



Investing wisely in
ideas that matter

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Front cover: Rivers of Wind

The artwork featured on the front cover and throughout our Sustainability Report is from Rivers of Wind, a digital artwork by Delainy Jamahl.

Bringing data to life in this mesmerising digital artwork, Delainy Jamahl's Rivers of Wind uses 8 years of historic weather data from the Wellington Airport weather station to produce its flowing visuals. Visualising the invisible force that moves us and is often heard howling through our city, Rivers of Wind explores the intersection of technology and nature and their effect on the human experience. The Rivers of Wind soundscape is the collaborative work of Rhian Sheehan and Ed Zuccollo.

We are delighted to showcase this local artistic talent, especially because it can be interpreted to represent many of the characteristics of Infratil's portfolio through the intersection of climate, renewable energy, digital technology, and of course, Wellington Airport.



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Highlights

Our sustainability report is structured around Infratil's four sustainability pillars



01

Governance

100%

of portfolio companies have a Code of Ethics or Code of Conduct

100%

of portfolio companies have a Health & Safety Policy (or equivalent)

Zero

workplace fatalities in FY2024

Our Manager, Morrison, has been a UN Principles for Responsible Investment signatory since 2010



02

Leadership

Infratil's second sustainability report

100%

portfolio company participation in GRESB assessments

86/100

GRESB Infrastructure Assessment score in FY2024 (+4% from FY2023)

The first Financial Institution in New Zealand to set a SBTi¹ target



03

Climate and Nature

100%

of portfolio companies measuring Scope 1 and 2 emissions for FY2024

6,043GWh

Renewable energy generated, enough to power over 800,000 average New Zealand homes

50GW

Renewable generation Development Pipeline² across four continents



04

People

>6,500

employees across the portfolio

2.0 million

mobile connections

5.4 million

airport passengers connected to 25 locations

2.46 million

medical scans performed

1 Science Based Targets initiative. Details of Infratil's announcement can be found [here](#).

2 Development Pipeline represents the renewable generation and battery storage options that Infratil's renewable energy portfolio companies have secured, providing them with rights to progress projects through development and into construction/operation where conditions suit.

Q&A with Infratil's Chair



Sustainability is an idea that matters to us. We've been investing in that idea at Infratil and across the portfolio, and it is pleasing to see that investment producing results. We've also invested even more time and effort engaging with our stakeholders, who are interested in our financial and sustainability performance.

Q. How does Infratil deliver social and environmental benefits?

There are a range of ways that Infratil has positive impacts. Many of our portfolio companies deliver things that society needs – like medical scans, clean energy, and digital connectivity, and in doing so they also provide many people with opportunities for rewarding, skilled work. We encourage our portfolio companies to carry out their work in a way that reduces negative impacts and increases positive ones – there's lots of great examples in this report. And finally, Infratil and its portfolio companies seek to give back to the communities in which they operate, through Infratil's consistently strong shareholder returns, and through each company's philanthropy and community investment programmes, recognising that there are mutual benefits from thriving businesses and thriving communities.

Q. When it comes to sustainability, as a Board, how do you measure success?

We regularly engage with our investors, so one important measure is direct feedback. Another is the annual GRESB assessments that Infratil and its portfolio companies do – we track and focus on lifting those scores. Finally, there's a suite of independent ESG ratings, which can be seen as a proxy for a performance measure against the issues that matter to our stakeholders. You'll see in this report that we're making good progress, but there's always more to do – a pearl is many years in the making.

A handwritten signature in black ink that reads "Alison Gerry".

Alison Gerry
Chair

Note from Infratil's CEO



Infratil's CEO, Jason Boyes

There are so many alarming climate statistics, news stories and extreme weather events happening around the world, that it's understandable that people might feel overwhelmed sometimes. Climate change, and sustainability more broadly, are issues that deserve our attention, but we should not feel disheartened and here are three reasons Infratil is focusing on them.

Firstly, energy use is responsible for most of the world's emissions and investible and scalable solutions to help reduce those emissions exist in the market now. Currently, renewable sources like solar and wind are not only sustainable but also amongst the most cost-effective new forms of energy generation available – wind and solar costs have fallen 65% and 80% respectively in the last decade or so. Also, advancements in technology and design that enable energy efficiency gains are well-established, offering multiple benefits, including significant cost savings.

Secondly, playing our part to help address these issues not only brings a range of benefits but also presents significant opportunities for Infratil and its portfolio companies. Effective management of ESG risks directly correlates with value creation, as I highlighted in last year's sustainability report. For Infratil, some

opportunities are clear, such as those emerging from our global renewable development platform. However, they also extend to other areas, including enhanced resilience, cost savings from energy efficiency, and the ability to attract customers, staff, and investors through strong sustainability credentials.

In addition, new innovations are constantly emerging – some more feasible and scalable than others – and time will reveal which ones have the most material impacts. Innovation is crucial, especially for addressing the more challenging issues like sustainable aviation. We support regulatory settings that incentivise the research, development, and trials that are critical for delivering and scaling the next generation of solutions. Our Clearvision investment is an example of supporting innovation in clean technologies.

But we can't rest on our laurels waiting for some future possibility, or get distracted with low-probability technologies, no matter how amazing they sound on paper. This is particularly so when we know that addressing an issue like climate change is urgent. Let's get on and pick the low hanging fruit, while a means to harvest the rest is developed. Yes, addressing the challenges that face societies today can be hard. But, in the (rephrased) words of Teddy Roosevelt, nothing easy was ever worthwhile. And hard is not impossible. We've seen great progress in our portfolio – for example, growing our renewable energy platform, and 100% of portfolio companies now measuring their emissions – and we have optimism for the future.

A handwritten signature in black ink that reads "Jason Boyes".

Jason Boyes
Chief Executive

Introducing Infracore

Purpose

With its Aotearoa New Zealand origins at its core, Infracore's purpose is to invest wisely in ideas that matter and, in doing so, create long-term value for our shareholders.

ESG vision

Key to our purpose is aiming to deliver on our ESG vision to lead the way in sustainable infrastructure investment.

Responsible stewardship

We see our role as being good long-term stewards of the businesses, assets, and people that we invest in. We aim to use our sphere of influence – through governance and engagement – to have a positive impact on the ESG issues that matter for Infracore and its investments, with a particular focus on a 1.5°C aligned climate.

Basis of preparation

This report covers the twelve months to 31 March 2024 for Infracore and its portfolio companies. One exception to this is Longroad Energy, which has a financial year ending on 31 December – data from this entity is incorporated in relation to the 12 months to 31 December 2023, unless otherwise specified.

The report boundaries include all portfolio companies in Infracore's core platforms that were owned by Infracore prior to the start of the period.

This means, unless otherwise specified, the reported data includes all the companies shown in the table on the next page, except Clearvision Ventures (Clearvision). In FY2023, Fortysouth and Mint Renewables were excluded from the reporting boundary, but are included this year.

Reporting frameworks

This report refers to the Aotearoa New Zealand Climate Standards published in December 2022, the United Nations Development Programme Sustainable Development Goals ('SDGs') and Global Reporting Initiative ('GRI') Standards.



Investing wisely in ideas that matter

Disclaimer

This report contains statements that rely on early and evolving assessments of current and forward-looking sustainability, nature and climate-related information, sometimes incomplete and estimated data, and our related judgements, opinions and assumptions. We have sought to provide accurate information in respect of FY2024 but we caution reliance being placed on representations that are necessarily subject to significant risks, uncertainties and/or assumptions. We rely on information and data from our portfolio companies and many of the case studies in this report have been prepared for us by our portfolio

companies. This may not be complete or accurate given our portfolio companies are also evolving their approach to understanding and reporting on sustainability. We do not warrant or otherwise make representations as to their accuracy of these statements and we disclaim to the fullest extent possible any loss that might be suffered by reliance on this report. Sustainability is an evolving challenge, with high levels of uncertainty and evolving expectations, particularly over long-term horizons. This report reflects our current understanding as of 15 October 2024 in respect of our financial year ending 31 March 2024.

Introducing Infratil

Established three decades ago, Infratil broke new ground as one of the earliest listed infrastructure funds, reshaping the landscape of investment possibilities for individual investors.

Since its inception in 1994, Infratil has evolved and grown, and now comprises a globally diversified portfolio of 13 companies spanning four key sectors: digital, renewables, healthcare, and an airport. Infratil also has investment in funds managed by Clearvision.

As we continue to build on our 30-year legacy, we remain dedicated to investing wisely in ideas that matter.

Today, our investment approach balances strong defensive characteristics with growth potential, targeting long-term shareholder returns of 11–15% per annum after tax and fees over a 10-year horizon.

While aiming to deliver strong financial results for our investors, for Infratil to flourish for another 30 years we know it is important to have a long-term vision that delivers the other outcomes that investors want to see in their futures – a liveable climate, resilient and sustainable infrastructure, prosperous communities with great jobs and a thriving natural environment.

Sustainability is integrated into our investment approach (as set out on page 14), in part because we believe it is one of the important drivers of superior long-term returns. We invest in the essential elements of tomorrow's society: renewable energy, data centres, telecommunications networks, and cutting-edge diagnostic imaging technology. These are some of the pillars that keep society connected, healthy, and thriving, now and in the future.

Digital

Digitisation and connectivity

The rapid increase in data consumption, the proliferation of connected devices, and the widespread adoption of cloud-based services has made digital infrastructure a fundamental pillar of the global economy. Demand for digital infrastructure continues to grow at an unprecedented pace, driven by technological advancements such as artificial intelligence and automation.

Renewables

Energy transition

The transition to clean energy is essential for addressing climate change, ensuring energy security, and fostering sustainable economic growth. In parallel, the renewable energy sector is benefiting from ongoing technological advancements, leading to greater efficiency and lower costs in many cases.

Healthcare

Preventive healthcare

Enabling early diagnosis through medical imaging reduces the dependence on expensive acute care, leading to a more efficient healthcare system. This shift towards value-based care benefits both patients and healthcare providers by improving health outcomes while simultaneously lowering overall system costs.

Airport

Global mobility

Airports play a critical role in global transportation, serving as gateways for travel, trade, and economic activity. Airports are uniquely positioned to benefit from a range of factors such as population growth, rising disposable incomes, globalisation, and the increasing integration of international markets, while also providing essential services to local communities.

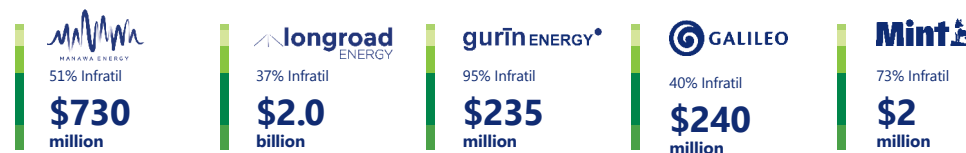
Infratil today

Showing the fair value¹ of Infratil's investment in each company, and the proportionate contribution of each of the core platforms to the overall portfolio.

Digital 62%



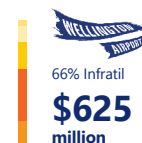
Renewables 22%



Healthcare 11%



Airport 4%



1. As set out on page 27 of Infratil's FY2024 Annual Report, fair value is the market value of listed investments, or book value in the case of Mint Renewables and Fortysouth, or reflects independent valuations prepared for Infratil for all other portfolio companies.

Infratil's Manager, Morrison

Founded in 1988, Morrison is a specialist infrastructure investment manager, investing in both private and listed markets. Morrison established Infratil in 1994 and has acted as Infratil's Manager since its inception.

As at 31 March 2024, Morrison had ~NZ\$42 billion in funds under management across its various funds and clients with seven offices globally, located in Sydney, Melbourne, Wellington, Auckland, Singapore, London and New York, as well as a presence in Zurich and Hong Kong.

Infratil has its own board, but no employees. Instead, it contracts to Morrison for its day-to-day activities, including investment management. This provides Infratil with greater access to expertise, flexible resource, and broader networks than it could probably achieve as a conventionally resourced company.

Purpose and investment approach

Morrison's purpose is aligned to that of Infratil, to invest wisely in ideas that matter and, in doing so, it aims to create long-term value for its clients. It also recognises that environmental, social and governance factors have an impact on investment performance and valuation, and that effective integration of these factors can be value-accretive over short, medium and long-term horizons. Morrison's position and commitments in relation to responsible investment and climate change are set out in its Responsible Investment Policy and Climate Change Position Statement.

Morrison has been a signatory to the UN supported Principles for Responsible Investment ('PRI') since 2010. The PRI's six Principles are reflected in Morrison's Responsible Investment Policy which outlines its beliefs, principles, investment exclusions, and the initiatives in relation to responsible investment that it aims to deliver on behalf of its clients, including Infratil.

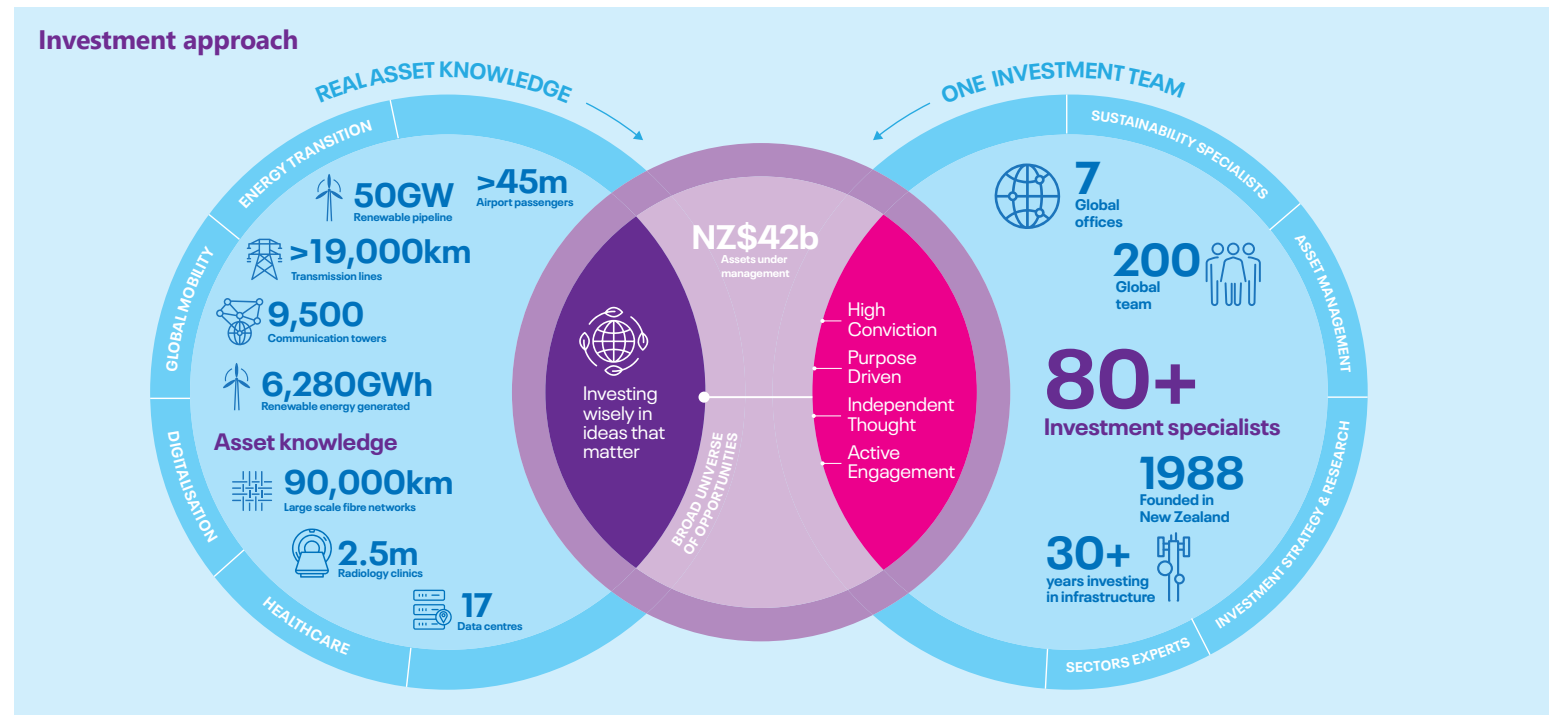
Morrison's responsible investment commitments include:

- inclusion of environmental, social and governance factors in thematic research and investment opportunity screening.
- detailed due diligence for significant investments supported by insights from specialist service providers.
- developing a responsible investment programme for each of its managed investment funds and investment mandates.
- benchmarking sustainability performance using industry recognised rating systems.
- active ownership including regularly engaging with existing and potential investee entities with the aim of meeting Morrison's expectations.
- considering best practice approaches and outcomes in proxy voting recommendations provided to its clients.
- collaborating on sustainability initiatives and programmes relevant to Morrison with external stakeholders such as co-investors, regulators, communities, and non-government organisations.
- regular reporting of sustainability performance through clear and comprehensive disclosures to its clients, including through the PRI's Reporting and Assessment Framework and, where appropriate, the GRESB Infrastructure Assessment.

Corporate sustainability strategy

Morrison has also established a corporate sustainability strategy that sets out sustainability aspirations, targets and pathways for its own operations. The strategy includes corporate initiatives on waste reduction, renewable electricity, modern slavery, inclusion and diversity, community investment, people and culture, health and wellbeing, and governance.

Morrison has also set firm-wide GHG emission reduction targets which have been validated by the Science Based Targets initiative ('SBTi'), under the Financial Sector Science-Based Targets Guidance.



Sustainability roadmap

Progress on sustainability

1990s

Infratil's inaugural investment is in renewable energy. (Trustpower, now Manawa Energy)

2000s

Portfolio renewable energy generation exceeds 2TWh

2010s

Morrison becomes signatory to the PRI
 Infratil's portfolio expands to social infrastructure: digital connectivity and aged care
 Morrison establishes dedicated sustainability team. Renewables platform expands globally

2021

GRESB Infrastructure Assessments piloted
 Sustainability Strategy published

2022

GRESB Infrastructure Assessments¹ undertaken by Infratil and all its portfolio companies
 Infratil and Morrison commit to setting SBTi targets
 Infratil undertakes CDP assessment
 GRESB rates Wellington Airport third best airport in the world for sustainability

2023

Materiality assessment undertaken; sustainability strategy and exclusion policy refreshed
 Emissions platform, Persefoni, and physical climate risk platform, Jupiter, both implemented
 FY2023 portfolio emissions measured and SBTi targets set
 Infratil and 100% of portfolio companies undertake GRESB Assessments
 Infratil and Morrison join Global Women and APAC Chapter of initiative Climat International
 Wellington Airport announces \$100 million sustainability linked loans. Manawa Energy launches Sustainable Finance Framework
 Infratil publishes its inaugural Sustainability Report and Climate Related Disclosures

2024

Infratil, Manawa Energy and Wellington Airport all publish Climate Related Disclosures in line with the Aotearoa New Zealand Climate Standards
 One NZ publishes a Sustainability Report
 Infratil and 100% of portfolio companies undertake GRESB Assessments
 Portfolio renewable energy generation exceeds 6.0TWh in FY2024
 Infratil joins NZ Climate Leaders Coalition

2020

Infratil's social infrastructure investments broadened to include healthcare
 Formal exclusions screening published
 First Modern Slavery Position and Climate Position Statements issued

¹ GRESB Infrastructure Assessments (GRESB) assess and benchmark companies' ESG management and performance.





Infratil's material ESG issues and sustainability strategy

Understanding and engaging on the ESG issues that matter for our stakeholders are important factors for Infratil's social licence, and our ability to create value.

In 2023, Infratil conducted its first formal ESG materiality assessment to help us focus our efforts on the ESG issues that matter most. Following engagement with a range of stakeholders to assess the megatrends impacting our business operations and strategic priorities, we identified the ESG issues that were most material from a










































financial and stakeholder perspective, an approach known as 'double materiality'. The material ESG issues (MEI) have been mapped to Infratil's risk register, GRI and the SDGs, and help us identify which information and metrics are important to our stakeholders.

This report is structured with sections that focus on each of the MEI topics, grouped under the four pillars of our sustainability strategy, shown below. In each section on the MEI, we endeavour to highlight the stakeholder expectations and feedback that we received in relation to those topics.

| |  Governance |  Leadership |  Climate and Nature |  People |
|------------------------------------|--|--|---|---|
| Governance | Have robust business and governance processes to understand, actively manage and be accountable for the ESG issues that matter. | Be transparent, collaborative and follow credible ESG standards and frameworks, and influence for positive outcomes over the long term. | Catalyse a rapid and efficient transition to a low-carbon, resilient future, while protecting and restoring nature. | Support our people and communities to thrive from an intellectual, physical, cultural and economic perspective. |
| Related material ESG issues | <ul style="list-style-type: none"> ESG governance and integration Digital connectivity and cyber/data security Evolving ESG regulatory landscape | <ul style="list-style-type: none"> ESG reporting and transparency Stakeholder engagement, collaboration and advocacy Evolving ESG regulatory landscape | <ul style="list-style-type: none"> Climate transition Impacts on nature Building resilience | <ul style="list-style-type: none"> Building resilience People and community |
| Related activity | <ul style="list-style-type: none"> Morrison organised and hosted its inaugural sustainability conference attended by most of Infratil's portfolio companies excluding those based in the UK and Europe. A portfolio-wide ESG policy review was undertaken including a quality assessment process for selected policies of CDC, Longroad and One NZ. Infratil's Supplier Code of Conduct was launched, and its Exclusion Policy refreshed. | <ul style="list-style-type: none"> Publication of FY2023 and FY2024 sustainability reports. Infratil's inaugural FY2023 Climate Related Disclosures (voluntary, published December 2023) and FY2024 Climate Related Disclosures (mandatory, published July 2024). 100% of portfolio companies completed GRESB assessments in 2023 and 2024. As set out on page 20, engaged with and improved a range of ESG ratings. | <ul style="list-style-type: none"> Set and reported progress against SBTi targets. Measured and reported emissions footprint for FY2022, FY2023, and FY2024. Measured and reported on biodiversity impacts. Analysed and started to quantify climate related risks and opportunities. | <ul style="list-style-type: none"> Diversity, Equity and Inclusion, and Health and Safety reporting undertaken. Published Infratil's fifth Modern Slavery Report, available here. Human Resource Community of Practice in place for most portfolio companies. Established Morrison and Infratil's Global Women partnership, providing access to leadership development opportunities for employees of Wellington Airport, Manawa Energy, Fortysouth and RHCNZ. Philanthropy reporting and initiatives undertaken across the portfolio. |

Infratil's contribution to the Sustainable Development Goals

The Sustainable Development Goals ('SDGs') were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity. The 17 SDGs are integrated - they recognise that action in one area will affect outcomes in others, and that development must balance social, economic, and environmental sustainability.

| SDG | |  Governance |  Leadership |  Climate and Nature |  People | Examples of Infratil's contribution to the SDGs |
|--|--|--|--|--|--|---|
|  3 GOOD HEALTH AND WELL-BEING | 3.4 Reduce mortality from non-communicable diseases 3.8 Universal health coverage and access to quality essential health care services for all | |  | |  | Our renewable platform produces low emissions energy. Lower emissions reduce the impacts of climate change, which can negatively affect people's health. Our healthcare platform supports access to essential healthcare services (see case study on page 38 of our FY2023 sustainability report and page 17 in this report). |
|  5 GENDER EQUALITY | 5.1 End gender discrimination 5.5 Ensure women's full participation and equal opportunities for leadership |  |  | |  | Infratil supports and encourages its portfolio companies to be diverse and inclusive. We have governance and processes in place to track progress on diversity, equity, and inclusion. In FY2024, Infratil and Morrison joined Global Women. The partnership also provides access to this important initiative for Wellington Airport, Manawa Energy, Fortysouth and RHCNZ. Refer page 32 . |
|  7 AFFORDABLE AND CLEAN ENERGY | 7.1 Universal access to affordable reliable energy 7.2 Substantially increase the share of renewable energy 7.3 Double rate of improvement in energy efficiency 7.A Invest in and promote clean tech and clean energy | |  |  | | Part of our portfolio supports renewable energy generation and development - our renewable energy companies generated 6,043GWh in FY2024. Infratil encourages its portfolio companies to reduce emissions, including through renewable energy supply. Through our investment in Clearvision, we have investments in early-stage companies focused on clean tech and clean energy. This includes battery recycling, EV charging networks and technology that supports sustainable infrastructure. |
|  8 DECENT WORK AND ECONOMIC GROWTH | 8.5 Decent work and pay equity 8.7 Eradicate forced labour, end modern slavery 8.8 Protect labour rights and promote safe working environments |  |  | |  | Across our portfolio, we aim to provide safe working environments with decent, rewarding work. In 2024, Morrison undertook a number of health and safety 'deep dives' across the Infratil portfolio. We focus on identifying and reducing the risk of Modern Slavery in our supply chain. Refer to our Modern Slavery Report here for more details. |
|  9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 9.1 Quality, reliable, sustainable and resilient infrastructure to support prosperity and wellbeing 9.4 Increased resource efficiency 9.c.1 Mobile network coverage | | |  |  | We invest in infrastructure and aim to integrate sustainability across the investment lifecycle, as set out on page 14 . As set out on page 32 of our FY2023 sustainability report , One NZ has announced a collaboration with SpaceX to expand mobile coverage. |
|  12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 12.2 Sustainable use of natural resources 12.5 Reduce waste 12.6 Sustainable business practices and reporting 12.7 Sustainable procurement 12.8 Build awareness of sustainable development |  |  |  |  | As set out on page 28 , seven of Infratil's portfolio companies measure waste. CDC and Wellington Airport have operational waste reduction targets. Refer to the Longroad Energy case study on page 29 and CDC case study on water efficiency on page 30 . Infratil has developed and published a Supplier Code of Conduct that focuses on sustainability in its supply chain. |
|  13 CLIMATE ACTION | 13.1 Strengthen resilience and adaptive capacity to climate related hazards and natural disasters |  |  |  |  | Refer to Infratil's FY2024 Climate Related Disclosures, the case study on One NZ in Infratil's FY2023 Sustainability Report (page 32) and the case study on Wellington Airport's resilience projects on page 27 of this report. |
|  15 LIFE ON LAND | 15.5 Reduce degradation of natural habitats and halt the loss of biodiversity | | |  | | As shown on page 28 of this report, five of our portfolio companies report on and manage their biodiversity impacts. Refer to Infratil's 2023 Sustainability report case study on Longroad Energy (page 34) . |
|  16 PEACE, JUSTICE AND STRONG INSTITUTIONS | 16.5 Reduce corruption and bribery 16.6 Effective, accountable and transparent institutions |  |  | | | Infratil has ESG governance and processes in place that include a focus on business ethics. Infratil is increasing transparency on its sustainability strategy and impacts through this report. Infratil and its portfolio companies undertake annual GRESB assessments and report on their progress. |
|  17 PARTNERSHIPS FOR THE GOALS | 17.17 Promote effective partnerships |  |  |  |  | Infratil works with its portfolio companies and external parties and initiatives to achieve its sustainability objectives. Collaboration is cited throughout this report, but particularly on pages 22-23 . |



01 Governance

- 1.1 ESG governance and integration
- 1.2 Digital connectivity and cyber/data security
- 1.3 Evolving ESG regulatory landscape

1.1 ESG governance and integration

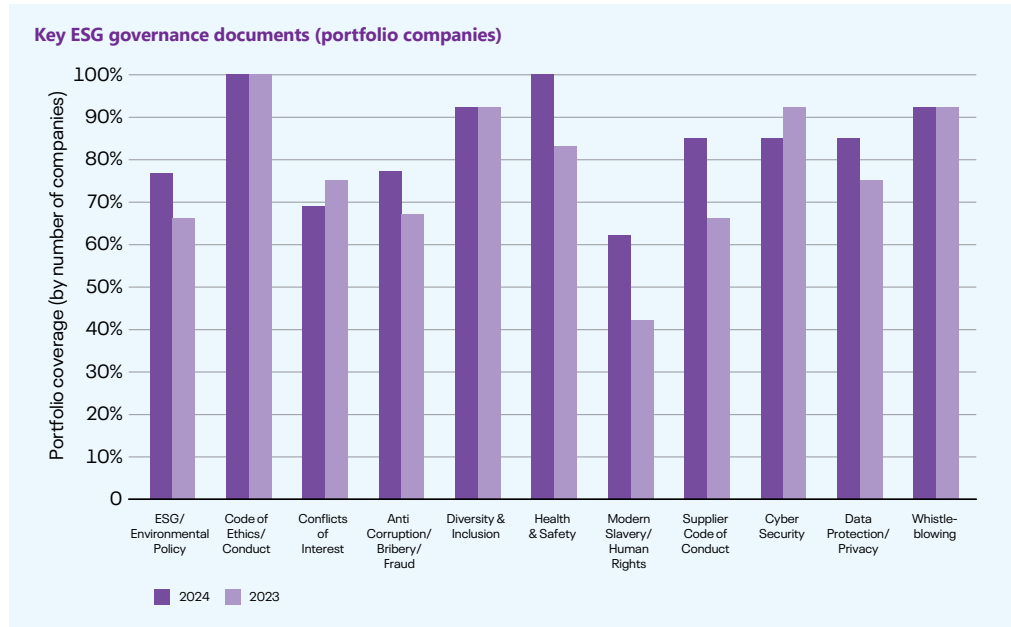
Stakeholders want to see Infratil acting as a responsible steward with robust governance processes, relevant to its structure, so ESG issues are managed well.

ESG governance: Infratil's board has overall responsibility for ESG governance – the Board approves Infratil's sustainability strategy, initiatives, and reporting. Sustainability is a regular item on the Board agenda as well as being considered as part of a wide range of other topics discussed.

As Infratil has no directly employed staff, all sustainability workstreams are undertaken and/or overseen by Morrison.

Morrison employees' responsibilities include developing Infratil's sustainability strategy, engaging with portfolio companies on ESG issues, ESG data management and sustainability reporting.

The boards and management teams of Infratil's portfolio companies each have their own ESG governance, strategies and workstreams. As at the time of publication, about half of Infratil's portfolio companies have a dedicated sustainability resource, with the remainder having sustainability incorporated as part of one or multiple roles.



| Key ESG governance document | Infratil | Morrison |
|-------------------------------|--|-------------------------------|
| ESG/Environmental Policy | Under consideration | Responsible Investment Policy |
| Code of Ethics/Conduct | ✓ | ✓ |
| Conflicts of Interest | Covered under Code of Ethics | ✓ |
| Anti-Corruption/Bribery/Fraud | Covered under Code of Ethics | ✓ |
| Diversity and Inclusion | ✓ | ✓ |
| Health and Safety | No direct employees | ✓ |
| Modern Slavery/Human Rights | ✓ | ✓ |
| Supplier Code of Conduct | ✓ | ✓ |
| Data Protection/Privacy | Privacy (Data covered by Morrison) | ✓ |
| Cyber Security | Covered by Morrison and portfolio companies | ✓ |
| Whistleblowing | Covered under Code of Ethics and by Morrison and portfolio companies | ✓ |

In 2024, we again reviewed key ESG governance documents from each of the portfolio companies. The findings, set out above left, showing ESG governance remains relatively steady across the portfolio, even though the assessment now includes the relatively newly-established Fortysouth. We are working towards full coverage (100% of companies having these policies in place) where appropriate, noting some companies in the survey are relatively new (either to Infratil or newly incorporated) and so are earlier on in their governance maturity.

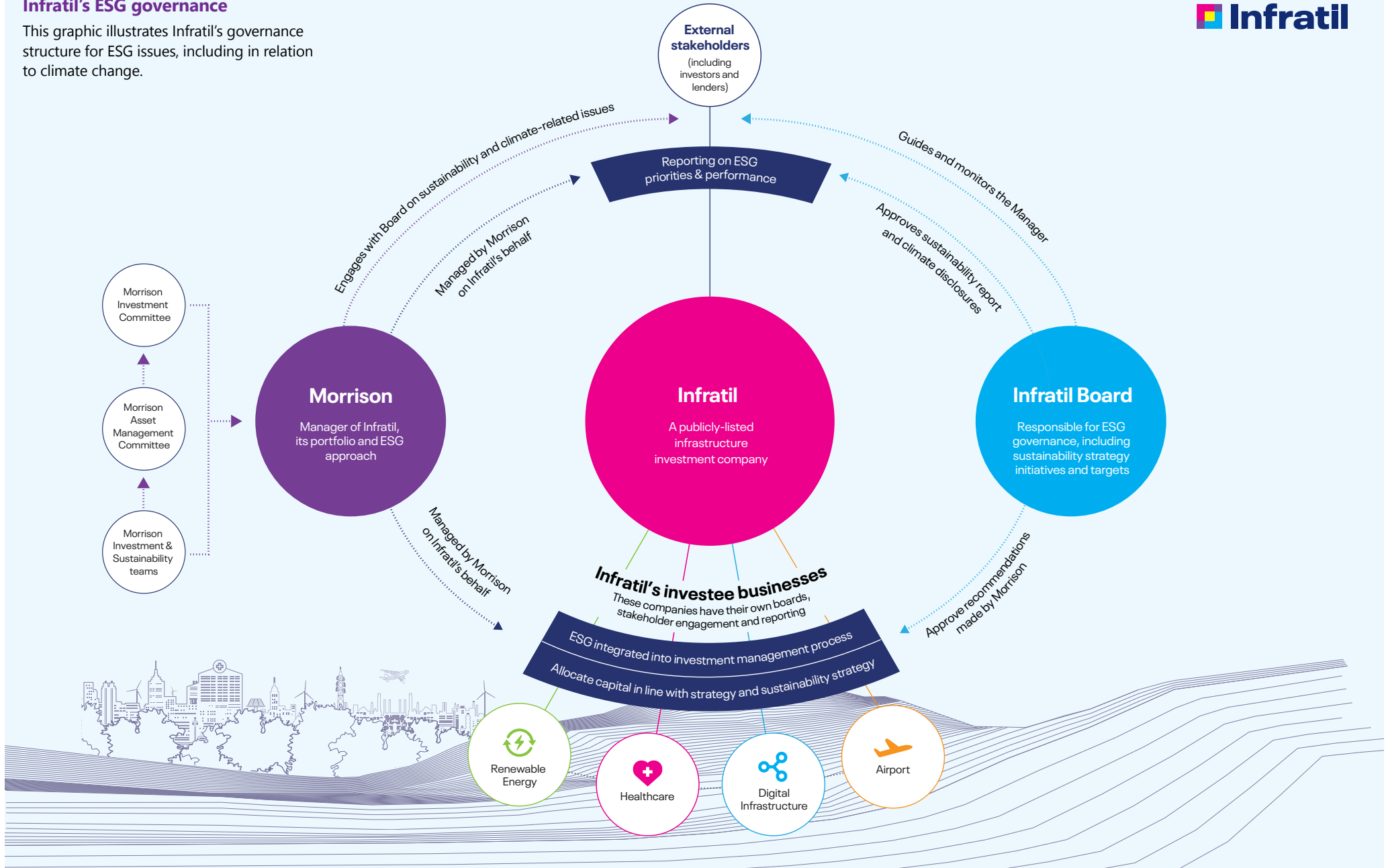
This year, we also reviewed six policy documents for three of the portfolio companies against a policy assessment framework developed by Morrison. The insights from this review will be provided back to the portfolio companies involved. The outcome of the assessment showed that of the policies reviewed, all but one was rated as highly likely, or likely, to serve its purpose.

The status of Infratil and Morrison's positions in relation to key ESG governance documents is set out above right.

1.1 ESG governance and integration

Infratil's ESG governance

This graphic illustrates Infratil's governance structure for ESG issues, including in relation to climate change.









1.1 ESG Integration

SDG



We seek to integrate material ESG issues through the investment process:

| Define the ideas that matter and find the opportunities  | Build conviction - ESG screening  | Build conviction - ESG due diligence  | Identify the value – investment decision and onboarding  | Invest wisely – active management  | Benchmarking and reporting  |
|--|---|---|--|--|---|
| <p>We invest in infrastructure that supports essential services and societal needs such as decarbonisation, connectivity, and healthcare. Infratil’s Board is responsible for approving and monitoring Infratil’s strategic direction and investment strategy and regularly reviews the Company’s strategy in light of the latest view on megatrends, macroeconomic outlook, and industry tailwinds.</p> | <p>Infratil’s Exclusion Policy helps to avoid investments that, in our view, harm the environment or are harmful to society. The Exclusion Policy also outlines that we seek to invest in companies that predominantly operate in geopolitically stable regions.</p> <p>Infratil’s Board periodically reviews and approves Infratil’s Exclusion Policy.</p> | <p>Relevant, material findings from any ESG due diligence process are presented to the Board as part of the overall investment analysis and inform investment recommendations ultimately approved by the Board.</p> | <p>New investment decisions are made in light of any assessed material ESG risks and opportunities.</p> <p>Shareholder agreements and management KPIs may include ESG components.</p> | <p>We aim to identify and actively manage material ESG risks and opportunities in our portfolio companies and support them to understand, measure and manage material ESG impacts.</p> | <p>We check how we’re doing by benchmarking portfolio company performance against industry standards, such as GRESB. We track metrics and information on material ESG issues and increasingly seek to disclose useful information to stakeholders.</p> |
| <p>Morrison originates and assesses investment opportunities in line with Infratil’s investment strategy and sustainability strategy and objectives.</p> | <p>Morrison screens new investment opportunities in accordance with Infratil’s Exclusion Policy.</p> | <p>Morrison assesses investment opportunities and undertakes due diligence, including in relation to environmental, social and governance factors. Recommendations regarding investment opportunities are made in light of any material environmental, social or governance issues raised in the due diligence process.</p> | <p>Morrison develops onboarding strategies for new investments, including for management of material environmental, social and governance issues. Morrison communicates environmental, social and governance expectations and supports new portfolio companies to develop and implement sustainability action plans.</p> | <p>Morrison seeks to optimise value through good management of the businesses, including in relation to environmental, social and governance issues.</p> | <p>Morrison prepares internal reporting and external disclosures, including Infratil’s Sustainability Report and Climate Related Disclosures.</p> <p>This includes coordinating the collection of environmental, social and governance data and information required for Infratil’s sustainability reporting.</p> |

Infratil complied with its [Exclusion Policy](#) in FY2024.

1.2 Digital connectivity and cyber/data security

An increasingly connected and digitised society presents opportunities for Infratil, along with heightened cyber security and data risks that need to be appropriately managed.

The incidence of cyber-attacks – successful and unsuccessful – continues to rise.¹ In 2023 alone, the New Zealand National Cyber Security Centre blocked in excess of 250,000 malicious cyber events and reported 316 cyber events impacting nationally significant organisations with 23% of these having suspected links to state actors.²

The story is similar in Australia with the Australian Signals Directorate responding to 1,100 events in FY 2022-2023, with a 23% increase in reported cyber events¹ and state actors continuing to focus on critical infrastructure targeting both data theft and disruption to operations.¹

It is essential for critical infrastructure managers to have mature cyber-readiness plans – 20% of successful critical infrastructure attacks are exploited within 48 hours of penetration, giving little time for infrastructure managers to respond.¹

Neither Infratil, nor its Manager, Morrison, experienced any significant breaches of information, complaints from third parties or regulatory bodies about any data or privacy breaches, or any identified material leaks, thefts, or losses of confidential or private data in the year ending 31 March 2024.

To give some sense of the global scale of investment involved in countering cyber threats, as of 2023 Microsoft globally employed more than 10,000 security experts, and blocked more than 4,000 identified attacks per second.³

Infratil and Infratil’s portfolio companies continue to focus on increasing cyber readiness. To support this, Infratil engages portfolio companies in cyber readiness assessments and supports company boards to manage risk through ongoing training and support of directors.

The July CrowdStrike event (see case study in the blue text box on the right) had very little impact on Infratil’s portfolio – limited to minimal disruption at Wellington Airport due to a partner airline’s system disruption, and two businesses reporting short-term disruption of non-customer facing systems.

Nonetheless, it is a good reminder that cyber events escalate quickly, and of the need to continue to focus on cyber preparedness.

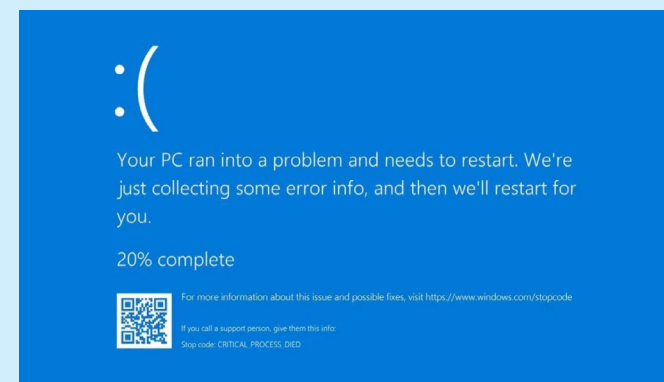
CrowdStrike software update: A global lesson in cyber resilience

CrowdStrike, a leading cybersecurity company based in Austin, Texas, found itself at the centre of a global disruption on 19 July 2024, following the release of a software update incompatible with Microsoft operating systems. This update rendered millions of computers “bricked,” or as useful as a brick, causing widespread system failures across the globe.⁴

The fallout from this event was far-reaching, affecting emergency response systems, grounding airlines, disrupting stock markets, interfering with broadcasting and emergency services, and even causing ‘tap and pay’ payment systems to fail, significantly impacting retailers. The event highlighted the profound reliance businesses have on interconnected IT systems worldwide.⁵

Although not a cyber-terrorism event, the failed software update led to 8.5 million global computer failures, offering a sobering case study on the potential impact of a global cyber-terrorism incident. It underscores the critical importance of effective business continuity plans for companies and individuals alike.⁶

The financial loss from this event is estimated at US\$5.4 billion for the Fortune 500, excluding Microsoft, with only a small fraction expected to be covered by insurance. This incident serves as a crucial reminder for companies to review their cyber insurance policies and contracts with cybersecurity providers, ensuring they fully understand the provisions in place for such disruptions.⁷



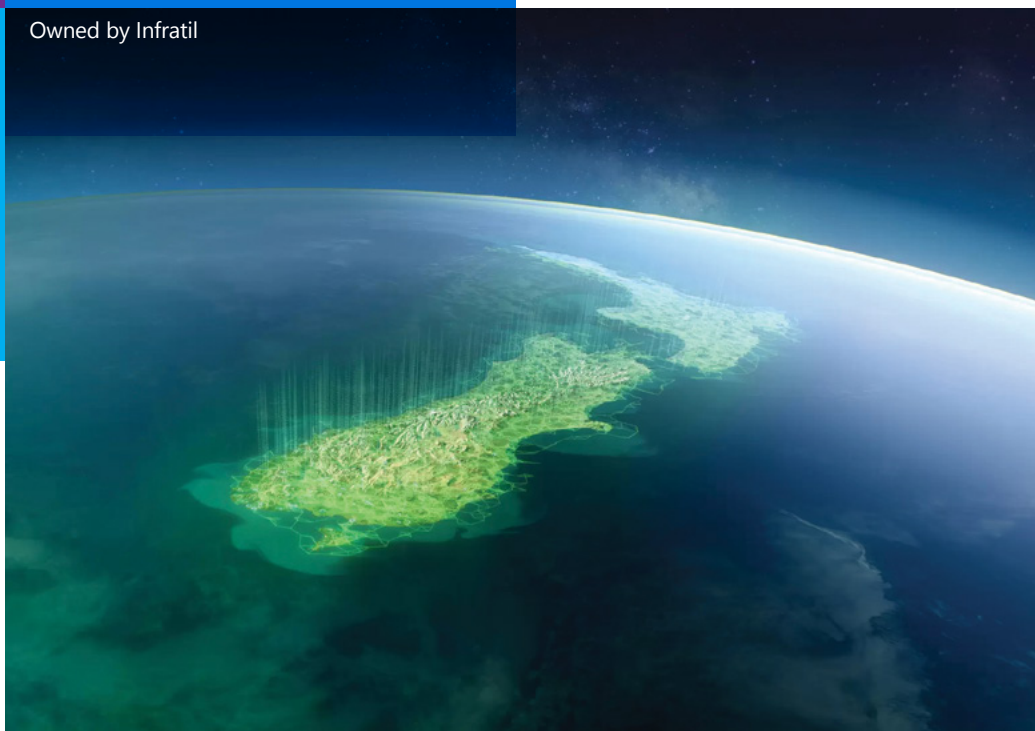
1. ASD - Australian Signals Directorate Threat Report 2022-2023
2. NCSC - New Zealand National Cyber Security Centre - Cyber Threat Report 2022/2023
3. <https://www.microsoft.com/en-us/security/security-insider/microsoft-digital-defense-report-2023>
4. <https://techcentral.co.za/crowdstrike-falcon-how-to-fix-it/248332/>
5. <https://www.bbc.com/news/articles/cv2g5lvwkl2o>
6. <https://www.weforum.org/agenda/2024/07/global-outage-it-cyber-resilience-alarm-world/>
7. <https://www.cybersecuritydive.com/news/crowdstrike-cost-fortune-500-losses-cyber-insurance/722396/>

One NZ

Safe and secure networks

99.9%

Owned by Infratil



Enhanced coverage and security go hand-in-hand as One NZ seeks to continually improve services for its customers. In FY2024, One NZ took steps to upgrade customers' connectivity throughout the country while strengthening its cybersecurity protections.

Testing times

In April 2023, coinciding with its brand re-launch and name change to One NZ, the company announced a partnership with SpaceX to extend its coverage through SpaceX's constellation of Starlink Direct to Cell satellites.

Coverage from SpaceX will complement One NZ's 4G and 5G mobile networks, which have been independently awarded New Zealand's 'Best in Test' mobile network by global testing company umlaut in 2022, 2023 and again in 2024.

Safe and secure connectivity

As cyber threats become increasingly sophisticated, protecting customers online remains a critical focus for One NZ and a key material ESG issue. One NZ has a team of cybersecurity and data privacy experts and offers its customers a suite of security solutions to help them connect and store data safely and securely.

The company has been working hard to bring additional protections for One NZ customers, including:

Malware free networks

In May 2023, alongside its cybersecurity partner DEFEND, One NZ announced a strengthening of cyber defense capabilities by enabling threat protection for anyone using its New Zealand network.

This new initiative utilises capability developed by DEFEND, in conjunction with the New Zealand Government's National Cyber Security Centre's Malware Free Networks service, to protect mobile and fixed broadband customers from threats at the network level. By the end of FY2024, this solution had successfully blocked more than three million threat or scam attempts.

Filtering out harmful, illegal content

In June 2023, One NZ became the first telco provider in New Zealand to sign up to the Department of Internal Affairs' 11 Voluntary principles to Counter Online Child Sexual Exploitation and Abuse.¹ This initiative provides a framework to guide the digital industry to reduce online harm, which includes blocking of Child Sexual Exploitation and Abuse Material ('CSAM') at a network level. By adopting these measures, One NZ aims to prevent active or inadvertent access through its network to known CSAM, helping to combat the spread of new harmful content.

Secure business and data

In addition to safeguarding customers, One NZ places a strong emphasis on cyber and data security within its own operations.

In FY2024, One NZ reported zero cybersecurity or material data privacy breaches.

Relevant material ESG issues

Digital connectivity and cyber/data security; Resilience; People and community.

Presence

2.0 Million mobile connections

58 Retail stores

24%

Reduction in Scope 1 and 2 emissions (on a market basis)

Zero

Cybersecurity or material data breaches reported in FY2024



\$1.2m

Donated through One Good Kiwi in FY2024

1. The 11 Voluntary principles - dia.govt.nz

Qscan

High resolution results

57.6%

Owned by Infratil



Officials and Qscan team members with the new PET scanner at Qscan's Mackay clinic.

Qscan is one of Australia's leading medical diagnostic imaging providers, employing 135 specialist radiologists and conducting 1.5 million scans in FY2024 across its five brands. Qscan has enhanced the productivity of its radiologists by leveraging AI and cloud technology, helping to deliver high-quality care to more people and reduce wait times.

Use of Artificial Intelligence (AI)

Qscan is partnering with Microsoft to access benefits provided by the latest developments in digital technologies. Integration of cloud, AI and data analytics capabilities into diagnostic workflows is enabling improvements to the efficiency and diagnostic accuracy of radiology reporting. It also provides real-time clinical guidance and decision support to radiologists, improving patient outcomes.

Data security

Given the sensitive nature of patient information, data privacy, security, and compliance are paramount for Qscan Group. The partnership with Microsoft helps to protect imaging data from cyber threats, especially as it can be transferred globally for expert diagnosis.

Benefits to patients and society

The integration of AI and cloud technologies has several benefits for patients and society. Firstly, it improves the productivity of radiologists, allowing them to manage more cases efficiently. This is particularly important in the context of the global radiologist shortage.

Secondly, the enhanced diagnostic accuracy and real-time clinical guidance provided by AI tools enables better patient outcomes. By using these tools, clinicians aim to provide patients with a more accurate diagnoses, which can be critical for timely treatment.

Expanding access

Qscan currently offers radiology and teleradiology capability across Queensland, New South Wales, South Australia, ACT, Tasmania and Western Australia. In FY24, Qscan established three new greenfield sites in Maroochydore, Newstead and Tweed.

The Maroochydore site opened in August 2023, is Qscan's first operation on the Sunshine coast, providing a range of medical imaging and treatment procedures.

Qscan is also expanding services within existing clinics. For example, along with MRI added in March 2024, Qscan Mackay is now providing diagnostic imaging services to remote Queensland communities, using Illucix, which can help radiologists detect even small traces of prostate cancer. Around 40% of people diagnosed with prostate cancer in Queensland live in regional areas, and only around 20% detect the cancer early. The access to Illucix will help provide potentially life-saving care for hundreds of patients in Mackay and surrounding regions, while addressing an unmet need for the service in regional Queensland.

Teleradiology also continues to represent an area of strategic focus, with the renegotiation and renewal of multiple hospital contracts contributing to growth opportunities in the teleradiology business in 2024.

Relevant material ESG issues

Digital connectivity and cyber/data security; People and community; Stakeholder engagement, collaboration and advocacy.

1,300+
Staff

135
Specialist radiologists

77
Clinics

1.5
Million scans in FY2024

713,000
Patients seen in FY2024

Supporting Pacific health

In June 2023, Qscan donated four ultrasound machines to be used in Vanuatu's hospitals.

This collaborative effort, alongside Azpac and shipping firm Au Bon Marche, will positively impact the local Vanuatu healthcare system.

1.3 Evolving ESG regulatory landscape

Stakeholders want to understand that Infratil and its portfolio companies are well equipped to navigate the opportunities and risks presented by the dynamic regulatory and legal landscape in which they operate.

As an infrastructure investor with a global portfolio across diverse sectors, a wide range of regulatory and legal issues are relevant to Infratil. Our portfolio diversity also acts as a mitigant against regulatory risk, because our investments are spread across multiple jurisdictions. We manage this risk by staying abreast of actual and potential changes to the regulatory landscape, leveraging external expertise and engaging with policymakers, regulators, and industry groups.

Spotlight on carbon pricing regimes and global energy pledges at COP28



The COP28 climate talks, held in December 2023, called for doubling of energy efficiency improvements by 2030.



In 2023¹, the world added nearly 50% more renewable capacity compared to the previous year, in line with the COP28 pledge of tripling renewable capacity by 2030.



In 2023, the share of global greenhouse gas emissions covered by international, national or state-level carbon prices or Emissions Trading Schemes reached a record of ~24%.



For the first time, at COP28, the parties agreed on “transitioning away from fossil fuels in energy systems... to achieve net zero by 2050, in keeping with the science”.

The World Economic Forum’s 2024 Global Risks Perception Survey (in this report) found that the most severe risks expected to emerge over the next 10 years are:

- **Environmental:** extreme weather; earth systems impacts; biodiversity loss; natural resource shortages; pollution.
- **Social:** involuntary migration; societal polarisation.
- **Technological:** mis/disinformation; adverse outcome from AI; cyber insecurity.

In response, organisations are dedicating more time to governance and management of these issues, markets are demanding greater disclosures and Governments are implementing legislative controls and regulatory disclosures, all of which impact Infratil and its portfolio companies.

Climate disclosure legislation

New Zealand was one of the first countries in the world to legislate for mandatory Climate Related Disclosures, in 2021.

Whilst the New Zealand climate disclosure framework, in effect since 2023, is attracting some criticism, and a review to ensure settings are appropriate is warranted, it is important to note that as a country, we engage and trade with other nations that will increasingly expect to see the high level of ‘climate maturity’ that the regime is driving.

In April 2024, Chapman Tripp and The Aotearoa Circle published a report covering climate and sustainability disclosure regimes emerging in key trading partners.² The report cites that over 60% of world GDP is now subject to mandatory climate-related disclosure measures (proposed or in force).

A pertinent example is one of New Zealand’s largest trading partners, Australia, where climate disclosure regulations have just been enacted (see right).

1. [Renewables 2023 – Analysis - IEA](#)
2. www.theaotearoacircle.nz/reports-resources/protecting-new-zealands-competitive-advantage
3. [Impact and Stories | U.S. Department of the Treasury](#)
4. The IRA is turning 2, and businesses prepare for the next phase of clean energy subsidies

NZ Modern Slavery regulation: on hold

The New Zealand Government has indicated it does not intend to progress Modern Slavery legislation, with other regulatory issues taking priority for now, and recognising the existing reporting burden on New Zealand entities in relation to the recently introduced climate disclosures, the suite of related laws already in existence, and that New Zealand is already signatory to a suite of international conventions on labour rights and conditions.

However, given the prevalence of modern slavery legislation in other jurisdictions (Australia, United Kingdom, and the EU), many New Zealand entities are already either directly or indirectly affected, including Infratil. With material investments in Australia, Infratil is required to report in line with the Australian Modern Slavery Act and, this year, published its fifth Modern Slavery report. Three portfolio companies (RetireAustralia, CDC, Qscan) meet the revenue threshold that means they are required to report in line with the Act.

US Inflation Reduction Act ('IRA')

According to the US Treasury, the IRA has ‘unleashed an investment and manufacturing boom in the United States unlike anything seen in decades.’³ The statistics back up this view, given that, as of June 2024, the Act has supported over US\$361 billion in investment, and more than 312,000 jobs across 585 new clean energy projects.⁴

Whilst upcoming US elections cast a shadow over the future of the IRA, it is noteworthy that 75% of the investment in large-scale clean energy projects and semiconductor manufacturing is occurring in lower socio-economic and rural areas, many of which are ‘red’ states.

Australia’s new climate disclosure regime

In September 2024, Australia passed a law marking a new mandatory climate disclosure regime. Standards are being finalised by the Australian Accounting Standards Board. Over 6,000 Australian entities will be required to report by 2030, with some New Zealand entities likely to be captured by the regime. Entities with Corporations Act Chapter 2M reporting obligations will be required to report on a phased in basis as follows, based on commencement of the reporting entity’s financial year:

- Group 1 – from 1 January 2025
- Group 2 – from 1 July 2026
- Group 3 – from 1 July 2027

Grouping is based on size (revenue, gross assets and employees). The requirements also apply to certain classes of asset owners and entities, such as CDC, that report under the National Greenhouse and Energy Reporting Act (‘NGER’).

The reporting must include findings from analysis under a scenario where global average temperatures are limited to 1.5°C above pre-industrial levels and a second scenario where global average temperatures exceed 2.5°C above pre-industrial levels.

Based on our current understanding, this means we expect that CDC will be required to first report for FY2026, and we do not expect Infratil will be required to report under the regime.



O2 Leadership

- 2.1 ESG reporting and transparency
- 2.2 Stakeholder engagement, collaboration and advocacy

2.1 ESG reporting and transparency

Recognising that its stakeholders are seeking transparency and credibility, Infratil aims to clearly communicate the credentials of its portfolio, and disclose ESG metrics, targets, and information in line with recognised frameworks and standards.

Focusing on what matters most

A materiality assessment is the foundation of good practice when it comes to sustainability strategy and reporting. As at the time of publication of this report, Infratil and 62% (FY2023 45%) of our portfolio companies have undertaken formal materiality assessments, with the balance of companies using insights from GRESB as a proxy. Infratil built its sustainability strategy on insights from its 2023 materiality assessment and applied the findings from the process to develop its reporting and focus on the ESG issues that matter to Infratil and our stakeholders.

Insights from outside

Our recent efforts in this area have been twofold: an uplift in measurement and reporting on the material ESG issues, and relatedly, improving results from external assessments of Infratil's ESG performance.

Despite ongoing debate about ESG ratings and their efficacy, we note from the ['Rate the Raters' 2023 report](#), that almost all respondents (94%) use ESG ratings at least once a month. ESG ratings can provide a useful source of feedback and insight into what matters for our stakeholders, as well as being important for securing attractively priced capital, particularly for ESG indices.

Over the last year, we have engaged with a range of ESG raters with the aim of securing appropriate and consistent industry classifications and ultimately more representative and improved ESG ratings for Infratil.

Until recently, Infratil has been variously classified as an Electric Utility, an Industrial Conglomerate, an Infrastructure company, and a Financial Services company.

Infratil now has sector classifications set out in the table (right), which are more suitable to the nature of our business, and which should be more consistent over time, even if our portfolio composition changes.

We are pleased to see some improvement in most of these ratings, in part due to more appropriate sector classifications and in part due to our efforts on ESG, reporting and transparency.

ESG ratings are useful at the portfolio company level too. In 2024, Infratil itself and 100% of its portfolio companies undertook GRESB assessments. This year, Gurin Energy, Galileo and Mint Renewables opted for the new GRESB 'Development Asset' assessments, and all other companies undertook GRESB Infrastructure Assessments.

These assessments and ratings provide valuable insights for each company on opportunities for improvement, performance against sector peers and an ability to track and evidence progress.

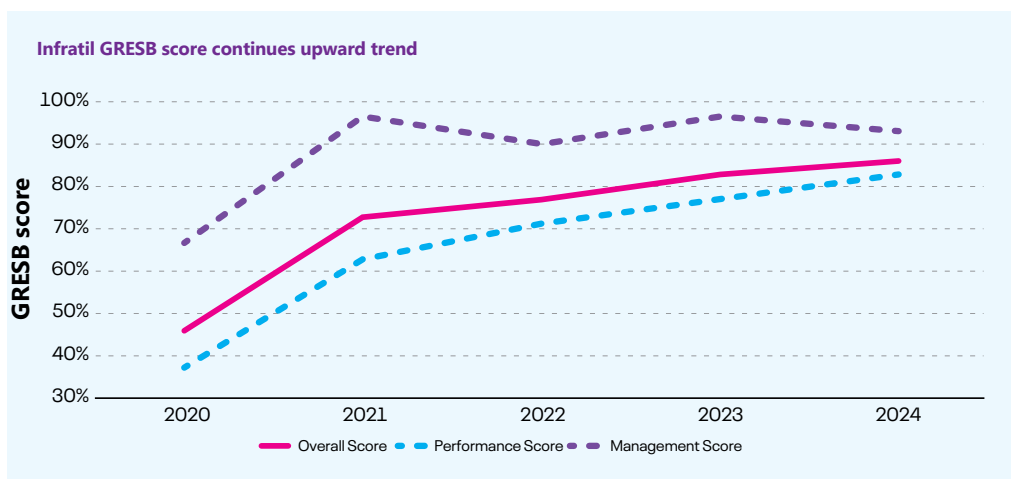
A summary of our GRESB results, including the FY2024 score (30% relates to Infratil's Management score, and 70% to the weighted average score of portfolio companies' Infrastructure Assessments), are in the graph (right).

Reporting frameworks and standards

Infratil looks to report with reference to standards such as GRI and SDGs that reflect our New Zealand base and global footprint, that are recognised by the market, and that are useful for our stakeholders.

Our Climate Related Disclosures comply with the New Zealand Climate Standards, and the emissions reporting is in line with GHG Protocol and PCAF.

| Rating body | ESG rating scale | Latest rating (previous rating) | Sector classification |
|-----------------------------|--|--|---|
| Forsyth Barr | A+ to D (climate and ESG rating) | B+; 2023 (C+; 2022) | Infrastructure |
| GRESB | 0-100 (higher is better) | 86 FY2024 (83 FY2023) | |
| Morningstar Sustainalytics | Negligible (0-10) to Severe (40+) ESG risk (lower is better) | 8.5 – Negligible Risk; May 2024 (43.9 – Severe Risk; Jan 2022) | Financial Services - Multi-sector Holdings (in some cases, Infratil's ESG rating has yet to be re-assessed under the new sector classification) |
| MSCI ESG Ratings assessment | AAA to CCC | A; 2023 (A; 2022) | |
| ISS ESG | A+ to D- and 1-10* for E,S,G individually (*lower is better) | C-; Aug 2024 (unchanged) E - 4 (10) S - 6 (9) G - 1 (1) prior scores from Aug 2023 | |
| S&P Global CSA Score | 0-100 (higher is better) | 23; 2023 (12; 2022) | Financial Services |
| CDP | A to D- ; F = did not participate | C; 2023 (D; 2022) | |



Kao Data

Sustainable design from the ground up

52.9%

Owned by Infratil



KLON-01 and KLON-02 at the Harlow campus.

Kao Data is committed to achieving the Building Research Establishment Environmental Assessment Method ('BREEAM') certification to help its data centres stay at the forefront of sustainable innovation.

Building a data centre demands significant time and financial investment. In today's rapidly evolving landscape, where customers are looking for sustainable products and services, aligning with credible and recognised standards like BREEAM is essential.

The design and construction of a data centre is crucial for sustainability—not only in terms of immediate benefits, such as reducing energy consumption, emissions, and embodied carbon, but also throughout the building's lifespan.

By adhering to BREEAM principles, Kao Data has embedded sustainability into the design of its buildings before construction begins. This early focus helps to 'design in' sustainability principles, supporting the data centres to operate efficiently and sustainably as technology and computational needs evolve.

The BREEAM assessment measures performance against a holistic range of design and operational factors, including water use, energy efficiency, resilience, land use and ecology, pollution, materials, waste and innovation.

An 'Excellent' rating reflects a score of $\geq 70\%$ has been achieved when the project is assessed against benchmarks for those aspects.

Kao Data's journey in sustainable construction began with KLON-01, its flagship Harlow facility, which achieved BREEAM 'Excellent' certification and set the standard for the company's future data centre designs.

Kao Data has also sought to minimise its ongoing construction footprint by using 'brownfield sites' - regenerating industrial land, a strategy implemented at its Greater Manchester and West London sites.

Beyond meeting these recognised standards, Kao Data has committed to broader sustainability efforts. For instance, KLON-02, Kao Data's second Harlow facility, not only meets BREEAM standards but also includes biodiverse areas, reflecting broader commitments to environmental stewardship.

Additionally, each of Kao Data's facilities is powered by 100% certified renewable electricity. Through a unique power purchasing agreement, all procured energy is matched by an equivalent capacity generated by a specific UK renewable asset - the Little Cheyne Court wind farm in Kent. This means Kao Data is helping to reduce its customers' Scope 3 emissions and enables Kao Data to report market-based Scope 2 emissions as zero.

Relevant material ESG issues

People & Community; Stakeholder engagement; collaboration & advocacy; Climate transition; Building resilience.

22.8MW
Total operating capacity, with 8.7MW under construction

100%

Renewable electricity since 2018

Pioneering initiative

As profiled in Infratil's FY2023 Sustainability Report, Kao Data was the first data centre in Europe to switch to biofuel (HVO) for all its back-up power.

BREEAM[®]

BREEAM 'Excellent' certification on all new-build data centres

Pioneering initiative

Climate Neutral Data Center Pact ('CNDCP') An initiative by the data centre industry in Europe to proactively define and promote specific measures and targets to achieve climate neutrality across the sector by 2030.



2.2 Stakeholder engagement, collaboration and advocacy

As an infrastructure investor that is externally managed, with a global portfolio of investments, engagement and collaboration is something that has always been important to Infratil.

Our stakeholders are interested in how Infratil and Morrison engage with third parties beyond our portfolio to enhance Infratil's performance and contribute positively to the wider market.

Joining the Climate Leaders Coalition: Having measured and reported our emissions for two years, set SBTi-validated emissions reduction targets, and published two sets of Climate Related Disclosures, in August 2024, Infratil decided it was an appropriate time to become a signatory to the Climate Leaders Coalition ('CLC'). Signatories of CLC collectively represent nearly a third of New Zealand's GDP, making this a credible organisation through which we can advocate and collaborate for progress.

Market-leading investor engagement: Infratil's Board and management communicate directly with both retail and institutional investors, as well as lenders, through various forums including our in-person and online AGM, our retail nation-wide investor roadshow, and our annual institutional investor day. In 2024, our retail investor roadshow spanned 17 regional and urban centres in New Zealand, attracting over 1,800 shareholders. Additionally, in 2023 and 2024, Infratil extended its reach a broader range of investors through a series of events in collaboration with the online wealth platform, [Sharesies](#).

Influencing through our supply chain: We recognise that our sphere of influence extends beyond our organisational boundaries and those of our portfolio companies. To support responsible practices throughout our supply chain, Infratil published its Supplier Code of Conduct in August 2023.

In line with steps set out in the Code, we are rolling this out across both existing and new suppliers, reinforcing our commitment to strive for ethical and sustainable business practices.

We encourage our portfolio companies to each have their own supplier code, tailored for their sector and jurisdiction. One example of this is Longroad Energy, with its first formal [Supplier Code of Conduct](#) published online in May 2024.

Engaging with our lenders: In early 2024, Infratil engaged across its banking group on supplier expectations and diversity to emphasise that diversity is a priority for Infratil. We have now provided our Supplier Code of Conduct to all our key banking partners, and we have engaged with them in relation to the diversity of their staff. We sought to understand each bank's diversity characteristics and strategies, as well as identify any areas needing improvement over time. The findings from our engagement this year were reported to the Infratil Audit & Risk Committee in August 2024.

Leveraging technology partnerships: As covered in our recent Climate Related Disclosures, Infratil has partnered with two Clearvision investee companies to support its efforts with measuring and understanding its carbon emissions (Persefoni), and physical risks from climate change (Jupiter Intelligence).

Taking a lead on sustainable digitalisation: With digital infrastructure a key investment focus for Infratil, its manager, Morrison, became a Founding Partner of the Sustainable Digitisation Project ('SDP') in 2021.

The SDP aims to ensure that digital initiatives and solutions used in the built environment (including infrastructure) are being deployed in a responsible, ethical and sustainable manner (for example, highlighting the need to consider issues like biases in applications with facial recognition). Morrison is an active member of the SDP Steering Group, and co-chairs a working group focused on the adoption of sustainable digitalisation principles by companies and investors. CDC is also participating in SDP-related activities and working groups.

These are the initiatives that we engage with:



Morrison

Sustainability: building a community of practice



Image: Louise Tong (centre) with executives from Infratil portfolio companies including CDC, Longroad Energy, Gurin Energy, Mint Renewables, One NZ, Wellington Airport, RHCNZ and RetireAustralia. Qscan representatives attended but are not shown above.

In December 2023, Morrison held its inaugural two-day, sustainability conference, bringing together executives from nine Infratil portfolio companies, industry experts, other Morrison-managed portfolio companies, and the Morrison team.

The event was designed to foster knowledge sharing, build a community of practice, and convey Morrison and Infratil's sustainability expectations.

The conference featured a broad agenda, with the Morrison team, portfolio company representatives and external experts presenting and leading the discussion on a range of topical sustainability issues.

Focus on climate

With climate change and the energy transition a key focus for Infratil and its stakeholders, the conference sought to share insights and best practice in relation to:

Decarbonisation: Executives from Infratil's renewable energy development businesses provided updates on sector trends, while an industry expert delivered a briefing on target setting aligned with the Science Based Targets initiative.

Climate resilience: Morrison's sustainable investment team shared insights into their portfolio-wide approach to assessing exposure to climate-related physical and transitional risks, with a focus on financial risks and opportunities.

Climate disclosures: Attendees heard from an expert on the climate-related legal and regulatory landscape with a focus on New Zealand's recently established climate disclosure requirements.

Focus on social impact

Participants shared knowledge and insights on the social impact of their businesses with a focus on best practice community engagement and the mitigation of modern slavery risk, including through market case studies to bring the risks – and how to respond – to life.

Focus on leadership

Through its nominee directors on portfolio company boards, Infratil plays a key role in the governance and oversight of its investments. The conference provided an opportunity to hear directors' perspectives on how ESG matters are considered in the boardroom, allowing participants to understand how to engage with and deliver outcomes through investee company boards.

The importance of independent benchmarking of sustainability performance was discussed, with GRESB's regional director joining to share global insights and trends.

A senior investment executive from a large Australian superannuation fund was invited to close the conference. Participants gleaned insights about the investment ecosystem, together with perspectives on the importance of sustainable investment and its relevance to financial beneficiaries.

Relevant material ESG issues

Stakeholder engagement, advocacy and collaboration; People and community; Climate transition; Evolving ESG regulatory landscape.

2

Day sustainability conference

30+

Attendees from 4 countries

9

Infratil portfolio companies represented

12

Technical sessions provided by 26 individual contributors



03 Climate and nature

- 3.1 Climate
- 3.2 Impacts on nature

3.1 Climate

Climate change is a material issue for Infratil, its portfolio companies and society at large.

Reflecting this, and as required by new disclosure regulation in New Zealand, in FY2024 Infratil and several of its portfolio companies published Climate Related Disclosures and/or Sustainability Reports which include climate aspects.

The World Meteorological 'State of the Global Climate 2023' report set out some sobering findings. Last year was the hottest on record by a clear margin with global average near-surface temperatures 1.45°C above the pre-industrial baseline. Records were broken for ocean heat, sea level risk, Antarctic ice loss and glacier retreat. It also laid out the extreme weather events that are intensifying and occurring more frequently.

These findings underscore the importance of an organised and decisive transition to a low-emissions, resilient economy.

Renewable energy generation has surged in response – according to the [International Energy Agency](#), in 2023, global renewable capacity additions increased almost 50% compared with 2022.

Our role in the transition

Our stakeholders recognise that Infratil is well placed to benefit from and support the climate transition – notably in our renewable energy platform. They also want to understand Infratil's impacts to and from climate change.

As well as decarbonising through our renewable energy platform, Infratil seeks to demonstrate leadership by having credible emissions reduction targets. In 2023, Infratil set SBTi-validated operational and portfolio targets – details of our targets, and our draft transition plan are set out in our Climate Related Disclosures (right).

Navigating through the challenges

According to the [SBTi 2023 Monitoring Report](#), by the end of 2023, there was 102% growth in the number of companies with SBTi targets compared to the end of 2022.

However, we acknowledge that across the market, some companies in certain sectors (notably aviation) have found the pathway to achieve their SBTi targets and commitments challenging in the current operational environment.

There is a degree of evolution underway with SBTi frameworks. For example, the [Corporate Net-Zero Standard](#) is currently being reviewed – and a [Scope 3 discussion paper](#) on how to deal with the vexed issue of value chain emissions was released just a few months ago.

Infratil intends to stay abreast of these developments and remains committed to supporting and encouraging its portfolio companies to work through any challenges and set their own targets.

Click on the images to learn how Infratil, and some of its portfolio companies, are managing climate and other ESG related risks and opportunities, and each making their own contribution to a more sustainable, and low emissions, climate-resilient future.

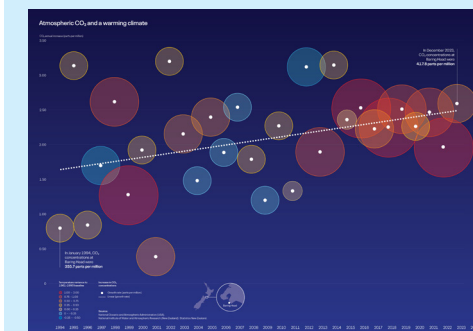


Atmospheric CO₂ and a warming climate

In Infratil's FY2024 Annual Report we overlaid the annual increase in concentration of carbon dioxide (CO₂) in the atmosphere with temperature data from the Wellington region.

Comparing the annual average temperature anomaly to a 1961-1990 baseline, the data revealed that 23 of the past 29 years have been warmer than the average of the preceding 30 years, with all of the last 10 years showing above average temperatures. Data from the Baring Head Atmospheric Research Station, near Wellington, showed an increase in atmospheric CO₂ carbon dioxide concentrations by 15% from 1994 to 2022.

The consistent upward trend in temperature and atmospheric CO₂ underscores the broader implications of climate change and the pressing need to address the root causes of global warming.



Gurin Energy

Helping Asia decarbonise






95.0%

Owned by Infratil



Gurin's 75MW solar power plant in Zambales Province, Philippines

Since its establishment in 2021, Gurin Energy (Gurin) has grown to a team of 67 staff, with a presence in 6 countries and a renewable energy generation development pipeline of 6.6GW as at March 2024.

| Countries* | Under development FY23/24 (MW) | Installed target capacity by FY29 (MW) |
|---|--------------------------------|--|
|  Singapore | 4,780 | 1,335 |
|  South Korea | 325 | 325 |
|  Japan | 500 | 500 |
|  Thailand | 427 | 427 |
|  Philippines | 630 | 783 |

Indonesia and Singapore

In September 2023, Gurin announced that its joint venture, Vanda RE (75% owned by Gurin) was awarded conditional approval from the Singapore Government to provide low-carbon electricity from Indonesia.

Vanda RE plans to deliver 300MW of non-intermittent renewable energy to Singapore, underpinned by 2GW of installed capacity and 4.4GWh of battery storage.

Philippines

In August 2024, Gurin completed construction on its first project in the Philippines, the 75MW Palaug Solar Power Plant in Zambales Province.

Once the project is fully commissioned, expected around the end of 2024, Gurin estimates that it will produce enough clean energy to power over 35,500 homes.

Japan

Gurin announced its entry into the Japanese storage market in December 2023, unveiling plans to develop, build and operate Japan's largest battery energy storage system, with planned capacity of 500MW and a storage capacity of up to 2GWh.

A Japanese subsidiary has been established to support Gurin's growth ambitions in the country, and a team on the ground is being built up.

Table of climate commitments by Asian Governments

| | Singapore | South Korea | Japan | Thailand | Philippines |
|-------------------------------------|---|--|--|---|---|
| GDP US\$billions | 501 | 1,713 | 4,213 | 515 | 437 |
| Renewable Energy (RE) target | Import up to 6GW low carbon power by 2035 | Increase RE to 72GW by 2030 (from 23GW 2022) | Double proportion of RE by 2030 from 2019, an increase of about 94GW | Lastest draft plan: 51% RE by 2037 (from 20% in 2023) (+35GW) | 50% RE by 2040 from 22% in 2022 (+53GW) |
| Signed COP28 RE pledge*? | Y | Y | Y | Y | Y |

* In December 2023, nearly 200 countries signed the Global Renewables and Energy Efficiency Pledge, a commitment to work collectively to triple renewable energy and double energy efficiency by 2030.

Wellington Airport Building resilience

66.0%

Owned by Infratil



Wellington Airport with southern seawall in the foreground.

Climate change is no longer a distant threat; its impacts on people and businesses are already apparent and expected to intensify over time.

For Wellington Airport, this means dealing with an increased frequency and severity of storms. In response, the airport is actively preparing for these challenges while also working to reduce its direct emissions and supporting the wider aviation sector to decarbonise.

Seawall renewal

A key resilience priority for Wellington Airport is the renewal of its marine defences, which were constructed between 50 and 70 years ago and are nearing the end of their natural lifespan.

Beyond protecting the airport from erosion and flooding, the seawall also safeguards critical infrastructure, including the Moa Point road,

tunnel, stormwater systems, and major pipes which transport most of Wellington's sewage.

The first focus is on renewing the southern seawall, which faces the Southern Ocean. Following public consultation and expert advice, a plan is being developed to reinforce the existing seawall with large armour units known as 'cubipods', each weighing approximately 16 tonnes (see below).



Design work is currently underway, with early contractor involvement and extensive effects assessments in progress ahead of applying for resource consents, which is likely to happen early next year. Depending on these stages, on-site seawall construction could begin around 2029/30. The project team is seeking to factor wider sustainability considerations and carbon reduction measures into the design and material selection.

This project presents significant challenges due to the seawall's exposure to a volatile ocean and its location beneath a busy flight path. To address these complexities, Wellington Airport is seeking global expertise, including wave modelling in Australia and peer reviews from engineering specialists.

The airport is also engaging with the local community, including iwi, surfing groups, and residents.

Other resilience work

In FY2024, Wellington Airport commenced publishing annual mandatory Climate Related Disclosures outlining its plans to address physical risks such as storm surges and extreme weather events, along with adaptation strategies.

The airport's analysis indicates that its infrastructure is resilient to a wide range of climate hazards in the short and medium term, and it is well-equipped to respond to these in the future.

Wellington Airport also plans to continue monitoring weather events and recording their severity and any operational disruptions. This ongoing monitoring will help to build a picture over time, enabling the airport to determine whether disruptions from weather events are increasing.

Relevant material ESG issues

ESG reporting and transparency; Evolving ESG regulatory landscape; Climate transition; Building resilience; Stakeholder engagement, collaboration and advocacy.

5.4 million
Passengers in FY2024

94/100
GRESB score in 2024

First

Selected by Air New Zealand as the home base for the first trials of its all-electric aircraft service from 2026.



Sustainable Finance

In April 2023, executed \$100 million lending facilities linked to sustainability targets over four years.

Wellington Airport
achieved Level 4
ACA certification
for 2024



3.2 Impacts on Nature

Nature and biodiversity continue to attract significant attention from global markets, governments and regulators.

Early in 2024, the European Parliament passed the [EU Nature Restoration Law](#) aiming to not just halt, but reverse, the decline of Europe's natural habitats, with an EU-wide target of restoring 20% of degraded land and sea areas by 2030.

In June 2024, the EU Council provided [final approval of the legislation](#), making the target binding at the EU level, and requiring member states to implement measures to achieve it. For context, the latest [European Environment Agency 'State of nature in the EU' report](#) indicated that over 80% of habitats in the EU were in poor or bad condition.

According to the [International Union for Conservation of Natures \('IUCN'\) Red List](#), more than a quarter of assessed plant and animal species are threatened with extinction. At the upcoming COP16, the UN Biodiversity Conference in October-November 2024, the focus will include developing a framework for implementation of the [Kunming-Montreal Global Biodiversity Framework](#) agreed at the previous COP meeting in 2022.

As we noted last year, climate change is contributing to the degradation of natural ecosystems. Given this, one of the important roles Infratil's portfolio can play to protect and restore nature is to support the transition to a low emissions future. We do this through development and generation of renewable energy and by reducing emissions in our portfolio companies.

In addition to this, there may be an opportunity to integrate biodiversity considerations into any carbon offsets or sequestration initiatives.

| GRESB reporting | FY2022 | FY2023 | FY2024 |
|--|--------------|--------|--------|
| # companies in Infratil's portfolio reporting waste | 3 | 6 | 7 |
| Waste (t) | 1,933 | 3,316 | 63,367 |
| Proportion of waste sent to landfill | 79% | 71% | 6% |
| # companies in Infratil's portfolio reporting water withdrawals | 2 | 3 | 3 |
| Water withdrawals (Megalitres) | 470 | 457 | 501 |
| # companies in Infratil's portfolio reporting on biodiversity | 6 | 6 | 5 |
| Net new habitat protected or restored across Infratil portfolio companies (hectares) | 1.5 | 840 | 1,898 |
| Proportion renewable electricity across the portfolio (aligning with Scope 2) | Not measured | 71% | 60% |

Waste: In FY2024, 54% of our portfolio companies (by number) measured operational waste, similar to the previous year. CDC and Wellington Airport have both set targets to reduce operational waste over time.

This year's waste metrics are quite different from previous years, because for the first time, Longroad Energy had comprehensive measurement of waste associated with its generation sites, a large proportion of which is diverted from landfill through recycling of steel, oil and solar panels.

The First Solar modules that Longroad uses at its new solar sites are designed for high-value recycling to maximise material recovery at end-of-life and to recover more than 90% of module materials for re-use, providing high-quality secondary resources for new solar panels, glass, rubber, and aluminium products.

Portfolio companies with material building construction waste have been focused on minimising waste to landfill from construction activities – it is also a requirement of the Greenstar and BREEAM standards that RetireAustralia and Kao Data align to.

Water: In FY2024, 23% of our portfolio companies measured water withdrawals, with the majority occurring in RetireAustralia's business. This data excludes Manawa Energy's water withdrawals data as it is not currently reported through GRESB.

Renewable electricity: In FY2024, the proportion of renewable electricity used by portfolio companies fell, but next year we expect this trend to reverse based on contracts signed after 31 March 2024.



Elvers (young eels), that are being diverted from one of Manawa Energy's dams.

Biodiversity: In FY2024, 38% (FY2023 55%) of our portfolio companies reported biodiversity measurements such as habitat protected, habitat enhanced or restored, and wildlife impacts through GRESB (in line with the GRESB definitions). While no companies reported that additional land was protected, we note that Longroad maintains around 2,000ha of conservation easements, 768ha of which are on land owned by Longroad. Shown above is an image of elvers (young eels), that have been diverted from one of Manawa Energy's dams. The elvers are directed around the dam and into a holding tank before being released safely back into the river. This summer saw the largest number of elver transferred by Manawa Energy as part of this programme – around 450,000 at Arnold and 132,000 at Matahina.

* In FY2024, one portfolio company did not report biodiversity impacts, which were not assessed as being a material issue by GRESB. We also note that the new GRESB Development Asset assessments request information about biodiversity risk management, but not data.

Longroad Energy

Solar panels and lettuces

37.0%

Owned by Infratil



Hydroponic lettuce trial at the Hawaii Agriphotovoltaic R&D Center, O'ahu.

Leading the way with agrivoltaic

The State of Hawai'i is pursuing two ambitious goals: 100% clean energy by 2045 and the doubling of its local food production. However, because of limited suitable land, solar projects and farming often compete for available tracts.

That's where agrivoltaics come into play.

Agrivoltaics - also known as co-location, agri-solar or dual-use solar - integrates agricultural production, such as crops or livestock, and even pollinator habitats, beneath or adjacent to solar

panels. By using land for both photovoltaic energy generation and agricultural production, the state can work toward achieving its goals simultaneously.

Longroad Energy is one of the founding sponsors of the Hawai'i Agrivoltaic Research and Development project, a programme run by the Hawai'i Agriculture Research Center ('HARC').

Now in its third year, the project is evaluating what types of crops can grow successfully under or between solar panels.

While researchers are testing many varieties of vegetables, including asparagus, broccoli, and lettuce greens, the study also places particular emphasis on the cultivation of indigenous crop varieties, including kalo and mamaki tea.

The research points to several benefits offered by panel shading, including lowering of the soil and air temperatures, reduction in water evaporation, and, importantly, a sun shield for those harvesting the crops. The project's goals are to maximise land use, enhance local food security, guide local farmers, inform policy decisions, and ultimately help Hawai'i advance its twin goals of sustainable agriculture and renewable energy.

Building on the research insights, Longroad has plans to incorporate agrivoltaics into its 500-acre Mahi Solar project, which is currently under development on the island of O'ahu.

Longroad has already signed a lease with the State's largest hydroponic lettuce producer to grow crops at the project site, with the aim of supplying greens to a number of the island's public schools in the coming years.

Mahi Solar intends to sublease to additional local farmers and ranchers when it begins operation in 2027. The project may also include grazing sheep, a mutually beneficial practice that provides the livestock with ample pastureland, while providing an organic and soil-enhancing vegetation management solution.

While hosting livestock at solar projects is becoming more common, the Mahi Solar project will be one of the first utility-scale solar projects to feature commercial crop farming.

Relevant material ESG issues

Stakeholder engagement, collaboration and advocacy; Impacts on nature; Building resilience; People and community; Climate transition.

As at 31 March 2024:

28.2GW
Development Pipeline

3.5GW
Owned generation capacity, including 1.8GW under construction

Mahi solar design capacity is enough to power

40,000
local homes

Safeguarding ecosystems

- ~2,000 hectares total conservation easements maintained
- Supporting native species and pollinators and environmental research, including through REWI.



CDC

Water efficient by design

48.2%

Owned by Infratil



CDC's closed-looped cooling system.

While data centres are focused on making improvements in energy efficiency and reducing their carbon footprints, water efficiency is equally critical. Through its choice of cooling technology, and based on available WUE data, CDC is one of the most water efficient data centre companies operating in Australia and New Zealand.

Data centres play a crucial role in our daily lives, enabling the digital technology people and businesses rely on. The IT equipment inside data centres requires temperatures to be maintained within a specific range, so data centre operators use advanced cooling technologies to help manage this effectively and efficiently.

Systems must be deployed to control temperature, ventilation and humidity inside data centres to optimise the performance and lifespan of the IT equipment, to prevent downtime, and to maintain a safe environment for any workers that enter the facility. Removing excess heat can be achieved in a few different ways.

Many conventionally-designed data centres use cooling towers or evaporative cooling. These methods are typically associated with high water consumption due to the evaporation process, using large quantities of mains-supplied, potable water.

- 1 A cooling system used to regulate and maintain the required temperatures across critical data halls and IT equipment throughout data centres.
- 2 Based on 2016 study of [DC water consumption](#) and approximate Olympic swimming pool volume of 2.5 million litres, noting that water consumption may differ depending on efficiencies of scale and operating temperatures.

This is a particular issue in water-stressed regions where it adds pressure to an already limited water supply. It is important to conserve scarce water in these areas for communities, agriculture and wildlife that need this vital resource.

These conventional approaches to cooling can also impact the resilience of data centres as a reliable supply of high-quality water may not always be guaranteed.

A more water-efficient and resilient solution

To reduce water consumption, CDC uses a closed-loop cooling system which significantly reduces water consumption for primary cooling¹ compared to conventionally-designed data centres by removing the need for evaporation of water in the cooling process.

CDC estimates that its closed-loop cooling system design currently saves up to 5 billion litres of water per annum based on current operational footprint, when compared to a conventional tower-based cooling system. This is equivalent to approximately 2,000 Olympic-sized swimming pools of water savings per year.²

Closed-loop cooling systems also provide additional benefits in terms of operational resilience, as closed-loop systems are not impacted by water supply disruptions or limitations.

A key aspect of CDC's ESG strategy

CDC's goal of having world-class water usage efficiency is a key part of the company's ESG strategy. The company has a target to continuously improve its Water Use Effectiveness (WUE) each year from its 2023 baseline.

Relevant material ESG issues

Impacts on nature; Building resilience.

| | | |
|--------------|----------|----------|
| 14 | 7 | 4 |
| Data centres | Campuses | Regions |

Up to **5** billion litres p.a.

Current estimation of water consumption savings compared to a conventional tower-based cooling system

Water Use Effectiveness (WUE)



$$= \frac{\text{data centre water consumption(L)}}{\text{IT equipment energy usage (kWh)}}$$



04 People

- 4.1 People
- 4.2 Community



4.1 People

With over 6,500 employees across Infratil's portfolio companies, and broader reach into customers, suppliers, and communities, Infratil has a large social impact. Our stakeholders want to know that we provide fulfilling work and can attract and retain skilled, diverse talent, because this is key to our long-term success.

In FY2024, Infratil, Morrison, and our portfolio companies implemented a range of initiatives aimed at fostering greater engagement, enhancing safety culture, and promoting inclusion and diversity. These efforts, often collaborative in nature, were designed to support and ultimately improve performance across the businesses.

Building capable, diverse leaders

The Infratil Human Resources ('HR') Community of Practice ('CoP') was established in 2022 to bring the HR leads from most of Infratil's portfolio companies together, to share best practice, support each other and to identify ways to leverage economies of scale. The recent focus of this group has been Leadership Development, Employee Retention and Inclusion and Diversity. It was through the CoP forum that the concept of 'Infratil Scholarships' was formed, to help develop Future Infratil Leaders across Infratil's portfolio companies. In August and September 2024, four scholarships were offered to attend recognised world-class leadership programmes offered by prestigious academic institutions globally.

Championing diversity

In 2023, Infratil and Morrison joined Global Women, providing female employees across Morrison, Fortysouth, Manawa Energy, RHCNZ and Wellington Airport with access to a suite of courses and initiatives to help them develop their leadership potential. One NZ is already a Global Women partner.

Several of Morrison and Infratil's portfolio company staff have already attended Global Women events and leadership development programmes and we have renewed the

partnership for 2024/25. Additionally, Jason Boyes, Infratil's CEO, (or delegate) has attended the Champions for Change summits convened by Global Women. The purpose of these is to share insights with peer CEOs, to work together on actions that will have impact, and to create a community of diversity champions.

For the first time this year, we are externally reporting on progressive parental leave benefits offered by our portfolio companies, which we define as going beyond minimum legal or regulatory requirements.

Spotlight on health and safety

In 2024, Morrison commenced a 'health and safety deep-dive' across the entities that it manages, including Infratil portfolio companies, to share best practice, to compare performance within sectors, and to lift engagement on this important issue.

Since 2023, Infratil's portfolio companies have been providing regular health and safety reporting to Infratil, including metrics such as Total Recordable Injuries, Loss Time Injuries, and frequency rates for those metrics (TRIFR and LTIFR), shown in the table below.

| Period | TRIFR* | LTIFR* | Fatalities |
|--------|--------|--------|------------|
| FY2024 | 1.2 | 0.7 | 0 |
| FY2023 | 1.2 | 0.5 | 0 |

* based on 200,000 hours on a weighted average basis by employees. This LTIFR reflects a restatement of the figure included in Infratil's FY24 Annual Report. FY2023 metrics exclude Kao Data.

In FY2024, 69% (FY2023 55%) of portfolio companies also reported leading indicators such as training hours, leadership walks and health and safety audits, which is an indication that these companies are maturing their approach to managing health and safety risks. It is also pleasing to see that all portfolio companies now have a health and safety policy (or equivalent document) in place.

| As at 31 March 2024 ¹ (FY2023 in brackets) | Proportion of portfolio companies reporting (by number) | Reporting covers % of all employees in portfolio | Outcome (*denotes weighted average by employees) |
|---|---|---|--|
| Employee turnover | 100% (100%) | 100% (100%) | 16% (20%)* |
| Pay gap ² | 92% (83%) | 99% (99%) | 23% (22%)* (excluding Diagnostics) |
| Engagement survey ³ | 92% ³ (82%) undertook a survey | 79% (79%) | 49% work in a company where engagement improved |
| Engagement-related KPI | 77% (58%) | 78% (76%) employees work at a company that has engagement KPIs for management | |
| Ethnicity reporting | 69% (75%) | 74% (95%) ⁴ | 18% (7%) identified as being from an ethnic minority |
| Diversity-related KPI in place or planned | 38% (50%) | 46% (46%) | n/a |
| Progressive parental leave policy or benefits in place? | 77% of portfolio companies have progressive policies | 98% of employees work at a portfolio company with progressive policies (subject to eligibility) | |

| Average across the portfolio as at 31 March 2024 (FY2023 in brackets) | Female | Male | Prefer not to say / Gender diverse |
|---|-----------|-----------|------------------------------------|
| Portfolio company boards | 25% (25%) | 75% (75%) | 0% (0%) |
| CEO and Direct Reports | 27% (25%) | 73% (75%) | 0% (0%) |
| Total employees | 55% (55%) | 43% (45%) | 1% (0%) |

| Infratil and Morrison as at 31 March 2024 (FY2023 in brackets) | Female | Male | Prefer not to say / Gender diverse |
|--|-----------|------------|------------------------------------|
| Infratil board | 43% (43%) | 57% (57%) | 0% (0%) |
| Infratil CEO, CFO and CoSec | 0% (33%) | 100% (67%) | 0% (0%) |
| All Morrison employees | 47% (48%) | 53% (52%) | 0% (0%) |



- 1 We have identified a need for training to ensure accurate and consistent reporting of pay equity data, the calculation of which entails a degree of complexity. This will support us to resume reporting this metric with greater confidence in future periods. For all portfolio company data, one company has excluded employees in Joint Ventures; as this data becomes available, we will seek to include it in future periods.
- 2 (Median hourly rate for men minus median hourly rate for women)/median hourly rate for men.
- 3 Includes one survey completed after year end. 49% metric excludes companies reporting for the first time.
- 4 One of the portfolio companies with a sizeable workforce is planning to reinstate ethnicity reporting for FY2025.

Longroad Energy

Helping people SHINE

37.0%

Owned by Infratil



Longroad's Sustainability Manager atop a turbine at Longroad's Milford wind farm.

At Longroad Energy, sustainability is not just about renewable energy; it's about creating a workplace that values its employees and the community and helps everyone to SHINE brightly.

As Longroad Energy continues to work towards a greener energy future, a thriving, supportive culture is fundamental to success. Longroad's culture reflects its deeply rooted SHINE values - Safe and Sustainable, Honest, Inclusive, Nimble, and Excellence.

Inclusiveness is at the heart of these values. Longroad recognises its commitment to Diversity, Equity, and Inclusion ('DEI') is essential to fostering a workplace where every voice is heard, respected, and valued.

To support the aim of diverse voices being heard, Longroad's management provides avenues for feedback and insights, including through confidential 'Pulse' surveys.

" You've got to have a diverse set of opinions, that diverse experience, to make sure that you are exploring issues from every different perspective."

- Peter Keel, CFO

The leadership team is not only responsive to ideas proposed by employees, but also enthusiastically champions new initiatives.

A prime example is Longroad's vibrant women's Employee Resource Group ('ERG'), which began as a grassroots effort and has grown into a significant force within the company. WAFFLE (Women and Friends from Longroad Energy) plays a crucial role in shaping an inclusive culture, supporting and empowering women across the company with mentorship, networking opportunities, and professional development. It has grown to include over a third of the company, both women and allies.

" Longroad's culture is our competitive advantage."

- Paul Gaynor, CEO

Similarly, the newly formed ERG for employees of colour, known as 'SHADES', champions the unique perspectives and experiences of Longroaders from diverse racial and ethnic backgrounds and keeps these perspectives at the forefront of Longroad's mission.

Veterans are another important group that Longroad recognises and values. The company has hired former service members, appreciating the unique skills and experiences they bring. By employing veterans, Longroad honours their service while also strengthening its workforce with individuals accustomed to operating in challenging environments and who bring a strong sense of purpose to their roles.

A commitment to service extends beyond veteran team members. Longroaders are provided opportunities to demonstrate their involvement in their communities and willingness to give back. The company offers employees a day of paid volunteer time off each year to encourage team members to support organisations of their choice and to encourage a ripple effect of positivity.

One example is a Longroader who has used his volunteer leave to introduce active-duty service members to the joys – and mental health benefits – of fishing, while another has spent time volunteering to teach high school students about solar energy and opportunities in the industry.

Click on the icons on the right to learn more about the initiatives Longroad Energy is involved in.

Relevant material ESG issues

People and Community, Stakeholder engagement, collaboration and advocacy.

182

'Longroaders' (people that work at Longroad) as at 31 March 2024

US\$149,500
Community investment in 2023



RENEWABLES FORWARD

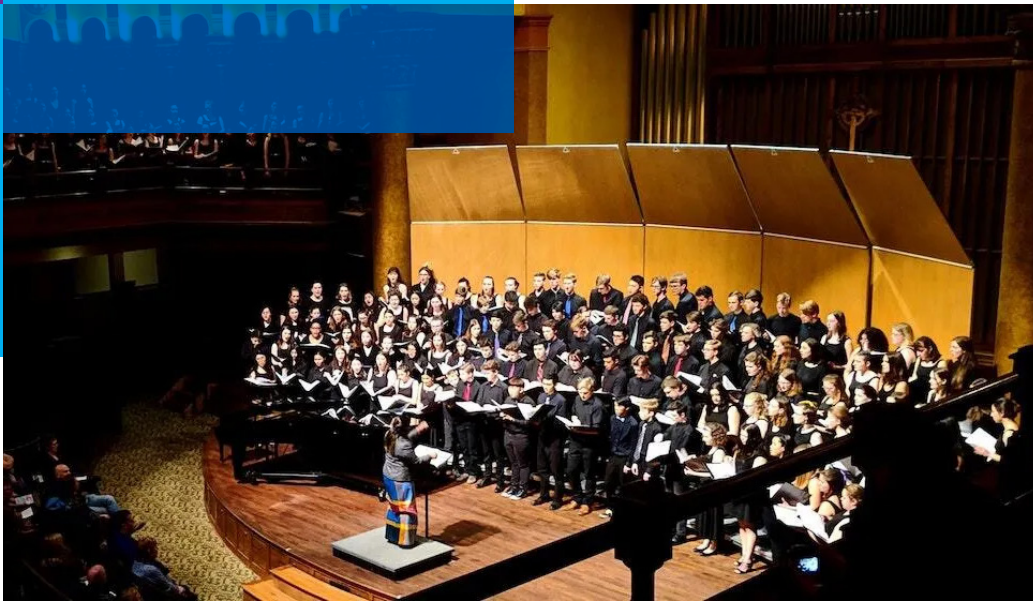
A Diversity, Equity & Inclusion Initiative

CEO ACTION FOR DIVERSITY & INCLUSION



Women of Renewable Industries and Sustainable Energy

4.2 Community



New Zealand Youth Choir supported by Infratil.

Community matters

Our stakeholders want confidence that Infratil, and its portfolio companies maintain a strong social licence to operate. Infratil seeks to contribute to society in several ways: we invest in things society needs and will need more of in the future, like healthcare and renewable energy; we aspire to provide decent, safe and rewarding work; and we

can have a positive impact by investing in the communities in which we operate and encouraging our portfolio companies to do so as well.

Community investment

In FY2024, Infratil continued and increased its long-standing support of the New Zealand Youth Choir, an initiative of Choirs Aotearoa New Zealand, with a \$100,000 grant.

In 2024, we also started work on developing a more strategic approach to community investment and sought to better understand the efforts made by each of our portfolio companies to give back to the communities in which they operate.

Layers of giving

For Infratil, there are 'layers of giving' – the contributions of Infratil itself, the substantial collective community investment undertaken by our portfolio companies, and the initiatives undertaken by its Manager, Morrison. Together it is important that we have a positive impact in the communities in which we operate.

Portfolio companies

In FY2024, Infratil and its portfolio companies made aggregate community investment of \$4.2 million in absolute terms; and total giving by portfolio companies on a portfolio-weighted basis was \$3.6 million. These were in a range of areas, relevant to the portfolio companies themselves, covering youth, environment, disaster response and recovery, health and education.

Click on the links below to learn more about what each of Infratil's portfolio companies is doing for its community.



Relevant material ESG issues

People and community; Stakeholder engagement, collaboration and advocacy.

\$4.2m

Total community investment across Infratil and its portfolio in FY2024

(including Infratil's \$250,000 donation to Cyclone Gabrielle recovery announced in 2023).

\$3.6m

Total portfolio-weighted¹ community investment in FY2024 (including Infratil's donations)

\$500,000

Morrison philanthropy in FY2024

With a long-standing history of corporate philanthropy, Infratil's Manager, Morrison, launched a new philanthropy programme in February 2024.

Coordinated and overseen by its Philanthropy Committee, Morrison staff globally selected six causes across the regions that reflect Morrison's values and purpose. Areas of impact include social housing, food security, underserved youth and education.

¹ Includes One NZ's donations for FY2024 on a pro-rata basis, reflecting 49.95% for two months and 99.9% for ten months.

One NZ

Opening a world of possibilities

99.9%

Owned by Infratil



In 2002, One NZ (then Vodafone NZ) established a charitable arm which is now known as Te Rourou, One Aotearoa Foundation ('Te Rourou', or 'the Foundation').

The Foundation helps to unlock the magic of technology to open a world of possibilities, reducing inequality for youth (rangatahi).

Expanding access and impact

According to the Growing Up in New Zealand 2023 'Now We Are Twelve' report, one in five New Zealand children experienced some level of material hardship before they were 12.

Challenges faced by these young people include barriers surrounding their health, education, and employment, and many experience material deprivation, racism, and interactions with the justice system and protective services.

A history of making a positive difference

Since 2002, One NZ has invested more than \$50 million to support the work of the Foundation.

Since inception, Te Rourou has provided funding to more than 1,000 community organisations.

The Foundation draws on the resources and skills of the One NZ team, allowing Te Rourou to blend digital skills, corporate partnerships, operational and communications support, advocacy, and mentoring with philanthropic funding to deliver positive change for young people in New Zealand.

Te Rourou has three areas of focus:

1. Place-based initiative: Invercargill

Invercargill's young people face higher rates of disadvantage compared to the national average.

Te Rourou's work in this region builds on One NZ's strategic partnership with Te Rūnanga o Ngāi Tahu and aims to provide opportunities and support for rangatahi in the region by increasing access to digital connectivity and resources, supporting youth to get the skills they need to build a brighter future.

2. Digital equity

Digital equity goes beyond just an internet connection – it's the opportunity to access the tools, knowledge and digital understanding that enable young people to participate fully in the world. That's why One NZ launched Toitū te Toki in 2022: a device equity programme getting devices into schools where it's needed most. Under this programme, 262 devices were donated to two Invercargill schools in FY2024.

3. Systems change partnerships

Te Rourou seeks to influence systems and advocate for those who need it most. Current national systems change partners include VOYCE Whakarongo Mai, Tuia, and the Child Poverty Action Group (CPAG). Some examples of the work supported by these partnerships are set out in the [CPAG 2024 report](#).

One good Kiwi to another

In addition to Te Rourou, an initiative launched along with the new "One NZ" brand was One Good Kiwi. Each month customers can 'vote' for their favourite charity to receive a share of a \$100,000 monthly donation. Some examples of One Good Kiwi partners include [Spirit of Adventure](#) providing life changing adventures for youth, [Big Brothers Big Sisters of New Zealand](#) providing positive role models for youth, and [InsideOUT](#) supporting rainbow communities.

Relevant material ESG issues

People and community; Stakeholder engagement, collaboration and advocacy.

\$50m

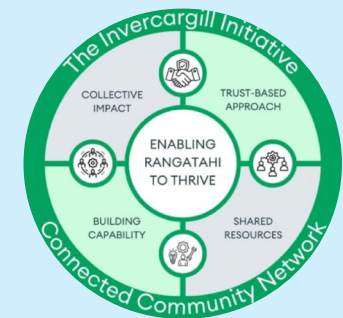
Over \$50 million contributed to Te Rourou by One NZ since 2002

> 60

charities across Aotearoa supported by Te Rourou in FY24

Rourou

Traditionally, a Māori woven flax basket used for food, Rourou represents a symbol of giving and sharing.





Infratil