



Best Practice Charter for Renewable Energy Projects

REPORTING 2025

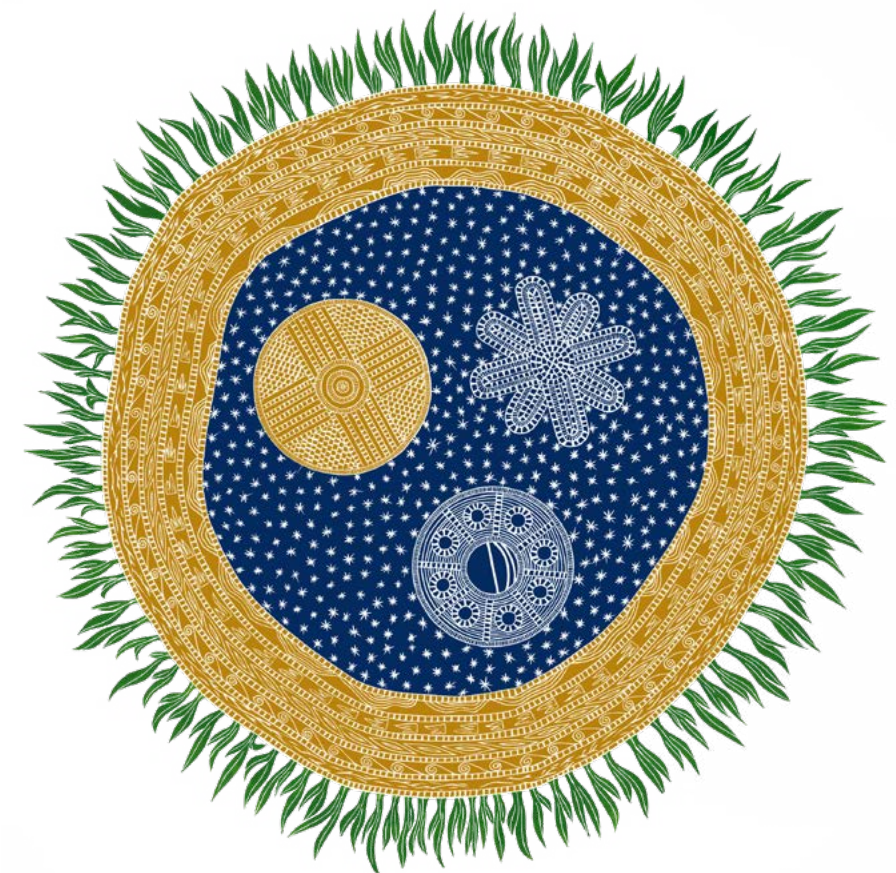




Acknowledgement of Country

Neoen acknowledges the Traditional Owners of Country throughout Australia and recognises their continuing connection to land, waters and culture.

We pay our respects to their Elders – past and present.



RAP ARTWORK

Celebrating Renewal

Teho Ropeyarn, 2022

Introduction

Neoen Australia is a signatory of the Best Practice Charter for Renewable Energy Projects, which is a voluntary set of commitments for Clean Energy Council (CEC) members guiding the development and operation of clean energy projects.

This annual report takes the form of case studies which:

- provide information and transparency to communities and stakeholders
- highlight the good work being pursued by the renewable energy sector
- and facilitate knowledge sharing and continuous improvement and evolution of practice.

Three best practice case studies are presented which detail practical actions and outcomes achieved in 2024-2025 on three projects: Goyder South Stage1 Wind Farm in South Australia, Culcairn Solar Farm in New South Wales and DeGrussa Solar Farm & Battery in Western Australia.

Each case study brings our commitments to life and illustrates a number of themes relating to the Charter.

Themes:		1. Goyder South <i>Wind</i>	2. Culcairn <i>Solar</i>	3. DeGrussa <i>Solar & Battery</i>
	Community engagement	✓	✓	
	First Nations engagement	✓	✓	
	Partnering with agriculture	✓	✓	<i>Copper mine</i>
	Benefit-sharing	✓	✓	
	Environmental benefits	✓	✓	✓
	Local participation	✓	✓	✓
	Education & tourism	✓		
	Partnering with stakeholders	✓	✓	✓
	Recycling & decommissioning			✓



GOYDER SOUTH

WIND FARM

New National Park in South Australia

Worlds End Gorge was purchased as the native vegetation offset for Neoen's Goyder South Stage 1 Wind Farm. In 2023, it was gifted to the South Australian Government to own and manage together with Traditional Owners, the Ngadjuri Nation. Combined with an adjacent conservation area, it will form a new 1,600 hectare National Park.

The new National Park will permanently preserve the environmentally and culturally significant Gorge for future generations. Hosting permanent spring-fed waterholes and significant rare habitat, it is home to several threatened species of fauna including the Pygmy Blue Tongue Lizard and the Flinders Ranges Worm-lizard. Light-touch public access will be permitted, with conservation being the park's primary objective. The local community and Traditional Owners will reap multiple benefits in cultural land access, tourism and economic development.

Ngadjuri will co-name the park, along with Aboriginal ranger positions created to help maintain it, and a Community Reference Group will be established including Ngadjuri representatives among other stakeholders. The project shows what can be achieved through enthusiastic and respectful collaboration between private industry, government and Traditional Owners.

The initiative was made possible by Neoen's commitment to intensive community engagement, its long-term business model and its strong and trusting relationships with local stakeholders (the previous owners of the land are also wind turbine hosts on Goyder South).



Neoen undertook a tender process to identify the South Australian Government as the right conservation partner and overall, the Gorge took over 4 years to bring to fruition. The binding agreement between Neoen and SA National Parks contains:

- Reporting mechanisms and timeframe commitments for the park's creation and launch;
- Commitment to a Community Reference Group representing each stakeholder group, including Ngadjuri and the local Regional Council of Goyder, to guide decisions and provide accountability to their stakeholders and communities.

As a National Park, which the South Australian Government has committed to legislating, the future of the Worlds End Gorge is exceptionally secure. Furthermore, Goyder South will financially support the park's conservation activities for 30 years, which is the minimum operational lifespan of Goyder South Stage 1.

Neoen developed a video about the initiative which was widely shared on social media and the Clean Energy Council has shared the model with the industry through conferences and media. It has raised the bar of what is possible in terms of environmental co-benefits for a renewable energy project and in 2024 was awarded the Australian Financial Review's Energy Award for Sustainability.

1ST

Wind Farm with offset strategy converted into tangible, localised environmental and social benefit

1ST

Type of collaboration between private renewable development, government and Traditional Owners



CULCAIRN SOLAR FARM

First Nations Engagement

Neoen Australia is committed to respectful, ongoing engagement with First Nations communities as part of the Culcairn Solar Farm project in southern New South Wales. We have partnered with the Dyiraaramalang Gibang – Wiradjuri Elders as the cultural authority for activities and initiatives, some of which are ongoing.



ENGAGEMENT & CULTURAL PROTOCOLS

- Supported and facilitated an artefact reburial ceremony with the Registered Aboriginal Parties.
- Supported and facilitated an onsite training for Cultural Heritage and Artefacts findings for the site teams with the Registered Aboriginal Parties.
- Recorded a site induction video with Dyiraaramalang Gibang – Wiradjuri Elders to ensure cultural heritage and cultural protocols are embedded for all personnel working on site.
- Hosted a Welcome to Country event in partnership with Dyiraaramalang Gibang including traditional smoking ceremony, officiated by Aunty Edna Stewart and Wiradjuri Cultural Dancing from Maliyan Mob (James Fallan High School). The event was attended by all of Bouygues Construction Australia and Equans Solar and Storage Australia site teams, other stakeholders, landowners and Neoen staff.
- Co-developed a First Nations training program to be delivered in H2 2025, grounded in local cultural knowledge and employment pathways.
- Long-term First Nations benefit-sharing included within project benefit-sharing.



INDIGENOUS PARTICIPATION OFFICER

In order to maximise First Nations participation, she:

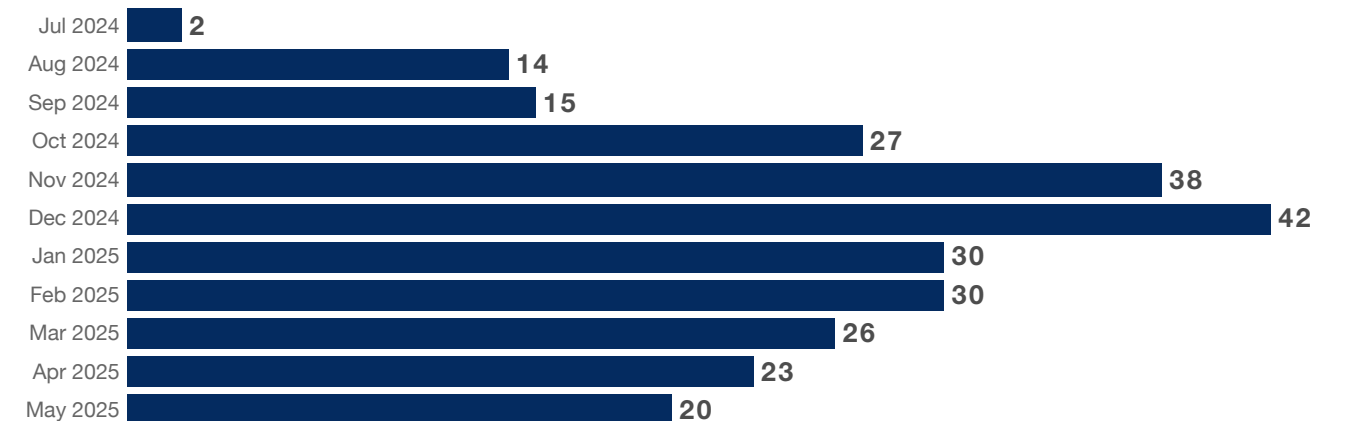
- Worked closely with EPC contractor Bouygues Construction Australia and Equans Solar & Storage Australia, and recruitment company Spinifex to ensure compliance and inclusion of First Nations people employed at Culcairn Solar Farm.
- Facilitated First Nations site tour and cultural briefings for project stakeholders.
- Led local First Nations employment sessions in Albury, Wodonga and Lavington to connect community members to job opportunities.
- Participated in fortnightly engagement meetings with First Nations communities and recruitment agencies to support participation and transparency throughout the project lifecycle.
- Provided ongoing reporting to Dyiraaramalang Gibang – Wiradjuri Elders.

This engagement approach prioritises cultural respect, community participation, and long-term impact — forming part of Neoen's broader commitment to reconciliation and responsible development.

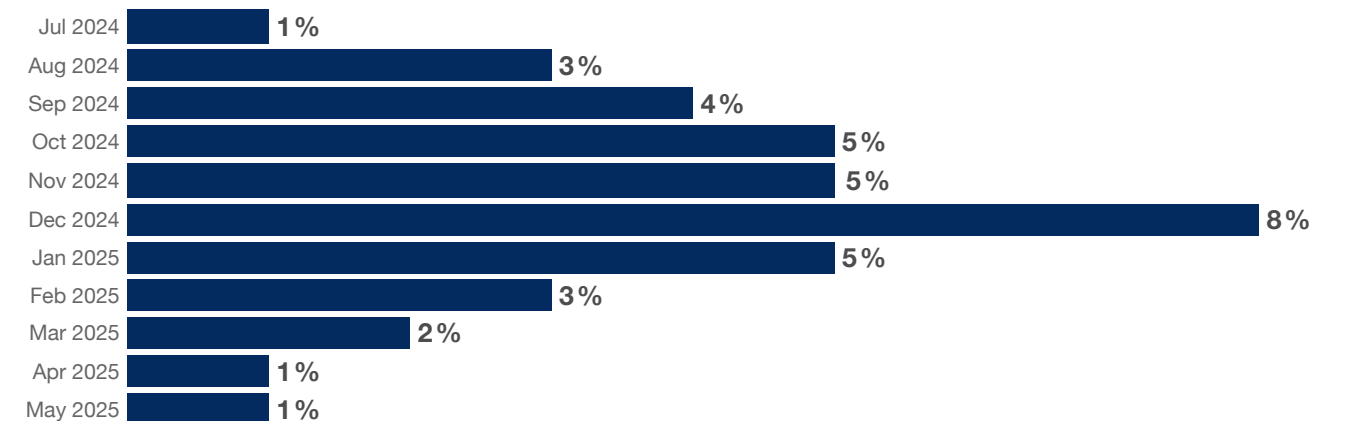


INDIGENOUS PARTICIPATION ONSITE: JULY 2024 – MAY 2025

Indigenous employees



Indigenous employee work hours



DEGRUSSA

SOLAR FARM & BATTERY

Decommissioning off-grid solar farm & battery

In 2024-25, Neoen has been responsibly decommissioning and rehabilitating the DeGrussa Solar Farm & Battery. DeGrussa was Neoen's first Australian project in 2012 and will now be the first asset that Neoen has decommissioned globally.



Large-scale solar farm to be decommissioned and rehabilitated in Australia

Comprising a 10.6 MW solar plant and a 6 MW / 1.4 MWh big battery, the asset was built off-grid in a remote part of Western Australia's Pilbarra region. The solar farm supplied energy to the Sandfire Copper mine, while the battery ensured stability of the network during fluctuations in solar generation; this was a way to offset Sandfire's diesel consumption on site.

The solar farm was developed to operate for 5.5 years, but this was later extended to 7 years to align with the mine's operational life. In 2023, Sandfire announced the mine's retirement and began implementing its rehabilitation plan including the decommissioning of our asset. During 2024 Neoen dismantled the site and removed all materials to ensure the 240,000 sq. meters of land covered by the asset could be rehabilitated within the agreed timeframe.

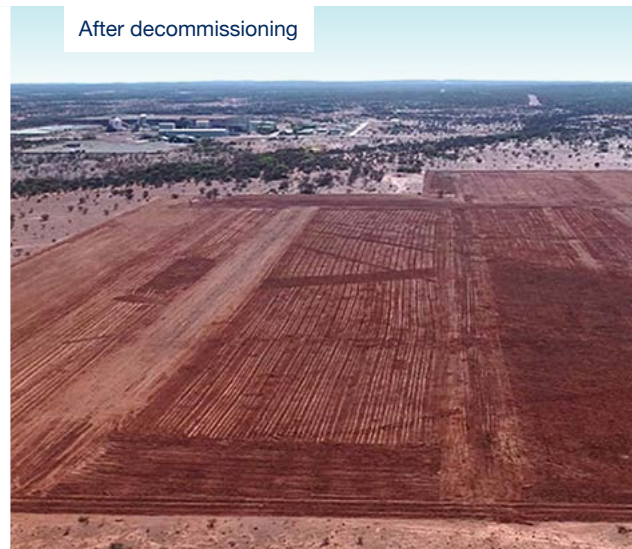
All salvageable equipment such as the solar panels, inverters and transformers were taken to Perth for storage, while we went through a competitive tender process to find a suitable second life and home for them. In H1 2025, Neoen selected Elecsome and we are currently finalising the purchase agreement. Elecsome are planning to re-use the panels at two small solar sites in Australia, and will potentially re-use some of the other equipment or otherwise recycle them.

Other equipment from DeGrussa such as the asset's tracking system and cabling were sent directly to relevant recycling facilities in line with Neoen's commitments to sustainably dealing with them.

During operation



After decommissioning



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