



**Environmental,  
Social and  
Governance  
Report 2025**

Publish date: March 2026

### Acknowledgement of Country

Australian Gas Infrastructure Group acknowledges the Traditional Custodians of the lands upon which we live and operate, and we pay our respects to Elders past, present and emerging. We recognise Aboriginal and Torres Strait Islander peoples' historical and ongoing connection to land and waters, and we embrace the spirit of reconciliation.

Tubridgi Gas Storage Facility  
in Western Australia,  
Nhuwala Country

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## About this Report

This 2025 Environmental, Social and Government (ESG) Report (the Report) illustrates Australian Gas Infrastructure Group's (AGIG's) ongoing commitment to transparency and the disclosure of related targets and performance.

We strive for continuous improvement. In 2025 we developed a Sustainability web page facilitating access to our ESG Reporting Suite and key ESG outcomes<sup>1</sup>. We also evolved our related Sustainability Report to comply with the Australian Sustainability Reporting Standards (ASRS).

Supporting documents are referenced throughout this document and are available on our ESG webpage and the Australian Securities and Investment Commission (ASIC) website.

### ESG Reporting Suite

This Report is supported by a range of other corporate publications, available on our website, or via the ASIC website:

- 2025 Data Book;
- 2025 Sustainability Reports (available on the ASIC website);
- 2025 Community Impact Report;
- Diversity, Equity and Inclusion Plan;
- 2024-2025 Modern Slavery Statement;
- Innovate Reconciliation Action Plan; and
- Supplier Sustainable Procurement Statement.

### Reporting Boundaries

The scope of this Report includes AGIG entities (as outlined in *About Us*), their wholly owned subsidiaries and joint ventures which it operates, unless otherwise noted. This Report focuses on performance and activities from 1 January to 31 December 2025. Further information on our reporting methodology is provided in our 2025 Data Book.

### Alignment

This Report considers recommended disclosures from sustainability standards, sector disclosures and frameworks, including:

- United Nations Sustainable Development Goals;
- Global Reporting Initiative Standards, specifically relating to General and Oil and Gas Sector disclosures; and
- Key policies.

Further information can be found in our 2025 Data Book.

### Assurance

Independent providers have undertaken limited assurance on selected metrics referenced in this Report. Further details on the scope and conclusions of the assurance are provided in our 2025 Data Book.

<sup>1</sup> The AGIG Sustainability web page can be accessed here: [www.agig.com.au/sustainability](http://www.agig.com.au/sustainability)



Please scan the QR code to see our full data suite.



AGIG team members at one of our distribution assets in Victoria, Wurundjeri Country

## Connection to Country

Our assets traverse some of the most diverse and sustaining landscapes in the world, and we recognise that these lands have been in the custodianship of Australia's First Nations peoples for tens of thousands of years. We are humbled to be able to work on these lands in partnership with First Nations peoples, and to learn from their deep and rich connections.

Our Innovate Reconciliation Action Plan (RAP) was released in 2025 and illustrates our progress towards reconciliation following the successful implementation of our Reflect RAP in 2024.

*"This artwork shows AGIG's connection to country with elements of hills, sky, wind and vegetation in the background along with water flowing through the landscape to represent the journey of life and renewal, as it travels across the country."*

*Energy travels through the networks and pipelines weaving across the country, connecting to communities across Australia.*

*The larger circles represent 'hubs' or main cities in which AGIG operate, located on the artwork relative to their geographic positioning within Australia, i.e. Brisbane in the top right, moving down the east coast to Melbourne, Adelaide and across to Bunbury then up the left-hand side to Dampier.*

*The sun and wind are represented as part of this cycle by providing energy to the four large circles which represent the process of making renewable and carbon-neutral gas."*



**Karen Briggs**  
First Nations Artist

### Artist Background

Karen Briggs is an illustrator, graphic and digital designer and contemporary First Nations artist. She is a Yorta Yorta woman whose ancestral homeland radiates from the junction of the Goulburn and Murray Rivers in Northeast Victoria.



## Case Study

### Introducing Our First Nations Land Map

A key commitment of our Reflect RAP was "to develop a deeper understanding of the Traditional Custodians of the lands and waters on which we operate".

Our First Nations Web Map – developed in partnership with Winyama, a Supply Nation Certified Indigenous owned and operated geospatial and cloud consultancy – showcases AGIG's operational footprint. The map identifies that our operations span 90 unique First Nations territories, reflecting the scale of our footprint across Australia.

This work shows that our Dampier to Bunbury Natural Gas Pipeline crosses 21 First Nations territories, whilst Victoria has the highest number of mapped operations, linked to 22 different First Nations territories.

Our First Nations map is featured on page 12 and provides an overview of our operational footprint and the associated First Nations Lands.

# We are Australian Gas Infrastructure Group (AGIG)

## One of Australia's largest gas infrastructure businesses.

We own and operate gas infrastructure, transporting and storing the energy our customers need, with high levels of reliability and cost efficiency that customers rely on.

Our operations are extensive and diverse. Across every mainland state and the Northern Territory, we deliver gas to homes, businesses, industry and communities; as well as transporting and storing gas that underpins the economy for power generation, mining and manufacturing. We also produce volumes of carbon-neutral gas, which are blended into the local distribution network.

Our Vision is to deliver infrastructure essential to a sustainable energy future. We will do this by delivering the natural gas needed today and advancing low carbon solutions for the future.

Our Net Zero Ambition not only outlines our own emissions reduction targets, but also how we will work with customers and stakeholders to deliver and develop the energy infrastructure solutions essential to lowering emissions.

At AGIG, our people are at the heart of everything we do. We are dedicated to cultivating a safe, inclusive, and supportive workplace, which is underpinned by our Diversity, Equity and Inclusion Engagement Plan, Innovate Reconciliation Action Plan, and our commitment to safety through our Zero Harm Principles.

Beyond our operations, we actively contribute to the communities we serve. Through our Community Partnerships Program, we have proudly supported more than 23 Australian-based charities and volunteered over 1,400 hours, helping those who need it most.

Photo captured during a routine aerial surveillance flight over our Onslow Dampier to Bunbury Natural Gas Pipeline assets in Western Australia, Nhuwala Country



Dampier Bunbury Pipeline (DBP) owns and operates Western Australia's principal gas transmission system the Dampier to Bunbury Natural Gas Pipeline. Australian Gas Infrastructure Developments (AGID) operates unregulated transmission pipelines, gas processing, storage and small quantities of native gas production in Western Australia and the Northern Territory.



Multinet Gas Networks (MGN) owns and operates gas distribution infrastructure in Victoria.



Australian Gas Networks (AGN) owns and operates gas infrastructure (distribution and transmission pipelines) in Victoria, South Australia, Queensland, New South Wales and the Northern Territory. It also owns and operates two renewable hydrogen production facilities, Hydrogen Park South Australia and Hydrogen Park Gladstone, with a third facility, Hydrogen Park Murray Valley, under development in Victoria.

### Our Vision

# To deliver infrastructure essential to a sustainable energy future

### Our Strategic Pillars



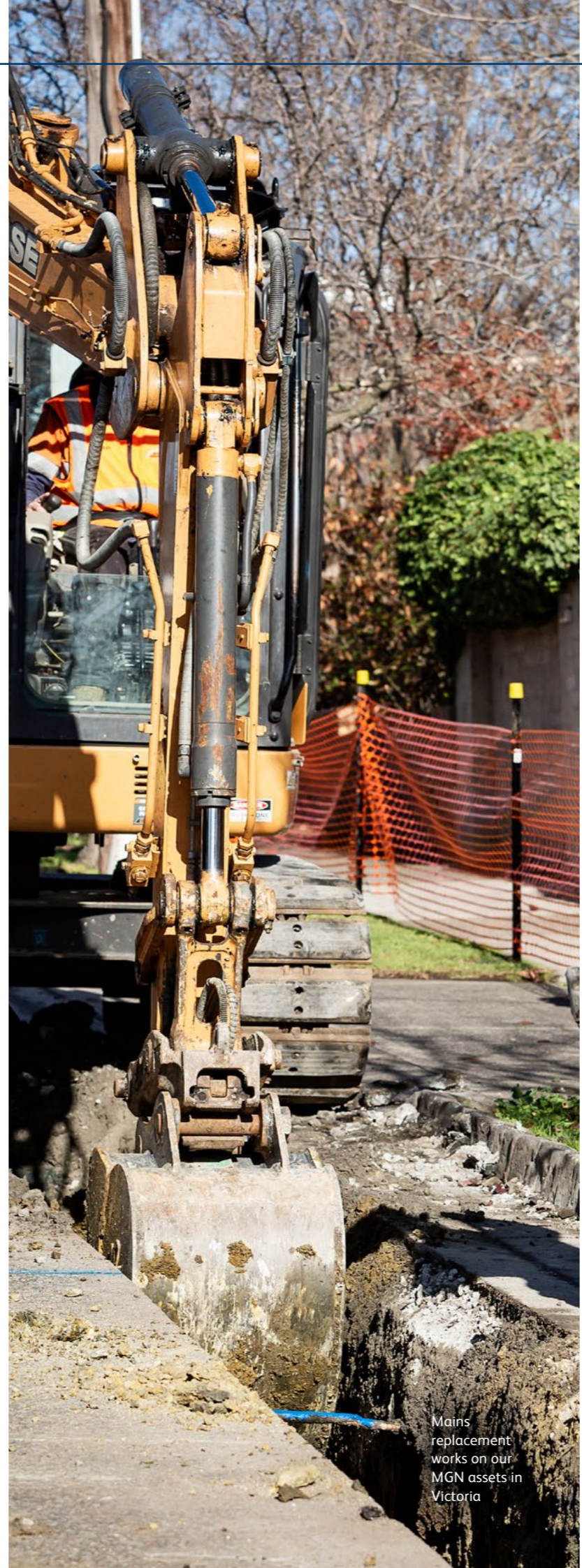
### Our Values



**We deliver gas to more than two million customers across every Australian mainland state and the Northern Territory.**

**AGIG Business**

CUSTOMERS _____	2,155,595
SHIPPERS _____	62
DISTRIBUTION _____	36,466km
TRANSMISSION _____	4,401km
GAS STORAGE CAPACITY _____	60PJ
ELECTROLYSIS _____	1.4MW



Mains replacement works on our MGN assets in Victoria

**Our Business**

We deliver gas to over two million customers across every Australian mainland state and the Northern Territory; through 36,000km of distribution networks, 4,400km of gas transmission pipeline, and two renewable hydrogen facilities.

In 2025, the business continued to experience underlying growth and also experienced a step change in employee numbers following the acquisition of APA Group’s (APA) networks business, including entities which undertake gas distribution operations and maintenance services. The transaction included the transition of more than 700 staff from APA to AGIG.

**Queensland**

- 112,985 customers
- 5,950TJ delivered in 2025
- Distribution 3,371km
- Transmission 314km

**Victoria**

- 1,485,291 customers
- 90,526TJ delivered in 2025
- Distribution 22,399km
- Transmission 501km

**Western Australia**

- 62 shippers
- 489,621TJ delivered in 2025
- Transmission 2,425km
- 60PJ gas storage capacity

**South Australia**

- 492,209 customers
- 27,756TJ delivered in 2025
- Distribution 8,564km
- Transmission 479km

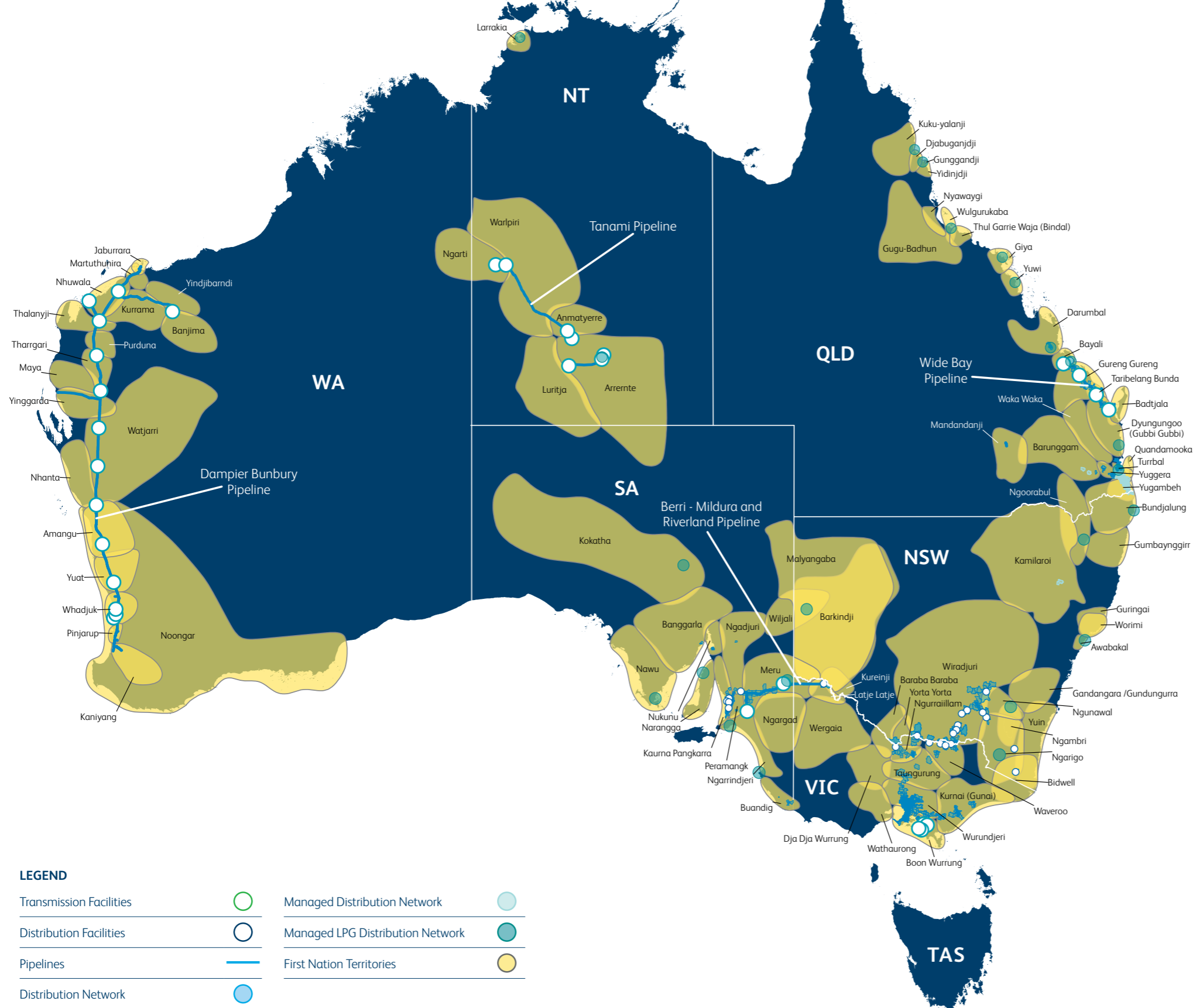
**New South Wales**

- 63,920 customers
- 5,073TJ delivered in 2025
- Distribution 2,092km
- Transmission 84km

**Northern Territory**

- 1,190 customers
- 3,667TJ delivered in 2025
- Distribution 40km
- Transmission 596km

# AGIG Footprint on First Nations Lands



**LEGEND**

Transmission Facilities		Managed Distribution Network	
Distribution Facilities		Managed LPG Distribution Network	
Pipelines		First Nation Territories	
Distribution Network			

## Western Australia

Asset	Country
<b>Facilities</b>	Noongar, Whadjuk, Yuat, Kurrama, Watjarri, Nhanta, Banjima, Tharrgari, Nhuwala, Thalanyji, Amangu, Ngarti
<b>Pipelines</b>	Noongar, Whadjuk, Maya, Martuthunira, Yuat, Yindjibarndi, Jaburrara, Kurrama, Watjarri, Nhanta, Pinjarup, Banjima, Kaniyang, Tharrgari, Nhuwala, Thalanyji, Purduna, Amangu, Ngarti, Warlpiri, Yinggarda

## Northern Territory

Asset	Country
<b>Distribution Networks</b>	Larrakia, Arrente, Luritja
<b>Facilities</b>	Arrente, Anmatyerre, Ngarti
<b>Pipelines</b>	Arrente, Anmatyerre, Ngarti, Warlpiri

## Queensland

Asset	Country
<b>Distribution Networks</b>	Taribelang Bunda, Yugambah, Wulgurukaba, Quandamooka, Bayali, Yidinji, Darumbal, Ngorabul, Barunggam, Bundjalung, Kamilaroi, Waka Waka, Gureng Gureng, Gugu-Badhun, Yuwi, Badtjala, Dyungungoo (Gubbi Gubbi), Thul Garrie Waja (Bindal), Kuku-yalanji, Giya, Nyawaygi, Djabugandji, Yuggera, Gungandji, Turbal
<b>Facilities</b>	Taribelang Bunda, Bayali, Gureng Gureng, Badtjala, Dyungungoo (Gubbi Gubbi)
<b>Pipelines</b>	Taribelang Bunda, Bayali, Darumbal, Gureng Gureng, Badtjala, Dyungungoo (Gubbi Gubbi), Mandandanji, Yuggera, Turbal

## Victoria

Asset	Country
<b>Distribution Networks</b>	Dja Dja Wurrung, Yorta Yorta, Wiradjuri, Boon Wurrung, Yuin, Wergaia, Ngarigo, Barkindji, Wurundjeri, Bidwell, Buandig, Kureinji, Waveroo, Baraba Baraba, Wathaurong, Malyangaba, Meru, Latje Latje, Taungurung, Ngargad, Ngurraillam, Kurnai (Gunai)
<b>Facilities</b>	Yorta Yorta, Wiradjuri, Boon Wurrung, Yuin, Ngarigo, Bidwell, Waveroo, Baraba Baraba, Meru, Latje Latje
<b>Pipelines</b>	Wiradjuri, Boon Wurrung, Ngarigo, Wurundjeri, Waveroo, Meru, Latje Latje, Ngargad, Ngurraillam, Kurnai (Gunai)

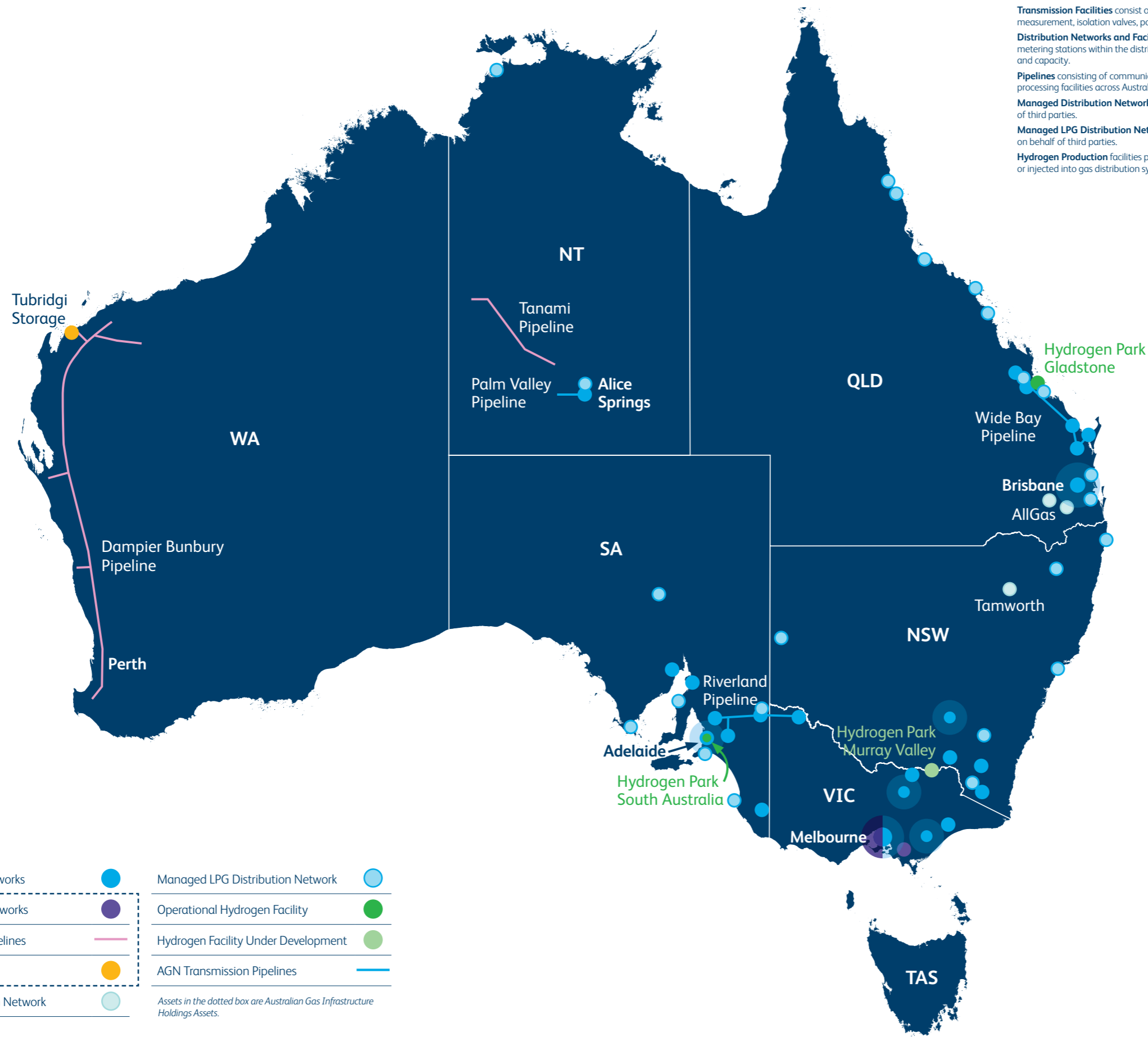
## New South Wales

Asset	Country
<b>Distribution Networks</b>	Yugambah, Ngambri, Yorta Yorta, Gumbaynggirr, Wiradjuri, Yuin, Ngorabul, Wergaia, Ngarigo, Barkindji, Bundjalung, Guringai, Bidwell, Awabakal, Kamilaroi, Wiljali, Kureinji, Waveroo, Baraba Baraba, Malyangaba, Gandangara / Gundungurra, Meru, Latje Latje, Worimi, Ngunawal
<b>Facilities</b>	Yorta Yorta, Wiradjuri, Yuin, Ngarigo, Bidwell, Waveroo, Baraba Baraba, Meru, Latje Latje, Ngunawal
<b>Pipelines</b>	Wiradjuri, Ngarigo, Waveroo, Meru, Latje Latje, Ngunawal

## South Australia

Asset	Country
<b>Distribution Networks</b>	Nukunu, Ngarrindjeri, Peramangk, Barkindji, Ngadjuri, Narangga, Buandig, Wiljali, Arrente, Kokatha, Nawu, Malyangaba, Meru, Kurna Pangkarra, Luritja, Ngargad, Banggala
<b>Facilities</b>	Ngarrindjeri, Peramangk, Ngadjuri, Arrente, Meru, Kurna Pangkarra
<b>Pipelines</b>	Ngarrindjeri, Peramangk, Ngadjuri, Arrente, Meru, Kurna Pangkarra, Ngargad

# Our Operations



**Transmission Facilities** consist of compression, pressure and temperature control, gas measurement, isolation valves, power generation, accommodation, and odorant facilities.

**Distribution Networks and Facilities** consist of pressure regulating stations, valves, and metering stations within the distribution networks used to safely manage network pressures and capacity.

**Pipelines** consisting of communication systems, mainline valves and pipe deliver gas from processing facilities across Australia to end users.

**Managed Distribution Networks** are networks AGIG operates and maintains on behalf of third parties.

**Managed LPG Distribution Networks** are LPG networks AGIG operates and maintains on behalf of third parties.

**Hydrogen Production** facilities produce green (renewable) H2 which is exported to customers or injected into gas distribution systems.

**LEGEND**

AGN Distribution Networks		Managed LPG Distribution Network	
MGN Distribution Networks		Operational Hydrogen Facility	
DBP Transmission Pipelines		Hydrogen Facility Under Development	
Gas Storage		AGN Transmission Pipelines	
Managed Distribution Network			

*Assets in the dotted box are Australian Gas Infrastructure Holdings Assets.*

# Our Role in the Energy Supply Chain

As a key part of the energy supply chain across mainland Australia, our customers are geographically and commercially diverse and are continually evolving. We are focused on meeting their needs across the energy transition and into the future.

“The role of Australian gas in the economy is changing but it remains essential to industry, mineral processing, firming renewable power and for Australians in their homes.”

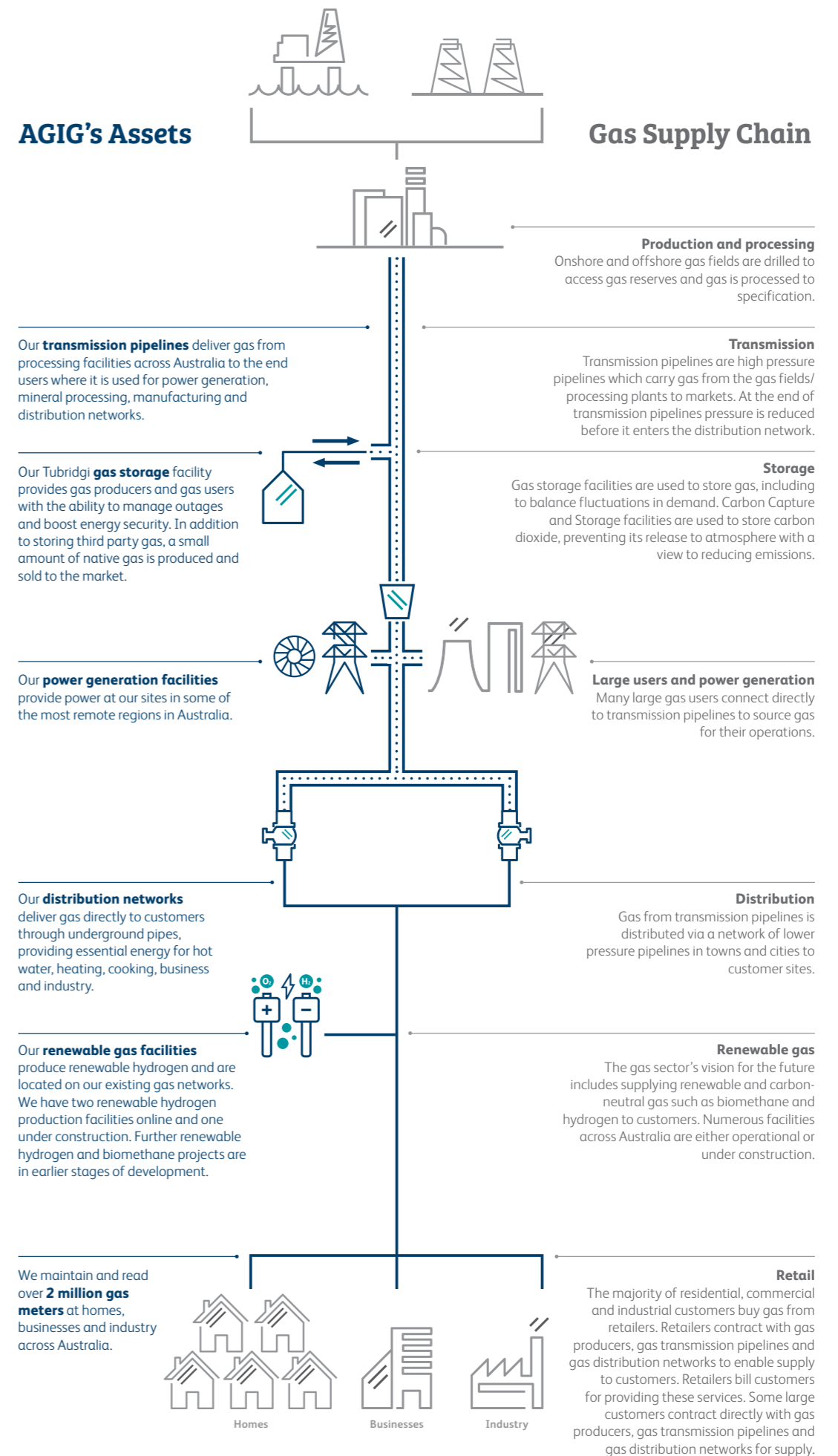
Minster for Resources Madeleine King MP



AGIG crew member on site at our Dampier facility in Western Australia, Jaburrara and Martuthunira Country

## AGIG's Assets

## Gas Supply Chain





Peter Tulloch (Chair, AGN), Craig de Laine (CEO), Peter Lowe (Chair, DBP and MGN)

## Message from the Chairs and Chief Executive Officer (CEO)

At AGIG, we are committed to delivering safe, reliable and future-ready energy infrastructure, supporting our customers and communities now and into the future.

We started 2025 with a refreshed Vision of delivering infrastructure that is essential to a sustainable energy future. Our key Strategic Pillars supporting this Vision include being a customer-focused business, a leading employer, operational excellence and contributing to sustainable communities.

Our Vision is supported by four Values, which were co-designed with our people over the course of 2024. These Values are to build trust, be accountable, show care and deliver as one team. These Values are at the heart of our culture. In 2025 we continued to focus on the environment we create for our people to deliver for our customers.

Safety remains key to delivering our Vision and is strongly linked to our care value. In 2025, we delivered the lowest injury rates in our corporate history, with our MGN business achieving zero harm for three consecutive months from August

to October 2025. This coincides with our shift in 2025 to place a greater focus on key leading indicators of safety, which includes delivery of the planned initiatives in our 2025 Safety Plan.

We also focused on strengthening the customer focus across the business. We delivered our customer promises, which reflect a commitment to our 2.1 million customers across Australia and to each other in the business. Collectively, our customer promises are – We are Here for You; We are Here for Each Other.

By way of sustainable communities, we continue to reduce emissions across the business. Our renewable hydrogen facilities, Hydrogen Park South Australia and Hydrogen Park Gladstone, continue to safely and reliably blend into our gas distribution networks.

Pleasingly, our people continue to make a positive contribution to the communities where we operate. This is facilitated through our Community Partnerships Program and related initiatives, one of which provides our people with up to two days of paid leave each year to volunteer their time to community groups. In 2025, we delivered record volunteering hours.

We also launched our ‘Innovate’ Reconciliation Action Plan (RAP), which runs from October 2025 to October 2027. Our Innovate RAP sets out a range of commitments where we will further strengthen our support for Aboriginal and Torres Strait Islander peoples and stakeholders.

Through our partnership with Winyama, we developed the First Nation’s Web Map and AGIG Business Map, providing valuable cultural and historical context for our sites and deepening our appreciation of the First Nations communities where we operate. This work was recognised at the 2025 *Energy Club WA* awards, where AGIG received the Energy Inclusion Award.

We are focused on fostering a safe, inclusive and supportive workplace. This is underpinned by initiatives such as our Diversity, Equity and Inclusion Engagement Plan, our Innovate RAP and Zero Harm Principles. We were proud to once again be endorsed by Diversity Council Australia as an Inclusive Employer for the period of 2025-2026.

We look forward to sharing further business highlights through this Report and in our Community Impact Report.

“In 2025, we delivered our customer promises, which reflect a commitment to our 2.1 million customers across Australia and to each other in the business. Collectively, our customer promises are – We are Here for You; We are Here for Each Other.”

# 2025 Highlights

## 2026 Focus Areas

Commencing our biodiversity program

Continued development of our Hydrogen Park Murray Valley Project

Support and progression of biomethane projects

Ongoing support and engagement on renewable gas policy

Implementing our Graduate Program

Review of our Diversity Equity and Inclusion program

Developing a waste reduction goal

### Governance



**vendors onboarded in 2025**  
with zero non-compliance under our Modern Slavery processes



**spend with Australian suppliers**  
delivering on our Sustainable Procurement Statement



**Employer of choice for women**  
recognised as an employer of choice for women by WORK180

### Social



**increase staff volunteer hours**  
1,406 hours in 2025 compared to 825.5 in 2024

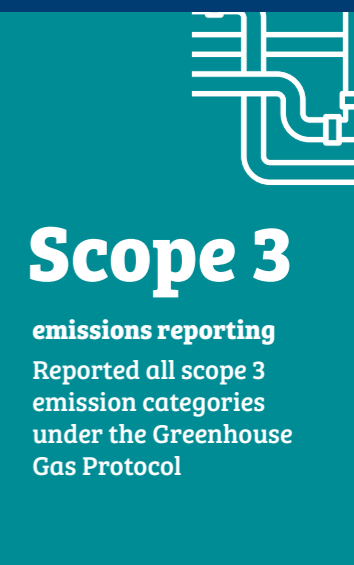


**Runner-up**  
for the 2025 SAP Best Tech Awards for Customer Experience Innovation following implementation of SAP Cloud for Customer system

### Environmental



**scope 1 and 2 emissions reduction since 2020**  
on track to achieving our Interim Emissions Target of a 30% reduction in 2020 levels by 2030



## Progress Against our Targets




We report under the United Nations Sustainable Development Goals (SDG) and have aligned with seven goals that are most relevant to our sphere of influence, prioritising areas where we can make the most difference.

AGIG has a total of 21 targets aligned to relevant SDGs, with the following maturity profile:

- Three targets due end-2026;
- Two targets due end-2027;
- Five targets due beyond 2028; and
- 11 evergreen or ongoing targets.

A materiality assessment of the relevance of the goals and targets is undertaken annually and more information on this process is outlined in the Governance section of this report.

### Legend



- Evergreen 
- New 
- Progress 



Transmission assets in Western Australia, Jaburrara and Martuthunira Country





## 05 Gender Equality

### Achieve gender equality and empower all women and girls

AGIG Target	Comment on Progress in 2025	Progress to Target
We will target 40% female representation in our workforce by end-2027.	At 31 December 2025, AGIG had 35% overall female workforce representation. <sup>1</sup>	
We will target 40% female representation in our senior leaders category by end-2030.	At 31 December 2025, AGIG had 44% female representation at an Executive Leadership level, 33% at a senior management level and 34% at management levels. <sup>2</sup> The statistic will fluctuate due to the natural variability of movements in staff and the target will be retained until the prescribed date of end-2030, regardless of being achieved earlier.	

## 07 Affordable and Clean Energy

### Ensure access to affordable, reliable, sustainable and modern energy for all





AGIG Target	Comment on Progress in 2025	Progress to Target
We will support customers in vulnerable circumstances.	We continue to support our customers, through various programs including: <ul style="list-style-type: none"> <li>• An additional 298 customers registering for our Priority Services Program in 2025, a total of 421 since the launch of the program in 2023.</li> <li>• The implementation of standard communication cards that allow customers to access information on the work we are going to undertake (via QR code) in a way that suits their requirements. Utilising the Recite Me toolbar, content can be translated into over 100 languages and read aloud or customised to suit individual customer accessibility needs.</li> </ul>	
We will facilitate investment in significant new renewable and carbon-neutral gas projects for supply to our customers.	We continue to invest in initiatives related to renewable and carbon-neutral gas supply to customers, key progress in 2025 includes: <ul style="list-style-type: none"> <li>• April 2025: Formal agreement executed to connect the Delorean biomethane facility to the AGIG South Australian network.</li> <li>• December 2025: We continue to progress the development of Hydrogen Park Adelaide with our Expression of Interest submitted for the Hydrogen Headstart 2 funding program.</li> </ul> In addition to the above, we are continuing to progress the development of various other renewable and carbon-neutral gas projects, including Hydrogen Park Murray Valley, which commenced construction in 2024.	
We aim to reduce our scope 1 and 2 emissions from across all AGIG assets by 30% by end-2030 (from a financial year 2020 baseline). <sup>2</sup>	As at 31 December 2025, we have reduced emissions by 25% when compared to 2020.	
We will track and report our material scope 3 emission categories, with a view of setting measurable targets by end-2027.	Scope 3 emissions reporting commenced in 2025. Data is available in our 2025 Data Book.	

<sup>1</sup> Reported 2025 progress against gender targets does not include employees that transitioned to AGIG from APA in December 2025. These employees and our gender targets will be reassessed in 2026.

<sup>2</sup> To achieve this reduction, we will invest in initiatives that reduce carbon emissions from our operations, offset emissions by purchasing carbon credits (such as Australian Carbon Credit Units (ACCUs) and ensure legislative compliance through participation in carbon credit markets for Safeguard Mechanism Credits (as applicable). AGIG will ensure that facilities covered by the Safeguard Mechanism comply with emissions reduction targets in accordance with that scheme.



## 08 Decent Work and Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all

AGIG Target	Comment on Progress in 2025	Progress to Target
We will maintain the health and safety of our employees and contractors.	In 2025 our Total Recordable Injury Frequency Rate (TRIFR) was 2.7 compared to 2.4 in 2024. Our 2025 Health and Safety focus was enhanced by a focus on mental health via monthly Mindfit sessions.	
We will develop a Graduate Program by end-2025.	In 2025, we developed our Graduate program, with four new graduate positions to commence a two-year program in 2026.	
We will deliver on commitments made in our Modern Slavery Statement.	In 2025, we delivered our fifth Modern Slavery Statement, outlining compliance with 100% of actions listed.	
We will report on our Diversity, Equity and Inclusion (DEI) through our Engagement Plan actions, with a view to reviewing and updating our DEI Engagement Plan by end-2026.	In 2025, we made good progress and are on track to deliver actions by end-2026.	







## 09 Industry, Innovation and Infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

AGIG Target	Comment on Progress in 2025	Progress to Target
We will improve reliability, reduce emissions and future proof our distribution networks by replacing low pressure and earliest generation polyethylene pipes.	We continue to progress our mains replacement program across all states in which we operate. In 2025, 318km of mains replacement was delivered.	
We will promote knowledge sharing and partnerships across the renewable energy sector.	<p>We continue to work with governments, industry and research organisations to share knowledge on the future of gas.</p> <p>This includes through our memberships, such as those in Energy Networks Australia, the Australian Pipelines, and Gas Association, the Australian and Victorian Chambers of Commerce and Industry, Bioenergy Australia, the Centre for New Energy Technologies, Victorian Bioenergy Networks, SA H2H Hydrogen Technology Cluster, the Future Fuels Cooperative Research Centre and the Australian Hydrogen Council.</p> <p>In addition, we:</p> <ul style="list-style-type: none"> <li>• Attended more than 28 external events, workshops, seminars and roundtables, with AGIG representatives presenting at a number of industry conferences;</li> <li>• Hosted 25 tours of HyP SA, HyP Gladstone, and HyP Murray Valley with over 300 visitors to site;</li> <li>• Finalised our 7-year partnership with Future Fuels Cooperative Research Centre (CRC) culminating in extensive industry leading programs of work, associated with our decarbonisation pathway;</li> <li>• Become a founding member of Gas Infrastructure Research Australia, an industry-led research organisation; and</li> <li>• Became a member of the Carbon Capture Utilisation and Storage Network Australia (CCUSNA), an industry and research organisation involved in carbon capture utilisation and storage.</li> </ul>	

## 11 Sustainable Cities and Communities

Make cities and human settlements inclusive, safe, resilient and sustainable

AGIG Target	Comment on Progress in 2025	Progress to Target
We will implement and track our first Reconciliation Action Plan (RAP) with an aim to progress to an "Innovate" RAP by end-2025.	In 2025 we launched our Innovate RAP and have begun work on commitments outlined in the actions.	
We will track and implement our Innovate RAP with an aim to complete all commitments in a timely manner before developing our Stretch RAP.	This is a new target approved in 2025 for delivery in future years.	
We will invest in the community through our Community Partnerships Program (CPP).	During 2025 we invested \$500,000 through our CPP. We placed 12 <sup>th</sup> in Australia's Best Workplaces to Give Back, consistent with our placing in 2024.	
We will track and improve employees uptake of the AGIG Volunteer Program.	In 2025, our employees volunteered for 1,406 hours, an increase of 582 hours or 41% when compared to 2024.	
We will review our environmental footprint with a view to setting biodiversity targets by end-2025.	Since the inception of this target we have completed work to review our environmental footprint, including through participation in a Taskforce for Nature-related Financial Disclosures pilot. Based on this review, a new environmental target has been set by the business. This is outlined in the new target below.	
We will protect the environmental value of the areas and regions in which we operate and maintain good stewardship for the long term, by delivering revegetation and education projects in the areas in which we operate.	This is a new target approved in 2025 for delivery in future years.	

## 12 Responsible Consumption and Production

Ensure sustainable consumption and production patterns

AGIG Target	Comment on Progress in 2025	Progress to Target
We will deliver on our Supplier Sustainable Procurement Statement. <sup>1</sup>	In 2025, 98% of our suppliers were Australian based.	
We will track and report expenditure with Indigenous businesses with a view to establishing targeted partnerships with organisations that support Indigenous communities by end-2026.	In late 2024, AGIG joined "Supply Nation", a national database of Aboriginal and Torres Strait Islander businesses, enabling procurement teams to engage and develop relationships. The portal helped us identify indigenous suppliers expanding our supplier base and resulting in an increased spend with indigenous businesses of 261%.	
We will track and report on types of waste with a view to setting reduction targets by end-2026.	In 2025, we began collecting waste data from across our sites. This is available in our 2025 Data Book.	

<sup>1</sup> In 2025, we reviewed our Sustainable Procurement Statement and changed the name to our Supplier Sustainable Procurement Statement.

### 13 Climate Action

## Take urgent action to combat climate change and its impacts

AGIG Target	Comment on Progress in 2025	Progress to Target
<p>We will target renewable and carbon-neutral gas production (by AGIG or third parties) connected to our distribution network, equivalent to 10% the volume in these networks by 2030.</p>	<p>Delivery of the target requires a multifaceted approach of policy, engagement, regulation and projects. When considering AGIG and third-party renewable and carbon-neutral gas projects that are operational, under construction or in development, as well as potential sources of renewable and carbon-neutral gas adjacent AGIG networks, renewable and carbon-neutral gas production able to meet this 10% (by volume) target is evident. AGIG acknowledges that to meet this target, supportive policy is required to be in place in 2026, and construction of new projects must commence by no later than 2027.</p> <p>In addition to progressing projects aligned with our target to: facilitate investment in significant new renewable and carbon-neutral gas projects for our customers, and work associated with our target to promote knowledge sharing and partnerships across the renewable energy sector. Other key updates in 2025 include:</p> <ul style="list-style-type: none"> <li>• HyP Gladstone was officially launched by the Queensland Government and AGIG, after first blend occurred in 2024;</li> <li>• HyP SA received conditional approval to increase hydrogen blending from 10% to 15%, subject to formal close-out of the Hazard and Operability study;</li> <li>• The Clean Energy Regulator launched the Guarantee of Origin certification framework for hydrogen from electrolysis with the scheme to be expanded to biomethane in the future;</li> <li>• The Federal Government established the Hydrogen Production Tax Incentive through the <i>Future Made in Australia (Production Tax Credits and Other Measures) Act</i>;</li> <li>• The New South Wales Government announced a Renewable Gas Target of 15% industrial renewable gas use by 2035, supported by funding through the Renewable Fuel Scheme;</li> <li>• The Energy and Climate Change Ministerial Council committed to exploring a nationally consistent approach to renewable gas targets with consultation expected to occur in 2026; and</li> <li>• Following consultation in late 2024, the Victorian Government reaffirmed its commitment to establishing a Renewable Gas Target.</li> </ul>	<p>Early stages of delivery</p>
<p>We will target 100% renewable and carbon-neutral gas in our distribution networks by 2050.</p>	<p>Our work in delivering our interim target of 10% renewable and carbon neutral gas in the distribution network by 2030 is a key enabler of this target. This target was developed in line with our Net Zero Ambition to reduce the carbon intensity of the gas we transport by replacing natural gas with renewable gas.</p> <p>The target aligns with the net zero commitments of the states and territories in which we operate, and we acknowledge that supportive policy and legislation will be critical to enable the new production projects required for delivery.</p>	<p>Early stages of delivery</p>
<p>We will target net zero emissions from our transmission and midstream assets by 2050 at the latest.</p>	<p>Our work in delivering our Interim Emissions Targets of a 30% reduction in scope 1 and 2 emissions across all AGIG assets by end-2030 (from a financial year 2030 baseline) is a key enabler of this target. This target was developed with the ambition to achieve net zero for our operational emissions by 2050, consistent with the Australian Government net-zero target.</p>	<p>Early stages of delivery</p>



Gas Meter in Caulfield Village, Victoria, Boon Wurrung Country

“Gas will continue to be used by Australian households, businesses and industry, and to support the operation of the electricity sector.”

Gas Statement of Opportunities, March 2025; Australian Energy Market Operator

# Governance

Our ESG targets are supported by our Corporate Governance Framework. This foundation supports a positive corporate environment and sustainable business development.

## 2025 Key Outcomes



**Target progress:**  
35% Female Representation in our workforce

(all employment categories)



**Target progress:**  
44% Female Representation in our Executive Leadership Team, further progress being made on senior leaders within the business



**Target met:**  
Innovate Reconciliation Action Plan launched

## Associated Targets

### 05 Gender Equity

We will target 40 % female representation in our workforce by end-2027

We will target 40 % female representation in our senior leaders category by end-2030

### 08 Decent Work and Economic Growth

We will deliver on commitments made in our Modern Slavery Statement

[Target achieved in 2025, target is evergreen and will be retained]

### 11 Sustainable Cities and Communities

We will implement and track our first RAP with an aim to progress to an “Innovate” RAP by end-2025

[Target achieved in 2025]

We will track and implement our Innovate RAP with an aim to complete all commitments in a timely manner before developing our Stretch RAP (new target)

### 12 Responsible Consumption and Production

We will deliver on our Supplier Sustainable Procurement Statement

[Target achieved in 2025, target is evergreen and will be retained]

Progress against these targets can be found on pages 22-27.

# Corporate Governance

Our business is made up of a group of private, Australian incorporated entities that are managed by a single Executive Leadership Team (ELT) reporting to separate Directors (the Boards).

The Boards are supported by sub-committees that comprise directors and shareholder representatives and are attended by the ELT and key management.

The Committees are responsible for supporting the Boards in fulfilling their duties. The specific committee roles are outlined in Figure 1.

A tiered governance system has been developed to oversee and manage our approach to ESG Strategy and our ESG and Climate-related targets. This involves our Board, ELT, senior management and subject matter experts from across the business.



Mains replacements works in North Adelaide, South Australia, Kaurua Pangkarra Country

## Boards of Directors

The Boards are responsible for corporate governance and strategic planning, including monitoring our sustainability and climate performance. The Boards work with the ELT and senior management to manage risks and opportunities including those that are climate-related, optimise business performance and to maintain high standards of ethical behaviour and legal compliance. The Committees are responsible for supporting the Boards in fulfilling their duties and responsibilities (as outlined below).

### ESG Committees

The ESG Committees oversee and monitor AGIG's progress against, and governance of, the ESG Strategy and targets including maintaining the effectiveness of policies, procedures and objectives which underpin the ESG Strategy. The ESG Committees monitor the external environment in respect of implications for AGIG and endorse the ESG strategy and targets for approval by the Board.

### Audit Committees

The Audit Committees oversee the financial controls and adequacy of the accounting and reporting systems. The Audit Committees also review audit findings to ensure actions are completed.

### Risk and Compliance Committees

The Risk and Compliance Committees oversee Corporate Governance and Risk Management, and review risk, compliance controls (including regulatory and safety) and cyber security.

### Remuneration Committees

The Remuneration Committees' primary function is to assist the Boards in setting remuneration across AGIG, including supporting the governance and oversight of executive remuneration.

### Executive Leadership Team (ELT)

The ELT is responsible for operational and functional tasks, and the long-term performance and success of AGIG. Consistent with this, the ELT holds responsibility for performance and delivery of the ESG Strategy and targets, as well as the integration of sustainability considerations into strategic and financial plans.

### ESG Working Group

A group of cross-practice subject matter experts from across the business who are responsible for the development of the ESG Strategy, recommendations of ESG targets and monitoring performance in relation to ESG matters. Sub-working groups of the ESG Working Group include the Diversity, Equity and Inclusion Working Group, the Emissions Working Group and the Reconciliation Action Plan Working Group.

### Employees

Our employees implement initiatives and conduct our business in an environmentally and socially responsible manner, consistent with our values and policies.

Figure 1: AGIG Governance Structure, Highlighting Embedded ESG Governance

# Sustainability Governance

The ELT comprises of the CEO and Executive General Managers (EGM) and is responsible for business strategic planning, policies and procedures; and for submitting matters to the relevant Committees and Boards for approval – including those related to ESG. The ELT is also responsible for executing approved plans, including the general risk management guidelines, as defined by the Boards.

The ELT is supported by the ESG Working Group on social and climate-related matters.

## ESG Working Group

The ESG Working Group, chaired by the Group Head of Strategy and Sustainability, comprises cross-practice subject matter experts from across the business. The ESG Working Group is responsible for:

- Developing the ESG Strategy;
- Monitoring performance in relation to ESG and climate matters (including Climate-related Risks and Opportunities);
- Recommending ESG (including climate) targets, informed by a materiality assessment;
- Tracking progress towards achieving our ESG (including climate) targets and recommending the necessary resources for its effective implementation; and for
- Publishing of the annual ESG and Community Impact reports.

ESG Working Group meetings are held quarterly (as a minimum).

The ESG Working Group has three smaller sub-working groups, which are responsible for managing the implementation of the Emissions Strategy, the Reconciliation Action Plan (RAP) and the Diversity, Equity and Inclusion Engagement Plan. These sub-working groups provide regular updates to the ESG Working Group.

The Sustainability team is responsible for managing the ESG Working Group and for the day-to-day delivery of the ESG Strategy. The Sustainability team comprises three full-time employees reporting to the Group Head of Strategy and Sustainability, under the EGM Group Customer and Strategy.

## ESG Strategy

AGIG’s Vision, Strategic Pillars and Values explicitly reference Operational Excellence and Sustainable Communities, demonstrating how ESG is embedded within our business.

We support the United Nations Sustainable Development Goals (UN SDGs) as a framework to align our actions against global sustainability priorities. We focus on SDGs where we believe we can have the most impact, setting targets within these SDGs and transparently reporting on our progress and impact.

Our ESG Strategy, and seven SDG focus areas are outlined in Figure 2.



Figure 2: AGIG ESG Strategy

## 2025 Materiality Assessment

The annual Materiality Assessment is a key review step to ensure our ESG targets focus on areas where we can have the most impact. The 2025 Materiality Assessment identified the need to replace two of our three maturing targets with appropriate targets for the future years within the same UN SDGs.

### Existing Target Delivered in 2024

We will develop a Graduate program by end-2025.

We will implement and track our first RAP with an aim to progress to an “Innovate” RAP by end-2025.

We will review our environmental footprint with a view to setting biodiversity targets by end-2025.

### Replacement Target for 2025

No replacement target implemented, as the program is being delivered in the business. The effect and impact of the program will be reviewed periodically.

We will track and implement our “Innovate” RAP with an aim to complete all commitments in a timely manner before developing our “Stretch” RAP.

We will protect the environmental value of the areas and regions in which we operate and maintain good stewardship for the long term, by delivering revegetation and education projects in the areas in which we operate.

# Cyber Security

AGIG recognises the essential importance of effectively managing cyber security threats and risks in protecting the operation of assets critical to our customers and the wider Australian community.

Cyber security risk management is an integral part of our overall Risk Management Strategy and our ESG Governance.

The AGIG Cyber Security team continues to operate a holistic program of activities, including regular cyber security education, awareness and training of our staff, testing the effectiveness of our cyber security processes, controls and incident response plans and ongoing uplift of cyber security capabilities.

To ensure our employees' preparedness, we provide comprehensive annual cyber awareness training and conduct regular phishing simulations to maintain their vigilance and adaptability in the ever-evolving cyber security landscape.

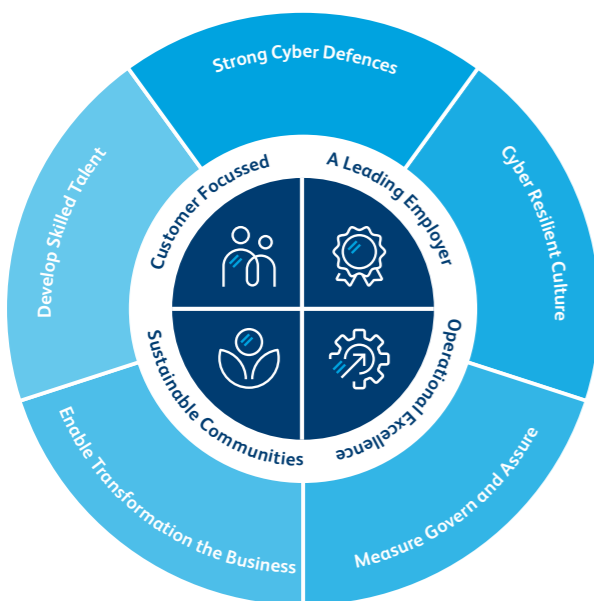


Figure 3: Cyber Security Strategy - Objectives

## The AGIG cyber security program and framework includes:



### Operations

Maintain services that provide threat prevention, detection and response, incident management, security awareness and reporting capabilities.



### Compliance

Maintain compliance with multiple legislative and regulatory requirements, including the *Security of Critical Infrastructure Act* and the *Australian Privacy Act*.



### Assurance and Testing

A continuous approach to measure, govern and assess cyber security capabilities across AGIG to ensure risk is appropriately managed.



### Uplift Program

Building and evolving capabilities across AGIG and driving people, process and technology change to manage cyber security risk.

AGIG's National Control Centre in Western Australia, Whadjuk Noongar Country



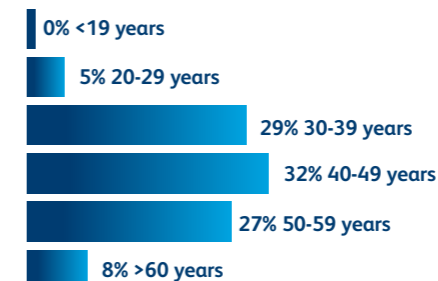
# Progress to Gender Targets

AGIG is committed to progressing gender equity across our business. In 2025, we proudly reached 40% female representation at our Executive Leadership level, an important milestone reflective of an inclusive workplace.

While we have now met this goal for our ELT, our focus remains on the wider senior leader cohort — which includes our Senior Leadership and Senior Management teams — and our business more generally. Our targets do not drive recruitment decisions but are designed to focus our attention to ensure any barriers or biases preventing diversity are removed, reduction in the gender pay gap and strengthen our business.

Reaching our ELT target early reflects the work underway and our proactive approach to building a more balanced and inclusive workplace. We are committed to ensuring a balanced gender workforce composition is progressed.

## Age range of the females in our workforce<sup>1</sup>



## Workplace Gender Equality Agency Reporting

AGIG's average total remuneration gender pay gap for the 2025 reporting period (2024-2025) was 23.3%, remaining unchanged from the previous reporting year. AGIG's median total remuneration gender pay gap increased, from 27.6% in 2024 to 28.5% in 2025.<sup>2</sup>

Whilst AGIG awaits Industry Benchmark reports, a comprehensive study has been conducted to understand where outlier groups are contributing to the AGIG gender pay gap. AGIG will continue to seek solutions to close the gap supported by the Diversity, Equity and Inclusion Strategy and Engagement Plan.

In 2026 we will work to deliver against our two existing gender targets and introduce a third target consistent with Women Gender Equality Agency Reporting (WGEA) guidelines.

<sup>1</sup> Analysis of the age range of females in our workforce does not consider employees that transitioned to AGIG from APA in December 2025. These employees will be considered in future reports.

<sup>2</sup> WGEA reporting was completed prior to the transition of APA employees as part of the acquisition of the AGN Operating and Maintenance contract.

## Key Corporate Policies and Plans

AGIG's key corporate policies and plans support our commitment to transparency, strong governance and disclosures and to support the long-term interests of our stakeholders, our people and the communities in which we operate.

<a href="#">AGIG Zero Harm Principles</a>
<a href="#">Alcohol and Other Drug Policy</a>
<a href="#">Business Continuity Policy</a>
<a href="#">Code of Conduct Policy</a>
<a href="#">Compliance Policy</a>
<a href="#">Cyber Incident and Security Management Policy</a>
<a href="#">Diversity, Equity and Inclusion Policy</a>
<a href="#">Diversity, Equity and Inclusion Engagement Plan</a>
<a href="#">Education Assistance Policy</a>
<a href="#">Environment Policy</a>
<a href="#">Family and Domestic Violence Leave Policy</a>
<a href="#">Foreign Investment Review Board Compliance Policy</a>
<a href="#">Fitness for Work Policy</a>
<a href="#">Flexible Work Policy</a>
<a href="#">Fraud, Corruption, Misconduct Prevention and Whistleblowing Policy</a>
<a href="#">Health and Safety and Environment Statement of Commitment</a>
<a href="#">Incident, Emergency and Crisis Management Plans</a>
<a href="#">Just Culture Policy and Protocol</a>
<a href="#">Leave Policy</a>
<a href="#">Modern Slavery Statement</a>
<a href="#">Parental Leave Guideline</a>
<a href="#">Privacy Policy</a>
<a href="#">Reconciliation Action Plan</a>
<a href="#">Recruitment and Selection Policy</a>
<a href="#">Risk Management Policy</a>
<a href="#">Respectful Workplace Policy</a>
<a href="#">Supplier Code of Conduct</a>
<a href="#">Supplier Sustainable Procurement Statement</a>
<a href="#">Workplace Grievance Policy</a>



Dampier facilities at the most northern part of our Dampier to Bunbury Natural Gas Pipeline in Western Australia, Jaburrara and Martuthunira Country

### Introduction of AGIG's Family and Domestic Violence Leave Policy

AGIG is committed to continually enhancing support for our employees. In 2025 we launched our Family and Domestic Violence Leave Policy, building on the existing 10 days of paid family and domestic violence leave available to employees.

Our Policy outlines comprehensive support options for employees experiencing family and domestic violence and provides clear guidance for leaders on how to best support affected team members.

As part of the launch, we partnered with one of our Community Partnerships Program Partners, Zonta House, a leading Australian family and domestic violence service provider, to deliver targeted awareness and education sessions in 2025 and 2026.

### Innovate Reconciliation Action Plan Launch

AGIG's infrastructure spans some of Australia's most distinctive and enduring landscapes, including the Traditional Lands of the Whadjuk, Wurundjeri, Nhwala, and many other First Nations peoples. We acknowledge and respect that these lands have been cared for by Aboriginal and Torres Strait Islander peoples for tens of thousands of years.

We are privileged to operate on Country and are committed to treating both the land and its Traditional Custodians with the utmost respect. Our partnerships with Aboriginal and Torres Strait Islander communities are highly valued, and we actively seek to learn from their deep knowledge and enduring connection to land and culture.

In 2025 we further strengthened our commitment to the First Nations communities where we operate and work through the launch of our Innovate Reconciliation Action Plan (RAP). This is designed to foster deeper, more meaningful relationships and partnerships with Aboriginal and Torres Strait Islander peoples and stakeholders.

The RAP sets out clear, actionable commitments, including:

- Implementing a comprehensive engagement plan to support long-term, sustainable relationships; and
- Identifying and enabling opportunities to positively influence our external stakeholders, including suppliers and contractors.

This RAP aligns with AGIG's broader commitment to social responsibility and our goal of making a lasting, positive impact in the communities we serve.

Further Information can be found on the AGIG and Reconciliation Australia websites.

<https://www.agig.com.au/publications>

<https://www.reconciliation.org.au/reconciliation-action-plans/who-has-a-rap/>

# Social

AGIG champions positive change for its people, communities, and customers. In 2025, tangible progress has been made across reconciliation, diversity, equity, and inclusion, with a strong emphasis on health and wellbeing, and meaningful community partnerships.

## 2025 Key Outcomes



**Our workforce spent over 185 days volunteering as part of our Community Partnership Program**



**Energy Inclusion Award: Ngurra Portal**  
Awarded by Energy Club WA



**2025 – 2026 Diversity Council Australia Inclusive Employer**

## Associated Targets

07

**Affordable and Clean Energy**



We will support customers in vulnerable circumstances

08

**Decent Work and Economic Growth**



We will maintain the health and safety of our employees and contractors

We will develop a Graduate Program by end-2025 [target achieved in 2025]

We will report on our DEI Programs through our Engagement Plan actions, with a view to reviewing and updating our DEI Engagement Plan by end-2026

11

**Sustainable Cities and Communities**



We will invest in the community through our Community Partnerships Program (CPP)

We will track and improve employee uptake of the AGIG Volunteer program

12

**Responsible Consumption and Production**



We will track and report expenditure with Indigenous businesses with a view of establishing targeted partnerships with organisations that support Indigenous communities by end-2026

Progress against these targets can be found on pages 22-27.

## Diversity, Equity and Inclusion

AGIG's commitment to diversity, equity, and inclusion (DEI) is driving positive change for our people and our organisation. In 2025, we built on the foundation set by our DEI Engagement Plan and Policy, with a renewed focus on implementing initiatives and delivering against our targets. These included updating our Leave Policy, increasing our Parental Leave benefit, improving our Cultural Leave offering, and creating a stand alone Family and Domestic Leave Policy offering further support to our employees. To read more on these Policy updates please see page 43.

Our efforts are now centred on embedding these principles into everyday practice, measuring progress, and celebrating milestones, such as reaching 40% female representation at the Executive Leadership level ahead of schedule. Through ongoing action, we aim to create a workplace where everyone can thrive and contribute to our shared success.



### Diversity Council Australia (DCA) Inclusive Employer 2025-2026

AGIG was once again endorsed an Inclusive Employer for the period of 2025-2026 by the Diversity Council Australia.

Through engaging with the DCA's Inclusive Employer Survey we were able to learn more about our workforce helping us better understand employee needs and strengthen our culture.

Key findings include:

- 34.8% of our employees have caring responsibilities;
- 35.5% of employees have a background where English is not the main language; and
- 8.4% of our employees have a disability.

This work was recognised at the 2025 Energy Club WA's night, where AGIG took home the Energy Inclusion Award.



AGIG team member accepting the Energy Club WA's 2025 Energy Inclusion award on behalf of AGIG

## Case Study

### Launch of the First Nations Web Map - Advancing Reconciliation Through Technology

In January 2025, we introduced the First Nations Web Map, an interactive geospatial platform developed in collaboration with the Indigenous-owned consultancy, Winyama, who specialises in technology and data solutions that respect cultural protocols and Indigenous governance. This innovative tool connects AGIG employees with the Traditional Custodians and native title groups across the company's operational footprint, transforming mapping technology into a powerful instrument for reconciliation.

Created using Winyama's innovative new product, the Ngurra Portal, aptly named 'Ngurra' meaning 'home', 'country' or 'place of belonging' in many Aboriginal languages, this product pays tribute to the deep cultural significance of place for Indigenous communities across Australia. The portal serves as a digital gateway, providing cultural and historical context for AGIG's sites and assets in the form of a web map. AGIG is pleased to be one of the first organisations to partner with Winyama to adopt and customise the portal's features to develop the AGIG First Nations Web Map. As a key initiative within AGIG's Reflect RAP, the First Nations Web Map functions as a dynamic educational resource, supporting deeper cultural awareness and reinforcing AGIG's commitment to building respectful relationships with Aboriginal and Torres Strait Islander communities.

The impact of our First Nations Web Map extends well beyond the digital realm. During National Aboriginal and Islanders Day Observance Committee (NAIDOC) Week 2025, we rolled out the "What Country are you on?" campaign, bringing static maps produced from the digital portal to life in each office location. Employees were encouraged to engage with the static corflute maps, taking photos with signs naming the Traditional Owners of their operational sites. QR codes provided easy access to the portal, enabling staff to explore these regions in real time. This initiative generated enthusiastic participation and fostered meaningful conversations around cultural awareness throughout the week.

The launch of our First Nations Web Map represents a significant milestone in AGIG's reconciliation journey.

According to Strategy and Policy Manager Owen, a member of AGIG's Reconciliation Working Group,

*"The First Nations Web Map has been an important tool for building our understanding of the rich history of the diverse lands our assets traverse. It provides a practical foundation to ensure our work on Country continues to be respectful and informed into the future."*



AGIG team member on site at Compressor Station 02 in Western Australia, Thalanji and Kurrama Country

Case Study

## WORK180 Endorsed Employer

In 2025, AGIG achieved endorsement as an employer of choice for women by WORK180. This endorsement signals to women and underrepresented groups that AGIG is serious about providing a flexible, equitable, and inclusive environment.

To attain this accreditation, AGIG met certain standards in areas such as flexible work arrangements and parental leave; and committed to ongoing progress in these domains.

Key initiatives supporting this endorsement include:

- Enhancements to our Parental Leave Policy;
- Flexible work arrangements allowing for working from home and, flexible start and finish times; and
- Continued improvements to our remuneration framework.



Case Study

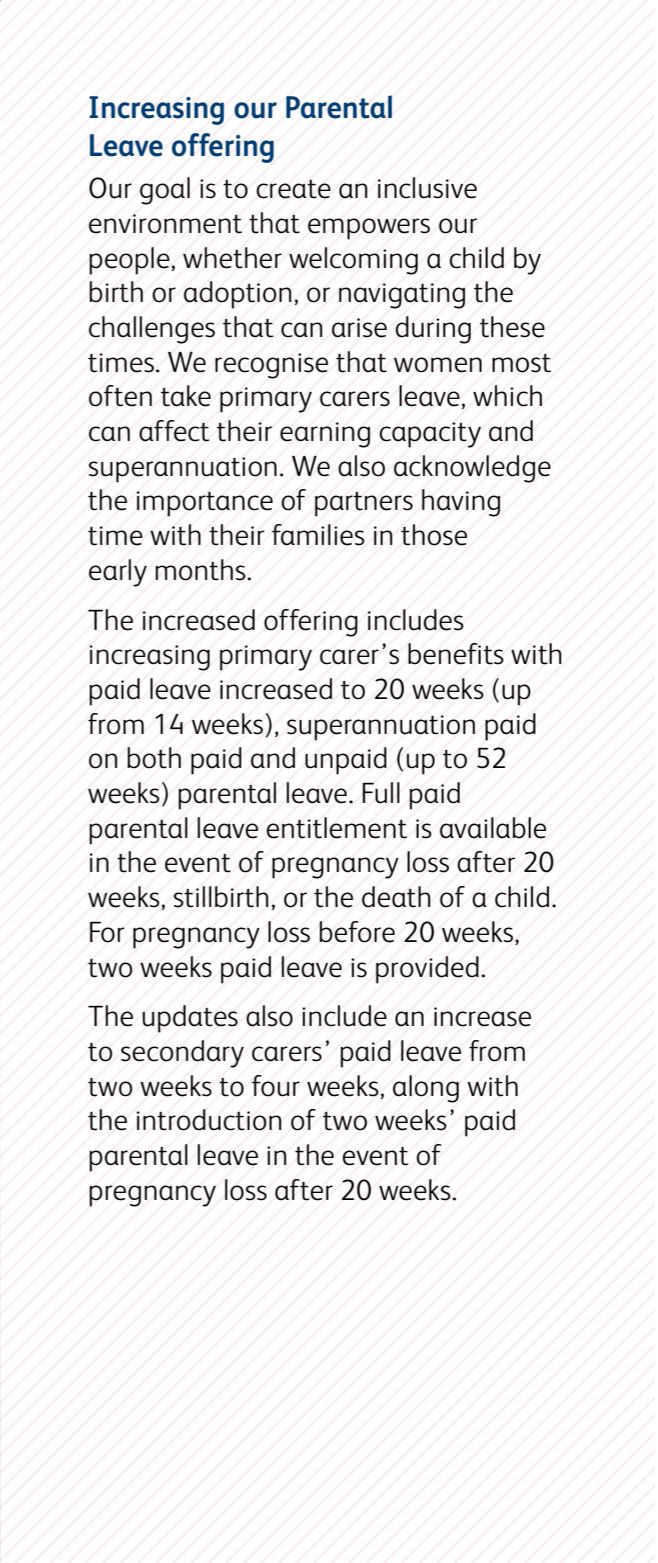
## Leave Policy Updates

This year, AGIG undertook significant updates to our existing policies and introduced new ones, all designed to foster a workforce that champions diversity, equity, and inclusion. Central to these changes was the enhancement of our Leave Policy, strengthening our commitment to supporting employees at every stage of life.

These updates covered a range of areas from Parental Leave to Defence Force Leave through to Cultural Leave.

These updates our outlined below:

- Parental Leave;
- Domestic Violence Leave;
- Defence Services Leave;
- Voluntary Emergency Services Leave; and
- Cultural Leave (which includes leave for those not wanting to take a public holiday for cultural reasons to swap for another time).



### Increasing our Parental Leave offering

Our goal is to create an inclusive environment that empowers our people, whether welcoming a child by birth or adoption, or navigating the challenges that can arise during these times. We recognise that women most often take primary carers leave, which can affect their earning capacity and superannuation. We also acknowledge the importance of partners having time with their families in those early months.

The increased offering includes increasing primary carer's benefits with paid leave increased to 20 weeks (up from 14 weeks), superannuation paid on both paid and unpaid (up to 52 weeks) parental leave. Full paid parental leave entitlement is available in the event of pregnancy loss after 20 weeks, stillbirth, or the death of a child. For pregnancy loss before 20 weeks, two weeks paid leave is provided.

The updates also include an increase to secondary carers' paid leave from two weeks to four weeks, along with the introduction of two weeks' paid parental leave in the event of pregnancy loss after 20 weeks.

## Health and Wellbeing

AGIG is committed to the health, safety, and wellbeing of our people, with a clear focus on achieving Zero Harm across our business.

Throughout the year, our incident rates consistently declined, culminating in some of the lowest figures on record.

Our safety performance is supported by a range of initiatives implemented throughout the year, designed to provide our people with the skills and tools to protect themselves and others.

### Leading for Safety Excellence

In 2025, we implemented our *Leading for Safety Excellence* initiatives, designed to further reduce risks to our people through enhanced training, particularly in leadership development.

A highlight of the year was our Zero Harm Day, during which we partnered with external safety psychologists and health, safety and environment professionals to deliver interactive workshops. These sessions were themed around *Leading for Safety Excellence*, and equipped employees with practical tools to support their daily work, emphasising the importance of managing factors within their control.

### Wellbeing and Inclusion Calendar

To further support employee wellbeing, our Employee Experience team releases an annual 'Wellbeing and Inclusion' calendar. This calendar celebrates and promotes wellness, diversity, and connection across AGIG by highlighting key dates and topics that embed a safe and culturally diverse workplace.

Our MGN business achieved Zero Harm for three consecutive months from August through to October 2025, recording zero injuries, a testament to our ongoing commitment in workplace safety.



AGIG employees out on site at Tubridgi Gas Storage Facility, Nhwala Country

## Case Study

### Monthly MindFit Sessions

In 2025, AGIG deepened its commitment to employee wellbeing by partnering with MindFit, our Employee Assistance Program provider, to deliver a series of monthly wellbeing sessions. These sessions were designed to address a broad spectrum of health and wellbeing topics, supporting our people in both their professional and personal lives.

The MindFit sessions were offered as an optional resource, yet they consistently attracted strong attendance from employees across the organisation. This high level of engagement reflects the value our people place on proactive wellbeing support and the relevance of the topics covered.

Each session was curated to highlight key themes relevant to contemporary workplace wellbeing. Topics ranged from the science of nutrition and its impact on mental health, explored in sessions such as; "Food for Mood: Gut Health and the Second Brain", to practical techniques for managing stress, including guided breathwork and mindfulness practices. By offering an array of subjects, AGIG ensured that employees could access practical strategies tailored to their individual needs and interests.

## Social Impact

AGIG is committed to making a positive impact in the communities where we operate. Our employees actively participate in volunteering and provide in-kind assistance to Australian based charities and not-for-profit organisations, while our organisation amplifies charitable giving through donation matching programs.

We are dedicated to supporting our most vulnerable customers by delivering targeted programs designed to address their specific needs and making our digital platforms more accessible to all.

Our social responsibility extends beyond support of the vulnerable, to influencing through our supply chain. In 2025, AGIG implemented a third-party platform to monitor and track responsible practices throughout our supply chain. This initiative enables greater transparency and accountability, ensuring that our procurement processes align with our broader ESG objectives.



Australian charities supported by our Community Partnerships Program

# 12<sup>th</sup>

in Good Company's Top 20 Best Workplaces to Give Back



Runner-Up in the Customer Experience category at the 2025 SAP Best Tech Awards

## Community Partnerships Program

Since its inception in 2021, our Community Partnerships Program (CPP) has expanded its reach and deepened its impact across the communities in which we operate. Each year we strengthen our partnerships with national and local charities and not-for-profits, broaden our engagement, and focus our efforts where they make the greatest difference. Our CPP is built on key pillars that focus on supporting vulnerable customers, advancing education and employment pathways, strengthening local communities, and protecting our environment.

Employees volunteered more than 1,400 hours of their time, equivalent to one employee working full time for 9 months.

More than 200 employees participated in volunteering activities, supporting approximately 25 different not-for-profit organisations.

Our total community investment exceeded \$550,000, including:

- \$210,000 directed to our Flagship Partners,
- \$260,000 allocated to our Community Partners,
- \$70,000 provided to empower staff to support causes important to them,
- \$13,800 invested in corporate volunteering initiatives.

For further details on the impact of our CPP, as well as our broader approach to social responsibility and stakeholder engagement, please refer to our Community Impact Report.



AGIG team member volunteering as part of the Perth Natural Resource Management coastal clean up





Case Study

### Building Responsible Supply Chains: The Impact of Supply Nation Engagement

In late 2024, AGIG joined Supply Nation, enabling our procurement teams to engage with and build relationships with Aboriginal and Torres Strait Islander businesses.

For the 2025 year, AGIG has spent over \$770,000 with indigenous suppliers.

Case Study

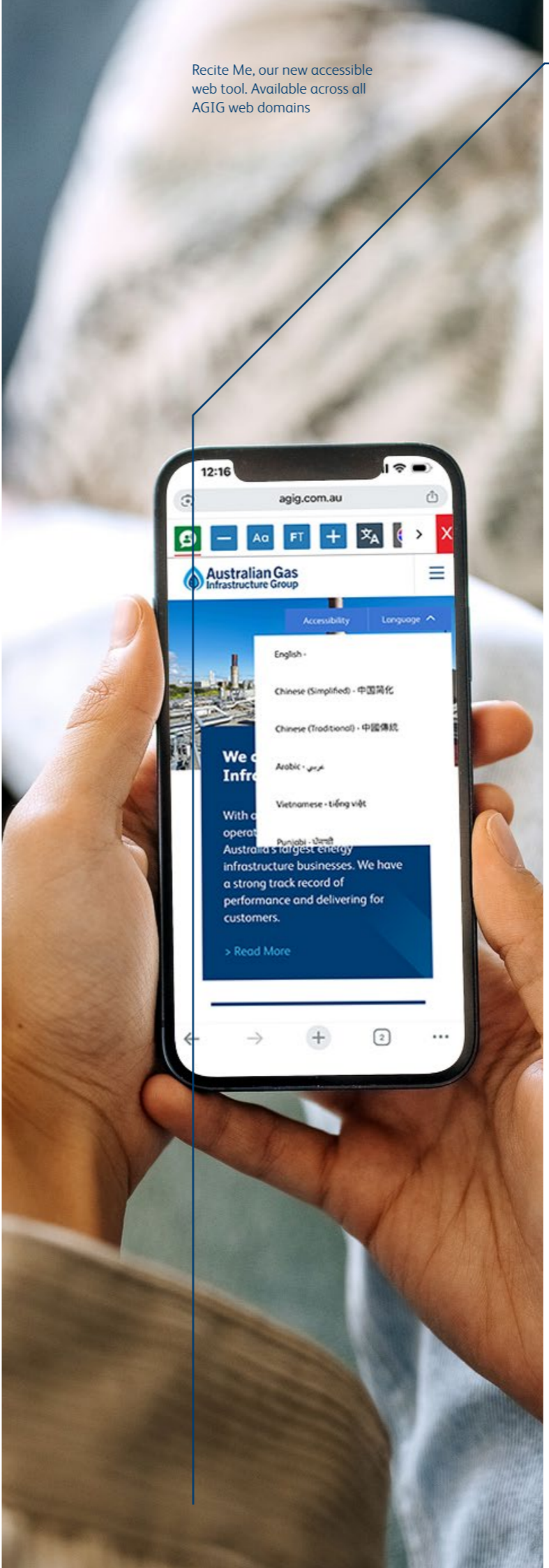
### Runner-Up for the 2025 Best Tech Awards for Customer Experience

We were recognised as Runner-Up in the Customer Experience category at the 2025 SAP Best Tech Awards for the implementation of SAP Cloud for Customer (C4C), a next-generation customer relationship management (CRM) application.

Delivered in partnership with DXC, this project replaced one of AGIG’s legacy CRM systems and introduced new functionalities, including the ability for customers and retailers to submit non-standard connection requests directly via the AGIG website.

SAP C4C also enables our teams to register and manage Priority Service Program customers, facilitating critical services such as gas appliance safety checks and emergency repairs in South Australia, Victoria and New South Wales.

Mains replacement program underway in South Australia, Kurna Pangkarra Country



Recite Me, our new accessible web tool. Available across all AGIG web domains

Case Study

### Enhancing Digital Accessibility with Recite Me

As part of our commitment to inclusivity and customer support, we became the first utility in Australia to introduce the Recite Me accessibility toolbar on our websites. This initiative forms a key component of our Priority Services Program, which is designed to support customers experiencing vulnerability in all its forms.

Recite Me is an innovative digital accessibility solution that enables all customers to access important information with greater ease. The toolbar offers a suite of features to address a wide range of accessibility needs, including:

- **Language Support:** Translation of website content into multiple languages, with text-to-speech functionality to assist non-English speakers;
- **Vision Impairment:** Tools such as text-to-speech, magnification, and customisable colour contrasts to support users with visual impairments;
- **Neurodiversity:** Features including a screen ruler, reading mask, and adjustable fonts to enhance readability for neurodivergent users;
- **Literacy Support:** Simplified reading options and text-to-speech for individuals with literacy challenges;
- **Elderly Users:** Enhanced text clarity and navigation to assist those with declining vision or cognitive abilities; and
- **Temporary Impairments:** Support for users recovering from injuries that may affect vision or reading ability.

With approximately one in six Australians living with a disability and nearly a quarter of the population speaking a language other than English at home, digital accessibility is essential. By making our website more accessible, AGIG hopes that all customers, including those most at risk, can engage with us and access critical safety information when they need it most.

# Environmental

AGIG is committed to enabling a net zero future for Australia. We aim to achieve this by managing our emissions, driving the renewable energy transition and safeguarding the environment through innovative projects and partnerships.

## 2025 Key Outcomes

**318** 

**kilometres of older generation gas mains replaced** with next generation pipeline, reducing leaks and laying the foundations of enabling renewable gas



**quantified and reported our scope 3 emissions for the first time**



**7% scope 1 and 2 emissions reduction since 2024** on track to achieving our Interim Emissions Target of 30% reduction in 2020 levels by 2030

## Associated Targets

07

### Affordable and Clean Energy



We will facilitate investment in significant new renewable and carbon-neutral gas projects for supply to our customers

We aim to reduce our scope 1 and 2 emissions from across all AGIG assets by 30 % by end-2030 (from a financial year 2020 baseline)

We will track and report our material scope 3 emission categories, with a view to setting measurable targets by end-2027

09

### Industry, Innovation and Infrastructure



We will improve reliability, reduce emissions and future proof our distribution networks by replacing low pressure and earliest generation polyethylene pipes

We will promote knowledge sharing and partnerships across the renewable energy sector

11

### Sustainable Cities and Communities



We will protect the environmental value of the areas and regions in which we operate and maintain good stewardship for the long term, by delivering revegetation and education projects in the areas in which we operate (new target)

We will review our environmental footprint with a view to setting biodiversity targets by end-2025 [Target achieved in 2025]

12

### Responsible Consumption and Production



We will track and report on types of waste with a view to setting a reduction target by end-2026

13

### Climate Action

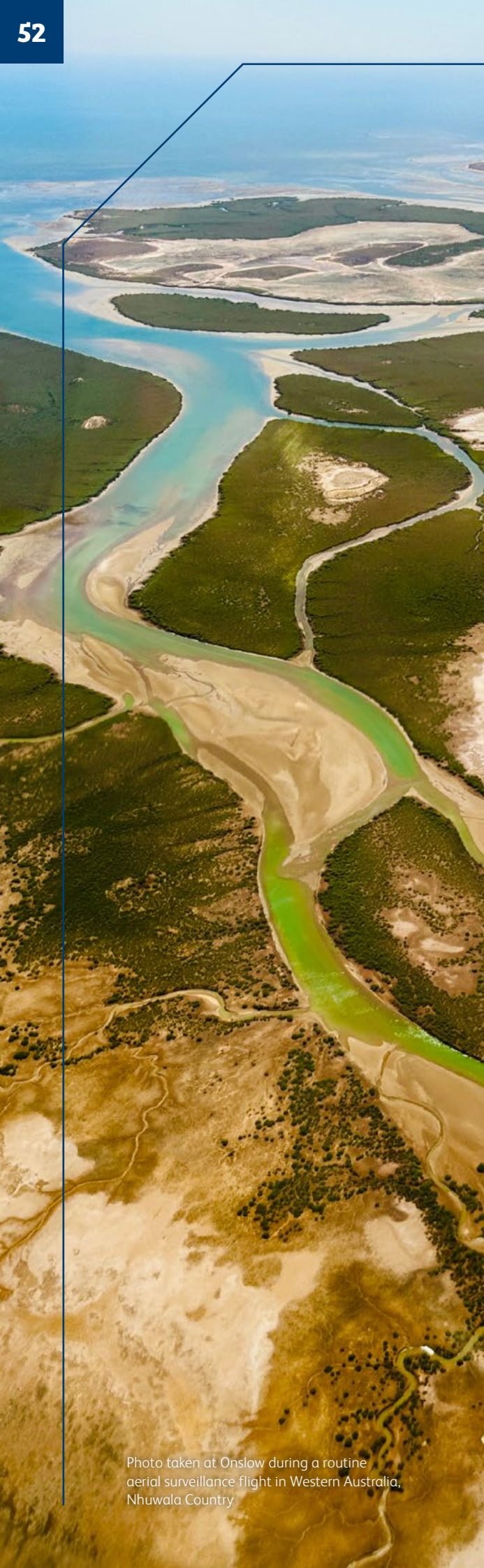


We will target renewable and carbon-neutral gas production (by AGIG or third parties) connected to our distribution network, equivalent to 10 % the volume in these networks by 2030

We will target 100 % renewable and carbon-neutral gas in our distribution networks by 2050

We will target net zero emissions from our transmission and midstream assets by 2050 at the latest

Progress against these targets can be found on pages 22-27



## Net Zero Ambition

The science of climate change and its impacts on our natural and built environments is well recognised. Addressing climate change requires collective action across value chains.

Our Net Zero Ambition is to:

- Achieve net zero emissions in our own operations; and
- Enable net zero for our customers.

To achieve net zero emissions in our own operations, AGIG aims to reduce our scope 1 and 2 emissions by 30% by 2030, before targeting net zero scope 1 and 2 emissions across all AGIG operations by 2050.

Whilst emissions from the end use gas delivered by our infrastructure is not classified as scope 1, 2 or 3 emissions for AGIG, our Net Zero Ambition emphasises going beyond our direct responsibilities to support our customers in their efforts to reduce emissions. By 2030 AGIG aims to facilitate customer access to renewable or carbon-neutral gases to be delivered through its distribution assets. Longer term, we aim for 100% renewable and carbon-neutral gas in AGIG by providing customers with sustainable infrastructure consistent with their preferred timing.

We measure and report on progress toward our Net Zero Ambition through a multifaceted approach that focuses on key enablers, recognising that success requires coordinated action across areas both within and beyond our control. This includes shaping the right regulatory framework to support our objectives, advocating for policy settings that unlock the potential for renewable and carbon-neutral gas, and facilitating projects that demonstrate these solutions.

Photo taken at Onslow during a routine aerial surveillance flight in Western Australia, Nhuwala Country

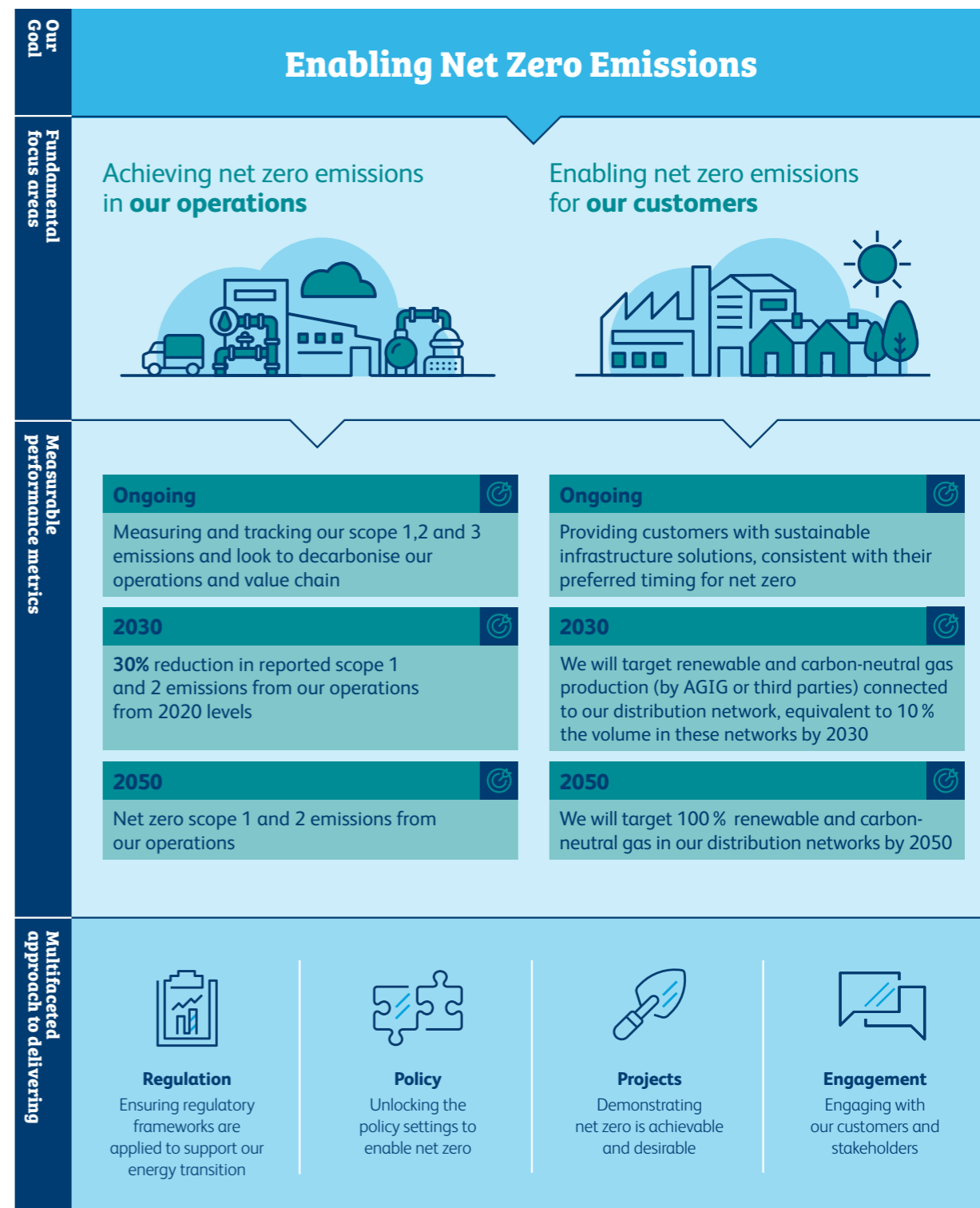


Figure 4: Our Net Zero Ambition



## Regulation

### Regulatory Enabler: Advancing Regulatory Frameworks

In 2025, significant progress was made toward establishing the regulatory framework for renewable and carbon-neutral gases, a vital step in creating a market for their commercial production and use. Key updates include:

- Expanded *National Gas Law* provisions covering hydrogen and biomethane took legal effect in 2025, following earlier consultation processes, supporting future consideration of renewable gas within existing regulatory frameworks.
- Contributed to consultations on an expanded Guarantee of Origin (GO) scheme to include emissions accounting methodologies for biogas and biomethane alongside hydrogen. This work recognises certification as a critical enabler of renewable gas market confidence, customer recognition and investment.
- A market-based mechanism supporting recognition of biomethane emissions outcomes through GreenPower Renewable Gas Guarantee of Origin (RGGO) certification was approved in 2025 under the National Greenhouse and Energy Reporting (NGER) framework, following development processes in which AGIG participated.
- Policy and legislative design progressed in 2025 to implement the Hydrogen Production Tax Incentive (HPTI), a refundable tax offset claimable at \$2 per kilogram of eligible hydrogen produced available from 2027 to 2040.
- Provided subject matter expertise to the draft National Hydrogen Regulatory Guidebook, supporting nationally consistent approaches to hydrogen safety, approvals and regulation.
- Contributed to ongoing updates of technical and safety standards for hydrogen blending into existing gas networks, including pathways for projects to blend up to 15% hydrogen by volume, with potential to achieve agreement for higher blends over time.



## Policy

### Policy Alignment: Supporting Renewable Gas Pathways

In 2025, AGIG provided approximately 35 submissions to energy and climate policy processes to support the development of renewable gas markets while maintaining affordability, reliability and customer choice. Key updates include:

- Participated in the Australian Government's Gas Market Review, providing input on the vital role of existing and new gas infrastructure through the energy transition. Consultation on potential domestic gas reservation style mechanisms is scheduled to progress throughout 2026.
- Engaged in the Commonwealth on the design and application of the Net Zero Fund, a \$15 billion program intended to support industrial decarbonisation, including the potential role of renewable and carbon-neutral gases.
- Participated in consultations on the \$2 billion Hydrogen Headstart program administered by the Australian Renewable Energy Agency (ARENA), contributing insights on program design and eligibility considerations relevant to network connected hydrogen projects.
- Engaged in the development of the National Bioenergy Feedstock Strategy, which commenced in 2025 and is expected to continue through 2026, recognising its importance in identifying sustainable feedstock pathways for biomethane and other bioenergy opportunities.
- State based renewable gas policy development progressed, including the New South Wales Renewable Fuel Strategy, which includes funding support and renewable fuel targets, and Victoria's commitment to finalise its position on a Victorian Renewable Gas Target in 2026.
- National renewable gas policy settings continued to be discussed at the intergovernmental level through Energy and Climate Ministers Council during 2025, providing context for further policy development in 2026.



## Projects

### Project Enabler: Expanding Opportunities for our Customers

In 2025, AGIG continued to progress renewable gas projects while supporting third party access to our gas networks, demonstrating practical pathways to decarbonise existing infrastructure. Key updates include:

- Continued to progress arrangements to enable third party renewable gas producers to connect to AGIG networks, including an agreement with Delorean Energy Limited to connect the SA1 Salisbury Bioenergy plant to our gas distribution network in South Australia.
- Continued operations at Hydrogen Park South Australia (HyP SA), which commenced production in 2021 and now blends up to 10% renewable hydrogen by volume to more than 3,700 homes, schools and businesses on the existing gas network, whilst also supplying 100% hydrogen via tube trailers to other customers.
- Continued operations at Hydrogen Park Gladstone (HyP Gladstone), having now been operational for more than 12 months supplying the township of Gladstone, Queensland with up to a 10% renewable hydrogen blend, representing Australia's first whole of gas distribution network hydrogen blending project.
- Continued to develop our Hydrogen Park Murray Valley (HyP Murray Valley) project toward first production, with the electrolyser delivered and on site and development activities continuing.
- Progressed planning activities for Hydrogen Park Adelaide.
- The Pilbara Carbon Capture and Storage (CCS) project commenced investigation of the potential of onshore CCS infrastructure to unlock decarbonisation of industry in the Pilbara region.



## Engagement

### Stakeholder Engagement: Supporting an Orderly Transition

We continue to strengthen awareness and understanding of renewable gases among customers and stakeholders, in line with our UN SDG 9 Knowledge sharing commitment. Key engagement highlights for 2025 include:

- Participated in more than 28 external events, workshops, seminars and roundtables, with AGIG representatives presenting at a number of industry conferences.
- Conducted 25 tours of HyP SA, HyP Gladstone, and HyP Murray Valley with over 300 visitors to site.
- Ongoing engagement with Federal and state governments on renewable gas policy development, regulatory reform and funding mechanisms.
- Continued participation in industry forums, working groups and research initiatives relating to renewable gas and energy network futures.
- Engagement with households, developers and large energy users to support their energy needs.



Case Study

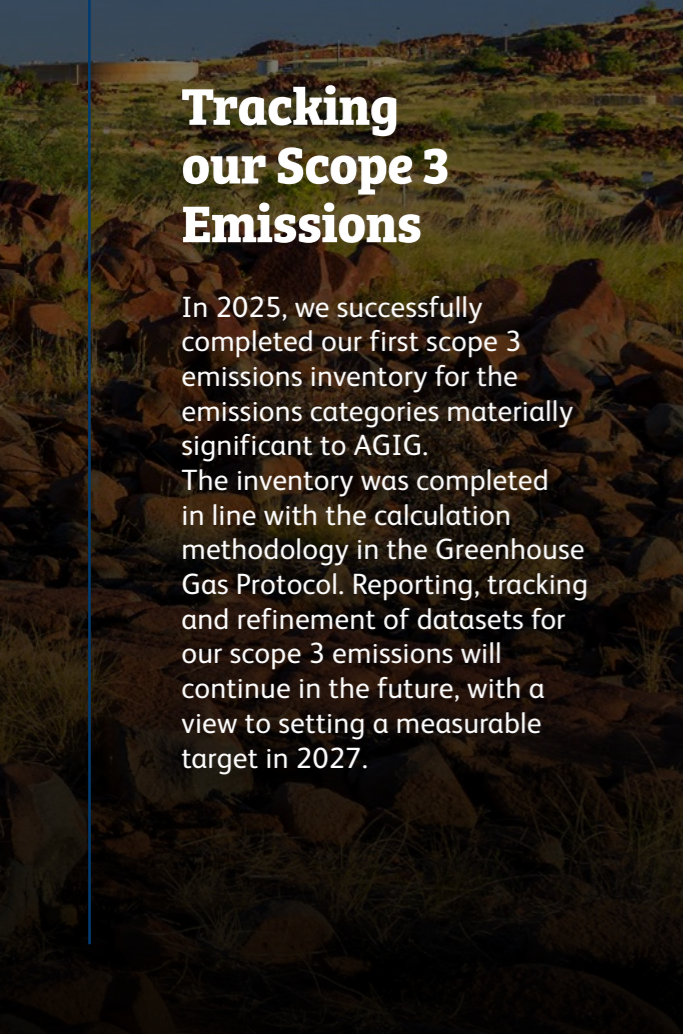
### South Australia’s First Gas Network Connected Biomethane Project

April 2025 marked the signing of a Connection Agreement between our AGN business and Delorean Corporation to supply renewable biomethane from the SA1 Salisbury Bioenergy plant. The facility is connected to the AGIG South Australian gas network and is expected to begin injecting up to 21TJ of biomethane into the existing gas network each year in 2026.

Biomethane is interchangeable with natural gas and can be seamlessly blended into our existing gas networks, allowing customers to continue using gas appliances in the same way but with the advantage of being renewable.

This project helps demonstrate a pathway to a low-carbon future for our networks, customers and industry.

Case Study



### Tracking our Scope 3 Emissions

In 2025, we successfully completed our first scope 3 emissions inventory for the emissions categories materially significant to AGIG. The inventory was completed in line with the calculation methodology in the Greenhouse Gas Protocol. Reporting, tracking and refinement of datasets for our scope 3 emissions will continue in the future, with a view to setting a measurable target in 2027.

Case Study

### Biodiversity along the Dampier to Bunbury Natural Gas Pipeline

Extending roughly 200 meters off the main Dampier to Bunbury Natural Gas Pipeline (DBNGP), the Kemerton lateral pipeline corridor has been identified for a revegetation program. The goal is to repopulate the area with native species that are both appropriate for the location and for being planted in the vicinity of a working high-pressure pipeline. Careful consideration is being given to the height and eventual extent of the root system.

As important as the DBNGP is to Western Australia, it still has an impact on the local environment and projects such as this contribute to improving the biodiversity of the landscape in which we operate.

The project will also provide education on the importance of biodiversity across our operations, planning began in 2025 with the project expected to take several years to complete.

## Environment, Biodiversity and Waste Management

### Biodiversity

AGIG recognises the impact that our operations have on the biodiverse locations where we operate.

In 2023 we set a target to review our environmental footprint with a view to setting a biodiversity target in 2025. Across this two-year period, we participated in a pilot Taskforce for Natural-related Financial Disclosures (TNFD) and reviewed our existing environmental reporting processes. We now have an increased understanding of our existing environment and biodiversity reporting which provides a solid foundation to align with future mandatory nature-based reporting.

Our replacement evergreen biodiversity target was endorsed by the ESG Committee in 2025, providing the foundations to develop and deliver revegetation and education projects in the areas where we operate and can have the most influence.

### Waste

In 2025, AGIG implemented waste tracking and reporting processes, across our three waste categories:

- Hazardous waste;
- Non-hazardous waste; and
- Recycling.

Our business operations in Western Australia, Northern Territory and parts of Victoria capture data on a monthly basis, while the remainder of the business captures data bi-annually. This will be enhanced over the coming year with the acquisition of a long-term operating agreement for the AGN assets from APA.

Our progress in 2025 provides the foundations for setting a waste reduction target by the end-2026.



Case Study

### Protecting Grey Falcons along the DBNGP

In 2025, AGIG became aware of a Grey Falcon nest at the Repeater Tower site, located at one of our Compressor Stations. AGIG worked with an independent ecological researcher to develop ecological knowledge to enable long-term behaviour and breeding studies of one of Australia's rarest birds of prey, the Grey Falcon.

The researcher was able to fit the young female offspring of that breeding event with a satellite transmitter. Information obtained found that the bird had a strong affinity for several sites along the DBNGP, with a range through the arid Pilbara region.

Ongoing research into the Grey Falcon's habitat and behaviour (supported by AGIG) has found that Repeater Towers are used on multiple occasions as nesting sites. The researcher has since presented their findings through a number of international journals and conferences.

This project is a good example of AGIG's broader corporate responsibility to environmental protection and highlights the value of enabling local and independent experts to pursue impactful research.



Grey Falcon at roost

Case Study

### Laptop Recycling Program

In 2025, AGIG undertook a national process to identify surplus laptops that were no longer in active use and had been placed in storage.

More than 120 devices were identified and donated to charities specialising in refurbishing, ensuring that the laptops could be given a second life. Refurbished equipment was then either donated or sold by the charity at a significantly reduced price to lower socio-economic groups, helping to bridge the digital divide and provide access to essential digital skills.

## Our Emissions Strategy

Our Emissions Strategy provides governance and accountability across the business, ensuring that as much as possible each initiative contributes to reducing both our own footprint and that of our customers. The strategy prioritises emission reduction through infrastructure upgrades, and partnerships that accelerate the transition to renewable and carbon-neutral gases.

Rather than focusing on year specific outcomes, our Emissions Strategy highlights the enduring principles of our approach:

- Governance and transparency in emissions management.
- Investment in projects that enable renewable gas integration.
- Collaboration across the energy value chain to deliver shared benefits.

Year-on-year emissions data is available in our 2025 Data Book. Further information on these targets can be found in our Sustainability Reports, available on the Australian Securities and Investment Commission (ASIC) website.



AGIG crew member on site in Victoria, Wurundjeri Country

In 2025 the Future Fuels Cooperative Research Centre (FFCRC) concluded its 7-year Commonwealth supported term. Supported by the federal Government, six state governments and industry, including AGIG, the FFCRC delivered extensive industry research, particularly in support of decarbonisation. Going forward, we are proud to support a new industry collaborative research organisation, Gas Infrastructure Research Australia.

## Climate-related Disclosures

In 2025, entities within AGIG were required to report in accordance with AASB S2 *Climate Related Disclosures* (AASB S2). Under *Corporations Act 2001* requirements, AGIG must produce a AASB S2 compliant Sustainability Report for Australian Gas Networks Holdings and Australian Gas Infrastructure Holdings.

This marks the first year of required reporting. The Sustainability Reports outline our climate governance, climate-related risks and opportunities, emissions reduction pathways and projects to deliver emission reductions.



AGIG team members out on site at Compressor Station 2, Thalanyji and Kurrama Country

## Appendix

### Data Book

Our 2025 Data Book provides the following information:

- Data Tables;
- Global Reporting Initiative Index;
- Key Corporate Policies and Plans;
- Basis of Preparation; and
- Assurance Opinions.



Please scan the QR code to see our full data suite

### ESG Reporting Suite

Our ESG Report is supported by a range of other corporate publications available on our website, or via the ASIC website:

- 2025 Data Book;
- 2025 Sustainability Reports (available on the ASIC website);
- 2025 Community Impact Report;
- Diversity, Equity and Inclusion Plan;
- Modern Slavery Statement;
- Innovate Reconciliation Action Plan; and
- Supplier Sustainable Procurement Statement.



## General Enquiries

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### DBP

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