2024 SUSTAINABILITY PERFORMANCE

Our sustainability pillars

NET ZERO

Support acceleration towards net zero

▶ See more on page 26

PEOPLE

Empowering communities and our people

▶ See more on page 38

PLANET

Drive positive environmental improvements

▶ See more on page 48

AMPOL'S APPROACH TO SUSTAINABILITY

— In executing our corporate strategy and delivering on our purpose, we continue to recognise the need to take a responsible and long-term view to deliver enduring value for all our stakeholders including our customers, suppliers, partners, shareholders, employees and the communities in which we operate.

Ampol's approach to sustainability involves balancing environmental, social and governance considerations with broader strategic objectives. We integrate these considerations into our decision-making processes, and recognise that there may sometimes be trade-offs between sustainability factors and other considerations in support of our strategic objectives. As such, references to sustainability do not mean that there will be no adverse impacts on the environment or other sustainability issues.

In 2024, Ampol undertook a double materiality assessment to identify our highest priority sustainability-related risks, opportunities and impacts. More information on the double materiality assessment is detailed on page 20. The double materiality assessment will help guide future iterations of our 2023–2025 Sustainability Strategy. Further, this report demonstrates where we are already focusing our efforts in light of the double materiality assessment.

We recognise the environmental impacts of our business. That's why we are committed to integrating sustainability considerations into our decision-making processes and to developing and improving the policies and plans that drive our progress in sustainability. The belief is that enhanced sustainability practices will drive profitability and build brand loyalty for the broader Ampol business. Key sustainability documentation includes the:

- Climate Change Position Statement;
- Supplier Code of Conduct;
- Representation, Equity and Inclusion Policy;
- Human Rights Policy;
- Reconciliation Action Plan;
- Modern Slavery Statement; and
- Corporate Governance Statement

For further information and access to these documents, please visit the Ampol website.

AMPOL'S APPROACH TO SUSTAINABILITY PERFORMANCE REPORTING

Ampol's Sustainability Performance Report is aimed at improving the disclosure of our most material sustainability-related risks and opportunities. We have enhanced some of our disclosures and other content enclosed within this report, in preparation for Australia's mandatory climate-related financial disclosures (AASB S2) under the Australian Sustainability Reporting Standard (ASRS), which come into effect for reporting periods commencing on or after 1 January 2025. Such reporting is not mandatory in Australia in relation to 2024, so is being provided by Ampol on a voluntary basis. Ampol has prepared the data in this Sustainability Performance Report using processes which we believe minimise the risk of material misstatement. Stakeholders should take that into account when using the data contained in it. In addition, Ampol engaged KPMG to provide limited assurance to the Directors over selected sustainability data contained in this Sustainability Performance Report. KPMG's public Directors' Assurance Statement can be found at the end of this report.

Reporting period and boundaries

Ampol's 2024 Sustainability Performance Report is focused on our operations across the Group which includes Australia, New Zealand (Z Energy), Singapore and Houston, USA.

Unless otherwise identified, this report covers the period between 1 January 2024 to 31 December 2024.

For Scope 1 and 2 emissions data, this is in accordance with Australian energy reporting obligations under the *National Greenhouse and Energy Reporting Act 2007* (Cth). For Scope 3 emissions data, this is in accordance with the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Standard. For New Zealand emissions data (Scope 1, 2 and 3), this is in accordance with the GHG Protocol Corporate Standard. Unless otherwise stated, emissions (Scope 1, 2 and 3 – Cat 11) and energy data disclosed within this report pertain to Australia and New Zealand only.

For more information, please refer to the 2024 Sustainability Datasheet and Appendix, available on the Ampol website.

Reporting standards

Ampol's Sustainability Performance Report is prepared with reference to the Global Reporting Initiative (GRI) Standards. The GRI Standards provide our stakeholders with comparable information relating to our sustainability performance.

UN Sustainable Development Goals

The United Nations Sustainable Development Goals (UN SDGs) seek to address, by 2030, the most significant challenges the world is facing today. Ampol has identified 10 SDGs that align with our 2023–2025 Sustainability Strategy where we have the opportunity to make an impact. For more information on how the 10 SDGs sit within our 2023–2025 Sustainability Strategy, visit the Ampol website.

Sustainability Datasheet and Appendix

Ampol reports on a range of sustainability metrics not disclosed in this report. For additional information and metrics please see our 2024 Sustainability Datasheet and Appendix, which can be found on the Ampol website and contains:

- 2024 Sustainability performance data;
- GRI index; and
- UN SDGs progress.

2023–2025 SUSTAINABILITY STRATEGY

In 2022, Ampol refreshed its 2023–2025 Sustainability Strategy to align more closely to our broader corporate strategy and to cover all the geographies in which we operate. Within our 2023–2025 Sustainability Strategy, we set a vision and principles to help guide our approach to integrating sustainability into all levels of decision-making across our business.

We have developed a roadmap and detailed the activities we plan to undertake in order to progress towards our 2025 commitments and 2030 goals.

In 2025, we will develop the next iteration of our Sustainability Strategy for the 2026–2028 period. This next iteration will aim to embed sustainability even further into the business, leveraging the refreshed strategy.

The 2023–2025 Sustainability Strategy can be found on the Ampol website.

AMPOL'S APPROACH TO SUSTAINABILITY CONTINUED

STRATEGY SCORECARD

Pillars

NET ZERO
Support acceleration towards net zero

PEOPLE
Empowering communities and our people

PLANET
Drive positive environmental improvements

Vision

Powering positive environmentally and socially sustainable outcomes in the communities in which we operate

Focus

2030 Goals[1]

2025 Public Commitments

- ○ Delivered
- ◐ Progressing
- △ Pivoted[2]

UN SDGs

WELLBEING AND INCLUSIVE WORKPLACES

Drive safe, healthy, equitable and inclusive outcomes for our people including upskilling and development for the energy transition.

- ○ Deliver a mental health first aid program to senior leaders and a minimum 10% of permanent workforce.
- ○ Introduce a wellbeing leave offering for employees.
- ○ Achieve a 40/40/20 gender representation target across our enterprise.
- ○ Gender-pay difference on like-for-like roles is between +/- 1%.
- ◐ Improve our status in the Australian Workplace Equality Index.

INDIGENOUS PARTNERSHIPS

Contribute to reconciliation where Aboriginal and Torres Strait Islander peoples have equitable participation in Australian society and where the long heritage and culture of First Australians is respected. Achieve a material uplift in the representation of Māori & Pasifika as part of our workforce in New Zealand.

- ○ Develop a commitment to Te Tiriti/Te Ao Māori.
- ○ Maintain and strengthen relationships with Clontarf and Stars Foundations and TupaToa.
- ○ Execute our Aboriginal and Torres Strait Islander procurement strategy.
- ◐ Work towards and maintain relevant representation of Indigenous people across the geographies in which we operate.
- △ Establish a stretch-level Reconciliation Action Plan.

1. Goal refers to a broader, longer-term aspiration or achievement.
2. With the introduction of mandatory climate-related financial disclosures and our strategic efforts to successfully navigate the energy transition, we have determined to pivot and reprioritise some of the key deliverables outlined in our 2023–2025 Sustainability Strategy. This will enable us to focus on items that may have a greater impact in support of our objectives. This includes prioritising efforts to develop and improve our reporting and developing the disclosures that will be required under AASB S2.

Principles

Authenticity
Honest and caring action that delivers genuine outcomes for our stakeholders

Leadership
Demonstrating leadership that is aligned with our broader strategy and purpose

Equity
Supporting key sectors of the communities in which we operate

Visibility
High quality and transparent communication and engagement with our stakeholders

SUPPORTING COMMUNITIES AND NATURE

Have a positive and measurable impact in the communities where we operate and support nature positive[3] outcomes.

- ● Deliver Z Energy's Biodiversity Fund and Good in the Hood campaign to local communities.
- ● Increase Australian employee volunteering and workplace giving outcomes by 50% from 2021 levels.
- ● Establish metrics and systems to measure social and nature positive value.
- ◐ Increase Ampol Foundation 'total community contribution' to >$5 million including cash donations, in-kind support, employee contributions, fundraising and employee volunteering hours.
- ◐ Continue to take a proactive approach to the responsible sale of tobacco[6].
- ◐ Development and delivery of proactive community and environmental programs across targeted fuel supply chain facilities.

CIRCULAR ECONOMY

Collaborate with our value chain partners, government and industry to reduce waste and support the transition to a circular economy.

- ◐ Establish a pathway to introduce recycling initiatives for customers and operations for retail sites to minimise volumes of food and packaging waste being sent to landfill.
- ◐ Ampol own Retail brand packaging to be in line with Australian government's 2025 National Packaging Targets as an active Australian Packaging Covenant Organisation (APCO) member.
- △ Establish standards to integrate circular economy principles into the business including use of renewable and sustainable raw material; reuse/ recyclability of equipment that has reached end of life and adaptive re-use of assets and equipment.

DECARBONISATION

Contribute towards our ambition[4] of net zero emissions across our operations by 2040[5] together with reducing the emissions intensity of the products we sell to customers and within our supply chain.

- ● Convenience Retail – reduce operational emissions[7] on an absolute basis by 25% by 2025 from 2021 levels.
- ● Z Energy – progress 2030 target to reduce operational emissions[8] by 42% from 2020 levels.
- ◐ Commit to 40% equivalent net renewable electricity for operational use[9].
- ◐ Fuels and Infrastructure – reduce operational emissions intensity[10] by 5% by 2025 from 2021 levels.
- ◐ Progress target of achieving 500 EV charging bays by 2027 in Australia.
- ◐ Enhanced processes to identify emissions reduction opportunities within our supply chain, partnering where feasible.
- △ Continued transparency and climate disclosures aligned with Task Force on Climate-related Financial Disclosures (TCFD).

3. Ampol's definition of 'nature positive' is based upon that as set out by the Nature Positive Initiative. We define nature positive as a global societal goal to halt and reverse nature loss, supporting net-positive biodiversity outcomes through the improvement in the abundance, diversity, integrity and resilience of species, ecosystems and natural processes.
4. Ambition refers to seeking a certain outcome for which the pathway to achieving this is uncertain. Efforts will be pursued towards addressing the ambition subject to certain assumptions and conditions.
5. Net zero refers to a state in which greenhouse gas emissions going into the atmosphere are balanced by removal out of the atmosphere. Ampol's net zero ambition includes operational emissions (Scope 1 and 2) within Australia and assumes Lytton refinery will no longer be operational by 2040. It includes the benefit of grid decarbonisation and the use of offsets if required.
6. A proactive approach to the responsible sale of tobacco includes ensuring that our retail practices align with all applicable regulatory standards, conducting regular site visitation checks to monitor compliance and providing ongoing retail training to ensure our staff are well-informed about responsible tobacco sales.
7. Ampol's definition of operational emissions is in accordance with the National Greenhouse and Energy Reporting (NGER) definition and refers to all Scope 1 and 2 emissions (including the benefit of grid decarbonisation) within Ampol's operational control in Australia.
8. Z Energy's operational emissions includes Scope 1 and 2 emissions, together with Scope 3 emissions associated with staff travel, waste to landfill and domestic distribution and storage of fuels in New Zealand.
9. This target applies to Convenience Retail and Fuels and Infrastructure business units operating in Australia. Equivalent net renewable includes electricity offset with large-scale renewable energy certificates, on-site solar and grid decarbonisation.
10. Total emissions (Scope 1 and 2) per kL of Total High Value Product (HVP) for Lytton refinery and total emissions (Scope 1 and 2) per kL of Total Fuel Throughput for our three largest Terminal facilities: Kurnell NSW, Banksmeadow NSW and Newport VIC.

AMPOL'S APPROACH TO SUSTAINABILITY CONTINUED

INDUSTRY COLLABORATION

Ampol is a member of several industry associations representing both the fossil fuel sector and the growing low carbon[1] energy solutions businesses. These associations help us to effectively advocate for an industry view on key policy matters and broader sustainability issues. This enables us to contribute to policy and regulatory developments and stay informed and collaborate on emerging sustainability trends and best practice. We periodically review our memberships to ensure alignment with Ampol's own policy stance.

Listed below are some of the industry associations and business forums in which Ampol participates:

- Australian Association of Convenience Stores
- Australasian Convenience and Petroleum Marketers' Association
- Australian Climate Leaders Coalition
- Australian Industry Greenhouse Network
- Australian Industry Group
- Australian Institute of Petroleum
- Bioenergy Australia
- Business Council of Australia
- Carbon Market Institute
- Clean Energy Council
- Electric Vehicle Council
- Global Compact Network Australia
- LASTFIRE
- New Zealand Climate Leaders Coalition
- Sustainable Business Council (New Zealand)
- Sustainable Business Network (New Zealand)

INVESTOR ENGAGEMENT ON SUSTAINABILITY

As part of Ampol's investor engagement program, we regularly meet with existing or prospective investors and discuss sustainability performance in line with broader business performance. These meetings often include Ampol's Managing Director and CEO, as well as members of the Ampol Leadership Team (ALT). 1:1 meetings and group meetings are an opportunity to invite and understand investor feedback on critical business plans and progress, as well as our investors' own ESG priorities. In 2024, we observed an increase in ESG-focused meetings and enquiries, particularly from international investors seeking to understand the nuances of Ampol's approach to decarbonisation and the energy transition within the Australian context.

AMPOL 2024 ESG RATING PERFORMANCE

MSCI	**AA** Rating maintained		
SUSTAINALYTICS	**47.6** Average ESG risk management score, improving -0.2 from 2023		
FTSE4Good	**3.3/5** Rating upgraded from 3/5 in 2023		
ISS ESG[2]	**3/10** Social Rating	**4/10** Environment Rating	**2/10** Governance Rating
	C- Overall Rating downgraded from C in 2023		

DOUBLE MATERIALITY ASSESSMENT

In 2024, Ampol worked with an external consultant to undertake our first double materiality assessment. Our primary goal was to identify Ampol's most significant economic, environmental and social impacts, risks and opportunities. Additionally, the outcomes of the double materiality assessment will assist us in preparing for future sustainability disclosures in alignment with the ASRS requirements and support the process to refresh our Sustainability Strategy in 2025.

The methodology combined impact materiality recommendations from the GRI to evaluate topics with actual and potential positive or negative impacts on people or the environment with the International Financial Reporting Standards' first sustainability standard (IFRS S1). We focused on sustainability matters that may reasonably affect enterprise value creation, preservation or erosion.

The assessment considered a broad range of inputs including key internal documentation, industry publications, sustainability standards, media scans, a review of six selected peers, interviews with 19 senior leaders across the business, and surveys of employees, investors and other key external stakeholders.

The process produced 11 material topics which are shown in the following table.

Circle size denotes the financial opportunity associated with the topic.

1. 'Low carbon' refers to lower levels of GHG emissions when compared to the current state. Where used in relation to Ampol's actions, products or portfolio, it refers to enhancement of existing methods, practices and technologies to lower the level of embodied GHG emissions as compared to the current state.
2. For ISS rating scores, 1 represents the highest score possible.
3. 'Renewables' refers to renewable energy, which is electricity produced using natural resources, including solar, wind and hydro. It also refers to renewable fuels, a term used for liquid hydrocarbons made from non-petroleum based renewable feedstocks such as purpose grown biomass, or from waste material such as tallow or used cooking oil.

SUSTAINABILITY GOVERNANCE

— At Ampol, we believe that adopting a high standard of corporate governance is essential to creating long-term value for all our stakeholders. Each year, we prepare a sustainability plan that supports the delivery of our annual sustainability priorities, as well as the overarching 2025 and 2030 targets that sit within the 2023–2025 Sustainability Strategy.

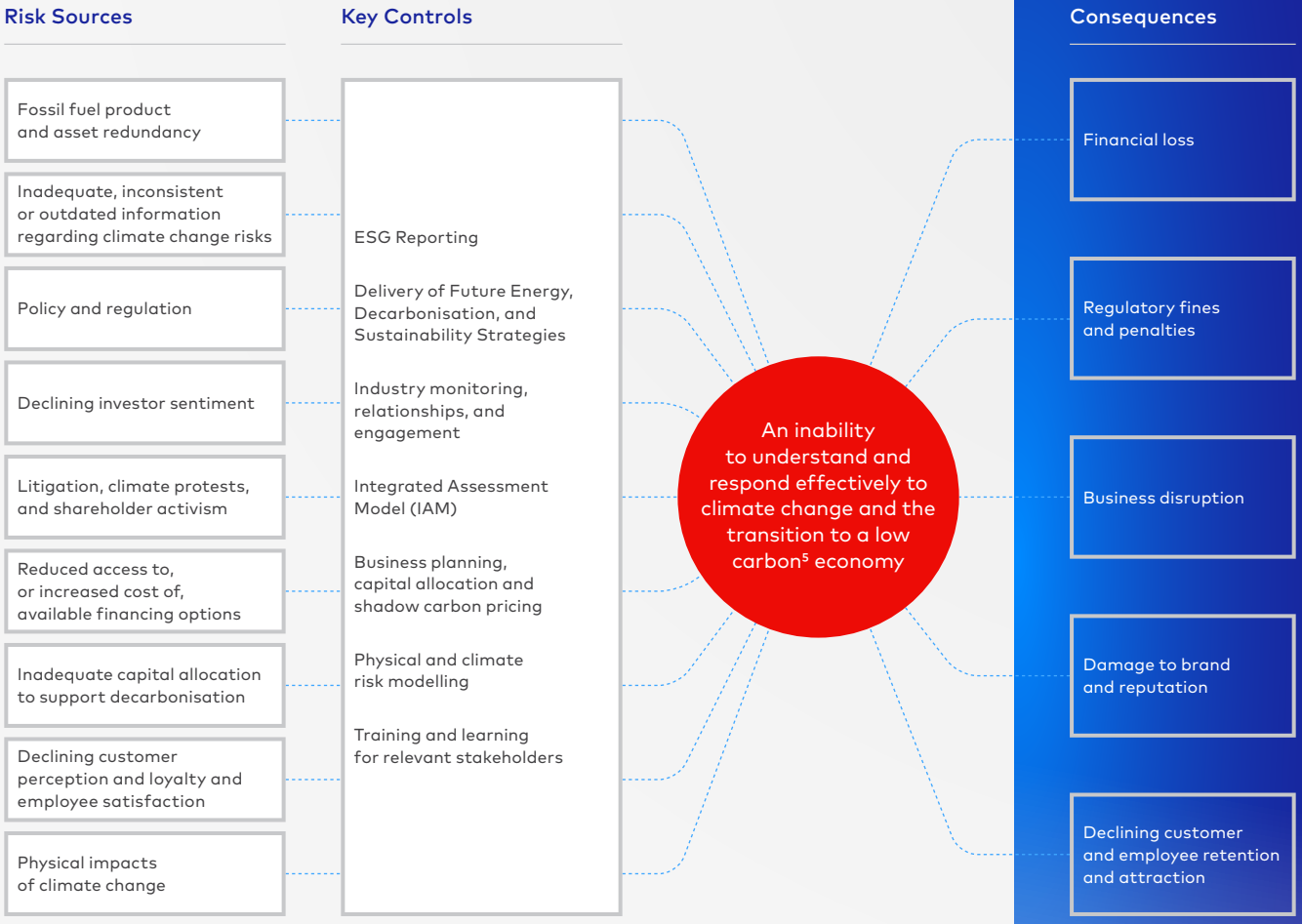
AMPOL'S SUSTAINABILITY GOVERNANCE APPROACH

The Ampol Board has established four[4] standing committees. It is part of the role of the Safety and Sustainability Committee to assist the Board to oversee and monitor the effectiveness of Ampol's 2023–2025 Sustainability Strategy and annual sustainability plan, as well as sustainability reporting requirements and the management of key social and environmental sustainability risks and opportunities. The Safety and Sustainability Committee Charter is available on the Ampol website.

At management level, the ALT approves the annual sustainability plan and monitors progress of the sustainability strategy on a quarterly basis. Governance arrangements have also been put in place to oversee the execution of the Sustainability Strategy and Future Energy and Decarbonisation Strategies.

AMPOL'S CLIMATE-RELATED RISK BOWTIE

Within the Ampol Risk Management Framework (ARMF), climate change has been identified as one of 16 material risks. The following diagram is a simplified version of Ampol's climate-related risk bowtie, which identifies threats and causes of, as well as preventative controls to manage, climate risk. The bowtie also outlines key potential consequences if risks are not adequately managed.



4. This includes the Nomination Committee, which is not relevant to the Sustainability Governance Structure on the following page.
5. 'Low carbon' refers to lower levels of GHG emissions when compared to the current state. Where used in relation to Ampol's actions, products or portfolio, it refers to enhancement of existing methods, practices and technologies to lower the level of embodied GHG emissions as compared to the current state.

SUSTAINABILITY GOVERNANCE

AMPOL BOARD OVERSIGHT

Ampol Board

The Ampol Board is responsible for the oversight of key corporate governance policies and risk management, including those relevant to sustainability. It approves key policies for publication on the Ampol website, key sustainability initiatives and disclosures. The Board also approves Ampol's Sustainability Strategy.

Safety and Sustainability Committee

Meets quarterly to oversee and monitor the effectiveness of Ampol's 2023–2025 Sustainability Strategy and annual sustainability plan, as well as sustainability reporting requirements and the management of key social and environmental sustainability risks.

People and Culture Committee

Assists the Board to fulfil its corporate governance and oversight responsibilities in relation to Ampol's Code of Conduct, remuneration framework, incentive plans, succession planning, cultural health and engagement, as well as Representation, Equity and Inclusion (REI) Policy and Strategy.

Audit Committee[1]

Reviews the integrity of financial reporting, including accounting policies and judgements. Also reviews Ampol's corporate reporting, financial risk management and internal control processes, including as they relate to sustainability.

Ampol Leadership Team

Approves the annual sustainability plan and monitors progress of the Sustainability Strategy on a quarterly basis.

Investment Committee

Oversees the effective allocation of capital to support Ampol's overarching objective of maximising long-term shareholder value and returns. This includes assessment against various objectives, including sustainability criteria.

Decarbonisation Project Review Board

Chaired by the Group CFO and comprising a sub-set of the Ampol Leadership Team, this group provides oversight on Ampol's decarbonisation programs, including capital allocation, emissions forecasting, and delivery against public targets.

Representation, Equity and Inclusion Council

Meets bi-monthly to provide stewardship of Ampol's REI Strategy with senior leadership representatives from across Ampol.

Wellbeing Council

Provides oversight over Ampol's enterprise-wide approach to the Wellbeing Strategy and delivery of key priorities.

Reconciliation Action Plan (RAP) Working Group

Promotes the RAP and its efforts towards reconciliation. Instigates and influences the delivery of initiatives aligned with the RAP commitments through operational business activity.

Ampol Foundation Committee

The Committee is the primary decision-making body governing community investment decisions and activities executed through the Ampol Foundation.

Various other Monthly Business Reviews, Project Review Boards, Working Groups

Sustainability function

Works across the business to coordinate and support delivery of the Sustainability Strategy.

More information about the role of the Ampol Board and the Board committees can be found in the Directors' Report on pages 62–85 of the 2024 Annual Report and in Ampol's 2024 Corporate Governance Statement.

1. Ampol does not have a separate Risk Committee. Oversight of the Ampol Risk Management Framework is the responsibility of the Board, with each standing committee delegated oversight of specific risks (including financial and non-financial risks).

We have developed decarbonisation management plans which outline our approach and initiatives that will be implemented to meet our decarbonisation targets. Ampol has also established a **Decarbonisation Project Review Board (PRB)**, chaired by the Group Chief Financial Officer and comprising members of the ALT. The PRB meets quarterly to monitor decarbonisation projects and progress, and to forecast and monitor emissions reductions necessary for regulatory and compliance requirements, including the Safeguard Mechanism.

The **Representation, Equity and Inclusion (REI) Council** meets bi-monthly and is comprised of 14 REI leaders, representing business units and geographies across the Group.

In support of our refreshed REI Strategy, in 2024 we established the following key roles to progress REI across our diverse value chain:

REI leaders

REI Leaders influence and monitor progress against their local REI priorities, in alignment with the Group REI ambition. In 2024, the REI Leaders undertook various education sessions to learn about REI, the operating model and strategy, data insights and inclusive leadership.

Executive sponsors

With the appointment of four new executive sponsors, each REI Network across the Group now has dedicated senior leaders to influence positive change at the leadership level.

ALT Advocate

The purpose of the ALT Advocate is to provide mentorship to REI Leaders and ALT advocacy for the REI Network objectives, including playing a championship role at quarterly updates to the ALT.

LINKING CLIMATE TO REMUNERATION

Given the material risk and opportunity of climate change to our business, in 2022 the Ampol Board strengthened the link between employee remuneration and the delivery of Ampol's Future Energy and Decarbonisation Strategies. The short-term incentive scorecard now includes a Climate component worth 10%, representing the rollout of EV charging bays and emissions reduction from operations. This 10% Climate component applies to all Ampol employees eligible to receive a short-term incentive.

In 2024, the Climate component of the short-term incentive scorecard was assessed in relation to various progress indicators, including:

- 2025 Scope 1 and 2 emissions targets for Convenience Retail and Fuels and Infrastructure and abatement projects including renewable energy, process and energy efficiency improvements; and
- delivery of various low carbon[2] energy solutions, including targeted e-mobility initiatives.

For more information, please see the 2024 Remuneration Report (available from page 86 of the 2024 Annual Report).

TERMINOLOGY DEFINITIONS

We are conscious that terms such as target, commitment, and goal can imply a range of different meanings. Moving forward, we want to be clear about how we are using these terms. We will use the term:

- **target** when we mean a specific, measurable and short-medium term aim that we are focused on achieving;
- **commitment** when we mean a dedication to pursue a particular course of action or achieve something;
- **goal** when we mean a broader, longer-term aspiration or achievement; and
- **ambition** when we mean an overarching drive or desire for success and achievement.

These terms apply to both quantitative and qualitative items.

2. 'Low carbon' refers to lower levels of GHG emissions when compared to the current state. Where used in relation to Ampol's actions, products or portfolio, it refers to enhancement of existing methods, practices and technologies to lower the level of embodied GHG emissions as compared to the current state.

CAPITAL ALLOCATION

Ampol is committed to making clear and deliberate decisions under a disciplined capital allocation framework. Ampol strives to get the balance right between core business optimisation and targeted investment in the energy transition, integrating climate risk and decarbonisation considerations into investment decisions, while delivering shareholder returns.

Through Ampol's exploration of new energy solutions for customers, including EV charging and renewable fuels[1], Ampol has witnessed firsthand the important role it has to play in the energy transition. This requires a measured approach to capital allocation in order to meet the evolving needs of customers while delivering acceptable returns for shareholders.

AMPOL'S CAPITAL ALLOCATION FRAMEWORK

1 Stay-in-business capex

- Focused on safety and reliability of supply
- Investments to support decarbonisation

2 Optimal capital structure

- Adjusted Net Debt[2]/EBITDA[3] target of 2.0x–2.5x
- Where Adjusted Net Debt > 2.5x EBITDA, debt reduction plans become a focus

3 Ordinary dividends

- 50%–70% of RCOP NPAT excluding significant items (fully franked)

- Ampol is committed to maintaining a strong investment grade credit rating: currently Baa1 from Moody's
- Ampol's Capital Allocation Framework provides a balance between ensuring a safe and sustainable business, maintaining a strong balance sheet, returning capital to shareholders and investing in future value-accretive growth opportunities
  - Shadow carbon price considered in Ampol's investment decision-making process
  - Growth capex for projects linked to Energy Solutions will be return seeking, although longer payback periods are expected

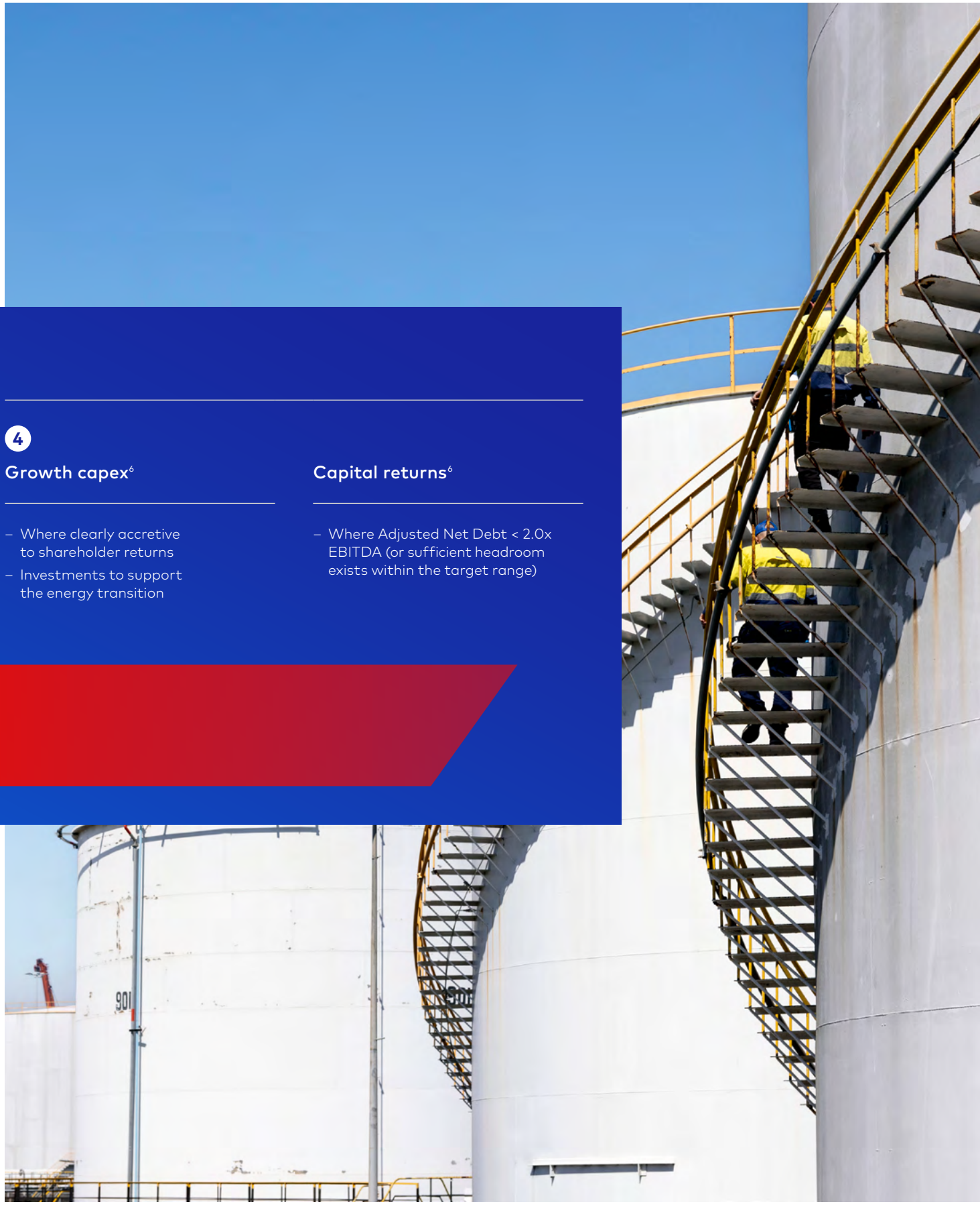
USE OF A SHADOW CARBON PRICE

Ampol uses an internal decision-making framework for reviewing and assessing material investments and business cases being considered by our Investment Committee. An element of this framework is the alignment with our Decarbonisation Strategy, which includes the potential impacts on operating costs arising from existing and future potential carbon pricing regulation. We assess these potential impacts (positive or negative) through an internal shadow carbon price for Scope 1 and 2 emissions in Australia by applying costs to the carbon emissions for significant capital investments, where applicable.

In New Zealand, a real carbon cost is applied, given the existing New Zealand Emissions Trading Scheme (NZ ETS). Ampol's internal carbon price is set with reference to external benchmarks, including spot prices and forward curves for Australian Carbon Credit Units (ACCUs) and NZ ETS units in the short-term to medium-term, and the World Bank forecasts[4] (2°C scenario) in the long-term. Pricing and assumptions are reviewed on a quarterly basis.

As at 31 December 2024, the carbon prices ($/tCO$_2$e) adopted ranged from $39 (2025) to $63 (by 2030) for ACCUs, and NZ$66 (2025) to NZ$83 (by 2030) for NZ ETS units[5].

1. A term used for liquid hydrocarbons made from non-petroleum based renewable feedstocks such as purpose grown biomass, or from waste material such as tallow or used cooking oil.
2. Adjusted net debt includes net borrowings, lease liabilities (in accordance with AASB 16), and hybrid equity credits (as an offset).
3. Last twelve months RCOP EBITDA.
4. *State and Trends of Carbon Pricing Report* (May 2024).
5. In New Zealand, the carbon price is a real cost (rather than applied as a shadow impact).



4

Growth capex[6]

- Where clearly accretive to shareholder returns
- Investments to support the energy transition

Capital returns[6]

- Where Adjusted Net Debt < 2.0x EBITDA (or sufficient headroom exists within the target range)

6. Compete for capital based on risk-adjusted returns to shareholders.

2024 SUSTAINABILITY PERFORMANCE

NET ZERO

Support acceleration towards net zero

Our Decarbonisation Strategy for our Australian operations was released in May 2021 to address the emissions associated with our operations (Scope 1 & 2)[1], with an ambition[2] to reach net zero operational emissions across our Australian operations by 2040[3]. We set short-term (2025) and medium-term (2030) Scope 1 and 2 operational emissions reduction targets for our Convenience Retail[4] and Fuels and Infrastructure[5] business units in Australia to support our ambition.

Prior to the acquisition of Z Energy (May 2022) by Ampol, Z Energy had previously set its own target of a 42% reduction in operational emissions[6] in New Zealand by 2029. Following the acquisition, Ampol's Australian and New Zealand operational emissions ambitions and targets remain in place for 2040 and 2029, respectively.

MANAGING CLIMATE RISK AT AMPOL

Ampol's double materiality assessment identified energy transition and renewables[7], and GHG emissions and climate change, as the two most material risks and opportunities for our business. As such, we are focused on managing climate risk and enhancing our resilience, supporting customers, and reducing the carbon intensity of business operations to create long-term value for all our stakeholders.

As an organisation, Ampol supports the Paris Agreement's long-term goal of limiting the increase in the global average temperature to well below 2°C above pre-industrial levels, as well as pursuing efforts to limit the temperature increase to 1.5°C above pre-industrial levels.

Therefore, we recognise that the transport fuels industry will need to transform to achieve this.

The principles underpinning Ampol's approach to climate change and the energy transition include:

- an orderly, just transition to a net zero emissions economy is required to meet the Paris Agreement goals. Australia's economic prosperity and emissions reduction are complementary goals;
- addressing climate change creates opportunities for Ampol's business. Leveraging Ampol's key strengths, including our capabilities and assets, we seek to support our customers as they transition;
- climate change risks and opportunities could have financial implications, as indicated by our double materiality assessment. As scientific knowledge, policy, and technology continue to evolve, we review and embed climate considerations into our financial and strategic planning processes;
- we work collectively with our customers, government and other industry parties to identify, enable and advocate for transport sector decarbonisation pathways; and
- we are transparent about how Ampol is addressing climate impacts across the business, together with how we are helping our customers to meet their own energy transition commitments.

1. Ampol's definition of operational emissions is in accordance with the National Greenhouse and Energy Reporting (NGER) definition and refers to all Scope 1 and Scope 2 emissions within Ampol's operational control in Australia.
2. Ambition refers to seeking a certain outcome for which the pathway to achieving this is uncertain. Efforts will be pursued towards addressing the ambition subject to certain assumptions and conditions.
3. To achieve net zero operational emissions by 2040, we have assumed that Lytton refinery will no longer be operating as a refinery that manufactures hydrocarbon products by that time. More information can be found in our 2023 Climate Report available on the Ampol website.
4. Reduce operational emissions on an absolute basis by 25% by 2025 and 50% by 2030 from 2021 levels for all retail locations owned and operated by Ampol in Australia.
5. Reduce operational emissions intensity by 5% by 2025 and 10% by 2030 from 2021 levels. With emissions intensity being the total emissions (Scope 1 and 2) per kL of Total High Value Product (HVP) for Lytton refinery and total emissions (Scope 1 and 2) per kL of Total Fuel Throughput for our three largest Terminal facilities: Kurnell NSW, Banksmeadow NSW and Newport VIC.
6. Z Energy's operational emissions includes Scope 1 and 2 emissions, together with Scope 3 emissions associated with staff travel, waste to landfill and domestic distribution and storage of fuels in New Zealand.
7. 'Renewables' refers to renewable energy, which is electricity produced using natural resources, including solar, wind and hydro. It also refers to renewable fuels, a term used for liquid hydrocarbons made from non-petroleum based renewable feedstocks such as purpose grown biomass, or from waste material such as tallow or used cooking oil.

MANAGING PHYSICAL CLIMATE RISK IN AUSTRALIA

In 2023, Ampol conducted a physical climate risk assessment to understand the potential impact on our assets and infrastructure across Australia resulting from changes in weather conditions. The process assessed the risk and potential impact of physical climate risks, such as cyclones, flooding, storms and bushfires, on assets and critical infrastructure in high-risk geographical areas for Ampol operations in Australia. Three IPCC climate scenarios were considered – Representation Concentration Pathways (RCPs) 2.6, 4.5, and 8.5 – with a greater emphasis placed on a high-emissions scenario of RCP8.5 across the 2030-time horizon and 2050-time horizon. RCP8.5 was largely employed to assess Ampol's resilience against a worst-case and high-emissions scenario. For more information on our physical climate risk assessment, please see our 2023 Climate Report, available on the Ampol website.

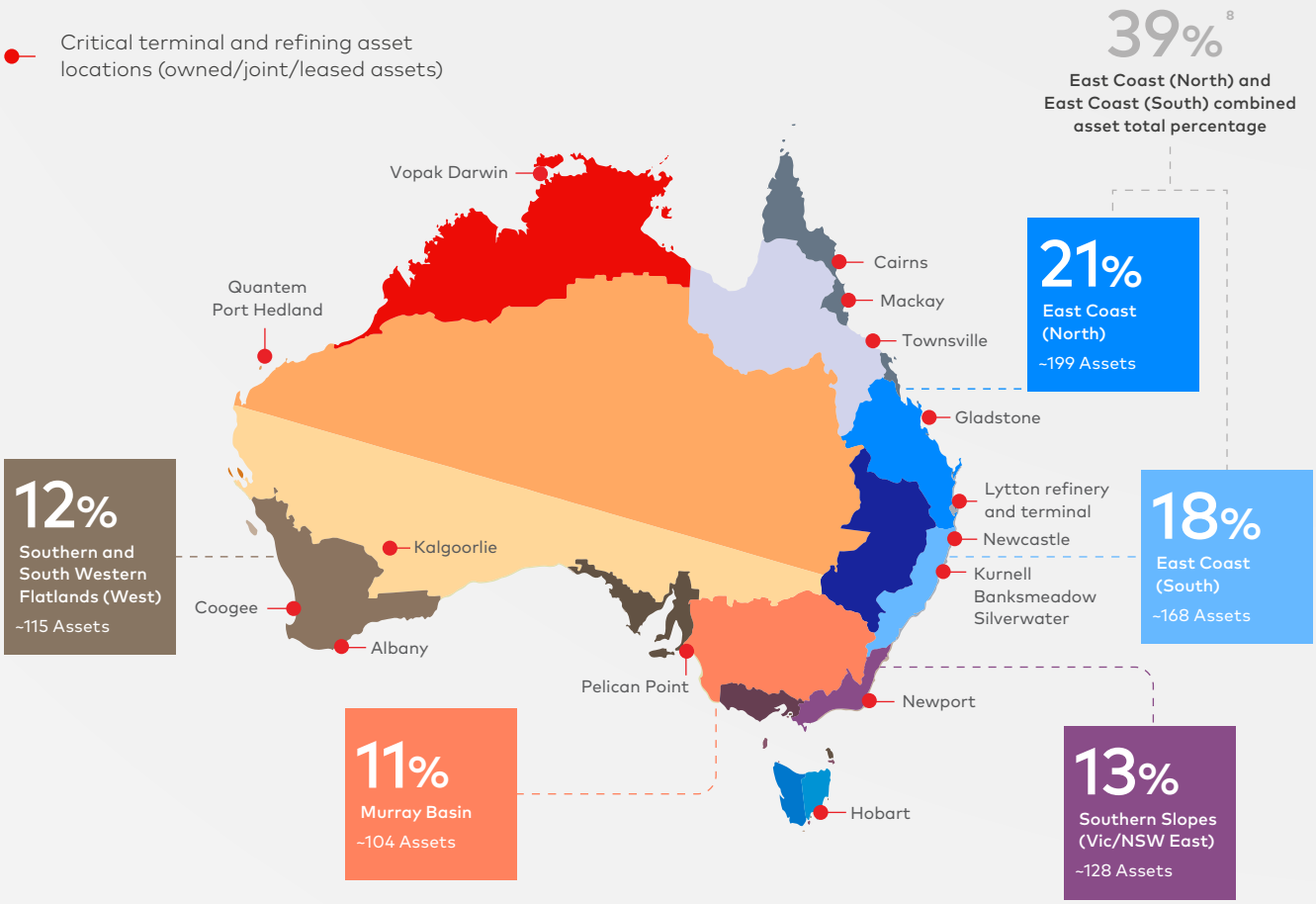
In 2024, we began Stage 1 (see the below diagram) for identified assets, completing localised assessments and modelling to determine hazards and their associated level of risk. The outputs of these assessments were fed into existing asset and infrastructure integrity programs.

Moving forward, we will continue to develop and improve our climate resilience and adaptation framework in preparation for the ASRS.

NRM clusters and sub-clusters

- Central Slopes
- East Coast (North)
- East Coast (South)
- Monsoonal North (East)
- Monsoonal North (West)
- Murray Basin
- Rangelands (North)
- Rangelands (South)
- Southern Slopes (Tas East)
- Southern Slopes (Tas West)
- Southern Slopes (Vic West)
- Southern Slopes (Vic/NSW East)
- Southern and South Western Flatlands (East)
- Southern and South Western Flatlands (West)
- Wet Tropics

Ampol assets in relation to Natural Resource Management (NRM) clusters and subclusters



CSIRO NRM regions are regions grouped into clusters which largely correspond to the broad scale similarity in past climate conditions, biophysical factors and broad patterns of climate change.

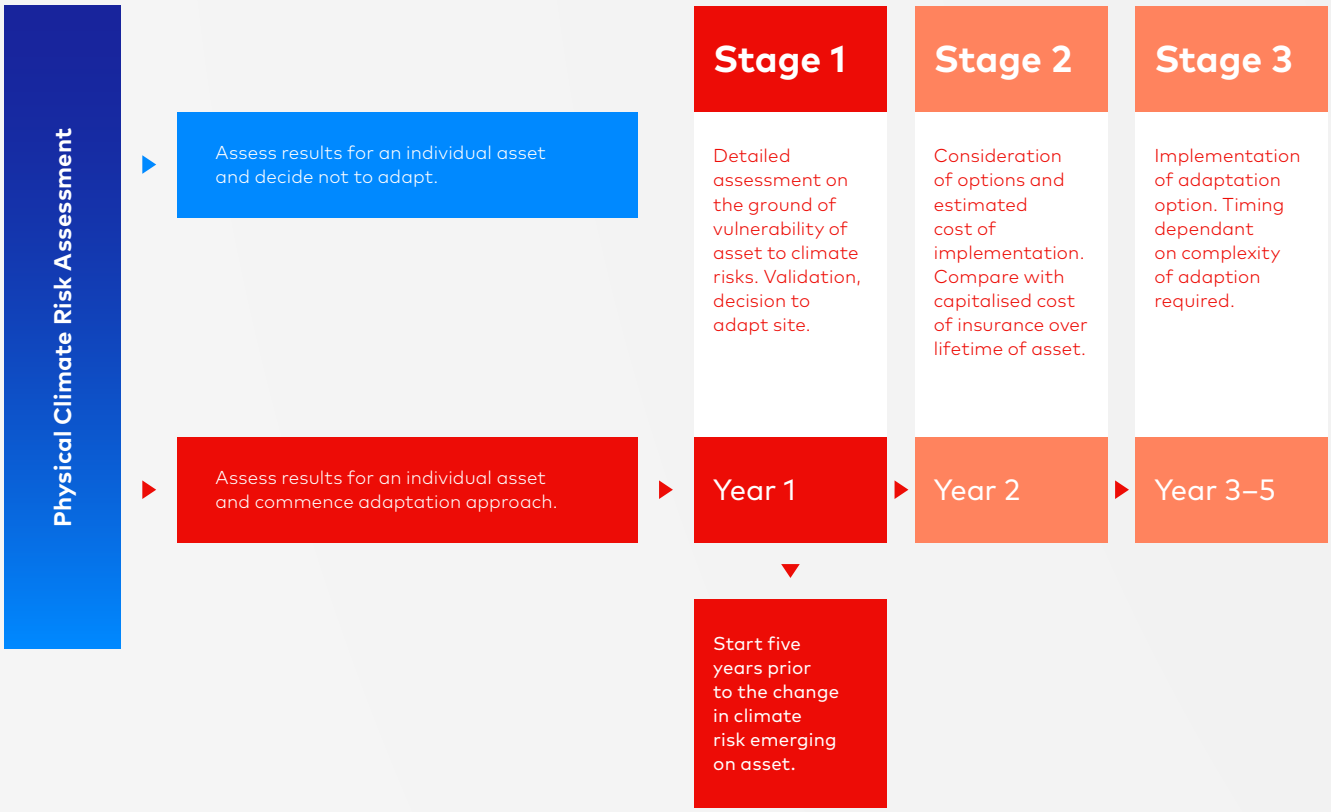
8. Percentage displayed is in reference to the percentage of our assets located in the identified region.

2024 SUSTAINABILITY PERFORMANCE – NET ZERO CONTINUED

OUR NEXT STEPS AND ADAPTATION APPROACH

Ampol has developed an adaptation framework, segmented into three stages over a five-year period. Findings from the risk assessment will be used to trigger more detailed 'on the ground' assessments, identification, development and implementation of adaptation plans.

The key information and outputs that arose from the physical climate risk assessment have been integrated into the Ampol Risk Management Framework, Operational Excellence Management System (OEMS), and the broader business for consideration in business planning and long-term strategic direction.



Z ENERGY'S RESPONSE TO PHYSICAL CLIMATE RISK

In New Zealand, Z Energy has adopted a staged approach to assessing its physical climate risks, seeking first to understand its exposure to physical risks, both in terms of direct damage to assets and disruption to its supply chain, then quantifying current and anticipated physical impacts of climate change, before assessing vulnerability at a more granular scale for strategic assets.

In 2020, Z Energy completed a qualitative risk analysis of its asset exposure to projected changes due to four key climate hazards – sea level rise, precipitation, drought and wind. The most significant physical risks to Z Energy's assets are expected to be from flooding events related to increased precipitation and sea level rise.

In 2023, Z Energy quantified the anticipated financial impacts of direct damage to its assets, estimating that these impacts would be minimal out to 2040, with indirect costs from operational disruption likely to be more significant. Z Energy estimated that the collective impact of Cyclone Gabrielle and the Auckland Anniversary Floods was approximately NZ$7.4 million, with the majority of costs related to lost revenue, additional shipping costs and the last-minute sale of an import cargo.

For more information on the above, please see Z Energy's 2024 Climate Statements, available on the Z Energy website.

More detailed assessments were completed in 2024. Findings are currently being reviewed and, together with previous assessments, will help inform Z Energy's adaptation planning for these strategic assets in 2025 and beyond.

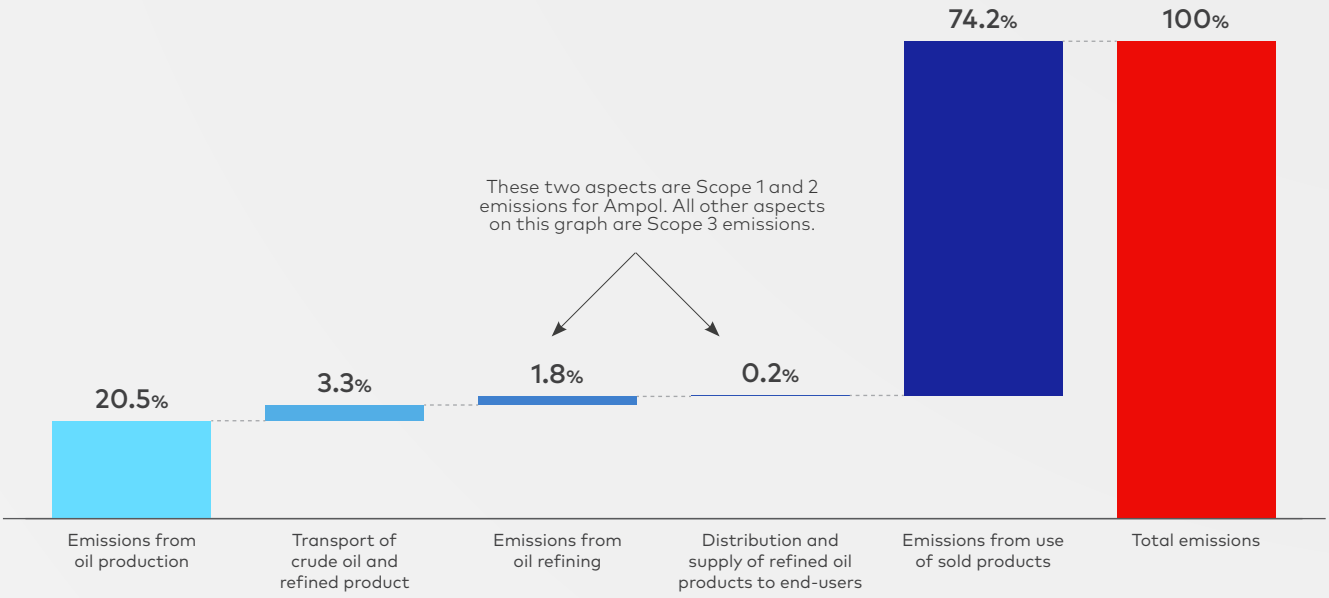
REFINED PRODUCT COMBUSTION REPRESENTS THE VAST MAJORITY OF AMPOL'S EMISSIONS PROFILE

At Ampol, we can control the decarbonisation of our own operations and are taking steps to do so. We recognise that while we can seek to influence and assist our customers to navigate the energy transition, there remains significant challenges and uncertainties around the pace and trajectory of the energy transition for the transport sector, which we do not control.

Therefore, Ampol is focused on pursuing solutions and initiatives within our control and those that will support our customers to transition. Notably, the energy transition and renewables[1] were, together, found to be our greatest strategic priority as part of our recent double materiality assessment. Our focus includes exploring low carbon[2] energy solutions, including EV charging and renewable fuels[3], to meet the evolving needs of our customers.

The corresponding graph illustrates the fact that the majority of emissions in our fuel value chain are associated with the use of our sold products.

Percentage emissions share for key aspects of Ampol's oil value chain



STRATEGY

Australian climate scenarios

Ampol has developed an Integrated Assessment Model (IAM) to help inform our strategic planning and capital allocation approach in Australia, focusing on three climate scenarios out to 2050. These climate scenarios correspond to different potential transition pathways for the Australian economy, including the energy mix that will be required, and they are being used to help inform strategic decision-making, business and capital planning and portfolio optimisation. The IAM allows us to test our business resilience, design and shape our strategy, and inform our capital allocation framework.

We made the decision to develop our own IAM, rather than rely on publicly available climate scenarios like those published by the International Energy Agency (IEA).

This is because Ampol's IAM provides the level of data granularity required for us to undertake strategic planning and decision-making in a meaningful way. Ampol's IAM was developed using a leading energy system analysis framework that is already employed in Australia and globally.

In building the IAM, we aligned our carbon budget assumptions to the IPCC RCPs and IEA scenarios in order to provide readers with some comparability.

We developed energy transition pathways that considered Australia's future economic activity which drew from the IEA's assumptions on Australia's commodity export activity. Least cost low emissions technology stacks were then developed to meet the requirements of this future economic activity and within the confines of carbon budget assumptions for each climate scenario. In developing the IAM, Ampol engaged extensively with industry experts to obtain independent views and sufficient challenge to the energy transition pathways we presented.

1. 'Renewables' refers to renewable energy, which is electricity produced using natural resources, including solar, wind and hydro. It also refers to renewable fuels, a term used for liquid hydrocarbons made from non-petroleum based renewable feedstocks such as purpose grown biomass, or from waste material such as tallow or used cooking oil.
2. 'Low carbon' refers to lower levels of GHG emissions when compared to the current state. Where used in relation to Ampol's actions, products or portfolio, it refers to enhancement of existing methods, practices and technologies to lower the level of embodied GHG emissions as compared to the current state.
3. A term used for liquid hydrocarbons made from non-petroleum based renewable feedstocks such as purpose grown biomass, or from waste material such as tallow or used cooking oil.

2024 SUSTAINABILITY PERFORMANCE – NET ZERO CONTINUED

Ampol's climate scenarios are not forecasts. Rather, they are plausible paths that allow us to examine and evaluate the potential risks and opportunities associated with a range of possible outcomes. Analysing factors that are different for each scenario such as technology uptake and regulatory changes contribute to a range of different insights for Ampol to consider. There are inherent limitations to climate scenario analysis and it is difficult to predict which, if any, scenario will eventuate.

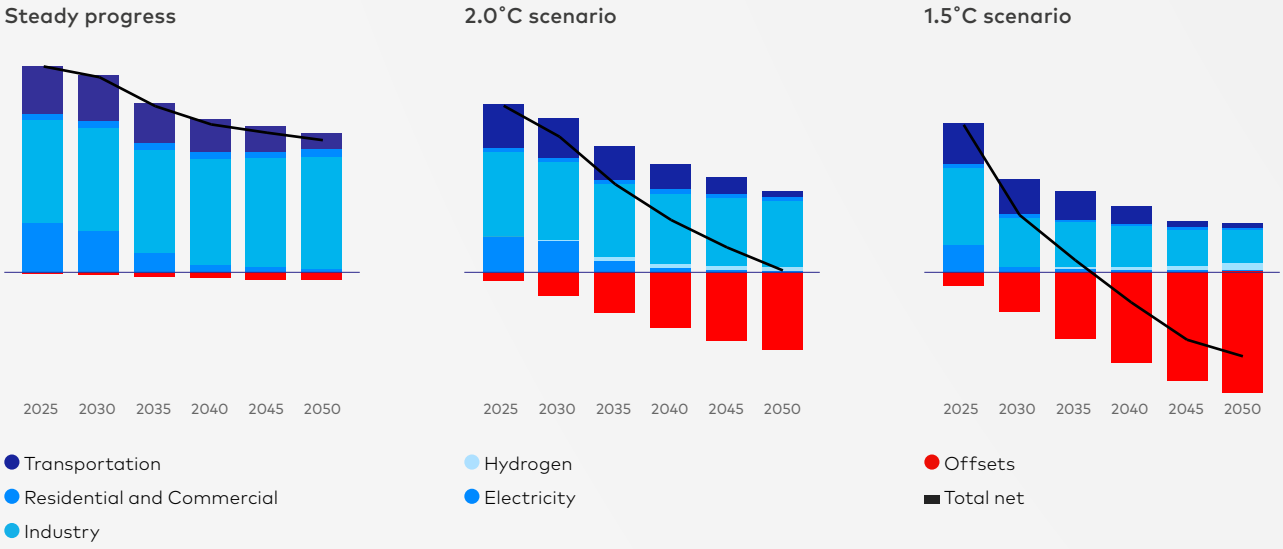
The further we project into the future, the greater the uncertainty of potential outcomes. Nevertheless, scenario analysis plays a valuable role in Ampol's overall strategic planning cycles, allowing the business to consider optionality and flexibility to respond to the energy transition. Ampol will continue to refresh the analysis, having regard to key signposts regarding energy transition pace and direction.

The following table outlines the three climate scenarios developed within our IAM. This table was originally published within our 2023 Climate Report, which can be found on the Ampol website.

IAM Climate scenario	Approximate temperature increase by 2100 RCP	IEA scenario alignment	Description
Steady progress	2.6°C RCP 4.5	STEPS	Represents the impact of the current transition on the energy industry under 2023 policy settings and technology trajectories, where the transition from fossil fuels to low emissions fuels is generally led by market forces.
2°C	-1.8°C RCP 2.6	SDS	Government policy and corporate objectives result in a pace of change that goes beyond existing climate policy, setting emissions reduction targets consistent with limiting the global temperature rise to less than 2°C by 2100 over pre-industrial levels. This implies Australia achieves net zero emissions by 2050.
1.5°C	<1.5°C RCP 1.9	NZE50	Government policy and corporate objectives result in a pace of change that goes beyond existing climate policy, setting emissions reduction targets consistent with limiting the global temperature rise to less than 1.5°C by 2100 over pre-industrial levels. This implies Australia achieves net zero emissions before 2050.

Ampol IAM climate scenarios[1]

Australia emissions (MT CO_2-e)



Revising our climate scenarios in 2025

In 2025, we plan to update our IAM and the revised climate scenarios will be published in our 2025 annual reporting suite, in line with the ASRS requirements. The IAM was originally limited in scope to our Australian operations. Prior to acquisition, in 2021 Z Energy developed its own modelling on the future of fuel demand. This model was updated in 2023, and in 2024, Z Energy released its 2024 Climate Statements as per New Zealand's mandatory climate-related disclosures. The 2024 Climate Statements outline the material climate-related risks and opportunities which Z Energy faces. Moving forward, Z Energy and our New Zealand operations will be incorporated into the updated IAM, providing a more holistic view of the Group. We will also incorporate the updated policy landscape into our revised IAM, including Australia's New Vehicle Efficiency Standard, noting that Ampol has actively engaged with the Government and its relevant departments on various energy and climate policy developments.

1. Includes emissions arising from energy, non-energy and fugitive sources.

Signposts and ongoing strategic planning

Ampol's IAM will continue to be used to test our assumptions and long-term view of the energy transition, as well as help us to assess Australia's energy transition and decarbonisation pathway. We have identified energy transition signposts to continue to assess the energy transition and decarbonisation trajectory of Australia and New Zealand, together with any significant deviation from our climate scenarios.

As previously mentioned, Ampol will be revising its IAM in 2025. By reviewing our IAM on a periodic basis, Ampol seeks to ensure our assumptions remain valid and continue to provide valuable strategic planning insights.

Since our initial IAM findings were published in our 2023 Climate Report, several signposts have shifted and will be reflected in the next iteration of our IAM. Specifically, fuel demand has remained robust, even in light of growing EV uptake in Australia and New Zealand. Diesel demand has been particularly resilient, which represents an opportunity for renewable fuels[2]. We also anticipate that the uptake of hydrogen as a low carbon[3] energy solution will not become economically viable until much later in the scenario planning horizon out to 2050. As such, Ampol's 2025 review of the IAM will reflect changes to these signposts, as well as updates to the policy landscape which will have ramifications for our assumptions and scenario planning.

Decarbonisation pathways

As part of Ampol's double materiality assessment, GHG emissions and climate change was found to be our second greatest priority, closely following behind energy transition and renewables[4].

Ampol's ambition[5] is to achieve net zero operational emissions in Australia by 2040[6] (Scope 1 and 2[7]).

To support this, we have set short-term (2025) and medium-term (2030) targets for both the Convenience Retail[8] and Fuels and Infrastructure[9] business units in Australia.

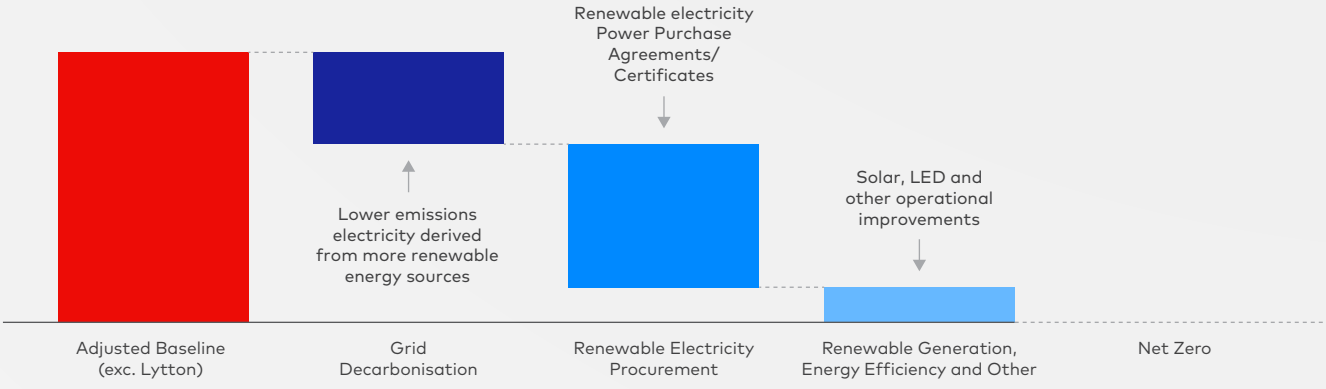
Ampol has defined a non-linear pathway to meeting its 2040 ambition, which includes a range of energy efficiency projects, behind the meter solar panels, renewable electricity procurement and grid decarbonisation. The pathway includes the assumption that Lytton will no longer be operating as a traditional refinery by 2040, which would reduce our Scope 1 and 2 emissions by approximately 87% in each year after Lytton has ceased refining.

Our operational emissions reduction hierarchy prioritises avoidance, reduction and replacement (in that order) assessed on a least cost abatement opportunity across the Group, over other decarbonisation approaches, including trading of Australian Carbon Credit Units (ACCUs).

This includes the role that ACCUs can play in Ampol meeting its obligations under the Safeguard Mechanism. The Safeguard Mechanism was reformed in 2023 to help establish a national framework for Australia's highest emitting industrial facilities (including the Lytton refinery) to reduce their emissions and support Australia's Nationally Determined Contribution (NDC) emissions reduction goal of 43% below 2005 levels by 2030. While Ampol will prioritise physical abatement opportunities at the refinery, many of these opportunities require significant capital expenditure that are not feasible in the short term, particularly noting the Safeguard Mechanism's baseline decline rate of 4.9% per annum. As such, Ampol will likely also be required to surrender ACCUs to ensure compliance with the baseline decline rate, as it has had to do for the 2023/2024 year.

The chart below excludes Lytton refinery as, in order to achieve net zero operational emissions by 2040, we have assumed that Lytton will no longer be operating as a refinery that manufactures hydrocarbon products by that time. However, there are a range of initiatives in the near-term pipeline that will aim to assist us in meeting our 2025 and 2030 emissions reduction targets set for Fuels and Infrastructure. Please refer to Ampol's 2023 Climate Report for further information.

Operational decarbonisation pathway to 2040



2. A term used for liquid hydrocarbons made from non-petroleum based renewable feedstocks such as purpose grown biomass, or from waste material such as tallow or used cooking oil.
3. 'Low carbon' refers to lower levels of GHG emissions when compared to the current state. Where used in relation to Ampol's actions, products or portfolio, it refers to enhancement of existing methods, practices and technologies to lower the level of embodied GHG emissions as compared to the current state.
4. 'Renewables' refers to renewable energy, which is electricity produced using natural resources, including solar, wind and hydro. It also refers to renewable fuels, a term used for liquid hydrocarbons made from non-petroleum based renewable feedstocks such as purpose grown biomass, or from waste material such as tallow or used cooking oil.
5. Ambition refers to seeking a certain outcome for which the pathway to achieving this is uncertain. Efforts will be pursued towards addressing the ambition subject to certain assumptions and conditions.
6. To achieve net zero operational emissions by 2040, we have assumed that Lytton refinery will no longer be operating as a refinery that manufactures hydrocarbon products by that time. More information can be found in our 2023 Climate Report available on the Ampol website.
7. Ampol's definition of operational emissions is in accordance with the National Greenhouse and Energy Reporting (NGER) definition and refers to all Scope 1 and Scope 2 emissions within Ampol's operational control in Australia.
8. Reduce operational emissions on an absolute basis by 25% by 2025 and 50% by 2030 from 2021 levels for all retail locations owned and operated by Ampol in Australia.
9. Reduce operational emissions intensity by 5% by 2025 and 10% by 2030 from 2021 levels. With emissions intensity being the total emissions (Scope 1 and 2) per kL of Total High Value Product (HVP) for Lytton refinery and total emissions (Scope 1 and 2) per kL of Total Fuel Throughput for our three largest Terminal facilities: Kurnell NSW, Banksmeadow NSW and Newport VIC.

2024 SUSTAINABILITY PERFORMANCE – NET ZERO CONTINUED

CASE STUDY

Enhancing refinery efficiency and reducing carbon emissions through dry ice blasting

The Lytton refinery has a detailed plan of operational initiatives and capital projects to reduce its emissions intensity. In early November 2024, we made progress toward achieving this target through the successful application of dry ice blasting to clean the convection section of the refinery's reformer fired box heater.

The reformer plays a critical role in converting low-octane species into high-octane species, producing what is known as 'reformate', a key component of premium gasoline. It also generates hydrogen gas, which is essential for other refinery processes, including sulfur removal from transport fuels. However, these processes consume substantial heat, supplied by burning refinery fuel gases and natural gas in the reformer furnace. As the reformer accounts for over 20% of the refinery's total energy input, improving its fuel efficiency can substantially reduce emissions. The recent cleaning of the box heater has enhanced furnace efficiency by more than 2%, resulting in reduced fuel consumption and lower carbon emissions.

The dry ice blasting was conducted by industry furnace cleaning experts, Integrated Global Services (IGS), without disrupting refinery operations. This marks the third successful use of this technique since our initial trial in 2011.

Moving forward, we plan to incorporate dry ice blasting as a standard maintenance procedure at the Lytton refinery.

CASE STUDY

Reducing emissions across Ampol Shipping and Logistics (ASL)

Ampol Shipping and Logistics (ASL) was established in September 2021 and has consistently prioritised operational excellence, enhancing operational controls, and reducing emissions across its fleet where possible.

Ampol's shipping operations include both time charter and voyage charter vessels to transport fuel and crude oil through our supply chain. While the majority of our shipping operations rely on voyage charter vessels, Ampol seeks to leverage the emissions reduction opportunities presented by our smaller fleet of time charter vessels.

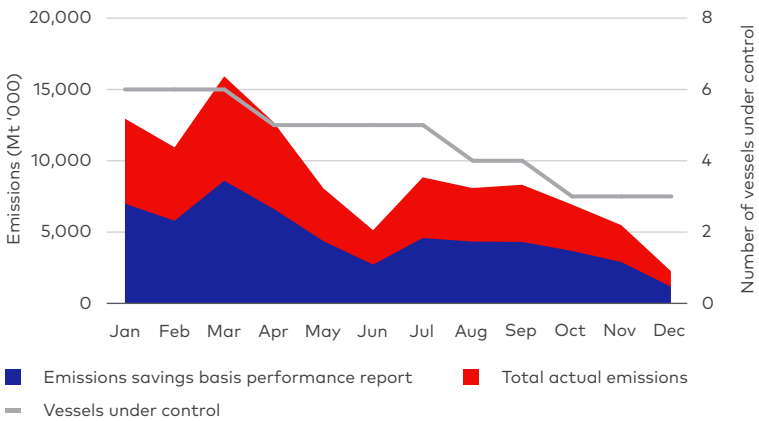
ASL began 2024 with six time charter vessels, though we returned three of these vessels to their respective owners during the year. This was in response to challenging market conditions, and we have plans to expand the fleet again when market conditions or operational risk management warrants.

From January to December 2024, ASL achieved a reduction of approximately 6,500 metric tons (MT) of carbon equivalent emissions, representing an 11.6% saving against the warranty targets set by vessel owners. This creates an associated reduction in Ampol's Scope 3 emissions. Also, ASL has successfully redelivered vessels with improved environmental ratings, reflecting our commitment to continuous improvement. By monitoring and managing emissions, we facilitate compliance with regulatory requirements and support our broader sustainability objectives.

Where we have operational control over time charter vessels, we have sought to reduce emissions and improve performance via the following practices:

- **weather routing services:** optimising voyages with accurate weather data and current forecasts to improve fuel efficiency and environmental performance;
- **optimised voyage planning:** ensuring safe, efficient routes with real-time data for improved fuel savings and operational performance;
- **GHG emissions monitoring:** tracking emissions on each voyage to monitor and improve environmental performance;
- **hull maintenance and vessel efficiency:** regular hull cleaning and maintenance to maximise vessel efficiency and reduce fuel consumption; and
- **commitment to industry best practices:** adhering to industry-leading practices that align with Ampol's core values, ensuring safe, clean and reliable operations.

2024 emissions report



RENEWABLE FUELS

Ampol is investigating low carbon[1] energy solutions for our customers in hard-to-abate sectors. This includes exploring the role that renewable fuels can play in our product offering. Renewable fuels is an industry term used for liquid hydrocarbons made from non-petroleum based renewable feedstocks such as purpose grown biomass, or from waste material such as tallow or used cooking oil. Sustainable aviation fuel (SAF) and renewable diesel (RD) are industry terms used for particular types of renewable fuels.

A key initiative that Ampol is exploring is the production of SAF and RD at our Lytton refinery, including a potential renewable fuels refinery. In the shorter term, we are also considering opportunities for co-processing of renewable feedstock alongside traditional crude products at the Lytton refinery. Ampol believes that long-term policy settings that support the uptake of renewable fuels will be key to delivering an onshore renewable fuels industry at scale, including appropriate recognition of renewable fuels under formal emissions accounting methodologies.

Ampol achieves International Sustainability and Carbon Certification (ISCC) for renewable fuels and feedstocks

In 2024, Ampol received certification for certain products from the International Sustainability and Carbon Certification (ISCC), a globally recognised standard for sustainability in the renewable fuels sector. This certification allows us to offer our customers a verified, transparent assurance of the sustainability of specific products, further enhancing our commitment to supporting customers to reduce their GHG emissions.

The ISCC certification aims to provide comprehensive traceability throughout the entire supply chain – from feedstock aggregation and transport to processing, trading, refining and storage of product before sale to end customers. This process aims to guarantee that certified products meet stringent sustainability criteria and that associated GHG emissions are documented and accounted for under the ISCC methodology.

Since late 2023, we have been importing Renewable Diesel (RD) into Australia through our Lytton Terminal. This initiative has been geared towards businesses seeking to test the physical use of this 'drop-in' fuel and to reduce their own emissions.

With the achievement of the ISCC certification, we now hold an internationally recognised credential that will enable us to expand our renewable fuel offerings to a broader range of customers seeking assurances on traceability and GHG emissions reductions according to ISCC methodology. For each batch of RD sold, Ampol can now provide a *Proof of Sustainability*, confirming the product's compliance with ISCC standards.

Through this certification, we have strengthened our position in the renewable fuels market, offering stakeholders greater confidence in the sustainability and integrity of our products.

Working with the Climate Leaders Coalition on zero emission line haulage

In April 2024, Ampol commenced work with seven other organisations through the Climate Leaders Coalition (CLC). Together, we are working to develop solutions for heavy road haulage that have lower life cycle emissions than the use of fossil-derived diesel, noting that transport currently equates to approximately 20% of Australian emissions, and is likely to be the largest contributor to Australia's total GHG emissions from 2028. Given Australia's unique environmental conditions, expansive land size and significant distances between major cities, there is currently no clear solution for tackling this.

The focus of our project with the Climate Leaders Coalition is to co-design and execute long-haul technology pilots, with a view to enable accelerated scaling of fit-for-purpose technologies based on pilot learnings.

Thus far, two out of four phases have been completed, including the strategic assessment of net zero line-haul technologies, and detailed design for three pilots based on core design principles, including maximising emissions reduction and accelerating timelines. Ampol is working with the CLC to deliver a renewable diesel pilot for long-haul transport between Sydney and Melbourne and a Battery Electric Vehicle trial for heavy-haul transport between Sydney and the Central Coast. A third trial is investigating use of Fuel Cell Electric Vehicle technology with another transport energy provider.

Detailed pilot implementation planning is underway, as well as securing funding, approvals, and preparing for launch. We expect that the pilots will launch in 2025 and are intended to generate learnings across all eight partnering organisations.

1. 'Low carbon' refers to lower levels of GHG emissions when compared to the current state. Where used in relation to Ampol's actions, products or portfolio, it refers to enhancement of existing methods, practices and technologies to lower the level of embodied GHG emissions as compared to the current state.

2024 SUSTAINABILITY PERFORMANCE – NET ZERO CONTINUED

CASE STUDY

Memorandum of Understanding with GrainCorp and IFM Investors to explore the establishment of an Australian renewable fuels industry

In July 2024, Ampol signed a tripartite Memorandum of Understanding (MoU) with industry super-owned global fund manager IFM Investors, and leading agribusiness and processing company GrainCorp. The MoU is to explore the establishment of an integrated renewable fuels industry in Australia.

As the initial priority under the MoU, Ampol and IFM will progress the feasibility assessment of a renewable fuels[1] facility at Ampol's Lytton refinery in Brisbane and work with GrainCorp to explore the supply of homegrown feedstocks, including additional crushing capacity to supply canola oil, to the future plant.

A combination of Ampol's existing infrastructure and capabilities, such as the Lytton site and our broader distribution network with established channels to market and strong customer relationships, can play a pivotal role in creating a national renewable fuels ecosystem. The Australian-led team of Ampol, IFM and GrainCorp brings together expertise in complex infrastructure development, manufacturing and distribution, and supply chains.

This foundational agreement is a significant step in establishing a renewable fuels industry in Queensland and Australia. It has the potential to create benefits in energy security, support regional development, and stimulate agriculture and manufacturing industries.

1. A term used for liquid hydrocarbons made from non-petroleum based renewable feedstocks such as purpose grown biomass, or from waste material such as tallow or used cooking oil.

E-MOBILITY

In 2024, Ampol continued the rollout of our EV charging networks across Australia and New Zealand.

The pace of the rollout has been tempered due to various external factors. This includes delays in obtaining grid connections, particularly in Australia where industrial action at some of the Distribution Network Service Providers (DNSPs) has meant that we have EV charging bays that have been constructed yet are awaiting connection to the grid. As at 31 December 2024, we have over 24 charging bays across Australia and New Zealand that are awaiting connection to the grid. Other factors impacting the pace of the EV charging bay rollout and broader transition include global EV supply chain bottlenecks, domestic and international government investment and policy settings, and other limitations around the critical infrastructure required to support broad-scale electrification. While these factors have impacted the initial stages of our anticipated rollout timeline in Australia, we will continue to strive to achieve our 2027 target of 500 EV charging bays in Australia.

By comparison, our EV charging rollout in New Zealand at Z service stations has not been as heavily impacted by these challenges, particularly regarding grid connection. Pleasingly, Z Energy has delivered 171 charging bays across its network, well beyond its target of 150 charging bays by the end of 2024.

Despite the above challenges, in 2024, Ampol made significant progress by way of partnerships with key third parties, including Mirvac, Stockland, ISPT and Volkswagen. Through these partnerships, we have been able to expand our EV charging network beyond the forecourts of our Ampol and Z service stations in Australia and New Zealand respectively. In Australia, we have begun offering our charging infrastructure at various third party at-destination sites. We are also exploring back-to-base offerings for some of our B2B customers.

As at 31 December 2024, Ampol has 144 EV charging bays across 59 sites in Australia, and Z Energy has 171 EV charging bays across 53 sites in New Zealand.

For more information on our EV charging rollout, please visit page 14 of the 2024 Annual Report.

CASE STUDY

AmpCharge EV charging now available at East Village

In October 2024, Ampol unveiled six new AmpCharge EV charging bays at East Village Shopping Centre in Zetland, NSW. The installation of the first AmpCharge EV charging bays outside of Ampol's retail convenience network is part of our partnership with Mirvac, which was announced in June 2023.

The AmpCharge EV charging bays at East Village mark the beginning of Ampol's planned rollout to third party portfolio sites, providing customers with greater access to best-in-class EV charging infrastructure at convenient locations across Australia.

METRICS AND TARGETS

Ampol's decarbonisation targets

As one of our most material topics, Ampol has set operational emissions reduction targets for 2025 and 2030 to support our ambition to achieve net zero (Scope 1 and 2) in Australia by 2040.

Targets by 2025

- Fuels and Infrastructure: Reduce operational emissions intensity (Scope 1 and 2 CO_2e per kL of Total High Value Product (HVP)[1]) by 5% from 2021 levels
- Fuels and Infrastructure: Reduce operational emissions intensity (Scope 1 and 2 CO_2e per kL of Total Terminal Throughput[2]) by 5% from 2021 levels
- Convenience Retail: Reduce operational emissions (Scope 2) across stores owned and operated by Ampol in Australia on an absolute basis by 25% from 2021 levels
- Renewable electricity: Commit 40% equivalent net renewable electricity for operational use[3]

Targets by 2030

- Fuels and Infrastructure: Reduce operational emissions intensity (Scope 1 and 2 CO_2e per kL of Total High Value Product (HVP)[1]) by 10% from 2021 levels
- Fuels and Infrastructure: Reduce operational emissions intensity (Scope 1 and 2 CO_2e per kL of Total Terminal Throughput[2]) by 10% from 2021 levels
- Reduce operational emissions (Scope 2) across stores owned and operated by Ampol in Australia on an absolute basis by 50% from 2021 levels
- Renewable electricity: Commit 50% equivalent net renewable electricity for operational use in Australia[4]
- Z Energy: Reduce operational emissions[5] by 42% from 2020 levels

Targets by 2040

Net zero emissions (Scope 1 and 2) across our Australian operations

These are gross emissions targets set against a 2021 base year and reflect the total changes in emissions planned within our value chain.

During the 2024 reporting period, Ampol achieved two of our 2025 targets early:

- in Convenience Retail, we achieved a 29% reduction in operational emissions on an absolute basis. This was delivered through energy efficiency initiatives, including LED lighting replacements, Internet of Things (IoT) solutions for energy management of in-store equipment, solar panel installations, power purchase agreements (PPAs) under which the same amount of electricity as is being purchased is being exported into the grid by a renewable power generator and grid decarbonisation; and
- in Fuels and Infrastructure, our Terminals business delivered a 19.5% reduction in operational emissions intensity through energy efficiency upgrades to lighting, plant, equipment and fleet upgrades combined with an increase in grid decarbonisation and volume throughput.

In 2024, the Lytton refinery fell short of its pathway target due to various challenges throughout the year, which poses a risk to achieving our 2025 emissions reduction target for Lytton. This included a series of planned and unplanned operational events impacting reliability and production. While 2024 represented a challenging year for the Lytton refinery, this was off the back of good progress in 2023. In 2023, the Lytton refinery exceeded the 5% reduction target, achieving a 7% operational emissions intensity reduction. This was due to the refinery's solid reliability and performance in that year.

1. Total High Value Product from Lytton refinery (excludes Lubricants).
2. Total Fuel Throughput for our three largest Terminal facilities: Kurnell NSW, Banksmeadow NSW and Newport VIC.
3. This target applies to Convenience Retail and Fuels and Infrastructure business units operating in Australia. 'Renewable electricity' in this context refers to a combination of on-site solar, market-based initiatives (e.g. LGCs, PPAs) and grid decarbonisation.
4. 'Renewable electricity' in this context refers to a combination of on-site solar, market-based initiatives (e.g. LGCs, PPAs) and grid decarbonisation.
5. Z Energy's operational emissions includes Scope 1 and 2 emissions, together with Scope 3 emissions associated with staff travel, waste to landfill and domestic distribution of fuels in New Zealand.

2024 SUSTAINABILITY PERFORMANCE – NET ZERO CONTINUED

The Lytton refinery also has obligations under the Australian Government's Safeguard Mechanism, which requires high emitting facilities to reduce their Scope 1 emissions in line with Australia's emission reduction targets. For 2023–24, the Lytton refinery was required to achieve a 4.9% reduction, but with the events impacting reliability and production, Ampol was unable to achieve this target through physical abatement initiatives. Therefore, we plan to surrender approximately 58,000 ACCUs to meet our compliance obligations.

In 2021, Ampol set its emissions intensity reduction target for the Lytton refinery, before the reforms to the Safeguard Mechanism were introduced. Ampol's target was based on the 2020/2021 baseline year, which includes Scope 1 and 2 emissions. This target is also expressed as emissions intensity relative to the volume of Lytton's High Value Product. In contrast, the Safeguard Mechanism sets its baseline using the average five-year historical emissions intensity for Scope 1 emissions only, calculated based on the production variable (crude oil and other feedstock throughput). Ampol's target is voluntary, while the Safeguard Mechanism is a regulatory and compliance matter.

While Ampol has set emissions reduction targets for Scope 1 and 2 emissions (operational emissions), we have not yet set a Scope 3 emissions reduction target. This is because the vast majority of our Scope 3 emissions are associated with the use of our sold products by our customers, which we have limited control over. Instead, we can seek to influence and assist our customers to navigate the energy transition, so we have set targets for the rollout of EV charging bays across our network.

Additionally, in 2024, we completed upgrades to our Scope 3 inventory to better understand our emissions profile across our value chain. These improvements included:

- measuring emissions across all 15 categories of the GHG Protocol Corporate Value Chain (Scope 3) Standard using a spend-based approach;
- increasing the scope from fuel products to all products and services;
- using real time data where available; and
- updating proxy data and emissions factors.

Based upon our performance to date, we will be reviewing our 2030 metrics and targets in 2025 to ensure they account for the performance required to achieve our net zero ambition by 2040 and support the future disclosures required under ASRS.

In preparation for the incoming mandatory climate-related financial disclosures, we have updated our emissions inventories to align with our own financial reporting period (January–December). This is in conjunction with our existing emissions inventory which aligns with our reporting obligation under the National Greenhouse and Energy Reporting standard (NGERs), which has a July–June reporting period.

In 2024, Ampol continued to progress towards its target of 40% equivalent net renewable electricity for operational use[1]. In addition to the efforts to avoid or reduce emissions we have:

- installed solar systems across 76 Convenience Retail sites; and
- continued the PPA with Alinta Energy covering our convenience retail locations in WA.

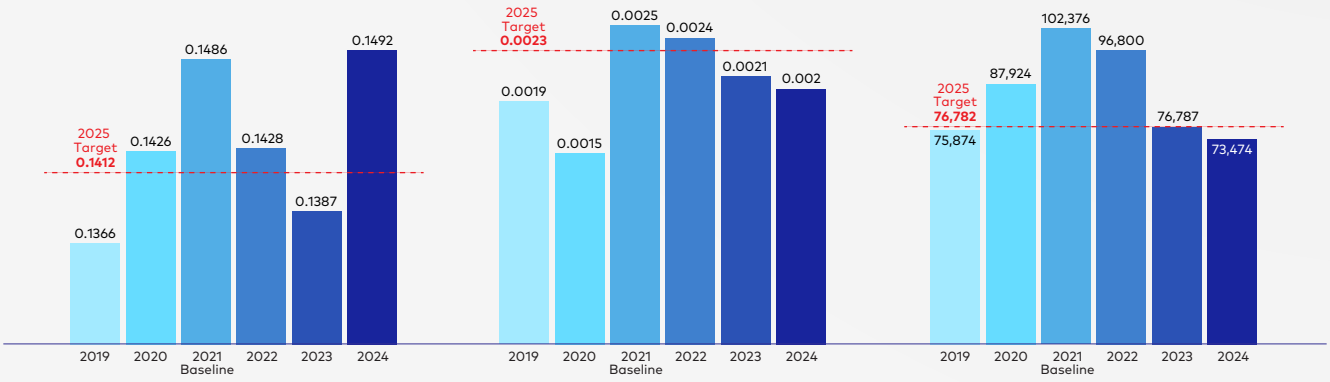
January–December 2024 Emissions profile

Total value chain emissions[2] for Australian and New Zealand operations	Total tCO_2e	% of total tCO_2e
Total Scope 1	670,509	1.09%
Total Scope 2	202,113	0.33%
Total Scope 3	60,757,960	98.58%
Total Scope 1, 2, and 3	61,630,582	100%

Please see the 2024 Sustainability Datasheet and Appendix, available on the Ampol website.

For more information on our emissions, please see the 2024 Sustainability Datasheet and Appendix, available on the Ampol website. Z Energy publishes its Greenhouse Gas Inventory annually, available on **z.co.nz**.

Ampol's emissions performance[3] against 2025 targets for Australia



Total Emissions Intensity (Scope 1 and 2) per kL of Total High Value Product, Lytton refinery (tCO_2e/kL)

Total Emissions Intensity (Scope 1 and 2) per kL of Total Fuel Throughput, Terminals (tCO_2e/kL)

Convenience Retail (tCO_2e)

1. See page 19 for definition.
2. This table covers the period between 1 January 2024 to 31 December 2024, with Australian Scope 1 and 2 emissions calculated in accordance with Australian energy reporting obligations under the National Greenhouse and Energy Reporting Act 2007 (Cth). Scope 3 emissions have been calculated in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard. Z Energy emissions (Scope 1, 2 and 3) have been calculated in accordance with GHG Protocol Value Chain Standards.
3. Emissions performance for the period 1 July–30 June for the respective year. For relevant definitions and data, please see page 55 or the 2024 Sustainability Datasheet and Appendix, available on the Ampol website.

NET ZERO SCORECARD

2024 PRIORITIES AND PERFORMANCE

Decarbonisation	Deliver a network of 150 EV charging bays in New Zealand by the end of 2024	**Delivered** ●
	Enhance carbon data management systems extending to Scope 3 emissions	**Delivered** ●
	Deliver a network of 300 EV charging bays in Australia by the end of 2024	**Not delivered**[2] ○

2025 PRIORITIES

Decarbonisation	Fuels and Infrastructure (Lytton refinery) – reduce operational emissions intensity[3] by 5% by 2025 from 2021 levels
	Progress towards our 2027 target by installing an additional 140 EV charging bays (from a 2024 base year) in Australia by the end of 2025
	Enhance processes to identify emission reduction opportunities within our supply chain, partnering where feasible
	Continued transparency and disclosures aligned with AASB S2[4]

2. Please refer to page 34 for further information on the challenges associated with the rollout of EV charging bays in Australia.
3. Total emissions (Scope 1 and 2) per kL of Total High Value Product (HVP) for Lytton refinery and total emissions (Scope 1 and 2) per kL of Total Fuel Throughput for our three largest Terminal facilities: Kurnell NSW, Banksmeadow NSW and Newport VIC.
4. AASB S2 refers to the Australian Accounting Standards Board's Australian Sustainability Reporting Standards mandatory climate-related financial disclosures. Certain entities, including Ampol, are required by the *Corporations Act 2001* to apply AASB S2 for annual reporting periods beginning on or after 1 January 2025.

2024 SUSTAINABILITY PERFORMANCE

PEOPLE

Empowering communities and our people

SAFETY AND WELLBEING

At Ampol, we place the highest priority on the safety of our workforce, customers and the communities in which we operate. As a key material topic, we are committed to responsible risk management practices that minimise or otherwise mitigate adverse health, safety or environmental impacts, and sustain our performance and culture for the long term, providing a strong foundation for growth and continuous improvement. Following the double materiality assessment that we undertook in 2024, workplace wellbeing and process safety was identified as Ampol's third most material topic out of a list of 11.

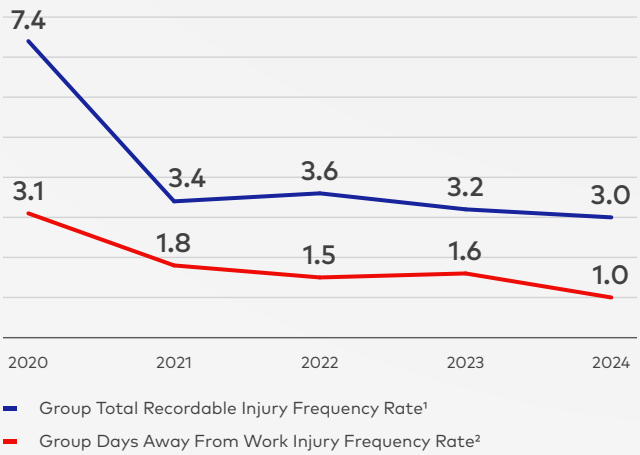
Personal safety

Total Recordable Injury Frequency Rate (TRIFR) remains a key performance metric for Ampol, noting that many of our people are frontline workers, and some of our workplaces are Major Hazard Facilities. In 2024, our Group TRIFR[1] was 3.0, which is a 0.2% improvement on 2023. This was delivered through a continued focus on risks and improvement initiatives across our various business units. Some of these focus areas include:

- embedding leadership engagement with our Retail Field Operation teams, with over 10,000 conversations held and documented. This was a 37% increase on 2023;
- continuing significant investment across Ampol sites through our Security Risk Framework program. Hold ups and robbery incidents more than doubled in 2024 in comparison to 2023. Break and enter incidents have also increased. Our focus on strengthening security controls will aim to reduce these forms of incident activity across our network;
- there were 361 hazard reports completed by our Convenience Retail site teams as part of a safety improvement initiative focused on our teams taking a proactive approach to managing the safety of themselves, their customers and their colleagues, and eliminating minor issues as soon as they are identified;
- relaunching the 'Stop Work Authority' program, fostering a culture where employees feel empowered and supported to intervene in unsafe situations, enhancing workplace safety and accountability;
- there were 115 emergency response exercises completed by our Distribution teams, demonstrating our commitment to emergency preparedness and supporting our Emergency Management Team (EMT), which was activated five times during the year. Collaborative exercises with local emergency services at Newport Terminal and Picton Depot further enhanced our capabilities and strengthened our partnerships; and
- significant investment in contractor safety training, monitoring and intervention activities to support increased contractor presence on site for both planned project and maintenance works as well as an unplanned refinery shutdown in late 2024.

For further information on people and process safety, please refer to the 2024 Sustainability Datasheet and Appendix, available on the Ampol website.

Group personal safety



1. The total number of recordable injuries per million hours worked for a nominated reporting period.
2. This is calculated as the total number of days away from work injuries per one million hours worked. A day away from work injury is where the agreed capacity of the worker, supported by a physician where available, is unfit to work for any full calendar day after the date of injury.

CASE STUDY

Mental Fitness Pilot Program for Carrier Operations

In 2024, members of our Carrier Operations team completed a pilot program on mental fitness with Dr Ben Robbins. The program aimed to help our tanker drivers improve their focus, manage stress and stay mentally sharp in high-pressure situations.

Mental fitness refers to the ability to stay in contact with the present moment regardless of unpleasant thoughts and feelings, while choosing one's behaviours based on what the situation demands. The core elements of the mental fitness pilot program included:

- an understanding of the human brain under pressure;
- how we can 'upgrade' our minds to perform to our potential more consistently;
- the role of skills, such as self-talk, in better managing our thoughts and emotions; and
- applications and habit formation, including mindfulness and meditation practice.

The results of the program were encouraging, with a measurable 10% improvement in participants' ability to maintain concentration and navigate the daily mental challenges of their work.

Our commitment to mental fitness is paying off with improved safety and performance of our teams, and we continue to foster a culture that promotes not just physical safety but mental resilience as well.

Process safety

Ampol operates in a complex and hazardous industry, and we hold ourselves to a high standard of performance when it comes to process safety and our licences to operate critical infrastructure.

2024 was a challenging year with two Tier 1 process safety events:

- Kurnell Terminal sustained a loss of containment of approximately 5,500L of gasoline from a pipeline which had been taken out of service for maintenance. A swift response by the operations team ensured there was no harm to people or the environment, and no offsite impacts. Immediate actions were undertaken to prevent reoccurrence; and
- the Lytton refinery sustained damage to pipework associated with a pressure gauge on a blend pump and a loss of containment of approximately 3,200kg of light reformate. The equipment was able to be shut down and isolated so that a foam blanket could be promptly applied by area operators. It was then drained and made safe, and lost product was captured by onsite containment without harm to people or the environment and no offsite impacts.

The effective management of process safety risks is a priority for Ampol to ensure the protection of people, assets and the environment. Teams across the Group are actively working to continuously improve the management of these risks in alignment with the Operational Risk Management Framework, please see below.

CASE STUDY

Developing a modernised Operational Risk Management Framework

Since June 2024, Ampol has been developing a modern, integrated Operational Risk Management (ORM) Framework aligned with industry good practice. ORM is a systematic process designed to identify, assess, prioritise and mitigate risks arising from daily operations. The framework places particular emphasis on managing high-consequence and emerging risks, with a strong focus on critical control management. This improved framework is designed to deliver significant benefits across Ampol, including improved health and safety outcomes, stronger environmental and community protection, enhanced operational resilience, better regulatory compliance and strengthened governance.

2024 SUSTAINABILITY PERFORMANCE – PEOPLE CONTINUED

Wellbeing

One of our 2030 sustainability goals is to drive safe, healthy, equitable and inclusive outcomes for our people. A focus on wellbeing is key to achieving this, so we have set public commitments for 2025 in service of this goal. Moreover, our double materiality assessment also affirmed the importance of workplace wellbeing to the Group's risks and opportunities.

Our aspiration is for our people to be healthier – physically, mentally and socially. These three pillars are central to the work of our Wellbeing Council, which oversees the implementation of the Ampol Group Wellbeing Framework and activities across various parts of the business. During 2024, we have supported wellbeing and psychosocial safety in several ways, including:

- the launch of an internal digital platform named PowerBAR, offering an extensive library of wellbeing resources, events, and webinars;
- the provision of psychosocial risk management guidance and support across the Group to enhance ongoing hazard identification, risk assessments, psychosocial control development and effectiveness monitoring;
- in 2024, Z Energy conducted a company-wide psychosocial risk assessment that aimed to help it better understand the work-related factors that may be impacting its people. The initiative was well received. 74% of employees participated in the assessment, and the resulting actions have been embedded into the 2025 Wellbeing Plan;
- the offering of programs and initiatives such as The Change Room (wellbeing guest speakers), R U OK? Day and the Healthy Heads in Trucks & Sheds (HHTS) roadshow. Additionally, we deepened our commitment to mental health and wellbeing by becoming a premier partner with HHTS;
- the provision of more than 200 mental health training activities undertaken by individuals across the Group, as well as the inclusion of a psychological safety module in the Leadership Masterclass training undertaken by over 200 senior leaders throughout 2024. 40 of these leaders also participated in mental health essentials training for executives, and this training will be rolled out to the top 200 senior leaders in 2025; and
- facilitating the participation of more than 300 Ampol employees in a successful Push Up Challenge, raising over $35,000 for suicide awareness, prevention and support. Also, over 200 Ampol steppers participated in September, raising over $8,000 for cerebral palsy support and research.

Wellbeing leave

One of our 2025 public commitments is to introduce a wellbeing leave offering for our employees. In 2024, we extended our offer of Wellbeing Days to eligible permanent employees in Singapore, as well as Australia.

Wellbeing Days are one way that we enable time for our people to focus on something that positively impacts their own wellbeing. Our Wellbeing Leave policy is structured to provide Wellbeing Days to eligible employees if they have a healthy leave balance of less than 20 days (pro-rated for part-time) at the end of specified periods throughout the year. An employee can receive up to three Wellbeing Days in a given year. By rewarding those who have a healthy leave balance with additional leave, we are able to encourage our people to take the necessary time to reset and recharge.

CULTURE AND CAPABILITIES

Strong cultural health remains key to keeping our people engaged and equipped to deliver sustainable value for our stakeholders. Employee engagement, retention and diversity were identified as key priorities as part of our double materiality assessment.

Active employee listening

Since its launch in mid-2023, we have continued to see the value of the 'Peakon' employee survey tool. Peakon helps us understand employee experience at a Group and local level, as well as identify actions to deliver improvements. Across 2024, our targeted monthly surveys delivered insights in three key areas: Engagement, Health and Wellbeing, and Representation, Equity and Inclusion.

Pleasingly, we ended 2024 with high employee engagement of 79% and an employee Net Promoter Score (eNPS) of 38, maintaining our position above the top quartile of the global benchmark. This result was achieved with an aggregated participation rate of 71%.

Our Health and Wellbeing results remained stable (continuing to exceed the global benchmark by seven points), and our Representation, Equity and Inclusion scores improved over the year, exceeding the global benchmark by four points.

At a local level, real time Peakon insights have been valuable in enabling our leaders to better understand the experience of their team members. By engaging teams through Peakon, we have an anonymous and safe method of identifying ways to create greater value in direct response to feedback, insights and trends. In 2025, we will continue to work closely with our leaders and aim to increase the embedment of Peakon insights, enhancing team engagement and effectiveness.

Representation, Equity and Inclusion

2024 saw the introduction of a new Representation, Equity and Inclusion (REI) operating model including a multi-year REI strategy with an overarching ambition of excellence in REI. To mature our approach to REI and deliver sustained value from REI, the operating model focuses on four attributes: **Ambition and Beliefs**; **Governance**; **Enablers**; and **Focus Areas**.

Our 2024 results against annual targets are a positive reflection of our initial progress in our strategy.

The REI **Ambition and Beliefs** enable a consistent understanding and direction across the Group.

Our ambition of excellence in REI is underpinned by three beliefs:

- diverse representation is a strength;
- our people thrive when they can bring their whole selves to work; and
- inclusive leadership is everyone's business.

These beliefs act as a common anchor for REI to be leveraged across the Group and in local business unit contexts. The consistent reinforcement of the beliefs has connected leaders to REI and reframed it holistically to emphasise its broader value to the business.

Our approach to **Governance** has enabled a shift from a centralised Leadership Model, to a distributed one.

Please refer to pages 22–23 for information on the governance arrangements for our REI Council, as part of our broader sustainability governance.

Enablers provide the ability to scale impact across the Group and business units. 2024 saw maturation in three key areas:

1. Data and insights

The development of a new online REI Dashboard in April 2024 enabled leaders to consistently measure key REI data and more easily identify trends. By viewing both Group and business unit data, our leaders can now also understand their local positioning relative to other parts of the business and the Group overall. We also continued utilising our employee listening tool, Peakon, to gather qualitative and quantitative insights on REI. During 2024, REI Leaders were upskilled in accessing and using Peakon to better understand REI trends. Providing tools such as the Peakon and REI Dashboards emphasises the importance of evidence-based insights to enable REI priorities. It also empowers our leaders to be more self-determining in their REI activity.

2. REI Networks

Our employee-led REI Networks have been key contributors to our focus and progress on inclusion. Each of these networks is driven by the discretionary effort of employees across the Group. The networks are connected through regular collaboration forums and formally through representation as part of the Group REI Council, which meets bi-monthly.

3. Policy enhancements

During 2024, we commenced a review of our policies to ensure they appropriately reflect our commitment to REI, and competitive market practice. In December 2024, we updated the external Representation, Equity and Inclusion Policy to reflect our refreshed ambition and strategy, and we launched a new Gender Affirmation Standard for internal use in supporting individuals undergoing gender affirmation transitions.

2024 SUSTAINABILITY PERFORMANCE – PEOPLE CONTINUED

GENDER

In 2024, our approach to gender focused on progressing equitable representation, pay equity and practices.

As outlined in our sustainability strategy scorecard, we remain committed to the representation principle of 40% female/40% male/20% any gender, with a target to maintain this across our enterprise throughout 2025. In 2024, we were proud to have achieved our target with overall female representation of 42%, and also achieved 42% female representation among our senior leaders. The ALT achieved equality in gender representation with 50% female and 50% male representation.

Beyond the executive level, our REI Leaders have also been working with their local leadership teams during 2024 to progress towards, or maintain, 40/40/20 representation, and this focus will continue into 2025.

Our pay equity analysis has continued to be conducted at both overall and like-for-like role levels. At the end of 2024:

- overall pay equity gap has reduced by two percentage points from 13.7% to 11.7% (in favour of males); and
- like-for-like pay equity gap has reduced from 1.3% to 0.9% (in favour of males), which falls within our target appetite of +/- 1% in service of our corresponding 2025 public target.

Factors that drive pay gaps, such as recruitment practices and role classification, will be a continued focus during 2025.

During 2024, the *Women Rising* leadership capability program continued across our business, with 44 female employees taking part. We recognise the critical role of male advocates in gender equality and supported 19 male employees through the accompanying *Male Allies* program.

For further information and data, please see the 2024 Sustainability Datasheet and Appendix, as well as our annual report to the Workplace Gender Equality Agency, available on the Ampol website.

CASE STUDY

Recognition for our gender equality efforts

In 2024, we were proud to be recognised by Work180 as one of *Australia's top 101 Workplaces for Women*. In doing so, we were measured against 10 standards by Work180, including inclusive hiring processes, representative leadership, career development and flexible working arrangements.

We were also reaccredited with the Advanced GenderTick in New Zealand for the third consecutive year. This formal accreditation program acknowledges organisations taking action towards advancing workplace gender equity across key indicators including equal pay, gender inclusive culture and flexible work and leave.

These milestones reinforce our focus on continuous improvement and building an equitable experience for our people.

CASE STUDY

Building our engagement with Aboriginal and Torres Strait Islander owned businesses

During 2024, our Contracts and Procurement team continued working with internal stakeholders and external contacts to source procurement opportunities with Aboriginal and Torres Strait Islander owned businesses. This included a combination of expanding our utilisation of existing suppliers for new opportunities, streamlining the registration of suppliers in our systems for ease in future engagements and creating opportunities with new suppliers.

An example of one of our suppliers is Kulbardi, a 100% Indigenous-owned business supplying Ampol's merchandise. Kulbardi has a strong focus on supporting local communities and, as such, a percentage of all sales go to the Bibbulmun Fund which designs and delivers programs around entrepreneurship, education, numeracy and literacy. This includes scholarships, work-ready programs, reclaiming culture and language courses, youth diversionary programs, elder camps and leadership programs.

Creating these commercial opportunities resulted in a more than six-fold increase in our annual procurement spend with Aboriginal and Torres Strait Islander businesses, compared to the previous year and an uplift in the number of Supply Nation registered businesses that are now available to be utilised in our system.

INDIGENOUS PARTNERSHIPS

Our commitment to Indigenous partnerships focuses on the two largest geographies in which we operate:

- in Australia, our Reconciliation Action Plan (RAP) sets out the ways we will progress our vision for Aboriginal and Torres Strait Islander reconciliation and empowerment; and
- in New Zealand, through Te Ao Māori, and continued engagement with Māori and Pasifika peoples.

Australia

Our RAP journey continued during 2024, with our second Innovate RAP concluding in March with a strong action completion rate of 86%.

The key achievements in 2024 were:

- our improved performance in procurement and supplier engagement; and
- strengthened relationships with the Clontarf Foundation and Stars Foundation.

Under the leadership of our newly appointed RAP Executive Sponsor, we launched our 2024–2026 Innovate RAP in November 2024 with four key focus areas to build on our progress and future growth within the RAP framework:

- building community connections;
- strengthening cultural learning;
- creating sustainable experience and education opportunities; and
- increasing our engagement with Aboriginal and Torres Strait suppliers.

Progress in each of these areas will continue to be driven by our RAP Working Group, comprising representatives from across the business who influence local engagement, and track progress and future activity.

New Zealand

As a business operating in Aotearoa New Zealand, Z Energy is committed to building its capability in Te Ao Māori (understanding of the Māori world). Z Energy believes that by doing this, it will be better able to attract, retain and engage Māori at Z Energy, and to build capability to foster, maintain and grow positive relationships with Mana Whenua – especially iwi (the local tribe) and hapū (subtribe), in places of Z Energy's operations.

Z Energy calls this commitment Te Terenga (The Journey), and it is focused on building sustainable organisational capability in Te Ao Māori. Z Energy acknowledges it is in the early stages of its journey and will continue to learn and grow as an organisation.

Some of Z Energy's 2024 highlights include:

- the Te Terenga work program and supporting resources were utilised extensively by Z Energy's people over the last year, enhancing the overall cultural capability of the New Zealand workforce. This included education on the world of Te Ao Māori and delivering core learning about Te Tiriti to ensure people have foundational knowledge and understanding in place;
- Z Energy developed core foundations and policies to support Iwi engagement. Regular wānanga (interactive learning sessions) were held with teams to provide guidance on protocols, and on how to utilise Z Energy's Iwi Engagement Framework. These sessions will continue in 2025; and
- renaming four Z service stations to reflect a clearer understanding of the historical context of the area. To achieve this, Z Energy worked in collaboration with local mana whenua to ensure they undertook this work with care, consideration and integrity.

Z Energy has continued its focus on attracting and retaining diverse employees, with Māori and Pasifika New Zealand employee representation increasing from 10% to 11% by the end of 2024.

2024 SUSTAINABILITY PERFORMANCE – PEOPLE CONTINUED

CASE STUDY

Ampol receives Bronze Employer status and Rainbow Tick reaccreditation in recognition of our LGBTQ+ inclusion

In 2024, our Rainbow Alliance (Australia and Singapore) and Rainbow Ally (New Zealand) networks have worked to improve LGBTQ+ awareness and inclusion across our organisation. An important example of this is their collaboration on the creation of our new Gender Affirmation Standard that outlines support for anyone undertaking a gender affirmation process, as well as guidance for their leaders and teams during such a time. The standard was developed in recognition of the unique challenges and discriminations faced by transgender people and was finalised with the input of our transgender employees.

The advocacy, leadership and efforts of our networks contributed to our business receiving **Bronze Employer** status in the Australian Workplace Equality Index and **Rainbow Tick** accreditation for the fifth year in New Zealand.

SUPPORTING COMMUNITIES AND NATURE

'Supporting communities and nature' is the third of five focus areas under our 2023–2025 Sustainability Strategy. Our 2030 goal is to have a positive and measurable impact in the communities where we operate and support nature positive outcomes. As such, this focus area straddles two of our strategic pillars: People and Planet. In this section, we discuss the community aspect of the focus area, including as it relates to modern slavery. In the Planet section of this report we will focus on the nature aspect, see page 50.

Ampol Foundation

The Ampol Foundation is the vehicle through which we deliver our mission to proudly power better journeys within the communities in which we operate. Established in 2019, the Ampol Foundation leverages our people, our skills and our infrastructure to support the communities in which we operate, with a focus on youth education and employment, as well as promoting community wellbeing and safety. The Ampol Foundation is led by a committee of employees and supported by the ALT through executive sponsorship by our Executive General Manager, People and Culture.

In 2024, our total community contribution via the Ampol Foundation was over $4.66 million. Moving into 2025, we are looking to build upon the introduction of new initiatives in 2024 – Charity Champions and 'Your Town' Grants increasing internal engagement, strengthening local community relationships and facilitating value moments with our Foundation partners.

In Australia, the Convenience Retail business supported three organisations over two in-store campaign periods. Ampol Foundation contributed $100,000 to the campaigns, with total fundraising as follows:

- Sebastian Foundation – over $248,000
- The Smith Family – over $264,000
- Surf Lifesaving Australia – over $310,000

CASE STUDY

Ampol Foundation reaches five-year milestone

As the Ampol Foundation reaches its fifth year, we take this opportunity to reflect on the impact we have made in the communities in which we operate:

- over $19 million contributed to community partners and programs;
- 4,000 volunteering hours committed to community initiatives driven by our employees; and
- $1 million contributed through our workplace giving program available to employees, Fuelling Change.

CASE STUDY

'Your Town' Grants program

In the second quarter of 2024, we introduced the inaugural 'Your Town' Grants program to strengthen connections within the local communities in which we operate. With a focus on engaging local communities around our depots, terminals and refinery, employees had the opportunity to nominate a local organisation of their choosing to receive a grant from the Ampol Foundation.

Grant applications were presented to the Ampol Foundation committee for review, assessment and voting against the below criteria:

- community impact and alignment with Ampol's pillars;
- demonstrated need and benefit to the broader community;
- measurable outcomes and future impact; and
- compliance with eligibility criteria and clarity of application.

Ampol is proud to have provided over $300,000 in grants to 17 not-for-profit organisations located near seven of our depots, terminals and Lytton refinery located in Brisbane, Perth, Cairns, Kurnell, Newport and Newcastle.

Ampol's Fuelling Change program

Fuelling Change is our workplace giving program that falls under our company value of Never Stop Caring. The program allows for our Australian employees to make pre-tax donations to a selection of charity partners based in Australia, with all donations equally matched by Ampol.

By year-end, we proudly contributed over $305,000 to our partners, a 14% increase compared to 2023. Also, we have successfully delivered on our 2025 public target to increase our Australian employee workplace giving by 50% from 2021 levels.

Community engagement in New Zealand

In New Zealand, Z Energy again delivered its flagship Good in the Hood community investment initiative, in line with our 2025 public target. Good in the Hood has a hyper-local focus in the communities where Z Energy has a service station presence. Since its inception over a decade ago, over NZ$11 million has been donated to groups working to make a positive change within their communities.

With its commitment to represent the communities it serves, Z Energy set a goal to increase Good in the Hood support for Māori and Kaupapa Māori-led organisations. To help achieve this, in 2023, Z Energy worked in partnership with charity founder David Latele of Brown Buttabean Motivation (BBM) to build national awareness of this commitment. David Latele holds a significant and authentic presence within New Zealand's Māori and Pasifika communities.

In 2024, approximately 500 community groups were supported through Good in the Hood. 18% of these community groups were Māori-led or Kaupapa Māori-led.

CASE STUDY

Regional Boost Initiative

Z Energy's Regional Boost initiative aims to support the communities that need it most across the Z service station network. By utilising New Zealand Deprivation Index data, and through Z Energy retailer engagement, they gained an understanding of where they could provide the most meaningful support to areas with high levels of socio-economic need across New Zealand.

With the founding principle of Z Energy being 'for Aotearoa New Zealand', the program grew in 2024 to ensure more funds reached communities most in need across Aotearoa New Zealand, 11 community groups were chosen to receive a share of NZ$150,000. Organisations receiving 2024 regional boost funding included:

- foodbanks;
- te ao Māori informed support for at-risk *rangatahi* (youth);
- community spaces that offer a place of *maanakitanga* (respect, kindness);
- *awa* (river) restoration; and
- flood recovery support.

2024 SUSTAINABILITY PERFORMANCE – PEOPLE CONTINUED

Volunteering

At Ampol, we believe in the importance of empowering our people to connect with and support their local communities. As such, we offer paid volunteering leave to eligible employees across the Group.

In 2024, we achieved significant improvement in employee volunteering in Australia, with a 73% increase on 2023. This was driven by the introduction of 'Charity Champions', an initiative which focused on enhancing employee engagement with volunteering opportunities that are meaningful to them and supporting local organisations in the communities in which we operate.

Also in 2024, 46% of Z Energy employees in New Zealand used volunteering leave to contribute a total of 229 days to a community group or cause of their choosing. This is a 27% increase in participation from 2023 levels, which was achieved through visible leadership, active promotion of diverse opportunities that resonated with staff and a focus on gratitude.

Modern slavery

Human rights, including the risk of modern slavery, is a material topic for Ampol, as identified by our double materiality assessment. Ampol's 2023 Modern Slavery Statement, released in July 2024, outlines our continued focus on managing modern slavery risk in our supply chains, workplace, and the communities in which we operate.

Key achievements for the 2023 reporting period:

- 85% of our supplier base (by spend) completing our Supplier Code of Conduct questionnaire as part of our supplier onboarding process (an increase from 80%);
- the development and delivery of a new Ampol Group online modern slavery training module. Over 98% of scheduled participants in Australia completed this training;
- the completion of workplace compliance audits across all Ampol (Australian) franchised sites and 25 audits on retail partner sites; and
- the completion of 23 deep dive assessments on medium and high risk suppliers.

Ampol's commitment to mitigating the risks of modern slavery is grounded in our commitment to human rights. During 2023, we reviewed our Human Rights Policy, and our Board approved an updated policy that contains a focus on the employment conditions of persons who contribute to our workplace.

To read Ampol's 2023 Modern Slavery Statement, Human Rights Policy and Ampol Supplier Code of Conduct, visit the Ampol website.

PEOPLE SCORECARD

2024 PRIORITIES AND PERFORMANCE

Wellbeing and inclusive workplaces	Implement Representation, Equity and Inclusion Strategy	**Delivered**
	Maintain Group 40/40/20 gender representation target and strengthen consistency in gender representation across key segments of the business, including by seniority and business unit	**Delivered**
	Reduce the Group average gender-based pay differential	**Delivered**
	Continue to strengthen inclusive work practices (e.g. improving Australian Workplace Quality Index (AWEI) status)	**Delivered**
Indigenous Partnerships	Continue our commitment to reconciliation in Australia through finalising the delivery of the 2022–24 Reconciliation Action Plan and design and launch our next Innovate-level Reconciliation Action Plan	**Delivered**
	Embed our Indigenous Procurement Strategy by increasing and sustaining our annual procurement spend with Aboriginal and Torres Strait Islander businesses for each year of our RAP	**Delivered**
Supporting communities and nature	Continue to progress Z Energy's Good in the Hood campaign	**Delivered**

2025 PRIORITIES

Wellbeing and inclusive workplaces	Continue to reduce the Group average gender-based pay differential
	Deliver initiatives that increase the likelihood of maintaining and/or uplifting AWEI status
	Deliver a behaviour-based safety program across Manufacturing, with a focus on pre-start hazard identification tools and critical risk controls
	Continued implementation of security and psychosocial risk control programs across retail operations
Indigenous Partnerships	Continue our commitment to reconciliation in Australia through implementation of the 2024–2026 Innovate Reconciliation Action Plan
	Continue strengthening our internal and external Māori capability via the implementation of Te Terenga
Supporting communities and nature	Continued delivery of Ampol Foundation Strategy, including ongoing management and engagement in major partnerships, workplace giving and employee volunteering programs
	Prepare for full compliance with new tobacco legislative requirements
	Continued delivery of proactive community and environment programs across targeted fuel supply chain sites

Please see the Planet scorecard on page 54 for other aspects of the 'Supporting communities and nature' priorities and performance.

2024 SUSTAINABILITY PERFORMANCE

PLANET

Drive positive environmental improvements

Ampol's focus is on proactive measures to continually improve our environmental management, noting that 'environmental impacts and dependencies' was identified as one of our most material risks and opportunities in our double materiality assessment. To enable this, in 2024, relevant stakeholders across the business formed an Environment Community of Practice to help drive improved environmental outcomes, share learnings and best practices and collaborate on initiatives. Two meetings have been held to date, with the focus so far on sharing insights from recent activities within each business unit and identifying opportunities for improvement and collaboration.

2024 ENVIRONMENTAL MANAGEMENT

With a focus on continuous improvement in environmental management and performance, 2024 marked a year of steady progress for Ampol.

Our Environmental Management System (EMS) is aligned with the ISO 14001 standard, and is supported by Environmental Improvement Plans (EIP) from relevant business units to deliver continuous improvement in environmental performance.

In 2024, we maintained ISO 14001 certification at the Lytton refinery, the Lytton lubricants facility, and all the terminals designated to be externally certified (6 out of 14 terminals). The Lytton refinery and the Kurnell Terminal also maintained ISO 9001 certification.

Ampol has continued to materially improve its EMS, leveraging recommendations from internal and external audits, with a specific focus on the management of contaminated land risk across our distribution network and at a broader Group level.

Throughout 2024, 15 notifications across the business were made to regulators reporting either a loss of containment or a non-compliance with an Environmental Protection Licence condition. Ampol has shared its incident investigation findings with the relevant regulators, along with corrective actions to prevent future occurrences. Within these notifications, there was only one Major spill >8,000L, which was at Z Energy's Kaingaroa Diesel Stop, following an act of vandalism where diesel product lines were cut. The volume lost was estimated to be approximately 9,000L. The product was recovered from secondary containment and a roadside swale, and the impacted areas were excavated to remove contaminated soil, which was disposed of at a licenced site. The remedial work was confirmed by validation sampling. The incident was reported to Council, and the statutory timeframe for prosecution under the Resource Management Act has now concluded without further action. The remaining notifications to the regulator were for losses of containment primarily related to minor releases into marine waters, or to on-site releases with potential short-term off-site impacts.

We recorded seven environmental licence exceedances across the business: five for the Lytton refinery (four occurring in the Wastewater Treatment Plant (WWTP) discharge, and one air emissions from a stack) and one in Distribution. Measures introduced at the Lytton refinery to manage the WWTP discharge are discussed further under *Water Management at Lytton refinery* on page 49. In 2024, Ampol once again recorded no Category 2 or 3 environmental incidents, and improved on 2023's performance with seven Category 1 environmental incidents (from eight Category 1 environmental incidents in 2023, excluding Z Energy which was not yet using the Ampol Group classification system).

Following on from the Category 3 severity environmental incident that occurred at the Kurnell Terminal in 2022, we have focused on delivering upgrades to the stormwater system, as well as its environmental management practices and procedures. For more information, please see page 13 of the 2024 Annual Report.

Looking ahead, we will strive to continuously improve our environmental performance, noting that environmental impacts and dependencies was identified as a material topic following our double materiality assessment. This refers to environmental impacts and dependencies from both a financial materiality (risk) perspective, as well as an impact materiality (negative and positive impacts) perspective.

For more information and data on Ampol's environmental performance, please see the 2024 Sustainability Datasheet and Appendix, available on the Ampol website.

Contaminated land management

Ampol is committed to the responsible management of contaminated land across our network. In 2024, we continued to manage and remediate contaminated land in accordance with relevant guidelines and standards. Risks are managed pursuant to the Ampol Risk Management Framework, with site-specific stakeholder and community engagement plans developed where appropriate.

At the Lytton refinery, in 2024, we undertook voluntary investigations to understand potential sources of legacy per- and poly-fluorinated alkyl substances (PFAS) contamination across the site that may have resulted from historical usage of Aqueous Film Forming Foam (AFFF) for firefighting, as part of the operational management of the refinery. These voluntary investigations are in keeping with our commitment to environmental management and remediation.

Given the scale of the refinery site, we took a targeted approach and investigated key areas of the refinery based on anticipated legacy contamination sources arising from the use, maintenance and storage of firefighting foam systems on the site. Our findings have determined the presence of legacy PFAS contamination at the site but further investigation is required to understand the level of impact. This will be carried out in 2025.

In our Distribution business, we have made considerable efforts to understand the impact that our operations might have had on the soil and groundwater at various distribution facilities (terminals, depots and aviation facilities). This work is in addition to assessments and remedial activities at sites with confirmed contamination. Soil and groundwater are generally assessed for the presence of hydrocarbons and PFAS. Based on the measured contamination, a total of 43 sites have so far been reported to the state-based environmental regulators and we regularly inform them of our remediation efforts. Further work is conducted on impacted sites to understand the risk for the environment and communities and to develop plans to manage the observed contamination. A governance process is in place with monthly updates to management and half yearly reporting to senior management and the Ampol Board.

In 2024, the Convenience Retail Contaminated Land Register listed 351 sites, with six sites added after contamination was confirmed, and nine sites successfully removed. Actions for contaminated sites may include conducting environmental investigations, assessing community and environmental risks, and performing remediation. Four sites were reported to regulators due to first-time contamination detection. Four improvement notices were received across the network, to which we effectively responded, avoiding fines or prosecutions. Monthly reviews of the Register were conducted under the Retail Risk Council's oversight.

In New Zealand, Z Energy's internal register lists 48 contaminated sites. In 2024, one site was closed and remediated, and three further sites had consents obtained for pending closure. Environmental reporting, using independent consultants, was completed for the closure projects and Council notified of any issues identified.

Ampol will continue the remediation works on sites where contamination has been identified. In addition, our teams are continuously reviewing processes and procedures to prevent or reduce the risk of impacting communities and the environment.

Reducing environmental risk at retail sites

Across Australia and New Zealand, we are committed to mitigating environmental risk at our various retail sites through consistent maintenance and upgrades of our underground petroleum storage systems (UPSS). From a double materiality assessment perspective, environmental impacts and dependencies ranked fifth in a list of eleven of our most material topics, so it is critical that we continue to focus on tangible ways to address this key topic.

Over the course of 2024, Convenience Retail in Australia made significant progress in delivering the UPSS Risk Reduction Program, which seeks to proactively manage the risk of loss of containment from our underground fuel systems. In 2024, key risk reduction works were completed at 11 sites, including the replacement of underground storage tanks and piping, along with improvements such as the installation of double-wall structural linings for tanks and the replacement of underground piping. The installation of Automatic Tank Gauges (ATGs) across all sites in the program was also completed, enabling remote monitoring of tank levels, fuel system alarms, and pump operational information to further enhance safety and minimise environmental risk. Through the UPSS Risk Reduction Program, we are making progress towards a consistent, best practice wet stock management system that aligns with Australian Standard *AS1940: The storage of flammable and combustible liquids*.

Additionally, in New Zealand, Z Energy undertook environmental upgrades to underground storage equipment at 14 sites. Three sites had steel tanks relined with double-wall structural linings, and 11 sites had new dispensers installed.

Water management

As discussed on page 20, Ampol recently completed a review of our material sustainability topics using the double materiality assessment approach. In keeping with our previous assessment, the results show that environmental impacts and dependencies ranked fifth in a list of eleven material topics for Ampol. Environmental impacts and dependencies include water conservation and management as a sub-topic. Our most significant water conservation and management risks arise from our manufacturing and refining operations. While the Lytton refinery is not located in a water stressed area, to help effectively manage our water usage and minimise the draw on potable water, Ampol purchases recycled water from an external WWTP, contributing 45% of our refinery water usage. During 2024, we recorded four wastewater licence exceedances. To address this, we have implemented a number of improvements to target enhanced system reliability, including a focus on operator engagement and competency, establishing a process assurance plan and the development of new KPIs to monitor system progress and reliability, and completing projects to improve components of the plant's infrastructure. Additionally, each exceedance was investigated, and targeted actions identified to prevent recurrence, which are now in the process of being implemented.

In 2024, we improved our data management processes to develop a more accurate view of our water data. This included improving our proxy estimates for water usage across our network of service stations, and our Terminals team improved the accuracy of tracking their water consumption. We intend to continue focusing on data improvements in 2025, with the aim of eventually progressing beyond proxies to actuals in due course.

2024 SUSTAINABILITY PERFORMANCE – PLANET CONTINUED

Preparing for improved fuel standards

In December 2023, the Australian Federal Government announced that improved fuel quality and noxious emissions standards will be implemented by December 2025. These new standards will ensure cleaner, more efficient vehicles on Australian roads, benefiting both the environment and consumers due to improved air quality.

The updated fuel standards focus on two key areas: reducing the aromatic hydrocarbon content in Research Octane Number (RON) '95 petrol and reducing the sulfur content of petroleum to 10 parts per million (ppm). These changes aim to improve air quality and vehicle performance.

To meet these upcoming standards, Ampol has been investing in the Ultra Low Sulfur Fuels (ULSF) Project at the Lytton refinery. The ULSF Project will enable Ampol to produce fuels that adhere to the new standards and is expected to be complete towards the end of 2025.

More information on the ULSF Project can be found on page 12 of the 2024 Annual Report.

SUPPORTING COMMUNITIES AND NATURE

As referred to on page 44, 'Supporting communities and nature' is the third of five focus areas under our 2023–2025 Sustainability Strategy and it straddles two of our strategic pillars: People and Planet. In this section, we discuss the nature aspect of the focus area. For the community aspect, please see the People section of this report.

Supporting biodiversity

At Ampol, we understand that biodiversity is essential for the processes that support all life. Our approach to biodiversity is to support meaningful contributions to the communities in which we operate and their surrounding ecosystems.

Continuing one of our 2025 public commitments, in New Zealand, Z Energy makes a philanthropic investment of NZ$1 million each year through its Biodiversity Fund. The funds are divided across three local biodiversity projects that are committed to restoring indigenous biodiversity across New Zealand at scale.

1. Trees That Count Seed Island Trials

Z Energy has partnered with Trees That Count and Tane's Tree Trust (TTT) to demonstrate the benefits of regeneration of native forests through establishing 'seed islands'. Seed islands involve planting smaller, strategically located trees and shrubs across a larger landscape. The intention is that these locations become 'hot spots' for native biodiversity and accelerate natural regeneration at scale.

By late 2024, four trial sites across New Zealand had been established in Northland, Bay of Plenty, Christchurch and Queenstown, with a fifth in Tairāwhiti planned in 2025. Several satellite sites with pre-existing seed islands are also being monitored as part of the study to expand the data set.

The trials seek to create a blueprint for large-scale natural regeneration using seed islands across various locations, land types and circumstances, such as harvested pine, high country and retired erosion-prone farmland. Native forests are vital for restoring biodiversity, reducing erosion and sequestering carbon but applying traditional approaches to planting thousands of hectares of marginal land in permanent native forest can be cost prohibitive. Therefore, seed islands offer a more cost-effective way to assist nature in doing the job.

2. The Nature Conservancy Aotearoa's Blue Carbon Program

The Blue Carbon program works to restore and safeguard New Zealand's coastal wetlands for the purpose of carbon capture, climate change mitigation and biodiversity protection. Through ongoing research and engagement with government, the program also works to develop a blue carbon market where carbon credits can be generated through the project.

In 2024, the feasibility assessments of seven sites were completed; monitoring has been ongoing since 2023 and is now in the analysis and reporting stage. Restoration work and project development are set to commence in 2025.

3. Sustainable Business Network Nature Regeneration Partnership

In partnership with the Sustainable Business Network, Z Energy provides funding to the Regenerate Nature Program, which supports organisations to integrate nature into their business and increase funding for nature regeneration. Within this partnership, Z Energy allocates funding towards the Puhinui Regeneration Project which works to regenerate the entire Puhinui stream and its catchment through creating nature-based employment opportunities.

In 2024, Z Energy's funding helped to finance local employment and valuable work experience for *rangatahi* (youth) as well as embedding Mātauranga Māori indigenous knowledge and methodologies into everyday work, helped to cover the cost of equipment and materials to undertake restoration work, planted 14,514 trees and shrubs and helped to keep the nursery running – propagating 20,000 native plants.

Kurnell Biodiversity Assessment

In Australia, we recognise the ecological and cultural significance of the natural environments surrounding our Kurnell Terminal and we have taken meaningful steps to understand these unique areas so we can take action to protect them. In 2023 and 2024, comprehensive biodiversity assessments and specific surveys were commissioned for threatened and endangered species across our Kurnell landholdings. These assessments included critical areas such as the coastal wetlands to the south and southeast and the Marton Park wetland to the north of the Terminal. These surveys provide an ecological baseline for these sensitive habitats, guiding our efforts to maintain and protect where possible.

Kurnell Biodiversity Assessment CONTINUED

The assessments identified critical habitats, including the endangered Eastern Suburbs Banksia Scrub, an ecological community found only in Greater Sydney. This vegetation not only plays a vital role in supporting local biodiversity but also holds significant Indigenous cultural value. The wetlands and surrounding areas provide essential ecosystem services such as water filtration, wildlife habitat and contributions to the broader environmental health of the region, including the adjacent National Park.

In 2024, surveys were also carried out on areas previously used for refining, where potential development activities are being carefully evaluated. These surveys enable Ampol's planning processes to align with our commitment to protect ecological value while responsibly repurposing land for future energy and industry uses. Our approach emphasises maintaining and enhancing the natural value of these areas to support the surrounding community and environment. By balancing development with conservation, we aim to ensure the long-term sustainability of our operations and the ecological integrity of the Kurnell Peninsula.

CASE STUDY

Ampol Sustainability Ambassadors program

2024 marked an exciting year for the Ampol Sustainability Ambassadors Program (ASAP), one of Ampol's grassroots, employee-led networks. With the appointment of a new Chair and an updated Committee, ASAP approached the year with renewed energy and a fresh perspective, aligning closely with Ampol's broader Sustainability Strategy through regular engagement with the Group Sustainability team.

One of the highlights of the year was a session in July, where ASAP collaborated with Circonomy to explore the principles of a circular economy. This interactive discussion provided employees with practical insights into how they can incorporate circular economy practices into their daily lives, fostering a deeper understanding of sustainability beyond the workplace.

In November, ASAP hosted a company-wide event, featuring a pop quiz on the 'A–Z of Sustainability'. This event brought together employees from various parts of the business, including the Lytton refinery, Singapore Trading and Shipping, and the Wellington office, to highlight how their work contributes to Ampol's sustainability journey. Presentations covered topics such as emissions reduction at the Lytton refinery, trading and importing renewable fuels[1], and the company's Energy Solutions strategy which aims to support customers on their respective mobility energy transition journeys.

Through these initiatives, ASAP continued to inspire and educate employees, strengthening our approach to sustainability while empowering individuals to take action both professionally and personally.

1. A term used for liquid hydrocarbons made from non-petroleum based renewable feedstocks such as purpose grown biomass, or from waste material such as tallow or used cooking oil.

CASE STUDY

Bird boxes at Lytton refinery

In late 2023, ASAP hosted an exciting competition, inviting employees across the business to pitch ideas that could help our workplaces become more sustainable. The competition saw a range of innovative proposals, and in early 2024, three finalists had the opportunity to present their ideas to Matt Halliday, Managing Director and CEO, and Kate Thomson, EGM Retail Australia.

Amy Ewing, Decarbonisation Engineer at the Lytton refinery, won the competition with her creative pitch to build and deploy bird nesting boxes around the Lytton refinery wetlands. Amy's initiative was designed to support local birdlife and contribute to the broader ecological system surrounding the refinery.

Amy leveraged the ecology assessment externally developed for Ampol's ULSF Project and found that there are 41 different bird species that have been found to use the Lytton refinery as their habitat. This includes common birds, such as the magpie and Australian white ibis, as well as the willie wagtail, sacred kingfisher and the Caspian tern. The Caspian tern is a migratory bird, travelling 1,500–2,500 kilometres for its breeding season, which has been documented to occur at Lytton. The bird boxes and their locations across the refinery site have been designed to have a positive impact on such bird species at Lytton, particularly during their respective breeding seasons.

To bring her idea to life, Amy collaborated with the local Men's Shed – a community group consisting of many former Ampol employees – to construct the bird boxes. The project not only aims to provide a valuable habitat for local bird species but also reinforced our approach to sustainability and community engagement. The bird boxes have been built and will soon be deployed in stages across the wetlands, with plans for ongoing monitoring and support.

2024 SUSTAINABILITY PERFORMANCE – PLANET CONTINUED

CIRCULAR ECONOMY

As noted in the 2023 Sustainability Performance Report, several of our circular economy priorities were deprioritised in 2023. This is because we have directed our efforts to other focus areas of our 2023–2025 Sustainability Strategy, such as decarbonisation, where we have a greater ability to deliver tangible outcomes that benefit the communities in which we operate. As such, in 2024, we continued to make steady progress in our existing circular economy initiatives where possible and decided to pivot further initiatives to enable the allocation of more resources in other focus areas, such as decarbonisation.

Annual APCO performance

Ampol is a signatory to the Australian Packaging Covenant and a member of the Australian Packaging Covenant Organisation (APCO). We were rated as 'Advanced' in the 2024 APCO Annual Report, which assessed the 2023 reporting period. In 2024, Ampol continued to focus on improving our data accuracy and engaging with our suppliers to improve private label packaging sustainability performance. Ampol's annual APCO reports are available on the APCO website.

Ampol Lubricants launches new packaging with 40% recycled content

Working together with Pact Group, the Ampol Lubricants team launched a new packaging solution in mid-2024. The new packaging utilises 40% recycled post-consumer High-Density Polyethylene (HDPE) from milk bottles and remanufactures it into high quality recycled resin used in lubricant packaging. The 40% recycled content is well above APCO's target of 20%.

The new packaging was the culmination of over 18 months of work between Ampol and Pact Group. Pact Group is an Australian company operating across the whole circular economy to deliver diverse and innovative solutions for an extensive range of brands, including Ampol. We have been working with Pact Group for over a decade, with several other projects having either been delivered or currently in development.

Recyclable packaging for Ampol Foodary spring water

In collaboration with Nu-Pure beverages, Ampol launched Foodary spring water in July 2024. The water bottles (excluding cap and lid) are made from 100% recycled polyethylene terephthalate (PET) and are 100% recyclable when disposed of in a marked recycling bin. The packaging was designed in accordance with APCO's Sustainable Packaging Guidelines (SPGs) by optimising the material efficiency. Pleasingly, this initiative has helped to progress our 2025 public target for our own Retail brand packaging to be in line with the Australian government's 2025 National Packaging Targets as an active APCO member.

Furthermore, Ampol takes extended responsibility for the recovery and recycling of our private brand packaging. To reduce litter and encourage recycling of Foodary spring water packaging, the water bottle is registered under the Container Deposit Scheme (CDS) and as such is eligible for a 10-cent refund across Australia, except for Tasmania which does not have a participating CDS.

Update on 'Containers for Change' trial

In 2022, we began a trial with Western Australia Return Recycle Renew Limited (WARRRL) to roll out the 'Containers for Change' program at various Ampol sites across WA. This initiative aims to encourage Western Australians to recycle beverage containers made of glass, plastic, aluminium and cardboard by offering a 10-cent refund per container returned.

While our trial with WARRRL was conducted on a pro bono basis, the intention was to explore the potential for a long-term partnership. However, in 2024, the trial concluded, and we decided not to extend the collaboration. This decision was driven by the fact that WARRRL's Containers for Change program does not yet have an established model for convenience retail partners. Specifically, the recycling bins deployed for the 'Containers for Change' program lacked the necessary durability to withstand the outdoor elements at Ampol sites, risking damage and operational issues.

We have closed the trial on a positive note, and have expressed interest in revisiting the program should new retail innovations emerge that better align with Ampol's business model and sustainability goals.

Ampol's partnership with e-THREAD

Since 2022, Ampol has partnered with e-THREAD, a family-owned Australian organisation focused on providing sustainable garment solutions to combat the social and environmental impacts of fast fashion and clothing waste. e-THREAD aims to promote a circular economy by collaborating with local governments, the retail and consumer sectors, charities and educational institutions to build sustainable, environmentally conscious communities.

As part of the trial, we have placed e-THREAD bins across 18 retail sites in New South Wales. The trial has been successful at the participating sites, with Ampol establishing a strong working relationship with e-THREAD. To date, e-THREAD has donated $65,000 to The Sebastian Foundation on behalf of Ampol, enabling 2,179 children to participate in its 'open parachute' mental health program. These funds were generated through the donations of clothing placed in bins at our sites, which were then sustainably repurposed and sold.

The environmental impact of this initiative at Ampol sites has been significant, with e-THREAD reporting a reduction of over 990 tons of CO_2 emissions annually[1], a saving of approximately 98 million litres of water and a decrease in energy usage by approximately 2,100 MWh per year.

Recycling solar panels in WA and NSW

In 2024, Ampol recycled damaged and end-of-life solar panels used at various retail sites in Western Australia (WA) and New South Wales (NSW). This is in service of our 2025 public commitment to establish standards to integrate circular economy principles into the business, including recyclability of equipment that has reached end-of-life.

In WA, we worked with a local organisation, WA Solar Recycling, to recycle 139 end-of-life solar panels which were removed from the canopies of some of our retail sites. This volume of solar panels equates to over 2,500kg worth of materials that were recycled by WA Solar Recycling.

We also worked with PV Industries in NSW to recycle damaged solar panels (pictured above). PV Industries has developed two pieces of machinery, a deframer and deglasser, which can recover 90% of solar panel materials, including the frames, junction box, cables and glass.

Through both of these state-based recycling projects, Ampol has taken valuable learnings in the logistics and economics of recycling our damaged and end-of-life solar panels, which we aim to scale-up in the future.

1. In aggregate across participating Ampol sites.

2024 SUSTAINABILITY PERFORMANCE – PLANET CONTINUED

PLANET SCORECARD

2024 PRIORITIES AND PERFORMANCE

Supporting communities and nature	Continue to progress Z Energy's Biodiversity Fund	**Delivered** ●
	Investigate the development of a database to capture the sustainability impacts in our investment decision-making process	**Delivered** ●
	Develop a biodiversity policy and undertake biodiversity assessments, developing management plans as required	**Pivoted** **Nature Readiness Assessment undertaken using the Climate Leaders Coalition NatSTART Tool. A roadmap to potential TNFD[1] aligned reporting is under development.** △
Circular Economy	Ampol Sustainability Ambassadors to host employee circular economy education program	**Delivered** ●

2025 PRIORITIES

Supporting communities and nature	Continue to develop the Group Environmental Management System to reduce the impact of Ampol's operations in Australia
	Implementation of revised operating model to deliver remediation program across non-operational Convenience Retail sites
Circular Economy	Continue delivery of the retail packaging program
	Implementation of retail waste management plan and further reduce volume of waste to landfill

Please see the People scorecard on page 47 for other aspects of the 'Supporting communities and nature' priorities and performance.

1. Taskforce on Nature-related Financial Disclosures.

SUSTAINABILITY DATA

Ampol's[1] sustainability performance data covers the reporting period 1 January to 31 December 2024, with the exceptions of energy (GJ), emissions data (Scope 1, 2 and 3) and emissions performance, all of which cover the reporting period 1 July 2023 to 30 June 2024[2]. Unless otherwise specified, Ampol's performance data is focused on our operations in Australia, Singapore, Houston (USA) and New Zealand (including Z Energy and Trading and Shipping supply to New Zealand). 'Fuels and Infrastructure' includes Lytton refinery, Trading and Shipping, Distribution, Infrastructure and Energy Solutions. 'Convenience Retail' includes all retail locations owned and operated by Ampol in Australia. More information on Ampol's sustainability performance metrics, including additional data that is not included in this Annual Report, can be found in the 2023 Sustainability Datasheet and Appendix available on the Ampol website.

Additional Z Energy sustainability performance data, including its GHG Inventory Report, can be found on the Z Energy website.

	2020	2021	2022	2023	2024
Net Zero					
Total Group Scope 1 emissions (tCO_2e)	**576,611**	**547,064**[3]	**727,358**	**683,969**	**725,975**
Total Group Scope 2 emissions (tCO_2e)	**222,097**	**231,720**	**248,594**	**221,430**	**217,452**
Total Group Scope 3 emissions (tCO_2e)	**38,234,452**	**34,946,531**	**42,699,636**	**56,590,426**	**60,745,311**[4]
Selected sustainability information					
Total emissions (Scope 1 and 2)[5] per kL of Total High Value Product, Lytton refinery[6] (tCO_2e/kL)	0.1426	0.1486	0.1428	0.1387	**0.1492**
Total emissions (Scope 1 and 2)[4] per kL of Total Fuel Throughput, Terminals[7] (tCO_2e/kL)	0.0015	0.0025	0.0024	0.0021	**0.0020**
Total emissions (Scope 2)[8] Convenience Retail (tCO_2e) – *market-based method*[9]	n/a	102,376	91,453	76,787	**73,474**
Energy Solutions Investment Made ($m)[10]	n/a	3.8	15.6	47.9	**35.8**
% of energy used for ARENA co-funded EV charging bays offset with renewable energy certificates[11]	n/a	n/a	100%	100%	**100%**
% of energy used for NSW co-funded EV charging bays offset with renewable energy certificates[12]	n/a	n/a	n/a	100%	**100%**
# EV charge bays operated or controlled by Group by 31 December in Australia[13]	n/a	n/a	12	82	**144**
# EV charge bays operated or controlled by Group by 31 December in New Zealand[14]	n/a	n/a	n/a	104	**171**

For further data and disclosures, please see Ampol's 2024 Sustainability Datasheet and Appendix, available on the Ampol website. The 2024 Sustainability Datasheet and Appendix includes emissions data for both the 2023/2024 financial year and the 2024 calendar year. This is in preparation for incoming mandatory climate-related financial disclosures (AASB S2), where we will be required to align our financial data (calendar year) with emissions data.

Unless otherwise stated, emissions (Scope 1, 2 and 3 – Cat 11) and energy data disclosed within this report and the corresponding 2024 Sustainability Datasheet and Appendix pertain to Australia and New Zealand only.

(1) Ampol means Ampol Limited and its controlled entities, and their interests in associates and jointly controlled entities, unless otherwise stated or otherwise clear from the context in which the term is used.
(2) For energy and emissions data for the 2024 calendar year, please refer to the 2024 Sustainability Datasheet and Appendix, available on the Ampol website.
(3) Restated due to resubmitted section 19 report under National Greenhouse and Energy Reporting scheme.
(4) For Scope 3 emissions data in 2024, this figure reflects the 2024 calendar year. For further information, please see the 2024 Sustainability Datasheet and Appendix.
(5) Total emissions (Scope 1 and 2) are calculated in accordance with the National Greenhouse and Energy Reporting (NGER) definition and refers to all Scope 1 and 2 emissions within Ampol's operational control in Australia.
(6) Total High Value Product is from Lytton refinery and excludes the Lubricants facility. High Value Product refers to gasoline, diesel and jet fuel.
(7) Total Fuel Throughput is from Ampol's three largest Terminal facilities only: Kurnell NSW, Banksmeadow NSW, and Newport Vic.
(8) Total emissions (Scope 2) are calculated in accordance with the National Greenhouse and Energy Reporting (NGER) definition and refers to all Scope 2 emissions within Ampol's operational control in Australia.
(9) Market-based method refers to the use of market-based accounting methods in accordance with the Greenhouse Gas Protocol Corporate Standard attributed to emissions reductions associated with a renewable energy procurement contract agreement for Ampol's Convenience Retail facilities within Ampol's operational control in Australia.
(10) Energy Solutions Investment Made (AU$m) refers to the aggregate amount applied or contracted by Ampol to assets and activities that are primarily or solely directed towards, used for, or spent to deliver, an activity in support of executing Ampol's Future Energy Strategy for the period 1 January 2024–31 December 2024.
(11) The total energy used for ARENA co-funded EV charging bays refers to the consumption of electricity measured between 1 January and 31 December through an installed submeter at each EV charging bay. The total megawatt hour (MWh) of energy consumption for the year is calculated and then offset through the voluntary purchasing and surrendering of Large-scale Generation Certificates (LGCs). This is done to net the equivalent electricity consumption with renewable energy for all the ARENA co-funded charging bays once installed and active.
(12) The total energy used for NSW co-funded EV charging bays refers to the consumption of electricity measured between 1 January and 31 December through an installed submeter at each EV charging bay. The total megawatt hour (MWh) of energy consumption for the year is calculated and then offset through the voluntary purchasing and surrendering of Large-scale Generation Certificates (LGCs). This is done to net the equivalent electricity consumption with renewable energy for all the NSW co-funded charging bays once installed and active.
(13) The total of EV charging bays operated or controlled by Ampol (individually or together with one or more joint ventures in which the Group participates) in Australia is an annual rolling figure that commenced from 1 July 2022. One EV charging bay is defined as a parking spot in which one customer can park and charge their electric vehicle using either an AmpCharge EV fast charger or any functionally equivalent electric vehicle fast charger. Each two EV charging bays are generally supported by a charging unit capable of charging two vehicles concurrently.
(14) The total of EV charging bays operated or controlled by Z Energy is an annual rolling figure that commenced from 1 May 2022. One EV charging bay is defined as a parking spot in which one customer can park and charge their electric vehicle using an electric vehicle fast charger. Each two EV charging bays are generally supported by a charging unit capable of charging two vehicles concurrently.

SUSTAINABILITY DATA CONTINUED

	2020	2021	2022	2023	2024
People					
Group employee information[15]					
Employee headcount	8,127	8,381	8,790	9,115	**9,127**
Permanent full-time	2,350	2,417	2,549	3,152	**3,449**
Permanent part-time	2,128	1,505	1,076	1,004	**1,477**
Fixed-term contract full-time employees	52	51	61	123	**98**
Fixed-term contract part-time employees	4	20	17	5	**6**
Casual employees	3,593	4,388	5,087	4,831	**4,097**
Female representation					
Female representation at senior leadership[16] level (%)	37.7	37.9	37.0	40.0	**41.7**
Overall female representation (%)	42.8	41.9	42.3	42.4	**41.9**
Group gender-pay differences					
Gender-based pay differences (like-for-like roles) (%)	1.8	1.4	1.3	1.3	**0.9**
Gender-based pay differences overall	n/a	n/a	n/a	14	**11.7**
Cultural health scores					
Ampol cultural health score (%)	63	71	70	79	**79**
Group employee Net Promoter Score (eNPS)[17]	n/a	n/a	n/a	40+	**38**
Employee turnover					
Group voluntary turnover (%)[18]	17	20	21	15	**10**
Community investment					
Total Australian community investment ($m)[19]	2.47	3.17	4.10	4.63	**4.66**
Total New Zealand community investment (NZ$m)	n/a	n/a	n/a	3.00	**2.55**
Ampol community complaints in Australia	**34**	**27**	**90[20]**	**30**	**39**
Group Total Recordable Injuries[21]	**83**	**41**	**42**	**53**	**52**
Fuels and Infrastructure (Australia only)	17	7	15	10	**15**
Convenience Retail (Australia only)	66	34	27	28	**23**
Quick Service Restaurant	n/a	n/a	n/a	n/a	**3**
Z Energy	n/a	n/a	n/a	14	**11**
Corporate	n/a	n/a	n/a	1	**n/a**
Total Group Category 2 Severity Injuries	**1**	**1**	**1**	**2**	**1**
Fuels and Infrastructure (Australia only)	0	1	1	0	**1**
Convenience Retail (Australia only)	1	0	0	0	**0**
Z Energy	n/a	n/a	n/a	2	**0**
Group Total Recordable Injury Frequency Rate[22]	**7.4**	**3.4**	**3.6**	**3.2**	**3.0**
Fuels and Infrastructure (Australia only)	4.6	1.9	4.2	2.2	**2.9**
Convenience Retail (Australia only)	10.1	4.6	3.5	3.8	**3.2**
Z Energy	n/a	n/a	n/a	3.8	**3.1**
Total Group Days Away from Work Injury Frequency Rate[23]	**3.1**	**1.8**	**1.5**	**1.6**	**1.0**
Fuels and Infrastructure (Australia only)	1.1	0.8	1.1	0.9	**0.4**
Convenience Retail (Australia only)	4.8	2.4	1.8	1.6	**0.85**
Z Energy	n/a	n/a	n/a	2	**2.5**
Total Group Fatalities	**0**	**0**	**0**	**0**	**0**
Group Process Safety[24]					
Tier 1 safety event	0	0	0	0	**2**
Tier 2 safety event	1	3	1	3	**2**

(15) Group employee information figures from 2023 includes Ampol Australia, Singapore, Houston USA (where applicable) and Z Energy in New Zealand. In the years prior to this, these figures only include Ampol Australia, Singapore and Houston USA (where applicable) due to the acquisition of Z Energy in May 2022.
(16) Senior leadership means the Managing Director and Chief Executive Officer (MD & CEO), direct reports to the MD & CEO (collectively, the ALT), as well as all roles which are salary grade 19 and above using the KornFerry Hay Grade methodology.
(17) In 2023, Ampol adopted Peakon as an employee listening tool to align to Z Energy's and adopt a Group view. In previous years Ampol utilised Ernst & Young Culture Fitness Diagnostic tool.
(18) Group voluntary (%) employee turnover includes Z Energy from 2023.
(19) Ampol's total community investment includes cash donations, funds raised from customers in our retail network, in-kind support (including provision of fuel products), employee contributions, volunteering hours, and management fees.
(20) Increase in Australia community complaints is in relation to the April 2022 Kurnell incident with 51 recorded in April and May.
(21) Employee or contractor occupational injury or illness with operational control and work relationship where days away from work, restricted work or medical treatment required.
(22) The total number of recordable injuries per million hours worked for a nominated reporting period.
(23) This is calculated as the total number of days away from work injuries per one million hours worked. A day away from work injury is where the agreed capacity of the worker, supported by a physician where available, is unfit to work for any full calendar day after the date of injury.
(24) A process safety incident is an unplanned or uncontrolled loss of primary containment or any material including non-toxic and non-flammable materials from a process or an undesired event or condition. For process safety event classifications, please see the 2024 Sustainability Datasheet and Appendix.

	2020	2021	2022	2023	2024
Planet					
Total energy consumed in Australia (GJ)[25]	192,039,943	180,890,934	244,007,682	242,302,738	**230,170,557**
Lytton refinery (excluding lubricants)	189,411,300	178,025,514[26]	241,683,136	239,862,674	**228,191,263**
Terminals, lubricants and other	2,231,713	2,398,319	1,866,362	1,979,060	**1,529,653**
Convenience Retail	396,930	467,101	458,184	461,004	**449,538**
Energy Intensity Index[27] – Lytton refinery	101.4	95.9	99.9	100.8	**103**
Spills[28]					
Major spills (Vol (l) >=8,000L)	0	0	1	0	**1**
Minor spills (160 < Vol (l) <8,000L)	4	8	9	11	**16**
Marine spills (any quantity)	0	1	2	0	**1**
Environmental incidents					
Category 2 severity environmental incident[29]	0	1	0	0	**0**
Category 3 severity environmental incident[30]	1	0	1	0	**0**
Water use					
Potable water use – in Australia excluding Lytton refinery (kL)[31]	534,049	460,551	550,468	553,629	**763,979**
Potable water use – Lytton refinery only (kL)	612,933	733,580	1,080,392[32]	837,509	**875,226**
Recycled water (purchased) + reused (refinery condensate) – Lytton refinery only (kL)	1,342,376	2,081,600	2,135,403	2,030,868	**2,043,136**
Group waste volumes					
Fuels and Infrastructure[33]					
Landfill waste – MSW – solids (tonnes)	n/a	n/a	n/a	n/a	**360**
Landfill hazardous waste – solids (tonnes)	2,705	22,023	17,101	14,689	**2,490**
Landfill hazardous waste – Packaged Waste – liquid (kL)	4,567	4,389	4,269	2,366	**n/a**
Landfill hazardous waste – Packaged Waste – liquid (tonnes)	n/a	n/a	n/a	n/a	**90**
Recycled or reused waste – E Waste – solids (tonnes)	n/a	n/a	n/a	n/a	**16.78**
Recycled or reused waste – Steel – solids (tonnes)	n/a	n/a	n/a	n/a	**504.9**
Recycled or reused waste – Timber – solids (tonnes)	n/a	n/a	n/a	n/a	**117**
Recycled or reused waste – Commingled – solids (tonnes)	n/a	n/a	n/a	n/a	**56.09**
Recycled or reused waste – Green Waste – solids (tonnes)	n/a	n/a	n/a	n/a	**3.5**
Recycled or reused waste – C&D – solids (tonnes)	n/a	n/a	n/a	n/a	**671.85**
Recycled or reused hazardous waste – liquids (kL)	3,002	3,096	4,248	1,396	**n/a**
Recycled or reused hazardous waste – liquids (tonnes)	n/a	n/a	n/a	n/a	**670**
Recycled or reused hazardous waste – solids (tonnes)	1,490	n/a	114	677	**42**
Convenience Retail					
Recycled or reused waste – Commingled – solids (tonnes)	1,745	1,727	1,874	3,217	**434**
Recycled or reused waste – Paper/Cardboard – solids (tonnes)	n/a	n/a	n/a	n/a	**2,813**
Landfill waste – solids (tonnes)	5,673	5,227	4,021	8,434	**6,420**
Z Energy					
Recycled or reused waste – solids (tonnes)	n/a	n/a	n/a	1,442	**1,497**
Landfill waste – solids (tonnes)	n/a	n/a	n/a	1,602	**1,658**
Total air pollutants – Lytton refinery only (tonnes)[34]					
CO	3,699	4,004	6,402	3,824	**5,002**
SO_2	3,650	5,907	5,758	5,053	**4,717**
VOC	818	905	1,019	934	**931**
NOx	574	979	980	918	**879**
PM	369	464	442	508	**660**

(25) Total energy consumed figures in gigajoules (GJ) are calculated between 1 July to 30 June using the National Greenhouse and Energy Reporting (NGER) Measurement Determination factors in relation to facilities within Ampol's operational control within Australia in relation to the disposal of energy from the operation of the facility, including own-use and losses in extraction, production, and transmission.
(26) Reduced energy consumption for Lytton refinery is related to the impacts of COVID-19 on production volumes.
(27) Data is based on Solomon Associates Energy Intensity Index 2010 methodology.
(28) From 2023, Group spills include Z Energy.
(29) Category 2 severity environmental incidents resulting in less than three months remediation effort. Excludes incidents outside of Ampol's operational control.
(30) Category 3 severity environmental incidents resulting in 3–12 months remediation effort. Excludes incidents outside of Ampol's operational control.
(31) Potable water outside of Lytton refinery is an aggregate estimate based off our largest facilities.
(32) 2022 increase in potable water use at Lytton refinery attributed to strong production and occasional operational issues requiring additional water.
(33) Waste data classification for Fuels and Infrastructure has been improved for greater accuracy and transparency.
(34) National Polluting Inventory (NPI) annual reporting requirements are for the reporting period between 1 January to 31 December to match environmental licencing requirements for Lytton refinery only. These figures are due by 31 March annually to the Department of Climate Change, Energy, the Environment and Water.

KPMG ASSURANCE STATEMENT

Independent Limited Assurance Report to the Directors of Ampol Limited

Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Information Subject to Assurance as set out below has not been prepared by Ampol Limited, in all material respects, in accordance with the Criteria for the period 1 January 2024 to 31 December 2024 (except where otherwise stated).

Information Subject to Assurance

Ampol Limited ("Ampol") engaged KPMG to perform a limited assurance engagement in relation to the Information Subject to Assurance as presented in Ampol's 2024 Annual Report, 2024 Sustainability Performance Report and 2024 Datasheet and Appendix (collectively, the Report), and in the table below.

Reporting period	Information Subject to Assurance	Value assured
1 January 2024 to 31 December 2024	Group Total Recordable Injuries – Fuels and Infrastructure (Australia only) (#)	15
	Group Total Recordable Injuries – Convenience Retail (Australia only) (#)	23
	Group Total Recordable Injury Frequency Rate – Fuels and Infrastructure (Australia only) (#)	2.9
	Group Total Recordable Injury Frequency Rate – Convenience Retail (Australia only) (#)	3.2
	Total Group Days Away From Work Injury Frequency Rate – Fuels and Infrastructure (Australia only) (#)	0.4
	Total Group Days Away From Work Injury Frequency Rate – Convenience Retail (Australia only) (#)	0.8
	Group Process Safety – Tier 1 safety event (#)	2
	Group Process Safety – Tier 2 safety event (#)	2
	Female representation at senior leadership level (%)	41.7
	Category 2 severity environmental incident (#)	0
	Category 3 severity environmental incident (#)	0
	Energy Solutions Investment Made (AU$m)	35.8
	% of energy used for ARENA co-funded EV charging bays offset with renewable energy certificates	100%
	% of energy used for NSW co-funded EV charging bays offset with renewable energy certificates	100%
	EV charge bays operated or controlled by Group by 31 December in Australia (#)	144
1 July 2023 to 30 June 2024	Total Group Scope 1 emissions (Australia only) (tCO2e)	725,671
	Total Group Scope 2 emissions (Australia only) (tCO2e)	215,043
	Total emissions (Scope 1 and 2) per kL of Total High Value Product, Lytton refinery (tCO2e / kL)	0.1492
	Total emissions (Scope 1 and 2) per kL of Total Fuel Throughput, Terminals (tCO2e / kL)	0.0020
	Total emissions (Scope 2) Convenience Retail - location-based method (tCO2e)	80,439
	Total emissions (Scope 2) Convenience Retail - market-based method (tCO2e)	73,474

Criteria Used as the Basis of Reporting

We assessed the Information Subject to Assurance against the Criteria. The Information Subject to Assurance needs to be read and understood together with the Criteria, being Ampol Limited policies, procedures, and methodologies as documented in Ampol Limited's Basis of Preparation (the Criteria).

Basis for Conclusion

We conducted our work in accordance with Australian Standard on Assurance Engagements ASAE 3000 *Assurance Engagements Other than Audits or Reviews of Historical Financial Information* (ASAE 3000) and ASAE 3410 *Assurance Engagements on Greenhouse Statements* (collectively, the Standard). We believe that the assurance evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

In accordance with the Standards we have:

- used our professional judgement to plan and perform the engagement to obtain limited assurance that we are not aware of any material misstatements in the Information Subject to Assurance, whether due to fraud or error;
- considered relevant internal controls when designing our assurance procedures, however we do not express a conclusion on their effectiveness; and
- ensured that the engagement team possess the appropriate knowledge, skills and professional competencies.

Summary of Procedures Performed

Our limited assurance conclusion is based on the evidence obtained from performing the following procedures:

- enquiries with relevant Ampol personnel to understand the internal controls, governance structure and reporting process of the Information Subject to Assurance;
- reviews of relevant documentation including management's Basis of Preparation;
- analytical procedures over the Information Subject to Assurance;
- walkthroughs of the Information Subject to Assurance to source documentation;
- evaluating the appropriateness of the Criteria with respect to the Information Subject to Assurance; and
- reviewed the Report in its entirety to ensure it is consistent with our overall knowledge of the assurance engagement.

Inherent Limitations

Inherent limitations exist in all assurance engagements due to the selective testing of the information being examined. It is therefore possible that fraud, error or material misstatement in the Information Subject to Assurance may occur and not be detected. Non-financial data may be subject to more inherent limitations than financial data, given both its nature and the methods used for determining, calculating, and estimating such data. The precision of different measurement techniques may also vary. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, evaluation and measurement techniques that can affect comparability between entities and over time.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not express a reasonable assurance conclusion.

KPMG ASSURANCE STATEMENT CONTINUED

Misstatements, including omissions, are considered material if, individually or in the aggregate, they could reasonably be expected to influence relevant decisions of the Directors of Ampol.

Use of this Assurance Report

This report has been prepared solely for the Directors of Ampol for the purpose of providing an assurance conclusion on the Information Subject to Assurance and may not be suitable for another purpose. We disclaim any assumption of responsibility for any reliance on this report, to any person other than the Directors of Ampol or for any other purpose than that for which it was prepared.

Management's Responsibility

Management are responsible for:

- determining appropriate reporting topics and selecting or establishing suitable criteria for measuring, evaluating and preparing the Information Subject to Assurance;
- ensuring that those criteria are relevant and appropriate to Ampol and the intended users; and
- establishing and maintaining systems, processes and internal controls that enable the preparation and presentation of the Information Subject to Assurance that is free from material misstatement, whether due to fraud or error.

Our Responsibility

Our responsibility is to perform a limited assurance engagement in relation to the Information Subject to Assurance for the period 1 January 2024 to 31 December 2024 (except where otherwise stated), and to issue an assurance report that includes our conclusion based on the procedures we have performed and evidence we have obtained.

Our Independence and Quality Management

We have complied with our independence and other relevant ethical requirements of the *Code of Ethics for Professional Accountants (including Independence Standards)* issued by the Accounting Professional and Ethical Standards Board, and complied with the applicable requirements of Auditing Standard on Quality Management 1 to design, implement and operate a system of quality management.

KPMG

KPMG

24 February 2025