UN Sustainable Development Goals

With the launch of the United Nations Sustainable Development Goals (SDGs) 2030 in 2015, we continue to assess how our key focus areas and initiatives relate to these goals, and to highlight the areas where we believe we can have the most impact as a business. In the table below we have summarised some of our key efforts and initiatives in relation to the SDGs where we are able to have a material impact.

<table>
<thead>
<tr>
<th>Sustainable Development Goal</th>
<th>Optus Position</th>
<th>Examples of Optus Efforts and Initiatives</th>
<th>Chapter/ Page</th>
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<tr>
<td>Goal 3: Good Health and Well-being (Ensure healthy lives and promote well-being for all ages)</td>
<td>Optus views any potential risk to the health and safety of our stakeholders seriously, and we actively promote health and safety at the workplace.</td>
<td>EMERGENCY: We monitor research findings on EME and comply with ICH/PB and ANZSAC standards. We design and deploy our network to comply with the relevant Federal Government mandated exposure standards.</td>
<td>Marketplace and Customers Chapter</td>
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<td>Goal 4: Quality Education (Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all)</td>
<td>Optus has an important role in enabling the progression, development and inclusion of vulnerable segments of society through the support of education and skills development opportunities.</td>
<td>Vulnerable children and youth: We support the education of children with special needs, at-risk youth and young people transitioning into the workforce. Our initiatives include The Smith Family mobile student2citizen program and the Australian Business and Community Network (ABCN) students mentoring program.</td>
<td>Community Chapter</td>
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<td>Goal 5: Gender Equality (Achieve gender equality and empower all women and girls)</td>
<td>Optus treats everyone with respect and consideration at all times, regardless of gender, age, ethnicity, language, cultural background, physical ability, religious belief and lifestyle choice.</td>
<td>Gender equality: Female employees are well represented across all levels of the organisation. The Singtel Group has an equitable remuneration structure that has no gender bias and is based on work performance. The average salaries of our male and female employees across job grades are comparable. We established a Diversity Council to advance networking and mentoring support to female talent and created a ‘Women in Leadership’ series across the Group.</td>
<td>Our People Chapter</td>
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<td>Goal 7: Affordable and clean energy (increase substantially the share of renewable energy in the global energy mix)</td>
<td>Optus is committed to adopting cleaner energy to reduce our reliance on fossil fuels</td>
<td>Renewable Energy: Since 2009, we have been exploring opportunities to use alternate forms of energy for our operations in Singapore and Australia to reduce our reliance on electricity from the grid (see website for details)</td>
<td>Environment Chapter</td>
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<tr>
<td>Goal 8: Decent Work and Economic Growth (Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all)</td>
<td>Optus is committed to growing with our people and making the company a vibrant workplace across our global operations.</td>
<td>Work support: The Optus ABCN program supports work experience and improves employability, to help create fair opportunities for the disadvantaged.</td>
<td>Community Chapter</td>
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Environment:
- We focus on improving energy performance and efficiency while continuing to investigate the viability of sustainable sources of energy on a more meaningful scale. We also focus on building and maintaining a resilient network in the face of climate change.
- We are committed to responsible packaging and have responsibilities under the Australian Packaging Covenant.

Social:
- We have significant and long-standing charity partnerships including Kids Helpline, The Smith Family and ABCN.

Economic:
- We are committed to growing with our people and making the company a vibrant workplace across our global operations.

In addition to these initiatives, we focus on:
- Reducing our carbon footprint through energy-efficient practices and investments in renewable energy.
- Ensuring inclusive and equitable access to education and training opportunities for all employees.
- Empowering female employees through leadership development programs and flexible work arrangements.
- Promoting gender equality in hiring, promotion, and leadership roles.
- Supporting vulnerable children and youth in transitioning into the workforce through educational and career development initiatives.
- Advancing diversity and inclusion within our workforce.
- Implementing sustainable procurement practices to reduce waste and support local communities.
- Encouraging community engagement and volunteering to build a stronger and more resilient society.

Our commitment to the SDGs is ongoing and we continue to assess our impact and progress towards achieving these important global objectives.