

Driving Sustainability: From Data to Action

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Wiradjuri concept of
yindyamarra winhanganha

which is the deep
wisdom of respectfully
knowing how to live well
in a world worth living

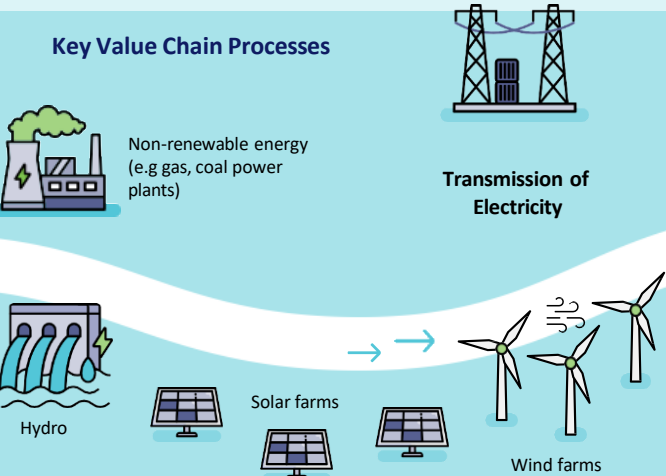


Across our value chain, we're supporting and enabling the transition to a flexible and integrated grid that empowers our customers to participate in a clean-energy future.

Upstream

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

Key Value Chain Processes



Involved and Affected Stakeholders

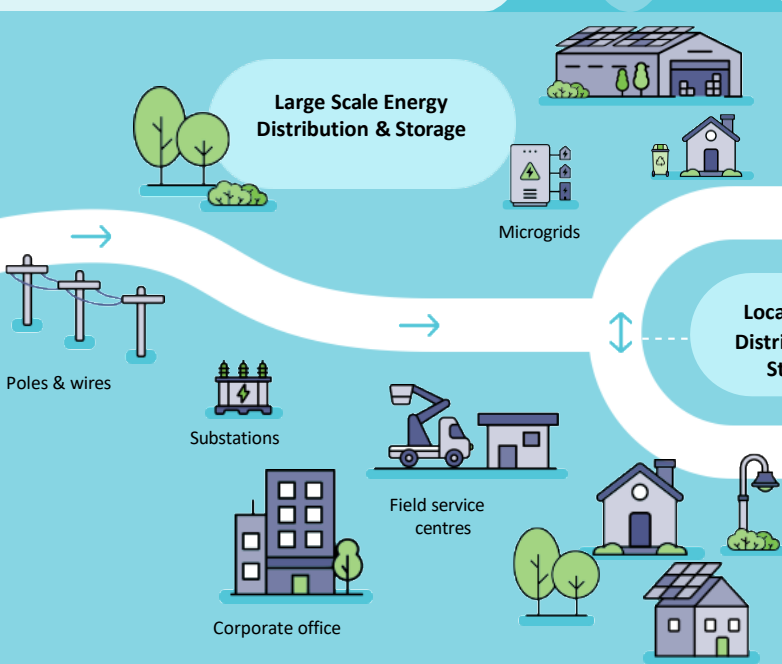
Suppliers & supply chain workers
Local communities

Support Initiatives

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

Own Operations

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

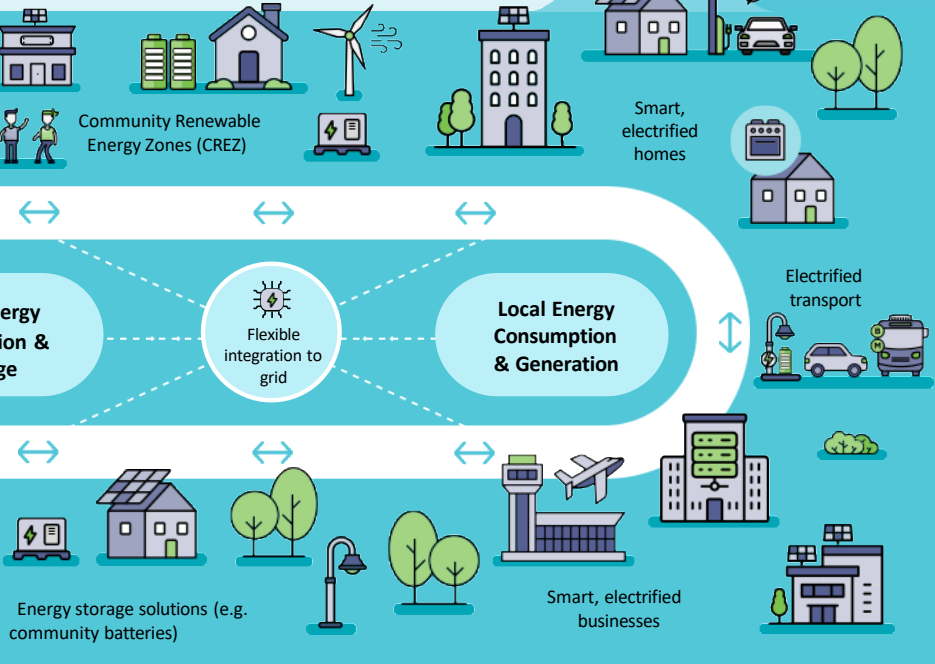


On-the-ground employees
Corporate services
Apprentices
Contractors

Operational Processes
Activities to improve our operational impact, such as employee wellbeing and inclusion programs, innovating on-the-ground grid maintenance and transitioning our large fleet to electric or hydrogen vehicles

Downstream

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

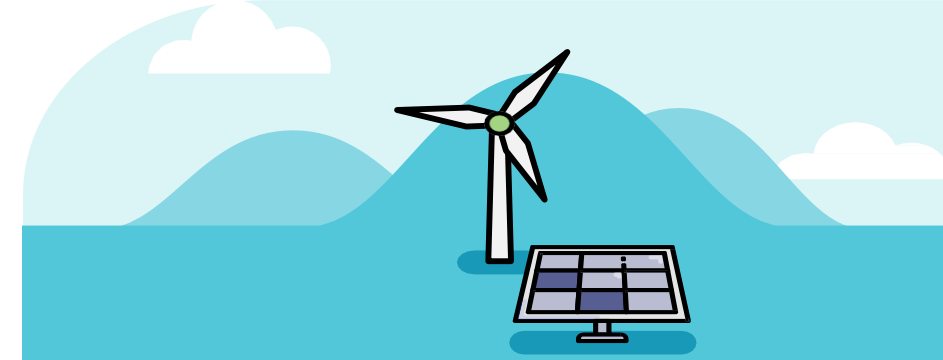


Regulators
Councils & Government
Retailers
Households, businesses & communities

Customer and Community Engagement
Programs and partnerships to support our communities, such as the Community Electric Vehicle (EV) Scheme, Powering Communities grants program, nature regeneration programs and First Nations partnerships

Climate Action

Evolving our business towards a zero-emissions future



85%

Of our area is bushfire prone

1.2 Million

Connected customers

Data Centres

Approx. 1/3 of our entire load demand

1.6%

Achieve an average solar customer curtailment below 1.6% by 2035

Why Sustainability at Endeavour?



Financial opportunity

\$1.920 Million in sustainability-linked loads tied to sustainability targets



Customer Interest

Top priority for companies right now:

- 1- Data privacy & cybersecurity
- 2 – **Environmental sustainability.**

RepTrak – Key Stakeholder & Community Report 2023



Employee interest

98% of Australians think meaningful work is important to them and **94%** feel that making a difference and contributing to society is important.

Beaumont People study, 2019



Climate Law Changes

Climate risk is business and investor risk
- companies need to incorporate climate-related risks and opportunities

Our sustainability strategy sets out our priorities and key targets

Powering a
**Brighter
Future**



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 Big Goals



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

from FY21 baseline & subject to AEMO Step Change scenario



Cultivate an inclusive culture that embraces diversity



Nature Positive by 2030

in operations and construction



Integrate climate action into business and planning decisions



Achieve top quartile employee engagement by 2030



Zero operational waste to landfill by 2030

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

Sustainability is at the heart of what we do



Empower

Our sustainability programs are designed by our people, and we partner to empower success



Embed

Align our prioritised sustainability themes to management and governance structures while being authentically transparent



Communicate

Share stories, report and communicate our progress and any challenges faced

Asset Level Data: Driving Sustainability



Automate & Integrate

Embed across the supply chain, engaging suppliers, customers and employees.



Collaborate in Real Time

Everyone has access to sustainability insights to be an agent for change. We use the data in an agile way to drive a sustainable future.

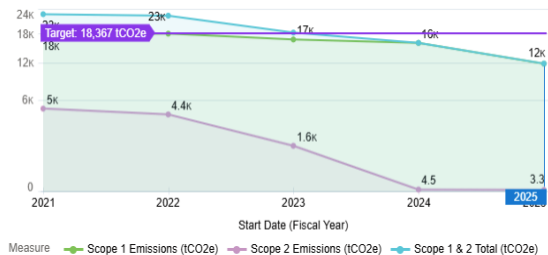


Partner for Success

Select partners that we trust to support us leading a just and sustainable energy transition.

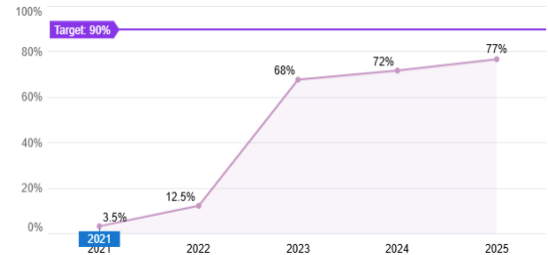
Emissions (Scope 1 and 2 less line losses)

Current FY Target	Baseline	% change from baseline
18,367 (tCO2e)	22,945.7 (tCO2e)	-47.82%
Current FY	Previous FY	
11,972.4 (tCO2e)	16,145.7 (tCO2e)	



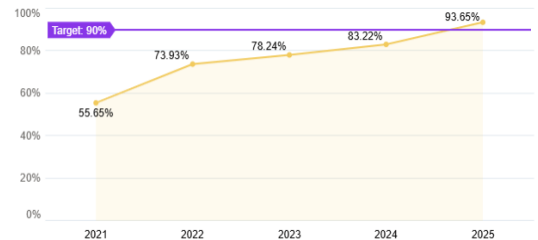
Mental Health & Wellbeing (%)

Current FY Target	Baseline	% change from baseline
90%	3.5%	2,100%
Current FY		
77%		



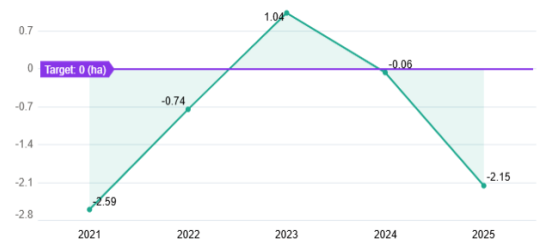
Landfill Waste Diversion (%)

Current FY Target	Baseline	% change from baseline
90%	55.65%	68.28%
Current FY		
93.65%		

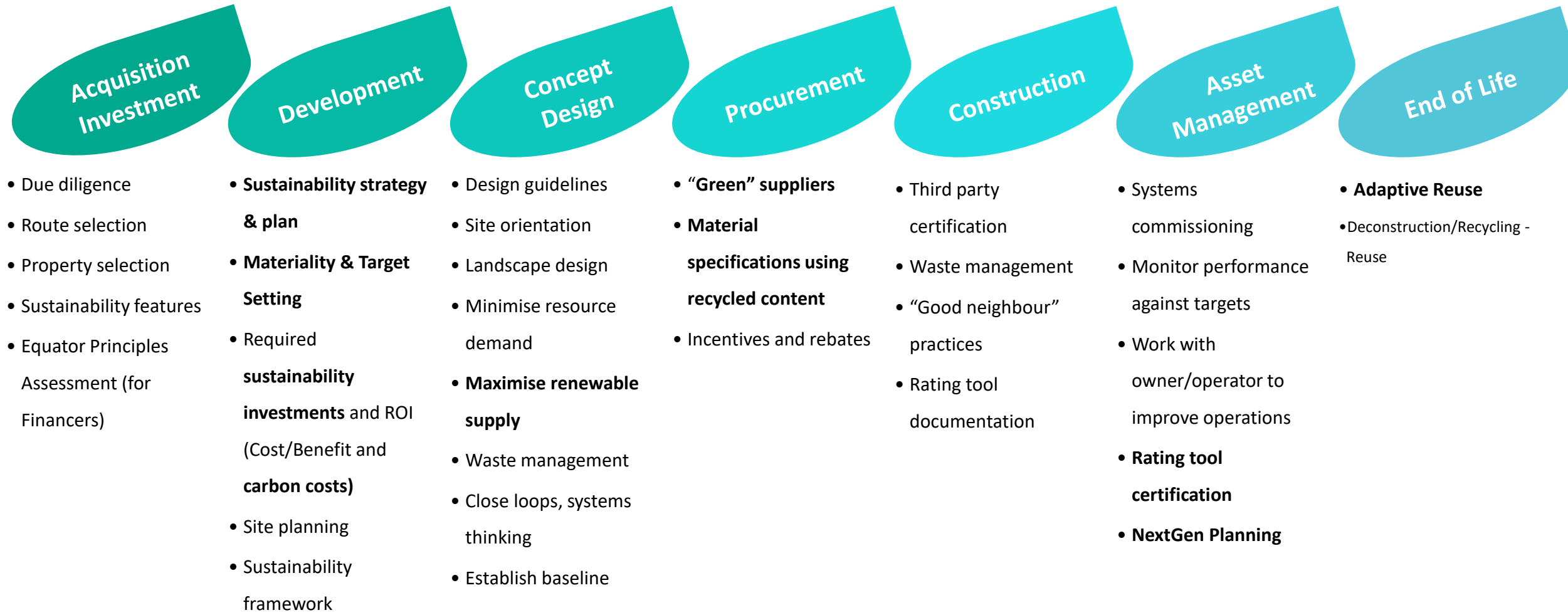


Net Habitat Gain (Hectares)

Current FY Target	Baseline	% change from baseline
0 (ha)	-2.59 (ha)	17%
Current FY		
-2.15 (ha)		



Sustainability By Design



“Reduce our impact by making sure that everything we do, we can do forever”

Sir David Attenborough





**Endeavour
Energy**

POWER
together