

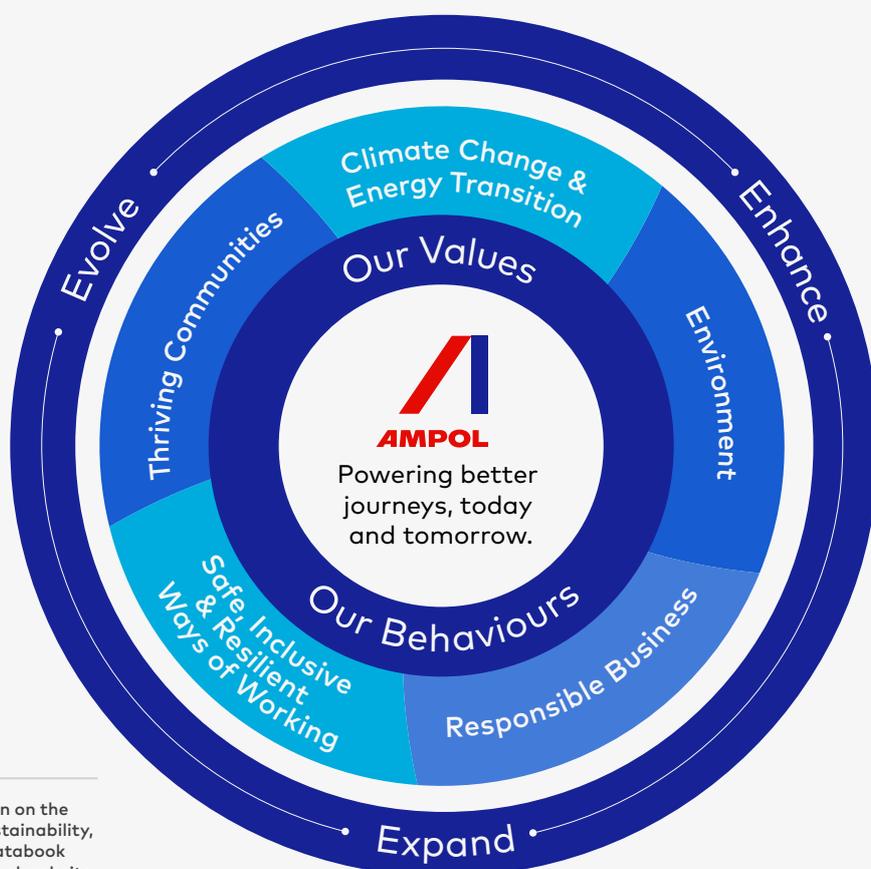
Our approach to sustainability

In 2025, Ampol made the decision to transition from a fixed-term sustainability strategy to a more agile and purpose-led approach.

The new approach to sustainability will take effect from 2026 and is designed to further embed sustainability into the execution of Ampol's broader corporate strategy, guided by the three core pillars of Enhance, Expand and Evolve.

This shift reflects our commitment to mature sustainability governance, delivery of sustainability outcomes, and supporting continuous improvement as guided by best practice.

The previous 2023–2025 Sustainability Strategy provided a strong foundation for our sustainability journey. However, as the operating environment and stakeholder expectations evolved, so too has our approach. The process of developing our new approach was collaborative and grounded in a lookback across business units, and highlighted the need for a more dynamic model that integrates sustainability into annual planning and aligns with our values and behaviours.



For more information on the new approach to sustainability, see the 2025 ESG Databook available on the Ampol website www.ampol.com.au

Purpose-led framework and scorecard

The new approach to sustainability is structured around five themes, which group our material topics (as identified by our 2024 double materiality assessment) and guide strategic actions across the business to progress our sustainability journey.

Each theme is supported by a long-term goal and annually set strategic initiatives, developed in partnership with relevant business units. We will review the initiatives on an annual basis to ensure relevance and impact. This flexibility also allows us to prioritise material topics year to year, depending on evolving internal and external factors.

To support transparency and accountability, the approach to sustainability also includes a revised annualised sustainability scorecard. We will release our scorecard each year within the Environment, Social and Governance (ESG) Databook (previously named 'Sustainability Datasheet and Appendix'), published on the Ampol website.



To see Ampol's progress against its 2023–2025 Sustainability Strategy scorecard, see the 2025 ESG Databook available on the Ampol website www.ampol.com.au

Responsible business

Ampol remains committed to operating with integrity and supporting a reliable and responsible value chain.

This means promoting ethical labour practices, fair treatment and safe conditions in order to eliminate modern slavery across our supply chain. Protecting the privacy and

security of data for employees, customers and partners, while embedding responsible sourcing practices that support an ethical supply chain, also remains important. By strengthening trust through transparent governance, credible disclosures, and responsible advocacy, and by fostering strong relationships with government, investors, and industry partners, we uphold high standards that aim to mitigate risks and foster an ethical business environment. These actions enable us to operate with integrity, maintain stakeholder confidence, and support the delivery of our corporate strategy.

Industry collaboration

Ampol is a member of several industry associations representing both the fossil fuel sector and the growing lower carbon energy solutions sector. These associations help us to effectively advocate for an industry view on key policy matters and broader sustainability issues. This enables us to contribute to policy and regulatory developments and stay abreast of emerging sustainability trends and best practice. We periodically review our memberships to ensure associations align with our own policy stance, particularly regarding climate-related matters. Below are some of the industry associations and business forums in which we participate:

- Australian Association of Convenience Stores
- Australasian Convenience and Petroleum Marketers' Association
- Australian Climate Leaders Coalition
- Australian Industry Greenhouse Network
- Ai Group
- Australian Institute of Petroleum
- Bioenergy Australia
- Business Council of Australia
- Clean Energy Council
- Electric Vehicle Council
- Global Compact Network Australia
- LASTFIRE
- New Zealand Climate Leaders Coalition
- Sustainable Business Council (New Zealand)
- Sustainable Business Network (New Zealand)

Investor engagement

As part of Ampol's investor engagement program, we regularly meet with existing and prospective investors to discuss our investment thesis and business performance, including ESG performance. These meetings may include Ampol's Chairman, the Managing Director and CEO, as well as members of Ampol's Leadership Team. One-on-one meetings and group meetings are an opportunity to invite and understand investor feedback on critical business plans and progress, as well as our investors' own ESG priorities and mandate requirements. International investors and ratings agencies have particularly sought to understand the nuances of our approach to the energy transition as we work towards the decarbonisation of our own operations within the unique contexts of Australia and New Zealand.

2025 ESG rating performance

 MSCI	AAA		
 SUSTAINALYTICS	46.2	Average ESG risk management score	
 FTSE4Good	3/5		
 ISS ESG	2/10¹	4/10¹	4/10¹
	Governance	Social	Environment
	C- Overall ESG rating		



Case study

Modern slavery due diligence

Our approach to modern slavery is underpinned by our core values and the Ampol Risk Management Framework (ARMF), which is collaborative in nature and integrates the efforts of our people, suppliers and industry partners to protect human rights and prevent any form of exploitation.

As part of the ongoing Lytton refinery ULSF project, Ampol initiated additional, prudent safeguards and checks of secondary suppliers despite this being the responsibility of the primary supplier.

This involved on-ground visits to Thailand and the Philippines to assess whether physical conditions and safety standards were equivalent to those we would expect in Australia, and whether suppliers complied with local laws and regulations.

These suppliers demonstrated strong compliance and operational sophistication and ultimately reinforced our confidence in the integrity of our supply chain.

The same can be said with Z Energy's uniform supply contract transition to Westpeak, which underwent rigorous due diligence as part of the onboarding process. A comprehensive self-assessment, a visit to their facility in Greymouth and disclosures made about prior suppliers reinforced their zero-tolerance approach to unethical processes.

1. For ISS ESG rating scores, 1 represents the highest score possible.

Climate change and energy transition

Ampol is committed to its role in the energy transition through a clear strategy, focused actions and transparent reporting. We recognise climate change as one of our most material topics.

In 2025, we revised our previously set emissions reduction ambition and interim emissions reduction targets to include the full Group. Previously, Ampol’s own targets only included Australian operations, as well as Z Energy’s New Zealand emissions reduction targets, which were adopted at the time of acquisition. Our ambition¹ is to achieve net zero operational emissions (Scope 1 and 2) across our operations by 2040², supported by interim targets³.

To deliver on this ambition, we are working to reduce our greenhouse gas (GHG) emissions and emissions intensity across our operations where possible, and growing lower-emissions mobility energy solutions. Addressing climate-related risks and opportunities during the energy transition is critical to our future, enabling us to meet regulatory requirements, enhance market competitiveness, and contribute to Australia and New Zealand’s sustainability goals.

Details of our emissions reduction ambition and targets, as well as our progress, can be found in Section 4 Metrics and Targets of our Sustainability Report (Climate Statements) (Pages 40-87).

Enhancing climate-related disclosures under AASB S2

In 2025, Ampol commenced implementation of the Australian Sustainability Reporting Standard (ASRS) Australian Accounting Standards Board (AASB) S2 – Climate-related Disclosures requirements, building on the work done in 2023 to deliver our voluntary 2023 Climate Report, which was aligned to the Taskforce on Climate-related Financial Disclosures (TCFD).

Developed by the AASB and mandated by changes to the *Corporations Act 2001* (Cth) made by the *Treasury Laws Amendment (Financial Market Infrastructure and Other Measures) Act 2024* (Cth), AASB S2 aligns with global frameworks such as IFRS S2.

Ampol’s Sustainability Report (Climate Statements) can be found on Pages 40-87.

2025 Key Data	
Total emissions (Scope 1 and 2) per kL of Total High Value Product, Lytton refinery (tCO ₂ e/kL)	0.1562 tCO ₂ e/kL
Total emissions (Scope 1 and 2) per kL of Total High Value Product, Terminals (tCO ₂ e/kL)	0.0019 tCO ₂ e/kL
Total emissions (Scope 2) Convenience Retail (tCO ₂ e) – market-based method	67,801 tCO ₂ e
% of energy used for ARENA co-funded EV charging stations offset with renewable energy certificates by 31 December	100%
# EV charge bays operated or controlled by 31 December in Australia	290 bays

 The above data is from the period ending 30 June 2025, unless otherwise stated, and has received Limited Assurance. For relevant definitions and all other ESG-related data disclosures for 2025, please see our 2025 ESG Databook available on the Ampol website www.ampol.com.au. Also available on the Ampol website is the GHG Emissions Calculation Methodology

1. Ambition means an overarching drive or desire for success and achievement.
 2. To achieve net zero operational emissions across Ampol by 2040, we have assumed that Lytton refinery will no longer be operating as a refinery that manufactures traditional hydrocarbon products. The timing of the refinery’s closure will ultimately be determined by a range of factors including the Australian Government’s fuel security objectives which may see the life of the refinery extended beyond Ampol’s voluntary commitment.
 3. A specific, measurable and short-medium term aim that Ampol is focused on achieving.



Case study

Cyclone Alfred – Managing physical climate resilience



Ensuring network and supply chain resilience against significant climate events remains a focus area for Ampol. Our management strategies were effectively actioned in March 2025 when Cyclone Alfred impacted Brisbane and surrounding areas.

Our response focused on prioritising the safety of our people and the environment, maintaining post-disaster operational functionality and implementing an adaptable supply chain strategy to minimise fuel supply chain disruptions.

There were 195 retail sites across South East Queensland and Northern New South Wales affected to varying degrees during this period. Retail operational disruptions included flooding, low level fuel stocks, power outages, accessibility and staff unavailability due to road closures. 13 critical sites were prioritised to support nearby emergency services and the needs of local communities.

We were able to minimise fuel stockouts during the cyclone through strategic logistics, including supplying fuel to our impacted Northern NSW sites via our Newcastle Terminal, during Lytton Terminal's temporary closure.

Lytton Terminal sustained no significant damage, despite a temporary closure. Fuel deliveries and loading operations recommenced a day after the cyclone passed, while tankers were pre-filled in case of unexpected power outages. Third-party carriers played a critical role at the terminal, and adjusted their schedules to work over weekends which is an uncommon practice.

Our response to Cyclone Alfred underscores our resilience and strategic planning in managing physical climate risk. Through effective safety prioritisation, adaptive supply chain logistics and strong collaborations, we successfully mitigated operational disruptions and continued to provide essential fuel services to impacted communities.



For more information on climate-related physical risk, see our Sustainability Report (Climate Statements) on Pages 40-87

Safe, inclusive, resilient ways of working

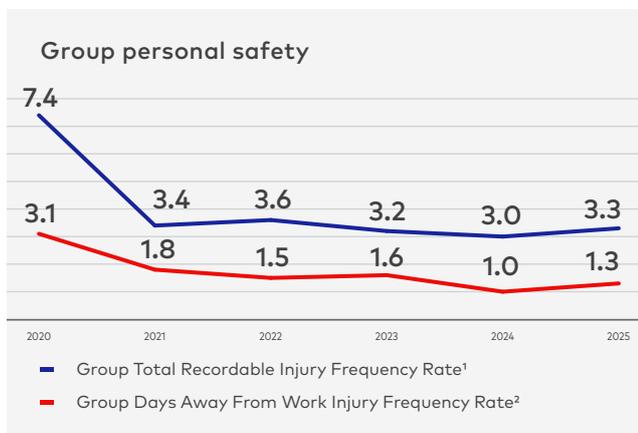


Safety and wellbeing

At Ampol, we place the highest priority on the safety of our people, operations, customers and the communities in which we operate. We are committed to responsible risk management practices that minimise or otherwise mitigate adverse health, safety or environmental impacts, and sustain our performance and culture for the long term.

Personal safety

In 2025, personal safety performance in Convenience Retail and Z Energy continued to trend close to historical best levels. In Fuels and Infrastructure, there was a small increase in injuries related to 'line of fire' and body conditioning hazards. The team progressed a comprehensive personal safety reset initiative, strengthening safety management processes and procedures to deliver both immediate improvements and long-term, sustainable outcomes. Further improvement plans will be implemented throughout 2026.



Process safety

In process safety, Fuels and Infrastructure recorded one Tier 1 and two Tier 2³ incidents during 2025. The Tier 1 event involved a loss of crude oil to a purpose-built secondary containment bund, with no loss to the environment. The spill arose from a tank damaged due to winds and heavy rain in the days that followed Cyclone Alfred. There were no injuries, and repairs to the tank have commenced. Convenience Retail and Z Energy reported no Tier 1 or Tier 2 process safety incidents in 2025. The Group continues to further enhance its processes and capabilities in terms of process safety under our integrated Operational Risk Management Framework.



- The total number of recordable injuries per one million hours worked for a nominated reporting period.
- This is calculated as the total number of days away from work injuries per one million hours worked. A day away from work injury is where the agreed capacity of the worker, supported by a physician where available, is unfit to work for any full calendar day after the date of injury.
- For definition of Tier 1 and Tier 2 process safety incidents, and all other relevant definitions, please see the 2025 ESG Databook, available on the Ampol website www.ampol.com.au.



Case study

Supporting the Taree community

In May, during flooding in Taree, a group of dedicated team members demonstrated exceptional commitment by ensuring our site remained operational 24 hours a day.

Despite knowing they would likely be cut off from their homes due to rising floodwaters, several team members volunteered to stay onsite. They rotated shifts, stayed in local accommodation, and worked continuously over four days to keep fuel available for the local community, emergency services and the State Emergency Service (SES). Another manager travelled from Sydney to provide additional support, reinforcing the collaborative spirit that underpins our response to physical climate risks.

This effort highlights the critical role our people play in maintaining essential services during extreme weather events, which are forecast to increase in frequency and severity. Their actions reflect our broader commitment to safe and reliable operations, customer fuel supply, supporting the communities we serve and commitment to our company values.

2025 Key Data	
Total Recordable Injuries – Fuels and Infrastructure (Australia only)	22
Total Recordable Injuries – Convenience Retail (Australia only)	24
Total Recordable Injury Frequency Rate – Fuels and Infrastructure (Australia only)	3.8
Total Recordable Injury Frequency Rate – Convenience Retail (Australia only)	3.3
Total Days Away From Work Injury Frequency Rate – Fuels and Infrastructure (Australia only)	1.2
Total Days Away From Work Injury Frequency Rate – Convenience Retail (Australia only)	0.8
Group Process Safety – Tier 1 safety event	1
Group Process Safety – Tier 2 safety event	2



The above data is from the period ending 31 December 2025 and has received Limited Assurance. For relevant definitions and all other ESG-related data disclosures for 2025, please see the 2025 ESG Databook, available on the Ampol website www.ampol.com.au.



Safe, inclusive, resilient ways of working continued

Wellbeing

Our aspiration is for our people to be healthier from their work at Ampol – physically, mentally and socially. These three pillars are central to the work of our Wellbeing Council, which oversees the implementation of the Ampol Group Wellbeing Framework and activities across various parts of the business.

The Ampol Group Wellbeing Framework has four commitments:

- **Protect:** We identify the risks to wellbeing and eliminate or minimise them at source
- **Foster:** We develop the wellbeing of our people and teams
- **Support:** We provide access to specialist supports when our people need it
- **Reclaim:** We help our people restore their wellbeing



Case study

World Menopause Day with Dr Ginni Mansberg



To mark World Menopause Day on 18 October, Ampol was proud to host a special event featuring Dr Ginni Mansberg, a leading Australian general practitioner, author, presenter and podcaster known for her expertise in women's health including perimenopause and menopause.

The event aimed to replace stigma with an open conversation in recognition of menopause as a workplace wellbeing issue. With approximately one in ten women quitting their jobs due to unmanaged symptoms and limited support, addressing this challenge is critical for wellbeing, inclusion and business sustainability. Retaining experienced talent helps to preserve institutional knowledge and strengthen diversity, which are both key drivers of long-term business resilience and performance.

After first sharing some 'fast facts', Dr Mansberg led a discussion shaped by audience questions about the impacts of menopause and perimenopause, the importance of health literacy among women and the role we can all play in providing support simply through awareness and understanding.

The event also marked the launch of an online knowledge hub, offering accessible resources for all employees and an open peer support network. It recognises that menopause affects not only those experiencing it, but also colleagues, friends and family members.

Representation, Equity and Inclusion

At Ampol, we believe that diverse representation and inclusive practices are fundamental to creating a workplace where everyone can thrive. In 2025, we continued to embed our Representation, Equity and Inclusion (REI) strategy across the Group, guided by our ambition for excellence and the principle that everyone has a role to play in leading inclusively.

During the year, we strengthened our REI Operating Model across four components: Ambition and Beliefs, Governance, Enablers and Focus Areas. We met all publicly stated targets and the majority of our ambitious internal targets, with progress evident through many of our metrics showing improved year-on-year performance, including broader positive momentum in inclusive workplace practices. Insights from our monthly employee survey tool, Peakon, also indicated increased understanding and alignment with our REI ambition.

Our governance approach matured, supported by 15 senior REI leaders and nine executive sponsors. These roles are increasingly embedded across the organisation through local planning, leadership forums and cross-business collaboration. Use of an REI Dashboard continued to grow, ranking in the top 1% most-used of all Group dashboards and enhancing leadership capability.

At a Group level, we maintained our 40:40:20 gender representation mix, although female representation declined due to proportionally higher exits of females when compared to males. We improved overall pay equity, reducing the difference from 11.7% to 11.4% (in favour of males). The like-for-like pay equity difference moved from 0.9% to 0.7%, keeping us within our $\pm 1\%$ target range.

As 2026 marks the final year of our three-year REI strategy, we will continue to focus on sustained gender improvement and embedding REI into everyday ways of working.



For more information on our progress in REI and other ESG-related data, see our 2025 ESG Databook, available on the Ampol website www.ampol.com.au



Case study

AWEI Silver Employer Status achievement



Identifying and embedding practical policies and support to strengthen awareness and inclusion remains a focus for Ampol.

We were proud to achieve Silver Status in the Australian Workplace Equality Index (AWEI), a significant milestone in 2025. The AWEI is administered by ACON's Pride in Diversity, a leading subject matter expert in LGBTQ+ workplace inclusion.

Ampol's Gender Affirmation Standard was a major catalyst for this success. The standard – in providing clear guidance and support – has played a key role in ensuring our people feel seen and supported, reducing barriers to participation and improving retention.

The inclusive policies reflected in the AWEI promote equity and inclusion, supporting sustainable business outcomes through stronger engagement, collaboration and diverse perspectives.

Led by our Rainbow Alliance Network and supported by executive sponsorship, the accreditation process demonstrated a strong commitment to AWEI Silver standards and fostering a culture where everyone feels valued.



Case study

A decade of WIFI – Ampol's gender equality network



2025 marked the 10th anniversary of our Women Inspiring Fresh Ideas (WIFI) gender equality network. During this time, WIFI has transformed from a small network of 50 people with one location to now consist of over 400 people, with reach across all primary Australian locations, a Singapore chapter, and regular connection with Ampol's New Zealand-based gender equality network.

WIFI is powered by a leadership team who have been instrumental in introducing a wide range of initiatives, from development circles and career journey webinars to championing the introduction of period care products across our key locations, under their mission of 'Network, Connect and Empower'.

WIFI's 10th anniversary makes up part of our commitment to advance gender equality, through diverse skills, experience and perspectives.

2025 Key Data

% of female representation at senior leadership ¹ level	40%
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1. For definition of senior leadership, and all other relevant definitions, please see the 2025 ESG Databook, available on the Ampol website www.ampol.com.au.

Thriving communities

Community engagement

Ampol's commitment to thriving communities is reflected in the way we connect, contribute and create impact across the communities in which we operate.

In 2025, our people in Australia and Singapore dedicated a record 3,044 hours to volunteering (up 76% on the prior year), supporting local initiatives that strengthen safety, education, and wellbeing. In New Zealand, ~40% of our employees volunteered throughout 2025.

Through the Ampol Foundation, we invested \$5.149 million in programs and partnerships that empower youth and promote community resilience, while continuing to focus on our core initiatives – workplace giving and local grants. This was an increase of 10% in community contributions compared to the prior year.

Our total community investment in New Zealand was NZ\$2.531 million. NZ\$1 million of this was dedicated to Z Energy's flagship initiative, Good in the Hood, which remained a cornerstone of Z Energy's community support, and enabled customers to direct funding to causes that matter most in their neighbourhoods.

Together, these efforts demonstrate our belief that powering journeys goes beyond fuel and mobility energy, it's about fostering meaningful connections and delivering positive outcomes for the communities in which we operate.



Case study

'Heart Start Kurnell' program supports local community



As part of our continued commitment to safety and connection to our local communities, the team at Kurnell Terminal installed public access defibrillators under a new initiative, 'Heart Start Kurnell'. Heart Start Kurnell aims to equip residents with both the tools and knowledge needed to act quickly in an emergency.

This initiative was launched in response to an Ampol employee's involvement in navigating a medical emergency in the local area and recognised the need for more accessible defibrillators.

Two defibrillators have been installed and positioned to be easily accessible, at the front of the Kurnell Post Office and the whale watching platform at Cape Solander in the Kamay Botany Bay National Park.

In partnership with St John Ambulance NSW, cardiopulmonary resuscitation (CPR) training courses were also made available for community members to attend, with all costs fully funded by Ampol. This encouraged greater participation, ensuring the local community felt empowered to respond in those critical first moments of a medical emergency.

Since the program commenced, one defibrillator has been used on a member of the public, providing support before paramedics arrived.



Case study

Good in the Hood



In 2025, Z Energy donated NZD\$1 million to over 450 community groups through its flagship community giving program, Good in the Hood (GITH), a key part of how Z Energy supports what matters most in the New Zealand communities in which we operate.

Funding was allocated to community groups via in store voting by customers, with further funds allocated to support community events and initiatives throughout the year.

Addressing underrepresentation of support to Māori remained a priority for Z Energy customers. In 2025, 22% of groups supported through GITH identified as Māori-led or Kaupapa-led (embracing and embedding Te Ao Māori values and principles in an organisation), up from 18% in 2024.

The ongoing relationship with charity founder David Letele of Buttabea Motivation, a trusted voice in Māori and Pasifika networks, helped Z Energy connect authentically and amplify awareness of the program. To further celebrate Te Ao Māori, and to mark Te Wiki o Te Reo Māori which coincided with voting, all TV advertising and in store messaging for GITH were delivered in Te Reo Māori.

GITH also creates opportunities for community groups to build relationships, connect with local Z sites, and raise awareness with Z customers. These connections go beyond funding to strengthen local networks and amplify the work happening across New Zealand.

Indigenous partnerships

Our commitment to Indigenous partnerships focuses on the two largest geographies in which we operate, Australia and New Zealand.

In Australia, our Reconciliation Action Plan (RAP) sets out the ways we will progress our vision for Aboriginal and Torres Strait Islander reconciliation and empowerment. In 2025, we completed 80% of the deliverables in our current Innovate RAP, which runs until September 2026. During the year, we deepened our engagement with Indigenous-led businesses, resulting in \$4.9 million in procurement spend with Aboriginal and Torres Strait Islander businesses – almost four times our target – and the addition of nine Supply Nation suppliers in our systems.

In New Zealand, Z Energy is committed to building capability in Te Ao Māori (understanding of the Māori world) and advancing authentic engagement with tangata whenua (the indigenous people of New Zealand). By doing this, we believe we will be better able to attract, retain and engage Māori at Z Energy and foster, maintain and grow positive relationships with mana whenua (local tribal authorities).

Our Indigenous workforce representation increased slightly in both Australia (3.0% to 3.1%) and New Zealand (11.2% to 11.8%).



Case study

Supporting the Quandamooka Festival



In 2025, the Ampol Foundation continued its commitment to Indigenous partnerships, with a focus on fostering cross-cultural connections, supporting the experience of culture, and creating pathways for Indigenous development and economic participation.

In September, the Ampol Foundation and Ampol Lubricants proudly supported the annual Quandamooka Festival, held on Minjerribah land (North Stradbroke Island). The festival coincided with the official opening of the Quandamooka Arts and Cultural Centre – a vibrant new space dedicated to showcasing Quandamooka artistic and cultural practice.

The highlights of the week-long festival included a smoking ceremony to open the event, speeches, live performances, cultural dances, workshops and food.

The support of this event reflects our commitment to authentic engagement with local Indigenous communities, cultures and milestones.



Case study

Honouring place, partnership and purpose

Z Energy is committed to fostering strong relationships with mana whenua (local tribal authorities), iwi (the local tribe) and hapū (subtribe), in the areas in which we operate.

Engagement with Te Āti Awa and Taranaki Whānui, the mana whenua of Te Whanganui-a-Tara (Wellington), has ensured key 2025 projects respect cultural and historical significance while supporting key business priorities.

The strength of these relationships has helped navigate unexpected challenges and ensured that work honours mana (authority) and kaitiakitanga (guardianship) of local Indigenous people.

Working closely with mana whenua has been essential for the Retail Site Renaming initiative which involves working with iwi to rename selected sites with potentially contentious origins. Z Petone's renaming to Z Pito One was one of three examples of this in 2025.

During excavation works at Z Pito One, late 19th-century artifacts were accidentally uncovered, which halted work for archaeological investigations. Strong, established relationships with mana whenua meant we were able to inform key stakeholders swiftly, gain valuable insight into the site's historical significance and restart works sooner than initially anticipated.

Engagement with Te Āti Awa and Taranaki Whānui also advanced through the Seaview Resilience Project – an infrastructure project working to upgrade and repair the Seaview Wharf and a critical North Island fuel pipeline. Prior to commencement, we proactively engaged with Hikoikoi Management (Taranaki Whānui iwi representatives) to outline the project objectives and potential impacts on the area. Given the environmental significance for Hikoikoi and the project site being an identified nesting ground for native kororā (little blue penguins), we worked closely with Hikoikoi throughout the project, including overseeing penguin identification and management activities.

Environment



Ampol is committed to managing environmental impacts responsibly across our operations and value chain. In 2025, we continued to strengthen our approach to environmental management, site remediation, and compliance with regulatory standards.

In Australia, six of our terminals, Lytton lubricants facility, and Lytton refinery are certified under ISO 14001, reflecting robust environmental management systems, while Lytton refinery, Lytton lubricants facility, and Kurnell terminal also maintain ISO 9001 certification for quality management. These certifications underpin our efforts to minimise risk, enhance operational resilience, and deliver continual improvement.

In 2026, as part of the Operational Excellence Management System review, the environmental minimum expectations will be updated, and performance requirements will be developed to support implementation of the minimum expectations. We also have a plan to develop an Ampol Group-wide Environmental Management Standard aligned to ISO 14001: 2026 to enhance our approach to environmental management and standardisation across the Group.



For comprehensive data disclosure, including energy, waste, water, and remediation performance, please refer to the 2025 ESG Databook available on the Ampol website www.ampol.com.au

PFAS management

In 2025, Ampol continued to complete investigations and manage legacy per- and polyfluoroalkyl substances (PFAS) contaminated land resulting from historical usage of Aqueous Film Forming Foam (AFFF) for firefighting, as part of the operational management of Lytton refinery and our terminals.

Lytton refinery has removed all known sources of PFAS containing firefighting foam, having completed the transition of all but one of its firefighting foam systems to environmentally non-persistent alternatives by mid-2022, with the last application, which was awaiting a suitable form to come onto the market, being transitioned by mid-2024.

Our Queensland terminals completed the transition by mid-2022, and we have been progressively undertaking projects to transition our remaining terminals' firefighting foam systems away from PFAS-containing foam since 2023.

Remediation at retail sites

We are committed to mitigating environmental risk at our various retail sites through consistent maintenance and upgrades of our underground petroleum storage systems (UPSS).

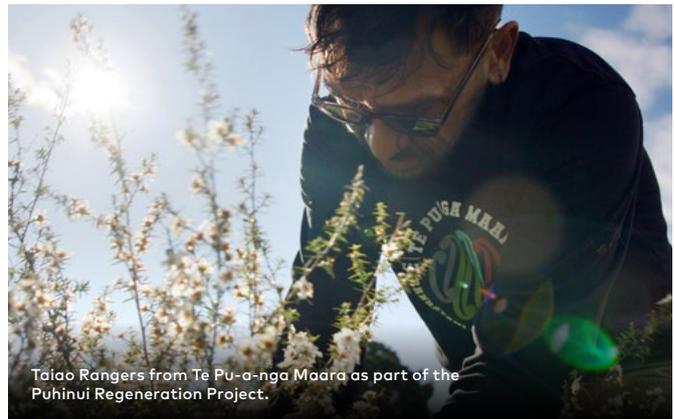
In 2025, the team in Australia delivered key UPSS risk reduction works at 11 sites, including the replacement of underground storage tanks and lines, proactive equipment integrity testing and re-lining works. Additionally, the team completed its National Gauging Program, inspecting groundwater and tank pit wells at company-owned and/or operated retail sites twice a year to check for presence of product. These inspections help identify and initiate investigations into potential integrity issues with a given site's UPSS.

Additionally, in New Zealand, we undertook environmental upgrades at its sites. Four sites had steel tanks replaced with double-walled fibreglass tanks, and 13 sites had new forecourt dispensers installed with leak detection float switches.

Z Energy's Biodiversity Fund

With New Zealand's indigenous biodiversity at threat from the impact of climate change, land use change, pollution, extraction and invasive species, there is a critical need for large scale investment in the natural environment.

Z Energy makes a philanthropic investment of over NZ\$1 million per annum across projects that are committed to restoring New Zealand's indigenous biodiversity. Launched in 2022, Z Energy's biodiversity fund has been active for three years (as at 31 December 2025) and supports three key organisations: Trees That Count, The Nature Conservancy Aotearoa – Blue Carbon program, and Sustainable Business Network – nature regeneration partnership.



Taiao Rangers from Te Pu-a-nga Maara as part of the Puhinui Regeneration Project.



Case study

Sustainable slop solution

A reoccurring challenge faced by Auckland's Wiri Terminal is the management of interface slop, a multi-product pipeline operations byproduct composed of gasoline, jet fuel and diesel. On average, approximately four million litres of slop is generated quarterly.

Traditionally, this slop has been trucked back to Marsden Point, stored in tanks and sold through a tender process that typically resulted in it being shipped to Singapore for reprocessing – an inefficient, costly and emissions intensive method.

Recognising the potential to turn an operational burden into a sustainable opportunity, we initiated a collaborative third-party solution which addressed our waste management process and leveraged existing infrastructure to ultimately support a circular economy initiative.

The strategy utilised a medium-range vessel typically used for transporting fuel oil to carry the slop to Lytton refinery in Brisbane for reprocessing. By leveraging a vessel already operating on a relevant route, transportation costs and streamlined logistics were reduced.

The initiative began with a one million litre trial shipment in May, which proved successful. Further cargoes have since been sent for reprocessing at Lytton where slop was converted into usable fuel products.



Case study

Utilising industrial byproducts to support a circular economy

As part of ongoing refining operations, the refinery uses carbide lime slurry to treat effluent streams from the Alkylation Unit. Rather than sourcing raw materials, we obtain this lime slurry as a byproduct from a third party, where it is a waste product generated during their industrial processes, which enables the beneficial reuse of certain industrial byproducts that would otherwise be classified as waste and sent to landfill.

This initiative exemplifies circular economy principles in action across the wider supply chain, transforming waste into a valuable resource for another party. By integrating this byproduct into our treatment processes, we reduce our reliance on raw materials and extend the life of a waste product. We also maintain monthly records of the quantities received on-site to ensure transparency and track our environmental performance. In 2025, we reused 168 tonnes of carbide lime slurry waste at Lytton refinery. This approach not only supports regulatory compliance but also contributes meaningfully to our broader sustainability objectives.

2025 Key Data

Category 2 severity environmental incident	0
Category 3 severity environmental incident	0



The above data is from the period ending 31 December 2025 and has received Limited Assurance. For relevant definitions and all other ESG-related data disclosures for 2025, please see the 2025 ESG Databook, available on the Ampol website www.ampol.com.au.

Independent Assurance Statement



Independent Practitioner's Limited Assurance Report

To the directors of Ampol Limited

Report on Select Sustainability Information presented within the 'Our Performance' section of the Annual Report 2025 for the period 1 January 2025 to 31 December 2025.

Limited Assurance Conclusion

We have conducted a limited assurance engagement on the following Select Sustainability Information of Ampol Limited, which has been prepared in accordance with the Reporting Criteria for the period 1 January 2025 to 31 December 2025 (unless the measurement date is otherwise specified).

The Select Sustainability Information comprised the following quantitative information, referred to as '2025 Key Data' within the respective sections within the 'Our Performance' section of the Annual Report 2025:

Select Sustainability Information for the period 1 July 2024 to 30 June 2025	Amount assured	Criteria used as the basis of reporting (Reporting Criteria)
Climate change and energy transition		
Total emissions (Scope 1 and 2) per kL of Total High Value Product, Lytton Refinery (tCO ₂ e/kL)	0.1562	2025 ESG Databook - <i>Definitions</i> tab and reporting policies outlined in the Ampol GHG Emissions Calculation Methodology 2025, both available on Ampol's website.
Total emissions (Scope 1 and 2) per kL of Total High Value Product, Terminals (tCO ₂ e/kL)	0.0019	
Total emissions (Scope 2) Convenience Retail (tCO ₂ e) – market-based method	67,801	
Select Sustainability Information for the period 1 January 2025 to 31 December 2025	Amount assured	Criteria used as the basis of reporting (Reporting Criteria)
Climate change and energy transition		
% of energy used for ARENA co-funded EV charging stations offset with renewable energy certificates by 31 December	100%	2025 ESG Databook - <i>Definitions</i> tab available on Ampol's website.
# EV charge bays operated or controlled by 31 December in Australia	290	
Safe, inclusive, resilient ways of working		
Total Recordable Injuries – Fuels and Infrastructure (Australia only)	22	2025 ESG Databook - <i>Definitions</i> tab available on Ampol's website.
Total Recordable Injuries – Convenience Retail (Australia only)	24	



Total Recordable Injury Frequency Rate – Fuels and Infrastructure (Australia only)	3.8	2025 ESG Databook - <i>Definitions</i> tab available on Ampol's website.
Total Recordable Injury Frequency Rate – Convenience Retail (Australia only)	3.3	
Total Days Away From Work Injury Frequency Rate – Fuels and Infrastructure (Australia only)	1.2	
Total Days Away From Work Injury Frequency Rate – Convenience Retail (Australia only)	0.8	
Group Process Safety – Tier 1 safety event	1	
Group Process Safety – Tier 2 safety event	2	
% of female representation at senior leadership level	40%	
Environment		
Category 2 severity environmental incident	0	2025 ESG Databook - <i>Definitions</i> tab available on Ampol's website.
Category 3 severity environmental incident	0	

The Select Sustainability Information needs to be read and understood together with the Reporting Criteria.

Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe that the accompanying Select Sustainability Information presented in the Annual Report 2025 for the periods described in the tables above is not prepared, in all material respects, in accordance with the Reporting Criteria.

Basis for Conclusion

We conducted our limited assurance engagement in accordance with Australian Standard on Sustainability Assurance (ASSA) 5000 *General Requirements for Sustainability Assurance Engagements* issued by the Australian Auditing and Assurance Standards Board (AUASB).

The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under this standard are further described in the "Practitioner's Responsibilities" section of our report.

We comply with the independence and other ethical requirements of APES 110 Code of Ethics for Professional Accountants (including Independence Standards) issued by the Accounting Professional & Ethical Standards Board Limited related to sustainability assurance engagements.

Our firm applies Auditing Standard ASQM1 *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements*, issued by the AUASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or 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.

Independent Assurance Statement continued



Other Information

The Directors of Ampol Limited are responsible for the other information. The other information comprises the financial and non-financial information presented in the Annual Report 2025 but does not include the Select Sustainability Information and our limited assurance report thereon.

Our limited assurance conclusion on the Select Sustainability Information does not cover the other information and we do not express any form of assurance conclusion thereon, with the exception of the Financial Report, Remuneration Report and respective audit reports, and the Specified Sustainability Disclosures in the Sustainability Report (Climate Statements) of Ampol Limited that apply under Division 1 of Part 2M.3 of the Corporations Act 2001 and our respective review report.

In connection with our limited assurance engagement on the Select 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 Select Sustainability Information or our knowledge obtained in the assurance engagement, 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.

Use of this Report

This report has been prepared solely for the Directors of Ampol Limited who have voluntarily commissioned this independent assurance over the Select Sustainability Information to enhance transparency and confidence in their oversight and may not be suitable for another purpose. We disclaim any assumption of responsibility for any reliance on this report, to any person other than the Directors of Ampol Limited, or for any purpose other than that for which it was prepared.

Responsibilities for the Select Sustainability Information

Management of Ampol Limited are responsible for:

- The preparation of the Select Sustainability Information in accordance with the Reporting Criteria; and
- Designing, implementing and maintaining a system of internal control that they determine is necessary to enable the preparation of the Select Sustainability Information in accordance with the Reporting Criteria that is free from material misstatement, whether due to fraud or error.

Those Charged with Governance are responsible for overseeing the reporting process for Ampol Limited's Select Sustainability Information.

Inherent Limitations

Inherent limitations exist in all assurance engagements due to the selective testing of the information being examined. It is therefore possible that fraud, error or material misstatement in the Select Sustainability Information may occur and not be detected. Non-financial data may be subject to more inherent limitations than financial data, given both its nature and the methods used for determining, calculating, and estimating such data. The precision of different measurement techniques may also vary. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, evaluation and measurement techniques that can affect comparability between entities and over time. Greenhouse gas quantification is subject to inherent uncertainty due to the nature of the information and the uncertainties inherent in: (i) the methods used for determining or estimating the appropriate amounts, (ii) information used to determine emission factors and (iii) the values needed to combine emissions of different gases.



Practitioner's Responsibilities

Our objectives are to plan and perform the engagement to obtain limited assurance about whether the Select Sustainability Information is free from material misstatement, whether due to fraud or error; and to issue a limited assurance 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 the decisions of intended users taken on the basis of the Select Sustainability Information.

As part of limited assurance engagements in accordance with ASSA 5000, we exercise professional judgment and maintain professional scepticism throughout the engagement. We also:

- perform risk assessment procedures, including obtaining an understanding of internal controls relevant to the engagement, to identify and assess the risks of material misstatement, 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 the assessed risks of material misstatement at the disclosure level in the Select Sustainability Information.

The risk of not detecting a material misstatement due to fraud is higher than for one due to error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.

Summary of the Work Performed

A limited assurance engagement involves performing procedures to obtain evidence about the Select 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 limited assurance engagement, we:

- Enquired with relevant Ampol Limited personnel to obtain an understanding over key systems and processes to capture, collate, calculate and report the Select Sustainability Information;
- Assessed the suitability and application of the Reporting Criteria in respect of the Select Sustainability Information;
- Tested the underlying Select Sustainability Information, on a sample basis, to source documentation;
- Reconciled the Select Sustainability Information to underlying information; and
- Reviewed the Select Sustainability Information in its entirety to ensure it is consistent with our overall knowledge of Ampol Limited and our observation and understanding of its operations.

KPMG

Cameron Slapp
Partner
Sydney
23 February 2026

Kevin Park
Director
Sydney
23 February 2026