



The Energy Charter

2025 Signatory
Disclosure Report



Acknowledgement of Country

In the spirit of reconciliation, the Transgrid Group acknowledges the Traditional Custodians of the lands where we work, the lands we travel through and the places in which we live.

We pay respect to the people and Elders past and present, and celebrate the diversity of Aboriginal and Torres Strait Islander peoples and their ongoing connections to the lands and waters of NSW and the ACT.

Murrumbidgee River, Riverina NSW
Artwork: Yura. Gili. Nanga. the indigenous
interpretation of Power. People. Possibilities



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Transgrid Group CEO Message



As a founding signatory of the Energy Charter, Transgrid Group remains firmly committed to delivering better outcomes for energy consumers. Alongside other signatories, we are focused on ensuring the energy transition is both efficient and equitable.

Australia's energy transition is accelerating, and Transgrid Group is at the centre of it. As the operator and manager of the nation's most critical transmission infrastructure, our network connects the east coast's largest states and underpins the National Electricity Market. Our role is clear: enable a cost-effective shift to cleaner, more affordable energy before ageing coal-fired generation exits the system.

To meet this challenge, we are working closely with market participants to fast-track delivery of essential infrastructure and drive innovation. Achieving the Australian Government's 2030 emissions reduction target of 43 per cent means lifting renewable generation to 82 per cent of supply. That requires urgency, coordination and execution. Throughout this transformation, our priority remains

unchanged: maintaining safe, secure and reliable energy for consumers across NSW and the ACT.

We understand that delivering major transmission projects depends on earning trust. That means listening to landowners, communities, businesses and local governments, and engaging transparently and respectfully. Building social licence is not optional, it's fundamental to delivering the energy system Australians expect.

This seventh Energy Charter Disclosure Report outlines our performance and progress in 2024–25. It also recognises the work ahead to support those impacted by new infrastructure. We remain focused on working constructively with customers, communities and stakeholders to deliver a clean energy future for all Australians.

Brett Redman
Chief Executive Officer
Transgrid Group



Our role is clear: enable a cost-effective shift to cleaner, more affordable energy before ageing coal-fired generation exits the system.

About the Transgrid Group

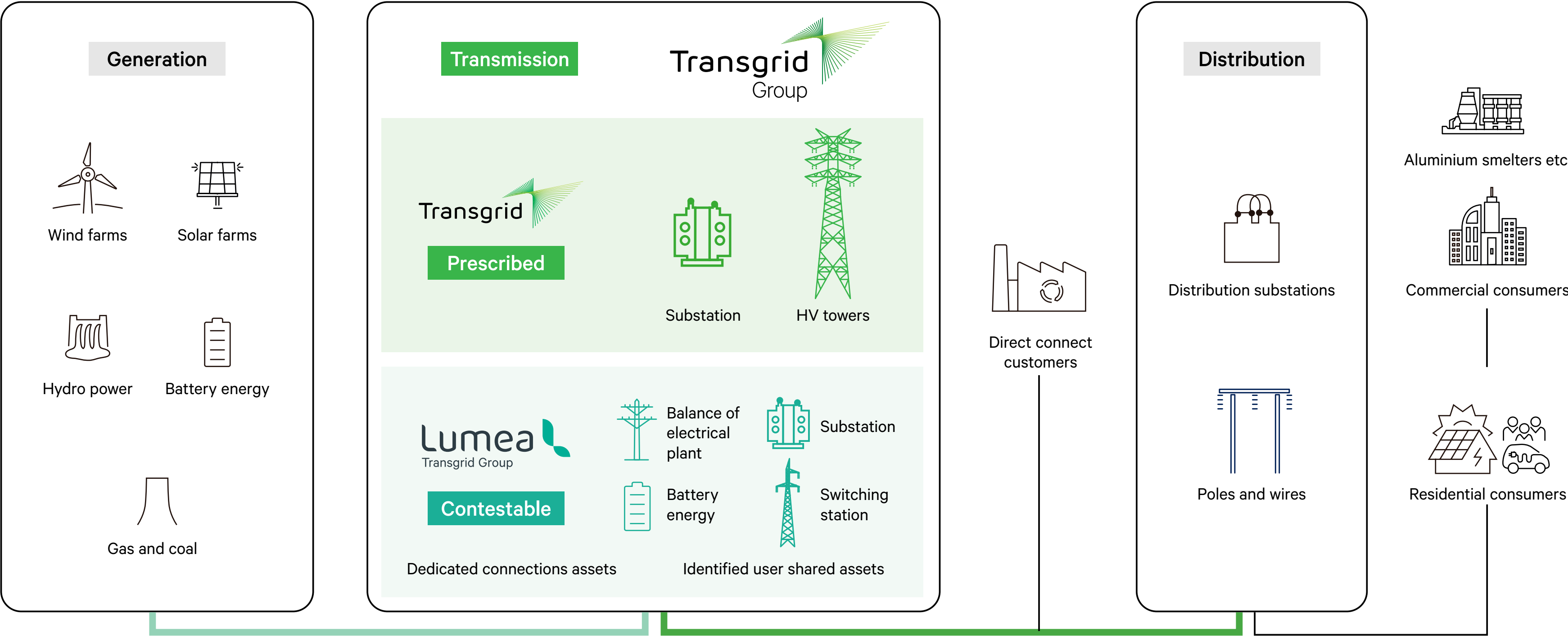


The Transgrid Group consists of two businesses: Transgrid and Lumea.

Transgrid operates and manages the high-voltage electricity transmission network in NSW and the ACT. The network transports electricity from diverse generation sources – wind, solar, hydro, gas and coal – to large industrial customers and the distribution networks that deliver power to homes and businesses.

This is the largest part of our business, which includes a 99-year lease to own and operate the assets acquired from the NSW State Government in 2015. The Australian Energy Regulator (AER) is responsible for regulating Transgrid’s prescribed⁴ services business under the National Electricity Rules and sets and monitors our expenditure. Transgrid is headquartered in Sydney, with regional offices in Western Sydney, Orange, Newcastle, Tamworth, Wagga Wagga, Melbourne and Yass.

Our non-prescribed business arm, Lumea, is an essential energy infrastructure provider helping to accelerate Australia’s energy transition by connecting renewable energy generators to the transmission grid. Lumea is also one of the leading telecommunication providers to renewable projects in Australia with a focus on regional areas, data transmission and emergency broadcast services. We continue to work with communities in our project corridors to improve connectivity using our existing and new infrastructure.



Our customers and communities

People are at the centre of everything we do. Our strategy is guided by the needs of our customers, the communities we work with, and ultimately all Australians. These groups are diverse, with a wide range of priorities, interests and expectations. They include:

Directly-connected customers

Our directly connected customers include large electricity generators such as solar and wind, energy storage providers like pumped hydro and batteries, gas and coal generators, major industrial users including smelters and mines, neighbouring transmission networks through our interconnectors, and distribution networks.

Landowners and communities

We maintain long term relationships with more than 18,000 landowners who host our assets or easements. Our commitment is to ensure that any work on their property is carried out with minimal disruption, and to the highest safety and environmental standards.

End-user consumers

More than three million households and businesses across NSW and the ACT rely on the electricity that flows through our network. These consumers live in regional, rural and metropolitan areas, with diverse cultural and socio-economic backgrounds. What they share in common is the need for electricity that is safe, reliable and affordable. We plan and operate our network with that responsibility at the core.

The transition to a low carbon depends on expanding our transmission network. We understand that this can affect the communities and landowners who live near these projects. Our commitment is to build respectful relationships and to work with care, sensitivity and understanding as we deliver these essential projects.

We also collaborate and engage with a broad range of external stakeholders to plan and shape the energy system of the future.

These include all levels of government and government owned organisations, regulators, industry bodies, commercial partners, First Nations groups, consumer representatives, research institutions, suppliers, investors and financiers.

Our strategy

At Transgrid, our corporate strategy keeps us focused on nurturing trust, transitioning reliably and growing rapidly to enable a successful energy transition.

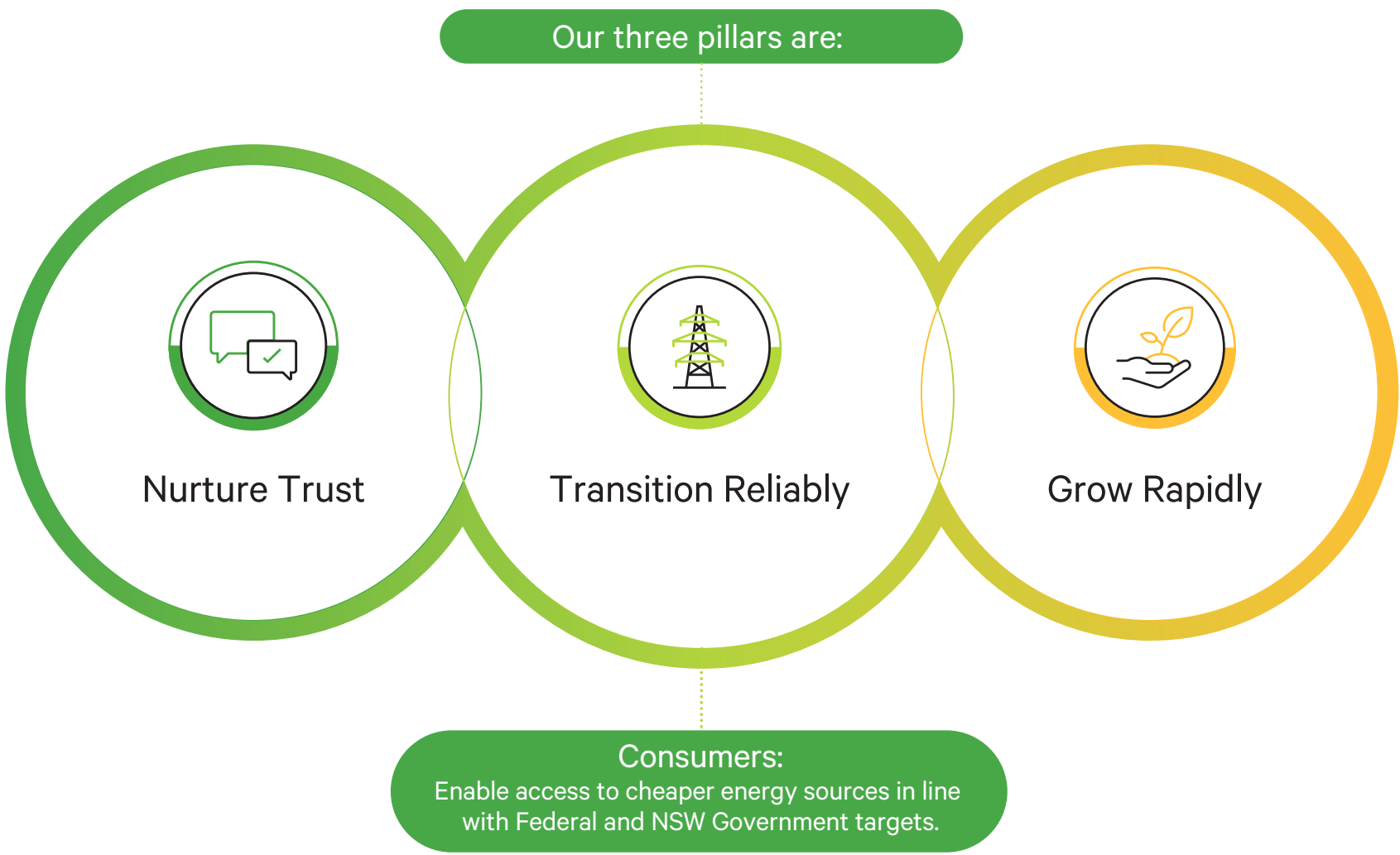
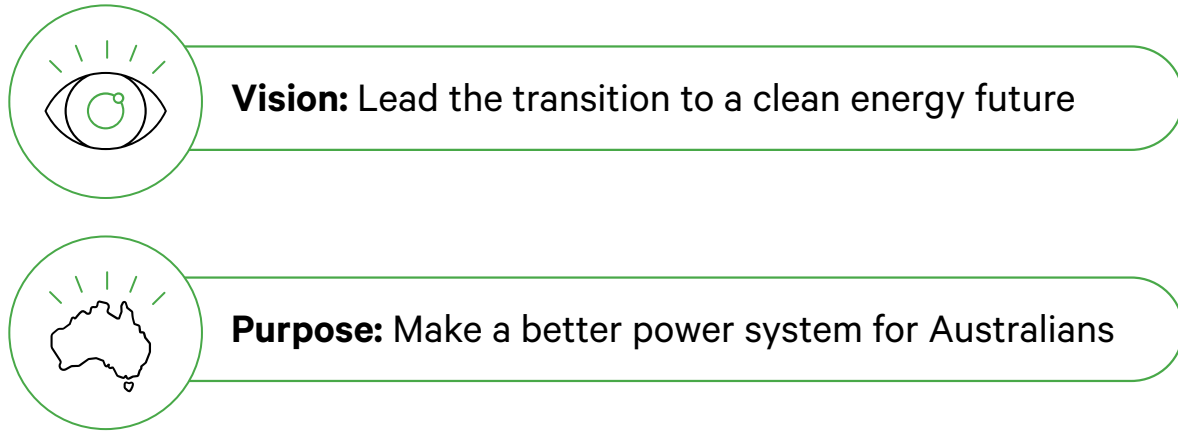
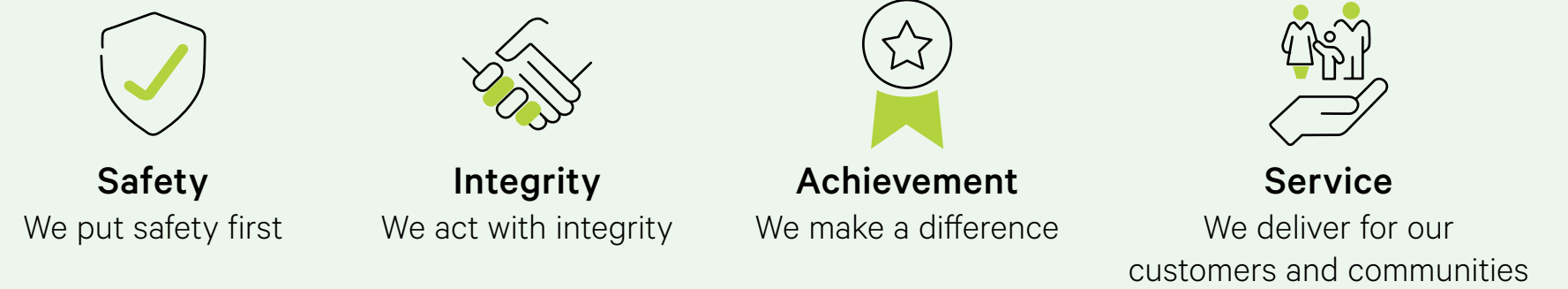
As we roll out essential transmission infrastructure, trust is essential. We are engaging with communities and landowners so they are heard and supported before, during and after construction. We are collaborating with our industry partners, and we are supporting, celebrating and empowering our people – the team building the future of energy.

As we lead the transformation of Australia’s transmission system, we’re focused on what matters most: connecting more renewables to the grid while keeping electricity reliable, safe and affordable.

And that means growing rapidly – because Australia’s energy transition is happening quickly and we must deliver transmission infrastructure fast enough to keep pace.

The energy transition will fundamentally transform the country’s energy landscape for the better – positively impacting both people and the environment while creating new opportunities for businesses. A transition with this much potential requires approximately designed transmission infrastructure. Our partners in this important work include State and Federal Governments, the National Energy Regulators, Direct Connect Customers, Landowners, Communities, Industry Groups, Consumer Advocates, as well as other Network Service Providers (NSPs).

Our values



FY25 customer and community highlights

About our FY25 maturity self-assessment

Our self-assessment drew on insights from across the business, supported by a survey of the Executive and Senior Leadership team. Progress in FY25 demonstrates that improvements are becoming embedded, while recognising that further work is required to deliver stronger outcomes for customers and communities. We remain committed to the continuous improvement of our processes and approach.

Our highlights during FY25 included the following achievements. For full details on the following, please see the Appendix.

Transgrid Discovery Hub – first year of operations

The Transgrid Discovery Hub in Wagga Wagga is a community-led space designed to connect the Riverina region with the future of energy. It provides accessible information, interactive tools, meeting areas and education programs, creating a culturally relevant environment that supports two-way communication.

As a pioneering initiative, the Hub offers a consistent connection point for landholders, local businesses and the community to engage with Transgrid’s projects, operations and vision. Designed and built entirely by Wagga-based businesses using locally sourced materials, it also serves as a welcoming community space for workshops and events.

In its first year, the Hub welcomed more than 4,000 visitors, delivered over 3,500 Discovery Pod sessions, provided 105 hours of free community space through the Hub Partner Program, and hosted over 200 virtual participants at grants workshops. The Hub is strengthening local partnerships, improving transparency and building trust in the energy transition.

Connecting with landowners

During the year, we changed how we engage with landholders, resulting in faster responses, reduced impacts and safer, more efficient, fieldwork. New online tools now make it easier for field staff to manage commitments, property access and enquiries across more than 18,000 landowners with easements on their property. This streamlined approach is improving how we capture, share and act on landholder information.

Engaging for better community benefits – HumeLink

HumeLink uses a Community Investment and Benefits Plan to ensure impacted communities receive meaningful, lasting benefits. To shape the plan, we listened, drawing insights from stakeholder meetings, community information sessions and Community Consultative Group meetings. Engagement spanned in-person and online forums from October 2022 to May 2023 across the region. Landowners, local elected members, all five local councils and local businesses also contributed their ideas.



Transgrid Discovery Hub with electric vehicle, Wagga Wagga

Five focus areas emerged: community connection, local education and skills development, local industry development, care for Country and social legacy initiatives. As HumeLink progresses, we will invest in these areas with our delivery partners.

Selecting a route with the community – VNI West

VNI West is a priority project under AEMO’s 2024 Integrated System Plan. From the outset, we worked with Riverina-Murray communities to choose a route that respects local values and land use, and cultural heritage.

While planning the route, we listened to a wide range of voices through a transparent process with feedback loops at every stage. This included forming regional and community reference groups, and releasing draft and preferred corridor and route reports, which we adapted in response to feedback.

Our project leadership team was heavily involved in community engagement. Leaders spent extensive time in the Riverina-Murray working with the reference groups, and attending town hall meetings and community information sessions.

The result: a 200-metre-wide transmission line corridor, shaped by the community and supported by best practice, which is being taken forward for environmental assessment.

We have now formalised this approach to route selection into a new planning model for future projects and shared it with the energy sector.

Cultural Burn on Wiradjuri Country: Molong Substation

Transgrid’s Cultural Burn initiative at Molong Substation exemplifies reconciliation in action, bringing together staff, Wiradjuri custodians, and First Nations-led services to restore 25 hectares of critically endangered woodland through traditional fire practices. Delivered in partnership with Three Rivers Cultural Services and the Canobolas Rural Fire Service Brigade, the event fostered cultural immersion, strengthened community relationships, and supported Indigenous economic participation. With a \$50,000 investment in follow-up ecological care and plans for a Biodiversity Stewardship Agreement, the initiative demonstrates how embedding First Nations knowledge into land management can deliver lasting social, environmental, and economic impact.

Snowy 2.0 Transmission Connection – living and working alongside the Tumbarumba community

As we deliver the Snowy 2.0 Transmission Connection, our team is living and working alongside the Tumbarumba community. Being part of local life means listening, contributing and leaving something meaningful behind. In August 2024, more than 70 residents joined a Community Investment Workshop to decide which local projects should be supported by Lumea. Thirteen projects were put forward, with three selected for funding: Cycle Tumbarumba’s solar and battery system, Tumbarumba Start Strong Preschool’s outdoor play space, and Tumbarumba Public School P&C’s playground upgrade. Together, these projects reflect Tumbarumba’s priorities and the value of living in community.



Maturity self-assessment

	2021-2022	2022-2023	2023-2024	2024-2025
Principle 1: We will put customers at the centre of our business and the energy system				
	Emerging to Evolved	Emerging to Evolved	Emerging to Evolved	Emerging to Evolved
Principle 2: We will improve energy affordability for customers				
	Emerging	Emerging	Emerging	Emerging
Principle 3: We will provide energy safely, sustainably and reliably				
Safety	Evolved to Empowered	Empowered	Empowered	Empowered
Environment	Evolved	Evolved to Empowered	Evolved to Empowered	Evolved to Empowered
Shift to cleaner energy system	Evolved to Empowered	Evolved to Empowered	Evolved to Empowered	Evolved to Empowered
Connection, service and reliability	Evolved	Evolved	Emerging	Emerging
Principle 4: We will improve the customer experience				
Fair customer outcomes	Emerging to Evolved	Emerging to Evolved	Emerging to Evolved	Emerging to Evolved
Customer communication	Emerging to Evolved	Emerging to Evolved	Emerging to Evolved	Emerging to Evolved
Complaints	Emerging	Emerging to Evolved	Emerging to Evolved	Emerging to Evolved
Principle 5: We will support customers facing vulnerable circumstances				
	Emerging	Emerging	Emerging to Evolved	Emerging to Evolved



Principle 1: We will put customers at the centre of our business and the energy system



Maturity assessment

2021-2022	2022-2023	2023-2024	2024-2025
Emerging to Evolved	Emerging to Evolved	Emerging to Evolved	Emerging to Evolved

Our performance

We know the energy transition can’t happen without strong, positive relationships with local communities.

We’re privileged to work on First Nations land. We are aware that our operations have the potential to significantly enhance or diminish the quality of life of one of the world’s oldest surviving cultures.

As we build infrastructure to support Australia’s energy transition, our presence in local communities is changing. We used to be behind-the-scenes, doing maintenance. Now, we’re a frontline construction company.

With all these communities, we need to earn and maintain social licence to deliver at the pace and scale the future demands. That’s why we work closely with community groups, leaders and individuals to better understand our impact and listen to what matters most. Through open engagement, we support initiatives that create real social, environmental and economic value.

This is how we help communities thrive as we build the energy system of tomorrow.

Key drivers

- Build and strengthen ties with local and Indigenous communities
- Train and grow a clean-energy workforce now and in the future
- Contribute to the growth of Aboriginal and Torres Strait Islander communities

Key benefits

- Input from local and Indigenous communities helps us improve project planning and delivery, and identify and respond to community and stakeholder concerns
- Community grants and other investments provide support, training, jobs and critical services to local and Indigenous communities, contributing to their long-term wellbeing
- Builds a skilled clean-energy workforce with highly transferable skills for the future.

Community partnership
program funding
\$564,234
donated (FY24 \$512,724)

Indigenous procurement
(excluding Major Projects)
\$5.52m
(FY24 \$3.0m)



Remote Access Community Hub, HumeLink

Improving community engagement

Our engagement approach is grounded in early and honest consultation. By embedding landowner feedback into route selection, easement design and construction planning, we aim to reduce disruption, build trust and enable timely access for delivery

We are continuing to advocate a shared value approach and focus on working closely as partners with the Department of Climate Change, Energy, the Environment and Water (DCCEEW), Department of Planning, Housing and Infrastructure (DPHI), Australian Energy Regulator (AER) and EnergyCo.

Notable activities completed, include:

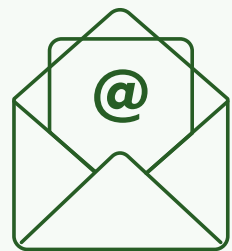
- All Transgrid community engagement staff are IAP2 (International Association for Public Participation) qualified
- Amendment to the complaints and enquiry management procedure and policy which provides a public facing agreed timeframe for our interactions and close outs of all complaints and enquiries

- Delivery of the final year of the Stretch RAP has exceeded our First Nations procurement target by over \$1.5m as of 30 June 2025
- Delivering our second annual Community Engagement Month across the organisation. Through a roadshow and toolbox talks across all of our depots and at pre-starts at our EnergyConnect camps, employees were engaged on the importance of community engagement and the role each individual plays, regardless of their position, in contributing to positive community outcomes.

In FY25, our community engagement efforts grew significantly, reflecting the scale of our project pipeline and our commitment to keeping communities informed, heard and involved. Whether through meetings, information sessions or direct contact, we're focused on building relationships based on trust, transparency and ongoing dialogue.



Over 6,000 engagements across Major Projects in FY25



16,587

digital communications



4,112

telephone calls, including 1800 number



1,597

letters, forms and submissions



1,725

community and stakeholder meetings



1,533

SMS



755

online engagements



131

community information sessions

Transgrid Advisory Council (TAC)

The TAC is our principal stakeholder engagement forum, providing consumer and industry insights to better improve the value of Transgrid’s transmission services.

Following on from the FY23 refresh of the TAC, in FY25 the TAC continued the increase in frequency of meetings to monthly, allowing for earlier and more in-depth engagement on including the start of Transgrid’s Regulatory Period 4 (RP4) engagement.

The TAC generally meet monthly for deep dives into key areas of our regulatory processes and projects.

Our CEO hosts four TAC meetings annually, ensuring stakeholder feedback is heard and considered at the most senior level. We share TAC meeting materials and notes on our website and continuously review and improve our TAC engagement approach.

Strengthening community support for a sustainable energy future

Transgrid’s teams, and our delivery partners from EnergyConnect, HumeLink and VNI West, joined 60,000 people at the 2024 Henty Machinery Field Days – one of southern Australia’s largest agricultural events – to engage with landholders and near neighbours of major projects, businesses and local communities.

Our stall was a hub for conversations about major projects, jobs, community funding and sustainability. Events like this help us build trust, share updates and keep communities informed as we work together to make the energy transition possible.



Principle 2: We will improve energy affordability for customers

Maturity assessment

2021-2022	2022-2023	2023-2024	2024-2025
Emerging	Emerging	Emerging	Emerging

We hold the energy consumer top of mind while we build a better power system to efficiently and cost effectively address energy reliability, system security and support the energy transition.

Transgrid is delivering a portfolio of transmission infrastructure projects to unlock Renewable Energy Zones (REZs), support grid reliability and transport electricity from new generation hubs to demand centres. Committed projects, EnergyConnect and HumeLink, are currently under construction. Other projects in development include Hunter Transmission Project, as well as network augmentations connecting the Central-West Orana REZ to the NSW transmission backbone, VNI West, Sydney Ring South and QNI Connect.

Critical planning documents to support affordability and reliability include our:

- [System Security Roadmap](#), which outlines how we are ensuring a reliable and affordable transition to clean energy, focusing on energy reliability, system security and operability.
- [Transmission Planning Report 2025 \(TAPR\)](#), which describes forecasts and network constraints in the short term and sets out a detailed 10-year plan. We publish this annual report in accordance with the National Electricity Rules.

Our Performance

Major transmission projects

EnergyConnect

In FY25, Stage 1 was successfully completed, including the expansion of the Buronga Substation and the delivery of new transmission lines to the South Australia border and Red Cliffs in Victoria. 150 MW of capacity has been released in both directions, enabling the successful transfer of energy interstate.

EnergyConnect is a landmark transmission project linking the energy grids of New South Wales, South Australia, and Victoria. Transgrid and Elecnor executed a new contract in December 2024 to support the completion of the EnergyConnect project, which is now progressing ahead of or in line with its baseline schedule.

Works between Buronga and Wagga Wagga are advancing steadily, with tower and stringing activities underway, substations progressing, and over 600 workers housed across key camps as the workforce shifts eastward.

Hunter Transmission Project

The Hunter Transmission Project (HTP), declared both a Priority Transmission Infrastructure Project and Critical State Significant Infrastructure, is being planned by EnergyCo to support NSW’s clean energy transition. It includes a new 500 kV overhead transmission line between Bayswater and Olney, new switching stations, and upgrades to existing substations. Transgrid has been confirmed as the preferred network operator through a commitment deed outlining its role in planning and pre-construction.



Transgrid Substation Buronga NSW



HumeLink

The project received Commonwealth government approval in December 2024, allowing early works to start in January 2025 and construction in mid-2025.

HumeLink is one of the state’s largest energy infrastructure projects, with about 365 km of new transmission lines, and new or upgraded infrastructure at four locations and essential to provide access to renewable and peaking generation in southern NSW and Victoria.

HumeLink East involves the expansion of the existing Bannaby 500 kV substation, along with the design and construction of a new 500 kV double circuit transmission line. Transgrid has contracted Acciona Construction Australia Pty Ltd and Genus Infrastructure (NSW) Pty Ltd to deliver the eastern portion of the HumeLink project.

HumeLink West involves the expansion of the existing Wagga Wagga 330 kV substation, the design and construction of a new substation at Gugaa and connection works to the future Maragle 500 kV substation. The project also includes a new 500 kV double circuit transmission line to connect the substations at the Wondalga interface point with HumeLink East.

Transgrid has contracted UGL Engineering Pty Ltd and CPB Contractors Pty Ltd (UGL-CPB JV) to deliver the western portion of the HumeLink project.

A Community Investment and Benefits Plan will be delivered to impacted communities. The community-developed Plan focuses on initiatives to improve community connection, local education and skills development, local industry development, care for Country and social legacy.

VNI West

Planning has substantially progressed on VNI West. To keep the project on track, the Australian Energy Regulator approved the \$948.8 million Contingent Project Application (CPA1) allowing early works to progress. We’ve been able to secure long lead equipment, design substations and transmission lines, and engage with communities and stakeholders.

Last year, the preferred route for VNI West in NSW was narrowed from a 1–2 km-wide area to a defined 200-metre transmission corridor, providing greater certainty for landowners and communities. This year, the project team completed its environmental assessment of this corridor with the next step public exhibition.

Following the announced delay of the Victorian section of VNI West interconnector to allow for further planning and landholder engagement, Transgrid is reviewing the schedule for the NSW section of this critical project. With these changed circumstances, Transgrid is examining a staged approach to delivery of VNI West (NSW). This will allow us to align costs with the timing of benefits to NSW and the ACT consumers as more affordable renewable energy flows interstate.



Buronga EnergyConnect transmission tower, Lockhart



Principle 3: We will provide energy safely, securely, sustainably and reliably

Maturity assessment

	2021-2022	2022-2023	2023-2024	2024-2025
Safety	Evolved to Empowered	Empowered	Empowered	Empowered
Environment	Evolved	Evolved to Empowered	Evolved to Empowered	Evolved to Empowered
Shift to cleaner energy system	Evolved to Empowered	Evolved to Empowered	Evolved to Empowered	Evolved to Empowered
Connection, service and reliability	Evolved	Evolved	Emerging	Emerging

Caring for our people and communities

Safety is non-negotiable. We put the physical and mental health and wellbeing of our people, contractors, visitors and communities first.

Across the Group, we’ve a strong, safety-first culture, where physical and psychological risks are identified early, conversations are open and ongoing – and everyone plays a part.

This year, we’ve made good progress in important areas like hazard identification, critical-risk controls and safety conversations with leaders. These gains are the result of engaged teams, visible leadership and continuous learning through our Health, Safety and Environment (HSE) programs.

And we’re not slowing down. When it comes to safety, we can always do more, so we’ve added Major Potential Injury Frequency Rate (MPIFR) as an important new metric.

Our people

In FY25, our Total Recordable Injury Frequency Rate (TRIFR) was 3.4, down from 4.2 the prior year. With our capital program ramping up and major construction underway on EnergyConnect, high-risk work has increased, along with hours worked by our delivery partners – up 12.9% month on month. As activity grows, so does our focus on safety.

We know we can’t build a better power system alone, so we partner with companies that share our commitment to safety and sustainability. Last year, we moved to a more collaborative, hands-on model with our delivery partners. One that makes Transgrid more than a client, but a trusted partner for achieving safer outcomes on our projects.

This year, using our new collaborative model, we mapped our critical risks with our delivery partners, identifying shared controls. We also reaffirmed our joint commitment to ThinkSafe, WorkSafe, HomeSafe. Another change, this time to our prequalification processes, has made sure every new delivery partner relationship starts with strong HSE values at its core. These steps help embed safety in every part of our project delivery chain.

Customers and community safety

Safety starts with the responsible way we run our network. It’s a top priority – central to how we serve the communities connected to the grid.

We use two network safety management systems to manage the hazards and risks across our electricity supply assets. One for NSW and ACT, and one for Victoria. Both are managed through our ISO55001 compliant Asset Management System (see Figure 1), ensuring safety is built into how we plan, operate and maintain the network every day.



Judith van der Eyk – Risk Officer



These systems are built to protect what matters most. They help us:

- Keep the public safe.
- Protect our people working on the networks.
- Safeguard property.
- Manage environmental safety risks, like bush fires sparked by network assets.
- Reduce any safety risks from power outages.

It’s all about managing the network safely and responsibly.

This year, we updated our NSW/ ACT Electrical Network Safety Management System based on two assessments, the:

- Bushfire Formal Safety Assessment, identifying threats leading to arcing and fire starts.
- Network Reliability Formal Safety Assessment, identifying safety related risks from loss of supply.

These assessments have created stronger key safety and risk controls, including by:

- Increasing the detail in ‘bowtie’ diagrams, a visual risk assessment tool, to give clearer visibility of material controls.
- Updating our emerging risks to clearly show activities mitigating both direct climate change threats and indirect effects from the energy transition.

- Explicitly identifying controls that prevent loss of supply from physical and cyber-security threats.
- Updating the Electricity Network Safety Management System Description to align with formal safety assessments and current ways of working
- Updating the Bushfire Risk Management Plan to reflect current business practices, including a revised method for calculating the Bushfire Mitigation Index.

Working towards a sustainable future

Our Transgrid FY25 Sustainability Report details our progress in meeting our targets and commitments, as well as our approach to managing Environmental, Social, and Governance issues.

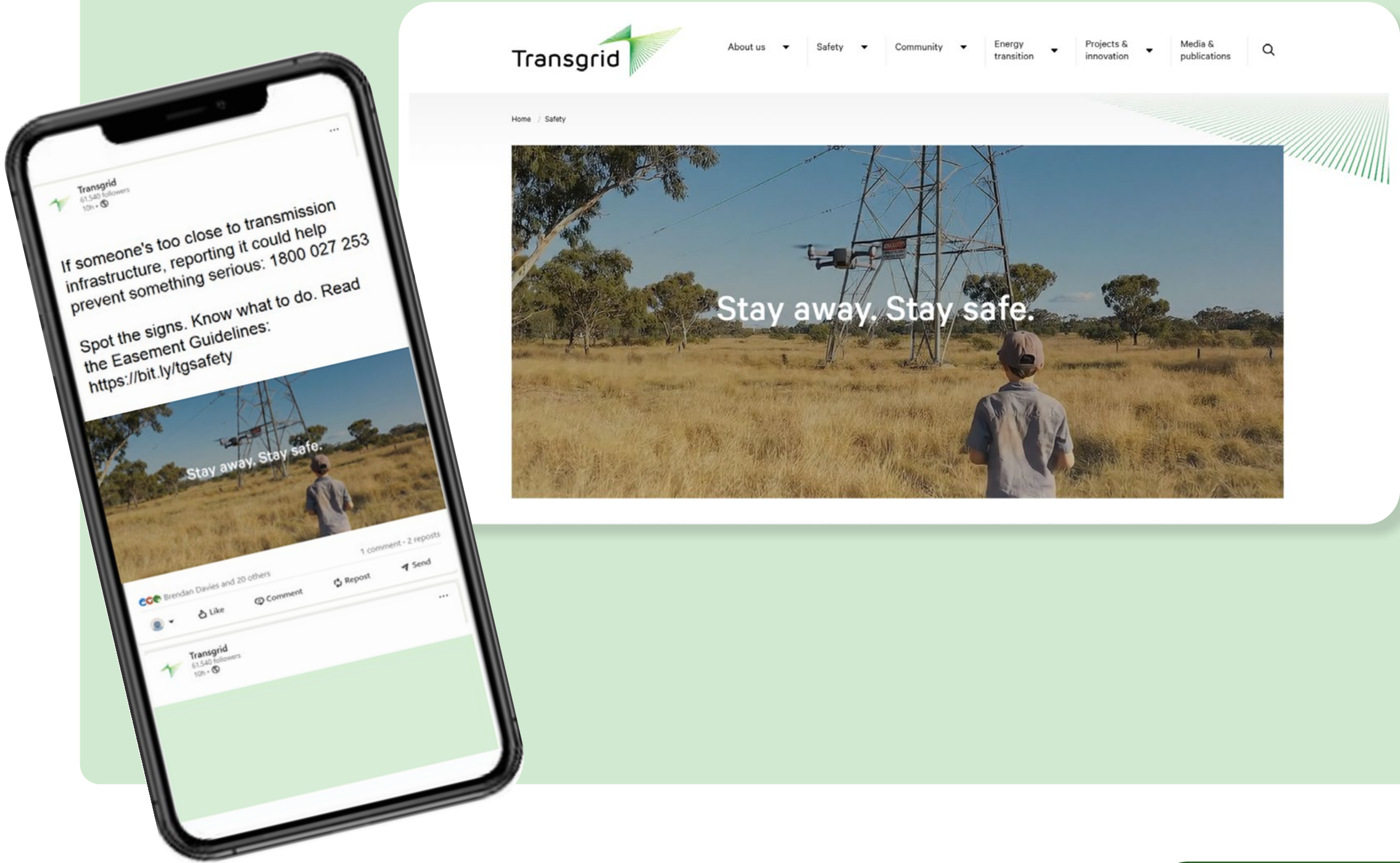
Our approach to sustainability:

In 2023, we set five sustainability priority areas to guide our work. Identified through a materiality assessment, these five areas are where we can make the most significant sustainability-related impact. We have taken a deliberate approach, prioritising the sub-topics that matter most and developing a staged plan to improve how we measure, manage and report on our performance.

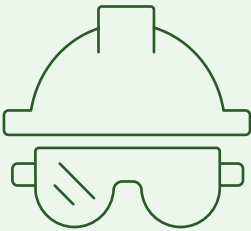
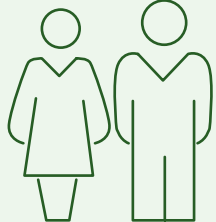
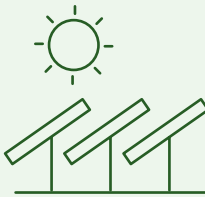
Public Safety Campaign for FY25 – “Unauthorised Entry”

Each year, we run public safety campaigns – online and in print – through our Public Electricity Safety Awareness Plan. These campaigns help communities understand the risks around high-voltage assets and what people can do to stay safe.

In FY25, we’re sharpening the focus. Our latest campaign aims to raise awareness of the serious dangers of breaching physical barriers around electricity infrastructure – whether for thrill seeking, vandalism or theft. We’re targeting communities across NSW, the ACT and Victoria, using social media to reach people directly and drive safer behaviour around the network.



Sustainability priority areas

1  Safety We prioritise workplace safety, including mental health and wellbeing for all our employees, contractors and visitors. Composite material sub-topic • Safety: community, employees, contractors FY25 deep dives 1. Safety of employees and contractors 2. Safety of customers and community	2  Community and stakeholder relations We value our local and Indigenous communities. They are important to our business, and we will actively support their continued involvement in our growth. Composite material sub-topic • Community engagement • Community investment and development • Indigenous investment and development FY25 deep dives 3. Community engagement 4. Community investment and development 5. Indigenous investment and development	3  Delivering a reliable and affordable transition to a clean energy future We hold the energy consumer top of mind while we build a better power system to efficiently and cost effectively address energy reliability, system security and support the energy transition. Composite material sub-topic • Deliver transmission infrastructure • System security and operability • Consumer affordability • Responsible supply chain management FY25 deep dives 6. Deliver transmission infrastructure 7. System security and operability	4  Environment We actively manage our environmental impacts and support the development of a green energy future. Composite material sub-topic • Driving grid decarbonisation • Climate change risk and transition • Biodiversity • Environmental management FY25 deep dives 8. Driving grid decarbonisation 9. Climate change risk and transition 10. Biodiversity in Major Projects	5  Building a sustainable business We are transforming our business to efficiently and responsibly meet the expectations of our stakeholders and taking steps to become an employer of choice. Composite material sub-topic • Diversity and inclusion • Employee engagement • Efficient and innovative workforce • Business security and resilience • Risk Management and compliance FY25 deep dives 11. Diversity and inclusion
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Energy reliability, connection and security through the transition to a cleaner energy system

Building a reliable and affordable transition to clean energy is integrated into our corporate strategy across two pillars: Transition Reliably and Grow Rapidly. Our Network Reliability for FY24 was 99.992%, with 93% of maintenance on time, an increase of 9% on FY24. Our system reliability performance has met the standards set by IPART each year and exceeded the AEMC requirement over the past decade for the National Energy Market (NEM).¹

Transgrid is delivering a portfolio of transmission infrastructure projects to unlock REZs, support grid reliability and transport electricity from new generation hubs to demand centres. Committed projects, EnergyConnect and HumeLink, are currently under construction. Other projects in development include Hunter Transmission Project, as well as network augmentations connecting the Central-West Orana REZ to the NSW transmission backbone, VNI West, Sydney Ring South and QNI Connect.

In parallel, we are also executing a Network Asset Strategy (NAS) as part of our Asset Management System (AMS), so that we can create and sustain value for our consumers and stakeholders when managing our assets. The NAS is how we strategically drive AMS improvements. It informs our asset plans and how we maintain our \$10.6 billion regulated asset base.

Transgrid is responsible for ensuring sufficient security services – system strength, inertia and voltage control – are available to keep the grid operating within its safe technical envelope. As coal-fired generators retire, the grid is losing essential sources of system security. Without adequate replacement system security services, the grid will not be able to operate safely or at very high levels of renewables for even short periods of time. Meanwhile, the increasing supply of renewable energy, with its intermittent, weather-dependent generation, is making the NSW electricity system substantially more volatile.

To meet our system security obligations, Transgrid is assembling a diverse portfolio of non-network solutions and new network assets. The optimal portfolio of system strength solutions, which will also meet inertia requirements and provide significant voltage support, includes:

- Synchronous condensers, which are motors that spin freely (with no fuel combustion or power generation), used specifically for the purpose of providing system security services.
- Grid-forming BESS, featuring inverter technology, enabling projects to both trade in energy markets and also provide system strength, synthetic inertia, fast frequency response and voltage support.

- Services outside the energy market, such as existing synchronous hydro units that may be able to operate in synchronous condenser mode, or generators with units upgraded to operate in synchronous condenser mode.
- Existing and committed synchronous generators dispatched in the energy market, such as hydro and coal and gas, where necessary.

Transgrid's comprehensive annual bushfire prevention program, including helicopter inspections and 3D laser scanning, is conducted to ensure the safe operation of the transmission network in the lead-up to the summer bushfire season. The annual bushfire prevention program runs yearly through to September and includes:

- A 3D laser aerial survey of easements across the entire network using LiDAR technology to identify vegetation growing too close to transmission lines.
- Helicopter inspections to physically assess the condition of structures and lines.
- On-the-ground teams carrying out network maintenance and addressing potential vegetation encroachments to reduce bushfire risks.



Workers on a transmission tower, Lockhart

¹ AEMC is the Australian Energy Market Commission. The AEMC requirement applies to reliability related to inter-regional outages for which Transgrid has had 100% reliability

Bushfire preparedness

Proactively managing and appropriately mitigating our exposure to safety and bushfire risks

Bushfire risk modelling

Phoenix bushfire risk models are current and operational.

Insight: Accurate risk modelling enables enhanced confidence on decision making, and a prioritised driven program targeting potential high-risk sections of the network.

Direction and monitoring

Network Operations and field crews have adequate situational awareness of emerging fire events.

Insight: Provides good situation awareness to AMC/ Control Room Operators, and field staff of potential emerging fire risks.

Continuity of services

Network operating protocols and transmission system capability are robust to manage and mitigate bushfire threats, sufficient critical spares are available, and response crews are trained and ready to be deployed if needed.

Insight: Mitigates network consequences from bushfire and ensures we can recover from failures rapidly.



Pre-bushfire season maintenance program

Pre-bushfire season 2025-26 maintenance activities are tracking at 98.3% against the target of 90%.

Insight: Aims to provide a high degree of assurance our assets do not present bushfire risks prior to season commencement.

Emergency response and coordination

Emergency and Crisis Management teams are continually trained and exercised a major escalating bushfire scenario in Sep-23. Relevant stakeholders are actively involved in emergency service and industry coordination forums.

Insight: Business is trained and ready to respond to a developing emergency bushfire situation.

Internal communications

Internal teams aware and ready to widely communicate commencement of bushfire danger periods, and reminders on fire risk works procedures.

Insight: Provides broad situational awareness and expectations to all staff.

Principle 4: We will improve the customer experience

Maturity assessment

	2021-2022	2022-2023	2023-2024	2024-2025
Fair customer outcomes	Emerging to Evolved	Emerging to Evolved	Emerging to Evolved	Emerging to Evolved
Customer communication	Emerging to Evolved	Emerging to Evolved	Emerging to Evolved	Emerging to Evolved
Complaints	Emerging	Emerging to Evolved	Emerging to Evolved	Emerging to Evolved

Our performance

Prioritising the community and landowner experience

Our Transgrid Discovery Hub based in Wagga Wagga continues to be a permanent place of contact for landowners and the broader community to talk to Transgrid about our transmission projects and learn about Australia’s transition to a clean energy future.

To streamline our commitments, issues or enquires with landowners, stakeholders or the community a new internal online portal was launched as a ‘one-stop shop’ accessible by all staff on work devices. The portal includes the ability to raise a new or manage an existing commitment or enquiry, update landowner contact details, as well as access to our land access documents and biosecurity notifications.

We delivered our second annual Community Engagement Month across the organisation through a targeted roadshow and toolbox talks at all depots, as well as pre-start sessions at our EnergyConnect camps. These activities highlighted the importance of community engagement and reinforced that every employee, regardless of their role, contributes to achieving positive outcomes for the communities we serve.

To promote public, biosecurity and livestock safety as we build new transmission lines, the Landowner Hub display is continually refreshed at all depots and the Wagga Engagement Hub, with:

- Look Up and Live vehicles/plant stickers
- ‘Shut the gate, mate’ bumper stickers and gate signs
- Revised Easement Guidelines fridge magnets
- Land Access Code of Conduct.

FME SERVER

Community forums

FME Server workspaces which support the Transgrid Community team. These forms can be executed by any Transgrid user.



New commitment, issue or enquiry



[Remote]
New commitment, issue or enquiry



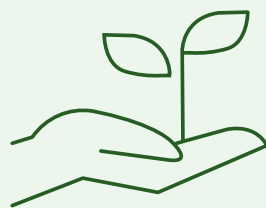
Manage existing commitment



[Remote]
Manage existing commitment



Contact details update



Biosecurity notification



Land access documents



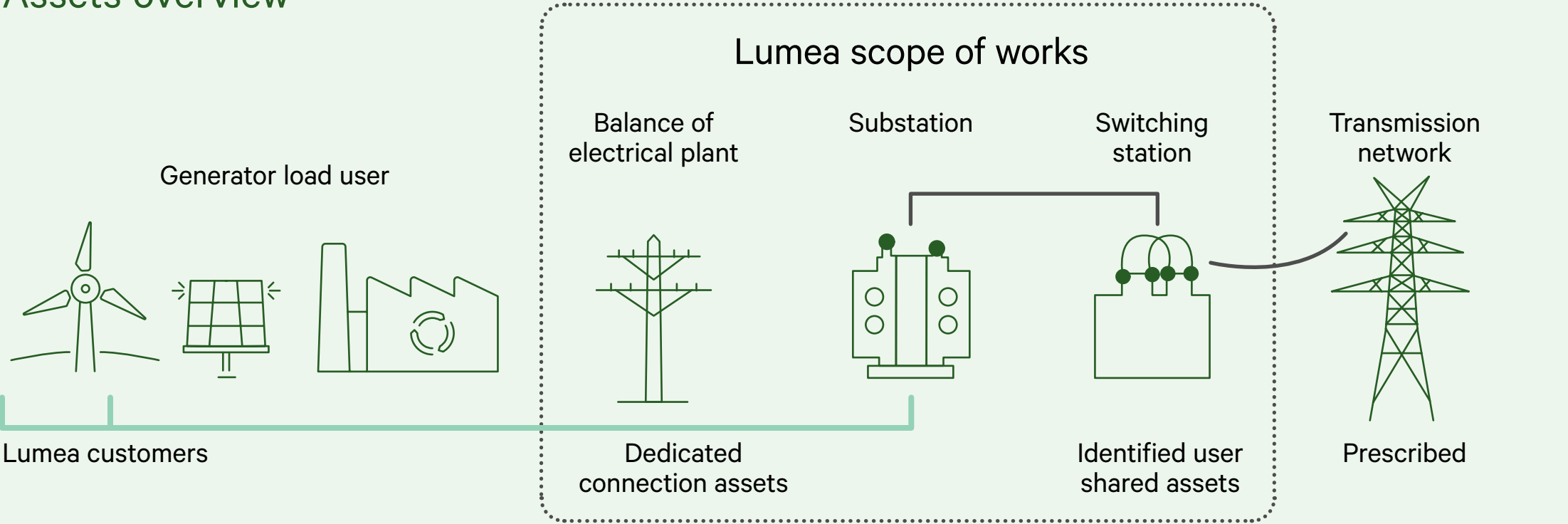
Our contestable business – Lumea

Lumea was established in 2018 as a business division (referred to as ‘TGS’) later renamed ‘Lumea’ and launched as a separate commercial arm in 2021. It is a leading essential energy infrastructure provider, helping to accelerate Australia’s energy transition by connecting renewable energy generators to the electricity market.

What does Lumea do?

Lumea is the leading connector of renewables to the NEM, providing new transmission and connection infrastructure, as well as energy services.

Assets overview



Projects comprise load and grid connections to support large energy users / generators that need direct access to the transmission network.

Improving our communication and complaints resolution

Our engagement approach is grounded in early and honest consultation. By embedding landowner feedback into route selection, easement design and construction planning, we aim to reduce disruption, build trust and enable timely access for delivery. We are continuing to advocate a shared value approach and focus on partnering with DCCEE, DPHI, the AER and EnergyCo.

In FY25 Transgrid had a combined total of community engagement activities across our Major Projects and Operations areas of 26,440. This is an increase of more than 10,500 activities on the previous FY.

We have amended our complaints and enquiry management procedure and policy which provides a public facing agreed timeframe for our interactions and close outs of all complaints and enquiries. We aim to resolve all complaints and enquiries at the first point of contact. However, there are some instances where this is not possible and further investigation may be required. In these instances, we will aim to acknowledge receipt of the complaint or enquiry within 2 business days and provide a resolution/ response within 10 business days. In FY25 we achieved 95% of landowner complains closed out within 10 business days.

During FY25 we continued developing our stakeholder engagement systems, including continual enhancements to our customer relationship management tools including to our Salesforce CRM which was migrated to in FY24. The migration supported our improvement in our communications and complaint handing to ensure integrated information between our Property and Community teams. This single source of truth continues to provide a platform for accurate and timely communication and complaints resolution.

All Transgrid community engagement staff hold the iap2 Certificate in Engagement with in-house certification achieved in FY24 and the requirement to hold the Certificate in all newly advertised job descriptions for recruitment in FY25.

Transgrid is committed to being a good neighbour as we operate and manage the high voltage electricity transmission network and deliver the energy transition. Our people follow a [Land Access Code of Conduct](#) when visiting properties, which was refined during FY25.

Principle 5: We will support customers facing vulnerable circumstances

Maturity assessment

2021-2022	2022-2023	2023-2024	2024-2025
Emerging	Emerging	Emerging to Evolved	Emerging to Evolved

Our performance

Our support for vulnerable customers primarily focuses on communities and landowners who host our transmission assets on or near their properties, as well as Aboriginal and Torres Strait Islander peoples, who remain among the most vulnerable groups in Australia. We acknowledge the leadership of other Energy Charter signatories in supporting end-user customers experiencing vulnerability, including aged care residents, individuals on life support, and other communities impacted by rising cost-of-living pressures.

Landowner Assistance Program

Throughout FY25, we continued to provide support services for landowners who may be experiencing stress or anxiety in relation to our transmission projects. Through our partnership with external provider Assure Programs, we offered free, confidential and independent counselling services. Assure Programs’ psychologists are fully qualified, with a minimum of five years’ experience

following registration, and are bound by a professional Code of Ethics that prohibits the disclosure of personal information without written consent.

The service is both confidential and anonymous. Transgrid does not receive any identifying information about those who access the service, and there is no cost to landowners.²

Community Partnerships Program

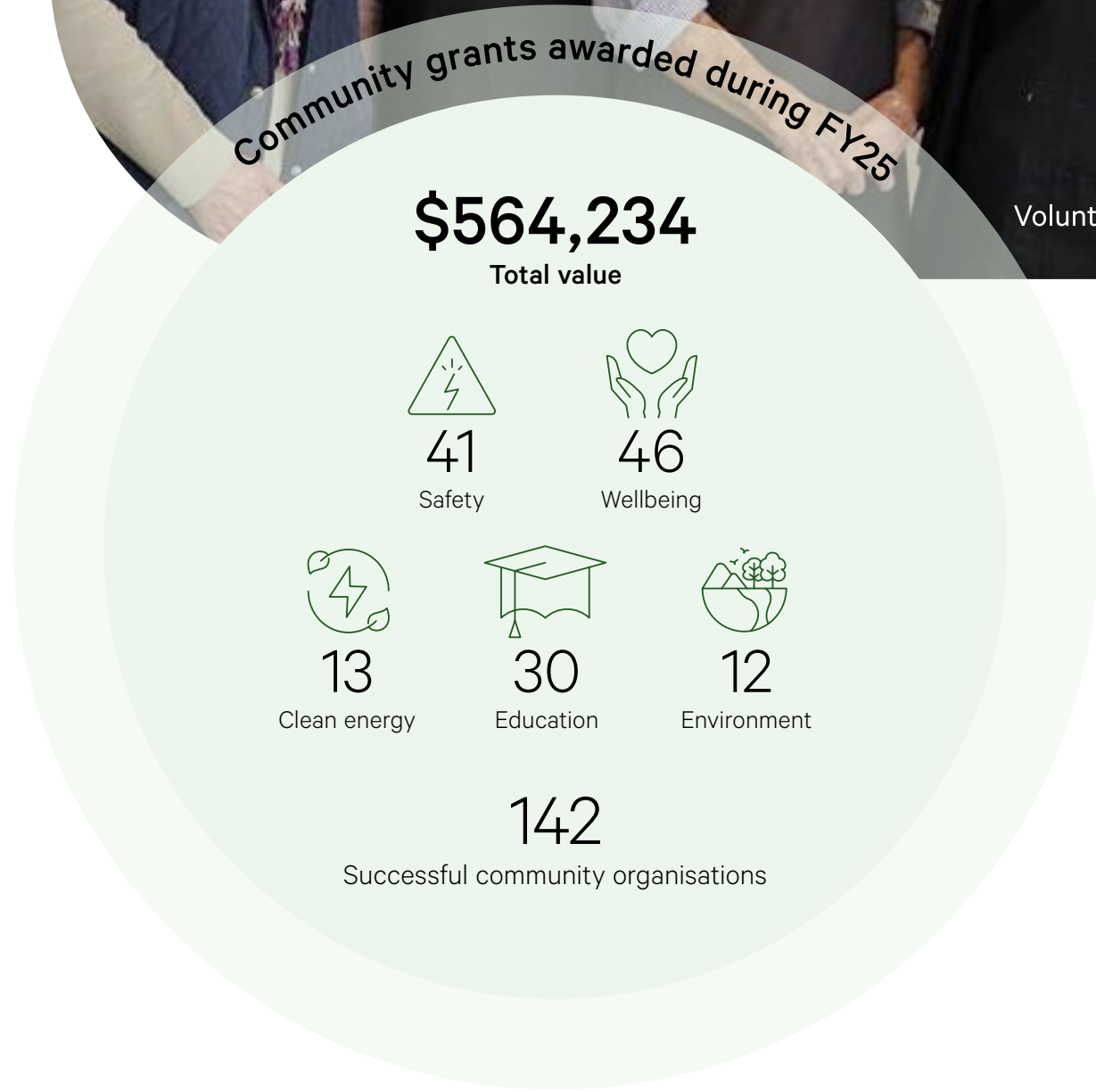
Transgrid is deeply committed to building strong, lasting relationships with the communities where we operate, recognising their central role in shaping the places we work and live. Through our Community Partnerships Program, we support not-for-profit organisations located within our planning, operational and major project areas by offering grants of up to \$5,000. These organisations deliver essential services and resources, and the program is designed to strengthen the social fabric of regions surrounding Transgrid’s assets and construction activities.

Since 2023, more than 315 organisations have received over \$1.3 million in Transgrid grants, supporting a wide range of initiatives including community infrastructure, educational workshops, and projects that promote inclusivity and accessibility.

In FY25, Transgrid provided \$564,234 in funding to 142 community organisations across a range of locations including Binalong, Crookwell, Deniliquin, Gunnedah, Hay, Lithgow, Muswellbrook, Orange, Tamworth, Taralga, Wagga Wagga and Western Sydney. These grants supported a diverse array of local initiatives aimed at strengthening community resilience, wellbeing and inclusion.

Among the recipients were 22 Rural Fire Brigades across New South Wales, which received funding to upgrade equipment and facilities, enhancing emergency response capabilities and supporting the safety of volunteers and the broader community.

Other initiatives included education grants from the Country Education Foundation of Coleambally-Darlington Point Inc., helping young people pursue studies at university, TAFE and through traineeships; a beauty and wellness empowerment program for Indigenous women delivered by Riverina



² <https://www.transgrid.com.au/community/landowners/landowner-support-and-advocacy/>



Community College in Wagga Wagga; and an environmental education and planting event led by the Yanco Creek and Tributaries Advisory Council.

In Lithgow, Nannas Touch Community Connections installed wicking beds at the local community garden to increase growing capacity, reduce water usage and improve accessibility for people of all ages and abilities. The Deniliquin Local Aboriginal Land Council undertook revegetation projects focused on native plants and bush foods for harvesting.

Additional grants supported the Crookwell Lions Club in acquiring rescue equipment for lifeguards at local pools, and Active Farmers Ltd in purchasing equipment for community exercise classes.

Broken Hill and Far West

A standalone fund of \$500,000 was established to support community organisations and not-for-profit groups in Broken Hill and the Far West of NSW that were affected by prolonged power outages in October 2024. Eligible groups were invited to apply for grants of up to \$10,000 to assist with recovery and resilience-building initiatives. This funding was delivered through the Community Partnerships Program and complements the \$1.5 million contribution made to the NSW Government’s broader community support package, which was designed to assist both residents and businesses impacted by the outages.

Organisations that benefited from the program included Broken Hill Community Incorporated who received funding to install new kitchen stoves at the Broken Hill Centre for Community, a venue that regularly hosts public and private events. The Menindee Rural Fire Service Headquarters Brigade was supported with a grant to purchase UHF radios, enhancing communication with other emergency services during major incidents. The Broken Hill Soccer Association secured funding to develop a new BBQ area at the local soccer grounds, improving amenities for players and spectators. Menindee Charities Incorporated used their grant to upgrade the Menindee Op Shop, undertaking essential electrical works and sustainability improvements that will also benefit the Menindee Health Service and the wider community. Additionally, Wilcannia Safehouse received funding to purchase a large chiller refrigerator, ensuring safe storage of fresh and nutritious food for women and children seeking refuge.



Jess Bain – Community Engagement Officer



Building local skills – HumeLink

Where possible, we create training opportunities for local and regional communities around our major projects. Participants gain accredited certifications and transferrable skills, helping to build a talent pool of capable people supporting Australia’s clean energy industry.

By year end, HumeLink had provided 331 training opportunities, including HSE, and Trade and Induction training for staff. Additional technical and professional training is planned as the project ramps up to full delivery capacity.

Training the workforce of the future – EnergyConnect

As part of EnergyConnect, Transgrid and delivery partner Elecnor are funding Legacy 100, Australia’s first multi-million-dollar training initiative to boost skills in the power-transmission sector across regional NSW. By 30 April 2025, Legacy 100 had provided 100 candidates with qualifications in transmission-line construction: 24% local, 20% female and 9% Indigenous.

Supporting engineering students

Transgrid’s \$2 million Engineering Scholarship Fund is supporting engineering students at the Bathurst campus of Charles Sturt University. From 2023 to 2029, the Fund will award \$20,000 scholarships to 100 students starting either Bachelor of Engineering (Civil) (Honours) or Bachelor of Technology (Civil) / Master of Engineering (Civil). In the 2025 commencement year, Electrical Engineering was introduced for scholarship recipients enrolled in a Bachelor of Engineering (Honours).

We are also creating regional career pathways for scholarship recipients through engineering cadet placements across regional NSW. In 2025, 21 scholarships were awarded, with students coming from the Riverina, Central West and New England.

Regional Development Australia

In 2022, Transgrid and Regional Development Australia Riverina formed a three-year, \$1.5 million workforce development strategic partnership to boost local jobs and skills. In FY25, the partnership contributed to the:

- Riverina Murray Major Projects Workforce Requirements / Workforce Histogram Report
- Early Childhood Education and Care in the Riverina Report
- Country Change program
- Country Change magazine rebrand
- Jobs Riverina website
- Grow our Own program
- Growth of employer profiles
- Upgraded Country Change website
- Video library for career pathways



Trish Marinozzi, Senior Manager Strategic Engagement and Integration with 2025 CSU scholarships recipients

Choosing meaningful corporate sponsorships

Our corporate sponsorship program provides financial, professional and volunteer support to organisations that:

- Back local communities where we operate
- Contribute to vital community organisations
- Align with the objectives of our diversity and inclusion strategy.

In FY25, our sponsorships included the Ronald McDonald House 20th Anniversary in Wagga Wagga, Wagga Wagga Mardi Gras, the Committee4Wagga and Business NSW Riverina-Murray.

First Nations’ investment and development

Transgrid’s Stretch Reconciliation Action Plan (RAP) 2023-25 sets out how we support First Nations peoples. Now in our third year, we’ve deepened relationships, strengthened engagement and further built-up economic opportunities for Aboriginal and Torres Strait Islander suppliers. In FY25, we spent \$5.52 million with First Nations-owned businesses, delivering real outcomes in procurement, employment and community impact. We also remain focused on increasing First Nations employment opportunities at Transgrid.

First Nation’s sponsorships and partnerships

Our ongoing partnerships with Clontarf Foundation and Girls at the Centre create important pathways for First Nations youth into employment and further education.

In March 2025, we formed an alliance with NSW Indigenous Chamber of Commerce to build skills, remove barriers and create opportunities for First Nations businesses.

Cleansing ceremony at EnergyConnect

The EnergyConnect project team participated in a cleansing ceremony, led by Wiradjuri Elder Michael Lyons, to acknowledge the land and foster unity at the Cobb Highway workers’ accommodation camp site near Booroorban. The accommodation camp is one of six temporary facilities along EnergyConnect, housing up to 1,400 workers. Managed by Elecnor Australia, this camp and others like it help ease pressure on local rental markets.

First Advisory Circle meeting at the Transgrid Discovery Hub in Wagga Wagga

In late 2024, we held our first Advisory Circle meeting at the Wagga Discovery Hub, with local Indigenous stakeholders, major project engagement managers and



HumeLink delivery partners. At the meeting, Wiradjuri Elders from Walumarra received project updates on HumeLink, VNI West and EnergyConnect. In return, the project teams learned from Elders, who generously shared their stories and advice.

Participants emphasised the importance of honest and open conversations with Indigenous communities to ensure planning, construction and project delivery align with their values and needs. At the meeting, we agreed to co-develop a Statement of Cultural Protocols for Transgrid, our delivery partners and major projects.

We also explored how to integrate Indigenous knowledge and opportunities into the projects, including through:

- Employment opportunities and pre-employment training
- Pathways for young people
- Cultural awareness programs
- Site monitors / RAPs working with ecologists to foster mutual learning
- Preserving cultural sites and artifacts

The Advisory Circle is an important step in building a lasting relationship with Indigenous communities to help ensure a sustainable, culturally respectful approach to infrastructure development.

Transgrid Discovery Hub – first year of operations

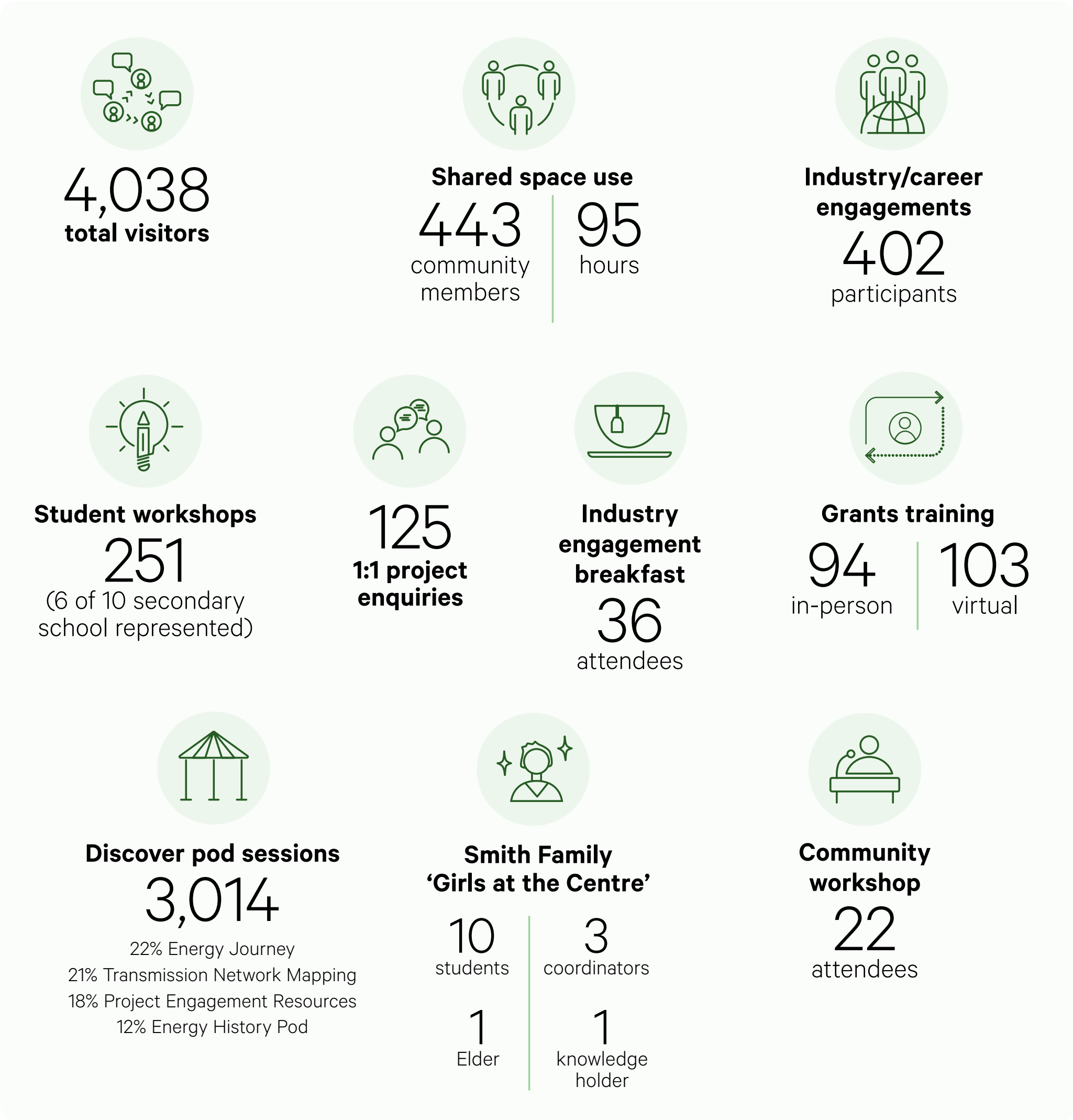
The Transgrid Discovery Hub in Wagga Wagga is a community-led space at the centre of our energy transition. It provides accessible information, shared meeting areas, interactive tools and education programs, all designed to encourage two-way dialogue and cultural relevance. The Hub regularly hosts events, workshops and self-guided activities that bring people closer to the future of energy.

As a pioneering initiative, the Discovery Hub offers a consistent connection point for the Riverina community, landholders and local businesses. This welcoming space enables visitors to learn more about Transgrid’s vision, major projects, operations and community partnerships, while also highlighting Wagga Wagga and the Riverina’s central role in Australia’s energy transition.

The Hub acts as a one-stop resource for regional engagement, guided by a ‘no wrong door’ approach that ensures every enquiry is addressed effectively. Its design and construction were delivered entirely by Wagga-based businesses using locally sourced materials and services. Beyond its shopfront function, the Hub also provides a collaborative community space for discussion and engagement on energy projects.

In its first year, the Discovery Hub welcomed 4,156 visitors, delivered 3,556 Discovery Pod sessions, provided over 105 hours of free community space through the Hub Partner Program, and engaged more than 200 virtual attendees at grants workshops.

The Hub has established a trusted and culturally neutral environment for collaboration, strengthened local partnerships across sectors, improved transparency, and addressed misconceptions about the energy transition. It is now recognised as industry best practice in community-centred engagement for renewable energy.



Cultural Burn on Wiradjuri Country – Molong Substation

As part of Transgrid’s commitment to reconciliation and sustainable land management, a significant cultural and ecological initiative was undertaken at the Molong Substation site near Orange. In collaboration with Three Rivers Cultural Services and the Canobolas Rural Fire Service Brigade, eleven Transgrid staff participated in a Cultural Burn on Wiradjuri Country. This was not merely an observational exercise—it was a deeply immersive experience that fostered cultural understanding, ecological restoration, and meaningful engagement with First Nations communities.

Understanding Cultural Burning

Cultural Burning is a traditional First Nations fire practice that is slow, cool, patchy, and deliberate. It is designed to heal Country, restore native species, and protect biodiversity. Led by Indigenous knowledge holders, these burns reflect a profound ecological expertise and a holistic approach to caring for both Country and community.

Site significance

The Molong Substation site encompasses 25 hectares of critically endangered Box-Gum Grassy Woodlands and habitat for the Superb Parrot. This land was opened for cultural and ecological care, guided predominantly by

Wiradjuri custodians. The initiative supports long-term biodiversity goals and contributes to the restoration of vital ecosystems.

Reconciliation in action

This event exemplified reconciliation in practice. Transgrid staff engaged directly with Wiradjuri knowledge holders, gaining insights into traditional land management and cultural heritage. The initiative strengthened relationships with First Nations communities, supported First Nations-led services, and embedded Indigenous knowledge into Transgrid’s ecological restoration efforts.

A remarkable outcome

The Cultural Burn delivered multi-dimensional impact:

- **Social:** Staff developed a deeper respect and understanding of First Nations culture and ecological practices.
- **Community:** Partnerships were strengthened, fostering shared stewardship of Country.
- **Economic:** Direct investment in First Nations services and training supported local Indigenous enterprises.
- **Environmental:** Traditional fire practices contributed to the restoration of endangered ecosystems.

Ongoing commitment

Following the Cultural Burn, Transgrid committed \$50,000 to support follow-up weed control in partnership with Three Rivers Cultural Services. A Spring ecological survey is planned to progress the site’s establishment as a Biodiversity Stewardship Agreement (BSA). Transgrid also continues to support the education and training of Jacob Young from Three Rivers, focusing on plant identification and ecological monitoring.

This initiative reflects Transgrid’s dedication to reconciliation, ecological sustainability, and respectful collaboration with First Nations communities. It demonstrates how culturally informed practices can deliver enduring benefits for people, Country, and biodiversity.



Cultural burn on Wiradjuri Country



Snowy 2.0 Transmission Connection – living and working alongside the Tumbarumba community

As we build the Snowy 2.0 Transmission Connection, our team is not only working in Tumbarumba, we are living here too. Sharing streets, shops and conversations with locals has shaped the way we deliver this project. It is important to us that while the transmission line is under construction, we are making a positive contribution to daily life in Tumbarumba and leaving behind something of lasting value.

That is why we committed to supporting local organisations through projects chosen by the community itself. Rather than deciding from afar, we designed a process that placed the voices of Tumbarumba residents at the centre. In August 2024, more than 70 people came together for a Community Investment Workshop to hear from groups with ideas for projects and to decide which would have the greatest impact.

Thirteen projects were put forward by ten local organisations. Each one was presented by community members to their neighbours, sparking conversations about what mattered most. At the end of the day, participants were asked to prioritise the projects they felt would benefit Tumbarumba right now. The three highest-ranked initiatives received funding from Lumea.

The successful projects reflect the spirit of the community:

- Cycle Tumbarumba will receive \$32,000 to install a solar and battery system at the Mt Tumbarumba Trails Facility, helping visitors enjoy the outdoors while cutting energy costs.
- Tumbarumba Start Strong Preschool will receive \$88,000 to transform their outdoor play space, giving local children a safe and engaging environment to learn and grow.
- Tumbarumba Public School P&C will receive \$80,000 to upgrade playground equipment, creating a better place for students to play and connect.

These projects are a reflection of what happens when we live and work side by side with the community: listening, learning and investing together in a stronger Tumbarumba.



Tumbarumba Public School P&C new playground donation

Engaging for better community benefits – HumeLink

HumeLink is one of the state’s largest energy infrastructure projects, delivering around 365 kilometres of new transmission lines alongside new or upgraded infrastructure at four locations. As this project advances, Transgrid has placed strong emphasis on building trust and delivering meaningful, lasting benefits for communities along the alignment.

Central to this commitment is the HumeLink Community Investment and Benefits Plan, which was shaped through extensive consultation. Insights were gathered through stakeholder meetings, community information sessions, Community Consultative Group discussions, online forums and contributions from landowners, local elected representatives, all five local councils and local businesses. This collaborative process identified five focus areas that will guide investment: community connection, local education and skills development, local industry development, care for Country and broader social legacy initiatives.

To support this, Transgrid established the HumeLink Community Investment and Benefits Program with \$4 million in funding available across the East and West alignments. The program is informed by community feedback collected through drop-in sessions and online surveys, ensuring local priorities are embedded in decision-making and outcomes reflect community aspirations.

Engagement with communities and businesses has continued to evolve in 2024–2025, reflecting expectations for transparency and accessibility. More than 120 in-person and online events have been held, including Meet the Buyer sessions across HumeLink West that engaged

over 300 businesses, and 12 Business Buzz sessions in HumeLink East attended by approximately 300 participants, including 48 Aboriginal businesses. The project team also presented at the NSW Gather & Grow Forum and the i3net ICN event in Dapto, hosted a Workforce Australia breakfast in Goulburn, and promoted HumeLink career pathways as an exhibitor at the Apprenticeship and Traineeship Expo in Western Sydney. Additional highlights included celebrating the Discovery Hub’s first anniversary, holding a Softwoods Working Group Meeting, and presenting to the Aboriginal Interagency Project to highlight regional business opportunities.

In parallel, the EmPOWERing Regional Women program was launched in Yass, providing accredited training and mentoring to strengthen local workforce participation. These initiatives demonstrate how HumeLink is working with delivery partners to create opportunities well beyond the construction footprint.

Transgrid has also maintained a visible presence at major regional events, connecting informally with thousands of residents through the Wagga Wagga Show, Henty Machinery Field Days, Tumbafest, the Black Dog Ride, Batlow Show, Ciderfest and other local gatherings. These occasions provided important touchpoints to share project updates, answer questions and gather further feedback from the community.

Together, these activities reflect HumeLink’s approach of engaging early, often and openly to deliver not just a critical piece of energy infrastructure, but also a lasting social and economic legacy for the communities it touches.



Alec Brown, Community and Stakeholder Manager; Carl Little, Indigenous Engagement and Access Officer; Travis Horsburgh, Construction Manager



Contact details

For all enquiries and making written submissions,
email community@transgrid.com.au

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Do you have feedback?

We invite your feedback, suggestions or questions on our Energy Charter Disclosure Report via stakeholderengagement@transgrid.com.au, or to find out more about Transgrid visit www.transgrid.com.au.