

## 2024 Sustainability Report Highlights

# Sustainable Momentum Building on Progress



At Custom Fleet across Australia and New Zealand, we are inspired to make the world more sustainable and inclusive by driving a regenerative future.

Our commitment to building on progress and driving sustainable momentum for our people, customers, suppliers, and communities is unmatched in our industry. Here, we proudly showcase our achievements and progress in key sustainability areas including reducing emissions and promoting diversity, equity, inclusion, and belonging.



## GLOBAL HIGHLIGHTS \_\_\_\_\_ CUSTOM FLEET HIGHLIGHTS \_\_\_\_\_

### Our planet

- ▶ **44% reduction** in Scopes 1 and 2 GHG emissions<sup>1</sup>
- ▶ **62% increase** in EV originations<sup>2</sup>
- ▶ **Committed** to the Science Based Targets initiative

- ▶ **Achieved 100%** electrification of our internal fleet in Australia and New Zealand<sup>3</sup>
- ▶ **Doubled** the number of EV chargers deployed at our customer premises

- ▶ **Secured \$1M** in state and federal incentives to assist customers with fleet electrification and charging infrastructure

### Our people

- ▶ **51% women** in our workforce
- ▶ Employee engagement survey – **84%** diversity index score
- ▶ **More than 10,500** vehicle collision accidents prevented and \$61M CAD in repair spend avoided through safety products

- ▶ **Launched** our RECONCILIATION ACTION PLAN (RAP) to foster equity and inclusion for Aboriginal and Torres Strait Islander and First Nations peoples
- ▶ **Recognised** with Gold Certification at the AWEI LGBT Inclusion Awards and achieved Work 180 Endorsed Employer status as a great place to work for women
- ▶ **Active members** of Pride in Diversity, Diversity Council Australia, Rainbow Tick NZ and Supply Nation

- ▶ **Launched** our Green Light Program, exemplifying our commitment to supporting the development of emerging women leaders
- ▶ **Continued** to grow Intersection – Custom Fleet's active Business Resource Group with inclusion work focused on CULTURALconnect, PRIDE, elevateHER, and the introduction of a new stream, capABILITY to educate and create awareness of disability, mental health, neurodiversity, and wellness

### Our communities

- ▶ **30% increase** in team member volunteer hours over the previous year totaling more than 2,700 hours
- ▶ **Donated** more than \$570k CAD to non-profits

- ▶ **Continued community partnerships** with the Killara Foundation (AU), to deliver Custom Fleet's Aboriginal and Torres Strait Islander job and life skills program, and First Foundation (NZ), sponsoring tertiary education for Māori and Pasifika youth

## SHARED HIGHLIGHTS \_\_\_\_\_

### Our business

- ▶ **60% women** on our Board of Directors

- ▶ **EcoVadis Silver Medal**, top 25% of companies assessed

- ▶ **Aligned** to the Task Force on Climate related Financial Disclosures

[Read the full report](#) →

<sup>1</sup> Compared to 2019 baseline, reduction calculated utilizing Scope 2 market-based GHG emissions  
<sup>2</sup> U.S. and Canada

<sup>3</sup> 100% electrification of Australia's internal fleet was achieved in March 2024