



Discover a brighter future



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Acknowledgment of Country

We acknowledge the traditional owners of the lands that we work and live on.

Our offices are on the lands of the traditional owners of the Wurundjeri people of the Kulin Nation in Melbourne, the Turrbal and Jagera people in Brisbane, the Gadigal people of the Eora Nation in Sydney, the Kaurna people of the Adelaide Plains and the Whadjuk Nyoongar people in Perth.

We celebrate the stories, culture and traditions of the Aboriginal and Torres Strait Islander people of all nations, and pay our respects to Elders past and present.

This statement is made by Netwealth Group Limited (Netwealth) on behalf of its reporting entities for the financial year ending 30 June 2024.

Introduction

Kate Temby, Independent Director, Chair of the People & Corporate Sustainability Committee



Kate Temby
Independent
Director

Welcome to the FY2024 Netwealth Corporate Sustainability Report. At Netwealth, we are committed to delivering long-term value for our stakeholders through responsible and sustainable business practices. We recognise that our success depends on our people, our financial performance, and our social and environmental impact. We have a corporate sustainability framework that aligns to our vision, mission, values and strategy.

We are committed to meeting the sustainability expectations of all our stakeholders, which include our shareholders, our clients, our people, our suppliers and our regulators. We are pleased to report on the progress across our four key corporate sustainability pillars: enhance our core business; being genuine and transparent; fostering diversity, talent and wellbeing; and creating a positive social and environmental impact.

I am pleased to share Netwealth's commitment to its medium-term climate target of achieving carbon neutrality for operational scope 1, scope 2, and scope 3 emissions by 2030 and a long-term target of reaching net zero by 2050. Netwealth's climate targets are part of a broader strategy to support science-based climate targets and positively impact the environment which is aligned to global efforts under the Paris Agreement.

By reviewing Netwealth's climate-related risks and opportunities and acting on our emission reduction plan we have successfully reduced our scope 2 carbon emissions this year as our Melbourne and Sydney offices now use 100% GreenPower. Netwealth's initial emission reduction plan has provided a pathway of reduction activities to support our 2030 climate-target and make a positive environmental impact.

We recognise that people are key to our success, and we aim to curate a workplace culture that fosters and celebrates inclusion and diversity. We believe that there is a strong connection between workplace culture and the roles our people perform. This year we have uplifted our people performance framework and have been proactive in reducing psychosocial risk by rolling out the Feeling Safe @ Work in-person training for the Board and employees. In addition, Netwealth set measurable gender diversity targets of 40/40/20 for the Netwealth Board and Executive team by FY2026. We are pleased to have met the target for women representation on the Board during FY2024.

Netwealth remains committed to being transparent in our business through a strong foundation of governance and risk management that starts at the top. We are dedicated to upholding the highest standard of ethics through compliance with our industry laws and regulations. As our business grows, we continue to identify, review, and monitor emerging and evolving risks through our robust governance and risk management framework. In line with APRA Prudential Standard CPS 511 – Remuneration and in preparation of the incoming Financial Accountability Regime (FAR) we are reviewing and uplifting Netwealth's remuneration framework. I encourage you to read Netwealth's Remuneration Report within our Annual Financial Report for further detail on this.

We have obtained reasonable assurance from our auditors on Service Organisation Controls, SOC 2, to demonstrate commitment to our stakeholders that we take the management of security, availability, processing integrity, confidentiality and privacy of customer data on the Netwealth Platform seriously. Data governance and cyber security continues to be material focus for Netwealth.

At Netwealth we are committed to reducing the risk of modern slavery in our operations and supply chain. This year we enhanced our Fund Manager risk assessment and management approach and provided modern slavery awareness training to our employees and Board.

Netwealth remains dedicated to promoting financial education and wellbeing for Australians through our community partners: Banqer Primary and The Centre for Women's Economic Safety (CWES). Our support helps these organisations to have a lasting effect on the community.

We will continue to monitor our performance, engage with our stakeholders and seek opportunities for improvement and innovation to maintain a holistic view of sustainability across Netwealth. We welcome your feedback and suggestions on how we can further enhance our corporate sustainability practices and outcomes. If you would like to provide feedback, please contact our Corporate Sustainability Team at csr@netwealth.com.au.

Thank you to our people for the efforts in building a sustainable and successful business and for your interest in our FY2024 Corporate Sustainability Report. We hope you find our report informative and insightful.

Sincerely,



Kate Temby
Independent Director

Netwealth's corporate sustainability framework

At Netwealth we maintain that our core business and corporate vision must be central to our corporate sustainability framework. With a strong core that provides scalable leading technology and service, Netwealth continues to act transparently and genuinely in our compliance and governance practices; operate ethically to manage regulatory and reputation risk; and apply strong cyber security and data governance practices.

Our people are the life of what we do, it is their skills, enterprise and enthusiasm that make Netwealth, the company that it is. Our products and services directly reflect our employees' positive performance and therefore their diversity, talent, and wellbeing are critical to our ongoing success. With a strong core; a genuine and transparent approach to governance and a talented, diverse, and healthy workforce, Netwealth seeks to create a positive impact in our community by supporting impact and community partners; raising funds and contributing to not-for-profit organisations aligned to our values; and through giving back by volunteering our time and resources.



How to read this report

For each of our four corporate sustainability pillars we set out the aims of each pillar, including what we have achieved this past year and what we aim to deliver into the future. Netwealth is accountable to the targets we set ourselves. The following key tracks our progress against the goals we have set out to achieve:

- Completed and ongoing
- ◐ Majority implemented and completion forthcoming
- ◑ Partially implemented
- ◌ Planning completed
- Not started / no progress

We have outlined key performance indicators that support our journey and provide a measurable indication on how we are tracking in our sustainability journey. Refer to pg. 43.

Note that throughout the report unless stated otherwise, 'Netwealth' refers to Netwealth Group Limited (ASX: NWL), and its wholly owned entities. 'Board' or 'The Board' refers to the Netwealth Group Limited Board of Directors. Our reporting period is in line with financial year 2024, 1 July 2023 to 30 June 2024. This report is to be read in conjunction with our FY2024 Annual Reporting suite, which includes:

- Annual Report
- Results Presentation
- Corporate Governance Statement
- Corporate Sustainability Report

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This document has been authorised for release by the Board.

Netwealth's corporate sustainability governance structure

At Netwealth our corporate sustainability governance structure starts at the top with the Board.

Responsible	Description	Corporate Sustainability Pillars
The Board	Represent and serve the interests of shareholders by overseeing and appraising Netwealth's strategies, policies and performance, including developing and monitoring Netwealth's corporate sustainability framework.	   
Netwealth Superannuation Services Pty Ltd (NSS) Board	Responsible for the governance of NSS and Netwealth Superannuation Master Fund (NSMF) through its focus on member outcomes by supporting NSMF strategic objectives.	   
People & Corporate Sustainability Committee (PCSC)	Support the Board in fulfilling its culture, health, safety, environment, climate and social responsibilities and to advance Netwealth's corporate sustainability commitment.	   
Audit Committee	Support the Board on policies, processes and controls relating to climate and corporate sustainability disclosure, regulations and standards	  
Compliance and Risk Management Committee	Support the Board with the identification of risks and the development of controls relating to governance, people, conduct, climate, and social matters and the potential impact of those risks on Netwealth's strategy and business.	   
Remuneration Committee	Support the Board on policies processes and controls relating to Netwealth's remuneration framework. Consider the results of gender pay equity and gender pay gap audits and where required undertake the disclosure of any related issues.	 
Executive team	Manage and implement Netwealth's corporate sustainability initiatives across the business aligned to its strategic decision making.	   
General Manager Product & Marketing	Design and implement Netwealth's product offering to protect and enhance our core business.	
Chief Risk, Legal and Governance Officer	Set, manage and monitor Netwealth's governance and risk management framework.	
Chief People Officer	Set, manage and monitor the vision and objectives for Netwealth's Inclusion and Diversity Strategic Roadmap, proactively identify and manage the physical and psychological health and safety risks of employees. Develop and implement Netwealth's remuneration framework.	
Chief Financial Officer	Set, manage, monitor and disclose progress on Netwealth's climate risks and opportunities, human rights commitments and corporate social partnerships. Develop and manage financial and climate-related reporting.	 
Sustainability team	Implement initiatives relating to Netwealth's climate risks and opportunities, human rights commitments and corporate social	   

Responsible	Description	Corporate Sustainability Pillars
	partnerships. Partner with all corporate sustainability pillar owners, the Executive team and the PCSC to monitor, report and disclose progress for sustainability initiatives including our emission reduction plan.	
Netwealth Impact Group	A volunteer committee that includes members from across Netwealth. Responsibilities include fundraising & grant-making through the Netwealth Impact Fund, employee volunteering & giving and supporting initiatives that improve financial literacy and wellness.	
Work Health and Safety Management Committee	Develop procedures relating to the health, safety and wellbeing at Netwealth.	 

This year at a glance

Enhance our core business

We protect and enhance our core business

- Netwealth achieved 'Advised Product of the Year' at The Chant West Super Fund Awards;
- Netwealth rated No. 1 for 'Best Product offering' and 'Best Transaction Tools' by Investment Trends;
- A total of 32 environmental, social and governance (ESG) themed Managed Models are available on the Netwealth Platform; and
- Netwealth's investment menus now offer 76 ESG themed funds, and 200 funds with an 'Above Average' or 'High' Sustainability Rating by Morningstar available: <https://www.netwealth.com.au/web/resources-and-tools/esg-investments/>.

Be genuine and transparent

We are ethical, genuine and transparent in our dealings

- The Netwealth platform received reasonable assurance from its auditors on Service Organisation Controls, SOC 2;
- Updated Netwealth's remuneration framework to align with APRA Prudential Standard CPS511 Remuneration and commenced further changes in preparation for the incoming Financial Accountability Regime (FAR);
- Continued to enhance Netwealth's human rights and modern slavery program by providing training to employees and the Board, and updated the Fund Manager risk assessment approach; and
- Issued Netwealth's annual tax transparency report with the latest reported dated 1 July 2024 available in our shareholder centre webpage.

Foster diversity, talent and wellbeing

We implement strategies and actions to achieve an inclusive, diverse and healthy workplace

- Set measurable gender diversity targets of 40/40/20 for the Board and Executive team by FY2026. Netwealth has already met the target for women representation on the Board in FY2024;
- Developed and rolled out our inaugural three-year inclusion and diversity roadmap to define purpose driven objectives that provide a framework to maintain and foster an inclusive and diverse workplace;
- Developed and implemented a new positive performance framework for employees designed to retain and motivate high performers and elevate Netwealth's overall performance; and
- Provided Feeling Safe @ Work in-person training to employees with the aim of providing an understanding of psychosocial hazards, how to eliminate or mitigate risks and promote a sense of psychological safety at work.

Create a positive social and environmental impact

Measure and reduce our climate and environmental footprint and partner with organisations that create a lasting positive social impact

- Netwealth set a medium-term climate target of achieving carbon neutrality for operational scope 1, scope 2, and scope 3 emissions by 2030 and a long-term target of reaching net zero by 2050;
- Inaugural reporting of scope 1 and scope 2 emissions total of 69.26 tCO₂e in FY2024;
- Granted \$116,000 from the Netwealth Impact Fund since its inception in 2021 to Australian not-for-profit organisations; and
- Funded over 125,000 Australian primary school students using Banquer Primary since 2017.



Enhance our core business



Enhance our core business

We protect and enhance our core business

- Provide products and services that enable clients to manage their wealth
- Provide custody of our clients' investments and superannuation
- Be a leader in technology and innovation
- Provide exceptional customer service
- Enhance insights to see wealth differently
- Protect and enhance shareholder value



Provide products and services that enable clients to manage their wealth

We are a technology company, a superannuation fund trustee and a wealth administration business. Above all, we exist to inspire people to see wealth differently and discover a brighter future.

Netwealth's technology platform supports how our financial products are delivered to market. Financial Intermediaries and clients can invest and manage a wide array of domestic and international products through the platform.

Our products include:

- Superannuation including accumulation and retirement income products;
- Investor directed portfolio services for self-managed superannuation and non-superannuation investments;
- Managed account;
- Managed funds;
- Self-managed superannuation funds administration; and;
- Non-custodial administration and reporting services.

Our strategy is to drive change that matters by delivering innovative products and services that leverage data, technology and connectivity. Through our 'wealth solutions' strategy, Netwealth supports key market segments and levels of sophistication and delivered on the following strategic objectives for FY2024.

Accelerator core product option

We have relaunched our Accelerator Core product, competitively priced with access to over 60 investments, comprising managed funds and managed accounts, across a range of asset classes, risk profiles, and investment strategies, increasing Accelerator Core net inflows by 179% for FY2024, compared to FY2023.

Non-Custodial administration service

The non-custodial service continues to be enhanced and has attracted considerable support from the industry with 480+ new non-custodial assets now being administered and reported on.

Cash and fixed income solutions

Netwealth has:

- Added a range of Annuities, term deposits and cash funds;
- Implemented an industry first small parcel bond service; and
- Advisers and clients can now agree to exclude percentage-based advice fees from term deposits, cash, and annuities.

Expansion of ESG Investment Menu

We now have a total of 32 ESG themed Managed Models available on our Platform. This is split between our Public Platform and our Private Label Managed Accounts. The ESG managed models are a range of model portfolios that emphasise ESG criteria. These models employ passive investment strategies and diversify across asset classes such as managed funds, ASX-listed ETFs, and cash. Netwealth's investment menus now offer 76 ESG themed funds, and 200 funds with an 'Above Average' or 'High' Sustainability Rating by Morningstar available on our website¹.



Provide custody of our clients' investments and superannuation

Netwealth is the 10th largest custodian by Funds Under Administration (FUA) for Australia, and the 6th largest for Australian settlement transaction volumes according to the Australian Custodial Services Association latest results for 31 December 2023.



Be a leader in technology and innovation

Netwealth is an award-winning platform:

- Investment Trends Platform Competitive Analysis and Benchmarking Report December 2023, being rated No. 1 for 'Best Product offering' and 'Best Transaction Tools'. We were also noted as the leader in the High-Net-Worth adviser segment for platforms; and
- Netwealth won 'Advised Product of the Year' at The Chant West Super Fund Awards for 2024. This award recognises funds who have invested in dedicated systems to help advisers manage their client base and access their client details.



2023 Platform Competitive Analysis and Benchmarking Report

Best in Transaction Tools

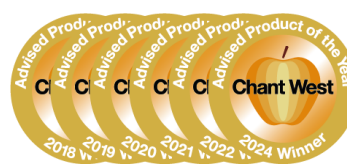
Netwealth



2023 Platform Competitive Analysis and Benchmarking Report

Best in Product Offering

Netwealth



Platform enhancements

Netwealth's advantage is to drive change that matters by delivering innovative products and services that leverage data, technology and connectivity. Through our 'WealthTech' strategy Netwealth's tech stack provides powerful transaction tools and efficient and engaging adviser & client solutions. During the year:

¹ <https://www.netwealth.com.au/web/resources-and-tools/esg-investments/>

- Netwealth added an inhouse Trading Desk enhancing the platform's trading capability and bringing the execution of ASX trades inhouse for large and complex trades. Netwealth also launched straight through processing and execution of international equities on 16 exchanges with ability to create buy/sell and limit orders. Also enabled access to Cboe Australia providing trading in both ASX and Cboe Australia quoted securities.
- Expanded Netwealth's Developer Portal adding new Public Application Programming Interface (APIs) making it easier for developers to build software solutions for advice firms. An API facilitates seamless data sharing and communication between different software applications. Our public APIs enable advisers to innovate processes and automate tasks. There are currently over 20 public API end points available.
- Launched Netwealth's Investment Manager Portal, a dedicated portal for Fund Managers to manage assets available on the platform and self-serve report.
- Significant enhancements to our reporting solution and Report Builder tools enable better analysis and efficiency in extracting insights for advisers and their clients. This includes enabling advisers to create their own custom client report templates and packs. Netwealth's new 'Wealth Exchange' capability allows advisers to view and update their third-party data integrations, subscriptions, and request historical data.

Netwealth's strategy to deliver a market-leading whole of wealth platform is supported using machine learning and generative artificial intelligence (AI) for automation of back-office tasks including document recognition and work allocation, and adviser account alerts and insights.

Netwealth Hackathon 2024: Humans, Machines and the Rise of AI

In February 2024, Netwealth hosted an in-house Hackathon on the theme of Humans, Machines and the Rise of AI. We had over 100 participants on the day with collaboration across all departments. This comprised of 12 teams working on 12 ideas over two days using AI to innovate a Netwealth product, service or process. The winning ideas explored during this event have been included in our FY2025 strategic plan with one winning idea already in production.



Provide exceptional customer service

Netwealth is committed to servicing the communication preferences of its clients. Over the past year there has been a notable increase in chat interactions, complementing emails and calls to deliver excellent customer service, administration assistance and support to its clients.

Netwealth's Net Promoter Score (NPS) of +27%, was 24% higher than the industry NPS of +3%, in the latest Investment Trends 2024 Adviser Technology Needs Report.



Enhance insights to see wealth differently

At Netwealth we produce a broad offering of industry insights and networking opportunities for Australian advisers and investors, including:

- AdviceTech;
- Advisable Australian Research;
- Podcasts;
- Accelerator Event Series;
- Business IQ Magazine; and
- IQ Bites newsletter.

Accelerate Summit

In September 2023, Netwealth hosted the inaugural Accelerate Summit. The Netwealth Accelerate Summit aims to propel thinking and break the mould of traditional conferences. This was achieved through the delivery of three streams of content curated to inspire, challenge and upskill those across the financial adviser industry. Over 300 attendees had the opportunity to participate in 16 sessions featuring innovation and insights into advice including keynote speakers, tech demos, and networking opportunities. From surveying attendees, 97.4% rated the event as an overall very good or excellent experience and 96.1% of attendees said they would attend again. We are excited to be bringing Netwealth clients back together to learn from best practice and hear from exclusive speakers in September 2025.



Reflecting on our FY2024 goals

In our FY2023 CSR report we identified several goals to aim towards during FY2024. Below is a reflection on how we are progressing and what we achieved this year:

FY2024 Goal	Description	Progress
Leader and innovator investment reporting	Completion of a market leading customisable reporting and advice illustration solution.	
Enhanced trading capabilities	Ongoing enhancements to our domestic and international trading technology.	
Market leading platform products & features and service & administration enabling advice practice efficiency	Begin series of generative artificial intelligence (AI) experiments focused on data and potential platform features which leverage the capabilities of AI to create innovative solutions, optimise processes and deliver exceptional value to its clients.	
	Enhance our whole of wealth offering including building scale in our non-custodial administration services.	

FY2024 Goal	Description	Progress
	Launch a new Accelerator core product offering with an expanded investment menu and a competitive pricing structure providing client value.	●
Be the adviser's client portal	Continuing development of our client portal offering, Financial Intermediaries the convenience of interacting online with all clients, including non-Netwealth platform clients. Our portal is designed to provide a seamless user experience and incorporate features that encourage regular and meaningful interactions between clients and their advisers.	●

Looking forward

Our focus is to enhance our core product by investing in and leveraging our people, product and technology capabilities to benefit from a substantial number of existing and emerging opportunities in the market for FY2025 and beyond.

FY2025 Goal	Description
Increase capacity to capture value	Netwealth recognises and innovatively embraces the significant opportunities of emerging technologies including generative-AI and machine learning to improve efficiency, productivity and reporting, and to support advisers and clients in new ways. Optimise our systems and processes for security, stability, scalability and agility to enable the Netwealth team to deliver efficiently and adapt to change.
Retain our competitive edge in the Australian platform market	Netwealth will provide greater practice management, business management tools and access to data for advisers and licensee. Expand our range of investment products, options and solutions and powerful transaction and administration tools to cater to the diverse and evolving needs of our clients and advisers.
Capture new markets & revenue opportunities	Explore new markets and segments that align with our platform's value proposition and competitive advantages. Establish strategic partnerships and integrations with other industry players that can enhance our platform's offerings and reach.



Be genuine and transparent



Be genuine and transparent

We are ethical, genuine, and transparent in our dealings

- Act in our clients’ and wealth professionals’ interests
- Maintain compliant practices and strong governance
- Set goals, benchmarks, and be transparent in tracking our progress
- Seek feedback and continuously improve
- Communicate clearly and consistently



Act in our clients’ and wealth professionals’ interests

Netwealth operates in the highly regulated superannuation and investment sectors of the financial services industry. The Netwealth Board believes that sound governance is fundamental to the ongoing success and growth of Netwealth. Accordingly, the Board has created a framework of governance, culture, and accountability that supports our genuine and transparent values.



Maintain compliant practices and strong governance

Corporate Governance Statement

Netwealth’s corporate governance practices are in accordance consistent with the recommendations set out in the fourth edition of the ASX Corporate Governance Council’s Corporate Governance Principles and Recommendations during the year ending 30 June 2024. The Corporate Governance Statement is part of Netwealth’s annual reporting suite and should be read in conjunction with this Corporate Sustainability Report. The Corporate Governance Statement outlines the following:

- Organisational structure and responsibilities of Netwealth’s Boards and Committees;
- Netwealth’s non-executive independent director responsibilities, performance, nomination and appointments;
- Netwealth’s publicly available policies and documents; and
- Material risks to Netwealth’s business activities.

The 2024 Corporate Governance Statement may be found here for download:
<https://www.netwealth.com.au/web/about-netwealth/shareholders/>

Netwealth’s Board Committee Charters, Constitution and other publicly available statements and disclosures are found on our shareholder centre website. Our publicly available policies include:

Public Policy	Review frequency
Inclusion and Diversity Policy	Annual

Public Policy	Review frequency
The Way We Work Together: Code of Conduct	Annual
Trading Policy	Biennial
Continuous Disclosure Policy	Biennial
Whistleblowing Policy	Biennial
Anti-Bribery and Corruption Policy	Biennial
Privacy Policy	Biennial
Sanctions Policy	Annual
Complaints Handling Policy	Biennial

Policy governance framework

Netwealth implemented a new policy governance framework communicating how policies, standards or procedures are developed, approved, reviewed, communicated, implemented and monitored. It outlines the roles and responsibilities of those involved in the policy governance process. This framework aims to develop a consistent and effective approach to policy management aligned with Netwealth's vision, values and strategic objectives.

Risk Management Framework

Netwealth is committed to operating with integrity and ethically in all business practices and we are guided by the following risk management principles:

- Embed a risk management culture at all levels of the organisation;
- Continual monitoring of the risk management framework;
- Risk management is considered in key decision making and strategic planning; and
- Risk management is based on the best available information.

Netwealth's Compliance and Risk Management Committee (CRMC) assists the Board in reviewing and monitoring the integrity of Netwealth's Risk Management Framework. The CRMC recommends the Risk Management Framework to the Board for approval. The CRMC has reviewed and recommended the Risk Management Framework to the Board for approval in the past year, including the Risk Management Strategy and Risk Appetite Statement.

Remuneration framework

Netwealth's remuneration framework promotes the effective management of both financial and non-financial risks, sustainable performance and long-term soundness for Netwealth. It aligns employee's performance and remuneration outcomes to Netwealth's business plan, strategic objectives and risk management framework. For more details about Netwealth's remuneration framework please refer to the Annual Report.

Work Health & Safety Policy and Anti-Discrimination, Bullying & Harassment Policy

Netwealth is committed to proactively identifying and appropriately managing risk to reduce the likelihood of injury illness, bullying, discrimination and harassment arising from Netwealth's business and providing a safe, respectful and inclusive workplace for all employees, clients, and other stakeholders. Accordingly, the Board has adopted:

- Work Health & Safety Policy which outlines our commitment to the physical and psychological health and safety of our people, including our positive duty to prevent physical and psychosocial hazards; and
- Anti-Discrimination, Bullying & Harassment Policy which outlines our commitment to provide a workplace that is free from all forms of discrimination, bullying and harassment, including our duty to proactively prevent gender discrimination and harassment.

Whistleblowing Policy

The Whistleblowing Policy enables our people, suppliers and their family members to report concerns relating to Netwealth. The Whistleblowing Policy is available to all eligible whistleblowers. For more information refer to our Whistleblower Policy and whistleblower website: <https://www.netwealth.com.au/web/about-netwealth/whistleblower>

Sanctions Policy

The Sanctions Policy was published publicly this year and aims to support compliance with all applicable economic and trade sanctions laws in all jurisdictions in which Netwealth operates. The policy sets out Netwealth's approach to sanctions, including the principles and measures that Netwealth will follow to comply with sanctions legislation and to identify, mitigate and manage sanctions risks in its operations.

Corporate sustainability risk management

Netwealth identifies corporate sustainability risk as a risk specific to Netwealth's business activities. Netwealth defines corporate sustainability risk as the risk of failing to address existing or emerging sustainability related matters, including people, environmental, social and responsible business practices.

Managing the risk	Refer to
Regular monitoring and oversight of the Corporate Sustainability Framework by the PCSC and the Board.	Pg. 8
Each corporate sustainability pillar has accountable Executive owners who attend the PCSC.	Pg. 8
Monitoring developments with responsible investment and environmental, social and governance matters including implementation of appropriate governance framework for ESG related products available on the Netwealth Platform.	Pg. 21
Establish Impact Committee and partner with various organisations that contribute back to society.	Pg. 8, Pg. 39-42
Compliance with Modern Slavery Act (Cth) (2018)	Pg. 20

Netwealth will demonstrate and disclose climate-related risks and opportunities in accordance with Australian mandatory sustainability reporting standards as per the Australian Accounting Standards Board (AASB). Refer to pg. 34-38 of this report for further information on the action we are undertaking to achieve this.

Human rights and modern slavery

Netwealth is committed to reducing the risk of modern slavery and human trafficking in our operations and supply chain. Our corporate sustainability framework is aligned to the Netwealth Values of transparent and genuine, overseen by our strong governance framework and the Board. Netwealth submits an annual Modern Slavery Statement which addresses the mandatory criteria outlined in the Modern Slavery Act 2018 (Cth). Find our most recent Modern Slavery Statement in our Shareholder Centre. The following actions have been taken during FY2024:

- Netwealth's Supplier Code of Conduct has been updated to align with United Nations Guiding Principles;
- Modern Slavery Training has been provided to our Board to outline their obligations, reporting requirements and implementation;
- Employees complete annual modern slavery training; and
- Updating the investment governance due diligence process for onboarding and ongoing monitoring of Netwealth's Fund Managers. Developing a risk rating system to outline Netwealth's process for further engagement with Fund Managers on their modern slavery risk management practices.

Unfair contract reform

As a result of legislative reforms to the unfair contract terms regime, Netwealth undertook a review of its standard form contracts during the financial year to ensure that it continued to comply with the unfair contract terms regime.

Financial Services Council (FSC)

Netwealth became a full and active member of the FSC, a peak Australian body which sets mandatory standards and develops policy for more than 100 member companies in one of Australia's largest industry sectors, financial services.



Set goals, benchmarks, and be transparent in tracking our progress

Privacy, cyber security and data governance

We treat the security of the data and information we hold with utmost importance at Netwealth. Our privacy and data governance policies describe how Netwealth protects personal and sensitive information from unauthorised access, loss, or misuse. This includes maintaining a data asset register to track and protect data assets, implementing security controls, and conducting regular risk assessments to safeguard data managed by Netwealth and its third parties. These policies are aligned with applicable laws and privacy principles. Netwealth takes several measures to manage privacy and cyber security:

1. Dedicated infrastructure, information security and data governance functions;
2. Regular upskilling of employees on cyber risks; and
3. External audits and assurance of our information security frameworks.

Role-based access control is in place across the business enforcing the principal of least privilege. We also ensure strong passwords and multifactor authentication is enforced for employees and contractors who have access to Netwealth's systems. Continual security awareness training is mandatory for our employees to consistently test and refresh their understanding of cyber threats and good data hygiene.

Netwealth Platform security features include:

- Multi-factor authentication;
- Session timeouts;
- SMS alerts for selected transactions;
- Data encryption;
- Secure document upload;
- Monitoring & review of high-risk transactions;
- Fraud detection controls; and
- Real-time transaction visibility.

Service Organisation Controls (SOC 2)

Netwealth has received reasonable assurance from our auditors on Service Organisation Controls, SOC 2. This provides external assurance that effective controls are in place for the Netwealth Platform over the security, availability, processing integrity, confidentiality and privacy of customer data.

ESG investment governance and product offerings

The quality and transparency of investment options is a continued focus for Netwealth. To help us understand which managed funds available on the investment menu offer environmental, social and governance (ESG)

investment strategies, Netwealth subscribes to Morningstar Australia’s Sustainability Ratings² of managed funds. This rating offering helps investors compare the ESG risks of their investment options.

Netwealth is monitoring developments with responsible investment and environmental, social and governance matters and has governance frameworks for relevant products offered by Netwealth to manage the risk of greenwashing. We make available managed accounts that have ESG strategies, and these are subject to a specific review of the ESG capability and credentials prior to approval by the Investment Committee and the Due Diligence Committee.

Tax transparency report

Since 2021, Netwealth adopted Tax Transparency Code and voluntarily disclose detailed information about our tax governance and tax contributions in our annual Tax Transparency Report. Find our latest Tax Transparency Report dated 1 July 2024 in our shareholder centre.

Payment times reporting

Netwealth is required under the Payments Time Reporting Scheme to report our payment terms and practices to the Payment Times Reporting Regulator on a six-monthly basis. This is designed to increase transparency and help small businesses make informed decisions with who they do business with. Netwealth’s standard payment terms are 30 days. The report is published and made available by the regulator on their website.



Communicate clearly and consistently

We welcome feedback from our stakeholders about our Corporate Sustainability Framework and initiatives and they may contact us via CSR@netwealth.com.au for enquires.



Reflecting on our FY2024 goals

In our FY2023 report we identified several goals to aim towards during FY2024. Below is a reflection on how we are progressing and what we achieved this year:

Goals	Description	Progress
Compliance with Financial Accountability Regime (FAR) requirements by implementation date.	FAR implementation is progressing well ahead of it becoming effective in March 2025.	
Implementation of new APRA regulatory requirements.	CPS 511 Remuneration requirements have been implemented. CPS 230 preparation is underway ahead of it becoming effective in July 2025.	
Alignment with International Financial Reporting Standards (IFRS) S1 and S2 requirements.	Netwealth will demonstrate and disclose climate related risks and opportunities in accordance with the Australian mandatory climate reporting as per the Australian Accounting Standards Board (AASB).	

² <https://www.netwealth.com.au/web/resources-and-tools/esg-investments/>

Goals	Description	Progress
Continue to invest in and progress towards the measurement of our Corporate Sustainability initiatives and consider how our performance-based remuneration can assist in promoting these objectives.	Consideration and implementation of regulatory requirements regarding remuneration. Executive remuneration is determined via a balanced scorecard which includes non-financial metrics and risk gate openers. For more information, please refer to our Remuneration Report.	

Looking forward

Our focus is to transparent and genuine in our conduct for FY2025 and beyond:

Goal	Description
Continue to monitor governance and risk management practices to be scalable for growth, meet industry practice and regulator expectations and support Netwealth to manage risk.	• Implement emerging technology risk management framework. • Develop a technology risk roadmap. • Develop risk-in-change framework. • APRA CPS 230 implementation. • Maintain regular review cycle of publicly available policies and documents.
Continue to enhance strong governance and risk management practices that create positive environmental and social impact.	• Evolve our climate related risk management framework. • Evolve our Code of Conduct to address the needs of our growing business. • Evolve market conduct governance framework.
Continue to refine non-financial measures in our balanced scorecards, to reflect regulatory changes and industry developments.	• Continue FAR implementation. • Refine the Netwealth risk taxonomy to incorporate climate-related risks to address new climate-related regulatory reporting requirements.



Foster diversity, talent and wellbeing



Foster diversity, talent and wellbeing

We implement strategies and actions to achieve an inclusive, diverse and healthy workplace

Our aims

- Foster a culture of inclusivity
- Celebrate and promote diversity
- Proactively cultivate a workplace culture which supports health and wellbeing
- Continual investment in our people's development

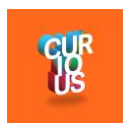


Foster a culture of inclusivity

Netwealth is focused on fostering a culture of inclusivity, which builds a diverse and empowered workforce, leading to enhanced creativity, innovation and a stronger sense of belonging for everyone. The Way We Work Together, Netwealth's Code of Conduct, expresses the core standards and obligations along with our purpose and values, drive our behaviours. These standards underpin our culture and encompass inclusivity, strong corporate governance and sound business practices.

Our purpose and values

Netwealth's unique culture is shaped by our people and grounded in our values. Our strategy, purpose and culture are equally necessary for our success. Strategy and purpose guide us, and our culture drives Netwealth's high performance. Our culture sets Netwealth apart and we take deliberate action to nurture and accelerate it. Our values are at the core of how we operate, treat each other and the choices we make. They are the common language we speak, and they highlight what is important to us. Our values are:



We are curious and look to challenge assumptions, explore new possibilities and enthusiastically learn.



We are optimistic and look to be positive, drive for solutions and demonstrate passion and pride.



We are courageous and look to act, overcome barriers and stand up for the right outcome.



We are collaborative and look to consider others' priorities, share knowledge and help others and communicate effectively and respectfully.



We are agile and look to adapt to change, focus on agreed priorities and execute quickly and efficiently.



We are genuine and look to be open, honest and transparent, act with integrity and ensure compliance with regulations and demonstrate professionalism consistently.

Employee engagement

Netwealth's rolling engagement survey seeks feedback from our employees on key factors of the employee experience. The results provide insights into our employees' feelings about working at Netwealth, highlighting our strengths and areas for improvement. This feedback guides our people strategy, ongoing initiatives and evaluates Netwealth's workplace culture and employee experience to allow us to continually align our practices to meet the needs of our people.

Netwealth's engagement score as of the 30 June 2024 reporting period was 7.9, this reflects a positive overall experience for our people, and places us in the top half of our industry peers.



Celebrate and promote diversity

Netwealth recognises that an inclusive and diverse workforce improves wellbeing and performance. It encourages innovative decision making, drawing on a broad range of ideas, experiences, approaches, and perspectives from our people. This in turn creates a working environment where people feel like they belong and enjoy coming to work.

Our five diversity objectives are:

- Maintaining and building on our inclusive culture, where our people feel like they belong, are accepted, connected and are comfortable to share their ideas, opinions and challenge each other;
- Building diverse teams that are representative of our clients and community, which enables us to tap into a wider range of thoughts and ideas by drawing on different experiences, approaches and perspectives;
- Continuing to build inclusive systems and processes by taking conscious steps to remove bias so that we can better support employees and prospective employees to be successful;
- Having a zero tolerance for discrimination, harassment, vilification and victimisation to promote an inclusive workplace; and
- Regularly monitoring and measuring the achievement of these diversity objectives.

In FY2024 Netwealth launched its inaugural three-year inclusion and diversity strategic roadmap, to outline the initiatives taken to achieve our diversity objectives. These initiatives fall into three inclusion and diversity strategic pillars:

Inclusion and diversity strategic pillar	Key initiatives	Progress
An inclusive culture	• Formation of employee resource groups, including active and engaged. • A more flexible workspace. • Mastering inclusive leadership capabilities. • Membership to Diversity Council of Australia. • Research and assess the case for a Reconciliation Plan.	
Maintain and building on our inclusive culture, where our people feel like they belong, are accepted, connected and are comfortable to share their ideas, opinions and challenge each other.		
Building diverse teams	• Recruiting and supporting a diverse workforce. • Increase representation of women across Netwealth. 40/40/20 targets for the Board and Executive team have been set.	
Building diverse teams that are representative of our clients and community		

to enable us to tap into a wider range of thoughts and ideas by drawing on different experiences, approaches and perspectives.	Understand where we have under representation of minority demographics.	
Inclusive systems and processes Continuing to build inclusive systems and processes by taking conscious steps to remove bias so that we can better support employees and prospective employees to be successful.	- Best practice recruitment, attraction and retention practices. - Enhanced data and reporting capabilities. - Improve employee awareness of inclusion and diversity initiatives, policies and frameworks.	

Netwealth has implemented a new metric to measure our employee's perception of Netwealth's inclusion and diversity policies, and initiatives. As of 30 June 2024, Netwealth's inclusion and diversity score was 8.4. This metric assists the business in planning and decision making to continue to meet and build on the inclusion and diversity needs of our workforce.

Positive performance framework

Netwealth's performance framework has been updated with a focus on measurable outcomes, giving equal weighting to the Netwealth values and our people's contribution towards Netwealth's strategic goals. It has been designed to retain and motivate high performers, through increased clarity of expectations and elevate Netwealth's overall performance. The performance framework focuses our people's performance to Netwealth's business plan, strategic objectives and risk management framework. The aim is to create an appreciation of the strengths an individual brings to the job and applying a growth mindset to development areas.

Gender equality, equity and the Workplace Gender Equality Agency (WGEA)

Netwealth regularly reviews and benchmarks its employees' remuneration against industry data to ensure alignment with market standards. This review helps remove the bias and subjectivity that can sometimes influence pay.

Annually, Netwealth conducts a thorough gender pay equity and pay gap analysis. Gender pay equity is a different measure to gender pay gap. Gender pay equity is women and men being paid the same for like roles or comparable jobs. The gender pay gap is the difference in average earnings between women and men. Data is obtained to calculate our gender pay gap across all departments and cohorts, analysed to understand the main drivers of the gender pay gap so that action can then be taken to address any concerns. In this reporting period no unexplained gender pay equity gaps were identified.



Netwealth team attending and speaking at the Girls in Tech Career Kickstart event.

The gender pay gap is shown as a percentage, comparing what women and men earn on average. If it is a positive percentage, it means men are earning more across Netwealth. If it is negative, it means women are earning more across Netwealth.

The table below shows the median gender pay gaps for total remuneration over the past two reporting periods.

Gender pay gap for all employees	FY2023	FY2024
Average (mean) total remuneration	11.2%	10.7%
Median total remuneration	7.7%	9.2%
Average (mean base salary)	11.1%	10.8%
Median base salary	9.3%	7.1%

WGEA updated the requirements for this reporting period to include CEO's remuneration in reporting. Even so, Netwealth reduced its gender pay gap by 0.5%, from 11.2% to 10.7%³ during FY2024.

As well as completing the mandatory gender pay and equity report for the Workplace Gender Equality Agency, this year we published our first voluntary WGEA Employer Statement. Both the WGEA report and the employer which outlines our objectives and initiatives of how Netwealth are continuing to close the gender pay gap, can be found on our website.

One of the actions Netwealth has taken to further reduce our gender pay gap is to set measurable targets for gender diversity for the Board and Executive team by the end of FY2026, these are:

- 40% women
- 40% men; and
- 20% open

Tracking Netwealth's gender diversity targets FY2024	Gender diversity targets for women	FY2024 women representation	Gender diversity target for men	FY2024 men representation
The Board	40%	43%	40%	57%
Executive team	40%	33%	40%	67%

Netwealth has already met the target for women representation on the Board, surpassing this target well before the target timeline of FY2026.

³ For reporting periods prior to FY2024, the WGEA calculation excluded salaries for CEOs.

The below table outlines Netwealth broader gender diversity metrics across our managers and all employees:

Gender diversity	Women	Men	Other
Managers ⁴	44%	56%	0%
All employees	42%	57%	0% ⁵

Additional external benchmarking

At Netwealth we seek continuous improvement to enable us to deploy best industry practices across our inclusion and diversity strategy and roadmap. As part of this continuous improvement, we have aligned ourselves with the following external memberships and organisations.

Organisation	Description	Output
Diversity Council of Australia (DCA)	The DCA is an independent not-for-profit peak body leading diversity and inclusion in the workplace.	Netwealth became a member in 2024. To benchmark Netwealth against best industry practice to implement actionable insights.
	Work180 is a community platform empowering women and marginalised groups to discover workplaces that work for them.	Accredited by Work180 since 2023 for our genuine ongoing commitment to advancing women's careers.
	The Family Friendly Workplaces recognition framework benchmarks and certifies employers as a 'Family Inclusive Workplace'.	Accredited workplace 2023 and 2024.
	Great Place to Work offer data and benchmarking on what makes a workplace culture great	Accredited workplace 2023 and 2024.

⁴ Excludes the Executive team.

⁵ Employees who identify as neither a woman or a man is under 1%.

Organisation	Description	Output
Financy 	Financy aims to progress equality by empowering people and business with proactive insights and tools. Netwealth has partnered with Financy since 2024.	Netwealth has been awarded the IMPACTER DEI Effective Badge, as a testament to Netwealth's dedication to creating a workplace where everyone feels valued, heard, and empowered.

Employee resource groups (ERGs)

In FY2024 we launched our employee led and Executive sponsored ERGs in an effort to advance our commitment to inclusion and diversity at Netwealth. These groups exist to provide support and help for personal or career development and to create a safe space where employees can bring their whole selves to the table and further inform our inclusion and diversity strategic roadmap. The following ERGs have been established:

- Netwealth Inclusivity and Cultural Exchange (NICE)
- Pride (LGBTQIA+)
- Developing and Advancing Women @ Netwealth (DAWN)
- Netwealth Carers Group



Midsumma afternoon tea put on by Netwealth's LGBTQIA+ ERG.



Proactively and consistently cultivate a workplace culture which supports health and wellbeing

Creating a positive workplace culture and an environment where our people can perform at their best, starts with creating a psychologically safe workplace. As a continuation of our wellbeing strategy, a key area of focus this year was proactively addressing psychosocial hazards and putting in place controls to better understand how we can work to prevent these hazards occurring in the workplace.

Netwealth has implemented a new metric to measure our employee's perception of its health and wellbeing policies, initiatives and support services. As of 30 June 2024, Netwealth's health and wellbeing score was 7.9. This metric identifies areas where Netwealth may have an opportunity to improve our health and wellbeing program and assists in decision making, keeping in mind the needs of our workforce.

This year, Netwealth launched its new Feeling Safe @ Work program, which focuses on educating our employees, and their leaders on how to identify and manage psychosocial hazards. This interactive and discussion-based program aims



Netwealth employees participating in EOFY wellness events.

to further build on our “speak up” culture and gives our people the tools to enhance their wellbeing, as well as implementing initiatives to comply with new positive duties under WHS and Respect @ Work legislation.

Employee services

Our employees have access to the following services to assist with their wellbeing:

Benefit	Description	Output
Employee Assistance Program (EAP)	Our employees will receive assistance with a variety of issues from personal to work related, mental and relationship related.	Employees have access to a confidential 24-hour Employee Assistance Program.
Ombpoint	Workplace ombudsmen service offering a safe place to discuss workplace issues, and helping employees navigate a path towards healthy conflict resolution by outlining clear, actionable steps.	Provide employees with objective advice and tools to navigate workplace issues.
Kids holiday program	We offer parents assistance during the school holidays by providing a holiday care program for primary school aged children.	Empower carers and parents to bring their authentic selves to work, fostering an inclusive, productive, and engaged workplace.
Health and Wellbeing	Netwealth partners with AIA Vitality for a health journey and rewards program. We offer gym discounts, flu shots, wellness weeks, and an income protection plan.	Invest in our employees health and wellbeing to attract, retain and develop key talent.
Paid parental leave	Netwealth’s Parental Leave Management Standard provides for leave relating to a new-born baby, the adoption of a baby or child, surrogacy arrangements or pregnancy loss.	This benefit includes payment of superannuation whilst on parental leave, for up to 12 weeks (whether birth giver or not) for all eligible employees.
Flexible Working Arrangements	Netwealth recognises the importance of providing flexible working arrangements and endeavours to support our employees with balancing the demands of work and family responsibilities by providing a range of flexible working practices.	Attract, retain and develop key talent through inclusive policies.



Invest in our people and their development

Netwealth prioritises the growth of our people by actively supporting their technical and professional development. This includes personalised development plans, access to further education, and diverse training opportunities. Netwealth also collaborate through shared learning between all areas of the business. We have several platforms

including Lunch n’ Learns, monthly showcases and quarterly Town Halls. The Town Hall celebrates our employees who have reached significant milestones in tenure at Netwealth. It is also a time to acknowledge some of our colleagues whose achievements are recognised and celebrated through the Value Awards.

Leadership development

This year Netwealth launched new leadership programs:

- Ignite, for our Leadership group, and
- Leap, for our Emerging Leadership group.

These programs focus on new and innovative leadership skills that will help us create a strong leadership culture, impact, and shape the language of leadership at Netwealth.

Professional Agile Leadership™ - Evidence-Based Management™ Certification (PAL-EBM)

FY2024 also saw the launch of PAL-EBM. This program provides leaders with the knowledge to create a customer centric culture through experimentation and clear goal making. Participants also learn how to drive operational improvements via the lenses of Unrealised Value, Current Value, Time to Market, and the Ability to Innovate for evidence-based decision-making. Netwealth has had 38 employees participate in this program so far.

Study Assistance

Our Study Assistance program is to enable our people to access further study or developmental experience. This may include financial assistance; study leave and flexible work arrangements.

Continuous Professional Development (CPD)

Our CPD training program is to ensure our people have access to assessable information on industry training. These programs are tailored to an individual’s specific line of work within Netwealth and their applicable qualifications and is to be completed annually. Our employees have collectively completed over 7,900 hours of CPD training during the year.



Reflecting on our FY2024 goals

Goals	Description	Progress
Execute our Diversity, Equity and Inclusion plan.	• 40/40/20 targets for the Board and Executive team have been set. • Implementation of ERGs. • Published voluntary WGEA – Employer Statement. • Diversity and Inclusion Roadmap launched.	●
Enhance performance management system.	• Performance management framework reviewed and uplifted.	●
Further develop our psychosocial-safety framework.	• Inclusive language training held. • Psychosocial safety risk register implemented. • Feeling Safe @ Work Training rolled out.	●

Looking forward

Our focus is to foster diversity and inclusion for FY2025 and beyond:

Goal	Description
Enable peak performance.	Roll-out refreshed performance framework and leadership development program with the aim to invest in our people and their development.
Implement reward strategy.	Design and implement a framework that provides clarity and increased transparency of remuneration at Netwealth aligning to CPS 511 and FAR.
Build foundational processes and systems to scale for growth and increase efficiency.	Select and implement a new people system that supports the growth of our business.
Build capacity and capability through increased employee engagement.	Identifying the key drivers of engagement via Peakon, and implementing action plans to improve.



Create a positive social and environmental impact



Create a positive social and environmental impact

Measure and reduce our climate and environmental footprint and partner with organisations that support and create a lasting positive social impact

- Seek opportunities to create a positive social and environmental impact
- Support workplace giving through the Netwealth Impact Fund
- Encourage employee involvement in the distribution of financial support
- Celebrate and support employee volunteering
- Improve financial literacy and education opportunities in our community



Seek opportunities to create a positive social and environmental impact

Netwealth's climate commitments

Netwealth has committed to the following climate targets:

- A medium-term climate target of achieving carbon neutrality for operational scope 1, scope 2, and scope 3 emissions by 2030; and
- A long-term target of reaching net zero by 2050.

Netwealth acknowledges the impact of climate change on our planet and recognises its role in reducing its carbon emissions and waste to support the transition towards a renewable economy. Carbon neutrality involves reducing emissions where possible and compensating for the remaining emissions by investing in carbon offset projects to balance out emissions. A net zero pathway goes beyond carbon neutrality and generally refers to reducing the total greenhouse gas (GHG) emissions to as close to zero as possible. Any remaining emissions can be offset through the purchase of carbon offsets, with a limitation that offsets should not exceed 10% of the total carbon footprint in line with Science Based Target (SBT) methodology. To be transparent in how we set our climate targets we acknowledge that:

- To achieve our medium-term climate target of carbon neutrality for operational emissions by 2030 Netwealth may need to consider the purchase of carbon credits to offset emissions that Netwealth is unable to reduce through our emission reduction plan; and
- To achieve our long-term net zero target by 2050 Netwealth is also reliant on the collective efforts of its suppliers and the economy decarbonising over time, which includes decarbonisation of the energy grid.

Netwealth is committed to assessing and reducing the environmental impacts in its operations, including reducing its emissions and waste and educating our people how to reduce their environmental impact. Since FY2022 Netwealth has measured its scope 1, scope 2 and scope 3 operational emissions to understand the carbon emissions generated through our daily operations and to inform our emissions reduction goals.

Scope 3 emissions are indirect emissions that occur within our value chain from external parties and Netwealth acknowledges there is limited ability to influence and reduce these emissions on our own. Netwealth has calculated operational scope 3 upstream activities in line with the Greenhouse Gas Protocol for FY2023 and FY2024. Due to the complexity and quality of the external data we have omitted these from public reporting and will align to disclosure timelines set out in the incoming climate-related reporting standards.

Netwealth's scope 1 and scope 2 emissions

Netwealth is committed to understanding and reporting its carbon emissions. It has elected to apply the operational control approach to determining the organisational boundary for its carbon footprint and its GHG emissions have been calculated by independent consultants.

- Scope 1 emissions are direct emission from sources which Netwealth owns or controls; and
- Scope 2 emissions are indirect emissions from electricity consumption. Netwealth uses grid electricity at each office location. Consumption has been quantified and is deemed to be material for our carbon footprint.

Scope	Category	Units of Measurement	FY2023	FY2024
Scope 1	Stationary combustion	tCO ₂ e	7.84	9.96
Scope 2	Purchased electricity	tCO ₂ e	61.13	59.30
Total		tCO ₂ e	68.97	69.26

The increase in Netwealth's operational scope 1 emissions in FY2024 is attributed to Netwealth expanding its Melbourne office space.

Emission reduction plan

To achieve our medium-term climate target we have developed our first operational emission reduction plan which focuses on the following areas for change to reduce our scope 1, scope 2 and scope 3 operational emissions:

Area for change	Action taken to reduce emissions	Pathway for further emission reduction
1. Office efficiency	• The base building of our principal office in Melbourne is part of Dexu's organisational Climate Active carbon neutrality certification • Our Sydney and Melbourne offices have purchased 100% GreenPower; • Our principal offices have LED and sensor lighting installed; and • We have partnered with building management to increase efficiency of our office spaces.	• Review the impact of changing to GreenPower sourced electricity and consider implementing across our other offices where we can; and • Review our other offices for opportunities to increase energy efficiency.

Area for change	Action taken to reduce emissions	Pathway for further emission reduction
2. Behavioural change	- We have hybrid, work from home and flexible working policies in place; - Our principal office has end of trip facilities; and - Our principal office is in a central and accessible location for public transport commuting.	- Continue to explore learning opportunities for our employees to increase awareness in sustainable practices; - Communicate energy efficient messaging in our offices to encourage behavioural change; and - Assess opportunities to further reduce employee commuting emissions.
3. Procurement change	Due to the nature of our business, the majority of our carbon emissions is scope 3: - Netwealth's scope 3 operational emissions have been calculated by a specialised consultant in line with GHG Protocol; - We have identified key suppliers that are the highest contributors to our scope 3 operational emissions; and - Many of our key suppliers provide specialised services and we will collaborate with them towards a renewable economy.	- Embed supplier's emission reduction strategy and commitments as part of the supplier assessment process; - Engage with key suppliers on their emission reduction strategy and seek better quality data to increase measurement accuracy; and - Identify opportunities to reduce emissions from mailing services to encourage electronic communication.

In calculating and disclosing our climate-related activities we recognise upcoming mandatory Australian Sustainability Reporting Standards (ASRS) by the Australian Accounting Standards Board (AASB). To initiate this, we have identified the following key climate-related activities and have measured the work we have done so far against these. The activities are based on the Task Force on Climate-related Financial Disclosures (TCFD), which will be incorporated into the new climate disclosure reporting standards.

Key climate-related activities	Description	Progress
Governance - Board Oversight. - Management Responsibility.	Governance structures of Board and management are in place (pg. 8).	
Strategy - Climate related risks and opportunities. - Impacts on business, strategy and financial planning. - Climate scenario analysis.	- Netwealth has set a medium-term scope 1, scope 2, and scope 3 climate target of achieving carbon neutrality for operational emissions by 2030 and a long-term target of reaching net zero by 2050; - Netwealth's operational climate commitments are supported by an Emission Reduction Plan; and	

Key climate-related activities	Description	Progress
	Operational climate scenario analysis will be undertaken to align with incoming climate-related reporting legislation.	
Risk Management - Process for identifying and assessing climate related risks. - Process for managing climate-related risks. - Integrating with overall risk management framework.	- Climate risks to Netwealth are reported to the Board and relevant Committees; and - Netwealth's corporate sustainability risk taxonomy will be reviewed to align to incoming climate-related reporting legislation.	
Metrics and targets - Metrics to assess climate-related risks and opportunities. - Targets to manage climate-related risks and opportunities and performance. - Disclose scope 1 and scope 2 and if appropriate scope 3 GHG emissions and related risks.	- Measured our scope 1, scope 2 and scope 3 operational emissions since FY2023 and have publicly reported our scope 1 and 2 operational emissions for FY2023 and FY2024. Future reporting will be aligned to incoming climate-related reporting legislation; and - Netwealth supports a net zero commitment and will deliver risk disclosure reporting requirements.	

Building energy ratings

The following table shows the building energy ratings for where we work. We engage and work with building management to foster a culture of joint continuous improvement.

Office	Energy Measurement	Star Rating
Principal Office		
180 Flinders Street, Melbourne	NABERS Energy	5.5
180 Flinders Street, Melbourne	NABERS Water	5.5
180 Flinders Street, Melbourne	NABERS Waste	3.0
Other Offices		
189 Flinders Lane, Melbourne	NABERS Energy	5.5
189 Flinders Lane, Melbourne	NABERS Water	3.0
1 York Street, Sydney	NABERS Energy	4.0
1 York Street, Sydney	NABERS Water	4.5
1 York Street, Sydney	NABERS Indoor	4.5
100 Creek Street, Brisbane	NABERS Energy	5
100 Creek Street, Brisbane	NABERS Water	4.5
Shared Workspaces		
26 Flinders Street, Adelaide	NABERS Energy	4.0
221 St Georges Terrace, Perth	NABERS Energy	3.0
221 St Georges Terrace, Perth	NABERS Energy	4.0



Support workplace giving through the Netwealth Impact Fund

Netwealth Impact is an employee driven initiative that aims to deliver programs and initiatives which drive a positive impact in the community where we live and work and our connection to it. The Netwealth Impact Group is a committee of volunteer employees from across the business who aim to create opportunities for our people to contribute to the community through individual, group and organisation volunteering and sponsorship. We have partnered with Australian Communities Foundation to provide guidance and oversight and we have set up a sub-fund as part of their Public Ancillary Fund called Netwealth Impact. Workplace giving contributions, fundraising and Netwealth matched contributions are credited to the Impact Fund. The annual Impact Partner grants are driven by employee engagement and contribution to this Fund. Netwealth Impact is driven and guided by the following pillars:



Encourage employee involvement in the distribution of financial support

Contributions to Netwealth's Impact Fund are made through our employee workplace giving initiative, fundraising, ad hoc donations and Netwealth matched donations. 7% of our employees participate in workplace giving. Netwealth has granted \$13,000 to each of our Impact Partners this financial year. Since the establishment of the Netwealth Impact Fund in 2021 we have granted \$116,000 to Australian not-for-profit organisations. These grants were fundraised through raffles, clothing drives, workplace giving and Netwealth matching. The Impact Fund raised \$34,526.

Impact Showcase

In September 2023, Netwealth hosted our first Impact Showcase. Six value aligned not-for-profit organisations were invited to showcase their mission for change and impact. All participants received a \$1000 grant each from our Impact Fund for participating and the following two Impact Partners were chosen by our employees to support for FY2024 and FY2025.

Our Impact Partners

ALL THINGS



All Things Equal is a fresh take on typical hospitality in Melbourne, providing purposeful paid employment for people with disability and mainstream work. They exist to bridge the gap between people with disability and the wider community with a mission to prove to society that people with disability are ready, willing and absolutely capable of working.

Bridge it

Bridge It has the mission to end youth homelessness by providing homes, community and support so young people can lead independent lives. They inspire new ways of thinking so youth homelessness support is life-changing and long-lasting.



The team at All Things Equal visiting our Melbourne office.



Celebrate and support employee volunteering

As part of Netwealth employee benefits our people have one day of volunteer leave (7.5 hours) per calendar year to engage in workplace volunteering activities. This year our people committed 456 hours. These hours were committed towards the following opportunities:

- All Things Equal
- Australia Red Cross Blood Drive
- St Kilda Mums
- Eat Up
- RSPCA
- Food Bank
- CERES
- Yarra River Keeper

This year we expanded our volunteering offering so that our employees can use their volunteer leave for opportunities that have not been organised by Netwealth. These new guidelines are to encourage more employees to use their volunteer day for causes that matter to them.



The Eat Up team came to our Melbourne office, and we made 1033 sandwiches in 32 minutes for the 1 in 5 kids who go to school daily without any lunch.



Improve financial literacy and education opportunities in our community

Banquer Primary

Banquer Primary turns the classroom into a simulated economy that develops students' financial literacy. Within the platform, kids can learn to earn, save, spend, and invest their money in a safe and engaging way. This program is championed by Netwealth with the partnership dating back to 2017 and delivers the education platform free to Aussie kids and schools. For the 2023 Australian school year Banquer Primary reached 589 schools and 25,691 students funded through our sponsorship.

Since 2017, Netwealth's sponsorship of Banquer Primary has been delivered to over 125,000 Australian primary school students.



In June 2024, Simon Brown, Co-CEO of Banquer, Matt Heine, and a Netwealth Team were lucky enough to be able to visit a classroom to participate in the Banquer Primary superannuation lesson plan with students.

Centre for Women's Economic Safety (CWES)

Continued to support the important work that the CWES Money Clinics provide to women leaving family violence and recovering from economic domestic abuse. We have supported CWES since 2022 which enables the employment of a part time financial councillor for 30 hours a week. The CWES has delivered 359 client appointments supporting 233 Australian women towards an improved financial future.



Reflecting on our FY2024 goals

In our FY2023 report we identified several goals to aim towards during FY2024. Below is a reflection on how we are progressing and what we achieved this year:

Goal	Activities	Delivery
Environment	- Developed and began implementation of our emission reduction plan for the business; - Continued to calculate and assess the impacts of our scope 1 and scope 2 carbon emissions; and	🕒

Goal	Activities	Delivery
	Began working towards measuring and disclosing in line with the ASRS climate reporting.	
Impact Group	- Partnered with Bridge It and All Things Equal for FY2024 and FY2025; \$26,000 was granted to our Impact Partners from the Impact Fund; 7% of employees participated in workplace giving; and \$34,526 was fundraised for the Netwealth Impact Fund.	●
Volunteering	- Netwealth provided multiple volunteering opportunities across a diverse range of not-for-profit and charity organisations; 456 hours of volunteer leave were recorded; and - Volunteer Leave was expanded to included opportunities that are outside those that are offered by Netwealth to encourage engagement.	●
Community Partners	- Continued to champion Banquer Primary across Australian Primary Schools to deliver free financial literacy education to students; and - Funded the part-time employment of a Financial Councillor for CWES to deliver support to women who have been victims of financial abuse.	●

Looking forward

Our focus is to create a social and environmental impact for FY2025 and beyond:

Goal	Activities
Environment Understand Netwealth's environmental impact and seek opportunities to create a positive impact.	- Continue to calculate and disclose our carbon emissions and assess climate related risks and opportunities; - Continue to implement Netwealth's operational emission reduction plan, and explore opportunities to further reduce Netwealth's carbon footprint; and - Prepare for mandatory Australian Sustainability Reporting Standards (ASRS) by the Australian Accounting Standards Board, (AASB).
Netwealth Impact Seek opportunities to create a positive social impact through employee driven initiatives supporting Australian not-for-profit organisations.	- Partnering with not-for-profits that align with the values of our employees; - Make grants to our Impact Partners from the Impact Fund; - Encourage employee engagement through fundraising activities, a Giving Day and workplace giving to increase participation; and - Increase engagement of employee volunteer leave.
Community partners Improve the financial futures of Australians and promote lifelong learning opportunities for all.	- Continue to support Banquer Primary; and - Support Community Partners that align with our values.

Key performance indicators

Metrics	FY2023	FY2024 Target	FY2024	Target	Target Year
Enhance our core					
Investment Trends - Best overall platform (voted by advisers)	#2	#1	#2	#1	FY2025
Investment Trends - Overall Satisfaction with Platform (voted by advisers)	#1	#1	#4	#1	FY2025
Transparent and genuine					
Regulatory compliance training completion by employees ⁶	-	-	98.95%	98% ⁷	FY2025
Diversity, talent, and wellbeing					
Gender diversity					
NWL Board	33%	40%	43%	40%	FY2026
Executive team	25%	40%	33%	40%	FY2026
Gender Pay Gap⁸					
Total employees	11.2%	-	10.7%	-	-
Employee engagement					

⁶ New metric of measurement for FY2024

⁷ We do not set 100% targets for regulatory compliance training to account for employees on extended leave.

⁸ All gender pay gap indicators are for the year 1 April 2023 to 31 March 2024 (in accordance with the *Workplace Gender Equality Act 2012* reporting requirements). Targets have not been assigned to gender pay gap metrics as Netwealth has aligned to the WGEA objective to make continuous efforts to close the gender pay gap.

Metrics	FY2023	FY2024 Target	FY2024	Target	Target Year
Engagement score ⁹	77%	8.0	7.9	8.0	FY2025
Health and wellbeing	-	8.0	7.9	8.0	FY2025
Inclusion and diversity	-	8.0	8.4	8.5	FY2025
Create a positive social and environmental impact					
Environment ¹⁰					
Scope 1 emissions	7.84 tCO ₂ e	-	9.96 tCO ₂ e	Carbon neutrality for operational emissions	2030
Scope 2 emissions	61.13 tCO ₂ e	-	59.30 tCO ₂ e	Carbon neutrality for operational emissions	2030
Principal office energy ratings					
NABERS Energy	5.5	5.0	5.5	5.0	FY2025
NABERS Water	5.0	5.0	5.5	5.0	FY2025
NABERS Waste	3.5	5.0	3.0	5.0	FY2025
Netwealth Impact					
Funds raised for Impact Fund	\$15,350	\$25,000	\$21,513	\$30,000	FY2025
Netwealth matching	\$17,733	\$25,000	\$13,013	\$30,000	FY2025

⁹ For this reporting period Netwealth changed the way employee engagement is measured. Previously it was percentage based but now it is number based from 1-10. The engagement score is the average score from Netwealth employees' perceptions on engagement, belief, loyalty and satisfaction. Employee Engagement is measured on a continuous basis and these scores are recorded as is 30 June 2024.

¹⁰ Environment targets are in line with our 2030 climate related commitments.

Metrics	FY2023	FY2024 Target	FY2024	Target	Target Year
Workplace giving participation	8%	30%	7%	30%	FY2025
Grants distributed from Impact Fund	\$27,000	\$30,000	\$30,000	\$30,000	FY2025
Volunteer hours recorded	575.25	1000	456	1000	FY2025
Banquer Primary ¹¹					
Annual number of students	22,634	27,000	25,691	32,500	FY2025
Annual number of schools	509	500	589	600	FY2025

¹¹ All Banquer Primary indicators are for the year 1 January 2023 to 31 December 2023 (in accordance with the school year).

General Information only

Information provided is general information presented in a summary format as of 13 August 2024, and is therefore not necessarily complete. This report is for informational purposes only and is not to be relied upon as advice to investors or potential investors. This report does not take into consideration the investment objectives, financial situation or particular needs of any particular investor. Investors should not rely on this report to make any investment decision, and should make their own assessment, conduct their own research of Netwealth and the Netwealth Group and consider these factors with their legal, tax, business and/or financial adviser before making any investment decision.

Forward-looking statements

This report may contain certain forward-looking statements with respect to the financial condition, operations and business of the Netwealth Group and certain plans and objectives of the management of Netwealth. Forward-looking statements can be identified by the use of forward-looking terminology, including, without limitation, the terms "believes", "estimates", "anticipates", "expects", "predicts", "intends", "plans", "goals", "targets", "aims", "outlook", "guidance", "forecasts", "may", "will", "would", "could" or "should" or, in each case, their negative or other variations or comparable terminology. These forward-looking statements include all matters that are not historical facts. Such forward-looking statements involve known and unknown risks, uncertainties and other factors which because of their nature may cause the actual results or performance of the Netwealth Group to be materially different from the results or performance expressed or implied by such forward-looking statements. Such forward-looking statements are based on numerous assumptions regarding the Netwealth Group's present and future business strategies, the political and economic environment in which the Netwealth Group will operate in the future and financial market conditions, which may not be reasonable, and are not guarantees or predictions of future performance. Forward-looking statements speak only as at the date of this report and to the full extent permitted by law, Netwealth, the Netwealth Group, and their respective affiliates and related bodies corporate and each of their respective related parties and intermediaries disclaim any obligation or undertaking to release any updates or revisions to information to reflect any change in any of the information contained in this report (including, but not limited to, any assumptions or expectations set out in the report).

Past performance

Past performance information given in this report is given for illustrative purposes only and should not be relied upon as (and is not) an indication of future performance.

Financial data

All figures in the presentation are provided in Australian dollars. Financial data may be subject to rounding.

**CORPORATE
SUSTAINABILITY
REPORT 2024**



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