

# ESG Plan 2025

Our business is focused on sustainable practices to improve environmental, social, and governance (ESG) performance. ESG is integral to how we do business and support Australia's energy transition.



| Group objectives   | ESG Focus Areas | Objective   | Measures   | Initiatives   |
|--|-----------------|---|--|---|
| <p>Transition our assets and business to enable a resilient energy future</p>        | Environment     | Climate Change  | Address our own carbon footprint, while developing new and existing technologies for a low-carbon future   | <ul style="list-style-type: none"> <li>Group Climate Scenario Resilience Assessment</li> <li>Scope 1, 2 and 3 Emissions Reduction Roadmap</li> <li>Renewable Gas strategy &amp; advocacy</li> </ul>   |
|  | Nature          | Minimise our impact on nature and biodiversity across our supply chain and operations | <ul style="list-style-type: none"> <li>Establish supply chain biodiversity risk profile</li> <li>Increase waste diversion from landfill</li> </ul> | <ul style="list-style-type: none"> <li>Supply Chain Biodiversity risk profile</li> <li>Transition of new waste management partner</li> <li>Sustainable properties plan</li> </ul>   |
| <p>Continue to build a safe and inclusive workplace</p>                              | Social          | Health & Safety   | Continued excellence in the safe operation of our assets and the health of our people  | <ul style="list-style-type: none"> <li>Uplift Health &amp; Safety Risk Management practices</li> <li>Improve operational learning through work insights program</li> <li>Continue to embed Respect@Work culture, underpinned by improved psychological safety framework</li> <li>Continue to uplift safety leadership capability</li> </ul> |
|  |                 | Our People  | Enable our workplace to be a great place to belong, where people feel safe and valued for their diversity  | <ul style="list-style-type: none"> <li>DIB Plan</li> <li>Innovate Reconciliation Action Plan</li> <li>Leadership Framework</li> <li>Talent Management</li> </ul>  |
|  |                 | Our Customers   | Our Customers & Clients voices are reflected in our strategies and operations throughout the energy transition                                     | <ul style="list-style-type: none"> <li>Vulnerable Customer support initiatives</li> <li>Energy Charter #Better Together Action Plan</li> <li>Deliver Community batteries for network customers</li> <li>Mature cyber security to protect customer data and continued operation of energy network</li> </ul>                                 |
| <p>Deliver safe, reliable, affordable energy and sustainable performance for all</p> | Governance      | Our Community   | Leave a positive and lasting legacy in the communities where we operate  | <ul style="list-style-type: none"> <li>Aboriginal and Torres Strait Islander Procurement Strategy</li> <li>Corporate Social Responsibility (CSR) Strategy</li> <li>Local community development initiatives</li> <li>Asset, project and program community engagement programs</li> </ul>   |
|  |                 | Corporate Governance  | Maintain trust, transparency and accountability in how we do business  | <ul style="list-style-type: none"> <li>Imbed ESG into Governance Framework &amp; Mgt Systems</li> <li>Mature ESG data, analytics, metrics, reporting and insights</li> <li>Preparedness for ASRS disclosure publication</li> <li>Business Continuity and Resilience assurance programs</li> </ul>   |
|  |                 | Business ethics   | Maintain a culture of acting lawfully, ethically and responsibly   | <ul style="list-style-type: none"> <li>Sustainable Procurement Strategy and Plan</li> <li>Modern Slavery Action Plan</li> <li>SOCI Supply Chain Risk Management Program</li> <li>Develop and deliver compliance plans</li> </ul>  |

Group values



Better together



Be accountable



Find a better way



Think like a customer



We Care