn revenue generated from customers domiciled to their branch. This revenue is used to pay for the operating costs of the branch along with optional contributions to their communities. A portion of the profits derived from revenue can be returned to their shareholders via dividends. The decision on how much is spent and where the funds are directed is made by the individual Boards of the Community Bank companies and is discretionary. There is no obligation under the franchise agreement for a Community Bank company to make any contributions. Community Bank investment captures the collective Community Bank expenditure on a wide range of local community initiatives and activities. Community Contributions range in dollar value from small to large sponsorships of local sporting groups, grants to individuals and/or community groups, to significant funding to	<i>Community prosperity</i>	<i>Customer experience and wellbeing</i>	8 DECENT WORK AND ECONOMIC GROWTH  10 REDUCED INEQUALITIES 
Complaints referred to external dispute resolution body	The total number of complaints made to the Australian Financial Complaints Authority (AFCA) by customers of the Bank, including all its subsidiaries. Includes Bendigo Bank, Community Banks and Up.	<i>Customer experience and wellbeing</i>		8 DECENT WORK AND ECONOMIC GROWTH  10 REDUCED INEQUALITIES 
Complaints resolved at first point of contact (FPoC)	Measures the percentage of complaints resolved at First Point of Contact (FPoC) as described by the FPoC methodology, without escalation to Customer Resolution. Includes Bendigo Bank, including all its subsidiaries and Up.	<i>Customer experience and wellbeing</i>		8 DECENT WORK AND ECONOMIC GROWTH  10 REDUCED INEQUALITIES 
Completions of ESG training	Percentage of employees who completed the voluntary ESG training module. Includes Bendigo Bank Bank and Community Bank employees.	<i>Employee engagement and wellbeing</i>	<i>Community prosperity</i>	13 CLIMATE ACTION  10 REDUCED INEQUALITIES 

Customer complaints	The total number of complaints made by customers of the Bank, including all its subsidiaries. Customer complaints arise when a business does not meet customer expectations in terms of the product or services. Includes Bendigo Bank, Community Banks and Up.	<i>Customer experience and wellbeing</i>		 8 DECENT WORK AND ECONOMIC GROWTH	 10 REDUCED INEQUALITIES
Customers supported with hardship	Customer supported by hardship is defined by a customer who, due to a change in personal or financial circumstances, is temporarily unable to meet their contractual payment obligations and has subsequently entered into an agreed-upon hardship arrangement with the bank.	<i>Community prosperity</i>		 8 DECENT WORK AND ECONOMIC GROWTH	 10 REDUCED INEQUALITIES
Digitally engaged customers	Active eBanking customers defined as customers >12yo and used eBanking in last 90 days (Bendigo Bank) and active (non-dormant) customers (Up). Following the rebranding of Rural Bank and Adelaide Bank to Bendigo Bank and subsequent system consolidations our digitally engaged metric now captures 100% of our Bendigo Bank and Up customer base with the only permanent exclusion being Leveraged	<i>Customer experience and wellbeing</i>	<i>Financial crime risk</i>	 10 REDUCED INEQUALITIES	 11 SUSTAINABLE CITIES AND COMMUNITIES
Ease of Use	The percentage of new Bendigo Bank Bank customers who rated the digital account opening process as "Easy" or "Very Easy."	<i>Customer experience and wellbeing</i>		 11 SUSTAINABLE CITIES AND COMMUNITIES	
Employee engagement index	This data point is related to how engaged (out of 100%) the employees across the organisation are. Employee engagement is the degree to which employees invest their cognitive, emotional, and behavioural energies towards positive organisational outcomes. The score is calculated using staff survey responses collected via the voluntary SPARK survey each March.	<i>Employee engagement and wellbeing</i>		 8 DECENT WORK AND ECONOMIC GROWTH	 10 REDUCED INEQUALITIES
Employee turnover (total, involuntary and voluntary)	Employee turnover is calculated as the total number of employee exits over a 12-month period, expressed as a percentage of the active headcount at the end of that 12-month period. Voluntary turnover includes resignations, retirement, death, abandonment of employment, and permanent disability/medical exits. Involuntary turnover includes terminations/dismissals, redundancies, and end of contract.	<i>Employee engagement and wellbeing</i>		 8 DECENT WORK AND ECONOMIC GROWTH	 10 REDUCED INEQUALITIES
Employees who identify as Aboriginal and/or Torres Strait Islander	The percentage of employees who self-identify as Aboriginal and/or Torres Strait Islander.	<i>Employee engagement and wellbeing</i>	<i>Community prosperity</i>	 8 DECENT WORK AND ECONOMIC GROWTH	 10 REDUCED INEQUALITIES
Employees who identify as carers	The percentage of employees who self-identify as a carer for a child and/or adult with disability in relation to the total headcount. All employees are invited to participate in the voluntary demographic survey via the Qualtrics platform.	<i>Employee engagement and wellbeing</i>		 8 DECENT WORK AND ECONOMIC GROWTH	 10 REDUCED INEQUALITIES
Employees who identify as Culturally and Linguistically Diverse (CALD)	The percentage of employees who are born in countries other than those classified by the ABS as 'main English-speaking countries'. All employees invited to participate. Results are based only on those who responded. People born overseas, in countries other than those classified by the ABS as 'main English speaking countries'. The main English speaking countries identified by the ABS are Australia, Canada, Republic of Ireland, New Zealand, South Africa, United Kingdom (England, Scotland, Wales, Northern Ireland) and United States of America (based on ABS definition).	<i>Employee engagement and wellbeing</i>		 8 DECENT WORK AND ECONOMIC GROWTH	 10 REDUCED INEQUALITIES

Employees who identify as LGBTIQ+	The percentage of employees who self-identify as lesbian, gay, bisexual, transgender/gender diverse, intersex and queer or questioning in relation to the total headcount. Responses include: Lesbian, gay, or homosexual, Bisexual, Queer, Transgender, Intersex and 'I use a different term'.	<i>Employee engagement and wellbeing</i>	 
Employees who identify as living with a disability	The percentage of employees who self-identify as living with disability in relation to the total headcount.	<i>Employee engagement and wellbeing</i>	 
Employees who identify as neurodivergent	The percentage of employees who self-identify as neurodivergent.	<i>Employee engagement and wellbeing</i>	 
Fatalities	The number of work-related deaths occurring within the financial year.	<i>Employee engagement and wellbeing</i>	
Financial FTE	The standardised equivalent of full-time workers based on total cumulative hours. Excludes: -Employees on extended unpaid leave (including Parental leave) -Contractors -Consultants -Community Bank staff -Strategic Partner staff	<i>Employee engagement and wellbeing</i>	 
Gender diversity	The percentage of females in relation to the total headcount at each level. Excludes Community Bank employees. BEN Group includes all employees of Bendigo and Adelaide Bank or Bendigo and Adelaide Bank Regional Victoria. Board includes members of the Bendigo and Adelaide Bank Board of Directors. The bank's CEO & MD was excluded from this cohort prior to 2023. Executive includes the bank's CEO & MD and Executive Reports. Senior Leader Group includes the bank's CEO & MD, Key Management Personnel, and Other executives/General Managers.	<i>Employee engagement and wellbeing</i>	 

Gender pay gap (mean)	The gender pay gap measures the difference in pay between women and men. Data based on the Workplace Gender Equality Agency (WGEA) Compliance Reporting. Data as at first pay date in March. Based on annualised, full-time equivalent total remuneration for a 12-month period, inclusive of base salary, ordinary time earnings, allowances, superannuation, fringe benefits and employee share scheme payments. Includes employees with company code BABL or BEN RV (stands for Bendigo and Adelaide Bank Regional Victoria, which represents our other Victorian-based operating entity). Excludes Contractors, Directors and Professional Services. Mean - is calculated by adding together every woman's salary and then dividing it by the number of data points provided. The same is done to calculate the average man's salary. Then, we divide the women's average by the men's average and express it as a percentage.	<i>Employee engagement and wellbeing</i>	8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES
Gender pay gap (median)	The gender pay gap measures the difference in pay between women and men. Data based on the Workplace Gender Equality Agency (WGEA) Compliance Reporting. Data as at first pay date in March. Based on annualised, full-time equivalent total remuneration for a 12-month period, inclusive of base salary, ordinary time earnings, allowances, superannuation, fringe benefits and employee share scheme payments. Includes employees with company code BABL or BEN RV (stands for Bendigo and Adelaide Bank Regional Victoria, which represents our other Victorian-based operating entity). Excludes Contractors, Directors and Professional Services. Median - is calculated by listing every woman's salary from smallest to largest and then locating the mid-point value. The same is done to find the men's median. Then, we divide the woman's median by the men's median and express it as a percentage.	<i>Employee engagement and wellbeing</i>	8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES
Headcount	Total number of individuals who perform work for or on behalf of BEN (or a related employing entity) under either a contract of employment or external contractors either self-employed or through a 3rd party agency on hire arrangement. Total includes employees of controlled and non-controlled entities and contractors. Bendigo and Adelaide Bank includes employees of Bendigo and Adelaide Bank and Bendigo and Adelaide Bank Regional Victoria (which represents our Victorian-based operating entity). Community Bank includes Community Bank & Community Bank admin	<i>Employee engagement and wellbeing</i>	8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES
Inclusion	The inclusion score is based on the four factors of inclusion: Respect, Belonging, Empowering and Fair Progression. The score is calculated using staff survey responses to questions categorised within those four factors.	<i>Employee engagement and wellbeing</i>	8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES

Listed equity and corporate bonds	100% of other bank bonds, held for liquidity purposes were included. See 'Emissions Methodology' page for further detail.	Climate change	13 CLIMATE ACTION 
Location-based emissions	Scope 2 operational emissions that reflect the average emissions intensity of the grid.	Climate change	13 CLIMATE ACTION 
Lost time injury frequency rate	LTIFR is the measure of the frequency at which lost time claims are submitted by an organisation. It does not indicate the severity of the claim or the length of time that is lost, simply measures the frequency at which accepted time lost claims are experienced. LTIFR is one of the Work Health and Safety (WHS) lag indicators used to identify trends in performance and provide a tool for self-evaluation and comparison.	Employee engagement and wellbeing	8 DECENT WORK AND ECONOMIC GROWTH  10 REDUCED INEQUALITIES 
Management costs	Costs incurred in making community contributions. These will include the salaries, benefits and other overheads of community affairs staff along with research/communications spend if used to help the community engage with the company.	Community prosperity	10 REDUCED INEQUALITIES 
Mandatory training completions	The percentage of employees who have completed all mandatory learning modules before the required due date.	Employee engagement and wellbeing	8 DECENT WORK AND ECONOMIC GROWTH  10 REDUCED INEQUALITIES 
Market-based emissions	Scope 2 operational emissions that account for the Bank's decisions to invest in different electricity products and markets, including LGCs and purchases of renewable electricity.	Climate change	13 CLIMATE ACTION 
Motor vehicle loans	100% of secured loans and equipment finance for motor vehicles were included, excluding Rural Bank. Due to the volume of non-vehicle equipment finance and data availability, Rural Bank motor vehicle loans have been excluded. This asset class refers to on-balance sheet loans and lines of credit to businesses and consumers for specific (corporate or consumer) purposes - namely the finance of one or several motor vehicles. Specific farming equipment such as fertilisers and farm equipment where emission estimates and PCAF guidance are not available have been excluded from calculations.	Climate change Community prosperity	13 CLIMATE ACTION 
Number of ATMs	Total number of active Bendigo ATM IDs.	Customer experience and wellbeing	11 SUSTAINABLE CITIES AND COMMUNITIES 
Number of customers	Total number of customers. Includes all brands and channels.	Customer experience and wellbeing	11 SUSTAINABLE CITIES AND COMMUNITIES 

Number of scholarship recipients (first year payments)	The scholarship programs support rural and regional students, Indigenous students, students aspiring to make an impact in the agribusiness sector, and students from disadvantaged backgrounds. This figure only includes first year payments. Includes Bendigo Bank Bank, Bendigo Bank TAFE, Bendigo Bank Indigenous, and Community Bank Scholarship programs.	<i>Community prosperity</i>	<i>Customer experience and wellbeing</i>		
Renewable electricity	Percentage of electricity that is renewable. While the Bank is ineligible to join RE100 as our electricity volumes are well below the minimum threshold, we have aligned our target to RE100 and committed to procure 100% renewable electricity. This will contribute to decarbonising grids in the jurisdictions the Bank operates in, which will reduce absolute emissions over time.	<i>Climate change</i>			
Residential mortgages	Scope 1 and 2 emissions are calculated for on-balance sheet residential mortgage loans, including individual homes and multi-family housing with a small number of units. See 'Emissions Methodology' tab for further detail.	<i>Climate change</i>	<i>Community prosperity</i>		
Responsiveness	The percentage of existing Bendigo Bank Bank customers who rate the bank as highly responsive to their needs.	<i>Customer experience and wellbeing</i>			
Revenue paid to Connected Community Enterprises	Connected Communities Model was established to enable our Corporate Sites to provide community contributions locally by customers choosing to support their local Connected Community with their banking. This is a referral-based model. Bendigo Bank (retail branch) products only. Commission is based on pre & post commission from the commencement date of the agreement.	<i>Community prosperity</i>	<i>Customer experience and wellbeing</i>		
Scholarships funded (dollars)	The scholarship programs support rural and regional students, Indigenous students, students aspiring to make an impact in the agribusiness sector, and students from disadvantaged backgrounds. Includes Bendigo Bank Bank, Bendigo Bank TAFE, Bendigo Bank Indigenous and Community Bank Scholarship programs.	<i>Community prosperity</i>	<i>Customer experience and wellbeing</i>		
Scope 1 and 2 emissions/\$m total income	Ratio to express a company's direct operational emissions (Scope 1 & 2 Location and Market based) per income of the company. The Group's total income per Income Statement is used to calculate this metric.	<i>Climate change</i>			
Scope 1 and 2 emissions/FTE	Ratio to express a company's direct operational emissions (Scope 1 & 2 Location and Market based) per FTE of the company.	<i>Climate change</i>			
Scope 1 emissions	Direct emissions from owned or controlled sources.	<i>Climate change</i>			
Scope 2 emissions	Indirect emissions from the generation of purchased energy.	<i>Climate change</i>			

Scope 3 financed emissions	Financed emissions are the indirect greenhouse gas emissions (GHG) attributable to the customers of financial institutions. We report on financed emissions due to our role in providing capital or financing to the original emitter. Currently, our reporting covers four asset classes: commercial real estate, residential mortgages, business loans and unlisted equity, and corporate bonds. Calculations for motor vehicle loans were previously reported but discontinued in FY24. Refer to the 'Emissions methodology' tab for further details.	<i>Climate change</i>	<i>Community prosperity</i>	
Scope 3 operational emissions	All indirect emissions (not included in Scope 2) that occur in the upstream and downstream value chain of the reporting company where applicable. This includes our purchased goods and services, capital goods, work from home & other energy related activity, waste, business travel, employee commuting and Community Banks.	<i>Climate change</i>		
Social supplier spend through procurement (dollars)	Social supplier spend includes suppliers listed on the Social Traders, B Corp, Supply Nation and other Indigenous business databases. This spend includes invoice spend, credit card spend and tier 2 spend (transactions with social suppliers through a tier 1 supplier, e.g. stationery ordered through the Bank's stationery supplier, Winc.) Includes Bendigo Bank Bank, Bendigo Bank TAFE, Bendigo Bank Indigenous and Community Bank Scholarship programs.	<i>Community prosperity</i>		
Total amount prevented in fraud and scams	Value of potential losses from fraud and scams that were successfully prevented. Includes Bendigo Bank Bank and Up.	<i>Customer experience and wellbeing</i>	<i>Financial crime risk</i>	 
Total bank branches	Total number of branches including Bendigo Bank Bank, Community Banks and Private Franchises. Number at 30 June 2026.	<i>Customer experience and wellbeing</i>		
Total leadership program participants	Completions of the Women in Leadership Program and Mentor Walks. The number reported represents the total number of participants. All nominated Bendigo Bank employees (including Community Bank employees if successfully selected) who are permanent (full or part-time) or on a fixed-term contract are included. Contractors and casuals are excluded.	<i>Employee engagement and wellbeing</i>		 
Total recordable injury frequency rate (TRIFR)	Measures the number of total recordable work-related injuries requiring medical treatment, restricted duties, or time off (excluding first aid) per million hours worked in the financial year. The Rate reported does not indicate the severity of the injury. TRIFR is one of the Work Health and Safety (WHS) lag indicators used to identify trends in performance and provide a tool for self-evaluation and comparison.	<i>Employee engagement and wellbeing</i>		

Up digitally engaged customers	Number of active (non-dormant) customers with an Up product.	Customer experience and wellbeing	Financial crime risk	 
Up NPS	Net promoter score (NPS) is a customer loyalty and advocacy measurement, taken from asking customers how likely they are to recommend your product or service to others on a scale of 0 to 10. It's a widely used market research metric. This definition has been updated in FY24. Previously, this was reported as a 12-month rolling average, however from FY24, a rolling 6 monthly average will be used to align with Bendigo Bank reporting.	Customer experience and wellbeing		
Whistleblower cases	Whistleblower concerns refer to reports received through the Bank's anonymous concerns portal or via the Bank's Eligible Recipients. Not all concerns received through the Whistleblower Service are considered whistleblower matters or protected disclosures as defined in Part 9.4AAA of the Corporations Act 2001 (Cth) or the ASIC regulatory Guide 270: Whistleblower Policies.	Employee engagement and wellbeing		 
Women in leadership roles	The percentage of females in relation to the total headcount, inclusive of all leaders. Includes all employees with strategic or operational management responsibility, in accordance with guidance from the Workplace Gender Equality Agency (i.e., some leaders may not have direct reports).	Employee engagement and wellbeing		 

Identifying our sustainability-related risks and opportunities

Bendigo Bank identifies and manages material sustainability-related risks and opportunities through a **three-step process**, anchored in a dynamic materiality lens, guided by *GRI Standards 3: Material Topics, 2021*.

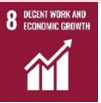
These steps assess actual and potential impacts on our business from economic, environmental, and social factors, including human rights.

A key lens used in dynamic materiality at the Bank is the **impacts on human rights** across our activities and business relationships. The Bank's Human Rights Position allows us to communicate how we identify, prevent, mitigate and account for human rights principles, and how we remedy adverse impacts when our actions or inactions cause harm.

Part of this dynamic materiality process is an annual materiality assessment, which has been **approved by the Bank's Board**. The annual materiality assessment process is demonstrated to the right and shows how our operations continue to be impacted by a range of material topics from an economic, environmental, social and governance perspectives.

The Bank's 2026 material topics and their definitions can be found below and further information

1. Dynamic Materiality	2. Stakeholder Engagement	3. Validation
Through our "always on" approach to reviewing developments in the industry, a long list of topics is continuously updated to ensure they best reflect the Bank's current operating environment. This year, 'Thriving Communities' topic evolved to 'Community Prosperity' to better capture the Bank's maturity level in this area. Similarly, employee culture theme was broadened to 'Employee Culture and Wellbeing' to reflect our holistic approach in how the Bank support their people. Inputs include: - Our purpose and strategy - Our key material risks - The regulatory environment - Global benchmarking assessments - International frameworks - Customer complaints - Internal registers - Industry themes - Investor and public sentiments	A broad range of stakeholders across our value chain are engaged through a two-step process: Step One: testing the importance of material topics to our key stakeholder groups both internally (weighted 1/3) and externally (weighted 2/3). These groups include our customers, our people, the Community Bank National Council, Community Bank directors, government and industry representatives and debt and institutional investors. Step Two: testing the importance of material topics to our operations using insights provided from internal stakeholders with representation from each division. We incorporated feedback from last year's engagement with Board Directors and this year's discussions with investors.	By mapping the results on a materiality matrix, we identified the top topics that are most material to our stakeholders and operations. Reflecting the heightened focus on workplace culture and its importance to stakeholders, employee engagement emerged as a new material topic in 2026. This focus is consistent with previous emergence of 'governance, conduct, and ethics' as another key material topic in 2025.

2026 Material topics						
Non-financial risks						
from our processes, people, systems, and external events. This includes Operational, Compliance, Financial Crime, Strategic, and Sustainability risks. Specific sustainability-related material						
Climate change	Customer experience and wellbeing	Community prosperity	Data privacy and security	Employee engagement and wellbeing	Financial crime risk	Governance, conduct and ethics
The collective risks and opportunities posed by physical changes in climate (e.g. droughts, fires, floods) as well as transitional changes in how the Bank and our stakeholders respond (e.g. reporting requirements, investor expectations, community engagement, new products) including for our organisation and customers.	Offering banking services that are simple, relevant, and personalised to meet individual customer needs and drive satisfaction. Ensuring equitable access to banking products and support for all individuals, regardless of background or circumstances, enabling their financial well-being.	Enabling the social and economic prosperity of Australian communities via the broader social impacts of banking. This is achieved through understanding, measuring, and communicating the value of banking to communities, which is created through both a human-centred financial system that enables self-determination, and through direct community investment via philanthropy, volunteering, disaster relief, and capacity building.	Protecting our customers, our people and our business from cyber security attacks and protect critical and sensitive data, including all personal information. This includes the appropriate use and sharing of data internally and externally, and the investment and implementation of governance, people, processes, controls, and technology to support this.	Enriching the employee experience through the Bank's culture, purpose, values and transformation agenda to be a better bank. This is achieved by entrenching a culture of respect and psychological safety, while providing relevant and business-aligned opportunities for learning and development to build the skills of the future. Our commitment to a healthy and safe workplace proactively supports our employees' physical, mental, and social wellbeing, which is foundational to building their engagement, resilience, and innovation.	Proactively managing the risks and incidences of financial crime (including anti-money laundering, counter-terrorism financing, scams and fraud, anti-bribery and corruption and sanctions) for our customers and the organisation. This is done by investing in appropriate systems, processes and understanding to enable identification and resolution of risks and incidents and to minimise their negative impacts.	Building and maintaining an ethical culture of integrity, transparency, and accountability at all levels. This is achieved through the application of robust policies, systems, leadership, aligning remuneration with organisational values, risk management, and the appropriate training in place to prevent misconduct and to enable whistleblowing.
Sustainable Development Goals						
						

Global Reporting Initiative (GRI) Index

To be updated by 24 October 2026

Bendigo Bank 2026 ESG Data Summary

Assurance Statement



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Independent auditor's review report to the Members of Bendigo and Adelaide Bank Limited

Conclusion on selective sustainability information

We have conducted a review of the following information in the Sustainability Report / Annual Report of Bendigo and Adelaide Bank Limited (the Company) and its subsidiaries (collectively the Group) for the year ended 30 June 2026 (the 'selective sustainability information') as required by the Australian Standard on Sustainability Assurance ASSA 5010 *Timeline for Audits and Reviews of Information in Sustainability Reports under the Corporations Act 2001* issued by the Auditing and Assurance Standards Board (AUASB):

Selective sustainability information	Criteria: Reporting requirement of AASB S2 Climate-related Disclosures (AASB S2) (including related general disclosures required by Appendix D)	Location
Governance	Paragraph 6	Annual Report, Pages 83 to 85
Strategy (risk and opportunities)	Subparagraphs 9(a), 10(a) and 10(b)	Annual Report, Pages 86 to 93
Scope 1 and 2 emissions	Subparagraphs 29(a)(i)(1) to (2) and 29(a)(ii) to (v)	Annual Report, Pages 97, 103 to 104; ESG Data Summary <Scope 1 and under Emissions Methodology section>
Risk management disclosures (excluding climate scenario outcomes)	Subparagraphs 25(a), 25(c) and Paragraph 26	Annual Report, Pages 100 to 102

The requirements of AASB S2 identified in the table above form the criteria relevant to the selective sustainability information and apply under Division 1 of Part 2M.3 of the *Corporations Act 2001* (the Act).

We have not become aware of any matter in the course of our review that makes us believe the selective sustainability information specified in the table above does not comply with Division 1 of Part 2M.3 of the *Corporations Act 2001*.

Conclusion on subject matter

We have conducted a review of the following information in the Sustainability Report / Annual

we have conducted a review of the following information in the Sustainability Report / Annual Report of the Company for the year ended 30 June 2026 (the 'subject matter'):

Subject Matter	Criteria	Period covered	Location
Scope 3 operational	The Company's own publicly disclosed criteria as defined in the 'ESG data summary'	1 July 2025 - 30 June 2026	Annual Report, Pages 103, 10 ESG Data Summary
Financed - Residential mortgages absolute	The Company's own publicly disclosed criteria as defined in the 'ESG data summary'	1 July 2024 - 30 June 2025	Annual Report, Pages 95, 103 108 ESG Data Summary

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Financed - Residential mortgages intensity (tCO2e/m2)	The Company's own publicly disclosed criteria as defined in the 'ESG data summary'	1 July 2024 - 30 June 2025	Annual Report, Pages 95, 107 ESG Data Summary
Financed - Commercial real estate absolute	The Company's own publicly disclosed criteria as defined in the 'ESG data summary'	1 July 2024 - 30 June 2025	Annual Report, Pages 96, 103 108 ESG Data Summary
Financed - Commercial real estate intensity (tCO2e/m2)	The Company's own publicly disclosed criteria as defined in the 'ESG data summary'	1 July 2024 - 30 June 2025	Annual Report, Pages 96, 107 ESG Data Summary
Financed - Business loans - absolute	The Company's own publicly disclosed criteria as defined in the 'ESG data summary'	1 July 2024 - 30 June 2025	Annual Report, Page 103 ESG Data Summary
Financed - Corporate bonds absolute	The Company's own publicly disclosed criteria as defined in the 'ESG data summary'	1 July 2024 - 30 June 2025	Annual Report, Page 103 ESG Data Summary
Carbon neutrality	The Company's own publicly disclosed criteria as defined in the 'ESG data summary'	1 July 2024 - 30 June 2025	Annual Report, Pages 103, 11 ESG Data Summary
Community Bank investment	The Company's own publicly disclosed criteria as defined in the 'ESG data summary'	1 July 2025 - 30 June 2026	Annual Report, Pages 2, 4, 8, ESG Data Summary

Based on the procedures we have performed and the evidence we have obtained, we have not become aware of any matter in the course of our review that makes us believe that the subject matter outlined above for the Company is not prepared, in all material respects, in accordance with the requirements of the Sustainability Reporting Standards 2025.

the criteria for the year ended 30 June 2026.

Basis for conclusions

Our reviews have been conducted in accordance with Australian Standard on Sustainability Assurance ASSA 5000 *General Requirements for Sustainability Assurance Engagements* (ASSA 5000) issued by the AUASB. Our reviews include obtaining limited assurance about whether the selective sustainability information and subject matter are free from material misstatement.

In applying the relevant criteria for the selective sustainability information, we note that subsection 296C(1) of the Act includes a requirement to comply with AASB S2.

Our conclusions are based on the procedures we have performed and the evidence we have obtained in accordance with ASSA 5000. The procedures in a review vary in nature and timing from, and are less in extent than for, an audit. Consequently, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an audit been performed. See the *Summary of the Work performed* section of our report.

Our responsibilities under ASSA 5000 are further described in the *Auditor's responsibilities* section of our report.

We are independent of the Company in accordance with the auditor independence requirements of the Act and the ethical requirements of *APES 110 Code of Ethics for Professional Accountants (including Independence Standards)* issued by the Accounting Professional & Ethical Standards Board Limited (November 2018 incorporating all amendments to June 2024) (the Code), that

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relevant to reviews of public interest entities in Australia. We have also fulfilled our other ethical responsibilities in accordance with these requirements and the Code.

We confirm that the independence declaration required by the Act, which has been given to the directors of the Company, is in the same terms as at the date of this auditor's report.

Our firm applies Australian Standard on Quality Management ASQM 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information or Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusions.

Other matter

Comparative information for the period was not subject to an assurance engagement in the prior period. In connection with our review on the selective sustainability information and subject matter, our responsibility is to determine whether the comparative information is appropriately presented by evaluating its consistency with the disclosures presented in the prior period and the consistency

of the criteria with the criteria applied in the current period. Our conclusions are not modified in respect of this matter.

Other information

The directors of the Company are responsible for the other information. The other information comprises the Company's Annual Report, including the Financial Report and the Sustainability Report, but does not include the selective sustainability information and subject matter, and a review report thereon.

Our conclusion on the selective sustainability information and the subject matter does not cover other information and we do not express any form of assurance conclusion thereon.

In connection with our review of the selective sustainability information and the subject matter, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the selective sustainability information or subject matter, or our knowledge obtained when conducting the reviews, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities for the selective sustainability information and subject matter

The directors of the Company are responsible for:

- The preparation of the selective sustainability information in accordance with the Act; and
- Designing, implementing and maintaining such internal control necessary to enable the preparation of the selective sustainability information, in accordance with the Act that is free from material misstatement, whether due to fraud or error.

Management of the Company are responsible for:

- The identification, selection and development of suitable criteria for the subject matter;
- The preparation of the subject matter in accordance with the criteria; and

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- Designing, implementing and maintaining such internal control necessary to enable the preparation of the subject matter, in accordance with the criteria that is free from material misstatement, whether due to fraud or error.

Inherent limitations

Climate-related risk management is an emerging area, and often uses data and methodologies that are developing and uncertain. The Report contains forward looking statements, including climate-related scenarios, targets, assumptions, climate projections, forecasts, statements of future intentions and estimates and judgements that have not yet occurred and may never occur. We do not provide assurance on the achievability of this prospective information.

Greenhouse gas emissions quantification is subject to significant measurement uncertainty, which arises because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases. The comparability of sustainability information between entities and over time may be affected by inconsistencies in the methods used to estimate or measure those emissions, due to different, but acceptable, methods applied.

Auditor's responsibilities

Our objectives are to plan and perform the reviews to obtain limited assurance about whether selective sustainability information and subject matter, defined in the *Conclusions* section of our report, is free from material misstatement, whether due to fraud or error, and to issue a review report that includes our conclusions. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the selective sustainability information and subject matter.

As part of a review in accordance with ASSA 5000, we exercise professional judgement and maintain professional scepticism throughout the engagement. We also:

- Perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify and assess the risks of material misstatements, whether due to fraud or error, at the disclosure level but not for the purpose of providing conclusion on the effectiveness of the entity's internal control.
- Design and perform procedures responsive to assessed risks of material misstatement at disclosure level. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Summary of the work performed

A review is a limited assurance engagement and involves performing procedures to obtain evidence about the selective sustainability information and subject matter. The nature, timing and extent of procedures selected depend on professional judgement, including the assessed risks of material misstatement at the disclosure level, whether due to fraud or error.

The procedures we performed for the review of the selective sustainability information included but were not limited to:

- Considered the completeness of the Company's assessment of climate-related risks and opportunities
- Conducted interviews with key personnel to understand the process for collecting, collating and reporting the selective sustainability information during the reporting period
- Assessed the appropriateness of the reporting boundaries applied

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- Undertook analytical review procedures to support the reasonableness of the selective sustainability information

sustainability information

- Evaluated the appropriateness of emission factors applied in the greenhouse gas emission processes
- Agreed the selective sustainability information disclosures made in the report with the underlying records
- Evaluated the presentation and disclosure of the selective sustainability information against the requirements of AASB S2

The procedures we performed for the review of the subject matter included, but were not limited to:

- Conducted interviews with key personnel to understand the process for collecting, collating and reporting the subject matter during the reporting period
- Assessed the appropriateness of the reporting boundaries applied
- Undertook analytical review procedures to support the reasonableness of the subject matter
- Performed checks of selected source data and calculations to assess the accuracy of information used in preparing the subject matter
- Agreed the subject matter disclosures made in the report with the underlying records
- Evaluated the presentation and disclosure of the subject matter against the requirements of the criteria

The logo for Ernst & Young, featuring the company name in a stylized, handwritten-style font.

Ernst & Young

A handwritten signature in black ink, appearing to read 'John MacDonald'.

John MacDonald
Partner
Melbourne
24 August 2026

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