Equip Super

Climate change report

Investments for the financial year ended 30 June 2025

Important information

This document has been prepared and issued in November 2025 by Togethr Trustees Pty Ltd ABN 64 006 964 049, AFSL 246383 ('Togethr'), the Trustee of Equipsuper ABN 33 813 823 017 ('Equip Super', 'the Fund') and is subject to change. The information in this report is general advice and information only and doesn't take into account your personal financial situation or needs. You should consider whether the information is appropriate for you before acting on it and, if necessary, you should seek professional financial advice. Before making a decision to invest in Equip Super, you should read the appropriate Product Disclosure Statement (PDS) and Target Market Determination (TMD) for the product, which you'll find on our website at **equipsuper.com.au**

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Introduction

At Equip Super, we believe climate change represents a material, foreseeable, actionable financial risk, that is far-reaching in its impacts.

About this report

In this report, we look at what we're doing as a Fund – at a strategic and governance level – to measure, manage and address climate risks and their potential impacts on our investments.

This report is intended for information purposes only. For more information about the purpose of this report refer to the notes section on page 19 under 'Alignment with disclosure frameworks'.

What do we mean by net zero emissions?

'Net zero emissions' is used throughout this document to refer to the progressive reduction in carbon dioxide (CO_2) emissions, attributed to our investment portfolio, reaching net zero by 2050 (net zero by 2050).

'Net zero' means that the overall amount of carbon dioxide emitted is equal to the amount sequestered. Emissions are estimated and attributed on an ownership basis, meaning the scope 3 'financed emissions' of Equip Super (that result from the scope 1 and scope 2 emissions (or reduction) from underlying investments), is proportional to the value of its investment compared to the overall asset or enterprise value, and/or debt issuance.

Pathway to net zero by 2050

As part of our approach to the management of climate change we've adopted a target of net zero emissions by 2050 across the investment portfolio. Please refer to page 13 to find out more.

Understanding climate risks

There are two main types of climate risk; physical risks which result from long-term shifts in climate patterns, and transition risks which relate to the actions taken to affect the transition to a lower-carbon economy.

Physical risks

Physical risks result from long-term shifts in climate patterns, such as changes to rainfall patterns, sea level rises or heat waves – these are considered chronic risks. They also result from changes to the severity and frequency of specific weather events, for example cyclones, bushfires, floods and droughts, that have been influenced by changes to the climate – these are considered acute risks.

All physical risks can result in cost impacts, for example the cost of repairing damage, or taking actions to mitigate damage (including insurance costs).

Climatic changes can also adversely influence long-term operational conditions, for example by reducing access to resources like water. Or they can impact normal business activities, for example through changes to transport and freight schedules when roads are closed because of fire, cyclone or flood.

Each of these physical risks can reduce the value of an asset or limit the growth of a company over the long term.

Transition risks

Transition risks relate to the actions taken (or not taken) to encourage the transformations required for a lower-carbon economy. These actions are broadly categorised as changes in policy and law, technology, and market conditions.

Transition risks may make it harder to undertake a certain activity, or they may introduce uncertainty. The impacts of transition risks are wide-ranging. For example, the development of electric cars may impact sales in cars powered by internal combustion engines. Consumer preferences for 'green' products may create shifts in demand for traditional product lines. Uncertainty in policy relating to project approvals may disincentivise or delay investment in new renewable energy projects.

Companies that don't take climate-related impacts into account, or don't adequately address them, may also be exposed to reputation risk and negative community perceptions. And depending on the nature, speed, and focus of transition-related changes across the economy, transition risks may pose varying levels of financial and reputational risk to organisations.

As more and more jurisdictions come to recognise climate change as a foreseeable and actionable risk, litigation risk is also increasing. This may impact companies and assets, for example through the risk of legal action as a result of not taking significant action to address physical or transition risks to their business model.

Physical risk

Changing climate conditions
Extreme weather events

Direct damage to assets or critical infrastructure

- Lower asset values
- Increased insurance claims
- Supply chain disruption

Transition risk

Policy changes
Technological innovation
Societal expectations

Disruption from adjustment to low-emissions economy

- Impacts on pricing
- Changes in demand
- Policy uncertainty

Our risk time horizons

Climate change is occurring slowly over a long period of time. Because of that, different risks may be more relevant over different time horizons. At Equip Super we think about climate risks over three time horizons – shorter term, medium term and long term.

Over the **shorter term**, transition risks are more relevant. That's because any impact from changes to policy, technology and market preferences that seek to address climate change, are more likely to affect the assets that make up our portfolio.

Over the **longer term** however, the impact of physical climate risks is expected to increase, and has the potential to become the dominant climate risk at both an individual company or asset level, as well as for the broader economy overall.

Our strategy for managing the risks

Equip Super invests in thousands of companies, assets and industries all over the world. This extensive diversification means we're less exposed to isolated issues or impacts at one company. However, our investment returns can still be impacted by issues affecting the health of the overall economy and the broader financial system – issues like climate change.

Measures in the short term

The steps companies are taking to understand and disclose climate-related impacts and how they are addressing the climate-related challenges they may be facing helps us understand how climate change may impact the portfolio over the short term. For investors, how well companies understand the climate-related risks they face, and how this is impacting their strategic planning, can be important information to take into account when making investment decisions.

We work with our asset consultant to assess how our underlying investment managers approach environmental, social and governance (ESG) impacts, and how these are factored into their investment decisions. For a portion of our managers we also consider a specific assessment of each manager's approach to climate change.

When it comes to ESG impacts, we focus on the best financial interest of our members – meaning we consider how these issues may impact the investment performance of a company or asset.

When considering how different managers approach climate-related risks in their portfolio, we compare approaches across different asset classes and investment styles, and consider the carbon-related metrics for each portfolio. Due to the nature of how carbon emissions are measured, these metrics are backward looking, meaning they're based on emissions recorded over previous reporting periods.

While carbon emissions are not a perfect proxy for climate risk, undertaking this analysis helps the investment team assess any changes to the underlying carbon emissions in our portfolio, and understand the main sources of those emissions.

We can use this information to better understand and address climate-related impacts. For example, to inform our approach to engagement with companies or with our investment managers, as well as our proxy voting approach where relevant. More information on our activities is included on pages 14 to 17.

Climate change is a systemic risk because of its potential to bring about changes and economic disruptions that impact the financial system as a whole.

Preparing for the medium to long term – scenario analysis

Much is still unknown about how climate change will evolve and the level of action that will be taken globally to address it. Because of this, we use scenario analysis to understand how climate change may impact our portfolio over the medium to long term.

Scenario analysis looks at the impact of possible future events and situations, and helps us understand how our investments may be impacted under different outcomes.

When undertaking climate-related scenario analysis, we model the different ways that governments around the world may choose to address (or disregard) climate change, the impact of those approaches on global temperature rises, and what the expected outcomes would be in terms of macroeconomic indicators (such as gross domestic product (GDP), interest rates and inflation).

From there we form assessments about the medium to long-term effects on our portfolio. We look at a range of scenarios and outcomes, using a combination of modelling (quantitative) and research and analysis (qualitative). This type of analysis helps us understand and plan for a range of potential future outcomes. On pages 8 and 9 we've included an outline of two of the scenarios we've considered, and the resulting portfolio impacts.

How we use the scenario analysis

This type of modelling isn't intended to be predictive, and it doesn't tell us what will happen. But it does give us an indication of the types of impacts we need to consider, based on what might happen and how the portfolio may respond.

The insights gained from the different scenarios we analyse are included in our annual review of strategic asset allocation.

Scenario analysis aids our understanding of how climate risk may manifest in our portfolio today. For example, as we see policy response to climate risk across different countries becoming increasingly divergent, the global response to climate change moves closer towards a disorderly transition scenario, and away from a coordinated approach to address climate risk. Under this scenario, it's important to consider how our portfolio may be impacted by physical risk impacts, and be conscious of potential significant changes in policy and discrepancies across jurisdictions. We can use this to inform our due diligence approach when considering new investments, and to help inform our overall approach to climate-related risk (and opportunities) in the portfolio.

Delayed policies scenario

This scenario looks forward and assumes the following:

- the policies that are in place today are implemented by governments around the world
- the policies that have been announced but do not have sufficient scope or detail are not implemented
- no material changes to how climate change is addressed are made in the medium term
- after 2040 however, physical impacts of climate change create an urgency towards action, and more transition activities are undertaken.

This scenario allows modelling of how the energy system is likely to evolve if there are no advances to current policy settings in the medium term, but also assumes no major backslides.

Temperature impact

Associated with a rise of around 2.5°C in global average temperatures over pre-industrial levels by 2100.

What it might look like

- Emissions peak this year (2025) and then decline slightly towards 2050.
- Demand for fossil fuels starts to decline towards 2030 but still remains at 60% of global energy by 2050.
- Rising sales of electric vehicles means demand for oil peaks towards the mid-2030s.
- Investment in clean energy continues to increase, and investment in upstream oil and natural gas developments continues.

Economic impacts and implications for returns

Modelling for this scenario indicates that over the near term there are likely to be limited economic impacts as there's no significant change to current policies or new technologies, therefore transition risk is minimised. As the physical impacts of climate change increase towards the middle of the century, there's a greater need to mitigate and manage for an increase in disaster events as well as chronic impacts like sea level rises, and this could create more strain on global growth. The model suggests this significantly reduces GDP year-on-year from around 2050. As these physical impacts become more pronounced, uncertainty and investor confidence decline, and central banks reduce cash rates to stimulate growth (from around 2040).

Under this scenario, there's no change to the expected return across the Fund in the short term (to 2030). However, in the medium term, at around 2040 the modelling shows significant impacts to the portfolio as a result of the economic headwinds created by physical climate risk and the sudden and rapid requirement to hasten the transition. This is especially pronounced for 'real assets' like property and infrastructure which can be more exposed to physical climate risk.

Net zero by 2050 scenario

This scenario works backwards. It looks at what may be required over the next 10 years to put global CO_2 emissions on track to reach net zero by 2050.

A net zero by 2050 scenario requires significant reduction in global carbon emissions by 2030, relying on an increase in the number of countries and companies that are targeting net-zero emissions by mid-century. To increase the likelihood of achieving this, the rate at which we need to adopt technologies such as large-scale batteries and carbon capture and storage is significant.

Temperature impact

Greenhouse gas emissions reach zero by 2050 (on a net basis, the volume of gas outputted is equal to the volume sequestered). This leads the average global temperature to remain around 1.5°C greater than pre-industrial levels by 2100.

What it might look like

- Investment in clean energy trebles between 2024 and 2030, as does investment in energy efficiency improvements.
- Coal demand declines sharply, although this is more pronounced in developed economies than emerging markets.
- With steep reductions in fossil fuel demand, investment in existing assets and already approved projects continues, but there are no new long lead-time upstream conventional projects.
- Jobs move from fossil fuels to clean energy industries more quickly than in scenarios where the transition is slower.

Economic impacts and implications for returns

Modelling for this scenario indicates that the rapid shift in policy response stimulates investment and increases the cost of carbon, adding to inflation in the near term. However as markets absorb new policies over the medium and long term, inflation returns to normal. Greater action in the near term does impact GDP, with year-on-year GDP decreases at a greater rate (although similar trajectory) to the delayed policies scenario. In the long term, however, while more muted physical climate impacts continue to add cost to the economy, the rate of decline in GDP stabilises (at a similar rate of annual decline) from 2050 onwards.

Under this scenario the portfolio sees a small decline in expected return over the near term (to 2030). This is because losses from economic disruption are offset by gains from the assets in the portfolio that have less exposure to carbon-related risks. In addition, the returns made in 'green' investments more than offset the economic impact of aggressive policy change and action, which targets reductions in 'brown' industries.

Our governance approach

We have a range of clearly defined responsibilities, policies and frameworks to ensure the effective governance and management of risk across the Fund. This includes consideration of both the risks and opportunities associated with climate change.

Clearly defined roles and responsibilities

Equip Super Trustee Board

The Equip Super Trustee Board has ultimate responsibility for our overall approach to risk management, including understanding climate-related risk and opportunities. The Board is made up of nine directors (three employer directors, three member directors and three independent directors).

Investment Committee

The Investment Committee is one of five Board Committees which assist the Board in fulfilling its responsibilities. The Board has delegated certain powers to the Investment Committee, including responsibility for developing and monitoring the Fund's risk management policies related to investment activities.

CIO and Investment team

The Investment team is in charge of assessing and addressing these risks in the day-to-day operation of the Fund. The Chief Investment Officer (CIO) leads the Investment team and reports to the Investment Committee and Board on all matters relating to the Fund's investments, including its response to climate change.

Risk, Compliance and Audit

Our risk, compliance and audit functions are a key component of our 'three lines of accountability' (3LoA) approach to risk management. The Risk team is responsible for supporting the management of risk across all aspects of our business, including investments, while the Compliance team focuses on supporting the business to meet the specific compliance obligations of the Trustee. Our externally appointed internal audit function provides independent assurance over the risk management framework and key areas of risk and controls to our Trustee Board Committees.

Policies and frameworks

Risk Management Framework

To ensure our policies and processes are designed and operate effectively, the Trustee has established an overarching Risk Management Framework that captures the principles and methodologies relating to risk management.

The framework is composed of risk management policies and systems and deals with the following matters:

- approach to risk
- definition of risk
- determination of risk appetite and tolerance
- responsibilities for risk management, and
- strategies for mitigating risk.

The Equip Super Board maintains responsibility for the Risk Management Framework and has delegated oversight to the Board Risk and Compliance Committee. Compliance with the framework is subject to regular review both by management and the Board, and also via an annual audit.

Investment Governance Framework

The Fund's Investment Governance Framework sets out the policies, procedures, standards, resources and governance measures relevant to the management of the Fund's investments.

Responsible Investment Policy

The consideration of climate-related risk in investments is primarily governed by the Fund's Responsible Investment Policy. This sets out the approach to addressing ESG risks, including climate change, in the investments of the Fund.

Climate Change Plan

To guide our actions over the short term, the Board has approved the Equip Super Climate Change Plan (2022-2025). This report provides the final update under this plan, with details on our progress included in the following section. The Fund is now revising its approach and will issue a new plan in 2026.

Our 2022–25 Climate Change Plan

We believe that achieving a balance between reducing climate-related risk within the Fund's portfolio while still allowing for investment in opportunities aligns with the long-term best financial interests of our members. To guide our actions over the short term, the Board approved the Equip Super Climate Change Plan (2022-2025). The following information is our final progress update for this plan.

Our principles and goals

Our Board has adopted five climate change principles, which we use as a guide when it comes to the Fund's investments and related activities.

Based on these principles, we set five key climate goals. These goals focused our efforts on the areas we believe provided the best opportunity to prepare the portfolio and our members for the impacts of the climate transition (over the time horizon of the plan).

Equip Super climate principles

1. Achieving the transition to net zero emissions globally by 2050 is in the best financial interest of our members.
2. Climate change will impact all elements of the economy and of our lives. While we can reduce our exposure to contributors to climate change through divestment, we can not eliminate its impact on our investment portfolio.
3. Actions to address climate change will provide both risks and opportunities for investment. This will impact our investment strategy and asset allocation.
4. A 'just transition' is critical to ensuring an equitable economic outcome for communities impacted by the transition away from carbon intensive industries.
5. Collaboration is critical to effective action. Changes made by the companies and assets we invest in should be supported by effective policy and regulation.

Our goals

Net zero by 2050*

We seek to align our portfolio with the global reduction in carbon emissions, reaching net zero by 2050, and in alignment with this pathway to net zero, will implement investment processes to address climate risk and reduce the emissions intensity of our portfolio over time.

Just transition

We remain strong advocates for communities impacted by the transition away from carbon intensive energy and industry and will seek opportunities to support these regions through our investments and other Fund activities.

Climate solutions

We seek investment opportunities in technologies and assets that will contribute to or benefit from the transition to net zero by 2050.

Climate analysis

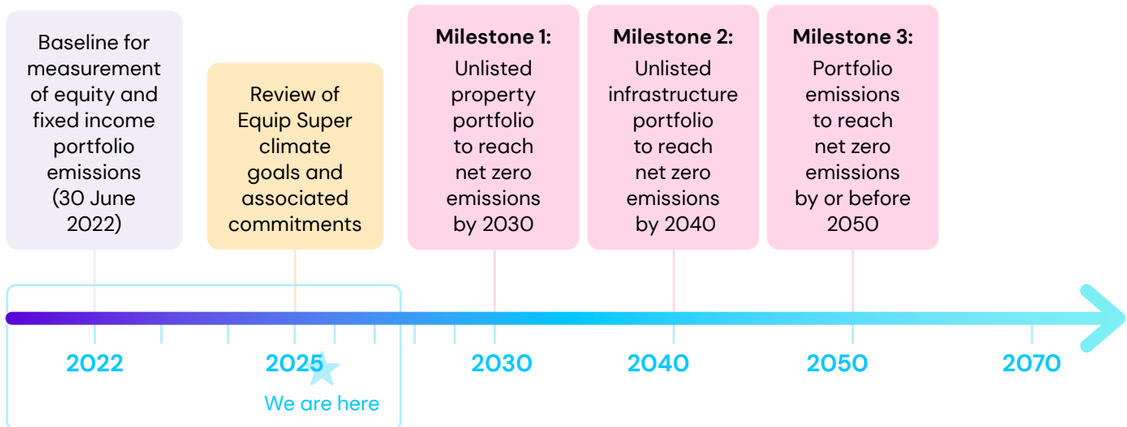
We will continue to incorporate the analysis of climate scenarios into our stress testing and asset allocation decisions, to ensure we can respond to emerging climate risk and opportunities.

Engagement, voting and advocacy

We seek to drive change through targeted engagement with our investment managers and selected companies, assets and issuers we invest in, and will participate in public policy advocacy, directly and via our collaborative memberships.

Our pathway to net zero

In our 2022–2025 Climate Change Plan we set out our pathway to net zero. This is our best estimate of how our portfolio will progress towards net zero emissions and outlines the actions we're taking to get there. This involves balancing how we reduce climate-related risk with investment in opportunities, in alignment with the long-term best financial interests of our members.



* Please refer to page 2 for the Equip Super definition of net zero by 2050.

Progress against our targets

Goal: Climate solutions

Target

Maintain or increase allocation to low-carbon technologies and assets as a percentage of total unlisted funds under management from 2022 to 2025 (note this may not be linear and we expect that we may see variation in this portfolio over this period).

Status: **Not met**

- While we've increased our allocation to low-carbon technologies and assets over the life of the strategy, as a portion of our overall unlisted real assets portfolio we've seen a slight decrease in our allocation to assets meeting these criteria.
- Since 2023 we have invested in a number of low-carbon technologies and assets in the infrastructure portfolio including:
  - the Quinbrook Net Zero Power Fund. This fund seeks to invest across four key technologies that will drive a reduction in carbon emissions, including photo-voltaic solar (solar PV) plus battery storage, renewables supply solutions for energy intensive industry (focusing initially on the decarbonisation of data centres), and distributed energy solutions. It may also make other opportunistic acquisitions, and
  - additional capital to invest in Supernode, a large-scale battery project in Queensland.
- Emissions attributed to our property portfolio are very low as a percentage of overall estimated portfolio emissions. This reflects the initiatives undertaken within this portfolio to reduce and offset carbon emissions. This is consistent with our net zero pathway, which relies on emissions from our property portfolio reaching net zero by 2030. Property assets are classified by Equip Super as low-carbon technologies and assets where they have net zero emissions or have a commitment to achieve net zero emissions by the end of financial year 2025 (over assets under operational control*). For more information on portfolio emissions, please refer to page 17.
- Since the start of our current climate plan in June 2022, we've seen some investments in our real assets portfolio reach their term, and return capital back to the Fund. This means they are no longer counted in this target.
- We also added investment in other opportunities that, though not directly in low-carbon technologies, are aligned with the Fund's broader climate-related commitments. For example, in 2024 we invested in Aligned Energy – a developer and operator of multi-tenant, wholesale data centres across the United States. While data centres can be very energy and water intensive, Aligned has set clear sustainability goals across key areas including energy usage, water consumption and worker health and safety, and has matched 100% of its annual electricity consumption for base building services with zero-carbon renewable energy certificates.

Investment snapshot: Foresight Australian Renewables Income Fund

A portion of Equip Super's infrastructure portfolio is invested in the Australian Renewables Income Fund (ARIF) managed by Foresight Group. ARIF is a diversified renewable energy strategy that invests in the energy transition across Australia to build low-carbon energy systems and grow long-term, sustainable returns. ARIF is invested in a mix of solar, wind, hydro and energy storage assets.

Key stats

- Fully operational portfolio of A$1 billion in energy transition assets.
- Portfolio is made up of wind alongside hydro and solar assets in Victoria, South Australia, New South Wales and Western Australia.
- Approx. 800MW of operational renewable energy capacity with significant development pipeline for continued growth of the platform.
- Mostly contracted cashflows via long-term agreements with energy providers.
- Portion of Equip Super's total infrastructure holdings: approx. 6.6%.

Goal: Just transition

Target

Establish or support at least one initiative to assist regions or workers impacted by the energy transition.

Status: **Complete**

- Many of our members and employers live and work in transition regions across Australia. We have a range of services in place to help support these workers, such as onsite workplace education programs and one-on-one financial planning appointments.
- In 2025 we held 309 individual member appointments in transition regions around Australia, or with members in transition exposed industries.
- Between 1 July 2024 and 30 June 2025 the Equip Super Relationship Management team conducted 229 workplace seminars across Australia, which were attended by more than 2,961 members. For example, in August 2025 we conducted a member education seminar in Gladstone, Queensland. This provided members with information on how to prepare their super for retirement, and what they'd need to consider.
- In 2024 we provided targeted support for some of our manufacturing industry employers recently experiencing redundancies in the Hunter Valley region. This included redundancy education sessions and one-to-one appointments for employees.
- In Traralgon in Victoria's Latrobe Valley we have two full-time financial planners dedicated to servicing clients throughout the region.
- Across our portfolio we're invested in a number of assets and businesses that operate in regional Australia, however we've not found a targeted investment opportunity that would specifically support these regions to date.
- We continue to investigate investment opportunities and participate in advocacy initiatives, to advocate for transition planning and better understand opportunities in these regions. For example in 2023 we participated in an investment field trip to the NSW Hunter Valley to discuss how the energy transition is impacting workers in the region, but also creating opportunities in new industries.

* Operational control refers to assets that are under the control of an entity, like an investment manager. This can be different from financial control or financial interest, which relates to the ownership of the asset. In some cases, multiple funds (or investment managers) will have part ownership of an asset (like an airport or an office tower). In this case one investment manager will operate the asset on behalf of the underlying investors. The investment manager that operates the asset on behalf of the other investors. This means that they have the authority to introduce and implement its operating policies.

Progress against our targets (continued)

Goal: Engagement, voting and advocacy

Target

Undertake targeted engagement and advocacy activities and support policy to increase climate ambition in line with net zero by 2050 transition. Report on the number of engagements undertaken by or on behalf of Equip Super and their effectiveness from 2024.

Status: **Complete**

We see engagement as a critical component of our overall responsible investment program.

When it comes to broad and systemic issues like climate change, engagement to understand a company's position and encourage action can be an effective risk mitigation tool. It's important to recognise that many companies and industries have a role to play in addressing the rising carbon emissions in our atmosphere, and this brings risk not only to the company itself but to the broader economy.

Investors can encourage and support company managements to transition to more sustainable and climate-resilient operating models.

The majority of the Fund's engagement activity is conducted by either our engagement providers or by our appointed investment managers. We also participate in collaborative engagement programs such as Climate Action 100+ (CA100+).

172
Number of individual companies engaged

267
Total number of engagements

Effectiveness of engagement
(across 172 companies engaged in 2024-25)

9%	66%	25%
Further improvement needed	Somewhat effective	Very effective

While each engagement program has its own methodology and measures of success, the table above provides a summary of the number of companies engaged with on behalf of Equip Super and the progress that's been made. Where companies have been engaged under CA100+ and also by our engagement provider, we've included the information and assessment from the engagement provider only. This seeks to avoid double counting.

For the same reason, engagement undertaken by our investment managers has not been included in this reporting.

You'll find more information on these programs (including case studies) on our website: **equipsuper.com.au/company-engagement**

Goal: Climate analysis

Target

Establish baselines and commence estimating scope 1 and 2 emissions for key asset classes (listed equity mandates, publicly traded corporate fixed income mandates and unlisted property and unlisted infrastructure).

Status: **Complete**

Goal: Net zero by 2050

Target

Publicly report on carbon emissions per dollar invested for listed equity mandates, publicly traded corporate fixed income mandates and unlisted property and unlisted infrastructure (real assets).

Status: **Complete**

In 2025 we established baselines and commenced reporting for our real assets portfolio (unlisted property and unlisted infrastructure), in addition to the information on listed equity and publicly traded corporate fixed income mandates included in previous periods. (This is shown in the adjacent chart.)

Additional information about how our emissions have been estimated is included in the notes at the end of this document and should be read in conjunction with this data.

The Investment team uses this information internally to better understand carbon-related risk in the portfolio. It also informs our conversations with investment managers and external engagement providers about where such risks may be present in the portfolio and how to address them.

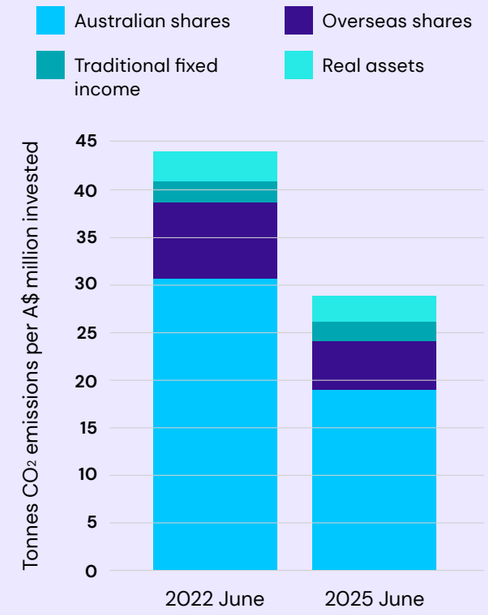
Please note that this information is representative and shouldn't be used to make investment decisions. It seeks to provide our members with indicative information about the sources of carbon emissions in the Equip Super portfolio as a whole and signifies the Fund's progress towards alignment with mandated climate reporting requirements.

Carbon emissions estimates are based on actual asset allocation of the Fund as a whole (as at the date reported) and do not take into account allocations in the individual investment options. This information is representative of a portion of the portfolio only. Emissions estimated from asset classes other than those listed have not been included.

As such, emissions for individual investment options will differ from this estimation and actual emissions (taking into account assets classes not included at this time), will likely be greater than those shown here.

We continue to investigate methodologies for other asset classes including private credit, government issued fixed income and cash.

Carbon emissions per A$m invested in Australian and overseas shares, traditional fixed income and real assets*
as at 30 June 2025



* For listed equity and publicly traded corporate fixed income mandates, carbon emissions includes scope 1 and 2 emissions (after any offsetting or sequestering) estimated at the entity level by Morningstar (Sustainalyitcs). Where carbon information is not available for an entity it is excluded from the calculation and the remaining portfolio emissions have been applied pro rata across the total asset class value. For real assets (unlisted infrastructure and property) data was obtained directly from investment managers. Where data was not available we have estimated emissions metrics based on similar assets or funds in the portfolio.

Notes

Carbon emissions calculations

Emissions estimates in this document have been calculated for scope 3 'financed emissions' for select asset classes within the Fund's investment portfolio. This does not include the whole investment portfolio, nor does this consider operational emissions of the Fund or its Trustee.

Emissions estimations are attributed on an ownership basis, meaning that the scope 3 'financed emissions' of Equip Super is proportional to the value of its investment compared to the overall asset or enterprise value, and/or debt issuance. This report outlines the carbon intensity of a subset of assets in the Equip Super portfolio, measured in tonnes of carbon dioxide emissions per one million Australian dollars invested.* For both listed equity and corporate debt issuances, this is calculated using the following equation:

$$\text{Carbon intensity} = \sum \frac{\textit{Value of Equip Super's holding in the company}}{\textit{Total company enterprise value including cash (EVIC)}} \times \textit{company emissions}$$

For property and infrastructure, the following calculation was used:

$$\text{Carbon intensity} = \sum \frac{\textit{Value of Equip Super's holding in the asset}}{\textit{Total equity value of the asset}} \times \textit{company emissions}$$

The scope 3 emissions attributed to the Equip Super portfolio result from the scope 1 and scope 2 emissions from underlying investments.

- Scope 1 refers to the emissions from direct sources that a company owns or controls (for example fuel used for company vehicles, emissions from refrigerants in air conditioning units, methane leaks from coal mines or oil and gas extraction).
- Scope 2 refers to the emissions associated with the use of energy purchased including electricity (as well as steam, heat or cooling).

At this stage we do not report on scope 3 emissions within our underlying assets (which are the indirect emissions that occur in the value chain of the reporting company including both through supply chain and product use).

For listed markets, not all companies that the Fund has invested in through either shares or fixed interest have data available. As such we have used the portion of the portfolio for which data is available to approximate the emissions for the entire asset class.

This means that emissions calculations included in this report are on an equivalent basis across each asset class, meaning that the emissions calculations for each asset class are approximated, based on available data. For the year ending June 2025, data was available for approximately 96% of the Australian equities asset class, and 96% of the overseas equities asset class.

In fixed interest, this means that the emissions for the entire fixed interest portfolio (by value) have been approximated from data available for corporate issuances only (approximately 21% of the traditional fixed income portfolio as at 30 June 2025).

Scope 1 and 2 emissions data used in this report to estimate emissions for listed equity and corporate debt issuances is provided by Morningstar Sustainalytics (Sustainalytics). Data compiled by Sustainalytics is a combination of data reported by underling companies and estimated data. Due to delays in reporting and collection of data, in most cases the date on which underlying company emissions data was released (and associated attribution data, including market capitalisation and debt issuance) can be 11–24 months older than portfolio holdings data, which is as at the reporting date. For the baseline year (as at 30 June 2022) the majority of emissions data is sourced from data reported by underlying companies between 2019 and 2020. Further, a portion of the data may be estimated, where reported data is not available.

From 2025 we started estimating emissions from our property and infrastructure investments (real assets portfolio). We've used the same baseline year as implemented for our fixed income portfolio and equities portfolios (as at 30 June 2022) and will continue to report combined portfolio estimations going forward. Data for the real assets portfolio (including emission data and portfolio value) has been provided by underlying managers. Equip Super has not verified this information. In some cases data was not available for the 2025 reporting period (year ending 30 June 2025). In these cases we've used data for the nearest possible period. Where data was not available from our managers, we've used similar funds within our portfolio as a proxy to estimate these emissions. As such, emissions attributed to the real assets portfolio may change in future years as more data becomes available and we refine our approach. Data for approximately 5.49% of the real assets portfolio (by value) estimated from proxy portfolios in 2025.

As noted, the methodology applied by Equip Super relies on estimation to provide an indication of the carbon emissions associated with the Equip Super portfolio. This is an imperfect measure, and actual emissions may differ from this estimation. Due to how data is collected and collated (as noted above), underlying emissions data used in this reporting may not align to the year Equip Super refers to in our report (i.e. emissions data from underlying assets used to calculate portfolio emissions in the 2024–25 financial year may relate to prior years).

Alignment with disclosure frameworks

The following table outlines how the content in this report aligns to the climate reporting disclosure frameworks set by Task Force on Climate-related Financial Disclosure (TCFD) and the Australian Accounting Standards Board (AASB) Sustainability Reporting Standard S2 Climate-related Disclosure (S2). ASSB S2 requires an entity to disclose information about its climate-related risks and opportunities for users of general-purpose financial reports, who may include beneficiaries, regulators, service providers and other stakeholders. Such users are broadly interested in the ability of the entity to continue to provide the services it offers and any anticipated impacts that may affect the business' ability to do so. Accordingly, the S2 disclosure references the position of the Fund (and where relevant its Trustee) in its entirety. We note that this is different from the legislated presentation of other information about the Fund and its products, for example, a product disclosure statement provides details of the objectives, strategy, risks and costs of each investment option within the Fund. Readers of this Climate Change Report should note that it is provided for information purposes only and is not intended to be used as a basis for investment decisions. You should consider your own financial situation and needs, and refer to the Product Disclosure Statement and Target Market Determination for the product, before making a decision to invest in the Fund.

Governance

Task Force on Climate-related Financial Disclosure (TCFD)	Australian Accounting Standards Board (AASB) Sustainability Reporting Standard S2 (S2) Climate-related Disclosures	Report coverage
Disclose the company's governance around climate-related risks and opportunities.	Disclose information that enables users of general purpose financial reports to understand the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	
Describe the board's oversight of climate-related risks and opportunities.	Describe how: • responsibilities for climate-related risks and opportunities are reflected in terms of reference, mandates, role descriptions and other related policies and how the board assesses appropriate skills.	Our governance approach
	• often [the board] is informed about climate-related risks and opportunities and how it takes this into account overseeing the entity. • [the board] oversees the setting of targets and monitors progress towards those targets.	Our governance approach
Describe management's role in assessing and managing climate-related risks and opportunities.	Describe management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities including: • Any delegations and oversight • Use of controls and procedures and their integration with other functions.	Our governance approach

Strategy

Task Force on Climate-related Financial Disclosure (TCFD)	Australian Accounting Standards Board (AASB) Sustainability Reporting Standard S2 (S2) Climate-related Disclosures	Report coverage
Disclose the actual and potential impacts of climate-related risks and opportunities on the company's businesses, strategy and financial planning where such information is material.	Disclose information that enables users of general purpose financial reports to understand a company's strategy for managing climate-related risks and opportunities.	

* Financial information for foreign holdings has been converted to Australian dollars using exchange rate AUD/USD = 0.6581 based on daily rate as at 30/06/2025, accessed via Factset on 12/09/2025.

Strategy (continued)

Describe the climate-related risks and opportunities the company has identified over the short, medium and long term.	Disclose information that aids understanding of: • the climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects (including if they are physical or transition risk and over which time horizon they are expected to occur). • effects on the entity's business model and value chain (including description of those risks, where they are concentrated).	Understanding climate risks
Describe the impact of climate-related risks and opportunities on the company's businesses, strategy and financial planning.	• effects on the entity's strategy and decision-making, including information about its climate-related transition plan.	Our Principles and Goals
	• effects on the entity's financial position, financial performance and cash over the short, medium and long term (including in the reporting period) and how these are taken into account in financial planning.*	Our strategy for managing the risks *(addresses impact of risk on Funds' investments further information to be considered in future reporting).*
	• climate resilience of the entity's strategy and its business model to climate-related changes, developments and uncertainties.	Understanding climate risks

Risk management

Task Force on Climate-related Financial Disclosure (TCFD)	Australian Accounting Standards Board (AASB) Sustainability Reporting Standard S2 (S2) Climate-related Disclosures	Report coverage
Disclose how the company identifies, assesses and manages climate-related risks.	Disclose information that enables users of general purpose financial reports to understand the processes a company has used to identify, assess, prioritise and monitor climate-related risks and opportunities, including whether and how those processes are integrated into and inform the company's overall risk management process.	
Describe the company's processes for identifying and assessing climate-related risks.	Describe: • the processes and related policies the entity uses • to identify, assess, prioritise and monitor climate-related risks.	Our governance approach
	• Inputs that the entity uses, and if and how the entity uses climate-related scenario analysis.	Our strategy for managing the risks Metrics and targets Notes
Describe the company's processes for managing climate-related risks.	• how the entity assesses, prioritises and monitors climate- related risks and opportunities.	Understanding climate risks Metrics and targets
Describe how processes for identifying, assessing and managing climate-related risks are integrated into the company's overall risk management.	• how these processes are integrated into and inform the entity's overall risk management process.	Our governance approach

Metrics and targets

Task Force on Climate-related Financial Disclosure (TCFD)	Australian Accounting Standards Board (AASB) Sustainability Reporting Standard S2 (S2) Climate-related Disclosures	Report coverage
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Disclose information that enables users of general-purpose financial reports to understand a company's performance in relation to its climate-related risks and opportunities, including progress towards any climate-related targets it has set, and any targets it is required to meet by law or regulation.	
Disclose the metrics used by the company to assess climate-related risks and opportunities in line with its strategy and risk management process. Disclose scope 1, scope 2 and, if appropriate, scope 3 greenhouse gas (GHG) emissions, and the related risks.^	Disclose: • Information on the scope 1, 2 and 3 (supply chain) emissions of the entity, how it measures its emissions, any inputs and assumptions used (and changes in those assumptions over reporting period) including any emissions associated with the Funds' investments.	Progress against our goals Notes
	• Anticipated impact of climate related risks on assets or activities.	Our strategy for managing the risks.
	• Assets or activities aligned climate-related opportunities.	Progress against our goals
	• Information about financing or investment deployed towards climate-related risks and opportunities, internal carbon pricing, climate considerations in remuneration.	Not currently addressed. To be considered in future reporting
Describe the targets used by the company to manage climate-related risks and opportunities and performance against targets.	Disclose • Targets set by the entity, to mitigate or adapt to climate- related risks or take advantage of climate-related opportunities, including metrics used by the governance body or management to measure progress towards these targets. • Approach to setting and reviewing each target, and how it monitors progress against each target. • Performance against each climate-related target. • For any greenhouse gas emissions targets (including carbon emissions targets), which emissions are covered by the targets, how targets are calculated and any planned use of carbon credits to meet the target.	Our Principles and goals Progress against our targets Notes

* Under AASB S2, entities are permitted to disclose only qualitative information in some circumstances—for example, if a company cannot separately identify the effects of the risk or opportunity or if the level of measurement uncertainty involved is too high.
As investment portfolios are made up of multiple assets across many industries and jurisdictions, at this stage Equip Super believes that the level of uncertainty in our modelling and measurement across a number of areas is too high to provide members with information that would be useful to indicate the Fund's approach. In these circumstances we have endeavoured to provide qualitative descriptions to aid understanding of the Fund's position and approach.

^ Reporting from Equip Super currently focuses on climate-related risks and opportunities, as well as emissions within our investment portfolio. These are the scope 3 emissions of the Fund. We'll work towards expanding our coverage to the operational elements of the Fund's Trustee over time.

Contact us

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Equip Super