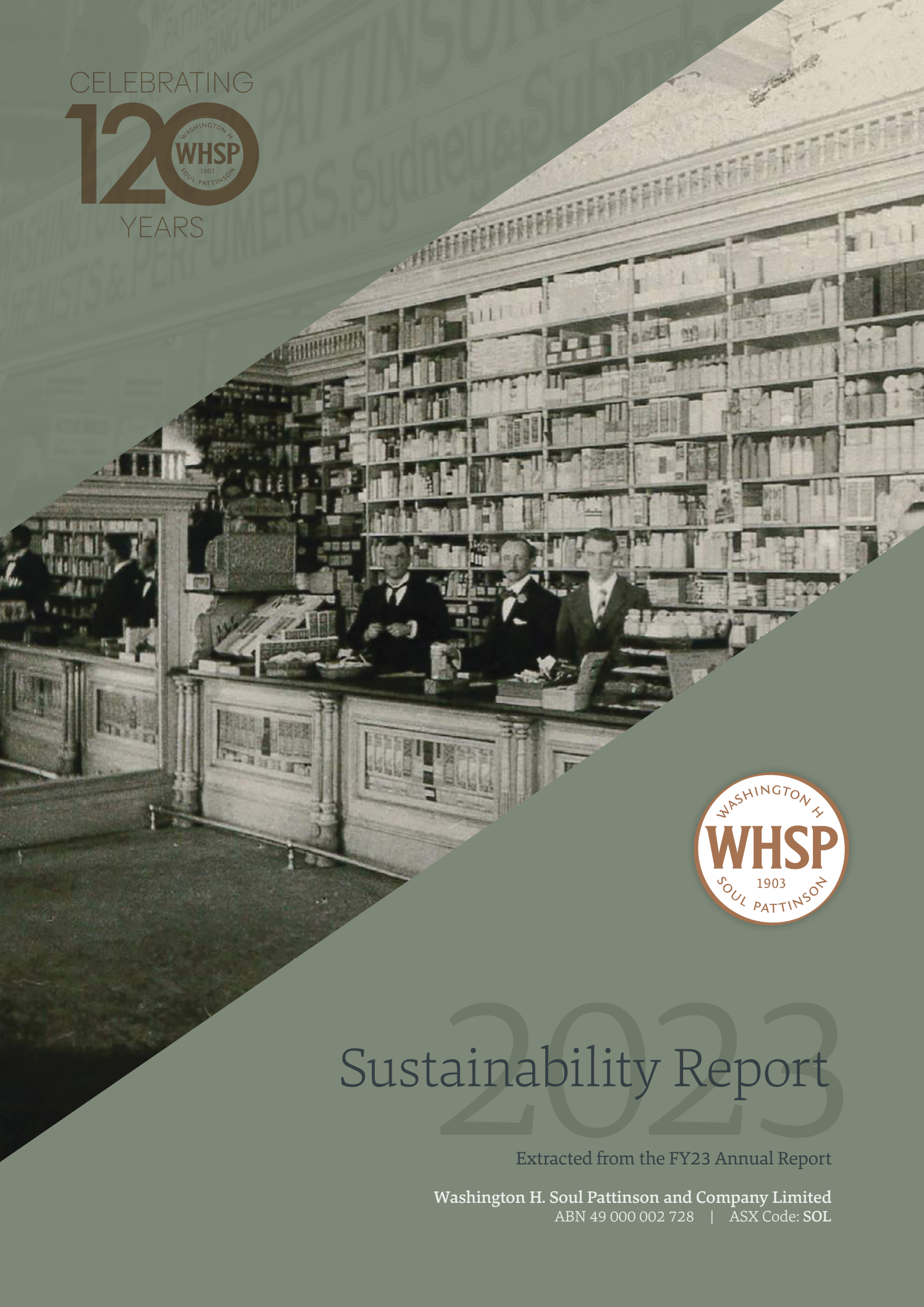


CELEBRATING



YEARS



Sustainability Report

2023

Extracted from the FY23 Annual Report

Washington H. Soul Pattinson and Company Limited
ABN 49 000 002 728 | ASX Code: SOL



Sustainability Report



CEO & Managing Director's Introduction

WHSP's investment philosophy is anchored in long-term, sustainable outcomes. For the last 120 years as a public company, we have contributed to improving businesses, creating employment, and investing in communities which continues to create inter-generational value for our shareholders.

We take the long-term view and work together with our investment businesses and their stakeholders to build value over time. WHSP's current portfolio encompasses both public and private assets, and our flexible mandate allows us to seek opportunities in a range of industries.

As a responsible investor, owner and operator, WHSP continues to focus on Environment, Social, and Governance initiatives across our portfolio. Our principles-based approach to ESG is one of continuous improvement across those operations under our direct control and to engage, influence and monitor performance across our broader investment portfolio.

Our key areas of progress in Sustainability and ESG in the current reporting period were:

- Continued engagement with major investee companies on managing climate-related risks and opportunities
- Continued incorporation of ESG factors into investment analysis and decision making
- Demonstrable progress in driving employee engagement and wellbeing
- Investment in new ESG capability
- Expansion of employee incentives to align with shareholders
- Upgrade of our Risk Management Strategy on ESG and climate risks
- Expanded remit of the Remuneration Committee to include People & Culture
- Continued investment in our communities

Our approach to ESG

We believe our role as active and disciplined investors is to find and back the next generation of sustainable businesses. We engage, influence and monitor performance on ESG across our portfolio, and our level of influence depends on our level of ownership.

We focus on being a responsible owner and operator, rather than divesting assets. It is unclear to us how the shifting of assets from one owner to another creates improvement in ESG. In fact, we believe companies like WHSP are most suited to driving change through our active engagement and long-term investment philosophy.

Our direct operations are based in an energy efficient Sydney office which is managed by a diverse team of 51 people with strong attention to corporate governance standards. We foster a culture of risk management and performance. We have always looked after our staff, as reflected in the feedback from our inaugural employee engagement survey this year. And we invest heavily in the communities in which we operate, dating back to 1940 when our founder, Lewy Pattinson, donated the first aeroplane to the Royal Flying Doctors Service – our philanthropy partner to this day.

We regularly engage with our growing shareholder base and have continued to sustain wealth generation for our shareholders over many decades, never missing a dividend payment since 1903. We approach the management of our business with an "owner's mindset" which aligns our actions with shareholders.



The Royal Flying Doctors Service's first aeroplane, donated in 1940 by our founder, Lewy Pattinson.

This mindset continues in our influence on businesses we own, in whole or in large strategic holdings. We adopt a collaborative approach with those boards and management teams to drive sustainable outcomes across business practice, risk management, governance, ESG and disclosure.

In our broader investment portfolio, we hold stakes in over 200 investments. Our core competency is identifying and responding to emerging risks by ensuring our investments are equipped to manage through change – be it the energy transition and decarbonisation, workplace safety, employee management, stakeholder relationships, data security, good governance and risk management.

We are long term investors and thoughtful allocators of capital, and we will continue to guard our strong reputation which stems from doing the right thing by people and communities – a core principle since foundation.

Todd Barlow

CEO & Managing Director

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Our approach to sustainable investing

Our *Sustainable Investment Policy*¹ sets out our philosophy, and how we identify relevant ESG factors in current and potential investments.

During the current reporting period, MSCI and Standard & Poors updated our Global Industry Classification Standard (GICS) classification from Energy to **Financials** (sub industry: diversified financials) which more accurately reflects our business and core expertise.

As an Australian investment management business with \$10.8 billion in Net Asset Value, WHSP's goal is to be aligned with the International Sustainability Standards Board (ISSB) standards S1 and S2 on sustainability and climate-related financial disclosure (June 2023), and the emerging Australian Accounting Standards Board (AASB) requirements likely to be in place by FY25. WHSP is currently undergoing a gap analysis to align our future reporting obligations.

WHSP is following closely the development of the global and Australian sustainability and climate-related financial disclosure standards. WHSP is adopting the TCFD framework across our direct operations, and we are working on an emissions and sustainability measurement and reporting framework.

Sustainability in our direct operations

Includes WHSP's head office in Sydney, our 51 direct employees and our 7 Non-Executive Directors as at 31 July 2023. WHSP's direct operations manage the Group's investment portfolios.

Our approach to ESG in our direct operations is:



Environment: achieving carbon neutral operations that source renewable electricity and are managed to high environmental standards.



Social: investing in employee diversity, training and engagement, capability building, culture building, and community investment.



Governance: driving strong attention to governance and risk management that integrates ESG into investment decision-making.

1. <https://www.whsp.com.au/wp-content/uploads/2021/07/Sustainable-Investment-Policy-2021.pdf>

Environment

Emissions

At WHSP we recognise the importance of managing climate-related risks and we are committed to continuously improving the way we monitor and manage our impact where we have the most influence: our direct operations and controlled investments.

In FY23 we commenced the development of a carbon emissions measurement and reporting framework as a step towards alignment with the ISSB S1 and S2 standards and rapidly evolving Australian emissions reporting standards. In response to regulatory changes, we are developing a roadmap for how we will measure and report Scope 1 and Scope 2 carbon emissions for our direct operations and our entire investment portfolio by FY25.

In FY23 our estimated Scope 1 and Scope 2 greenhouse gas (GHG) emissions for our direct operations were 38 tonnes CO₂e, a slight increase from our emissions for FY22 and FY21. Over 90% of our emissions were related to electricity purchased through the grid – all of which was sourced from Accredited GreenPower generators since August 2022. We maintain our investment in 50 tonnes of Australian Carbon Credit Units (ACCU) in the Warrego Carbon Project that is establishing permanent native forests in Queensland and, together with the purchase of GreenPower, have offset all our Scope 1 and Scope 2 emissions for our direct operations in FY23.

Our leased office at 151 Clarence Street 'Barrack Place' is managed by Investa, and in FY23 it achieved ***National Australian Built Environment Ratings*** of:

- 6/6 Star Rating for Electricity (with 76% GreenPower sourced)
- 4/6 Star Rating for Water

Barrack Place is a Platinum Certified member of the International WELL Building Institute for advancing human health and wellbeing

Social

Our stakeholder relationships are critical to our success. In FY23 we engaged independent external consultants to conduct a survey of our current shareholders and the broader investment community to tell us what is most important to them. We also asked our employees what was most important to them using a formal engagement survey. The most important factors for both shareholders (current and potential) and current employees which scored very highly, were:

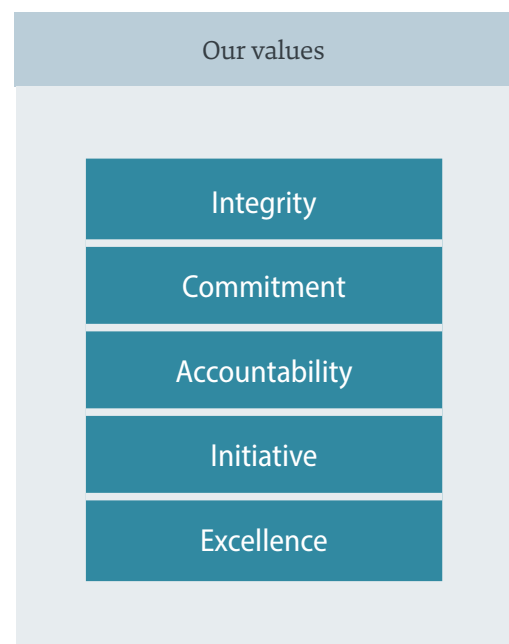
- Honesty and integrity in dealings
- Stable and successful leadership
- Prioritising shareholders' interests
- High prudential standards
- Superior profitability and returns
- Employee wellbeing
- Good culture
- Internal systems and processes

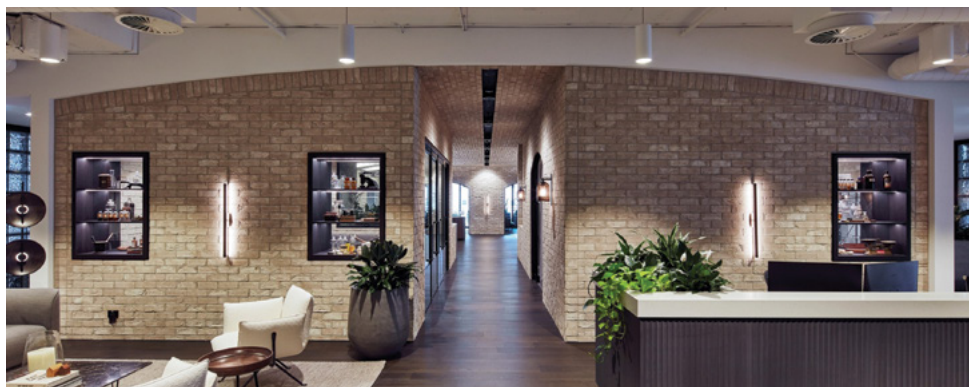
Our employees

Our employees are our greatest asset and critical to delivering on these factors and the long-term success of WHSP. In expanding the Board's oversight to include People and Culture as part of the Remuneration Committee, WHSP has made demonstrable progress in achieving a more diverse, inclusive and safe workplace. WHSP complies with all requirements for creating, in so far as is reasonably practical, a healthy and safe workplace in accordance with the Work Health and Safety Act.

To assess engagement in FY23 we conducted a formal engagement survey across all employees, which will continue on an annual basis and help us to identify areas for ongoing improvement.

- **95%** of employees indicate their direct manager cares about their wellbeing
- **86%** rate the culture positively
- **90%** would recommend WHSP to their network as a place to work
- **92%** agree that people from all backgrounds have equal opportunities to succeed at WHSP





ESG Capability added

- Chief Operating Officer
- Company Secretary
- GM Corporate Affairs
- Senior Legal Counsel
- Administration roles

One-quarter of our current employees have served this company for over 10 years. As our business continues to grow, so has our focus on supporting employees to build their resilience skills, career progression, and capacity. Actions taken in FY23 include:

- **Career development and upskilling** through targeted internal and external professional development courses as well as our regular intake of paid interns who simultaneously complete their university studies while embarking on their first role in financial services
- Expansion of our **wellbeing and inclusion** activities including
 - Offering financial planning support through partner Invest Blue and covering initial consultation costs
 - 24-hour Employee Assistance Program extended to employee family members
 - Bonus annual leave days
 - Flexible work hours
 - Promotion of inclusive recruitment practices, including female employment
- Increased focus on our **employee retention program** where all permanent employees are invited to participate in the Long Term Incentive share rights plan - further aligning our organisation with the outcomes desired by shareholders, while supporting retention of key management

Further details on remuneration and performance development can be found in our Remuneration Report.

Investing in our Communities

WHSP is committed to leveraging our services, time, and philanthropy to support not-for-profit organisations and build resilience in our communities.

We are proud to continue our long-standing partnership with the Royal Flying Doctors Service (est. 1940). During FY23 WHSP donated \$55,000 to fund the purchase of another DXMx Satcom unit. Over the last three years, WHSP’s donations have allowed all nine of the RFDS’ B200s aircraft fleet now to have Satcom units installed.

WHSP also supports the RFDS through services and time – in FY23 and FY24 we continue to support the RFDS Eastern Division to develop its Sustainability and Emissions Strategy and Action Plan.

The Milton Foundation is dedicated to supporting disadvantaged members of the community. The Foundation started in 1988, was acquired through the merger of WHSP and Milton in 2021, and has now grown to \$2.5 million in net assets, supporting a distribution of \$180,000 in FY23 (FY22: \$130,000). This included investment in a partnership with Black Dog Institute.

Mental health is a focus area for WHSP as it is important to our employees and helps build resilience in the communities in which we operate.

The World Health Organisation estimated that depression will be the leading health concern worldwide by 2027, and reported that suicide is the leading cause of death in Australia for 14-24 year olds.

In June 2023, WHSP donated \$100,000 to the Black Dog Institute (BDI) to support the world-first Future Proofing Study which represents the largest longitudinal study aimed at preventing depression and anxiety in young people. This funding enables employment of a researcher for one year to help fill critical research gaps, investigate strategies to improve youth mental health and deliver interventions at scale.



Proudly
Supporting



Royal Flying
Doctor Service

"Thanks to the generous support of Washington H Soul Pattinson, Flightcell satcom units are active across our entire Beechcraft King Air B200s fleet. Our aeromedical crews evacuate injured people from emergency situations in remote areas 24 hours a day, seven days a week. Each aircraft they travel on is fitted out to be a critical-care medical unit. Our emergency retrieval team need state-of-the-art equipment to perform the highly skilled and challenging work they do day in, day out. The addition of Flightcell satcom units for all our B200 aircraft ensures all our pilots can be in contact through radio or their mobile phones anywhere in the country, at any altitude, allowing us to operate at the highest possible safety levels, safeguarding the welfare of the critically ill patients we transport."

– Greg Sam, CEO, Royal Flying Doctor Service South Eastern Section



Pictured above is our Chairman, Rob Millner, with Ben Hinton, Senior Base Pilot, inspecting the Flightcell satcom units.

Pictured below and left is the VH-URE aircraft donated by Lewy Pattinson which operated from Broken Hill in the 1940s.



Governance and Risk Management

Our Board is committed to the highest standards of risk management and corporate governance.

The Board considers a range of ESG issues for existing and potential investments on an ongoing basis. Supporting this process is the Management Investment Committee which convenes every fortnight. Led by our CEO and CIO, it involves our lead portfolio managers and encourages cross-collaboration on new investment ideas, and the risks and opportunities within the investment portfolio as a whole.

- 38% female board representation
- Majority independent NEDs and Lead Independent Director
- Range of industry experience helps to inform renewal and succession planning

While due diligence differs by portfolio and by investment, there are three core gateways for assessing new opportunities:

- **exploration:** seeking out investments with strong, long-term total returns
- **selection:** identifying best-in-class businesses with clear growth avenues
- **opportunity:** conducting due diligence across financial, legal, commercial and ESG

All investments in WHSP's portfolio are complemented by a disciplined risk management approach which aligns to WHSP's new Risk Management Strategy approved by the Board in May 2023.

Additional examples of how we have strengthened governance procedures during FY23 include:

- strengthening compliance around our **supplier onboarding process** (including establishing a supplier register) as part of our commitment to modern slavery and other regulatory compliance (including cyber security, climate-risk, data privacy, anti-money laundering, and workplace inclusivity)
- completing a **cyber security review** in conjunction with our external cyber team, resulting in
 - the introduction of monthly security awareness training for all employees
 - stronger security and monitoring
 - completion of independent External Penetration Testing for identifying and closing out vulnerabilities
 - deployment of Sophos Managed Detection and Response (MDR) to all company devices and servers which enhances threat detection and response capabilities, 24/7
 - updating our Disaster Recovery Policy and Disaster Recovery testing
 - implementing Zero Trust Network Access for our Enterprise Resource Planning system
 - increased collaboration with our controlled investments on improving overall cyber defence

Sustainability in our controlled investments

Includes WHSP subsidiaries controlled by WHSP but operated independently with separate boards, management teams, staff, and processes.

		<p>Agriculture & Water Investments</p>
<ul style="list-style-type: none"> • Electrical engineering • Initial investment: 2005 • 100% owned (from May 2022), independently operated 	<ul style="list-style-type: none"> • Swim school operator • Initial investment: 2018 • 100% owned, independently operated 	<ul style="list-style-type: none"> • Irrigated horticulture • Initial investment: 2019 • 99% owned, management outsourced

Our approach to ESG in our controlled subsidiaries is:



Environment: supporting the energy transition through the development of new technologies and innovation, and responsibly managing climate-related risks.



Social: extending across employee safety, health and wellbeing.



Governance: our role as active and responsible owners with influence on governance and strategy through board involvement, advisory, management selection and engagement, training and compliance, and high operating standards.

Environment

The importance of managing climate-risk and mitigating our impact where possible is integral to our role as investors, and we are committed to ongoing assessment of resilience and associated financial impacts for our controlled investments, and improving relevant disclosures. See page 76 for more detail on our emissions reporting framework, metrics, data and calculations. Our TCFD index table is shown on page 78.

Developing Technologies to Support the Energy Transition

WHSP is attracted to investment opportunities that have a competitive advantage in the energy transition, and we recognise that both traditional energy sources and technological innovation are essential for the transition to a lower carbon economy.

Ampcontrol is one such example. A leading designer and developer of integrated electrical, electronic and control solutions to improve safety and efficiency in mining, renewable energy generation, infrastructure and industrial applications, it is a participant in the Net Zero Pathways Project (an initiative of the Office of Energy and Climate Change, NSW Treasury) and closely monitors its GHG emissions footprint.

Ampcontrol is meeting the service needs of multiple customers through the provision of products that deliver economic and environmental advantage, such as:

- **Solar Qube**, a standalone power system providing remote area power
- **Gilghi**, off-grid containerised water treatment solution that has been recognised for its social impact in remote and regional communities
- **DRIFTEX**, battery electric vehicle for underground mining application



Bronze Recipient

Bronze award for commitment and progress with Sustainability Advantage over the past 2 years – Office of Energy & Climate Change, NSW Treasury

Image of Driftex during WHSP Board of Directors site visit, June 2023





WHSP's Board of Directors on a tour of Ampcontrol's Tomago facilities in June 2023

Social

Through our controlled investments, WHSP indirectly employs thousands of people and we are committed to ongoing improvement in the management of work health and safety. This is a key priority for WHSP's risk management and investment performance.

Aquatic Achievers – committed to safety

An example of where WHSP seeks to influence continuous positive change across safety, customer experience, and governance through ongoing insight and collaboration is Aquatic Achievers.

Our ownership of Aquatic Achievers brings tangible benefits to society via quality aquatic education and improving the safety and confidence of children around water.

Aquatic Achievers has implemented improvements in work health and safety management systems across all current swim school locations since we acquired the business in 2018, with zero serious injuries in this time. During FY23 Aquatic Achievers acquired two new businesses – Carlile Swimming and Kirby Swim – as part of its transformation into one of Australia's largest private swimming school groups. Aquatic Achievers is committed to maintaining this positive trend as it embeds a unified safety strategy framework across Carlile Swimming and Kirby Swim.

Our Agriculture Portfolio – investing in regional employment and rural communities

WHSP Agriculture holds a portfolio of farms that employ over 70 full time employees and hundreds of seasonal casual employees each year as part of our investment in regional employment and rural communities. Improving Work Health and Safety management has been a key focus for all the farms in the Agriculture Portfolio. All employees have been upskilled and onboarded with Safe Ag Systems online safety management system. The Safe Ag app is used by all managers and supervisors to manage and monitor safety on the farms.

Developing the next generation of talent is also a priority, with a cadetship program recently launched. Shiva Shamugam completed a Bachelor of Science majoring in Biochemistry and Molecular Biology, in addition to a Bachelor of Advanced Studies in Agriculture. Arriving at the Mildura Citrus orchard to start her cadetship in early 2023, Shiva represents the next generation of horticultural expertise and was attracted to a farm like Mildura – a 358-ha group of citrus orchards in Colighan, Victoria – producing premium quality table citrus with technological and scientific advancements to optimise crop growth and production.



"My time on this farm has been nothing short of amazing. I learn something new almost everyday, be it agronomy related or how to drive a new farm implement. This is a great work environment to be a part of, and the team here in Mildura Citrus have been so welcoming and always happy to teach me new things and lend me a hand. I hope to continue working on this property for the coming years, and help to shape it into becoming one of Australia's premium citrus growers!"

– Shiva Shamugam

Governance and Risk Management

While all our controlled investments are independently operated, managed and governed, WHSP's role is to engage and influence the building of culture and practices of strong governance through regular interaction and risk monitoring.

This influence is evident in our investment in Ampcontrol, which started out as smaller partnership-style capital in 2005 and has since grown to 100% ownership (from May 2022). In partnership with Ampcontrol, WHSP is driving positive change across the business in our role as owner, strategic advisor, and through board representation. This includes:

- Leveraging WHSP expertise and knowledge to improve operational performance and commercialisation strategies
- Recruitment of industry leaders to the board (ex-CSIRO) and senior management team (new CFO appointment), and establishing Board reporting frameworks and frequency
- Enhancing safe working practices and culture through implementation of the award-winning Live Work Better program
- Introducing new policies to enhance risk management, and strengthening existing policies such as whistleblower reporting

WHSP's Risk Management Strategy identifies the most material ESG risks and opportunities at every stage of the business life cycle for our investment entities.

Sustainability in our substantial investments

Includes significant investments in listed companies.

Our approach to ESG in our substantial investments is to engage, influence and monitor performance:



Environment: responding and adapting to security of energy supply and influencing climate-risk analysis and disclosure.



Social: encouraging investment in the communities in which they operate through safe employment, investment in skills and training.








Governance: being active and responsible investors with influence on strategy, and monitoring compliance with regulation and disclosure.

The operations and related risks of every company we invest in are managed by the directors and management of that company. As active investors and owners, we provide counsel on strategy, monitor their performance/valuation, and encourage the businesses we partner with to adopt the values which have served WHSP.

Active ownership includes appointment of a WHSP representative to the board of the investee company to work alongside their board and management, and achieve positive change in areas such as business practice, risk management, governance, sustainability, and disclosure. WHSP's management team also regularly engage with our investee companies to keep informed on all ESG-related initiatives.

The below table provides a high level summary of ESG initiatives being undertaken by those large investments within our Strategic Portfolio and a link to further information.

Investment	ESG highlights in FY23
	<ul style="list-style-type: none"> ✓ Targeting 15% reduction in GHG emissions (scope 1 and 2) by 2030 from a 2022 baseline across Australia and North America ✓ Exceeded 2025 goal of investment in emissions abatement ✓ Progressing towards a circular economy ✓ Continued reduction in Long Term Injury Frequency Rates <p>Link to source: https://investors.brickworks.com.au/sustainability-reports/</p>
	<ul style="list-style-type: none"> ✓ Identification of abatement opportunities is evolving into an enterprise-wide decarbonisation strategic framework ✓ Established Sustainability and People Committee ✓ Continued progress with rehabilitation, waste & recycling management, and water stewardship ✓ Community Consultative Committee <p>Link to source: https://newhopegroup.com.au/sustainability/</p>
	<ul style="list-style-type: none"> ✓ Targeting Net Zero emissions across the value chain by 2050 ✓ Targeting 100% renewable electricity for Australian operations by 2025 ✓ Committed to strengthening cyber security and protecting customer data ✓ Targeting increased female representation across leadership (45%), STEM functions (20%) and all employees (35%) in Australia by calendar end 2024 <p>Link to source: https://www.tpgtelecom.com.au/sustainability</p>

Investment	ESG highlights in FY23
	<ul style="list-style-type: none"> ✓ A focus on ethical and sustainably driven funds ✓ Oversight of compliance with ESG mandates ✓ Monitoring of carbon risk exposure ✓ ESG integration in internally managed funds, voting and engagement activity <p>Link to source: https://pengana.com/responsible-investing/</p>
	<ul style="list-style-type: none"> ✓ Investigating design for rehabilitation across all sites and trials underway at Cracow Gold Mine ✓ Introduced water efficiency program ✓ Actively reducing carbon footprint and supporting renewable energy ✓ Implementation of International Council on Mining and Metals (ICMM) aligned risk management system <p>Link to source: https://www.aerisresources.com.au/sustainability/</p>
	<ul style="list-style-type: none"> ✓ Oversight of ESG risks at all levels ✓ Board Risk and Sustainability Committee ✓ Group Sustainability Management Committee ✓ Group Sustainability Technical Committee <p>Link to source: https://apexhealthcare.com.my/sustainability-statement/</p>
	<p>Tuas is a relatively new company which operates in Singapore's mobile market, seeking to establish itself as profitable. Given its early stage, it does not purport to hold sophisticated policies and procedures around sustainability, but the board considers sustainability matters as it makes decisions as outlined in the Annual Report.</p> <p>Link to source: https://tuas.com.au/investors.html</p>

Sustainability in our broader portfolio

Includes actively traded equity investments and other financial instruments.

WHSP undertakes regular engagement with our investee companies. Engagement on ESG issues is considered in the context of WHSP's investment and our Risk Management Strategy. As an active investor, voting rights are exercised with the primary objective of upholding the interests of our shareholders by protecting and enhancing the value of our individual investments.

To help improve ESG-related disclosure across our entire portfolio, WHSP is upgrading reporting tools and systems to help drive positive and sustainable portfolio outcomes.

Metrics

Greenhouse Gas Emissions

(tCO ₂ -e)	FY23		FY22		FY21	
	Scope 1	Scope 2	Scope 1	Scope 2	Scope 1	Scope 2
WHSP direct operations ¹	3	35	4	32	3	33
Controlled investments (at 31 July 2023) ²	3,717	6,545	48,661	4,683	48,795	2,470
New Hope (controlled until 29 July 2022) ³	–	–	608,493	57,778	410,431	58,175
Total	3,720	6,580	657,158	62,493	459,229	60,678

Sources: independent carbon consultants, Greenbase, company data, company estimates

1 WHSP direct operations includes:

- Emissions from purchased electricity for our leased office at 151 Clarence Street and petrol used in a company-owned vehicle.

2 Controlled investments include:

- FY23: Ampcontrol, Aquatic Achievers (including 1 month of Carllie Swimming and 4 months of Kirby Swim), WHSP Agriculture (99% owned), and Property Trusts
- FY22: Round Oak (until divested 1 July 2022), Aquatic Achievers, Ampcontrol (from 31 May 2022), WHSP Agriculture (98% owned), and Property Trusts
- FY21: Round Oak, Aquatic Achievers, WHSP Agriculture (97% owned), and Property Trusts.

3 New Hope includes:

- FY22: New Hope, excluding the 20% of Bengalla operations not owned
- FY21: New Hope, excluding the 20% of Bengalla operations not owned
- This presents 100% of New Hope's emissions for the period it was a controlled entity. For FY21 and FY22, WHSP's shareholding in New Hope was 43.9% and 39.9%, respectively.

Emissions estimates for FY21 and FY22 were prepared by independent carbon consultants based on data reported by WHSP and its subsidiaries for National Greenhouse and Energy Reporting (NGER) requirements. WHSP was required to report Scope 1 and Scope 2 GHG emissions under the NGER Scheme based on its emissions profile at the time.

For FY23, WHSP's emissions profile changed due to the following:

- New Hope no longer controlled from 29 July 2022
- Round Oak sold to Aeris on 1 July 2022
- Ampcontrol acquired from 31 May 2022.

Emissions estimates for FY23 were prepared by Greenbase based on data reported by WHSP and its subsidiaries. Where company operational data was not available as inputs for emissions calculations, estimates were used based on prior year data or financial invoices. The significant decrease in Scope 1 and Scope 2 emissions in FY23 is due to the deconsolidation of New Hope and the sale of Round Oak (within controlled investments), both of which occurred late in FY22. WHSP's investments in New Hope and Aeris will be included as substantial investments in future emission disclosures, which remain under development as further described below.

The intention of our GHG emissions disclosure in this year's annual Sustainability Report is to take another step towards alignment with the ISSB S1 and S2 standards and evolving Australian emissions reporting standards. We have provided emissions estimates for the current financial reporting period, and included New Hope's 80% share of Bengalla in our disclosure for the relevant years, FY21 and FY22.

We are developing a roadmap for how we will measure and report the Scope 1 and Scope 2 emissions and emissions intensity of our entire \$10.8 billion investment portfolio by FY25 and Scope 3 emissions by FY26.

Further commentary on New Hope's sustainability approach and disclosure can be found in their FY23 sustainability report available via their website: <https://newhopegroup.com.au/sustainability/>

Workforce Diversity

WHSP is committed to fostering a diverse and inclusive workplace.

In FY22, 47.5% of our employees identified as female, which increased to 51% in FY23.

Category	Male	Female	Total
Executive Management (KMP)	2	–	2
Senior Management	9	3	12
Managers	5	1	6
Professionals	6	15	21
Interns	3	7	10
Total headcount FY23*	25	26	51

* Includes full time, part time, casual and contractors.

WHSP Policies

WHSP has a policy obligations register for employees and regularly reviews and updates policies. Policy compliance and breaches are regularly reviewed by the Risk Committee and where appropriate, the Board. The full list is outlined here, some of which are available to view* on our website: <https://www.whsp.com.au/corporate-governance/>

- *Anti-Bribery and Corruption Policy**
- *Appropriate Workplace Behaviour*
- *Climate Change Policy**
- *Code of Conduct*
- *Continuous Disclosure Policy**
- *Cyber Security Incidence Response Plan*
- *Data Classification and Control Policy*
- *Derivative Trading and Financial Hedging Policy*
- *Diversity Policy**
- *External Auditor Independence Policy*
- *Human Rights Policy**
- *Internal clearance process*
- *IT Backup Recovery Plan*
- *Securities Trading Policy**
- *Sustainable Investment Policy**
- *Tax Governance Framework*
- *Whistleblower Policy**

Regular internal compliance training on policies and practices is provided for all employees, which in FY23 included:

- Cyber security education
- Anti-money laundering
- Workplace safety (sexual harassment training)

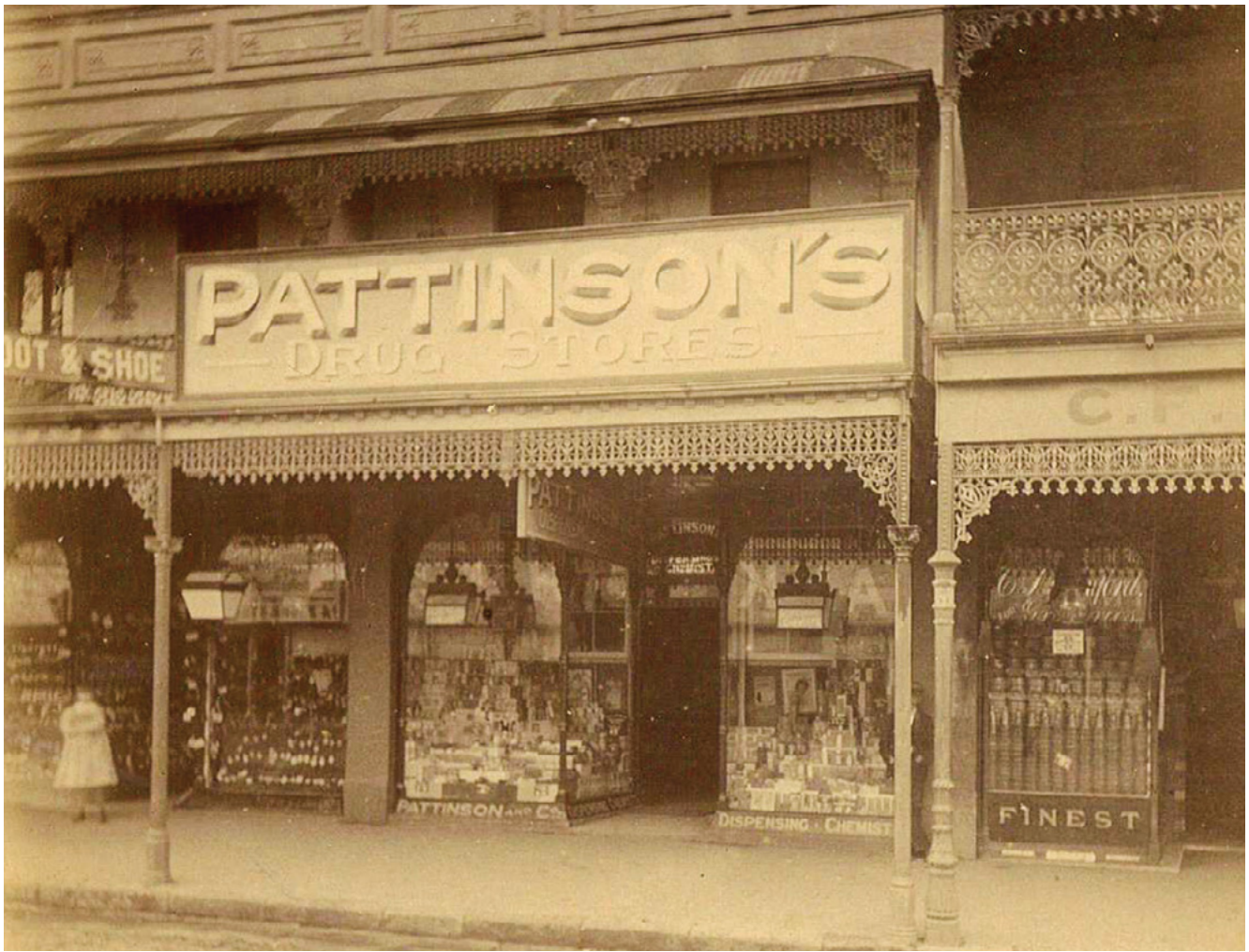
Appendix

Task Force on Climate-related Financial Disclosures

We support the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), which was established by the Financial Stability Board with the aim of improving the reporting of climate-related risks and opportunities.

TCFD index table

TCFD Recommendation	TCFD Recommended Disclosure	Where reported
Governance Disclose the organisation's governance around climate-related issues and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	Pages 59–60 Sustainability Report – Pages 70–75
	b) Describe the management's role in assessing and managing climate-related risks and opportunities.	Pages 59–60 Sustainability Report – Pages 70–75
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's business, strategy and financial planning where such information is material.	a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term.	Strategy – Page 32 Description of key risks – Page 163 Sustainability Report – Pages 70–75
	b) Describe the impact of climate-related risks and opportunities on the organisation's business, strategy, and financial planning.	Strategy – Page 32 Description of key risks – Page 163 Sustainability Report – Pages 70–75
	c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Strategy – Page 32 Sustainability Report – Pages 70–75 Climate scenario analysis has been done for specific investments but not across the entire investment portfolio.
Risk management Disclose how the organisation identifies, assesses and manages climate-related risks.	a) Describe the organisation's processes for identifying and assessing the climate-related risks.	Risk management – Pages 61–62 Sustainability Report – Pages 70–75 How we manage risk – Page 163 Description of key risks – Pages 163
	b) Describe the organisations processes for managing climate-related risks.	
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	
Metrics and targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Direct operations metrics – Page 67 Controlled investments metrics – Page 76
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	GHG emissions data – Page 76
	c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Climate-related targets have not been set to date.



Registered Office

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