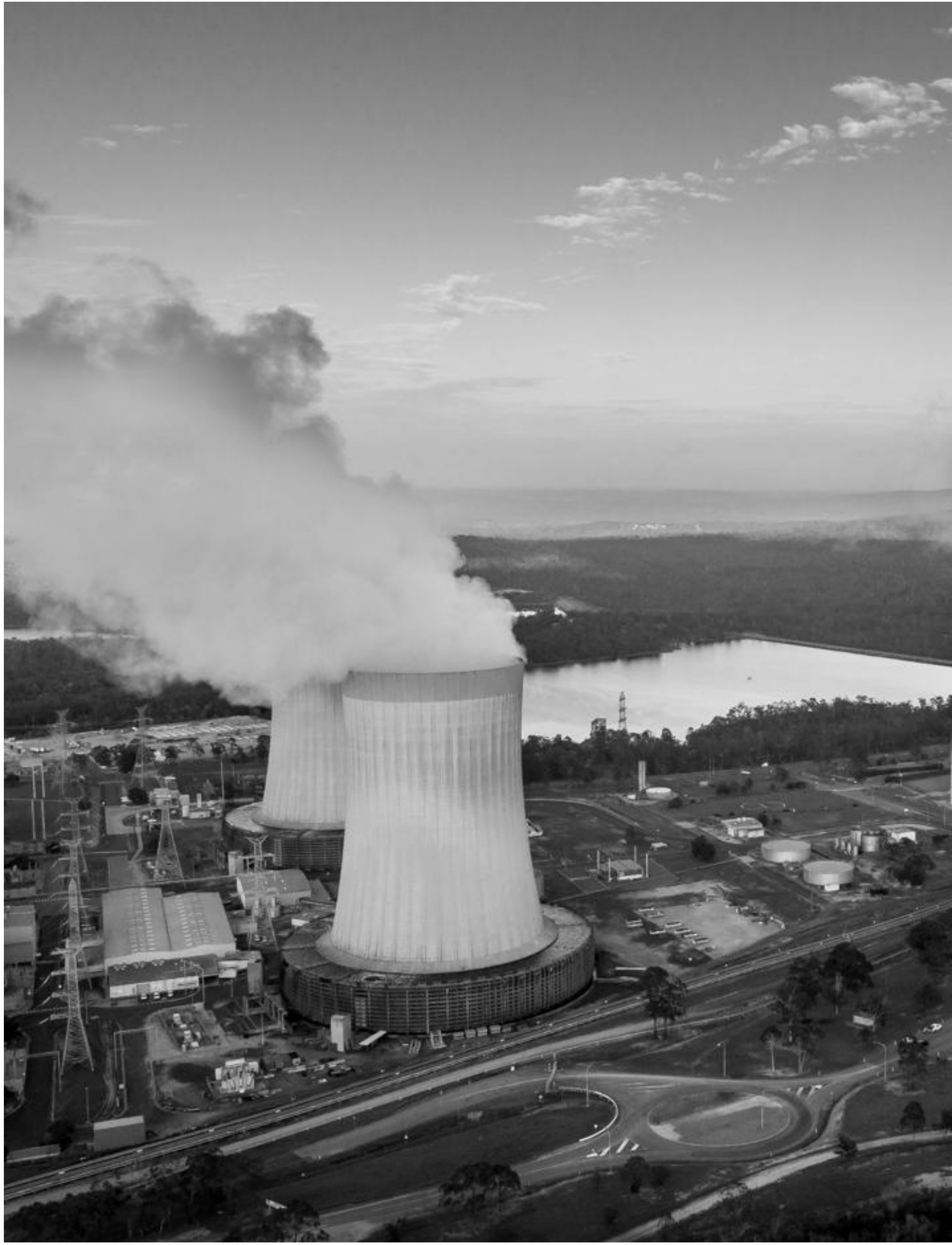
Statement of Corporate Intent

2025/26

Prepared by the Directors and Management of
Stanwell Corporation Limited for shareholding Ministers



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Stanwell Corporation Limited - ABN 37 078 848 674

PERFORMANCE AGREEMENT

This Statement of Corporate Intent and all attachments are presented in accordance with Chapter 3, Part 8 of the *Government Owned Corporations Act 1993* (GOC Act). In accordance with Chapter 1, Part 3, Section 7 of the GOC Act, the Statement of Corporate Intent represents a formal performance agreement between the Board of Stanwell Corporation Limited (Stanwell) and its shareholding Ministers with respect to the financial and non-financial performance targets, major activities, objectives, policies, investments and borrowings of Stanwell for 2025/26.

This Statement of Corporate Intent is consistent with Stanwell's 2025/26 to 2029/30 Corporate Plan, submitted to shareholding Ministers and agreed in accordance with Chapter 3, Part 7 of the GOC Act.

The Board of Stanwell undertakes to achieve the targets proposed in the Statement of Corporate Intent for 2025/26.

Major changes to key assumptions that underpin the performance outcomes detailed in this Statement of Corporate Intent, and which come to the Board's attention during the year, will be brought to the attention of shareholding Ministers. Any modifications to this Statement of Corporate Intent will be dealt with in accordance with the GOC Act.

This Statement of Corporate Intent is signed by the Chair on behalf of all the directors in accordance with a unanimous decision of the Board of Stanwell.

P.A. Binsted

Mr Paul Binsted

Independent Non-executive Chair and Director Stanwell Board

19 June 2025

Note: This document does not include the impact of the 10 June 2025 Coronado transaction.

KEY PERFORMANCE INDICATORS

Response to the Electricity Maintenance Guarantee

Stanwell is committed to delivering affordable, reliable and sustainable energy to Queenslanders.

In accordance with the Electricity Maintenance Guarantee, Stanwell will prioritise the financial and non-financial performance of its existing portfolio of thermal generation assets to provide safe, secure and reliable electricity supply.

Stanwell has a long history of reliable generator performance and welcomes the upfront approval of all investment required to implement our asset management plans over the next five years.

Stanwell has set Electricity Maintenance Guarantee key performance indicators (KPI) to provide assurance to the government in relation to asset maintenance on publicly owned electricity generation assets.

Assessing performance

Stanwell will publish its quarterly or annual targets for each Electricity Maintenance Guarantee key performance indicator in our Statement of Corporate Intent, and report performance through our quarterly reports to our shareholding Ministers.

The Stanwell Board has implemented a no performance payments policy for Stanwell's Chief Executive Officer and Senior Executives if the full year Electricity Maintenance Guarantee KPIs are not achieved.

Performance and eligibility for Chief Executive Officer and Senior Executive incentives will be assessed by the Board as part of the annual process for reviewing the organisation's corporate incentive targets and performance payments.

Electricity Maintenance Guarantee key performance indicators

Category	KPI	Proposed annual target 2025/26	Proposed quarterly target 2025/26	2025/26			
				Sep YTD target	Dec YTD target	Mar YTD target	Full year target
Personal safety*	Critical Control Verifications (CCVs) - completed against target	**144 100% completion**	**25% of annual target**	**25% of annual target**	**50% of annual target**	**75% of annual target**	**100%**
	Values interactions -completed against target	**5,580 100% completion**	**25% of annual target**	**25% of annual target**	**50% of annual target**	**75% of annual target**	**100%**
	Actual Serious Injury or Fatality (SIF)	**0**	**0**	**0**	**0**	**0**	**0**
	Serious environmental events (impact level 4 or 5)	**0**	**0**	**0**	**0**	**0**	**0**
Process Safety	Critical Element Verifications (CEV) **	**100% of annual program** 60 TPS U1**	**100% of planned quarterly program**	**100% of planned quarterly program**	**100% of planned quarterly program**	**None planned for verification**	**100% of planned program**
	Extended Process Safety Event	**0**	**0**	**0**	**0**	**0**	**0**
Operational performance	12 Month Moving Average (MMA) of Forced Outage Factor	**≤ 5%**	**≤ 5%**	**≤ 5%**	**≤ 5%**	**≤ 5%**	**≤ 5%**
	Summer Availability	**≥90% between 1 Dec to 31 Mar**	**n/a**	**n/a**	**n/a**	**n/a**	**≥90% between 1 Dec to 31 Mar**
Maintenance investment	Statutory Maintenance - completed	**Compliant**	**Compliant**	**Yes**	**Yes**	**Yes**	**Yes**
	Priority 1 work management - completed	**Resolved**	**Resolved**	**Resolved**	**Resolved**	**Resolved**	**Resolved**
	Priority Capital Projects - completed on schedule	**100% complete**	**100% complete**	**100% complete**	**100% complete**	**100% complete**	**100% complete**

* *KPIs only cover sites under the direct management or control of Stanwell or SAMCo. Sites or operations that are under the management or control of another company or contractor have been excluded (for example, Meandu Mine).*

***The CEV numbers are directly related to the financial year in which the unit major overhaul finishes.*

Personal safety

Stanwell's Health, Safety and Environment (HSE) vision of *'Safe Today. Better Tomorrow'* reinforces Stanwell's commitment to the immediate and future health, safety and wellbeing of our people, while ensuring environmentally sustainable practices in our operations.

Safety is not defined by the absence of injuries or events, but is rather, defined by the presence of effective controls.

The personal safety KPIs include a mix of leading and lagging measures and targets for 2025/26 have been set to include only sites and operations that are under the management or control of Stanwell or SAMCo. Sites that are under the management or control of another company or a contractor have been excluded (for example, the Meandu Mine which is managed by contractor, BUMA). For the avoidance of doubt, other safety KPI's within this document will be calculated in accordance with different methodology.

Critical Control Verifications consider criteria, in line with other heavy industry, that are determined to be high risk, where a failure to implement critical controls could likely lead to a serious injury or fatality (SIF). Our leaders work with various teams to carry out CCVs. This approach also helps focus our people's attention and efforts on the importance of having critical controls in place.

Values Interactions measurement provides a tool for all employees to capture and demonstrate how we align with (or deviate from) our values (we care, we adapt, we deliver) through the use of values interactions. Using values interactions as a leading metric identifies the presence of communication, consultation and leadership commitment which are essential for a safe workplace.

Actual Serious Injury or Fatality is a measure of serious (life changing) injuries or fatalities and ensures appropriate response to prevent recurrence and improve health and safety outcomes for the future.

Serious Environmental Events measures reflect the occurrence of serious environmental harm. The impact levels are in relation to Stanwell's current Risk Evaluation Matrix Impact Level definitions (Level 4 (Major) and Level 5 (Severe)), which are aligned to the meaning of *Serious Environmental Harm* (Section 17) of the *Environmental Protection Act 1994 (Qld)*.

Process safety

Critical Element Verifications

Critical Element Verifications (CEVs) are designed to test and verify the adequacy, understanding and implementation of process safety critical elements. The program aims to test and verify process safety critical elements aligned with the major outage program.

The number of Critical Element Verifications to complete at our different sites is linked to the work we did in 2024/25 on reviewing our suite of 53 comprehensive bowties.

Extended Process Safety Event

This is defined as an event where:

- critical controls that should have been in place and identified in Process Safety Bowties were absent or failed as a result of management decision making or inaction;
- the process safety event resulted in a fatality within the workplace and/or serious environmental harm; and
- the process safety event is an uncontrollable release of process energy, outside of the designed controls that removes the unit from service for three months or more.

Stanwell's target is zero extended process safety events.

Bowtie Reviews

In 2024/25, we included a KPI to review bowties. Comprehensive bowtie reviews and updates are completed on a five-yearly basis, so this KPI has been removed for 2025/26.

Operational performance

Unplanned Forced Outage

Unplanned outages are outages that cannot be deferred beyond the end of the next weekend. This aligns with the Australian Energy Market Operator's (AEMO) definition of unplanned forced outages (IEEE 762 – 2006). Stanwell's forced outage factor is calculated as follows:

$$Forced\ Outage\ Factor\ \% = \frac{MWh\ out\ of\ service\ due\ to\ forced\ outages}{Installed\ Plant\ Capacity\ (MW)\ \times Period\ (hrs)} \times 100$$

Note that this measure (and associated calculations) will exclude outages that can be deferred beyond the next weekend from identification of a fault, and outages caused by matters that are outside of management control, such as original equipment design/supply defects that are not materially influenced by operational, maintenance or investment activities undertaken or omitted.

For context, the target compares favourably to AEMO's forced outage factor assumption (as provided in the 2024 ESOO) for Queensland black coal of 8.66 per cent equivalent forced outage rate.

Summer availability

Summer in Queensland sees a surge in demand, at a time when seasonal weather events can place strain on energy infrastructure. Whilst Stanwell has a commitment to maintaining our availability all year round, we know that summer is particularly important.

Summer availability is defined as portfolio availability in the period from 1 December to 31 March. Noting this time period of four months, it is set as an annual rather than quarterly KPI.

Stanwell's annual target is equal to or greater than 90 per cent availability between 1 December to 31 March.

Maintenance investment

Stanwell applies a high degree of focus on critical maintenance across the following categories:

Statutory maintenance is work that must be carried out on equipment to meet local statutes and/or regulatory requirements.

Priority 1 work management is corrective work that must be started within 24 hours of discovering the plant or people risk.

Note: In some instances, completion in work orders may not be reasonably practicable based on people and plant safety or events which are out of the direct control of Stanwell. In these cases, a risk assessment and Registered Professional Engineer Queensland (RPEQ) approval are required to extend the date beyond the original due date. If the date of a work order is extended, then this will not trigger non-compliance. RPEQ approvals have additional oversight through our internal processes for managing project changes.

Priority capital projects are those that are required for statutory compliance, performance, integrity or reliability purposes for our thermal and mining assets and Stanwell aims to complete all projects of this nature in line with the plans outlined within this Statement of Corporate Intent.

On rare occasions, work may be reforecast following relevant RPEQ and organisational approvals, including in circumstances where specialist parts, specialist resources and emergent work scopes require additional time to safely complete the works.

Stanwell is committed to ensuring our Electricity Maintenance Guarantee KPIs are effective in monitoring our performance in relation to shareholder expectations. We will evolve these KPIs in future Statements of Corporate Intent.

GOC Financial performance measures

Indicator	2023/24 actual	2024/25 forecast	2025/26			
			Sept YTD target	Dec YTD target	Mar YTD target	Full year target
Distribution Yield (%)[1]	99.1	66.8	39.5	39.5	39.5	39.5
Distribution Cash Coverage (times)[2]	1.49	1.22	0.49	0.49	0.49	0.49
Funds from Operations on Net Debt (%)[3]	180.5	74.7	52.6	52.6	52.6	52.6
Return on Assets ex. WIP (%)[4]	63.3	32.5	28.5	28.5	28.5	28.5
Cost of Energy ($/MWh)[5]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]

Financial performance measures

Corporate measures	2023/24 actual	2024/25 forecast	2025/26			
			Sept YTD target	Dec YTD target	Mar YTD target	Full year target
Operating Profit ($M)	293.5	243.6	126.6	234.8	449.8	613.9
EBIT ($M)	874.4	463.2	170.1	319.8	532.7	712.8
EBITDAIF ($M)[6]	688.7	542.1	205.9	393.9	653.7	894.0
Net Profit After Tax ($M)	594.4	335.9	124.3	232.2	382.6	509.0
Cash Conversion (times)[7]	2.25	1.62	>1	>1	>1	>1
Return on Equity (%)[8]	34.5	16.0	21.1	21.1	21.1	21.1
Total debt to total capital (%)[9]	34.3	31.2	32.6	35.3	33.8	35.7
EBITDA debt service coverage (times)[10]	5.8	5.1	6.0	1.5	2.5	4.4

[1] Distribution Yield: Shareholder distribution / (Property Plant and Equipment excluding WIP) – Net Debt). Decreases from 2024/25 to 2025/26 due to higher Property Plant and Equipment (excl WIP) as new assets become operational.

[2] Distribution Cash Coverage: (Net Operating Cash Flows – Net Investing Cash Flows (excluding externally funded, QTC advances)) / Shareholder distribution. Decreases from 2024/25 to 2025/26 due to the investment of cash in renewable energy and storage assets. and a higher shareholder distribution due to higher Net Profit After Tax.

[3] Funds from Operations on Net Debt: Net Operating Cash Flows / Net Debt. Decreases from 2024/25 to 2025/26 due to an increase in net debt to fund new renewable energy and storage assets.

[4] Return on Assets ex WIP: Earnings Before Interest and Tax / (Property Plant and Equipment excluding WIP)

[5] Cost of Energy: 'Total Operating Expenditure' / Energy Sold (Nodal) – (Includes thermal and renewable assets owned by Stanwell and power purchase agreements but excludes storage assets).

[6] EBITDAIF = Earnings before Interest, Tax, Depreciation, Amortisation, Impairment and Fair Value Movements

[7] Cash Conversion = (Cash Receipts in the course of Operations + Cash Payments in the Course of Operations) / EBITDAIF

[8] Return on Equity = Annualised Net Profit After Tax / Average Equity Excluding Hedge Reserve

[9] Total Debt to Total Capital = Total Debt / (Total Debt + Total Capital – Electricity Hedge Reserve)

[10] EBITDA Debt Service Coverage = Earnings before Interest, Tax, Depreciation, Amortisation, Fair Value Movements, Restructure Costs and Impairment Expense / (Interest Expense + Prior Year Current Interest Bearing Liabilities)

Corporate measures	2023/24 actual	2024/25 forecast	2025/26			
			Sept YTD target	Dec YTD target	Mar YTD target	Full year target
Average Realised Price ($/MWh)[11]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Average Realised Price ($/MWh) incl LGC revenue[12]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]

Asset maintenance financial measures

Indicator[13]	2023/24 actual	2024/25 forecast	2025/26			
			Sept YTD target	Dec YTD target	Mar YTD target	Full year target
Tarong Operating Expenditure ($M)	86.6	131.7	38.5	89.0	120.8	157.5
Stanwell Operating Expenditure ($M)	63.7	76.5	19.2	42.8	63.3	86.0
Tarong Capital Expenditure ($M)	82.4	146.9	23.6	62.8	75.0	80.0
Stanwell Capital Expenditure ($M)	63.0	55.9	18.0	23.4	31.8	34.4
Meandu Mine Capital Expenditure ($M)	20.9	39.9	34.5	57.8	83.0	113.3

[11] Average realised price: 'Total Operating Revenue' (Electricity Pool Sales and Contract Settlement)/Energy Sold (Nodal) – (Includes thermal and renewable assets owned by Stanwell and power purchase agreements but excludes storage assets).

[12] Average realised price incl LGC revenue: 'Total Operating Revenue' (Electricity Pool Sales and Contract Settlement and Renewable Energy Certificates)/Energy Sold (Nodal) – (Includes thermal and renewable assets owned by Stanwell and power purchase agreements but excludes storage assets).

[13] Priority capital projects are identified on page 15.

Capital expenditure financial measures

Indicator	2023/24 actual	2024/25 forecast	2025/26			
			Sept YTD target	Dec YTD target	Mar YTD target	Full year target
Total Capital Expenditure ($M)[14]	854.6	860.1	524.6	662.1	759.6	830.5
Sustaining Capital Expenditure ($M)[15]	171.5	259.2	78.1	148.3	196.1	236.2
Growth Capital Expenditure ($M)	683.1	600.9	446.5	513.8	563.5	594.4

Other non-financial performance measures

Non-corporate measures	2023/24 actual	2024/25 forecast	2025/26			
			Sept YTD target	Dec YTD target	Mar YTD target	Full year target
Total recordable injury frequency rate (TRIFR)[16] *	6.04	4.53	<3.49	<3.49	<3.49	<3.49
Lost time injury frequency rate (LTIFR)[17]*	2.01	1.70	<0.29	<0.29	<0.29	<0.29
Environmental enforcement actions	0.0	0.0	0.0	0.0	0.0	0.0

** Stanwell's 2025/26 TRIFR and LTIFR targets are based on the business' previous best ever health and safety result. While no injuries are acceptable and we continue to strive to eliminate all incidents, our 2023/24 and 2024/25 results represented a comprehensive and consistent effort by the people who work at our sites.*

[14] Includes Acquisition Payments and Interest During Construction
[15] Includes $114.7 million of Priority Capital Expenditure in 2025/26 (refer page 15).
[16] TRIFR 2024/25 forecast as at end of January 2025.

[17] LTIFR 2024/25 forecast as at end of January 2025.

STRATEGY UPDATE

Stanwell continues to provide a secure and reliable electricity supply for Queensland from our existing coal-fired power stations as we look for opportunities to gradually add new renewable energy and storage assets to our portfolio.

We refresh our strategy every year to ensure that it puts us in the best position to support the needs of Queenslanders. To inform this process, we analyse future markets, taking into account economic, technological, political, customer, community, policy, regulatory and social drivers. We also speak to our customers and stakeholders to understand their expectations of us.

We understand that our shareholding Ministers are focused on delivering affordable, reliable and sustainable energy, and are seeking for us to:

- focus on financial and operational performance of existing generation assets;
- maximise value from existing generation assets;
- apply clear investment parameters to renewable energy and storage projects; and
- deliver new renewable energy and storage projects on time and on budget.

We will also continue to prioritise the maintenance of our existing coal fired power stations.

We updated our four strategic goals in January 2025, based on our engagement to date with the Queensland Government. Stanwell looks forward to continuing the conversation with the Queensland Government on how we can best add value for Queenslanders.

Our Corporate Strategy

Our strategic goals are a long-term view for Stanwell, and over the next few years we anticipate most of our focus to be on goals one and two as we support the delivery of affordable, reliable and sustainable energy for Queensland.

Our current strategic goals are:

1. Operate, maintain and invest in our portfolio to deliver long-term affordable, reliable and secure electricity;
2. Diversify our portfolio with firmed renewable energy;
3. Support new firming and storage technologies; and
4. Create future pathways for our people.

Evolving our business

Our coal-fired power stations will continue to generate electricity to a high reliability standard and provide critical system strength, inertia and firming.

We have also made material progress in diversifying our portfolio with new renewable and storage projects that are either operational, under construction and/or development.

We will further develop and implement this pipeline of renewable and storage projects throughout 2025/26 in line with discussions with our shareholding Ministers on direction and expectations.

Stanwell's projects which are operational, in construction or under development

Generation (MW)				2024/25	2025/26
Thermal					
Tarong Power Station	Thermal	Owned	Operational	1,400	1,400
Tarong North Power Station	Thermal	Owned	Operational	443	443
Stanwell Power Station	Thermal	Owned	Operational	1,460	1,460
TOTAL THERMAL				**3,303**	**3,303**
Renewables					
Bluegrass Solar Farm	Solar	PPA	Operational	49	49
Clarke Creek Wind Farm	Wind	PPA	Construction – late stage	-	347
Wambo Wind Farm Stage 1	Wind	Owned	Construction	-	126
Wambo Wind Farm Stage 1	Wind	PPA	Construction	-	126
Macintyre Wind Farm	Wind	PPA	Construction – late stage	-	150
Tarong West Wind Farm	Wind	Owned	Development	-	-
Aldoga Solar Farm	Solar	PPA	Construction	-	
Kidston Wind Farm	Wind	PPA	Executed	-	-
Wambo Wind Farm Stage 2	Wind	Owned	Construction	-	-
Wambo Wind Farm Stage 2	Wind	PPA	Construction	-	-
Gawara Baya Wind Farm	Wind	PPA	Development	-	-
Bulli Creek Solar Farm	Solar	PPA	Executed	-	-
Cressbrook Pumped Hydro	PHES	TBC	Development	-	-
TOTAL RENEWABLES (inc. offtake)				**49**	**798**
Gas					
Lockyer Energy Project	Gas	TBC	Development	-	-
TOTAL GENERATION (inc. offtake)				**3,352**	**4,101**
Batteries					
SREZ BESS (300.2)	Storage	Owned	Construction	-	300
CREZ BESS (300.4)	Storage	Owned	Construction	-	-
Supernode BESS	Storage	Dispatch rights	Executed	-	-
TOTAL BATTERIES				**-**	**300**
TOTAL (inc. offtake and batteries)				**3,352**	**4,401**

Coal-fired power stations

Our coal-fired power stations will continue to generate electricity to a high reliability standard and provide critical system strength, inertia and firming.

As the broader energy sector in Queensland shifts to renewable energy, we will ensure our people realise opportunities for future development pathways.

The work we are undertaking to equip our people with skills for the future continues to grow, as do our long-term investments in training and development.

Stanwell renewable maintenance services

Stanwell has finalised the establishment of its renewable maintenance services business, Stanwell Asset Maintenance Company (SAMCo).

As a wholly owned subsidiary of Stanwell, SAMCo aims to uplift the performance and operations of renewable energy sites; deliver commercial opportunities for Stanwell into the future; and provide opportunities for Queensland energy workers to shift their careers into the renewable energy sector. SAMCo has secured the necessary licences, certifications, including Queensland's first renewable energy Enterprise Agreement.

SAMCo has won several competitive tender processes for initial maintenance service contracts and commenced operations on its first site at Collinsville Solar Farm. It is also actively pursuing several additional opportunities at wind, solar and hydro generation sites throughout Queensland, ensuring that any opportunities are commercially viable.

SAMCo is continuing to deliver its Future Pathways Program to provide mechanical and electrical tradespeople with the opportunity to gain experience working on operating wind and solar farms.

Several of SAMCo's 2023 Future Pathways Program participants have already transitioned from the program to permanent fulltime renewable technician roles working for SAMCo. Stanwell is proud to help regional Queenslanders continue their energy industry tradition and help them find jobs which will continue for decades.

Stanwell is considering next steps for SAMCo to ensure the business is commercially viable and adds value for Queensland.

Stanwell's approach to sustainability

Stanwell has a proud tradition of partnering with our communities to make sure they benefit from hosting our operations. We value being a good neighbour and – wherever possible - minimising our operations' impacts on nature.

We work together to ensure social and environmental risks and opportunities are identified, mitigated and managed or leveraged. We do this in ways which are commercial for Stanwell.

Stanwell has five sustainability commitments to guide our work and decision-making. These commitments focus on reliably delivering secure and affordable energy while reducing emissions, creating community benefits, working with aligned suppliers, safeguarding nature and biodiversity, and providing opportunities for our people.

Technology and cyber security

Stanwell is continuing to build on its existing technology to ensure our systems, data and our people are better connected and secure.

Significant investments are underway to modernise energy trading technologies. This technology investment will automate energy transactions for a mixture of generation technology and energy products. It also will enable agile responses to market rule changes. The modernised technology will allow Stanwell to access artificial intelligence and machine learning capabilities.

We are exploring various artificial intelligence capabilities, including assessing value and the necessary governance guard rails. A workplace technology refresh and\minor building work were undertaken in Stanwell's Brisbane office. The workplace technology refresh is now being rolled out across our sites. This supports a more flexible and modern way of working.

Stanwell manages cyber security as a strategic risk and continues to strengthen its capability to defend against evolving threats. Stanwell is meeting its cyber security obligations under the *Security of Critical Infrastructure Act 2018*. Stanwell will continue to improve cyber security practices in response to new assets being built (for example, battery storage) and the amendments that have been made to to the *Security of Critical Infrastructure Act*.

Stanwell's Cyber Security Strategy seeks to ensure compliance with legislation, reduce risk, secure our data and enable new ways of working in the rapidly changing energy industry.

Stanwell acknowledges the recommendations from the Queensland Audit Office Energy Report, released in December 2024, on cyber security and works to continually improve its cyber security systems and practices.

Cyber security	Response
Cyber security frameworks that Stanwell reports against	• Stanwell reports cyber security maturity against the Australian Energy Sector Cyber Security Framework (AESCSF) Version 2 to The Australian Energy Market Operator annually; and • Under the *Security of Critical Infrastructure Act 2018* obligations, Stanwell is required to report against the AESCSF Version 2 to the Australian Government.
Key activities planned for Stanwell's cyber security systems	• [redacted]; • [redacted]; • [redacted]; • [redacted] • [redacted]

Debt Management Strategy

Stanwell will ensure specific attention will be applied to the timing of material funding requirements and the impact these have on Stanwell's balance sheet and its capacity to service its debt – so as to ensure that Stanwell continues to operate, with headroom, and within available working capital/funding levels across the forecast period.

Short-term debt facilities

Stanwell will continue to maintain a Working Capital Overdraft Facility with Queensland Treasury Corporation (QTC). This facility is currently subject to a [redacted] limit and is expected to remain wholly undrawn across the forecast period but remain available to meet temporary timing differences in planned construction payments and/or other unforeseen funding needs.

Stanwell currently maintains a Short-Term Variable Rate Loan Facility to meet heightened collateral requirements for trade positions maintained on the Australian Securities Exchange. This is a temporary facility originally drawn to manage extreme electricity forward curve volatility during the 2022 calendar year and is set to expire on 30 June 2025.

Stanwell also maintains an enduring Short-Term Variable Rate Loan Facility to meet short term funding requirements. This facility is currently subject to a [redacted] limit and is assumed to remain in place and available across the forecast period (with the limit adjusted if required each year in line with estimated operational funding requirements).

Long-term debt facilities

Stanwell will continue to maintain our existing Portfolio Linked Loans associated with the Tarong and Stanwell power stations – on a principal and interest basis and aligned to the scheduled retirement date for each site as published within AEMOs Generating Unit Expected Closure List. Any changes to official plant closure dates provided to AEMO (noting that this requires shareholding Minister approval) will trigger a review of these payment schedules (however, this is not expected to result in a modification event nor a material financial accounting outcome).

For the 2025/26 financial year and beyond, Stanwell will also apply a portfolio-based funding strategy to accommodate increased funding requirements associated with its renewable energy and storage project pipeline. The strategy groups similar projects into a single Portfolio Linked Loan – rather than an individual Portfolio Linked Loan or Fixed Rate Loan for each project.

Surplus cash balances
Cash balances accrued in excess of short-term operational requirements continue to be invested in the GOC Cash Management Facility.

Financial Covenant Performance
Actual and forecast performance against existing financial covenants (being Total Debt to Total Capital, and EBITDA Debt Service Coverage ratios) will continue to be monitored over the forward period and a waiver from QTC will be sought if required – noting that these performance measures are increasingly sensitive to the timing and value of equity contributions, new debt (including leases) and dividends.

Borrowings			
Facility	2024/25 forecast ($M)	2025/26 target ($M)	change ($M)
QTC Borrowings	(1,077.8)	(1,326.1)	248.3
Leases	(18.4)	(16.1)	(2.3)
Total Borrowing	**(1,096.2)**	**(1,342.1)**	**245.9**
Equity	2024/25 forecast ($M)	2025/26 target ($M)	change ($M)
Issued Share Capital	1,908.9	1,908.9	0.0
Reserves	(169.3)	(35.0)	134.3
Retained earnings	505.8	505.8	0.0
Total Equity	**2,245.5**	**2,379.7**	**134.3**

KEY ASSUMPTIONS

Market impacts

Our coal-fired power stations continue to provide critical system strength, inertia and firming as they generate significant volumes of electricity.

As the energy market diversifies, Stanwell will ensure that it has sufficient renewable generation and storage capacity in place to ensure continuity of supply as well as the provision of essential system services.

Work is underway on the development of our pipeline of storage projects and shareholders will be kept up to date on progress in this area.

Stanwell's 2025/26 to 2029/30 budget and forecast adopts a profile which assumes that our nine thermal unit portfolio continues to operate during the five-year Corporate Plan period and beyond.

Stanwell's budget modelling for 2025/26 to 2029/30 [redacted]

Other constraints

Stanwell retains a strong focus on plant availability throughout the year. Stanwell works closely with external fuel suppliers and our mine operations group to ensure production expectations are aligned and sufficient fuel is stockpiled to be available at key times.

Assumptions and outputs	2025/26
Economic indices	
Escalation (%)[18]	2.7
Wages growth (%)[19]	3.5% - 4.5%
Long term interest rates (%)[20]	5.9%
Dividend payout ratio (%)[21]	100%
Weighted average cost of capital - post-tax[22] nominal	[redacted]
Weighted average cost of capital - post-tax nominal (CoCP)[23]	[redacted]
Electricity revenue	
Average realised price ($/MWh)[24]	[redacted]
Time-weighted annual pool price ($/MWh)[25]	[redacted]
Volume of QLD swap contracts (GWh)	[redacted]
Face value of swap contracts (wholesale and retail) ($)	[redacted]
Coal rebate revenue	
Exchange rate US$	0.70
Average reference price (AUD$/tonne)	[redacted]
Volume (million tonnes)	8.33
NEM energy	
Energy generated – Owned (GWh)[26]	[redacted]

Assumptions and outputs	2025/26
Energy sent out – Owned (GWh)[27]	[redacted]
Energy at node – Owned (GWh)[28]	[redacted]
Energy at node – PPAs (GWh)[29]	[redacted]
NEM operational	
Fuel costs thermal ($/MWh sold)	[redacted]
Greenhouse gas emissions (KtCO2e)	16,886
Greenhouse gas intensity - portfolio under management (CO2kg/MWh sent out)[30]	855
Greenhouse gas intensity - Stanwell Assets (CO2kg/MWh sent out)[31]	935

[18] Source: Oxford Economics.
[19] Stanwell will comply with the Government Owned Corporations Wages Policy as existing EAs expire and require renegotiation.
[20] Long term interest rates are sourced from Queensland Treasury Corporation.
[21] The dividend forecast represents 100 per cent of audited net profit after tax calculated in accordance with the letter from shareholding Ministers dated 28 June 2023.
[22] The WACC calculation was updated in July 2024.
[23] Applying 'Cost of Capital Principles – Government Owned Corporations' approach.
[24] Average realised prices: 'Total Operating Revenue' (Electricity Pool Sales and Contract Settlement)/Energy Sold (Nodal) – (Includes thermal and renewable assets owned by Stanwell and power purchase agreements).
[25] Queensland Node Prices (nominal $).
[26] Excludes owned battery storage projects
[27] Includes owned battery storage projects
[28] Includes owned battery storage projects
[29] Includes Supernode battery storage project
[30] Energy Under Management: this measure includes emissions and energy generated by Stanwell assets (above) plus generation associated with renewable power purchase agreements. While this is an important internal measure to help Stanwell track progress in building our new energy portfolio, it is not consistent with international reporting standards.
[31] Stanwell Assets: this emissions intensity measure includes all emissions and energy generated from Stanwell's generation assets (that is, our coal fired power stations plus the new renewable energy assets where we have Shareholding minister approval to invest equity). As the pipeline of renewable assets in which we have equity is energised, the proportion of zero emission generation increases, resulting in a corresponding reduction in emissions intensity. This measure is consistent with international reporting standards.

MAJOR CAPITAL AND OPERATING EXPENDITURE

Budgeted capital and operating expenditure for 2025/26 (for projects greater than $10 million):

Project	2025/26 ($M)	Project budget ($M)[32]	Board approved	Shareholder approved[33]
Asset Management Plan – Priority Capital Projects				
Stanwell Power Station Unit 3 Major Overhaul 2026	8.0	41.3	Y	Required to implement our Asset Management Plan – Approved
Tarong Power Station Unit 1 Major Overhaul 2025	40.2	40.6	Y	Required to implement our Asset Management Plan – Approved
Tarong Power Station Unit 3 Major Overhaul 2027	0.5	41.7	Y	Required to implement our Asset Management Plan – Approved
Meandu Dragline Overhaul	23.4	24.0	Y	Required to implement our Asset Management Plan – Approved
Meandu King 2 East Project	3.1	39.5	Y	Required to implement our Asset Management Plan – Approved
Meandu - 300T Haul Trucks Fleet Expansion	17.8	17.8	N	Required to implement our Asset Management Plan – Approved
Meandu - 200T Front Wheel Loader	2.4	11.9	N	Required to implement our Asset Management Plan – Approved

[32] The Project budget is the approved amount for each project, not the latest cost to completion
[33] All Asset Management Plan Priority Capital Projects are investment required to implement our asset management plans over the next five years. Upfront shareholding Minister approval is provided for these projects.

Project	2025/26 ($M)	Project budget ($M)[32]	Board approved	Shareholder approved[33]
Meandu - Excavator EX1601	10.5	10.5	Y	Required to implement our Asset Management Plan – Approved
Tarong Power Station Cooling Tower U3 & 4 Refurbishment	6.4	12.0	Y	Required to implement our Asset Management Plan – Approved
Tarong North Power Station Generator Stator Rewind	5.2	15.0	N	Required to implement our Asset Management Plan – Approved
Stanwell Power Station Drains Reclaim Dam	1.0	14.3	N	Required to implement our Asset Management Plan – Approved
Asset Management Plan - Priority Operating Projects				
Tarong North Power Station Control System Replacement	10.4	21.1	Y	Required to implement our Asset Management Plan – Approved
Growth Capital Projects				
Southern Renewable Energy Zone Battery	28.5	514.1	Y	Y
Central Renewable Energy Zone Battery	328.6	746.9	Y	Y
Wambo Wind Farm – Stage 1	82.1	472.9	Y	Y
Wambo Wind Farm – Stage 2	114.6	439.0	Y	Y
Tarong West Wind Farm	-	26.5	Y	Y[34]
FEITH / Energy Park	8.4	32.7	Y	Y[35]

[34] Initial acquisition and development expenditure approved by shareholding Ministers is $36.5 million (including $10 million in development costs).
[35] The total FEITH / Energy Park approved amount includes $21.0 million in capital expenditure and $11.7 million in operating expenditure.

Project	2025/26 ($M)	Project budget ($M)[32]	Board approved	Shareholder approved[33]
Cressbrook Pumped Hydro	29.4	38.0	Y	Y[36]
Lockyer Energy Project	-	31.5	Y	Y[24]
Growth Operating Projects				
Cressbrook Pumped Hydro	5.0	26.4	Y	Y
Lockyer Energy Project	5.5	20.0	Y	Y
Tarong West Wind Farm	-	10.0	Y	Y

Investment thresholds	$M
Shareholding Minister notification	10.0
Shareholding Minister approval	15.0

[36] An additional $26.4 million of development expenditure approved for Cressbrook Pumped Hydro and an additional $20.0 million of development expenditure approved for Lockyer Energy Project (treated as operating expenditure).

Total capital expenditure

Project	2023/24 actual	2024/25 forecast	2025/26 September YTD target ($M)	2025/26 December YTD target ($M)	2025/26 March YTD target ($M)	2025/26 full year target ($M)
Overhauls						
Stanwell Power Station Overhauls	32.4	26.3	8.0	8.0	8.0	8.0
Tarong Power Station Overhauls	38.0	76.3	11.9	40.3	40.5	40.7
Stanwell Power Station Turbine Overhaul Program	3.3	-	-	-	-	-
Meandu Mine Dragline Overhaul	-	1.5	3.4	10.3	17.0	23.4
Total Overhauls	**73.7**	**104.0**	**23.3**	**58.7**	**65.5**	**72.1**
Major Projects > **$10 million**						
Stanwell Power Station Generator Rotor Replacement	2.9	-	-	-	-	-
Stanwell Power Station Drains Reclaim Dam	-	-	0.3	0.7	1.0	1.0
Tarong Power Station Cooling Tower Refurbishment[37]	6.7	6.1	1.6	3.2	4.8	6.4
Tarong Power Station Generator Stator Rewind	-	0.3	-	1.5	5.2	5.2
Meandu Mine Truck and Shovel Program	-	-	15.0	17.8	17.8	30.6
Meandu Mine Development Program	10.4	1.2	2.8	3.1	3.1	3.1
Total Major Projects	**19.9**	**7.6**	**19.7**	**26.2**	**31.9**	**46.3**
Total Asset Management Plan Priority Capital Projects	**93.6**	**111.6**	**43.0**	**84.9**	**97.4**	**118.4**
Other Projects < $10 million						
Corporate – ICT Hardware and Software Upgrades	3.1	11.4	1.7	3.4	5.1	6.8
Corporate – Other	2.2	5.2	0.3	0.8	1.2	1.6

[37] Tarong Power Station Cooling Tower Refurbishment is two separate projects – split into units 1 & 2 and units 3 & 4.

Project	2023/24 actual	2024/25 forecast	2025/26 September YTD target ($M)	2025/26 December YTD target ($M)	2025/26 March YTD target ($M)	2025/26 full year target ($M)
Stanwell Power Station	24.5	29.6	9.7	14.7	22.8	25.4
Tarong Power Station	37.7	64.3	10.1	17.7	24.5	27.8
Meandu Mine	10.5	37.1	13.4	26.7	45.1	56.2
Total Other Projects	**77.9**	**147.6**	**35.2**	**63.4**	**98.7**	**117.8**
Total - Sustaining Capital	**171.5**	**259.2**	**78.1**	**148.3**	**196.1**	**236.2**
Growth Capital						
Wambo Wind Farm – Stage 1	200.0	92.4	25.5	55.9	82.1	82.1
Wambo Wind Farm – Stage 2	121.0	184.9	78.6	89.2	99.6	114.6
Tarong West Wind Farm	-	26.5	-	-	-	-
Southern REZ Battery	314.9	101.6	26.8	28.5	28.5	28.5
Central REZ Battery	45.8	149.9	291.3	308.1	318.5	328.6
Cressbrook Pumped Hydro	-	-	19.4	24.4	24.4	29.4
Lockyer Energy Project	-	31.5	-	-	-	-
FEITH / Energy Park Projects	0.7	11.4	2.6	5.4	8.1	8.4
SAMCo Projects	0.5	2.6	2.2	2.2	2.2	2.7
Total Growth Capital	**683.1**	**600.9**	**446.5**	**513.8**	**563.5**	**594.4**
Total Capital Expenditure	**854.6**	**860.1**	**524.6**	**662.1**	**759.6**	**830.5**

COMMUNITY SERVICE OBLIGATIONS

Stanwell has no Community Service Obligations as defined by section 112 of the GOC Act.

STATEMENT OF COMPLIANCE

Stanwell, including its subsidiaries, will comply with all relevant policies and guidelines as issued by shareholders and Government, and formal directions as received from time to time.

COMPLIANCE WITH GOVERNMENT POLICIES AND DIRECTIONS

Stanwell, including its subsidiaries, will comply with all relevant policies as issued by shareholders and Government and formal directions as received from time to time.

Procurement and supply

Stanwell is committed to prioritising Queensland businesses, supporting local jobs in regional Queensland, investing where possible in local Queensland economies and supporting social procurement initiatives.

Stanwell continues to purchase goods and services in accordance with the Buy Queensland approach, which is underpinned by the *Queensland Procurement Strategy 2023 – Jobs, Economy, Legacy, Confidence, and the Queensland Procurement Policy 2023* (QPP).

All of Stanwell's procurement activities are conducted transparently, ethically, honestly and with fairness to all parties.

Stanwell applies the local benefits tests for significant tenders and seeks opportunities through its tendering process and category planning to benefit Queensland businesses, particularly in the regions in which we operate.

We also continue to focus on diversifying our supplier base and looking for opportunities to boost access for First Nations businesses and social enterprises.

When evaluating tenders and new business ventures or partners, Stanwell's standard screening and evaluation criteria considers responsible procurement practices. This ensures the businesses we work with are also ethically, socially, and environmentally responsible, operate safely and prioritise a Queensland workforce.

FINANCIAL STATEMENTS

Income statement

Escalated ($M)	2023/24 actuals	2024/25 forecast	2025/26			
			September YTD target	December YTD target	March YTD target	Full Year target
Electricity Pool Sales	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Contract Settlements	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Renewable Energy Certificates	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Other Gross Profit Revenue	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Total Gross Profit Revenue	**1,345.5**	**1,420.4**	**432.3**	**866.6**	**1,384.7**	**1,866.4**
Fuel Costs	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Water Costs	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Other Gross Profit Expense	(25.5)	(35.6)	(5.3)	(10.8)	(16.3)	(22.3)
Cost of Goods Sold	**(486.5)**	**(504.3)**	**(120.7)**	**(239.0)**	**(360.4)**	**(483.4)**
Gross Profit	**859.0**	**916.1**	**311.7**	**627.6**	**1,024.3**	**1,383.1**
Operating Expenses	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Other Operating Revenue	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Underlying EBITDA	**458.9**	**415.3**	**173.4**	**334.2**	**601.7**	**823.6**
Non-Operating Revenue / (Expense)	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Coal Rebate Revenue	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Fair Value Movements - Derivatives	351.1	92.8	11.1	25.4	30.8	28.6
EBITDA	**1,039.8**	**635.0**	**217.0**	**419.2**	**684.6**	**922.5**
Depreciation and Amortisation	(165.4)	(171.7)	(46.8)	(99.4)	(151.9)	(209.7)
EBIT	**874.4**	**463.2**	**170.1**	**319.8**	**532.7**	**712.8**
Net Interest Revenue / (Expense)	(18.5)	16.7	7.5	11.9	13.8	14.4
Income Tax	(261.4)	(144.0)	(53.3)	(99.5)	(164.0)	(218.2)
Net Profit / (Loss) After Tax	**594.4**	**335.9**	**124.3**	**232.2**	**382.6**	**509.0**
Dividend Declared	**594.4**	**335.9**	**-**	**-**	**-**	**509.0**

Balance sheet

Escalated ($M)	2023/24 actuals	2024/25 forecast	2025/26			
			September YTD target	December YTD target	March YTD target	Full year target
ASSETS						
Cash and cash equivalents	148.7	172.8	244.1	50.0	130.4	130.4
Receivables - cash management	138.8	232.0	-	-	-	-
Trade and other receivables	320.2	250.5	196.3	226.4	236.9	231.9
Inventories	194.1	221.5	207.4	225.1	236.7	248.9
Current financial assets	432.1	283.7	212.1	193.4	187.9	182.2
Other current assets	9.0	17.3	31.6	26.2	20.9	15.2
Derivative financial assets	835.1	371.9	394.1	425.2	387.2	341.8
Total current assets	**2,078.0**	**1,549.6**	**1,285.7**	**1,146.3**	**1,200.0**	**1,150.4**
Derivative financial instruments	640.0	304.2	196.3	88.5	88.5	88.5
Property, plant and equipment	2,260.7	2,905.5	3,441.5	3534.7	3,585.1	3,617.9
Exploration and evaluation	6.1	6.1	6.1	6.1	6.1	6.1
Other assets[38]	445.0	527.8	543.1	558.8	574.6	591.2
Deferred tax assets	381.5	209.5	185.3	160.6	142.4	132.4
Intangible assets	103.0	95.5	95.8	96.3	94.8	102.8
Total non-current assets	**3,836.3**	**4,048.6**	**4,468.1**	**4445.0**	**4491.6**	**4,538.8**
TOTAL ASSETS	5,914.3	5,598.2	5,753.8	5,591.3	5,691.6	5,689.2

[38] Stanwell's interest in the Curragh New Coal Supply Agreement is secured, it ranks behind Coronado's financiers.

LIABILITIES						
Trade and other payables	(346.4)	(451.9)	(440.6)	(406.6)	(415.7)	(418.4)
Provisions	(651.2)	(380.9)	(379.8)	(42.8)	(41.8)	(549.7)
Derivative financial instruments	(1,309.5)	(543.5)	(481.7)	(426.8)	(331.8)	(255.8)
Other liabilities	(1.9)	(3.1)	(3.1)	(3.1)	(3.1)	(3.1)
Current borrowings	(51.3)	(140.6)	(142.5)	(339.8)	(323.4)	(236.8)
Current tax payable	(72.9)	(0.4)	(14.9)	(13.7)	(23.9)	(13.9)
Total current liabilities	**(2,433.2)**	**(1,520.5)**	**(1,462.7)**	**(1,232.9)**	**(1,139.8)**	**(1,477.7)**
Borrowings[39]	(878.0)	(955.6)	(1,088.3)	(1,104.9)	(1,109.6)	(1,105.4)
Provisions	(412.6)	(427.7)	(444.1)	(447.9)	(451.7)	(476.6)
Deferred tax liabilities	(197.1)	(160.3)	(155.9)	(151.6)	(150.3)	(149.3)
Derivative financial instruments	(565.8)	(284.7)	(190.6)	(96.4)	(96.4)	(96.4)
Other liabilities	(4.0)	(4.0)	(4.0)	(4.0)	(4.0)	(4.0)
Total non-current liabilities	**(2,057.5)**	**(1,832.2)**	**(1,882.8)**	**(1,804.8)**	**(1,812.1)**	**(1,831.7)**
TOTAL LIABILITIES	(4,490.7)	(3,352.7)	(3,345.5)	(3,037.7)	(2,951.9)	(3,309.4)
NET ASSETS	1,423.5	2,245.5	2,408.3	2,553.6	2,739.7	2,379.7
Equity						
Contributed equity	1,276.9	1,908.9	1,908.9	1,908.9	1,908.9	1,908.9
Deferred (gains) /losses on derivatives	(359.1)	(169.3)	(130.8)	(93.3)	(57.6)	(35.0)
Retained earnings	505.8	505.8	630.2	738.0	888.4	505.8
TOTAL EQUITY	1,423.5	2,245.5	2,408.3	2,553.6	2,739.7	2,379.7
Net derivative assets (liabilities)	(400.2)	(152.1)	(81.8)	(9.6)	47.4	78.0

[39] Borrowings - Stanwell has developed a debt repayment strategy for existing debt and also proposes to acquire new debt for the Growth and Future Energy projects across the five-year budget.

Cashflow statement

Escalated (M)	2023/24 actual	2024/25 forecast	2025/26			
			September YTD target	December YTD target	March YTD target	Full year target
Cash flows from operating activities						
Cash receipts in the course of operations	3,831.8	3,371.5	646.5	1,251.10	1,911.7	2,599.7
Cash payments in the course of operations	(2,281.7)	(2,492.1)	(421.2)	(874.3)	(1,290.8)	(1,725.7)
Net financing costs paid	(52.5)	(26.5)	(4.9)	(12.8)	(25.8)	(40.2)
Income tax paid	(88.5)	(162.6)	(35.5)	(78.6)	(131.1)	(196.1)
Net cash provided by operating activities	**1,409.2**	**690.2**	**185.0**	**285.3**	**463.9**	**637.8**
Cash flows from investing activities						
Proceeds from/(payment for) the disposal of assets	1.5	-	0.0	0.0	0.0	0.0
Advances paid[40]	(57.5)	(93.2)	232.0	232.0	232.0	232.0
Payments for property, plant and equipment	(807.3)	(733.4)	(540.5)	(709.3)	(792.2)	(874.7)
Net cash used in investing activities	**(863.3)**	**(826.6)**	**(308.5)**	**(477.3)**	**(560.2)**	**(642.7)**
Cash flows from financing activities						
Drawdown/(Repayment) of borrowings[41]	(653.1)	186.7	131.0	341.2	325.9	234.6
Equity Contribution	123.2	568.1	63.9	63.9	63.9	63.9
Cash available for Distribution/Investment	0.0	(594.4)	-	(335.9)	(335.9)	(335.9)
Net cash provided by/(used in) financing activities	**(529.9)**	**160.4**	**194.9**	**69.2**	**53.9**	**(37.5)**
Net increase/(decrease) in cash held	16.0	24.1	71.4	(122.8)	(42.4)	(42.4)
Cash at the beginning of the period	132.6	148.7	172.8	172.8	172.8	172.8
Cash at the end of the period	**148.7**	**172.8**	**244.1**	**50.0**	**130.4**	**130.4**

[40] Under the Queensland Government's cash management regime, Government Owned Corporations (GOCs) are required to advance surplus cash to Queensland Treasury Corporation.
[41] Includes proposed new debt for Growth and Future Energy Projects.

APPENDIX A: STANWELL EMPLOYMENT AND INDUSTRIAL RELATIONS PLAN 2025/26

This Employment and Industrial Relations Plan applies to Stanwell and its subsidiary companies.

1. Employment and industrial relations philosophy and direction

Industrial relations strategy

Stanwell works to create a positive employee relations climate that supports a safe, harmonious and productive workplace, in line with our corporate strategy.

Enterprise agreements

Enterprise agreements remain the principal source of terms and conditions for employees.

There are four enterprise agreements currently operating at Stanwell. Productivity initiatives, incentive payments and effective training systems are included in enterprise agreements to ensure a focus on Stanwell's strategic outcomes. All enterprise agreements have been approved by the Fair Work Commission (FWC). Future enterprise agreements will be negotiated in compliance with *the Government Owned Corporations Wages and Industrial Relations Policy 2015 (*GOCWP).

The *Tarong Power Stations Enterprise Agreement 2024* expires on 31 July 2027. The *Corporate Offices Enterprise Agreement 2025* expires on 28 February 2029. This agreement was approved by the FWC on 16 January 2025 and will be operative from 1 March 2025. *The Stanwell Power Station Enterprise Agreement 2023* expires on 28 February 2026, with negotiations to commence on 1 November 2025. Stanwell's subsidiary company Stanwell Asset Maintenance Company Pty Ltd (SAMCo) also has an in-term enterprise agreement, the SAMCo Enterprise Agreement 2023, which expires on 31 March 2027.

Create future pathways for our people

Stanwell's Future Pathways Framework supports the strategic priorities to:

- grow Stanwell's Asset Maintenance Company to operate and maintain renewable energy assets across Queensland; and
- work alongside our people, unions, government and community representatives to ensure our people realise the opportunities from the energy shift; and
- train energy workers and community; and attract, retain and develop existing and new talent.

2. Chief Executive Officer and senior executives' remuneration as at 1 January 2025

Senior executive remuneration complies with Stanwell senior executive remuneration guidelines and the *Queensland Government Chief and Senior Executive Employment Arrangements*.

Chief Executive Officer / Senior Executives	Base salary [1]	Employer superannuation contributions [2]	Other allowances [3]
Michael O'Rourke Chief Executive Officer	852,625	108,710	0.00
Catherine Cook Chief Financial Officer	413,877	52,769	0.00
James Oliver Chief Operating Officer	470,338	59,968	0.00

Chief Executive Officer / Senior Executives	Base salary [1]	Employer superannuation contributions [2]	Other allowances [3]
Glenn Smith Executive General Manager Business Services	413,877	52,769	0.00
Sophie Naughton Executive General Manager Energy Markets	464,237	59,190	0.00
Steve Quilter Executive General Manager Growth and Future Energy	464,168	59,181	0.00
Richard Jeffery Executive General Manager Strategic Partnerships	406,746	51,860	0.00

1. Includes cash salary plus salary sacrifice items.
2. Employer superannuation contribution is 12.75% of base salary.
3. Other allowances paid includes higher duties allowance for acting position including superannuation, pro-rated for period of secondment or higher duties.

Chief Executive Officer/ Senior Executives	Total fixed remuneration [4]	Other benefits [5]	2023/24 Performance payment [6]
Michael O'Rourke Chief Executive Officer	961,335	29,000	126,005
Catherine Cook Chief Financial Officer	466,646	26,000	60,491
James Oliver Chief Operating Officer	530,306	28,000	70,008
Glenn Smith Executive General Manager Business Services	466,646	27,000	60,745
Sophie Naughton Executive General Manager Energy Markets	523,427	23,000	69,421
Steve Quilter Executive General Manager Growth and Future Energy	523,349	22,000	68,412
Richard Jeffery Executive General Manager Strategic Partnerships	458,606	11,000	59,359

4. Total Fixed Remuneration (TFR) is the sum of Base Salary, Employer Superannuation Contributions and Other Allowances (as per definition of 3. in table above).
5. Other benefits paid including, but not limited to, private health insurance reimbursement, broadband, mobile phone and disability insurance. All senior executives have access to a pool car park, associated costs for this are not included in this table.
6. Performance payment made in September 2024, relating to performance in the preceding financial year. From FY2025 incentive payments are subject to the achievement of metrics in the Electricity Maintenance Guarantee in addition to key performance indicators set by the Stanwell Board. Employer superannuation (12.75%) is paid in addition to these incentives.

3. Employment conditions and workforce planning

Sources of employment conditions

Employment conditions for employees are derived from a number of sources.

These include:

- Legislation, for example: the *Fair Work Act 2009* (Cth) and the *Electricity Act 1994* (Qld);
- Enterprise Agreements;
- Alternative Employment Arrangements which are provided for under Enterprise Agreements;
- The *Electrical Power Industry Award 2010*;
- Common law contracts; and
- Stanwell policies and procedures.

Workforce numbers

The workforce numbers below are as of 1 January 2025.

Employment category (FTE):	Female	Male	Total
Permanent	242	589	831
Temporary	6	15	21
CEO and Senior Executive	2	5	7
Apprentices (In House)	9	26	35
Trainees (In House)	5	1	6
Casual	0	0	0
Other	0	0	0
Total Directly Employed Workforce:	264	636	900
Contractor & Labour Hire (trade/technical)	4	28	32
Contractor & Labour Hire (professional/administrative)	51	94	145
Total (full time equivalent):	**319**	**758**	**1077**

Enterprise agreements

The table below provides the number and percentage of employees on enterprise agreements versus other arrangements.

Category	Full Time Equivalent	
	Number	Percentage
All employees:	900	100%
CEO and direct reports	7	0.78%
Employees covered by an award/EA/agreement made under the *Fair Work Act 2009 (Cth)*	EA - 481 AEA - 387	53.44% 43%
Employees under other arrangements (including common law contracts)	25	3%

The table below sets out the awards or enterprise agreements applying to Stanwell and the number of employees covered by each enterprise agreement:

Award / agreement	Scope (as at 1 January 2025)	Nominal Expiry date	Jurisdiction	Current status
Electrical Power Industry Award	Employees not covered by an enterprise agreement	Not applicable	Federal	Stanwell enterprise agreements are assessed for 'better off overall' purposes against this award during the Fair Work Commission (FWC) approval process.

Award / agreement	Scope (as at 1 January 2025)	Nominal Expiry date	Jurisdiction	Current status
Tarong Power Stations Enterprise Agreement 2024	Tarong Power Station, Tarong North Power Station & Meandu Mine (267 employees)	31 July 2027	Federal	This agreement is within its nominal expiry date. Negotiations to replace the agreement will commence in early 2027.
Stanwell Corporation Limited Corporate Offices Enterprise Agreement 2025	Corporate Office employees (375 employees)	1 March 2029	Federal	This agreement is within its nominal expiry date. Negotiations for a replacement agreement will commence on 1 September 2028.
Stanwell Power Station Enterprise Agreement 2023	Stanwell Power Station employees (203 employees)	28 February 2026	Federal	This agreement is within its nominal expiry date. Negotiations to commence for a replacement agreement on 1 November 2025.
SAMCo Wind and Solar Farm Maintenance Enterprise Agreement 2023	SAMCo employees (14 – to increase as employees are brought into SAMCo)	31 March 2027	Federal	This agreement is within its nominal expiry date.

Future enterprise agreements will be negotiated in compliance with the *Government Owned Corporations Wages and Industrial Relations (GOCWP) Policy 2015*.

Productivity initiatives

Three of the four enterprise agreements contain productivity initiatives (as a new business, the SAMCo enterprise agreement does not include productivity initiatives). Stanwell reports to the relevant shareholding Ministers on a quarterly basis with respect to the outcome of each enterprise agreement's productivity initiatives.

Other employment conditions

The following work practices are also available to employees of Stanwell and may provide employees with the flexibility to manage the balance between work, family and lifestyle:

Part-time arrangements	Employees have the ability to apply for reduced working hours under their applicable enterprise agreement and the National Employment Standards.
Flexible work hours	Compressed hours are available so that employees are able to work a nine-day fortnight or a four-day week, depending on the enterprise agreement applicable to the employee. Further flexible work

	arrangements are provided through Stanwell procedures. Employees may also manage their own start and finish times following agreement with their manager.
Reduced working year	Purchased leave arrangements are provided in Stanwell procedures with the ability to purchase leave (between two and four weeks per year).
Paid primary carer's/special primary carer's/surrogacy/adoptio n /adoption leave and secondary carer's leave/flexi-parental leave	Employees are able to apply for periods of paid and unpaid leave under their applicable enterprise agreement (14 weeks paid primary carer's/special primary carer's/surrogacy/adoption leave and 1 weeks paid secondary carer's leave (separate to the Federal Government paid 18 weeks for primary carer and 1 week for secondary carer)). Employees now also have access to 10 days paid flexi-parental leave.
Hybrid working (work from home)	Stanwell provides the ability for employees to work from home with the agreement of their manager.
Reproductive Health Leave	Employees are able to access up to 10 paid leave days in relation to the following: • when chronic reproductive health conditions (such as, but not limited to, endometriosis, dysmenorrhea, adenomyosis, polycystic ovary syndrome, and menopause symptoms) require absence from the workplace; • to receive fertility treatment such as, but not limited to, in vitro fertilisation (IVF); • to attend preventative screening associated with reproductive health, including, but not limited to, breast and prostate screening; and • for treatment associated with reproductive health including, but not limited to, hysterectomy and vasectomy.
Domestic and Family Violence (DFV)	Stanwell provides Domestic and Family Violence leave with pay (with a minimum of ten days) to employees who are experiencing DFV. Further leave with or without pay may be granted if required.

Other policies and practices include:

- job-sharing;
- time off in lieu of payment for overtime;
- paid study leave;
- leave without pay at the discretion of the company;
- a range of special leave arrangements based on individual circumstances at the discretion of the company; and
- phased-in retirement.

4. Workplace health and safety

Stanwell complies with all relevant health and safety legislation, including the *Work Health and Safety Act 2011* (Qld) and related standards, codes of practice, Australian standards and industry guidelines.

5. Equity, diversity, respect and inclusion and anti-discrimination

Stanwell complies with the equity, diversity, respect and inclusion and anti-discrimination provisions in accordance with *Public Sector Act 2022* (Qld) through its Respect Framework.

Stanwell's Respect Framework details its approach to the prevention and management of discrimination, harassment and bullying.

The Respect Framework consists of three pillars, which include:

- Policies and procedures, setting out formal processes to prevent and manage discrimination, harassment and bullying at Stanwell, such as procedures detailing the recruitment, selection and promotion of staff and formal and informal processes for resolving issues of discrimination and harassment. This includes Stanwell's The Way We Work at Stanwell (Code of Conduct), Respectful Workplace, Managing Performance and Conduct and Domestic and Family Violence procedures;
- Cultural initiatives, encouraging social behaviors that prevent and manage discrimination, harassment and bullying; and
- Learning and development options for employees, leaders, People and Culture, early career programs, contractors/ consultants, and teams.

Government Owned Corporations have been required to report annually on their obligations under the *Public Sector Act 2022* (Qld) since 2024.

6. Redundancy provisions

All of Stanwell's enterprise agreements contain redundancy provisions.

Stanwell currently has a redundancy agreement that focuses on redeployment and retraining but provides for the following in case of retrenchment:

- a minimum of between one and four weeks' notice of retrenchment depending on continuous service (plus an additional one week's notice depending on age and continuous service);
- three weeks' pay per year of completed service severance payment limited to 75 weeks;
- 13 weeks' early separation payment;
- pro rata long service leave for each year of service;
- payment of accrued annual leave; and
- outplacement and retraining support.

The *Tarong Power Stations Enterprise Agreement 2024* provides for a further four weeks' salary in addition to the above.

All Stanwell enterprise agreements provide for 'no forced retrenchments'.

7. Superannuation

From July 2022, Stanwell contributes 12.75 per cent of ordinary time earnings. This employer contribution is calculated on ordinary time earnings (at a minimum), as defined by the *Superannuation Guarantee Administration Act 1992 (Cth)*. This has been applied to Stanwell employees via the Stanwell Superannuation policy.

In December 2023, Stanwell with the of the Queensland Government, agreed to make contributions to an employee's superannuation fund, for Death and Total and Permanent Disablement (TPD) and Income Protection (IP) Insurance. Previously this was only available to members of Stanwell's default superannuation fund. These contributions are made at the same dollar value as contributions made to the default superannuation fund.

The defined benefit fund, which is now closed to new members, provides lump sum benefits to its members based on years of service and average salary. Stanwell manages its contributions to this fund in accordance with the long term projected financial position of the fund. Stanwell may vary its contribution rates, and it is also prepared to provide lump sum contributions to the fund in periods of low investment returns. Any surplus from defined benefit funds that may arise from time to time remains within the fund. The company will continue to follow advice as received from actuarial reviews. The fund is regulated by the Australian Prudential Regulation Authority under the *Superannuation Industry (Supervision) Act 1993* (Cth).

8. Consultation

Stanwell has undertaken consultation on this plan with employees, relevant unions, Queensland Treasury and the Office of Industrial Relations.

The Employment and Industrial Relations Plan is supported by the relevant Government agencies.

APPENDIX B: SPONSORSHIP, ADVERTISING AND CORPORATE ENTERTAINMENT

Activity	Description/benefit	2024/25 Actuals	2025/26 September YTD target	2025/26 December YTD target	2025/26 March YTD target	2025/26 Full year target
SPONSORSHIPS						
Community Sponsorships						
Wambo Wind Farm Community Benefit Fund	Support for community projects and activities that add to a genuine quality of life contribution to the communities that host Stanwell assets.	122,139	28,750	57,500	86,250	115,000
CQ Community Sponsorship Program		105,500	30,000	60,000	90,000	110,000
CQ Community Partnership Fund		90,504	25,000	50,000	75,000	100,000
TPS Community Sponsorship Program		126,851	37,500	75,000	112,500	150,000
TPS Community Partnership Fund		227,418	62,500	125,000	187,500	250,000
South Burnett Resilience Fund		50,000	25,000	50,000	75,000	100,000
First Nations Sponsorship Program		-	18,750	37,500	56,250	75,000
CQH2		5,155	-	-	-	-
Business Benefit Fund		167,128	27,500	55,000	82,500	110,000
Stanwell Corporate Partnerships Program		-	25,000	50,000	75,000	100,000
Total Community Sponsorships		**894,695**	**280,000**	**560,000**	**840,000**	**1,110,000**
Career Development Sponsorships						
Equity, diversity and inclusion (EDI)	Support for projects, organisations and activities to support career development and a safe, inclusive and respectful work environment.	-	10,000	20,000	30,000	40,000
Early careers program		-	3,750	7,500	11,250	15,000
Total Career Development Sponsorships		**-**	**13,750**	**27,500**	**41,250**	**55,000**
Corporate Sponsorships						
Corporate Sponsorships		32,000	7,500	15,000	22,500	30,000
Total Corporate Sponsorships		**32,000**	**7,500**	**15,000**	**22,500**	**30,000**
TOTAL SPONSORSHIPS		**926,695**	**301,250**	**602,500**	**903,750**	**1,195,000**
MARKETING AND ADVERTISING						
Stanwell Energy	Customer engagement events.	118,719	38,335	76,670	115,006	146,341
Strategic Partnerships	Corporate and community engagement expenses.	43,539	33,710	67,421	101,131	134,845
Growth and Future Energy	To support customer engagement activities for SAMCo and other initiatives.	113,710	5,000	10,000	15,000	20,000
TOTAL ADVERTISING		**275,968**	**77,046**	**154,092**	**231,140**	**301,186**

Activity	Description/benefit	2024/25 Actuals	2025/26 September YTD target	December YTD target	March YTD target	Full year target
CORPORATE ENTERTAINMENT[42]						
Events under $5,000						
Secretariat	Stakeholder functions, Board lunches etc.	4,650	1,250	2,500	3,750	5,000
Community events	Community information sessions and neighbour functions.	14,205	3,500	7,000	10,500	14,000
Growth and Corporate	Maintain and build client relationships including origination activity, Corporate and SAMCo events.	2,160	1,750	3,500	5,250	8,000
Stanwell Energy	Maintain and build Stanwell Energy client relationships.	18,736	4,250	8,500	12,750	17,000
Events over $5,000						
Stanwell Energy Customer Event	Maintain and build Stanwell Energy client relationships.	12,966	-	15,000	15,000	15,000
Board Regional Community Engagement Dinners		14,908	7,500	7,500	7,500	15,000
SAMCo Client Event		6,420	-	-	-	-
TOTAL CORPORATE ENTERTAINMENT		74,044	18,250	44,000	54,750	74,000
TOTAL		1,276,708	396,545	800,591	1,189,637	1,570,186

[42] In accordance with Stanwell's Corporate Entertainment and Hospitality Policy, end-of-year functions for employees are classified as reward and recognition and not corporate entertainment.

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