

Sustainability Policy

Tilt Renewables¹ is committed to Sustainability and ensuring that we uphold our corporate responsibility to our people, environment, the community, and our investors. The objective of this Policy is to ensure that principles of sustainability are embedded in everyday decision-making and operational processes, as well as our long-term corporate plans and strategies.

We recognise the need to balance business growth and investor returns with protecting and enhancing the environment, the safety and well-being of our people and the communities in which we operate.

This Policy applies to all employees of Tilt Renewables, and contractors engaged to undertake works on behalf of Tilt Renewables.

SUSTAINABILITY PRINCIPLES

Tilt Renewables is committed to the following environment, social, and governance principles:

Environment:

a. Mitigating Climate Change

Tilt Renewables seeks to minimise the Greenhouse Gas (GHG) Emissions within its value chain. This includes measuring and reducing emissions associated with direct and indirect (i.e. scope 1, 2, and 3) use of energy, fuels, and fugitive emissions within operations. Additionally Tilt Renewables will work with our supply chain to identify lower emissions alternatives for materials and fuels used within operational and construction activities.

b. Achieving Net-Zero Emissions

Tilt Renewables is committed to driving the transition to renewables through everything we do, including developing, in 2024, a target and strategy to achieve net-zero emissions in our operations. This means all electricity used on site and within our corporate tenancies will be sourced from 100% renewable energy. We will seek to reduce emissions associated with on-site use of fuels and process emissions, along with emissions associated with corporate travel. Any emissions remaining will be offset using high quality nature-based carbon offsets.

c. Climate Risk and Resiliency

Tilt Renewables seeks to understand the potential impact of physical and transitional climate risks and opportunities on our business and assets, working with key stakeholders to develop efficient and effective resilient responses to minimise this impact. We will continue to assess and expand our understanding of short, medium, and long-term climate risks on all assets and operations.

d. Protecting Biodiversity and Nature

Tilt Renewables undertakes to monitor and minimise our impact on nature and biodiversity while also ensuring compliance with relevant legal obligations and standards. Tilt Renewables will ensure

¹ **Tilt Renewables** refers to PARF Company 1 Pty Ltd (ACN 613 789 692) and PARF Company 2 Pty Ltd (ACN 613 789 772) and their directly and indirectly controlled subsidiary entities.

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best practice biodiversity and nature management through site-specific management plans relevant to the nature of each site.

Social

e. A Safe, Sustained, and Sustainable Workforce

Tilt Renewables is committed to zero harm and seeks a similar commitment from all employees, such that employees are rested, fit and healthy (both physically and mentally), returning home safely every day.

Tilt Renewables acknowledges our contribution to the physical and mental health of our employees by ensuring employees take holidays, have breaks after sustained periods of excessive work and by resourcing appropriately to manage overall workloads.

Tilt Renewables seeks to improve the capacity and employability of our employees by creating opportunities for their professional growth, development, and by creating an empowering culture, living the values of 'we are people powered', 'we get it done', and 'we lead'. All of the above will result in an engaged, safe and sustained workforce where corporate intellectual capital is retained in the business for the medium to long term.

f. Contributing to Local Communities

Tilt Renewables is committed to being a positive community member and supporting the communities in which we operate. This includes genuine engagement with the community throughout all phases of an asset's lifetime, collaborating with the community and our contractors to identify opportunities to positively contribute and support local communities over the long term. Tilt Renewables encourages our contractors to procure resources, including labour, materials, transport, accommodation, and food, as much as possible from the local community.

Governance

g. Ensuring Responsible Operations

Tilt Renewables seeks to (through its contractors and agents) operate its sites safely and responsibly, whilst respecting and engaging with neighbours, local communities and the environment, to ensure that Tilt Renewables' 'social license to operate' is enhanced or at minimum maintained.

h. Delivering Efficient Operations

Tilt Renewables seeks to reduce the use of natural resources, minimise waste and challenge/change wasteful or unsustainable practices, seeking to deliver efficient and effective operations both for today and the future. We will work with our supply chain to improve resilience.

i. Long-Term Sustainable Investment

Tilt Renewables takes a longer-term view of managing our portfolio, ensuring asset integrity for the economic life of the assets, such that the portfolio remains attractive to equity and debt capital.

j. Ensuring Strong Corporate Governance

Good corporate governance is central to Tilt Renewables' approach to enhance the sustainability of its business. Tilt Renewables is committed to upholding strong corporate governance principles and practices to govern its operations.

k. Key-Person Risk (KPR) and Business Continuity

Tilt Renewables is committed to minimising KPR (to the extent possible), identifying where KPR arises, ensuring employees collaborate and share knowledge and knowhow, establishing sound procedures and processes to manage KPR, with the CEO establishing succession planning across the



business. Continuity of business planning and procedures for people, property and systems are also key to ensuring the robust, reliable, and sustainable operations of the Tilt Renewables.

Tilt Renewables will report transparently and regularly to our investors and key stakeholders on our progress of Sustainability and ESG objectives, targets, and performance outcomes.