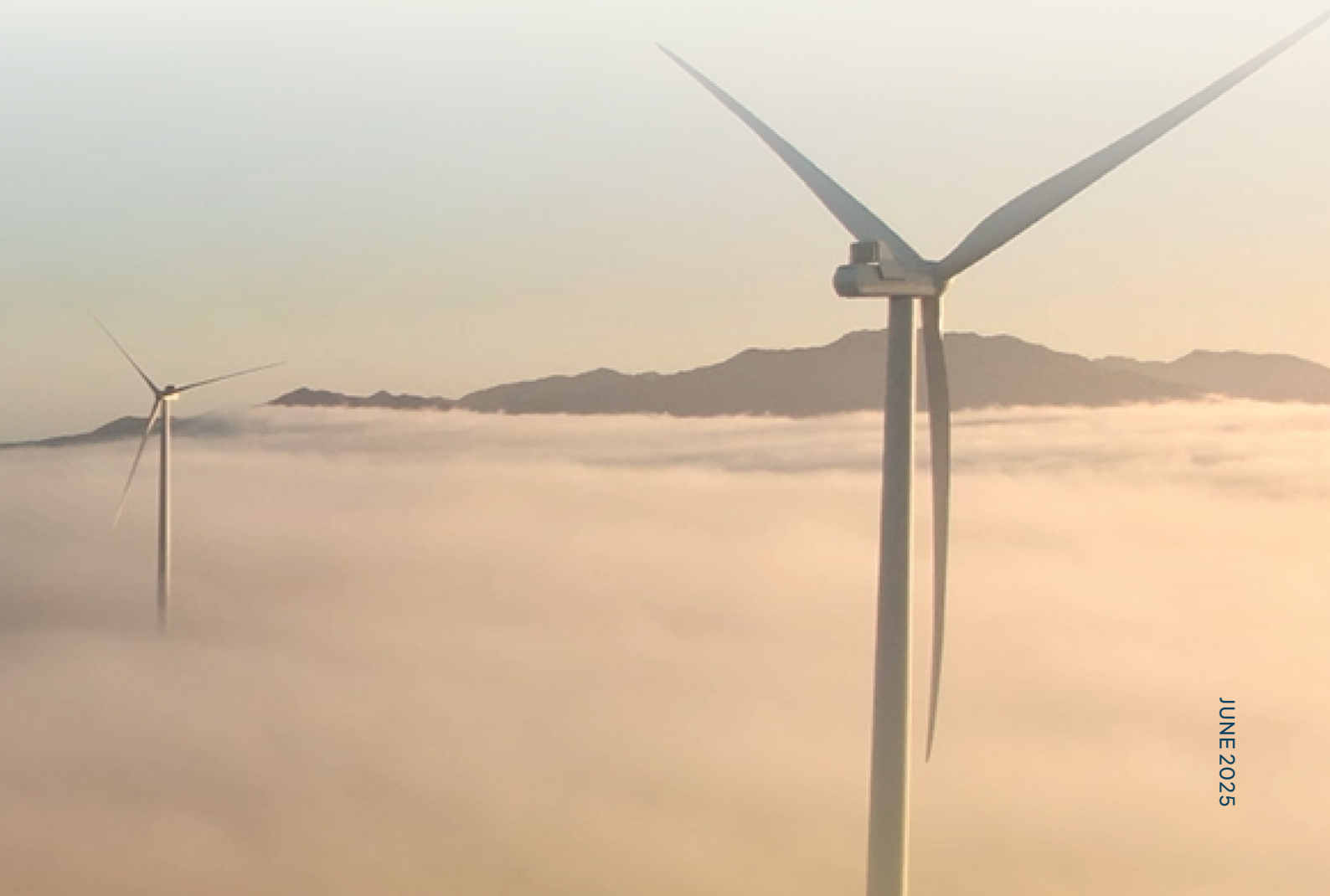
Atmos
RENEWABLES

Leading the charge for a sustainable future

Empowering communities, protecting ecosystems, and driving innovation in renewable energy.

atmosrenewables.com.au



JUNE 2025

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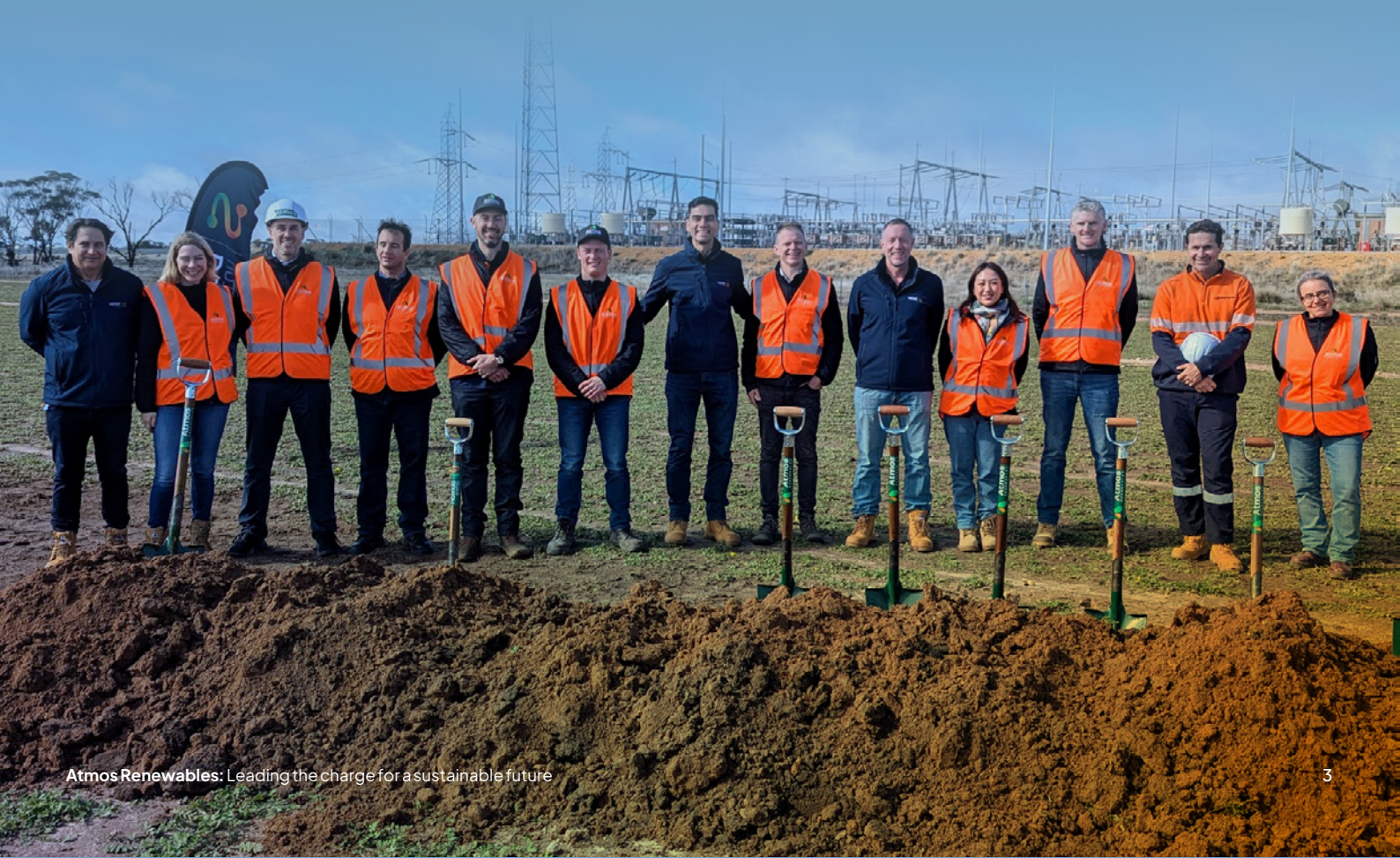
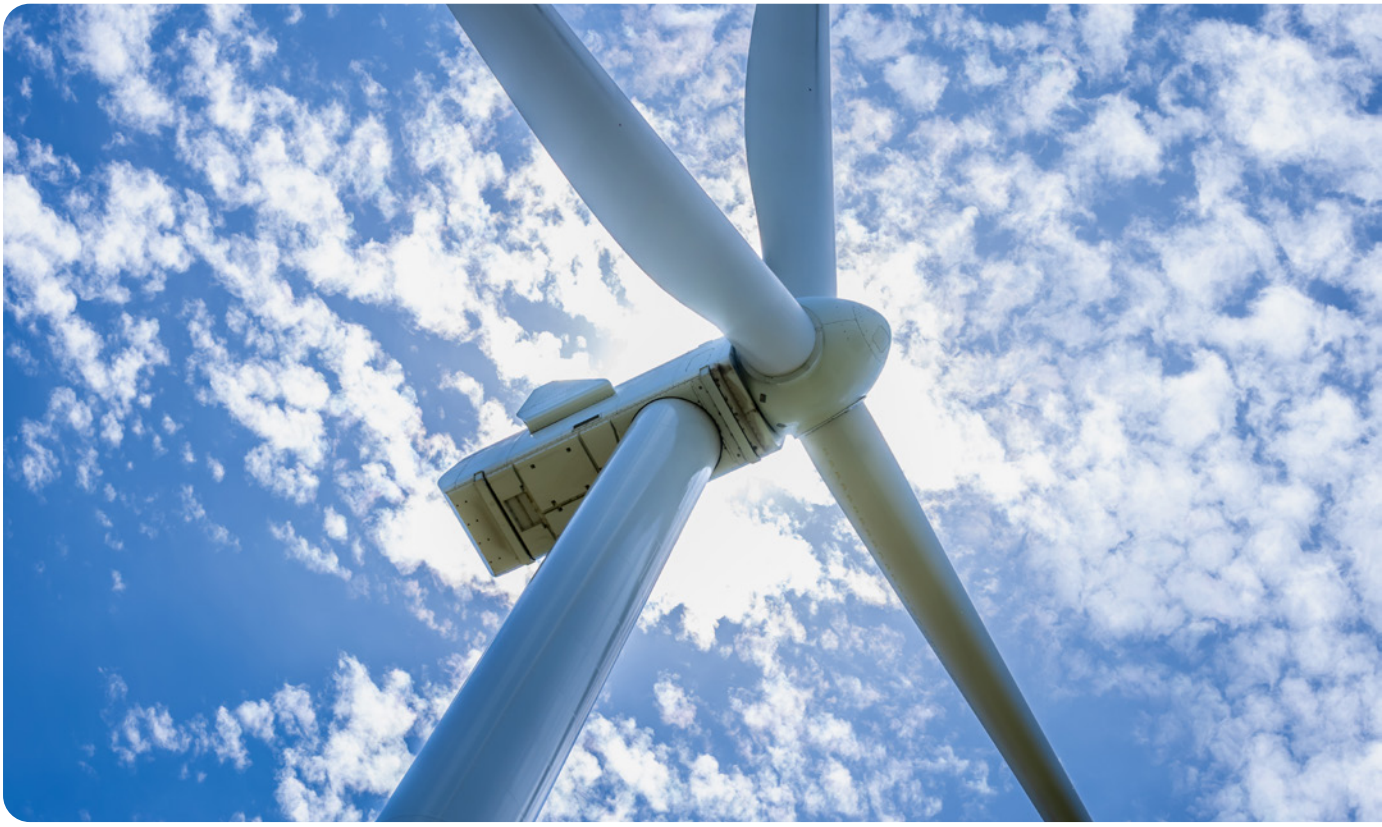


1.1



Energy that works for everyone

Atmos Renewables was established in 2020 and built initially through a number of operating wind and solar acquisitions.

ATMOS VALUES

- Integrity
- Safety
- Courage
- Humility

Atmos is one of the largest owners of operating renewable generation assets in Australia with over 1.5 GW of registered capacity. During 2024/25, Atmos has invested in a substantial development portfolio for future investment and expansion.

Atmos is proud to have been signatory to the Clean Energy Council (CEC) Best Practice Charter since 2022. The principles from the Charter are closely aligned to our adopted Company values. As a relatively young company in the market, with a large generation and development footprint, we are dedicated to continuous improvement and will continue to strive to be a best practice leader for the Renewable Energy industry.

Our Company values, developed by all employees, reflect what is most important to us. These values form the basis of our interactions with partners, regulators, communities, and landholders.

2.0—
Our best practice commitments

Artwork by Bayadherra

Galnyan yakurrumdja woka

‘Respect for Country’ in Yorta Yorta language

Galnyan yakurrumdja woka depicts cultural connection and engagement with Aboriginal and Torres Strait Islander peoples and the beginning of Atmos Renewables’ reconciliation journey. The artwork features two large yarning circles; the central one representing Atmos Renewables and the other representing Aboriginal and Torres Strait Islander communities. Extending from the central yarning circle are green lines of communication that connect with three smaller circles depicting the 3 pillars of reconciliation; Relationships, Respect and Opportunities.

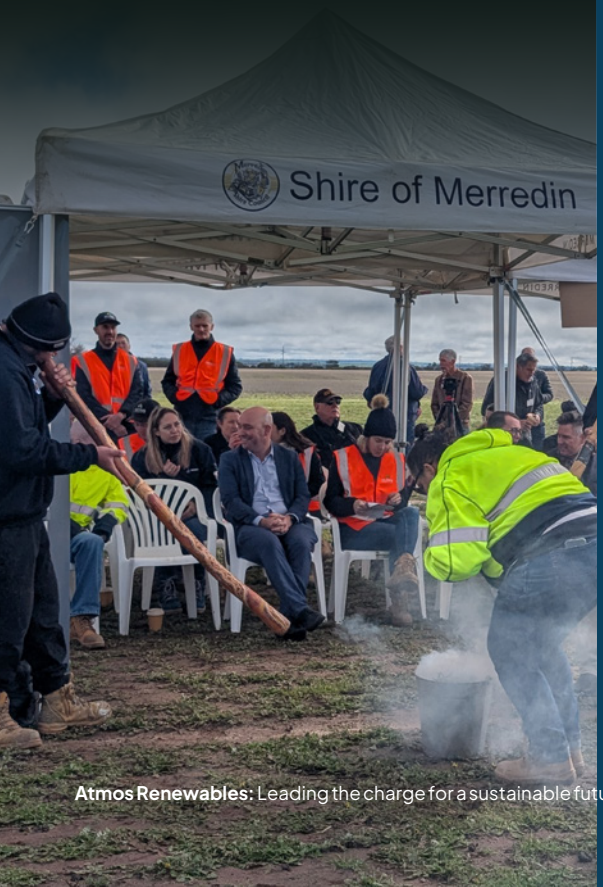
The elliptical design is reminiscent of a wind turbine’s movement and symbolises the sustainability cycle and ongoing commitment to Reconciliation. Yellow rays represent solar energy and extend outwards to meeting places along the elliptical journey line depicting the accumulation of cultural knowledge and understanding with communities.

The diversity of landscapes and natural environmental elements are captured within the design— the brown ochre of Country and blue waterways are surrounded by a flock of birds and grey linear detail creating the movement of wind.

2.1

First nations consultation

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.



Organisational capacity building

During 2024/25 Atmos improved its internal stakeholder engagement capacity through:

- Upgrade of its website with improved project information and feedback mechanisms
- Recruitment of a Stakeholder Engagement Manager
- Implementation of a stakeholder management software (Borealis) that helps to capture and analyse stakeholder feedback
- Mandatory cultural awareness training for all staff
- Respect at work training for all staff

Building cultural competency

There has been a key focus on building cultural competency within Atmos during 2024/25 with the implementation of our Reflect Reconciliation Action Plan (RAP). Our RAP Working Group is guided by Indigenous affairs expert Adam Lees, whose deep knowledge and thoughtful insights continue to support our reconciliation journey.

The RAP Working Group held a Reconciliation Day event with Nunga film screenings that highlighted First Nations stories and encouraged discussion within the organisation. In celebration of NAIDOC Week, Atmos and RES-Group collaborated to host renowned academic, advocate and Yiman and Bidjara women, Professor Marcia Langton, whose keynote provided profound insights into co-ownership and value-sharing in clean energy projects. This event was beautifully catered by the Killara foundation. Killara is an organisation that supports Aboriginal and Torres Strait Islander people by providing pathways to employment, cultural connection, and mentoring and support in navigating the housing and labour markets.

Our operations team is building relationships with First Nations communities at all Atmos-acquired wind and solar farm sites. The team has prepared profiles for each community, focusing on cultural knowledge, history, and local priorities. Initial talks have begun with the Butchulla Native Title Aboriginal Corporation and the Dja Dja Wurrung Clans Aboriginal Corporation to explore opportunities for ongoing collaboration. First Nations engagement at each of our development sites has also been a key focus for 2024/2025 as we progress our portfolio of battery and wind farm projects.

2.1

Development projects

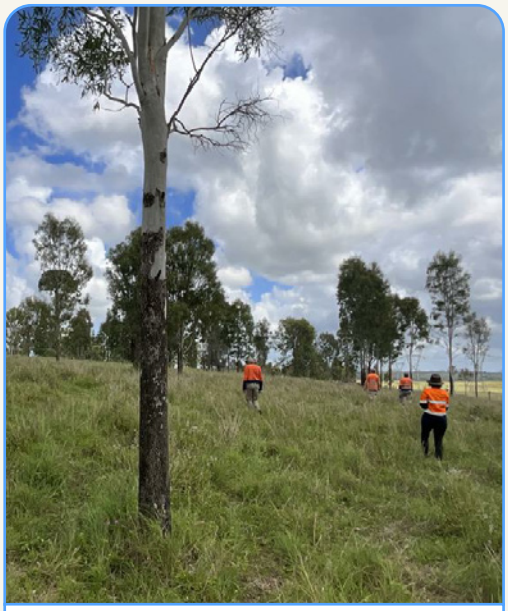
Community and First Nations engagement

Atmos is committed to proactive engagement with the local community and relevant project stakeholders. We strongly believe that meaningful consultation is fundamental to delivering positive and effective outcomes for both the project and the local community.

Community events in the past 12 months in relation to our development projects have included:

- Project stall at Wood, Wine and Roses Festival, Heywood (Heywood BESS
- Community drop in sessions, Heywood (Heywood BESS)
- Project stall at the Teebar Show, Rodeo and Campdraft (Teebar BESS)
- Project stall at the Fraser Coast Industry and Jobs Event 2025 (Teebar BESS)
- Project stall at the Merredin Show (Merredin BESS)
- Stall/information session at Badgingarra and Jurien Bay (Parron Wind Farm)

All feedback received at these events has been recorded and followed up by the project team. Information gained through these sessions is often fed into specialist studies or used to inform the benefit sharing strategy for each Project.



Case study:

Design modification to avoid culturally significant trees

At our Teebar BESS Project, Atmos has engaged in a collaborative and respectful consultation process with the Kabi Kabi People Aboriginal Corporation (KKPAC) to gain a comprehensive understanding of the tangible and intangible cultural heritage values associated with the site and its surrounding areas.

Through this partnership, the Kabi Kabi people identified several culturally significant trees located on the eastern part of the site, emphasising their importance to their cultural practices, stories, and traditions. In response to their input and to uphold our commitment to cultural sensitivity and respect, Atmos redesigned the project site boundaries to ensure the avoidance of these culturally significant trees.

This approach reflects our dedication to protecting and preserving Indigenous cultural heritage while progressing with the development in a manner that honours the values and traditions of the Kabi Kabi community.

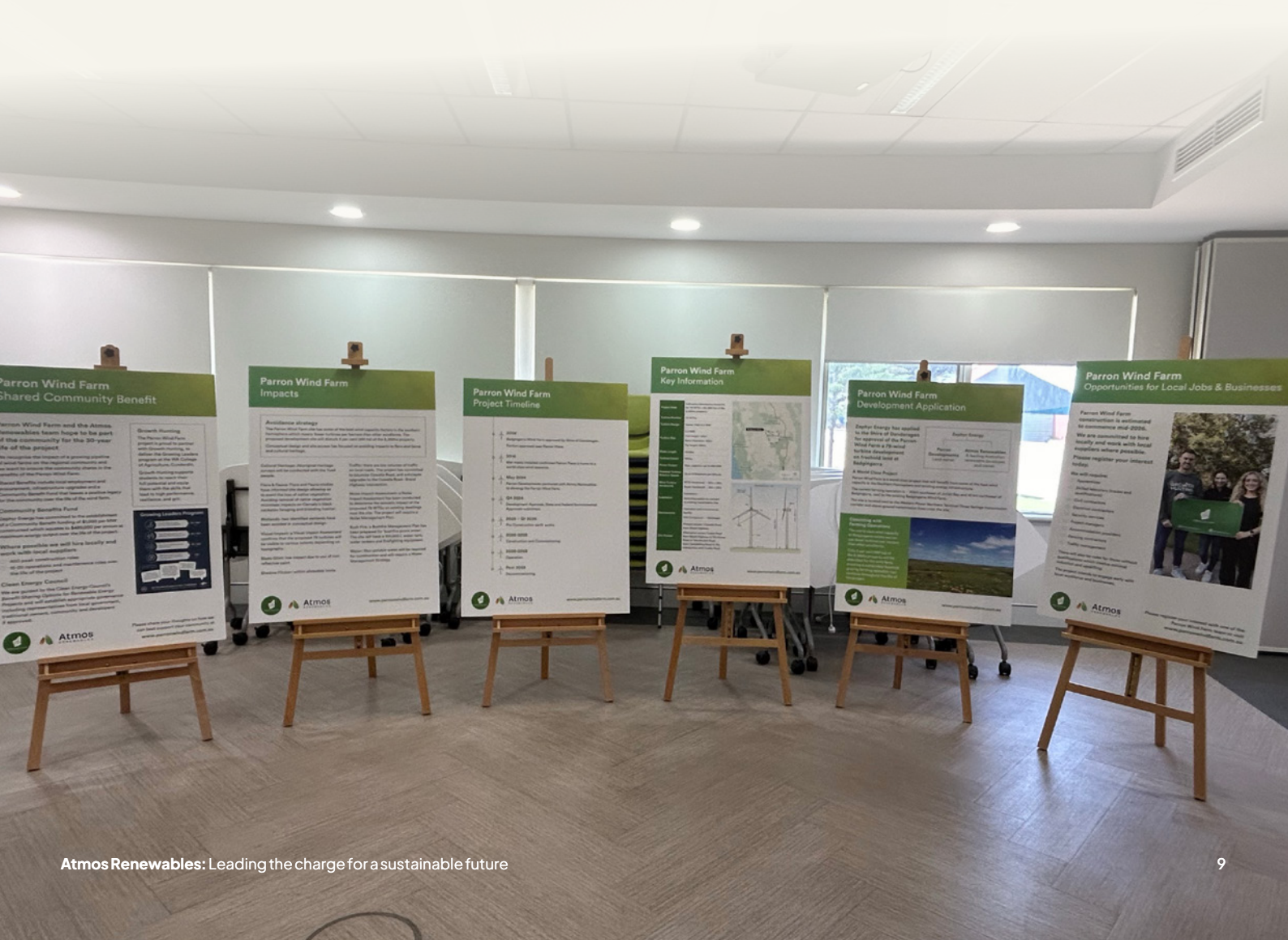
2.2

Ongoing community engagement

We will provide timely information and be accessible and responsive in addressing the local community's feedback and concerns throughout the life of our projects.

Information to the local community about our projects is primarily provided through our community sponsorships, website and project newsletters.

There are a number of mechanisms in which the local community can contact us including direct contact with project managers/community engagement coordinators, company email address and contact forms through our website.



2.3

Responsible site selection for ecological and cultural protection

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

Atmos' site selection approach is guided by technical and regulatory criteria but also strongly influenced by our belief that renewable energy development must be socially and ecologically responsible and not be at the expense of the ecosystems and communities we seek to protect.

Due diligence begins at the landscape scale, focusing on the identification of sensitive areas such as towns, recreation areas, national parks, wetlands, waterways, and areas of high cultural significance. Appropriate buffers/setbacks are applied to all sensitive areas to minimise the likelihood of indirect project impacts on these sensitive areas. Sites that pass the landscape scale assessment progress to a more local site assessment where ecological databases and spatial mapping tools are used to understand the type and quality of native vegetation and the threatened species potentially present on a project site.

Our current development portfolio, established through a combination of greenfield developments and acquisitions, very clearly demonstrates the approach above. BESS projects like Teebar, Lilyvale, Heywood, and Merredin are sited on flat, cleared farmland. Wind farm projects like Parron and Macorna, are also sited on low-impact agricultural land and require minimal habitat removal. Several early-stage sites, particularly in Queensland, have not passed our site selection criteria due to their proximity to world heritage sites, national parks, or extensive coverage of native vegetation.

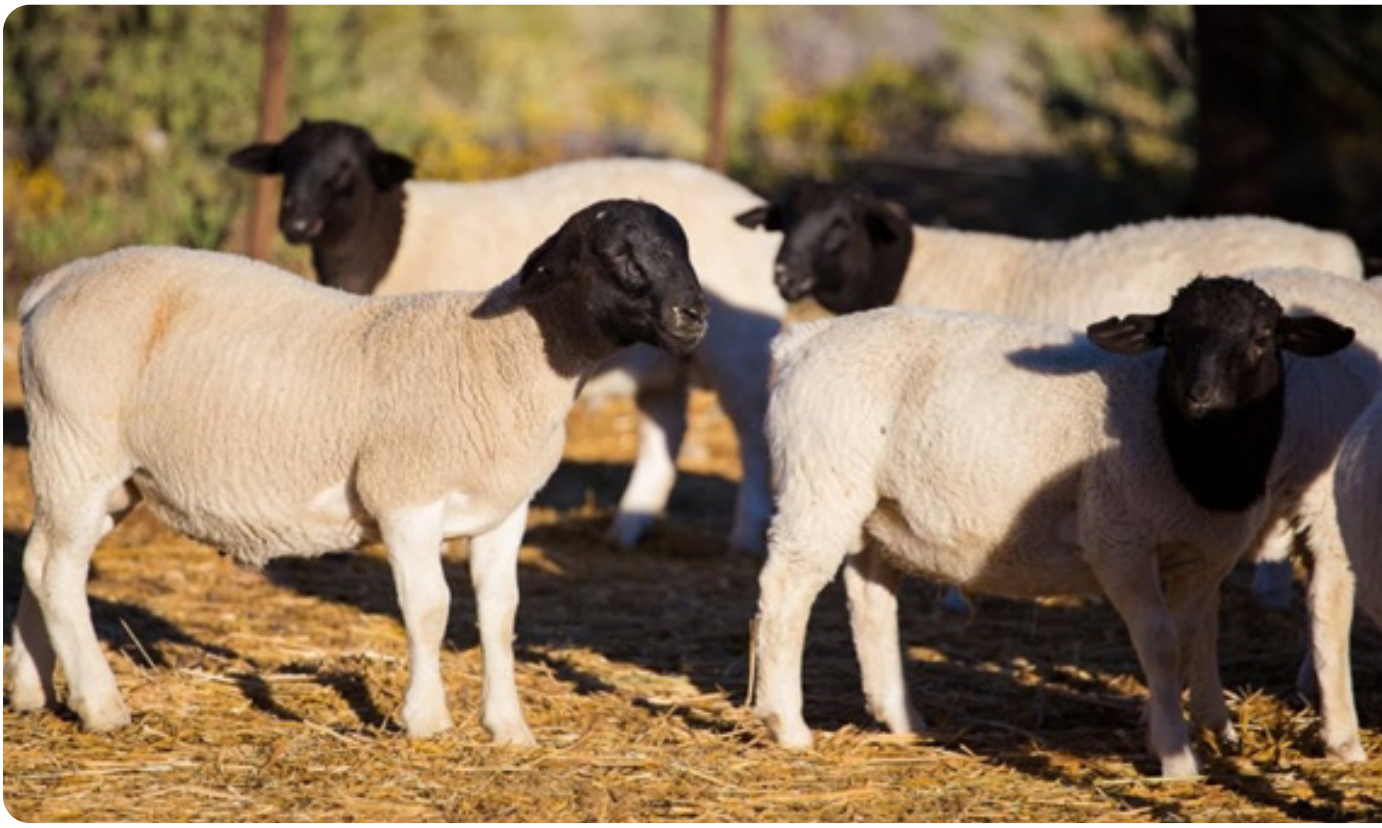
Case study:

Lilyvale BESS and avoidance of impacts on a threatened ecological community

Ecological surveys conducted for the Lilyvale BESS Project in central Queensland identified a threatened ecological community (TEC), Brigalow (Acacia harpophylla), within the project footprint. The discovery of this TEC was unexpected, as the area was undergoing regrowth and the TEC had not been identified during initial desktop and due diligence assessments. The presence of the TEC presented potentially significant ecological impacts and substantial offset requirements for the project.

Before proceeding with these additional obligations, discussions with the landholder led to the identification of an alternative site that would avoid impacts to all native vegetation. Although relocating the project necessitated some redesign, it was widely agreed that the benefits of reduced environmental impacts justified the change.

2.4



Renewable energy for sustainable land use

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

Daydream and Hayman Solar Farm — Sheep Grazing Trial

Atmos conducted a sheep grazing trial with approximately 1000 dorper sheep over 590 hectares at Daydream and Hayman Solar Farms from September to December 2024. The dorper breed were chosen because of their relative short wool length, low maintenance and suitability to more arid regions.

The trial resulted in tangible benefits to both the landholder, by introducing an additional income stream to their farming operations, and Atmos due to a 50% reduction in vegetation management (mowing and slashing) time and cost (estimated to be a saving of ~$200,000/year). Other benefits include a reduction in diesel fuel use (~6,000L/year) and associated greenhouse gas emissions (~17,200 CO2e/year), reduced fire risk and herbicide use.

2.5

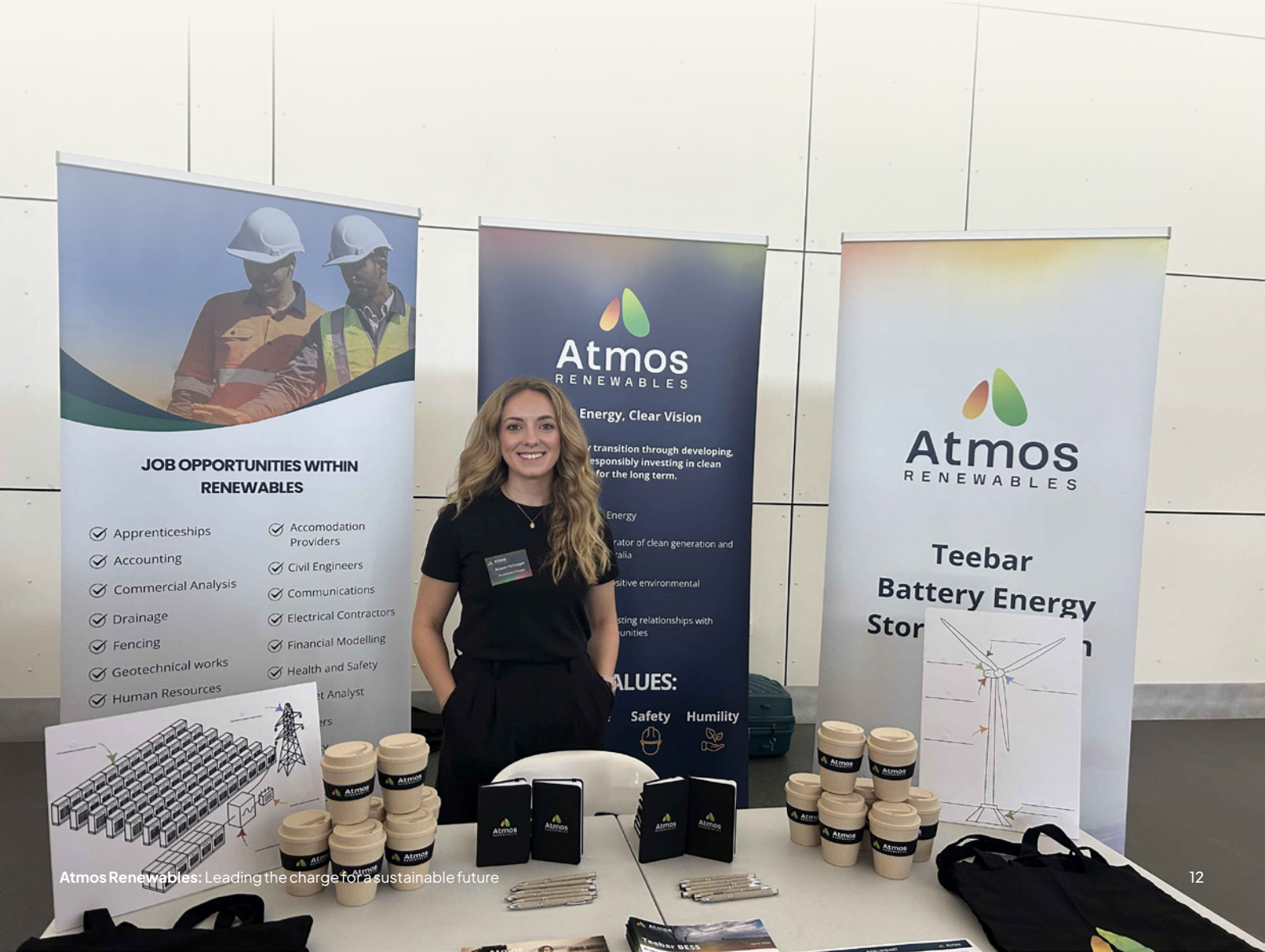
Consulting the community

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

Specialist surveys such as noise, visual, bushfire risk and traffic and transport are undertaken to support development applications for all our projects.

Any key issues and proposed mitigation measures raised in these specialist reports are discussed with landholders, neighbours and the local community via one-on-one meetings and community drop-in sessions during public notification of the project.

Project newsletters are also often used to communicate the outcomes of these studies.



2.6

Supporting local economies

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

Employment opportunities for the Njaki Njaki People (Merredin BESS)

The Atmos team formed a strong relationship with the Njaki Njaki group and Ballardong Aboriginal Corporation to co-design economic opportunities for the Merredin BESS Project.

As a result of this consultation, the project's Principal Contractor, Genus, developed custom work packages suitable for Merredin-based First Nations civil contractor Maarli Services. These work packages, valued at over $3 million, include civil and structural works as well as ongoing facility maintenance such as roads, fencing, and vegetation control.

This effort provides employment opportunities for local First Nations people and supports the expansion of their contracting business.

Employment opportunities for First Nations businesses (Teebar BESS)

Atmos and Kabi Kabi People Aboriginal Corporation (KKPAC) are in the process of developing a Cultural Heritage Management Agreement and Ancillary (Benefits Sharing) Agreement which will include training and work-readiness initiatives as well as an ongoing fund to support KKPAC community initiatives.

Atmos, in preparation for the construction phase of this project, has been in contact with local First Nations-owned businesses that can deliver civil and electrical work packages for the Teebar BESS. It is anticipated that several work packages will be contracted to First Nations-owned businesses.

Local economic development (Qld solar farms)

Atmos' collaboration with DMK, a local operations and maintenance contractor for the Hayman and Daydream Solar Farms, has delivered outstanding results. In 2025, Atmos was able to award DMK additional operational and maintenance (O&M) contracts for the Susan River and Childers solar farms in Queensland. These additional contracts have enabled DMK to grow their operations across regional Queensland, creating full-time employment for seven tradespeople and one apprentice from the Wide Bay region.

Their appointment has not only strengthened DMK's position in the industry but also elevated their portfolio as they now provide O&M services for seven solar farms across Queensland.

> Being able to grow and expand our business—to step it up from just a commercial operation to something higher—well, I wouldn't say a tier-one company, but very close. Getting support from Atmos has been absolutely terrific. Definitely one of the better companies I've ever worked for. It's very nice to have a proactive client we're working with.

Quote from Michael Obst, owner of DMK Industries

2.7

Shared benefits and collaborative governance

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

Community/First Nations Benefit Funds

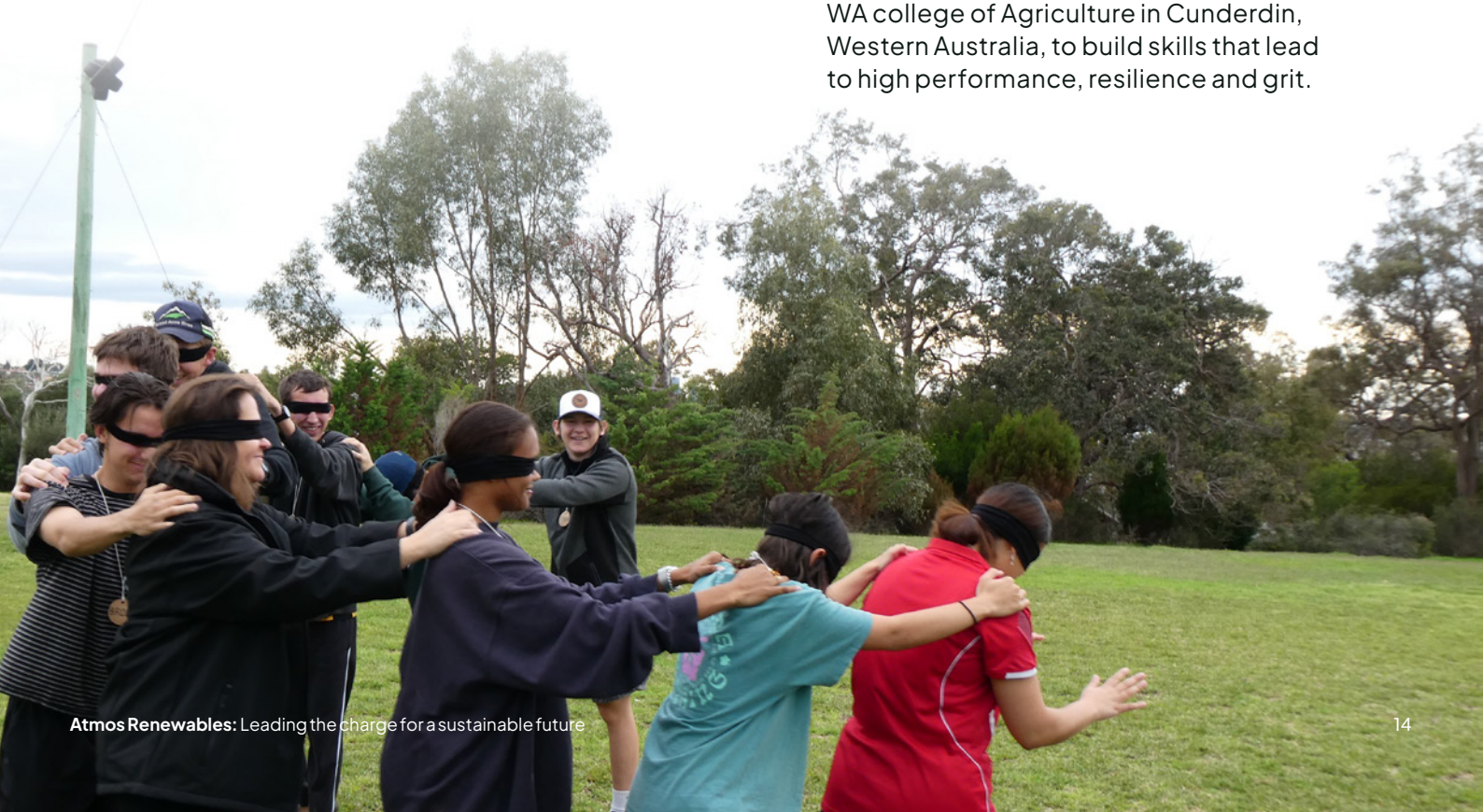
Our operational wind farms Cattle Hill, Coonooer Bridge, Lal Lal, Cherry Tree, Kiata, Hornsdale and Granville Harbour have annual community funds that provide ~$500,000 each year to local projects/initiatives.

Some of the projects supported over the past year include:

- Charlton Traffic Safety Education Centre — Facility repair refurbishment project
- Bothwell District High School — Shade structure
- Bungaree Bowls Club — Installation of lighting towers for the bowling green
- Lal Lal Soldiers Memorial Hall — Installation of air conditioning units and upgrade of kitchen
- Elaine Recreation Reserve — Installation of recycled plastic bollards and addition of a pickleball court and starter kit

Sponsorships/grants supported during this reporting period include:

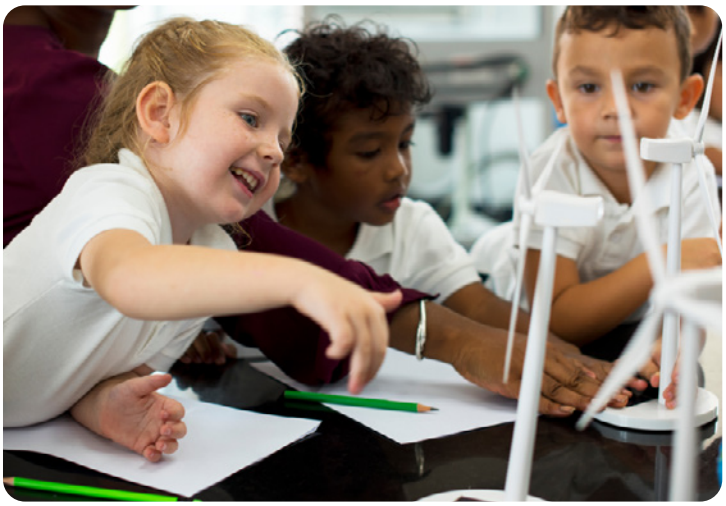
- Teebar Show, Rodeo and Campdraft (QLD)
- Nevertire Rodeo (NSW)
- Collinsville Rodeo (QLD)
- Njaki Njaki Community Building — grant for refurbishment of their community building which has fallen into disrepair. The community building, once refurbished, will once again provide a gathering place for the local Njaki Njaki people and support ongoing programs for youth.
- Growing Leaders Program — a leadership program that supports students from the WA college of Agriculture in Cunderdin, Western Australia, to build skills that lead to high performance, resilience and grit.



2.8

Investing in the future

We commit to using the project to support educational and tourism opportunities where appropriate.



Atmos and TAFE Qld MOU

Atmos has entered into a Memorandum of Understanding with Tafe Queensland which records the understanding of the parties in relation to collaboration on opportunities such as:

- Identifying and establishing joint initiatives to enhance education and training in wind, solar, battery storage and battery safety
- Developing a skills mapping project to outline key skills and competencies required for renewable energy projects from construction to operation
- Providing opportunities for students to visit renewable energy sites, both during construction and operational phases
- Building knowledge capability and industry presence through collaborative pilot projects related to wind, solar, battery storage and grid integration.

Recycling and Training

At Hornsdale Wind Farm, parts of turbines that are at end of life are forwarded to local TAFE training colleges, helping students see the impact of wear and tear of an operational wind turbine. The ability to work on actual equipment for the students is invaluable. Hornsdale WF has participated in this program for a number of years.

Atmos expects to continue to partner with TAFE colleges in supplying examples of wind turbine parts for student studies.

Merredin BESS developing capabilities

Atmos has developed two work readiness initiatives to support construction of the Merredin BESS. The first will be implemented in partnership with Merredin College's Vocational Education Training (VET) program.

The school has a 20% First Nations enrolment, and a high proportion of VET students are Aboriginal. Atmos' work readiness package has been designed to:

- Provide First Aid Certificates to all year 12 students
- Provide White Card courses to students enrolled in the Construction course
- Provide Working at Heights courses to VET students

The design of the program is ongoing, with direct engagement with Merredin College's Assistant Principal and the school's VET coordinator.

The second is a broader community work readiness initiative, providing support and training to workers hoping to be involved in the Merredin BESS project. Atmos has engaged with the Merredin 'atWork' employment engagement officers, who will help identify local jobseekers and connect them with Genus (the Principal Contractor) for employment opportunities.

The initiative will provide support for these workers to access training like first aid, working at heights, and white card courses.

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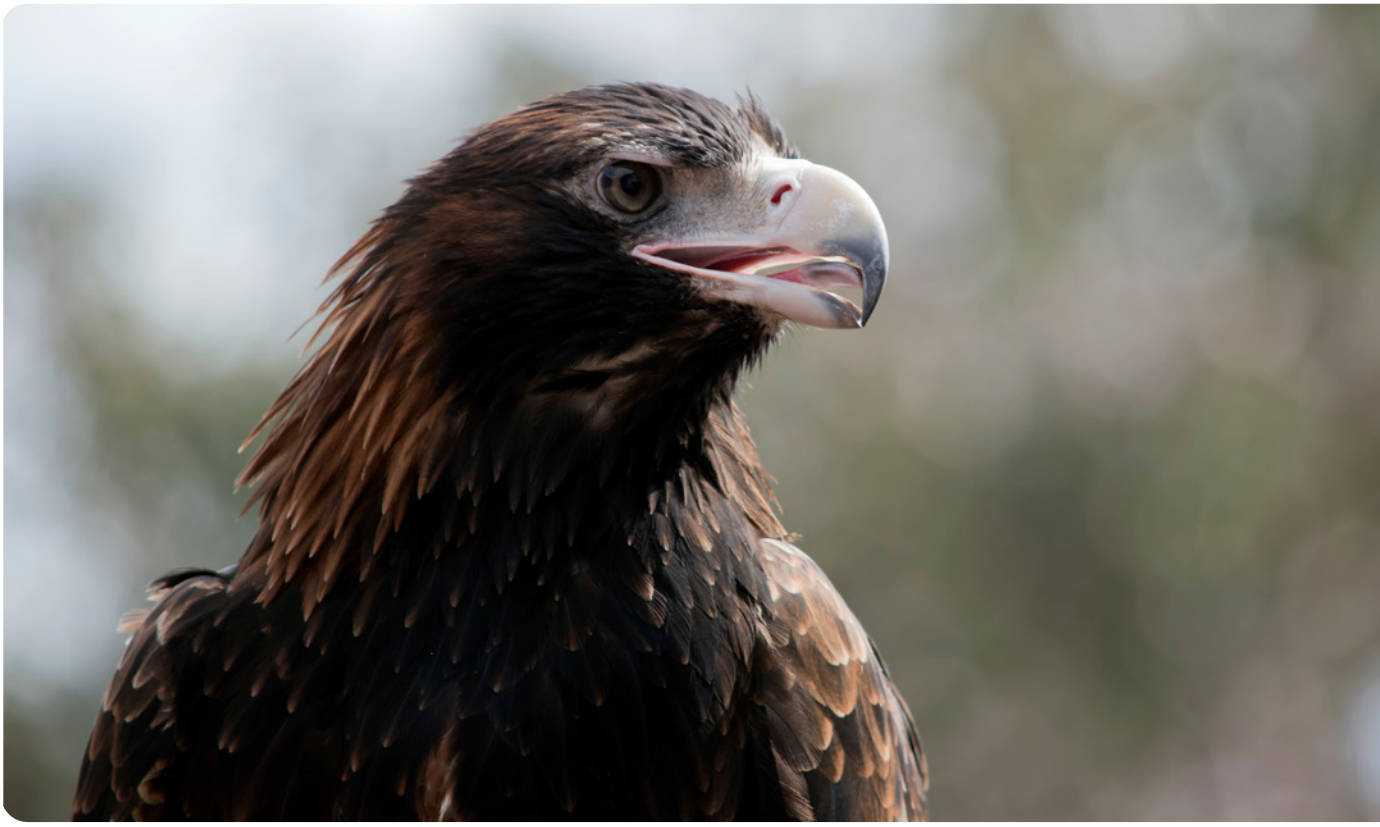


Protecting ecosystems and wildlife for future generations

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.

Turbine collision risk research

Atmos's recent acquisition of Cattle Hill Wind Farm includes a significant requirement to manage and protect the endangered Tasmanian Wedge-tailed Eagle. Atmos' ongoing environmental management requirements include continued implementation of Identiflight and optimisation of its operation.

Using the 5+ year dataset collected by Identiflight at the Cattle Hill Wind Farm, Atmos is collaborating with a group of renewable energy developers on a research project around bird collision risk with turbines. The first stage of this project aims to develop a neural network for the White Throated Needle Tail and various parrot species (blue-winged, orange-bellied etc.) so that their presence at Cattle Hill Wind Farm and flight height/behaviour around turbines can be analysed. This information is fundamental to understanding collision risk with turbines and therefore the potential impact at new wind farm development sites.

2.10

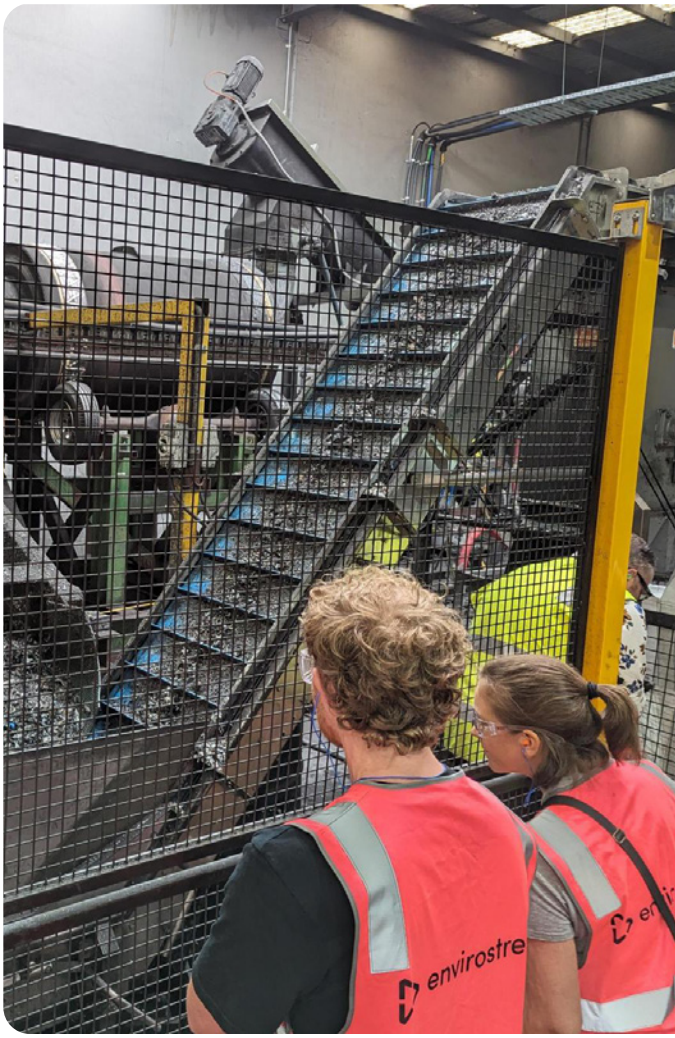
Sustainable recycling and decommissioning for a greener future

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.

Atmos is evaluating various recycling processes and technologies to select partners that align with its sustainability goals and regulatory requirements. Our focus for 2025 is to help support and accelerate the establishment of a sustainable PV module recycling industry in Australia.

Atmos is in active discussions with:

- Industry groups (Smart Energy Council & Circular PV Alliance)
- Potential material recovery contractors, Elecsome and Solar Recovery Corporation
- First Solar (module OEM) and another potential contractor, Solar Professionals (process and facility still under development)



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