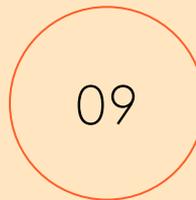




Sustainability Report



Chair's Message

At oOh!, our company purpose is to make public spaces better and brands unmissable.

Operating as a sustainable business forms a central component of this purpose and we made solid progress in implementing our sustainability agenda during 2023.

Key highlights include supporting the launch of Ecobanner™ - the first ever billboard banner in Australia which is capable of closed loop recycling to replace non-recyclable PVC. Additionally, 12,000 of our advertising panels now operate on renewable power, equating to 26% of our digital network and including 9,500 (70%) of panels in our operational control.

We were also pleased to complete our Reflect Reconciliation Action Plan while we continued to provide ongoing support for community partners with the provision of \$16.5 million in support for 2023, bringing our total community support to \$137.5 million since 2017.

Within this report we have also detailed the progress we made on the specific commitments we prioritised for 2023. These can be found on page 92.

During the year, we engaged with various stakeholders to gain further clarity of the key sustainability issues that are most relevant to them and their expectations of our business. We have detailed these material sustainability topics within this report.

Equally, and in consultation with climate advisory firm, Pollination, oOh! has identified three areas of strategic advantage to maximise sustainability related business performance. These include:

- **Decarbonisation** – Transformation of our business operations through renewable energy, fleet electrification, and decarbonisation of our supply chain emissions;
- **Circularity** – Investing in circular economy initiatives and waste transformation within oOh!'s operations; and

- **Community & Nature** – Using our platforms for good to support our ANZ community partners and to promote sustainable practices and nature conservation in our communities

Our ESG strategy continues to have ongoing Board oversight, with the Board supported in this function by the Audit, Risk & Compliance Committee (ARCC) and the Talent & Culture Committee (TCC).

In 2024, we will continue to build on the stronger platform we created over the past year and I look forward to sharing our ongoing progress with all our stakeholders.



Tony Faure
Chair



About this Report

oOh!'s approach to sustainability is to create shareholder value, while delivering on our company purpose and having an impact where it matters for our planet, people and our business.

Our philosophy is based on an action over words approach, which is the driving force behind delivering meaningful and purposeful progress from our sustainability focused initiatives.

Accordingly, oOh! is pleased to present the following highlights from 2023:

12,000

advertising panels on renewable power including **3,000 digitals**, (this represents 26% of our digital network) This means that 70% (9,500) of advertising panels in our control, and 17% (2,500) of advertising panels out of our control are on renewable power



CY2023 Highlights



Launch of
Ecobanner™
 the first ever billboard banner in Australia capable of closed loop recycling to replace non-recyclable PVC - oOh! worked with the manufacturer to innovate their product specifically for the Out of Home industry, supporting its launch to market

Establishing an indicative* Australian operations carbon baseline of 81,047 tCO₂e
 of which 1% is Scope 1, 33% is Scope 2 (market based) and the residual 66% is scope 3 (based on CY22)

Toitu Net Zero certification of our NZ operations



\$16.5m
 of support for our community partners in CY23 totalling **\$137.5m** since 2017

Completion of our Reflect Reconciliation Action Plan

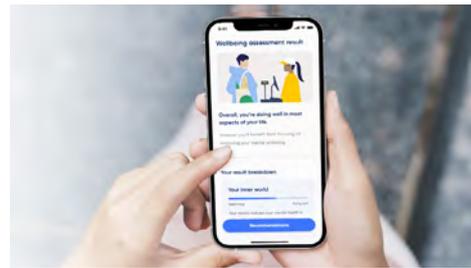
New community partnership
 signed with Greening Australia to support nature conservation



An industry leading gender pay gap, favouring women

Injury management early intervention program
 to support a "First 60 minutes" triage service for injured team members

Launch of our new multi-year Diversity, Equity & Inclusion Strategy
 including a goal to improve representation of females in leadership



Implementation of our Sonder partnership
 and "Support You" wellbeing, safety and medical program



*We have established our CY22 baseline emissions with support from two separate third parties, the first assisting with Scope 1 and 2 and the second assisting with Scope 3. We had our CY22 Scope 1 and 2 emissions assessed for readiness for assurance, but it has not been assured at this stage. Our Scope 3 emissions is an estimate only.

Company Purpose

Our company purpose is to make public spaces better and brands unmissable. We seek to make public spaces better by providing public infrastructure and amenity to communities across Australia and New Zealand, as well as providing funding to support community programs.

Our unparalleled network of advertising assets provides advertisers with mass coverage opportunities with the ability to access over 95%[^] of metro Australians on a weekly basis.

Our extensive network of 35,000 digital and static asset locations include roadside, retail centres, airports, train stations, bus stops, office towers and universities.

oOh! provides its products and services for the benefit of both media agencies and advertisers wishing to advertise products and services. As at 31 December 2023, oOh! had 780 permanent team members, 21 maximum term contractors and 6 casual staff working across Australia and New Zealand. None are covered by collective bargaining agreements.

Company Values

oOh!'s company values were renewed in 2022, to establish liveable values that could be embraced by our multi-faceted work force. With a strong focus on collaboration and a growth mindset, these values are used to encourage an open and welcoming culture and inspire great behaviours that contribute to the long-term, sustainable success of the business.

Grow sustainably

Value 01

Play with heart

Value 02

Stronger together

Value 03

[^]Source: MOVE



Sustainability Strategy

Impact where it matters for Planet, People and Business.

Our sustainability ambitions have been developed to support long-term growth, sustainable investment in public spaces and communities, and better outcomes for our customers and stakeholders, without compromising the needs of future generations. We have developed our strategy aligning stakeholder considerations with value creating opportunities.



Our Stakeholders

Our stakeholders include investors, commercial partners, media agencies, advertisers, government and local councils, communities, and our own people.

Investors	<p>As the leading Out of Home company across Australia/New Zealand, oOh! is able to successfully leverage the structural growth in Out of Home as a fast-growing media to generate profits and deliver returns to shareholders.</p> <p>oOh! seeks to create further value through disciplined investment in its business and continued assessment of capital management options to enhance sustainable value for shareholders.</p>
Commercial partners	<p>oOh! is the largest Out of Home operator in Australia, reaching over 95%^ of metro Australians on a weekly basis. We have extensive experience working with our commercial partners to ensure appropriate management of environmental, governance and operational risks, including safety, data protection and advertising regulatory compliance.</p>
Media agencies	<p>oOh! is dependent on relationships with media agencies to represent oOh!'s products and services to their advertiser clients. oOh! is working to decarbonise our operations in alignment with media agencies need to reduce the carbon footprint of their own supply chain.</p>
Advertisers	<p>oOh! also depends on those advertising their goods and services and our advertisers depend on us for brand safety. We consider the security of our digital screens to be of critical importance with Cyber Security being one of the pillars of our technology strategy, allocating significant budget to security each year.</p>
Government and local councils	<p>oOh! regularly engages with governments, local councils and regulatory bodies both directly and through our industry body, the Outdoor Media Association (OMA), of which oOh! is a founding member, to ensure advertising activity continues to be of high quality and is conducted with regards to environmental and social standards, planning law, advertising standards, and safety regulations as an absolute priority for all stakeholders.</p>
Communities	<p>oOh! is passionate about the communities in which we operate and our ability to make public spaces better. Where required, oOh! engages with individuals, business alliances and resident groups to seek feedback on proposed development activities. oOh! also regularly engages specialists to provide assessments of the impact of its proposed activities on local community environments.</p>
Our employees	<p>oOh! has a diverse workforce and invests significantly to provide everyone with an equal opportunity to do their best work and to be their best selves in the workplace.</p> <p>At oOh! we know that one size does not fit all, and we remain open-minded and curious about seeing things from varied perspectives. Most notably our value "stronger together" shapes our behaviours and recognises that oOh!'s strength lies in our different ideas and perspectives.</p>

Following an internal process in late 2021 to establish our key material sustainability topics, periodically in 2023 oOh! has engaged with various stakeholders to understand what they care about the most. These engagements have been through surveys, online and face to face meetings. We have identified the following material sustainability topics as some of the most important to our stakeholders:

- Transparency and accountability in our operations
- Employee health, safety and wellbeing
- Diversity, Equity and Inclusion
- Data privacy and Cyber Security
- Community engagement
- Emissions reductions

^Source: MOVE

Our Opportunity

From work carried out in 2023 in consultation with Pollination, a climate advisory firm, oOh! identified 3 areas of strategic advantage to maximise sustainability related business performance:



Decarbonisation

Transformation of our business operations through renewable energy, fleet electrification, and decarbonisation of our supply chain emissions



Circularity

Investing in circular economy initiatives and waste transformation within oOh!'s operations



Community & Nature

Using our platforms for good to support our ANZ community partners and to promote sustainable practices and nature conservation in our communities

Our sustainability framework

Our Sustainability framework and strategy has been developed to align with what our stakeholders care about and where we identified opportunity driven by a fundamental philosophy of 'Action over Words. Empowering every Employee'.

Vision: Impact where it matters
Philosophy: Action over Words, Empowering every Employee



We are committed to reducing our operational impact on the planet, and being a sustainable business for our customers and the communities in which we operate



We are committed to providing a safe, supportive and inclusive environment for our people and our communities, and using our platforms for good



We are committed to being a transparent and accountable business and leading the advertising industry to a more sustainable future

Decarbonisation	Community and nature	Ethical operations
Circularity	Diversity, Equity and Inclusion	Sustainable procurement
Energy Efficiency	Safety and wellbeing	Driving industry commitment forward

Credible Operationalisation

Our operational focus is supported by dedicated resources, funding and deliberate plans to drive short term impact and speedier progression towards a lower carbon future.

For example, at the start of 2023 we had 6,200 assets in our operational control on renewable power, with that number now extended to 9,500 due to a deliberate focus by our procurement, asset, commercial and ESG teams to expedite our progress towards reducing our Scope 2 footprint. This represents 70% of inventory in our operational control now transitioned to renewable energy (Solar or GreenPower®).

We have budget allocated to target a further tranche of assets transitioning to GreenPower® with a view to move all assets in our operational control over as soon as practicable, subject to state-by-state nuances in terms of renewable power availability, with particular consideration to unmetered electricity supply.

Our strategy will continue to be delivered through the following 2024 ESG related key initiatives:

2024 Initiatives		
Planet Impact where it matters for the planet	People Impact where it matters for people	Business Impact where it matters for better business
<ol style="list-style-type: none"> Operational EV trial A continued transition to GreenPower® including commercial partner collaboration Closed loop billboard product 3rd party supplier waste management standards Night-time block out for digital billboards 	<ol style="list-style-type: none"> Media campaigns supporting community partners and promoting sustainable practices to the public Launch of our 'Innovate' Reconciliation Action Plan Embedding best practice wellbeing, safety, and injury management tools Australian Workplace Equality Index (AWEI) accreditation to support our LGBTQI+ community Increase representation of women in leadership and develop a more diverse workforce 	<ol style="list-style-type: none"> Embed anti modern slavery tools into our operations Integrate sustainability into our broader procurement processes Profile sustainability-focused advertisers Advocate for OOH industry sustainable practices Drive industry collaboration through oOh!'s foundation-member partnership with Ad Net Zero in NZ



Regulations and Standards

oOh! operates within a number of regulatory and industry self-regulatory frameworks. In addition to regulations that apply to most businesses, all content displayed via oOh! assets is governed in Australia by the standards set by Australian Association of National Advertisers (AANA) as adjudicated by Advertising Standards, and in New Zealand by the Advertising Standards Authority. oOh! is diligent in adhering to these standards. oOh! provides clients and team members with Advertising Standard Guidelines and oOh!'s Copy Advice Committee is an escalation for review of creative content.

oOh! is a foundation member of the industry body, the Outdoor Media Association (OMA), which is a self-regulating body to whose standards oOh! also adheres.

Advertising Categories and Greenwashing

oOh! continues to provide an open advertising platform for legitimate, free speech, and adheres to the content standards and regulations set out by law and by our commercial partners, in terms of acceptable categories to display.

To support the reduction of misinformation on our media platform and in the community, oOh! has prepared anti-greenwashing guidelines, based on the Australian Competition and Consumer Commission's eight principles of good practice, to educate advertisers on avoiding greenwashing in advertising. These guidelines will form part of our material specifications and contract terms and conditions, due for launch to market early in 2024.

Public Complaints

We rely on feedback from the public, positive and negative, to make continuous improvements to our interactions with the public spaces and communities in which we operate. oOh! has a dedicated Customer Experience Team to manage public complaints and takes any feedback very seriously. We have established systems and processes to receive, acknowledge, manage and resolve complaints and issues as they arise.

At oOh!, complaints generally come through one of three channels, Contact Us on the oOh!media website, directly to our Public Complaints Inbox or directly to our Experience Operations Team from other teams or via Commercial partners.

- **Creative complaints** - oOh!'s Experience Operations team check the creatives against OMA, AANA and Commercial Partner standards, if there is an indication of a breach creative will be removed or relocated
- **Driving or personnel complaints** - These are rare and are escalated through to the relevant Assets and Operations State Manager for resolution
- **Other complaints** - Complaints follow an established workflow with subsequent management by the Experience Operations team with other relevant teams such as WHS, Legal etc

Total complaints in 2023 was 6 (an increase of 1 from 2022), with all complaints fully resolved to the satisfaction of the reporting party.

Data Security and Privacy

oOh! operates an Information Security program, with a Head of Information Security and an internal security team. As part of this discipline a fully ISO 27001 aligning ISMS (Information Security Management System) is documented and followed, and as part of the ISMS a specific 3rd party supply chain standard is applied, along with a Data security standard.

The 3rd party supply chain standard sets minimum required security posture and controls for any critical supplier or integration into the oOh! Network of information systems. Supplier and architecture review are rigorously followed for any existing or new integration to ensure supply chain risk is minimised and full risk visibility is scoped into all project or operational activities.

The ISMS is an active document and subject to independent review. Management review is conducted according to oOh!'s Governance Support Process. This policy was reviewed in June 2023 by the Head of Information Security and is subject to further reviews on an annual basis. There have been no known incidents of cyber security breaches in the CY23 reporting year.

Sustainability Governance

The Group's ESG strategy is subject to ongoing Board oversight, with the Board supported in this function by the Audit, Risk & Compliance Committee (ARCC) and the Talent & Culture Committee (TCC).

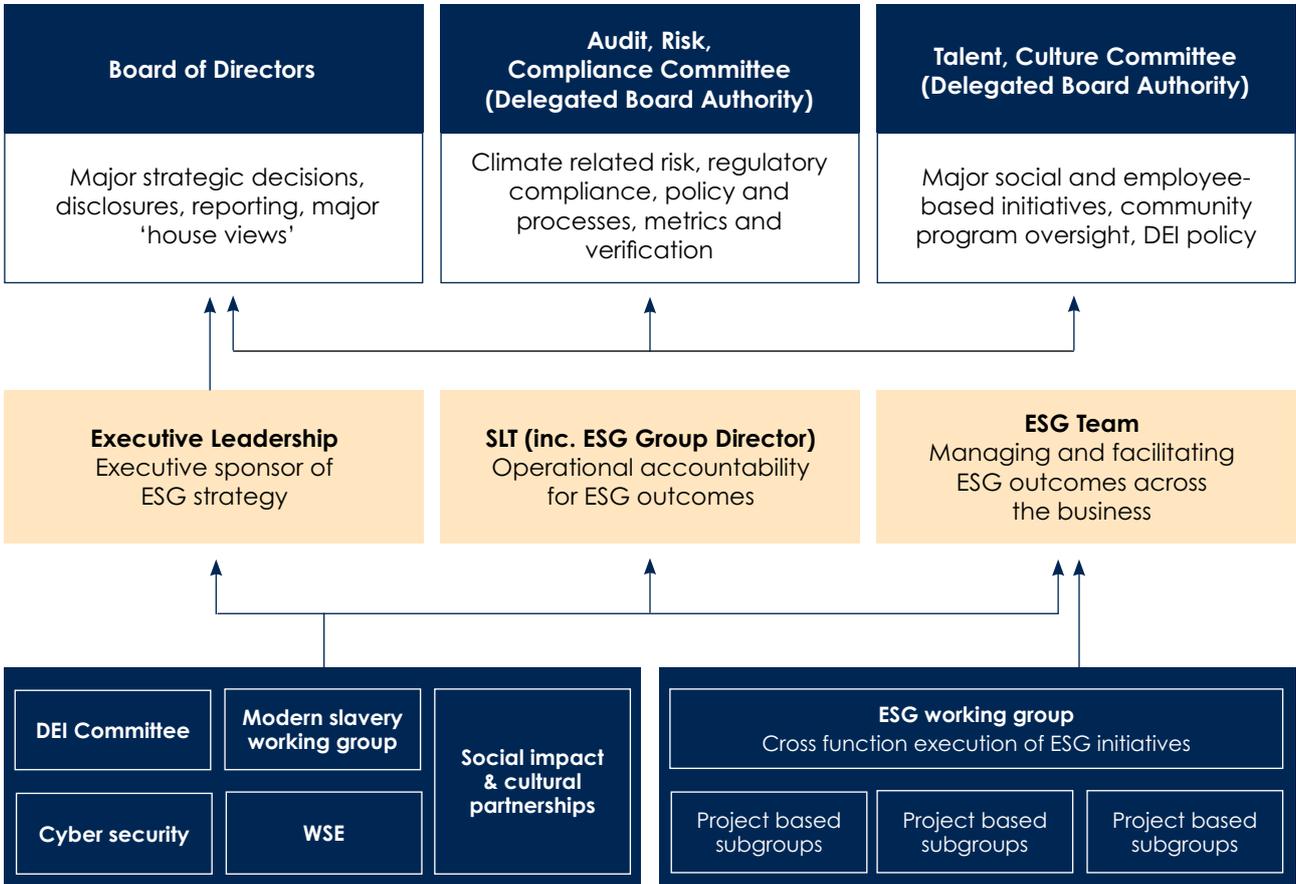
ESG is a scheduled Board item every quarter, with support from the committees as required.

From 2024, ESG concerns and considerations are scheduled for every (quarterly) ARCC meeting, with a particular focus on assessing and managing material climate related physical and transition risk.

The Executive Leadership Team (ELT) and Senior Leadership Team (SLT) at oOh! have accountability for the ESG strategy, with operational accountability for the delivery of ESG outcomes with the SLT, of which the head of the ESG Team is a member. The ESG Team, responsible for the management and facilitation of ESG initiatives is supported by the ESG Working Group, made up of stakeholders from across the business, which delegates to project specific subgroups as required. Supporting committees for the DEI strategy, Modern Slavery, Cyber Security and Wellbeing, Safety and Environment align with the ESG strategy, collaborating with the ESG Team and reporting into the SLT and Executive Leadership.

The current governance structure is shown below. In addition, ARCC will have oversight of future assurance.

Consideration with regards to Long Term Incentives (LTIs) for executive leaders, to support the delivery of the ESG strategy, will be given when appropriate and with relative to the nature of our company. The TCC will have oversight of any proposed LTI.



Integrating ESG into business frameworks

ESG is seen as critical for the strategic success of the business, and is embedded into the goals of the organisation via the following mechanisms:

- Included as part of the budget planning process including budget presentation to the Executive Leadership Team
- Operational accountability supported by the Senior Leadership Team
- Representation of the ESG function on the Senior Leadership Team
- Consideration during the commercial bidding process in terms of how more sustainable practices can be integrated into contractual arrangements
- Integration into our customer facing processes via a specifically appointed sales leadership team, responsible for embedding sustainability practices into our revenue and growth operations

How did we do against our 2023 commitments?

We saw great progress against our 2023 commitments, with work still to be carried out in some areas in 2024:

Sustainability Commitments made in 2023	How we tracked
Commencing a review of how we operate, to enable the consideration of cleaner, operational vehicles in the future	<ul style="list-style-type: none"> ✓ Carried out an internal study to better understand the specific functionality of our fleet ✓ Met with external parties to discuss opportunities ✓ We are proceeding with an EV trial (~ 5 vehicles) in 2024, with the aim to roll out electrified vehicles across our entire fleet
Moving all oOh! controlled advertising assets to GreenPower® where possible	<ul style="list-style-type: none"> ✓ Transitioned a further 3,300 advertising assets across to GreenPower® - from 6,200 to 9,500 by the end of the year – this now equates to 70% of oOh! controlled assets being on renewable power ✓ 2024 budget secured to continue transitioning of assets
Launching our Reflect Reconciliation Action Plan	<ul style="list-style-type: none"> ✓ We launched and completed our Reflect RAP ✓ We are kick starting our Innovate RAP in 2024
Formalising our social procurement policy	<ul style="list-style-type: none"> ✓ Work commenced on a sustainable procurement framework and workplan with a policy yet to be developed. This work will continue in 2024.
Increasing the representation of women in management roles	<ul style="list-style-type: none"> ✓ Women in management roles (Executive -1) grew to 50% in CY23 compared to 49% in CY22
Validating our preliminary material topics with our external stakeholders	<ul style="list-style-type: none"> ✓ Commercial stakeholder engagement via a brand tracker survey ✓ Agency stakeholder engagement via meetings ✓ Investor stakeholder engagement via meetings
Carrying out a waste & recycling vendor review to ensure best practice	<ul style="list-style-type: none"> ✓ Spend analysis of vendors carried out by ESG and Procurement teams with a view to better understand our waste and recycling operations ✓ Work will continue in 2024 to establish a directory of preferred suppliers, based on service levels, operational efficiencies and compliance

Planet

oOh! is committed to reducing our operational impact on the planet, and being a sustainable business for our customers and the communities in which we operate. We will achieve this with a focus on operational decarbonisation, investing in circularity and energy efficiency.

Our approach in 2023

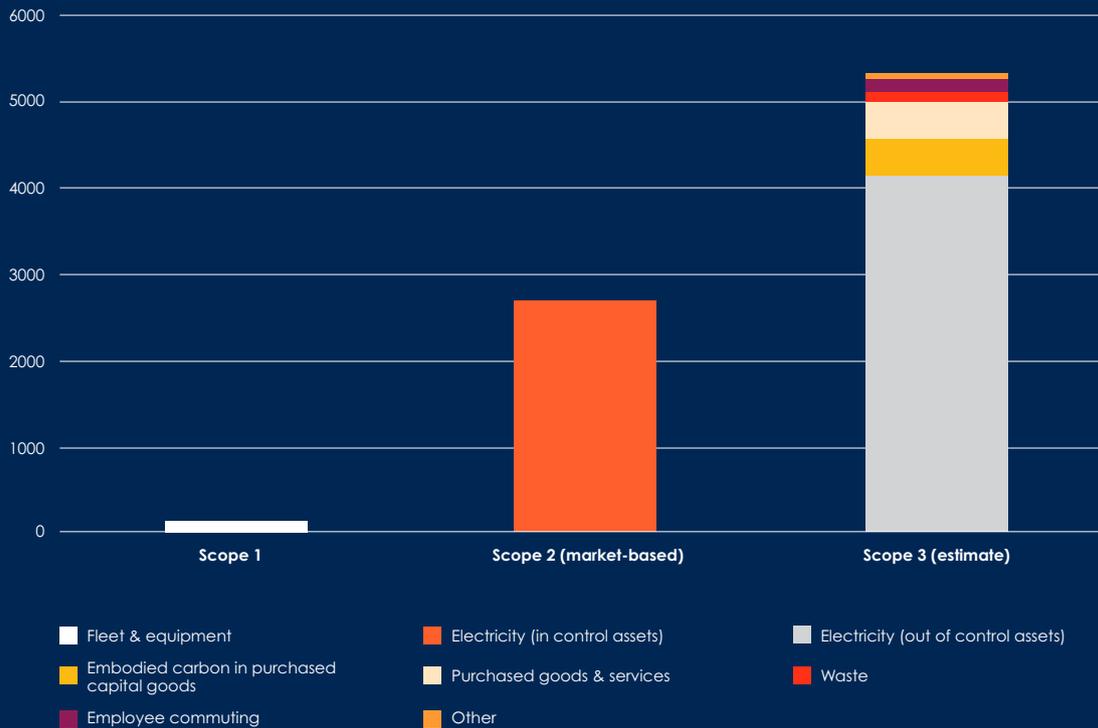
To enable a clear pathway of decarbonisation, oOh! finalised our Australian CY22 (baseline year) carbon footprint measurement, which is estimated to be 81,047 tCO₂e*. This equates to a group footprint of 81,777 tCO₂e with the addition of our New Zealand operations, which received Toitū net 'carbonzero' certification in March 2023.

*We have established our CY22 baseline emissions with support from two separate third parties, the first assisting with Scope 1 and 2 and the second assisting with Scope 3. We had our CY22 Scope 1 and 2 emissions assessed for readiness for assurance, but it has not been assured at this stage. Our Scope 3 emissions is an estimate only.



Our Australian Carbon Footprint (CY22)

CY22 Scope 1-3 Emissions Footprint



Our carbon measurement is based on the following assumptions:

Boundaries

oOh! reports emissions under a control approach, using operational control criteria. The nature of oOh!'s business is based on a large number of individual commercial contracts with multiple variances of operational control. Accordingly, oOh! defines operational control to be when we have control over the day to day running of an advertising assets, with particular reference to the power supply of the asset. For those assets where it is within oOh!'s right to establish a power supply and we pay the energy retailer directly, we consider these assets in our operational control. For those assets where oOh!'s energy account is controlled by a commercial partner, we consider these assets out of our operational control, and included within our Scope 3 measurement.

Having established our Australian business baseline (CY22), oOh! is now focusing on process and control improvement to be able to measure our ongoing footprint in a more timely fashion going forward. The CY23 footprint measurement is not ready for release in this report therefore oOh! will disclose in our voluntary report due for release in early 2025.

Scope 1 Emissions

We see a clear pathway to reduce our Scope 1 emissions based on the following assumptions:

- Commencement of an EV trial with the intention to electrify our entire operational fleet (approximately 160 vehicles across Australia and New Zealand), reducing our tailpipe emissions to zero (98% of our Scope 1 footprint)
- Successful testing of renewable powered operational equipment such as power washers and forklifts (2% of our Scope 1 footprint)

Scope 2 Emissions

We see a clear pathway to reduce these emissions in line with GreenPower® options becoming available across states for metered and unmetered supply. oOh! has budget allocated to transition assets to GreenPower® when it is available to us. As at end of CY23, oOh! has transitioned 9,500 advertising panels in our control to GreenPower®, equating to 70% of controlled assets. This is an increase of 3,300 compared to CY22.

100% of oOh!'s facilities (17 offices and depots) are on GreenPower® or equivalent.

Scope 3 Emissions

We are developing pathways to reduce these emissions with a particular focus on electricity consumed by assets out of our operational control (estimated to be 66% of our Scope 3 footprint), where electricity supply is the responsibility of our commercial partner (the lessor).

Offsetting

Other than for business travel and as a component of our NZ Toitū certification, we do not use offsetting as a means to negate our carbon footprint. Instead we are focusing on how we reduce our emissions, although we are yet to set reduction targets. In relation to business travel, we offset business flights, accommodation and car rental only, through Blue Halo. In CY23 we offset 479 tCO₂e of business travel related emissions against a renewable energy project in Asia and nature conservation projects in South America, Africa and Australia. During CY23, 357 carbon units have been retired.

At the end of 2023 oOh! updated our Travel and Entertainment FAQ document, to include a preference for Uber Green when using taxis for business. While non-material in terms of a carbon footprint, (taxis and Ubers accounted for approximately 31 tCO₂e in CY22), we still consider this a sensible approach to help decarbonise business travel.

Waste and Recycling

oOh!'s facilities have waste segregation practices in place, with recycling programs for a multitude of waste streams, including posters, e-waste, batteries, cardboard, metals, and glass.

In CY23, work was done to set a baseline of volumes of our various waste streams. Non-recyclable print waste (PVC) was the largest singular category of waste to landfill, making the reduction of it in our waste streams, a strategic priority for 2024.

Initiatives for 2024

The following initiatives will continue to support our key programs of work to reduce our impact on the planet:

Operational EV trial

- Trial of electric vehicles (approximately 5) from our operational fleet, with the aim to roll out electrified vehicles across our entire ANZ fleet subject to the outcome of the trial
- The increase of EV models that have become available this year (56% increase in variants in 2023 compared to 2022) has increased business confidence of the prospect of a full transition to electric

oOh!'s operational fleet emitted 1,181 tCO₂e in CY23 compared to 1,147 tCO₂e in CY22.

A continued transition to GreenPower® including commercial partner collaboration

Transitioning advertising panels to renewable energy enables oOh! to offer lower carbon media opportunities, which our advertisers and agencies are advising us is important as they try to reduce their own Scope 3 emissions footprint.

- Budget allocated to continue the transition of assets under our control, to GreenPower® as it becomes available (accessibility to renewable energy plans vary by state including for unmetered supply, which can prohibit the purchasing of renewable energy altogether)
- Proactive work with our commercial partners to continue to grow accessibility to renewable energy for advertising assets out of our control (as at the end of CY23, 2,500 (17%) advertising assets out of our control, have been switched to renewable energy sources with this number expected to grow in 2024)
- GreenPower® availability considered when bidding for new business, to not only complement our sustainable media offering, but to also assist with the commercial partners' own decarbonisation efforts (oOh! sits in the Scope 3 of commercial partners as well as advertisers and agencies)

Closed loop billboard product

In 2023, oOh! supported the launch of Ecobanner™ to the advertising market. Developed by GALE Pacific in Melbourne following a 3-year collaboration with Cactus Imaging (oOh!'s printing subsidiary), a Melbourne based university, and a plastics recycling facility in regional Victoria, Ecobanner™ is a first to market, closed-loop capable alternative to PVC, the non-recyclable material currently used for billboard advertising throughout the industry.

- This new material has the potential to be a fully closed-loop recycling solution, meaning advertising banners are put back into the manufacturing process to remake new banners. This innovative solution is currently partially closed-loop and is expected to be 100% closed-loop in 2024 (currently the percentage of Ecobanner™ not recycled back into new banner is utilised by other GALE manufacturing streams)
- This product is a great leap forward for oOh! and the out-of-home industry in Australia to reduce waste to landfill and remove non-recyclable materials from our supply chain, and we will continue to expand and promote its availability across our inventory set throughout 2024

3rd party supplier waste management standards

oOh! works with a number of 3rd party suppliers that manage infrastructure installation, demobilisation and postings on our behalf. In 2023, oOh! committed time and resource to understanding our waste management supply chain better, as we start to refine it to ensure better reporting and greater accountability for the waste our operations are responsible for, including that of our 3rd party suppliers engaged in installation, decommissioning, printing and posting on our behalf.

As part of this work, oOh! issued a survey to our largest 3rd party suppliers, that generate waste on our behalf, to get a greater understanding of their waste management practices, in order to introduce minimum standards as part of our Master Services Agreements and Request for Proposal criteria.

Our survey showed:

- 33% of our largest 3rd party suppliers say they have a sustainability policy or commitment in place with a further 33% saying they are in the process of creating one
- 83% say they actively work to reduce waste to landfill in their operations with 67% saying they systemise their waste tracking

While a good start has been made, there is still a lot of work to be continued into 2024, including working with our major suppliers to embed minimum standards and expanding our focus to additional, non-major suppliers.

Night-time block out for digital billboards

- As we seek to become more energy efficient, we are testing a night-time block out on one of our large format digital billboards, to measure the significance of impact on energy consumption reduction
- If the test proves successful, we intend to roll this out across as many of our large format digital billboards as possible
- The test will block the billboard out from 1am – 4am, when we know that the audience represents only ~1% of daily viewership

Energy Efficient Product

oOh!'s digital network is a broad mix of LCD and LED displays, each customised for the environment it is located in. We estimate 95% of our LCD network is powered by LED backlight technology (excluding screens owned directly by commercial partners that we manage content for), improving the energy efficiency of the displays. We are working towards rolling out LED backlit LCDs across our entire LCD network (excluding partner owned screens) and the expectation is by the beginning of 2025 this will be achieved.

In addition, oOh! has begun transitioning our small format outdoor products to LED displays. 2024 will see us roll out outdoor LED across the following commercial contracts:

- Ryde, NSW
- Woollahra, NSW
- Big Street Bikers, NZ

LED will also be utilised in the Sydney Metro roll out and as replacements for LCD in our Street Furniture End of Life (EOL) program.

Benefits of LED are:

- They offer a superior performance – viewing distance and viewing angles of LED is far superior to LCD solutions, which we anticipate will benefit visibility scores in our new industry measurement tool (MOVE 2.0)
- Power consumption is ~60% less than equivalent LCD displays in the market
- The lifespan of LED displays is predicted to be at least double that of LCD displays used in outdoor environments. To improve our EOL options further, we are designing and implementing our own in house structures (housings), that can be refreshed in future years, rather than replacing the whole panel, limiting the amount of componentry that needs to be recycled or sent to landfill.

Risk

Climate Related Risk

An internal assessment has been carried out by the ESG, WSE and Finance teams to understand potential climate-related risks to our business. oOh! utilised the SASB standards as a reference point to identify both physical and transition risks. We will be engaging a 3rd party to assist with a more in-depth, material risk assessment in 2024.

Climate related risk at oOh! is incorporated into the company's risk register, and is overseen by the Audit, Risk & Compliance Committee, as the delegated authority of the Board of Directors.

Corporate Risk Management

The Audit, Risk & Compliance Committee (ARCC) is the primary forum within oOh!'s governance structure that addresses matters of risk, business continuity and sustainability. The Chief Financial Officer operates also as the Group's Chief Risk Officer and liaises as such between the Group Executive and ARCC. All risks are reported on the corporate risk register, which is reviewed twice a year. Risk identification and mitigation is the responsibility of the executive and senior management teams at oOh!.

There are a number of governance mechanisms in place to manage risks:

- Capable people: Senior Management and dedicated teams trained in relevant regulatory and legal requirements, and including specialist advisers across the areas of finance, law, technology, workplace safety and procurement
- Systems and processes: a framework of policies, systems, processes and training to guide the business
- Documentation: standard template contracts to ensure compliance to standards and allocate risk appropriately amongst parties



Our People and Our Communities

oOh! is committed to providing a safe, supportive and inclusive environment for our people and our communities, as well as using our platforms for good by supporting the work of our community partners. We will achieve this by focusing on initiatives to support the following main programs of work:

- Community and Nature
- Diversity, Equity and Inclusion (DEI)
- Safety and Wellbeing



Our approach in 2023

Community and Nature

Our community program (oOh! Community) contributed \$16.5m in media support to our community partners in 2023 (with a total commitment of \$137m since 2016) and supported our team with opportunities to contribute back to the community.

oOh! team members participated in fundraising and awareness initiatives for the following key partners:

- Orange Sky
- GO Foundation
- Two Good
- Make a Wish Foundation
- Taronga Conservation Australia
- Sony Foundation Australia
- Movember

As well as supporting our key partners throughout the year, we also provided media space for not-for-profit campaigns including:

- Indigenous Literacy Foundation
- Great Barrier Reef Foundation
- Dylan Alcott Foundation
- Lifeline
- Gidget Foundation
- MOOD Tea (UnLtd)
- Shake it up Foundation
- Fight MND



In addition, our community program in New Zealand supported an extensive group of partners in the mental health, youth and environmental sectors, with pro-bono campaigns for a multitude of organisations including:

- Urban Art Foundation
- Voices of Hope
- Youthline
- Keep NZ Beautiful
- Make a Wish Foundation
- Auckland Pride Festival
- Men's Health Week

Identified as an opportunity to have a positive impact on the environment, oOh! brought nature conservation into the core of our community program. In October 2023, we announced a new tier 1 partnership with Greening Australia – a national not-for-profit organisation, with over 40 years of experience restoring Australia's diverse landscapes and protecting biodiversity, with campaigns to support their work kicking off in 2024.

Diversity, Equity and Inclusion

oOh! launched our new multi-year Diversity, Equity and Inclusion (DEI) Strategy 2023-25 with noteworthy achievements in CY23 including:

- Improved representation of females in key leadership roles (senior direct reports of executives reporting to the CEO) – now at 50% compared to 49% in 2022
- Commencement of disability hiring
- Widespread delivery of cultural awareness training
- Establishment of new DEI employee representative networks

Measurable Objectives Outcomes 2023

1. Balanced Teams

Identify the important priorities, focus on teams, and reflect and lead our customers

Objective: Increase the percentage of women in leadership roles

Target	Outcomes for 2023
Manager representation 50/50.	This requires a multi year focus and is a key inclusion in the 2023-25 Diversity Equity and Inclusion (DEI) Strategy and 2024 People & Culture Work Plan. The target has not yet been met and women as a proportion of managers in 2023 were 45.2% (a small increase on 45% in 2022), with men being 54.8% (and 55% in 2022).
Key leadership representation 50/50.	Target achieved – 2023 resulted in an improvement from 2022.
Succession plan representation 50/50.	Target achieved – 2023 demonstrated a stronger succession talent pipeline with strong female representation.
Executive recruitment to prioritise female candidates to strengthen female representation at the Executive level.	This remains an area of ongoing focus as opportunities occur.

Objective: Provide opportunity for underrepresented groups

Target	Outcomes for 2023
NED representation 50/50.	This remains an area of ongoing focus as opportunities occur. 43% of Directors are female (n 3) (including Executive and Non-executive Directors).
Diverse interviewers in every hiring process, aligned where appropriate to the candidate.	Target achieved. This requirement has been built into standard recruitment processes.
Create a Reconciliation Action Plan (RAP) that includes indigenous employment initiatives.	Target in progress. This requires a multi year focus and is a key inclusion in the 2023-25 Diversity Equity and Inclusion (DEI) Strategy and 2024 People & Culture Work Plan. A RAP has been implemented with recruitment initiatives underway in NZ (including the appointment of a Maori/Pacific Islander intern through a partnership with the Tupu Toa Trust) and partnerships being explored in Australia.
Create employment opportunities for people with a disability.	Target achieved – a successful placement has been made in partnership with Job Support Australia and additional hires are planned.

Objective: Continue targeted leadership development for women

Target	Outcomes for 2023
Develop leadership pipelines to include representation of women at 50%.	Target achieved. Improved representation of females in leadership roles (Executive -1) – now at 50% compared to 49% in 2022. Development has been provided monthly to this group.
Provide opportunities for the development and mentoring of high performing women to build their leadership capability. 50% female representation in management and leadership development programs.	Target achieved - continued significant investment has been provided to support the development of women. For example, several women participate in the Future Women's Program annually and coaching support is also provided to select women.
Career development plans in place for all women at the Executive -1 and Executive – 2 levels to support succession.	Target achieved - clear development plans are in place for senior females across the business.

2. Inclusion and Belonging

Inclusion in events, communication & messaging, DEI working groups and public commitment

Objective: Demonstrate commitment to inclusive behavioural practices

Target	Outcomes for 2023
Assess and seek feedback on leadership inclusiveness. Create development and actions plans for change.	Target achieved – measured in May 2023 (Pulse survey) and the December 2023 Engagement survey. The December 2023 Engagement Survey saw employees comment positively about their sense of belonging with 80% saying they feel accepted by their team and 83% saying they can bring their authentic selves to work.
Provide learning programs to build awareness and understanding of inclusive mindsets, belonging and the impact of unconscious bias.	Target achieved - significant progress made in this area due to learning programs delivered.
Review practice notes and people documentation to move towards utilising non-binary language within the organisation.	Target achieved – an important signal of inclusion.
Deliver Cultural Awareness Training for key people leaders .	Target achieved - significant progress made in this area due to learning programs delivered.

Objective: Demonstrate appreciation for all employees regardless of gender, cultural identity, age, sexual orientation, disability, work style or approach

Target	Outcomes for 2023
Celebrate the diversity of the company and showcase contributions from diverse employee base at internal events and customer events.	Target achieved – successfully delivering this, with an observable difference in the inclusive message it generates. Examples include building content into employee Town Halls, employee newsletters, the company web page and tender documents.
Create DEI workstreams and working groups to lead initiatives that build a best practice culture that leverages diversity.	Target achieved. The 2023-25 DEI Strategy was launched to employees in 2023 at a Town Hall meeting, on the intranet, and with briefings to teams and individuals upon request. Network leads and working groups were established and have a cadence of regular meetings and reporting on progress.
Participate in government and/or industry initiatives that are designed to improve diversity or promote inclusive cultures.	Target achieved - learning and insights have resulted from participation in the OMA's Diversity Sub Committee and inaugural OMA Diversity Census and 2023. WGEA reporting has proven valuable in setting a baseline, providing benchmarks and identifying areas of focus.
Undertake a review of premises and technology to support and enable accessibility initiatives.	Target in progress – a review of Head Office and capital city locations has been completed. A review of major sites and depots will follow in 2024.

Objective: Create an environment to ensure all employees can shine

Target	Outcomes for 2023
Refine and embed flexible working practices.	Target achieved - committed to maintaining flexible working (incl. compliance with legislative requirements).
Continue annual gender pay equity analysis and introduce approaches to reduce bias in performance reviews and other relevant people processes.	Target achieved - greater understanding and awareness has been established with progress being made to resolve identified issues and gaps. Calibration has been embedded in annual review processes, WGEA and internal gender equity pay analyses and action plans are regular annual activities.
Utilising an appropriate survey tool, benchmark and identify opportunities for improvement in relation to diversity, inclusion, belonging and wellbeing practices.	Target achieved - Engagement and Pulse surveys include this focus as standard. Learning and insights have been used to develop the 2023-25 DEI Strategy.

3. Process and Policies

Robust measurement, provide genuine opportunity for underrepresented groups

Objective: Ensure robust measurement, benchmarking and visibility of Diversity, Inclusion and Belonging

Target	Outcome
Create and publish a Diversity, Inclusion and Belonging strategy and Reconciliation Action Plan for oOh!.	Achieved
Maintain competitive parental leave and flexible working policies.	Achieved
Equity in parental leave: increase % of men taking parental leave (increased from 5 in 2022 to 8 in 2023, a 60% increase), maintain robust stay in touch programs and ensure a return to meaningful roles. * Included in the 2024 People & Culture Work Plan	In progress
Review progress towards DEI priorities and measurable objectives bi-annually.	Achieved
Identify, implement and measure outcomes on diversity priorities by teams following the 2023 Pulse and annual Engagement Survey.	Achieved
Utilise engagement surveys to measure views on Wellbeing Safety and Environment and remuneration with a view to identifying and acting on any identified issues from a diversity and inclusion perspective.	Achieved
Undertake a review of oOh!'s website and marketing imagery to ensure that it is appropriately diverse and representative of all people.	Achieved



Gender Pay Gap

We are proud of our longstanding commitment to driving gender equality and positive change for women as part of our DEI Strategy and this includes a specific focus on gender pay equity.

In 2023 the Workplace Gender Equality Agency (WGEA) confirmed a “negative” gender pay gap for oOh! of -2.2% for average (mean) total remuneration, which indicates women on average are paid more than men (percentage does not include salary data for CEO). This is against an Industry Comparison Group (Advertising Services, ANZSIC 6940) of +14.6%.

	oOh! 2021–2022*	oOh! 2022–2023*	Industry Comparison Group 2022-2023*
Average (mean) total remuneration^	-2.9%	-2.2%	+14.6%
Median total remuneration^	-15.7%	-15.7%	+13.3%
Median base salary^	-7.7%	-9.9%	+10.7%

The gender composition of our workforce highlights that women are more strongly represented in the upper middle quartile for remuneration (with a greater representation than men) and upper quartile (equally represented) which reflects our gender pay gap that is favourable to women.

Specific initiatives focused on women have been built to ensure continued momentum. In terms of remuneration, in addition to annual submissions to the Workplace Gender Equality Agency (WGEA), initiatives include:

- Additional gender pay equity analysis for the Board, Talent & Culture Committee, and CEO, annually
- Approaches to reduce bias in performance reviews and other relevant people processes

*A positive percentage indicates men are paid more on average than women. A negative percentage indicates women are paid more on average than men.

^Source: WGEA Reporting Industry Benchmark Report, December 2023 & WGEA Reporting Executive Summary, November 2023



Reconciliation Action Plan

oOh! successfully completed our first Reflect Reconciliation Action Plan (RAP) in Australia, with a focus on awareness, training and making connections in the Aboriginal and Torres Strait Islander community. Throughout CY23 we supported a wide range of initiatives including:

- A National Reconciliation Week inhouse screening of 'Living Black: Father of Reconciliation'
- A personalised Acknowledgement of Country by oOh!'s CEO at every Town Hall
- Revision of oOh!'s recruitment practices to support best practice inclusiveness

- Launch of oOh!'s inaugural Indigenous Business Grant, to support indigenous businesses through pro-bono media packages
- Incorporation of Indigenous businesses into oOh!'s procurement practices in Australia and also in New Zealand via a partnership with Amotai

2024 will see oOh! commence our next Innovate RAP, which is a 2 year program building on the progress made under the Reflect program.

DEI work in New Zealand also saw the development of a partnership with TupuTua to bring a Māori and Pacific Islander intern into the business, with this initiative due to expand in 2024.

Wellbeing, Safety and Environment (WSE)

At the beginning of February 2023, oOh! launched our latest WSE Plan, which targeted four key areas with the aim to lift the safety performance and drive continuous improvement:

1 Culture	2 Systems & Processes	3 Risks & Controls	4 Metrics & Reporting
<p>Six key safety culture initiatives were implemented during 2023. The intent of these was to inform, educate and give our teams avenues to report and seek support - improving our safety awareness and safety culture one report or conversation at a time.</p>	<p>A review of our existing safety and health management systems (SHMS) resulted in the optimisation of our processes to a single SHMS.</p>	<p>We identified our material work environment, equipment, and hazardous tasks in all areas of our business.</p> <p>We developed a risk control improvement plan to enhance control maturity, moving from administrative controls to task substitution and process design.</p>	<p>We implemented WSE performance indicators across the Group, enhanced the business WSE reporting process to increase performance awareness and engagement, and improved our incident investigation quality by defining methodologies and upskilling those completing investigations.</p>

As a result of these 2023 initiatives, we saw a reduction in our workers compensation claims costs, which were 70% lower for the year, when compared to the annual average of the proceeding 7 years.

Initiatives for 2024

The following initiatives will continue to support our key people and community facing programs:

Media campaigns supporting community partners and promoting sustainable practices to the public

- Optimising our pro-bono and community resources behind more specific causes for greater and more measurable social impact – with work continuing to focus in the areas of nature conservation and indigenous and cultural inclusion. oOh! will also build on our previous work supporting not-for-profit organisation, Ask Izzy, to help bring an end to homelessness
- Media support of new partner Greening Australia to drive visibility of their brand and to educate and inspire consumers about environmental restoration. High impact placements across metro and regional locations, and in-house support from oOh!'s creative and innovation hub POLY will deliver end-to-end creative support, highlighting Greening Australia's important work

- Partnership with TMRRW Changemaker of the year Awards. These awards recognise local businesses, organisations, and projects making a positive environmental and social impact – through this partnership oOh! will deliver awareness of Australian businesses innovating for a sustainable future

Launch of our 2nd Reconciliation Action Plan (RAP) - Innovate

After the successful completion of our Reflect Reconciliation Action Plan in January 2024, oOh! has commenced planning for our Innovate RAP.

Our commitment to reconciliation is a key component of oOh!'s DEI strategy that supports team members from diverse cultural backgrounds including First Nations people. The Innovate RAP is a 2-year plan, focused on strengthening relationships with First Nations people in our own business and our communities, and will be disclosed once developed, via the Reconciliation Australia website and in our next Sustainability Report.

Embedding best practice wellbeing, safety, and injury management tools

Our focus work for 2024 is an extension of our work in 2023. We will introduce the following initiatives as we strive for best practice wellbeing and safety policies and practices:

- People leader programs to support our Psychosocial wellness strategy
- Enhanced controls for our physical risk environment
- Launch of our documented safety management system and associated support tools
- Streamlining our Wellbeing, Safety and Environment (WSE) training program rollout
- Introduction of minimum WSE standards

Australian Workplace Equality Index (AWEI) accreditation to support our LGBTQI+ community

- oOh! has a strong LGBTQI+ representation - 6% of team members identify as being part of this community (based on 2022 oOh! employee DEI survey)
- In support, we are proud to be the official Out of Home media partner of the Sydney Gay and Lesbian Mardi Gras with a 3 year partnership, also partnering with WorldPride in March 2023, when 80 oOh! team members joined the iconic parade on our 'Making Love Unmissable' float
- We have increased visibility of our LGBTQI+ team members with a focus on celebrating diversity through social events and the sharing and showcasing of personal story content from our LGBTQI+ team members

2024 will see oOh! continue with our ongoing commitment, including seeking accreditation from AWEI, the definitive national benchmark on LGBTQI+ workplace inclusion helping to drive best practice in Australia.

Increase representation of women in leadership and develop a more diverse workforce

In 2023 we had our DEI strategy 2023-2025 endorsed by the Board, which ensures the ongoing achievement of objectives relating to gender pay equity, women in management and leadership roles, disability hiring and cultural background.

This includes key measurable objectives around:

Women

- Female representation at key leadership level (senior direct reports of executives reporting to the CEO) grew to 50% in 2023 when compared to 49% in 2022 – we aim to keep this steady in 2024, while strengthening female representation at the Executive level
- Aim to achieve 50% representation of women in roles identified in Executive and key leadership succession plans, through targeted development and recruitment
- Women to represent 50% of participants in career development programs

Diverse Workforce

Diversity hiring includes First Nations and other cultural background employment initiatives and an active creation of employment opportunities for people with a disability:

- **Reducing bias and building awareness** – our Senior Leadership Team participated in a Diversity, Inclusion and Unconscious Bias program run by Symmetra
- **First Nations workforce** – In alignment with our Innovate RAP, we are continuing to broaden our employment pathways for First Nations people through specialist recruitment organisations, clear and inclusive job adverts and connections to university programmes to attract young indigenous talent. As standard, oOh!'s recruitment team posts jobs to First Nations recruitment networks
- **Cultural Diversity** – We are targeting an increase in the proportion of team members working at oOh! that identify as being from a cultural background other than Australian (currently 21.5%), through the provision of opportunity for underrepresented groups and through targeted recruitment
- **Disability** – We have established relationships with disability employment providers, welcoming new team members with disabilities into our workforce. This will continue into 2024, as we work alongside Job Access and the Australian Network on Disability to establish work experience programs

Employee engagement

We check in with the whole company on a twice yearly basis to understand how our people are feeling. Results from the December 2023 full Engagement Survey showed:

- Our people are 73% engaged - representing a steady, above-average engagement pattern despite a slight 3% decrease from the 2022 result
- 82% of our people across all business units, say they believe in our ESG initiatives and programs – this represented a 7% increase on our 2022 result
- 76% of team members believe we are building and supporting diverse and inclusive teams – representing a 5% increase on the 2022 result

Business

oOh! is committed to being a transparent and accountable business and leading the advertising industry to a more sustainable future. We will achieve this by enabling ethical operations (embedding modern slavery considerations and tools into our business), developing our environmentally sustainable and social procurement frameworks and, as the largest Out of Home company in Australia, driving our industry's commitment to sustainable practices forward.

Our approach in 2023

Modern Slavery

oOh!'s Modern Slavery Statement is available for CY22, due to be updated for CY23 in June 2024, and can be found at <https://modernslaveryregister.gov.au/statements/13671/>.

Our statement is supported by a 5-year Board endorsed workplan as we work to eradicate modern slavery in our supply chain.

As part of the workplan, we carried out a robust market sounding exercise for the most appropriate tool to onboard into our business, to support our efforts with identifying, managing and mitigating modern slavery risk. Following this exercise, oOh! engaged with Fair Supply, an ESG risk management and compliance solution, to enhance oOh!'s existing capabilities.

In 2023, oOh! also undertook the following:

- Selecting and onboarding an online training provider to deliver mandatory anti-modern slavery awareness training to the business
- Performing a thorough examination of our existing vendor onboarding process to identify opportunities for enhancement

Procurement

As previously noted, in 2023 oOh! commenced work on a sustainable procurement framework and workplan, to be built upon in 2024, while also reviewing our waste management supply chain, as we seek to refine our practices and provide greater accountability in the business and improved reporting.

We also became a partner of Supply Nation and Social Traders in Australia and Amotai in New Zealand, as part of our commitment to support sustainable procurement through social and indigenous enterprises – as a result Mandura was appointed to oOh!'s national office supplies contract in Australia through a competitive tender.

Initiatives for 2024

The following initiatives will continue to support our aim to be a transparent and accountable leader in sustainable practices:

Embed anti-modern slavery tools into our operations

oOh! will continue to bolster our anti-modern slavery practices in 2024, including by:

- Rolling out mandatory organisation-wide anti-modern slavery awareness training and continuing to deliver targeted training to staff with the highest exposure to modern slavery risks
- Developing and implementing new vendor onboarding process based on outcomes of the 2023 review, including updates to relevant internal policies and practice notes, and oOh!'s anti-modern slavery remediation principles
- Conducting supply chain mapping and supplier due diligence through to the 10th tier of oOh!'s supply chain using the Fair Supply mapping tool - Fair Supply will enable oOh! to establish an in-depth modern slavery risk profile to help inform oOh!'s broader anti-modern slavery actions and facilitate further due diligence and engagement with our higher risk suppliers



Integrate sustainability into our broader procurement processes

- Focus on growing our support of social and indigenous enterprises through our approach to market and by leveraging our relationships with external partners
- Building on our sustainable procurement framework as we seek to integrate environmentally responsible procurement decisions into our purchasing practices - this framework will also support a consolidation of our waste management suppliers, through a market review
- Continuing to seek out local suppliers with >95% of our current suppliers based in Australia and New Zealand, as a core component of our sustainable procurement approach

Profile sustainability-focused advertisers

- Continue our research, development, and investment in sustainable advertising options - innovations such as the EcoBanner™, and our Renewables Package powered by GreenPower® or on-site solar generation, are providing clients with alternative ways to engage with oOh!
- Support and celebrate businesses that are adapting their operations to lessen their environmental impact - clients who adopt oOh!'s sustainability-focused products or operate in other innovative, environmentally aware ways will be profiled on our social platforms, inspiring others

Advocate for OOH industry sustainable practices

- Support the reduction of misinformation on our media platform and in the community, through anti-greenwashing guidelines, based on the Australian Competition and Consumer Commission's eight principles of good practice - these guidelines are forming part of our material specifications as of February 2024
- Work with our industry body, (Outdoor Media Association) to provide industry wide education to identify greenwashing on Out of Home platforms
- Advocate for the industry to embrace innovative products such as Ecobanner™ and explore and invest in other closed loop recycling options - our ambition is to ultimately remove PVC from the industry's supply chain, reduce our industry's need for raw materials and reduce waste that will ultimately end up in landfill

Drive industry collaboration through oOh!'s foundation-member partnership with Ad Net Zero in NZ

In 2023 oOh! committed to the NZ Commercial Communication Council's adoption of the Ad Net Zero initiative, as a foundation partner. Ad Net Zero is an industry-wide, global initiative launched by the Advertising Association in the UK, to help advertising agencies and clients respond to the climate crisis caused by carbon emissions associated with the development, production, replacement and purchasing of product associated with advertising. Ad Net Zero's purpose is to support the reduction of these 'advertised emissions', with an aim to help the industry globally achieve net zero by 2030. Certified net zero in 2022, oOh! New Zealand is helping to drive industry collaboration to deliver outcomes in alignment with the Ad Net Zero goals.

Other information

Reporting Frameworks

Based on information available (as at March 2024), oOh! will adopt the AASB Australian Sustainability Reporting Standards (based on IFRS S1 and S2 Sustainability Disclosures Standards) for our CY25 reporting year. The ESG team at oOh! is preparing the business for these new standards and in anticipation has been using the TCFD framework as a starting point and as guidance for progressing and uplifting our data quality, processes, and reporting.

Non-financial metrics

Organisational Profile

Total number of employees by contract and gender

Employment arrangement	Female	Male	Total
Permanent	354 (45%)	426 (55%)	780
Casual	2 (33%)	4 (67%)	6
Maximum term contractors	15 (71%)	6 (29%)	21
Board (Non-executive Directors only)	2 (33%)	4 (67%)	6
Total workforce	373 (46%)	440 (54%)	813

Number of permanent employees by employment type and gender

Employment type	Female	Male	Total
Full time	323 (43%)	420 (57%)	743
Part time	31 (84%)	6 (16%)	37
Total	354 (45%)	426 (55%)	780

Total workforce by region and gender

Location	Female	Male	Total
New South Wales	229 (50%)	231 (50%)	460
Australian Capital Territory	0	4 (100%)	4
Victoria	75 (42%)	102 (58%)	177
Queensland	27 (44%)	34 (56%)	61
South Australia	9 (39%)	14 (61%)	23
Western Australia	9 (35%)	17 (65%)	26
New Zealand	24 (39%)	38 (61%)	62
Other	0	0	0
Total workforce	373 (46%)	440 (54%)	813

	Code of Conduct	https://investors.oohmedia.com.au/FormBuilder/_Resource/_module/Kop5qeccvUmfSkReJ8Nx5g/docs/corporateGovernance/OML_Code_of_Conduct_202303.pdf
	Whistleblower Policy	https://investors.oohmedia.com.au/FormBuilder/_Resource/_module/Kop5qeccvUmfSkReJ8Nx5g/docs/corporateGovernance/OML_Whistleblower_Policy_202301.pdf
Workforce policies	Reconciliation Action Plan	https://cdn.oohmedia.com.au/wp-content/uploads/2020/02/oOh-Reflect-Reconciliation-Action-Plan.pdf
	WSE	https://investors.oohmedia.com.au/FormBuilder/_Resource/_module/Kop5qeccvUmfSkReJ8Nx5g/docs/corporateGovernance/WSE_Policy.pdf
	DEI	https://investors.oohmedia.com.au/FormBuilder/_Resource/_module/Kop5qeccvUmfSkReJ8Nx5g/docs/corporateGovernance/OML_Diversity_Equity_and_Inclusion_Policy.pdf
Employee related	% of women in key leadership roles	50%
	Gender Pay Gap - average (mean) total remuneration	-2.2% (in favour of women)
	Gender Pay Gap - median total remuneration	-15.7% (in favour of women)
	Gender Pay Gap - median base salary	-9.9% (in favour of women)
Australia CY22 (baseline year) carbon footprint measurement*	CY22 Scope 1 emissions	1,021 tCO ₂ e
	CY22 Scope 2 emissions (market based)	26,640 tCO ₂ e
	CY22 Scope 3 emissions (estimate)	53,386 tCO ₂ e

*We have established our CY22 baseline emissions with support from two separate third parties, the first assisting with Scope 1 and 2 and the second assisting with Scope 3. We had our CY22 Scope 1 and 2 emissions assessed for readiness for assurance, but it has not been assured at this stage. Our Scope 3 emissions is an estimate only.

Currency and Questions

This Sustainability Report is current as at 25 March 2024 (except as specified otherwise) and has been approved by the Board.

Any questions regarding this report can be directed to the Company Secretary of oOh!media Limited.