



Endeavour  
Energy

AUSCONNEX

# Our journey in creating a cleaner, smarter and more connected sustainable future

2025 Sustainability Performance Report



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## About this report

We are proud to share our 2025 Sustainability Performance Report and Data Tables (Report). Guided by our commitment to be a trusted partner in the energy transition, we continue to make meaningful progress in environmental leadership, contribute to stronger communities, and strive for governance best practices. To hold ourselves accountable, we've set ambitious, evidence-based goals that extend to 2030 and beyond, helping to create a cleaner, smarter and more resilient energy future for our communities.

The Report covers actions that occurred between 1 July 2024 and 30 June 2025 (FY25) and all performance targets listed are financial year targets unless specified otherwise. The content of the Report reflects Endeavour Energy Group's assessment of material sustainability topics at the time of preparation. The Sustainability Data Tables within the Report (Data Tables) focus on FY25 performance. Where available, historical data back to FY21 has been included to demonstrate comparability and year-over-year progress.

Endeavour Energy has reported the information cited in these Data Tables for the period 1 July 2024 to 30 June 2025 with reference to the Global Reporting Initiative (GRI) standards.

Explanatory notes, including definitions and assumptions, are provided throughout to support the interpretation of specific data points.

This Report and Data Tables are intended for general informational purposes only. It is not a Sustainability Report under Chapter 2M of the Corporations Act or other climate-related standards.

## Disclaimer

Endeavour Energy Group is committed to transparent and balanced sustainability reporting. This Report and Data Tables have been prepared using the information, data, assumptions and methodologies available to Endeavour Energy Group as at 30 June 2025.

The Report should be read together with the Data Tables and other relevant disclosures, which provide further detail on data boundaries, methodologies, assumptions and limitations. The Report is current as at the time of publication (01/06/2026) and Endeavour Energy Group's sustainability-related practices, targets and disclosures may evolve due to external factors and changes in business strategy.

Some historical sustainability data has been compiled using systems, processes, estimation techniques and application of judgement by internal management. As Endeavour Energy Group's governance, data quality and reporting practices continue to mature, they may change over time and previously reported information may be refined or updated in future disclosures where this improves accuracy or clarity.

Some sustainability data presented in the Report and Data Tables may be based on internal management estimates and third-party data, which may not be independently verified unless expressly stated.

The Data Tables include disclosure of Scope 1, Scope 2 and Scope 3 greenhouse gas emissions. The calculation of greenhouse gas emissions is uncertain due to limitations in available data, particularly in relation to Scope 3 emissions, which rely on estimates, proxies and third-party information across value chains. Readers should exercise caution in relying on Scope 3 data for comparative or decision-making purposes.

The Report includes sustainability goals, targets and future-focused statements that are forward-looking in nature and subject to uncertainty. Actual outcomes may differ due to factors outside Endeavour Energy Group's control, including regulatory, technological, operational and market developments. These statements are provided to support transparency and should not be interpreted as guarantees of future performance and no representation is made that any goal, target or forecast will be achieved.

This Report contains references to, or extracts from, information published by third parties and/or links to external websites, which are provided for convenience only. Endeavour Energy Group does not endorse and is not responsible for any third-party content.

To the extent permitted by law, Endeavour Energy Group disclaims all liability for any loss or damage arising from, or in connection with, this Report and Data Tables. Readers are responsible for making their own independent assessment of the matters referred to in the Report and Data Tables and should obtain their own professional advice appropriate to their circumstances.

Additional information, including the Global Reporting Initiative (GRI) indicators we have reported against, can be found in the **Data Tables section** of the Report.

**Cover:** Endeavour Energy team member at the Warrawong Community Battery.

**This page:** Endeavour Energy Innovate RAP artwork by proud Kamilaroi woman, artist and accomplished graphic designer, Rhonda Sampson.

## Acknowledgment of Country

Endeavour Energy Group acknowledges the Traditional Custodians of Country where we work, the people of the Dharug, Wiradjuri, Dharawal, Gundungurra and Yuin nations. We recognise their continuing connection to the land, waters, and community and pay our respects to Elders past and present.

# A message from our CEO and Chief Data, People, and Sustainability Officer

We are proud to introduce Endeavour Energy Group’s 2025 Sustainability Performance Report. This year has been defined by progress and partnership as we continue to drive sustainability. Our progress reflects a commitment to innovation and collaboration as we navigate the challenges and opportunities of the energy transition, and the impacts of climate. This transformation is not just about technology: it is about people, partnerships and trust.

From advancing cleaner energy solutions to enhancing resilience and inclusion, our efforts are motivated by our aim to create positive change, placing our customers and communities at the heart of our sustainability journey. We have strengthened our approach to environmental stewardship, social responsibility and sound governance, cementing the foundations so that sustainability is considered every step of the way.

We are honoured to have received a 5-star rating in the Global Real Estate Sustainability Benchmark (GRESB), achieving this top recognition for five consecutive years. We have continued to expand our sustainable financing activities, meeting all our annual sustainability performance targets associated with our sustainability-linked loans for a fourth year in a row. Additionally, we have achieved a 6-star - World Leadership rating for our Parramatta Square Interiors from the Green Building Council of Australia, where we showcased our commitment to biophilic design and celebrating local culture throughout.

At Endeavour Energy Group, sustainability is a key foundation of how we serve our communities and shape the future. We believe that creating a low carbon and resilient energy network goes hand in hand with building an inclusive and engaged workforce. We are investing in our people and communities by championing diversity and inclusion, strengthening relationships with Aboriginal and Torres Strait Islander communities and fostering a culture where every voice matters. We are committed to creating an environment where employees feel empowered, connected and inspired to contribute to our shared sustainability goals.

Looking ahead, we remain determined to achieve our long-term goals and create lasting value for customers, employees and stakeholders. We know this path requires collaboration, innovation and accountability, and we are focused on delivering the outcomes that matter most.

Thank you for your continued trust and support as we work together to build a sustainable future for all.



**Danny Cooper**  
CEO, Endeavour Energy



**Melissa Irwin**  
Chief Data, People, and Sustainability Officer

Our material topics represent the sustainability issues most critical to Endeavour Energy Group’s long-term success, as identified through our 2024 double materiality assessment. These include:



### Climate Action

Evolving our business towards a zero-emissions future



### Climate Resilience

Strengthening the resilience of our network to keep our customers reliably connected



### Diversity & Inclusion

Building an inclusive culture that delivers better experiences for our people, customers and communities



### Safety & Wellbeing

Empowering our people and communities to be safe, healthy and thriving



### Nature & Biodiversity

Continuing our journey towards ‘nature positive’



### Waste & Circularity

Eliminating waste and igniting circular opportunities and innovations

[Read our FY24 Double Materiality Assessment here](#)

Each of these topics is closely aligned with the sustainability pillars outlined in our strategy, ensuring our efforts remain focused on delivering meaningful impact for our customers, communities and the environment.

As part of our corporate and sustainability strategies, we drive positive change in alignment with the following UN SDGs:



# About Endeavour Energy Group<sup>1</sup>

**~1,500**

team members, as one of the largest employers in Sydney's Greater West

**24,800km<sup>2</sup>**

network area across 5 Aboriginal Nations: Dharug, Wiradjuri, Dharawal, Gundungurra and Yuin

**320,000**

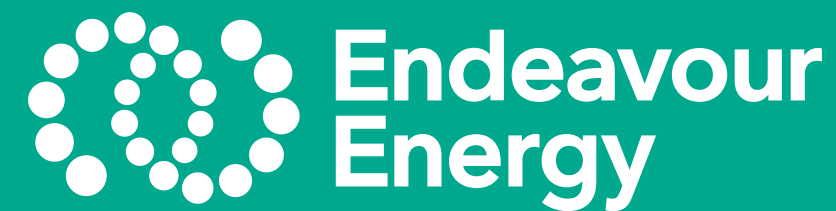
customers with renewable energy

**1M+**

connected customers (connected businesses and residential customers)

**47,000**

life support customers



Endeavour Energy is a trusted electricity distributor serving 2.8 million people across Greater Western Sydney, the Blue Mountains, Southern Highlands, Illawarra and the South Coast of NSW.<sup>2</sup> For over a century, we have delivered safe, reliable and affordable power to homes and businesses, and today we are shaping the next era of energy.

As the way energy is produced and consumed evolves, we are moving beyond traditional network operations to enable smarter, cleaner and more flexible solutions. Our modern grid integrates solar, batteries and digital technologies, giving customers greater choice and control while supporting a resilient and sustainable energy system.

Through our Decarbonising the Grid 2035 strategy, we are contributing to the transition to net zero, fostering inclusive growth and protecting the environment. Our purpose remains clear: powering communities for a brighter future.

## AUSCONNEX

Ausconnex is Endeavour Energy's unregulated business entity and a trusted partner in delivering energy infrastructure solutions across Greater Sydney and beyond. We specialise in electrical construction, substation delivery, renewable connections, battery energy storage systems and EV charging infrastructure. By combining engineering expertise with innovation, we enable a smarter, more resilient energy future. Our commitment to sustainability motivates emissions reduction and circular practices while prioritising safety, collaboration and customer value. Ausconnex exists to power growth and create lasting impact for communities and businesses.

1. References in this report to our business refer to the activities undertaken by Endeavour Energy and Ausconnex. Endeavour Energy Group's investors are part of the **ACERZ** Consortium (also comprising **ACCIONA, Cobra**) that has been appointed by the NSW Government as the network operator to design, build and maintain the Central West Orana Renewable Energy Zone. All ACERZ activities are excluded for the purposes of this Report.
2. To see our network area, refer to our **Nature Positive Highlights**.

**79**

directly engaged team members

**22,586**

site attendances

**116**

active projects

**386MW**

battery storage in development

**82**

equipment sales customers

# Our value chain

Supporting and enabling the transition to a flexible and integrated grid that empowers our customers to participate in a clean energy future.

## Upstream

Large-scale energy generation and transmission within the supply chain, and procurement of goods and services, for example electrical wiring and construction materials

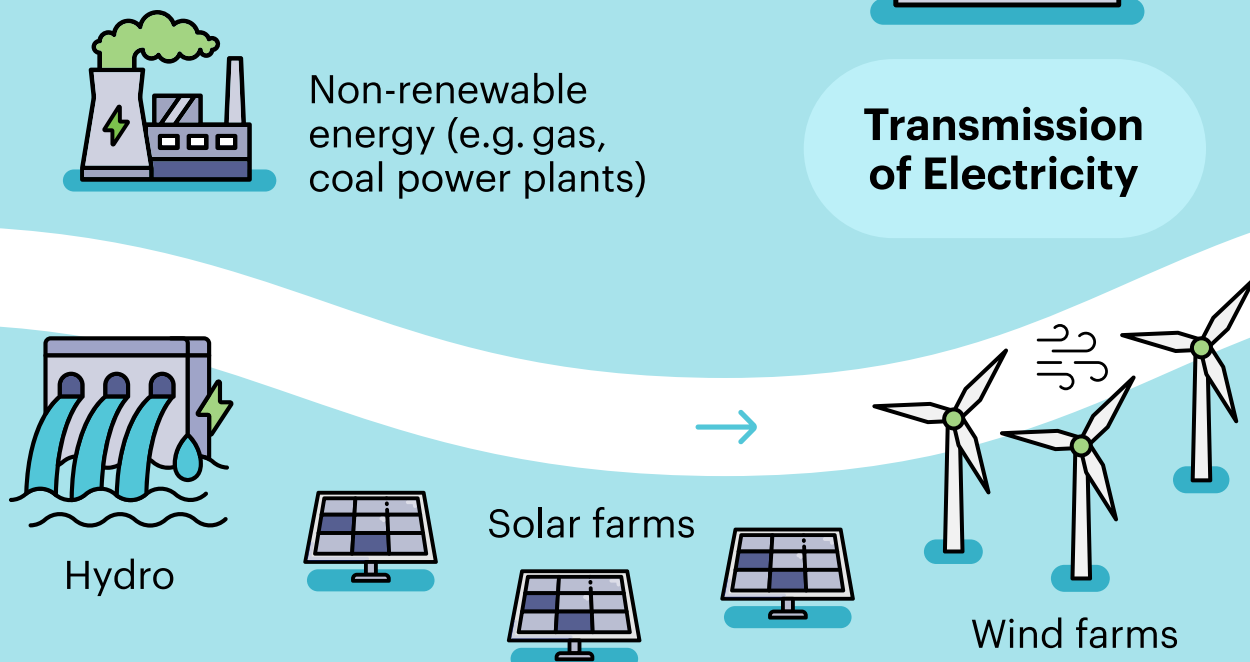
## Own Operations

We are providing energy as a service through energy distribution and storage, enabled by a customer-centric, inclusive culture and diverse workforce

## Downstream

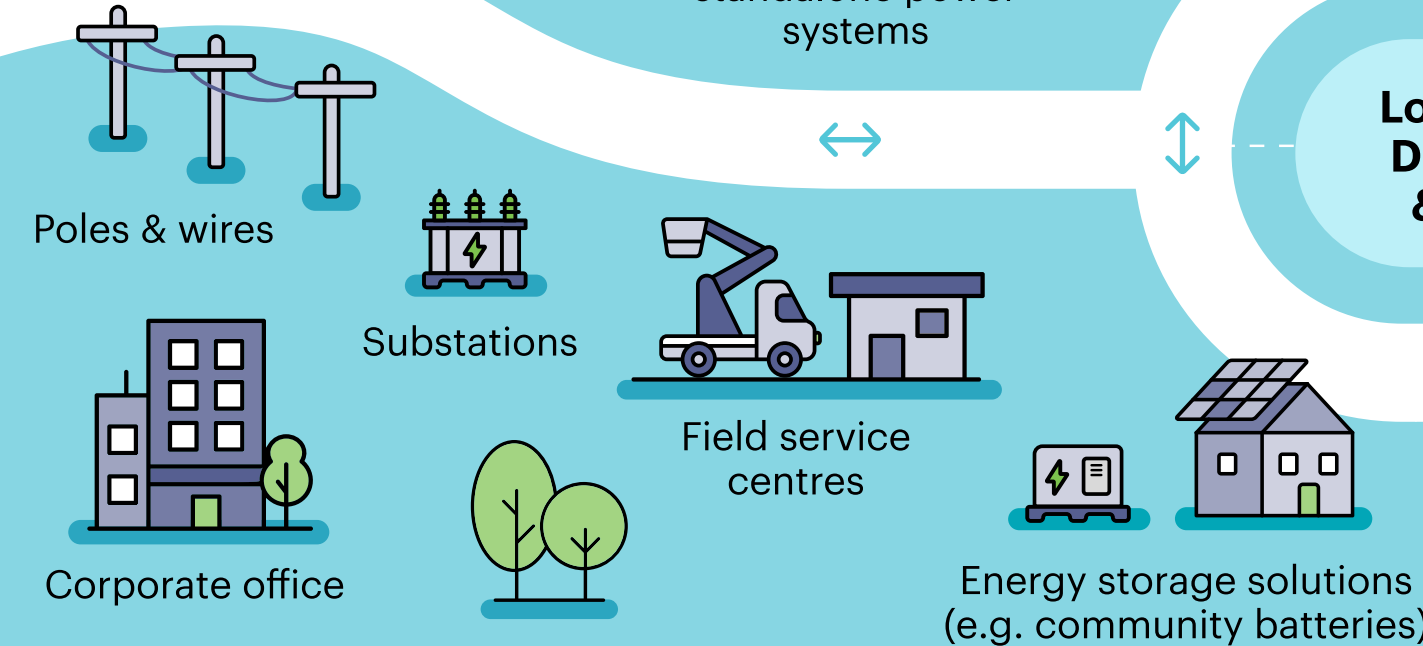
We are helping enable energy consumption, local generation and redistribution of renewable energy from households, businesses and communities back into the grid

### Key Value Chain Processes



### Large Scale Renewable Energy Generation & Renewable Energy Zones

### Large Scale Energy Distribution & Storage



### Local Energy Distribution & Storage

### Flexible integration to grid

### Local Energy Consumption & Generation

- High voltage maintenance services
- End-to-end project management
- Large scale electric design

Distribution & transmission asset installation



High & low voltage turnkey solutions

Electric vehicle infrastructure

New connections

Construction & asset relocation

### Involved and Affected Stakeholders

- Investors & debt providers
- Suppliers & supply chain workers
- Local communities

- On-the-ground employees
- Corporate services
- Apprentices
- Contractors

- Regulators
- Councils & Government
- Retailers
- Households, businesses & communities
- Data centres

### Support Initiatives

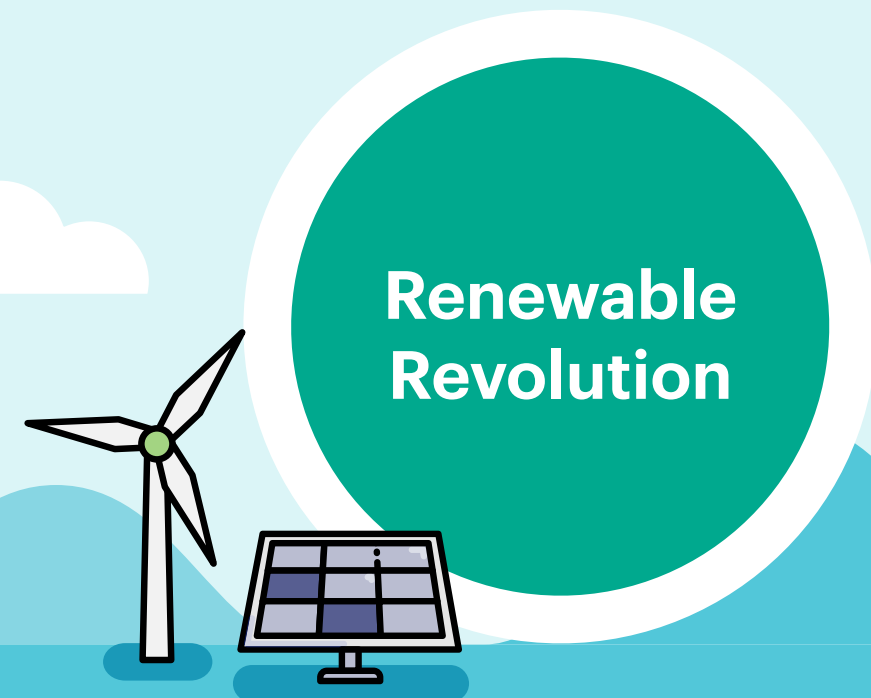
**Supplier Engagement** Policies, procedures and partnerships to enhance sustainable procurement and supply chain practices

**Operational Processes** Activities to improve our operational impact, such as employee wellbeing and inclusion programs, innovating on-the-ground grid maintenance, transitioning our fleet, and building more sustainable assets

**Customer and Community Engagement** Programs and partnerships to support our communities, such as streetlighting and electric vehicle infrastructure, Powering Communities grants program, nature regeneration programs and Aboriginal and Torres Strait Islander partnerships

# Powering a Brighter Future

Our sustainability strategy sets out our priorities and key goals.



## Renewable Revolution

We're leading a smooth transition to a clean-energy grid and making sure our communities stay reliably connected



## Resilient Communities

We're empowering health, wellbeing and inclusion to help our people, customers and communities thrive



## Regenerative Economy

We're supporting nature, improving biodiversity and contributing to a circular economy

### Impact Areas

### Our Goals



**Net Zero by 2040 (scope 1, 2, and 3)**

from FY21 baseline and subject to [AEMO Step Change scenario](#)



**Integrate climate action into business and planning decisions**



**Cultivate an inclusive culture that embraces diversity**



**Achieve top quartile employee engagement by 2030**



**Nature Positive by 2030**

in operations and construction



**Zero operational waste to landfill by 2030**

aligned to [NABERS](#) and excluding hazardous and toxic waste

### How We're Getting There

- Working towards a 100% zero-emissions fleet by 2040
- Reducing sulphur hexafluoride (SF<sub>6</sub>) emissions by implementing initiatives to improve leakage detection and management and introducing non-SF<sub>6</sub> assets
- Enabling customers to connect solar systems and batteries, empowering them to participate in a sustainable energy future
- Leveraging advancements in grid management, storage, and customer energy flexibility to enhance our ability to accommodate higher levels of renewable generation
- Implementing a scope 3 emissions data maturity and initiatives program, starting with a review of our emission boundary setting and material categories

- Creating more opportunities for Aboriginal and Torres Strait Islander team members, apprentices, suppliers and communities through our Innovate Reconciliation Action Plan (RAP)
- Empowering the next generation of women in STEM and expanding our support across culturally and linguistically diverse backgrounds, disability, neuro-diverse individuals, and the LGBTQIA+ community
- Prioritising the wellbeing of our team and communities with enhanced safety initiatives and broader uptake of our wellbeing programs
- Investing in the communities we serve through our Powering Community grants program

- Planting trees and restoring habitat to ensure we're regenerating more than we remove within our operations and construction
- Maintaining our biodiversity offset areas whilst generating other environmental co-benefits
- Avoiding waste sent to landfill and finding better ways to reuse and recycle through innovative partnerships and internal behaviour change campaigns
- Engaging suppliers to improve circularity across our supply chain

# Our process

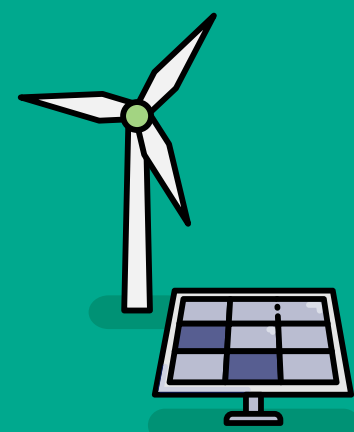
**Strong governance and visionary leadership underpin Endeavour Energy Group's sustainability journey. Our commitment to transparency, accountability, and collaboration ensures that sustainability is embedded at every level of decision-making—from Board oversight to operational execution.**

Endeavour Energy Group's sustainability governance is anchored by strong Board oversight, executive accountability, and operational leadership through Sustainability Working Groups. Our governance framework includes dedicated committees for risk, safety, people and remunerations, and regulatory, supported—where appropriate—by ISO-certified systems and global reporting standards. Sustainability objectives are integrated into executive performance plans and cascaded across the organisation, encouraging ownership of key sustainability efforts. Working Groups drive collaboration and continuous improvement, reporting quarterly to the Board and embedding sustainability into business decisions.

Vision	Intention	Action	Oversight	Engagement
<p><b>Objective:</b></p> <p>Map, understand, and prioritise sustainability themes important to our stakeholders, relevant to our business model and value chain.</p>	<p>Set clear SMART targets and long-term goals addressing material topics and aligned to strategic priorities.</p>	<p>Bring our sustainability strategy to life with targeted sustainability programs to address priority themes and promote active management.</p>	<p>Align business practices and governance structures to sustainability best practice standards.</p>	<p>Engage authentically and meaningfully with key stakeholders to enhance transparency and inform future priorities and actions.</p>
<p><b>Key activities:</b></p> <ul style="list-style-type: none"> <li>• Industry and best practice benchmarking</li> <li>• Stakeholder engagement</li> <li>• Double materiality assessments</li> <li>• Risks and opportunities assessments</li> </ul>	<ul style="list-style-type: none"> <li>• Headline and pathway targets</li> <li>• Program roadmaps</li> <li>• Measures of success</li> </ul>	<ul style="list-style-type: none"> <li>• Identify targeted partnership</li> <li>• Institute sustainability working groups</li> <li>• Systemise responses to material issues</li> </ul>	<ul style="list-style-type: none"> <li>• Board committees</li> <li>• Management accountabilities</li> <li>• External performance benchmarking</li> <li>• Independent verification</li> </ul>	<ul style="list-style-type: none"> <li>• Share stories</li> <li>• Advocacy</li> <li>• Disclosures and reporting</li> <li>• Employee and stakeholder engagement</li> </ul>
<p><b>Outcomes:</b></p> <p>Strategy development and integration into corporate strategic objectives and decision-making mechanisms, such as our value framework, embedding sustainability priorities into business programming and culture.</p>	<p>Establish internal framework and approach to operationalise sustainability priorities.</p>	<p>Visible action and accessible information with clear accountability and ownership aligned with prioritised strategic objectives.</p>	<p>Compliance with relevant standards and emerging requirements in pursuit of maintaining good governance and adherence to evolving best practice.</p>	<p>Cultivate an organisational culture that is deeply engaged and trusted externally for driving sustainability, proactively addressing material issues and stakeholder impacts.</p>

# Our FY25 performance highlights

What we achieved in the year



## Renewable Revolution

**2%**

absolute reduction in scope 1 & 2 emissions<sup>1</sup> (compared to FY24)

**2,300 kW**

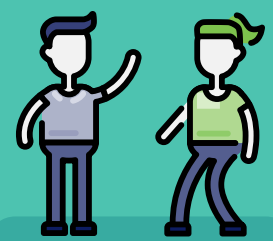
total rooftop solar installed on 19 of our sites (since FY20)

**50+**

Total community batteries installed (since FY24)

**40+**

stakeholder engagement events on community climate resilience



## Resilient Communities

**92%**

employee participation in our **YOUUnique** wellbeing program (since FY21)

**3.7%**

gender pay gap, down from 5.6% in 2024<sup>2</sup>

**587**

primary schools engaged in electricity safety week

**4,939**

customers avoided disconnection for non-payment



## Regenerative Economy

**92%**

operational waste diverted from landfill as we aim for zero waste

**706**

tonnes reduced in total waste generated (since FY24)

**0.58ha**

net habitat gained<sup>3</sup>, becoming nature positive in operations

**1,130**

trees planted with the support of our team through volunteering

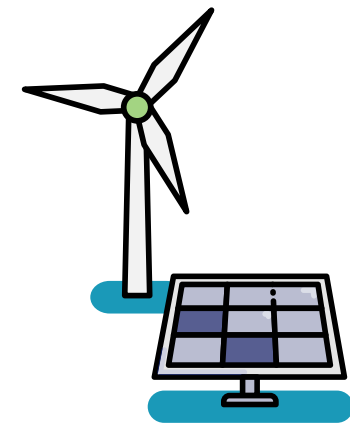
1. Excludes emissions as a result of network losses.

2. Reported Gender Pay Gap figures follow Workplace Gender Equality Agency Australia reporting guidance and timeframes which may differ from financial year reporting periods. Learn more [here](#).

3. Net habitat gained means we restored more habitat than removed (applicable to operations only). Please refer to the details of our nature program [here](#).

# Renewable Revolution

## Climate Action



**We're leading a smooth transition to a clean-energy grid and making sure our communities stay reliably connected.**

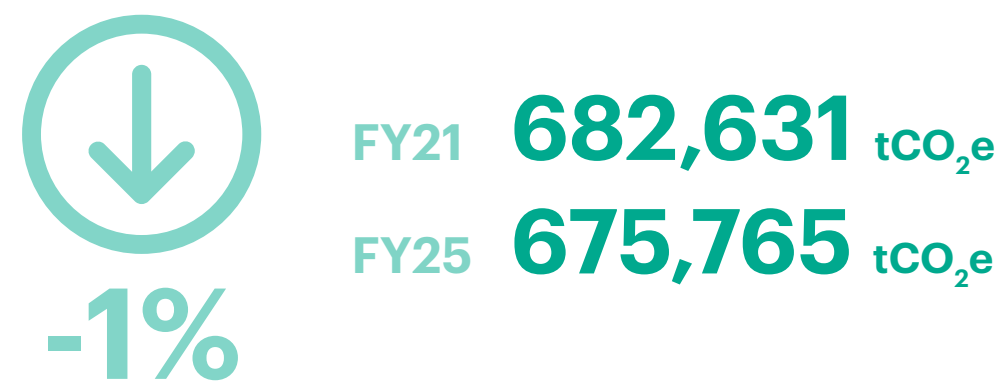
Endeavour Energy Group is helping lead Australia's clean energy transition by building a smarter, two-way grid. We are actively reshaping our services and network, and investing in skills to promote a fair and inclusive transition.

New technologies and business models are giving customers greater control over how they access and use energy, and we play a vital role in enabling those choices. At the same time, we remain committed to taking action to cut our own emissions and play our part in addressing climate change.

**Network losses – the energy lost during transmission and distribution – remain the largest source of emissions for Endeavour Energy Group and continue to be a challenge for the wider industry.**

### Reduced total GHG emissions (tCO<sub>2</sub>e)

between FY21 and FY25  
(Scope 1, 2, and 3)



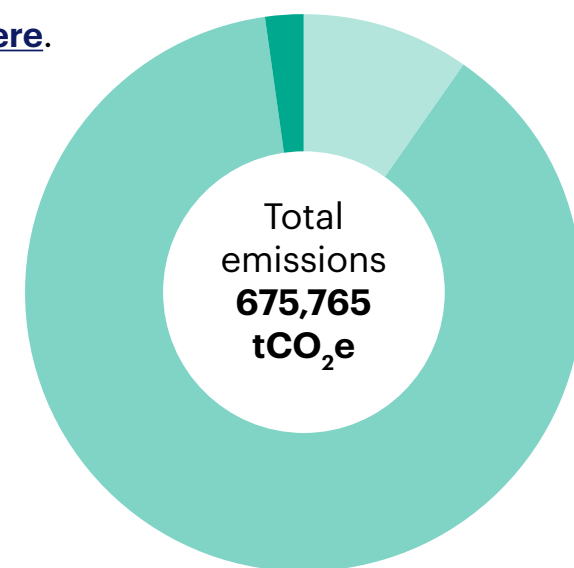
1. Scope 2 includes voluntary market-based for electricity consumption and location-based for network loss emissions.  
2. Scope 3 includes upstream emissions categories.

### Our approach

Achieving a zero-emissions future is a cornerstone of our strategy. Our decarbonisation pathway is guided by science, with targets aligned to a 1.5°C scenario using AEMO's Step Change Scenario framework and supported by a comprehensive Net Zero Roadmap.

### FY25 GHG emissions (tCO<sub>2</sub>e)

See details [here](#).



- Scope 1** (15,822 tCO<sub>2</sub>e) Stationary Transport Sulphur Hexafluoride (SF<sub>6</sub>)
- Scope 2<sup>1</sup>** (596,385 tCO<sub>2</sub>e) Facilities electricity emissions Network losses associated with distribution of electricity
- Scope 3<sup>2</sup>** (63,558 tCO<sub>2</sub>e)
  - Category 1 & 2** - Purchased goods and services, and capital goods
  - Category 3** - Fuel- and energy-related activities (not included in scope 1 or scope 2)
  - Category 4** - Upstream transportation and distribution
  - Category 5** - Waste generated in operations
  - Category 6** - Business travel
  - Category 7** - Employee commuting
  - Category 8** - Upstream leased assets

### Our progress

Although the business has reduced its overall footprint since FY21 and has continued to abate its scope 1 and 2 emissions (excluding network losses), due to increased utilisation of our network, in FY25 our scope 2 emissions associated with line losses increased by 3.6% compared to FY24.

### In 2025, we:

**Purchased 9 Subaru Solterra and 3 Toyota Bz4X electric vehicles**

**Trialled hybrid battery energy storage systems and generators** saving 2,466 litres of fuel

**Continued application of SF<sub>6</sub> monitoring app** and improved asset-level data maturity

**Continued roll out of on-site renewable energy**, reducing grid electricity consumption by 45%

**Maintained 100% GreenPower electricity**

**Commenced the application of the Australian Energy Regulator's (AER) value of emissions reduction (VER)**

**Purchased and installed** two SF<sub>6</sub>-free switchgear to deliver an Ausconnex project



Pole-top EV charger installed in partnership with **EVX** and **Wollongong City Council**.

**Improved scope 3 maturity** by completing a boundary-setting exercise and expanding reporting to include all scope 3 upstream categories

**Conducted workshops and uplifted procurement templates** to integrate sustainability criteria and improve emissions data quality

**Offered greater employee accessibility to EVs** by partnering with Origin Energy to offer the Origin 360 EV subscription salary package as an additional employee benefit

**Reduced waste going to landfill** by 9% since FY24

**Enabled our customers to participate in innovation pilots and trials**, including Electrify 2515 and Flexible Exports, to assist in the transition to electrification and make the most of their renewable energy sources

# Renewable Revolution

## Climate Action

### Future Focus:

**Continue** to trial and roll out hybrid and clean technologies to support our operations, such as hybrid electric work platforms.

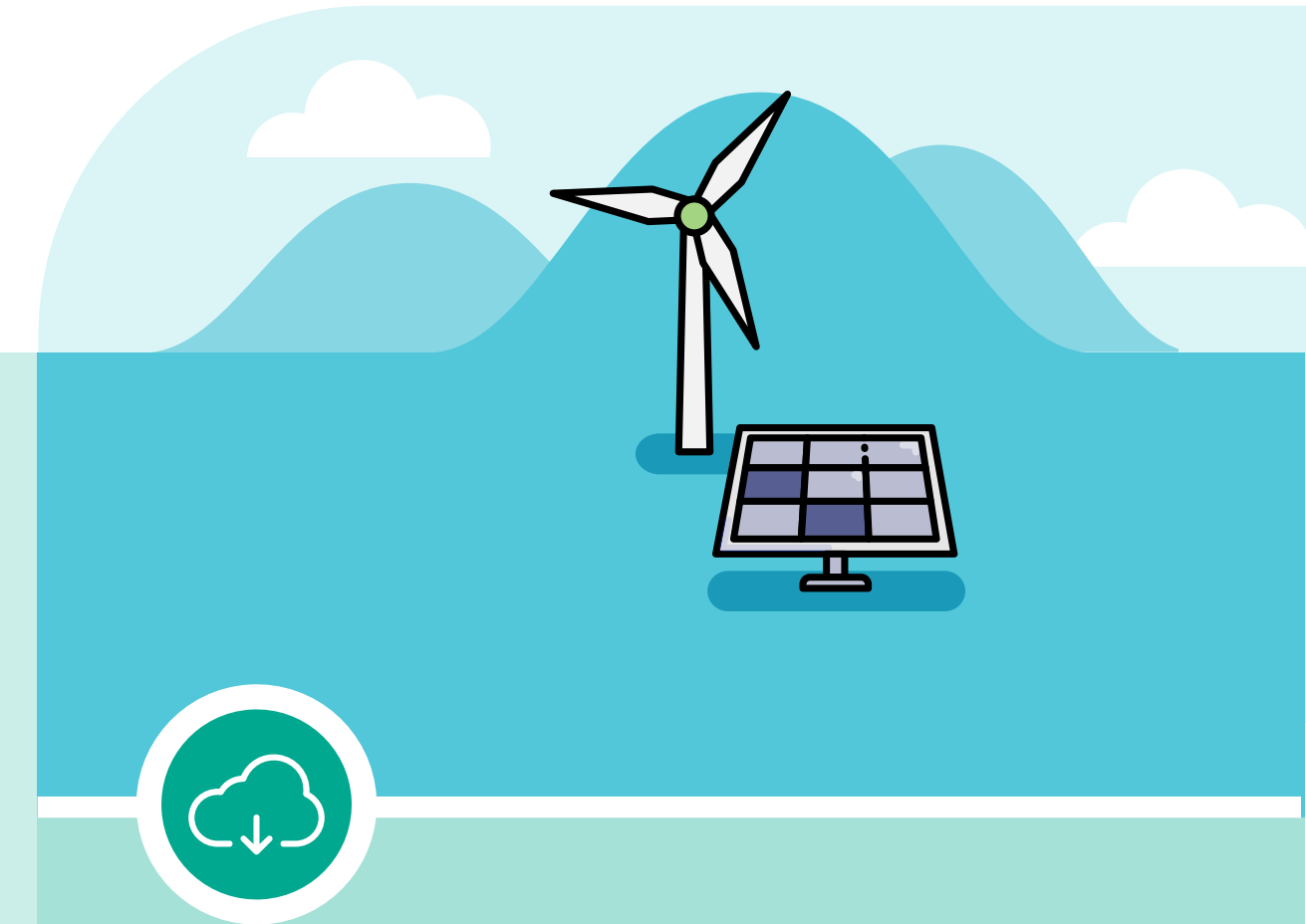
**Expand** on-site facilities initiatives, including the installation of additional solar, batteries, and EV charging infrastructure.

**Explore** non-SF<sub>6</sub> assets and improve SF<sub>6</sub> leakage data quality for overhead distribution assets.

**Investigate** further opportunities for grid optimisation, efficiency, and customer renewable energy resources to address network losses.

**Complete** full scope 3 emissions inventory for all material categories and enhance supplier engagement.

**Scale** customer programs that increase access to customer renewable energy resources.



Our Targets

**Net Zero by 2040**  
(scope 1, 2 and 3)<sup>1</sup>

**40%**  
reduction in scope 1 & 2 emissions by 2030<sup>2</sup>

**Zero**  
emissions fleet by 2040<sup>3</sup>

**1.6%**  
Achieve an average **solar customer curtailment**<sup>4</sup> below **1.6% by 2035**, compared to 8.8% in a 'do nothing' scenario without interventions, enabling customers and communities to enjoy more of their local solar energy

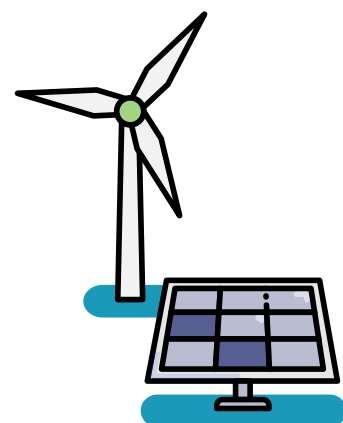
1. Considers FY21 baseline and subject to AEMO Step Change scenario.
2. Considers FY21 baseline and excludes network losses.
3. Only includes electric vehicles and zero emission alternative fuels.
4. Curtailment of electricity is when power use is reduced or limited to prevent overloading the grid or avoiding blackouts.



Endeavour Energy Ford F-150 Lightning electric vehicle.

# Renewable Revolution

## Climate Resilience



**Our network’s reliability is strongly influenced by its resilience to climate impacts.**

With three major floods in recent years and most of our network in bushfire-prone areas, over two million people count on us to keep their homes and businesses powered. Increasing extreme weather poses risks to safety, service, and assets, making resilience essential to keep our communities connected. By reinforcing infrastructure and embracing renewable technologies, we are safeguarding connections today while building a climate-ready network that supports a sustainable future.

### Our approach

Our approach to resilience is built on a clear principle: the capacity to anticipate, endure, recover and adapt following significant disruptions. This strategy shapes how we strengthen the grid against the growing risks of climate-related events. It draws on climate modelling, scenario planning, historical impact reviews and our Customer Value Framework to help customers make informed choices and actively engage in the energy transition. Throughout the year, we implement comprehensive measures to reinforce network resilience and help protect communities from the increasing frequency and severity of natural disasters. We recognise that climate change presents risks and opportunities to our business, and continue to prioritise action to decarbonise, reduce our risk, and explore opportunities to support the resilience of our business and communities in a changing environment. In preparation for mandatory climate-related financial reporting under Chapter 2M of the Corporations Act, we have begun aligning our practices to the Australian Sustainability Reporting Standards (ASRS) framework across governance, strategy, risk management, and metrics and targets.

### Our progress

Building a resilient network means strengthening our ability to respond quickly during disasters and extreme weather events. In FY25, multiple severe weather events increased our average customer outage times<sup>1</sup> by 69 minutes compared to FY24, highlighting the importance of robust emergency measures. We continue to invest in our network resilience and reliability, as well as enhancing local energy and storage solutions for our communities. We have secured additional funding to accelerate deployment of our community batteries program to deliver greater resilience, flexibility, and shared renewable benefits for customers.

### In 2025, we:

**Conducted a gap analysis** and workshops to identify areas of opportunity for the integration of climate change considerations across our practices

**Explored innovative new technologies and solutions** through our EnergyLab startup partnership

**Inspected over 180,000 poles and rectified 34,380 vegetation defects** as part of our pre-summer bushfire readiness

**Continued to innovate and harden our network assets**, installing over 3% more **Covered Conductor Technology (CCT)** across our network



Endeavour Energy team members engaging with our customers and community at the 2025 Royal Easter Show, Flexible Exports launch, and an Electrify 2515 event at Thirroul.

**Installed almost 50 automatic switches**, having a total of over 1,000 automatic switches and 500 reclosers on the network

**Completed over 40 stakeholder events** with councils, government, emergency services, industry partners, and advocacy groups to strengthen disaster response strategies and improve community resilience

**Installed over 50 community batteries** across the Greater Western Sydney and Illawarra regions

**Partnered with EnergyCo and NSW Government** to advance planning for the **Illawarra Urban Renewable Energy Zone**



1. Unplanned CAIDI index.

# Renewable Revolution

## Climate Resilience

### Future Focus:

**Implement identified actions** to continue to integrate climate-related considerations into our governance, management, and decision-making processes.

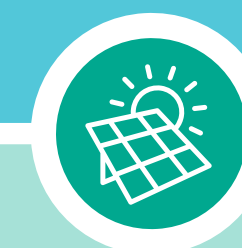
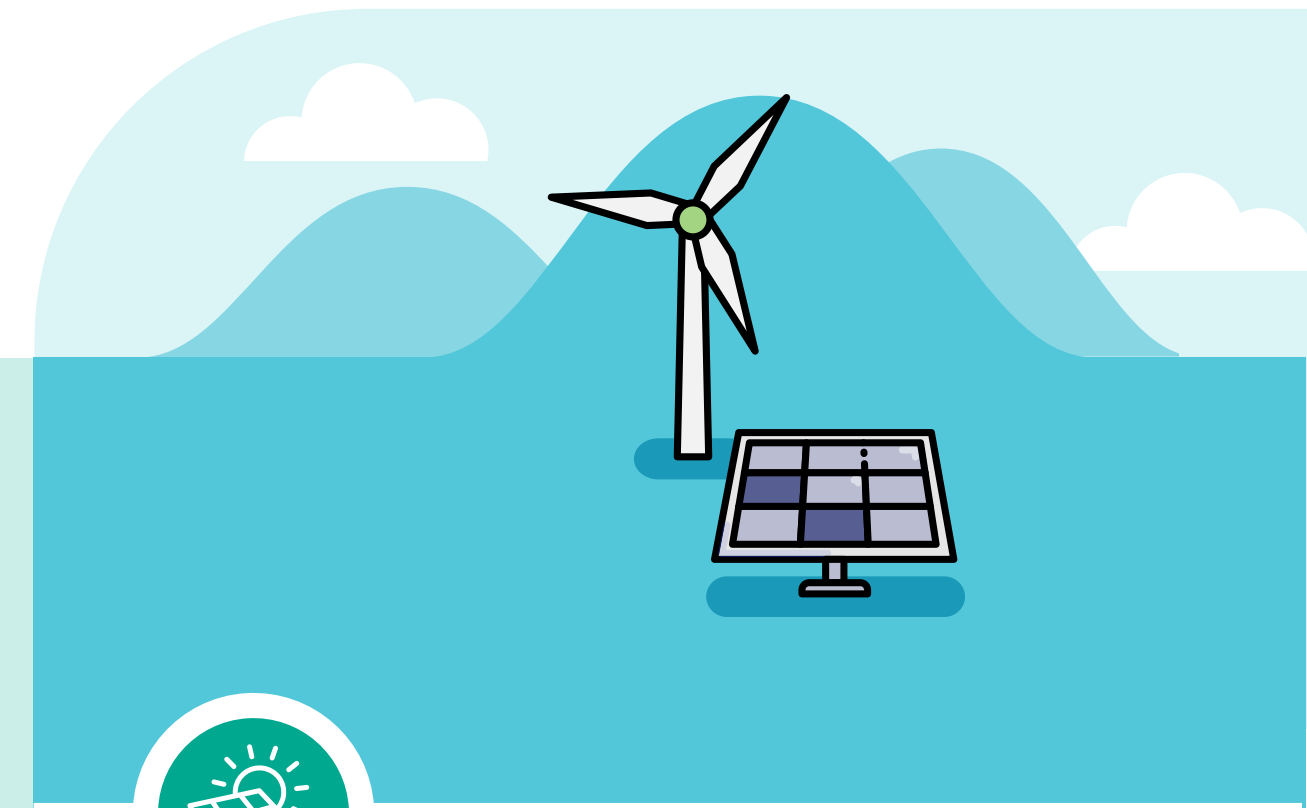
**Expand self-healing network coverage** to approximately 50% by increasing fault location-enabled feeders by FY26.

**Continue replacing bare high-voltage conductors** with CCT in bushfire-prone areas.

**Strengthen community resilience partnerships** by building on engagement and deepening collaboration with councils, emergency services, and advocacy groups.

**Deliver the next phase of community battery installations** funded by **ARENA**, integrating advanced market and network management systems.

**Apply Infrastructure Sustainability principles** to our practices and projects, integrating resilience and sustainability from concept to delivery.



Our Targets

**Integrate climate action into business and planning decisions**

Reduce customers' annual outage time to **102 mins** by 2035<sup>1</sup>

**75** community batteries commissioned by 2035

1. From a FY21 baseline of 181 minutes. This figure is based on an unnormalised Customer Average Interruption Duration Index (CAIDI), including all unplanned outages, even those that are a result of major events.



Aunty Jenny Shillingsworth (left) and Endeavour Energy Peak Customer and Stakeholder Committee member, Charleene Mundine (right).



Blair Athol community, adorned with the artwork of Ngemba elder, Aunty Jenny Shillingsworth, titled Country Tells Our Story. Learn more [here](#).

## Case Studies

## Empowering Communities Through The Energy Transition

Endeavour Energy is committed to taking steps to make the energy transition practical, affordable and inclusive for customers. In FY25, we launched three flagship initiatives that demonstrate how innovation and collaboration can deliver real benefits for households and communities.

Together, these initiatives:

- Support Endeavour Energy's Decarbonising the Grid 2035 Strategy
- Deliver more affordable, sustainable energy solutions for diverse communities
- Provide critical data and insights to shape future programs

**“Over the next 25 years, we have a unique opportunity to reshape the energy landscape, unlocking customer energy resources while ensuring an equitable, inclusive transition that benefits everyone.”**

**Colin Crisafulli**  
General Manager,  
Future Grid and Asset Management



Flexible Exports program launch.

### Flexible Exports: Unlocking Greater Value for Solar Customers

Our Flexible Exports program uses world-leading AI to double solar export limits from 5kW to 10kW most of the time, enabling customers to earn more from their rooftop solar.

#### Key highlights:

**150 trial participants exported an extra 50 MWh of solar energy, saving \$2,450 collectively.**

**Customers with 10kW systems can save up to \$200 annually.**

**Expected to unlock 600 MW of additional renewable energy over the next decade, the equivalent of powering 75,000 homes for a year.**

This innovation assists customers to contribute to a smarter, cleaner grid while enjoying financial benefits.

For more information on these initiatives, visit our [Newsroom](#).



Cabramatta Community Battery.

### Community Batteries: Sharing Clean Energy Benefits

Not every household can install rooftop solar. That's why Endeavour Energy rolled out over 50 community batteries across 33 suburbs, unlocking renewable energy benefits for up to 6,000 customers.

#### Key highlights:

**More than 5.37 MW of power capacity and 11 MWh of storage delivered.**

**Potential savings of up to \$400 per year for participating households.**

**Aboriginal and Torres Strait Islander artwork featured on installations to build social licence and community engagement.**

Community batteries are a key link in the clean energy transition: reducing bills, easing network pressure, and increasing resilience.



Electrify 2515 community event.

### Electrify 2515: Australia's First Community-Led Electrification Pilot

Customers in postcode 2515 are leading the way in electrification through the Electrify 2515 program. This \$11.8 million initiative, delivered in partnership with [Rewiring Australia](#) and [Brighte](#), with \$5.4 million in [ARENA](#) funding, is helping 500 homes switch to electric appliances.

#### Key highlights:

**Subsidies of up to \$1,000 for electric hot water systems, reverse-cycle air conditioners and induction cooktops, and \$1,500 off home batteries.**

**Free smart energy devices and support for switchboard upgrades.**

**Additional incentives for low-income households to ensure accessibility.**

Impact so far:

**Capturing critical data to inform large-scale electrification across Australia.**

This pilot is not just about technology, it's about empowering communities with knowledge and tools to reduce emissions and lower bills.

Case Studies

## Climate Resilience: Creating A Self-Healing Network

As extreme weather events become more frequent and severe, maintaining reliable electricity supply is a growing challenge. Customers told us they want current service levels maintained, even as climate risks rise. In response, Endeavour Energy launched a bold program to future-proof our network against climate change through automation and innovation.

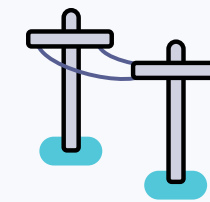
### The Challenge

Climate modelling<sup>1</sup> shows bushfire risk could increase by up to 173%, extreme heat by 817%, and flood risk by 21% in some areas. Without intervention, reliability performance could deteriorate significantly by 2034, impacting thousands of customers.

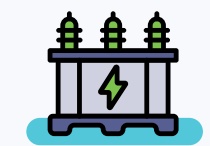
### Our Solution: A Self-Healing Network

A self-healing network is an electricity grid that can detect faults and fix itself automatically, without waiting for crews to arrive on site. This is made possible by FLISR technology (Fault Location, Isolation and Service Restoration), which uses smart devices to identify where a fault has occurred, isolate that section, and restore power to unaffected areas in under 80 seconds.

### How does this work?



Electrical feeders are like the main roads of the electricity network, carrying power from substations to homes and businesses.



Switches act like traffic lights on those roads, controlling the flow of electricity and allow sections to be turned off or rerouted when there's a problem.

By automating these switches, the network can "heal" itself after a fault, reducing outages and keeping customers connected.

1. Climate scenario modelling undertaken to support the development of Endeavour Energy's [Resilience Strategy](#).



Endeavour Energy team members celebrate winning the Asset Management Council's 2025 Asset Management Resilience award.

### Key Actions:

We introduced full automation on **178 power lines** at the start of FY25, helping **restore power faster** during outages.

By the end of FY25, this expanded to **495 power lines** increasing the number of customers who benefit from quicker, automatic restoration.

So far, the system has supported **200+ outage responses**, helping get power back on sooner with less disruption.

### Key Outcomes:

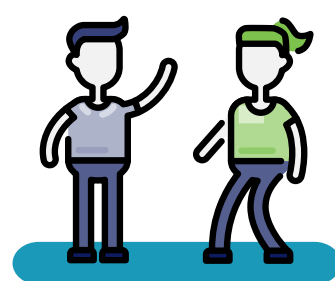
FLISR active on 39% of feeders, covering 54% of customers, reducing outage impact by 47% when operating in those areas.

**55,000+** customers avoided sustained outages since rollout began.



Endeavour Energy team members discussing self-healing grid operation.

# Resilient Communities



## Health, Safety, Wellbeing

**We're empowering health, wellbeing and inclusion to help our people, customers and communities thrive.**

With a network spanning almost 25,000 square kilometres, we understand the inherent safety risks of maintaining critical infrastructure. Protecting the health and wellbeing of our people is central to preventing serious injuries and addressing psychological impacts from high-risk work. Our responsibility also extends to contractors and suppliers, where strong procurement and contract management practices help uphold safety standards and ethical labour practices. By embedding robust systems and fostering a culture of care, we aim to create a safe, responsible environment for everyone connected to our operations.

### Our approach

We prioritise operating the grid and delivering our services in a manner that mitigates risks for both our workforce and the wider community. This commitment spans every aspect of our operations: from onboarding new colleagues and maintaining rigorous safety standards, to delivering educational programs that promote electrical safety in homes. Beyond workplace health and safety, we champion initiatives that foster wellbeing across our people, local communities, and supply partners.

**92%**  
participation in  
**YOUUnique program**  
since FY21

**618**  
employees supported  
charities through  
volunteering in FY25

## Our progress

Building a culture of care means continuing to prioritise the health, safety, and wellbeing of our people and the communities we serve. In FY25, we recorded strong safety performance for our people, while advancing public safety education and supporting programs that promote wellbeing and energy literacy for our customers.

### In 2025, we:

**Recorded zero fatalities** across all operations

**Maintained a strong safety culture** through our Stop Work Authority

**Delivered over 130 face-to-face safety engagement sessions** for more than 2,000 workers, in partnership with [SafeWork NSW](#) and regulators

**Achieved a Total Recordable Injury Frequency Rate (TRIFR) of 4.6**

**Embedded hazard identification and risk management processes** across all sites, supported by a five-step incident management system and real-time reporting dashboards

**Expanded proactive health initiatives**, including flu vaccinations, physio programs, coronary artery calcium testing, and fitness passports, alongside paid leave for preventive health screenings such as skin cancer checks

**Introduced Move Rooms and wellness spaces** across multiple sites

**Strengthened mental health** support through Mental Health First Aid and resilience training

**Delivered targeted wellbeing education** via toolbox talks, eLearning modules, podcasts, webinars, and safety days

**Conducted an enterprise-wide employee engagement survey** with a 76% participation rate

**Delivered an average of 20.13 hours of professional training** per employee, including leadership development, LinkedIn Learning access, and wellbeing-focused programs

**Announced the recipients of our second Powering Community grants program**, awarding grants of \$2,000-\$15,000, supporting a range of impactful initiatives strengthening community resilience, promoting inclusion, supporting education and environmental leadership

**Continued to uphold leading safety practices**, having Ausconnex team members receive Safety Excellence Awards by our client, Microsoft



Endeavour Energy team members volunteering with **Dignity** (left) and **OzFish** (right).

# Resilient Communities

## Health, Safety, Wellbeing

### Future Focus:

**Expand behavioural safety programs** and leadership training.

**Introduce predictive analytics and real-time monitoring tools.**

**Promote positive mental health outcomes** by continuing to mature our psychosocial safety framework and enhancing EAP.

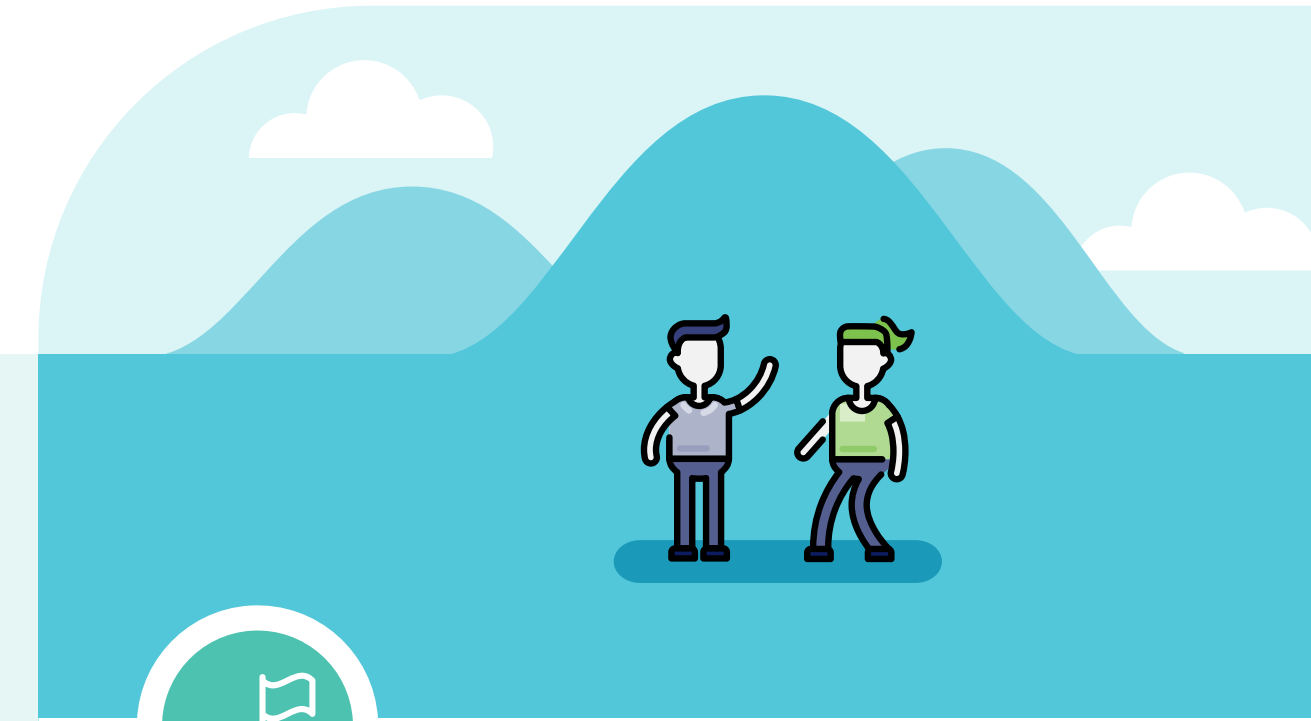
**Increase access to wellbeing resources**, including ergonomic assessments and tailored fitness initiatives.

**Expand public safety campaigns** on electrical hazards and safe energy use through digital platforms and local partnerships.

**Deliver programs that help vulnerable customers** manage energy costs and maintain comfort, reducing health risks linked to energy insecurity.

**Partner with councils and community organisations** to support wellbeing projects, such as safe community spaces and energy-efficient housing upgrades.

**Integrate safety and accessibility** features into new infrastructure projects.



Our Targets

**Achieve top quartile employee engagement by 2030**

Maintain an **illness and injury rate**<sup>1</sup> of **less than 5** by 2035

**90%** **employee participation in YOUNIQUE** training session by 2025, 97.5% participation by 2027

Achieve and maintain a **Community Reputation Score** rated **strong** by 2035

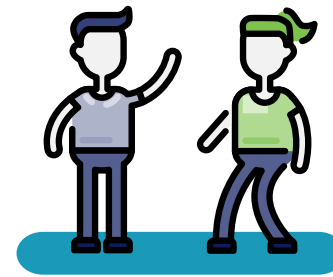
1. Reflective of a Total Recordable Injury Frequency Rate (see [Glossary](#)).



Endeavour Energy team members volunteering with [Cana Farms](#).

# Resilient Communities

## Diversity & Inclusion



Endeavour Energy operates across five First Nations—Wiradjuri, Dharug, Gundungurra, Dharawal and Yuin—and is working towards reconciliation and strengthening care and connection to Country. Greater Western Sydney, a prominent part of our network, is one of Australia's most diverse and fastest-growing regions, with over a third of residents born overseas. As a major employer in this area, we are committed to creating a workplace where everyone feels valued, supported and able to thrive. Our approach reflects the diversity of the communities we serve, fostering inclusion and meaningful connections. By embedding these principles, we strengthen our social licence and advocate for a customer-focused transition to a more sustainable energy future.

### Our approach

We are committed to building a workplace where every individual feels respected, valued, and empowered to contribute authentically both within our organisation and in the communities we serve. Our Inclusion and Diversity Strategy for 2024–2025 is anchored by three priorities:

- Cultivating an inclusive culture where people feel safe, heard, and supported to thrive.
- Attracting, developing, and retaining a workforce that reflects the diversity of the communities we operate in.
- Strengthening inclusion for customers and communities through deeper engagement and trust.

To bring this to life, we equip leaders with the skills to manage diverse teams effectively, deliver training that fosters inclusive behaviours, and create opportunities for respectful dialogue across the organisation. We also listen actively to our people through engagement surveys and resource groups, ensuring every voice informs our actions. These efforts are complemented by initiatives such as cultural immersion programs, flexible work practices, and partnerships that advance reconciliation and equity.

Through our approach, we aim to accelerate gender equity, broaden cultural education, and collaborate with community partners to create a workforce that is diverse, inclusive, and ready for the future.



Diwali celebration at Endeavour Energy office.

### Our progress

Building an inclusive workplace means fostering opportunities for individuals to thrive and shaping a culture that reflects the communities we serve. It involves planning ahead to embed a sense of belonging into the way we work. In FY25, we increased female representation in leadership roles and advanced initiatives under our Reconciliation Action Plan, achieving over 30% of our RAP Innovate actions.

### In 2025, we:

Launched our [Innovate Reconciliation Action Plan](#)

Achieved **44.7% female representation in senior leadership roles**, surpassing our target to reach 40% gender diversity in senior leadership by FY26

Maintained **50% gender diverse representation in apprenticeships**, internships and graduate programs

Created **two employee resource groups (ERGs)** supporting LGBTQIA+ and people with disabilities

Offered **26 weeks paid parental leave** to all employees, irrespective of gender or carer status, achieving a 98% return-to-work rate post-leave and an 87% retention rate 12 months after return

Continued to be certified as a **Family Friendly Employer**

Rolled out **Walks on Country** available for all staff members to join across Wiradjuri, Dharug, Gundungurra, Dharawal and Yuin Nations



Endeavour Energy team members celebrating International Women's Day.



Endeavour Energy apprenticeship program initiatives.



Endeavour Energy team members at our summer internship networking event.

# Resilient Communities

## Diversity & Inclusion

### Future Focus:

**Advance gender equity** by continuing to increase female representation in leadership roles through targeted development programs and succession planning.

**Expand cultural competency training** and embed inclusive leadership practices across all levels of the organisation.

**Continue providing flexible work arrangements** and leading parental leave policies.

**Strengthen our customer-first mindset** by reshaping customer training to better reflect the diversity of our communities, equipping our people to manage challenging interactions safely, respectfully and with empathy.

**Strengthen initiatives for LGBTQIA+ employees**, people with disabilities, and culturally and linguistically diverse (CALD) communities through tailored resources and networks.

**Enhance recruitment processes** to attract diverse talent and promote equitable opportunities across roles.

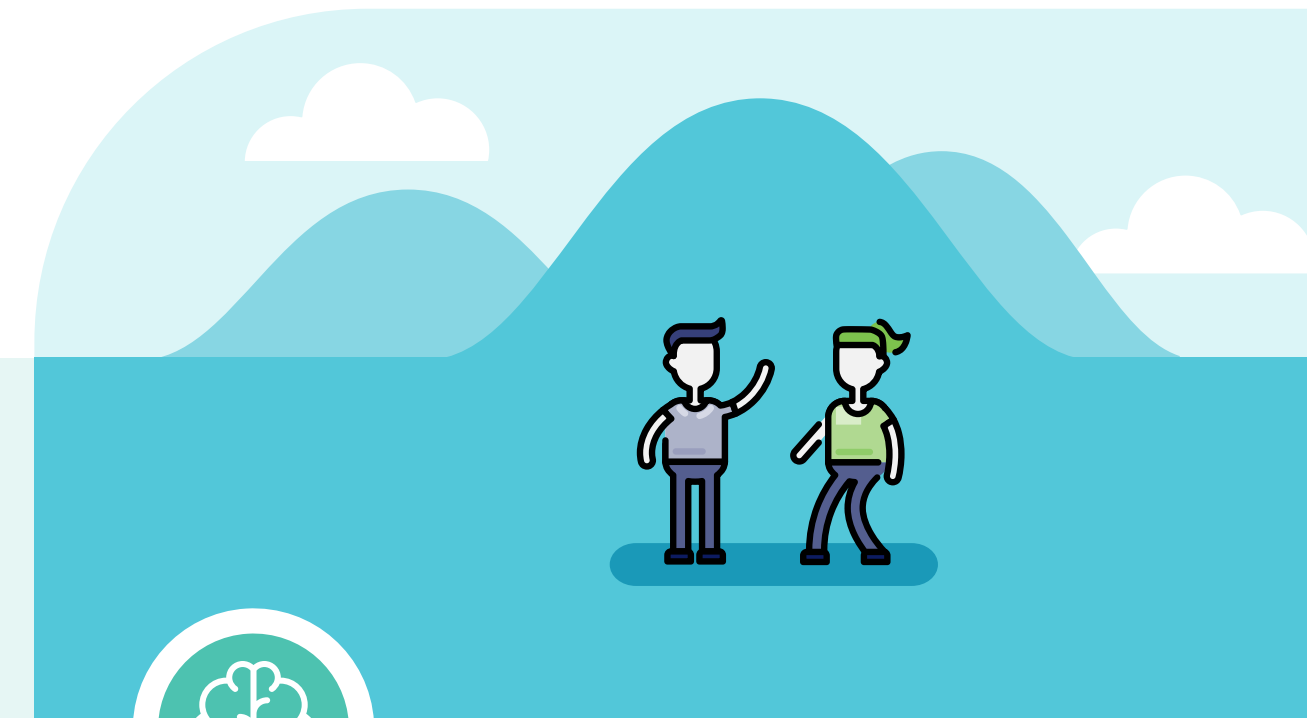
**Deepen partnerships with Aboriginal and Torres Strait Islander communities** and progress initiatives under the Reconciliation Action Plan, including employment pathways and cultural learning opportunities.

**Collaborate with local organisations** to support diversity-focused programs and create opportunities for underrepresented groups.

**Increase engagement with diverse suppliers**, including Aboriginal and Torres Strait Islander-owned businesses.

**Deliver initiatives that promote energy literacy** and accessibility for diverse communities.

**Incorporate accessibility and cultural considerations** into infrastructure planning and customer experience improvements.



Our Targets

**Cultivate an inclusive culture that embraces diversity**

**23.5%** women/gender diverse in people management roles by 2028

Achieve a **75%** **Inclusive Leadership Index score** by 2030, empowering our leaders to build an inclusive culture

Continue to strengthen relationships, respect and **opportunities built with First Nations communities**, aligned with the commitments in our

**Innovate RAP**



Eucalyptus Ceremony at Endeavour Energy's Narellan site for NAIDOC week.

Case Study

# Knowledge is Power: How Endeavour Energy is powering Communities for a Smarter Energy Future

As the energy transition accelerates, understanding new technologies and tariffs is critical for customers to make informed choices. Endeavour Energy recognised that energy literacy gaps, especially among vulnerable households, could hinder participation in renewable programs and increase financial stress.

### Bridging the Gap

Customers were navigating a complex landscape of solar exports, community batteries, and electrification options. For some, language and cultural barriers compounded the challenge, making engagement difficult and creating inequities in access to clean energy solutions. At the same time, ensuring public awareness of electrical safety remained a priority, as new technologies introduced unfamiliar risks that required clear, accessible guidance.

### Our Response

We took a proactive approach to education and inclusion, leading initiatives to lift awareness, understanding and participation in a clean energy future. This included our fourth-year participating in **Voices for Power**, a train-the-trainer program working with community leaders from culturally and linguistically diverse communities to build energy literacy in-language and in-community to enable customers to better understand their energy bills, improve safety and affordability, and confidently engage with the energy system. Through our Powering Communities Grants program, we partnered with leading advocacy group **Solar Citizens** to deliver targeted education to help customers maximise the benefits of their rooftop solar systems.

We also partnered with the **Energy Charter** and **AusNet** to lead delivery of a national campaign supporting customers to better plan for power outages caused by extreme weather. The program was co-designed with customers of all ages and life experience, First Nations and culturally and linguistically diverse communities, and the medical industry to ensure it genuinely reflected and resonated with their needs, with insights brought to life through targeted multilingual messaging. Additionally, we extended our reach to the next generation by expanding Electricity Safety Week to 587 primary schools, embedding energy awareness early in life.

### Key Outcomes:

Provided training to more than

# 1,400

individuals across **20** culturally and linguistically diverse (CALD) communities within our region.

# 97%

of schools<sup>1</sup> engaged in safety and energy education programs.

**Most importantly, we strengthened trust and engagement with vulnerable customers, supporting equitable access to a smarter, more sustainable energy future.**

**“Energy literacy is the foundation of an inclusive transition. By equipping communities with knowledge, we’re not just sharing information, we’re empowering people to make choices that shape a cleaner, fairer future for all.”**

**Leanne Pickering,**  
Chief Customer & Strategy Officer, Endeavour Energy



Endeavour Energy Group team members presenting at a local school for Electricity Safety Week.



Voices for Power program event.

1. As a percent of total registered schools within the Endeavour Energy network area.

Case Study

# Creating Value Through Relationships: Strengthening First Nations Partnerships

At Endeavour Energy, we know that creating social impact starts with listening and building trust. In 2024–2025, we deepened our engagement with Aboriginal and Torres Strait Islander communities through initiatives that celebrate culture, empower youth, and foster meaningful partnerships.

## Embedding Culture in Our Work

Our journey began with a collaboration to feature cultural storytelling on community battery artwork. Working with Aboriginal artists, including Daren Dunn (Gamilaroi-Wiradjuri), we created designs that reflect heritage and identity. This simple act sparked authentic connections and opened the door to broader engagement.

## Listening and Acting

Following this, our RAP Leads spent time in Daren’s community to understand his work in cultural education and youth empowerment. We supported his “Get Black On Ya Feet” program, which promotes cultural pride and resilience among Aboriginal and Torres Strait Islander youth. This engagement introduced us to Dharawal Elders Aunty Amanda and Uncle Dave, strengthening cultural ties and shaping our approach to NAIDOC Week celebrations.

## Sustaining Partnerships

These relationships have grown into ongoing collaboration. Elders attended our RAP Innovate launch, guided cultural events, and shared opportunities to support local initiatives. In recognition of our approach, Dharawal Men’s Aboriginal Corporation awarded Endeavour Energy the “Just Too Deadly” Award and publicly acknowledged their partnership with Endeavour Energy on KOORI Radio.

## Key highlights:

**Cultural empowerment:** Youth-led programs promoting pride and resilience.

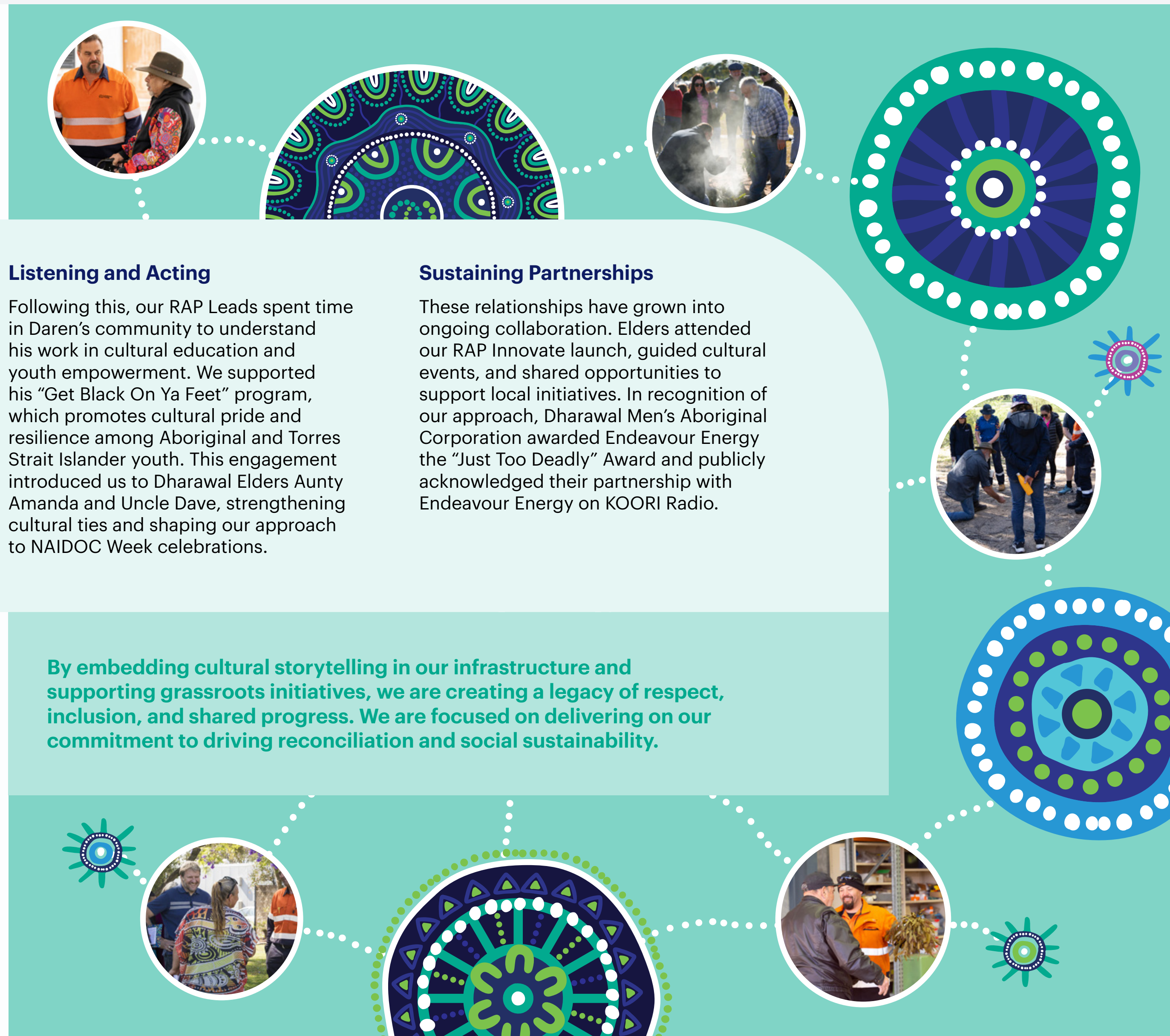
**Community trust:** Strong, enduring relationships with Elders and local communities.

**Visible reconciliation:** Active participation in cultural events and corporate programs.

**Public endorsement:** Recognition from community leaders and cultural organisations.



Dapto Community Battery adorned with artwork by Daren Dunn.



# Regenerative Economy



## Nature & Biodiversity

**We're supporting nature, improving biodiversity and contributing to a circular economy.**

Our network spans areas with varied vegetation, and trees near power lines can affect safety and reliability. Managing this responsibly is important to prevent outages and reduce bushfire risk while caring for the environment. Although pruning or removing hazardous trees is sometimes necessary, we prioritise minimising impacts and enhancing nature. By improving our vegetation management practices and creating opportunities for habitat protection and restoration, we aim to balance safety with stewardship and contribute to a nature positive future.

# 1,130

**trees planted**  
across 5 locations

### Our approach

We have deepened our commitment to a **Nature Positive** future by setting a clear ambition: to restore more habitat than we remove across our operations and construction activities by FY30. Our strategy follows the principles of the **Nature Positive Initiative**: starting with avoiding and minimising harm wherever possible, then investing in regeneration and biodiversity restoration in the areas where we build and operate.

Beyond ecological outcomes, we take a holistic approach to create broader benefits for communities and stakeholders. To ensure accountability and best practice, we have established a Nature and Environmental Leadership Working Group, in line with the Taskforce on Nature-related Financial Disclosures (TNFD) recommendations. Meeting regularly, this group oversees progress against habitat targets, monitors performance, and drives continuous improvement in managing nature-related impacts and dependencies.

### Our progress

Cultivating environmental leadership means protecting and restoring natural ecosystems while maintaining strong compliance and responsible management practices. This includes planning ahead to integrate biodiversity and environmental stewardship into operations. In FY25, we achieved nature positive operations for the first time, achieving our interim target.

### In 2025, we:

**Protected, enhanced, or restored 5.82 hectares of land**, focusing on native vegetation and invasive species removal

**Delivered a net habitat gain of 0.58 hectares**, achieving nature positive operations for the first time

**Deepened partnerships with councils and Landcare groups**, including initiatives like Mulgoa Valley Landcare and Platypus habitat restoration

**Maintained strong compliance performance** with zero environmental licence breaches, supported by ISO 14001-certified environmental management systems



Endeavour Energy team members safely remove a nest from a pole for relocation.

**Developed digital tools to streamline environmental impact assessments** and asset development processes

**Implemented pollution mitigation measures across sites**, including bunding and oil-water separators, and strengthened incident management processes

**Enhanced internal training and awareness on sustainability and environmental leadership** through practical training, eLearning, podcasts and tailored presentations, and delivering over 100 collaborative engagement activities



Endeavour Energy tree planting volunteering event.

# Regenerative Economy

## Nature & Biodiversity

### Future Focus:

**Increase the scale of habitat protection and restoration** projects.

**Establish a baseline for construction activities** and embed nature positive practices in development projects.

**Introduce digital tools and geospatial mapping** to track habitat health and restoration progress.

**Continue alignment with ISO 14001 standards** and embed continuous improvement practices.

**Enhance processes for environmental risk identification and mitigation**, supported by real-time reporting dashboards.

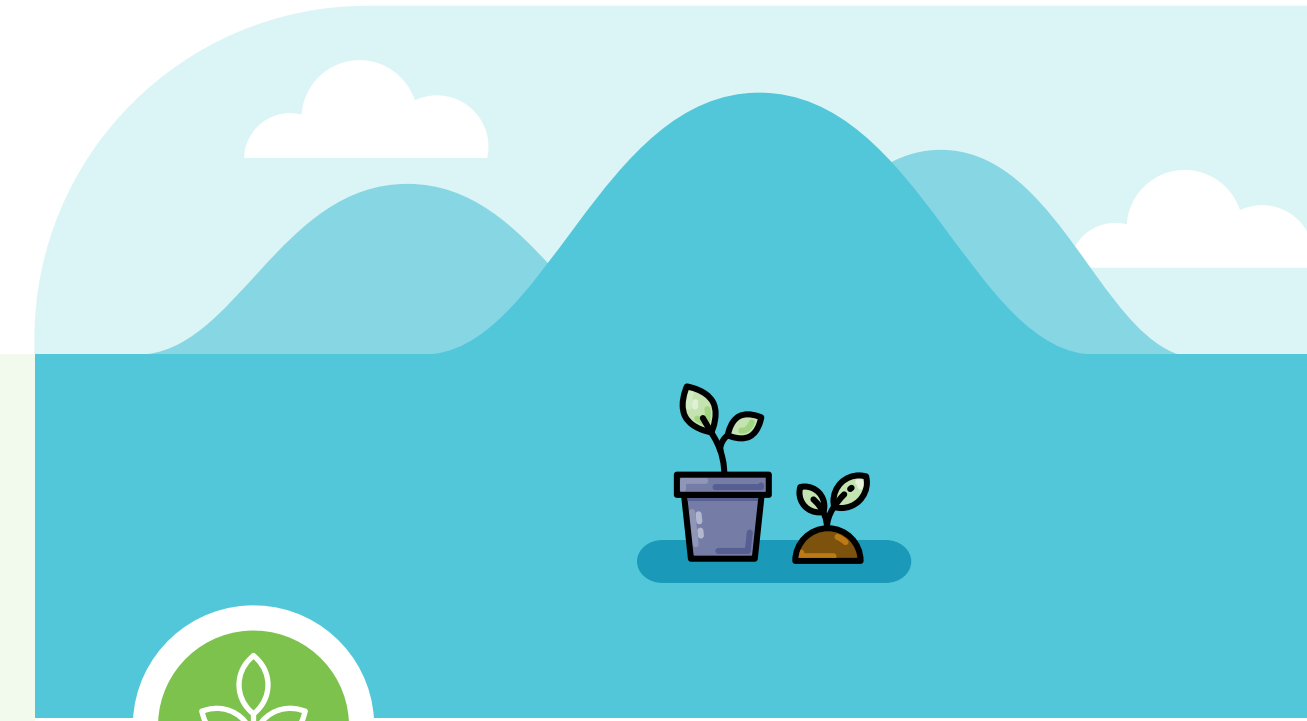
**Implement additional controls** for stormwater, oil, and soil management.

**Work closely with councils, Landcare groups, and local organisations** to deliver joint nature and biodiversity projects.

**Deepen collaboration with Aboriginal and Torres Strait Islander organisations** in support of our nature positive and care for country activities.

**Support community education initiatives** on habitat conservation and environmental stewardship.

**Facilitate seed harvesting** from restored areas.



Our Targets

**Nature Positive by 2030 (operations & construction)**

**Nature positive in operations** in 2025

### Expand

environmental leadership monitoring and evaluation measures to include material environmental metrics (pollutants, hazardous waste, water use) by 2026

### Align

with the Taskforce on **Nature-related Financial Disclosures (TNFD)**



Endeavour Energy tree planting volunteering event.

# Nature positive highlights

## HABITAT PROTECTED

### Mount Vernon

Habitat protected: 0.10 ha  
Environmental Restricted Zone within newly acquired land.



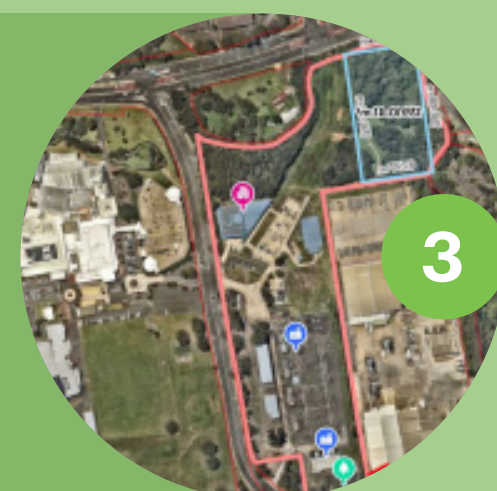
### Fairfield

Habitat enhanced and protected: 0.08 ha.  
Endeavour-owned site planted with native Cumberland Plain Woodland grasses, shrubs and small trees in partnership with **Muru Mittigar** and 12 Endeavour volunteers.



### West Hoxton Park

Habitat protected: 0.30 ha  
Endeavour-owned site with protected and maintained Cumberland Plain Woodland.



### Spring Farm

Habitat protected: 2.21 ha  
Endeavour-owned site with Elderslie Banksia Scrub Forest, the most threatened habitat in NSW and 2<sup>nd</sup> most threatened in Australia, is protected in this area.



## HABITAT ENHANCED OR RESTORED

### Mulgoa Valley Landcare

Habitat restored: 0.12 ha  
Restoration of key platypus habitat by removing invasive weeds, such as privet, with the help of 21 Endeavour apprentice volunteers and education by a Western Sydney University Platypus specialist.



### Hawkesbury-Nepean Landcare

Habitat enhanced: 0.49 ha  
Planting of 200 native saplings to restore Koala habitat on private land in Kurrajong. This balanced tree survival rates from FY24 and is excluded from FY25 net habitat gain.



### Illawarra Landcare

Habitat restored: 0.72 ha  
Habitat enhanced and protected: 0.49 ha  
Restoration of habitat on private land by removing invasive weeds and planting of 200 trees, including the endangered Cabbage Tree Palms specific to that area.



### Shoalhaven Landcare

Habitat enhanced: 1.80 ha  
Planting of 730 trees on private land through 165 volunteering hours, connecting habitat corridors in the Shoalhaven area.



# Regenerative Economy



## Circular Economy

Managing a large energy network generates diverse waste streams and logistical challenges, with dry waste being the most significant by volume. We've made strong progress in reducing waste going to landfill through industry partnerships and improved practices. Beyond waste reduction, we are embedding life cycle principles into asset design and delivery, prioritising materials and processes that minimise environmental impact and support long-term sustainability. By refining our approach and exploring circular opportunities, we aim to avoid and reduce waste and create more responsible, future-ready energy infrastructure.

# 18.8%

reduction in total waste generated from FY24

### Our approach

We are committed to taking action to eliminate operational waste to landfill by 2030<sup>1</sup> and advancing a circular economy. This ambition drives us to:

- Minimise waste generation wherever possible.
- Collaborate and innovate with industry partners to recover materials and transform waste into new products and services.
- Integrate life cycle principles into our asset development.

In FY25, we strengthened sustainability governance to ensure accountability and progress. Circular economy priorities are now overseen and actioned through the Life Cycle Sustainability Working Group, a cross-functional forum dedicated to driving initiatives that embed circular principles across our operations.

1. Our target is in alignment with NABERS and excludes toxic and hazardous waste.



Ausconnex team members at our Glendenning warehouse.

### Our progress

Building a circular economy means rethinking how resources are managed to minimise waste and maximise reuse. Taking proactive steps to embed life cycle principles into design, procurement, and operational decisions is central to this approach.

### In 2025, we:

**Achieved 92% of operational waste diverted from landfill**, exceeding the FY25 target and progressing towards the 2030 goal of zero operational waste to landfill

**Introduced food organics waste streams across multiple sites**

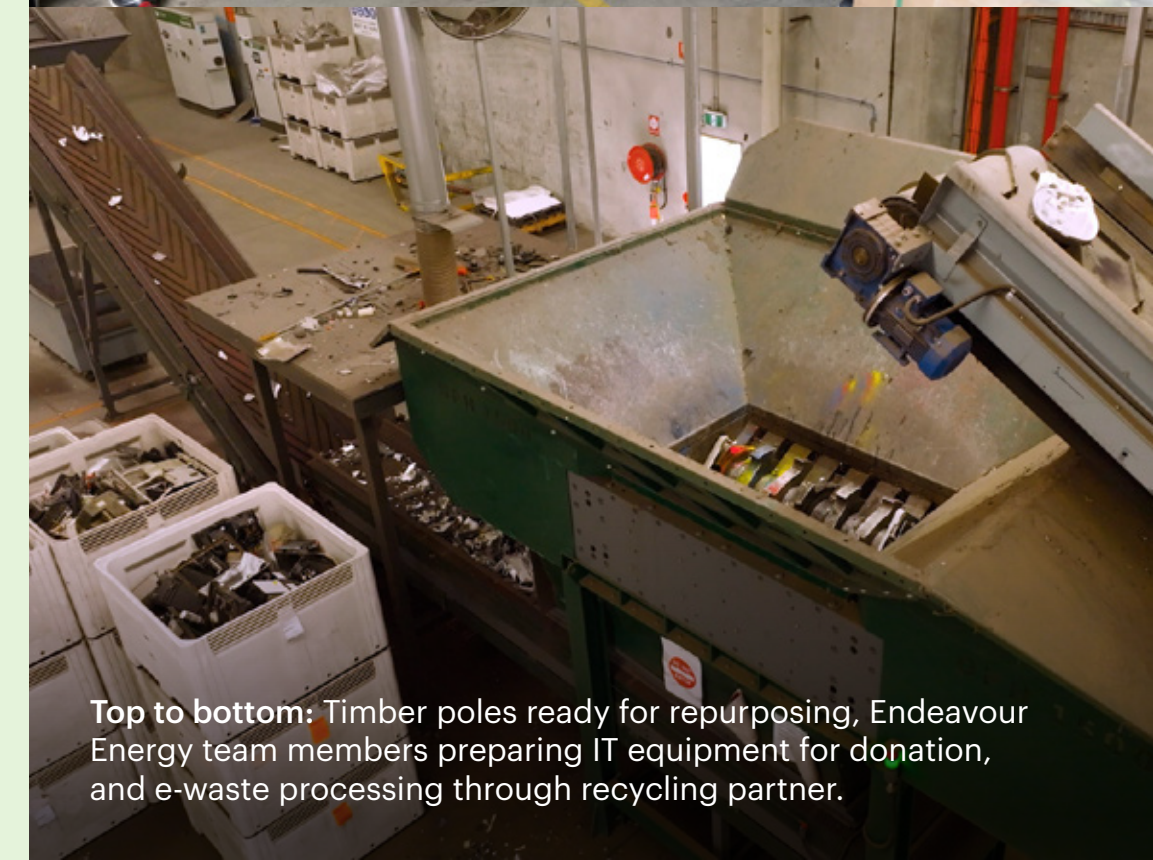
**Completed waste audits at 16 sites**, achieving an average diversion rate of 93% for bulk dry waste streams

**Delivered employee engagement initiatives**, including eLearning modules, toolbox talks, and practical material focused on waste reduction and circularity principles

**Partnerships strengthened with resource recovery providers**, enabling increased recycling of metals, timber, and other materials from operational activities

**Launched our first Infrastructure Sustainability Council rated pilot project** to integrate life cycle principles into asset planning, design, construction and operations

**Created Ausconnex program** to reuse transformers, with 1 reused transformer in operation



Top to bottom: Timber poles ready for repurposing, Endeavour Energy team members preparing IT equipment for donation, and e-waste processing through recycling partner.

# Regenerative Economy

## Circular Economy

### Future Focus:

**Maintain regular site audits** to identify ongoing continuous improvement opportunities to increase operational waste diversion from landfill.

**Introduce additional waste recovery streams** for complex materials and improve segregation practices to reduce contamination.

**Enhance data transparency** by providing business-wide access to waste and resource recovery performance across all sites.

**Expand data collection** to include construction activities.

**Design for durability and recyclability** by applying circular principles in asset design and procurement.

**Grow Ausconnex's transformer reuse** and equipment life extension program.

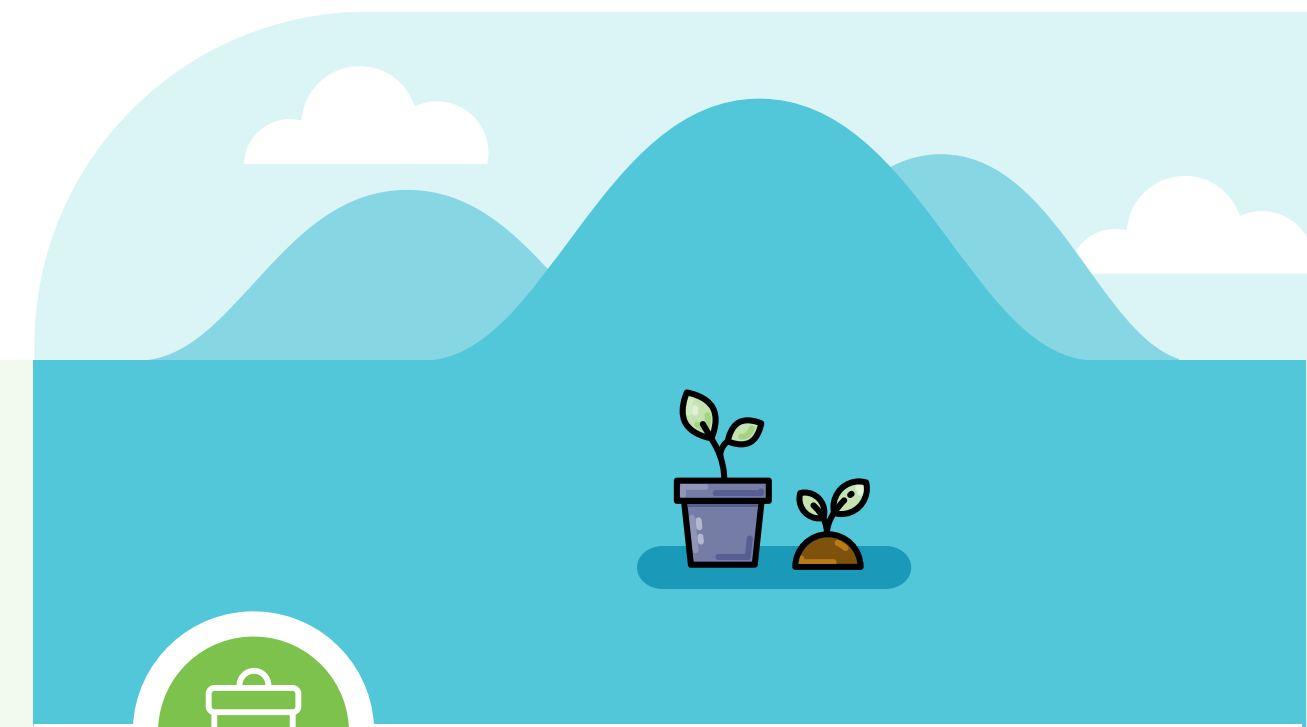
**Expand supplier collaboration** and strengthen partnerships with suppliers.

**Strengthen the sustainability criteria** included in tender processes.

**Broaden education programs** by delivering targeted training and awareness campaigns on waste reduction and circular economy principles for employees.

**Establish community partnerships** in collaboration with councils and local organisations.

**Promote best practices and success stories** internally and externally.

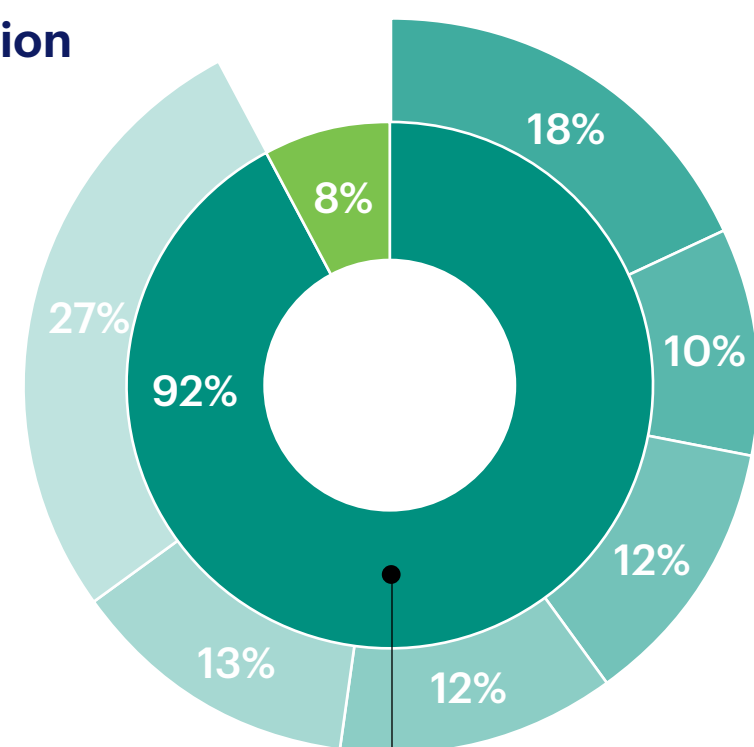


Our Targets

**Zero operational waste to landfill by 2030<sup>1</sup>**

### FY25 Landfill Diversion Composition

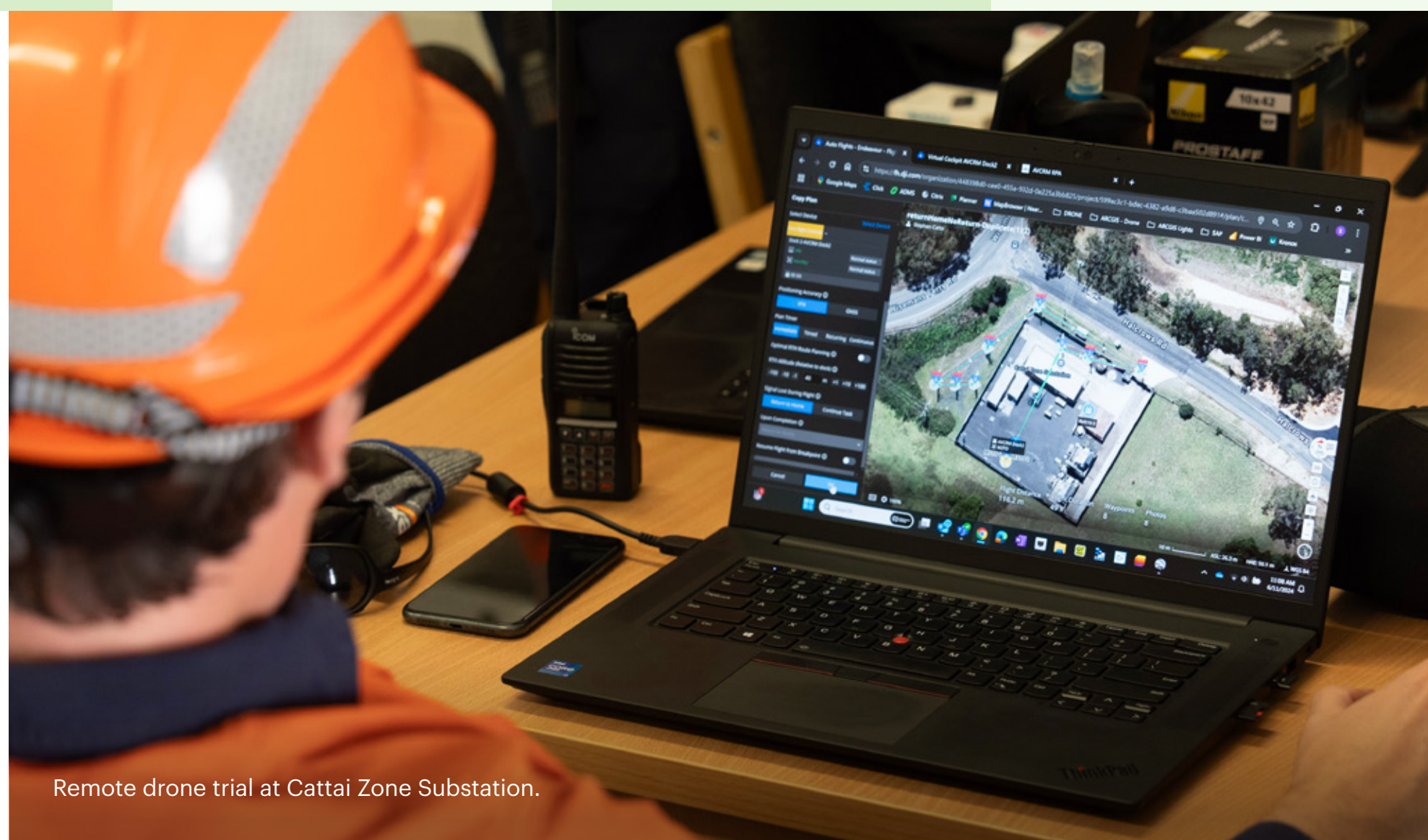
- Landfilled
- Diverted
- Dry Waste
- PCB Free Solid
- Scrap Metal
- Oily Water (PCB Free)
- Timber Poles
- Other



Materials are recycled and recovered. [Learn more.](#)

Read the Sircel case study [here.](#)

**Note:** Excluding hazardous and toxic waste.



Remote drone trial at Cattai Zone Substation.

**90%** waste diverted from landfill in 2025

**Fully integrated** life cycle principles through Sustainability by Design by 2030

**100%** direct suppliers (tier 1) engaged to provide enhanced sustainability data and reporting by 2030

1. Aligned to NABERS and excluding hazardous and toxic waste.

## Case Study

## Creating Workspaces That Care for People and the Planet

At Endeavour Energy Group, our offices are more than places to work; they are spaces designed to reflect our values of sustainability, wellbeing, and community. In recent years, Endeavour Energy Group has set out to create, refurbish, and refresh its workspaces to enhance workplace health and safety, cultural connection, renewable energy and resource use. In FY25, we continued to shape environments that support our people while reducing environmental impact.

### Refreshing Spaces with Purpose

From Penrith to Kandos, Katoomba, Kings Park, Nowra, Hoxton Park, and more, our refurbishments have been guided by a simple principle: make improvements that matter. Lunchrooms have been upgraded to provide welcoming spaces for breaks, bathrooms modernised for comfort and privacy, and office areas are enriched with cultural art and brightened to create a more

**“By prioritising biophilic design and celebrating local culture, we’ve created a workplace that transcends the typical office environment to strengthen the connection between nature, community, and the people who use the space.”**

**Melissa Irwin,**  
Chief Data, People and Sustainability Officer

pleasant atmosphere. These changes aren’t just cosmetic; they’re about supporting wellbeing and making work easier for our teams.

### Reusing What We Have

Sustainability starts with smart choices. Wherever possible, we’ve reused furniture and equipment from our previous Huntingwood Office, giving existing pieces a second life and reducing waste. This approach has helped us deliver cost-effective upgrades while minimising environmental impact.

### Investing in Clean Energy and Efficiency

We’ve introduced heat pump hot water systems at multiple sites, cutting energy use by up to 70%. A total of 2,300 kW rooftop solar capacity has been installed on 19 of our sites, reducing grid electricity purchases by 45%. Combined with solar panels and battery systems at locations such as Picton and South Windsor, some facilities can now operate mainly off-grid. EV chargers are available to our people in key sites across our network, facilitating EV use for team members and guests.

### Putting Safety First

Safety remains at the heart of every project. From new safety markings and improved security measures to upgraded equipment protection, these enhancements ensure our people can work with confidence in environments designed for their wellbeing. New move spaces have been established in various sites to promote health and wellbeing.

**Endeavour Energy continues to lead in sustainability and innovation. As part of its corporate office relocation, the organisation completed a 6 Star Green Star – Interiors v1.3 certified fitout at 8 Parramatta Square, itself part of a Green Star-rated and NABERS-rated building and community. Endeavour Energy received the top, 6 Star Green Star rating in FY25.**

### Key initiatives

**Energy efficiency and lighting:** Highly energy-efficient systems and circadian lighting in the 24/7 operations room, mimicking natural daylight cycles to enhance health, productivity, and energy savings.

**Sustainable materials:** Approximately 60% of materials met Green Star’s Product Transparency and Sustainability Requirements. Repurposed power poles from the 1970s and 1980s were transformed into reception and boardroom features.

**Waste reduction:** Over 97% of construction and demolition waste was recycled, with existing ceiling tiles, carpet tiles, and concrete flooring preserved.

**Water efficiency:** Integrated water-saving fixtures throughout the office.

**Cultural and community connection:** Indigenous motifs and commissioned artworks by Dharug artist Jamie Eastwood celebrate local heritage and foster a sense of place.

**Biophilic design:** Wintergardens, a sky garden, and extensive indoor planting support cognitive function, wellbeing, and connection to nature.

### Impact metrics

# 6 Star

Green Star rating achieved for interiors.

# 97%

of construction waste recycled, minimising landfill impact.

# 60%

of materials met Green Star sustainability requirements.

**Water-efficient fixtures** reducing operational water use.

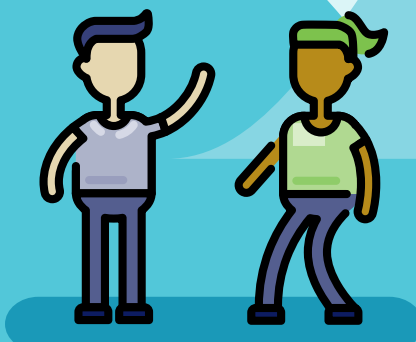
**Energy savings** through advanced lighting systems and circadian technology.



Celebrating Green Star rating.

# Looking ahead to a brighter future

2021



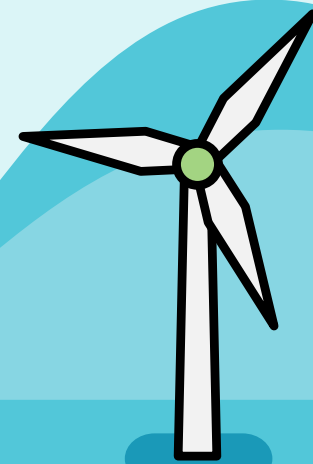
- Launched our Reflect RAP
- Achieved our first 5-star GRESB rating
- Launched our YOUUnique wellbeing program
- Signatory of the Energy Charter, which we co-founded in 2019

2022



- Launched our inaugural Sustainability Strategy
- Launched our Resilience Strategy
- Issued a \$920m sustainability-linked loan

2023



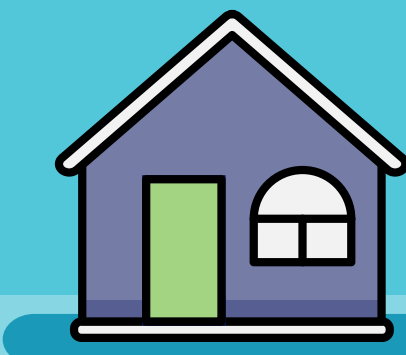
- Conducted a double materiality assessment in line with global best practice
- Incorporated a 'Drive Sustainability' pillar within our corporate strategy; *Decarbonising the Grid 2035*

2024



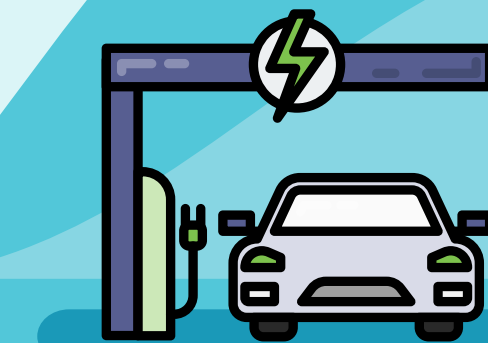
- Launched our Innovate RAP
- Refreshed our Sustainability Strategy
- Issued a second sustainability-linked loan for approximately \$1 billion

2025



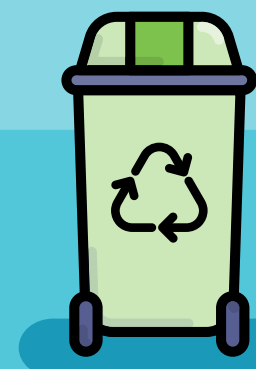
- Became nature positive in operations
- Launched refinance of sustainability-linked loans, attaining over \$3 billion in sustainable financing
- Achieved 5-star GRESB rating for 5<sup>th</sup> consecutive year

2026



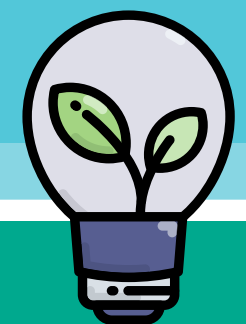
- Continue to embed Sustainability by Design program into decision-making processes
- Complete scope 3 inventory for all material categories
- Begin implementation of employee engagement uplift program

2030



- Reduce our scope 1 & 2 emissions by 40% (excluding line losses)
- Include flexible connections and dynamic tariffs
- Achieve zero operational waste to landfill
- Become nature positive in operations and construction

2040



## Net Zero emissions (scope 1, 2, 3)

We're accelerating the transition to a resilient, sustainable-energy grid.

**Note:** Timeline considers calendar year milestones.

# Data Tables

# GRI content index<sup>1</sup>

## Organisational Details and Governance

Organisation	GRI Disclosure	Disclosure information or page reference																																								
Organisational details	2-1	<p>a. 2025 Sustainability Performance Report, p. 3</p> <p>b. The Endeavour Energy Group means the Endeavour Energy Network Asset Partnership (NAP), Endeavour Energy Network Operator Partnership (NOP), Endeavour Energy Network Unregulated Partnership (NUP), and their respective Subsidiaries, Network Finance Company Pty Limited, Endeavour Energy Network Management Pty Ltd and AUSCONNEX Management Pty Ltd.</p> <p>c. Level 41, 8 Parramatta Square, 10 Darcy Street, Parramatta NSW 2150 Australia.</p>																																								
Entities included in the organisation's sustainability reporting	2-2	a. The Endeavour Energy Group comprises the Endeavour Energy Network Asset Partnership, Endeavour Energy Network Operator Partnership, Endeavour Energy Network Unregulated Partnership, and their respective Subsidiaries, Network Finance Company Pty Limited, Endeavour Energy Network Management Pty Ltd and AUSCONNEX Management Pty Ltd.																																								
Reporting period, frequency and contact point	2-3	<p>a. Endeavour Energy has reported the information cited in this data tables and 2025 Sustainability Performance Report for the period 1 July 2024 to 30 June 2025 with reference to the GRI Standards (GRI 1. Foundation 2021).</p> <p>b. Not applicable.</p> <p>c. 2025 Sustainability Performance Report, p. 2</p> <p>d. 2025 Sustainability Performance Report, back cover.</p>																																								
Activities, value chain and other business relationships	2-6	2025 Sustainability Performance Report, p. 4																																								
Employees	2-7	<p>a.</p> <table border="1"> <thead> <tr> <th></th> <th>Female</th> <th>Male</th> <th>Others</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Employees</td> <td>306</td> <td>1,245</td> <td>4</td> <td>1,555</td> </tr> </tbody> </table> <p>b.</p> <table border="1"> <thead> <tr> <th></th> <th>Female</th> <th>Male</th> <th>Others</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>i. Permanent employees</td> <td>265</td> <td>1,207</td> <td>4</td> <td>1,476</td> </tr> <tr> <td>ii. Temporary employees</td> <td>41</td> <td>38</td> <td>0</td> <td>79</td> </tr> <tr> <td>iii. Non-guaranteed hour employees</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td>iv. Full time employees</td> <td>277</td> <td>1,241</td> <td>4</td> <td>1,522</td> </tr> <tr> <td>v. Part time employees</td> <td>29</td> <td>4</td> <td>0</td> <td>33</td> </tr> </tbody> </table> <p>c. The figures used are head count as at the end of the reporting period (30/06/2025).</p> <p>d. Endeavour Energy's Fixed Term employees have been included in the Temporary employees category. This group includes all of our Apprentices (51) who are initially employed for a four year apprenticeship and may then be offered permanent employment with the company.</p>		Female	Male	Others	Total	Employees	306	1,245	4	1,555		Female	Male	Others	Total	i. Permanent employees	265	1,207	4	1,476	ii. Temporary employees	41	38	0	79	iii. Non-guaranteed hour employees	N/A	N/A	N/A	N/A	iv. Full time employees	277	1,241	4	1,522	v. Part time employees	29	4	0	33
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### Footnotes

1. The information in these Data Tables is to be read subject to the Disclaimer set out on page 2 of this Report

Governance	GRI Disclosure	Disclosure information or page reference
Workers who are not employees	2-8	<p>a. 70 workers in total for FY25.</p> <p>i. Temporary resources engaged via Employment Agencies.</p> <p>ii. 52 are working in the Technology area, supporting capital and other projects. The remaining 18 are spread across our Enterprise Portfolio Management Office, Customer Support, Corporate Communications, Corporate Development, People &amp; Culture, Transformer Workshop, Sustainability and Environment, and Future Grid.</p> <p>b. Reported as head count as at the end of the reporting period.</p>
Governance structure and composition	2-9	<p>a. The Partners of each partnership have established a governing committee referred to as the Partnership Board.</p> <p>b. The Partnership Boards have established committees to assist them in carrying out their duties and responsibilities, including: Audit, Finance and Risk; Health, Safety and Environment; Digital; Growth; Regulatory; and Remuneration and Human Resources.</p> <p>c. Each partnership is formed between one Private Partner holding a 50.4% share and the State (NSW Government) holding a 49.6% interest. As at 30 June 2025, the gender composition of the Partnership Boards was three (3) female directors (including the Chair) and five (5) male directors.</p>
Nomination and selection of the highest governance body	2-10	<p>a. The appointment of Directors to the Board is determined by the Private and State Partners respectively.</p>
Chair of the highest governance body	2-11	<p>a. The Chair of the highest governance body is not also a senior executive in the organisation.</p> <p>b. Not applicable. The Board has appointed an independent Director as the Chair of the Board and its subsidiary companies.</p>
Role of the highest governance body in overseeing the management of impacts	2-12	<p>a. The Partners of each partnership have established a governing committee referred to as the Partnership Board. In carrying out their duties and responsibilities, the Partnership Boards act in accordance with the respective Partnership Deeds, all applicable laws, Conflicts Policy and the Code of Conduct.</p> <p>b. Refer to the above response.</p>
Delegation of responsibility for managing impacts	2-13	<p>a. The Partnership Boards have delegated the day to day management of the Group activities (including the subsidiaries) to the Chief Executive Officer as set out in the respective Instruments of Delegation. The Chief Executive Officer must manage the Group activities in accordance with the strategy, plans, practices and policies approved by the Partnership Boards to achieve the agreed objectives. The Chief Executive Officer may then sub-delegate their functions to an employee, but this power is subject to any directions of the Partnership Boards. The Chief Executive Officer's delegation is reviewed by the Partnership Boards on an annual basis.</p> <p>b. In addition to papers presented at Partnership Board and Committee meetings, management submits a Monthly Management Report to the Board, to inform the Boards of key financial, operational, sustainability, and strategic matters.</p>
Role of the highest governance body in sustainability reporting	2-14	<p>a. The Board reviews information and approves decisions via papers and presentations submitted to Board and Committee meetings, as well as the Monthly Management Report.</p>
Conflicts of interest	2-15	<p>a. All Directors (including any person appointed to be an alternate Director or observer) must adhere to the Conflicts Policy set out in the Partnership Deeds and act at all times honestly, fairly, and diligently in the exercise of their duties. The Conflicts Policy sets out the regime in respect of conflicts of interest that applies in relation to the Directors. Each Director is required to complete a Directors' Disclosure on appointment to the Board and to keep that disclosure current. The Director appointments register is provided at each Board meeting noting any declarations since the last meeting. In addition, where necessary, Directors are required to disclose a potential conflict of interest. When this has occurred, such disclosures have been addressed by the Board in accordance with the Conflicts Policy and outcomes recorded in the respective meeting minutes. The Board annually monitors compliance with the Conflicts Policy and update the policy (if required).</p> <p>b. Refer to the above response.</p>
Communication of critical concerns	2-16	<p>a. Where required, reported primarily via papers and presentations submitted to Board and Committee meetings (both scheduled and out of cycle), as well as the Monthly Management Report.</p>

Governance	GRI Disclosure	Disclosure information or page reference
Collective knowledge of the highest governance body	2-17	Directors are provided with training (as appropriate), both in the form of an induction for new Directors and on an ongoing basis for all Directors, for example, workshops, presentations, strategy sessions, site visits.
Evaluation of the performance of the highest governance body	2-18	<ul style="list-style-type: none"> <li>a. The Board reviews their performance annually.</li> <li>b. The outcomes of the annual review of the performance of the Boards (via a Board self-assessment process) and the review of the Board Charters are submitted for discussion at the December Board meeting each year.</li> <li>c. Outcomes from the assessment are discussed by the Board, noting key themes. Where required, outcomes requiring action are then conveyed to senior management.</li> </ul>
Remuneration policies	2-19	<ul style="list-style-type: none"> <li>a. The remuneration structure for the Executive Leadership Team (ELT), including the CEO, includes fixed pay (base + super) and variable pay (both short (STI) and long term incentives (LTI)). Under the rules of the STI and LTI plans, the Board retains the right to use its discretion; clawback provisions are not applicable.</li> <li>b. The STI plan includes a scorecard of performance metrics (incorporating people, customer, sustainability, financial and strategic KPIs), set by the Board each year. Annual payments to ELT are based on performance against this scorecard.</li> </ul>
Process to determine remuneration	2-20	<ul style="list-style-type: none"> <li>a. The Remuneration and HR Committee makes recommendations to the Board regarding CEO and ELT remuneration. The Board approves changes to the organisational structure for positions reporting directly to the CEO, including changes to employment arrangements and remuneration for the CEO and ELT. The Board engages independent, external remuneration consultants to conduct benchmarking of our executive remuneration compared to the external market; this is considered by the Remuneration and HR Committee when making recommendations to the Board about executive pay.</li> </ul>
Statement on sustainable development strategy	2-22	2025 Sustainability Performance Report, p. 2, 3, 5
Mechanisms for seeking advice and raising concerns	2-26	The Endeavour Energy Group has a Whistleblowing portal that can be used by internal or external parties for this purpose. Reports made via the portal are independently assessed and investigated where necessary.
Collective bargaining agreements	2-30	<ul style="list-style-type: none"> <li>a. 89% of total employees are covered by the Workplace Determination.</li> <li>b. Employees not covered by the Workplace Determination are our more senior employees and employed on an individual contract of employment, which sets out the terms and conditions of their employment. Employment is also governed by applicable legislation.</li> </ul>

## Stakeholder Perspectives

Material Topics	GRI Disclosure	Unit	FY25
Process to determine Material Topics	3-1		N/A
Material Topics <sup>1</sup>	3-2		Climate Action, Climate Resilience, Health & Wellbeing, Diversity & Inclusion, Nature & Biodiversity, Circular Economy.

## Footnotes

1. Material topics in have been identified through materiality and double materiality assessments, as detailed in the [2022 Sustainability Strategy Report](#) and [2024 Sustainability Report](#)

## Greenhouse Gas Emissions

Carbon Footprint	GRI Disclosure	Unit	FY21	FY25
Management of Topic	3-3			2025 Sustainability Performance Report, p. 8-9
<b>Total GHG emissions (Scope 1, 2, and 3)<sup>1</sup></b>		tCO <sub>2</sub> e	682,631	675,765
<b>Scope 1</b>				
<b>Total GHG emissions (Scope 1)</b>	305-1	tCO <sub>2</sub> e	17,911	15,822
<b>Scope 2</b>				
<b>Total GHG emissions (Scope 2)<sup>2</sup></b>	305-2	tCO <sub>2</sub> e	601,155	599,102
<b>Scope 3</b>				
<b>Total GHG emissions (Scope 3)<sup>3</sup></b>	305-3	tCO <sub>2</sub> e	63,565	63,558
GHG emissions scope 3 composition				
Upstream				
Category 1 - Purchased goods and services		tCO <sub>2</sub> e	49,853	40,695
Category 2 - Capital goods		tCO <sub>2</sub> e	N/A	Included in Category 1
Category 3 - Fuel- and energy-related activities (not included in scope 1 or scope 2)		tCO <sub>2</sub> e	426	20,470
Category 4 - Upstream transportation and distribution		tCO <sub>2</sub> e	N/A	83
Category 5 - Waste generated in operations		tCO <sub>2</sub> e	2,680	415
Category 6 - Business travel		tCO <sub>2</sub> e	1,446	206
Category 7 - Employee commuting		tCO <sub>2</sub> e	9,160	1,426
Category 8 - Upstream leased assets		tCO <sub>2</sub> e	N/A	263

### Footnotes

1. Considers scope 2 voluntary market-based for electricity consumption and location-based for network loss emissions, except for FY22 which considers only location-based scope 2 emissions; considers scope 3 upstream categories
2. Considers scope 2 location-based emissions
3. Considers scope 3 upstream categories. Negative values in Scope 3 emission categories may be attributable to accruals and reversals applied within the spend-based emissions calculation methodology

## Health, Safety & Wellbeing

Employee	GRI Disclosure	Unit	FY25
Management of Topic	3-3		2025 Sustainability Performance Report, p. 14-15
Worker participation, consultation, and communication on occupational health and safety	403-4		2025 Sustainability Performance Report, p. 14-15
Worker training on occupational health and safety	403-5		2025 Sustainability Performance Report, p. 14-15
Promotion of worker health	403-6		2025 Sustainability Performance Report, p. 14-15
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7		2025 Sustainability Performance Report, p. 14-15

## Employee Training & Development

Percentage of employees who have participated in YOUUnique health and wellbeing training		%	92.1%
Percentage of employees receiving regular performance and career development reviews	404-3	%	93% contract 38% enterprise agreement
Average hours of training per year per employee	404-1	Hours	20.1
<b>Total Recordable Injury Frequency Rate (TRIFR)<sup>1</sup></b>	403-9	#	4.6

## Local Communities

Management of Topic	3-3		2025 Sustainability Performance Report, p. 14-15, 18
Operations with local community engagement, impact assessments, and development programs	413-1		2025 Sustainability Performance Report, p. 14-15, 18
Operations with local community engagement, impact assessments, and development programs	413-2		2025 Sustainability Performance Report, p. 14

## Definitions & Assumptions

YOUUnique	See definition in the 2025 Sustainability Performance Report Glossary, p. 29
Total Recordable Injury Frequency Rate (TRIFR)	See definition in the 2025 Sustainability Performance Report Glossary, p. 29

## Footnotes

1. Employee safety metrics only include Endeavour Energy data

## Diversity & Inclusion

### Governance Bodies

#### GRI Disclosure

#### Unit

#### FY25

### Gender Diversity

Board of Directors

405-1

%

33%

### Employee

Management of Topic

3-3

2025 Sustainability Performance Report, p. 16-17

### Gender Diversity

Female / Gender Diverse (All)

405-1

%

19.7%

Executive & Senior Leadership

%

46.2%

Apprentices & Graduates

%

52.3%

### Gender Equity

Gender Pay Gap<sup>1</sup>

405-2

%

3.7%

### Aboriginal and/or Torres Strait Islander

Rights of Indigenous Peoples - Management of Topic

3-3

2025 Sustainability Performance Report, p. 16-17, 19

Reconciliation Action Plan (RAP)

Level

Innovate

Percent of employees who identify as Aboriginal and/or Torres Strait Islander<sup>2</sup>

%

2.4%

### Community

#### Culturally and Linguistically Diverse (CALD) communities

Voices for Power Program – Individuals Trained

#

1,400

### Definitions & Assumptions

Gender Pay Gap

See definition in the 2025 Sustainability Performance Report Glossary, p. 27

Reconciliation Action Plan (RAP)

See definition in the 2025 Sustainability Performance Report Glossary, p. 28

Culturally and Linguistically Diverse (CALD)

See definition in the 2025 Sustainability Performance Report Glossary, p. 27

### Footnotes

1. Reported Gender Pay Gap figures follow Workplace Gender Equality Agency Australia reporting guidance and timeframes which may differ from financial year reporting periods. Learn more [here](#)

2. Figures based on voluntary optional employee self-reporting

## Nature & Biodiversity

Biodiversity <sup>1</sup>	GRI Disclosure	Unit	FY25
Management of Topic	3-3 101-1		2025 Sustainability Performance Report, p. 20-22
Management of Biodiversity Impacts	101-2		2025 Sustainability Performance Report, p. 20-22
Significant impacts of activities, products and services on biodiversity	101-4 101-5		2025 Sustainability Performance Report, p. 20-22

## Habitat

Net Habitat Gain <sup>2</sup>		ha	
Habitat removed	101-7	ha	5.25
Habitat enhanced or restored	101-7	ha	3.13
Habitat protected (on-site)	101-7	ha	2.69
Habitat protected (off-site)	101-7	ha	0
Habitat protected or restored	101-7	ha	5.82

## Definitions & Assumptions

Net Habitat Gain	See definition in the 2025 Sustainability Performance Report Glossary, p. 28
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## Footnotes

- The GRI 101 disclosures cover operational biodiversity impacts and as such supply-chain impacts are not included
- Metrics comprising Net Habitat Gain only include Endeavour Energy data. Minor variances in reported net habitat gain values may occur as a result of rounding applied to underlying component data

**Circular Economy****Waste & Materials****GRI Disclosure****Unit****FY25**

Management of Topic

3-3

2025 Sustainability Performance Report, p. 23-25

Waste generation and significant waste-related impacts

306-1

2025 Sustainability Performance Report, p. 23-25

Management of significant waste-related impacts

306-2

2025 Sustainability Performance Report, p. 23-25

**Waste Generated - Operations<sup>1</sup>**

306-3

Tonnes

3,060

**Landfill Diversion - Operations**

Percent landfill diversion (excludes toxic and hazardous waste)

%

92%

**Definitions & Assumptions**

Landfill Diversion

Diverting waste from landfill by reducing, reusing, repurposing, recycling, and recovering as much as possible

**Footnotes**1. Waste categories aligned with NABERS Waste Rules, learn more [here](#)

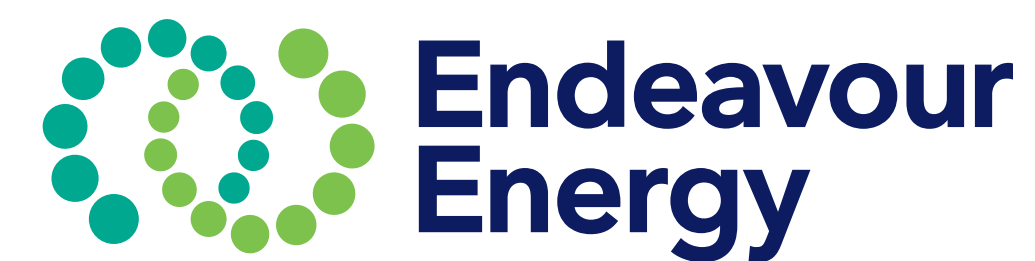
# Glossary

Term	Description
Australian Energy Market Operator (AEMO)	The semi-governmental body that manages electricity and gas systems and markets across Australia, helping to ensure Australians have access to affordable, secure and reliable energy.
Artificial Intelligence (AI)	Refers to the development of computer systems that can perform tasks usually requiring human intelligence. These tasks may include visual perception, speech recognition or decision making. Artificial intelligence enables machines to perceive their environment, learn from data and make decisions to achieve set goals.
AEMO Step Change scenario	The Step Change scenario involves a transition of the power system that is consistent with Australia's contribution to limiting global temperature rise to 2°C. This scenario has strong emphasis on the role and integration of consumer energy resources, such as rooftop solar and battery storage.
Australian Energy Regulator	An independent regulator of gas and electricity markets in Australia that operates to ensure a secure, reliable and affordable energy future.
Champions of Change Coalition	A globally recognised, innovative strategy for achieving gender equality, advancing more and diverse women in leadership, and building respectful and inclusive workplaces.
Circular economy	The circular economy is a system where materials never become waste and nature is regenerated. In a circular economy, products and materials are kept in circulation through processes like maintenance, reuse, refurbishment, remanufacture, recycling, and composting.
Clean-energy grid	An electricity grid that relies mainly on renewable sources of energy (solar, wind, hydroelectric etc), moving away from fossil fuels.
Community Renewable Energy Zones (CREZ)	Clusters of large-scale renewable energy projects can be developed in the community using economies of scale, supported by network infrastructure.
Covered Conductor Technology (CCT)	Conductors are materials that help electricity flow through with low resistance. Covered conductors, unlike bare conductors, have extra insulation that protect conductors from external elements, such as contact with trees.
Cultural and Linguistic Diversity (CALD)	CALD is the acronym for 'culturally and linguistically diverse' or 'cultural and linguistic diversity'. This describes Australia as a culturally, religiously and linguistically diverse population. One in every four Australians was born overseas.
Customer Average Interruption Duration Index (CAIDI)	The time it takes Endeavour Energy to restore supply of electricity relative to the total number of customer interruptions, or duration of interruptions per customer.
Decarbonising the Grid 2035	Endeavour Energy Group's corporate strategy for the next decade.
Double materiality	The process of identifying and prioritising an entities most important environmental, social and governance focus areas. It considers both an entity's impacts on the world (e.g. pollution from operations), together with the impact of the world on an entity's bottom line (extreme weather events destroying infrastructure).
Electric Vehicles (EV)	A vehicle powered by electricity stored in rechargeable batteries and charged by the grid or other external sources.
Gender Pay Gap (GPG)	The difference between the average earnings for men and women, expressed as a percentage of men's average earnings.
Global Real Estate Sustainability Benchmark (GRESB)	An independent organisation providing validated Environmental, Social and Governance performance data and peer benchmarks for investors and managers.
Global Reporting Initiative (GRI)	An independent, international standards organisation that helps businesses and other organisations take responsibility for their economic, environmental and social impacts, by providing them with the global common language for reporting.

Term	Description
Inclusive Leadership Index score	A 360 assessment that measures how inclusive the behaviour of a leader is on 9 competencies of inclusion.
Infrastructure Sustainability Essentials rating (Design and As-Built)	A rating that provides verified sustainability performance assurance for smaller scale infrastructure projects which aim to deliver social, cultural, environmental, and economic outcomes.
Just transition	Shifting to a low-carbon economy in a way that is as fair and inclusive as possible to everyone concerned, creating decent work opportunities and leaving no one behind.
Lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual (LGBTQIA+)	A term used to describe the lesbian, gay, bisexual, transgender, intersex, queer/questioning, and asexual community. The '+' denotes any other terms (such as non-binary and pansexual) that people use to describe their experiences of their gender, sexuality and physiological sex characteristics.
Low-carbon economy	An economy whose power needs are derived not primarily from carbon-intensive sources such as fossil fuels but from 'cleaner' or less carbon-intensive energy sources, such as wind, solar and hydroelectric power.
Microgrid	A small-scale local energy grid that can operate independently or in conjunction with the main grid. This can be made up of household and community batteries, rooftop solar and other small-scale generators.
National Australian Built Environment Rating System (NABERS)	NABERS is a performance-based rating system managed by the National Administrator, with building efficiency ratings across energy, water, waste and indoor environment.
Net habitat gained	The amount of habitat created, restored or protected, minus the habitat removed during a selected time period. Habitat created and restored from tree planting activities assumes a sapling survival rate of 80%.
Net zero	According to the Science Based Targets initiative (SBTi), net zero involves reducing scope 1, 2 and 3 emissions to zero or a residual level consistent with reaching net zero emissions at the global or sector level in eligible 1.5°C scenarios or sector pathways and neutralising any residual emissions at the net zero target date – and any GHG emissions released into the atmosphere thereafter.
Network losses	As electricity flows through the transmission and distribution networks, energy is lost due to electrical resistance and the heating of conductors.
Polychlorinated Biphenyls (PCB) free materials	Materials or waste containing PCB concentrations under 2 mg/kg, therefore considered non-hazardous waste.
Reconciliation Action Plan (RAP)	A tool that enables organisations to make their contribution to a reconciled Australia.
Science-Based Targets Initiative (SBTi)	The Science Based Targets initiative (SBTi) is a corporate climate action organisation that enables companies and financial institutions worldwide to play their part in combating the climate crisis. They develop standards, tools and guidance which allow companies to set greenhouse gas (GHG) emissions reductions targets in line with what is needed to keep global heating below catastrophic levels and reach net zero by 2050 at latest.
Science, Technology, Engineering, and Mathematics (STEM)	An approach to learning and development that integrates the areas of science, technology, engineering and mathematics.
Solar curtailment	A reduction of solar power in response to grid constraints.
Sulphur Hexafluoride (SF <sub>6</sub> )	A synthetic, odourless gas used in the electricity industry to keep networks running safely and reliably.
Sustainability by Design	Endeavour Energy Group's approach to designing and managing assets, projects, products, and services across the whole life cycle using sustainable principles.

Term	Description
Sustainability-Linked Loans	Sustainability-linked loans incentivise companies' sustainability performance by linking the interest margin to the improvement of the companies' environmental, social and governance score.
Taskforce on Nature-related Financial Disclosures (TNFD)	A market-led, science-based and government-backed initiative providing organisations with the tools to act on evolving nature-related issues with the ultimate aim of supporting a shift in global financial flows away from nature-negative outcomes and toward nature-positive outcomes.
The Energy Charter	A voluntary joint initiative bringing together Australian energy companies to improve customer service, affordability, reliability and sustainability.
Total Recordable Injury Frequency Rate (TRIFR)	The rate of recordable injuries that occur per million hours worked.
United Nations Sustainable Development Goals (SDGs)	A universal call to action adopted by the United Nations in 2015 to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.
YOUUnique	Endeavour Energy Group's bespoke health and wellbeing program that assists employees through their full employee life cycle, including onboarding, various aspects throughout their employment term and exiting/retiring.
Zero operational waste to landfill	Diverting more than 99% of waste from landfill by reducing, reusing, repurposing, recycling, and recovering as much as possible. Our zero waste to landfill target covers our operations, excludes hazardous and toxic waste and is in reference to NABERS waste classifications.

To discover more sustainability initiatives,  
contact [sustainability@endeavourenergy.com.au](mailto:sustainability@endeavourenergy.com.au)



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