



AGL Energy Signatory Annual Report - FY25

Meeting our commitments under the
Clean Energy Council's Best Practice
Charter for Renewable Energy Projects



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Acknowledgement of Country

AGL recognises the First Nations people as the Traditional Custodians of the lands on which we work, and acknowledges those communities' continuing connections to their lands, waters and cultures. We pay our respects to their Elders, past and present.

1. About AGL Energy

Proudly Australian for more than 187 years, AGL supplies energy and other essential services to residential, small and large businesses and wholesale customers. AGL is committed to providing our customers with simple, fair and accessible services as they decarbonise and electrify the way they live, move and work.

AGL operates the largest electricity generation portfolio within the National Electricity Market (NEM) of any ASX-listed company. Our operational portfolio comprises coal-fired generation, renewable generation sources such as wind, hydro and solar, electricity storage and firming technologies including batteries and gas-powered generation, and gas storage assets. We are building on our history as one of Australia's leading private investors in the construction of renewable energy projects and owner of the largest privately owned fleet of hydro assets in Australia, to be a leader in the transition to a lower emission, affordable and smart energy future.

This report outlines how AGL has met the commitments under the Clean Energy Council's Best Practice Charter for Renewable Energy Projects in FY25.



Hallett Wind Farm, SA

2. Charter Commitments

2.1 Commitment 1: Respectful Community Engagement

AGL is committed to engaging early and often with community stakeholders across our proposed and operational energy projects.

In FY25, we updated our Community Engagement Policy and Standard to align with best practice industry guidelines, including strengthening our approach to engagement with First Nations people to deliver a consistent, respectful, and culturally informed approach across all our projects and operations.

2.1.1 Building Cultural Connections at Barn Hill Wind Farm and Battery Project

AGL is developing the Barn Hill Wind Farm and Battery project near Redhill in the Mid North of South Australia. The project includes a wind farm with a capacity of up to 360 MW, a new transmission connection, and at a later stage, a 270 MW battery. The development approval for this project was granted in January 2025. Community engagement began as early as 2016, and feedback gathered through this process has informed the project design for the development application.

Throughout 2023 and 2024, consultation took place with landowners and local government along the transmission route. The AGL project team collaborated with these local stakeholders to identify an alignment that minimised impacts on agricultural land and property. Incorporating local knowledge and insights from landowners and stakeholders is demonstrating the value engagement brings to the project design including a shorter transmission line with less impact on landowners and the community.

A cultural heritage survey was undertaken across the project site, involving the three Traditional Custodians – Narungga, Kurna, and Nukunu – working together under the guidance of their chosen archaeologist. Cultural heritage assessments were conducted several years ago across the project site, and agreements are in place with two of the three groups.

In early 2025, AGL hosted a three-nation workshop, to discuss cultural heritage and benefit sharing. It was noted at the time that this workshop, with three nations together talking about care of Country, cultural heritage and community priorities, was a first of its kind in living memory for many who attended. All three Aboriginal Boards have since endorsed the cultural heritage survey report and draft cultural heritage management plan.

Bringing three Traditional Custodian groups together to collaborate on cultural heritage is not a common approach, but one which AGL supports based on advice from the groups themselves. This work and the relationships are taking time, and AGL is investing in this to ensure the protection of cultural heritage and culturally significant sites, and to foster trust and respect for the Traditional lands on which we will operate.

2.1.2 Gippsland Skies Offshore Wind Project Community Engagement

The Gippsland Skies Offshore Wind project is a proposed 2.5 GW development located approximately 30 kilometres off the south coast of Gippsland, Victoria. Led by a consortium of Australian and international companies—Mainstream Renewable Power, Reventus Power, AGL Energy, and DIRECT Infrastructure. The project collaborates with all Gippsland declared area licence holders, as well as State and Federal Government to deliver Gippsland Offshore Wind Days to engage with local communities throughout the region. In 2025, the project team connected with local communities on seven separate occasions during March and July, hosting sessions in Leongatha, Sale, Port Albert, Golden Beach, Toora, Loch Sport, and Woodside.

Community members attended to learn about project plans, view maps, share ideas and feedback, and speak directly with experts in environmental planning, marine mammals, and turbine technology. There was strong interest in understanding project development timelines and progress to date, as well as a high level of engagement around onshore transmission planning. Community sentiment reflects a clear acknowledgement that coal is being phased out in Victoria, and that offshore wind represents a significant opportunity for the Gippsland region as part of the broader energy transition.



2.2 Commitment 2: Timely and Responsive Communication

In FY25, we strengthened this commitment by updating our Community Engagement Policy and Standard to align with best practice industry guidelines and community expectations.

To ensure community voices are heard and responded to, we use a wide range of digital, in-person, and printed communication channels.

2.2.1 Pottinger Energy Park Project Guided by Community Feedback

The Pottinger Energy Park, developed by Pottinger Renewables, a joint venture between AGL Energy and Someva Renewables, has placed strong emphasis on minimising environmental and social impacts through responsive and inclusive planning. Site selection focused on cleared, appropriately zoned land 57 kilometres from Hay, chosen for its low visual impact and accessibility to the local workforce. The project design has been shaped by findings from the Environmental Impact Statement (EIS), publicly exhibited until 4 July 2024, and refined in response to community feedback. Specific changes made following consultation include redesigning the disturbance footprint to reduce biodiversity impacts, relocating wind turbine generators and access roads to avoid Aboriginal heritage sites, and developing a housing strategy to ease pressure on local services. Community preferences also led to the decision not to proceed with a permanent drop-in centre as a forum for community engagement, as stakeholders expressed a preference for direct, small-scale engagement. Since late 2022, the Proponent has engaged with over 220 individuals, seven First Nations groups, and nearly 200 businesses, resulting in more than 2,000 unique interactions. This feedback has informed the development of a tailored engagement toolkit and helped identify 20 key themes of potential social impact, guiding ongoing project refinements and communication strategies.

2.3 Commitment 3: Sensitivity to Biodiversity and Cultural Values

Our AGL's Biodiversity Policy outlines key commitments including integrating biodiversity considerations into our Health, Safety and Environmental Management System, applying the mitigation hierarchy to avoid, minimise, and offset residual impacts.

We also prioritise transparent rehabilitation practices, partnerships to conserve habitats and threatened species, and ensuring employees and contractors uphold these commitments. In parallel, AGL's Reconciliation Action Plan and Cultural Heritage Standard guide our approach to safeguarding cultural heritage through close consultation with Traditional Custodians. This includes developing site-specific Cultural Heritage Management Plans and GIS overlays for projects involving ground disturbance, maintaining a secure GIS database of cultural heritage sites, and extending our coverage area to 1.5 km around assets.

2.3.1 Ecological Sensitivity and Indigenous Partnership at the Tomago Battery Project

Initially, below-ground construction methods were considered to avoid a known cluster of small-flower Grevillea, a highly endangered species. Ultimately, the final transmission route was redesigned to bypass the sensitive area entirely. Demonstrating its commitment to environmental and cultural sensitivity, AGL engaged CoolBurn, who partnered with the Worimi Green Team to undertake biosecurity and weed management works at the Tomago Battery project in New South Wales.

The Worimi Green Team, a not-for-profit Aboriginal community-based organisation, is dedicated to regenerating natural environments and promoting urban environmental education. Their land management practices are deeply rooted in Aboriginal cultural values and support biodiversity conservation. Unlike conventional weed control methods that rely heavily on broad-spectrum chemical applications, the Worimi Green Team employs a targeted, ecologically informed approach that integrates manual handling, selective chemical use, and local ecological knowledge. This method minimises harm to native flora and fauna, reduces chemical runoff and soil degradation, and protects sensitive habitats and waterways. It also respects cultural landscapes and supports local Aboriginal employment and capacity building, embedding benefit sharing into environmental stewardship.



Artist impression of Tomago Battery Project, NSW

2. Charter Commitments

2.4 Commitment 4: Minimising Agricultural Impact and Integration

Effective engagement with agricultural stakeholders is key to minimising impacts on agricultural production.

We extensively consult with landowners for all our projects. Where productive agricultural land is affected, we work with the landowner to avoid any impacts where possible.

2.4.1 Barn Hill Wind Farm Project

The Barn Hill Wind Farm has minimised impacts on highly productive agricultural land and explored opportunities to integrate agricultural production through comprehensive stakeholder and community engagement. Examples include:

- Transmission lines are run in road verges with Council consents to keep infrastructure out of cropping land.
- When encroachment on arable land is unavoidable, infrastructure such as transmission line poles is strategically placed along fence-lines to minimise disruption.
- The micro-siting of wind turbine generators (WTGs) is carried out with careful consideration of primary producers' needs, ensuring minimal interference with farming activities.
- The Land Access Protocol document underscores the project's commitment to cooperation and respect for the needs of primary producers.
- The project identifies the best access routes to avoid crops and grazing stock, further reducing agricultural impact.
- Bespoke Farm Management Plans are developed to support primary producers in continuing their farming enterprises with minimal disturbance during construction.



Artist impression of the Barn Hill Wind Farm and Battery project, SA

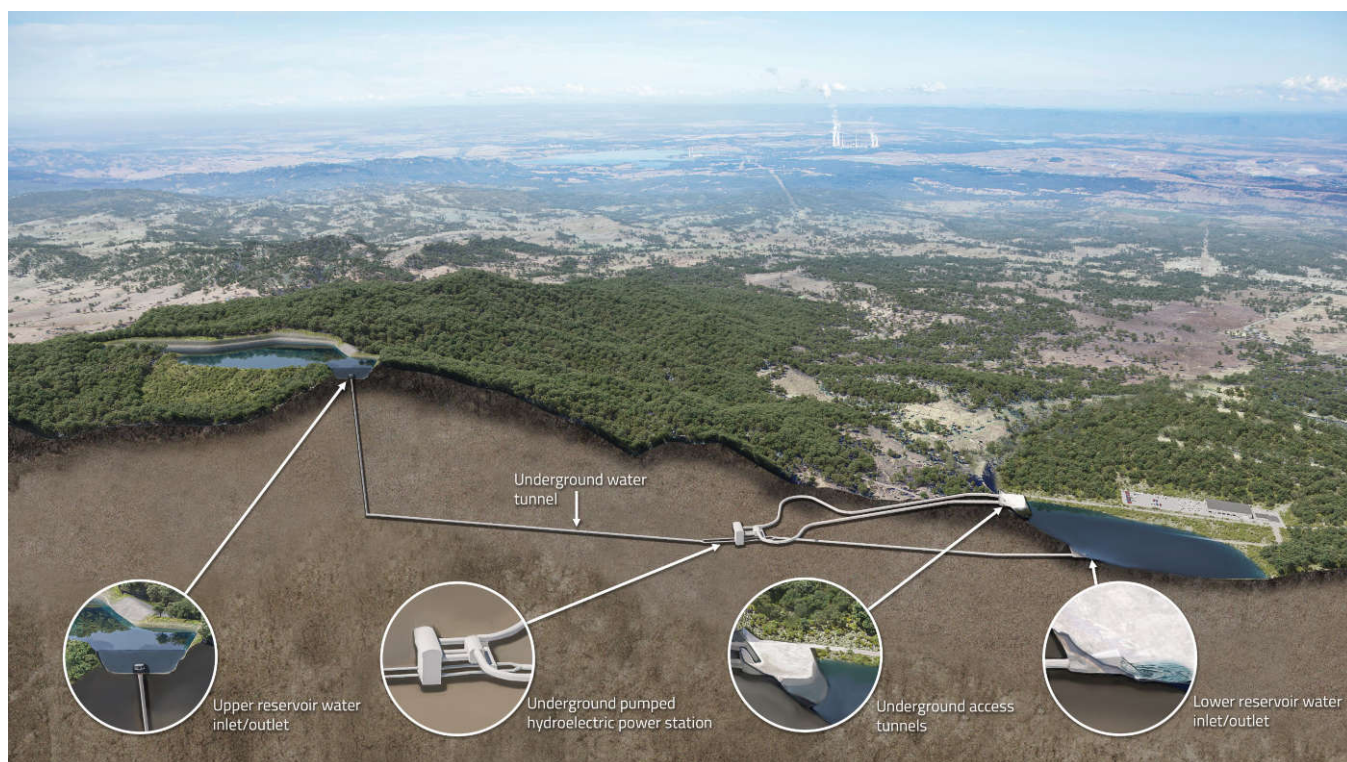
2.5 Commitment 5: Addressing Visual, Noise, Traffic, and Other Impacts

At the start of each proposed project, we conduct thorough stakeholder mapping to identify potentially impacted stakeholders and gather their feedback throughout the project's lifecycle, recording all interactions and commitments in our stakeholder engagement database.

Through ongoing engagement with these community stakeholders, we discuss their views on potential impacts and options for mitigation measures during the different phases of a project. We work with community members to find the best solutions to mitigate potential impacts. The agreed mitigation measures are then incorporated into our project planning.

2.5.1 Muswellbrook Pumped Hydro

Community consultation has influenced the reference design for the Muswellbrook Pumped Hydro Energy Storage project. In response to feedback from project neighbours and Muswellbrook Shire Council, the project's initial above ground concept design was significantly modified to incorporate underground pumped hydroelectric power stations, penstock and access tunnels. These design modifications will result in substantially reduced visual, noise and environmental impacts for neighbours and the broader community.



Artist impression of Muswellbrook Pumped Hydro project, NSW

2. Charter Commitments

2.6 Commitment 6: Supporting the Local Economy Through Employment and Procurement

AGL is committed to creating positive social and economic outcomes through responsible procurement.

Our Procurement Policy prioritises engagement with local suppliers, diverse businesses, including First Nations-owned enterprises, and social enterprises to support local employment and skills development. As part of our Reconciliation Action Plan, all new major projects include assessments for First Nations business participation, with tenders over \$10 million requiring procurement and employment opportunities for First Nations peoples. We also embed local employment, apprenticeships, and learning worker opportunities into project delivery to ensure lasting benefits for communities throughout the energy transition.

2.6.1 Local Partnerships Driving Liddell Battery Construction

The construction of AGL's Liddell Battery, located in the NSW Hunter region, commenced in June 2024. We have committed to a local content target of 23 percent of total contract, to be directed to employment and procurement, for the construction phase of this project. We are working closely with our engineering contractor to ensure our strategies and approaches are aligned with these commitments.

During the initial phase of the Liddell Battery project, we identified a local supplier BlackRock Industries, supporting the local workforce in general labour. Of particular note is the BlackRock Industries program implemented at the Liddell Battery project called 'Second Change for Change' that provides work placement opportunities for Indigenous men completing a prison term. By partnering with this supplier, matching work packages to capability and skill, we have been able to build relationships and direct other needs to local businesses by recommendation.

These local supplier relationships have proven to be vital in supporting the construction, connecting contractors to local support mechanisms, with their local expertise sharing insights to supply and demand, allowing for faster problem resolution and efficient outcomes. We have found that working with local suppliers has had multiple benefits for AGL in addition to the social and economic benefits for the region.



Liddell Battery Project NSW under construction, July 2025

2.7 Commitment 7: Community Benefit Sharing

In FY25 we invested \$5.95 million in the communities in which we operate through a structured program of community investment.

We are continuing the consolidation of our community investment into long-term partnerships that address AGL's social impact priorities (community resilience, climate action, cost-of-living, and First Nations empowerment), while gradually stepping away from one-off, ad hoc donations

Our existing assets have site-specific community investment programs and long-established local community partnerships as well as community grants programs.

2.7.1 Hallett Wind Farm Community Fund

Located approximately 180 kilometres north of Adelaide, the Hallett Wind Farms are situated on farming properties near the towns of Hallett and Burra in South Australia. These properties, primarily used for cropping, host a total of 167 wind turbines across four separate wind farms.

AGL has established the Hallett Wind Farm Community Fund to support the communities surrounding its operations in the Mid North of South Australia. The Community Fund is designed to be fair and transparent, providing support for local initiatives and activities that enhance community wellbeing. The Fund is delivered in partnership with the Regional Council of Goyder and the Northern Areas Council, ensuring funding decisions are locally informed and aligned with community priorities.

The Fund provides \$60,000 (excluding GST) each year to support a Community Grants Program, administered in accordance with the AGL Community Grants Guidelines.

2.7.2 Sharing Benefits with Traditional Custodians through the Liddell Battery Project

During FY25, AGL and Fluence, our construction contractor, partnered with Blackrock Industries, a local First Nations-owned business, at our Liddell Battery project. Through the Second Chance for Change program, 12 incarcerated First Nations men on work release were employed in meaningful, above-award wage roles on the project.

This initiative provided more than just training - it offered dignified employment, skill development, and a renewed sense of purpose. Several participants have since transitioned into full-time roles within the energy sector.

Participants were supported through a structured, culturally safe employment and training pathway that included above-award wages, nationally accredited training in areas such as construction, electrical safety, and battery systems, and hands-on experience working directly on the Liddell Battery project. The program was co-designed with local Aboriginal Elders and community leaders, embedding cultural safety and respect for Country throughout. In recognition of its impact, the program was awarded the Clean Energy Council's Diversity and Inclusion Award in 2025.

The program was initiated by Steven Fordham, Managing Director of Blackrock Industries and a proud Kamilaroi man. He launched the Second Chance for Change program in 2016 after employing a formerly incarcerated First Nations man and witnessing the transformative impact of meaningful work.



Blackrock contractors working on a battery cell at Liddell Battery, NSW

2. Charter Commitments

2.7.3 Pottinger Energy Park Project Community Benefit Sharing

The proposed Pottinger Energy Park project, which is being developed by AGL and JV partner Someva Renewables, is located approximately 60km south of Hay and 75km north of Deniliquin in NSW's historic Western Riverina region. The project is committed to delivering long-term benefits to surrounding communities through a comprehensive benefit sharing framework. Key initiatives include:

- Council Community Enhancement Funds: Hay and Edward River Councils will each receive approx. \$17 million over 30 years (total \$34 million) via annual payments linked to project capacity. Funds will support infrastructure, development, and economic growth.
- First Nations Fund: Approximately \$6 million over 30 years will be directly administered by the Proponent to support cultural heritage, land management, and economic development initiatives.
- Host and Neighbour Program: Landholders within 10 km of the site will receive annual payments, infrastructure upgrades, and access to the Agribusiness Uplift Program.
- Agribusiness Uplift Program: To support farming resilience through decarbonisation audits and revenue diversification.
- REZ Access Rights Success Fund: A \$500,000 fund launching in late 2024/early 2025 will support First Nations and community organisations ahead of construction.

2.8 Commitment 8: Supporting Education and Tourism

AGL's social impact framework prioritises investment in education and tourism to support resilient communities.

Through partnerships with local organisations, we support initiatives that create education opportunities and strengthen regional tourism. This is part of a broader commitment to community investment across four pillars: resilient communities, climate action, First Nations empowerment, and energy literacy and affordability.

2.8.1 AGL Imagination Library Partnership

In 2025, AGL launched a new partnership with United Way Australia to deliver the Imagination Library program to communities near its major assets. Founded by Dolly Parton, the Imagination Library is a global initiative that fosters early childhood literacy by mailing free, high-quality books to children from birth to age five. Through this partnership, AGL supports local delivery in regions such as Muswellbrook, Latrobe Valley, Mount Beauty, and Bayswater, helping families build home libraries and strengthen reading habits. The program aligns with AGL's Social Impact Framework, focusing on Thriving Communities and creating long-term, meaningful change where it matters most.



Launch of Dolly Parton's Imagination Library Program, Muswellbrook Library, NSW

2.8.2 Supporting major tourism, sporting and economic events in Gippsland

AGL supports long-term partnerships that drive tourism and economic growth in the communities where we operate. This includes a 31-year partnership with the Traralgon Tennis Association for the [Traralgon International Junior Tennis Tournament](#), generating around \$2.4 million annually for the Gippsland region. We also sponsor the Morwell International Rose Garden Festival, attracting over 5,500 visitors and delivering an estimated \$1 million in economic benefit. As a founding sponsor of the [Gippsland New Energy Conference \(GNEC\)](#), AGL helps bring together industry, government, and community leaders to shape the region's renewable energy future, with the 2024 event generating \$1.1 million in local economic benefits.



AGL Traralgon Junior Tennis Tournament, VIC

2.9 Commitment 9: Responsible Land Stewardship

Please refer to [Commitment 3](#).

2.10 Commitment 10: Decommissioning and Recycling

Finding ways to re-purpose and re-use materials and infrastructure is a key goal for AGL's Energy Transition Program.

We have a Site Transition Sustainability Strategy in place with a 90% recycling target. We are also keeping this front of mind in our design and delivery of our new energy projects. Throughout our responsible procurement activities, we are mandating responsible end-of-life activities, and ensuring our contractors have a plan for end of life.

2.10.1 Decommissioning of Liddell Power Station

No stone is being left unturned to ensure the Liddell Transition team meets its goal to recycle more than 90% of the station. Extensive research and creative thinking are delivering solutions to the challenge, with some great successes early in the Transition program including finding a home for surplus fabric filter bags.

Working with the supplier Solaft, the bags will be used at an aluminium smelter in Brazil. Diverting unused items from landfill and saving on disposal costs makes this a win for the environment, for AGL, and it's also a win for Upper Hunter Homeless Support (UHHS) – the Liddell Transition team's nominated charity partner.

As 'payment' for the fabric filter bags, Solaft is making a donation to UHHS which has been providing homelessness and domestic violence services in the Upper Hunter for more than 30 years.

In addition to the filter bags other items diverted from landfill include 800,000 litres of oil, 41 Kilometres of conveyor belt and 20 tonnes of chemicals.

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