

Annual Report Clean Energy Council

Best Practice Charter for
Renewable Energy Projects

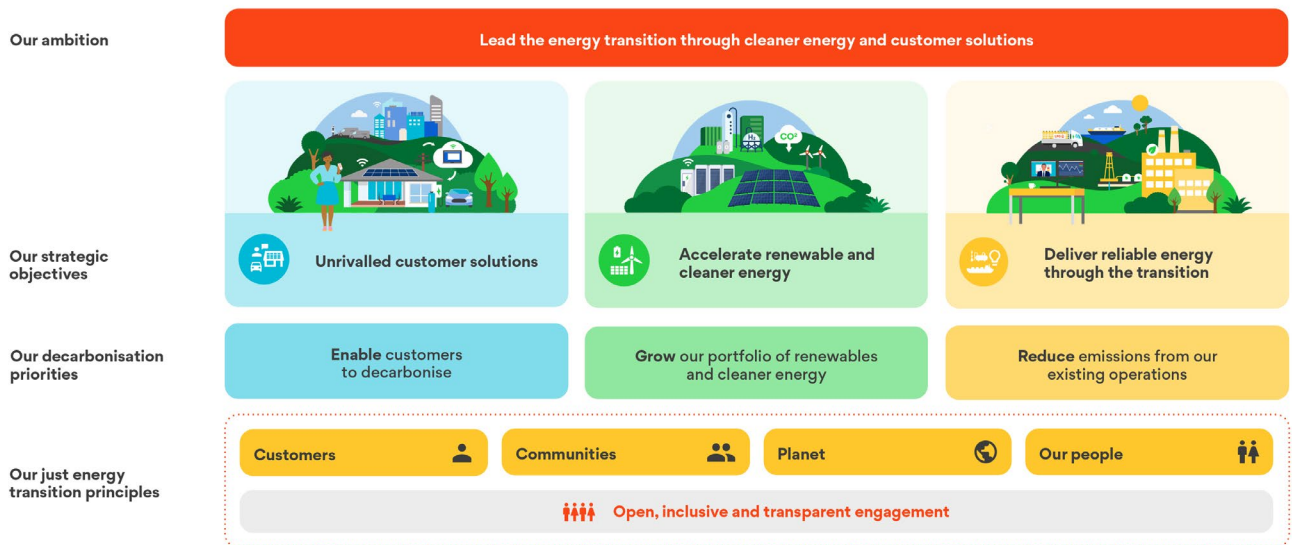


1. Introduction

Origin is one of Australia’s leading integrated energy companies and a signatory to the Clean Energy Council (CEC) Best Practice Charter for Renewable Energy Projects. We welcome the opportunity to report on Origin’s alignment with the CEC’s Best Practice Charter for FY25.

This document should be read in conjunction with Origin’s 2025 Sustainability Report.

Sustainability is at the heart of our purpose of ‘Getting energy right for our customers, communities and planet’. It is our ambition to lead the energy transition through cleaner energy and customer solutions, supported by our strategic objectives and decarbonisation priorities and guided by our principles for a just energy transition.



1.1 Customers

Origin is a leading Australian energy retailer, providing customers with a range of products and solutions for their homes and businesses. Our focus is on delivering great customer experiences and striving to provide affordable, reliable and cleaner energy as we transition to a lower-carbon world.

1.2 Communities

We aim to engage responsibly and respectfully with our local communities to understand and manage the environmental, social, and economic impacts of our activities, and maximise the benefits.

1.3 Planet

The energy transition is core to our strategy and delivering on our purpose. Our long-term ambition is to achieve net zero Scope 1, 2 and 3 emissions by 2050. Our ambition is to lead the energy transition through cleaner energy and customer solutions. We seek to develop and operate responsibly and manage the impacts of our activities in the environment in which we work.

During FY25, we continued to pursue a range of opportunities at varying stages of development, focusing on batteries and large-scale wind projects. This year we secured a full 1,460 MW allocation of transmission access rights from EnergyCo for the Yanco Delta Wind Farm project in the South-West Renewable Energy Zone (REZ).

1.4 Our People

We are a purpose-led and values-driven business, aiming to create a workplace where all our people feel included, respected and safe at work. We promote safety, health and wellbeing; foster diversity and an inclusive and respectful culture; and seek to act lawfully, honestly, ethically and with integrity.

1.4.1 Reconciliation

At Origin, we honour and respect First Nations peoples as having the oldest continuous cultures on earth. Our vision for reconciliation is an Australia that honours and embraces First Nations peoples' cultures and acknowledges our shared history through truth telling to help achieve a sustainable and equitable future. Our focus for reconciliation is on relationships, respect and opportunities.

1.5 Our Approach to Health, Safety and Environment Management and Governance

Origin continues to strengthen its approach to Health, Safety, and Environment (HSE) management and governance by placing a strategic focus on the evaluation and selection of competent contractors who align with Origin's values and long-term vision for a sustainable energy future. Through a rigorous prequalification and selection process, Origin ensures all contractors demonstrate strong safety performance, environmental responsibility and a commitment to ethical and transparent operations.

In addition, strong emphasis is placed on contractor oversight, assurance processes, and effective interface management to ensure seamless collaboration across all project stages. This governance framework supports consistent delivery of high HSE standards across renewable energy projects, while fostering a culture of collaboration, accountability and continuous improvement.



2. CEC Best Practice Charter Commitments

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| <p>2.1 We will engage respectfully with the local community including Traditional Owners of the land, to seek their views and input before submitting a development application and finalising the design of the project.</p> | <p>2.2 We will provide timely information and be accessible and responsive to addressing the local communities feedback and concerns throughout the life of the project.</p> |
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Renewable developments

Across our renewable development portfolio, we are committed to engaging respectfully with local communities and Traditional Owners, sharing timely and meaningful information and listening to the feedback we receive to ensure community concerns and interests are addressed.

The Development and Construction business unit has a strong focus on respectful and inclusive Indigenous engagement for its new projects. This work is conducted by two Senior First Nations Engagement Specialists who work with Indigenous communities across Origin's development portfolio with a focus on dialogue, long term engagement, cultural heritage and community investment. We recognise the potential for our activities to offer both challenges and opportunities to the communities and environment in which we operate. Guided by our Social Performance and Communities Framework, we employ the following when evaluating and pursuing such opportunities.

- Environmental and social impact assessments and management plans – we undertake project-specific studies and assessments to inform development design and management plans to avoid or minimise potential environmental, social and cultural heritage impacts.
 - Stakeholder and community engagement – we consult with associated communities and stakeholders on environmental, social and cultural heritage impacts as we develop new projects. We develop community and stakeholder engagement plans for all renewable projects.
 - Traditional Owner engagement – guided by our Code of Conduct, Stretch Reconciliation Action Plan (RAP) and guiding principles, we are committed to engaging with Traditional Owners in our communities, managing cultural heritage and forming partnerships.
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Responding to complaints

Origin has formal grievance mechanisms in place to allow community members to share their feedback and concerns, and for these to be addressed. Complaints can be reported to Origin through various channels, including email, Origin websites, community hotlines and in person at regional offices. We investigate each complaint and share the outcome with the complainant. We use feedback from our stakeholders to continuously improve our processes.

2.3 We will be sensitive to the areas of high biodiversity, cultural and landscape value in the development and operation of projects.

Biodiversity

Our operations cover a wide geographical area, encompassing diverse settings with varying biodiversity values. We seek to develop and operate responsibly and take actions to protect and manage the impacts of our activities in the environment in which we work. As part of our project planning, we conduct biodiversity assessments during the design phase, enabling us to develop site construction plans that minimise and mitigate environmental impacts. Throughout FY25, we continued environmental impact studies at sites designated for renewable and storage development opportunities. These studies include bird and bat surveys for wind farm projects and flora and fauna impact assessments for potential battery projects, to help inform the final project design. Where appropriate, we secure biodiversity offsets if impacts from our projects are unavoidable.

Cultural Heritage Values

Proactive and respectful engagement with Traditional Owners and local communities is undertaken from the earliest stages of planning. All project activities comply with relevant cultural heritage legislation and reflect a demonstrated commitment to the preservation of cultural values. This structured and sensitive approach supports the protection of cultural landscapes and promotes enduring trust and shared stewardship between project teams and communities.

Landscape

Origin recognises the strong agricultural ties within the regions where we develop renewables and work to support coexistence with farming activities. We conduct all the requisite studies throughout the project lifecycle to inform management plans and minimise potential impacts. Community engagement is central to our approvals process, helping us to tailor our approach and maximise shared benefits.

New England Cultural Heritage case study

Engagement processes have prioritised collaboration with local stakeholders in the New England region to gain meaningful insight into cultural significance, historical locations and environmental features. The lived experience and traditional knowledge shared by community members has been instrumental in identifying sacred sites, cultural practices and stories warranting preservation. Cultural heritage assessments have been formally integrated into projects' environmental planning frameworks. These assessments inform design modifications—such as footprint adjustments and the establishment of protective buffers—aimed at avoiding or minimising disruption to culturally sensitive areas. Wherever possible, cultural elements are incorporated into public spaces and architectural features to enhance awareness and acknowledgement.



2.4 We will minimise the impacts on highly productive agricultural land and explore opportunities to integrate agricultural production.

Origin recognises the importance of conducting activities in coexistence with agriculture. On properties we own, we support fit-for-purpose land management and explore opportunities for ongoing agricultural use, entering into agreements where appropriate. For projects on private land, we engage directly with landholders to understand their needs, concerns, aspirations and operating constraints. Agreement terms and Property Access Rules are developed in direct collaboration with landholders and their representatives.

For example, at Northern Tablelands Wind Farm in the New England REZ, a land use agreement has been established with an agricultural operator. Under this arrangement, cattle grazing activities will continue, with the operator maintaining livestock management and making improvements to the land.



2.5 We will consult the community on the potential visual, noise, traffic and other impacts of the project, and on the mitigation measures.

The purpose of an Environmental Impact Statement (EIS) is to thoroughly assess the environmental and social impacts of a proposed project, from which we can develop and implement mitigation plans. Engaging with the community is a key aspect of this process, providing multiple opportunities for stakeholders to share their views about potential project impacts and mitigation measures.

Origin undertakes a range of desktop and in-situ technical assessments to inform decisions regarding the location, extent and type of projects that different sites can accommodate.

Technical assessments can involve the following investigations:

- Biodiversity
- Landscape character
- Surface and Groundwater
- Visual Amenity
- Noise and Vibration
- Air Quality
- Waste Management
- Air Traffic, Road Traffic and Site Access
- Workforce and Employment Strategy
- Constructability and Geotechnical
- Cultural Heritage
- Social and Economic Impacts, including potential impacts to the surrounding landholders and community
- Decommissioning and Rehabilitation

Specific activity impact management plans are required to be developed, approved and implemented for each project phase. For example, a Construction Environment Management Plan must be developed prior to the commencement of construction, with the goal of minimising any impacts during the construction phase.



2.6 We will support the economy by providing local employment and procurement opportunities.

Procuring goods and services from local, regional and Indigenous suppliers is an important way to share economic benefits with the communities in which we operate.

We seek opportunities to procure local goods and services and encourage our suppliers to do the same. Across Origin's portfolio, we spent \$404.1 million directly and indirectly with regional suppliers in FY25. Direct spend refers to payments made directly by Origin with suppliers whose primary place of business is in a regional Local Government Area (LGA) or postcode.

We also have firm commitments with EnergyCo to provide local employment and procurement opportunities when delivering the Yanco Delta Wind Farm.

We seek opportunities to increase the participation of First Nations businesses in our supply chain.

We also recognise the importance of supporting local employment and growing skills for the energy transition. For example we continue to deliver the Eraring Power Station people transition program, *Future Directions*, providing ongoing, individualised career planning, training, consultation, communication and wellbeing transition support to Eraring employees and leaders. We work with local and state governments and agencies to identify opportunities to support local, regional and Indigenous jobs and training.



2.7 We will offer communities the opportunity to share in the benefits of the project, and consult with them on the options available, including relevant governance arrangements.

Origin recognises the importance of sharing the benefits of projects with the communities who host them. Origin's approach is guided by community input and focuses on a range of locally informed initiatives.

Shared benefits will consider a range of options, which can include for example:

- Regulatory Benefits
- Neighbourhood programs leveraging Origin's strengths in Retail products and services
- Broader Community shared benefit programs
- First Nations Co-designed Shared Benefits and
- Strategic Partnerships



Origin's Community Investment Guidelines and the renewable development portfolio's Social Performance and Communities Framework provides internal guidance in planning and delivering shared benefits, and ensures appropriate governance processes are in place. Origin's Community Investment Guidelines focus on:



Origin has also developed a Strategic Partnerships Framework to identify strategic partners for the co-creation of shared medium- and longer-term benefits. Partnerships with educational and economic focused organisations will support the development of educational and tourism opportunities.

Origin is directly engaged with TAFEs, universities and regional economic-development focused organisations regarding potential strategic partnership opportunities.

Origin will continue to partner with our contractor partners and other organisations to secure broader regional and community benefits.

2.8 We commit to using projects to support educational and tourism opportunities where possible.

Origin looks for opportunities to work with our communities to identify benefits to support education and tourism opportunities where possible.

For example, through Origin's strategic partnership with Yalari, the company supported scholarship programs for four First Nations high school students to support their access to education, mentoring and support.

Origin Foundation

We established the Origin Foundation in 2010 to support education programs that help break the cycle of disadvantage and empower young people in Australia to reach their potential. The Foundation distributes funding from interest on a corpus provided by Origin.

In the **FINANCIAL YEAR 2025**



Over **\$4 million**

was **contributed to the community through the Foundation**, via grants, volunteering, in-kind donations and workplace giving programs.



More than **\$45.2 million**

has been provided to community organisations through the Foundation since its inception.



Through our workplace giving program, the **Foundation** matched employee donations providing

more than **\$610,000**

to over **300** Australian not-for-profit organisations.

Through the Foundation's volunteering program, **our people donated**



9,500
hours

supporting community partners and we **reached more than**



8,100
students

focusing on **STEM education, First Nations students and young people in regional and remote areas.**

Women in STEM event for regional students – Case study

The path into STEM looks clearer when you can see someone who's already walked it. Over 60 female and gender diverse secondary school students were welcomed to Origin's Melbourne office in June to connect with female Origin leaders, discussing future careers in STEM and the diverse skillsets helping to drive the energy transition, as pictured. The visit was part of an initiative supported by the Mortlake Battery Project community investment program which provided funding to the Neil Porter Legacy. It enabled young women from south-west Victoria to visit Melbourne to learn about careers they've historically been underrepresented in.



2.9 We will demonstrate responsible land stewardship over the life of the project and welcome opportunities to enhance the ecological, cultural and or agricultural value of the land.

Land Access

The foundation of Origin's approach to land access is that landholders make fully informed decisions about entering into agreements with us. We seek to provide landholders with relevant information about our approach, their rights and what they can do if they have a concern about our conduct. We are also required by law to comply with legislation that underpins renewable energy projects.

Coexistence with Agriculture

Origin recognises the importance of conducting activities in coexistence with agriculture (see section 2.4 for further information regarding demonstrated land stewardship).

Biodiversity, Cultural and Landscape Value

Please refer to section 2.3 for further information regarding biodiversity, cultural and landscape value in the development and operation of projects.

2.10 During the life of the project, we will recycle waste materials where feasible and commit to responsible decommissioning or refurbishment/repowering of the site at the end of the project's life.

Waste Management

Waste management is an important element of sustainability and as such forms part of transparent reporting within Origin's Sustainability Report.

Waste Management Plans are developed for all renewable development projects during the EIS process.

Decommissioning and end of project life activities will be managed through the development and implementation of Decommissioning Plans in conjunction with approval conditions, legislation and access agreements.

Origin has no renewable energy projects at their end-of-life stage.

Please refer to section 2.5 for further information regarding EIS processes.

We will also work with our contractors and suppliers towards responsible project delivery regarding waste management.

