Australian Unity
Real Wellbeing

FY25 Greenhouse Gas Inventory Report

July 2024 – June 2025

Index

Introduction

Alignment with the GHG Protocol

Welcome to the Australian Unity Limited (Australian Unity) Greenhouse Gas (GHG) Inventory Report covering the reporting period 1 July 2024 to 30 June 2025 (FY25). We're committed to measuring and reporting on our GHG emissions in line with the GHG Protocol in a complete and transparent way. This GHG Inventory Report outlines the emission boundary, provides a breakdown of our emissions across scope 1 and 2 and parts of our value chain (scope 3), explains our methodology for calculating those emissions and sets out our data capture processes.

Emissions overview

We treated our FY24 GHG inventory as our 'emissions base year', as it was the first year in which we sought an external assurance readiness assessment of our scope 1 and 2 emissions estimates (performed by KPMG). In FY25 we have moved from assurance readiness to limited assurance over our scope 1 and 2 emissions inventory. The scope, details and conclusions of the assurance process are detailed in KPMG's report, attached as Appendix 1 to this inventory.

As we will be using FY24 as our scope 1 and 2 emissions base year, we will compare our emissions profile in future reporting periods to this period's profile, to determine if we are making appropriate abatement decisions, then implementing and tracking them accordingly. We note that our FY24 emissions estimate was prepared based on considerably more estimation than our FY25 emissions estimate, and that differential comparisons against the base year may reflect improvements in data quality and may not necessarily represent movements in emissions.

We engaged an energy services advisor, Energy Action, towards the end of FY24. In addition to assisting us to procure our energy requirements across our Group, our advisor also provided us with a platform (called Utilibox) to assist with data collection and collation for emissions reporting obligations, as well as to identify potential opportunities and initiatives to further reduce our emissions. This has helped to improve our data quality for FY25.

We have published for the first time an estimate of our scope 3 (value chain) emissions. We have focused our efforts mainly on upstream, rather than downstream, emissions for various reasons, including:

- we have more accurate and comprehensive data on upstream emissions
- we have a larger upstream footprint as the few products or services we generate create a relatively small downstream emissions footprint
- we have a greater ability to influence and reduce emissions in our upstream supply chain.

Given this is the first reporting period in which we have calculated and published our scope 3 emissions estimate, it will act as our 'base year' for comparison purposes in future reporting periods.

We sought 'assurance readiness' over our scope 3 emissions, (categories 1-8 as defined in the GHG Protocol). We engaged KPMG to check whether conditions are present to conduct a future assurance engagement over our scope 3 emissions, like we did for scope 1 and 2 emissions in FY24. The purpose of this engagement is not to provide assurance on the information nor guarantee an unmodified assurance conclusion in the future.

Assurance readiness assessments help identify gaps early and support a smoother transition to mandatory reporting and assurance. This approach is considered leading practice, particularly where data is complex, sourced from multiple stakeholders, or has not previously been subject to assurance.

We have considered the findings of the assurance readiness assessment reported to us by KPMG and we intend to seek external limited assurance for our scope 3 emissions in FY26.

Emissions boundary

The emissions boundary identifies all business operations and emission sources included as part of this GHG Inventory Report.

Under the *Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004)*, when setting an organisational boundary, a company selects an approach for consolidating GHG emissions and then consistently applies the selected approach to define those businesses and operations that constitute the company for the purpose of accounting and reporting GHG emissions.

The organisational boundary for this GHG inventory has been determined using the Operational Control approach. The definition and application of the Operational Control approach and specific considerations of using this approach has been outlined as part of the GHG Protocol Corporate Standard. Under this approach, Australian Unity accounts for 100 percent of emissions from operations over which it or one of its subsidiaries has operational control.

This report includes emissions from the Australian Unity Group, comprising Australian Unity Limited (ACN 087 648 888 111) and its consolidated group entities as identified in its FY25 Annual Report which is available on our Investor Centre website.

Our emissions boundary includes those businesses principally responsible for operating the functions within the Australian Unity Group as set out in the table below. This is also the grouping we have adopted for the organisational boundaries in this GHG Inventory Report.

Organisational grouping	Operating functions contained in this grouping
Home Health	Home and clinical care services provided across both community and virtual settings, delivered by over 6,000 healthcare workers; designed to meet the ongoing health and wellbeing needs of our customers and support them to live in their preferred setting for longer
Residential Aged Care	Owns and operates 12 residential aged care facilities (some of which are integrated with retirement villages) across New South Wales, Victoria and Queensland; comprising ~1,200 aged care beds
Retirement Communities	Owns and operates 24 retirement villages (some of which are integrated with residential aged care facilities) across New South Wales, Victoria and Queensland; comprising ~2,700 independent living units
Corporate Functions	Includes three functional areas: • Wealth and Capital Markets – comprises funds management (~$14b FUM), social infrastructure (~$0.4b AUM), life products (~$2.5b FUM) and trustee services (~$0.5b FUM) businesses[1] • Retail – combining private health insurance (~160,000 policy holders) and our retail banking business (~26,000 customers)[2], seeking to provide packages and solutions that contribute to solving affordability challenges and meeting the contemporary needs of customers • Corporate – corporate operations including management of the above businesses, finance & strategy, governance, people & culture and technology.

[1] Consistent with our consolidated group entities, this includes the operations of an Australian Unity entity as a manager of a fund, but excludes the operation of assets within any of those funds.

[2] In Nov 2024 we signed an agreement to transfer our banking business to Bank Australia in late 2025. We have still included the corporate functions of the banking business in the emissions boundary for the reporting period.

The organisational boundary described above is subject to the specific exclusions noted in sections 1-11 in the "Other disclosures" part of the Notes on pages 17-24.

To maintain appropriate governance around our operational boundary, we maintain site lists within the property management systems used in each of the functional business areas. These are reviewed upon any structural changes to our operations (eg site opening/closures, consolidation, merger or acquisition activity), and reconciled against the Group's master list of insured premises.

Operational boundary

An operational boundary defines the scope of direct and indirect emissions for operations that fall within an entity's established organisational boundary.

Australian Unity has assessed the relevance of each emissions source consistent with the guidance from the GHG Protocol and our evaluation of materiality.

We have quantified emissions sources where practical to do so. For those that weren't, we assessed the potential impact of them and determined these sources were not expected to have a material impact on overall organisational emissions, and are therefore not reported (e.g. fugitive emissions). This approach is consistent with the GHG Protocol. Where emission sources have been excluded from the operational boundary further details have been provided in the following table.

Scope	GHG Emissions Category	Included/Excluded
1	Mobile Combustion	Included
1	Stationary Combustion	Included
1	Process Emissions	N/A – we are not aware of any process emissions across our operations
1	Fugitive Emissions	Excluded – we have made reasonable inquiries and concluded that we have no material fugitive emissions across our operations
2	Electricity	Included
2	Steam and Heat	N/A – we are not aware of any steam & heat emissions across our operations
3	Purchased Goods and Services	Included
3	Capital Goods	Included
3	Fuel and Energy Related Activities Not Included in Scope 1 or Scope 2	Included
3	Upstream Transportation and Distribution	Excluded – we have made reasonable inquiries and concluded that we are unlikely to have material emissions in this category as we do not engage any supply chain providers for significant transport and/or distribution services
3	Waste Generated in Operations	Included
3	Business Travel	Included

3	Employee Commuting	Included
3	Upstream Leased Assets	Excluded – we have captured our share of 'base build' emissions from buildings in which we have leased space in our scope 1 and 2 emissions estimates. Outside of this, we are not aware of any other material emissions in this category
3	Downstream Transportation and Distribution	Excluded – we are unable to collect reasonable and supportable information relating to emissions in this category without undue cost or resourcing. Our preliminary view is that emissions from this category are unlikely to be material due to the nature of our business, however we intend to confirm this for future reporting periods.
3	Processing of Sold Products	Excluded – we are unable to collect reasonable and supportable information relating to emissions in this category without undue cost or resourcing. Our preliminary view is that emissions from this category are unlikely to be material due to the nature of our business, however we intend to confirm this for future reporting periods.
3	End of Life Treatment of Sold Products	Excluded – we are unable to collect reasonable and supportable information relating to emissions in this category without undue cost or resourcing. Our preliminary view is that emissions from this category are unlikely to be material due to the nature of our business, however we intend to confirm this for future reporting periods.
3	Downstream Leased Assets	Excluded – we are unable to collect reasonable and supportable information relating to emissions from our downstream leased assets without undue cost or resourcing. We intend to improve our data collection in this area for future reporting periods.
3	Franchises	N/A – we do not operate franchise businesses
3	Investments	Excluded – we are unable to collect reasonable and supportable information relating to emissions in this category without undue cost or resourcing. We intend to improve our data collection in this area for future reporting periods.

GHG inventory and intensity metrics

Table 1: Summary GHG inventory (t CO2e)

Scope	2025	2024 (base year)	Variance (%)
Scope 1	2,585	1,992	30%
Scope 2	12,756	12,642	1%
Total Scope 1 and 2	15,341	14,634	5%
Scope 3	45,990	n/a	n/a
Total Gross Emissions	**61,331**	**n/a**	**n/a**

Our scope 1 and 2 emissions 'base year' is our estimated and published emissions footprint from FY24. The FY25 estimate is ~5% higher than last year's base year. We expect this minor increase is driven by two factors:

- A larger mobile combustion estimate for the Home Health platform, largely driven by the inclusion of the myHomecare business we acquired in March 2024 into the estimate (not included in the FY24 base year estimate)
- A larger stationary combustion estimate for the residential aged care and retirement living businesses. We anticipate this is not so much the result of an increase in emissions-generating activities; more so it is likely influenced by improvements we have made in closing data gaps and improving accuracy and reliability of consumption data across all sites.

Table 2: GHG inventory (t CO2e)

	Corporate Functions[3]	Home Health	Residential aged care	Retirement communities	TOTAL
Scope 1					
Mobile combustion	n/a	853	n/a	n/a	**853**
Stationary combustion	44	1	1,248	439	**1,732**
Fugitive emissions	n/a				
Scope 2					
Purchased electricity	836	609	8,768	2,543	**12,756**
TOTAL 1&2 EMISSIONS	**880**	**1,463**	**10,016**	**2,982**	**15,341**
Scope 3[4]					
Purchased goods & services					27,840
Capital goods					6,584
Fuel & energy-related activities					1,525
Waste generated in operations					657
Business travel					3,042
Employee commuting					6,342
TOTAL SCOPE 3 EMISSIONS					**45,990**
TOTAL GHG EMISSIONS					**61,331**

[3] Corporate Functions includes corporate operations as well as functions from Retail and Wealth & Capital Markets without material real estate assets (for example funds management, Australian Unity Life). These functions are typically housed within corporate offices and the emissions generated from their operations are relatively low.

[4] We have reported scope 3 emissions at a Group level only for FY2025 as the data was not reasonably available at a business unit level. We intend to improve the granularity of this data so that we are able to report at the business unit level in the future.

Australian Unity has identified the following emissions intensity metrics as being relevant for the purposes of this GHG Inventory Report, given its business activities and the industries in which it operates.

Table 3: Key intensity metrics (for scope 1 and 2 emissions)

Metrics	Notes	FY25	FY24
kg C02e per unit of revenue ($'000 AUD)	Group revenue as reported in Australian Unity's FY25 Financial Statements – see Table 3 below	5.20	5.95
kg CO2e per unit of CSV ($'000 AUD)	Our CSV framework measures the extent to which Australian Unity delivers social value to our customers, members and the community through the provision of goods and services across our business units. For more information see www.australianunity.com.au/about-us/our-impact	6.44	7.27
kg C02e per FTE	Overall headcount (at 30 June 2025)	1,674	1,836

Table 3: Key figures relevant to the calculation of the intensity metrics

Key figures	Source	FY25	FY24
Scope 1 and 2 emissions (t CO2e)	FY25 GHG Inventory Report	15,341	14,634
Total revenue	Annual Report (Remuneration Report)	$2,950m	$2,460m
Total community & social value (CSV)	Annual Impact Report	$2,383m	$2,012m
Total employees (Full Time Equivalent)	Payroll system	9,166	7,972

Notes

These notes include information which will help understand our GHG Inventory Report and is also material and relevant to our GHG emissions. Information is considered material and relevant if, for example:

- the amount in question is significant because of its size or nature
- it is important for understanding the overall emissions of the company and the uncertainty of the amounts
- it helps to explain the impact of significant changes in the company.

The notes are organised into the following sections:

- Basis of preparation and accounting policies
- Data quality and uncertainty
- Governance and data controls
- Key judgements, estimates and assumptions
- Emissions factors
- Other disclosures.

Basis of preparation and accounting policies

The scope 1 and 2 and the scope 3 (categories 1-8) GHG emissions inventory has been prepared in accordance with the requirements of the Greenhouse Gas Protocols: A Corporate Accounting and Reporting Standard (2004) and Corporate Value Chain (Scope 3) Accounting and Reporting Standard.[5]

The GHG emissions sources included in this inventory were identified with reference to the methodology in the GHG Protocol. These emissions were classified under the following categories:

- Direct GHG emissions (scope 1): emissions from sources that are owned or controlled by the company.
- Indirect GHG emissions (scope 2): emissions from the generation of purchased electricity, heat and steam consumed by the company.
- Value chain GHG emissions (scope 3): indirect emissions from sources up and down the value chain that are owned or controlled by third parties (suppliers and customers).

Data quality and uncertainty

The reporting period for the inventory covers the period from 1 July 2024 to 30 June 2025. The below section provides further details in relation to data quality and uncertainty associated with the emissions assessment.

Consistent with the requirements under the Australian Sustainability Reporting Standard AASB S2 (Climate-related Disclosures), we have made an assessment on the uncertainty associated with the various emissions sources included within the GHG inventory. An assessment of uncertainty across each of the emissions subcategories has been undertaken, with each subcategory being classified as either high, medium or low. This assessment takes into account uncertainty associated with both the collection of activity data as well as with the emissions factors applied in the calculation of emissions.

[5] The downstream categories (9-15) for scope 3 emissions have not yet been estimated, in part because our preliminary view is that emissions from the majority of these categories are unlikely to be material due to the nature of our business. We intend to confirm this for future reporting periods.

Table 4: Uncertainty by assessment scope and subcategory

Scope	Subcategory	Uncertainty	Additional information
Scope 1			
	Mobile combustion	Low	Consumption data provided by fleet vehicle leasing company captured from refuelling records
	Stationary combustion	Low	Natural gas consumption reported from invoice data captured in a data warehouse
	Fugitive emissions	N/A	No material fugitive emissions sources identified when making reasonable inquiries across asset management teams for each of the four business units for which scope 1 emissions were estimated
	Process emissions	N/A	No process emissions sources identified when setting operational boundary
Scope 2			
	Purchased electricity	Low	Electricity consumption reported from invoice data captured in a data warehouse
	Steam & heating	N/A	No steam & heating sources identified when setting operational boundary
Scope 3			
	Purchased goods & services	Medium	Spend-based method applied under GHG Protocol; accounts payable transaction information allocated to most appropriate category that corresponds to an emissions factor
	Capital goods	Medium	As for purchased goods & services, above
	Fuel & energy-related activities	Low	Appling method consistent with GHG Protocol, which uses electricity and natural gas consumption data captured from invoices in a data warehouse (see scope 1 and 2 above)
	Waste generated in operations	Medium	While the spend-based method applied here is consistent with that described for purchased goods & services above, it is not consistent with the GHG Protocol due to limitations in data. We used the spend-based method in this reporting period and intend to adopt one of the other methods in the GHG Protocol (supplier-specific, waste-type-specific or average-data method) in subsequent reporting periods.
	Business travel	Low	Applying method consistent with the GHG Protocol. Emissions estimates for corporate travel provided directly by third party provider, FCM Travel. Emissions estimates for reimbursed staff (vehicle) travel based on approved/validated reimbursement applications.
	Employee commuting	Medium	Activity-based method applied under GHG Protocol, but based on survey data that is then extrapolated across whole company workforce

Governance and data controls

This GHG Inventory has been prepared by our Group Finance & Strategy – Strategy & Impact Team, with the methodology and approach approved by the General Manager – Strategy & Impact.

We adopted consistent controls for the collection/review of data and then calculation of emissions estimates. Across each of the business functions, if data was not fed automatically into a data warehouse it was collected by a business manager that sits within each business function and works across the assets within the relevant operational boundary.

The data was reviewed by Australian Unity's Environmental Lead, who collaborated with business managers to resolve any outstanding data issues. The Environmental Lead was responsible for performing the emissions estimate calculations on the finalised data sets. Australian Unity's Sustainability Manager reviewed the emissions estimate calculations following the outlined process and methodology, and observed no discrepancies.

The GHG Inventory has been reviewed by our Group Executive – Finance and Strategy and approved by the Australian Unity Limited Board.

To further enhance governance and data controls, we are looking to finalise arrangements for a Data Governance Forum. Our objective in establishing this Forum is to review periodically (eg quarterly) the data we have collected and/or received, discuss anomalies and identify steps for future improvements.

Key judgements, estimates and assumptions

To improve transparency and comparability of carbon data, we outline below key areas where judgements, estimates and assumptions have been made as part of the inventory.

For stationary combustion (natural gas) and purchased electricity, we have relied on supplier invoice data. We consider the associated consumption data to be complete and accurate as part of invoices received.

For mobile combustion, we have relied on supplier information provided by the third party that manages our fleet vehicles, Interleasing. We consider the activity data provided by Interleasing (amount and type of fuels used by all vehicles) to be complete and accurate.

Emissions from the above activities have then been quantified using the Australian Government's *National Greenhouse Accounts Factors*.

Estimation methodology

The majority of our data set is based on data from July 2024 to May 2025. We annualised the data by using the average monthly data from July 2024 to May 2025 as a proxy for June 2025, where the consumption profile appears consistent.[6]

Where we were not able to obtain consumption data for one part of the reporting period (e.g. an invoice was missing), it was estimated based on average available consumption data applying to the period immediately before and/or after it. This applies primarily to electricity and gas invoice data.

Our advisor that manages our data warehouse for electricity and gas invoices, Energy Action, provided us with a Missing Invoices Report. We have determined that we have captured 99.7% of available invoices, which accounts for more than 99.7% of electricity consumption and 99.6% of gas consumption across the reporting period.

Home Health and the myHomecare Group

[6] This means approximately 8% of the data set is an estimate based on extrapolated consumption. Our analysis of FY24 data shows that where we model annual consumption for July 2023 to May 2024 and use average monthly consumption in that period as a proxy for June 2024, our estimates are within 1.8-1.9% of actual consumption (modelled on electricity consumption across the whole Group portfolio). We have therefore concluded this is a reasonably accurate estimation method.

As part of its Home Health business, Australian Unity acquired myHomecare Group (MHC) in March 2024. We have provided estimates only for MHC for FY25 given that the majority of MHC systems are still yet to be fully integrated. We have extrapolated from our Home Health business on a pro-rated basis (knowing both businesses are very similar in terms of geographic footprint, primary GHG-producing activities and consumption profile). MHC is approximately:

- 27.5% the size of our Home Health business when measured by workforce scale (for stationary combustion and purchased electricity), and
- 21.3% when measured by vehicle fleet scale (for mobile combustion).

We have used the actual number of fleet vehicles owned by MHC to extrapolate mobile combustion emissions and the actual number of MHC office workers to extrapolate electricity consumption, and pro-rated the emissions for our MHC business on that basis.

Estimation tools

We used Sumday (www.sumday.io) to estimate our emissions from our consumption data. Sumday is a cloud-based carbon accounting tool focused on audit-ready carbon accounting. It was introduced at Australian Unity at the end of FY24. The tool's in-built calculation methodologies and emissions factors have been utilised to calculate emissions estimates.

Emissions factors

The following emissions factors have been used in the preparation of Australian Unity's GHG inventory. Consistent with best practice under the GHG Protocol, where available, primary data has been collected and incorporated into the inventory. Where primary data has not been obtained, either physical or economic data has been utilised and the appropriate emissions factors have been used in the conversion of this input into a carbon equivalent value.

Further information relating to the uncertainties of these estimates can be found as part of the data quality disclosure and where relevant, further information can be found in relation to significant emissions sources in the accompanying notes referenced in the GHG inventory summary.

Scope	Subcategory	Emissions Factors (see below for full descriptions)	Additional information
Scope 1			
	Mobile Combustion	AUS DCCEEW, NGAF 2024	Post-2004 Car: Diesel Oil Post-2004 Car: Ethanol Post-2004 Car: Gasoline
	Stationary Combustion	AUS DCCEEW, NGAF 2024	Pipelined Natural Gas
Scope 2			
	Purchased Electricity	AUS DCCEEW, NGAF 2024	NSW/ACT QLD SA VIC WA SWIS
Scope 3			
	Category 1 – Purchased goods & services	UK BEIS Exiobase US EPA US Supply Chain v1.3.0	Advertising Services Caterers Computer Related Services Electrical Contractors and Other Wiring

		(margins)	Installation Contractors Employment Services Health Services Home Healthcare Insurance Investment Advice, Portfolio Management, and Other Financial Advising Services Legal Services Management and Consulting Services Non-Residential Building Repair and Maintenance Office Administration Plumbing, Heating, and Air-Conditioning Contractors Real Estate Agent Services Software
	Category 2 – Capital goods	UK BEIS	Non-Residential Building Construction
	Category 3 – Fuel- and energy-related activities	AUS DCCEEW, NGAF 2024	Bioethanol Diesel - Cars Fuel - Cars Electricity - AUS National Natural Gas - Metro - NSW Natural Gas - Metro - QLD Natural Gas - Metro - VIC Natural Gas - Non-Metro - NSW Natural Gas - Non-Metro - VIC
	Category 5 – Waste generated in operations	UK BEIS	General Waste Management
	Category 6 – Business travel	UK BEIS	Average Car - Petrol Flights Hotels Rental Cars
	Category 7 – Employee commuting	AUS DCCEEW, NGAF 2024 UK BEIS	Electricity - Australia – AUS Natural Gas Average Car - Battery EV Average Car - Hybrid Average Car - Petrol Bus - General Light Rail and Tram National Rail Taxi Motorbike - Small

Definitions

AUS DEECCW, NGAF 2024 – Australian Government Department of Climate Change, Energy, Environment and Water, National Greenhouse Accounts Factors 2024.

UK BEIS – UK Department for Business, Energy & Industrial Strategy, responsible for publishing the UK Government's GHG conversation factors. Although BEIS was merged into a new Department for Energy Security & Net Zero (DESNZ) in 2023, many references in documents, tools and datasets still mention BEIS, especially for historical data.

Exiobase – a global, detailed Multi-Regional Environmentally Extended Supply-Use Table (MR-SUT) and Input-Output Table (MR-IOT) for spend-based emissions factors, generally used in the Scope 3 portion of GHG inventories. The dataset has global coverage with country-specific data for 44 major economies and less granular data covering the rest of the world.

US EPA – US Government Environmental Protection Agency, published scope 1, 2 and 3 emissions factors, summarised under the EPA's GHG Emission Factors Hub.

US Supply Chain v1.3.0 (margins) – the supply chain GHG factors published by the US EPA; the margins (MEF) component of those factors usually align with full cradle-to-shelf supply chain reporting.

Other disclosures

1) Scope 1 emissions – mobile combustion

Our mobile combustion is generated by the vehicle fleet in the Home Health platform. These vehicles are leased and controlled by Australian Unity and used by staff to visit clients in their homes and deliver agreed services (e.g. nursing, domestic assistance, etc).

Many of our Home Health care workers use private vehicles for work-related travel. While staff are reimbursed for this travel (at levels significantly above the Australian Tax Office's recommended rate), these vehicles are neither owned nor controlled by Australian Unity, and therefore are not captured in our scope 1 emissions. They do, however, form part of the estimate for our scope 3 emissions (Category 6 – Business Travel).

Fuel data for the relevant reporting period for all of the Group's fleet vehicles has been provided by our fleet management partner, Interleasing.

While this estimate is ~10% larger than the prior reporting period, it includes a 21.3% pro-rating of emissions to account for the impact of the acquisition of the myHomecare business.

Fuel type	FY25 emissions (t CO2e)	FY24 emissions (t CO2e)
Diesel	739,025	686,615
Unleaded (91, 95, 98)	75,661	62,128
E10 – unleaded (90%)	38,764	23,741
E10 – ethanol (10%)	14	11
TOTAL	**853,467**	**772,494**

2) *Scope 1 emissions – stationary combustion*

For sites where we receive gas invoices directly, we extracted consumption data for those sites for the relevant period from Utilibox. Except for one site in the Home Health network (Bathurst) and one site in Corporate Functions (Spring St), this included all sites with gas across our network. For both Bathurst and Spring St, we were able to collect invoices and extract gas consumption data from those.

Total emissions from stationary combustion is ~40% higher this reporting period than in the previous reporting period. We considered this and have concluded that our FY24 estimate included significant estimation, whereas FY25 is based on a greater proportion of actual invoices, leading to a more accurate and complete data set (for example, we reported gas consumption at 11 sites this year, instead of 9 in the previous reporting period).

Stationary combustion emissions calculations.

Operating unit	FY25 emissions (t CO2e)	FY24 emissions (base year)
Corporate Functions	44	51
Home Health	0.626	0.526
Residential Aged Care[7]	1,248	1,058
Retirement Villages[8]	439	109
TOTAL	**1,732**	**1,219**

3) *Scope 1 emissions – fugitives*

We have made reasonable inquiries of our facilities maintenance partners across our operating units and we are not aware of any party having re-gassed any HVAC system or other refrigeration units during the reporting period. We have therefore concluded that any fugitive emissions across the emissions boundary would not be material for scope 1.

4) *Scope 2 emissions – purchased electricity*

A location-based calculation method, as defined within the GHG Protocol Scope 2 Guidance, has been adopted. Market-based calculation methods (also defined in the Scope 2 Guidance) have not been adopted as we are not aware of any purchases of material amounts of renewable energy from retailers, green energy provider schemes in relevant jurisdictions, or directly via Power Purchase Agreements.

Consistent with the GHG Protocol Scope 2 Guidance for location-based methods, emissions have been calculated in Sumday, which uses the activity data multiplied by the average grid factor from the Australian Government's *National Greenhouse Accounts Factors*.

[7] 9 of 12 Residential Aged Care sites use natural gas.

[8] 11 of 24 Retirement Village sites use natural gas.

Purchased electricity emissions calculations.

Operating unit	Source	FY25 emissions (t CO2e)	FY24 emissions (base year)
Corporate Functions	VIC	727	754
	NSW/ACT	64	136
	QLD	39	51
	SA/WA	7	1
Home Health	VIC	10	45
	NSW	593	491
	QLD	5	6
Residential Aged Care	VIC	6,050	5,760
	NSW	2,286	2,302
	QLD	432	501
Retirement Villages	VIC	1,377	1,489
	NSW	1,087	1,030
	QLD	78	76
TOTAL		**12,756**	**12,642**

Data collection methods

For sites where we receive electricity invoices directly, we extracted consumption data for those sites for the relevant period from Utilibox, then uploaded it to Sumday. This included all Residential Aged Care and Retirement Villages[9] sites, as well as the majority of Home Health sites, with the exception of:

- Ballarat – in which case, we were provided with the consumption data (from invoices) from our tenant representative that manages our outgoings for that site
- Sites not managed by our tenant representative and which we concluded were not material based on size/consumption (generally 1-2 person offices within a bigger tenancy, often not separately metered).[10]

For Corporate Functions sites where we had a material contribution to the base building energy consumption, we requested the landlord provide us with an estimate of the proportion of base building consumption attributable to our tenancy.[11]

[9] Note this excludes electricity used by residents in their own living quarters. This service is procured directly by residents and beyond our control (so outside of scope 2). We note these are emissions associated with downstream leased assets and would form part of our scope 3 emissions (Category 13 – Downstream Leased Assets).

[10] This includes Balranald, Bingara, Cobar, Cooma, Forbes, Grafton and Walgett.

[11] Applies to Spring St Melbourne and Bramston Tce Herston. Note we were unable to collect data from our Hay St, Perth site. At 320 sqm, this office is likely to represent <1% of scope 2 emissions for Corporate Functions so we concluded it was not material.

5) Scope 3 emissions

Calculating scope 3 (value chain) emissions can pose challenges specifically around the quality and availability of data to complete a full and accurate emissions assessment. Australian Unity is not alone in facing data collection challenges and is actively working to reduce data gaps as its scope 3 emissions reporting practices mature.

For the majority of purchased goods and services, the spend-based method under the GHG Protocol has been applied. As part of this method, Accounts Payable transaction information is categorised to the most appropriate category that corresponds to an emissions factor.

Emissions factor sources do not provide detailed guidance that would allow organisations to determine with certainty whether a specific transaction falls within a category. Furthermore, categories are based on industries or activities and are often general in nature leading to the selection of categories that are judged as the best fit out of the available options, giving rise to professional judgement in the categorisation process.

For a given activity or category, there might be multiple valid emissions factors to choose from. These emissions factors, although relating to the same activity, could have significant differences in reported emissions outcomes. Australian Unity recognises that this is the case and where possible, uses emission factor sources consistently from year to year as well as using geographically relevant and government endorsed factors where available.

Furthermore, many spend-based emissions factor sources are published before the reporting period and might be in currencies that are different to the Australian Unity transaction currency. In these instances, assumptions have been made around the appropriate FX conversion rate as well as relevant discount rate to account for the time value of money. The approach adopted by Australian Unity aligns with the default method used by Australian Unity's carbon accounting software, Sumday.

We collected scope 3 data at a Group level as it was not reasonably practical to try and collect it at a business unit level. As our scope 3 reporting capacity and capability increases, we will aim to report our scope 3 emissions with greater granularity.

6) Scope 3, Category 1 – purchased goods and services

Purchased goods and services includes all the products and services a company buys from external suppliers to support its operations. We extracted payment data from Coupa (our procurement, invoicing and payments platform) covering our purchased goods and services for the reporting period. That data was grouped by category spend. For each of those categories, we assigned the most relevant spend-based emissions factor in Sumday to estimate the total emissions from that spend category.

For example, supplier spend in Coupa for the:

- 'health care and other consumables' category was assigned the 'health services' emissions factor from the UK BEIS database
- 'helpdesk/service management' category was assigned the 'computer related services' emissions factor from the Exiobase database
- 'software' category was assigned the 'software' emissions factor from the US EPA database.

Data captured in Coupa but excluded from this calculation includes those expenses we incur of behalf of a third party where we pay for the service then seek reimbursement from client or customer (eg our Home Health business might book and pay for a taxi to take a customer to an appointment, then seek reimbursement from that customer once the appointment is complete).

Purchased goods and services	Calculation method	FY25 emissions (t CO2e)
Non-Residential Building Repair and Maintenance	Spend	6,481
Computer Related Services	Spend	5,394
Health Services	Spend	3,122
Investment Advice, Portfolio Management, and Other Financial Advising Services	Spend	2,320
Management and Consulting Services	Spend	1,982
Real Estate Agent Services	Spend	1,851
Software	Spend	1,209
Employment Services	Spend	1,179
Advertising Services	Spend	1,150
Caterers	Spend	861
Home Healthcare	Spend	570
Plumbing, Heating, and Air-Conditioning Contractors	Spend	527
Office Administration	Spend	524
Electrical Contractors and Other Wiring Installation Contractors	Spend	262
Insurance	Spend	260
Legal Services	Spend	148
TOTAL		**27,840**

7) Scope 3, Category 2 – capital goods

Capital goods are products used by the company to produce goods or services, not consumed or transformed in the production process, and have a useful life of more than one year.

We adopted an approach to estimating capital goods emissions similar to the way we estimated emissions for purchased goods and services. From the extracted payment data from Coupa we identified those category spends that corresponded to the definition of capital goods under the GHG Protocol. We then assigned the most relevant spend-based emissions factor in Sumday to estimate the total emissions from capital goods.

Capital goods	Calculation method	FY25 emissions (t CO2e)
Non-Residential Building Construction	Spend	6,584
TOTAL		**6,584**

8) Scope 3, Category 3 – fuel & other energy-related activities

Fuel and other energy-related activities includes indirect GHG emissions associated with the production and delivery of fuels and energy that a company purchases and uses — but which are not already included in its direct (Scope 1) or energy-related (Scope 2) emissions.

We calculated our emissions in this category by applying the appropriate (scope 3) emissions factors from the Australian Government's *National Greenhouse Accounts Factors*. This is automatically applied to all scope 1 and 2 emissions activities recorded in Sumday.

Fuel and other energy-related activities	Calculation method	FY25 emissions (t CO2e)
Electricity - AUS National	Activity	1,164
Diesel - Cars	Activity	150
Natural Gas - Metro - VIC	Activity	74
Natural Gas - Metro - NSW	Activity	60
Natural Gas - Non-Metro - VIC	Activity	33
Fuel - Cars	Activity	29
Natural Gas - Metro - QLD	Activity	9
Natural Gas - Non-Metro - NSW	Activity	5
Bioethanol	Activity	1
TOTAL		**1,525**

9) Scope 3, Category 5 – waste generated in operations

This category includes emissions from third-party disposal and treatment of waste generated during a company's operations, including handling, transport, and treatment.

We adopted an approach to estimating waste emissions similar to the way we estimated emissions for purchased goods and services. From the extracted payment data from Coupa we identified those category spends that corresponded to the definition of waste generated in operations under the GHG Protocol. We then assigned the most relevant spend-based emissions factor in Sumday to estimate the total emissions from waste.

We note that the spend-based method applied here is not consistent with the GHG Protocol due to limitations in data. As we improve our systems to capture better quality data on waste, we intend to adopt one of the methods in the GHG Protocol (supplier-specific, waste-type-specific or average-data method) to estimate emissions in subsequent reporting periods.

Waste generated in operations	Calculation method	FY25 emissions (t CO2e)
General waste management	Spend	657
TOTAL		**657**

10) Scope 3, Category 6 – business travel

Business travel includes indirect GHG emissions that result from employee travel for business purposes in vehicles or transport not owned or operated by the reporting company.

We calculate our business travel emissions estimates in two parts.

Corporate travel

- Our corporate travel is booked through our travel management partner, FCM Travel.
- For any given reporting period, FCM Travel provides us with dashboard reports demonstrating our emissions estimate in component parts for flights, hotels and rental vehicles.
- FCM Travel uses its own methodology for estimating emissions based on travel activity, using emissions factors from data bases published by the UK Government (BEIS/DEFRA).

Reimbursed travel

- Many of our Home Health care workers use private vehicles for work-related travel. Our staff are reimbursed for this travel (at levels significantly above the Australian Tax Office's recommended rate). Because these vehicles are neither owned nor controlled by Australian Unity, they are captured in our scope 3 (rather than our scope 1) emissions.
- Reimbursed travel data is captured in various systems across our business, depending on the nature of the employment arrangement (salaried staff, care administration staff, other). All reimbursed travel claims are approved by a relevant team manager. We extracted distance-travelled data from approved travel reimbursement claims in the various systems for the relevant reporting period (total KM reimbursed) and assigned to it the 'average car – petrol' activity-based emissions factor from the UK BEIS database.

Business travel	Calculation method	FY25 emissions (t CO2e)
Average Car - Petrol	Activity	2,111
Business Travel - Flights	Activity	748
Business Travel - Hotels	Activity	172
Business Travel - Rental Cars	Activity	10
TOTAL		**1,525**

11) Scope 3, Category 7 – employee commuting

Employee commuting includes indirect GHG emissions from the transportation of employees between their homes and worksites, using vehicles not owned or controlled by the company. It also includes indirect emissions from employees working remotely and/or from home.

We calculate our employee commuting emissions estimates in two parts.

Employee commuting

- To calculate our employee commuting emissions estimate, we surveyed our employees about their commuting habits (~700 responses). From their responses, we were able to ascertain on average:
  - how many days per week they commute to work
  - how far they commute
  - what mode of transport they use.
- We excluded from this calculation our careworkers in our Home Health business, as their employee travel is largely captured by the reimbursed travel part of the business travel category (see above).

Working from home

- To calculate our working from home (WFH) emissions estimate, we used an average data method and estimated for the reporting period:
  - the total FTEs WFH
  - the average days WFH
  - the average hrs WFH per employee per day
  - the average amount of electricity and gas used per employee per day.
- To generate these estimates, we used the assumptions from the EcoAct *Whitepaper on Homeworking Emissions 2020*, as set out in the Sumday Workpaper on Employee Commuting and WFH.

Fuel and other energy-related activities	Calculation method	FY25 emissions (t CO2e)
Electricity - Australia - AUS	Activity	2,951
Average Car - Petrol	Activity	2,668
Natural Gas	Activity	354
National Rail	Activity	171
Bus - General	Activity	101
Motorbike - Small	Activity	45
Average Car - Battery EV	Activity	19
Light Rail and Tram	Activity	14
Average Car - Hybrid	Activity	13
Taxi	Activity	5
TOTAL		**6,342**

Appendix 1

KPMG Scope 1 and 2 GHG Emissions Assurance Report

Independent Limited Assurance Report to the Directors of Australian Unity 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, has not been prepared by Australian Unity Limited, in all material respects, in accordance with the criteria for the year ended 30 June 2025.

Information Subject to Assurance

Australian Unity Limited engaged KPMG to perform a limited assurance engagement in relation to the total scope 1 and 2 Greenhouse Gas (GHG) emissions of 15,341 tCO_2-e for the year ended 30 June 2025, as presented in the FY25 Annual Report and the FY25 Greenhouse Gas Inventory Report, available on the Australian Unity Limited website (information subject to assurance).

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 the *Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004)* and the basis of preparation described and presented within the FY25 Greenhouse Gas Inventory Report, available on Australian Unity Limited website (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). We believe that the assurance evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

In accordance with ASAE 3000 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.

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Summary of Procedures Performed

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

- enquiries with relevant Australian Unity Limited personnel to understand the internal controls, governance structure and reporting process of the information subject to assurance;
- evaluation of the appropriateness of the criteria used with respect to the information subject to assurance;
- assess the preparation and collation of the information subject to assurance against the criteria;
- undertake analytical procedures over the information subject to assurance;
- perform walkthroughs of the information subject to assurance to source documentation on a sample basis;
- reperforming a sample of the calculations to ensure the accuracy of the calculations; and
- considering the appropriateness of the disclosure and presentation of the information subject to assurance.

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.

Greenhouse Gas quantification is subject to inherent uncertainty due to the nature of the information and the uncertainties inherent in: (i) the methods used for determining or estimating the appropriate amounts, (ii) information used to determine emission factors and (iii) the values needed to combine emissions of different gases.

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.

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 Australian Unity Limited.

Use of this Assurance Report

This report has been prepared solely for the Directors of Australian Unity Limited 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 Australian Unity Limited, or for any other purpose than that for which it was prepared.

Management's Responsibility

Management are responsible for:

- determining that the criteria is appropriate to meet their needs and the needs of the Directors;
- preparing and presenting the information subject to assurance in accordance with the criteria;
- informing us of any known and/or contentious issues relating to the information subject to assurance; 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 year ended 30 June 2025, 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 Australian Standard on Quality Management 1 to design, implement and operate a system of quality management.

KPMG

KPMG

Julia Bilyanska

Julia Bilyanska

Partner

Melbourne

27 August 2025