RGF Staffing ANZ Pty Ltd

Climate Disclosures Report

Period 01/04/2025 – 31/03/2026

Contents

1. Introduction

RGF Staffing ANZ Pty Ltd and its subsidiaries are part of a leading worldwide network of HR service providers and a wholly owned subsidiary of RGF Staffing B.V. Group, headquartered in the Netherlands. The RGF Staffing Group of companies (including RGF Staffing ANZ) is part of the wider group of companies owned by Recruit Holdings.

RGF Staffing ANZ Pty Ltd (The Group or RGF Staffing ANZ) has offices across Australia, New Zealand, Hong Kong and Singapore.

We open doors by connecting people with meaningful work and placing our people at the heart of everything we do. We are also focused on turning responsible business choices into real opportunities for those often left behind. We invest in their safety, wellbeing, and development, and foster a culture of belonging. When our temporary staff join our clients, we strive to ensure that human rights, safe working conditions, and inclusive workplaces remain a shared priority.

Vision

Follow Your Heart

We envision a world where individuals and businesses can focus on what really matters. The more people are free to pursue their passions, the better our future becomes.

Mission

Opportunities for Life. Faster, simpler and closer to you.

Since our foundation, we have connected individuals and businesses, offering both a multitude of choices.

In this era of search, where information has become available anytime anywhere, we need to focus more on proposing the optimal choice. We seek to provide "Opportunities for Life," much faster, surprisingly simpler and closer than ever before.

Values

Wow the World

What we do isn't a job. We enjoy exploring what is possible for our future. We question the status quo, fail well and overcome with resilience. We are a force for change.

Bet on Passion

We are a team of people fueled by curiosity. We respect and capitalize on each other's differences. We know that one person's crazy idea, when backed by data and research, can become the best bet.

Prioritize Social Value

We, as global citizens, strive to contribute to a sustainable society through all of our corporate activities. Each one of us is committed to seeking out the needs of society and taking action for a better future.

1.1 Group Background

The Group is a for profit company, limited by shares, incorporated in Australia, with its registered office located at Level 13, 345 George Street Sydney, Australia. The Group is part of a broader global structure, owned by RGF Staffing B.V. who are owned by Recruit Holdings (listed in the Tokyo stock exchange). The RGF Staffing ANZ Board of Directors consists of four directors who are nominated and elected by the full board of directors of RGF Staffing B.V. (executive & non-executive directors jointly).

The Group has operations in Australia, New Zealand, (ANZ) and Hong Kong and Singapore (HKSG) under a portfolio management structure, with controlled entities (Brands) represented by smaller business units established by the differences in the markets they serve and the services offered.

Each brand has a Managing Director who is given authority to make day-to-day decisions to maximise the brand's profitability.

STAFFING & TALENT MANAGEMENT

ANZ Brands	HKSG Brands
• **Chandler Macleod Group Limited** (including CM Managed Services, CM Consulting) • **Peoplebank Australia** (including Leaders IT)	• **Peoplebank Asia** • **Chandler Macleod Asia**

These brands offer temporary staffing and other related services primarily for clerical, manufacturing, light industry, mining and various professional and technical positions across a multitude of industries. Each brand selects appropriate temporary staff, based on the skills needed by clients, from a large pool of registered workers, and then provides those temporary staff to business clients. Those brands providing managed services and consulting long-term partnerships and projects, supporting clients with the Talent challenges they have, producing best in market talent solutions such as Total Talent Management, MSP, RPO and Graduate Programs, Training programs and works with clients to assess talent, develop culture and leadership and provide a range .

PAYROLL SYSTEMS & SUPPORT

ANZ Brands

- **Aurion Corporation Pty Ltd -** The Aurion brand, operating in Australia and New Zealand, Aurion has provided a range of flexible, compliant people and payroll solutions for over 40 years, including System, System as a Service and Outsourced business processing for payroll and HR functions.

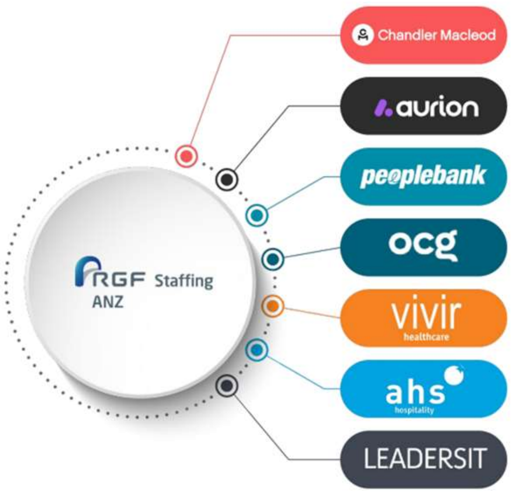
ALLIED HEALTH & AGED CARE

ANZ Brands

- **Vivir Healthcare Pty Ltd -** The Vivir brand provides, allied health services across home care, residential aged care, NDIS, and Telehealth settings. Our team of dedicated professionals provides Physiotherapy, Occupational Therapy, Exercise Physiology, Speech Pathology, and Dietetics

HOSPITALITY & MANAGED SERVICES

ahs hospitality, operates in both Australia and New Zealand specialising in outsourced housekeeping, commercial cleaning, and student accommodation services, across hospitality, commercial and residential environments. Delivering quality-controlled, professional cleaning services built on process and efficiency. Including all labour, equipment, technology, training and HR support — ensuring seamless, end-to-end service across every site.



1.2 Basis of Preparation

This report represents a complete set of climate-related financial disclosures for RGF Staffing ANZ Pty Ltd and its controlled entities (collectively, "the Group") for the year ended 31 March 2026.
This report has been prepared in accordance with the Australian Accounting Standards Board (AASB) S2 Climate-related disclosures and the requirements of the Corporations Act (Cth.) 2001.

This report has been prepared for the same consolidated reporting entity and reporting period as the Group's Consolidated Financial Statements and should be read in conjunction with the consolidated financial statement of RGF Staffing ANZ Pty Ltd for the year ended 31st March 2026.

The Group is reporting under the AASB S2 Climate-related Disclosure Standard for the first time for its annual reporting period ended 31 March 2026. As such, the Group has applied the following transition reliefs:

- Not to disclose comparative information in the first annual reporting period in which the Standard is applied; and
- Not to disclose Scope 3 greenhouse gas (GHG) emissions.

2. GOVERNANCE

2.1 Board Oversight

The RGF Staffing ANZ Board retains responsibility for discharging its governance and fiduciary obligations in respect of the Group. It does not currently consider climate-related risks and opportunities as part of strategic planning, major transaction approval, or capital allocation decisions. Climate-related matters are currently managed through current Group governance arrangements established by RGF Staffing B.V, with no formalised Board charters/responsibilities updated currently in relation to climate.
The Group intends to continue enhancing local climate governance processes as reporting maturity develops.

The RGF Staffing ANZ Board retains overall accountability for climate-related disclosures and oversight of climate-related risks and opportunities affecting ANZ operations. The RGF Staffing ANZ Board delegate day-to-day identification, assessment and monitoring activities to management through the Risk Committee and Risk & Sustainability function. Management provides updates to the Board through periodic risk reporting. In the current reporting period, the board of directors have met once to review and approve the identified climate-related risks and opportunities.

The RGF Staffing ANZ Board also considers and responds to directions and decisions of the RGF Staffing B.V. Board in relation to sustainability matters (including climate-related) and oversees the implementation and management of any relevant impacts within the Group's operations.

2.2 Management Oversight

Responsibilities for climate-related risks and opportunities are not currently defined in specific terms of reference, mandates, role-descriptions, or related policies at the RGF Staffing ANZ level. However, the oversight and responsibilities of management is described below.

RGF Staffing ANZ Chief Executive Officer

As previous stated, whilst the board is responsible for sustainability and climate-related matters, the ANZ CEO delegates responsibility to management to monitor sustainability and will in future, specifically include climate-related risks and opportunities. The oversight and responsibilities of management is described below.

RGF Staffing HKSG Chief Executive Officer

- The HKSG CEO is responsible to oversee sustainability activities day-to-day across HKSG and to ensure appropriate resourcing locally.

ANZ Chief Risk and Sustainability Officer

- The ANZ CEO has appointed the ANZ Chief Risk and Sustainability Officer, to oversee sustainability activities day-to-day across the Group. This includes overseeing and guiding the achievement of global targets, local policy engagement, local risk management activities, and generally, monitoring the Group's sustainability progress and performance using the templates provided by RGF Staffing B.V.

HKSG Sustainability & Impact Executive

- The HKSG CEO delegates responsibility to manage and monitor sustainability to the HKSG Sustainability and Impact Executive.

Sustainability Subject Matter Experts

ANZ Sustainability SME's and the HKSG Sustainability & Impact Executive are responsible to :

- Support the brands to integrate climate-related initiatives into their local business activities,
- monitor policy compliance and adherence to local initiatives
- engage in dialogue with internal stakeholders, acting as a point of escalation / guidance on sustainability topics including CRRO's
- planning and documenting initiatives associated with the CRRO's and distributing templates to ensure standardised collection of information,
- attending training on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi),
- assessment /alignment of local CRRO's against global CRRO's to ensure alignment of mitigations and actions
- gathering group-wide sustainability information to aid reporting to the RGF Staffing ANZ Board.

2.3 Climate related skills and competencies

Climate-related skills and experience is not formally assessed or considered at the local Group level; and is undertaken at the RGF Staffing B.V. level. The Group relies on climate-related expertise maintained at the RGF Staffing B.V. level, together with external advisers where required.

2.4 Integration of climate-related risks and opportunities into governance processes

The Group has not established separate governance processes for climate-related risks and opportunities specifically; however, CRRO's are integrated int the group's established local risk management processes including:

- SWOT analysis,
- risk analysis and management,
- operational reporting metrics.

Climate-related risks and opportunities are overseen by the ANZ Risk Committee (ultimately approved by the Board) and supported by local management reporting processes, and are monitored through the following formal channels:

- The ANZ Risk Committee
- Monthly Business Reviews between Managing Directors of each Brand with the CEOs and CFO
- Management Meetings (Brand level in-line with ISO requirements)

2.5 Controls and Assurance

The Group has not implemented formal controls or procedures specifically designed to support the oversight of climate-related risk and opportunities at the local level to date. However, the local risk management governance structure ensures the proper management of risks and opportunities locally. This includes oversight by:

- The ANZ Risk Committee (Chaired by the ANZ CEO)
- The Risk and Sustainability Team
- The Chief Risk and Sustainability Officer
- The Group Manager Risk and Compliance.

The ANZ Risk Committee, reports twice per annum to the RGF Staffing B.V. Governance, Risk and Compliance Team, who overseas risk management activities for the Global Group, ensuring alignment with Recruit activities as appropriate. In addition, sustainability reports (including climate-related activities) are established and monitored by the RGF Staffing B.V Sustainability Team each quarter. The results of these reports are consolidated and presented to the RGF Staffing B.V. Board, not less than twice per annum.

Each brand within the Group maintains its own local risk register, using the established tools and templates. Quarterly, the Managing Director of each brand, and their nominated representative/s, meet with the Group Manager Risk and Compliance, to review the brands risk register (including climate-related risks & opportunities). Between these meetings, any new or escalating risk matters are raised to the Group Manager Risk and Compliance for review and guidance. Where appropriate, the Group Risk and Compliance Manager will determine that a risk meets the criteria for escalation to the ANZ Risk Committee and or the RGF Staffing B.V. Risk or Sustainability Department.
Bi-annually, the RGF Staffing ANZ Risk Committee meets to review all risks and opportunities at the group level, including climate-related and to ensure that the associated activities are tracking as expected and considered fit for purposes to achieve the desired outcomes.

2.6 Climate related Targets and Remuneration

Remuneration and Incentives

RGF Staffing ANZ has not established any specific targets related to climate-related risks and opportunities. Whilst Sustainability related performance is linked to executive remuneration and the Group's short term incentives program, climate-related considerations specifically, are not directly linked to remuneration at any level.

RGF Staffing ANZ incorporates its local sustainability targets for the financial year, into its performance measurement framework through a Short-Term Incentive (STI) program. During the reporting period, up to 10% of individual remuneration was linked to the achievement of defined sustainability metrics.

The STI framework is applied to the Managing Directors of all brands and the Heads of Corporate Departments, reflecting their accountability for delivering against strategic and operational sustainability objectives.
Additional employees may be invited to participate in the STI program, where their roles have a direct influence on the achievement of climate-related and broader business performance outcomes.

3. RISK MANAGEMENT

3.1 Climate-related risks and opportunities

The Group addresses climate-related risks and opportunities through the established risk management framework.
This supports structured and integrated assessment of how climate-related risks and opportunities may affect the Group's financial performance, financial position, and cash flows, ensuring they are evaluated in a manner consistent with the Group's assessment of other enterprise risks. Through this process, the Group identifies both transition risks, including regulatory, technological and market changes, and physical risks, including acute and chronic climate-related events. Opportunities associated with the transition to a lower-carbon economy, such as changes in labour market demand, are also identified.

3.2 Identification and assessment of climate-related risks and opportunities

The Group's Sustainability and Risk Team, in consultation with brands, are responsible for the identification and assessment of climate-related risks and opportunities. Using available and supportable information, we have assessed risks and opportunities, without introducing undue cost or effort, consistent with AASB S2
The Group's climate-related risks and opportunities were identified through a combination of internal and external inputs including:

- review of the value chain impacts
- scenario analysis, (including climate pathways and the associated transitional and physical risk drivers)
- engagement with key internal stakeholders across finance, operations, risk and sustainability at both the local and global levels.

A combination of internal and external inputs are relied upon including:

- Operational and financial data, (energy consumption, fleet usage, office locations, workforce distribution and cost structures);
- Core operational activities, the upstream supplier exposures, and downstream client / industry sector risks;
- Scenario analysis assumptions, including climate pathways and associated transition and physical risk drivers used to assess future impacts;

Once identified, climate-related risks and opportunities are assessed considering:

- The likelihood of the risk occurring;
- The potential impact, including financial impacts on revenue, operating costs, capital expenditure and cash flows;
- The time horizon over which the risk or opportunity may materialise (short, medium or long term).

The assessment incorporates both qualitative and, where available, quantitative information. Scenario analysis is used to support the assessment of longer-term risks and to evaluate potential changes in the magnitude and timing of impacts under the different climate pathways. Risks assessed as having a higher potential financial or operational impact are prioritised for management attention, inclusion in the Group's risk register and review by the ANZ Risk Committee.

3.3 Control Measures

The Group has established a range of control measures and mitigation actions to address the identified climate-related risks. These include:
- energy optimisation activities and the adoption of remote, technology-enabled working arrangements to manage transition-related cost impacts,
- workforce solutions aligned to clients' sustainability and transition objectives
- business continuity and disaster recovery arrangements to respond to potential physical disruptions

These measures are designed to minimise the likelihood and potential impact of the identified climate-risks and are embedded within existing operational and governance frameworks

3.4 Monitoring of Climate-Related Risks & Opportunities

Climate-related risks and opportunities are subject to ongoing monitoring through the Group's risk management processes; Identified risks are recorded in the Group's risk register and are reviewed periodically (not less than twice per annum) by the ANZ Risk Committee, to consider any changes in likelihood or impact and the appropriateness of mitigations.

The ANZ Risk Committee is responsible for overseeing and reviewing:
- group wide risks (strategic and operational including climate-related),
- data inputs,
- emerging trends and developments in key risk topics and strategic risk ,
- regulatory changes and market trends.

Outcomes of these reviews are reported to the Group Leadership Team and, where relevant, escalated to the RGF Staffing ANZ and B.V Board/s.

The climate-related risks and opportunities are evaluated alongside any other strategic, operational, financial, regulatory and reputational risks. All risks are prioritised using a consistent likelihood-and-impact assessment methodology and aligned to the following time horizons:

Table 1

Horizon	Description / Definition
Short-term < 1 Year	Focuses on the immediate operational and compliance considerations. Aligns with operational planning cycles.
Medium-term 2-5 Years	Encompasses strategic planning cycles and adaptation to evolving market and policy landscapes.
Long-term 6+ Years	Addresses structural changes and transformational opportunities. Aligns with organisational transformation and infrastructure planning cycles.

Monitoring of climate related risk and opportunities includes:
- the review of operational data,
- analysis of progress against climate-related initiatives,
- meetings with Brand managing directors and the ANZ Risk Manager at various intervals (determined on an as needs basis).

This ensures that climate-related risks and opportunities remain current, appropriately assessed and integrated into business decision-making processes.

Any climate-related risks that exceed the materiality thresholds are escalated to the RGF Staffing B.V. Governance, Risk & Compliance Team and the RGF Staffing ANZ Board in the same manner as other principal risks.

3.5 Climate related risks and opportunities

The Group recognises that it is exposed to both physical and transition climate-related risks and opportunities. The assessment undertaken was qualitative in nature and considered the potential impacts of climate-related factors on the Group's operations, workforce, service delivery and client demand.

Physical climate-related risk exposure is primarily associated with the Group's leased office portfolio and business operations, including potential disruption to office-based activities, increased operating costs and indirect impacts arising from client demand and workforce availability.

Transition risk exposure is primarily associated with potential market shifts, particularly within carbon-intensive industries, evolving sustainability-related regulations and changing stakeholder expectations. The extent of assets, services or activities affected by these risks has not been quantified as at the reporting date.

Climate-related opportunities relate to expansion of the Group's services to support economy-wide transition activities, growth in transition-aligned industries and increasing demand for workforce solutions that support clients' operational resilience, business continuity and workforce transformation requirements. The proportion of revenue or activities associated with these opportunities has not been quantified as at the reporting date.

Given the nature of the Group's operations and the uncertainty associated with the timing, frequency, severity and duration of future climate-related events and transition impacts, the Group is unable to reasonably estimate the anticipated financial effects due to significant measurement uncertainty; Consequently, the Group has not undertaken quantitative modelling as at the reporting date.

Based on the qualitative assessment performed, climate-related risks and opportunities are not currently expected to have a material impact on the Group's business activities, operations or asset base. The Group has not identified any assets or business activities that are currently, or anticipated to be, materially vulnerable to climate-related risks, nor any assets or business activities materially aligned to climate-related opportunities. This assessment will be reviewed periodically through the Group's ongoing risk management processes.

During FY26, no climate-related capital investments were made, and no climate-related trade-offs were identified or considered. The Group does not currently apply an internal carbon price or incorporate carbon pricing assumptions into planning or decision-making processes.

Potential climate-related opportunities associated with technology-enabled workforce solutions and operational improvements, including investment in a new rostering system. While implementation of these initiatives may result in additional expenditure, there remains a high degree of measurement uncertainty regarding the timing and magnitude of any associated costs and benefits. Accordingly, the Group has not quantified the anticipated financial effects of these opportunities at the reporting date.

The outcomes of the Group's climate-related risk and opportunity assessment should be interpreted with consideration of inherent uncertainties, recognising that variations in underlying assumptions may affect the results and their implications for the Group in future reporting periods.

3.6 Current and anticipated financial effects of climate-related risks and opportunities

The Group assessed the current and anticipated financial effects of each climate-related risk and opportunity that could reasonably be expected to affect its cash flows, access to finance, or cost of capital over the short, medium, and long term (its prospects). In FY26, the Group determined that the identified climate-related risks and opportunities did not have a material impact on the business and are not expected to result in a material adjustment in FY27.
Management applied judgement in determining whether each climate-related risk and opportunity should be assessed quantitatively or qualitatively, taking into consideration the availability of reliable data, the level of measurement uncertainty, and whether the financial effects could be separately identified. All climate-related risks and opportunities were assessed qualitatively.
While the initial assessment of climate-related risks and opportunities was conducted on an inherent basis to determine those that could reasonably be expected to affect the Group's prospects, the assessment of potential financial effects considered the impact of existing controls, mitigation measures, and risk management activities.

3.7 Climate-Related Risks - Physical

These risks comprise physical and transition risks that may affect workforce availability, operational resilience, service delivery and client demand as a result of climate-related events and the transition to a lower-carbon economy.

Table 2

Risk #	Description, and Effects on Business Model, Strategy and Value Chain	Time Horizon	Mitigations / Adaptations
Physical Risk 01	**Operational Disruption from Severe Weather Events** **Description (Before Mitigations)** The Group is exposed to acute physical climate-related risks arising from severe weather events, including floods, cyclones, storms, typhoons, bushfires and extreme heat. These events have the potential to disrupt business operations and service delivery across the Group's geographic footprint impacting workforces, travel arrangements, working conditions, client sites (closures/access issues), and disruptions to transport, utility and communications infrastructure. These conditions may result in cancelled shifts, increased absenteeism and reduced capacity to meet client workforce requirements. Severe weather events may also affect critical technology infrastructure and third-party service providers that support core business functions, including rostering, payroll processing, workforce management and client communications, resulting in operational disruption and delays to service delivery. **Current Effects on the Group's Business Model, Strategy and Value Chain** The Group has experienced isolated operational disruptions associated with severe weather events across certain locations within its operating footprint. These impacts have resulted in temporary disruptions across parts of the Group's client and supplier network, affecting workforce mobility and access to client sites, which has resulted in workforce redeployment activities and modified mobilisation arrangements to maintain service delivery. In some cases, the availability of certain third-party services that support service delivery have been temporarily impacted by severe weather events (predominantly transport related system) resulting in the need for established workarounds and business continuity responses to be enacted. Impacts have generally been short-term in nature and have been managed through existing business continuity, workforce redeployment and operational response processes. The Group's diversified workforce, geographic footprint and operational flexibility support its ability to respond to localised disruptions when they occur. **Anticipated Effects on the Group's Business Model, Strategy and Value Chain** Future severe weather events may increase the frequency and duration of operational disruptions affecting employees, clients, suppliers and technology service providers across the Group's value chain. Potential consequences include reduced workforce availability, temporary client site closures, interruptions to critical systems, increased operational recovery activities and periods of reduced service delivery capacity. Based on the nature of the Group's operations, asset base and existing resilience measures, the Group has assessed the potential financial effects of this risk as currently limited and not material to the Group's overall financial position, financial performance and cash flows. Due to the inherent uncertainty associated with the timing, location and severity of future weather events, no quantitative assessment has been undertaken. The risk will continue to be monitored through the Group's climate-related risk management and business continuity processes.	Short to long term	The Group has implemented a range of measures to reduce the potential operational impacts of severe weather events and support the continuity of service delivery. These measures include flexible workforce rostering arrangements, remote working capabilities and established emergency communication protocols that enable employees to continue supporting clients during periods of disruption, including where client sites are inaccessible or temporarily closed. To improve operational resilience, the Group utilises cloud-based infrastructure and software-as-a-service (SaaS) platforms for critical business functions, including workforce management, scheduling and payroll processing. Key systems are supported through redundancy arrangements, including secure data hosting across multiple geographic regions and availability zones, reducing the risk of service interruption arising from localised weather events. The Group maintains business continuity and disaster recovery plans for critical operations and technology systems, supported by backup power arrangements for key office locations. These controls are periodically tested to validate the Group's ability to maintain service delivery, client communications and workforce management activities during disruptive events. Collectively, these measures are designed to enhance operational resilience, minimise downtime and support continued service delivery in the event of severe weather-related disruptions.

Time Horizons: Short Term = Up to 1 Year. Medium Term = 2 – 5 Years and Long Term = 6 Years or more.

3.7 Climate-Related Risks – Physical (cont.)

These risks comprise physical and transition risks that may affect workforce availability, operational resilience, service delivery and client demand as a result of climate-related events and the transition to a lower-carbon economy.

Table 2

Risk #	Description, and Effects on Business Model, Strategy and Value Chain	Time Horizon	Mitigations / Adaptations
Physical Risk 02	**Health and Workforce Productivity** **Description (Before Mitigations)** As a workforce solutions provider, the Group relies on a healthy, productive and available workforce to deliver services and meet client requirements across diverse locations and industries. The Group is exposed to physical climate-related risks arising from the increasing frequency and severity of extreme weather events, including heatwaves, floods, storms, cyclones and bushfires, which may adversely affect workforce health, safety, availability and productivity. Extreme weather conditions may contribute to illness, injury, fatigue, travel disruptions, site closures and changes to working arrangements, particularly for frontline, field-based and outdoor workers. These conditions may reduce workforce availability and productivity, disrupt worker deployment and affect the Group's ability to maintain expected service levels and fulfil client workforce requirements. **Current Effects on the Group's Business Model, Strategy and Value Chain** The Group has experienced isolated workforce-related disruptions associated with extreme weather events across certain regions within its operating footprint. Severe weather events have affected workforce attendance, deployment arrangements and working conditions in some locations, resulting in increased operational effort associated with workforce fulfilment activities (scheduling, re-deployment) and increased workplace health and safety oversight during periods of severe weather. These impacts have generally been temporary and managed through established workplace health and safety, workforce management and business continuity processes. To date, these impacts have not materially affected the Group's business model, strategic objectives or overall ability to deliver workforce solutions to clients. The Group's diversified workforce, geographic footprint and operational flexibility support its ability to respond to localised disruptions when they occur. **Anticipated Effects on the Group's Business Model, Strategy and Value Chain** Potential effects across the value chain include temporary reductions in workforce availability, disruptions to worker deployment, altered work practices, increased management oversight and challenges in meeting client workforce requirements during periods of severe weather. The Group may also incur additional operational effort associated with workforce scheduling, redeployment and monitoring of workforce health and safety obligations and reduced productivity in affected regions. While the likelihood and severity of impacts may vary depending on the nature, location and duration of individual events, the Group has assessed the potential financial effects of this risk are currently limited and not material to the Group's overall financial position, operations or asset base. The risk will continue to be monitored through the Group's climate-related risk management, workplace health and safety and business continuity processes.	Short to long term	The Group has implemented measures to reduce health and workforce productivity impacts arising from extreme weather events and support continuity of service delivery. Flexible workforce models, including adaptable rostering arrangements, remote working capabilities and emergency communication protocols, enable employees to continue supporting clients during periods of disruption, including temporary client site closures. Workforce resilience is supported through proactive absence management and return-to-work programs, together with employee wellbeing initiatives, including resilience programs and trained Mental Health First Aiders deployed across the Group. Climate-related workforce risks are also considered through the Group's workplace health and safety framework, with regular risk assessments undertaken for higher-risk roles and locations to support employee wellbeing and fulfil duty-of-care obligations. Collectively, these measures are intended to maintain workforce availability, minimise service disruptions and strengthen the Group's resilience to climate-related impacts.

Time Horizons: Short Term = Up to 1 Year. Medium Term = 2 – 5 Years and Long Term = 6 Years or more.

3.8 Climate-Related Risks - Transitional

Table 2

Risk #	Description, and Effects on Business Model, Strategy and Value Chain	Time Horizon	Mitigations / Adaptations
Transitional Risk 03	**Client Transition Risk** **Description (Before Mitigation)** The Group is exposed to climate-related transition risks through changes in client demand, particularly within carbon-intensive sectors. Increasing regulatory requirements, evolving market expectations and decarbonisation initiatives may affect client revenues, operating margins and investment decisions, including the scaling down, transformation or closure of carbon-intensive activities. These changes may reduce demand for recruitment, labour hire and workforce management services from clients operating in sectors with higher transition risk exposure. Physical climate impacts, including floods, cyclones, storms and extreme heat events, may further influence client operating models, business activity and workforce requirements, contributing to fluctuations in hiring activity and increased variability in labour demand. This can impact the Group through reduced placement volumes, changes in client hiring activity, increased demand volatility, reduced visibility of future workforce requirements and greater complexity in workforce planning, rostering and deployment activities. **Current Effects on the Group's Business Model, Strategy and Value Chain** The Group has observed differing levels of workforce demand across industries as clients respond to changing market conditions, regulatory requirements and investment priorities. These changes have contributed to ongoing adjustments in workforce planning, resource allocation and client engagement activities across parts of the Group's value chain. While demand patterns continue to vary across sectors, the Group has not identified any material impacts on its overall business model, strategic direction or revenue profile attributable to climate-related transition risks. The Group's diversified client portfolio, industry exposure and geographic footprint have supported its ability to manage sector-specific fluctuations in demand while maintaining overall service delivery and operational performance. **Anticipated Effects on the Group's Business Model, Strategy and Value Chain** As clients continue to respond to decarbonisation initiatives, evolving regulatory requirements and changing market expectations, future workforce demand may shift across sectors and regions. This may result in reduced recruitment and workforce management activity within some carbon-intensive industries, offset by increased demand from sectors supporting the low-carbon transition. Potential impacts to the Group may include changes in placement volumes, increased variability in client hiring requirements, reduced visibility of future workforce demand and greater complexity in workforce planning and deployment activities. The Group may also experience short-term operational inefficiencies arising from changes in client activity, workforce requirements and sectoral demand patterns. Over time, these changes may influence the composition of the Group's client portfolio and create opportunities to support workforce requirements associated with emerging industries, infrastructure investment and decarbonisation-related activities. Based on the qualitative assessment undertaken, the Group has determined that the potential financial effects of this risk are currently limited and not material to its overall financial position, business model or strategy. Due to uncertainty regarding the pace and extent of the transition to a lower-carbon economy, no quantitative assessment has been undertaken. The Group will continue to monitor market developments, client demand patterns and transition-related impacts through its climate-related risk management processes and broader client portfolio reviews.	Medium Term	**Mitigation and Adaptation Measures** The Group seeks to mitigate transition-related client demand risk through diversification of its client portfolio across its Brands, including continued expansion into sectors with lower exposure to fossil fuel dependency and greater resilience to climate-related disruption, such as renewable energy, infrastructure, healthcare and technology. Workforce planning capabilities are supported by flexible staffing models, including on-demand and cross-trained talent pools, enabling the Group to respond efficiently to fluctuations in client demand and changing workforce requirements. Enhanced client engagement and forecasting processes provide improved visibility of emerging demand trends, supporting proactive workforce allocation and redeployment strategies. Climate-related considerations are incorporated into business planning and risk assessment processes to inform strategic decision-making and monitor potential impacts on client demand. In addition, investment in digital workforce management systems enhances scheduling agility, workforce deployment, communication and operational resilience, supporting the Group's ability to respond to changing client requirements and market conditions.

Time Horizons: Short Term = Up to 1 Year. Medium Term = 2 – 5 Years and Long Term = 6 Years or more.

3.9 Climate-Related Opportunities

The table below outlines the climate-related opportunities identified by the Group through its climate risk assessment process. These opportunities may arise from economy-wide transition activities, growth in transition-aligned industries and increasing demand for workforce solutions that support clients' operational resilience, business continuity and workforce transformation requirements.

Table 3

	Climate Related Opportunity	Time Horizon	Potential Benefits
OPPORTUNITY	**Expansion of the Group's Service Offerings** **Description** The Group has identified an opportunity to expand its workforce solutions and related service offerings in response to climate-related transition activities and increasing demand for workforce resilience and business continuity support. The opportunity arises through three interrelated pathways. Firstly, potential for increased demand for recruitment, labour hire and workforce management services due to increasing investment in decarbonisation initiatives, renewable energy, climate-resilient infrastructure and other transition-aligned activities. Secondly, increasing operational disruption associated with severe weather events may create demand for flexible workforce planning, contingent workforce management, emergency workforce deployment and business continuity support services that assist organisations to maintain operations during periods of disruption. Thirdly, evolving client workforce requirements may create opportunities to enhance and expand technology-enabled workforce planning, scheduling, mobilisation and deployment capabilities. Together, these developments may enable the Group to broaden its client base, expand service offerings and strengthen its position as a provider of workforce solutions supporting both climate transition and climate resilience outcomes. **Current Effects on the Group's Business Model, Strategy and Value Chain** The Group is experiencing demand for workforce solutions associated with infrastructure development, business continuity activities, workforce flexibility and operational resilience requirements across a range of industries. These workforce requirements are influencing client demand patterns and creating opportunities to provide recruitment, labour hire, workforce management and contingent workforce services in support of changing operational needs. The Group has responded to these requirements through the continued development of workforce planning, scheduling, mobilisation and deployment capabilities, including technology-enabled workforce management solutions. These capabilities support fast and flexible deployment of workers and form an integral part of the Group's service delivery model and value chain. Demand for workforce flexibility, surge workforce capacity and workforce continuity services has also strengthened the strategic importance of maintaining diverse candidate pools, scalable workforce networks and strong client relationships, supporting the Group's ability to respond to changing workforce requirements across sectors and regions. **Anticipated Effects on the Group's Business Model, Strategy and Value Chain** As investment in renewable energy, climate-resilient infrastructure, decarbonisation initiatives and other transition-aligned activities increases, the Group may experience a shift in workforce demand towards sectors supporting the transition to a lower-carbon economy. This may increase demand for recruitment, labour hire and workforce management services, supporting expansion of the Group's client portfolio, workforce deployment activities and service offerings. Increasing climate-related operational disruption may also increase client demand for workforce flexibility, surge workforce capacity, business continuity support and emergency workforce deployment services. This may create opportunities for the Group to expand its role from workforce supply to broader workforce resilience and operational continuity support, increasing the range and strategic importance of services provided to clients. To support these evolving client requirements, the Group may invest in workforce planning, scheduling, mobilisation and deployment technologies that enhance the efficiency, scalability and responsiveness of service delivery. These capabilities may strengthen the Group's ability to rapidly deploy and manage workforce resources across multiple industries, locations and disruption scenarios. Collectively, these developments may influence the composition of the Group's client portfolio, increase participation in transition-aligned and climate-resilient sectors, expand workforce management and business continuity service offerings, and strengthen the strategic role of technology-enabled workforce solutions within the Group's value chain. Based on the qualitative assessment undertaken, the Group has assessed the potential financial effects of this opportunity as positive but currently uncertain. Potential benefits may include increased client demand, higher workforce placement volumes, expansion of service offerings and access to new markets and industries. Due to uncertainty regarding the timing, pace and scale of future market developments, no quantitative assessment has been undertaken.	Medium Term	Increased revenue through new and expanded service lines Strengthened client relationships Enhanced market positioning as a provider of climate-aligned workforce solutions Diversification of service offerings across emerging sectors (e.g., renewable energy, resilience and recovery) Improved utilisation of workforce through flexible and scalable rostering models

4. STRATEGY

4.1 Climate Strategy and Transition Plan

Whilst the Group maintains a Sustainability plan, it does not maintain a standalone climate strategy or transition plan at the local level. Our approach (including that discussed in our Sustainability Plan) is informed by the global strategy established by RGF Staffing B.V.

4.2 Climate Scenario Analysis

The Group's undertook scenario analysis as part of the local risk assessment process, to assess its resilience under two plausible climate futures. These included:

1) An orderly transition pathway aligned with ~ 1.5° (informed by RCP 1.9 and SSP1-1.9 assumptions) and
2) a higher emissions pathway >4.0°C (informed by RCP 8.5 and SSP5-8.5 assumptions)

based on established IPCC climate pathways, representing both a lower-warming transition future and a higher-warming emissions future.

Applying these scenarios, the Group assessed potential impacts on its operations, workforce, clients, and cost base across short, medium and long-term time horizons.

The analysis indicates that the Group's primary exposure arises from changes in labour market demand and shifts within client sectors.

Across both the orderly transition and higher emissions scenario, demand for recruitment services is expected to rebalance, with contraction in carbon-intensive industries and growth in sectors supporting a lower-carbon economy. This is likely to increase demand for roles in areas such as renewable energy, infrastructure, sustainability, and regulatory compliance, with timeframes being the only variable. Climate-related factors may also affect workforce availability and location, particularly where physical impacts disrupt labour markets. In addition, the Group could experience higher operating costs driven by energy price volatility, increased supplier costs, and evolving regulatory requirements.

Physical risks may disrupt:

- Our operations, impacting office continuity, workforce productivity, and technology systems and
- Some client operations, resulting in labour disruption

—effects that are expected to intensify under a higher emissions scenario, potentially resulting in short-term cost pressures and productivity impacts. The Group's flexible operating model, however, provides some resilience in this context.

The assessment indicated that potential climate-related impacts are primarily operational in nature, able to be managed through existing business processes and risk management activities.

The outcomes of the Group's climate scenario analysis are based on current assumptions regarding economic, technological and regulatory conditions. These assumptions involve inherent uncertainty, and actual outcomes may differ materially from those anticipated. The Group will continue to monitor emerging climate-related developments and update its assessments as new information becomes available.

4.3 Climate resilience

Based on the climate scenario analysis performed and having regard to the nature of the Group's operations, the climate-related impacts are expected to be primarily operational in nature and manageable through existing business processes, risk management arrangements and business continuity measures. Accordingly, no material changes to the Group's business model, strategic direction, resource allocation decisions or financial planning processes were identified during the reporting period and CRRO's have not formally included in the strategy and decision-making process at present.

4.4 Integration of CRRO's into business and financial planning

Based on the climate scenario analysis performed and having regard to the nature of the Group's operations, climate-related risks and opportunities identified through the assessment are expected to be operational in nature and manageable through existing business processes, risk management arrangements and business continuity measures.

Accordingly, climate-related risks and opportunities are not currently incorporated into standalone strategic or financial planning processes and continue to be managed through existing operational and risk management activities.

5. METRICS AND TARGETS

5.1 GHG Emissions and Performance

In FY26, the Group's GHG emissions for Scope 1 and Scope 2 (location-based) were 339 t-CO2e. 94.1% from Australia/ New Zealand, 5.9% from Hong Kong/ Singapore. 91.45% related to Scope 2 emissions.

The organisational boundary is defined using the financial control approach in line with the GHG Protocol. All entities over which the Group has financial control, covering the ANZ and HKSG subsidiaries, are included in the scope of data collection. The Group has chosen the financial control approach as this approach provides the most accurate reflection of the GHG emissions that the Group can directly influence and manage through its own policies and procedures . Scope 3 GHG emissions are excluded for the FY26 reporting period given the transition relief is being applied per the Standard. The Group (as a lessee) has elected to classify GHG emissions from leased assets based on the accounting model applied under AASB 16. Under this approach, GHG emissions associated with leased assets recognised as right-of-use (ROU) assets in the financial statements are classified as Scope 1 and Scope 2 emissions.

Table 4

Group GHG Emissions	ANZ	HKSG	Total	
Scope	Emissions (t-CO2e)	Emissions (t-CO2e)	Emissions (t-CO2e)	Percentage (%)
Total –Scope 1 and Scope 2 (location- based)	319	20	339	100%
Scope 1	29	0	29	8.55%
Scope 2 (location – based)	290	20	310	91.45%

Scope 1 emissions refer to the direct GHG emissions that occur from sources owned or controlled by RGF Staffing ANZ. This includes fuel combustion and emissions from the leakage of HFCs and other refrigerants.
Scope 2 (location based) emissions refer to indirect emissions from the generation of purchased electricity consumed (Location - based) by RGF Staffing ANZ.

The Group has not set separate local climate- related targets for FY26 and contributes to sustainability objectives established at the RGF Staffing B.V level.

5.2 GHG Emissions - Measurement

GHG emissions were measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004). The covered activities, organisation boundaries, calculation methods, activity data and emissions factors for each category are defined as shown in the table below.

The Group (as a lessee) has elected to classify GHG emissions from leased assets based on the accounting model applied under AASB 16. Under this approach, GHG emissions associated with leased assets recognised as right-of-use (ROU) assets in the financial statements are classified as Scope 1 and Scope 2 emissions.

Greenhouse gas emissions are measured based on activity data, such as gas, electricity and fuel consumption, multiplied by the applicable emission factor, with formulas sourced from the DCCEEW's Australian National Greenhouse Accounts Factors. As this is the first reporting period in which the Group has applied AASB S2 Climate – related Disclosure, there have been no changes to the measurement approach, inputs or assumptions during the reporting period. The methodologies, inputs and assumptions applied in the current period establish the baseline for future reporting periods.

Table 5

Scope	Covered activities	Organisational boundary of covered activities	Activity level	Data	Emission Factor	Notes
Scope 1	GHG emissions from fuel combustion by the company, including fleet vehicles, and from the leakage of HFCs and other refrigerants	ANZ and HKSG	Fuel and gas consumption	Landlord-provided consumption data	Supplier-specific Emission Factors reported by each site are used. Where supplier-specific emission factors are not available, emission factors in Emission Factor Database provided by authoritative sources The emission factors listed below are applied to the activity data for each office location in accordance with the calculation method. • ANZ(Australia):Australian National Greenhouse Accounts Factors • ANZ(New Zealand): MfEMeasuring Emissions Guidance 2025 • HKSG:GHG Protocol Emission Factors from Cross Sector Tools Natural gas (IPCC)	Gas consumption data were not directly available for any office, as gas costs are included in the landlord's fees. Estimates were developed using reasonable proxy methods, including allocation based on occupied floor area and consumption intensity from comparable locations determined by consumption data provided by landlords.
Scope 2 (Location Based Approach)	GHG emissions from the generation of purchased electricity consumed by the company	ANZ and HKSG	Electricity consumption	Electricity usage bill	Location-based emission factors in Emission Factor Database provided by authoritative sources or IEA/DEFRA are applied. The emission factors listed below are applied to the activity data for each office location in accordance with the calculation method. Electricity; • ANZ(Australia) All site: Australian National Greenhouse Accounts Factors • ANZ(New Zealand);MfE Measuring Emissions Guidance 2025(Purchased energy emission factors) • HSKG:IEA2024	For office locations where electricity consumption data were not available, electricity consumption intensity (consumption per square meter) developed from office locations with available consumption data was applied to estimate electricity consumption.

6. DIRECTORS DECLARATION

In the opinion of the directors of RGF Staffing ANZ Pty Ltd, I state that the Company has taken reasonable steps to ensure that the substantive provisions of the Sustainability Report of the Company and its subsidiaries (collectively the Group) for the year ended 31 March 2026 as presented on pages 1 to 19, are in accordance with the Corporations Act 2001, including:

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

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

DocuSigned by:
Brent Leahy
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On behalf of the board

Brent Leahy
CEO & Director RGF Staffing ANZ Pty Ltd
24 July 2026

Shape the future
with confidence

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Auditor's independence declaration to the directors of RGF Staffing ANZ Pty Limited

As lead auditor for the audit of the financial report of RGF Staffing ANZ Pty Limited and for the review of the selective sustainability information in the sustainability report for the financial year ended 31 March 2026, I declare to the best of my knowledge and belief, there have been:

a. No contraventions of the auditor independence requirements of the Corporations Act 2001 in relation to the audit and review;

b. No contraventions of any applicable code of professional conduct in relation to the audit and review; and

c. No non-audit services provided that contravene any applicable code of professional conduct in relation to the audit and review.

This declaration is in respect of RGF Staffing ANZ Pty Limited and the entities it controlled during the financial year.

Ernst & Young

Gregory J Logue
Partner
24 July 2026

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Independent auditor's review report to the members of RGF Staffing ANZ Pty Ltd

Conclusion

We have conducted a review of the following information in the Climate Disclosures Report of RGF Staffing ANZ Pty Ltd (the Company) and its subsidiaries (collectively the Group) for the year ended 31 March 2026 (the 'selective sustainability information') as required by Australian Standard on Sustainability Assurance ASSA 5010 *Timeline for Audits and Reviews of Information in Sustainability Reports under the Corporations Act 2001* issued by the Auditing and Assurance Standards Board (AUASB):

Selective sustainability information	Criteria: Reporting requirement of AASB S2 Climate-related Disclosures (AASB S2) (including related general disclosures required by Appendix D)	Location in Climate Disclosures Report
Governance	Paragraph 6	'Governance' section on pages 6-8
Strategy (risk and opportunities)	Subparagraphs 9(a), 10(a) and 10(b)	Table 2 over pages 12-14 and Table 3 on page 15
Scope 1 and 2 emissions	Subparagraphs 29(a)(i)(1) to (2) and 29(a)(ii) to (v)	Pages 18-19

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

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

Basis for conclusion

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

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

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

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

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

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

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

Other information

The directors of the Company are responsible for the other information. The other information comprises the Company's Financial Report for the year ended 31 March 2026 and the Climate Disclosures Report, but does not include the selective sustainability information and our review report thereon.

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

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

Responsibilities for the selective sustainability information

The directors of the Company are responsible for:

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

Inherent limitations

As discussed on page 16 of the Report, climate-related risk management is an emerging area, and often uses data and methodologies that are developing and uncertain. The Report contains forward looking statements, including climate-related scenarios, targets, assumptions, climate projections, forecasts, statements of future intentions and estimates and judgements that have not yet occurred and may never occur. We do not provide assurance on the achievability of this prospective information.

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

Auditor's responsibilities

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

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

- Perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify and assess the risks of material misstatements, whether due to fraud or error, at the disclosure level but not for the purpose of providing a conclusion on the effectiveness of the entity's internal control.

- Design and perform procedures responsive to assessed risks of material misstatement at the disclosure level. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Summary of the work performed

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

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

- Considered the completeness of RGF Staffing ANZ Pty Limited assessment of climate-related risks and opportunities

- Conducted interviews with key personnel to understand the process for collecting, collating and reporting the selective sustainability information during the reporting period
- Read minutes of relevant committees to understand matters discussed and decisions made with respect to climate-related disclosures
- Assessed the appropriateness of the reporting boundaries applied
- Undertook analytical review procedures to support the reasonableness of the selective sustainability information
- Evaluated the appropriateness of emission factors applied in the greenhouse gas emission processes
- Agreed the selective sustainability information disclosures made in the report with the underlying records
- Evaluated the presentation and disclosure of the selective sustainability information against the requirements of AASB S2

Ernst & Young

Gregory J Logue
Partner
Sydney
24 July 2026