



2025 Sustainability Data Pack

Environmental Responsibility

For further details on the sustainability-related metrics reported within this Data Pack please refer to the 2025 Sustainability Strategy Performance Update, found on the Investor Relations section of our website. For definitions on metrics presented below please refer to the Metric Definitions tab.

Trees donated

CATEGORY	2021	2022	2023	2024	2025
Number of trees donated since launch (cumulative)	188,079	656,599	1,476,453	2,673,158	4,620,474

e-waste

CATEGORY	2021 ²	2022 ²	2023 ²	2024	2025
Recycled devices (kg) ¹	13,055	17,329	7,581	12,184	19,449
Recycled devices (units) ¹	19,530	27,283	17,116	25,015	30,762
Trade-in devices (units)	NA	NA	NA	32,749	38,861
Refurbished devices (units)	NA	NA	NA	85,085	136,128
EcoSIMs or eSIMs (as per cent of total SIMs)	NA	NA	16%	76%	83%

Notes:

1 - Sourced from e-waste collected by MobileMuster for TPG Telecom Limited.

2 - NA denotes data not available for that reporting period.

tpgTELECOM

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Customer Wellbeing

For further details on the sustainability-related metrics reported within this Data Pack please refer to the 2025 Sustainability Strategy Performance Update, found on the Investor Relations section of our website. For definitions on metrics presented below please refer to the Metric Definitions tab.

Customer subscriptions (000's)

CATEGORY	2021	2022	2023	2024	2025
Total mobile	4,981	5,281	5,415	5,514	5,742
Total fixed broadband	2,222	2,218	2,127	2,078	1,983
Total subscriptions	7,203	7,499	7,542	7,592	7,725

Customer protection

CATEGORY	2021 ³	2022	2023	2024	2025
Blocked scam SMS (million)	NA	444	87	109	80
Blocked scam calls (million)	NA	16	19	46	46
Total	NA	460	106	155	126

Notes:
3 - NA denotes data not available for that reporting period.

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Valued People

For further details on the sustainability-related metrics reported within this Data Pack please refer to the 2025 Sustainability Strategy Performance Update, found on the Investor Relations section of our website. Independent assurance has been provided over selected metrics (in grey) for the 2025 reporting period. For definitions on metrics presented below please refer to the Metric Definitions tab.

Workforce (headcount⁴)

CATEGORY	2021 ⁵	2022	2023	2024	2025 ⁶
Australia	3,311	2,961	3,338	3,281	2,933
Philippines	2,528	3,044	2,712	0	0
Guam	1	1	1	1	0
Total employees	5,840	6,006	6,051	3,282	2,933
Full time	NA	5,399	5,453	2,719	2,413
Part time	NA	480	496	458	419
Casual	NA	53	33	20	9
Fixed term contractor	NA	74	69	85	92
Total employees	5,840	6,006	6,051	3,282	2,933

Notes:

4 - As of 31 December.

5 - NA denotes data not available for that reporting period

6 - A change to operations during the reporting period resulted in zero employees in Guam as of 31 December. Further details on TPG Telecom Limited controlled entities can be found in 2025 TPG Telecom Limited - Full Year Appendix 4E.

Employee gender representation (women as a per cent of total⁷) - Australia

CATEGORY	2021 ⁸	2022 ⁸	2023	2024	2025
Strategic leadership	NA	NA	35.7%	32.8%	32.3%
Workforce	32.3%	33.6%	34.9%	35.5%	37.1%
STEM functions	NA	15.8%	19.5%	20.4%	20.3%

Notes:

7 - Numbers based on Australian employee headcount as at 31 December.

8 - NA denotes not applicable due to a calculation methodology update, refer to our 2023 Sustainability Report for further information.

Gender pay equity - Australia

CATEGORY	2021	2022	2023	2024	2025
Gender pay equity ⁹	-2.0%	-1.0%	-0.2%	-0.1%	0.9%
Average gender pay gap ¹⁰	NA	NA	13.1%	15.4%	14.3%
Median gender pay gap ¹¹	NA	NA	21.5%	21.6%	18.1%

Notes:

9 - Assesses equal pay for equal work by comparing the average position in salary range for men compared to women for all roles in our Australian workforce (excluding the Executive Leadership Team and casual employees) as at 31 December.

10 - Compares the average remuneration of women to the average remuneration of men for all roles in our Australian workforce. NA denotes data not available for the reporting period as reporting of this metric commenced in the 2023 reporting period. Data sourced from 31 March WGEA reporting. Calculations included the CEO for the first time in 2024.



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Digital Economy

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5G network

CATEGORY	2021	2022	2023	2024	2025
5G-enabled sites (cumulative)	1,015	2,055	3,063	3,771	4,956
5G population coverage ¹⁶	85%	95%	> 98%	> 98%	> 92%

Notes:

16 - Population coverage based on Australia's 10 largest cities and towns for the 2021 reporting period, on Australia's 12 largest cities and towns from the 2022-2024 reporting periods. In 2025, calculation based on national population coverage.

TPG Telecom Foundation donations (AUD)

CATEGORY	2021	2022	2023	2024	2025
Cash donation - Foundation partners	849,250	1,889,250	1,198,000	1,319,155	1,539,655
Cash donations - matched giving, disaster response, other	37,798	53,352	117,575	53,595	47,132
Management costs	38,490	65,746	61,846	125,726	113,257
Total	925,538	2,008,348	1,377,421	1,498,476	1,700,044

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Metrics Definitions

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METRIC	DEFINITION
Workforce	Number of TPG Telecom employees including full-time, part-time, casual and fixed term contractor as at the end of the reporting period.
Employee gender representation (women as a per cent of total) - Workforce	Number of Australian female employees within the Workforce as a percentage of total number of Australian employees within the Workforce as at the end of the reporting period.
Strategic Leadership (Australia)	The Australian Strategic Leadership are those Australian employees within the hierarchy levels of grades 2 to 4 comprising Group Executive, Executive General Manager, General Manager and Department Heads positions.
Employee gender representation (women as a per cent of total) - Strategic leadership	Number of females in the Australian Strategic Leadership Team as a percentage of the total number of the Australian Strategic Leadership Team as at the end of the reporting period.
STEM functions (Australia)	STEM functions of Australian employees within the Workforce consist of technical roles in the areas of strategic technology, technology operations, technology engineering, field engineering, data science and analytics, architecture and system design, information security and program management.
Employee gender representation (women as a per cent of total) - STEM functions	Number of Australian female employees within the Workforce in STEM functions as a percentage of total number of all Australian employees within the Workforce in STEM functions as at the end of the reporting period.
Gender pay equity	The gender pay equity, expressed as a percentage for the reporting period, represents the difference between how women and men are paid relative to the market reference for their roles and is calculated as the difference between the average position in range (PIR) for men and the average PIR for women at an organisation level. The PIR is the ratio of an individual's full-time equivalent base salary over the midpoint of an external benchmark salary for the individual's role. A negative figure notes that the average PIR for women is higher than that of men. Based on Australian employees within the Workforce headcount as at 31 December. It excludes the Executive Leadership Team, which are considered bespoke roles that are not appropriate for PIR analysis. It also excludes any casual employees.

Digital economy

METRIC	DEFINITION
5G-enabled sites	Number of network sites enabled with 5G technology (achieving in service notification milestone) as at the end of the reporting period.

Responsible business practices

METRIC	DEFINITION
Total recordable injury frequency rate (TRIFR)	Number of total recordable injuries (TRI) for Australian employees in the reporting period / total hours worked in the reporting period * 1,000,000. TRI are lost-time injuries (LTI) and medically treated injuries (MTI).
Lost time injury frequency rate (LTIFR)	Number of lost-time injuries (LTI) for Australian employees in the reporting period / total hours worked in the reporting period * 1,000,000. A LTI is one that resulted in time lost from work of one day/shift or more. This includes injuries resulting in fatality or permanent disability.