DICKER DATA

Sustainability Report

FOR THE REPORTING PERIOD 1 JANUARY 2025 TO 31 DECEMBER 2025

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Preface

Key facts

- The Group is a Group 1 reporting entity, which means that the Corporations Act requires the Group to prepare its first sustainability report in accordance with Australian Sustainability Reporting Standards for its 1 January 2025 – 31 December 2025 annual reporting period.
- The Group prepares a 'sustainability report' containing its climate-related financial disclosures for the consolidated group
- There are no transactions, other events or conditions that occurred after the end of the period but before the date on which the climate-related financial disclosures are authorised for issue.

Dicker Data Limited's Climate Report

Climate-Related Financial Disclosures

This report represents a complete set of climate-related financial disclosures for Dicker Data Limited and its subsidiaries (collectively, "the Group") for the year ended 31 December 2025. The Group's climate-related disclosures have been prepared in accordance with AASB S2 Climate-related Disclosures, which is the mandatory Australian Sustainability Reporting Standard (ASRS) that has been issued by the Australian Accounting Standards Board (AASB). As this is the first year in which the Group has applied AASB S2, the Group has elected to not disclose comparative information and Scope3 metrics in this report.

This report has been prepared for the same consolidated reporting entity and reporting period as the Group's Consolidated Financial Statements and has incorporated climate-related information of the parent company and all of its subsidiaries.

All currencies disclosed in this report are presented in AUD, in alignment with the Group's Consolidated Financial Statements.

This report was authorised for issue in accordance with a resolution of the directors on 26 February 2026.

Director's Declaration

In the opinion of the directors of Dicker Data (the Company), I state that the Company has taken reasonable steps to ensure that the substantive provisions of the Sustainability Report of the Company and its subsidiaries (collectively the Group) for the year ended 31st December 2025 as presented on pages 30-62, are in accordance with the Corporations Act 2001, including:

a. Complying with Australian Sustainability Reporting Standard AASB S2 Climate-related Disclosures and any further requirements determined under section 296C(2) of the Corporations Act 2001; and

b. Containing the climate statement disclosures required by section 296D of the Corporations Act 2001.

Made in accordance with a resolution of the directors of Dicker Data pursuant to section 296A(6) of the Corporations Act 2001, as modified by section 1707C(2) of the Corporations Act 2001.

On behalf of the board

Fiona Brown

Fiona Brown

Co-founder and Executive Chair

26 February 2026

Corporate information

We are the catalyst for new technology adoption, operating at the centre of the digital transformation of Australia and New Zealand for over 47 years. Our mission is to inspire, educate and enable our network of over 12,200 technology partners to achieve their full potential through the unparalleled delivery of technology, services, marketplaces and logistics. We are the largest technology distributor in the corporate and commercial markets in both Australia and New Zealand. We are Dicker Data.

Widely recognised as one of the most profitable technology distributors in the world, Dicker Data's success has been built on delivering consistent, predictable and sustainable growth for our shareholders, all whilst delivering the highest level of technical and sales support for our partners. Despite our size and scale, we operate differently to our competition, which enables us to adapt faster, create bespoke solutions tailored to the needs of the ANZ market and operate at the cutting-edge of the technology sector. Our investment into hiring and retaining the best people in their respective fields has continued to pay dividends and has embedded our role in the success of the thousands of technology partners we service each year.

Dicker Data is a vital link in the technology value and supply chain. We support our partners by scoping, designing, configuring, delivering and deploying solutions that span the entire technology ecosystem. We represent a large number of the world's leading brands who entrust us with growing their partner base across a range of highly diversified technologies each year. Our team of technical and sales professionals help our partners to maximise the synergies of our highly diversified vendor portfolio by leveraging technology alliances and through helping our partners to create new business opportunities with their end-customers.

Listed on the Australian Securities Exchange since 2011 (ASX: DDR), Dicker Data has been a consistently strong performer, cementing our place as a true Australian success story. Renowned for our customer centric culture, flexibility, agility and foresight to help our technology partners prepare and successfully capitalise on emerging market trends, our relevance, importance and significance in the technology industry continues to grow each year. Our performance-based culture and management incentives are highly aligned to the interests of our shareholders and have underpinned our consistent performance and success in the Australian and New Zealand markets.

The Group procures its goods from local and international suppliers and distributes those goods throughout Australia and New Zealand, and in addition to property and employee costs, is our main business expense.

Value chain estimation

In the assessment of climate-related risks and opportunities, the upstream and downstream value chain was considered using all reasonable and supportable information available without undue cost or effort to obtain a more complete understanding of the climate-related risks and opportunities faced.

The Group has utilised data collated from across its value chain in order to disclose quantitative metrics and financial effects. In instances when quantitative metrics and amounts cannot be measured directly, the Group estimates value chain metrics using internal and external information (including industry benchmarks and other proxies) that are available.

The accuracy of GHG emissions calculations is contingent upon the quality of data and the representativeness of the proxies used. Similarly, the estimation of anticipated financial effects is influenced by the assumptions and scenarios underpinning risk models.

The Group aims to improve the accuracy of these metrics over time.

Strategy

Business strategy

The Group's business strategy is to responsibly manage its current operations, expansions, acquisitions, partnerships, and value chains throughout a transition to a net-zero world. The Group considers what the impact of climate change might be over the following three-time horizons: short term (12 months after reporting, 2026), medium-term (5 years after reporting, 2030) and long-term (10 years after reporting, 2035). These timeframes are aligned to the Group's strategic priorities, the anticipated progression of sustainability initiatives, lifespan of assets, and the increasing uncertainty of assumptions and scenarios over time.

Short	Medium	Long
1 year (2026)	5 years (2030)	10 years (2035)

Trade-Offs

During FY25, the Group did not undertake any major projects, expansions, acquisitions, or investments that required trade-off evaluation or disclosure under this report.

The Group's assumed pathway

There is a high degree of uncertainty in the level of and time horizons for action the world will take to reduce GHG emissions. This affects predictions of warming levels, timing, and climate events. There is also an almost infinite number of pathways for reducing GHG emissions as geographies around the world are unlikely to act to the same extent and in similar timeframes whilst industry sectors will also take different trajectories to net zero.

To manage these compounding complexities, the Group's strategy and business planning has been undertaken on the assumption that climate change and actions taken will fall midway between low warming and high warming pathways. This assumption herein known as 'the Groups assumed pathway' has been used for the purposes of assessing the Group's climate risks and opportunities as well as the potential financial implications. A scenario analysis has then been undertaken to stress test the risks, opportunities and financial implications.

The Group's assumed pathway has been established based on:

- The assumption that global GHG emissions and the physical impacts of climate change will fall somewhere between NGFS Net Zero 2050 and NGFS Current Policies scenario modelling.
- The assumption that jurisdictional commitments and sector technology developments will be implemented as per the NGFS transitional modelling.

Our scenario analysis will subsequently stress test the Group's strategy, business plan and risks utilising the NGFS Net Zero 2050 (low warming pathway) and NGFS Current Policies (high warming pathway) scenarios.

Climate risks and opportunities impacting the business

The physical impacts of climate change and the transition towards a net-zero emissions economy are likely to impact areas of our business and parts of the value chain to varying degrees. Climate change presents both discrete risks and opportunities as well as impacting other strategic and operational business risks such as regulatory risk, access to capital, cost of inputs, health and safety. It is recognised that the Group also has an impact on the climate, but where our Group emissions are deemed inconsequential in comparison to current national emissions and large emitters. The group does however seek to minimise its environmental footprint to manage climate-related risks and capture the opportunities that the transition to a lower-carbon economy represents.

The Group has conducted an assessment to identify and subsequently determine the current and anticipated effects of climate-related risks and opportunities on its business model and value chain. In this assessment, the Group identified specific areas within its business model and value chain where the identified climate-related risks and opportunities are concentrated, such as physical risks to infrastructure from extreme weather events and opportunities such as further investment in renewable energy sources.

The Group's assessment identified the following climate-related risks and opportunities that could reasonably be expected to affect the Group's prospects, specifically its cash flows, access to finance or cost of capital over the short, medium or long term:

Risks	**Opportunities**
Phase out of fossil fuels (transition risk)	Investment in renewable energy
Electrification of transport (transition risk)	
Extreme heat impact on goods in transit (physical risk)	
Extreme heat Impact on assets (physical risk)	
Extreme heat impact on productivity of the workforce (physical risk)	
Supply chain and transportation disruption (physical risk)	

Effects of identified risks on its business model and concentration of those risks

For each of the identified risks and opportunities, the Group has determined the potential effects on the Group's strategy and business model. By integrating these insights into strategic planning, the Group aims to manage the financial, operational and reputational implications of climate change.

Please see the table below for the identified risks and their impact on the business model as well as mitigation activities planned or in place to manage those risks.

Risk/Opportunity and status under 'the Group's assumed pathway'	Nature of the Risk/ Opportunity (considered before any mitigation or adaptation efforts)	Mitigation or adaption efforts
Phase out of fossil fuels (transition risk) • Time horizon: Long term • Status: Increasing	There is a risk that in the jurisdictions where the Group operates, governments implement policy that results in the phase out of fossil fuel for renewable alternatives. This will result in LPG forklifts become obsolete, and operations reliant upon mains gas supply needing to source alternative options. Renewables will see energy costs rise. The energy transition may result in increased instability of energy/ electrical supply, which could also impact energy costs and/or cause operational disruptions.	The group has switched out the majority of its LPG forklift fleet for electric alternatives and will continue its strategy to replace its entire fleet. The group leases all sites except its head office in NSW, which is predominantly electrified and includes EV charging bays, however mains gas is present for the commercial kitchen, which is used infrequently and is non-essential to core operations, and for hot water provision. Of the group's leased sites, only one currently relies on mains gas, and limited to hot water needs. These systems will be replaced with all-electric alternatives, or, where more cost-effective, plans will be made for operational relocation for leased sites. Increase onsite Solar over the medium to long term to counter price increases and blackouts.
Electrification of transport (transition risk) • Time horizon: Long term • Status: Stable	There is a risk that in the jurisdictions where the Group operates, governments implement policy that requires all vehicles to run on renewable energy sources. Such a policy would see 3rd party logistics having to replace their vehicle fleets with an expectation of increased pricing as they seek to recoup costs. As a distribution business this would see a material increase in the groups operating expenses.	While increased operating costs can be passed on through justified price hikes, this could impact continued sales through customer dissatisfaction. The group will limit this cost onflow through the adoption of improved processes in partnership with its suppliers where viable including: • Optimising goods to freight capacity ratios • Optimising goods to packaging ratios • Re tendering
Extreme heat impact on goods in transit (physical risk) • Time horizon: Medium – Long term • Status: Increasing	Extreme heat poses a growing operational risk for the Group. Internal temperatures of shipping containers are likely to elevate relative to climate conditions, and where there is a material risk affecting sensitive electronic products and integral plastics during transit.	The following strategies to be implemented over the medium to long term to mitigate the risks associated with our products both with product integrity and the supply to market of faulty product due to heat related stress. • Collaboration with vendors to analyse product integrity under increased heat loads. • Updates to terms and conditions covering products in transit requirements. • Move away from non-cooperative vendors. • Increase quality control processes.

Risk/Opportunity and status under 'the Group's assumed pathway'	Nature of the Risk/ Opportunity (considered before any mitigation or adaptation efforts)	Mitigation or adaption efforts

Extreme heat Impact on assets (physical risk)
• Time horizon: Medium – Long term
• Status: Increasing
	Extreme heat poses a growing operational risk for the Group, where prolonged high temperatures can lead to:
	• Increased energy costs due to increased cooling requirements
	• Equipment malfunctions:
	  • HVAC systems may fail due to design limits being exceeded.
	  • Equipment located externally may be placed under stress resulting in intermittent or total failure.
	• Increased maintenance costs
		Over the medium to long term the Group aims to:
		• Undertake assessment to determine the adequacy of HVAC equipment against expected rises in temperature across all locations including those it leases.
		• Upgrade or replace where found to be deficient.
		• Undertake assessment to determine equipment exposed to heat and adapt accordingly through relocation, substitution or enhanced protection.

Extreme heat impact on productivity of the workforce (physical risk) • Time horizon: Medium – Long term • Status: Increasing	Extreme heat poses a growing operational risk for the Group. Prolonged high temperatures can lead to an impact on workforce productivity as a direct consequence of heat stress. The Group's operational processes are such that exposure to outdoor work is limited. Heat loads on Warehouses and offices present a material risk where methods already adopted are ineffective against rising temperatures.	For the Group's owned premises, heat impact was considered during construction incorporating: • Insulation to its national distribution centre warehouse walls and roof. • Large industrial roof mounted axial fans within its national distribution centre warehouse to prevent stagnation. • Solar reducing glass to office windows. The group continues to monitor the risks through its embedded health and safety mechanisms and where poor environmental conditions and heat impact upon workers are identified through: • Incident reporting forms completed by employees when an incident, hazard, or near miss occurs • Regular workplace audits The Group's approach to combat extreme heat impact for identified locations is through: • Improved building resilience – solar reducing glass, upgraded insulation, upgraded air conditioning. • Procedural intervention – adjusted working patterns to suit cooler periods, providing additional breaks. • Operational relocation – consideration given to relocation where resilience for leased buildings cannot be sufficiently improved.

Risk/Opportunity and status under 'the Group's assumed pathway'	Nature of the Risk/ Opportunity (considered before any mitigation or adaptation efforts)	Mitigation or adaption efforts
Supply chain and transportation disruption (physical risk) • Time horizon: Long term • Status: Increasing	The Group's supply chain is exposed to climate-related physical risks, including: • Acute physical events (storms, flooding, heatwaves) disrupting transport and supplier operations. • Chronic climate changes degrading logistics infrastructure. • Climate-driven component/raw material shortages.	Key mitigation / adaptation actions implemented • Diverse supplier base (over 1,000 suppliers), supporting resilience to region-specific extreme weather events and supplier-specific material shortages. • Strengthened logistics resilience through multi-carrier strategies. • Inventory buffers to mitigate delays associated with climate-driven supplier impacts. Mitigation / adaptation actions under consideration for future resilience • Diversifying supplier regions away from climate-vulnerable areas. • Enhancing contractual protections addressing climate-related disruption risks. • Assessing climate-sensitive nodes across the supply chain. • Integrating climate scenario analysis into sourcing and logistics planning
Investment in renewable energy (Opportunity) • Time horizon: Medium – Long term • Status: Decreasing	Solar Capacity at Main Distribution Centre to counter increased pricing and interruptions (blackouts) Solar Capacity across Leased Sites to counter interruptions (blackouts)	The Group has made capital investments over several years in solar infrastructure at its head office and national distribution centre. With 1,590 panels now installed and supported by battery backup, purchased energy has been significantly reduced. Looking ahead, the Group has identified further opportunities to expand on-site renewable energy generation at both its headquarters and satellite locations as part of its long-term energy resilience strategy. This opportunity provides operational continuity benefits in the event of increased power outages, as well as protection against future price volatility and reduced supply to sites, which are expected to increase in frequency and severity over the long term.

Overview of current and anticipated financial effects

The effects that the Group's climate-related risks and opportunities have on its financial position, financial performance and cash flows for the current reporting period and the anticipated financial effects that those climate-related risks and opportunities are expected to have over the short, medium and long term are detailed in the following table.

Risk/Opportunity	2025 effects	Significant risk of material adjustment in 2026	Anticipated financial effects over short, medium and long-term
Phase out of fossil fuels (transition risk)	No material impact in 2025.	None	The group does not anticipate any financial effect in the short term, but expects fossil fuel powered equipment will need replacement for electric equivalent in the medium to long term with costs anticipated to have a low impact on our overall financial position. The financial effects associated with the replacement of equipment cannot be reliably estimated, as the costs may or may not be borne by lessors, or may instead result in relocation to alternative leased premises, with each potential outcome giving rise to widely varying financial impacts. This uncertainty is compounded by difficulties in assessing the frequency, severity, timing and scale of such events and their effects on the business across the short, medium and long term. In some circumstances, the level of uncertainty is so high that providing quantitative information would not be meaningful or decision useful.
Electrification of transport (transition risk)	No material impact in 2025.	None	The group does not anticipate any financial effect in the short and medium term. Over the long term, as policies are tightened and transport fleets must transition to sustainable vehicles, this will begin to affect the groups operating expenses, but with mitigating actions implemented, we expect this risk to have a minimal impact on our overall financial position. The financial effects cannot be reliably estimated, as any costs passed on by third party logistics providers are determined by external parties and are outside the entity's control. This creates significant uncertainty in assessing the likelihood, magnitude, timing and duration of such cost impacts and their effects on the business across the short, medium and long term. In some cases, the level of uncertainty is so high that providing quantitative information would not be meaningful or decision useful.
Extreme heat impact on goods in transit (physical risk)	No material impact in 2025.	None.	Purchases direct from overseas vendors is limited and reduces likely financial effects. Statistics for DOA products does not currently indicate an upward trend and is not expected to affect our financial position in the short and medium terms. Over the long term we expect to see an upturn, but which will be countered by mitigating actions and therefore expect only a low financial impact on the Group. The financial effects cannot be reliably estimated, as there is significant uncertainty in predicting the number of products that may be affected by increases in the frequency or severity of temperature related events. This uncertainty arises from challenges in assessing the likelihood, timing and scale of such impacts and their effects on the business across the short, medium and long term. While statistical information gathered over the medium term is expected to improve understanding, the current level of uncertainty is such that providing quantitative information at this stage would not be meaningful or decision useful.

Risk/Opportunity	2025 effects	Significant risk of material adjustment in 2026	Anticipated financial effects over short, medium and long-term
Extreme heat Impact on assets (physical risk)	No material impact in 2025.	None.	Heat waves continue to increase in both frequency and intensity, and where it is expected that upgrades to HVAC systems and the relocation or replacement of at-risk equipment will be required. It is anticipated there will be a low impact against capital expenses within our long-term horizon. The financial effects associated with the replacement of equipment cannot be reliably estimated, as the costs may or may not be borne by lessors, or may instead result in relocation to alternative leased premises, with each potential outcome giving rise to widely varying financial impacts. This uncertainty is compounded by difficulties in assessing the frequency, severity, timing and scale of such events and their effects on the business across the short, medium and long term. In some circumstances, the level of uncertainty is so high that providing quantitative information would not be meaningful or decision useful.
Extreme heat impact on productivity of the workforce (physical risk)	No material impact in 2025.	None.	Similar to heat impact on assets, it is expected upgrades to HVAC systems will be necessary as climate conditions continue to worsen, expenditure on building resilience will also become necessary and where both are expected to have only a low impact upon the Groups financial position over the long term. Short to medium term financial effects should be minimal. Estimation of financial effects cannot be determined for replacement of assets since these costs may or may not be borne by lessors or may result in relocation to alternate leased premises, with each scenario having a widely fluctuating financial effect.
Supply chain and transportation disruption (physical risk)	No material impact in 2025.	None.	Increased and sustained climate related effects upon our supply chain are not expected to materially affect the Group until well into the long-term horizon, however, there remains uncertainty in assessing the likelihood, timing and scale of such impacts. This uncertainty reflects changes in predicting how climate-related conditions may evolve and interact with the supply chain over the short, medium and long term. While potential effects that may emerge are expected to be significantly reduced by mitigation actions already in progress or planned, the inherent uncertainty means that outcomes may vary. On this basis, short to medium term impacts after considering the mitigation actions are expected to be immaterial.

Risk/Opportunity	2025 effects	Significant risk of material adjustment in 2026	Anticipated financial effects over short, medium and long-term
Investment in renewable energy (opportunity)	No material impact in 2025.	None	The purchase and installation of onsite solar panels will be progressive and requires lessor participation for our leased locations. We anticipate zero financial impact over the short term with low impact over the medium to long term given there will be a return on investment following initial outlay within 3-5 years through energy savings. Estimation of financial effects cannot be determined for installation of solar panels across our sites since these costs may or may not be borne by lessors or may be achieved through relocation to alternate premises already equipped with renewable energy infrastructure, with each scenario having a widely fluctuating financial effect.

Overall decarbonisation targets & Climate Transition Plan

Based on the extent of the climate-related risks and opportunities and the subsequent potential financial impacts, the Group's transition plan supports its business strategy in ensuring the group remains resilient in the face of climate change over its short, medium, and long term horizons and can support a transition to a net-zero world through necessary decarbonisation within its operational boundaries.

A Climate Transition Plan was established during 2025 utilising the Groups assumed pathway and including analysis of the Nationally Determined Contributions (NDC's) in the jurisdictions in which the Group has operations.

The Climate Transition Plan approved by the Board does not set any strategic targets for decarbonisation but makes commitment to review and reduce its emissions based on its strategic priorities.

Decarbonisation strategy

The Groups decarbonisation strategies can be categorised under four pillars, each outlining our opportunities for emission reduction as illustrated below.

Electrification	Value chain collaboration	New Technology	Balancing the Portfolio
The Group is converting its fossil fuel powered material handling equipment, heating systems and hot water services to electric equivalents. The Group is looking to increase its onsite renewable energy sources at its Headquarters. The Group is looking to increase its on-site renewable energy sources at its leased locations. For the FY25 period at least 53% of the Groups total power came from onsite renewable energy.	We represent a large number of leading brands who are well established global companies with decarbonisation embedded into their operations, and where cradle to gate emissions for the products we purchase are expected to reduce over time. As a result, technology product emission factors should reduce, and Dicker Data will leverage these reductions to improve its own decarbonisation efforts.	The Group continues to give consideration to new and emerging technology options as part of its purchasing decisions for new and replacement assets to ensure energy efficiency is optimised for energy intense equipment utilised by the Group.	The Group regularly reviews its portfolio to identify key areas of high emissions intensity. With no identified areas for concern, there are no strategies within the Group's current transition plans to close, relocate, or upgrade facilities to accelerate decarbonisation efforts.

Strategy, dependencies and uncertainties to achieve the Group's targets (Scope 1 and Scope 2 GHG emissions): No targets

Decarbonising the value chain including strategy to achieve the Group's targets (Scope 3 GHG emissions): No targets

Climate risk and opportunity integration into business strategy

Climate-related risks as detailed above fall into two categories: physical risks and transition risks. Both have the potential to affect business operations, either directly or indirectly through the value chain. The Group's Risk Management Framework is designed to address these identified risks and enhance our overall business resilience. Our climate risk and opportunity process identified and assessed the physical and transition risks and opportunities that the Group is facing from climate change. Those identified risks and opportunities were assessed by the Groups Internal Risk Review Committee (IRRC) by applying a risk rating based upon an established risk matrix assessing both likelihood of occurrence and the consequence upon the Groups operations and value chain. Material climate related risks were included within the Groups risk register to allow for ongoing review and mitigation, and where any risk within the risk register not aligning with the Groups risk appetite continue to be prioritised.

How climate-related risks and opportunities are integrated into our capital allocation

The Groups transition plans are not expected to require significant investment in assets to build climate resilience. All identified areas of risk and opportunity are expected to have a low impact on the Groups financial position and as such the Group has the capacity to respond appropriately and without prior allocation for capital expense.

The Group reviews its transition plans annually and where anticipated financial effects for current or newly identified risks increases to a point at which the Group is unlikely to have capacity to react, capital allocation will be established accordingly and detailed within the Groups subsequent climate related financial disclosure report.

Building resilience through scenario analysis

The Group conducted climate-related scenario analysis in FY24 to stress test our business strategy, the implications on the level of risk exposure and the scale of the opportunities under different climate outcomes.

Analysis was undertaken internally leveraging publicly available pathways from Network for Greening the Financial System (NGFS). The results of the risk and resilience assessments have been, and will continue to be, considered by executive management when determining whether to revise or refine aspects of the Group's strategy or business planning over the short, medium or long term.

The Group's analysis utilised two scenarios, from the available scenarios within NGFS' public facing repository, and which were chosen on the basis of two extremes, high transition/low physical risk, and low transition/high physical risk.

- The first scenario (NGFS Net Zero 2050) provided for an 'optimistic' outcome with a high transition approach and low physical risk.
- The second scenario (NGFS Current Policies) provided for a 'pessimistic' outcome with a low transition approach and high physical risk.

The optimistic scenario assumes governments around the world enact policies that will achieve net zero by 2050, and that warming is restricted to 1.5°C and which aligns to the Paris Agreement. Central governments develop stringent and coherent climate change policies and responses. This is supported by rapid policy commitments and early investment in renewable energy infrastructure This scenario is primarily focused on assessing the level of increased risks and opportunities from more aggressive global decarbonisation. Under this scenario, transition risks are high due to the rapid speed of policy changes in the shorter term. Further there is significant pressure to reduce the use of fossil fuels. Physical risks remain present but are reduced.

The pessimistic scenario assumes a more business as usual approach to GHG emissions reduction. Governments response to climate change is slow and adaptation measures to reduce emissions are halted. In this scenario there is an absence of policy in various jurisdictions leading to high warming outcome. Under this scenario the impacts of climate change would be more extreme and therefore it is focused on assessing resilience against increased acute and chronic physical risks. Under this scenario there are very few transition risks, but many physical risks emerge. This includes the heightened change in climate and breaching of global climate tipping points.

All scenario modelling undertaken by the NGFS incorporates assumptions related to climate policy, macroeconomic trends, the energy mix, and technological developments. These assumptions were used for the purposes of our analysis and can be reviewed in the technical documentation available directly on the NGFS website. Additional variables such as weather patterns, demographics, and land use, were considered only at the national level and were assumed to provide sufficient granularity to support a reasonable assessment of potential impacts on our operations.

For the scenario analysis, current strategy and business modelling was assessed across all entities falling under the Groups operational control with focus on geographical locations, the nature operations & processes including value chains, and our associated workforce. NGFS modelling provided time based effects for both physical and transitional change and which were assessed for relevance using the Groups risk management framework. Scenario modelling extended well beyond the Groups long term horizon and while many physical and transitional risks were considered, the analysis allowed risks to be limited to only those material to the Group.

The table below provides a summary view of the risk rating levels applied for each material risk for each pathway, including the Groups assumed pathway as described earlier. It also shows, the changes to the rating, with a shift in time horizon i.e. when moving from the short-term (1yr) to the long-term (10yrs).

		NGFS Net Zero 2050		**The Groups Assumed Pathway**		**NGFS Current Policies**	
		Short Term	**Long Term**	**Short Term**	**Long Term**	**Short Term**	**Long Term**
Transitional Risks	Phase out of fossil fuels (transition risk)	Low	Moderate	Low	Low	Low	Low
	Electrification of transport (transition risk)	Low	Moderate	Low	Low	Low	Low
Physical Risks	Extreme heat impact on goods in transit (physical risk)	Low	Low	Low	Low	Low	Moderate
	Extreme heat Impact on assets (physical risk)	Low	Low	Low	Low	Low	Moderate
	Extreme heat impact on productivity of the workforce (physical risk)	Low	Low	Low	Moderate	Low	Moderate
	Supply chain and transportation disruption	Low	Low	Low	Moderate	Low	Moderate

Scenario Analysis

The implications for the Group's strategy and business model have been considered below, this includes the Group's response to the effects identified.

Low-warming world (NGFS Net Zero 2050)

An idealistic outcome being sought by governments globally in line with the Paris Agreement where global warming goals are to limit global temperature rise to 1.5°C.

Key scenario assumptions	
Policy Ambition	Temperatures to rise less than 1.5°C by the end of the century
Policy Reaction:	Immediate and smooth
Technologies Change:	Fast change
Carbon Dioxide Removal:	Medium to High Use
Regional Policy Variation:	Medium variation

Short term		Medium term		Long term	
Physical risk exposure:	Low	Physical risk exposure:	Low	Physical risk exposure:	Low
Transition risk exposure:	Low	Transition risk exposure:	Low	Transition risk exposure:	Moderate
The immediate impacts of climate change are not significantly affecting our operations. Policy makers reviewing and strengthening strategies for rapid decarbonisation globally. Petroleum suppliers and vehicle manufacturers collaborate with governments to co-develop polices to support an orderly transition away from internal combustion engines.		The impacts of climate change marginally increasing, but not sufficient to significantly affect operations. Minor disruptions to business as usually. Policies for transition gaining traction, but little impact upon the Group.		The impact of climate change is marginally increasing but abated through climate action. Difficult to condition spaces such as warehouses will be somewhat impacted due to marginal temperature rise. Fossil fuel electricity generation phasing out, limited back up options in times of need resulting in increased occurrence of power interruptions. Policy for electrified vehicles implemented with 3rd party logistics affected. Mitigating actions implemented to counter effects.	

High-warming world (NGFS Current Policies)

A much less aggressive scenario, and which is aligned to current trajectories where global temperatures will rise by 3.0°C.

Key scenario assumptions

Policy Ambition	Temperatures to rise 3.0°C by 2080
Policy Reaction:	None, current policies only
Technologies Change:	Slow change
Carbon Dioxide Removal:	Low Use
Regional Policy Variation:	Low variation

Short term		Medium term		Long term	
Physical risk exposure:	Low	Physical risk exposure:	Low	Physical risk exposure:	Moderate
Transition risk exposure:	Low	Transition risk exposure:	Low	Transition risk exposure:	Low
Unilateral climate action globally begins to wane, policies and commitments do not progress as per Nationally Determined Contribution disclosures. The physical effect of climate change is not yet apparent and has no material effect upon the Group.		Transition risks are reduced. Physical climate related events begin to increase, periodically affecting the Groups operations but with minimal financial impact.		No exposure to transition risks. Physical climate related events begin to impact the business. Equipment failures increase, staff productivity declines through heat related stress, HVAC systems unable to cope. Increasing instances of: delayed shipments, and faulty and dead-on arrival products due to the effects of heat on sensitive electronics and plastics during shipment. Mitigating actions implemented to counter effects.	

Climate Resilience

The Group uses scenario analysis to help understand the impacts of climate-related risks and opportunities on the Group's operations, strategy, and financial planning and the Group continues to consider these risks and opportunities in its future strategy and business planning. This approach empowers it to implement effective measures that mitigate risks while maximising opportunities.

The Group has identified opportunities to continue investing in on site renewable energy solutions which will ensure resilience against:

- future increases in power outages as Australia and New Zealand move away from fossil fuel electricity generation; and
- increased supply costs.

The Group does not face significant impact from climate change upon its business model and has plans established to mitigate future risk to ensure resilience well into the future.

The Group is considered to be resilient to the potential tightening of decarbonisation policies, reflected by its relatively low Scope 1 and Scope 2 greenhouse gas emissions profile compared with national and industry benchmarks. The relatively small scale of the Group's emissions reduces the quantum of abatement required to meet potential regulatory changes, thereby limiting the complexity, cost, and lead time associated with transition responses.

As a result, the Group retains flexibility to respond to regulatory developments through the use of carbon credits or the accelerated implementation of mitigation and adaptation measures, should these become necessary. Based on current assessments, the Group has not established, and does not currently plan to establish, specific decarbonisation targets as part of its transition planning.

Capacity to adjust/adapt the Group's strategy and business model including assets

The scenario analysis undertaken shows possible future extremes and while the Group has adopted an assumed pathway, it must also consider the uncertainties of climate change, and which could see either extreme being realised.

The Group is not exposed to significant financial fluctuation when considering either scenario extreme being realised. The group is able to adjust and adapt in the face of uncertainty, with the ability for increased capital allocation if necessary, and the ability to exit or repurpose any of its leased sites if changes to its strategy or business model becomes necessary.

Effect of the Group's current and planned investments in climate-related mitigation, adaptation and opportunities for climate resilience

The Group does not have any current material investments and has no planned investments in climate related mitigation, adaption or opportunities for climate resilience within its short term strategy.

Mitigation

No effect

Adaptation Investments

No effect

Opportunities for Climate Resilience

No effect

Governance

Business Governance

The Board of Directors (the Board) has ultimate responsibility for setting and overseeing the Group's strategy, business plans and annual budgets, and the risk management approach. Climate-related risks and opportunities are considered by the Board in relation to performing each of these responsibilities.

The Board's Charter specifies how the Board's oversight of climate-related risks and opportunities will be supported by several established functions throughout the organisation. Various committees prepare reports that are provided to the Board each quarter on key issues, including specifics on climate-related risks and opportunities. The Board discusses the reports as a recurring Board meeting agenda item each quarter. Each committee has its own terms of reference which describes the scope of decision-making related to business activities.

Roles and responsibilities for Governance

Board Oversight

The Board brings a wealth of experience and expertise, bringing effective guidance for climate- related strategy. To view detailed biographies of board members, please visit the 'Information on Directors' section of the FY25 Annual Report.

The Board receives quarterly updates through business and operational risk reporting on all climate-related issues by appointed committees, including areas of progress, emerging trends, and updates on climate-related risks and opportunities that could reasonably be expected to affect the Group's prospects in terms of its impact on cash flows, access to finance or cost of capital over the short, medium or long term. This information flow ensures that the Board is well-informed about climate-related risks and opportunities to monitor and assess implications for the Group's strategy and business model and to re-consider climate-related targets.

Committees in place to support Board oversight

Audit and Risk Committee

Oversight of climate-related matters is the responsibility of our Audit and Risk Committee (ARC). This Committee assists the Board in reviewing frameworks for the identification, management and reporting of climate risks and opportunities, and reporting on the progress towards any established targets as they are developed through continuous monitoring and oversight.

The Audit and Risk Committee meet quarterly and is responsible for overseeing the Group's risk management and internal control systems and including the Groups risk appetite. It reviews whether internal control systems over climate-related data are effective and includes the Groups transition plans. The Board receives all Audit and Risk Committee meeting minutes for review, which include details on risks, opportunities and internal controls as they pertain to climate.

Responsibility for identifying and managing climate-related risks and opportunities extends throughout the organisation, with strategic direction and oversight provided by the Internal Risk Review Committee. The Internal Risk Review Committee is a sub-committee of the ARC comprising key personnel and executive management such that all areas of the business have representation including Finance, Governance, Environment, Climate, Sustainability, Operations, Legal, People & Culture, IT Systems & Security, Health & Safety.

The Internal Risk Review Committee plays an important role in overall risk management including assistance in developing the Group's climate transition plan. The Committee uses a risk matrix to determine risk exposure considering both likelihood and impact of climate-related risks, performing a quarterly review of the Group's risks and related mitigation.

Each of the Group's risks (including emerging risks) are reviewed in detail by the Board and Audit and Risk Committee throughout the course of the year, considering the detailed risk description, the controls and mitigating actions in place, the level of internal and external assurance obtained, and the resultant residual risk exposure.

People and Culture Committee

The People and Culture Committee is responsible for:

- Board size - making recommendations regarding the size of the Board, being a size that encourages efficient decision making;
- Director competencies - identifying and making recommendations regarding the necessary and desirable competencies of directors;
- Skills matrix - formulating a Board skills matrix setting out the mix of skills and diversity that the Board currently has or is looking to achieve in its membership, ensuring the skills matrix is assessed on a regular basis to ensure it remains relevant to the Company, and ensuring the skills matrix is compliant with ASX Corporate Governance Principles and Recommendations (4th edition);
- Board Remuneration and Incentives

Management Responsibilities

The Board delegates day-to-day responsibility of executing strategy, including climate related matters, to the appointed management roles through role descriptions specifying mandates. The Board has oversight over the relevant roles through the above-mentioned board committees. The office of the CEO is supported by a team of management executives, who have key roles in the executive level management of climate-related matters that are delegated to support Board oversight.

Key roles that are delegated to executives to support Board oversight include:

- Executive Chair: provides strategic leadership and oversight of the Company and is supported by the senior executive leadership team comprising the COO, CFO and CIO, who report directly to the Executive Chair.
- Chief Financial Officer (CFO): responsible for incorporating climate-related matters into financial practices, responsible for financial reporting (including climate-related financial disclosures) and disclosure activities for alignment to financial reporting. The CFO is responsible for developing and implementing the Group's climate-related strategy including development of policies and frameworks, overseeing ESG reporting and disclosures and coordinating stakeholders on the strategy and an overview of the specific climate related risks and opportunities in the period, including any relevant metrics and progress. CFO outputs are used to evaluate the effectiveness of the Executive Leadership Team on management of climate-related risks and opportunities.
- Chief Operating Officer (COO) and Chief Information Officer (CIO): are responsible for embedding of climate-related matters into the Group's operations focusing on efficiency, resilience and overall alignment with all other areas of operations.
- The Executive Leadership Team are responsible for identifying, assessing and managing risk across the Group, including those related to climate, and for integration of climate risk into the overall risk management framework to reduce the potential magnitude and consequence, and for integrating climate-related matters into the Group's compliance framework to help mitigate risks and enhance reputation.

Training for executive management and staff

All executive management have moderate to high knowledge and experience relating to climate. Specific climate related training is non mandatory for the Groups executive management unless reviews for ongoing effectiveness of the executive leadership team indicates further training is needed.

Where identified as necessary, certain roles or teams have undertaken training to support their functions relating to Climate, Sustainability and GHG emissions reporting.

Controls and procedures used by management to support oversight of climate matters

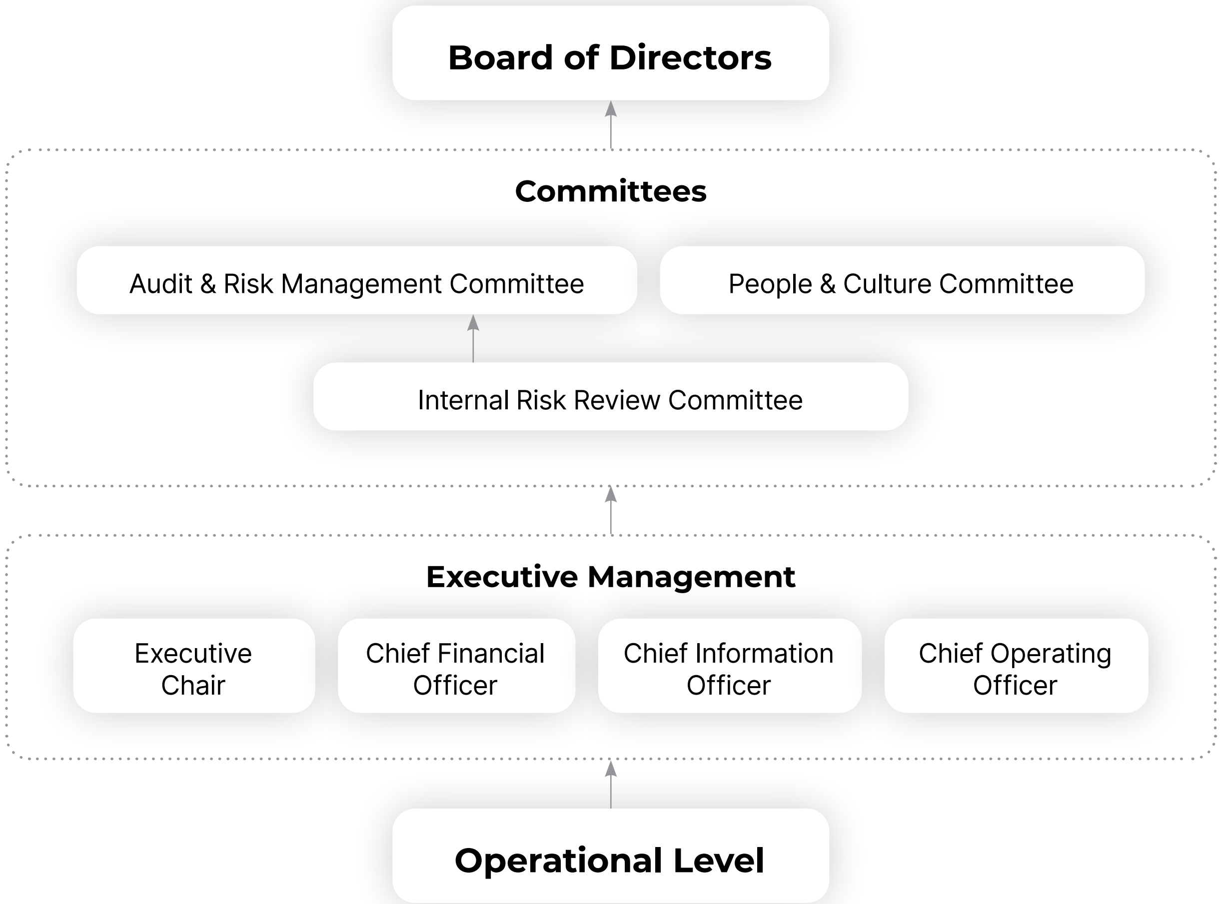
Management's oversight of the Group's climate-related risks and opportunities is supported by the use of controls and procedures relating to the identification of climate-related risks and opportunities and the monitoring of performance in managing those risks, including controls and procedures for the measurement of GHG emissions and for monitoring progress towards achieving targets as they are established. These controls form part of the Group's risk management processes and are integrated throughout business functions.

Executive management plays a key role in implementing and monitoring the effectiveness of governance processes, controls and procedures including oversight of all key activities conducted in the business including setting climate-related targets through continuous monitoring and oversight, establishing strategies, aligning operations to climate strategies, sustainable financing policies, and tracking progress against current strategies. Management holds responsibility for daily implementation of governance frameworks and controls to support compliance and stakeholder communications.

The Group has a trade-off policy requiring climate-related risks and opportunities to be considered in all major strategic and financial decisions. This policy ensures that trade-offs between climate impacts and financial performance are evaluated, documented, and disclosed in line with AASB S2 requirements. Executive management is accountable for applying this policy to projects, expansions, acquisitions, and investments.

The Group's Climate Governance Structure

The diagram below illustrates the framework of the Group's climate-related governance structure and highlights the relationship between its board structure, executive committees and supporting governance levels. Please note that this diagram focuses on governance in relation to climate only and therefore does not necessarily depict the Group's complete governance structure.



Governance of climate strategy and targets

The Board is responsible for overall climate-related leadership including setting and overseeing strategies designed to respond to climate-related risks and opportunities, approving targets and ongoing risk management. Targets if set by the Group are monitored by the Board during meetings to track progress. Updates to targets if established are made at least annually with the Board being the ultimate approver.

The People and Culture Committee is responsible for setting climate targets that are included in executive remuneration arrangements.

At the end of each year, the Audit and Risk Committee review all climate risks, controls, and plans to assess the effectiveness of current policy and make revisions as necessary.

During FY25, there were no ongoing targets and no new targets established.

Climate-related skills and experience

The Board maintains a Board Skills Matrix that outlines the skills and experience considered by the Board to be important for its directors to collectively possess. These skills are set out in below and included in our Corporate Governance Statement, with each considered a competency that the Board believes it requires to effectively discharge its duties.

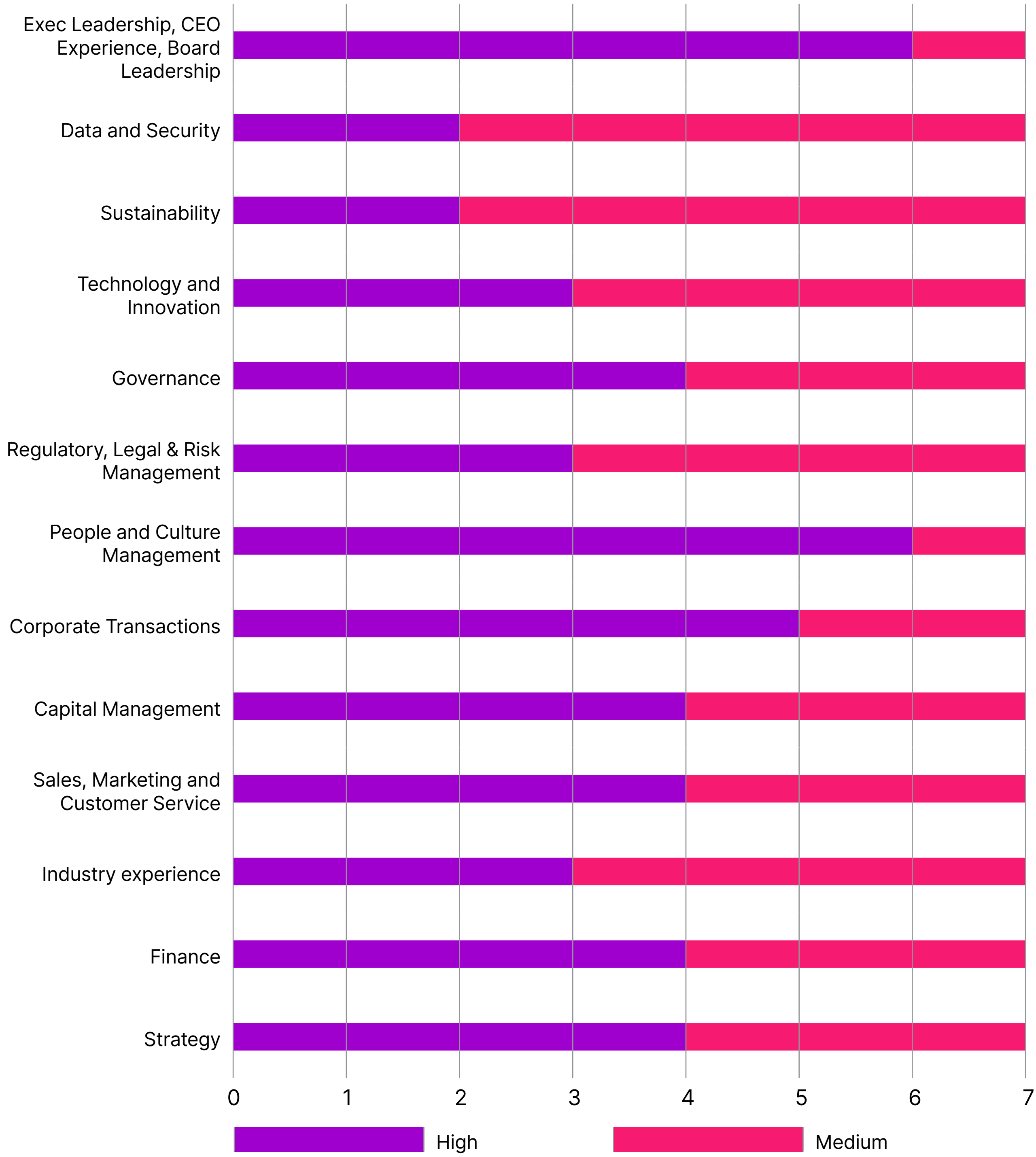
Skill	Description
Strategy	Ability to think strategically and identify and critically assess opportunities and threats and develop effective strategies in the context of changing market conditions, including disruptions and innovations.
Finance	Understanding the financial drivers of the business, experience in financial accounting and reporting, corporate finance and financial controls.
Industry experience	Experience and broad understanding of the technology market, including market drivers, risks and trends including policies, competitors, end users, regulatory policy and framework.
Sales, marketing and customer service	Clear understanding of developing and implementing sales and marketing teams and strategies, recruiting, running and incentivising sales teams, and setting sales budgets and targets. Experience in developing customer focussed strategies and developing customer outcomes.
Capital markets	Expertise in considering and implementing efficient capital management including alternative capital sources and distributions, yields and markets.
Corporate transactions	Experience in assessing and completing business transactions, including mergers, acquisitions, divestments, capital management, major projects and business integration.
People and culture management	Board Committee or senior executive equivalent experience relating to people management and human resources, corporate culture, and remuneration issues.
Regulatory, legal and risk management	Experience in identification, monitoring and management of material financial and non-financial risks, including legal and regulatory compliance, cyber security risk, oversight of compliance management frameworks, controls and systems, ability to identify and oversee mitigation strategies for emerging risk and compliance issues in the organisation. Knowledge of legal and regulatory requirements of the Group.
Governance	Knowledge and experience in best practice governance structures, policies, and processes, including experience with ASX-listed entities.
Technology and innovation	Experience and expertise in the area of technology applied to technology distributor companies, including keeping abreast of emerging technologies and other innovations relevant to the Company.
Sustainability	Expertise in Environmental, Social, and Governance (ESG), including climate-related governance, with well-developed knowledge of climate-related risk and opportunity management.
Data and security	Understanding the use of data and requirements relating to data security, cyber risk, and privacy.
Executive team leadership / ceo experience / board leadership	Experience in CEO or other senior executive leadership roles. Experience in Board or other committee leadership roles.

The Board Skills Matrix and competency descriptions are reviewed by the People and Culture Committee and by the Board through self-assessment annually to ensure the skills remain relevant to the Company. This review was carried out in 2025 with a minor change to integrate climate governance into ESG with a change of skill category to Sustainability.

A Director induction program has been designed and Directors are expected to participate in this induction and orientation program on appointment. In addition, industry updates are regularly provided to the Board to ensure they are informed about developments within the Company and the industry in which it operates.

The below illustrates the number of directors that have a high, medium, or low competency and experience in the described skill, where directors were asked to rate their competency level for each identified skill as follows:

High: Strong working knowledge or expertise and experience; Medium: Solid working knowledge and some experience; and Low: Limited knowledge and not an area of experience.



Remuneration systems

The People and Culture Committee is responsible for recommending and establishing climate targets that are included in executive remuneration arrangements. The People and Culture Committee play a critical role in overseeing the annual reviews, and approval of the incentive scheme for executives to ensure they are aligned with the Group's strategic objectives, ethical standards and regulatory requirements. The committee arranges that all remuneration policies are reviewed for effectiveness and all incentive schemes undergo rigorous risk assessments. This includes regular monitoring and reviewing through ongoing internal audits, training and transparent communication.

Executive remuneration

There have been no executive remuneration incentives established for achieving climate related targets within the groups short, medium and long term horizons, and it is not expected to be introduced within the short to medium term.

Carbon Pricing

The Group does not apply carbon pricing mechanisms in its operations or decision-making processes. There are currently no legal or regulatory requirements mandating the use of carbon pricing within our jurisdictions, and we have not voluntarily adopted such measures. Consequently, carbon pricing does not influence our financial statements, risk management strategies, or climate-related disclosures.

Risk Management

Risk Management

The Group's identification and management of all risks is performed in accordance with our Risk Management Framework (RMF). Climate-related risks are integrated within our broader RMF, aligning with other principal risks and providing a holistic approach to identifying, assessing and managing risks. The identification and assessment of climate-related risk is an iterative process that is performed by the Internal Risk Review Committee (IRRC) who report into the Audit and Risk Management Committee (ARC). Members of the IRRC are selected for their expertise within specific business areas providing an acute and holistic understanding of its operations and related risk exposure. IRRC Members actively maintain a fluid risk register, capturing new and emerging risks, monitoring the effectiveness of established controls, and updating progress of associated action plans. On a quarterly cycle the IRRC hold meetings to collectively review, identify and assess the Group's overall exposure to risks. This process ensures changes to the risk profile from significant events or changes in circumstances (such as introduction of a new climate-related regulation or the acquisition or disposal of a business) are appropriately managed and identified within expected timeframes.

New and emerging climate-related risks are identified by analysis of the Groups current operations and strategies against potential physical and transitional risks. Material risks are rated using risk matrices against various measures including the effects upon People & Culture, Health & Safety, Environment, Operations, Legal, Finance, and Technology.

This process enables the understanding of and identification of risks exposures and risks across the business with the potential to disrupt our ability to maintain our core operations such as serving customers or affecting our earnings, liquidity, capital, or operating model. Climate-related risks, whilst driven by climate factors, are recorded in our risk register and integrated in our RMF. Risk management enables the Group to both protect and create value which is crucial to achieving our strategic objectives. The Group's RMF is focused on risk governance, risk strategy and risk process where our Group's RMF and internal controls address the potential threats to our business model and overall business strategy. The Group identify climate-related risks as principal risks which helps to evaluate both the likelihood and magnitude of those risk compared to other principal risks. RMF is embedded in throughout the decision-making processes and captured within our policies, operating procedures and delegated authorities, with ongoing review by the Board.

Our internal controls aim to ensure the accuracy, reliability, and integrity of financial and non-financial information, as well as compliance with laws, regulations, and policies. The Group monitors and reviews its operational environment to reduce deficiencies, address weaknesses, and identify new risks early.

As this is the first year of reporting under the Climate-related Financial Disclosure framework, there is no prior-year comparative information available to assess changes in the risk management process. Future reports will include comparative analysis as historical data becomes available.

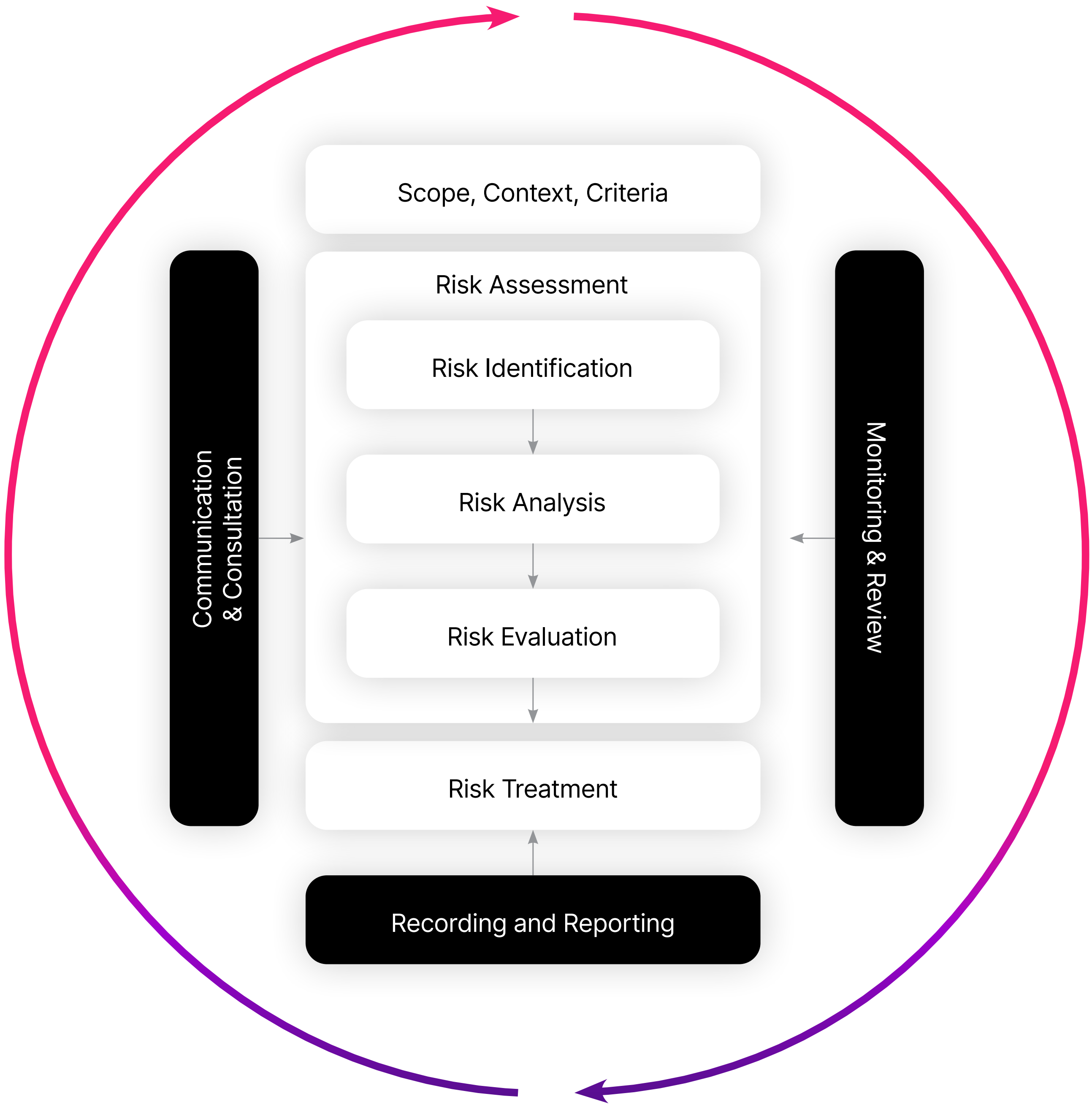
Risk Governance

The RMF integrates risk governance, strategy and processes into business decision making. The Group ensures governance, decision and strategy for identified risks are governed appropriate to the risk exposure using an escalation approach as illustrated below.

RISK RATING	ACTION REQUIRED	ESCALATION LEVEL
Low	Activity may continue, manage by routine controls, review periodically	IRRC, Managers, Supervisors, WHS Committee, HSEQ Officer
Moderate	Activity may continue, risk treatment to be developed and applied. Residual risk in this band should have associated controls monitored regularly	Executive Management, IRRC
High	Activity may continue, risk treatment to be developed and applied to reduce risk rating. Inherent risk in this band must have associated controls monitored regularly	Board, Executive Management, IRRC
Extreme	Activity must be halted until risk treatment is developed and applied to reduce risk rating.	Board, Executive Management, IRRC

Risk Management Framework

The Group's Risk Management Framework (RMF) is aligned with AS ISO 31000, applying a systematic approach to identifying, assessing, treating, monitoring, reviewing, recording, and reporting risks. This framework supports effective communication and consultation and ensures that risks are managed in the context of achieving the Group's strategic and operational objectives. The RMF considers both the threats and opportunities inherent in all forms of risk.



Applicability to Climate-Related Risks and Opportunities

The RMF is applied consistently across all risk domains, including climate-related risks and opportunities. The same governance, assessment, and escalation pathways apply, ensuring climate risks are evaluated and prioritised equitably alongside operational, financial, and strategic risks.

Identification and Analysis

The Group uses a structured three-stage approach to identify and analyse climate-related risks and opportunities across short- (1 year), medium- (5 years), and long-term (10 years) horizons:

- **Initial Identification**
  Potential climate-related risks and opportunities are identified using datasets from recognised and reliable sources. This includes reference to the Task Force on Climate-related Financial Disclosures (TCFD) Final Recommendations (2017) to ensure consideration of widely recognised climate drivers and transition themes.
- **Detailed Physical Risk Review**
  Potential physical risks are further analysed using acute and chronic hazard indicators (e.g., cyclones, temperature increases) sourced from the Network for Greening the Financial System (NGFS) Climate Impact Explorer, based on information available at the time of assessment.
- **Scenario Analysis**
  Third-party modelling is used to explore potential future climate pathways. Scenario analysis identifies conditions under which climate-related risks or opportunities could reasonably be expected to affect the Group's financial or operational performance.

Supporting Inputs

Climate-related assessments are informed by:

- insights from key internal stakeholders (Finance, Operations, Logistics, Environment, Legal, Planning, Property & Maintenance)
- current and emerging national climate policies, including Australia's NDC (2022) and New Zealand's second NDC
- existing climate-related legislation (Australia's Climate Change Act 2022; NGER; NZ Climate Change Response (Zero Carbon) Amendment Act 2019)

Evaluation & Prioritisation

All identified climate-related risks are evaluated using the Group's standard risk matrix, assessing likelihood and consequence to determine overall risk severity (Low to Extreme). This enables climate-related risks to be prioritised consistently alongside traditional business risks.

Risk prioritisation reflects the Group's risk appetite and risk tolerance, with exposures exceeding tolerance receiving the highest level of attention and oversight.

This assessment also considers what information could reasonably be expected to affect the Group's prospects and influence internal and external stakeholders which includes the primary users of the report.

Opportunities are prioritised based on:

- potential value creation
- feasibility and strategic alignment
- relevance to core operations
- stakeholder expectations

		LIKELIHOOD				
		Rare	Unlikely	Possible	Likely	Certain
CONSEQUENCE	Insignificant	Low	Low	Low	Moderate	Moderate
	Minor	Low	Low	Moderate	Moderate	High
	Moderate	Low	Moderate	Moderate	High	High
	Major	Moderate	Moderate	High	High	Extreme
	Catastrophic	Moderate	High	High	Extreme	Extreme

Risk and opportunity monitoring

Climate-related risks and opportunities included in the Group's risk register are monitored and reviewed regularly:

- IRRC members review relevant risks continuously within their functional areas and collectively each quarter.
- The Audit & Risk Committee (ARC) reviews the climate risk register quarterly and receives IRRC meeting minutes.
- Reviews assess changes in risk severity, progress on mitigation or adaptation activities, and progress against climate-related targets where set.
- The ARC prepares risk reports for the Board, including heat maps providing the current climate-risk profile.

Continuous Improvement

The Group reviews its RMF annually to ensure alignment with regulatory expectations, stakeholder needs, and evolving climate-related issues. Climate risk assessments are refreshed when significant events occur or when new information becomes available.

Metrics and Targets

Greenhouse gases: 2025 Results

Operational GHG emissions

In FY25, the Group's total absolute gross GHG emissions were 1139.94 tonnes of carbon dioxide equivalent (tCO2-e). This included 48.62 tCO2-e Scope 1 and 1091.32 tCO2-e Scope 2 (location-based). For FY25, the Group has not measured market-based Scope 2 GHG emissions. GHG emissions are measured in accordance with the Green House Gas Protocol corporate accounting and reporting standard.

For all its GHG emissions, the Group applies an operational control approach to define its organisational boundary for the purposes of calculating its GHG emissions. The Group believes that the use of the operational control approach is the most appropriate method to measure the Group's GHG emissions following internal assessment.

Being the first mandatory disclosure of our climate related financial report with limited assurance, the Group has elected not to provide comparisons to the previous year.

GHG Emissions (metric tonnes of CO2-e)	Unit	2025
Scope 1 emissions*	t CO2-e	48.62
Scope 2 emissions (location based) *	t CO2-e	1091.32
Total Scope 1 + 2 emissions	t CO2-e	1139.94

Scope 1 GHG emissions refer to the direct GHG emissions that occur from sources owned or controlled by the Group. Scope 1 direct emissions primarily stem from air conditioning units containing refrigerants.

Scope 2 GHG emissions refer to indirect GHG emissions from the generation of electricity acquired and consumed by the Group. The Group's Scope 2 GHG emissions are measured using the location-based method, which reflects the average emissions factors of the electricity grids on which the Group consumes electricity.

The Group consumes energy generated from:

Grid Location	Emission factor
New South Wales and Australian Capital Territory	0.66
Queensland	0.71
Victoria	0.77
South Australia	0.23
Tasmania	0.15
WA South West Interconnected System (SWIS)	0.51
New Zealand	0.07

As part of the Group's transition plan, on site renewable energy generation is being expanded to reduce the reliance on and climate impact from purchased electricity. For the FY25 period total electricity produced by on site renewable energy sources was 1268666.8 kWh.

The Group's disaggregated Scope 1 and Scope 2 GHG emissions:

GHG Emissions (metric tonnes of CO2e)	Scope 1	Scope 2	Total
Australian Operations	34.05	1067.31	1101.37
New Zealand Operations	14.56	24.01	38.58
Total Scope 1 + 2 emissions GHG emissions	48.62	1091.32	1139.94

Value chain GHG emissions

The Group undertakes measurement of its Scope 3 emissions, but which are not required to be disclosed as part of our first mandatory disclosure of our climate related financial report. The Group has therefore elected not to disclose those emissions within this report.

Methodology for the calculation of GHG emissions

Calculation Standard

For the calculation of the Scope 1 and 2 GHG emissions, the Group follows the guidelines and methodologies contained in the Greenhouse Gas (GHG) Protocol: Corporate Standard Reporting Standard (2004). The Group has measured emissions using the operational control approach, as the operational control approach assumes accountability for emissions produced directly or indirectly through its activities. These boundaries reflect all the operations within the consolidated group where it has the authority to introduce and implement operating policies. The Group follows the directives of the GHG Protocol in its selection of the emissions factors adopted in the calculation of the inventory, whilst the Global Warming Potential (GWP) values considered were taken from the Sixth Assessment Report (AR6) published by the IPCC.

There were no changes in the measurement approach in the current period.

Scope	Emission category	Activity	Data Source	GWP and EF Source	Methodology, Data quality and uncertainty
Scope 1	Stationary combustion emissions	Quantity of fuel used for stationary energy purposes	Invoices	GWPs from AR6; EF's sourced from national-greenhouse-accounts-factors-2024	Methodology aligned GHG Protocol. High data quality, Low uncertainty.
	Mobile combustion emissions	Quantity of fuel used for transport energy purposes	Fuel purchases		
	Fugitive emissions	Leakage from air conditioners containing refrigerant	Manufacturer specifications	GWPs from AR6; EF's sourced from national-greenhouse-accounts-factors-2024	Methodology aligned GHG Protocol using measurement technique from the national-greenhouse-accounts (leakage rates) Medium data quality, medium uncertainty.
Scope 2	Purchased electricity	Electricity consumption	Invoices	Location specific electricity grid EF's sourced from national-greenhouse-accounts-factors-2024 & Measuring-emissions-a-guide-for-organisations-2024	GHG Protocol Location-based method. High data quality and Low uncertainty

Challenges for the measurement of emissions and omissions.

The Group outlines below the challenges encountered in calculating its emissions, including any omissions. These omissions are not considered material and are not expected to influence the decisions of primary users of this disclosure.

Scope 1

- Where data limitations for legacy air-conditioning units exist, estimates are derived based on physical inspections, service histories and maintenance records. Where uncertainty remains, the Group applies standardised default assumptions regarding the air-conditioning system and refrigerant type, adopting a conservative approach which considers industry guidance, manufacturing age and GWP factors per the IPCC.

Scope 2

- Where monthly site activity data was not available at the time of preparation, missing data was estimated using the average of available activity data for the reporting period.
- Where site activity data for the full reporting period was unavailable due to data limitations, estimates were derived using available property information, including floor area, and assumptions on energy use and floor space from the Commercial Building Baseline Study 2024 - Summary Report (February 2025 update) published by the Department of Climate Change, Energy, the Environment and Water (DCCEEW). Together, these inputs determined the average annual energy usage for relevant sites.

Other cross-industry metrics

Vulnerability of assets and business activities to climate-related physical & transition risks and climate-related opportunities

Approach to assessing vulnerability across business activity sites.

The Group assesses climate-related transition and physical risks, as well as climate-related opportunities, across all business activity sites where our operations occur. This includes owned and leased facilities across Australia, New Zealand, and Asia. Each site is evaluated based on the extent to which business activities conducted there are exposed to, or aligned with, climate-related factors, rather than on asset ownership or operational-control boundaries used for greenhouse gas reporting. Using a consistent, site-based activity metric enables us to quantify the amount and percentage of business activities vulnerable to climate-related risks and aligned with climate-related opportunities, ensuring our disclosures provide a clear, accurate and decision-useful representation of the Group's exposure profile. Sites with immaterial or negligible exposure are excluded from quantitative metrics but remain within the qualitative boundary to ensure complete and transparent reporting.

Physical Risks

Physical Risk	Subcomponent	Amount of Exposure	Percentage of Exposure	Notes
Extreme Heat	Impact on goods in transit	2 sites	9.1%	This physical risk applies exclusively to imported goods transported in sealed shipping containers during international transit. These goods experience prolonged exposure to elevated temperatures while in ocean freight or awaiting clearance. We carry the risk only for products purchased directly from overseas vendors, and these goods are received through two distribution centres located in Australia and New Zealand.

Physical Risks

Physical Risk	Subcomponent	Amount of Exposure	Percentage of Exposure	Notes
Extreme Heat	Impact on assets	4 sites	18.2%	Extreme heat increases pressure on HVAC systems and can affect certain temperature sensitive operational equipment. However, this exposure is not uniform across the Group. Of our 22 business activity sites: • 18 sites are small offices/trade outlets that do not contain significant heat sensitive assets. • Only 4 sites contain operationally important HVAC systems or equipment that may require future upgrades, resite, or resilience measures in response to worsening heat conditions. Of these 4 exposed sites, 3 are leased, meaning major HVAC or building level upgrades would typically be undertaken by the lessor, resulting in lower direct capital exposure for the Group. Short and medium term financial impacts are minimal, and long term impacts are expected to remain low and manageable.
Extreme Heat	Impact on workforce productivity	5 sites	22.7%	Extreme heat can affect staff comfort, indoor working conditions, and productivity, particularly where manual handling, warehouse activities, or physically intensive tasks are undertaken. This exposure does not apply to all business activity sites. Our 17 small office/trade outlet sites involve intermittent and low levels of physical work and therefore face negligible productivity impact from extreme heat. In contrast, 5 business activity sites involve moderate to high physical work (including distribution centres and 3PL Services), where sustained extreme heat may require enhanced cooling, resilience measures, or heat aware operating practices. Short to medium term impacts remain minimal, with long term impacts are expected to be low due to planned mitigation measures.
Acute physical events & Chronic Climate Change	Supply chain and transportation disruption	21 sites	95.5%	The Group may experience delays in the supply and movement of goods due to acute climate events or longer-term climate changes. This includes risks of supplier-related delays at our main distribution centres and delays in moving goods to satellite sites. Sites where we organise the receiving and/or distribution of goods are exposed to transport-related disruption. For locations where customers arrange collection, any associated climate-related transport delays are assessed as immaterial.

Transition Risks

Transition Risk	Subcomponent	Amount of Exposure	Percentage of Exposure	Notes
Fossil fuel phase out	Gas Dependent Equipment	2 site	9.1%	Mains gas is used to provide hot water services at 1 of our leased business activity sites and at 1 of our owned sites. Although gas consumption is minimal and the hot water system is owned and replaceable by the lessor for leased locations, hot water is essential for maintaining hygiene and amenities. Therefore, these sites are considered exposed to transition risks associated with fossil fuel phase out.
Fossil fuel phase out	LPG Powered Equipment	1 site	4.5%	We own and lease a number of powered material handling vehicles. One LPG powered forklift remains in use at our main distribution centre in NSW; all other material handling vehicles are electric. This forklift is readily replaceable with an electric equivalent. A suitable electric replacement is available (approx. $30,000 purchase price) but would likely be leased rather than purchased. This limited dependency represents a small, easily mitigated exposure to fossil fuel transition risks.
Fossil fuel phase out	Electricity Reliability (Blackouts)	19 sites	86.4%	The retirement of gas fired power stations may impact grid stability. Most of our sites rely solely on grid electricity and are therefore sensitive to changes in reliability, while our other sites have solar generation that allows limited operation during outage periods.
Electrification of transport	3rd Party Logistics Fleets	21 sites	95.5%	Our third party logistics (3PL) providers may face increased vehicle and infrastructure costs as they electrify their fleets in response to regulatory and market pressures. These costs may be passed through to us in freight charges. While we expect to recoup such increases through customer pricing and anticipate similar impacts across our competitive landscape, the transition still represents a business wide exposure.

Opportunities

Climate related opportunities for the Group primarily relate to the uptake of renewable energy, energy efficiency measures, and long term building resilience improvements. Consistent with AASB S2 expectations for metrics and targets, we quantify opportunities based on the amount and percentage of business activities currently aligned with climate related opportunities and separately describe future opportunities expected to become available over the medium to long term.

Opportunity	Subcomponent	Amount Aligned	Percentage Aligned	Notes
Investment in renewable energy	Existing Renewable Energy Generation	3 sites	13.6%	The Group currently operates three solar equipped sites. These installations contribute to reduced electricity consumption, lower exposure to energy price volatility, and alignment with long term decarbonisation pathways. These benefits represent clear climate related opportunities through enhanced energy efficiency and operating cost stability.
Investment in renewable energy	Additional Solar Capacity at Main Distribution Centre	Not yet counted	N/A	Our main distribution centre has the physical and operational potential for expanded on site solar generation. While no capital expenditure has been committed at this time, this represents a medium term opportunity to further reduce grid dependence, improve energy resilience, and enhance operating cost stability. Because this opportunity is not yet realised or financed, it is not included in the quantified metrics. It is instead disclosed qualitatively as an anticipated opportunity.
Investment in renewable energy	Solar Feasibility with Lessors Across Leased Sites	Not yet counted	N/A	Twenty-one of our sites are leased with two already equipped with Solar and one being a leased space within an office block and unviable for Solar. Subject to lessor approval and commercial feasibility, future partnership opportunities may enable solar installations at the remaining sites. These installations have the potential to contribute to: • reduced energy costs, • lower exposure to fossil fuel electricity supply risks, and • improved facility resilience. However, because these opportunities depend on third party engagement and no agreements are currently in place, they are disclosed qualitatively and not included in the quantitative metrics.

Capital Deployment

Transition Risks

No significant capital was deployed for transition risk mitigation during the reporting period. Where relevant, our exposure is expected to be addressed through operational adaptation, cost pass through mechanisms, or lessor funded infrastructure upgrades rather than direct investment by the business.

- LPG forklift:
  If replacement becomes necessary, an electric forklift (approx. $30,000 purchase cost) would likely be leased, minimising capital exposure.
- Gas dependent hot water:
  Any replacement or upgrade of gas systems at leased premises is expected to be funded by the lessor, with minimal direct capital impact on our business.
- Electricity reliability exposure:
  Managed through operational practices and business continuity planning. No significant capital projects were undertaken during the period.
- 3PL transport electrification:
  Expected cost impacts relate to service pricing rather than business owned assets. No capital investment is required by the Group at this stage.

Physical Risks

During the reporting period, the Group did not deploy material capital expenditure specifically to mitigate physical risks associated with extreme heat impacts on imported goods, assets, or workforce productivity. These physical risks are currently managed through operational controls, supplier management practices, and existing HVAC systems.

For the four sites with assets exposed to extreme heat, any major HVAC or building resilience upgrades at non owned sites (three out of the four) would be undertaken and funded by the lessor, further reducing direct capital exposure. Long term exposure at owned sites may require incremental investment in HVAC efficiency, shading, insulation, or equipment relocation; however, these are expected to represent low impact, planned expenditures spread across future reporting periods.

For imported goods exposure, no capital expenditure is anticipated as mitigations relate to supplier packaging, handling practices, and operational adjustments, not capital investments.

The group has not incurred any material financial expenditure to mitigate supply-chain or transportation related risks, as these risks are not expected to be material until the long-term horizon.

Overall, the Group does not expect significant capital deployment for physical risk adaptation in the short to medium term, and long term capital needs are expected to be low and manageable.

Opportunities

During the reporting period, the Group did not deploy capital specifically towards climate related opportunities. Existing solar generation was installed prior and no new capex has been committed for solar expansion or energy efficiency projects.

Medium term and long term opportunities (such as expanded solar at the main DC or potential installations at non owend sites) may require future investment; however, these opportunities remain under assessment and no financial commitments have been made at this stage.

Climate-related Targets

The Group does not have any current climate-related targets to report on during our FY25 disclosures and has not established any climate-related targets for the FY26 reporting period.

Performance Against Climate-Related Targets

No targets have been established to measure against during the reporting period.

Planned Use of Carbon Credits to achieve its Targets

The Group's has not used carbon credits to offset its GHG emissions during FY25 and have no current plans to use carbon offsets to achieve any future targets, but remain receptive to the use of such credits where required through policy or market expectation.

Further Information

Glossary

Abbreviations	Full term
CO2	Carbon dioxide
CO2-e	Carbon dioxide equivalent
CEO	Chief Executive Officer
CTAP	Climate Transition Action Plan
GHG	Greenhouse gas
GWP	Global Warming Potential
IPCC	Intergovernmental Panel on Climate Change
NDC	Nationally Determined Contribution
PPA	Power Purchase Agreement
RMF	Risk Management Framework
ARC	Audit and Risk management Committee
IRRC	Internal Risk Review Committee
DOA	Dead on Arrival

Terms	Description
Carbon capture	The process of separation of carbon dioxide from industrial and energy-related sources.
Carbon capture and storage	The process of carbon capture and the subsequent transport of captured carbon to a storage location where it is isolated from the atmosphere long-term. Refer to the definition of carbon capture.
Carbon credit	An emissions unit that is issued by a carbon crediting programme and represents an emission reduction or removal of greenhouse gases. Carbon credits are uniquely serialised, issued, tracked and cancelled by means of an electronic registry.
Carbon dioxide equivalent	The universal unit of measurement to indicate the global warming potential of each greenhouse gas, expressed in terms of the global warming potential of one unit of carbon dioxide.
Emissions factor	A factor that converts activity data into greenhouse gas emissions data (e.g. kgCO2-e emitted per GJ of fuel consumed, kgCO2-e emitted per KWh of electricity used).
GHG Protocol	Globally recognised and standardised frameworks to measure and manage greenhouse gas emissions from private and public sector operations, value chains and mitigation actions.
Global Warming Potential	A factor describing the radiative forcing impact (degree of harm to the atmosphere) of one unit of a given greenhouse gas relative to one unit of CO2.
Paris Agreement	The central objective of the Paris Agreement is its long-term goal to hold global average temperature increase to well below 2°C above pre-industrial levels and pursue efforts to limit the temperature increase to 1.5°C above pre-industrial levels.
Greenhouse gas	The aggregate anthropogenic carbon dioxide equivalent emissions of carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF6) and nitrogen trifluoride (NF3)

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Independent auditor's review report to the members of Dicker Data Limited

Conclusion

We have conducted a review of the following information in the Sustainability Report of Dicker Data Limited (the Company) and its subsidiaries (collectively the Group) for the year ended 31 December 2025 (the 'selective sustainability information') as required by Australian Standard on Sustainability Assurance ASSA 5010 *Timeline for Audits and Reviews of Information in Sustainability Reports under the Corporations Act 2001* issued by the Auditing and Assurance Standards Board (AUASB):

Selective sustainability information	Criteria: Reporting requirement of AASB S2 Climate-related Disclosures (AASB S2) (including related general disclosures required by Appendix D)	Location in Sustainability Report
Governance	Paragraph 6	Pages 44-50
Strategy (risk and opportunities)	Subparagraphs 9(a), 10(a) and 10(b)	Pages 33-36, including Climate risks and opportunities impacting the business, Risk/Opportunity and Nature of the Risk/Opportunity
Scope 1 and 2 emissions	Subparagraphs 29(a)(i)(1) to (2) and 29(a)(ii) to (v)	Pages 54-57 inclusive of Greenhouse gases: 2025 Results and Methodology for the calculation of GHG emissions

The requirements of AASB S2 identified in the table above form the criteria relevant to the selective sustainability information and apply under Division 1 of Part 2M.3 of the *Corporations Act 2001* (the Act).

We have not become aware of any matter in the course of our review that makes us believe that the selective sustainability information specified in the table above does not comply with Division 1 of Part 2M.3 of the *Corporations Act 2001*.

Basis for conclusion

Our review has been conducted in accordance with Australian Standard on Sustainability Assurance ASSA 5000 *General Requirements for Sustainability Assurance Engagements* (ASSA 5000) issued by the AUASB. Our review includes obtaining limited assurance about whether the selective sustainability information is free from material misstatement.

In applying the relevant criteria, we note that subsection 296C(1) of the Act includes a requirement to comply with AASB S2.

Our conclusion is based on the procedures we have performed and the evidence we have obtained in accordance with ASSA 5000. The procedures in a review vary in nature and timing from, and are less in extent than for, an audit. Consequently, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an audit been performed. See the *Summary of the Work performed* section of our report.

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Our responsibilities under ASSA 5000 are further described in the *Auditor's responsibilities* section of our report.

We are independent of the Dicker Data Limited in accordance with the auditor independence requirements of the Act and the ethical requirements of *APES 110 Code of Ethics for Professional Accountants (including Independence Standards)* issued by the Accounting Professional & Ethical Standards Board Limited (November 2018 incorporating all amendments to June 2024) (the Code) that are relevant to reviews of the selective sustainability information of public interest entities in Australia. We have also fulfilled our other ethical responsibilities in accordance with these requirements and the Code.

Our firm applies Australian Standard on Quality Management ASQM 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other information

The directors of the Company are responsible for the other information. The other information comprises the Company's Annual Report, including the Financial Report and the Sustainability Report, but does not include the selective sustainability information and our review report thereon.

Our conclusion on the selective sustainability information does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our review of the selective sustainability information, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the selective sustainability information, or our knowledge obtained when conducting the review, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities for the selective sustainability information

The directors of the Company are responsible for:

- The preparation of the selective sustainability information in accordance with the Act; and
- Designing, implementing and maintaining such internal control necessary to enable the preparation of the selective sustainability information, in accordance with the Act that is free from material misstatement, whether due to fraud or error.

Inherent limitations

As discussed in Pages 50 to 54 of the Report, climate-related risk management is an emerging area, and often uses data and methodologies that are developing and uncertain. The Report contains forward looking statements, including climate-related scenarios, targets, assumptions, climate

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projections, forecasts, statements of future intentions and estimates and judgements that have not yet occurred and may never occur. We do not provide assurance on the achievability of this prospective information.

Greenhouse gas emissions quantification is subject to significant measurement uncertainty, which arises because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases. The comparability of sustainability information between entities and over time may be affected by inconsistencies in the methods to estimate or measure those emissions, due to different, but acceptable, methods applied.

Auditor's responsibilities

Our objectives are to plan and perform the review to obtain limited assurance about whether the selective sustainability information, defined in the *Conclusion* section of our report, is free from material misstatement, whether due to fraud or error, and to issue a review report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the selective sustainability information.

As part of a review in accordance with ASSA 5000, we exercise professional judgement and maintain professional scepticism throughout the engagement. We also:

- Perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify and assess the risks of material misstatements, whether due to fraud or error, at the disclosure level but not for the purpose of providing a conclusion on the effectiveness of the entity's internal control.
- Design and perform procedures responsive to assessed risks of material misstatement at the disclosure level. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Summary of the work performed

A review is a limited assurance engagement and involves performing procedures to obtain evidence about the selective sustainability information. The nature, timing and extent of procedures selected depend on professional judgement, including the assessed risks of material misstatement at the disclosure level, whether due to fraud or error.

In conducting our review, the procedures we performed included, but were not limited to:

- Considered the completeness of Dicker Data Limited's assessment of climate-related risks and opportunities
- Conducted interviews with key personnel to understand the process for collecting, collating and reporting the selective sustainability information during the reporting period
- Read minutes of relevant committees to understand matters discussed and decisions made with respect to climate-related disclosures
- Assessed the appropriateness of the reporting boundaries applied

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- Undertook analytical review procedures to support the reasonableness of the selective sustainability information
- Evaluated the appropriateness of emission factors applied in the greenhouse gas emission processes
- Agreed the selective sustainability information disclosures made in the report with the underlying records
- Evaluated the presentation and disclosure of the selective sustainability information against the requirements of AASB S2

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Graham Leonard
Partner
Sydney
26 February 2026