

AGL ENERGY LIMITED (AGL)

SAFETY & SUSTAINABILITY COMMITTEE CHARTER

1. Purpose

- 1.1 The Board of Directors (**Board**) considers that an integral component of conducting AGL's business is the effective management of safety, environmental and sustainability (**SSC**) matters.
- 1.2 To facilitate this objective, the Board has, in accordance with its Constitution established the Safety & Sustainability Committee (the **Committee**). The primary function of the Committee is to:
- review and oversee, on behalf of the Board, the development and implementation of policies and procedures which enable AGL to operate its business safely and sustainably; and
 - assist the Board in monitoring the decisions and actions of management in achieving AGL's objective to be a safe, socially responsible and sustainable organisation.
- 1.3 The Committee will have oversight and review of:
- AGL's actions to meet its obligation to maintain the health, wellbeing and safety of its people;
 - the impact of AGL's activities from an environmental, social licence and sustainability perspective;
 - initiatives to enhance AGL's reputation as a responsible corporate citizen;
 - integration of SSC matters in the formulation of AGL's strategy, risk management framework and health, safety and environment management systems; and
 - AGL's compliance with all relevant legal and regulatory requirements governing the matters within the Committee's responsibilities.

The Committee will primarily fulfil these responsibilities by carrying out the activities in Section 3 of this Charter.

2. Membership

- 2.1 Members of the Committee shall be appointed by the Board from amongst the independent non-executive Directors of AGL.
- 2.2 The Committee shall consist of a minimum of three members, which shall include at least one member from each of the People & Performance Committee and the Audit & Risk Management Committee.
- 2.3 The Chair of the Committee (**Committee Chair**) shall be appointed by the Board from time to time and should be an independent non-executive Director. The Chair of the Board may not be appointed Committee Chair. Should the Committee Chair be absent from any meeting of the Committee, the members of the Committee present at that meeting shall appoint one of their number to be Chair of that meeting.
- 2.4 The Secretary of the Committee is the Company Secretary or their delegate.

3. Responsibilities

3.1 The Committee is responsible for:

Sustainability Governance

- Monitoring AGL's performance on SSC matters.
- Reviewing and, where appropriate, recommending to the Board the adoption of policies and procedures relevant to the Committee's responsibilities.
- Overseeing (with input from the Audit & Risk Management Committee as appropriate) the processes for identifying, assessing, prioritising, monitoring and managing the AGL's material sustainability and climate-related risks and opportunities.
- Monitoring AGL's compliance with relevant legislation on the matters within its responsibilities.
- Acting as an interface between the Board and management on SSC matters.

Health, Safety (including Mental Health and Wellbeing) and Environment (HSE)

- Monitoring AGL's compliance with relevant HSE legislation and regulations and AGL's HSE policies and procedures.
- Visiting AGL's sites, including consulting with employees at those sites, to familiarise Committee members with the health and safety issues associated with its operations.
- Monitoring the culture that management is promoting within AGL to facilitate compliance with HSE laws and regulations and AGL's HSE strategy, systems and procedures.
- Reviewing and monitoring the adequacy and effectiveness of AGL's HSE management systems, including the adequacy of resources and processes for identifying, assessing and seeking to avoid or minimise HSE risks.
- Monitoring AGL's HSE performance, including, where appropriate, lead and lag indicators, with a view to facilitating HSE outcomes acceptable to shareholders, employees and the communities in which AGL operates.
- Reviewing HSE risks and issues and action plans in place to minimise current risks and prevent incidents.
- Monitoring the implementation of AGL's HSE initiatives and programs, and their outcomes.

Oversight of Audits on SSC matters

- Reviewing and endorsing the scope and adequacy of SSC-relevant elements of the annual Group Audit plan, including the health and safety, climate change, social, ethical, budget and staffing elements to the extent that it relates to HSE audits.
- Reviewing and discussing with the General Manager, Group Audit the key findings and recommendations from each HSE Group Audit report.
- Monitoring progress on management actions arising from HSE Group Audit reports.

Sustainability

- Considering updates from management on the state of AGL's relationships with external stakeholders and how those stakeholders view AGL, including in relation to AGL's social licence, sustainability and climate policies.

- Monitoring the reputational impacts of AGL's business strategies (including sustainability and climate policies) and practices and external developments that are likely to impact AGL's reputation.
- Monitoring emerging political and public policy issues related to the Committee's responsibilities that are likely to impact AGL's business activities and reputation with key stakeholders.
- Reviewing and recommending to the Board for approval, material public sustainability and climate-related targets and monitor progress against those targets.
- Providing input to the People & Performance Committee regarding how safety, climate and sustainability-related considerations should be factored into AGL's remuneration framework and metrics.
- Overseeing the preparation of AGL's public disclosures related to sustainability, including providing input to the Audit & Risk Management Committee on related financial disclosures, and recommending those for approval by the Board where appropriate.
- Overseeing AGL's processes for maintaining sustainability records in relation to sustainability reporting.
- Reviewing AGL's initiatives and practices in relation to AGL's community engagement, environmental and social responsibility.
- Reviewing AGL's relationship with, and activities in, the local communities in which it operates, including meeting with local community representatives at least annually.

4. Meetings

- 4.1 The Committee shall meet at least four times a year, with additional meetings scheduled on an as needs basis, as determined by the Committee Chair. The Committee will endeavour to hold as many meetings as practicable at AGL's operational sites and other business unit locations.
- 4.2 A quorum of any meeting shall be two members. A duly convened meeting of the Committee at which a quorum is present shall be competent to exercise all or any of the authorities, powers and discretions vested in or exercisable by the Committee.
- 4.3 Any non-executive Director may attend Committee meetings.
- 4.4 The Secretary of the Committee shall be responsible for scheduling meetings, co-ordinating the preparation of the agenda, minutes and other supporting documentation for the meeting.
- 4.5 The agenda and supporting documentation will in the ordinary course be circulated to the Committee members within a reasonable period in advance of each meeting. The Secretary of the Committee will circulate minutes of meetings to members of the Committee.
- 4.6 As considered appropriate by the Committee, representatives of management and other relevant invitees may be invited to attend meetings and accompany Committee members on site visits.
- 4.7 Subject to any provision to the contrary as set out in this Part 4, Committee meetings shall otherwise be conducted in accordance with the Board Charter.

5. Authority

- 5.1 The Committee is a Committee of the Board and shall have no authority independent of the functions delegated to it by the Board.
- 5.2 The Committee is authorised by the Board to investigate any activity it deems appropriate consistent with its responsibilities and duties. It is authorised to seek any information from any officer or employee of AGL all of whom must co-operate with any request made by the Committee.
- 5.3 The Committee is authorised to engage any firm of accountants, lawyers or other professionals as the Committee sees fit to provide independent counsel and advice and to assist in any review or investigation on such matters as the Committee deems appropriate, at AGL's expense.
- 5.4 The findings of the Committee shall not relieve the Board of any of its responsibilities.

6. Reporting

- 6.1 The minutes of each meeting of the Committee will be tabled at the next Committee meeting.
- 6.2 The Committee Chair or the Chair's nominee shall attend Board meetings and the Annual General Meeting prepared to respond to any Directors or shareholder questions (as applicable) on the Committee's activities.
- 6.3 The Committee Chair will, where appropriate, provide reports to other Board Committees on material information or matters relevant to the Committees' responsibilities that may be relevant to the other Committees' roles and responsibilities.

7. Other matters

- 7.1 This Charter should be reviewed and updated at least every two years and changes required should be recommended to the Board for approval.
- 7.2 The Committee will annually review its own performance.

Approved by the Board - 24 June 2025