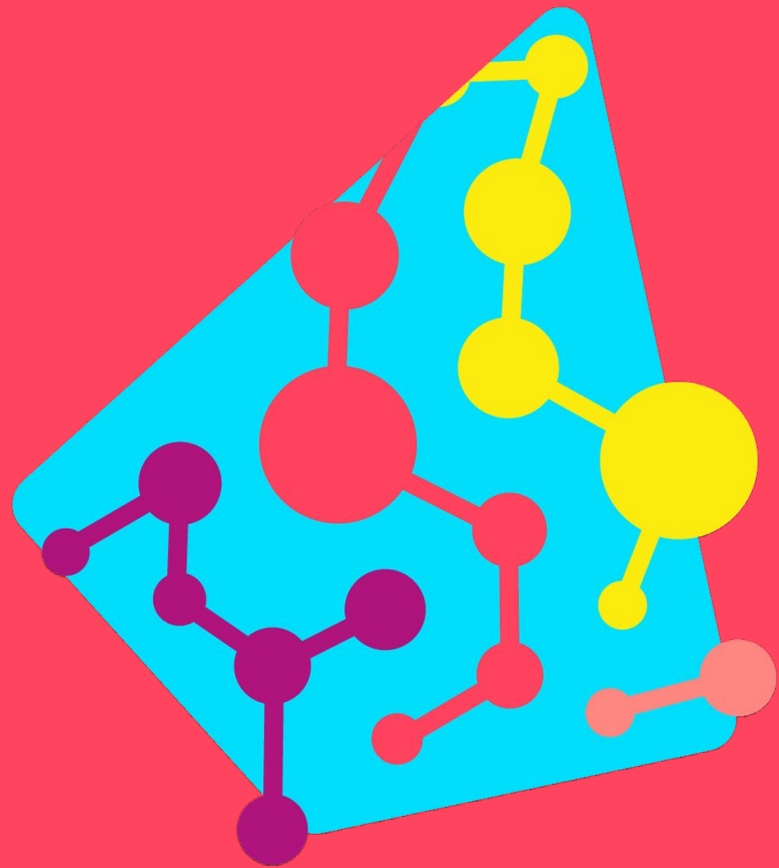




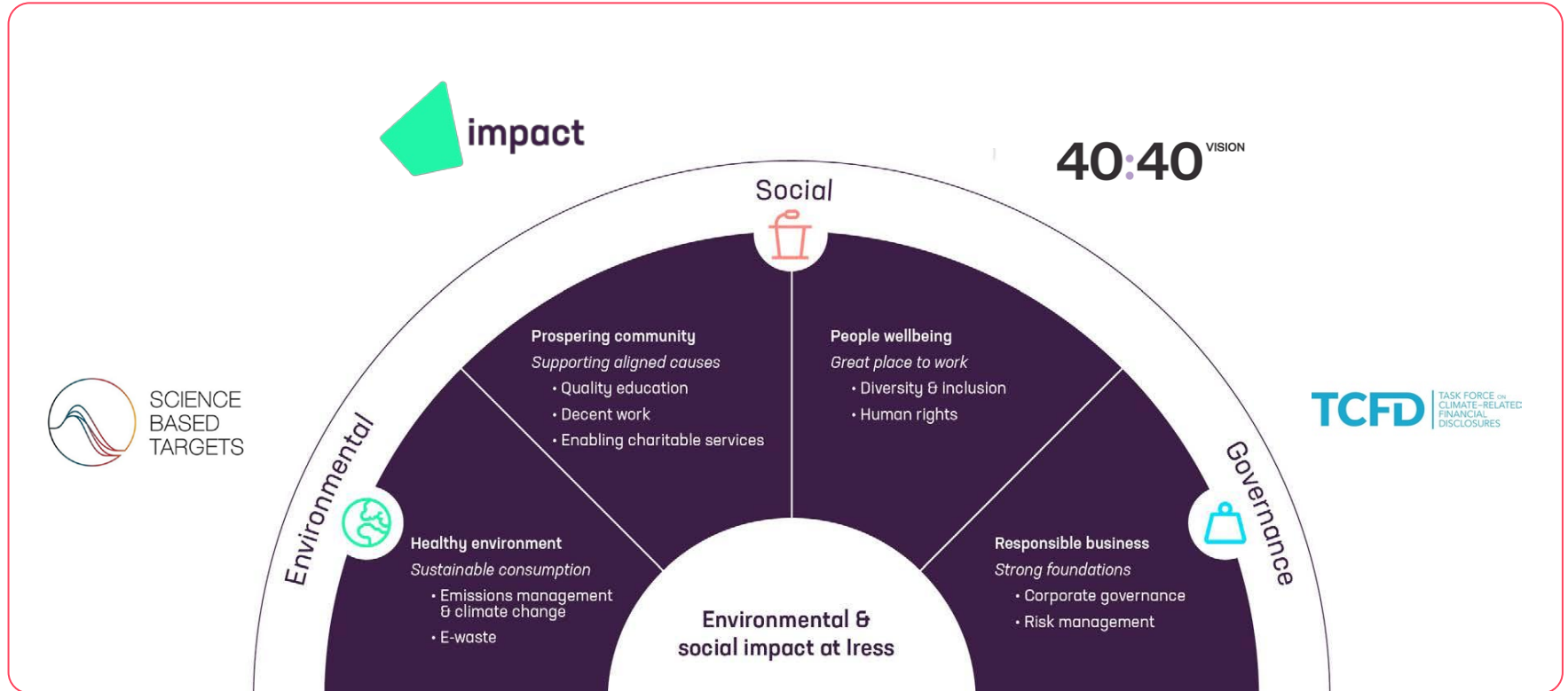
ESG at Iress

Michelle Wilson

Head of Environment and Social Impact



Our approach to ESG



2022 Environment highlights



Established emission reduction target



Established a **2030 science-based emission reduction target for scope 1 and 2** emissions (1.5 degrees) **and scope 3** (well below 2 degrees). Due for validation by SBTi in 2023.

Single technology platform



To date **5,500+ products & services have transitioned to the cloud and over 230+ data centres have been decommissioned.** Creating efficiencies in operations and reducing emission intensity.

Community partnerships



Reviewed our **global e-waste** providers and **waste management practices**. Detailed assessment of e-waste management providers in 2023.

2022 Governance highlights



Developed TCFD disclosure & roadmap



Conducted **climate-related risk and opportunity workshops** to understand potential exposure and inform strategy. Developed **2022-2024 TCFD roadmap** to improve disclosure overtime.

Modern Slavery



Established **Internal working group** focusing on the topic. Continued **internal training** on Human Rights & Modern Slavery to assist in identification. Developed **2023 - 2025 Modern Slavery Roadmap** to improve transparency in our supply chain.

Strengthened risk management



Revised our **Risk Management Framework**. **Revised Board Charters** for ESG. Continued to roll out the **2021-2023 Information Security Strategy** to strengthen our security culture and systems.

2022 Social highlights

40:40^{VISION}



Improved our people benefits



Introduced '**long weekends**'; additional 6 days of leave, and **superannuation payments** during parental leave.

Less connected events on mental health, inclusion and menopause.

Diversity, equity and inclusion



Conducted a **global DE&I survey**, results developed into **strategy** due for implementation in 2023. Conducted various audits on **digital accessibility of our products** and roll out training for our developers. Progressed against 40:40 vision

Community partnerships



Partnered with **River Nile School, Melbourne**, offering work experience and training workshops.

Strengthened our Partnership with **Talent Beyond Boundaries**.



Quality education

Creating greater diversity and interest in 'STEM' education



Decent work

Supporting talent mobility pathways for displaced people to gain access to meaningful employment



Charitable support

Building a stronger community sector by increasing skilled volunteering



To date over \$1 million donated to charitable causes





Thank you



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