## Introduction

Transurban is committed to the United Nations Sustainable Development Goals which directly inform our Sustainability Strategy.

This Report details Transurban’s FY22 progress against the nine UN Sustainable Development Goals (UN SDGs) that are particularly relevant to Transurban and the associated targets and indicators that apply to our business. We believe more can be done to contribute to the UN SDG targets above and beyond the official indicator set. For this reason, we also list our own, Transurban-specific, indicators and targets and summarise our performance against these.

A summary of FY22 performance for each material UN SDG and trends towards 29 applicable targets—official and Transurban-specific—is provided over the following pages.

### SDG 3—Good Health and Wellbeing

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<th>Official UN SDG targets</th>
<th>UN SDG indicators relevant to Transurban and Key FY22 Transurban initiatives and commentary</th>
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<tr>
<td><strong>Relevance to Transurban</strong></td>
<td><strong>additional Transurban indicators</strong></td>
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<tr>
<td>3.4 By 2030*, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and wellbeing</td>
<td>No directly relevant UN SDG indicators for Transurban</td>
</tr>
<tr>
<td>3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents</td>
<td>3.6.1 Death rate due to road traffic injuries</td>
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<tr>
<td>Road safety</td>
<td>3 road user fatalities on Transurban roads in FY22 (we aim for fatality free roads)</td>
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1 FY18-22 indicator trend: **no target** = no data or trend not applicable; ✓ = target met; ● no change; ● improving; ● declining
2 Underlined text within targets and indicators are applicable to Transurban
89% (target – 75%/✓)

Monash University Accident Research Centre (MUARC) — crash analysis for roads in each Australian market

2021 MUARC analysis³ (no targets):

- NSW — 48% lower
- VIC — 50% lower
- QLD — 31% lower

- Seating posture injury risks for young and older adults and children
- Optimising safety for rear seat occupants of all ages
- Checked and adjusted a total of 660 child seats for Queensland, New South Wales and Victorian customers as part of a Car Seat Blitz campaign in partnership with Kidsafe
- ‘Driving Willpower’ campaign undertaken in the US targeting the correct fitting of car seats

SDG 5—Gender Equality

**Official UN SDG targets**

*Relevance to Transurban*

**UN SDG indicators relevant to Transurban and additional Transurban indicators**

**FY22 performance data (target/trend)**

5.1 End all forms of discrimination against all women and girls everywhere

*Avoiding discrimination*

5.1.1 Legal frameworks in place to promote, enforce and monitor equality and non-discrimination on the basis of sex

Policies and procedures in place regarding diversity and non-discrimination (target – 100% coverage/✓)

Additional Transurban indicator:

- Gender balance

$57\%M / 43\%F$— Workforce

(target – 40%M / 40%F / 20% any gender /✓)

5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

*Equal participation and opportunities*

5.5.2 Proportion of women in managerial positions

- $44\%M / 56\%F$— Senior Executives
  (target – 40%M, 40%F, 20% any gender /✓)
- $73\%M / 27\%F$— Board
  (target – 30%M, 30%F, 40% any gender / ●)

- Workplace Gender Equality Agency Employer of Choice for Gender Equality citation (2021 – 2023)
- Equileap gender equality citation – positioned 2nd in Australia and 8th globally
- Females Excelling in Engineering and Technology (FEET) program continued - 14 participants
- Women in Leadership program – 15 participants

3 The findings of analyses from prior years cannot be compared to this analysis as a refined methodology was used with improved datasets
## SDG 7—Affordable and Clean Energy

### Official UN SDG targets

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<tr>
<td><strong>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix</strong></td>
<td><strong>Renewable energy share in total final energy consumption</strong></td>
<td>• Renewable energy purchasing arrangements in place for all Australian markets</td>
</tr>
<tr>
<td><strong>Renewable energy</strong></td>
<td><strong>56% (no target)</strong></td>
<td>• Investigation underway for renewable energy provision for operations in the Greater Washington Area (GWA)</td>
</tr>
<tr>
<td></td>
<td><strong>Additional Transurban indicators:</strong></td>
<td>• Six renewable energy installations in place across our assets and facilities (additional sites continue to be explored)</td>
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<tr>
<td></td>
<td>Installed renewable energy capacity</td>
<td></td>
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<td></td>
<td><strong>231kW (no target)</strong></td>
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<tr>
<td></td>
<td>Proportion of energy use self-generated from renewables (on-site installations)</td>
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<td></td>
<td><strong>0.1% (no target)</strong></td>
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<tr>
<td><strong>7.3 By 2030, double the global rate of improvement in energy efficiency</strong></td>
<td><strong>Energy intensity measured in terms of primary energy and GDP</strong></td>
<td>• Implemented 25 energy-efficiency projects to date, delivering total annual energy savings of 46,815 GJ, or 8.3% of our 10% energy-efficiency target</td>
</tr>
<tr>
<td><strong>Energy efficiency</strong></td>
<td><strong>401.7GJ per $M statutory revenue</strong></td>
<td>• Delivering or planning multi-year energy efficiency projects that may see a further 8% energy-efficiency gain</td>
</tr>
<tr>
<td></td>
<td><strong>(no target)</strong></td>
<td>• Progressed planning and approvals for key lighting and tunnel ventilation optimisation projects throughout FY22 for delivery in FY23 and beyond</td>
</tr>
</tbody>
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4 Statutory revenue used in lieu of GDP; FY22 energy use = 935,098 GJ; Statutory revenue = $2,324M

5 2013 baseline updated in 2016 to include all new assets at that time. No new assets will be added to this baseline
## SDG 8—Decent Work and Economic Growth

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<tr>
<td>8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries</td>
<td>Economic growth</td>
<td>Contributing to economic health and productivity of cities where we operate through travel time savings and job creation via our road network</td>
</tr>
</tbody>
</table>
| 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro, small and medium-sized enterprises, including through access to financial services | Employment | Major road development projects underway during FY22 have created or are creating significant employment opportunities:
* WestConnex M4-M5 link project (NSW): 11,000 jobs
* West Gate Tunnel Project (VIC): 6,000 construction jobs
* Fredericksburg extension of 95 Express Lanes (GWA): 9,000 construction jobs
* 495 Express Lanes Northern Extension (GWA): 6,300 construction jobs |

### FY22 performance data (target/trend)

8.1 Additional Transurban indicator:
Travel time savings (all markets)
323,000 hrs average workday travel time savings for FY22 (no target)

8.3 Additional Transurban indicator:
Direct and indirect job creation estimates—major projects active in FY22
32,300 jobs (no target)

8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead

### Resource efficiency

8.4.1 Material footprint, material footprint per GDP
Cumulative key material use (tonnes) in Australian major projects to date per $M of cumulative project value
\[ = 707.3T/$M \text{ (no target)} \]

- Contributing to economic health and productivity of cities where we operate through travel time savings and job creation via our road network

### Additional Transurban indicators

- Travel time savings (all markets)
- 323,000 hrs average workday travel time savings for FY22 (no target)

- Direct and indirect job creation estimates—major projects active in FY22
- 32,300 jobs (no target)

- Material footprint, material footprint per GDP
- Cumulative key material use (tonnes) in Australian major projects to date per $M of cumulative project value
- 707.3T/$M (no target)

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6 Direct and indirect jobs over project life
7 Based on estimated economic development impact of total project
8 Includes concrete, steel, asphalt and aggregates across nine major projects in Australia; 16.636 M tonnes and $23,519 M project value
8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

Decent work and pay equity

8.5.1 Average hourly earnings of female and male employees by occupation and age

Refer to FY22 Employee Data Tables (target-achievement of gender equity at all levels across Transurban/✓)

Additional Transurban indicators:

- Pay equity gap
  - ≤ 1% (target – +/- 1%/✓)

Progress with implementation of second Innovate Reconciliation Action Plan (RAP) actions

- 100% (target – 100% by end of FY22/✓)

- Reviewed parental leave policy. Employees taking parental leave now entitled to 16 weeks of paid leave and up to 36 weeks of unpaid leave
- Provided cultural awareness training to Executives
- Maintained partnerships with organisations that support positive education and employment outcomes including KARI, NSW Aboriginal Consultative Group and Queensland Aboriginal and Torres Strait Islander Foundation
- Providing apprentice opportunities via our contractors. On the West Gate Tunnel project 12.3% of labour hours are being worked by apprentices, exceeding the 10% VIC government target for same
- Partnered with Multicap and Q-Free Australia in Brisbane to enable people with disabilities to gain skills, training and employment experience in a technology-based industry

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

Forced labour and modern slavery

- No directly relevant UN SDG indicators for Transurban

Additional Transurban indicator:

- Annual Modern Slavery Statement
  - FY21 Statement released (target – annual release/✓)

- Submitted our second Modern Slavery Statement in December 2021 outlining how identify, manage, and mitigate modern slavery risks in our operations and supply chains
- Continued participation in Global Compact Network of Australia’s Community of Practice on Modern Slavery and the Infrastructure Sustainability Council’s Modern Slavery Coalition for Road Construction members
- Undertook an operations pilot program in conjunction with Anti-Slavery Australia to help our incident responders better identify and respond to potential instances of modern slavery on Transurban road asset operations
8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

**Employee safety**  
**Labour rights**

Frequency rates of fatal and non-fatal occupational injuries

Total employee recordable injuries (absolute) and contractor recordable injuries per million hours worked (RIFR):

- **Employees** — 0 (target ≤ 3/✓)
- **Contractor RIFR** — 3.09 (target ≤ 4.2/✓)
- **Zero employee fatalities** (target – zero/✓)
- **Zero contractor fatalities** (target – zero/✓)

Continued requirement for each business unit to develop and implement Health, Safety and Environment Action Plans (HSEAPs)

HSE training undertaken by all employees

First full year working under an enhanced HSE Contract Management Framework

HSE analytics integrated into risk reporting

Multiple HSE audits conducted in North America

Hosting quarterly Northern Virginia Safety Forum to engage construction and operation partners

8.8.2 Level of national compliance of labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status

100% compliance (target – 100%/✓)

Complied with:

- Terms of the Transurban Queensland Enterprise Agreement 2020
- Terms of the Transurban Customer Service EBA 2019
- Freedom of association and collective bargaining requirements of the Fair Work Act 2009

8.b By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization

**Youth employment**

8.b.1 Existence of a developed and operational national strategy for youth employment

Graduate and student programs in place (target - maintain programs/✓)

Continued our Females Excelling in Engineering and Technology (FEET) student mentoring program; 14 students participated

Continued graduate program – 14 graduates across two intakes
SDG 9—Industry, Innovation and Infrastructure

**Official UN SDG targets**

9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all

**Relevance to Transurban**

- Enhance infrastructure sustainability
- Zero emission vehicles

**UN SDG indicators relevant to Transurban and additional Transurban indicators**

**FY22 performance data (target/trend)**

- No directly relevant UN SDG indicators for Transurban

**Key FY22 Transurban initiatives and commentary**

- Five sustainability ratings underway – three in Australia and two in the US
- Seven ‘As Built’ sustainability ratings (> $23.5B project value) achieved to date (Gateway Upgrade North, Logan Enhancement Project, M4 Widening, M4 East, M8, NorthConnex, and CityLink-Tulla Widening)
- Refer to commentary on SDG11 for information on affordable and equitable access

**9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all**

**Develop sustainable infrastructure**

- Sustainability ratings underway in FY22:
  - Hills M2 – IS Rating – Operations
  - WestConnex M4-M5 Link Project — IS rating — As Built
  - West Gate Tunnel Project — IS rating — Design
  - 95 Express Lanes (Fredericksburg extension)—Envision Design + Post-Construction rating
  - 495 Express Lanes, Northern Extension – Envision Design + Post-Construction rating

- Additional Transurban indicators:
  - Percentage of major projects in design or construction during year that have committed to achieving sustainability ratings
  - 100%* (target – 100%)

**9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities**

- Enhance infrastructure sustainability
- Zero emission vehicles

**9.4.1 CO2 emission per unit of value added**

- **Scope 1 and 2:** 45.8 tCO2e/$M statutory revenue (no target)
- **Scope 3 – Purchased goods and services:** 32.9 tCO2e/Million VKT 10 (22% intensity reduction by 2030 from a 2019 base year *)
- **Scope 3 – Capital goods/projects:** 138.5 tCO2e/$M capex (55% intensity reduction by 2030 from a 2019 base year *)

**Additional Transurban indicators:**

- Absolute greenhouse gas emission reduction
- **Scope 1 and 2:** 106,392 tCO2e; (50% absolute reduction by 2030 from a 2019 base year *)

- **Ventia,** our operations and maintenance provider for NSW roads and tunnels, has ordered Australia’s first electric Truck Mounted Attenuator (TMA) which is expected to start operating in early 2023 (Scope 1 initiative)
- **Replacement** of 32% of the cement to date on the M4-M5 Link project with fly-ash and other supplementary cementitious materials significantly reducing embodied emissions in concrete (Scope 3 initiative)
- **Recognised** by CDP as a Supplier Engagement Leader (Scope 3 initiative)
- **Engaged** our top 50 suppliers by spend via CDP Supply Chain Program; 35 suppliers (70%) provided details of their GHG emissions and reduction initiatives (Scope 3 initiative)

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* Four out of four major projects (Maryland Express Lanes-Phase 1 has not yet entered design phase)

10 Vehicle Kilometres Travelled on Transurban roads
Average emission reduction for those choosing to travel on our roads
30% (no target)

Proportion of customers using zero emission vehicles (EVs or other ZEVs)
0.2% (no target)

- 17 of the 35 suppliers that participated in the Program have or are committed to establishing Science Based Targets for GHG emission reduction (scope 3 initiative)
- Continued as founding member of the Materials Embodied Carbon Leaders Alliance – a group of more than 150 organisations aiming to drive significant embodied carbon reductions across Australia’s building and construction industry
- Started an EV driving experience program giving up to 12 customers an opportunity to try an EV for 10 days and share their experiences
## SDG 11—Sustainable Cities and Communities

### Official UN SDG targets

| SDG 11.2 | By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons |
| SDG 11.3 | By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries |
| SDG 11.6 | By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management |

### UN SDG indicators relevant to Transurban and additional Transurban indicators

#### Affordability, accessibility and safe transport

- No directly relevant UN SDG indicators for Transurban
- Additional Transurban indicator:
  - Total kilometres of cycle/pedestrian paths delivered or maintained
  - > 1,475km (no target)

#### Inclusive urbanisation

- No directly relevant UN SDG indicators for Transurban

#### Adverse environmental impact

- Additional Transurban indicator:
  - Air quality indicators for tunnels including NOx, CO, PM10, PM2.5, VOC
  - 100% compliance (target – 100% regulatory requirements met✓)

### Key FY22 Transurban initiatives and commentary

- A total of more than USD45 million has been invested to date in regional transit improvements from 395 Express Lanes toll revenues; helping to expand bus routes, provide new fleets, commuter incentive programs and expand bikeshare networks
- Refer to SDG3 for road safety initiatives
- Engagement principles and frameworks embedded in all Australian markets
- Continued engagement to support communities through development and delivery of infrastructure, with identification and delivery of key community enhancement initiatives
- Partnering with the Australian National University’s Next Gen Engagement Program, Australia’s largest study in engagement and implementation delivery
- Undertook air quality monitoring and reporting for road tunnels
- Three Air Quality Community Committees in place for assets and projects in NSW (M8, M4-M5 Link and NorthConnex)
- Refer to SDG12 for waste reduction initiatives
## SDG 12—Responsible Consumption and Production

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</table>
| 12.2  By 2030, achieve the sustainable management and efficient use of natural resources | 12.2.1 Material footprint, material footprint per capita, and material footprint per GDP<sup>11</sup>  
*Cumulative key material use (tonnes) in major projects to date per $M of cumulative project value<sup>12</sup> = 707.3t/$M (no target)* | Refer to commentary for 8.4.1 |
| Natural resource use | | |
| 12.5  By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse | 12.5.1 National recycling rate, tons of material recycled  
99% of spoil from major projects diverted from landfill to date<sup>13</sup> (target of ≥95%, to apply from FY23)  
97% of construction and demolition waste from major projects diverted from landfill to date (target of ≥95%, to apply from FY23)  
49% of operational and maintenance waste diverted from landfill (target of ≥80% by 2025) | • Waste targets set for Australian operations – major projects and O&M waste  
• Standardising recycling facilities and management practices across Transurban-controlled Australian offices  
• Target to be set in FY23 for minor capex works and office waste where Transurban has contractual control  
• Achieved 32% replacement of Portland cement with fly ash (reuse of a waste product from power-generation) and other supplementary cementitious materials in 271,000 m<sup>3</sup> of concrete poured on the M4-M5 Link project  
• Almost all (98 per cent) materials were recovered and reused from 1.9 tonnes of e-waste generated from the replacement of 189 CCTV cameras on Citylink. Materials included hard and soft plastics, aluminium, copper, steel, gold and platinum |
| Waste generation | | |
| 12.6  Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle | 12.6.1 Number of companies publishing sustainability reports  
Corporate reporting suite contains comprehensive account of sustainability performance (target—reporting annual and follows GRI ‘comprehensive’ guidance✓) | • Content normally included in a separate ‘Sustainability Supplement’ now included in the Corporate Report or provided on the website in the ‘Insights Hub’ |
| Sustainability reporting | | |

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<sup>11</sup> This indicator is a repeat of 8.4.1  
<sup>12</sup> Includes concrete asphalt and steel across nine major projects in Australia; 16.636M tonnes and $23,519M project value  
<sup>13</sup> Unless required by government regulations to be disposed to landfill
12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities

Sustainable procurement

12.7.1 Number of countries implementing sustainable public procurement policies and action plans

Sustainable procurement framework in place and being implemented (no target)

Additional Transurban indicator:

Social procurement spend

USA—USD976M spent to date on disadvantaged business enterprises (DBEs) and small, women, and minority owned (SWaM) businesses (no target)

Australia - Indigenous supplier spend to date — >$130M (no target)

- Ongoing implementation of sustainable procurement framework aligned with ISO 20400 including Procurement Policy, Supplier Sustainability Code of Practice and sourcing kit
- Addressing key government policies and legislative requirements such as the Australian Commonwealth Modern Slavery Act and the Virginia Small Business and Supplier Diversity Initiative
- Continued membership with Social Traders
- Reported against the Payment Times Reporting Act (Australia) - 98% of supplier invoices were paid in 30 days or less
SDG 13—Climate Action

Official UN SDG targets

Relevance to Transurban

13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

Climate change resilience

UN SDG indicators relevant to Transurban and additional Transurban indicators

Key FY22 Transurban initiatives and commentary

FY22 performance data (target/trend)

13.1.3 Proportion of local governments that adopt and implement local disaster risk reduction strategies in line with national disaster reduction strategies

Business resilience plans in place for all regions where we operate (target— all regions/✓)

Additional Transurban indicators:

Percentage of existing assets\(^{14}\) that have had high-level climate change risk assessments prepared or updated within past two years

100%—21 of 21 assets\(^{15}\) (target-100%/✓)

Percentage of major projects under construction that have been assessed for climate change risk

50%—2 of 4 projects\(^{16}\) (target-100%/●)

\(^{14}\) Assets under operational control for at least a year

\(^{15}\) 495 Express Lanes (Yes), 395 Express Lanes (Yes), 95 Express Lanes (Yes), A25 (Yes), CityLink (Yes), Gateway Motorway (Yes), Logan Motorway (Yes), Clem7 (Yes), Go Between Bridge (Yes), Legacy Way (Yes), Airport Link M7 (Yes), Hills M2 (Yes), Eastern Distributor (Yes), Lane Cove Tunnel (Yes), Cross City Tunnel (Yes), M4 East (Yes), M4 (Yes), M8 (Yes), M5W (Yes), NorthConnex (Yes)

\(^{16}\) West Gate Tunnel (Yes), M4-M5 Link (Yes), Fredericksburg Extension (No), 495 Northern Extension (No)

- Completed first stage of detailed investigation into financial impact of physical effects of climate change on Australian operational assets
- Developed Climate Risk Adaptation Management Plan (CRAMP) Guideline to serve as template for asset-specific plans
- Developed CRAMPs for Legacy Way and Gateway Motorway (QLD)
- Reviewed recently experienced extreme climatic events and asset resilience
- Partnering with The Climate Board—an organisation bringing industry leaders together to tackle mitigation and resilience challenges in the US

13.2 Integrate climate change measures into national policies, strategies and planning

Climate change strategy

13.2.1 Number of countries that have communicated the establishment or operationalisation of an integrated policy/strategy/plan which increases their ability to adapt to the adverse impacts of climate change, and foster climate resilience and low greenhouse gas emissions development in a manner that does not threaten food production

- Continued implementing our Climate Change Framework which addresses threats and opportunities relating to the physical impacts of climate change and low carbon transition
- Prepared a FY22 Climate Change Disclosure in accordance with updated (2021) TCFD guidance

13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

Climate change capacity

No directly relevant UN SDG indicators for Transurban

Refer to climate change metrics in FY22 Climate Change Disclosure

- Engaged Transurban Board on climate risk and FY21 Climate Change Disclosure
- Conducted climate change risk adaptation workshops for various assets
- Engaged our top 50 suppliers by spend to determine their climate risk maturity
- Conducted an operational resilience exercise to test effectiveness of the M2 Climate Risk Adaptation Management Plan
- Recognised by CDP as a Supplier Engagement Leader
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<td><strong>Key multi-stakeholder partnerships for FY22 are listed below.</strong></td>
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</table>
| 17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries | No directly relevant SDG indicators for Transurban | • Neura partnership for the Transurban Road Safety Centre to conduct research into road safety and crash injury prevention [SDG 3 link]  
• Community of Practice on Modern Slavery member—Global Compact Network Australia [SDG 8 link]  
• Partnerships in QLD (Queensland Aboriginal and Torres Strait Islander Foundation, Career Trackers) NSW (Clontarf Foundation, KARI Foundation, NSW Aboriginal Education Consultative Group), VIC (Bubup Wilam, Melbourne Indigenous Transition School) as part of our Innovate Reconciliation Action Plan  
• Partnered with Multicap and Q-Free in Brisbane to provide job opportunities for people with disabilities  
• More than $4M (cash and in-kind) investment in community partnerships to achieve specific social and business outcomes including key partnerships with Neura, Kidsafe (road safety), The Smith Family The Salvation Army, Northern Virginia Family Services, 9/11 Pentagon Memorial Fund and Le fondation les petits trésors (community) and Landcare (biodiversity).  
• Continued as a Founding Member of the Materials Embodied Carbon Leaders Alliance (MECLA) |