

Creating our sustainable future today

SUSTAINABILITY REPORT 2025



bai communications

Message from the CEO



“

We remain dedicated to designing, building and deploying our products and services with sustainability as a core principle, not an afterthought.

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Sustainability remains at the heart of everything we do at BAI Communications. As we present our second sustainability report, we continue to demonstrate our steadfast commitment to responsibly transforming connectivity across the nation through shared solutions for industry, government and communities.

Over the past year, we have strengthened our position as an industry leader, deepening our understanding that this leadership comes with greater responsibility to all our stakeholders. We remain dedicated to designing, building and deploying our products and services with sustainability as a core principle, not an afterthought.

Our achievements continue to be supported by our shareholders, who maintain their investment in our sustainable future and provide unwavering encouragement for our environmental and social responsibility initiatives.

Since rejoining the United Nations Global Compact in November 2023 as standalone Australian entity, we have made significant strides in our sustainability journey. As part of the world's largest corporate sustainability initiative, we have continued to set and work toward ambitious targets, with our 2025 progress detailed throughout this report. While we acknowledge the ongoing nature of this important work, the milestones we've achieved this year fill us with pride and determination.

I am excited to share our continued progress as we advance toward our sustainability goals and look forward to building on these foundations in the year ahead.

Kind regards,

Peter Lambourne, Chief Executive Officer,
BAI Communications

Front cover image: Solar installation, Mt Dandenong, Victoria



Solar installed in February 2025, Emerald MF, Queensland

About BAI Communications

We are shaping the future of shared infrastructure and wireless solutions

We deliver innovative connectivity solutions to the most critical communications challenges facing Australia's broadcasters, governments, mobile network operators, enterprises, transport operators and venues.

We operate one of the world's most extensive broadcast networks, delivering fully managed television and radio services to 99% of the Australian population. During crises such as natural disasters, national broadcasters depend on us to maintain vital communications, while emergency services trust us to keep them connected and informed.

As 5G technology transforms connectivity, we leverage global experience to enable comprehensive coverage in challenging environments like buildings, tunnels, stadiums and high-density

areas. This puts us at the forefront of intelligent, connected infrastructure development across Australia.

Our acquisition of Titan ICT has strengthened our mission-critical capabilities, adding deep expertise in mining, resources and energy industries. This expansion helps us enable robust solutions across Australia's most demanding operational environments.

BAI Communications is part of a global network alongside sister organisation Boldyn Networks, which operates across the Northern Hemisphere. This alliance is backed by majority shareholder CPP Investments and minority shareholder AIMCo, enabling us to leverage international expertise while maintaining focus on Australia's unique connectivity needs.



Mt Owen, Tasmania

Our approach to sustainability

Sustainability is one of our top priorities. As specialists in designing, building and operating shared communications infrastructure, we are committed to enhancing construction and operational efficiency; reducing overall costs; and increasing resilience against acute physical climate risks such as fires, cyclones and flooding. For us, working sustainably is another way of working smarter.

We are committed to respecting social responsibility; striving for nature-positive outcomes; and working with integrity for ourselves, our customers and the wider community. In our May 2025 employee engagement survey, we scored 81% against the survey's environment and corporate responsibility index, which was an improvement over our previous survey results.

But we know this is just the beginning of our journey. We are committed to pursuing the targets in this report, developing more targets in future years and providing regular updates to keep our stakeholders informed about the amazing work we do in this space. And we will strive to keep improving.

We use the term 'sustainability' according to the 1987 UN Brundtland Commission definition: 'meeting the needs of the present without compromising the ability of future generations to meet their own needs.' We also use the term 'environmental, social and governance' (ESG) in reference to our organisational framework and initiatives that translate our sustainability principles into actions across our operations and beyond.

Our key ESG milestones

October 2009

BAI quantified Scope 1 and 2 emissions for the first time with the launch of the National Greenhouse and Energy Reporting scheme

July 2018

BAI started ESG infrastructure benchmarking with GRESB (formerly the Global Real Estate Sustainability Benchmark)

October 2021

The BAI Communications Group of Companies joined the UN Global Compact

November 2023

BAI joined the UN Global Compact as the stand alone Australian entity

July 2024

First UN Global Compact report submitted

July 2025

We submitted our second UN Global Compact report

October 2016

Scope 1 and 2 emissions reduced to below 100,000 tCO₂e for the first time

August 2020

Towards Carbon Neutral program launched with \$20M commitment for clean energy and efficiency upgrades

October 2022

The BAI Communications Group of Companies published its first consolidated sustainability report across all group entities

February 2024

Science Based Targets Initiative (SBTi) commitment announced

May 2025

BAI Communications, now operating as an independent Australian business, published its first sustainability report as a standalone entity

September 2025

We achieved a score of 97/100 from GRESB

Sustainability governance

OUR VISION

To be accountable for our sustainability ambitions and to ensure meaningful progress is made across our environmental and social initiatives each year.

OVERVIEW

In addition to being fully transparent to our internal stakeholders, we confirmed our commitment to submitting our emissions reduction targets to the SBTi for validation.

OUR TARGETS

BY 2026, WE AIM TO:

- Continue to submit our mandatory and voluntary annual reporting, including for the UN Global Compact and GRESB
- Submit mandatory Australian Accounting Standards Board (AASB) S2 reporting in conjunction with our annual financial report to the Australian Securities & Investments Commission (ASIC)
- Commit to submitting a near-term emissions reduction target under the SBTi

OUR ACHIEVEMENTS

In November 2023, BAI Communications rejoined the UN Global Compact as an independent Australian entity, following our separation from the Group. This demonstrates our commitment to improving outcomes for people, planet and prosperity. In our first reporting year, when public disclosures were voluntary, we released our assessment results to mark our starting position on our UN Global Compact support journey.

In February 2024, we confirmed our commitment to submitting our emissions reduction targets to the SBTi, ensuring our corporate climate action is independently verified.

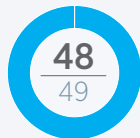
In June 2025, we continued our long tradition of participating in the GRESB survey, an industry benchmarking framework that allows us to measure and compare our ESG progress against peer organisations across the Asia-Pacific region. Our score of 97/100 placed us first among GRESB participants in both the Data Infrastructure: Data Transmission/Oceania category and the Telecom Towers category, a strong result within this self-reported framework.

Our GRESB score has steadily increased, rising from 62 in 2018 to 93 in 2024 and now 97 in 2025, reflecting our ongoing commitment to improving ESG performance and transparent, consistent reporting year on year.



ENVIRONMENTAL OUT OF 26

Our score	GRESB Average	Peer Group Average
25	24	23



SOCIAL OUT OF 49

Our score	GRESB Average	Peer Group Average
48	46	46



GOVERNANCE OUT OF 24

Our score	GRESB Average	Peer Group Average
24	20	22



Racking stand, The Bluff, South Australia

Climate action

OUR VISION

To mitigate the physical and transition-related risks of climate change so we can deliver benefits for our customers, the wider community and our planet.

OVERVIEW

We know we need to take steps to reduce our emissions. We also understand the value of on-site energy system resilience, as our network is particularly vulnerable to the physical risks arising from the increased frequency and severity of climate extremes.

As we are one of the top 200 Scope 2 emitters in Australia, our executive leadership team committed in 2022 to reaching net-zero Scope 1 and 2 emissions by 2040 across our operations. Since then, we have continued to invest in renewable energy generation systems to provide on-site carbon-free energy sources every day.

We acknowledge that, in many ways, our emissions are inseparable from those of our value chain, so we are engaging proactively with our major customers to support the wider industry journey toward net-zero emissions.

Our goals align with these United Nations Sustainable Development Goals (UN SDGs).



OUR ACHIEVEMENTS

We operate energy-intensive networks. In 2010, we reached a Scope 1 and 2 'peak emissions' figure of 164,000 tonnes of carbon dioxide equivalent (tCO₂e). Since then, analogue television transmissions have ceased and the electricity grid has become increasingly decarbonised. We have also made significant investments in transmission technology refresh programs, renewable energy generation sources and cooling system efficiency projects. All this has contributed to a reduction in our emissions to 58,157 tCO₂e across our organisation, just 35.5% of our 2010 total, driven by a combination of industry-wide factors, grid decarbonisation, and our own targeted investments.

We completed our first Scope 3 emissions accounting for Financial year 2024 in August 2025, showing 17,096 tCO₂e, with fuel and energy-related activities and capital goods contributing around 80% of the total.

We were represented by Jarmila Parratt, Sustainability and Energy Manager, at a panel discussion at the Society of Motion Picture and Television Engineers (SMPTE) METExpo conference in July 2025, focusing on driving real change in sustainability across the media and broadcast sector.

One contributor to our emissions reductions has been the deployment of behind-the-meter solar generation systems. To date, these systems have added 1.4 MW of carbon-free generation capacity to our network. Additional systems totalling 0.7 MW of capacity are in design or under construction. Of our \$20 million decarbonisation commitment, approximately \$5 million has been invested to date in our own decarbonisation initiatives, with \$15 million reserved for continued rollout through to 2030. This investment is one of several factors contributing to our emissions reduction, alongside the cessation of analogue broadcasting and the ongoing decarbonisation of the electricity grid.

Notable projects in progress as part of this investment include:

- Mt Dandenong solar generation installation – Located at our flagship Melbourne broadcast transmission site, this system aims to provide 200 kW of renewable energy capacity.
- Goschen solar generation installation – Located in Victoria, covering the Murray Valley and Swan Hill area, this site will benefit from 210 kW solar system, contributing renewable energy capacity to support the decarbonisation of our broadcast transmission network.
- Yatpool antenna replacement project - FM antenna providing services to Mildura area in Victoria will be replaced with new and higher version. This will allow for lower electricity consumption while providing still the same service coverage.

OUR TARGETS

BY 2026, WE AIM TO:

- Submit a near-term science-based target for validation by the SBTi
- Develop an emissions reduction trajectory to align with our net-zero ambitions and begin tracking against annual targets

BY 2027, WE AIM TO

- Incorporate large battery storage into our network to shift emissions-free energy sourced on-site to times when the grid is at its most emissions-intensive

BY 2030, WE AIM TO

- Achieve our near-term emissions reduction target under the SBTi
- Submit a net-zero target with the SBTi
- Deploy \$20 million of renewable energy and emissions reduction investment across our networks at selected sites

Diversity, equity and inclusion

OUR VISION

To improve diversity, equity and inclusion across BAI and within the communities where we operate.

OVERVIEW

We know inclusion and equitable opportunity for people of all backgrounds enhances culture, fosters innovation and drives success. We continually challenge ourselves to become a better company, a better team and a better workplace for everyone.

OUR ACHIEVEMENTS

In 2022, we embarked on a journey to foster a more diverse, equitable and inclusive workplace through the implementation of a three-year DEI strategy.

We continued to deliver our foundation inclusion program, Diversity and Inclusion 101, in partnership with the Diversity Council of Australia, which has become part of our ongoing learning and development strategy. To date, 80% of all employees have participated in the training, which promotes a shared understanding of DEI and our DEI values across the entire organisation.

Throughout the year, we identified, celebrated and shared stories about our diverse workforce, driven by a calendar of significant cultural and community days set by our DEI Champions, including Lunar New Year, International Women's Day, Diwali, Ramadan, A Taste of Harmony and NAIDOC Week.

In alignment with the 2025 UN International Women's Day theme, 'March Forward,' we demonstrated our commitment to accelerating gender equality. We hosted an International Women's Day celebration from our North Sydney office, broadcast live to our other offices around Australia. The event featured keynote speaker Nadine Champion, an accomplished author and martial artist, who shared insights on demonstrating courage to overcome obstacles and unlock human potential.

In October 2024, when we relocated our head office, we created a multi-faith quiet space providing a peaceful, welcoming and inclusive environment for individuals of all faiths and beliefs to engage in personal reflection, meditation or prayer. Our organisation reported a median total remuneration gender pay gap of 6.5% for the 2024-25 reporting period. While ahead of our industry benchmark across all measures, we recognise that progress toward pay equity requires sustained focus and action on:

- Continuing our leadership journey by achieving our target of 45% or higher female representation in senior leadership roles by 2028, up from our current baseline of 39%
- Strengthening our talent pipeline by building diverse candidate pools for all roles, particularly in technical and senior positions
- Conducting regular pay equity reviews, including proactively monitoring and addressing any unexplained pay differences
- Reporting with full transparency, part of our commitment to clear communication about our progress and challenges

Our goal remains clear: to achieve and maintain a 0% gender pay gap while building a truly equitable workplace where everyone can thrive.

We recognise that fostering DEI is an ongoing journey with non-linear progress. Our March 2025 DEI survey, alongside regular engagement surveys, revealed both strengths and areas for improvement. While employees continue to feel respected at work (90%), we need to strengthen how diverse perspectives are valued. These insights will inform our updated DEI strategy launched in November 2025.

Our goals align with these United Nations Sustainable Development Goals (UN SDGs).



OUR TARGETS

BY 2026, WE AIM TO:

- Launch our refreshed DEI strategy for 2025-2028 and complete Year 1 priorities
- Improve our DEI survey scores across all metrics
- Increase voluntary diversity data sharing to at least 50% of employees

First Nations engagement

OUR VISION

To create an inclusive and respectful environment where the cultures, histories and contributions of First Nations peoples are recognised, valued and celebrated. We aim to foster meaningful relationships with Aboriginal and Torres Strait Islander communities, ensuring their voices are heard and their aspirations supported.

OVERVIEW

We believe in and are committed to ensuring First Nations people and others we engage with can aspire to build lasting careers that provide financial and social stability for not only themselves but also their families. In the community, we are focused on building sustainable relationships, demonstrating enduring respect, and being transparent in creating real and meaningful opportunities.

Achieving our targets shows we are not only a company of good intentions, but also one capable of delivering real and tangible outcomes for the betterment of all employees and the communities in which we live and work.

Our goals align with these United Nations Sustainable Development Goals (UN SDGs).



OUR ACHIEVEMENTS

We have partnered with Bangarra Dance Theatre since 2017. This partnership enables Bangarra to bring world-class dance to the world, connect with Indigenous youth through their outreach programs, and collaborate with more communities through Aboriginal and Torres Strait Islander storytelling. This year, we leveraged this collaboration to support several First Nations broadcast customers in regions strengthened by Bangarra's connections, launching multiple projects that have enhanced the quality of broadcast services delivered to First Nations communities.

That included providing support to Wangki Radio in 2025 to establish their FM service at Fitzroy Crossing, offering access to our FM antenna infrastructure for greater coverage and improved sound quality. Their existing AM service can be disrupted by extreme weather, including flooding and lightning strikes, so the FM service provides important redundancy. We are providing the infrastructure and portal service, while Wangki Radio maintains operational responsibility for their equipment. Wangki Radio has applied for a new ACMA licence, with service commissioning to follow approval.

For NAIDOC Week, we hosted an inspiring panel session with Bangarra, streamed live to our offices across the country. It explored Bangarra's 'Rekindling' youth outreach program, which fosters cultural learning and leadership among young Aboriginal and Torres Strait Islander people. From workshops with Elders to immersive residencies on Country, the Rekindling program is empowering the next generation through storytelling, language and dance. This powerful conversation highlighted how trust, collaboration and local engagement are so important to supporting long-term, meaningful outcomes in cultural education, connection and continuity — values we are proud to support through our partnership with Bangarra, especially in communities we serve.

We are committed to building relationships and reliable services with First Nations communities, and are continually exploring opportunities to collaborate with First Nations communities, broadcasters and organisations to provide support and enhance their community broadcast services.

OUR TARGETS

BY 2026, WE AIM TO:

- Deliver three initiatives to First Nations broadcasters or community organisations to support positive and meaningful outcomes and contribute to building digital inclusion
- Continue to foster relationships with Aboriginal and Torres Strait Islander stakeholders, suppliers and organisations within areas of influence
- Continue our partnership with Bangarra Dance Theatre, including site visits and community engagement initiatives to amplify their vital work

Health and safety

OUR VISION

To be recognised by our people, partners and customers as a leader in health, safety and wellbeing within the broadcast and telecommunications industry.

OVERVIEW

Our teams operate in high-risk environments across broadcasting and public safety network infrastructure, from field installations to office-based technical services. The health, safety and wellbeing of our people remains our priority, whether they work in the field, remotely or in office environments. We are committed to eliminating serious injuries while fostering a culture of instinctive safety and wellbeing.

Our goals align with these United Nations Sustainable Development Goals (UN SDGs).



OUR ACHIEVEMENTS

We maintained our Federal Safety Commissioner certification, demonstrating our commitment to industry-leading health and safety governance, and identified safety initiatives to target injury prevention improvements specific to the high-risk conditions in which our field staff operate. We also implemented a 'right-sized' project safety planning framework, enabling us to streamline documentation while maintaining robust safety governance across asset improvement projects.

To support the wellbeing and engagement of our employees, we launched the Move4Life training program for all operational field personnel. It focuses on musculoskeletal injury prevention, which is the highest contributor to injuries of our people. As part of the program, we recognised our people with awards for innovation and leadership in health, safety and the environment (HSE), and we expanded our mental health first aid network to enhance psychological wellbeing support.

We also streamlined our HSE management system, reducing active documentation significantly while improving accessibility for operational teams. We built a new incident reporting and management system (Shield) on the Appian platform, which launched in October 2025, to enhance incident management workflow and investigation quality. We implemented contractor onboarding review as a formal Smarter Simpler initiative, with the aim of improving work health and safety compliance oversight and verification processes.

OUR TARGETS

BY 2026, WE AIM TO:

- Roll out a comprehensive musculoskeletal injury prevention program building on Move4Life training insights, with targeted interventions for high-risk individuals and integration of '60-second investment' routines into daily operations
- Deploy critical risk program outcomes to embed risk controls as integral to task completion, shifting from compliance-based to purpose-driven safety engagement
- Launch a refreshed communication strategy using positive psychology principles and digital platforms to improve delivery effectiveness of key safety messages, including the relaunch of site access induction for all BAI Communications sites
- Complete implementation of Shield on the Appian platform with enhanced incident analysis capabilities and streamlined reporting processes
- Establish centralised health and safety risk register integrated with operational systems to provide real-time risk visibility across all sites and projects



Yatpool, Victoria

Community engagement

OUR VISION

To be a responsible corporate citizen, enhancing lives not only through the services we provide but also by supporting causes that resonate with our organisation and our team members.

OVERVIEW

We believe that we are here to improve lives and do good, and that working at BAI helps us amplify our impact. We provide employees with access to paid charity and volunteer leave as part of our benefits package, which team members use to support a diverse range of activities: from engaging with disadvantaged groups within their local communities to assisting emergency services organisations with training exercises or on duty.

Our goals aligns with these United Nations Sustainable Development Goals (UN SDGs).



OUR ACHIEVEMENTS

We have proudly supported the Cerebral Palsy Alliance (CPA) over many years, including through our participation in their STEPtember event, where teams of walkers and runners from across our business compete for top honours. In September 2024, our teams raised more than \$12,000 for CPA. Some of our team members also volunteered with CPA at their supported employment hub Packforce, which provides work for those with cerebral palsy and other disabilities. In December 2024, BAI staff volunteered at CPA's Lifestyles centre in Sydney to help host the annual Christmas party, which we also supported with a corporate donation. In 2025, BAI staff volunteered with CPA at the Royal Easter Show, escorting their clients around to enjoy all the show has to offer.

In May 2025, our offices around the country participated in Australia's Biggest Morning Tea, a Cancer Council Australia fundraiser. With BAI matching employee donations dollar-for-dollar, together we contributed more than \$2,200 to Cancer Council Australia.

As part of our annual employee engagement survey, we donate \$20 per response to employee-nominated charities. In 2025, with 383 employees participating, we donated \$7,660 across three organisations: CPA (\$3,480), Two Good Co. (\$3,340) and Indigenous Marathon Foundation (\$840). This program demonstrates our commitment to supporting causes that matter to our people while encouraging survey participation.

OUR TARGETS

BY 2026, WE AIM TO:

- Raise at least \$15,000 for CPA through STEPtember and the 2026 Krazy Kosci Klimb
- Provide at least 50 hours of employee volunteer time to charity programs
- Maintain the charitable donations program as part of our annual engagement survey, with continued employee input into charity selection
- Support three charity partners through the 2026 employee engagement survey
- Explore partnerships with additional community organisations that align with our values



Racking stand, The Bluff, South Australia

Responsible procurement

OUR VISION

To ensure our supply chain operates ethically, and to reasonably verify the implementation of anti-slavery and health and safety assurance measures.

OVERVIEW

Responsible procurement is key to operating ethically, so we are committed to ensuring our supply chains source materials and labour ethically. We engage approximately 1,500 external suppliers for the delivery and maintenance of our networks, and we conduct due diligence on all prospective vendors before onboarding them. We also source locally where possible, with 720 contractors engaged from markets around our sites.

OUR ACHIEVEMENTS

We have completed 103 modern slavery due diligence assessments when onboarding new suppliers.

We have achieved a 100% team member completion rate across our organisation for our modern slavery awareness training.

OUR TARGETS

BY 2026, WE AIM TO:

- Re-assess at least 50% of our suppliers against our modern slavery standards.
- Enhance our health and safety standards and sustainable procurement practices. This includes developing a comprehensive understanding of our upstream Scope 3 emissions.

Both our responsible procurement and our employee engagement goals aligns with this United Nations Sustainable Development Goals (UN SDGs).



Employee engagement

OUR VISION

To be a leading provider of purposeful, productive and engaging employment.

OVERVIEW

Providing purposeful, productive and rewarding work is a core mission for our leadership team. Our 'Great Place to Work' objective has consistently featured among our top critical business priorities over multiple years, and we actively pursue initiatives to attract and retain exceptional team members.

OUR ACHIEVEMENTS

We were pleased to achieve an 89% participation rate on our 2025 annual survey, demonstrating that our people want to be heard and are invested in BAI's future.

This year's overall engagement score was 64%, a decrease of seven percentage points from 71% in May 2024. Despite this drop, we continued to exceed both Australian and global benchmarks in critical areas. Safety and environment stood out as particular strengths, with 79% of employees acknowledging our efforts to minimise environmental impact and 97% agreeing that leadership understands their role in creating a safe workplace. Respect at work scored 90% and 93% of employees reported effective cooperation among colleagues, highlighting a collaborative workplace culture that surpasses industry standards.

The declines in some metrics reflect the impact of organisational changes during the reporting period. In response, we have increased leadership communication forums, encouraged employee feedback and enhanced our change management processes. Our Manager Effectiveness Index improved slightly to 79%, indicating that our people leaders continue to support their teams effectively, even as the organisation navigates broader challenges.

OUR TARGETS

BY 2026, WE AIM TO:

- Increase our overall employee engagement score to 73% (up from 64%)
- Restore our Psychological Safety Index to 82% or higher
- Achieve higher than 90% participation in our annual engagement survey
- Expand our Broadcast Technician Program to include at least two additional disciplines

Environment

OUR VISION

To provide exceptional environmental stewardship across our network footprint, minimise the impacts of our operation to water and land, and promote and enhance biodiversity.

OVERVIEW

We see ourselves as custodians of some of the most environmentally significant parts of Australia. Whether we are transmitting from the World Heritage-listed Mt Bellenden-Ker area on top of Queensland's second highest peak in the Wet Tropics or from snow-covered peaks such as Mt Wellington/kunanyi above Hobart, Tasmania, we are deeply aware of our obligations to responsibly manage these unique locations. We are committed to protecting the natural environment at our sites, especially as many of our sites are home to endangered and threatened species of flora and fauna. Through our operations and maintenance contracts, we aim to support environmental stewardship across their networks.

Our goals aligns with these United Nations Sustainable Development Goals (UN SDGs).



OUR ACHIEVEMENTS

In March 2025, we updated our Environmental Management Policy for public release, strengthening our commitment to environmental stewardship across all operations.

At the end of October 2024, we relocated our Sydney headquarters to a new office with a prestigious 6-star National Australian Built Environment Rating System (NABERS) score, demonstrating our commitment to occupying environmentally responsible facilities.

We continued to maintain our unique network of transmission sites across some of Australia's most environmentally significant locations, including World Heritage-listed areas and sites hosting endangered and threatened species. Through careful site management and our operations and maintenance contracts, we worked with customers to improve environmental outcomes while protecting these sensitive ecosystems.

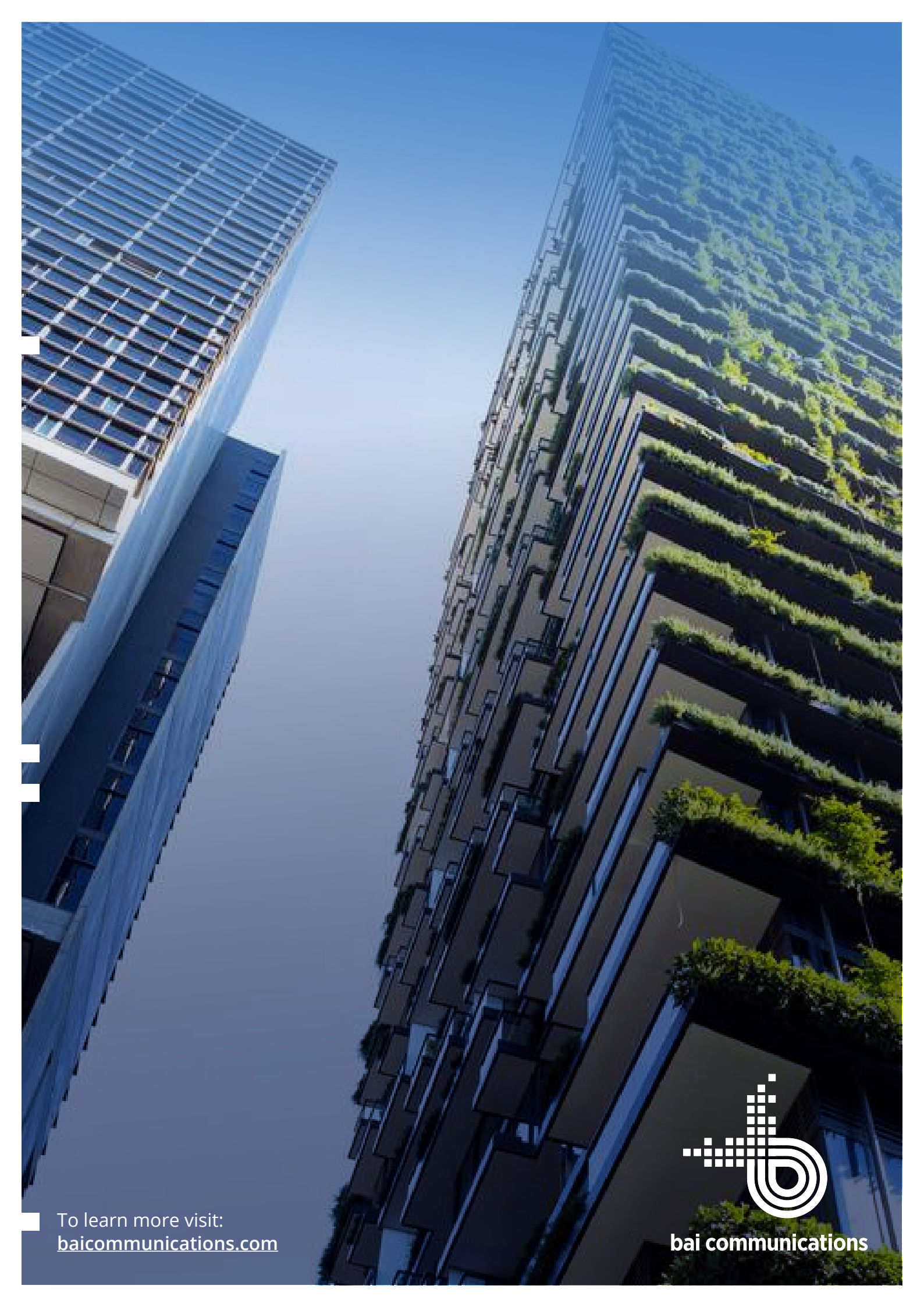
Through our upgraded site induction course (completed in August 2025), we embedded education on our three environmental pillars, climate action, biodiversity and circularity, ensuring all personnel understand their role in environmental stewardship from day one.

OUR TARGETS

BY 2026, WE AIM TO:

- Update our general site induction course to provide more details on our three environmental pillars: climate action, biodiversity and circularity
- Develop targets to track and report our progress on improving biodiversity
- Develop targets to track and report our progress on improving waste and circularity





To learn more visit:
baicommunications.com



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