OUR ESG FRAMEWORK AND STRATEGY

As part of our *Evolve* strategic pillar, we have refreshed our ESG Framework and Strategy. Our ESG Framework and Strategy aligns to our business strategy, our purpose and our PEXA values and was developed in consultation with key stakeholders with a focus on best practice and global ESG standards.

Informing our strategy and framework were outcomes from our Materiality Assessment (refer 'Materiality: Measuring What Matters'). We use this framework, supported by our strategy roadmap, to focus efforts on our most material issues, prioritise our impact metrics and deliver more structured disclosures.

Our strategy approach considered the United Nations Sustainable Development Goals (SDG's) and targets and the 10 principles of the UN Global Compact.

Our roadmap, refreshed strategy and assessment of material topics is intended to contribute SDGs 3, 5, 8, 9, 11, 13, 16 and 17.

Our purpose

CONNECTING PEOPLETOPLACE

Strategic pillars



Maintain leading position



Adjacent solutions supporting existing and new customers



Create
Exchange-like economics
offshore



Deliver purpose, drive sustainable returns

ESG Framework

PEXA is committed to creating positive and responsible impact in our communities by managing our ESG risks and opportunities and delivering measurable outcomes towards a sustainable future. Our ESG Framework supports this commitment and our group strategy by helping guide our activities aligned to our strategic focus areas and material issues.

Strategic focus areas and material issues

Governance **Customer & Product** People & Community **Environment** Ethically and responsibly Delivering secure digital Working towards outcomes Protect our natural assets for manage our key risks, uphold infrastructure, insights and by supporting industry and our future generations by supporting best practice governance and improving customer experience communities to make positive sustainable communities, communicate openly with by enabling innovation and change, by leveraging our people managing carbon emissions and partnering with the right stakeholders. and their talents who lead with a climate risk. suppliers. better together culture. Ethical business principles Customer experience Climate · Carbon and energy Risk and regulatory Diversity, inclusion and reconciliation and design Data protection and privacy Innovation Sustainable communities Sustainable supply chain Wellbeing and engagement

Key measures

- · Actions and impact metrics
- Transparent annual ESG disclosures