

Best Practice Charter

ANNUAL REPORT
AUGUST 2025



OUR COMMITMENTS

Tilt Renewables is an Australian owner, operator and developer of renewable energy and storage projects in Australia. We are one of the largest owners of wind and solar generation in the country.

We support Australia's transition to a clean energy economy by leading investment in, and ownership of, large scale renewable generation in Australia.

Our vision is to drive Australia's renewable future by working with all our stakeholders to shape the world we want. We will always look for opportunities to create value for our stakeholders.

Key to our long-term success is embracing the CEC's Best Practice Charter and pushing ourselves to continue to lead industry.

This report contains case studies of our success in incorporating the Best Practice Charter. Our vision is to continue to be a leading renewable energy business that promotes sustainability and shared prosperity, and be the partner of choice for our customers, communities, and suppliers.

/ COMMITMENT

01

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.

/ SUBMISSION

Tilt Renewables engages with the local community and Traditional Owners for our projects to help inform our wind farm design and approvals process.

/ CASE STUDY: PALMER WIND FARM

Between 2022 and 2024 Tilt Renewables proactively engaged the community and Traditional Owners of the Palmer Wind Farm prior to submitting a variation to the approved project design.

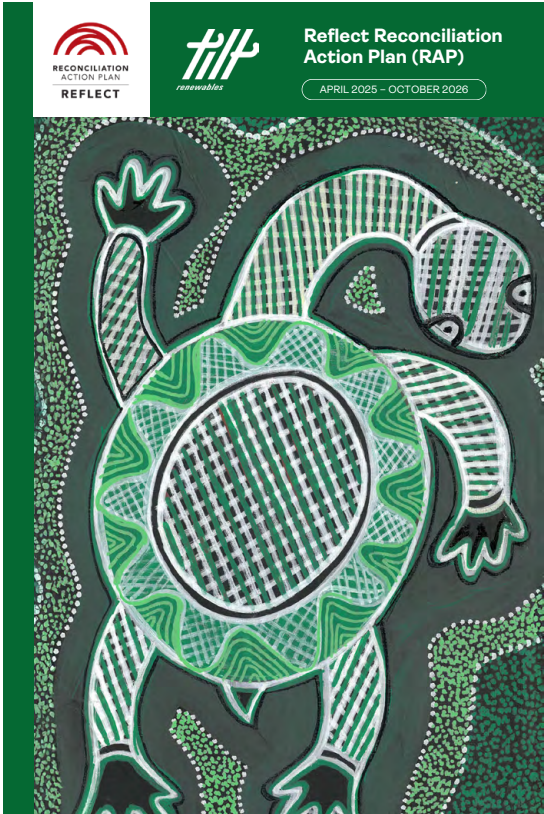
Prior to submission of the Development Variation Application, Tilt Renewables:

- Answered over 50 phone calls and responded to 383 emails
- Distributed 2 newsletters to 650 people
- Held 30+ meetings with First Nations groups, the broader community and stakeholders
- Welcomed 116 people to our drop-in sessions

Engagement with First Nations groups in relation to the Palmer Wind Farm has focused on working respectfully and collaboratively with the Peramangk People, the Traditional Owners of the land. This has included site walkovers to provide an opportunity for Peramangk representatives to re-familiarise themselves with the landscape and discuss areas of cultural significance. Additional cultural heritage inspections were also undertaken, supplementing the extensive heritage surveys previously completed for the originally approved project.

Tilt Renewables has held a series of meetings with Peramangk representatives to explain the revised project design, seek feedback, and discuss how cultural heritage values can be protected through all phases of the project—design, construction, and operation. These discussions have also explored how the project can deliver long-term benefits for the Peramangk community, including opportunities for employment, training, and career progression. This engagement remains ongoing as we continue to build relationships based on trust, respect and shared outcomes.

Artwork from Peramangk artist Ivy Campbell was selected to represent Tilt Renewables' Reflect Reconciliation Action Plan.



/ COMMITMENT

02

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

Communication methods		
1800 Card	Fact sheets, brochures, informative material	Project open days / information displays
1800 Number	Feedback forms	Public notices / advertisements
Community Consultative Committee	FAQs – project specific	Website
Community noticeboards	Letters / emails to stakeholders	Webinars / teams broadcasts
Borealis	Media releases	Workshops
Email address	Project bulletins or newsletters	Stakeholder meetings and briefings (group or individual)

/ SUBMISSION

Tilt Renewables continues to provide timely information in an accessible format to its local communities using the channels outlined in the table below.

Tilt Renewables has developed a social value framework to measure its performance against key social metrics and to encourage continual improvement in its engagement and benefit sharing approach.

One opportunity identified through the development of this framework was for Tilt Renewables to better understand community perceptions of the company’s engagement approach. To respond to this opportunity we have developed and implemented an evaluation survey which asks respondents questions about events and engagement activities.

This survey was first trialled at a drop-in session in April 2025. Three responses were received with 100% of responses replying that they were ‘Very Satisfied’ with the information provided at the event, and two of three responses advising that the event met their expectations for engagement.

This survey will be available and promoted at Tilt Renewables’ community engagement events going forward. Feedback will be used to improve the company’s engagement approach and to tailor activities to meet individual community’s engagement needs and preferences.

/ COMMITMENT

03

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

/ SUBMISSION

Tilt Renewables integrates biodiversity sensitive practices at all stages of development. From site selection, development of the wind farm layout and turbine design, through to construction and operation.

All prospective developments are subject to rigorous assessment to understand the biodiversity and cultural heritage values that are likely to occur at the site and its suitability for development. This has transpired in Tilt Renewables electing not to proceed with some early-stage wind farm projects that would require significant vegetation clearing to construct a wind farm in that location.

/ CASE STUDIES: RYE PARK, LIVERPOOL RANGE AND PALMER WIND FARMS

Tilt Renewables also identifies opportunities through the design and construction phases to minimise disturbance as much as possible and looks at innovative solutions to reduce impacts during construction.

Examples include the use of tower cranes at Rye Park wind farm to minimise hardstand size requirements, and the use of electrical junction boxes in the design for the Liverpool Range wind farm to reduce the number of underground cables, minimising vegetation disturbance.

These internal processes and policy have not gone unnoticed. In July 2024, the Tilt Renewables Palmer Wind Farm was deemed “not a controlled action” under the *Environment Protection and Biodiversity Conservation Act 1999*. In a media release dated 27 July 2024, the then Federal Environment Minister the Honourable Tanya Plibersek explained her decision:

“The site is already cleared land and used for grazing. The project demonstrates how good site selection can lead to faster environmental approvals.

Projects need to be placed in the right areas and designed so that their environmental impacts are minimised – as is the case with this wind farm.”



/ COMMITMENT

04

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

/ SUBMISSION

Tilt Renewables collaborates closely with landowners to minimise disruption to farming operations, ensuring agricultural productivity remains high throughout for the life of the wind farm project.

/ CASE STUDIES: COOPERS GAP AND LIVERPOOL RANGE WIND FARMS

At Coopers Gap Wind Farm, located primarily on beef grazing land, landholders raised concerns about the potential spread of foot and mouth disease through wind farm maintenance activities.

In response, the Operations and Maintenance provider implemented a biosecurity system that includes educating workers during site inductions and integrating screening questions into the daily check-in app to identify individuals who have recently travelled to Indonesia. This proactive approach has reassured landholders that the risk of disease transmission from returning workers is being effectively managed.

Tilt Renewables has collaborated with landholders at the Liverpool Range Wind Farm, located primarily on sheep grazing land, to develop and implement Property Management Plans (PMPs) for the construction, operation, and decommissioning phases of the project. These PMPs address a broad range of potential impacts on both agricultural and project activities, outlining mitigation strategies that can be applied by landholders as well as the project proponent and contractors. Key measures include fencing requirements, traffic management, aerial agricultural operations, biosecurity protocols, livestock movement and reduction strategies, and rehabilitation of farming land.

/ COMMITMENT

05

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



/ SUBMISSION

Tilt Renewables continues to engage and consult with the community on potential impacts of our projects and identifies mitigation options.

/ CASE STUDY: LIVERPOOL RANGE WIND FARM

Planning of the Liverpool Range Wind Farm involved extensive engagement and included:

- Staffing a shopfront in Coolah with materials on the likely impacts and controls
- Quarterly Community Consultative Committee (CCC) meetings
- Regular newsletters
- Advertisements regularly placed in local newspapers
- Community radio announcements
- Radio and newspaper interviews
- Drop-in sessions and live webinars
- One on one meetings to talk through impacts

The Project team continues to iterate the design and engage with the community on what they can expect through construction and operation of the Project.

In addition, as an Access Rights holder in the Central West Orana Renewable Energy Zone (CWO REZ), Tilt Renewables works collaboratively with EnergyCo NSW and is participating in an investigation into the cumulative impacts from construction of multiple projects within the CWO REZ.

This includes participating in a Health Services Study which will investigate the health service requirements for the REZ workforce within the CWO REZ, and how to minimise impacts on local health services. Industry engagement for this study commenced on 11 July 2025.

/ COMMITMENT

06

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



DO YOU LOVE FIXING THINGS?
YOU COULD BE A FIELD SERVICE TECHNICIAN

DESCRIPTION Field Service Technicians operate, maintain and repair wind turbines and site equipment. Field Service Technicians get to work at all kinds of different heights and problem solve their way through electrical and mechanical issues.

QUALIFICATIONS To become a Field Service Technician, you'll need an Electrical Licence gained through a Certificate III in Electrotechnology/Electrician or a Mechanical Qualification gained through Vocational Education and Training.

ARE YOU PASSIONATE ABOUT THE ENVIRONMENT?
ENVIRONMENTAL AND CULTURAL HERITAGE SURVEYING

DESCRIPTION A role within environmental and cultural heritage surveying includes field work to research and understand what is in the project area. It also involves working with land holders and communities to enhance their understanding and ability to protect and manage Aboriginal cultural heritage and the environment.

QUALIFICATIONS Bachelor of Environmental Science, Diploma or Certificate II in Conservation and Ecosystem Management is preferable.

DO YOU HAVE A BACKGROUND IN CONSTRUCTION AND HAVE AN INTEREST IN LOGISTICS?
A ROLE FOCUSING ON THE CONSTRUCTION OF RENEWABLE PROJECTS AND SUPPLY CHAIN MAY BE FOR YOU.

DESCRIPTION Construction workers bring value and skills to construction projects, assisting to build the infrastructure for renewable projects. This could site for work with cranes or by helping to transmit.

QUALIFICATIONS There are available within our Certificate Carpenter.

LOVE MAKING FRIENDS?
A COMMUNITY ENGAGEMENT ADVISOR COULD BE FOR YOU

DESCRIPTION Do you love to have a chat? Are you always the one organising events with friends and family? A Community Engagement Advisor connects with locals to help renewable energy projects and communities work together. This could include discussing how to design the project and how community benefits can be shared.

QUALIFICATIONS To get started a Bachelor of Arts is recommended or any equivalent degree, to develop

ARE YOU A SUPERSTAR PLANNER?
YOU MIGHT LOVE PROJECT & OFFICE MANAGEMENT

DESCRIPTION As a Project Manager you would be accountable for the day-to-day operations of a team. This can include finding people to do jobs for the renewable project, managing people's schedules, ensuring the most important jobs are done first and completing tasks on time.

QUALIFICATIONS Project Managers usually start with a Certificate IV in Project Management Practice but can also start with a general bachelor's degree to get some

/ SUBMISSION

Tilt Renewables continues to support the local economy on each of our projects by providing local employment and procurement opportunities. Key initiatives include:

- Meet the Contractors' days – implemented at Dundonnell Wind Farm (VIC), Rye Park Wind Farm (NSW) and Waddi Wind Farm (WA)
- Co-hosted a Jobs and Skills day with the Wilyakali people in Broken Hill (NSW)
- Created a community friendly brochure about the skills in renewables and pathways to jobs
- Goods and Services Registers for our contractors and First Nations suppliers
- Working with our OEM to develop training and apprenticeships opportunities at the local assets
- Purchasing key components within Australia, recently on the Latrobe Valley BESS this included transformers from Wilson Transformers (VIC), Auxiliary transformers from Tyree Transformers and OEM facilities and switch rooms from LAI Group (South Australia)

Tilt Renewables has made several commitments under our Capacity Investment Scheme Agreement to achieve local and First Nations employment and supply chain targets. Under this agreement we have made commitments to targets for local content including CAPEX and OPEX, locally milled steel, and First Nations participation. In addition to local content, we have made employment commitments and targets for learning workers, underrepresented groups, local workers, apprentices, women, and First Nations.

/ CASE STUDY: TRAINING INITIATIVES

We are also helping local economies prepare for projects through initiatives like:

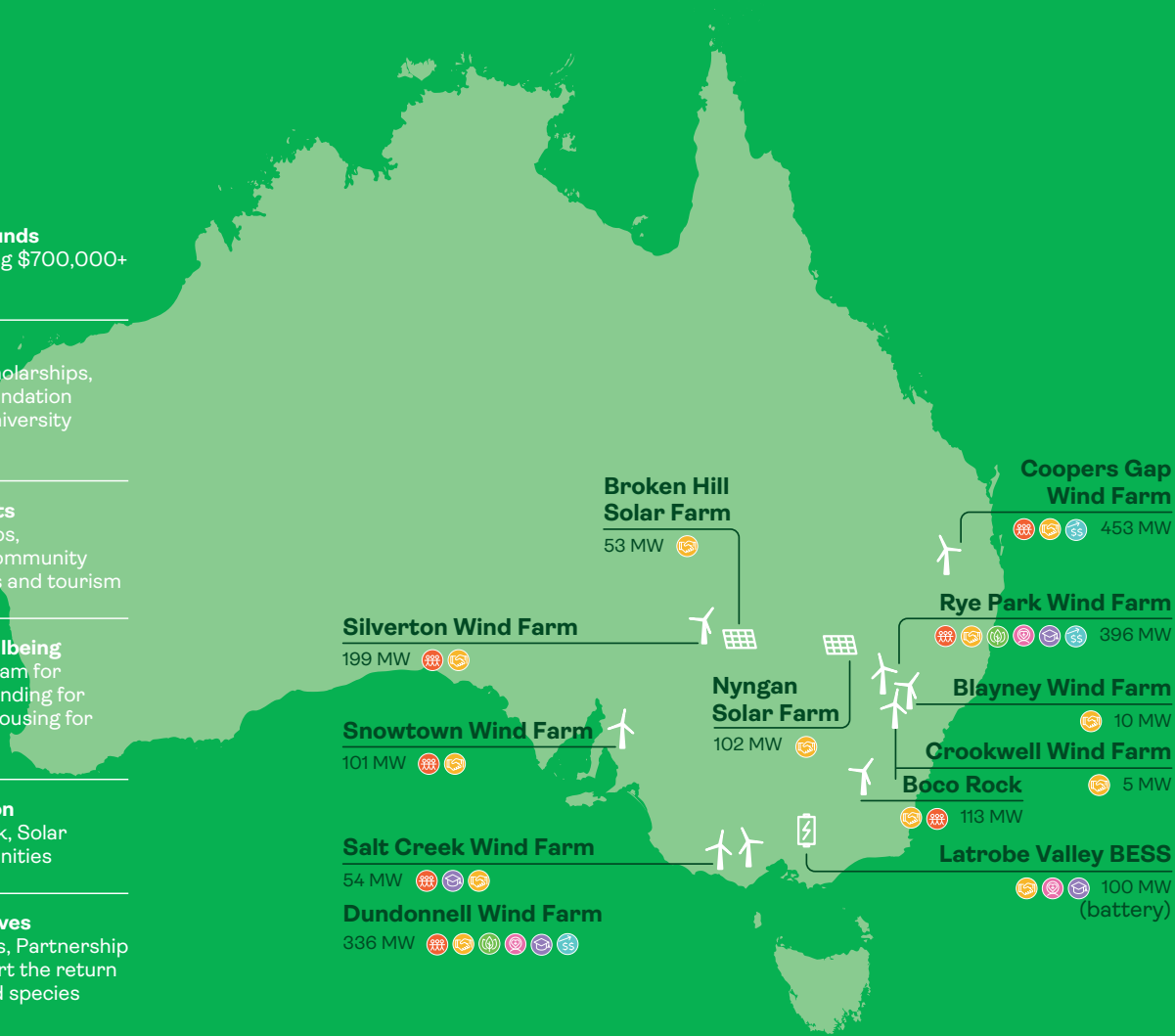
- Renewable Energy Awareness and Career Training (REACT) Centre in Wellington, a training centre being developed by Dubbo Regional Council to provide training in renewable energy technologies to support the training needs of the renewable energy sector. Tilt Renewables provided funding for the development of the business case.
- The Vestas Renewable Energy Hub – a multi-disciplinary industry development initiative in Geelong, designed to build industry capability in Wind Turbine Generator Manufacture, Subcomponent Supply, Wind Farm Maintenance, Logistics and others.
- Asia Pacific Renewable Energy Training Centre (APRETC) – in partnership with Federation University to deliver a Turbine Technician Training Tower, BZEE Wind Turbine Technician Training, Global Wind Organisation (GWO) basic safety training and refresher training courses, and Certificate III Engineering (Composites).

/ COMMITMENT

07

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

- **Community Benefit Funds**
Seven funds distributing \$700,000+ annually
- **Education**
School and training scholarships, Country Education Foundation support, Federation University training tower
- **Sponsorships & Grants**
Support for sports clubs, emergency services, community groups, regional events and tourism
- **Mental & Physical Wellbeing**
Mental wellbeing program for students, 10 years of funding for a Lifeline officer, Safe housing for vulnerable women
- **Economic Participation**
Food truck for Rye Park, Solar power for rural communities
- **Environmental Initiatives**
Revegetation programs, Partnership with Odonata to support the return of critically endangered species



/ SUBMISSION

Tilt Renewables is committed to sharing the benefits of our projects by partnering with local programs and initiatives to address key social, economic and environmental needs in the regions in which we construct and operate.

The map to the left outlines some of the benefit sharing initiatives already designed and delivered in partnership with our communities. Over \$1.1 million dollars was shared with our communities in FY25 as part of our benefit sharing initiatives, partnerships, sponsorships and programs.

/ CASE STUDY: PALMER WIND FARM

How community benefit funding is spent is guided by the community, it is one of the areas we can truly empower them to make the decisions.

Over the last 12 months we have been engaging with community members and representatives of the Palmer Wind Farm to get their input into how their portion of funding should be spent. Engagement activities included:

- A survey for all community members mailed out to all ratepayer addresses within 5km of the Project (22 responses).
- Two co-design workshops with community representatives including Councillors, Members of Parliament, and local progress/ community associations (~20 people each workshop). The first workshop was in September 2024 and the second in January 2025.

This engagement identified the key priorities for how the community benefit funding should be allocated and Tilt Renewables is currently drafting the benefit sharing plan which will be presented to the community for feedback before it is finalised.

/ COMMITMENT

08

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



/ SUBMISSION

Tilt Renewables is committed to leveraging our projects to support education and tourism opportunities. With a focus on education, we regularly host school and higher education groups at our projects. We also provide staff to speak at careers events and other initiatives.



/ CASE STUDIES: EDUCATIONAL AND TOURISM INITIATIVES

Students from townships surrounding Dundonnell Wind Farm who study at Federation University can apply for the Tilt Renewables Scholarships (worth \$3,500) or Tilt Global Wind Organisation (GWO) scholarships.

Tilt commits \$10,500 annually for these scholarships to ease the financial pressures often experienced by regional students.

From 2022 – 2024, Tilt contributed \$75,000 to the Country Education Foundation (CEF) Boorowa branch to provide scholarships to students from townships neighbouring Rye Park Wind Farm. These scholarships were awarded to students pursuing higher education in STEM, business, information technology, or construction.

Tilt Renewables participated in the development of the TAFE NSW Renewable Energy Microskills course. This course is an online learning module for people preparing to work in the renewable energy sector. Tilt provided strategic advice and materials to help develop the course content.

Tilt Renewables partnered with Dubbo Regional Council in the development of a business case for their proposed Renewable Energy Awareness and Career Training (REACT) Centre. This facility is proposed to support employment, training and apprenticeships for the renewable sector as well as employment on the construction of the facility (short and long term).

In partnership with our local communities, we have built tourist attractions such as big blades at Bell and Snowtown and viewing areas at assets including Blayney Wind Farm, and Broken Hill Solar Farm.

/ COMMITMENT

09

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.

/ SUBMISSION

Tilt Renewables prioritises opportunities to enhance the ecological, cultural and agricultural value of the land through funding initiatives, partnerships and volunteering.

/ CASE STUDY: DUNDONNELL AND SNOWTOWN WIND FARMS

In 2025, Tilt made a \$30,000 contribution to the Odonata Foundation. This contribution allowed Odonata to purchase key materials to upgrade the predator fence at the Tiverton Farm Sanctuary, neighbouring Dundonnell Wind Farm.

Tiverton is a 1,000-hectare predator-free working sheep farm in Victoria's Western District that also serves as a sanctuary for endangered native animals, such as the Eastern Barred Bandicoot and Eastern Quoll. Tiverton is unique for its regenerative farming practices, where the presence of bandicoots helps restore soil health and biodiversity, ultimately improving wool production. The funding provided was critical to ensure that the sanctuary remains predator free. In addition to the funding, Tilt Renewables staff volunteered their time and attended the sanctuary in May 2025, to help install the new fencing material.

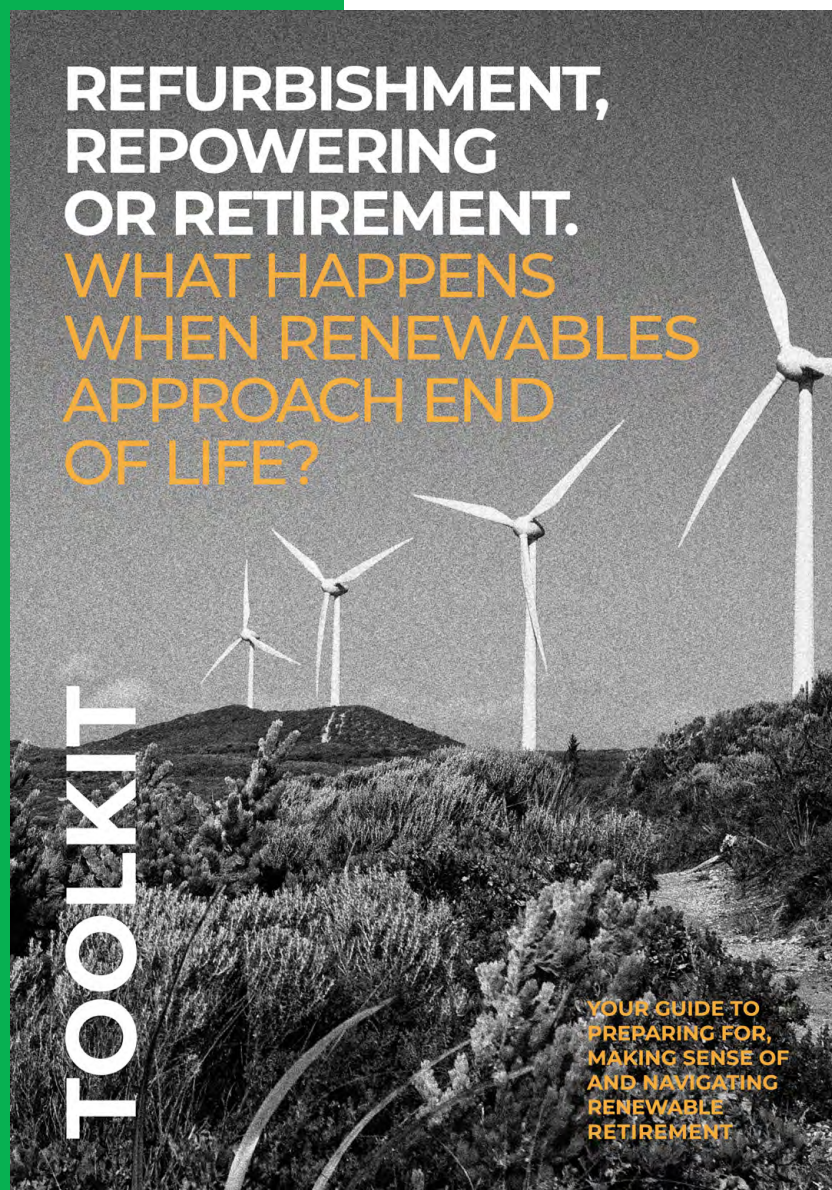
Tilt Renewables partnered with the Snowtown Community Management Committee (SCMC) to purchase native seedlings to restore Snowtown's native grasslands, revegetate the walking corridor between Snowtown and Bute, and providing a sensory garden for the local retirement home. Tilt staff took part in a volunteer day with the SCMC where 450 native shrubs and trees were planted. In addition, Tilt contributed to purchase seedlings for the student planting day as part of the Astronomical Agriculture Primary School Program at the Australian Agricultural Centre neighbouring Crookwell Wind Farm.



/ COMMITMENT

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.



/ SUBMISSION

In collaboration with industry partners, Tilt Renewables advances research to improve decommissioning and recycling, particularly for wind turbine components.

A key initiative is our input into Re Alliance's, Retirement Age Renewables Toolkit. This resource ensures landholders, communities and local councils understand end-of-life options, including refurbishment, repowering and responsible decommissioning practices, supporting best practice landholder agreements that deliver positive outcomes for communities and the environment.

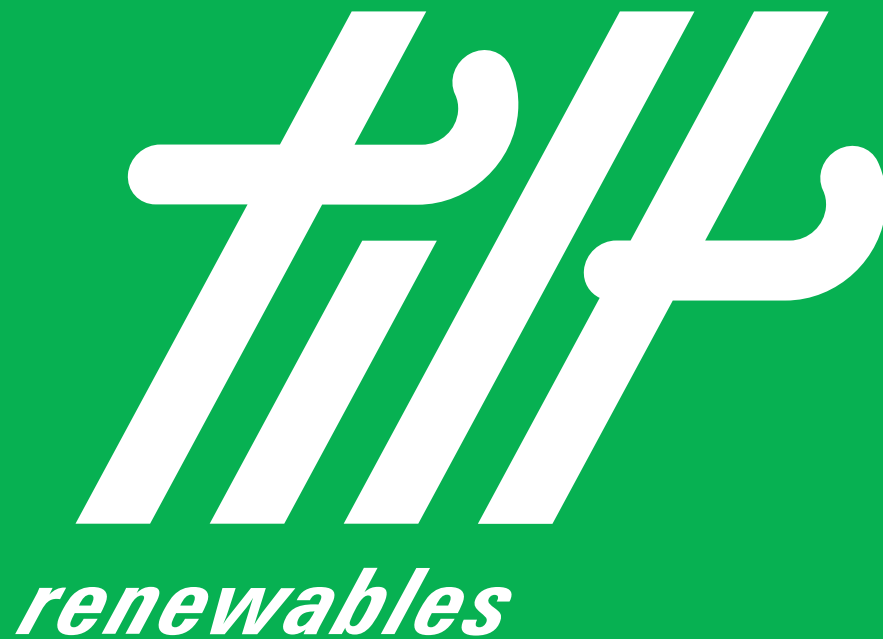
A recent collaboration with InfraBuild is another example of how cross-industry cooperation can generate insights that are shared more widely. In this case, InfraBuild released a video showcasing the recyclability of wind turbines and various metal components.

We also had the opportunity to provide comment on the draft version of *IEC 61400 Part 28-2*, a technical specification on decommissioning and preparation for recycling of wind energy generation systems.

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