

FY25 Sustainability Report

Report Scope

Ambition Statements for FY2026-FY2028

This report contains forward-looking statements in relation to **Seeing Machines Limited** ("the Company") and its controlled entities (together, "Seeing Machines" or "the Group"), including statements regarding the Group's intent, beliefs, goals, objectives, initiatives, commitments, or current expectations in connection with its business strategy, markets, operating performance, financial position, technology roadmap, and risk management practices.

Forward-looking statements Statements that describe the Group's future objectives, strategies, or expectations and can be identified by words such as "forecast," "estimate," "plan," "will," "anticipate," "may," "believe," "should," "expect," "intend," "aim," "aspire," "outlook," and other similar expressions.

Any such statements are based on the Group's current understanding, knowledge, and assumptions as at the date of this report. They are not guarantees or predictions of future outcomes. Actual results or outcomes may differ materially due to various known and unknown risks, uncertainties, and factors, many of which are beyond the control of Seeing Machines, including but not limited to global regulatory and legal developments, competitive dynamics, technology disruptions, cybersecurity incidents, and shifts in macroeconomic or geopolitical conditions.

Except as required by applicable laws or regulations, Seeing Machines does not undertake to publicly update, review, or revise any forward-looking statements or assumptions contained in this report. Past performance should not be relied upon as an indicator of future performance.

This report may also include forward-looking statements relating to climate change, sustainability, and energy transition. The long-term nature of these objectives inherently involves uncertainty and forward-looking statements regarding these matters should be read in that context.

Report Scope

This Sustainability Report covers the period from 1 July 2024 to 30 June 2025 (FY25) for Seeing Machines Limited and its controlled entities. This aligns with the Company's financial reporting calendar, which is based on a defined number of weeks, with the annual reporting period ending period.

The report focuses on the environmental, social, and governance (ESG) topics most material to our stakeholders and business operations.

VALUES:

SAFETY – it's how we work, lead, and grow.

OUR PURPOSE:

To get everyone home safely

S

SUSTAINABLE

Future-focused decisions that balance today's actions with tomorrow's impact.



A

ACCOUNTABLE

We own our actions, follow through, and deliver what matters—together.



F

FEARLESS

We learn fast, speak up, and back ourselves, even when things get uncomfortable. That's how we grow.



E

EXCELLENT

Through creativity, innovation, and continuous improvement, we keep pushing the bar higher for our customers.



T

TRANSPARENT

We build trust through honesty, clarity, and straight-up conversations.



Y

YOU

You're the heart of this place. Your ideas, your growth, your impact—it all matters.



Governance, Ethics & Risk Management

At a Glance: Seeing Machines' ESG Framework

Framework	Purpose	Application
GRI Standards	Provides a globally recognised methodology for transparent ESG disclosure.	Forms the foundation of Seeing Machines' reporting framework through FY26.
UN SDGs	Defines the global outcomes the company seeks to support. disclosure.	Guides the company's focus on six core goals where it can have the greatest measurable impact.
Materiality Assessment	Identifies issues most relevant to stakeholders and business strategy.	Ensures ESG priorities remain aligned with Seeing Machines' purpose: advancing safety through technology.

Sustainability Governance

Seeing Machines' sustainability strategy is underpinned by a strong governance framework, designed to ensure clear accountability, transparency, and meaningful engagement with stakeholders. To effectively lead sustainability-related risks and opportunities across global operations is essential to deliver long-term value and achieving our strategic objectives.

Board Oversight and Leadership Accountability

The Board of Directors has overall responsibility for the strategic direction of the oversight of its environmental, social and governance (ESG) performance. This includes reviewing and approving sustainability policies, monitoring progress against key commitments, and evaluating the management of material ESG risks and opportunities that may impact Seeing Machines' financial and non-financial performance.

The Risk and Finance (RAF) Committee supports the Board in fulfilling these responsibilities by reviewing the adequacy and effectiveness of risk management systems, including those related to environmental, social, and climate-related matters. The Committee also oversees sustainability-related disclosures and ensures alignment with evolving regulatory and reporting frameworks.

Executive Leadership and Governance Structures

The Chief People (CPO), a member of the Executive Leadership Team (ELT) reporting to the Chief Executive Officer (CEO), leads the integration of sustainability across the business. Regular updates on progress, emerging ESG risks, and performance against our sustainability roadmap will be provided to the ELT and the Board.

In FY26, Seeing Machines will be establishing a Sustainability Governance Committee (SGC), a dedicated executive subcommittee of the ELT to oversee the implementation of our sustainability priorities, including climate-related risk management, responsible AI practices, and social impact initiatives. The SGC ensures alignment between our corporate strategy and our sustainability commitments, including the integration of global reporting standards such as the Global Reporting Initiative (GRI) and the Task Force on Climate-related Financial Disclosures (TCFD).

Operational Oversight and Working Groups

The Sustainability Steering Group (SSG), chaired by the Chief People Officer and comprising of team members working collaboratively and representing the different business units across Seeing Machines,

providing cross-functional oversight of and engagement with Seeing Machines' sustainability strategy. The SSG will meet quarterly to review progress against ESG objectives, evaluate new opportunities, and respond to emerging issues across our business and markets.

Feeding into the SSG are several specialist working groups that focus on key impact areas:

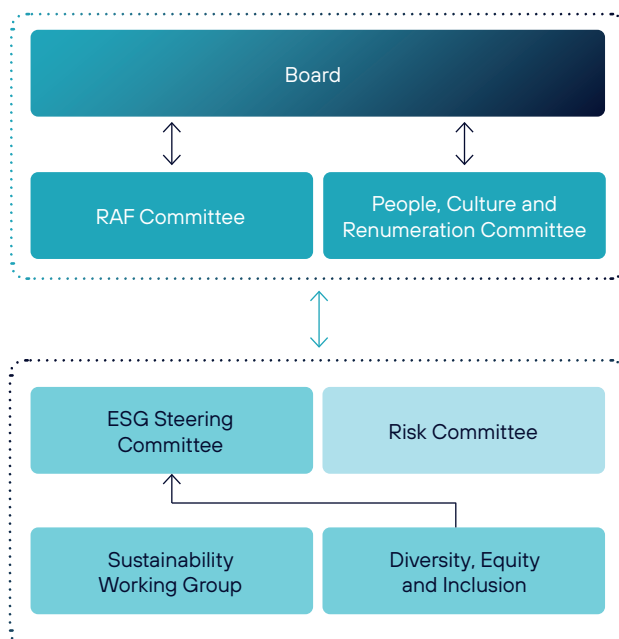
- Sustainability - Climate & Environment – addressing carbon reduction, energy efficiency, and environmental performance across our operations and supply chain.
- Diversity, Equity & Inclusion – advancing employee wellbeing, safety, and inclusion across our global workforce.

Each working group is supported by subject matter experts from across the business, ensuring that sustainability objectives are embedded into daily decision-making and operational delivery.

Continuous Improvement and Transparency

Seeing Machines is committed to continuous improvement in sustainability governance and reporting, whereby the team will be progressively aligning with international standards, strengthening internal controls, and enhancing the visibility of sustainability performance.

The purpose of this structure is to ensure sustainability remains integral to how Seeing Machines operates, innovates, and grows.





Metrics, Targets & Performance Summary

In FY25, Seeing Machines realigned its first assessment against the Global Reporting Initiative (GRI) Standards, reflecting our commitment to building a structured and transparent sustainability reporting framework. This assessment marked an important step in the evolution of ESG maturity, enabling better understanding and communicating how operations, products, and partnerships contribute to the United Nations Sustainable Development Goals (SDGs) within our sphere of influence.

As part of continuous improvement, Seeing Machines will work towards reporting in alignment with the GRI Standards at the end of FY26. This journey reflects the company's focus on enhancing accountability, consistency, and comparability across environmental, social, and governance disclosures. This will result in continued strength in internal data collection, reporting systems, and governance processes to support credible, evidence-based sustainability communication.

FY26–FY27 Focus: Strengthening ESG Foundations

The FY25 assessment identified the material topics most relevant to Seeing Machines' business model and stakeholder expectations, including those relating to ethical AI, product safety, climate action, employee wellbeing, and diversity and inclusion. This process demonstrated increased discipline and rigour in how ESG priorities will be evaluated, building upon previous self-assessments and aligning more closely with international frameworks and reporting best practice.

The sustainability strategy focuses on three core areas:

- 1. People** – Building a more inclusive, innovative, and responsible culture that prioritises wellbeing, diversity, and professional growth.
- 2. Technology and Customers** – Ensuring AI-driven safety systems contribute to safer, more sustainable mobility, workplaces, and industries.
- 3. Environment** – Managing operational footprint, improving energy efficiency, and supporting climate action through the technology's broader societal benefits.

GRI Standards Relevant to Seeing Machines

Seeing Machines structures its sustainability reporting in alignment with internationally recognised frameworks to ensure transparency, consistency, and accountability.

The company applies the Global Reporting Initiative (GRI) Standards to measure and disclose its environmental, social, and governance (ESG) performance across areas most material to its operations.

These Standards provide a robust methodology for assessing both positive and negative impacts and for communicating performance to stakeholders in a transparent, comparable way.

Seeing Machines' sustainability priorities are also aligned with the United Nations Sustainable Development Goals (SDGs).

By mapping its material topics to specific SDGs, the company demonstrates how its technology, people practices, and governance contribute to broader global objectives, particularly in areas related to safety, innovation, ethical technology use, and responsible business operations.

GRI Standards Relevant to Seeing Machines

Following a review of its operations and material sustainability topics, Seeing Machines identified the GRI Standards most relevant to its key impacts, opportunities, and stakeholder priorities.

These Standards form the foundation of the company's sustainability reporting framework through FY26 and beyond.

GRI Category	Relevant GRI Standard	Application to Seeing Machines
Universal Standard	GRI 2 – General Disclosures	Covers the organisation's profile, governance structure, stakeholder engagement, and approach to sustainability management.
Economic	GRI 201 – Economic Performance	Reflects financial sustainability, long-term value creation, and continued investment in innovation and R&D.
	Consideration: GRI 203 – Indirect Economic Impacts	Captures the broader economic and social benefits of improved road safety and mobility outcomes.
Environmental	GRI 302 – Energy	Management of office and operational energy use, including efforts to improve efficiency and reduce emissions.
	GRI 305 – Emissions	Reporting on Scope 1, Scope 2, and relevant Scope 3 emissions.
	GRI 306 – Waste	Management of electronic waste and responsible disposal of testing and hardware equipment.
Social	GRI 403 – Occupational Health and Safety	Ensuring safe and healthy work environments for employees and contractors.
	GRI 404 – Training and Education	Investment in continuous learning, leadership development, and technical capability.
	GRI 405 – Diversity and Equal Opportunity	Advancing gender equity, inclusion, and diverse leadership representation.
	GRI 406 – Non-Discrimination	Maintaining a workplace free from bias, with a focus on respect and fairness.
	GRI 408/409 – Child and Forced Labour	Upholding ethical practices and human rights throughout the supply chain.
	GRI 418 – Customer Privacy	Protecting data and ensuring the responsible, ethical use of AI-driven technology.
	GRI 419 – Socioeconomic Compliance	Maintaining compliance with laws, regulations, and ethical business standards across global operations.

Linking to the United Nations Sustainable Development Goals (SDGs)

As part of the transition from the Sustainability Accounting Standards Board (SASB) framework to the Global Reporting Initiative (GRI) Standards, Seeing Machines refined its approach to global sustainability alignment.

This transition provides a more comprehensive view of the company's ESG performance and strengthens its connection to the United Nations Sustainable Development Goals (SDGs).

Through its most recent materiality assessment, Seeing Machines focused its SDG alignment on the goals where its technology, people, and governance practices have the most direct and measurable impact.

Alignment with the United Nations Sustainable Development Goals

UN SDG	Relevant GRI Standards	Application to Seeing Machines
SDG 3: Good Health and Well-being	GRI 403 – Occupational Health and Safety GRI 418 – Customer Privacy	Enhancing safety and reducing fatigue- and distraction-related accidents through advanced AI and computer-vision technology, directly contributing to safer roads and improved wellbeing.
SDG 8: Decent Work and Economic Growth	GRI 201 – Economic Performance GRI 404 – Training and Education GRI 405 – Diversity and Equal Opportunity	Supporting high-quality employment, investing in innovation and R&D, and promoting continuous learning and diverse leadership as part of sustainable economic growth.
SDG 9: Industry, Innovation and Infrastructure	GRI 201 – Economic Performance GRI 302 – Energy GRI 305 – Emissions	Developing world-leading AI systems that enhance vehicle safety and mobility infrastructure, driving innovation and efficiency across the global transport sector.
SDG 11: Sustainable Cities and Communities	GRI 306 – Waste GRI 305 – Emissions	Supporting safer, more sustainable mobility ecosystems and contributing to resilient cities and communities.
SDG 12: Responsible Consumption and Production	GRI 302 – Energy GRI 306 – Waste GRI 419 – Socioeconomic Compliance	Committed to resource efficiency, responsible product lifecycle management, and ethical business practices across the supply chain.
SDG 16: Peace, Justice and Strong Institutions	GRI 2 – General Disclosures GRI 406 – Non-Discrimination GRI 418 – Customer Privacy GRI 419 – Socioeconomic Compliance	Upholding strong governance, ethical conduct, and data-responsibility frameworks to ensure transparency, fairness, and trust in the deployment of AI technology.

Our Path Forward

As we move forward, our focus will be on strengthening internal ESG governance, formalising metrics and disclosures, and integrating sustainability into business decision-making and product design. By aligning with GRI Standards and the SDGs, Seeing Machines reaffirms its commitment to transparency, accountability, and innovation that drives both safety and sustainability outcomes globally.

People Scorecard

Reporting Category	Metric	Performance	Timeframe
Gender of new hires	Men	42 (61%)	As at 30 June 2025
	Women	27 (39%)	
	Gender diverse	-	
Workplace flexibility	Team members accessing Primary Carers leave	Female: 10 Male: 9 Total: 19	June 2025
	Team members accessing Secondary Carers leave	Female: 0 Male: 5	
Team member retention	Overall attrition	Voluntary: 18.0% Involuntary: 23.6% Total: 41.6 %	As at 30 June 2025
Training, development and performance management	Annual compliance training completion rate	98%	As at 30 June 2025
	Performance management process completion rate	100%	
Engagement	Team member engagement results Average participation across the two surveys was 73%	49.5%	FY25 annualised results

Diversity, Equity & Inclusion events

International Women's Day 2025

In March 2025, Seeing Machines embraced the global International Women's Day (IWD) theme, "Accelerate Action," focusing on tangible steps to advance gender equity and inclusion.

Throughout the month, the team hosted a series of global initiatives, combining community impact, internal storytelling, and engagement activities across multiple regions.

- **Dignity Drive:** Canberra and Melbourne offices were registered as official collection points for the Share the Dignity Dignity Drive, encouraging donations of period products to support women in need. The company also explored similar partnerships in Europe and the US.
- **Feature Stories:** Throughout March, Seeing Machines spotlighted women across the business, sharing their achievements, leadership journeys, and insights. Stories were published internally and externally via social media amplified IWD stories and celebrations, reaching global audiences.

Team challenges

- As part of its ongoing focus on wellbeing and mental health awareness, Seeing Machines participated in some team-building challenges that also supported fund-raising for those in need.
- The Push-Up Challenge in FY24 was an Australian initiative that raises funds and awareness for mental health research, education, and suicide prevention.
- A total of 37 team members across Australia and international offices took part, collectively completing tens of thousands of push-ups over 24 days.
- In FY2025, 26 employees participated in September to raise funds for the Cerebral Palsy Alliance, another exercise focused campaign that encouraged teamwork and friendly competition. Together, participants raised over AUD \$7,300 for mental health charities, including the Push for Better Foundation.
- These initiatives brought people together across teams and locations, creating opportunities to connect, move, and start conversations about mental health.

Our Commitment to Gender Equity

Seeing Machines is committed to fostering a diverse, equitable, and inclusive workplace where everyone has equal access to opportunity, recognition, and reward.

Gender equity is a key pillar of the company's Diversity, Equity and Inclusion (DE&I) strategy, with an ongoing focus on representation, leadership participation, and the Gender Pay Gap (GPG).

Understanding the Gender Pay Gap

The Gender Pay Gap represents the difference in average earnings between men and women, expressed as a percentage of men's average earnings.

The GPG is reported as both:

- **Mean (average)** – the overall average of all employees' pay; and
- **Median** – the midpoint value in the pay distribution.

It is an indicator of gender representation and opportunity across roles and levels, not a measure of pay equity for equal work.

Seeing Machines continued to strengthen its commitment to transparency and action in addressing gender representation and pay equity.

Category	FY25	Status / Trend
Average (mean) total remuneration GPG	30.90%	Under review
Median base salary GPG	33.10%	Under review

Seeing Machines is dedicated to driving meaningful progress in gender equity across our global workforce. While our Gender Pay Gap metrics remain under review, we recognise the importance of understanding the underlying drivers of these results and taking deliberate action to address them.

To support this, we are advancing several initiatives targeted at improving representation, strengthening pathways to leadership, and ensuring equitable access to opportunity and reward. These initiatives include enhanced workforce analytics, improved recruitment and promotion practices, and targeted development programs aimed at improving gender representation across all levels of the organisation.

We acknowledge that achieving gender equity requires sustained focus, transparent reporting, and a willingness to challenge long-standing systemic barriers. As part of our broader DE&I strategy, we will continue to evaluate our policies, practices, and employee experiences to ensure they support fair and equitable outcomes for everyone.

Our Leadership Team remains committed to ongoing review, measurement, and action, and we will continue to provide updates on our progress as we work toward a more equitable and inclusive workplace.

Flexible work

Seeing Machines recognises that flexibility and balance are essential to building a fulfilling and sustainable career. The company offers a range of flexible employment conditions designed to support team members in managing work and life commitments effectively.

This includes options such as hybrid and flexible working arrangements, additional leave provisions, and wellbeing initiatives that enable employees to take time for rest, family, and personal priorities.

The company remains committed to maintaining and evolving these policies to ensure that every team member has access to a supportive, inclusive, and balanced work environment that reflects modern workforce expectations.



Forward Focus & Next Steps

Priorities for FY2026–2028:

01

Complete full carbon inventory (Scopes 1–3).

02

Publish intensity metrics and third-party assurance.

03

Deepen supplier ESG evaluation.

04

Enhance DEI goals and cybersecurity governance.

Environmental & Climate

In the period between FY2024 and FY2025, emissions tracking improved through AWS sustainability tools. We plan to publish a full carbon inventory and set reduction targets by FY2026.

Our carbon emissions are represented below:



