



EROAD Limited Sustainability Policy

PURPOSE

EROAD's purpose is delivering intelligence you can trust, for a better world tomorrow. Accordingly, ensuring EROAD has a positive impact on the environment, our communities and the economy is fundamental to achieving our purpose and values.

What is Sustainability and What does it mean to EROAD?

EROAD views sustainability as a moral obligation to meet the needs of our industry, without compromising the needs of our future generations and our planet. This involves understanding the impact of our actions and ensuring that we are contributing in a positive way. EROAD's key contribution to sustainability involves empowering our customers and industry regulators to achieve their sustainability and decarbonization targets. EROADers, our customers, suppliers, investors, policy makers, industry regulators, associations and others all rely on us to keep working on innovative solutions to build a safer, better world. We are fully committed to our sustainability goals and work hard to advance wider sustainability initiatives.

APPLICATION OF POLICY

This policy should be read in combination with EROAD's Code of Ethics. EROAD's Sustainability Policy applies to all EROADers and its implementation is overseen by EROAD's Net Zero Steering Group. We are all responsible for ensuring EROAD's continued efforts.

EROAD'S ROLE IN SUSTAINABILITY

EROAD plays a critical role in improving sustainability in the transportation industry. We aim to bravely solve complex transportation problems, delivering intuitive solutions that help our customers succeed. This also means using our products to help conserve and improve the environment, support economic growth and keep our communities safe. In doing so, EROAD remains a sustainably viable business for all our stakeholders.

EROAD is committed to integrating sustainability into all our business processes and decisions. Our Net Zero Steering Group is responsible for advancing sustainability throughout the business. Key members from each department regularly report to the Net Zero Steering Group on new developments in this space.

Environment

EROAD's commitment to the environment spans climate change, use of natural resources, pollution and waste. Climate change is our highest priority and, as a result, we follow the globally accepted recommendations of the Task Force for Climate-related Financial Disclosures ("TCFD"), as it is a significant step towards supporting the transition to a low- carbon economy and developing resilience against climate events. EROAD is committed to supporting the New Zealand, Australian and United States governments in our efforts to become net zero.

Measuring our Impact

EROAD works with organizations to measure, and ultimately reduce, our carbon footprint. Knowledge is key to our sustainability drive; so, once we know what our carbon emissions are, we can actively progress our reduction plan with the aim to become net zero.

Reduction Plan

EROAD is committed to reducing our carbon emissions. We work with customers, suppliers, contractors, and EROADers to bring awareness to sustainability issues. We believe we are in a unique position to raise awareness by promoting care and understanding for the world we operate in, and we are actively introducing measures to reduce carbon emissions throughout the value chain.

Net zero product strategy

One of the ways we can create a more sustainable world is through our customers. Our technology provides paperless road user charges and taxes, insights into the utilization of fleets and fuel



consumption, and monitors the transporting of goods to minimize waste and emissions. This allows our customers to run more productive and more efficient operations. Our customers increasingly demand greater fuel efficiency and technology that can help them reduce their carbon emissions. By offering products that support our customers to reduce their carbon emissions, we have a real impact.

Social

EROAD understands the importance of looking after our people. We strive for great leadership and to empower and enrich the lives of our EROADers, customers, drivers, contractors, suppliers, investors, and anyone else we interact with.

Drivers and Carriers

EROAD provides driver-friendly tools to help customers manage health and safety outcomes. This includes improving driver behaviour, managing driver work time, and carrying out preventative maintenance. We continuously strive to enhance and innovate to help our customers to reduce driving incidents. EROAD's products are geared towards making our roads safer and more sustainable, for a better world tomorrow.

EROADers

EROAD is a purpose lead organisation and we are committed to working with, and retaining, capable people. Our People & Capabilities Team ensures we have the right people to realise our company goals. EROADers are the heart of our business, and we are committed to providing a diverse and inclusive workplace. EROAD celebrates diversity and promotes an inclusive culture. We invest in the training, development, and wellbeing of our people. The health, safety and wellbeing of our own people, and the people we interact with is paramount to our success.

Governance

EROAD operates in accordance with the NZX and ASX Listing Rules and we follow best practice corporate governance practices. In doing so, we align corporate strategy with our stakeholders' interests.

GRI Reporting & UN Sustainable Development Goals

EROAD is committed to ensuring transparency around our business practices. In FY21 we began reporting against the Global Reporting Initiative Standards ("GRI") and in FY22 we began reporting against the United Nations Sustainable Development Goals ("UNSDG"). We are aiming to improve our disclosures each reporting year as we progress our own sustainability initiatives. EROAD maintains an internal disclosure register so we can track our progress in this area.

Climate-related legislation

EROAD supports and follows the Financial Sector (Climate-related Disclosures and Other Matters) Amendment Act and EROAD produces reports under the climate related disclosures framework.

General

EROAD is always looking at ways to connect and collaborate with likeminded individuals, businesses, agencies, regulatory bodies, and government departments on sustainability issues. EROAD is involved in working groups, thought leadership and pilot initiatives, and we welcome any opportunity to both share our expertise and learn from others in this space.

Administrative update on 18 December 2025