



JANUARY TO MARCH 2026

THE SCT EXPRESS

IN THE NEWS



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2026 Message

Welcome to our 1st addition of 'The SCT Express' for 2026, and what a start to the year it's been. It's been celebrations and challenges aplenty to kick off 2026.

Firstly, the good. We celebrated International Women's Day at events held across our branches in Australia, and we dedicated the month of March to the ladies of SCT who contribute so much and make our business what it is today.

Whilst the benchmark for females in leadership positions across the transport sector sits at around 18–22%, SCT now has a female representation of 36% in leadership positions. Most importantly, these positions have been earned on merit, effort, and talent.

March 31 saw the 12-month anniversary of the SCT/ CRE Solutions businesses coming together. For all intents and purposes, the integration of the CRE business and staff into the SCT family has been pretty seamless and culturally aligned. Congratulations to Simon Kefalas and Chris Anderson for spearheading the integration.

We launched our National Safety Campaign, "Safety at Every Stop," with our Road Show in Brisbane in February, continuing at all terminals throughout March and April. Being involved in some of the Conceptual Designs targeting messaging and safety outcomes, I wanted to thank Lauren Brigham and the team from our People and Culture and Safety Division for their passionate approach to this campaign, and safety improvement across the SCT business.

The Good and the Bad. Another severe weather event impacted remote areas across Australia, causing Network closures and, in turn, disrupting SCT's Rail services between the Eastern States and WA. These events, which are outside of ours and other operators' control, are financially crippling for our business and significantly impact our customers. With any crisis, there are learnings. Once again, our branches, our staff and our management stood up when the situation required. SCT People at the coalface of the business are accustomed to adapting to changing circumstances and crisis management. Our employees' dedication and efforts ensured that customer needs were met and that supply chains recovered to the best of our abilities, keeping them moving despite the disruption.

Outside of network related issues, we have work to do on our rail services and delivery which we are committed to improving on.

To the ultra-challenging. Like many others, we're navigating our way through an evolving fuel crisis which is exposing our nation's vulnerabilities. The economic shock of higher fuel prices will have significant inflationary impacts, however a scenario that involves significant diesel rationing or worse is beyond comprehension. Rail is an energy-efficient mode of moving essential goods around our country, so our sector will have a critical role to play should our diesel supplies begin to diminish, and rationing of supply becomes a necessity.



Achievements

Years of Service

Congratulations to the team members who celebrated significant Years of Service milestones and received their certificates and awards. Your dedication, loyalty, and passion over the years are truly valued, and we thank you for the contribution you continue to make to our organisation.

10 Years

- Jeanette Rapana
- Benjamin Young
- Richard Back
- Peter Daffy
- Thomas Connor
- Terry Lowe

15 Years

- Garry Wills

20 Years

- Gary Kelly
- Mark Pitcher

30 Years

- Matthew Johnson

There's no expiry date on recognising a milestone. These team members celebrated years of service in the latter side of 2025, and we finally managed to catch them between busy schedules to present their certificates and grab quick photos which were shared on Blink.

Allan Taylor - 15 Years



Geoffrey Thamm - 15 Years



Jeffrey Ryan - 15 Years



Robin Fromm - 15 Years



David Mcguirk - 30 Years



International Women's Day

As in previous years, we followed the lead of the United Nations by dedicating the month of March to recognising and celebrating the women across our organisation, as part of our commitment to the 17 global Sustainable Development Goals. International Women's Day falls within the Gender Equality focus area, and this year's theme, 'Balancing the Scales', gave us the opportunity to reflect on the importance of maintaining a strong and inclusive workforce.

Throughout the month, teams across the network took part in activities acknowledging the women who contribute to our success each day, highlighting the growing female representation across all areas of SCT. Our focus continues to be on attracting and developing the best talent, with recent company-wide awards again showing strong female representation among peer- and leader-nominated winners.



To mark the occasion, a small token of appreciation was presented to each female employee across the business.



Charli Cannon

SCT-supported Australian motocross champion Charli Cannon continues to build on her reputation as one of the country's leading motocross talents, with another season of outstanding results both at home and on the international stage. Charli has recently established herself as a solid contender in world competition by taking on the top riders in the United States. After securing another Australian championship with a perfect run of race wins, Charli recently shifted her focus to the AMA Women's Motocross Championship in the United States, widely regarded as the most competitive women's motocross series in the world.

Racing against experienced international riders, she quickly proved she belonged at the front of the field, recording multiple podium finishes, race wins, and consistent top results throughout the season. Her performances saw her finish second overall in the championship, confirming her status as one of the sport's rising international contenders and placing her firmly on the path toward a future U.S. title.

Her international campaign has come alongside continued success representing Australia. Charli has been a key member of Team Australia at the FIM Oceania Women's Motocross Cup, playing a leading role in Australia's recent victories and podium finishes against the best riders from across the region. These events have further demonstrated her ability to perform under pressure and deliver results at the highest level of competition.

Competing internationally requires more than speed on the track. The commitment to travel, training, recovery and racing across multiple continents is demanding, and Charli's determination to pursue success in the United States reflects the same drive and resilience that we value across our own operations. Her willingness to take on the toughest competition in the world and continue improving season after season is what makes her journey one worth following.

SCT Logistics is proud to support Charli as she continues her pursuit of international success.

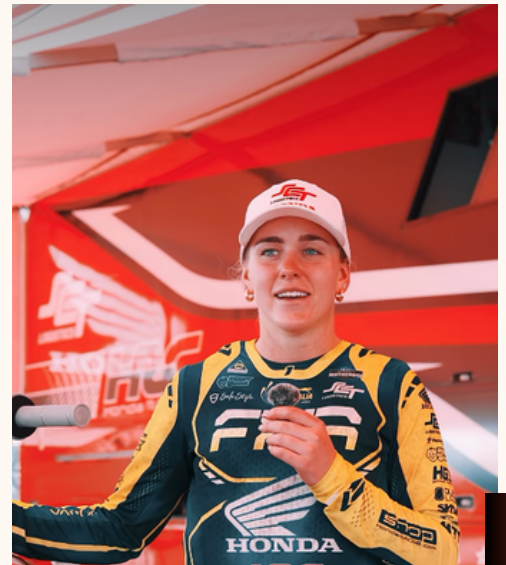
Australian motocross champion Charli Cannon sets sights on US title

By Jake Kearnan ABC Sunshine Coast Motor Sports

Thu 12 Mar



Charli Cannon hopes the sport's new broadcast will encourage young girls to take up the sport. (Supplied RBMotocross)



NSW Customer Summit

On 19 February, our NSW team hosted a Customer Summit at Sydney Motorsport Park, bringing together valued customers, industry partners, and SCT representatives for a morning focused on connection, insight, and shared direction for the year ahead.



The event was an opportunity to spend time with the people who support our business every day, while showcasing the teams who keep our operations moving. Guests heard from industry leaders including Wayne Johnson, CEO of ARTC, and Scott Knowles from the NHVR. Our Managing Director, Geoff Smith, also addressed attendees, sharing perspectives on the current landscape and the importance of collaboration across the industry. Alongside the presentations, guests enjoyed a relaxed breakfast and valuable networking time with colleagues, customers, and partners from across the supply chain.

A highlight of the morning was the exclusive motorsport experience made possible with the support of Andrew Jones, Objective Racing, and Triple Eight Race Engineering. Guests were treated to a pit lane walk, Q&A session with SCT driver Jackson Walls, lucky door prizes, and behind the scenes access to the SCT Motorsport team. All in all, a unique trackside experience that brought the event to life.



The summit was expertly hosted by NSW State Manager, Jayson Hopkins, and provided a fantastic opportunity to strengthen relationships, exchange ideas, and spend time together in a setting that reflects the passion, teamwork, and performance that drive our industry forward.



SCT and Technology

Sean Atchinson

Over the past six months, SCT has been developing an AI toolkit aimed at supporting the entire organization, rather than just the IT department. This initiative has involved 20 employees from various areas within the company. It has included a series of structured workshops to explore how artificial intelligence can be utilized safely and effectively in daily operations. So far, nine workshops have been completed, with participants from departments such as Rail, Finance, People & Culture, Operations, Customer Service, Occupational Health & Safety, Executive Assistance, and other support functions. The sessions ranged from high-level overviews to hands-on training, focusing on how to ask the right questions, define requirements, and use AI tools to generate accurate and useful outputs. One of the workshops was specifically tailored for the Service Desk team, concentrating on security and governance. Another session explored the application of AI within the SCT Customer Portal.



Chief Information
and Cyber Security Officer

The remaining workshops were dedicated to discussing business requirements, practical use cases, and how AI agents can assist with everyday tasks such as data handling, report preparation, and streamlining spreadsheet work. For more technical users, extra guidance on building and configuring agents to meet specific business needs was also provided, including information on data sourcing, types of information that should not be entered, and how security controls are applied. The current Acceptable Use Policy is being revised to incorporate the new AI tools and will replace the existing 2024 version once approved. Training will also be made available through ELMO, ensuring that employees have access to structured learning similar to that of other corporate courses. The first significant project under the new toolkit will focus on enhancing the SCT Customer Portal. With more than 600 customer profiles and over 1,000 active users, the project will introduce AI-assisted search functions that enable customers to quickly locate consignments, Proof of Delivery documents, and other key information without the need to run multiple reports. While existing reports will still be accessible, this new capability will provide faster answers to common queries, enhance the overall customer experience, and reduce the volume of routine inquiries managed by Customer Service teams.



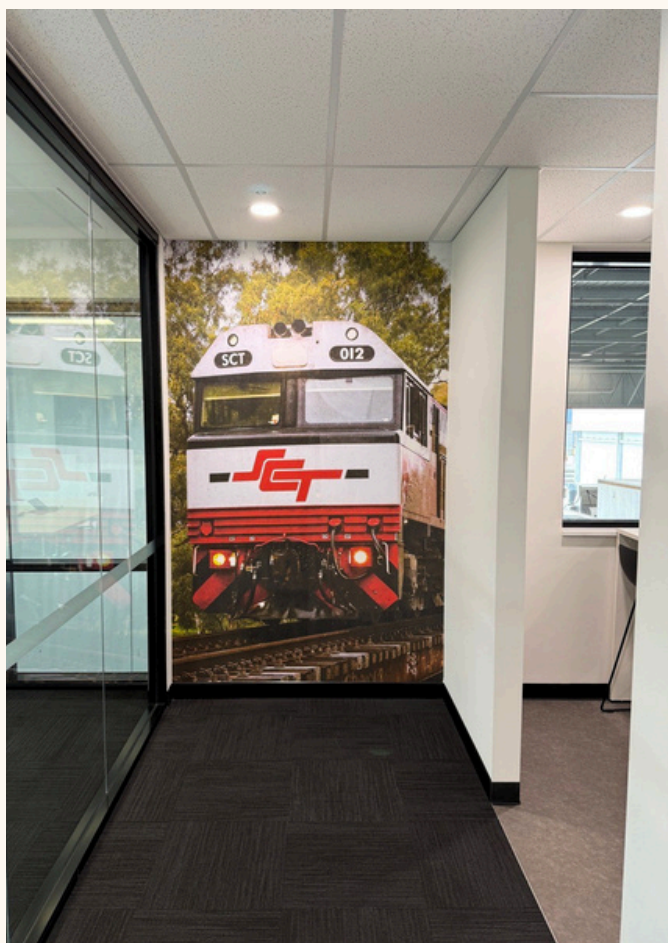
SCT has partnered with Microsoft and Insight to deliver workshops and technical sessions on integrating AI agents into existing business processes using tools already in use across the company, such as Word, Excel, Outlook, and Teams.

Perth Refrigeration Wall Murals

We pride ourselves on our footprint across the country and the branches that serve as intermodal nodes, keeping our logistics and rail services on track. With each site having its own personality, it's important that every branch reflects the people who work there.

The latest splash of colour, following similar projects across the network, comes from two new wall murals installed at the Perth refrigeration facility in March. The project was led by Mark Pitcher, Refrigeration Manager WA, together with the local team.

The images make a bold statement and serve as a reminder that being a family business doesn't mean we are small in stature.



Safety Campaign 2026 - Safety at every STOP

We are committed to maintaining the highest level of safety and ensuring every team member arrives at work and returns home safely each day.

Safety at Every Stop is a newly launched campaign focused on strengthening a culture where the health, safety and wellbeing of our people remain our highest priority. At SCT, the S in our values stands for Safety, reinforcing that nothing is more important than protecting our people in everything we do.

This programme is designed to keep safety at the forefront of daily decisions across the business, creating an environment where care for one another is embedded in the way we work. Both employee and management participation are essential to achieving this goal, with a strong focus on reducing injuries through greater awareness, accountability and safe operating practices.

The campaign was launched through a national roadshow, with site-by-site addresses delivered by members of the executive team together with Lauren Brigham, General Manager People & Culture and Leon Wong, Head of Health, Safety and Compliance. During the sessions, the campaign video featuring SCT Managing Director, Geoff Smith was presented with the key principles behind Safety at Every Stop being outlined to teams across the network.

SCT staff will see campaign posters and other materials displayed across sites, reinforcing the pillars of the Safety at Every Stop message and the shared responsibility we all have to keep ourselves and those around us safe; at every stop, every shift, and every site across the SCT network.

Brisbane launch



Blink launch

Safety/Risk · 19 Mar
To: ALL SCT

Steve McEwin
Head of Crewing, Crewing (National Rail)

The Goal we all strive for

A safety culture isn't built in a week, it's built in the decisions we make every day.

Safety at Every STOP is how we work day in day out.

Let's strive for a safety culture where we choose to be safe by changing our thinking.

Thank you for coming along for the journey as we launch our new safety campaign now let's work together to create the safest work place possible.

Ask yourself:

What's one behaviour you commit to this week to strengthen our safety culture?

Stay clear, Stay safe

What Safety Looks Like in Action

Safety at Every STOP means:

- ✓ Following procedures
- ✓ Managing fatigue
- ✓ Reporting hazards and near misses
- ✓ Using correct manual handling techniques
- ✓ Speaking up when something isn't right

These aren't new expectations. They are daily decisions.

👉 **Tomorrow:** The culture we're building.

The Culture We're Building

A safety culture isn't built through policies alone.

It's built when:

- We pause instead of rushing
- We challenge unsafe habits
- We look after each other
- We act safely even when no one is watching
- We treat each other how we want to be treated

Safety at Every STOP is about making health, safety and wellbeing a priority in every decision we make.

Come to work safe. Go home safe.

Every STOP. Every time.

👉 **Tomorrow:** Our common goal.

Respect is safety

CRE - 12 MONTHS ON

A year has passed since SCT Logistics proudly welcomed CRE Solutions into the business, marking an important milestone that has strengthened our national capability and expanded our reach across key freight corridors. Over the past twelve months, the focus has been on delivering a smooth transition, maintaining strong customer relationships, and bringing together the strengths of both organisations to create greater value.



Simon Kefalas, SCT Head of Logistics and business lead on CRE Solutions, reflected on the journey since the acquisition. "Taking on the responsibility of guiding the CRE business and aligning the two organisations has been incredibly rewarding. The professionalism and positive attitude of the CRE team have made the transition a successful one. A key priority throughout has been to protect the strong reputation of the CRE brand, maintain consistent service levels, and identify new opportunities for growth within the broader SCT network." Over the past year, the acquisition has delivered stability for both businesses and, most importantly, for our customers. The integration was carefully managed to ensure operations continued without disruption, while new synergies emerged across rail, road, and the Trans-Bass corridor. By building on existing SCT relationships, the team has opened discussions about Tasmanian opportunities, while CRE customers have gained access to a wider national network. Customer retention has remained strong, reflecting the confidence placed in both brands and the service delivered by our people.

Simon added, "From our customers' perspective, the past year has largely felt like business as usual, which was always our intention. While the acquisition has created new capability and opened the door for growth, our priority has been to ensure customers continue to receive the reliable service they expect. Behind the scenes, the combined strength of the two businesses has given us greater flexibility, broader reach, and the ability to support more complex logistics requirements."

Looking ahead, the next twelve months will focus on building on the solid foundation already in place. A clear growth strategy is being developed to compete in a challenging market, while further integration of systems and processes will improve efficiency and strengthen alignment across the operation. As this work continues, SCT Logistics and CRE Solutions are well positioned to deliver greater value to customers, expand our network presence, and continue growing together as one team.



WA Flooding and rail disruptions

During the recent rail network outage caused by extensive flooding across parts of South Australia and New South Wales, SCT faced significant logistical challenges. With key rail lines cut off, the team quickly adapted, leveraging innovative strategies, alternative transport modes, and working hours outside normal hours to support customers and maintain supply chain visibility in extremely trying circumstances. Our employees' dedication and efforts ensured that customer needs were met, and supply chains kept moving despite the disruption.



Once the network reopened, SCT Perth rapidly mobilised staff and equipment to ensure products reached the market as soon as possible. This incident further illustrates the significant impact on the Western Australian market when the rail network is disrupted, emphasising both the region's reliance on rail and the critical importance of agile, responsive supply chain solutions. SCT Perth's response underscores the company's agility, employee commitment, and focus on maintaining reliable service even under the most challenging conditions.

We were able to ride this wave thanks to the support and commitment of our employees during a difficult time, with some sacrificing weekends and after-hours time. We supported our customers with road linehaul options, both inbound and outbound, to keep the supply chain moving. Our ability to handle and return trains quickly enabled us to deliver products to the marketplace as soon as the network reopened.