

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 fuels¹, 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 CO₂ emissions annually¹, 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.