ESG Statement 2026





SG Fleet's approach to long-term value creation for all of its stakeholders is driven by the principle that industry-leading environmental, social, and governance ('ESG') behaviours should be integrated into daily business practices.

The 2026 ESG Statement outlines the relevant actions taken by the company during the 2026 financial year with respect to the risks identified as 'material' in the Group's ESG Strategy.

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Our ESG Path

The company established a Sustainability Committee, governed by a Charter, in 2019. In 2021, SG Fleet issued its first Sustainability Statement. In August 2022, the Group's ESG Strategy was launched.

The ESG Strategy optimises how we determine and manage our key ESG risks, outlining both current practices and future focus areas. The determination process considers the nature of our business operations, which is predominantly the provision of services in an office-based environment. The ESG Strategy can be found at the ESG & Corporate Social Responsibility section of the www.sgfleet.com website.

The company's first ESG Action Plan, which spanned the second half of the 2023 financial year, was developed in late 2022. The Action Plan consists of a list of initiatives grouped under the Environment, Social, and Governance headings earmarked for execution during the period. New Action Plans are developed in June of every calendar year and apply to the subsequent financial year period. A detailed account of the 2026 ESG Action Plan outcomes is provided in this Statement.

In December 2022, a new governance structure was introduced, reflecting the broader scope of our approach under the new ESG Strategy. The Sustainability Committee was replaced by the ESG Committee, in respect of which a Charter was established in January 2023. The Committee's first meeting took place in March 2023.

In November 2024, the company introduced its third revised Environmental Policy, followed by a further review in November 2025. More about this Policy can be found in the Environmental section of this Statement.

Financial Year 2026

In line with its commitment to review its ESG Strategy every three years, SG Fleet updated its risk materiality matrix in the 2026 financial year.

While the nature and the location of the company's business operations did not change materially, SG Fleet did determine that stakeholder perceptions with regard to certain ESG risks had evolved since the launch of the ESG Strategy in the 2023 financial year. As a result, the 'support of indigenous communities' topic was elevated from the 'not directly material' to the 'key risk' category.



The 2026 financial year was the first reporting period for SG Fleet under the Australian Sustainability Reporting Standards (ASRS), a set of guidelines developed by the Australian Accounting Standards Board (AASB) to help companies comply with mandatory climate reporting requirements. The company discloses climate-related information covering governance, strategy, risk management, and metrics and targets in a Sustainability Report included in its Annual Report.

Accordingly, the responsibilities of the ESG Committee were expanded to include the monitoring and discussion of climate-related developments and the assessment of their potential impact on the company's climate-related risk profile and financial performance. The ESG Committee Charter was updated to reflect this broader role.



Future Focus

In the 2027 financial year, SG Fleet aims to complete its Reflect Reconciliation Action Plan and progress to the Innovate RAP level.

The company will also further optimise the measurement of its Scope 3 emissions, in preparation for its AASB S2 reporting and to better target meaningful emission reductions across various Scope 3 categories.

Key Highlights

- Launch of new ESG Strategy
- Group-wide carbon neutrality
- Internal fleet 86% low- or zero-emission*
- Significant reduction in electricity consumption*
- First year of climate-related reporting under AASB S2
- SG Fleet UK named in The Sunday Times Best Places to Work list
- Launch of the Diversity Committee
- Launch of the Reconciliation Action Plan
- Group ISO 14001, 27001, and 45001 certification
- Fifth UN Global Compact Communication on Progress report



*Australia

Environment

SG Fleet ensures its day-to-day operations minimise resource consumption, waste, and emissions. In addition, we work with our customers, business partners, and suppliers to assist them with their environmental impact reduction initiatives.

SG Fleet's ESG Materiality Assessment identified the following environmental risks as material to the company:

- Levels of emission impacting the environment

Risks that are perceived as relevant to the wider community, even if not directly material to SG Fleet due to the nature of its business, are:

- Other environmental risks, such as energy consumption levels and waste

Group Environmental Policy

SG Fleet's Environmental Policy outlines the company's approach to achieve the following objectives: (a) continually improve its overall environmental performance and management, (b) reduce the Scope 1, 2, and 3 emissions that fall within the boundaries of its environmental impact assessment, and (c) fulfil any compliance obligations.

With regard to the emission reduction objective, SG Fleet aims to reduce emission intensity, measured as tCO_2e per Full-time Equivalent to take into account growth in the business, by 33% by the end of the 2030 financial year, with the 2023 financial period as the base year.

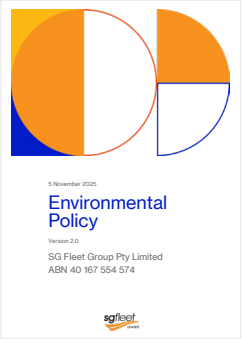
In November 2024, SG Fleet revised its Group Environmental Policy, adding a further emission reduction target. We now aim to achieve net zero greenhouse gas emissions group-wide by the end of the 2030 financial year. This net zero target applies to Scope 1 (direct) and 2 (indirect energy footprint) emissions.

The execution of the Policy is independent of the company's carbon neutrality status in its various geographies and the company will continuously explore options to further cut emissions and progressively reduce its reliance on carbon offsets to achieve carbon neutrality.

To achieve these objectives, SG Fleet operates an environmental management system ('EMS'), which is based on global and local standards, including ISO 14001:2015, and all applicable regulations and laws.

The EMS is comprised of the Environmental Policy, the environmental component of the ESG Action Plan, the ESG Committee governance structure, and all associated monitoring, measurement, management, and reporting activities.

The environmental component of the ESG Action Plan, referred to as the Emissions Reduction Action Plan, or E-RAP, lists environmental initiatives earmarked for execution or assessment during the period. The initiatives are grouped by the relevant risk, the corresponding emissions-producing activity, as well as the scope under which these emissions fall. E-RAP focuses in particular on the areas identified as the main contributors to the company's emissions total. As these areas are an integral part of the company's day-to-day operations, the execution of the Environmental Policy and E-RAP, as well as the operation of the EMS, involve the implementation of adjustments to a range of ongoing business practices.



Find our Environmental Policy here



ISO 14001

During the 2026 financial year, SG Fleet renewed its group-wide ISO 14001:2015 Environmental Management Systems certification, confirming its best-practice approach to managing any potential environmental impacts.

Leading the way in cooperation with our stakeholders

We believe that we can create a positive environmental impact not only by reducing the company's own footprint, but also by shaping and supporting behaviours with our various stakeholders. In addition to instilling environmentally sound practices in the workplace, we aim to provide our people with information on how to contribute to a more sustainable future in every walk of life. The same objective is also the foundation of the work we do with our customers to support their organisational sustainability objectives.

SG Fleet is proud to play an important role in this journey, supporting customers via the eStart EV transitioning consulting service. This includes assistance with the set-up of charging infrastructure as well as the management of charging costs.

eStart

During the 2026 financial year, we assisted our novated drivers with addressing their charging requirements by introducing a home charging referral product. Further progress was also made with the implementation of corporate home charging arrangements with the deployment of a significant number of additional chargers.

Efficient processing of charging costs has increasingly become an area of focus as EV use has spread. During the year, SG Fleet has continued to develop its EV charging supply network and integrate charge point operators into its eManage solution. SG Fleet's contribution to a better transport future isn't limited to its day-to-day services. We also actively collaborate with industry bodies and organisations across all of our geographies to support research, inform, foster debate, and break down barriers. SG Fleet experts are regular speakers at events and conferences on a wide range of topics, such as fleet efficiency, decarbonisation, and EV transition.



In Australia, the company is an active member of the Electric Vehicle Council and in New Zealand, we are members of Drive Electric NZ.

The Australian operations of SG Fleet have obtained a yearly ClimateActive certification as a carbon neutral organisation since the 2022 financial year. SG Fleet's UK operations achieved carbon neutrality for the first time early in the 2023 financial year. In the 2024 financial year, our New Zealand operations obtained the same status, making the entire SG Fleet Group carbon neutral from the 2025 financial period onwards.

Future Focus

With the introduction of AASB S2 climate-related reporting requirements in Australia in 2026, SG Fleet will increasingly be assisting customers with the calculation and management of fleet-related emissions. This is likely to raise awareness of the scope of these emissions and promote initiatives to reduce associated impacts. We will be in a strong position to make a difference in this regard by supporting our customers' environmental objectives and by participating in their sustainability efforts. Internally, we will also continue to review the environmental performance of our premises with landlords and promote environmental awareness among our people.

Emissions

SG Fleet measures its emissions footprint both as direct CO_2 emissions and as the emissions equivalents associated with a range of business or support activities. As an office-based services company, SG Fleet does not directly produce meaningful levels of CO_2 in its day-to-day business operations. We only operate a small internal fleet of vehicles, and the provision of our services does not generally require significant travel or transport.

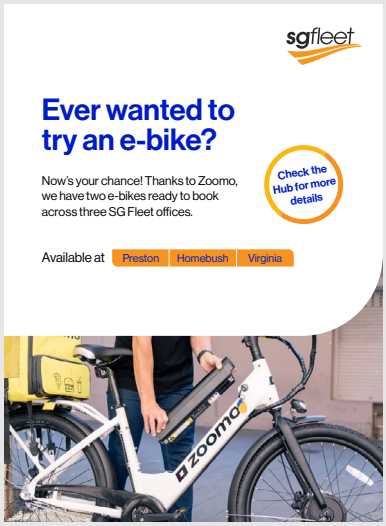
The main contributors to our emissions equivalent total are IT equipment and services, electricity consumption (see below), staff commuting, and to a lesser extent, waste (see below), direct emissions from our own fleet, and air travel. We continuously explore options to further cut emissions across Scope 1 and 2 and, where under the company's control, Scope 3, with a particular focus on these main contributors.

Where possible, we move IT-related equipment and services off premises towards more sustainable solutions. This reduces their emissions equivalent impact. We also source equipment that includes offsets as part of the purchasing or leasing contract.

SG Fleet has actively targeted emissions produced by staff commuting and business travel for a number of years, offering arrangements and facilities that will reduce fuel consumption overall. This included carpooling clubs, the availability of E-Bikes, and the installation of bicycle storage sheds at our offices. In the 2024 financial year, we introduced shuttle buses at the company's head office. The buses ferry staff back and forth between our premises and the nearest train stations, encouraging our people to use public transport rather than commute individually by car.

In the 2026 financial year, the decarbonisation of SG Fleet's own internal fleet continued. Whereas in the 2022 financial year, low and zero-emission vehicles accounted for only 10% of the fleet, this proportion reached 86% this year and we are now close to fully phasing out vehicles that rely on internal combustion engines only. Approximately 41% of our internal fleet is now zero-emission / fully electric. Use of our on-premises EV chargers continues to increase, reflecting the growing proportion of EVs in our own fleet and amongst our staff. The combination of higher EV penetration in the internal fleet and the overall optimisation of fleet use resulted in a 19% reduction in fuel consumption in the Australian internal fleet during the year.





Staff E-Bike launch

In September 2025, SG Fleet launched a Zoomo E-Bike service for staff in a number of its Australian locations. Employees can book the bikes via the company's Bookingintelligence asset management system.

We also provided some information on scenic routes near our offices to allow our people to unwind safely and enjoy some fresh air.

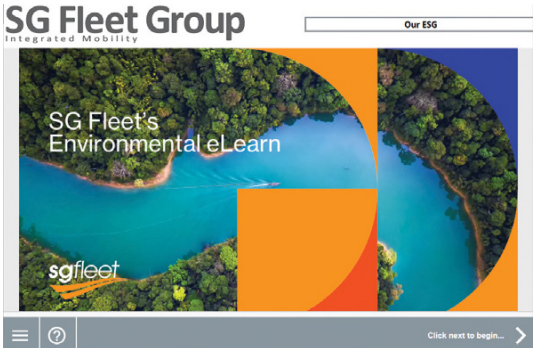
Future Focus

As SG Fleet continues to grow, IT services use, energy consumption, the number of staff commuting, and business travel are at risk of increasing as well. We will counter a corresponding escalation in emissions via a more efficient use of resources, in the process reducing emission intensity per full-time equivalent. The company will also continue to move towards a larger proportion of low- or zero-emission vehicles in its own fleet in order to achieve its net zero ambitions.

Energy Consumption

SG Fleet's energy consumption is largely limited to the operation of its office and warehouse locations, including equipment power sources, lighting, and heating. Where corresponding arrangements change or energy consuming equipment is replaced, the company investigates the feasibility of introducing more energy-efficient alternatives.

We also actively encourage our people to be mindful of the energy consumed by office equipment and utilities, providing additional tips via the staff environmental e-learning module. The module, which was introduced in 2025, helps minimise energy consumption wherever possible by actively reducing the use of appliances, lighting, and air-conditioning. LED lighting and Green Energy arrangements are currently in place for all offices where we have direct control over lighting and energy set-ups.



As we relocate or refurbish offices to accommodate the growth of the company, we actively explore opportunities to move to more sustainable and energy efficient locations and workplace set-ups.

In June 2026, our Melbourne offices transferred from their South Wharf location to new premises on Collins Street.

Together with our improved IT set-up, this led to a reduction in electricity consumption of our Melbourne CBD premises by 66% from May to June. Any future fit-outs will incorporate the same approach.

GreenPower™ Accredited

In the 2026 financial year, significant progress was made with our efforts to reduce energy consumption. For SG Fleet, energy consumption almost exclusively takes the form of electricity usage, with a significant proportion of this relating to the operation of IT systems.

During the year, a number of integration and migration initiatives were implemented to optimise our IT architecture. This resulted in a significant reduction of our data centre and associated server footprint, with four data centres being consolidated into two. Combined with a number of operational process improvements, this helped the company reduce electricity consumption in Australia by 16%. These initiatives also yielded a material reduction in physical IT equipment.

Future Focus

SG Fleet aims to lower its energy intensity ratio by putting in place additional initiatives to reduce overall energy consumption. In the 2027 financial year, we will continue to focus on improving the efficiency of our IT operating environment and, as a result, further reduce energy consumption. This will include a reduction of the amount of processing required to achieve business tasks through optimisation or process/solution redesign, and the retiring of legacy solutions in favour of a new digital platform architecture.

Where possible, the company also continues to explore further opportunities with its landlords to improve the sustainability of its offices.

Waste

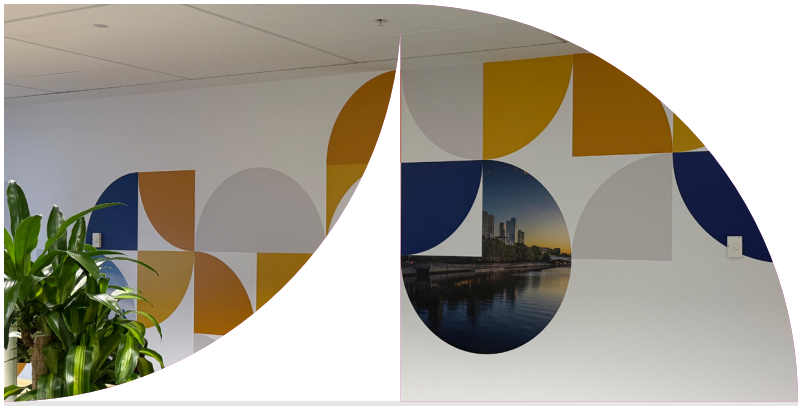
SG Fleet does not produce meaningful quantities of waste for packaging or other purposes, but our aim is to further minimise waste generation in the conduct of our business. Where waste is generated, for example in the operation of offices or disposal of hardware, we explore opportunities to divert waste via the process of recycling triage.

During the 2026 financial year, SG Fleet continued to target the production and management of waste in the daily operations of its offices, which mainly consists of staff disposing of consumables and small amounts of general waste, such as foodstuffs and food packaging.

In November 2025, we launched a campaign to remind staff to "Put the Right Item in the Right Bin" and ensure office waste disposal follows prescribed paths. These more sustainable practices were reinforced by the environmental e-learning module.

In addition to staff facilities waste disposal management, we also continue to promote office recycling programs, e-waste disposal, and paperless work practices. Ongoing digitisation of business processes and responsible disposal of end-of-life technology assets further supported the company's environmental objectives.

IT assets, including desk and data centre hardware, are recycled wherever possible after extracting optimal, life-time use of the equipment. Company-issued mobile phones are offered for sale to the user, or if unsold, go into our external disposal process, with a third-party provider recycling, refurbishing, re-selling, or securely destroying these and other end-of-life IT assets. In selecting the third-party provider, we assess the company's disposal process and environmental commitments.



Melbourne office relocation

During the relocation of our Melbourne offices from South Wharf to Collins Street, existing equipment was reused and redistributed wherever possible. Staff were offered complimentary IT equipment, and our people collected approximately 600 monitors, 300 docking stations, 300 power cables, and 60 laptop bags.

In addition, video conferencing equipment, networking hardware, and televisions from the previous office were relocated and repurposed for use at Collins Street. This approach extended the useful life of existing assets, reduced waste, and minimised the need to purchase new equipment, supporting our commitment to responsible asset management and environmental sustainability.

TyreStewardship AUSTRALIA

While SG Fleet does not dispose of vehicle tyres itself, the company is a committee member of Tyre Stewardship Australia, whose stated mission is to create productive outcomes for end-of-life tyres and increase the use of locally tyre-derived products. We actively encourage our suppliers and customers to join this worthwhile scheme.



Future Focus

We continue to look at opportunities to further reduce the production of waste and optimise its disposal. This will include the mapping out of disposal processes after waste is collected from our offices and the investigation of a more sustainable downstream approach with our landlords.

Other environmental aspects

While due to the nature of its business, SG Fleet does not utilise a meaningful amount of packaging or other materials such as paper, or consume and discharge significant amounts of water, we do approach the management of any materials and water consumption as an integral part of our overall environmental approach. Accordingly, we continue our efforts to minimise associated impacts.



Since the 2021 financial year, we have continuously reduced paper use across the Group. In the 2026 financial year, paper consumption was reduced by a further 23%. This was helped by the introduction of a 'paperless and clean desk' policy in our newly refurbished offices in Pymble in the 2023 financial year and our office move in Melbourne in the reported period. We continue to roll out this approach in other locations.

SG Fleet conducts yearly audits on the outsourced wash facilities used for the cleaning of end-of-lease vehicles, monitoring detergent use and water disposal processes. While there have been no reported environmental incidents in the 2026 financial year, we continue to pursue further improvements to these facilities.

As an office-based business located in urban areas, SG Fleet's activities have a negligible direct impact on natural habitats.

Kaipātiki Project Tree Planting

In June 2026, SG Fleet New Zealand employees partnered with the Kaipātiki Project, a North Auckland environmental charity dedicated to restoring native ecosystems through community-led conservation initiatives. As part of our commitment to environmental stewardship and community engagement, 11 employees volunteered their time to support regeneration efforts at Eskdale Reserve, which is classified as a Significant Ecological Area.

Working alongside Kaipātiki Project restoration specialists, our volunteers planted 80 native mākaka (saltmarsh ribbonwood) plants along the estuary edge to help stabilise soil, restore habitats, and support long-term ecosystem recovery. Mākaka is an important native species commonly used in coastal and wetland restoration, providing shelter for wildlife and strengthening fragile estuarine environments.

The initiative delivered meaningful environmental outcomes while providing employees with an opportunity to contribute directly to a community-based restoration project. The experience also fostered cross-functional collaboration and increased awareness of the role native planting plays in biodiversity, erosion control, and climate resilience.

Through partnerships such as the Kaipātiki Project, SG Fleet continues to support initiatives that align with its ESG commitments, encourage employee participation in community activities, and contribute to positive environmental outcomes across the communities in which we operate.





Proudly supporting Wildbark

Helping more people connect with conservation, community, and the outdoors.

For over a decade, SG Fleet has proudly supported Wildbark and the vital conservation work taking place at the Mulligans Flat Woodland Sanctuary near Canberra.

Just outside of Canberra sits 1,200 hectares of protected woodland – one of Australia's most unique conservation spaces, where native wildlife, education, and community come together. Wildbark's mission is to protect what remains, restore what has been lost, and help native species thrive once again. It is meaningful, hands-on work that we're proud to be part of. 1,200 hectares. One mission.

SG Fleet provides Wildbark with a fleet of vehicles designed for the work at hand, including four-wheel drives and a community bus that help the team safely access the sanctuary and bring more people along for the journey.

The sanctuary spans rugged terrain, bush tracks, and areas that simply aren't easy to access so reliable transport is essential. The four-wheel drives help staff and volunteers navigate the tracks, support conservation work, move between habitats, and monitor native species across the sanctuary.

The community bus plays a different but equally important role. For many visitors, exploring Mulligans Flat on foot or by bike simply isn't an option. The bus helps open the sanctuary to older visitors, people with limited mobility, school groups, and community members who may otherwise never experience this part of the landscape. More than transport, it helps create moments of connection with nature, memories, and places that remind us of the importance of protecting what remains.

Through education, conversation, and community experiences, Wildbark is helping more people understand the importance of protecting Australia's native environment and the role we all play in preserving it.

We're proud to support that mission.



Watch video here

Social

SG Fleet respects and seeks to further the interests of its customers, its employees, and the wider communities in which we operate. Our culture is one of trust, respect, care, and responsibility, and we aim to apply this in all our interactions with every individual, as well as with community groups.

SG Fleet's ESG Materiality Assessment identified the following social risks as material to the company:

- Working conditions (employment) and training
- Occupational health and safety
- Diversity, non-discrimination, and equal opportunity
- Support of indigenous communities
- Customer privacy and data security

Risks that are perceived as relevant to the wider community, even if not directly material to SG Fleet due to the nature of its business, are:

- Human rights, including forced, compulsory, or child labour in the company and its supply chain (Modern Slavery)



Working Conditions

SG Fleet's success as a business and its ability to deliver excellence in services and products to its customers relies on a motivated workforce. We believe in creating a positive work environment that is respectful, supportive, and engaging.

We understand that a sound work-life balance is key and offer opportunities for a hybrid work environment, allowing our people to thrive in a flexible model that can blend in-office collaboration with the convenience of working from home.

The company offers up to four extra days of paid leave on top of our staff's annual allowance, recognising that rest and rejuvenation are an important element of healthy working conditions. SG Fleet also offers workplace banking and financial wellbeing services, discounted health insurance, and access to flexible salary-packaged vehicle options. For staff opting for Electric Vehicles, we also partnered with OHME, a leading provider of smart home EV charging solutions to provide discounted pricing on their services.

We believe in supporting our people at every stage of life. That's why we are proud to offer industry-leading parental leave benefits: 20 weeks of paid primary carer leave, six weeks of paid leave for secondary carers, and full superannuation payments for primary carers for up to 52 weeks. Our Employee Assistance Programme (EAP) provides free 24/7 medical and mental health help to our employees and their families via chat, phone, or in-person by licensed medical specialists.

The company has a collaborative and supportive culture where people are empowered to be the best they can be. We believe in celebrating their positive impact and have implemented a service recognition program that acknowledges and rewards their dedication. A separate award program also recognises staff for their commitment to the company values of Innovation, Collaboration, Excellence, and Trust.

SG Fleet continuously invests in the improvement of workplace environments to support collaboration, wellbeing, and flexible ways of working. These improvements focus on sustainability, accessibility, and enhancing the overall employee experience, complemented by regular engagement initiatives designed to strengthen culture and connection.

Two major workplace projects were delivered during the 2026 financial year. In Auckland, a significant office fit-out introduced a dedicated wellness room and energy-efficient LED lighting throughout the workplace. In Melbourne, the South Wharf office was successfully relocated to Collins Street, creating a modern agile working environment supported by a desk booking system.





The Sunday Times Best Places to Work 2026

In 2026, SG Fleet UK was named one of The Sunday Times Best Places to Work.

This recognition is a reflection of the culture our people have built together, one that champions collaboration, wellbeing, and professional growth, and empowers people to do their best work every day. It reflects the commitment and people-first approach that help us deliver better support, stronger partnerships, and a service our customers can rely on.

THE SUNDAY TIMES
Best Places to Work 2026

The new workplace reduced the office footprint by approximately 45%, improving space utilisation while supporting collaboration and flexibility, and significantly reducing energy consumption.

Future Focus

SG Fleet will continue to implement strategies and initiatives that support role and work flexibility and introduce further benefits that ensure the company's workplace fosters a healthy culture and protects the wellbeing of its people. In 2027, our approach will aim to take into account the insights we are gaining from our diversity & inclusion consultation process.

Training

SG Fleet is committed to supporting the continued growth of its people. We have a reputation within the industry of developing the best available talent and expertise. We provide formal and informal advancement and learning opportunities that recognise and grow the ability, capacity, and leadership skills of our people.

In the 2026 financial year, SG Fleet continued to further develop the Learning and Development arrangements first launched in 2024. We actively support employees who are proactive in developing their knowledge and wish to further their education outside of working hours. An employee can request study assistance, with the company reimbursing 50% of the training costs. If the requested training program is directly relevant to the employee's current or expected future role, we will cover the full costs.

In December 2025, the SG Fleet Women's Network launched two sponsored leadership development programs in cooperation with Women's Leadership Australia (see the 'Other Social Aspects and Community Involvement' section of this Statement). These programs are designed to empower women at different career stages with the skills, confidence, and support to grow and thrive in their roles.

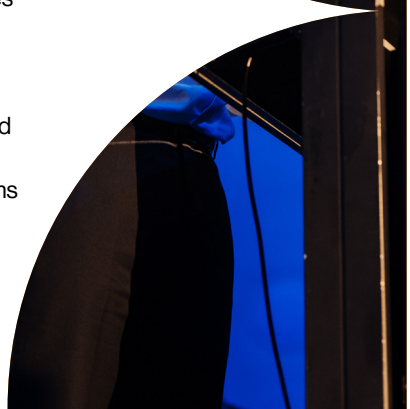
SG Fleet also provides access to the LinkedIn Learning facility, which contains a digital library of over 16,000 courses. Our staff have access to a wide range of topics covering areas such as Finance, Technology, Marketing, and more, allowing them to focus on their current and future role development. Staff can also pursue their own personal goals and passions with courses such as AI, Social Media, or Data. This facility again saw increased use among our people in 2026. To support this, we organised practical 45-minute Lunch & Learn sessions in May 2026 to get tips on how to save time, use AI effectively, and get more value from LinkedIn Learning.

LinkedIn Learning Career Hub

SG Fleet's Mentoring Program, which allows senior executives to share knowledge and insights with other staff members, grew in scale again going into its third year. Starting with a handful of mentoring pairs in Year One, we now have 32 pairs participating in this program in 2026.







Workplace Champion Award

In April, Bryce Grove, our National Manager of Trade Operations at SG Fleet New Zealand, was awarded the Workplace Champion Award at the Financial Services Federation Awards. In addition to celebrating commercial success, the Award recognises leadership behaviours that shape culture. At SG Fleet, that means working together to challenge the status quo and continuously look for ways to do things better, solve problems for our customers, and in the process, mentor others to ensure future excellence.

Future Focus

SG Fleet will continue to investigate opportunities to extend the range of its current training structures, both in terms of training topics and the ability of staff to access training. We will also implement additional initiatives to optimise the continued education process.

Occupational Health and Safety

To champion our people, SG Fleet places their wellbeing as its top priority, and fosters a cooperative and supportive environment where our teams can thrive. We approach Occupational Health and Safety from a holistic perspective, going beyond simply ensuring safety in the workplace to include initiatives that foster the physical and mental health and wellbeing of our people at work and at home.



To provide our staff with a healthy work environment, we conduct regular e-training on a range of topics that can impact their wellbeing. These modules include sexual harassment prevention, work health and safety awareness, and workplace bullying and occupational violence.

In addition to risk mitigation education, we encourage our people to proactively look after their health by providing access to a range of wellness benefits and activities, such as subsidised gym memberships and on-site Pilates classes. We also encouraged our people to get active by joining our City2Surf running team or by signing up for the STEPtember walking challenge.

In the 2026 financial year, we expanded our focus on psychosocial wellbeing through employee support initiatives and mental health awareness activities, including the delivery of Mental Health First Aid training and the introduction of Mental Health First Aiders across the workplace.

In September 2025, we organised some extra mental wellbeing resources for our staff in the lead-up to R U OK? Week. Lizzie Williamson, aka 'The Excuse Buster from Down Under', presented her energising webinar: 'A Roadmap to Resilience' live in our Pymble office. The same month, our staff were offered the opportunity to participate in the Bupa Corporate Thought Leadership event, including a live virtual Q&A, with best-selling author Clare Bowditch, who spoke about her recovery from severe mental health struggles in her twenties.

SG Fleet also actively supports community initiatives to raise awareness of the importance of good physical and mental health.

In October 2025, we celebrated World Mental Health Day, an opportunity to pause and recognise the importance of health and wellbeing. Our aim that day was to get our people talking about their mental health and eradicate stigmas associated with mental illness. The following month, we participated in Skin Cancer Awareness Week, and to help everyone with early identification, we sent out Skin Check cards to all our Australian offices.

November 2025 was also 'Movember', a global movement dedicated to changing the face of men's health. It shines a spotlight on critical issues like prostate cancer, testicular cancer, mental health, and suicide prevention, topics that rarely get enough attention. Movember encourages open conversations and challenges the stigma around men's health, creating a culture where checking in on each other is normal.

ISO 45001

SG Fleet successfully completed its ISO 45001 recertification at group level in December 2025, reinforcing its commitment to maintaining a safe, healthy, and compliant workplace.

Regular workplace inspections, emergency response exercises, and Safety Committee meetings were conducted throughout the year to identify, assess, and mitigate workplace risks.

Future Focus

SG Fleet intends to investigate other occupational health and safety aspects within the workplace and in support of our employees outside the workplace and at home. Our focus will remain on supporting overall wellbeing, physical and mental, and on addressing specific assistance needs as they arise.

In the 2027 financial year, in line with our Diversity & Inclusion focus areas, we will step up our efforts to support the mental wellbeing of our people, at work and at home.

Diversity, Equal Opportunity, and Non-discrimination

SG Fleet's business success is built on the expertise of its people. We recognise the importance of being an inclusive employer and have a strong commitment to equal opportunity and diversity. This drives the company's ability to attract, retain, and develop the best talent, create an engaged workforce, deliver the highest quality of service to customers, and achieve sustainable growth.

SG Fleet celebrates the diverse range of backgrounds and experiences of its employees and provides a welcoming work environment that is free from discrimination. The company's intranet provides a calendar of activities celebrating various culturally significant events such as Diwali, the Lunar New Year, the Mid-Autumn Festival, Hanukkah, and Ramadan, amongst others.

SG Fleet's Women's Network organised a number of events in the 2026 financial year to highlight the need for further gender supportive action. More on this can be found in the 'Other Social Aspects and Community Involvement' section of this Statement.

To mark the occasion of International Women's Day in March 2026, we celebrated the many talented women across our business and the perspectives, experiences, and leadership they bring to the table every day. A number of SG Fleet's women executives shared their insights, including lessons they learned throughout their career, and leadership advice they gave to others.



In addition to celebrating Wear it Purple Day - a national initiative that supports and celebrates LGBTQIA+ youth - in August 2025, we ended the 2026 financial year by celebrating Pride Month in June, a time to acknowledge diversity, inclusion, equality, and the LGBTQIA+ community. At SG Fleet, we value creating a workplace where people feel respected, supported, and comfortable being themselves. Pride Month gives us the opportunity to come together and acknowledge the importance of diversity and inclusion in the workplace.

SG Fleet's Code of Conduct stipulates compliance with the letter and spirit of a full range of anti-discrimination laws to establish a workplace free from any kind of discrimination. The company conducts regular e-training on discrimination to reinforce awareness and correct behaviours.

SG Fleet complies fully with the Workplace Gender Equality Act (2012) and is a complying employer with the Workplace Gender Equality Agency. We conduct regular e-training on equal employment opportunity. As at 30 June 2026, the company's workforce was made up of 46% women and 54% men.

Launch of the Diversity Committee

In January 2026, SG Fleet launched a designated Diversity Committee, which will further advance the company's diversity agenda, building on the achievements of the past few years, and widening its scope to additional areas. Over time, the Committee will be expanded to broaden its skill set and geographical representation.

We asked our people in a survey how they define 'diversity', what is important to them, and where they feel we should do more to ensure people are not discriminated against based on their status in various categories. Taking into account their responses, the initial focus of the Diversity Committee will be to target any discrimination based on gender, age, or mental health.

Future Focus

SG Fleet continues to work towards a diverse workforce, including balanced gender representation at Senior Management level. In addition to the priority areas identified for the newly created Diversity Committee, we intend to widen our focus to other areas in future years and ensure that a more diverse representation also translates into actual inclusion of more diverse opinions. We will also investigate further initiatives, including e-learning, that will help break down perceptions that foster discrimination.

Indigenous Communities

SG Fleet is committed to furthering wherever possible the cause of First Nations and other indigenous communities in the geographies in which it operates. In addition to offering employment opportunities, the company actively supports indigenous business ventures. We are a proud member of Supply Nation, which aims to promote and support procurement through indigenous organisations and create a more inclusive economy.

Supply Nation

As part of the tender process, our procurement staff check the Supply Nation membership list for any relevant suppliers. Indigenous businesses are then invited to tender and evaluated amongst other bidders. We currently source a number of goods from these businesses.

RAP Launch

SG Fleet updated its risk materiality matrix at the start of the 2026 financial year. We determined that stakeholder perceptions with regard to certain ESG risks had evolved since the launch of the ESG Strategy in the 2023 financial year. As a result, the 'support of indigenous communities' topic was elevated from the 'not directly material' to the 'key risk' category. In line with this, the Company launched its first Reconciliation Action Plan ('Reflect' level) in September 2025. Our initial RAP, which is managed by a dedicated Working Group of volunteers, is focused on raising awareness, promoting cultural learning and understanding, and setting the base for future reconciliation initiatives.

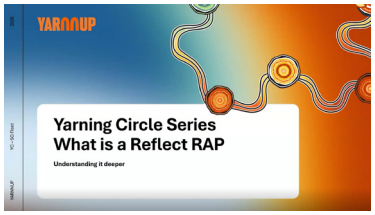


We started the financial year by celebrating NAIDOC Week to recognise the culture, history, achievements, and strength of First Nations peoples. Following the launch of our RAP, we significantly stepped up our activity, organising a series of events to achieve the objectives outlined in our Plan.

On 13 February 2026, we marked the Anniversary of the National Apology to the Stolen Generations, one of the most significant moments in Australia's shared history and in the reconciliation journey of this country. The day served as a reminder of the strength and resilience of First Nations communities, encouraging us to reflect, learn, and continue our commitment to reconciliation and respectful relationships across our workplace and broader community. Later that month, SG Fleet representatives attended the Supply Nation Indigenous Trade Fair to explore further opportunities to source goods and services from First Nations providers.

In March, we raised awareness of Close the Gap Day as a reminder of the ongoing inequalities in health and life expectancy experienced by First Nations peoples. The Close the Gap campaign continues to advocate for equitable access to healthcare, improved prevention and treatment of disease, and better outcomes in education, employment, and overall wellbeing.

In May, we launched the Yarning Circle webinars, a series of online sessions designed to deepen our understanding of reconciliation and engage meaningfully in the Reconciliation Action Plan. The webinars, which are guided by a First Nations consultant, give our people an opportunity to celebrate key moments of national significance, better understand the RAP framework and commitments, and strengthen our own connection to First Nations perspectives, communities, and Country.

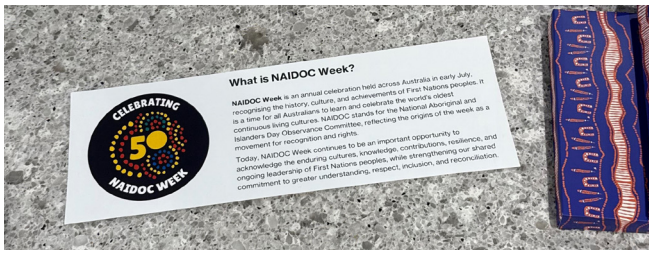


We concluded the 2026 financial year activities by celebrating National Reconciliation Week, inviting our staff to come together to learn, reflect, and deepen their understanding of the histories and cultures of First Nations peoples. This year's theme "All In" emphasised that reconciliation is a responsibility shared by all Australians and reinforces that real progress requires active involvement, a notion we aim to instill amongst our people. A number of SG Fleet staff attended NRW Breakfasts and other events during the week to listen, learn, and understand better.

National Reconciliation Week

As chocolate has a unique way of bringing people together, fostering connection, sparking conversation, and offering a shared moment of comfort and enjoyment, we offered all our staff in Australia a chocolate treat paired with First Nations bush foods such as pepperberry, old man saltbush, and finger lime during National Reconciliation Week.

Together, these ingredients invite us to slow down, connect, and appreciate the richness of Australia's oldest living cultures through taste and shared experience.



Future Focus

In the 2027 financial year, SG Fleet aims to complete its Reflect Reconciliation Action Plan and progress to the Innovate RAP level. This will include a greater emphasis on supporting indigenous businesses and employment where practical and viable.

Human Rights, and Forced, Compulsory, or Child Labour

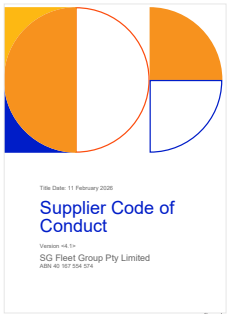
As an office-based services company, SG Fleet's direct exposure to the risk of human rights infringement is limited. The company does however expect partners in its supply chain that are more likely to encounter human rights issues to take necessary measures to mitigate against this risk. Our Supplier Code of Conduct stipulates our expectations with regard to the conduct of suppliers in terms of modern slavery risks, the treatment of labour, and human rights generally.

SG Fleet's approach to ensure responsible internal conduct with respect to human rights centres on the training of staff on related topics, such as modern slavery, non-discrimination, and diversity and equal opportunity.

We do not tolerate any form of enslavement or exploitation and we are committed to ensuring measures are in place to minimise the risk of modern slavery in our business and in our supply chain. The company has voluntarily put in place a Modern Slavery Policy, which outlines our overall approach to combatting modern slavery.

In the 2024 financial year, SG Fleet launched a new approach for its supplier modern slavery survey, with the aim of broadening the assessment to a wider range of environmental, social, and governance criteria. In the 2025 year, this survey was rolled out for the first time to the company's supply network in Australia (see 'Supply Chain Management' in the Governance section of this Statement). This was followed by the inaugural ESG survey for New Zealand in the 2026 financial year. Both surveys allow us to gather valuable insights and identify key learnings, allowing us to further optimise our approach. We are confident this will enhance collaboration within our supply chain and ensure that all parties are better prepared to meet our shared ESG goals.

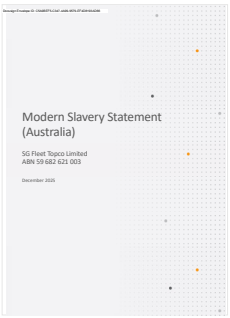
SG Fleet issues Modern Slavery Statements overviewing its initiatives during the respective reporting periods in Australia (pursuant to the Modern Slavery Act 2018 (Cth)) and the United Kingdom (pursuant to the Modern Slavery Act 2015 (UK)). In Australia and the United Kingdom, SG Fleet staff receive yearly training on modern slavery risk awareness.


Title Date: 11 February 2026

Supplier Code of Conduct

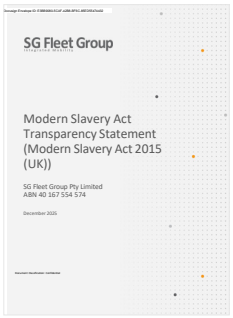
Version <4.1>

SG Fleet Group Pty Limited
ABN 40 167 554 574


Modern Slavery Statement (Australia)

SG Fleet Topco Limited
ABN 59 682 621 003

December 2025


SG Fleet Group

Modern Slavery Act Transparency Statement (Modern Slavery Act 2015 (UK))

SG Fleet Group Pty Limited
ABN 40 167 554 574

December 2025

Future Focus

SG Fleet intends to further optimise the process by which it identifies modern slavery risks, as well as how any identified risks are investigated and addressed. We will also investigate the feasibility of selection criteria that take into account human rights management and behaviours of potential suppliers, as well as work with our existing suppliers to achieve better outcomes across a range of related aspects.

Customer Privacy

To be able to create value for its customers and conduct its business in an efficient manner, SG Fleet must collect and process certain personal and business information. The way we collect, use, and retain this information is governed by strict protocols and detailed processes.

SG Fleet complies with all applicable privacy laws in each jurisdiction in which it operates and processes customer information in accordance with its privacy policies. Our Personal Data Protection Policy sets out how we protect the personal data we collect, our Data Classification Policy sets out how we restrict that data, and our Records Retention Policy dictates when we archive and dispose of the data.

During the 2026 financial year, SG Fleet continued to strengthen its cyber security and customer data management approach. The company introduced improved capabilities through the implementation of enhanced data classification and governance controls. Security monitoring, threat detection capabilities, and privileged access management were also developed further.

SG Fleet increased its focus on vulnerability and asset management through regular attack surface assessments, penetration tests, and remediation activities. The company also continues to cautiously monitor AI and the efficiencies it may introduce, ensuring any AI initiative implemented has a specific use case, remains secure and ethical, is risk assessed, and is responsibly adopted across the business. Security awareness was increased throughout the organisation via targeted phishing simulations and other employee education initiatives.

ISO 27001

SG Fleet maintained its ISO 27001 Information Security Management certification during the 2026 financial year and met all its relevant information security governance objectives, using targeted solutions, specialist personnel, and robust processes. The company is in the process of conducting an independent Information Security Registered Assessors Program (IRAP) assessment, which is aligned to Australian Signals Directorate (ASD) requirements.

Future Focus

SG Fleet continues to enhance and mature its information security, privacy, and data governance capabilities as the cyber threat and regulatory landscape evolve. Future initiatives will focus on strengthening cyber resilience, advancing data governance and protection practices, further maturing identity and privileged access management controls, and expanding the effective use of security automation and intelligence-driven monitoring capabilities.
The organisation will continue to invest in independent security assurance activities to support ongoing security maturity and compliance objectives.



Other Social Aspects and Community Involvement

SG Fleet interacts with local communities in Australia, New Zealand, and the UK as a significant employer and as a purchaser of goods and services. We firmly believe that we have a responsibility to the communities in which we operate, as well as people elsewhere, to give back and make a positive contribution in other areas wherever we can.

SG Fleet supports a number of initiatives across a wide range of areas. As a company, our community contribution comes in the form of financial support, and the provision of goods or vehicles. Our people also contribute generously by collecting donations or by volunteering in their own communities or for charitable activities of their choice. For that purpose, we offer staff the opportunity to take two volunteer leave days each year. Wherever possible, we look to deploy our mobility expertise to the advantage of organisations or individuals who have limited access to transport or to support road safety initiatives.

As in previous periods, we supported a wide range of initiatives in the countries in which we operate during the 2026 financial year.





Australia

SARAH Group | National Road Safety Week



SG Fleet is a proud principal partner of the SARAH Group, an organisation that has grown into one of Australia's most important road safety movements. Together, we spread the important message to 'Drive So Others Survive' and help amplify awareness, encourage safer driving behaviours, and support initiatives that contribute to safer roads for everyone.

Led annually by the SARAH Group, National Road Safety Week encourages Australians to remember those impacted by road trauma and reflect on the role we each play in helping make roads safer. Throughout the week, communities, organisations, emergency services, and individuals come together to raise awareness and show support, often through the recognisable yellow ribbon - a symbol of remembrance and commitment to safer roads.

For SG Fleet, supporting SARAH and National Road Safety Week is part of a broader commitment to helping keep road safety front of mind, raising awareness year-round, and encouraging conversations that contribute to safer outcomes for everyone on the road.

Read more about SARAH and National Road Safety Week here

ACT Brumbies



For 17 years, SG Fleet and the ACT Brumbies have enjoyed a strong partnership built on teamwork, performance, community, and shared values. As one of Australia's most successful Super Rugby franchises, the Brumbies partnership has helped us connect with communities while supporting the growth of rugby both on and off the field. With vehicle support behind the scenes, we help the Brumbies stay connected to the people and places beyond the jersey, from training and match day commitments to regional community visits across Southern New South Wales and the ACT.

But our partnership is about more than simply travelling between places. It's about helping the Brumbies continue building meaningful connections with the communities that support them. Whether that's through local club visits, grassroots rugby programs, or time spent with younger players who may one day pull on the blue and gold themselves.

Read more about SG Fleet and the ACT Brumbies here



Wheelchair Rugby

Since 2018, SG Fleet has supported Wheelchair Rugby Australia, an organisation that continues to inspire us through its commitment to inclusion, resilience, and sporting excellence. We provide vehicles that help transport athletes, officials, and participants at tournaments across the country, helping events run smoothly and making the sport more accessible. As an official partner of the 2026 Santos Wheelchair Rugby World Challenge in Adelaide, we are proud to play a role in bringing one of the biggest wheelchair rugby events ever held in Australia to life.

This partnership is about more than logistics – it is about supporting a community that embodies determination, teamwork, and opportunity. From grassroots participation to elite performance, the sport continues to bring together athletes, clubs, coaches, volunteers and supporters who care deeply about where it is headed next.

Read more about SG Fleet and Wheelchair Rugby Australia here

SG Fleet supports a wide range of other initiatives in Australia.

We created the SG Fleet Lifeblood Team to promote National Blood Donor Week, collected donations for the Children's Christmas Toy Drive, gathered food and groceries on Flannie Day in support of Homelessness Week, and raised funds for Redkite, a charity that provides counselling, financial assistance, and practical support for families facing childhood cancer.

We also continued to raise awareness for the Sydney Breast Cancer Foundation and the Daniel Morcombe Foundation, which promotes child safety education, support, and advocacy.



New Zealand

SG Fleet New Zealand is a mobility partner and sponsor of Northland Rescue Helicopter Limited, providing seven vehicles to support their critical rescue operations.

The company also provides vehicles to the Whānau Āwhina Plunket children's health service and the Nurse Maude organisation and sponsors the Safe Vehicles Award at the Fleet Champion Awards run by road safety charity Brake New Zealand.

In cooperation with the SG Fleet Women's Network, our New Zealand staff supported the Dress for Success clothing donation drive, the Breast Cancer Foundation Pink Ribbon Campaign and Pink Ribbon walk, the Nurturing Families Volunteer Days, and Pink Shirt Day.

Our team also raised donations for the Foster Hope Christmas Gift Drive to provide children with necessities over the year-end period.











United Kingdom

In the UK, SG Fleet has been a longstanding supporter of Cancer Research UK (CRUK) and organised several events during the year to raise funds in support of the charity.

Other initiatives supported in the UK include: the Dougie Mac Hospice, for which we held an Easter Egg donation drive providing treats for families supported by the hospice, Christmas Giving Tree in partnership with KidsOut, to support children who have experienced hardship, the Smart Works Birmingham professional clothing drive for women, the Strictly Knot Dancing and Great British Bake-off fundraisers, Circus Starr, and Barnardo's.

Future Focus

In the 2027 financial year, SG Fleet will introduce new corporate social responsibility and community involvement guidelines. This will help our people contribute to worthwhile initiatives by putting in place appropriate volunteering leave arrangements.

SG Fleet Women's Network

SG Fleet Women's Network Community: a year of connection, growth, and impact

The SG Fleet Women's Network (SGWN) is much more than a committee or a calendar of events. It is a growing community of employees, allies, leaders, and advocates who are helping shape a more connected, inclusive, and supportive workplace. Together, the network delivered a broad range of networking, thought leadership, and mentoring opportunities, bringing people together to learn, connect, and support one another. Through professional development sessions, networking events, wellbeing initiatives, community partnerships, and social activities, the network continued to foster meaningful connections and create opportunities for our people to engage beyond their day-to-day roles.

SGWN
SG Fleet Women's Network



Investing in growth and development

A key focus for the network this year was supporting the personal and professional growth of women across the business. As part of this commitment, SGWN introduced a new professional development initiative through sponsorship of two leadership programs delivered by Women's Leadership Australia. Designed to support women at different stages of their careers, the Impact Program helped participants build confidence, resilience, communication and problem-solving skills, while the Leading Edge Program focused on developing emerging leaders through self-awareness, emotional intelligence, effective communication, and leadership capability. By investing in these opportunities, SGWN reinforced its commitment to empowering women with the skills, confidence, and support needed to grow, lead, and thrive in their careers.

SGWN also partnered with Ladies Finance Club to deliver a five-part learning series focused on building financial confidence, improving wellbeing, and setting meaningful personal and professional goals. Open to all employees, the program covered a range of practical topics including budgeting, investing, property ownership, burnout prevention, and goal setting. The series provided participants with valuable tools and knowledge to make informed financial decisions, enhance productivity, and take greater control of their future. Through initiatives such as this, SGWN continues to support holistic growth, empowering employees both professionally and personally.

Championing inclusion and wellbeing

As part of its commitment to fostering safe, respectful, and inclusive workplaces, SGWN partnered with UN Women Australia to host a live panel discussion during the global 16 Days of Activism to End Gender-based Violence campaign. Featuring expert perspectives from UN Women Australia, the Centre for Women's Economic Safety, and SG Fleet's leadership team, the session explored the important role workplaces can play in recognising, responding to, and helping prevent gender-based violence. Through real-life insights and practical guidance, employees were encouraged to build greater awareness, respond with empathy, and contribute to a culture where safety and respect are prioritised for colleagues, customers, and the wider community.

Supporting women beyond the workplace

The network also strengthened its commitment to supporting women both within and beyond SG Fleet through community partnerships and sponsorships.

This year, SGWN continued its sponsorship of the Kyneton Women's Football Club, an emerging community club that has become a strong advocate for women's participation in sport. The club has challenged barriers facing women's football and championed opportunities for women and gender-diverse athletes to access safe, inclusive, and equitable sporting environments.

SGWN also took important steps towards establishing player sponsorships with Greater Western Sydney GIANTS AFLW players, Zarlie Goldsworthy and Yasmeen Janschek, supporting young women on the AFLW pathway ahead of the program starting in the 2027 financial year.

Through this initiative, SGWN will help encourage the next generation of female athletes to pursue their goals, develop their potential and continue their journey towards elite-level competition.

These initiatives reflect the network's broader purpose: creating opportunities, building confidence, and supporting women to thrive, whether in the workplace, the community, or on the sporting field.



Bringing ideas to life

Beyond fostering social connection, the Women's Network also partnered with two organisations, Share the Dignity and Impact House, to support women experiencing hardship and domestic violence.

Through the Dignity Drive and the annual It's in the Bag campaign, SG Fleet volunteers packed 609 clothing bags, while our Brisbane team contributed a further 1,008 bags filled with essential hygiene and personal care items for women and girls in need. During a volunteer day organised in partnership with Impact House, SG Fleet employees prepared additional clothing packs to support women affected by domestic violence.

Together, these initiatives demonstrate that SG Fleet Women's Network's impact extends far beyond our office walls, delivering tangible support to women in the broader community.

sharethedignity

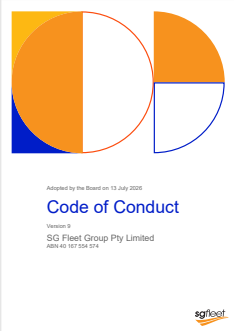


Governance

Across our organisation, we ensure we adopt responsible business practices and policies in all aspects of our operations. SG Fleet has a number of policies in place to instill and promote ethical behaviour across the organisation, as well as in its supply chain. The company also ensures its people are aware and observant of these policies by conducting regular e-learning sessions.

SG Fleet's ESG Materiality Assessment identified the following governance risks as material to the company:

- Business ethics and conduct
- (Presence of) whistle-blower policy
- Supply chain management
- Anti-bribery and corruption
- Anti-competitive behaviour
- Risk and crisis management



Business Ethics and Conduct

Our people are expected to conduct themselves in a manner consistent with the company's standards and in compliance with all relevant legislation.

SG Fleet's Code of Conduct outlines how we expect our representatives to behave and conduct business in the workplace on a range of issues. It includes legal compliance and guidelines on appropriate ethical standards.

In the 2026 financial year, the governance and risk management structure, including the audit, risk, and compliance committee, was updated to reflect the company's new ownership structure.

Future Focus

SG Fleet will continue to review its Code of Conduct as required, further improve the processes in place to ensure adherence to the Code, including training, and optimise how it addresses any breaches.



Whistle-blower Policy

SG Fleet is committed to ensuring that serious misconduct or malpractice is identified and addressed appropriately. We believe that the ability to raise related concerns is an important mechanism to ensure that the company functions efficiently and in accordance with its own principles of conduct.



SG Fleet has adopted a Whistle-blower Policy in accordance with the Corporations Act in Australia, and a separate policy applies to the United Kingdom. The Whistle-blower Policies encourage whistle-blowers to raise concerns and reportable conduct where there are reasonable grounds to support such action and to ensure that serious misconduct or malpractice is identified and addressed appropriately.

Future Focus

SG Fleet's Audit, Risk, and Compliance Committee reviews its Whistle-blower Policy and practice annually, and we will further improve employee awareness of and access to the whistle-blower process.

Supply Chain Management

We view it as our responsibility to promote ethical behaviour not just within our business operations, but also at supplier level. SG Fleet takes great care in selecting suppliers of goods and services and we expect our suppliers to operate to recognised national and international standards, and appropriate codes of practice.

In order to do so, we have put in place a Supplier Code of Conduct and a Procurement Policy. These policies set out the requirements we expect from our suppliers in the areas of ethical business practice, anti-competitive conduct, labour and human rights, work health and safety, environment, and confidentiality of information.

Future Focus

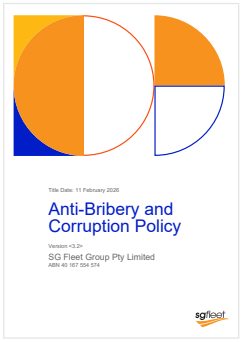
In addition to further optimising the process by which it identifies modern slavery risks in its supply chain (see 'Human Rights, and Forced, Compulsory, or Child Labour' in the Social section of this Statement), SG Fleet intends to take a similar approach to the review and management of other ESG risks and how the ESG performance of potential suppliers is increasingly taken into account in the company's supplier selection process. We will also review and update our Supplier Code of Conduct during the 2027 financial year.



Anti-bribery and Corruption

SG Fleet prohibits bribery and corruption in any form, whether direct or indirect, and in any country in which it operates.







We have adopted an Anti-bribery and Corruption Policy, detailing our commitment to conducting business activities with integrity and ensuring measures are in place to prevent bribery and corruption. Anti-bribery and corruption risk assessments are regularly conducted throughout the group.

The company expects its employees to demonstrate honesty, integrity, and fairness in all aspects of their business dealings and exercise a high standard of professionalism and ethical conduct in all their activities.

We promote employee awareness of and compliance with our policies against bribery and corruption through appropriate dissemination of our own procedures, policies, and training programs.

Future Focus

SG Fleet will continue to review its Anti-bribery and Corruption Policy as required, further improve the processes in place to ensure adherence to the Policy, including training, and optimise how it addresses any breaches.



Anti-competitive Behaviour

The company aims to maintain its reputation of having a high standard of ethical behaviour in conducting business and to behave with integrity in all dealings with competitors and customers.

SG Fleet's Code of Conduct stipulates the behaviours required to meet its standards in terms of responsible business practices. We actively monitor for any breaches of the Code. In the reported period, no actions or issues occurred in respect of anti-competitive behaviour.

Future Focus

SG Fleet will continue to review its Code of Conduct as required, further improve the processes in place to ensure adherence to the Code, including training, and optimise how it addresses any breaches.

Risk and Crisis Management

The presence of effective risk management structures and processes is essential for the continued conduct of SG Fleet's business operations. SG Fleet has a strong risk management culture and a robust operating model, embedding governance and risk responsibilities across multiple lines of defence.

SG Fleet maintains a dedicated internal audit function. We regularly review our risk management framework and internal control framework, while the internal audit team provides independent and objective assurance on the effectiveness of governance, risk management, and internal control processes.

Future Focus

SG Fleet will continue to review its risk management approach and processes, in line with the evolving nature of its business and its operational environment.





UN Global Compact

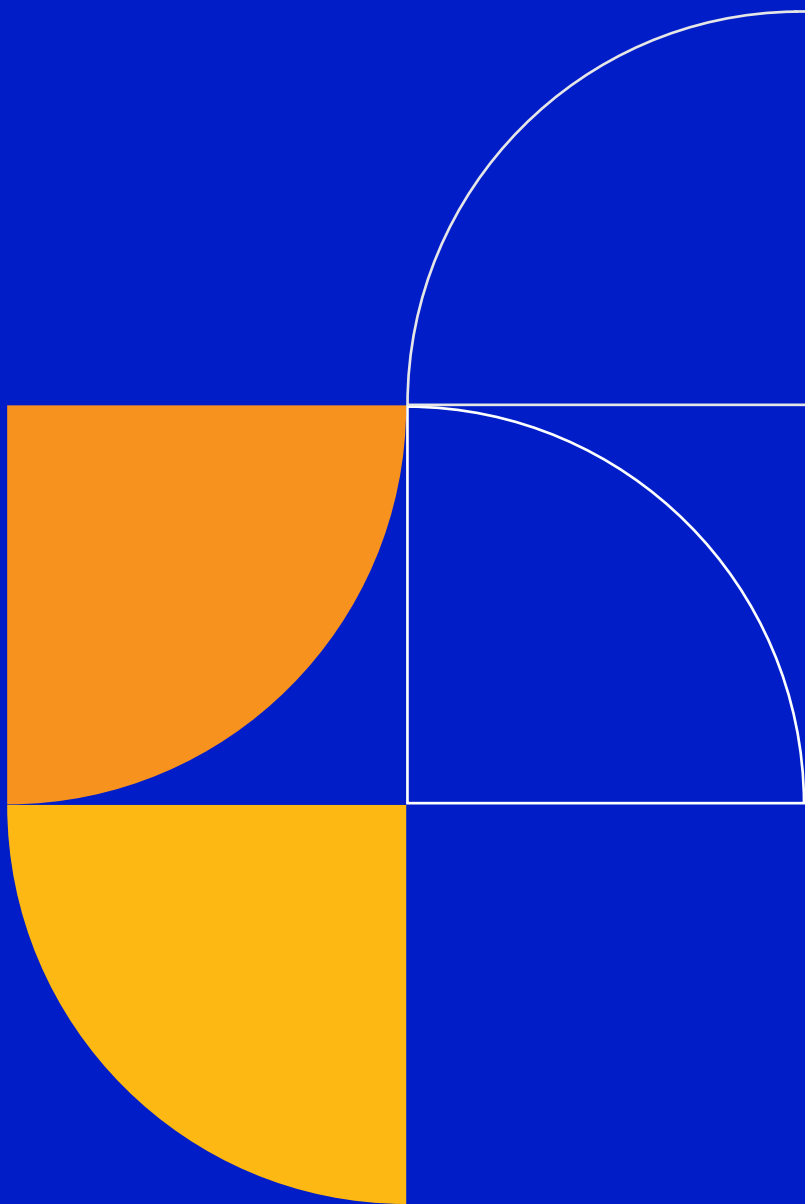
During the 2021 financial year, SG Fleet became a signatory to UN Global Compact (UNGC), committing to its corporate responsibility initiative and its principles in the areas of human rights, labour, the environment, and anti-bribery and corruption.

In the 2026 financial year, the company lodged its fifth Communication on Progress report.

United Nations Global Compact

SG Fleet Group

Integrated Mobility



sgfleet