



JANUARY 2026

Sustainability Plan

2026+

Powering the future of transport with reliable, low-carbon charging for all.

Ironbark EV is an Australian wholesaler of AC/DC EV charging solutions for commercial, fleet, and public applications. We integrate solar, battery storage, and intelligent load management to deliver robust, sustainable infrastructure.

OUR SUSTAINABILITY FRAMEWORK



PLANET & CLIMATE

Net Zero & Circularity



PEOPLE & LEADERSHIP

Culture, Safety & Diversity



PARTNERS & COMMUNITY

Engagement & Access



PROSPERITY & OPERATIONS

Resilience & Future-Proofing



PLANET & CLIMATE

Supporting a healthy environment and net zero future through **Ironbark's** intelligent charging infrastructure.

KEY THEMES

- ✓ Net Zero
- ✓ Circularity
- ✓ Resilience

Strategic Focus Areas

Ironbark EV's approach to minimizing environmental impact across the value chain.

2026-2029



RENEWABLE INTEGRATION

Pairing **our charging solutions** with solar PV and battery storage. Utilizing smart load management to maximize renewable consumption and enabling off-grid capabilities where grid capacity is limited.



CIRCULAR INFRASTRUCTURE

Designing **our products** for repair, modular upgrades, and reuse. Establishing take-back programs and certified e-waste recycling partnerships. Reducing packaging waste across our supply chain.



EMISSIONS REDUCTION

Quantifying Scope 1–3 footprint across **our operations** and supporting customer avoided-emissions reporting. Assessing physical climate risks for sites and products to ensure long-term resilience.

Ironbark EV Commits To (2026-2029)

- Publish **Decarbonisation Roadmap** for operations & logistics.
- Launch **refurbish/repair program** for end-of-life units.
- Integrate **renewable-ready** load control in **Ironbark** designs.
- Define supplier engagement strategy for **Scope 3** emissions.
- Establish **recycling partnerships** for components.
- Develop standard **off-grid kit** for remote applications.

INDICATIVE METRICS

100%

Scope 1 & 2 Emissions Inventories Completed

>50%

Ironbark Products with Modular / Repairable Design

Target

Establish E-Waste Diversion Baseline by 2027



Tracking Progress
Annual sustainability reporting aligned with industry standards.



PEOPLE & LEADERSHIP

Ironbark EV Culture & Safety



Culture & Capability

Embedding carbon literacy for the entire **Ironbark EV team**. Delivering an innovation program focused on our energy tech and software integration.



Safety & Wellbeing

Maintaining a zero-harm electrical safety culture with robust procedures for **our field staff**. Proactive support for ergonomics and mental health.



Diversity & Inclusion

Commitment to equal opportunity hiring. Initiatives to increase women in **our technical roles** and create First Nations employment pathways.

INDICATIVE METRICS

Training Hours / FTE

40+

Safety Incidents (LTIFR)

0

Women in Technical Roles

Target 30%



PARTNERS & COMMUNITY

Engagement & Shared Value



Our Customer Partnerships

Co-designing sites with transparent TCO modeling. Ensuring reliability with **our customer partnerships** through uptime SLAs and open standards (OCP).



Community Access

Collaborating with councils and fleets to expand **Ironbark-supported community sites**, specifically targeting gaps in regional areas.



Indigenous Engagement

Advancing Reconciliation Action Plan (RAP) actions. Incorporating cultural considerations in project planning and growing **Ironbark's** Indigenous supplier spend.

INDICATIVE METRICS

Customer NPS Score

>50

Regional Sites Deployed

Growth

Indigenous Supplier Spend

Target 2%



Resilience, Governance & Future-Proofing Ironbark EV

Operational Focus



Sustainable Procurement

Implementing clear sustainability and ethical standards that all Ironbark EV suppliers must meet. We evaluate lifecycle impacts by preferencing low-embodied-carbon materials for our charging hardware.



Resilient Operations

Deploying durable, modular Ironbark EV hardware specifically built for harsh Australian environments. Ensuring redundancy for critical components and robust cybersecurity for our charging network.



Future-Proofing & Governance

Committing our product roadmap to open standards (OCPP, ISO 15118) and V2G/V2B pilots. Embedding sustainability criteria in Ironbark EV's product development and publishing annual progress.

Implementation Roadmap

Key Milestones

1

NOW (2026)

- ▶ Establish Supplier Standards
- ▶ Baseline Ironbark GHG Inventory
- ▶ Modular Design Guidelines

2

NEXT (2027)

- ▶ Take-back & Repair Program Live
- ▶ Renewable-Ready Standard
- ▶ Integrate Climate Risk in BCM

3

LATER (2028+)

- ▶ Scope 3 Supplier Targets
- ▶ V2G / V2B Pilots at Partner Sites
- ▶ Circular Materials Expansion

Performance Indicators

Measuring Success

PROCUREMENT

100%

Spend under Supplier Code

CIRCULARITY

>80%

Modular units shipped

RELIABILITY

99.5%

Ironbark Network Uptime

FUTURE-READY

ISO

15118 & OCPP Compliance