Annual Sustainability Report

2026

MARINUS LINK

Annual Sustainability Report 2026







Sustainability at MLPL

MLPL's approach to sustainability extends beyond compliance, it seeks to explore opportunities, reduce environmental impacts, create lasting community benefits, and strengthen stakeholder confidence.

2026 year in review

MLPL's sustainability focus over the past year has been supporting preparedness to ensure sustainability is considered across the Project. This has been facilitated through the development and refinement of systems, processes, and tools to reflect consistent and measurable sustainability outcomes. Supporting activities include measuring and managing greenhouse gas emissions impacts of the Project, progressing the Project's commitment to achieve an Infrastructure Sustainability Rating, and working with our principal contractors to identify opportunities for climate resilience.

The Sustainability Working Group (SWG) continues to provide cross-functional leadership and coordination of sustainability activities. Operating under a Terms of Reference, reviewed to remain fit-for-purpose in July 2025, the SWG is responsible for overseeing implementation of the Sustainability Framework, including sustainability targets. SWG members include sustainability target owners, tasked with reporting on target performance, and representatives across MLPL to drive ownership and embed sustainability across all levels of the organisation.

This Annual Sustainability Report covers the period of July 1, 2025 – June 30, 2026.

Sustainability highlights

Greater than **55% of direct jobs** created through construction, for the Balance of Works (BoW) scope, are "local to site" in both Victoria and Tasmania.

Marinus Link reaffirmed as **critical for Net Zero** and grid reliability. Australian Energy Market Operator's (AEMO) 2025 Electricity Statement of Opportunities shows that major grid investments like Marinus Link are essential for the reliability and stability of the National Electricity Market.

Public exhibition concluded on Marinus Link's **$20 million community benefits fund** supporting long-term, transformational outcomes for North West Tasmania and Gippsland.

Workforce and Accommodation Strategy published establishing a robust framework to deliver workforce outcomes that are locally focused, socially responsible, and aligned with long term regional development.

31 grants and 24 sponsorships supported through the MLPL Grants and Sponsorships Program.

100% of spoil has been beneficially reused or stockpiled on site from TVGL's works at Waratah Bay.

Target performance reporting

Sustainability targets are designed to be robust, realistic, and responsive to the evolving needs of the Project.

Sustainability initiatives continue to be refined to identify how and when specific objectives and targets will be met. This approach is intended to drive innovation, encourage value-for-money solutions, and embed sustainability within strategic and operational methodologies and the broader supply chain.

Sustainability performance information is used to assess progress, identify emerging risks and opportunities, inform decision-making, and support continual improvement. Achieving the sustainability targets requires coordination and ongoing communication between MLPL and principal contractors, with oversight provided by the dedicated target owners.

Target owners are responsible for monitoring performance, managing risk, tracking progress, and providing updates as part of the Sustainability Working Group. Progress against sustainability targets is reported on a quarterly basis by target owners with data collected via a range of mechanisms, including from principal contractors and MLPL systems.

Target table legend:

Type *

O = Target designed for ongoing implementation, to be achieved by the end of current Project phase or decommissioning.

A = Target designed to be implemented and achieved annually.

Progress **

N/A = Not applicable for the reporting period.

On Track = Expected progress made for the reporting period.

Achieved = Achieved for the reporting period.

MLPL AR +

Additional target progress information can be found in the identified section within the MLPL Annual Report of the same reporting period.

Healthy Planet

MLPL has committed to minimise environmental impacts, improve resource efficiency, reduce greenhouse gas emissions, enhance climate resilience, and promote biodiversity outcomes throughout the project lifecycle.

Focus areas:

- **Biodiversity**
- **Climate resilience**
- **Emissions reduction**

UN Sustainable Development Goals



Type *

O = Target designed for ongoing implementation.

A = Target designed to be implemented and achieved annually.

Progress **

N/A = Not applicable for the reporting period.

On Track = Expected progress made for the reporting period.

Achieved = Achieved for the reporting period.

MLPL AR +

Additional target progress information can be found in the MLPL Annual Report.

Targets

ID	Title	Type*	Progress**	MLPL AR +
HP2	Develop and implement MLPL Environmental Management System.	O	Achieved	Sustainability
HP4	Support local environmental group biodiversity initiatives.	O	On Track	Community
HP5	Achieve a 15% reduction in lifecycle carbon emissions for the project (Scope 1, 2 and 3 emissions).	O	On Track	Sustainability
HP6	Report on the Energy Charter 'Priority Actions' and 'Better Practice Opportunities'.	A	Achieved	Community

Community Prosperity

MLPL has committed to strengthen regional communities by creating employment opportunities, supporting local businesses, increasing First Nations participation, and delivering lasting community value.

Focus areas:

- **Aboriginal and Torres Strait Islanders participation**
- **Affordable housing**
- **Local employment pathways**
- **Landholder engagement**

UN Sustainable Development Goals





Type *

O = Target designed for ongoing implementation.

A = Target designed to be implemented and achieved annually.

Progress **

N/A = Not applicable for the reporting period.

On Track = Expected progress made for the reporting period.

Achieved = Achieved for the reporting period.

MLPL AR +

Additional target progress information can be found in the MLPL Annual Report.

Targets

ID	Title	Type*	Progress**	MLPL AR +
CP5	10% MLPL workforce undergoing supported training and/or upskilling.	A	Achieved	People
CP8	Maximise First Nations employment.	O	On Track	Community
CP9	Maximise procurement from First Nations-owned businesses.	O	On Track	Community
CP10	Engage 'local' businesses where possible.	A	Achieved	Community
CP11	Maximise procurement from social enterprises.	O	On Track	Community
CP12	15% of works delivered by trainees and/or upskilling workers.	O	N/A	People
CP13	Implement the Workforce Accommodation Strategy.	O	N/A	Community

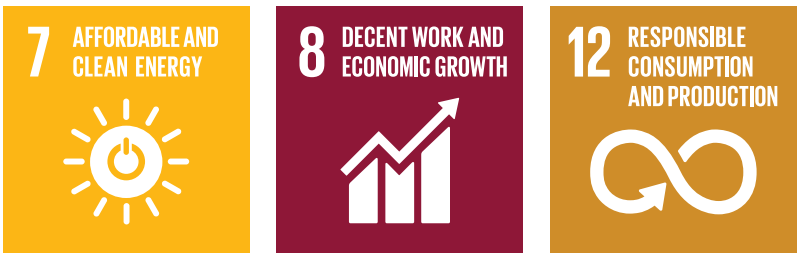
Trusted Organisation

MLPL has committed to ensure sustainability is embedded within organisational decision-making while maintaining the confidence of regulatory authorities, shareholders, communities, and other stakeholders.

Focus areas:

- **Community and stakeholder engagement**
- **Diversity, equity, and inclusion**
- **Transparency, accountability, and integrity**

UN Sustainable Development Goals



Type *

O = Target designed for ongoing implementation.

A = Target designed to be implemented and achieved annually.

Progress **

N/A = Not applicable for the reporting period.

On Track = Expected progress made for the reporting period.

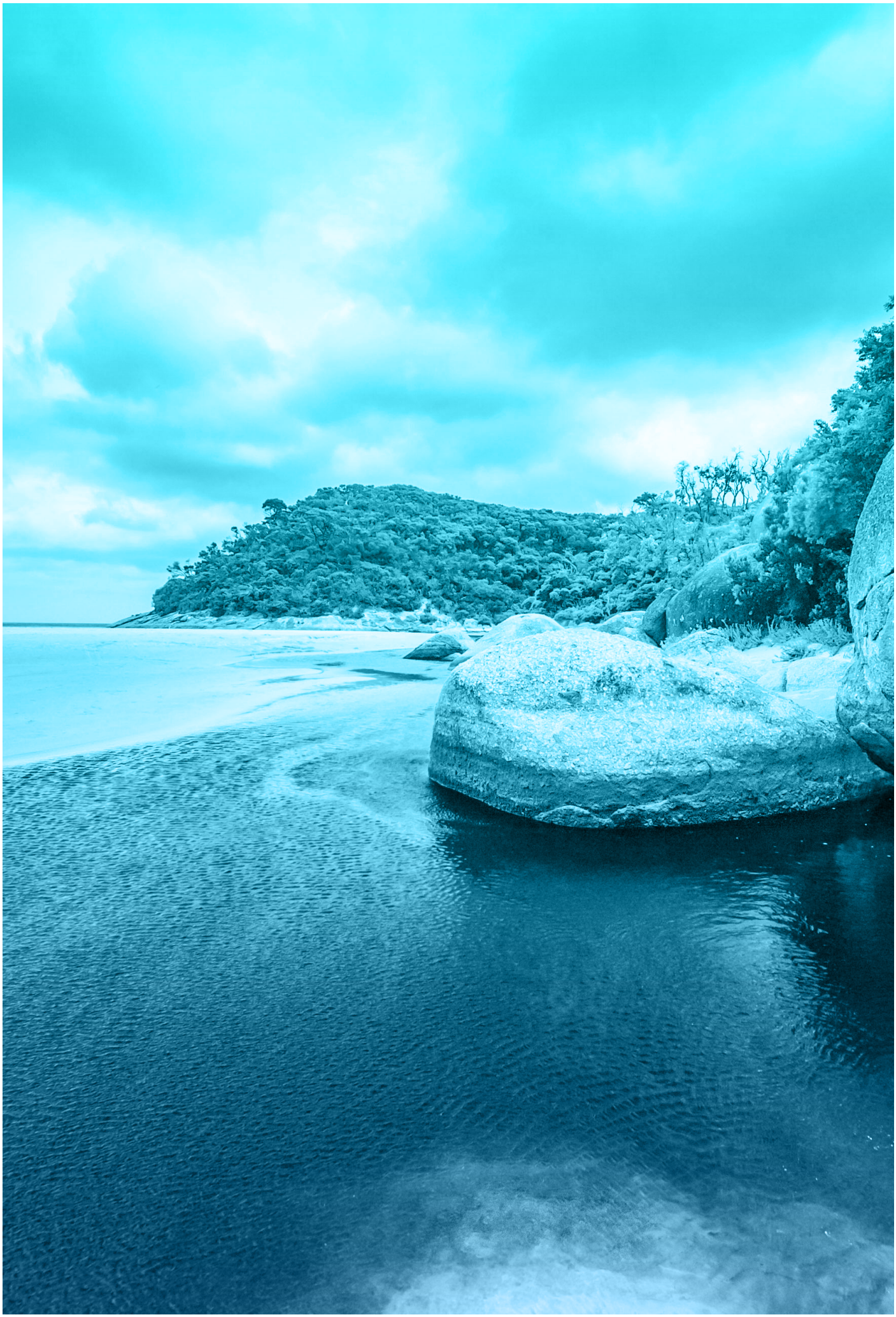
Achieved = Achieved for the reporting period.

MLPL AR +

Additional target progress information can be found in the MLPL Annual Report.

Targets

ID	Title	Type*	Progress**	MLPL AR +
TO7	Implement Community Benefit Sharing Scheme.	O	On Track	Community
TO8	Publicly report on MLPL's sustainability progress.	A	Achieved	Sustainability
TO9	Ensure contractors implement robust and compliant safe systems of work.	A	Achieved	Safety
TO10	Balance of Works contractor to implement Infrastructure Sustainability Council rating scheme for 'As Built'.	O	On Track	Sustainability
TO11	Implement pay equity assurance processes.	O	On Track	People
TO12	Ensure all employees complete unconscious bias training.	A	On Track	People
TO13	Reach > 80% participation rate in the annual employee engagement survey.	A	Achieved	People
TO14	Ensure diversity in recruitment processes.	O	On Track	People
TO15	Equip leaders with skills to create inclusive and equitable workplaces.	O	On Track	People



MARINUS LINK