

Sustainability Databook FY25



CAR Group Limited
ABN 91 074 444 018

About this Databook

CAR Group's Sustainability Databook summarises our FY25 performance across key environmental, social and governance metrics. Our Databook complements CAR Group's Sustainability Report, the sustainability section of our shareholder website, Annual Report (including Climate Disclosures Report), Corporate Governance Statement, Governance Charters, Corporate Policies and other key governance reports.

Reporting notes:

All metrics relate to the FY25 performance of CAR Group (1 July 2024 to 30 June 2025) unless stated otherwise.
All dollar amounts are expressed in Australian dollars, unless stated otherwise.

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FY25 Sustainability Databook



The table below provides an overview of our FY25 performance against our key goals across each material topic.

Our People			
Material topics: - Talent attraction, engagement and retention - Diversity, equity and inclusion - Health, safety and wellbeing			
Goals		Status FY25	Status FY26
Talent attraction, engagement and retention			
Minimum 75% employee engagement score in the CAR Group employee opinion survey		Achieved (78%)	Achieved (75%)
Voluntary staff turnover remains below 20% globally		Achieved (11%)	Achieved (9%)
Diversity, equity and inclusion			
By 2030 we have achieved a 40:40:20 balance across our Board of Directors, Global Leadership Team and entire global team ¹	Board	Achieved (56: 44: 0)	Board: Achieved (56: 44: 0)
	GLT	In progress (73: 27: 0)	GLT: In progress (73: 27: 0)
	All team	In progress (61.2: 38.7: <0.1)	All team: In progress (60.9: 39: <0.1)
By 2025 we have implemented a global job level framework to better understand our pay gaps and then set a meaningful target that balances pay for performance whilst ensuring no pay gaps exist within a market range, and start reporting on this from FY25		Partially achieved ²	In progress
Health, safety and wellbeing			
Zero notifiable workplace health and safety incidents ³		Achieved (0)	Achieved (0)
>85% of our team respond favourably to the statement "My manager genuinely cares about my wellbeing" in the CAR Group employee opinion survey		Achieved (86%)	Achieved (87%)

Our Customers		
Material topics: - Customer experience - Cybersecurity and data protection - Innovation and growth		
Goals	Status (FY25)	Status (FY26)
Customer experience		
In 2026, we have achieved a consistent customer satisfaction metric in our customer surveys across all marketplaces and start reporting on this from our FY25 report onwards.	Achieved ^d	In progress
99% system reliability for our customers ^a	Achieved (>99.9%)	Achieved (>99.9%)
Cybersecurity and data protection		
Zero reportable data breaches ^b	Achieved (0)	Achieved (0)
Innovation and growth		
>75% of our team reported favourably to the statement "We are encouraged to be innovative even though some of our initiatives may not succeed" in the GAFI Group-employee opinion survey	Achieved (85%)	Achieved (78%)
Each year we share case studies on how we have used innovation to deliver new customer benefits	Achieved ^d	Achieved

Our Impact		
Material topics: Climate management Supply chain engagement		
Goals	Status (FY25)	Status (FY26)
Climate management		
Committed alignment with the recently retired Task Force on Climate-related Financial Disclosures (TCFD) framework through our Climate Disclosures Report and transition to reporting under new mandatory climate-related financial disclosures in relevant markets (Australian Sustainability Reporting Standards)	In progress	In progress
Maintain carbon neutrality across CAR Group business operations	Maintained	Maintained
Supply chain engagement		
Each year we measure the effectiveness of our modern slavery approach	Achieved ¹	Achieved

Our Business Practices		
Material topics: - Ethics and integrity - Governance and risk management		
Goals	Status (FY25)	Status (FY24)
Ethics and integrity		
Number of whistleblowers' disclosures made relating to disclosable matters ¹ , reported	Zero (0)	Zero (0)
Number of whistleblowers' disclosures made relating to disclosable matters ² , resolved	Zero (0)	Zero (0)
Governance and risk management		
Zero adverse ratings ³ for environmental, social or governance related issues or a environmental breaches, discrimination and harassment, anti-competitive behaviour or corruption	Achieved (0)	Achieved (0)

2. 72.32.32 indicates 40% and 60-40 splits, with the remaining 22% flexible to any gender (either same, or gender divided) as long as the split does not wish to disfavor the gender.
3. The F22S did not complete the implementation of our global job loss notice in place, we have not yet completed the data analysis required to determine appropriate pay equity targets. The analysis was originally scheduled for F22S but has been rescheduled to F23S as our subsequent time on public notice and alignment across all markets.
4. As defined by Worldwide Leadership Institute for volatile markets.
5. Further information can be found in the Customer Experience section of our F22S Sustainability report on page 20.
6. Proportion of time our websites were fully accessible to customers.
7. Data includes inventory collection methods that we considered not reliable as defined by the Office of the Australian Information Commissioner.
8. The F22S Sustainability Report for Customer Experience highlights our page 2-2 and resolution issue resolution on page 2-25.
9. Please refer to the "Measuring the Effectiveness of our Actions" section in our Mid-Year Strategy Statement, available on our shareholder website.
10. We do not use a material term in place of a *per se* prohibited disclosure because we want to encourage reports of suspected unethical behaviour. However, we have chosen to show the term "material" to ensure that we have undertaken the important steps of investigating allegations and taking any corrective action that may be required.
11. "Discloseable material" is defined in CSE Group's Unethicality Policy.
12. An adverse ruling is defined as an unfavorable ruling by a court, tribunal, or similar.

Operational Profile

FY25 Sustainability Databook



	Measurement	FY25	FY24	FY23	FY22	FY21
Markets operated in ¹	(#)	10	9	10	10	9
Total online user sessions ²	(#)	1.3b	1.3b	1.2b	1.3b	1.1b
Total unique audience ³	(#)	49m	48m	42m	46m	36m
Total vehicles online ⁴	(#)	2.3m	2.6m	2.2m	2.1m	672k
Total subscribed dealers ⁵	(#)	49k	49k	48k	46k	36k
Total cars inspected ⁶	(#)	691k	602k	507k	469k	387k
Dealer leads ⁷	(#)	22m	22m	22m	22m	17m
Adjusted revenue ⁸	(\$AUD)	1,184m	1,099m	781m	510m	438m
Dividends declared	(\$AUD)	0.80	0.73	0.61	0.5	0.475

1. Markets operated in:

FY25 Australia, Brazil, United States, South Korea, Chile, Thailand, Malaysia, China, New Zealand, Ireland
FY24 Australia, Brazil, United States, South Korea, Chile, Thailand, Malaysia, China, New Zealand
FY23 Australia, Brazil, United States, South Korea, Chile, Mexico, Thailand, Malaysia, China, New Zealand
FY22 Australia, Brazil, United States, South Korea, Chile, Mexico, Thailand, Malaysia, China, New Zealand
FY21 Australia, Brazil, South Korea, Chile, Mexico, Thailand, Malaysia, China, New Zealand

2. Refers to user sessions on websites across the following regions:

FY25 Australia, South Korea, United States, Brazil and Chile Jul 24 - Jun 25
FY24 Australia, South Korea, United States, Brazil and Chile Jul 23 - Jun 24
FY23 Australia, South Korea, United States, Brazil, Mexico, and Chile Jul 22 - Jun 23
FY22 Australia, South Korea, United States, Brazil, Mexico, and Chile Jul 21 - Jun 22
FY21 Australia, South Korea, Brazil, Mexico, Argentina and Chile Jul 20 - Jun 21

3. Refers to average monthly unique audience across the following sites:

FY25 Australia, South Korea, United States, Brazil and Chile Jul 24 - Jun 25
FY24 Australia, South Korea, United States, Brazil and Chile Jul 23 - Jun 24
FY23 Australia, South Korea, United States, Brazil, Mexico, and Chile Jul 22 - Jun 23
FY22 Australia, South Korea, United States, Brazil, Mexico, and Chile Jul 21 - Jun 22
FY21 Australia, South Korea, Brazil, Mexico, Argentina and Chile Jul 20 - Jun 21

4. Refers to inventory across the following sites:

FY25 Australia, South Korea, United States, Brazil and Chile as at 30 Jun 25
FY24 Australia, South Korea, United States, Brazil and Chile as at 30 Jun 24
FY23 Australia, South Korea, United States, Brazil, Mexico, and Chile as at 30 Jun 23
FY22 Australia, South Korea, United States, Brazil, Mexico, and Chile as at 30 Jun 22
FY21 Australia, South Korea, Brazil, Mexico, Argentina and Chile as at 30 Jun 21

5. Refers to Dealer count across the following sites:

FY25 Australia, South Korea, United States, Brazil and Chile as at 30 Jun 25
FY24 Australia, South Korea, United States, Brazil and Chile as at 30 Jun 24
FY23 Australia, South Korea, United States, Brazil, Mexico, and Chile as at 30 Jun 23
FY22 Australia, South Korea, United States, Brazil, Mexico, and Chile as at 30 Jun 22
FY21 Australia, South Korea, Brazil, Mexico, Argentina and Chile as at 30 Jun 21

6. All FYs, carsales internal data, cars inspected for 1 Jul - 30 Jun in respective period. Covers vehicles inspected by Encar and Redbook Inspect.

7. Refers to leads on dealer vehicles across the following sites:

FY25 Australia, South Korea, United States, Brazil and Chile Jul 24 - Jun 25
FY24 Australia, South Korea, United States, Brazil and Chile Jul 23 - Jun 24
FY23 Australia, South Korea, United States, Brazil, Mexico, and Chile Jul 22 - Jun 23
FY22 Australia, South Korea, United States, Brazil, Mexico, and Chile Jul 21 - Jun 22
FY21 Australia, South Korea, Brazil, Mexico, Argentina and Chile Jul 20 - Jun 21

8. FY22 and FY21 Adjusted Revenue excludes COVID-19 support rebate provided to dealers



Statement of use: Our people data has been prepared in reference to the Global Reporting Initiative (GRI) Standards (2021), Sustainability Accounting Standards Board (SASB) Technology and Communications – Internet Media and Services Standard and the United Nations Sustainable Development Goals (SDGs) for the period 1 July 2024 to 30 June 2025.

Historical data for certain metrics may not add up to overall global figures for that year due to CAR Group having since exited certain countries of operation and the data of those countries no longer being included below. Cells with a dash (-) in them indicates that either we did not have controlled operations in that country in that year, or we had controlled operations but reliable historical data is not available at this time.

Measurement		FY25	FY24	FY23	FY22	FY21
		(#)				
Full-time equivalent employees¹						
Global	(#)	2,546.1	2,343.9	1,888	1,738	888
Engagement²						
Employee engagement	(%)	78	75	73	78	72
Employee sustainability³						
Global	(%)	91	9	New from FY24		
Australia	(%)	12	9	14	23	16
Brazil	(%)	15	12	12	-	-
North America	(%)	9	10	13.5	-	-
South Korea	(%)	8	7	26	-	-
Chile	(%)	1	3	8	-	-
New Zealand	(%)	11	10	0	-	-
Thailand	(%)	18	10	0	-	-
Malaysia	(%)	0	0	17	-	-
China	(%)	14	0	12.5	-	-
Ireland	(%)	18	-	-	-	-

Measurement		FY25	FY24	FY23	FY22	FY21
		(#)				
Tenure (average years)						
All gender	(#)	5.7	-	New from FY25		
Male	(#)	5.3	-	New from FY25		
Female	(#)	6.4	-	New from FY25		
Gender diverse	(#)	7.0	-	New from FY25		

Measurement		FY25	FY24	FY23	FY22	FY21
		(%)				
Diversity and inclusion						
Female representation on CAR Group's Board of Directors	(%)	44	44	38	29	29
Female representation on Global Leadership Team	(%)	27	27	33	33	30
Female representation in senior roles ⁴	(%)	50	42	43	40	40
Male managers	(%)	61	66	New from FY24		
Female managers	(%)	39	34	New from FY24		
Employees of Aboriginal and/or Torres Strait Islander origin (Australia) ⁵	(#)	3	9	New from FY24		

Measurement		FY25			FY24			FY23			FY22			FY21		
		Male	Female	Gender diverse	Male	Female	Gender diverse	Male	Female	Gender diverse	Male	Female	Gender diverse	Male	Female	Gender diverse
Global	(%)	61.2	38.7	<0.1	60.9	39	<0.1	60.9	39	<0.1	65.9	34	0.1	67.9	32	0.1
Australia	(%)	63.8	36.1	<0.1	63.9	36	<0.1	65.9	33	<0.1	-	-	-	-	-	-
Brazil	(%)	54	46	0	53	47	0	55	45	0	-	-	-	-	-	-
North America	(%)	56	44	0	54	46	0	51	49	0	-	-	-	-	-	-
South Korea	(%)	71	29	0	69	31	0	67	33	0	-	-	-	-	-	-
Chile	(%)	60	40	0	61	39	0	64	36	0	-	-	-	-	-	-
New Zealand	(%)	78	22	0	70	30	0	70	30	0	-	-	-	-	-	-
Thailand	(%)	45	55	0	50	50	0	50	50	0	-	-	-	-	-	-
Malaysia	(%)	67	33	0	67	33	0	60	40	0	-	-	-	-	-	-
China	(%)	86	14	0	87	13	0	62	38	0	-	-	-	-	-	-
Ireland	(%)	68	32	0	-	-	-	-	-	-	-	-	-	-	-	-

Measurement		FY25			FY24			FY23			FY22			FY21		
		Male	Female	Gender diverse	Male	Female	Gender diverse	Male	Female	Gender diverse	Male	Female	Gender diverse	Male	Female	Gender diverse
New hires by gender																
Global	(#)	488	283	0	440	251	0	345	193	0	New from FY23					
Australia	(#)	69	49	0	54	75	0	110	52	0	172	99	0	97	45	0
Brazil	(#)	213	156	0	102	81	0	50	51	0	-	-	-	-	-	-
North America	(#)	53	30	0	68	38	0	61	29	0	-	-	-	-	-	-
South Korea	(#)	110	39	0	161	49	0	89	52	0	-	-	-	-	-	-
Chile	(#)	4	3	0	12	7	0	11	7	0	15	6	0	-	-	-
New Zealand	(#)	0	0	0	1	0	0	0	1	0	-	-	-	-	-	-
Thailand	(#)	1	2	0	1	1	0	1	1	0	-	-	-	-	-	-
Malaysia	(#)	0	0	0	1	0	0	1	0	0	-	-	-	-	-	-
China	(#)	0	0	0	0	0	0	1	0	0	-	-	-	-	-	-
Ireland	(#)	8	4	0	-	-	-	-	-	-	-	-	-	-	-	-

Measurement		FY25			FY24			FY23			FY22			FY21		
		<30 yo	30-40 yo	>40 yo	<30 yo	30-40 yo	>40 yo	<30 yo	30-40 yo	>40 yo	<30 yo	30-40 yo	>40 yo	<30 yo	30-40 yo	>40 yo
New hires by age																
Global	(#)	285	424	32	286	364	41	189	329	28	New from FY23					
Australia	(#)	40	71	7	57	100	12	61	104	3	186	94	11	38	95	9
Brazil	(#)	153	265	13	72	96	13	16	83	2	-	-	-	-	-	-
North America	(#)	10	61	12	25	66	15	17	58	15	-	-	-	-	-	-
South Korea	(#)	71	78	0	126	83	1	67	69	0	119	12	3	-	-	-
Chile	(#)	3	4	0	15	0	0	6	12	0	11	10	0	-	-	-
New Zealand	(#)	0	0	0	1	0	0	0	1	0	-	-	-	-	-	-
Thailand	(#)	2	1	0	2	0	0	0	2	0	-	-	-	-	-	-
Malaysia	(#)	0	0	0	0	1	0	1	0	0	-	-	-	-	-	-
China	(#)	0	0	0	0	0	0	1	0	0	-	-	-	-	-	-
Ireland	(#)	6	6	0	-	-	-	-	-	-	-	-	-	-	-	-

Measurement		FY25			FY24			FY23			FY22			FY21		
		Male	Female	Gender diverse	Male	Female	Gender diverse	Male	Female	Gender diverse	Male	Female	Gender diverse	Male	Female	Gender diverse
Exits (voluntary) by gender																
Global	(#)	184	138	9	138	81	9	200	113	9	New from FY23					
Australia	(#)	54	38	0	56	17	0	69	34	0	181	56	0	-	-	-
Brazil	(#)	52	51	0	35	26	0	26	22	0	-	-	-	-	-	-
North America	(#)	19	21	0	20	27	0	38	15	0	-	-	-	-	-	-
South Korea	(#)	23	16	0	24	9	0	65	38	-	54	35	0	-	-	-
Chile	(#)	1	0	0	2	1	0	3	3	0	12	6	0	-	-	-
New Zealand	(#)	0	1	0	1	0	0	0	0	0	-	-	-	-	-	-
Thailand	(#)	1	1	0	0	1	0	0	0	0	-	-	-	-	-	-
Malaysia	(#)	0	0	0	0	0	0	0	1	0	-	-	-	-	-	-
China	(#)	1	0	0	0	0	0	1	0	0	-	-	-	-	-	-
Ireland	(#)	3	2	0	-	-	-	-	-	-	-	-	-	-	-	-

Measurement		FY25			FY24			FY23			FY22			FY21		
		<30 yo	30-40 yo	>40 yo	<30 yo	30-40 yo	>40 yo	<30 yo	30-40 yo	>40 yo	<30 yo	30-40 yo	>40 yo	<30 yo	30-40 yo	>40 yo
Exits (voluntary) by age																
Exits by age - global	(#)	82	181	21	83	126	38	200	113	9	New from FY23					
Australia	(#)	24	59	9	22	41	10	26	69	8	115	95	7	-	-	-
Brazil	(#)	40	63	0	27	30	4	Data not available by age group				-	-	-	-	-
North America	(#)	8	21	11	4	28	15	9	53	10	-	-	-	-	-	-
South Korea	(#)	5	34	0	7	25	1	49	53	1	64	23	2	-	-	-
Chile	(#)	0	1	0	3	0	0	1	5	0	14	4	0	-	-	-
New Zealand	(#)	0	1	0	0	1	0	0	0	0	-	-	-	-	-	-
Thailand	(#)	0	1	0	0	1	0	0	0	0	-	-	-	-	-	-
Malaysia	(#)	1	0	0	0	0	0	0	1	0	-	-	-	-	-	-
China	(#)	1	0	0	0	0	0	1	0	0	-	-	-	-	-	-
Ireland	(#)	3	2	0	-	-	-	-	-	-	-	-	-	-	-	-

Measurement		FY25		FY24		FY23		FY22		FY21	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Parental leave											
Employees entitled to parental leave	(#)	1,265	869	1,133	788	1,218	771	478	247	388	183
Employees who took parental leave	(#)	63	50	46	33	38	34	37	24	27	23
Return to work rate - post parental leave	(%)	78	93	98	100	100	100	100	92	100	96
Retention rate - employed 12 months after parental leave	(%)	73	77	98	100	100	100	100	92	89	96

Measurement		FY25	FY24	FY23	FY22	FY21
		(#)				
Health and safety						
Workplace fatalities	(#)	0	0	0	0	0
High consequence work-related injuries or illnesses	(#)	0	0	0	0	0
Recordable work-related injuries or illnesses	(#)	1	11	11	2	2
Main types of work-related injury or illness						
Post-accident compensation	(%)	100	100	100	100	100
Occupational health and safety system coverage (employees)	(%)	100	100	100	100	100
Occupational health and safety system coverage (non-employees)	(%)	100	100	100	100	100

Measurement		FY25	FY24	FY23	FY22	FY21
		(%)				
Percentage of employees that are foreign nationals						
Australia	(%)	10.8	9	8	-	-
Brazil	(%)	0.2	0.4	0	-	-
North America	(%)	1.7	4.4	0.01	-	-
South Korea	(%)	0	0	0	-	-
Chile	(%)	16.3	18	20	-	-
New Zealand	(%)	0	0	0	-	-
Thailand	(%)	0	0	0	-	-
Malaysia	(%)	0	0	0	-	-
China	(%)	0	0	0	-	-
Ireland	(%)	21	-	-	-	-

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Environment

FY25 Sustainability Databook

Statement of use: Our environmental data has been prepared in reference to the Global Reporting Initiative (SASB) Technology and Communications - Internet Media and Services Standard and the United Nations June 2025.

Our GHG assessment and the calculation of emissions is completed in accordance with the GHG Protocol the Kyoto Protocol.

Please note that year-on-year environmental figures may not be directly comparable due to business growth periods.

Carbon emissions ^{1,2}	Measurement
Scope 1 emissions ³	(tCO2-e)
Scope 2 emissions ⁴	(tCO2-e)
Scope 1 & 2 emissions	(tCO2-e)
Scope 3 emissions ⁵	(tCO2-e)
Full scope emissions	(tCO2-e)

Scope 3 emissions by GHG Protocol category	Measurement
Category 1: Purchased goods & services	(tCO2-e)
Category 2: Capital goods	(tCO2-e)
Category 3: Fuel and energy related activities	(tCO2-e)
Category 4: Upstream transportation & distribution	(tCO2-e)
Category 5: Waste generated in operations	(tCO2-e)
Category 6: Business travel	(tCO2-e)
Category 7: Employee commuting (including work from home)	(tCO2-e)
Category 8: Upstream leased assets	(tCO2-e)
Category 9: Downstream transportation & distribution	(tCO2-e)

Emissions intensity - Australian business operations ⁶	Measurement
Scope 1 emissions intensity ³	(#)
Scope 2 emissions intensity ⁴	(#)
Scope 3 emissions intensity ⁵	(#)
Full scope emissions intensity	(#)

Carbon neutrality¹

Achieve and maintain carbon neutrality⁷

Energy consumption^{1,8}

Total energy consumption ⁹	(GJ)
Non-renewable electricity consumption	(MWh)
Renewable electricity consumption ¹⁰	(MWh)

Waste and recycling¹

Landfill waste ¹¹	(tonnes)
Recycled waste diverted from landfill ¹¹	(tonnes)
	(%)

1. FY21 and FY22 figures relate to CAR Group's Australian business operations only. Figures from FY23 onwards are inclusive of the baseline year from global emission reduction perspective.

2. CAR Group emissions relate to Scope 1, 2 and 3 GHG emissions associated with the Group's business operations. Emissions (

3. Includes controlled stationary and mobile fuel use, refrigerants and purchased (controlled) natural gas.

4. Includes purchased (controlled) electricity.

5. Includes purchased goods and services, employee commute and working from home, business travel, base building services, o advertising and other professional services, and purchased ICT services. Scope 3 does not include customer emissions.

6. Emissions intensity refers to the emissions attributed to a facet of an organisation's operations, and is calculated by dividing the employees in Australia as at the time we undertake our employee commute survey. FTE numbers used are: 687 (FY21), 738 (FY2

7. We achieve carbon neutrality by reducing our emissions where possible and by investing in carbon offsetting projects. Details o
- 2025 Total emissions liability: 23,772. Offsets retired/project description: El Arrayán Wind Farm Project in Chile, CDM (13,800 (10,000 offsets)

- 2024 Total emissions liability: 20,743. Offsets retired/project description: Vajrakarur Wind Power Project in Andhra Pradesh, In Steel Waste Energy Cogeneration Project, South Korea, Verra, VCUs (1,896 offsets); Bundled Wind Power Project by Mytrah (Hyundai Waste Energy Recovery Co-Generation Project Phase II, South Korea, Verra, VCUs (1,056 offsets).

- 2023 Total emissions liability: 24,467. Offsets retired/project description: The Hyundai Waste Energy Recovery CO-Generation (11,944 offsets); Hyundai Steel Waste Energy Cogeneration Project, South Korea, Verra, VCUs (11,104 offsets); Karantijpa N ANREU, ACCUs (1,250 offsets); Midilli Hydroelectric Power Plant, Turkey, Verra, VCUs (169 offsets)

- 2022 Total emissions liability: 7,690. Offsets retired/project description: Midilli Hydroelectric Power Plant, Turkey, Verra, VCUs (New Guinea, Verra, VCUs (1,083 offsets); Pacajai REDD+ Project, Brazil, Verra, VCUs (1,000 offsets); Paroo River North Envi (750 offsets)

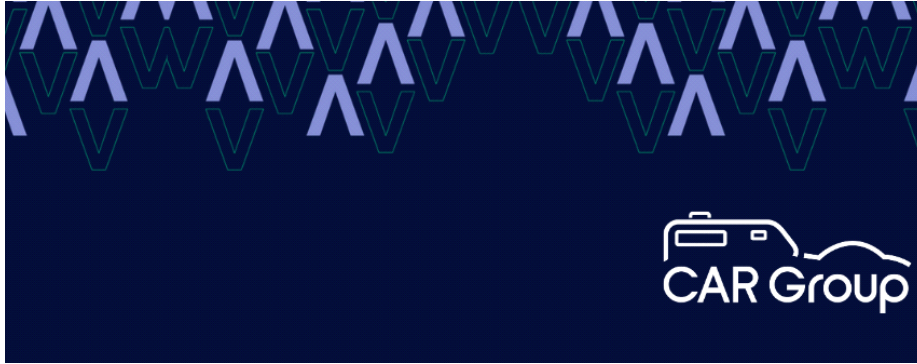
- 2021 Total emissions liability: 4,142. Offsets retired/project description: Midilli Hydroelectric Power Plant, Turkey, Verra, VCUs (Verra, VCUs (1,000 offsets); NIHT Topaiyo REDD+, Papua New Guinea, Verra, VCUs (917 offsets); Karantijpa North Saavann (418 offsets)

8. Electricity figures provided represent total electricity consumption, including from third-party sources (Scope 3).

9. Total energy consumption consists of all electricity, natural gas, stationary fuels and transport fuels.

10. Prior to Q4 FY24, CAR Group did not procure any GreenPower, LGC's, engage in a PPA, or use on-site renewables. Therefore electricity that is generated from renewable sources, as achieved through the national LRET. As of Q4 FY24, 46% of CAR Group's GreenPower. As of FY25, all of CAR Group's controlled electricity in Australia is operating on 100% GreenPower.

11. Elevated FY23 waste figures have been determined as being related to waste disposal overestimations that were made during audits.



tive (GRI) Standards (2021), Sustainability Accounting Standards Board
s Sustainable Development Goals (SDGs) for the period 1 July 2024 to 30

ol and relevant methodologies. Our assessment includes all GHGs covered by

with and the expansion of the operational boundary over successive reporting

FY25	FY24	FY23	FY22	FY21
615.3	774.0	409.5	185.6	194.3
1,509.8	4,226.1	1,927.2	487.0	622.3
2,125.1	5,000.1	2,336.7	672.6	816.6
21,646.2	15,741.5	22,128.9	7,016.9	3,324.6
23,771.3	20,741.6	24,465.6	7,689.5	4,141.2

FY25	FY24	FY23	FY22	FY21
15,815.4		New from FY25		
274.5		New from FY25		
560.2		New from FY25		
74.8		New from FY25		
192.2		New from FY25		
1,500.7		New from FY25		
2,342.7		New from FY25		
641.3		New from FY25		
244.4		New from FY25		

FY25	FY24	FY23	FY22	FY21
0.6	0.5	0.4	0.3	0.3
0.1	0.1	0.1	0.7	0.9
9.0	9.8	16.2	9.5	4.8
9.6	10.4	16.7	10.4	6.0

FY25	FY24	FY23	FY22	FY21
Maintained	Maintained	Maintained	Maintained	Achieved

FY25	FY24	FY23	FY22	FY21
30,276.7	60,929.0	36,761.7	9,943.7	8,677.4
5,307.2	13,906.8	6,757.2	748.1	628.9
643.3	195.5	188.9	170.8	146.8

FY25	FY24	FY23	FY22	FY21
147.8	139.8	2,004.1	118.6	42.6
75.4	61.0	1,887.0	87.0	11.3
34%	30%	48%	42%	21%

all CAR Group controlled operations globally. FY23 should be considered

calculated using a combination of location and market-based methods.

ther utilities, telecommunications, ICT equipment, postage, freight,

total emissions by said metric. The metric we use is full-time equivalent
22), 748.5 (FY23), 806 (FY24) and 798 (FY25).

f our carbon offsetting projects are as follows:
offsets); San Pedro Wind Farm Project in Chile, CDM

dia, Verra, VCU's (16,000 offsets); Hyundai
Group, India, Verra, VCU's (1,791 offsets); The

Project Phase II, South Korea, Verra, VCU's
orth Savanna Burning Project, Australia,

4,857 offsets); NIHT Topaiyo REDD+, Papua
ronmental Project, Australia, ANREU, ACCUs

1,807 offsets); Pacajai REDD+ Project, Brazil,
ia Burning Project, Australia, ANREU, ACCUs

e, renewable figures here represent the percentage of grid-purchased
s controlled electricity in tenancies in Australia are operating on 100%

our first year of global reporting, rather than reporting actual figures via waste

Governance

FY25 Sustainability Databook

Statement of use: Our governance data has been prepared in reference to the Global Reporting Initiative Technology and Communications - Internet Media and Services Standard and the United Nations Sustain

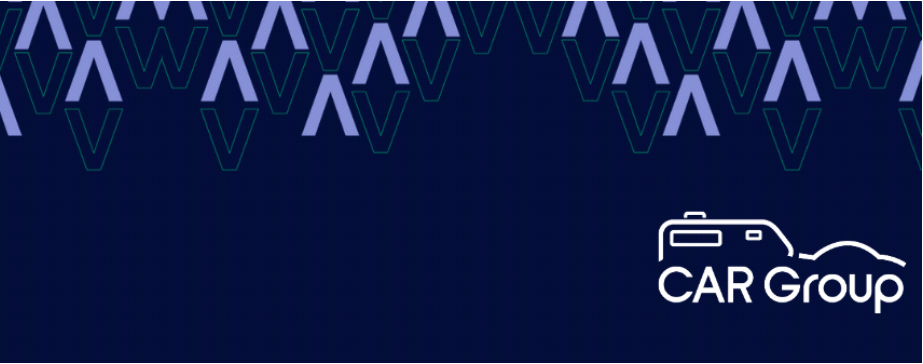
Compliance Training ¹	Measurement
Compliance training completion rate (Australia)	(%)
Compliance training completion rate (North America)	(%)
Compliance training completion rate (Brazil)	(%)
Compliance training completion rate (South Korea)	(%)
Compliance training completion rate (Chile)	(%)

Discrimination	Measurement
Incidents of discrimination - founded	(#)

Corruption	Measurement
Confirmed incidents of corruption	(#)

Anti-competitive behaviour	Measurement
Instances of legal actions for anti-competitive behaviour, anti-trust and monopoly	(#)

1. Compliance training modules included depend on marketplace however Code of Conduct, Anti-Bribery & Corruption and Cybers modules may include: Anti-discrimination and Equal Opportunity, Sexual Harassment Prevention, Work Health and Safety, Wor Sector.



e (GRI) Standards (2021), Sustainability Accounting Standards Board (SASB)
able Development Goals (SDGs) for the period 1 July 2024 to 30 June 2025.

FY25	FY24	FY23	FY22	FY21
98	99	99	98	96
91		New from FY25		
99		New from FY25		
100		New from FY25		
99		New from FY25		

FY25	FY24	FY23	FY22	FY21
0	0	0	0	0

FY25	FY24	FY23	FY22	FY21
0	0	0	0	0

FY25	FY24	FY23	FY22	FY21
0	0	0	0	0

security are required modules in all marketplaces. Other
kplace Bullying, Consumer Law, and Privacy for the Private



Statement of Use: CAR Group has reported the information cited in the 'Response' column can be found on our shareholder website (please refer to the 'Response' column for more details).

GRI STANDARD	INDICATOR CODE
General Disclosures	
	2-1
	2-2
	2-3
	2-4
	2-5
	2-6
	2-7
	2-9
	2-10
	2-11
	2-12

GRI 2: General Disclosures 2021

2-13

2-14

2-15

2-16

2-17

2-18

2-19

2-20

2-21

2-22

2-23

2-24

2-25

2-26

2-27

	2-28
	2-29
	2-30
Material Topics	
	3-1
GRI 3: Material Topics 2021	3-2
	3-3
Economic	
	1.1
GRI 201: Economic Performance 2016	201-1
	201-2
	201-4
	1.1

GRI 202: Market Presence 2016	202-1
	202-2
GRI 204: Procurement Practices 2016	1.1
Governance	
GRI 205: Anti-corruption 2016	1.1
	205-1
	205-2
	205-3
GRI 206: Anti-competitive Behaviour 2016	206-1
GRI 207: Tax 2019	1.1
	207-1
	207-2
	207-3
	207-4
Environment	
GRI 302: Energy 2016	1.1
	302-1
	1.1
	305-1

GRI 305: Emissions 2016	305-2
	305-3
	305-4
	305-5
GRI 306: Waste 2020	306-1
	306-3
	306-4
	306-5
GRI 308: Supplier Environmental Assessment 2016	1.1
	308-1
	308-2
Social	
GRI 401: Employment 2016	1.1
	401-1
	401-3
GRI 402: Labor/Management Relations 2016	402-1

GRI 403: Occupational Health and Safety 2018	1.1
	403-1
	403-2
	403-3
	403-4
	403-5
	403-6
	403-7
	403-8
	403-9
	403-10
GRI 404: Training and Education 2016	1.1
	404-1
	404-2
	404-3
GRI 405: Diversity and Equal Opportunity 2016	1.1
	405-1
	405-2
GRI 406: Non-discrimination 2016	1.1
	406-1
GRI 407: Freedom of Association and Collective Bargaining 2016	1.1

GRI 408: Child Labor 2016	1.1
	408-1
GRI 409: Forced or Compulsory Labor 2016	1.1
	409-1
GRI 411: Rights of Indigenous Peoples 2016	1.1
	411-1
GRI 413: Local Communities 2016	1.1
	413-1
GRI 414: Supplier Social Assessment 2016	1.1
	414-1
	414-2
GRI 415: Public Policy 2016	415-1
GRI 417: Marketing and Labelling 2016	417-2
	417-3
GRI 418: Customer Privacy 2016	1.1
	418-1



This index for the period 1 July 2024 to 30 June 2025 with reference to quick links on Cover Page of this databook).

DESCRIPTION
The organisation and its reporting practices
Organisational details
Entities included in the organisation's sustainability reporting
Reporting period, frequency and contact point
Restatements of information
External assurance
Activities and workers
Activities, value chain and other business relationships
Employees
Governance
Governance structure and composition
Nomination and selection of the highest governance body
Chair of the highest governance body
Role of the highest governance body in overseeing the management of impacts

Delegation of responsibility for managing impacts

Role of the highest governance body in sustainability reporting

Conflicts of interest

Communication of critical concerns

Collective knowledge of the highest governance body

Evaluation of the performance of the highest governance body

Remuneration policies

Process to determine remuneration

Annual total compensation ratio

Strategy, policies and practices

Statement on sustainable development strategy

Policy commitments

Embedding policy commitments

Processes to remediate negative impacts

Mechanisms for seeking advice and raising concerns

Compliance with laws and regulations

Membership associations

Stakeholder engagement

Approach to stakeholder engagement

Collective bargaining agreements

Process to determine material topics

List of material topics

Management of material topics

Topic management disclosures

Direct economic value generated and distributed

Financial implications and other risks and opportunities due to climate change

Financial assistance received from government

Topic management disclosures

Ratios of standard entry level wage by gender compared to local minimum wage

Proportion of senior management hired from the local community

Topic management disclosures

Topic management disclosures

Operations assessed for risks related to corruption

Communication and training about anti-corruption policies and procedures

Confirmed incidents of corruption and actions taken

Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice

Topic management disclosures

Approach to tax

Tax governance, control, and risk management

Stakeholder engagement and management of concerns related to tax

Country-by-country reporting

Topic management disclosures

Energy consumption within the organization

Topic management disclosures

Direct (Scope 1) GHG emissions

Energy indirect (Scope 2) GHG emissions
Other indirect (Scope 3) GHG emissions
GHG emissions intensity
Reduction of GHG emissions
Waste generation and significant waste-related impacts
Waste generated
Waste diverted from disposal
Waste directed to disposal
Topic management disclosures
New suppliers that were screened using environmental criteria
Negative environmental impacts in the supply chain and actions taken
Topic management disclosures
New employee hires and employee turnover
Parental leave
Minimum notice periods regarding operational changes

Topic management disclosures
Occupational health and safety management system
Hazard identification, risk assessment, and incident investigation
Occupational health services
Worker participation, consultation, and communication on occupational health and safety
Worker training on occupational health and safety
Promotion of worker health
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
Workers covered by an occupational health and safety management system
Work-related injuries
Work-related ill health
Topic management disclosures
Average hours of training per year per employee
Programs for upgrading employee skills and transition assistance programs
Percentage of employees receiving regular performance and career development reviews
Topic management disclosures
Diversity of governance bodies and employees
405-2
Topic management disclosures
Incidents of discrimination and corrective actions taken
Topic management disclosures

Topic management disclosures

Operations and suppliers at significant risk for incidents of child labour

Topic management disclosures

Operations and suppliers at significant risk for incidents of forced or compulsory labour

Topic management disclosures

Incidents of violations involving rights of indigenous peoples

Topic management disclosures

Operations with local community engagement, impact assessments, and development programs

Topic management disclosures

New suppliers that were screened using social criteria

Negative social impacts in the supply chain and actions taken

Political contributions

Incidents of non-compliance concerning product and service information and labelling

Incidents of non-compliance concerning marketing communications

Topic management disclosures

Substantiated complaints concerning breaches of customer privacy and losses of customer data



ce to the GRI Standards. All reports, policies, charters and documents referenced in the 'CAR Group

CAR GROUP RESPONSE
- FY25 Sustainability Report: About this report; About CAR Group
- FY25 Sustainability Report: About CAR Group
- FY25 Sustainability Report: About this report
No restatements in FY25.
CAR Group works with external consultants to validate our materiality and sustainability reporting approach.
- FY25 Sustainability Report: About CAR Group; Our Customers - Customer experience - FY25 Annual Report: Our Strategy; Our Diverse Business Model; Our Marketplace Ecosystem https://cargroup.com/our-approach/
People data - Full-time equivalent employees
- FY25 Annual Report - FY25 Corporate Governance Statement - FY25 Sustainability Report: Our business practices - Governance and risk management
- FY25 Corporate Governance Statement - Procedure for Appointment of Directors - People and Culture Committee Charter
- FY25 Corporate Governance Statement
- FY25 Corporate Governance Statement - FY25 Sustainability Report: Our business practices - Governance and risk management

- FY25 Corporate Governance Statement
- FY25 Sustainability Report: Our business practices - Governance and risk management

- FY25 Corporate Governance Statement
- FY25 Sustainability Report: Our business practices - Governance and risk management

- FY25 Corporate Governance Statement

- FY25 Corporate Governance Statement

- FY25 Corporate Governance Statement

- FY25 Corporate Governance Statement
- Process for Evaluation of Performance

- FY25 Annual Report: Remuneration report
- FY25 Corporate Governance Statement
- People and Culture Committee Charter

- FY25 Annual Report: Remuneration report
- FY25 Corporate Governance Statement
- People and Culture Committee Charter

- FY25 Annual Report: Remuneration report

CEO Fixed Rem: \$1,900,000
 Median Fixed Rem (Australia): \$130,000
 Ratio: 0.07:1

<https://cargroup.com/our-approach/>

- FY25 Sustainability Report: Our business practices - Ethics and integrity
- FY25 Sustainability Report: Our business practices - Governance and risk management
- CAR Group Human Rights Policy

- FY25 Sustainability Report: Our impact - Supply chain engagement
- FY25 Sustainability Report: Our business practices - Ethics and integrity
- FY25 Sustainability Report: Our business practices - Governance and risk management

- FY25 Sustainability Report: Our business practices - Ethics and integrity
- FY25 Sustainability Report: Our business practices - Governance and risk management
- CAR Group *See Something? Say Something!* Policy

- FY25 Sustainability Report: Our business practices - Ethics and integrity
- CAR Group Code of Conduct
- CAR Group *See Something? Say Something!* Policy

No significant instances of non-compliance with laws and regulations during FY25.

In FY25 CAR Group and/or its subsidiary businesses was a member of the following organisations and/or associations in Australia:

- Tech Council of Australia
- Electric Vehicle Council of Australia
- Cremorne Digital Hub
- Australian Association of Graduate Employers
- iab Australia
- Media Federation of Australia
- Committee for Melbourne
- Corporate Tax Association
- The American Chamber of Commerce in Australia
- Australia-Israel Chamber of Commerce

<https://cargroup.com/our-approach/>

CAR Group does not have any employees on collective bargaining agreements as these are not common in our industry. Employees are engaged under individual contracts in predominantly professional roles. We determine the working conditions and terms of employment for our people based on the employment and labour laws of the individual markets that we operate in and in which our people reside and work.

<https://cargroup.com/our-approach/>

<https://cargroup.com/our-approach/>

<https://cargroup.com/our-approach/>

- FY25 Annual Report

- FY25 Annual Report

- FY25 Annual Report: Climate Disclosures Report

CAR Group did not receive any material financial assistance in any of our countries of operation during the reporting period, nor do we have government participation in our structures.

- FY25 Sustainability Report: About CAR Group
- FY25 Annual Report: About CAR Group; The Evolution of Our Group; Our Diverse Business Model

In Australia, we adhere to national minimum wage and award requirements. All of our employees are paid above the minimum wage and where employees are covered by a modern award, this is reviewed annually to ensure we are paying compliantly with the relevant award. In addition to ensuring we are paying employees compliantly with legislation, we also seek to pay people market competitive remuneration for their role and level of experience. To do this we participate in remuneration benchmarking surveys with a third party. Each quarter we provide our salary data and in turn analyse our benchmark rates for all positions

98% of senior management has been hired from the local community. 'Senior management' is defined as Global Leadership Team (GLT) members and senior managers who report to them. 'Local' community refers to the countries where we have significant operations. Our GLT comprises members representing our businesses in Australia, North America, Brazil, South Korea, and Chile, and, for the purposes of this definition, those countries define our 'significant locations of operation'.

- FY25 Sustainability Report: Our impact - Supply chain engagement
- CAR Group Modern Slavery Statement

- FY25 Sustainability Report: Our impact - Supply chain engagement
- FY25 Sustainability Report: Our business practices - Ethics and integrity
- CAR Group Anti-Bribery and Corruption Policy

- FY25 Sustainability Report: Our business practices - Ethics and integrity
- CAR Group Modern Slavery Statement

- FY25 Sustainability Report: Our business practices - Ethics and integrity
- CAR Group Anti-Bribery and Corruption Policy

[Governance data - Corruption](#)

[Governance data - Anti-competitive behaviour](#)

- FY25 Sustainability Report: Our business practices - Governance and risk management

- FY25 Sustainability Report: Our business practices - Governance and risk management
- FY25 Annual Report: Income tax

- FY25 Sustainability Report: Our business practices - Governance and risk management
- FY25 Annual Report: Income tax

- FY25 Sustainability Report: Our business practices - Governance and risk management

- FY25 Annual Report: Income tax

- FY25 Sustainability Report: Our impact - Climate management

[Environment data - energy consumption](#)

- FY25 Sustainability Report: Our impact - Climate Management
- FY25 Annual Report: Climate Disclosures Report

[Environment data - carbon emissions](#)

[Environment data - carbon emissions](#)

[Environment data - carbon emissions](#)

[Environment data - emissions intensity](#)

[Environment data - carbon emissions](#)

- FY25 Sustainability Report: Our impact - Climate Management
- FY25 Annual Report: Climate Disclosures Report

As an office based and online business, CAR Group's waste is limited to office and branch related waste. Whilst we do report on our waste figures, it is not particularly significant or material to the business.

[Environment data - waste and recycling](#)

[Environment data - waste and recycling](#)

[Environment data - waste and recycling](#)

- FY25 Sustainability Report: Our impact - supply chain engagement

Environmental questions asked via our Australian supplier screening questionnaire:

- Does your company have a formal environmental policy?
- Has the Contracting Entity had any environmental incidents involving regulatory breaches in the past 3 years?
- Does your company monitor and report its GHG emissions?
- Does the Contracting Entity comply with all applicable environmental laws?

Australia: 90 new suppliers (92%) were screened using environmental criteria in FY25.
Brazil: 186 new suppliers (100%) were screened using environmental criteria in FY25.

None identified in FY25.

- FY25 Sustainability Report: Our People - Talent attraction, engagement and retention
- CAR Group Code of Conduct
- CAR Group *See Something? Say Something!* Policy

[People data - new hires by gender](#)

[People data - new hire by age](#)

[People data - turnover](#)

[People data - exits by gender](#)

[People data - exits by age](#)

[People data - parental leave](#)

CAR Group always aims to provide as much notice as possible when consulting with employees regarding workplace change and will follow any in-country legislative requirements or obligations that may exist in relation to this. Overall, we aim to provide a minimum of one week's notice, but we will often provide more than that (2-4 weeks).

- FY25 Sustainability Report: Our People - Health, safety and wellbeing

- FY25 Sustainability Report: Our People - Health, safety and wellbeing

- FY25 Sustainability Report: Our People - Health, safety and wellbeing

- FY25 Sustainability Report: Our People - Health, safety and wellbeing

- FY25 Sustainability Report: Our People - Health, safety and wellbeing

- FY25 Sustainability Report: Our business practices - Ethics and integrity

- FY25 Sustainability Report: Our People - Health, safety and wellbeing

- FY25 Sustainability Report: Our People - Health, safety and wellbeing

[People data - health and safety](#)

[People data - health and safety](#)

[People data - health and safety](#)

- FY25 Sustainability Report: Our People - Talent attraction, engagement and retention

[People data - learning and development](#)

- FY25 Sustainability Report: Our People - Talent attraction, engagement and retention

[People data - learning and development](#)

- FY25 Sustainability Report: Our People - Diversity, equity and inclusion

[People data - diversity and inclusion](#)

[People data - gender diversity](#)

- FY25 Corporate Governance Statement

Average Base Pay (Australia - excludes CAR Group CEO)

	Female	Male	Ratio
Management	\$190,630	\$182,721	1.04:1
Non-Management	\$109,114	\$113,596	0.96:1

- FY25 Sustainability Report: Our business practices - ethics and integrity

[Governance data - discrimination](#)

Collective bargaining is not commonplace in the industry in which CAR Group operates, as employees are engaged under individual contracts in predominantly professional roles. However, our employees are not restricted in their entitlement to freedom of association and may join and engage with trade unions and their activities if they wish to do so.

- FY25 Sustainability Report: Our impact - Supply chain engagement
- CAR Group Modern Slavery Statement

None identified in FY25.

- FY25 Sustainability Report: Our impact - Supply chain engagement
- CAR Group Modern Slavery Statement

None identified in FY25.

[Innovate Reconciliation Action Plan](#)

- FY25 Sustainability Report: Our People - Diversity, equity and inclusion

None identified in FY25.

- FY25 Sustainability Report: Our People - Diversity, equity and inclusion

- FY25 Sustainability Report: Our People - Diversity, equity and inclusion

- FY25 Sustainability Report: Our impact - supply chain engagement

Social questions asked via our Australian supplier screening questionnaire:

- Do all workers (employees and contractors) engaged by the Contracting Entity have a written employment agreement in a language that they understand?
- Has the Contracting Entity been subject to any adverse rulings by a court, tribunal or other body regarding employment, human rights or safety matters?
- Has the Contracting Entity (or its related bodies corporate) been declared to be a non-compliant organisation by the Australian Workplace Gender Equality Agency?
- Does the Contracting Entity comply with all applicable laws as they relate to gender equality?

Australia: 90 new suppliers (92%) were screened using social criteria in FY25.

Brazil: 186 new suppliers (100%) were screened using social criteria in FY25.

None identified in FY25.

In line with CAR Group's Code of Conduct, CAR Group does not make contributions to political parties, representatives or political campaigns.

CAR Group is not aware of any incidents of non-compliance concerning product and service information and labelling during FY25.

CAR Group is not aware of any incidents of non-compliance concerning marketing communications during FY25.

- FY25 Sustainability Report: Our Customers - Cybersecurity and data protection

CAR Group did not experience any customer-related reportable data breaches during FY25.



Statement of Use: CAR Group has reported the information cited in t sub-industry. All reports, policies, charters and documents referenced

SASB STANDARD	INDICATOR CODE
Environmental footprint of hardware infrastructure	TC-IM130a.1
	TC-IM130a.2
	TC-IM130a.3
Data privacy, advertising standards and freedom of expression	TC-IM-220a.1
	TC-IM-220a.2
	TC-IM-220a.3
	TC-IM-220a.4
	TC-IM-220a.5

	TC-IM-220a.6
Data security	TC-IM-230a.1
	TC-IM-230a.2
Employee recruitment, inclusion and performance	TC-IM-330a.1
	TC-IM-330a.2
	TC-IM-330a.3
Intellectual property protection and competitive behaviour	TC-IM-520a.1
Activity metrics	TC-IM-000.A
	TC-IM-000.B
	TC-IM-000.C



This index for the period 1 July 2024 to 30 June 2025 with reference in the 'CAR Group Response' column can be found on our share

DESCRIPTION AND ACCOUNTING METRICS
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress
Discussion of the integration of environmental considerations into strategic planning for data center needs
Description of policies and practices relating to behavioural advertising and user privacy
Number of users whose information is used for secondary purposes
Total amount of monetary losses as a result of legal proceedings associated with user privacy
(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure
List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring

Number of government requests to remove content, percentage compliance with requests

(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected

Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards

Percentage of employees that require a work visa

Employee engagement as a percentage

Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees

Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations

Entity-defined measure of user activity

(1) Data processing capacity, (2) percentage outsourced

(1) Amount of data storage, (2) percentage outsourced



ce to the SASB standard for the Technology and Communications sector - Internet Media and Services
holder website (please refer to quick links on Cover Page of this databook).

CAR GROUP RESPONSE
Environment data - energy consumption
As an office based and online business with no owned data centres, water usage is not material for CAR Group. As such, we do not report on water consumption.
CAR Group leverages cloud-based suppliers and does not own or operate a data centre. Our principal cloud supplier (Amazon Web Services) matches 100% of the electricity that it consumes through their data centres with renewable energy sources, and has several initiatives in place focused on reducing embodied carbon and the indirect emissions associated with the building of their data centres and the manufacturing of their hardware.
https://cargroup.com/our-customers
FY25 Sustainability Report: Our customers - Cybersecurity and data protection
CAR Group does not currently track the total number of unique users whose information is used for secondary purposes. However, user information is collected and utilised in accordance with all applicable privacy laws, including use of user information for secondary purposes.
CAR Group did not incur any monetary losses as a result of legal proceedings associated with user privacy in FY25.
CAR Group does not formally track these metrics at present, however we are working on this for future reporting.
CAR Group's core products and services are not subjected to government-required monitoring, blocking, content filtering, or censoring in our key markets of operation.

CAR Group is not aware of any requests received in FY25.

[Performance against key goals - Cybersecurity and data protection](#)

<https://cargroup.com/our-customers>

FY25 Sustainability Report: Our customers - Cybersecurity and data protection

[People data - percentage of employees that are foreign nationals](#)

[People data - engagement](#)

[People data - diversity and inclusion](#)

[People data - gender diversity, all employees](#)

CAR Group employees are not required to provide us with demographic data regarding their race or ethnicity. We do however have some data available regarding employees of Aboriginal and/or Torres Strait Islander origin:

[People data - Employees of Aboriginal and/or Torres Strait Islander origin](#)

CAR Group did not incur any monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations in FY25.

[Operational profile](#)

Our operational systems and the technology supporting our customer products are 100% cloud based and managed by external suppliers.

Our data storage is 100% cloud based, hosted by external suppliers.

United Nations Sustainable Dev

FY25 Sustainability Databook

Statement of Use: CAR Group has reported the information cited in this index referenced in the 'CAR Group Contribution to SDG' column can be found on ou

SDG	DESCRIPTION
 4 QUALITY EDUCATION	Ensuring inclusive and equitable quality education and promote lifelong learning opportunities for all
 5 GENDER EQUALITY	Achieve gender equality and empower all girls
 8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



work for all

10 REDUCED
INEQUALITIES



Reduce inequality within and among countries

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Ensure sustainable consumption and production patterns

13 CLIMATE
ACTION



Take urgent action to combat climate change and its impact

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels



for the period 1 July 2024 to 30 June 2025 with reference to the United Nations Sustainable Development Goals (SDGs) and our shareholder website (please refer to quick links on Cover Page of this databook).

ALIGNED TARGETS
4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university
4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship
4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations
5.1 End all forms of discrimination against all women and girls everywhere
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
5.4 Recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour intensive sectors
8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of micro-, small- and medium sized enterprises, including through access to financial services
8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard

10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature

13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

16.5 Substantially reduce corruption and bribery in all their forms

16.6 Develop effective, accountable and transparent institutions at all levels

16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels



development Goals. All reports, policies, charters and documents

CAR GROUP CONTRIBUTION TO SDG
FY25 Sustainability Report - Our people · Talent attraction, engagement and retention · Diversity, equity and inclusion
FY25 Sustainability Report - Our people · Diversity, equity and inclusion FY25 Sustainability Report - Our business practices · Ethics and integrity
FY25 Sustainability Report - Our people · Diversity, equity and inclusion FY25 Sustainability Report - Our customers · Innovation and growth FY25 Sustainability Report - Our impact · Supply chain engagement

Supply chain engagement

FY25 Sustainability Report - Our business practices

- Ethics and integrity
- Governance and risk management

FY25 Sustainability Report - Our people

- Diversity, equity and inclusion

FY25 Sustainability Report - Our business practices

- Ethics and integrity

FY25 Sustainability Report - Our impact

- Climate management

FY25 Sustainability Report - Our impact

- Climate management

FY25 Annual Report

- Climate disclosures report

FY25 Sustainability Report - Our impact

- Supply chain engagement

FY25 Sustainability Report - Our business practices

- Ethics and integrity
- Governance and risk management