

Sustainability Report 2024



COLLGAR
RENEWABLES



COLLGAR
WIND FARM

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Acknowledgement of Country

Collgar acknowledges the Traditional Custodians of Country throughout Australia, including the Njaki Njaki people upon whose land our wind farm is located and the Whadjuk people upon whose land Collgar's head office is located.

We recognise their continuing connections to land, sea, culture and community, and pay our respects to Elders past and present.



About this Report

Entities covered by this Report

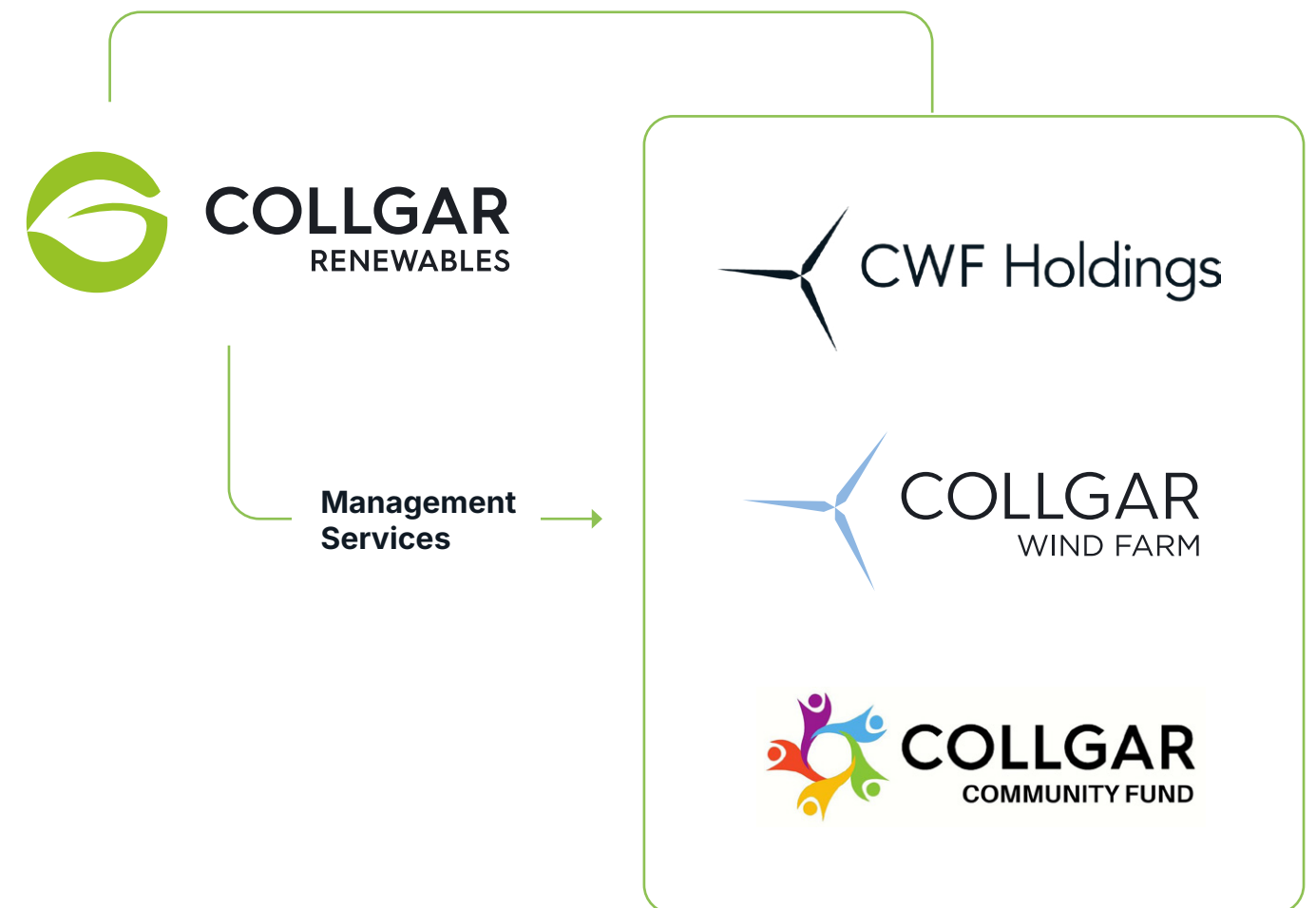
Collgar Wind Farm Pty Ltd (ACN 130 586 088) was established in April 2008 to complete the development and construction of the Collgar Wind Farm (**CWF** or the **wind farm**), which is located in Merredin, Western Australia. Operations commenced in 2011 when CWF exported its first renewable energy into the South West Interconnected System (**SWIS**).

In 2022, Collgar Wind Farm Pty Ltd restructured and began outsourcing its management services to the newly established Collgar Renewables Pty Ltd (ACN 659 724 384) (**Collgar Renewables**). At completion of the restructure, Collgar Wind Farm Pty Ltd ceased being an employer and all its employees transferred to Collgar Renewables.

In this report, any disclosures relating to employee data or descriptions of human capital policies and practices are references to Collgar Renewables' employee data, policies and practices, including where those relate to the services provided to Collgar Wind Farm Pty Ltd.

The sustainability disclosures made in this report describe the approach and performance outcomes as a result of Collgar Renewables' development and management of renewable projects, which includes the operating activities at CWF.

References to the **Collgar Group**, **Collgar**, we, us, our and similar expressions refer to Collgar Renewables and CWF Holdings Pty Ltd (ACN 142 083 323) and its subsidiaries, being Collgar Wind Farm Pty Ltd and Collgar Community Fund Pty Ltd (ACN 155 359 443), the trustee for the Collgar Community Trust. Each of these entities are Australian proprietary companies registered in Victoria, with principal places of business in Perth, Western Australia. The Collgar Group is wholly owned by the Retail Employees Superannuation Trust (Rest).



Collgar's FY24 Sustainability Report (**Report**) is for information only and is intended to describe our sustainability approach and disclose performance data for the financial year ending 30 June 2024.




Monetary amounts in this Report are reported in Australian dollars unless otherwise stated.

Reporting Framework

This Report is aligned with the Task Force on Climate-related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board (SASB) framework, including the 2023-12 Industry Standards relevant for the Collgar Group, being *Electric Utilities & Power Generators and Wind Technology & Project Developers*. Not all material topics in the Industry Standards were relevant or applicable to our operations, and in those instances, have been excluded. Conversely, given the diversified nature of Collgar Group’s business activities, other topics identified as material or that would be of interest to our stakeholders, but which do not appear in the Industry Standards listed above, have been included.

Collgar welcomes Australia’s commitment to standardised reporting through the Australian Sustainability Reporting Standards (ASRS), which Collgar will report against from FY27. We will continue to assess the value of other global reporting standards in future years, particularly where they help us to address additional impacts and material topics that are relevant to our business.

The below reporting roadmap illustrates our plan for ensuring transparency in the way we disclose ESG performance and is indicative of frameworks we may use in future.

	2023-24 First Sustainability Report and ESG Roadmap	2024-25 Integration of disclosure standards	2025-26 Compliance with disclosure standards	2026-27 Report in accordance with GRI
 <p>Materiality Focus: Sustainability issues expected to have financially material impact on the business. Audience: Investors and other providers of financial capital (Enterprise Value).</p>	<ul style="list-style-type: none"> Commence gap assessment in line with the Australian Sustainability Reporting Standards AASB S2 Climate related Disclosures Prepare sustainability report using the TCFD recommendations as a guide. 	<ul style="list-style-type: none"> Prepare sustainability report considering Australian Sustainability Reporting Standards (ASRS) requirements. Focused on the material ESG topics. 	<ul style="list-style-type: none"> Prepare sustainability report in accordance with the mandatory ASRS standards. Communicate relevant information and targets for investors in the Annual Report. 	<ul style="list-style-type: none"> Refresh financial materiality assessment. Prepare sustainability report in accordance with the mandatory ASRS standards.
 <p>Materiality Focus: Sustainability issues expected to have financially material impact on the business. Audience: Investors and other providers of financial capital (Enterprise Value).</p>	<ul style="list-style-type: none"> Prepare sustainability report using the SASB sector standards as a guide. 	<ul style="list-style-type: none"> Prepare sustainability report in accordance with the SASB standards. 	<ul style="list-style-type: none"> Prepare sustainability report in accordance with the SASB standards. 	<ul style="list-style-type: none"> Prepare sustainability report in accordance with the SASB standards.
 <p>Materiality Focus: External impacts of a company's activities (Economic, Environmental, Social). Audience: Broad range of external stakeholders, including customers (Stakeholder Value).</p>		<ul style="list-style-type: none"> Consider the additional value of using GRI standards as a guide, in addition to the SASB standards. 	<ul style="list-style-type: none"> Consider preparing the sustainability report in accordance with the GRI standards – with GRI content index, statement of use, and notify GRI. 	<ul style="list-style-type: none"> Refresh materiality assessment Consider preparing sustainability report in accordance with the GRI standards and notify GRI.

Disclaimer

This Report contains forward-looking statements, including statements of current intention and expectation. These forward-looking statements are based on information available at the date of this Report.

While these forward-looking statements discuss Collgar’s expectations at the date of this Report, they are not guarantees or predictions of future performance, and by their nature, are subject to significant uncertainties, many of which are beyond Collgar’s control.

Actual results and developments may differ materially from those expressed in this report and Collgar cautions against reliance on any forward-looking statements or guidance.

Except as required by applicable laws or regulations, Collgar does not undertake to publicly update or review any forward-looking statements, whether as a result of new information or future events.

Message from our CEO

I am pleased to present Collgar's first Sustainability Report, which aims to keep our stakeholders informed as we continue to progress the implementation of our sustainability framework and roadmap.

Our approach to sustainability is important as we participate in the energy transition that is taking place across the energy sector, with increasing renewable generation and enhanced energy storage becoming critical factors for ensuring that the communities we serve continue to have reliable and affordable energy, while at the same time we move down the pathway of decarbonisation. This requires us to think across all components of sustainability, and to consider how that impacts on our aspirations for growth as well as our current operations.

As the operator of Western Australia's largest wind farm by installed capacity, Collgar is focused on delivering robust Environmental, Social and Governance (ESG) outcomes. This focus is evidenced by Collgar Wind Farm's continued recognition by Global Real Estate Sustainability Benchmark (GRESB) as a global Sector Leader (Renewable Power) in sustainability management and performance.

Our values (set out on page 14) frame how we work, and in alignment with these values, we continuously look for ways to improve our sustainability performance. We are currently updating our sustainability roadmap to guide our actions and reporting on the ESG topics most relevant to our business and stakeholders.

We are excited to continue our journey towards a more sustainable future and look forward to sharing our progress with you.



Sam Pearce
Chief Executive Officer
Collgar Wind Farm
Collgar Renewables



About Us

ABOUT US



Creating a sustainable future with clean energy

We're on a mission to broaden our energy portfolio and participate in the transition to a lower carbon future. At the same time, we seek to deliver economic and social benefits to the communities where we work and operate and create long-term value for our shareholder.

Our values serve as a beacon to guide behaviours, inform decisions and set expectations for how we want to deliver these outcomes.



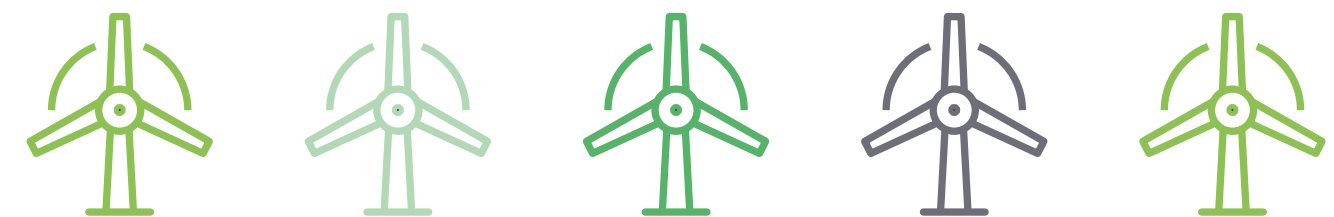
- **Integrity**
We do the right thing honestly, ethically and fairly.
- **Innovation**
We value new ideas and thinking outside the box.
- **Collaboration**
We build open and honest relationships.
- **Excellence**
We are committed to outstanding results.
- **Inclusion**
We embrace differences and empower people.
- **Safety**
Safety and wellbeing is first in everything we do.

Our Operations



Collgar Renewables launched in 2022 and was established to develop, manage and operate infrastructure projects that support Australia's transition to a lower-carbon future.

Building on the success of Collgar Wind Farm, Collgar Renewables is leveraging its extensive industry expertise to deliver a growth strategy, with several projects under development and additional opportunities being explored. The Collgar Renewables' team brings end-to-end project expertise, including over a decade of collective experience in developing renewable projects alongside a track record of operational excellence at the Collgar Wind Farm.



- 2005**
Collgar Renewables was born out of the CSIRO in 2005.
The first project, Collgar Wind Farm, located near the town of Merredin, in south-west Western Australia, was identified from a WindScape high-resolution map, and jointly developed by Windlab and Investec Bank.
- 2010**
Rest acquired a 40% interest in Collgar Wind Farm at financial close in 2010, funding construction of the wind farm. UBS acquired a 60% interest.
Commercial operations commenced in 2012, and Collgar Wind Farm secured a 15-year offtake with the WA Government gentailer Synergy.
- 2019**
Rest acquired UBS' 60% interest in Collgar Wind Farm increasing Rest's ownership interest to 100%.
- 2022**
Management team of Collgar Wind Farm transitioned into a new vehicle, Collgar Renewables, and the team built out to transition from a stand-alone asset to a renewable energy investment platform.
- 2024**
Development pipeline progression. Collgar Renewables has a 1.7GW development pipeline.



Collgar Wind Farm is the largest operating wind farm in Western Australia by installed capacity, with a total power generation capacity of 222 megawatts (MW). The wind farm delivers renewable energy into the SWIS, contributing to Western Australia’s emissions reduction targets. The wind farm generates an average of 670 gigawatt hours (GWh) per year¹, which is equivalent to the electricity used by more than 136,000 Western Australian households².

Located 300km east of Perth, just outside the Wheatbelt town of Merredin, the wind farm sits across a land envelope of 18,000 hectares. The project location was selected for its unique topography, ample wind resource, community support, and proximity to the power grid.

Collgar Wind Farm is the largest operating wind farm in Western Australia by installed capacity, with a total power generation capacity of 222 megawatts.

¹ FY14-FY24 CWF energy exports

² Source: Average electricity usage of WA households (13.41kWh/day, using weighted average of average electricity bill by all age groups.)
[What is the Average Electricity Bill in Perth WA? - Synergy](#)



Our Stakeholders

At the core of what we do is the ambition to deliver economic and social benefits. Achieving this requires an understanding of what our stakeholders value and how we can contribute.

Our approach for stakeholder engagement is based on transparency, accountability, and inclusivity, aiming to create clear communication pathways and foster positive interactions.

Collgar has developed a detailed stakeholder analysis for the ongoing maintenance and operation of the wind farm. For new developments, we undertake customised analyses to ensure our engagement approach is tailored to the specific needs of the communities we seek to operate in.

We define stakeholders as anyone who may be affected by or have an interest in or influence on our business activities. This approach enables us to operate sustainably and generate positive outcomes for both the community and Collgar.

Our stakeholders are diverse and include:

- Our Customers: existing and potential
- Our Landowners: existing and potential
- Local Communities and Businesses: existing and potential
- First Nations Australians: as Traditional Custodians and as potential business partners
- Our People: employees, board members and workplace participants
- Our Shareholder: Rest, and by proxy, its 2 million members
- Local Governments: existing and potential
- Regulators (including the market operator) and Policymakers: Commonwealth, State and Local
- Transmission Network Provider
- Suppliers, Service Providers and Value Chain
- Financiers and Professional Advisors

Materiality

We take a structured and formal approach to assessing ESG materiality at Collgar, and do so by ensuring all topics relevant to our five-year strategic outlook have been identified and through review of:

- Relevant global standards and frameworks (e.g., SASB³, TCFD, World Economic Forum)
- Topics deemed material to our operations as identified in ESG benchmarking assessments
- ESG topics and performance indicators of our peers

We also engage with our stakeholders through surveys, informal discussions, materiality workshops, and community forums to identify relevant ESG topics.

The output of this approach informs our ESG strategy, plan, and performance targets over the short- and long-term.

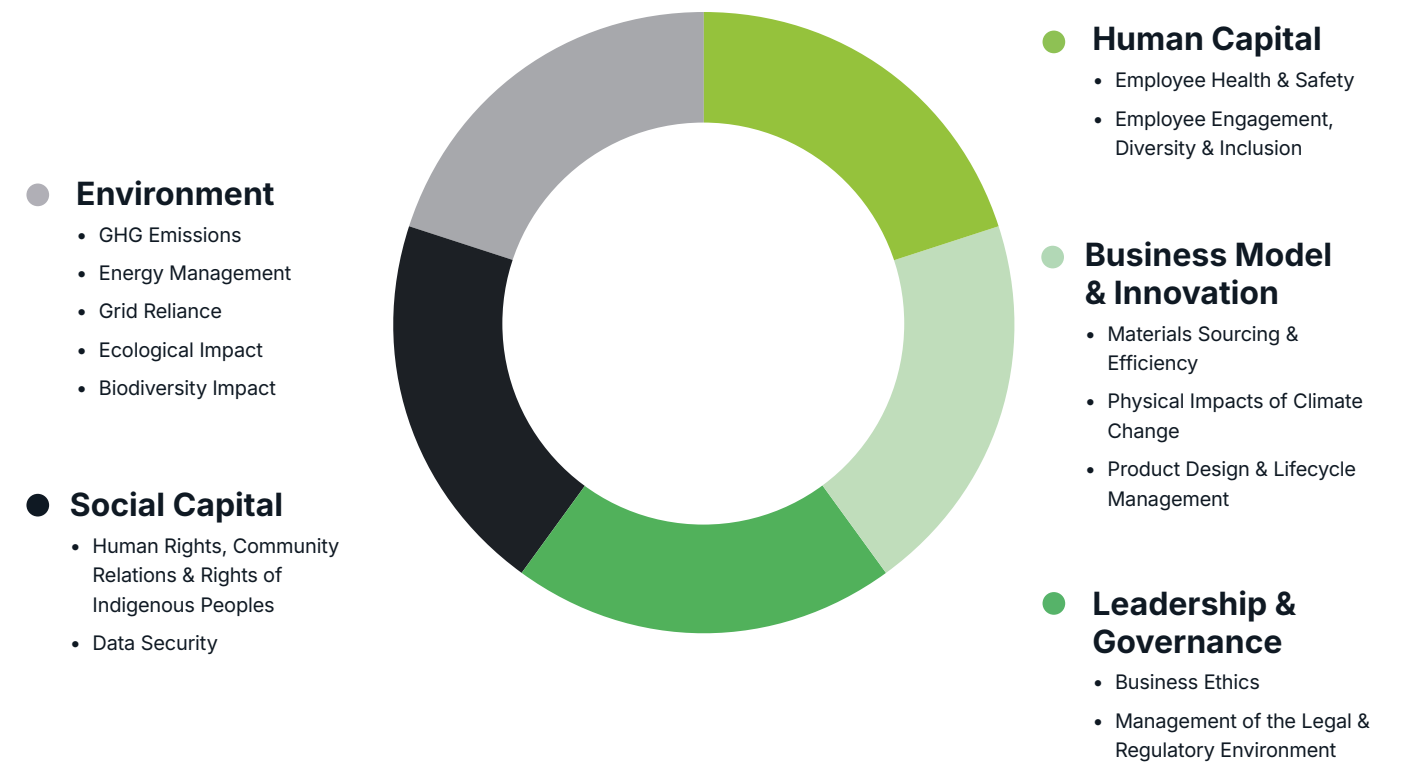
The topics described and disclosed in this Report have been assessed and determined with the objective of communicating what we believe is most material to us and our stakeholders. Therefore, our approach to assessing materiality includes the following considerations:

- Potential to impact operational or financial performance across revenues and costs, assets and liabilities, and cost of capital or risk profile
- Material or of interest to our shareholder
- Topics which are systemic to our industry
- Material or of interest to other stakeholders

3. Electric Utilities & Power Generators, industry-based SASB Standard and Wind Technology & Project Developers, industry-based SASB Standard

FY24 Material ESG Topics

FY24 MATERIAL ESG TOPICS



The remainder of this Report addresses each material topic and provides context and information as to our approach and performance during FY24.

As our business grows, these material topics will continue to guide decision-making and drive sustainable practices in our operations and the delivery of new projects.

Sustainability Approach



Governance

BOARD

Collgar’s Board has accountability for and provides oversight of its governance, strategy, risk management, and performance. In practice, the Board is responsible for setting the strategic direction, risk appetite and key performance metrics. A Charter further details how this is achieved, which includes ensuring sustainability is embedded in the strategy, that climate-related risks and opportunities are identified and managed, and by monitoring performance against sustainability targets.

Board and Committee meetings are regularly held on a quarterly basis, with ad hoc meetings called as needed. Board and Management coordinate the meeting cadence to enable timely reporting of relevant information, which includes sustainability and climate-related matters.

Board

Responsible for promoting the success of Collgar by ensuring sustainability is embedded in the strategy and monitoring performance with respect to sustainability matters including the targets against which performance will be measured.

- Report on Strategic Outlook at least twice per year
- Approval of Business and Resourcing Plans and Budget annually
- Approval of Corporate and CEO KPIs annually
- Report on Progress of Corporate KPIs quarterly
- Update on Market Trends quarterly
- Update on Regulatory Matters at least twice per year
- Update on Sustainability Matters at least twice per year

Audit & Risk Committee

Oversight of ESG risks and internal controls in line with risk appetite.

- Deep Dive on Sustainability Risk annually
- Report on Strategic and Material Risks, including several climate-related strategic risks and opportunities at least quarterly

Nominations & Remuneration Committee

Responsible for setting people strategies that promote diversity and inclusion, culture, wellbeing, and leadership development.

- Discussion on and endorsement of the annual Corporate and CEO KPIs annually

Work Health & Safety Committee

Oversight of work health and environmental safety management and performance.

Chief Executive Officer

Responsible for the implementation of sustainability and climate-related policies and strategies set by the Board.

Senior Leadership Team

Comprised of Business Development, Finance, Operations, People and Culture, and Sustainability: Manages the day-to-day implementation of relevant ESG-related action plans across respective functions and in line with overall corporate strategy.

MANAGEMENT

The CEO, with the support of Collgar’s Senior Leadership Team (SLT), is responsible for implementing the strategy, developing the annual business plan and budget, and managing risks and opportunities in line with our strategy and the Boards’ risk appetite.

The SLT share responsibility for driving sustainability practices, delivering on environmental sustainability targets, and understanding and managing material environmental and social issues and risks that fall within their function. These responsibilities are included in each leader’s individual position descriptions, sustainability contributions and performance are assessed in annual performance evaluations, and financial incentives are tied to corporate KPIs, which include sustainability and climate-related performance targets.

MEASURING PERFORMANCE

Management work with the Board on an annual basis to develop agreed short- and long-term goals, which are then used for annual corporate Key Performance Indicators (KPIs) and inform our Long-Term Incentive Plan (LTIP). Both the short- and long-term targets include several sustainability related measures, and these cascade into KPIs for individuals across Collgar, as appropriate and in line with the individual’s functional area.

Management undertake annual performance reviews for all employees, which – at a high level – covers the following key assessment areas:

- **Values** – How you have demonstrated the Collgar core values in delivering your role?
- **Sustainability** – What were your contributions in managing risk and positively impacting Collgar’s ESG criteria and targets.
- **Operational Results** – What did you do and how did you get things done?
- **Team** – What type of contribution have you made to the team?
- **Training & Development** – Demonstrated growth and improvement during the year.

Collgar also emphasises the importance of sustainability risk management and performance outcomes by embedding these into each employee’s job description and communicating the expectation that sustainability is a team-wide effort.

Strategy

Collgar’s commitment to harnessing climate-related opportunities and mitigating associated risks is demonstrated through four key strategic objectives. These strategies guide our business operations, resource allocation, and budgeting processes, ensuring we remain resilient and adaptive in the face of climate change and other sustainability challenges.

1 Deliver Forecast Asset Value

We prioritise protecting our wind farm assets to ensure we deliver the long-term forecast asset value to our shareholder.

2 Improve Value Capture from Existing Site

We focus on improving the value capture from our existing wind farm by executing projects aimed at improving, enhancing and extending the energy output and by identifying new projects to expand the total energy output or value of the existing site.

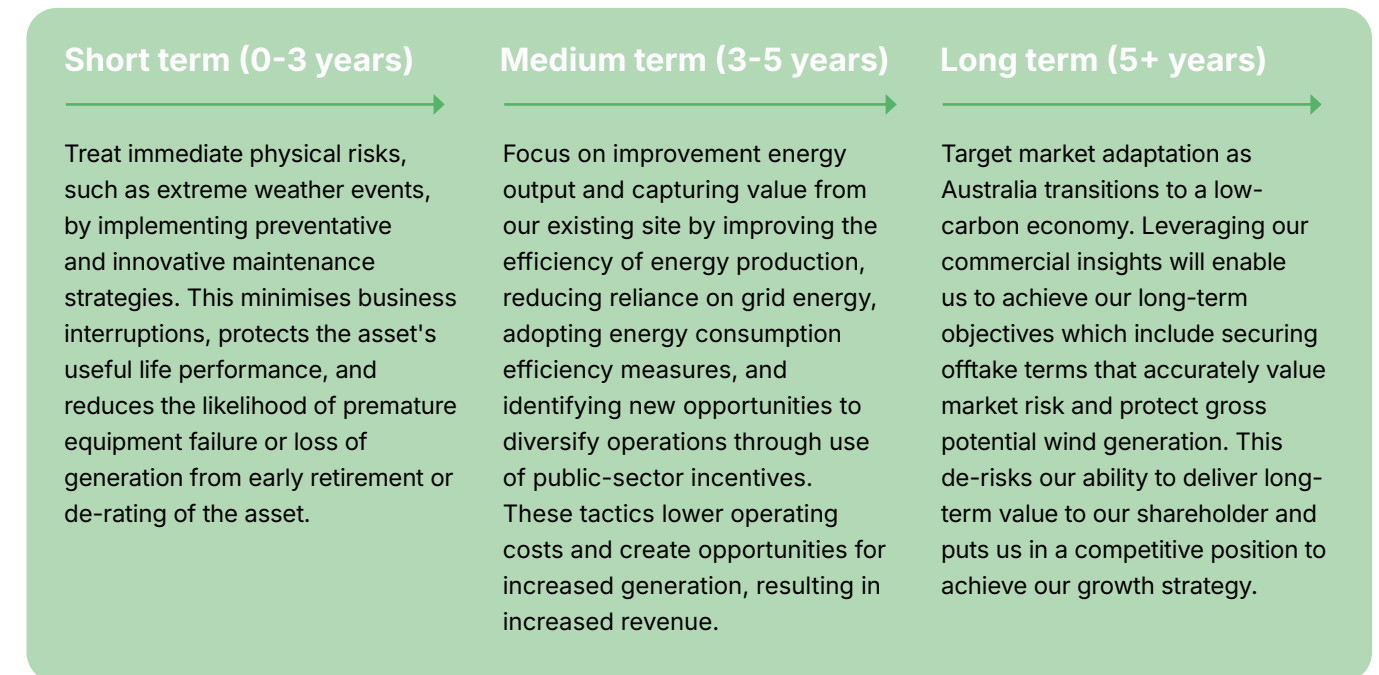
3 Strengthen Market Position

Collgar actively assesses and monitors energy trends, regulatory and market reforms, emerging technologies, and Australia’s progress in the energy transition in order to strengthen its competitive advantage and capitalise on climate-related opportunities. The insights derived from these market trends and our commercial analysis allow us to adapt our business model in response to evolving market conditions influenced by the transition to a lower carbon economy.

4 Sustain the Organisation

We are committed to protecting safety and wellbeing, reducing our carbon emissions, contributing economic value to local communities, and ensuring a robust governance and risk framework to promote effective decision making.

We assess the resilience of our strategy through the lens of material climate-related risks and opportunities across three horizons.



Material climate-related risks and opportunities are considered in our core business planning cycle, informing strategy, resource allocation and budgeting. By considering climate-related risks and opportunities, we ensure that our business model remains resilient while protecting our shareholder’s investment over the long term.

- **Products and services:** Our core business of renewable power generation positions us to benefit from the transition to a low-carbon economy, presenting opportunities for growth in response to rising demand for clean energy.
- **Operations and supply chain:** We integrate climate-related considerations into our operational planning, particularly by adapting maintenance strategies that seek to decrease operating expenses and longer-term capital expenditure risks from asset degradation due to climate impacts.

- **Investment:** Our investment decision framework provides tools to assess financial metrics alongside value drivers associated with environmental and social outcomes, supporting integration of ESG considerations into the evaluation process of climate-related investment opportunities. This includes expanding our generation capacity, safeguarding against future risks, and exploring potential new revenue streams, all integrated into our long-term budget and resource planning.
- **Financing:** Our strategy to grow our portfolio of assets that support the energy transition increases access to competitive debt facilities.

We use scenario analysis to further understand the materiality of climate-related risks and opportunities to our strategy. Our most recent climate risk assessment leveraged scenarios based on the Western Australian Government Energy Transition Taskforce’s Whole of System Plan (WOSP)

and the Intergovernmental Panel on Climate Change Fifth Assessment Report’s Representative Concentration Pathways (RCPs). These scenarios were modified to represent a potential range of outcomes of future events under various conditions of uncertainty:

Low Case

Closest to WOSP’s “Cast Away” scenario and RCP 2.6, anticipates minimal regulatory change and demand growth but maintains a continued focus on physical risk management.

Base Case

Aligns with WOSP’s “Groundhog Day” scenario and RCP 4.5, reflects a more balanced transition scenario, guiding investments and enhanced value capture.

High Case

Resembles WOSP’s “Techtopia” scenario and RCP 8.5, emphasises the need for significant operational adaptation to extreme climate impacts and aggressive market shifts.

These scenarios provided insights tailored to the Western Australian electricity market, enabling us to anticipate and prepare for various climate-related transition risks and opportunities over short, medium, and long-term horizons.

Most of the transition risks identified were primarily assessed as opportunities, given our core business is renewable power generation. As such, we continuously scan for relevant regulatory changes, market shifts, and technological advancements which present new opportunities for us in the transition to a low-carbon economy.

The identified physical risks were primarily assessed and evaluated to inform life of asset maintenance strategies, supply chain planning, and budget impacts, both for the existing wind farm and projects being developed. We also used this assessment to inform our offtake strategies, ensuring we accurately value the risk associated with ageing assets and increased exposure to extreme weather events and shifts in climate patterns.

Broadly, the range of climate change and energy transition scenarios considered revealed a significant market growth opportunity for Collgar. Even under a low renewable demand growth scenario, there was

an opportunity to double current generation capacity. We have used these scenarios in our long-term strategic planning and to inform decisions that aim to keep us competitive in a changing energy landscape.

Risk Management

At Collgar, our Risk Management Framework (the Framework) offers a robust process for identifying, assessing, evaluating and treating risks, following the principles outlined in ISO 31000:2018 Risk management – Guidelines. The Framework and our Board-approved Risk Appetite Statement (RAS) guide the management of sustainability and climate-related risks across seven material risk categories, including ESG. In addition, we reference sector-specific guides, like the SASB Standards, to ensure all potentially material risks have been considered.

To determine the significance of climate-related risks relative to other risks, we use a risk impact table to evaluate escalating levels of impact across the risk categories. All risks are managed on a frequency commensurate to the residual risk, with strategic and material risks monitored and reported to the ARC each quarter to ensure continued alignment with our strategic objectives and evolving regulatory landscapes. Several climate-related risks have been assessed as strategic or material.

Our approach to managing climate-related risks involves a structured process to either mitigate, transfer, accept, or avoid risks, depending on materiality. These decisions are informed by risk prioritisation which considers the potential impact on safety, business operations, financial performance, regulatory compliance, and reputation, as well as alignment with our sustainability and ESG objectives.

We assess both physical and transition risks, ensuring comprehensive coverage of issues such as extreme weather events, shifts in market demand, evolving regulatory obligations, and impacts on our supply chain. These assessments inform our strategic decisions, promote resilience and adaptability, and align with our broader commitment to sustainability.

Climate-related risks are fully integrated into our broader risk management processes. This integration ensures that climate considerations are not treated as standalone factors but are aligned with Collgar’s overarching risk management strategy. We continuously monitor the alignment of our risk management practices with the evolving regulatory context, market dynamics, and stakeholder expectations to ensure proactive climate risk management and ongoing alignment with our strategic objectives.

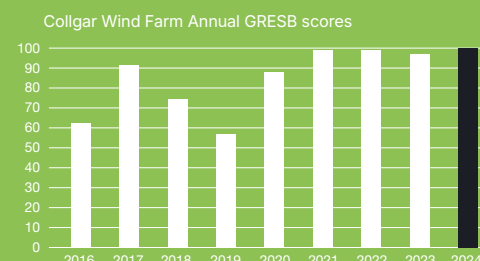
Metrics and Targets



FY24 Highlights

GRESB Sector Leader

Collgar Wind Farm achieved a score of 100 in the 2024 Global Real Estate Sustainability Benchmark (GRESB) and has been recognised as a global Sector Leader in Renewable Power for the fourth year in a row.



2035 Net Zero Target

While electricity generation is crucial to a decarbonised economy, our operations produce emissions. Our Board approved interim and net zero targets for Scope 1 and 2 emissions.

70% By 2030*
Net Zero By 2035*

*Scope 1 and 2 emissions targets, compared to a 2022 baseline

AFR Sustainability Leaders List

Collgar was named a finalist in the Australian Financial Review's 2023 Sustainability Leaders List. This recognised Collgar's **sustainable business model innovations** leading to environmental, societal, and economic impact.



Our Diverse and Inclusive Workforce

We promote a dynamic, inclusive workplace that values diversity, equal opportunities, and collaboration to drive success.

34% Women in the workforce

25% Women on the Board

33% Women on the Senior Leadership Team

59% Non-Australian-born workforce

Decreasing Grid Reliance

In September 2023, we reconfigured the wind farm's control system with the aim of decreasing grid reliance. Since implementation, there has been a **reduction in the site's grid imports of more than 40%**, resulting in an FY24 reduction in Collgar-wide Scope 2 emissions of 23.8%, compared to FY23.

> 40%

Reduction in Average Monthly Grid Imports

Collgar Community Fund

Since 2012, Collgar has been providing grants to Merredin and the local community through the Collgar Community Fund. Our grants aspire to generate maximum social value through positive and lasting contributions.

\$1.3M

Grants given by the Collgar Community Fund since 2012

Environment

GREENHOUSE GAS EMISSIONS

We know that decarbonising the power sector will play a key role in meeting emissions reduction targets in line with the flagship goal of the Paris Agreement to limit global warming to 1.5°C above pre-industrial levels.

By leveraging more of our own renewable energy, improving operational efficiencies, and investing in innovative and new low-carbon alternatives, we aim to minimise our emissions and support broader decarbonisation goals. Below, we detail our emissions performance and ongoing strategies.

GHG Emissions at Collgar...

We are actively planning to minimise the carbon footprint in our development and operational activities through:

- Exploring the use of low-carbon materials, construction methodologies and on-site offsets
- Prioritising energy efficiency measures in project design and construction
- Partnering with suppliers who maintain sustainable practices

CWF has set a target to achieve net zero Scope 1 and 2 emissions across operations by 2035, as well as a 2030 interim target to reduce Scope 1 and 2 emissions by 70%, compared to the 2022 baseline. Our targets were informed by the latest Intergovernmental Panel on Climate Change, the Science Based Targets initiative and the jurisdictional commitments.

In the coming years, we also plan to identify and estimate our value-chain Scope 3 emissions, at which time we will incorporate and update our targets to include those emissions.

SCOPES COVERED		SCOPE 1 AND 2 (LOCATION-BASED) AT COLLGAR WIND FARM	
Percentage of in-scope emissions covered by the target: 100%			
Base year:	2022	Base year emissions:	1,836 tCO ₂ -e
Interim Target Year:	2030	Interim Target Emissions:	551 tCO ₂ -e
Net Zero Target Year:	2035		

Our Climate Transition Plan

In the past 12 months, we have identified and assessed a range of emissions reduction initiatives through development of a Marginal Abatement Cost Curve (MACC). The MACC serves as a tool to guide decision-making in the prioritisation and timing of actions required to achieve our targets.

Some of the initiatives identified and assessed include:

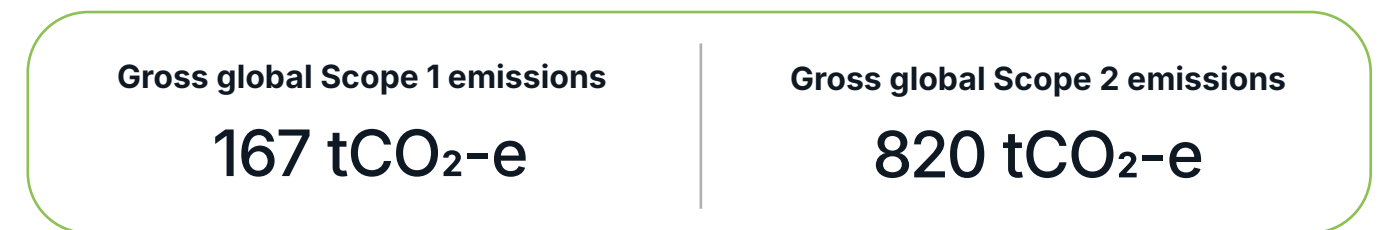
- Operational strategies to optimise wind turbine controls and minimise import of grid electricity (implemented in September 2023)
- Replacement of diesel site vehicles with electric vehicles
- Alternative electricity procurement for Perth office (e.g., GreenPower or solar on office building)
- Use of solar panels and storage technology on site

- Replacement of high Global Warming Potential (a measure of how much energy the emission of 1 tonne of a gas will absorb over a given period of time, relative to the emission of 1 tonne of CO₂) gases with lower or zero emission alternatives. For example, Sulphur Hexafluoride (commonly referred to as SF₆) is used in our high voltage equipment as a safety and stability measure to prevent overloading and short-circuiting. SF₆ has a Global Warming Potential index of 23,500, meaning a leak of 1 tonne of SF₆ is equivalent to emitting 23,500 tonnes of carbon dioxide measured over 100 years.

In the coming year, we will focus on publishing a comprehensive Climate Transition Plan outlining the actions that will be undertaken to meet our targets as well as further details on our assurance and reporting approaches.

For more about our net zero commitments, see [Collgar Renewables | Wind Farm Sustainability](#).

FY24 GHG Emissions Performance



ENERGY MANAGEMENT

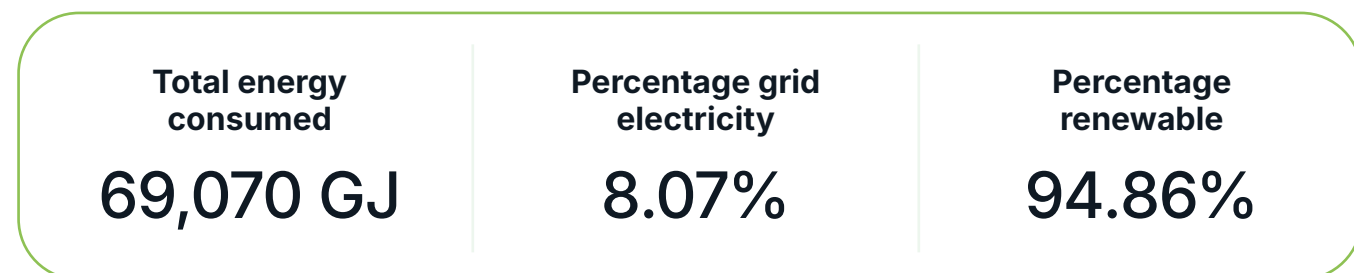
Effective energy management plays a crucial role in addressing the environmental impacts of energy consumption while also reducing operating expenses. By implementing sound energy management practices, we enhance operational efficiency, contribute to a more sustainable energy system, reduce our reliance on the grid, and improve cost-effectiveness.

Energy Management at Collgar...

Our objective for energy management is to minimise environmental impact by promoting sustainable energy production and consumption and encouraging responsible procurement and business development decisions.

We acknowledge that every activity undertaken in pursuit of our mission has an environmental impact. We foster a culture which considers this impact and leverages leading research, technologies, innovations, and recommendations from global thought leaders to inform decision-making for more sustainable outcomes.

FY24 Energy Management Performance



As part of our FY23 annual performance review, we assessed that grid imports supporting our wind farm operations represented more than 85% of Collgar Wind Farm Pty Ltd's⁴ total Scope 1 and 2 emissions. As such, we identified energy management – specifically grid reliance – as a target area for improvement.

In September 2023, we reconfigured the wind farm's control system to respond more efficiently to market constraints and utilise more CWF-generated renewable power. In the nine months after implementation to 30 June 2024, there was a reduction in CWF's grid imports of more than 40%⁵, resulting in an FY24 reduction in Collgar-wide Scope 2 emissions of 23.8%, compared to FY23.

4. Collgar Wind Farm Pty Ltd is the Reporting Entity for greenhouse gas emissions and energy consumption under the NGER Act. Reporting Entities have energy and emissions reporting obligations for facilities under its operational control and those within its corporate group. As such, Collgar Wind Farm Pty Ltd's energy and emissions reporting covers CWF operations in Merredin as well as all Perth-based office activities, including those of Collgar Renewables.
5. Monthly average from October 2023 to June 2024, when compared to monthly average from previous 12 months, being October 2022 to September 2023.

PURCHASED ELECTRICITY	UNITS	2023	2024
CWF Site	MWh	2,072.82	1,507.01
Perth Office	MWh	39.73	40.94
Total Purchased Electricity	MWh	2,112.55	1,547.95

GRID RESILIENCE

Grid resilience is essential to maintaining secure and reliable energy operations. Collgar maintains systems and processes that enhance core security practices and support effective risk management of our assets.

Grid Resilience at Collgar...

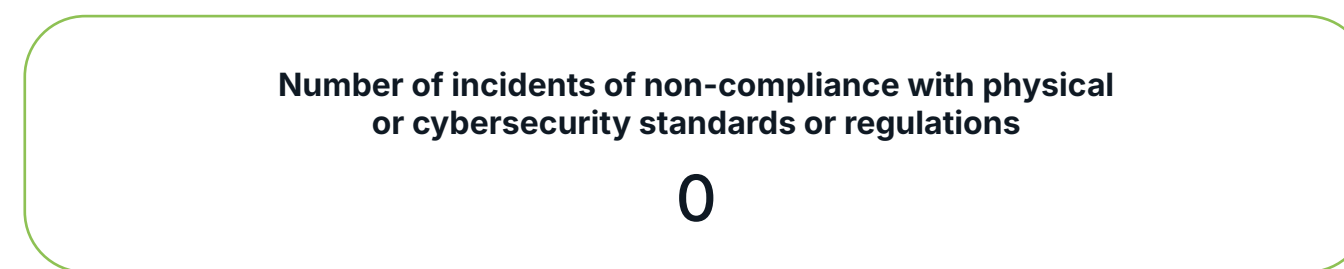
Disruptions to Collgar's operations could have serious implications for businesses, governments and the community, affecting security of resources, supply and service continuity and damaging economic growth. Our approach to minimising these impacts is

embedded in our risk-aware culture which enables us to identify, minimise, mitigate and respond to hazards which could have a material impact on operations.

Our systems and processes support:

- continuity of essential services that our communities and economy rely upon,
- recovery from incidents that impact our critical business data and assets, and
- protection of Collgar's and key stakeholders' reputational and financial viability.

FY24 Grid Resilience Performance



ECOLOGICAL IMPACTS

Collgar considers the potential ecological impacts of our projects through assessment of financial metrics alongside value drivers associated with environmental and social outcomes. Through responsible land use, appropriate management of acoustic emissions, and mitigations of risks to protected areas and endangered species habitats, we actively monitor and work to reduce our environmental impact.

Ecological Impacts at Collgar...

Collgar Wind Farm's Environmental and Social Management Plan (ESMP) has served as a guidebook for site activities since the wind farm was developed. In its current iteration, the ESMP covers environmental and social considerations relating to operation and maintenance activities and provisions for appropriate decommissioning activities.

The ESMP supports achievement of our broader environmental commitments in the following ways:

- Identifies and provides a framework for managing the environmental risks associated with key project phases, including incorporation and alignment with:
 - The Clean Energy Council's Best Practice Guidelines For Implementation of Wind Energy Projects in Australia, and
 - The Equator Principles
- Supports compliance with key environmental and social approvals, consents and obligations
- Aligns with ISO 14001:2015 Environmental management systems – Requirements with guidance for use by incorporating the key principles for robust environmental management, including risk assessment, inspection, auditing, monitoring and contractor management

In developing new projects, Collgar Renewables will follow a similar approach to ensure ecological impacts are considered and balanced against strategic objectives.

FY24 Ecological Impacts Performance

Percentage of land owned, leased or operated within areas of protected conservation status or endangered species habitat

4.54%

BIODIVERSITY IMPACTS

Whether developing, constructing or operating a project, we are mindful of the importance of biodiversity preservation. Our comprehensive environmental management policies and practices reduce disruptions to local habitats, thereby supporting the preservation of the diversity of ecosystems. Below, we outline our approach to addressing biodiversity impacts and ensuring responsible site management.

Biodiversity Impacts at Collgar...

The ESMP provides a framework that seeks to ensure we maintain environmental management plans which identify, assess, mitigate and report impacts to biodiversity. These include:



Social Capital

HUMAN RIGHTS, COMMUNITY RELATIONS & RIGHTS OF INDIGENOUS PEOPLES

The relationships with the people and communities within which and for whom we operate are paramount to achieving our strategy. We take a thoughtful approach to understanding how our operations may directly or indirectly impact core human rights and the treatment of First Nations Australians.

Social Capital at Collgar...

Modern Slavery

Our Modern Slavery Policy communicates our intent for protecting human rights by minimising or eliminating the risks of slavery, servitude, forced or compulsory labour, forced marriage, and human trafficking within our supply chains and business operations. Our Modern Slavery Action Plan includes initiatives designed to strengthen supply chain due diligence and encourage collaboration and outreach activities to increase the maturity and awareness across our supply chain.

Collaborating with our Supply Chain

In 2020, Collgar began its journey to better understand how to identify and mitigate the risks of modern slavery in our operations and supply chain. Progress was initially slow, and it was difficult to assess the level of risk in our supply chain; we found there was limited information available from suppliers, but more importantly, we quickly realised that modern slavery practices are difficult to identify, often hidden and buried deep in supply chains.

Along the way, we recognised that eliminating these practices would require collaboration across industries and within and throughout supply chains. To contribute to this effort, Collgar teamed with SD Strategies, an Australian-based human rights consultancy, to develop strategies for working with our supply chain and increasing the collective capabilities within our sphere of influence.

To that end, we have identified higher-risk suppliers with whom we will engage to assess their approach to managing modern slavery risks. At a minimum, suppliers lacking a formal training program to raise awareness and understanding of these issues will be given no-cost access to Collgar's white-labelled modern slavery training modules, developed by SD Strategies. We have also developed a comprehensive information pack to educate small-to-medium enterprise suppliers on where to start and best practices for identifying and managing these risks within their operations and supply chains.



Modern Slavery (continued)

Collgar has also integrated modern slavery commitments and obligations into our standard terms and conditions for engaging suppliers and consultants. The clause ensures that all parties, including suppliers and consultants, are responsible for taking proactive measures to prevent, identify, and address modern slavery in their operations and supply chains. It mandates compliance with modern slavery laws, promotes the fair treatment of workers, and requires risk assessments and remedies when necessary. The clause also promotes transparency through reporting obligations and audit access and establishes procedures for addressing any identified modern slavery practices. Failure to comply or to remedy violations may result in termination of the agreement by Collgar.

Rights of First Nations Australians

We strive to ensure our projects deliver economic and social benefits, that we approach engagements with respect and manage cultural considerations, and that we aim to promote a just transition which supports business and employment opportunities.

Collgar is developing a framework for ensuring these ambitions are realised. The framework will address our approach for culturally appropriate engagement with First Nations Australians throughout each stage of a project's lifecycle and will promote opportunities for participation and benefit-sharing.

Through the Collgar Community Fund, we actively seek funding applications from cultural and First Nations groups. During 2023 and 2024, we funded the following initiatives:

- Noongar Trail, Noongar Kaartdijin Aboriginal Corporation
- Shooting for the Stars book (a book for Aboriginal girls about the success of their ancestors), Merredin College
- Indigenous Flag Project, Narembeen High School
- Kids on Country (school camp for students to gain life skills and to connect with Country, Elders and others), Quairading District High School
- NAIDOC Week celebrations, Shire of Merredin

Case Study—Noongar Kaartdijin Aboriginal Corporation – Noongar Trail

Noongar Kaartdijin Aboriginal Corporation (NKAC) is a small, dynamic Aboriginal corporation based in Toodyay, whose main aim is to promote and share local Noongar heritage and culture. In addition to NAIDOC and Reconciliation Week activities, NKAC launched the Gnulla Karnany Waangkiny (Our Truth Telling) project which is a permanent installation at the Newcastle Gaol Museum in partnership with the Shire of Toodyay. Along with this project, NKAC undertook a series of Noongar interpretation art projects at key locations and heritage sites. These sites have been 'joined' to form the "Noongar Trail".

The Noongar Trail is a self-guided tour which covers eleven sites all close to Toodyay town. The Collgar Community Fund provided a grant to support one of the locations within the trail, the 'Six Season' installation, with funds being used to pay for production and installation of signage on site.

Although the final stages of the Noongar Trail are still in development, the trail is now open for walkers and visitors to explore and learn about the rich cultural heritage of Noongar people's connection to boodja (land). The trail offers Noongar peoples the opportunity to share their heritage and culture, while also encouraging increased visitation to the local town and its businesses.



Local Community

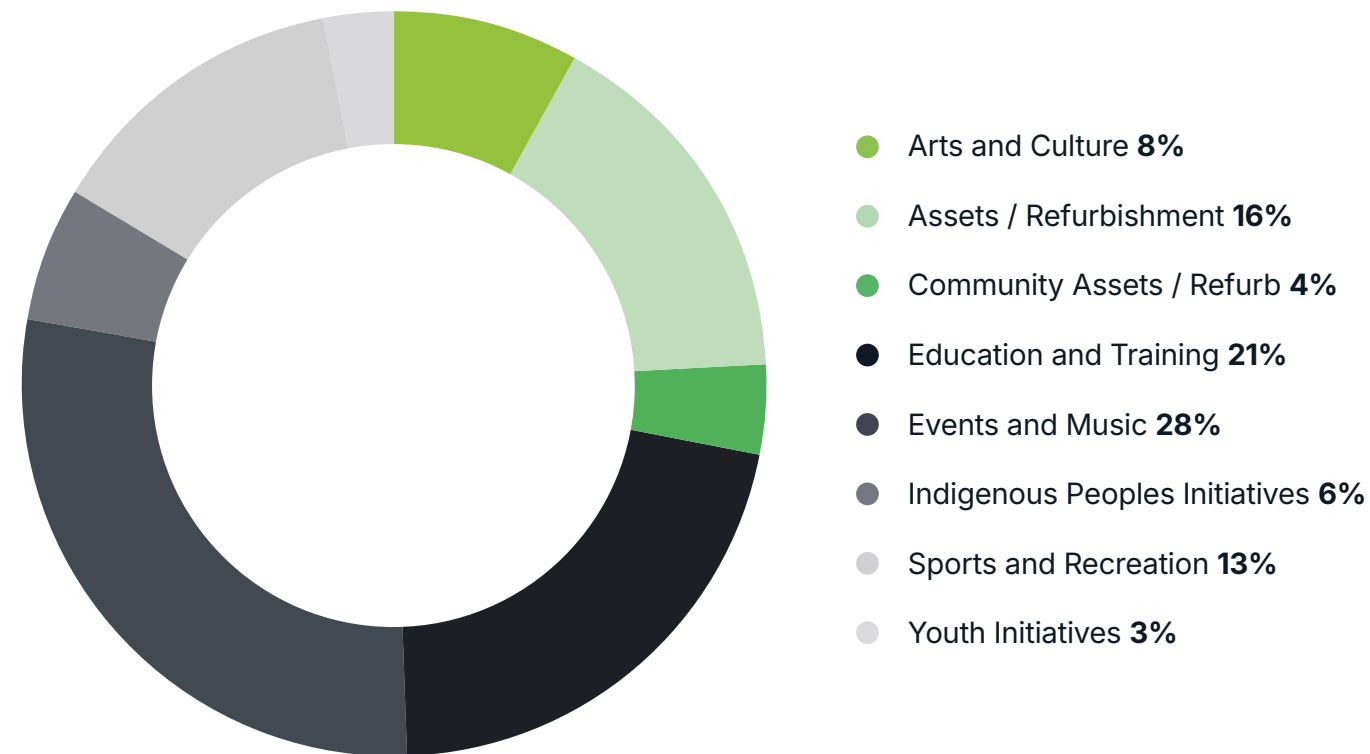
Collgar is committed to the local community and works collaboratively to create social value. We directly monitor our social performance through active stakeholder engagement. In FY24, the Collgar Community Fund granted support for local community groups which extended beyond Merredin to eight additional regional towns across Western Australia.

Collgar Community Fund

The Collgar Community Fund provides funding to local initiatives that benefit the Shire of Merredin and surrounding areas. To date, Collgar is proud to have contributed over \$1.3 million to strengthen the local community through programs that make a positive, lasting impact and enhance the region.

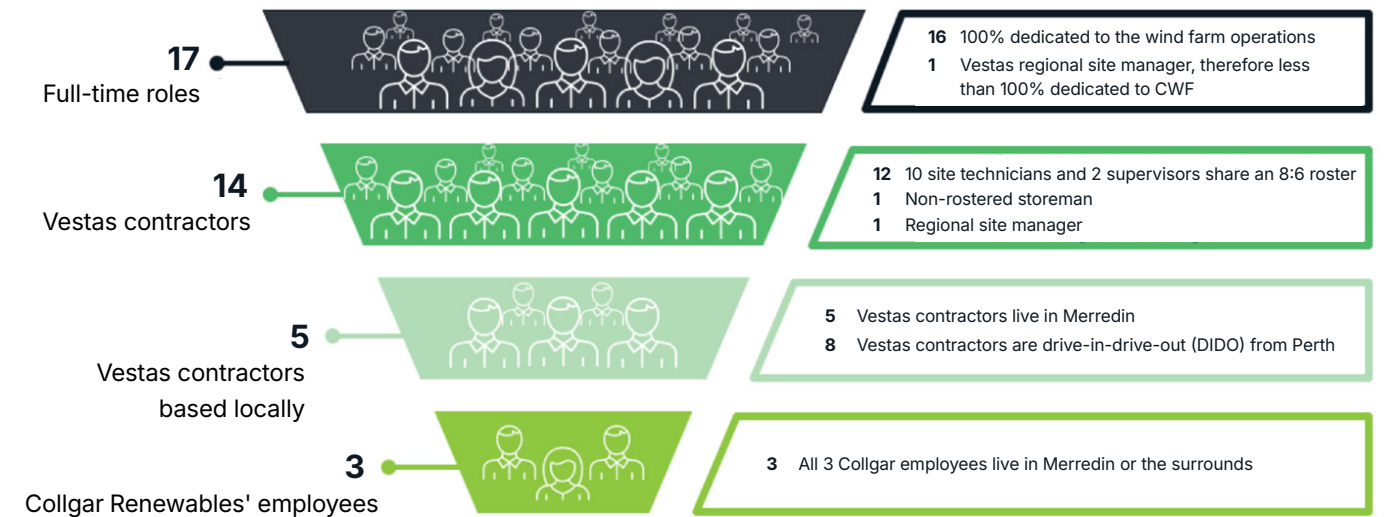
In FY24, we invested over \$116,900 to support 35 community initiatives. These initiatives resulted in a range of social value outcomes across regional towns in Western Australia, including Merredin, Corrigin, Wyalkatchem, Bruce Rock, Naremben, Nungarin, Burracoppin, Quairading and York.

Funding



The wind farm's operations also contribute to the local economy through direct and indirect employment, demand for goods and services, and lease payments to landowners.

During the construction of CWF, up to 150 contractors were hired over a period of two years, creating demand for local services and generating economic benefits in the community. In FY24, site-based operations supported ongoing employment of 17 full-time roles, of which:



Vestas Drive-In-Drive-Out contractors stay across 3 properties rented from members of the Merredin community. They utilise the town's shops, gym, and sports facilities while on roster. Our contractor also supports local cleaning services for cleaning the accommodation properties and the wind farm's operation and maintenance compound.

Site-based needs for electrical, plumbing and small crane services, as well as vehicle servicing, are all done through local businesses in Merredin. Vestas also procure as many supplies as possible from the town, including potable drinking water, small hand tools, non-specific PPE, and first aid equipment.

FY24 Social Capital Performance



DATA SECURITY

Safeguarding data is critical to maintaining trust and operational security. Collgar Wind Farm is committed to identifying and mitigating data security risks through robust cybersecurity measures.

Data Security at Collgar...

Collgar's approach to data security follows our robust risk management framework and cyber security policies and practices. We regularly test our IT and OT environments to ensure our governance and detection controls are working properly. We also undertake incident response tests to ensure we can respond during a crisis.

FY24 Data Security Performance

Number of data breaches

0



Human Capital

Poor human capital management can result in lower productivity and hinder the ability to attract or retain top talent. Crucially, it can also lead to significant health and safety risks and result in noncompliance with labour laws.

EMPLOYEE HEALTH AND SAFETY

Ensuring the health and safety of our workforce is a top priority at Collgar. We actively assess, monitor and mitigate risks to reduce exposure to health hazards and manage accident and safety risks. Through our Work Health & Safety Management System (WHSMS), we strive to maintain a safe working environment and minimise incidents. Below, we report key safety metrics, including incident rates and our approach to long-term safety management.

Conversely, strategic human capital management can result in a high-performing and inclusive environment, where culture drives innovation and distinguishes Collgar as an employer of choice.

Employee Health and Safety at Collgar...

We adopt a planned and systematic approach to managing Work Health and Safety (WHS) matters, aiming to eliminate or mitigate operational risks as far as reasonably practicable. Collgar's WHSMS aligns with the principles of ISO 9001:2015 and ISO 45001:2018.

- To ensure our WHSMS is understood:
 - All employees receive a comprehensive safety induction which includes an overview of the WHSMS and key tools and processes. Defined responsibilities across all levels of the organisation are captured through relevant policies and job descriptions.
- To ensure our controls are effective and fit for purpose:
 - We operate a risk-based internal audit plan which requires biannual WHS audits.

FY24 Health and Safety at Collgar

Fatalities	Lost time injuries	Restricted work injuries	Medical treatment injuries	Total recordable injuries
0	1	0	1	2

EMPLOYEE ENGAGEMENT, DIVERSITY AND INCLUSION

Collgar Renewables focuses on building an engaged, diverse, and inclusive workforce. We track turnover, employee engagement, and diversity representation to foster a workplace where all employees can thrive.

Employee Engagement at Collgar...

Guided by our Code of Conduct, Collgar aims to foster a culture that embraces diversity and inclusion. Our diverse workforce is a testament to our dedication to upholding our people and culture policies, supported by various initiatives.

Throughout the reporting period, Collgar has been rolling out its leadership development series, which has resulted in action plans for culture improvement initiatives.

FY24 Employee Engagement, Diversity and Inclusion Performance

Employee engagement 73%	Women in the workforce (10 out of 29*) 34%	Women on the Senior Leadership Team (2 out of 6) 33%
Women on the Board (1 out of 4) 25%	Workforce are not Australian-born (17 out of 29*) 59%	Speak English as their second language (10 out of 29*) 34%

Employee Age Groups



* Excludes Board members

Business Model and Innovation

The launch of Collgar Renewables in 2022 demonstrates our shareholder’s confidence that we can build and expand beyond being a single wind farm operator and deliver new sources of value while addressing significant environmental and societal challenges.

MATERIALS SOURCING AND EFFICIENCY

Sustainable procurement, in the context of Collgar’s operations and as adapted from ISO20400:2018 Sustainable procurement – Guidance, is procurement activity focused on managing procurement risks and achieving the most positive environmental, social, and economic impacts over a project’s lifecycle.

Material Sourcing at Collgar...

Our principles and processes for managing this are contained in our Sustainable Procurement Framework, which guides behaviours through the following actions:

- Developing strategies that reduce demand for, and extend the life of, the product,
- Planning what happens with a product at the end of the contract, how will it be re-used, recycled or disposed of, to encourage potential suppliers to address this from the beginning,
- Considering costs over the life of the good or service and policies in the planning process (such as potential increases in energy prices),
- Encouraging sustainable solutions and innovation in tenders, and
- Measuring and improving sustainability throughout the life of the procurement.

To achieve this, we have reviewed our strategy through scenario analysis, aiming not only to mitigate risks but also to identify opportunities in the energy transition.

PHYSICAL IMPACTS OF CLIMATE CHANGE

Collgar continuously evaluates the risks posed by climate change through detailed climate risk assessments. We know this helps us better understand the potential impact on our operations and identify opportunities for future projects. Below, we outline our exposure to climate risks and the strategies we employ to mitigate them.

Climate Resilience at Collgar...

In FY24 we consolidated our physical and transition risk assessments, evaluating both in the context of climate change and energy transition scenarios.

We analysed two Intergovernmental Panel on Climate Change Fifth Assessment Report’s Representative Concentration Pathways (RCP) scenarios for our physical risk assessment. The RCP 2.6 and RCP 8.5 scenarios were chosen as ‘low’ and ‘high’ cases, respectively, to better understand the impact of uncertainty on the physical risks climate change poses to our current wind farm.

Climate change scenarios for physical risk analysis

RCP	TEMPERATURE 2081-2100 (AVG. INCREASE RELATIVE TO 1986-2005)	GLOBAL EFFORT TO CURB EMISSIONS	ADAPTATION REQUIRED
RCP 2.6	1.0 °C	High, sharp decline in fossil fuel use	Low level, low cost
RCP 8.5	3.7 °C	Low – low implementation of climate policies, 3x increase in CO ₂ emissions	High level, high cost

The analysis identified potential soil movement as the primary hazard across all analysed wind turbine assets, followed by extreme wind. Additionally, heat failure probabilities were found to increase under both RCP scenarios. We intend to refresh this assessment in line with risk tolerances.

For the transition risk assessment, we developed three scenarios, drawing insights from WA Government Energy Transition Taskforce’s Whole of System Plan (WOSP).

Climate change scenarios for transition risk analysis

	Low Case	Base Case	High Case
Economic growth	Low	Moderate	Moderate
Demographic patterns	Migration away from the urban areas of Perth and surrounds	Relatively balanced urban spread with increased density in inner cities	Proportionate population growth across metro and regional areas
On-grid distributed energy resources (DER) uptake	Low	Very high	Moderate
Operational demand forecast	Decreasing		Operational demand forecast
Utility scale connections	Low	Low-moderate	High

The top transition risks and opportunities represented those which may either hinder or enable the capture of growth in renewable energy demand in a future where the renewables market exceeds its current size.

PRODUCT DESIGN AND LIFECYCLE MANAGEMENT

As Collgar Wind Farm prepares for future project developments, we recognise the growing importance of sustainable product design and lifecycle management. While we currently do not utilise recycled materials or manage end-of-life impacts, our Sustainable Procurement Framework has been developed with these challenges in mind and will guide us in making sustainable choices when these considerations become more relevant to us.

Lifecycle Management at Collgar...

The Collgar Wind Farm demonstrates our commitment to strategic asset management and continuous improvement. In FY24, we engaged independent consultants to deliver a technical due diligence review of the wind farm. The results of the review included assessment that reaching a 30-year useful life is achievable, which is an extension to its original expected lifecycle of 25 years. We believe this result is largely the outcome of careful and innovative design and asset management principles.

The Collgar Wind Farm demonstrates our commitment to strategic asset management and continuous improvement.

Leadership and Governance

BUSINESS ETHICS

We demonstrate our core value of integrity by upholding ethical standards through transparent decision-making and strong governance.

Business Ethics at Collgar...

Collgar has a robust governance framework which defines the roles of our Boards and management and establishes clear accountabilities. Supported by appropriate systems for delegation, we maintain strong controls against risks of fraud while preserving agility and efficiency in decision-making.

Underpinned by our values, Collgar's Code of Conduct establishes expectations for standards of behaviour and encourages a 'speak up' culture when these covenants are breached.

Our Whistleblower Policy, Whistleblower Guide, and Raising Workplace Concerns Guide serve as important tools for identifying and deterring wrongdoing. The Company encourages the

reporting of any suspected unethical, illegal, fraudulent, suspicious, improper or undesirable conduct. Staff can refer to the Whistleblowing Policy Staff Guide for guidance on how to report concerns.

Our Investment Decision Framework provides a structured approach to investment decision-making, including:

- Clearly defined roles and responsibilities
- Robust and transparent decision-making processes
- Processes for prioritising and optimising investment decisions
- Tools to guide the decision-making process
- Integration of ESG considerations into investment decisions
- Support for shadow carbon pricing and social impact costs and benefits analysis

MANAGEMENT OF LEGAL AND REGULATORY ENVIRONMENT

Collgar's primary engagement and messaging with regulators is consistent – we're committed to supporting the energy transition and mitigating long-term adverse environmental and social impacts.

Regulatory Engagement at Collgar...

We closely monitor government regulations and policy proposals related to environmental and social factors in the energy sector. Our support for key initiatives, such as the Wholesale Electricity Market Investment Certainty Review, aligns with our long-term strategy of reducing emissions and promoting the financial sustainability of renewable projects.

Collgar monitors energy policy and its potential impacts on the integration of wind energy into existing energy infrastructure as this is a strategic risk to our growth strategy. Energy policy to date has indicated the potential for substantial growth in renewable energy generation in Western Australia, due to:

- Planned retirement of State-owned coal fired power stations by 2030
- The Capacity Investment Scheme supporting delivery of 32 GW of new renewable capacity across Australia to 2030, transforming Australia's energy system to a reliable 82% renewable grid, supported by gas, storage and transmission
- The Government's Reliable Renewable plans with states and territories (Renewable Energy Transformation Agreements) seeking to unlock and fast-track investments in individual states while ensuring reliable grids
 - Once the Commonwealth and WA Government reach final agreement on the Renewable Energy Transformation Agreement, including reliability benchmarks and addressing barriers to new capacity, 2.3 GW of variable renewables and 1.1 GW of dispatchable renewables will be unlocked in WA

In 2024 the Western Australian Government further committed to an energy transformation with its 2024 budget committing:

- \$324 million to undertake extensive planning and procure long-lead transmission infrastructure for the State's main electricity grid to unlock industry growth and connect more renewable energy.
- \$148 million to construct common user electricity network infrastructure in the North West Interconnected System in the Pilbara.

As our projects progress through development, we will continue to assess the risks associated with integrating wind energy into existing infrastructure, including grid stability, connection delays, and regulatory processes.

Climate Lobbying Position

Collgar takes a responsible climate change lobbying approach to influence policy decision-making aligned with the flagship goal of the Paris Agreement to limit global warming to 1.5°C above pre-industrial levels. We achieve this through both direct and indirect advocacy on climate-significant policy measures with potential to impact energy, infrastructure and land use.

Examples of Collgar's lobbying activities include active participation on government and industry consultation groups, formal energy policy submissions, and efforts to influence political and bureaucratic actors, in both formal and informal settings. Collgar also engages with community to promote climate awareness and seeks to project a positive image through public disclosure of our climate commitments.



Appendix: SASB Disclosures

Environment

METRIC	CATEGORY	UNIT OF MEASURE		SASB CODE	CR PERFORMANCE																				
Greenhouse Gas Emissions																									
(1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations and (3) emissions-reporting regulations	Quantitative	Metric tonnes (t) CO ₂ -e, Percentage (%)		IF-EU-110a.1	1. Scope 1 = 167 tCO ₂ e* 2. 0% 3. 100% *Note: The calculating methodology used is not the SASB methodology from the GHG Protocol. As CWF is a reporting entity under the Australia's National Greenhouse and Energy Reporting (NGER) Act, we have used the corresponding NGER (Measurement) Determination 2007 (Cth).																				
Discussion of long and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and analysis	n/a		IF-EU-110a.3	As described in body of report.																				
Energy management																									
1. Total energy consumed 2. Percentage grid electricity 3. Percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)		RR-FC-130a.1	1. 69,070 GJ 2. 8.07% 3. 94.86%																				
Grid resilience																									
Ecological impacts	Quantitative	Number		IF-EU-550a.1	0 Collgar did not experience any incidents of non-compliance with physical or cyber security standards or regulations.																				
Ecological impacts																									
Ecological impacts	Quantitative	Number		IF-EU-550a.1	<table border="1"> <thead> <tr> <th>Wind speed</th> <th>Reference level in A-weighted decibels (dB(A))</th> <th>Measured Level (dB(A))</th> <th>Compliance</th> </tr> </thead> <tbody> <tr> <td>6m/s</td> <td>102.5</td> <td>97.7</td> <td>✓</td> </tr> <tr> <td>7 m/s</td> <td>103.6</td> <td>98.5</td> <td>✓</td> </tr> <tr> <td>8 m/s</td> <td>104.0</td> <td>98.6</td> <td>✓</td> </tr> <tr> <td>9 m/s</td> <td>104.0</td> <td>97.4</td> <td>✓</td> </tr> </tbody> </table> Measured levels up to 98.6 dB(A) which is less than the reference levels (from 102.5 to 104 dB(A))* *Assessment conducted in general accordance with IEC 61400-11 Ed.2.1: Wind turbine generator systems – Acoustic noise measurement techniques	Wind speed	Reference level in A-weighted decibels (dB(A))	Measured Level (dB(A))	Compliance	6m/s	102.5	97.7	✓	7 m/s	103.6	98.5	✓	8 m/s	104.0	98.6	✓	9 m/s	104.0	97.4	✓
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9 m/s	104.0	97.4	✓																						

Environment (continued)

METRIC	CATEGORY	UNIT OF MEASURE		SASB CODE	CR PERFORMANCE
Backlog cancellations associated with community or ecological impacts	Quantitative	Presentation currency		RR-WT-410a.2	N/A for new projects. No backlog cancellations for CWF.
Description of efforts to address ecological and community impacts of wind energy production through turbine design	Discussion and Analysis	n/a		RR-WT-410a.3	Turbine design was not relevant during the reporting year, since no wind turbine procurement occurred. However, Collgar Renewables' Sustainable Procurement Framework enables informed decision making to consider ecological and community impacts. Procurement decisions for new projects will be made in consideration of Collgar Renewables' overarching sustainability targets and commitments as it relates to carbon footprint, ecological factors (i.e., energy, resources, biodiversity).
Percentage of land owned, leased or operated within areas of protected conservation status or endangered species habitat	Quantitative	Percentage (%) by land area		EM-MD-160a.2	4.54% Collgar leases 100% of the land on which it operates, which is predominantly cleared farming land. This alone has minimised direct impacts to biodiversity and is in line with best practice guidelines. Malleefowl are classified as a vulnerable threatened species under the Western Australia Biodiversity Conservation Act 2016. A Malleefowl Monitoring Report has identified likely malleefowl activity within 250m of CWF assets. These areas are estimated by Collgar personnel to be approximately 514 hectares, representing 4.54% of the total leased land. The original construction and current operations of the wind farm are regulated under the Environmental Protection Act 1986 and the Planning and Development Act 2005. Planning Consent (Application No. PA/15/08) for the project was granted by the Shire of Merredin on 17 August 2008. Clearing Permit CPS 2685/2 was valid for five years from 30 November 2008; exemptions to the Clearing Regulations allow for areas cleared legally under that permit to be maintained as cleared into the future, providing certain requirements are met. Desktop mapping indicates that there are no Environmentally Sensitive Areas, no surface water or ground water conservation protection areas, and no Aboriginal Heritage Sites in the vicinity of CWF. The major biodiversity values in the area consist of the stands of native vegetation within and adjacent to the site and DBCA managed lands.
Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	Discussion and Analysis	n/a		EM-SV-160a.2	As described in body of report.
Biodiversity impacts					
Description of environmental management policies and practices for active sites	Discussion and Analysis	n/a		EM-CO-160a.1	As described in body of report.

Social Capital

METRIC	CATEGORY	UNIT OF MEASURE		SASB CODE	CR PERFORMANCE
Human Rights, Community Relations & Rights of Indigenous Peoples					
Discussion of engagement processes to manage risks and opportunities associated with community interests	Discussion and Analysis	n/a		RT-CH-210a.1	As described in body of report.
Percentage of (1) proved and (2) probable reserves in or near indigenous land	Quantitative	Percentage (%)		EM-CO-210a.1	<p>0%</p> <p>The CWF heritage assessment conducted as part of the original development planning and approvals did not identify significant heritage/indigenous values on the proposed site. As documented in Collgar's ESMP, the following was considered:</p> <ul style="list-style-type: none"> Aboriginal Heritage Act 1972, Management of Aboriginal Heritage. The project was also referred to the Department of Environment, Heritage, Water and the Arts (DEWHA), under the <i>Environment Protection and Biodiversity Conservation Act 1999</i> (EPBC Act) and the Minister determined that the project did not have an impact on Matters of National Significance and therefore no further approvals were required. <p>As at the end of the reporting period, there were no proved or probable heritage areas through the Department of Lands and Heritage Aboriginal Cultural Heritage Inquiry System (both registered sites and lodged places searched for all certificates of title).</p>
Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and the local community	Discussion and Analysis	n/a		EM-CO-210a.2	As described in body of report.
Data security					
Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a		FN-CB-230a.2	As described in body of report.
Number of data breaches	Quantitative	Number		FN-CB-230a.1	<p>0</p> <p>There were no breaches in the reporting period.</p>

Human Capital

METRIC	CATEGORY	UNIT OF MEASURE			SASB CODE	CR PERFORMANCE																																								
Employee Health and Safety																																														
Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	Discussion and Analysis	n/a			RR-FC-320a.2	As described in body of report.																																								
Discussion of management of accident and safety risks and long-term health and safety risks	Discussion and Analysis	n/a			EM-CO-320a.2	As described in body of report.																																								
(1) Total recordable incident rate (TRIR), (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate			RR-WT-320a.1	<table border="1"> <thead> <tr> <th></th> <th colspan="3">FY24</th> </tr> <tr> <th></th> <th>Direct Employees</th> <th>Contractors (Merredin based)</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>Fatalities</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Lost Time Injuries (LTIs)</td> <td>0</td> <td>1</td> <td>1</td> </tr> <tr> <td>Restricted Work Injuries (RWIs)</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Medical Treatment Injuries (MTIs)</td> <td>0</td> <td>1</td> <td>1</td> </tr> <tr> <td>Total Recordable Injuries</td> <td>0</td> <td>2</td> <td>2</td> </tr> <tr> <td>Hours Worked</td> <td>38,159</td> <td>31,653</td> <td>69,812</td> </tr> <tr> <td>Fatality rate</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>TRIR</td> <td>0</td> <td>12.64</td> <td>5.73</td> </tr> </tbody> </table>		FY24				Direct Employees	Contractors (Merredin based)	TOTAL	Fatalities	0	0	0	Lost Time Injuries (LTIs)	0	1	1	Restricted Work Injuries (RWIs)	0	0	0	Medical Treatment Injuries (MTIs)	0	1	1	Total Recordable Injuries	0	2	2	Hours Worked	38,159	31,653	69,812	Fatality rate	0	0	0	TRIR	0	12.64	5.73
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Description of implementation and outcomes of a Safety Management System	Discussion and Analysis	n/a			TR-AF-540a.1	As described in body of report.																																								
Employee engagement, diversity and inclusion																																														
Employee engagement as a percentage	Quantitative	Percentage (%)			CG-EC-330a.1	<p>73%</p> <p>A pulse survey was conducted determining average scores across a range of employee engagement themed questions. The overall engagement score is a summative score of all average scores, converted to a percentage.</p> <table border="1"> <thead> <tr> <th>Questions</th> <th>Score</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>How would you rate Collgar's Culture</td> <td>60/80</td> <td>75%</td> </tr> <tr> <td>How would you rate the current level of Communication at Collgar</td> <td>58/80</td> <td>72.5%</td> </tr> <tr> <td>How would you rate the current level of Collaboration at Collgar</td> <td>63/80</td> <td>78.75%</td> </tr> <tr> <td>How would you rate the current leadership at Collgar</td> <td>60/80</td> <td>75%</td> </tr> <tr> <td>How would you rate the current level of innovation at Collgar</td> <td>51/80</td> <td>63.75%</td> </tr> <tr> <td>Rating of current understanding of business strategy, operations and shareholder expectations</td> <td>59/80</td> <td>73.75%</td> </tr> <tr> <td>How well do you understand your accountabilities and what the business expects from you and others</td> <td>61/80</td> <td>76.25%</td> </tr> <tr> <td>How would you rate the current level of feedback and recognition you receive</td> <td>58/80</td> <td>72.5%</td> </tr> <tr> <td>TOTAL</td> <td>470 / 640</td> <td>73.45%</td> </tr> </tbody> </table>	Questions	Score	Percentage	How would you rate Collgar's Culture	60/80	75%	How would you rate the current level of Communication at Collgar	58/80	72.5%	How would you rate the current level of Collaboration at Collgar	63/80	78.75%	How would you rate the current leadership at Collgar	60/80	75%	How would you rate the current level of innovation at Collgar	51/80	63.75%	Rating of current understanding of business strategy, operations and shareholder expectations	59/80	73.75%	How well do you understand your accountabilities and what the business expects from you and others	61/80	76.25%	How would you rate the current level of feedback and recognition you receive	58/80	72.5%	TOTAL	470 / 640	73.45%										
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Human Capital (continued)

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Business Model and Innovation

METRIC	CATEGORY	UNIT OF MEASURE		SASB CODE	CR PERFORMANCE												
Materials sourcing and efficiency																	
Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a		RR-WT-440a.1	As described in body of report.												
Top five materials consumed, by weight	Quantitative	Metric tonnes (t)		RR-WT-440b.1	<p>No delivered wind turbines during the reporting period.</p> <p>As this is the entity's first reporting using SASB disclosure guidance, the below information is disclosed in relation to the already-installed asset:</p> <p>CWF consists of 111, Vestas V90-2.0MW WTGs = 240 tonnes/each</p> <table border="1"> <thead> <tr> <th>Material</th> <th>Weight (m)</th> </tr> </thead> <tbody> <tr> <td>Steel and Iron</td> <td>206.4t</td> </tr> <tr> <td>Glass/carbon composites</td> <td>15.84t</td> </tr> <tr> <td>Polymer materials</td> <td>8.16t</td> </tr> <tr> <td>Aluminium and Alloys</td> <td>4.08t</td> </tr> <tr> <td>Copper and Alloys</td> <td>1.68t</td> </tr> </tbody> </table> <p>Source: Vestas Material Use</p>	Material	Weight (m)	Steel and Iron	206.4t	Glass/carbon composites	15.84t	Polymer materials	8.16t	Aluminium and Alloys	4.08t	Copper and Alloys	1.68t
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Average top head mass per turbine capacity, by wind turbine class	Quantitative	Metric tonnes per megawatts (t/MW)		RR-WT-440b.2	<p>No delivered wind turbines during the reporting period.</p> <p>As this is the entity's first report using SASB disclosure guidance, the below information is disclosed in relation to the already-installed asset:</p> <p>CWF consists of 111 WTGs, each of which have a top head mass per turbine capacity of 44 t/MW</p> <p>(based on IEC Wind Turbine Class IIIA V90-2.0MW general specifications: top head mass of 88t (nacelle = 70t, hub = 18t), 2.0MW capacity</p>												
Physical impacts of climate change																	
Description of climate change risk exposure analysis, degree of exposure and strategies for mitigating risks	Discussion and analysis	n/a		IF-HB-420a.2	As described in body of report.												
Product design and lifecycle management																	
Description of efforts to manage products' end-of-life impacts	Discussion and analysis	n/a		CG-AM-410a.3	As described in body of report.												

Leadership and Governance

METRIC	CATEGORY	UNIT OF MEASURE			SASB CODE	CR PERFORMANCE
Business Ethics						
Description of whistleblower policies and procedures	Discussion and analysis	n/a			FN-IB-510a.2	As described in body of report.
Description of approach to incorporation of environmental, social and governance (ESG) factors in investment processes or strategies	Discussion and analysis	n/a			FN-IB-410a.3	As described in body of report.
Management of legal and regulatory environment						
Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	Discussion and analysis	n/a			EM-EP-530a.1	As described in body of report.
Description of risks associated with integration of wind energy into existing energy infrastructure and discussion of efforts to manage those risks	Discussion and analysis	n/a			RR-ST-410a.1	As described in body of report.
Description of risks and opportunities associated with energy policy and its effect on the integration of wind energy into existing energy infrastructure	Discussion and analysis	n/a			RR-ST-410a.2	As described in body of report.



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