



Sustainability Report 2022

Helping people reach their destination

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Acknowledgement

Viva Energy acknowledges and pays respect to the past, present and future Traditional Custodians and Elders of this nation and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples. We particularly pay respects to the Traditional Custodians of the land, across the nation where we conduct business.

We also acknowledge our gratitude that we share this land today, our sorrow for the costs of that sharing and our hope and belief that we can move to a place of equity, justice and partnership together.



Title: Wa-ngal yalinguth, yalingbu, yirramboi
Created by: Dixon Patten, Yorta Yorta and Gunnai, Bayila Creative.



Sustainability performance

2022 Sustainability performance summary

44%

female representation in our Senior Leadership Team (2021: 44%, Target: 40%)

Total Recordable Injury Frequency Rate (TRIFR)¹

5.95

(2021: 6.7)

Process Safety Events¹

1

API Tier 1 Events (2021: 1)

4

API Tier 2 Events (2021: 3)

Employee engagement

72%

(2021: 69%)

Scope 1 and 2 GHG emissions^{2,3}

1,378,488 tCO₂-e

(2021: 1,202,054 tCO₂-e)

77%

of freshwater used for Geelong Refinery is from recycled sources (2021: 77%)

2022 Highlights

Second RAP

endorsed by Reconciliation Australia

Obtained

Climate Active Certification

for a suite of opt-in carbon-neutral fuels and specialty products

Winner of the annual

AREEA Diversity & Inclusion award

Achieved

ISO 50001

certification for the Energy Management System at Geelong Refinery

\$1.26M

invested in community partnerships (2021: \$776,000)

Net Zero

emissions reduction commitments⁴
Non-refining⁵ by 2030, Group by 2050

Received certification as a

Family Inclusive Workplace

by Parents at Work and in partnership with UNICEF

Received the

WGEA Employer of Choice for Gender Equality

citation

Geelong Energy Hub

projects under development including
New Energies Service Station

1. Excludes performance of Liberty Oil Holdings Pty Ltd.
2. This data is reported on a 1 July to 30 June (FY) basis. It excludes Viva Energy Polymers.
3. Figures are from our section 19, NGER reports, submitted to the Clean Energy Regulator annually by 31 October.
4. Operational Scope 1 and Scope 2 greenhouse gas emissions.
5. Non-refining includes Retail, Fuels and Marketing, and Supply and Distribution.

Message from the Chief Executive Officer



We continue to focus on reducing the Company's emissions and helping our customers achieve their own emission reduction goals.

At Viva Energy, everything we do is driven by our purpose to help people reach their destination. We aim to achieve this in a way that contributes to sustainable outcomes and is aligned with our values.

This Sustainability Report outlines how we progressed against our sustainability goals and targets in 2022, and where we need to focus our work in the future.

Climate change and the energy transition

2022 was a challenging year, which was very much shaped by global factors and rapid change in our markets. As a large emitter, we will contribute to a lower-carbon future by diversifying our business into new energies and lowering our own emissions to achieve the commitments we established in 2021.

In the short term, more than \$420 million will be invested in Ultra-Low Sulphur Gasoline, strategic storage and the New Energies Service Station, including our investments in green hydrogen. The New Energies Service Station will be Australia's first publicly accessible hydrogen-focused refuelling facility, offering commercial-scale hydrogen refuelling for heavy Hydrogen Fuel Cell Electric Vehicles (trucks and buses). While our initial focus is on back-to-base refuelling at the Geelong Energy Hub, we expect this work to be the catalyst for a network of hydrogen refuelling stations along Australia's East Coast. We are also excited about other long-term opportunities for the Energy Hub. These include the opportunity to co-process bio and waste feedstocks to produce biofuels, and to participate in the circular economy through recycled plastics.

We saw an increase in the Group's operational GHG emissions in 2021-22. This increase was largely a result of increased production at the Geelong Refinery, after a period of constrained production due to market conditions (including

COVID-19 lockdowns) and largescale maintenance shutdowns. The Geelong Refinery is responsible for 97%² of our Scope 1 and Scope 2 emissions. This report outlines the initiatives we are progressing to improve energy efficiency at the refinery, and invest in renewable projects. We continue to focus on reducing the Company's emissions and helping our customers achieve their own emission reduction goals. Our work in reducing our Scope 3 emissions includes collaborating with customers on opportunities such as biofuels and hydrogen, and by upgrading our refinery to allow more fuel-efficient vehicles into Australia. In 2022, we expanded our carbon solutions business by achieving opt-in carbon neutral certification by Climate Active for most of our products, including jet fuel, marine fuels, solvents, bitumen products and transport fuels.

Health, Safety, Security and Environment – Goal Zero

We believe every incident is preventable and are committed to pursuing the goal of no harm to people and protecting the environment – we call this Goal Zero.

Although we saw some continued improvements in personal safety performance in 2022, our injury frequency rate remains elevated compared with historical levels. Higher levels of construction, maintenance and operational activity were a factor, with the majority of injuries consisting of slips, trips and musculoskeletal injuries. We will focus on further improving our personal safety performance in 2023.

In terms of process safety, loss of primary containment above 100 kilograms was slightly up compared with prior years, with five classified as API Tier 1 or Tier 2 incidents due to the quantity or rate of release¹. Notwithstanding these headline results, we continue to invest in our integrity programs and have seen a continued improvement in early identification of potential leaks.

While there is always room for improvement, I remain pleased with the focus on safety across the Company, and with our strong safety culture.

Stakeholder engagement

Maintaining the confidence and respect of the communities where we operate, and attracting and retaining a capable and diverse workforce are important aspects of our approach to sustainability.

For our people, one area of continued focus is to improve the representation and equal pay of women in all roles and levels in our business. In 2022 we were recognised again by the Workplace Gender Equality Agency as an Employer of Choice – an important reflection of the commitments we have made to gender equity standards.

Despite some ongoing challenges due to the pandemic, we are proud to have continued our support in helping our community partners deliver their programs and in some cases extend and adapt partnerships. Among other initiatives, in 2022 we signed a three-year partnership with CareFlight – a leading national aeromedical organisation. Our commitment will support the CareFlight medical rescue helicopter to continue to deliver emergency healthcare in the Northern Territory, as well as provide a Pathways to Employment program for rural and remote Indigenous and non-Indigenous young people.

We are excited about the progress we have made against our objectives in 2022, and look forward to further opportunities to build a sustainable future for Viva Energy.

Scott Wyatt
Chief Executive Officer and Managing Director

1. Excludes performance of Liberty Oil Holdings Pty Ltd.
2. Excludes Viva Energy Polymers.



Our approach to reporting

We aim to continue to improve our transparency about the risks and opportunities we face, and how we manage them responsibly. This Sustainability Report covers our performance and the impact we have on our social and environmental focus areas. In addition, we aim to disclose information on material topics that matter most to our stakeholders and use industry frameworks to guide our reporting approach.

This Report covers assets owned and operated by the Viva Energy Group for the period 1 January to 31 December 2022 (unless otherwise stated). The Viva Energy Group comprises Viva Energy Group Limited (ACN 626 661 032) (the 'Company') and its controlled entities. In this Report, references to 'Viva Energy', 'the Company', 'we', 'us', 'our', and 'Group' are references to the Viva Energy Group.

This report has been prepared with reference to the GRI Standards¹, comprising the GRI Universal Standards, the GRI Topic Standards and relevant GRI Sector Standard – GRI 11: Oil and Gas Sector 2021. In addition, we considered the disclosure topics in the industry-based Sustainability Accounting Standards Board (SASB) Standards, and the International Sustainability Standards Board's (ISSB) non-mandatory guidance. We have also identified the UN Sustainable Development Goals (SDGs) that align with our focus areas throughout this report. Our climate change and energy transition focus area disclosures are aligned with the Recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). In addition to this report, please also refer to the Sustainability Data Supplement 2022 and Annual Report 2022.



We engaged an independent external assurance organisation, PricewaterhouseCoopers (PwC) to provide limited assurance over selected sustainability subject matter within this Sustainability Report and Sustainability Data Supplement 2022. A copy of PwC's limited assurance report is included on page 67.

Assessing our performance

To measure our ESG performance, we assess our progress against leading sustainability indices and surveys. In 2022, we were again recognized as a top-performing Australian company within the Dow Jones Sustainability Index's Corporate Sustainability Assessment. In June 2022, we were also listed by the Australian Council of Superfund Investors (ACSI) as a "comprehensive" reporter – the highest level of recognition for ESG reporting. Other ratings are shown below.

Member of
Dow Jones Sustainability Indices
Powered by the S&P Global CSA



FTSE4Good

3.5/5

MORNINGSTAR SUSTAINALYTICS²

32.8 High-Risk Rating³

ISS ESG

'C' rating⁴

Environment: 4/10
Social: 3/10
Governance: 5/10
1 represents the highest score

In 2022, we continued to respond to individual requests for sustainability information and performance data from investors, proxy advisers, government agencies and customers.

In addition to this report, please also refer to the Sustainability Data Supplement 2022 for:

- Stakeholder Engagement
- Sustainability Performance Data
- Scope 3 emissions
- Climate risk and opportunity table
- TCFD content index
- TCFD Climate scenario
- UN Sustainable Development Goals; alignment, activities, and focus areas
- Global Reporting Initiative (GRI) content Index
- Standard Payment terms and performance
- Glossary

1. GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, GRI 3: Material Topics 2021.

2. Copyright© 2023 Morningstar Sustainalytics. All rights reserved. Conditions available at <https://www.sustainalytics.com/legal-disclaimers>.

3. In December 2022, Viva Energy Group Ltd. received an ESG Risk Rating of 32.8 and was assessed by Morningstar Sustainalytics to be at High risk of experiencing material financial impacts from ESG factors. In no event, the rating shall be construed as investment advice or expert opinion as defined by the applicable legislation. Sustainalytics, 2023.

4. Companies are rated, from D- (poor) to A+ (excellent), on their sustainability performance on an absolute best-in-class basis. Viva Energy Group Ltd.'s last governance data profile update, Mar 03, 2023. Last E&S data profile update, May 17, 2022.

About us

Viva Energy is a leading energy company with over 120 years of operations in Australia. Our Geelong Refinery is one of two remaining oil refineries in the country and together with our national supply chain, we continue to have a significant role in supporting Australia's energy security and plan to be part of the Energy transition. We make, import, blend and deliver fuels, lubricants, solvents, and bitumen and supply these to a diverse range of business across the country. We are the exclusive supplier of Shell fuels and lubricants in Australia and have a presence at over 50 airports and airfields. Importantly, we have emission reduction ambitions and are developing a suite of initiatives to support the transition to lower carbon fuels and alternative energies. One of our major projects is the development of the Geelong Energy Hub, where we have plans to build and operate Australia's first commercial scale hydrogen refuelling station. Furthermore, we are diversifying our Commercial and Industrial businesses through the products we supply and the customers we service. We have recently acquired Viva Energy Polymers (formerly a LyondellBasell company), whose manufacturing capabilities are vital to the economy and will have an important role to play in the circular economy through recycling plastics.

Sustainability at Viva Energy

Our purpose is to help people reach their destination. We aim to achieve this in a way that contributes to positive sustainability outcomes and is aligned with our values: Integrity, Responsibility, Curiosity, Commitment, and Respect. We are committed to balancing short-term needs and interests with those of future generations and integrating environmental, social, and economic considerations into business decision-making.

We have seven strategic focus areas spanning all material sustainability issues, risks, and opportunities relevant to our business. Our Sustainability Framework includes the focus areas that form the basis of our disclosures in the following sections of this report. We have mapped these sustainability focus areas against the UN SDGs.



Find more information on our UN SDG alignment, activities, and focus areas in our Sustainability Data Supplement 2022



Understanding what matters most

In 2022, we refreshed and updated our reporting materiality assessment. The assessment allowed us to prioritise environmental and social topics with reference to global standards for sustainability reporting, industry benchmarking, governmental regulation, media news, and stakeholder feedback. The aim was to confirm where our operations, products and industry have the greatest impacts (positive or negative) and to understand what is most important to our stakeholders.

As part of our annual materiality assessment, and to determine our sustainability approach and reporting, we follow the steps below:



Our stakeholders are key to identifying important sustainability issues. We value our relationships with our people, customers, communities, government, regulators, shareholders, and suppliers. To understand what matters most, we engage with our stakeholders regularly. Discussions with stakeholders cover a range of issues of interest and concern, including climate change, the energy transition, personal and operational safety, greenhouse gas emissions, energy security, and local manufacturing capability.



For more information on our stakeholders engagement, see our Sustainability Data Supplement 2022

In addition, our materiality assessment included researching emerging themes for our industry, gathering insights from government regulations, media trends, seeking stakeholder insights on current and emerging topics, and considering independent views on the sector.

Through this process we were able to prioritise our Sustainability issues based on the significance of our impact, or potential impact, on the environment, people, and economy, as well as our stakeholders' views. The 2022 materiality assessment identified Climate Change and the Energy transition as one of our most material topics. Similarly, safety remains a key focus area for our people, our local communities and our operations.



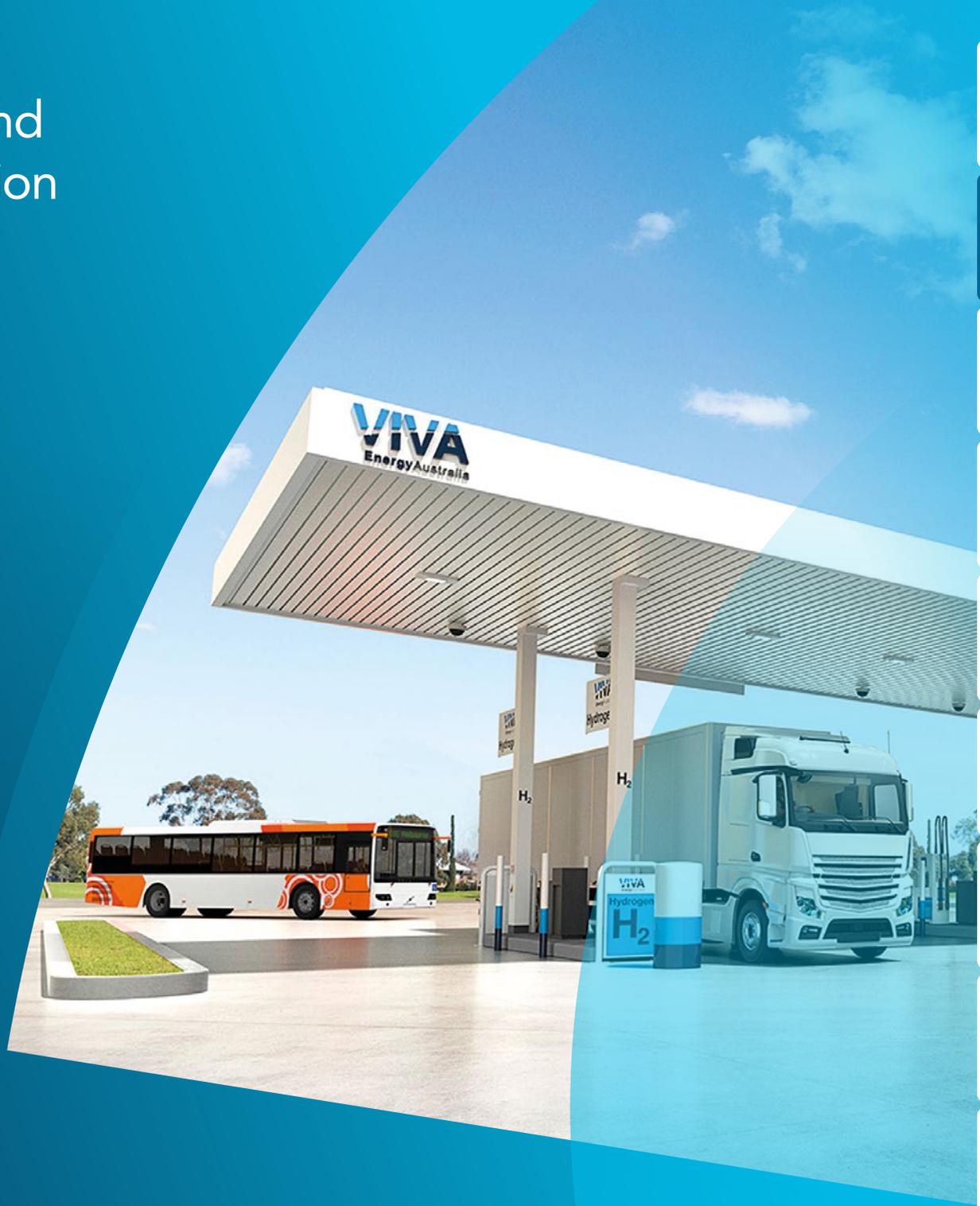


Climate change and the energy transition



We recognise the complex global challenges posed by climate change. We support the objectives of the Paris Agreement, Australia's commitment to it, and the policies and actions critical to mitigating global warming impacts. By 2030, we are committed to achieving net zero operational emissions² for our non-refining activities and a 10%¹ emissions intensity reduction for our refining operations. In the longer term, our commitment is to achieve net zero emissions for the overall Viva Energy Group by 2050².

1. The Australian Government is currently proposing changes to Australia's Safeguard Mechanism which may lead to greater Scope 1 emission reduction requirements than assumed in our voluntary commitments. We are working with the Government on these regulations, and will implement these if and when they are implemented.
2. Operational Scope 1 and Scope 2 greenhouse gas emissions.



Introduction and Framework

Climate change and the energy transition

Health, safety and wellbeing

Environment

Our people

Our community

Ethical conduct and transparency

Economic contribution

Independent assurance statement

2022 Performance and progress



Emissions reduction commitments¹

Group net zero by 2050
Net zero by 2030 for non-refining operations
10% emissions intensity reduction for Geelong Refinery operations by 2030



1,378,488^{2,3}

Viva Energy Group Total Scope 1 and 2 GHG emissions (tCO₂-e) (2020-21: 1,202,054³)
Refining: 1,331,406^{2,3} Total Scope 1 and 2 GHG emissions (tCO₂-e) (2020-21: 1,148,245³)
Non-refining: 47,082^{2,3} Total Scope 1 and 2 GHG emissions (tCO₂-e) (2020-21: 53,809³)



37,911,755²

Scope 3 GHG emissions (tCO₂-e) (2020-21: 35,572,492)



5.34⁴

Geelong Refinery Emissions Intensity (tCO₂-e / TJ) (2020-21: 5.04⁴)



111.9

Geelong Refinery Energy Intensity Index (2021: 118.1)



268,191,802^{2,3}

Viva Energy Group Total Energy consumed (GJ) (2021: 247,016,673³)

- Operational Scope 1 and Scope 2 greenhouse gas emissions.
- This data is reported on a 1 July to 30 June (FY) basis. It excludes Viva Energy Polymers.
- Figures are from our section 19, NGER reports, submitted to the Clean Energy Regulator annually by 31 October.
- This data relates to 1 July – 30 June (FY) basis. The EI calculation method has been amended retrospectively to improve accuracy of reporting. Changes in the methodology include: a wider definition of High Value Products, improved accounting for fuel components as stock positions vary month by month, and removal of imported finished products that receive no refinery treatment from the High Value Product calculation.

- Announced Australia's first publicly accessible hydrogen-focused refuelling facility for heavy vehicles (trucks and buses).
- Completed the roll-out of ultra-fast kW electric vehicle (EV) charging stations at six locations with Evie Networks.
- Achieved Climate Active certification for a range of opt-in Carbon Neutral products, including jet fuel, marine fuels, solvents, bitumen products and transport fuels.
- Commenced construction of new 'Packinox' feed/effluent heat exchanger at Geelong Refinery, which is forecast to deliver 3-5MW lower energy consumption due to improved energy efficiency.
- Achieved ISO 50001 certification for the Energy Management System at Geelong Refinery.
- Completed energy efficiency projects (upgrades to lighting, air-conditioning and sub-metering) at our Newport Terminal.
- Advanced work on our Ultra-Low Sulphur Gasoline (ULSG) project at Geelong Refinery to support new fuel standards from the end of 2024.

2023 Priorities

- Construction of the New Energies Service Station at Geelong with hydrogen refuelling and EV charging for heavy road transport.
- Progress co-processing opportunities of bio and waste feedstocks at Geelong Refinery.
- Execute value creating opportunities in EV charging, battery storage and rooftop solar enabled by the acquisition of Coles Express convenience business.
- Commence operation of the 'Packinox' heat exchanger to improve Geelong Refinery's energy and emissions performance.
- Progress refinery emissions reduction initiatives in support of proposed reforms to the Australian Government's Safeguard Mechanism.
- Replace boiler at Gore Bay Terminal to improve energy efficiency and reduce emissions.
- Continue execution of the ULSG project at Geelong Refinery to support new fuel standards from the end of 2024.

Position on climate change

Viva Energy recognises the complex global challenges posed by climate change. We support the objectives of the Paris Agreement, Australia's commitment to it, and the policies and actions critical to mitigating global warming impacts.

Over the coming decades the Australian economy, and the energy markets that power it, will need to reduce its carbon intensity and ultimately reach net zero by 2050. Traditional energies such as liquid petroleum transport fuels are expected to continue to play a critical role and provide energy security in the economy as the transition occurs, but we recognise that these traditional fuels will be replaced by lower-carbon energies as these develop and mature over time.

Viva Energy has two critical roles to play to support Australia in transitioning to a lower-carbon economy: actively participating in the energy transition whilst continuing to provide energy security to the Australian economy.

Energy security is our core business – we provide approximately 25% of Australia's transport fuel needs through a mixture of local refining and imports, and extensive storage logistics around the country. The continuous, safe, reliable and efficient supply of traditional fuels underpins the economy and is critical to our everyday needs, to our security, and to avoid any disruptions to supply that could result from a poorly planned energy transition.

Energy transition is about our future – and a need to decarbonise across the globe. This means reducing the carbon intensity of our existing fuels and introducing new lower or 'zero' carbon energies and technologies.

Our Energy Transition strategy comprises three strategic pillars:

- 1. New energies:** developing and commercialising new lower carbon fuels and energies;
- 2. Carbon Solutions:** collaborating with our customers on delivering lower carbon solutions; and
- 3. Operational energy efficiency improvement and emissions reduction:** achieving our own operational energy efficiency and emissions reduction commitments.

Our ambition is to achieve net zero Scope 1 and 2 emissions for the Viva Energy Group by 2050. We have committed to achieving net zero emissions¹ for our non-refining operations, and a 10% reduction in emissions intensity for our Geelong refinery, by 2030.

Task Force on Climate-related Financial Disclosures (TCFD)

We recognise it is critical for the sustainability of our business to understand the opportunities and risks associated with climate change, and how these are integrated into our corporate strategy.

To help guide our approach and provide transparency to stakeholders, we have adopted the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework, which comprises the following core disclosure elements:

- **Governance:** the organisation's governance around climate-related risks and opportunities.
- **Strategy:** the actual and potential impacts of climate-related risks and opportunities on the organisation's business, strategy and financial planning.
- **Risk management:** the processes used by the organisation to identify, assess and manage climate-related risks.
- **Metrics and targets:** the metrics and targets used to assess and manage relevant climate-related risks and opportunities.



Reference mapping of our disclosures against the core TCFD recommendations is provided in the TCFD content index in our Sustainability Data Supplement 2022 at vivaenergy.com.au/sustainability.

Traditional energies such as liquid petroleum transport fuels are expected to continue to play a critical role and provide energy security in the economy as the transition occurs, but we recognise that these traditional fuels will be replaced by lower-carbon energies as these develop and mature over time.

1. Operational Scope 1 and Scope 2 greenhouse gas emissions.

Sustainability governance

The Board of Viva Energy Group Limited has oversight of sustainability matters, including how these are integrated into corporate strategy and risk management systems. The Board is supported in this role on sustainability matters by various committees, including the Strategy and Investment Committee, Sustainability Committee and Audit and Risk Committee (ARC).

The Sustainability Committee assists in reviewing the Group's sustainability performance, compliance and disclosures, including in relation to health, safety, security and environment (HSSE) matters, community, and greenhouse gas emissions. In 2022, the Board and its Committees were engaged on the following climate-related matters:

- Reviewing and discussing the Group's strategy, risks, and opportunities.
- Receiving updates on the Group's greenhouse gas emissions and energy performance.
- Reviewing management's emissions reduction plans and target pathways.
- Receiving briefings on external developments relating to climate change action and emissions reduction commitments.

The Group's remuneration framework includes sustainability related scorecard metrics for safety, environmental (spill), female representation in management/leadership, employee engagement performance and progress towards achieving the Group's emissions reduction targets. The Board has also approved some modifications for the STI Scorecard going forward to better align performance measures with our commitments to reduce emissions.



For more on our sustainability governance visit <https://www.vivaenergy.com.au/our-company/corporate-governance>



Industry associations

We engage with and participate in a range of industry associations and forums on sustainability issues. This enables us to contribute to policy and regulatory developments, and stay informed and collaborate on emerging sustainability trends and best practice.

In 2022, Viva Energy was a member of or participant in the following associations and forums with a focus on sustainability-related matters or through subordinate working groups:

- Australian Environment Business Network (AEBN)
- Australian Hydrogen Council
- Australian Industry Greenhouse Network (AIGN)
- Australian Institute of Petroleum (AIP)
- Australian Land and Groundwater Association (ALGA)
- Champions of Change Coalition
- Climate Leaders Coalition (CLC)
- Institute of Chemical Engineers Safety Centre (iChemE)
- LASTFIRE
- Maritime Industry Australia Limited (MIAL)
- Reconciliation Australia (RA)
- Workplace Gender Equality Agency (WGEA).

Climate change and the energy transition continued

Strategy

Climate risks and opportunities

The risks and opportunities in our Climate Risk Register were reviewed and updated in 2022 as part of our broader strategic risk management process. Risk and opportunity prioritisation was based on the consequence and likelihood criteria defined in our Enterprise Risk Management (ERM) Framework.

The potentially significant climate-related risks and opportunities we have identified, as well as the key strategies and mitigations we are implementing in response are described below. They are also covered in the Climate risk and opportunity table in our Sustainability Data Supplement 2022, and within the Risk Management section on page 36 of our Annual Report.

Transitional risks and opportunities

We foresee reduced demand for our traditional hydrocarbon fuels, driven by preference shifts in our Retail business and market pressures in our Commercial customer segments, as our key transitional climate risks. Government regulation and technological advancements will also play a role in determining how quickly the transition occurs. These risks are not considered to be significant in the short term. But we anticipate the potential for increased impacts in the Aggressive Mitigation and Disorderly Mitigation scenarios in the long term, as climate mitigation pressures become more pronounced. We expect the scale and pace of substitution to vary significantly across our traditional product categories and the market sectors we supply, which provides some inherent resilience phasing.

We actively monitor consumer trends, government policy developments and technology advancements. We maintain short- and long-term fuel demand forecasting and factor these elements into our strategic business planning. Our corporate strategy positions us to be an active participant in the low-carbon energy transition, particularly energy for transport, with net zero ambitions, as described above. We see opportunities in the energy transition to diversify our business revenue streams to non-fuel and new energies

in the medium to long term. While this energy transition will present new opportunities for investment and encourage new products and services which will drive future growth, hydrocarbon-derived fuels will also continue to be an important part of the energy mix and Australia's energy security through the transition. These opportunities are described in the following section.

Other transitional risks emerging in the short to medium term include the potential for increased operating costs arising from government climate policy following the change in Federal Government in May 2022, and the legislating of a more ambitious national emissions reduction target (43% by 2030). Of particular note are the proposed Safeguard Mechanism reforms¹. The operations of the Geelong refinery are covered by the Safeguard Mechanism and therefore the proposed reforms have the potential to impose additional carbon cost, subject to final scheme design. We are participating in the various policy consultation processes, and assessing the impact of the policy on our operations and investments, including through the application of carbon pricing in investment economics.

There are also growing reputational and legal risks arising from stakeholder expectations and actions regarding corporate decarbonisation plans and claims, particularly from investors and regulators. We actively engage with external stakeholders on our Energy Transition strategy and progress, including through the application of the TCFD disclosure recommendations.

Physical risks

Physical climate risks could potentially arise in the Limited Mitigation scenario described below where there is a relatively low reduction in emissions and climate impacts are most pronounced. To a lesser extent, they could also arise in the longer term in the Disorderly Mitigation scenario. Assets and operations could be exposed to more frequent and severe weather event impacts.

In our Retail business, physical risks are considered unlikely to be significant given the scale and geographic spread of our service station network. As an example, two of our service



stations were affected by the floods in eastern Australia in 2022. This caused temporary site closures and in some cases damages. However, given the scale of the events, we consider the damages to be immaterial based on insurance recoveries. Exposure of the Retail business to physical risks will be re-assessed in 2023 following completion of the Coles Express acquisition.

In our supply chain and refining operations, physical climate risks predominantly relate to supply disruptions, asset damage and increased costs in mitigating or responding to weather events. We operate substantial asset management and maintenance programs, and have site-level Emergency Response Management Plans and Group-level Business Continuity Plans to mitigate these generally localised impacts. We anticipate these will adapt over time if and when these risks eventuate.

We conduct detailed climate risk assessments on major new projects to factor any required mitigations into project design and operational procedures.

1. Safeguard Mechanism reform: Consultation on proposed design, Department of Climate Change, Energy, the Environment and Water, January 2023.

Climate change and the energy transition continued

Scenario analysis

Our climate scenario analysis helps us to better understand potential climate transition pathways and the climate-related risks and opportunities our business could be exposed to. We apply three climate scenarios representing distinct levels of global climate mitigation, designed to stress-test the resilience of our business strategy under a range of plausible future states: Limited Mitigation; Disorganised Mitigation; and Aggressive Mitigation.

The Aggressive Mitigation scenario represents a 1.5°C scenario leveraging the International Energy Agency (IEA) Net Zero Emissions by 2050 (NZE¹) transition scenario. This scenario is aligned with a Net Zero by 2050 goal, consistent with that adopted by the Federal Government and our own emissions reduction commitments described above. It is also oriented towards limiting global warming to 1.5°C, which is an objective of the Paris Agreement.



See our Climate Risk and Opportunity table in our 2022 Sustainability Data Supplement

Scenario analysis application

Scenario analysis can be useful to explore possible futures for the economy and our sector. It is important to note that the scenario outputs are not forecasts of our business, nor are they intended to represent a comprehensive description of the future. Rather they are designed to help understand the potential impacts of climate change across various future horizons.

All reasonable care has been taken in our risk and opportunity assessment. However, the consideration of industry, market, societal and governmental changes over any length of time, particularly in the longer term, involves a high degree of uncertainty and the application of broad assumptions. Many of these assumptions are informed by the work and content of the underpinning scenarios, which are typically compiled on a global or regional basis, whereas our business depends on many local Australian factors.

Our strategy for climate change and the energy transition

Viva Energy has two important roles to play in supporting Australia's transition to a lower-carbon economy – maintaining energy security and actively participating in the energy transition.

Our corporate strategy is focused on the diversification and sustainability of each of our traditional key businesses – Convenience & Mobility, Commercial & Industrial and Refining & Infrastructure – providing ongoing energy security during the energy transition. It also incorporates our Energy Transition strategy, which has three pillars:

- 1. New energies:** developing and commercialising new lower carbon fuels and energies;
- 2. Carbon solutions:** collaborating with our customers on delivering lower carbon solutions; and
- 3. Operational energy efficiency improvement and emissions reduction:** achieving our own operational energy efficiency and emissions reduction commitments.

Our progress in these three focus areas is outlined in the following sections.

1. <https://www.iea.org/reports/net-zero-by-2050>.



Climate change and the energy transition continued

Emerging opportunities in line with our core strategic capabilities

	New Energies			Carbon Solutions		Operational emissions reduction	
Strategic Capability	Hydrogen Mobility	Battery Electric Vehicles (BEV)	Bio and Waste Energies	Opt-in Carbon Neutral Products ¹	Carbon Solutions	Renewable power	Energy improvement projects
Convenience & Mobility (on-road) 	<ul style="list-style-type: none"> Truckstop network Light commercial On site Hydrogen production 	<ul style="list-style-type: none"> Electric vehicle charging and infrastructure 	<ul style="list-style-type: none"> Offering E10 (up to 10% ethanol with ULP91) in our retail network 	<ul style="list-style-type: none"> Opt-in Carbon Neutral products 	<ul style="list-style-type: none"> Helping customers understand their emissions 	<ul style="list-style-type: none"> Solar power and battery storage at retail service stations 	<ul style="list-style-type: none"> LED lighting
Commercial & Industrial (fleet and equipment) 	<ul style="list-style-type: none"> Home based production and refuelling 	<ul style="list-style-type: none"> Exploring electric vehicle recharging opportunities at customer locations 	<ul style="list-style-type: none"> A range of FAME based biodiesel blends across Australia Sustainable aviation fuel and Marine Fuels Renewable and biodiesels 	<ul style="list-style-type: none"> Opt-in Carbon Neutral products 	<ul style="list-style-type: none"> Helping customers understand their scope 1 and 2 emissions through Carbon Accounting A range of innovative diesel options to drive efficiencies and reduced emissions 	<ul style="list-style-type: none"> Cross-industry collaboration opportunities 	<ul style="list-style-type: none"> Power efficiency programs at our Supply Chain terminals
Energy & Infrastructure Geelong Energy Hub 	<ul style="list-style-type: none"> New Energies Service Station – Investing in a publicly accessible service station that offers commercial scale, hydrogen refuelling for heavy vehicles Green hydrogen production 	<ul style="list-style-type: none"> Electric recharging infrastructure at New Energy Service Station 	<ul style="list-style-type: none"> Refinery co-processing (bio and waste feedstocks) Biomethane via investment with Wagabox Technology 	<ul style="list-style-type: none"> Committed to offset all residual Scope 1 & 2 carbon emissions from the construction and operation of the proposed gas terminal 	<ul style="list-style-type: none"> Exploring new technologies to develop and supply biofuel products and participate in waste oil 	<ul style="list-style-type: none"> Solar farm on Geelong Refinery land Renewable power purchasing from Mount Gellibrand 	<ul style="list-style-type: none"> Packinox heat exchanger upgrade
2022 progress 	<ul style="list-style-type: none"> Progressed our flagship hydrogen refuelling station – on track to start construction of New Energies Service Station in 2023 	<ul style="list-style-type: none"> Completed the installation of an additional 3 ultra-fast 350kW charging stations 	<ul style="list-style-type: none"> Evaluated technical and commercial feasibility for co-processing pathways 	<ul style="list-style-type: none"> Obtained Climate Active certification for opt-in Carbon Neutral (offset) product suite 	<ul style="list-style-type: none"> Biodiesel (B20) trial for locomotive engines in partnership with customer 	<ul style="list-style-type: none"> Assessed solar farm feasibility About a third of Geelong Refinery's annual electricity needs was from PPA with wind farm 	<ul style="list-style-type: none"> ISO 50001 certification for the Energy Management System at Geelong Refinery

1. Climate Active Carbon Neutral Standard for Products and Services, Climate Active, October 2022.

New energies

We are focused on opportunities in several new and transitional energies aligned with our core strategic capabilities. These energies, and the technologies that underpin them, are at varying stages of adoption and commercialisation. We see these technologies as having the best pathway to providing the market and our customers with the viable lower-carbon solutions required in the medium to long term.

Our portfolio of new and transitional technologies and solutions provide us with a wide range of opportunities. They will also require a range of operational capabilities to support their development. Our focus is to leverage our existing capabilities and infrastructure, remain disciplined in our investments, and to continue to be a trusted partner to our customers to deliver these products and solutions during the energy transition.

Hydrogen Mobility

We see long-term growth potential for hydrogen as a key lower emissions solution for the heavy vehicle transport segment. Our approach is to be an early mover, leveraging our supply chain capability and infrastructure footprint to collaborate with industry players to help establish this market.

Our initial focus is on back-to-base refuelling through our **New Energies Service Station** which we are planning to construct and operate as part of our Geelong Energy Hub. Through this project we have brought together commercial fleet operators, government and vehicle manufacturers to develop a commercially viable, hydrogen-focused service station that will support the transition to a zero-emissions energy solution in the large and growing commercial transport sector.

Further information on our New Energies Service Station is provided on pages 17 to 18 and at vivaenergy.com.au/energy-hub/new-energies-service-station-project.

Battery Electric Vehicles

While we expect demand for our traditional fuels to remain strong well into the next decade, electric vehicle (EV) uptake is also expected to grow. The industry is expected to mature over the next decade, particularly as EVs reach price parity with traditional vehicles. This will lead to a growing demand for convenient, fast, on-road recharging options.

Our focus is on providing a fast, reliable, EV recharging service to early market sectors shifting towards this technology. In 2022 we completed an additional three ultra-fast 350kW charging installations with Evie Networks at our service stations in Sutton Forest (NSW), Penrith (NSW) and Ballarat (VIC). We now have six charging stations in operation across four states. Insights from this test phase relating to technology, equipment reliability and utilisation are shaping our approach to EV recharging and providing a future offer that works for our customers, and unlocks their ability to transition to EVs.

Our New Energies Service Station in Geelong will also offer commercial vehicle EV charging in addition to hydrogen refuelling.

Our focus is on providing a fast, reliable, EV recharging service to early market sectors shifting towards this technology.

Bioenergy and waste-to-energy

Bio- and waste-derived energies offer the advantage of providing substitute feedstocks for the refinery or fuels which are complementary with existing distribution infrastructure and customer equipment, minimising any impact to existing operations or fleet. We believe there is an opportunity to leverage our processing capability and supply chain infrastructure and expertise to pursue more of these opportunities. The barriers to uptake for these fuels continue to be their commercial competitiveness and feedstock availability constraints. We continue to work with partners to develop opportunities, including:

Refinery co-processing

The transition to a lower carbon footprint will happen at different paces in different industries, but hard-to-abate industries such as refining can still play an important role in the energy transition. We are assessing future production capabilities that would allow the refinery to provide customers with lower carbon intensity fuels.

We see potential for the Geelong Refinery to produce lower carbon intensity fuels through the co-processing of bio and waste feedstocks. Our ambition is to develop the capability to process feedstocks and blend them seamlessly into our refinery production, producing a diesel fuel that has a lower carbon intensity; while also working with Government on the appropriate regulatory settings to help support the adoption of these alternative fuels.



Climate change and the energy transition continued

Biofuels

We continue to blend and market E10 (up to 10% ethanol with ULP91) and distribute this across our Retail service station network particularly in NSW and Qld where there are State Government mandates in place. E10 is available at 86% of our sites in NSW and 71% of our sites in Queensland, with an additional two sites converted to offering E10 in 2022. In addition, we partnered with one of our largest rail customers to establish a supply of B20 Biodiesel for their locomotive engines. This resulted in a successful initial trial along three legs of the Melbourne to Brisbane rail route.

Our existing infrastructure and experience, as well as the capability to process bio-feedstocks at the Geelong Refinery, provide us with future opportunities in the production and supply of bio-diesel and sustainable aviation fuel. We are currently evaluating the technical and commercial feasibility of various co-processing pathways within our existing refinery processing configuration.

Plastics recycling

The acquisition of the Viva Energy Polymers business (formerly a LyondellBasell company) in 2022 opens up opportunities for advanced waste plastics recycling and for the Geelong Refinery to play a role in the circular economy. The possibility of recycling waste soft-plastics through advanced chemical recycling, is an opportunity we are now assessing following the integration of Viva Energy Polymers. Further information is provided on page 40.

Geelong Energy Hub

In addition to producing the traditional fuels needed for the country's energy security, the Geelong Energy Hub would be a base for renewable and alternative fuels that will help Viva Energy and its customers transition to a lower-carbon future.

A key platform for our energy transition is our vision to transform the Geelong refinery into an Energy Hub, with planned developments including:

- Significant refinery upgrades to introduce ULSG by end of 2024 (supported by the Australian Government).
- Australia's first commercial scale hydrogen refuelling station (supported by ARENA and the Victorian Government).
- The 2022 acquisition of Viva Energy Polymers, providing opportunities for advanced waste plastics recycling in the future.
- Investments in additional diesel storage (supported by the Australian Government).

The following opportunities are also being investigated for the Geelong Energy Hub:

- The development and delivery of lower carbon fuels, such as fuels made from bio and alternative feedstocks.
- A solar energy farm.
- A floating gas import terminal designed to support the energy security of the east coast of Australia.

The Geelong Energy Hub will continue to provide energy supply and security for traditional fuels, while working towards supporting the energy needs of the future in line with Australia's ambition to transition towards a lower-carbon economy.



Pioneering green fuel for cleaner road transport

Australia's most ambitious hydrogen mobility project will see the development of a New Energies Service Station in Geelong.

In an Australian first, Viva Energy is building a publicly-accessible hydrogen service station for commercial vehicles. Green hydrogen made from renewable energy and recycled water will be produced and sold at a new site in Geelong.

Viva Energy has brought together commercial fleet operators, government and vehicle manufacturers to develop a commercially viable, hydrogen-focused service station that will support the transition to a zero-emissions energy solution in the large and growing commercial transport sector. We have partnered with our customers to show how hydrogen can help to reduce the carbon footprint of the heavy vehicles that Australians rely on everyday, such as road freight, public transport, municipal waste management, water treatment and general fleet. Geelong residents will be able to catch a hydrogen bus, and have their rubbish collected by trucks running on green hydrogen.

Our partners include Cleanaway, ComfortDelGro Corporation (CDC), Toll Group and Barwon Water who will deploy the first seven vehicles, as part of a plan to run a minimum of 15 vehicles out of the site. The partners have welcomed the opportunity to trial fuel cell electric vehicles in Geelong to power their extensive heavy vehicle fleets with renewable hydrogen.

Viva Energy has placed an order for a 2.5MW electrolyser for the creation of green hydrogen as well as a fast-fuelling hydrogen dispensing system capable of refuelling multiple vehicles at once. This equipment will be the first of its kind in the Australian market and is expected to be delivered in the fourth quarter of 2023.

New Energies Service Station



The project received a grant from the Australian Renewable Energy Agency (ARENA) as part of ARENA's Advancing Renewables Program and the Victorian Government also contributed to the project via the Renewable Hydrogen Commercialisation Pathways Fund.

Climate change and the energy transition continued

The containerised electrolyser is being provided by Nel Hydrogen US, a subsidiary of Nel ASA in Norway, together with its local partner ENGV. Once installed, it will be at least twice the size of any other electrolyser currently producing green hydrogen in the country. The electrolyser will use recycled water and renewable electricity to split water molecules into hydrogen and oxygen. In addition, Viva Energy has engaged Air Liquide for the provision of a 'fast fill' hydrogen refuelling package designed to refuel at least 10 trucks or buses consecutively. This leading-edge system will be the largest in Australia and will be capable of dispensing 300 kg of hydrogen in under two hours. This will provide Viva Energy's hydrogen customers with a similar refuelling experience to today's traditional service station.

Together, this equipment will provide Viva Energy with the capacity to generate and deliver more than 1,000 kilograms of green hydrogen per day, powering a fleet of 15 hydrogen fuel cell heavy vehicles around Geelong. We are currently going through the regulatory approvals process with a view to commence constructing the New Energies Service Station in Corio, Geelong this year.

The \$43.3 million project will see leading Australian companies take vital steps towards repowering their heavy vehicle fleets with renewable fuel producing zero emissions. The project received a \$22.8 million grant from the Australian Renewable Energy Agency (ARENA) as part of ARENA's Advancing Renewables Program. The Victorian Government also contributed \$1 million to the project via the Renewable Hydrogen Commercialisation Pathways Fund.

This is a critical first step in Viva Energy's vision to establish a network of hydrogen service stations offering renewable fuel from Geelong to Sydney and Brisbane. It is another way we are supporting our customers on their journey to a lower carbon future.



For more information and updates visit vivaenergy.com.au/energy-hub/new-energies-service-station-project



Carbon solutions

We collaborate with our major customers to understand their carbon emission targets and objectives. For many of our customers, using our products is a significant part of their Scope 1 emissions. In 2022, we continued to engage with our customers across different industries, such as mining, transport, chemicals and manufacturing to understand their sustainability goals. The insights captured helped us refine our strategy of uncovering a variety of carbon solutions. We have been exploring new decarbonisation pathways such as, receiving certification for a range of opt-in carbon neutral products and integrated biofuel (lower-carbon) product solutions; and expanding our biodiesel capacity to support the market needs. We will continue to work with our customers in collaborative projects and continue to assist them in their sustainability journey.

Case study: Biodiesel trial – Brisbane to Melbourne rail route

Diesel is the primary fuel used by the Australian Rail Industry, while Biodiesel can represent an important initial stage in our customers' decarbonisation journey.

In 2022, we partnered with one of our largest rail customers to supply biodiesel up to B20 for use with their locomotives. This facilitated a successful initial demonstration along three legs of the Melbourne to Brisbane rail route.

We will continue to work with our customers, across different industries, in trialing these lower carbon fuels and how these supply chains can be operationalised.

Shell is exploring a range of initiatives that seek to avoid, reduce and offset emissions. A growing number of Shell lubricant products are carbon neutral and are available to our customer base across Australia¹.

One of the pathways we have developed to support our customers in their decarbonisation journeys is a suite of Climate Active certified opt-in carbon neutral products.

Expanding our range of opt-in carbon neutral products

To continue helping our customers on their decarbonisation journey, we expanded our suite of opt-in carbon neutral products, which now includes aviation fuels, marine fuels, solvents, bitumen products and transport fuels.

Our products have been certified as opt-in carbon neutral products under the Climate Active scheme and have therefore met the requirements of their Carbon Neutral Standard for Products and Services. This is a rigorous and independently audited certification process and has a high level of transparency to ensure confidence in the carbon neutral claims.



Carbon offsetting is a way for organisations to cancel out carbon emissions they are otherwise not able to eliminate, by investing in projects that reduce or remove emissions.

We offset by purchasing a range of carbon credits from Australian and International projects that are eligible under the Carbon Neutral Standard². We utilise both international carbon credits from reputable registries such as Gold Standard and Verra, as well as Australian Carbon Credit Units (ACCU's), which are independently audited and verified. The projects can deliver environmental, economic and social benefits to local communities. Offsetting is not the only requirement for certification. Additionally, the measurement of emissions, independent validation of carbon calculations and the publication of an annual Public Disclosure Statement detailing the carbon neutral claim are also requirements for certification.

Our opt-in carbon neutral products offer an option for our customers to reduce their emissions (the products are offered on an opt-in basis only).

➡ For more information on our opt-in Carbon Neutral products, visit vivaenergy.com.au/business/carbon-solutions

Carbon offsetting and benefits



Adapted from Climate Active.

1. Shell's carbon neutrality is disclosed at shell.com/business-customers/lubricants-for-business/delivering-carbon-neutral-solutions-to-our-customers.html
 2. Climate Active Carbon Neutral Standard for Products and Services, Climate Active, October 2022.

Case study: Viva Energy's first ever delivery of Opt-in Carbon Neutral Diesel – Crown Coaches

After bringing our expanded Opt-in Carbon Neutral products to market in 2022, Crown Coaches is the first customer to order Opt-in Carbon Neutral Diesel.

Crown Coaches is one of Melbourne's premier, family-owned bus and coach companies that started in 1967. They have a fleet of over 150 buses that provides school and charter services across Melbourne and Victoria.

In 2023, we will continue to support this proactive customer on their decarbonisation journey.

Risk management

Our ERM Framework and related risk management policies and procedures used to identify, assess, monitor and manage risk are discussed in our Operating and Financial Review (OFR) (refer to our 2022 Annual Report, pages 34-37). Under this Framework we maintain a Strategic Risk Register to capture risks that can affect the achievement of the Group's strategy and goals.

Climate change risk has both transitional and physical elements. Transitional risk is the risk flowing from a transition to a lower-carbon economy that may affect the Group's business model in the future. Physical risk is the risk flowing from acute events or chronic longer-term shifts in climate patterns resulting from climate change that may require mitigation and adaptation actions. We maintain a Climate Risk Register supplementary to the Strategic Risk Register. Risks in our Strategic Risk Register in 2022 that have a climate-related driver (although not necessarily exclusively) include:

- decline in demand for our products due to government policy, technology or market changes in response to climate change (including shifts in consumer preferences);
- increased operating costs arising from regulatory responses to reduce greenhouse gas emissions (such as a price on carbon);
- increased exposure to legal action as stakeholder scrutiny of emissions intensive industries grows;
- increased reputational impacts affecting our ability to attract investment and talent; and
- physical impacts on our assets and supply chains from increased frequency and severity of extreme weather events and rising sea levels.

We identify and monitor our strategic risks through a biannual process of consultation across our business, validation with the Group's Executive Leadership Team, and reporting to the Board Audit and Risk Committee. As part of this process, the Climate Risk Register is reviewed for any material changes to climate risk ratings, including whether the elevation of any climate risks to the Strategic Risk Register is warranted. Refer to the Risk management section in pages 34-37 of our 2022 Annual Report for further information.

1. This data is reported on a 1 July to 30 June (FY) basis. Figures are from our section 19, NGER reports, submitted to the Clean Energy Regulator annually by 31 October. It excludes Viva Energy Polymers.

Metrics and targets

Operational emissions

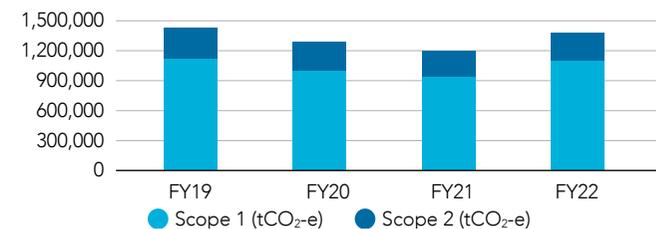
Greenhouse gas emissions and energy

We report our greenhouse gas (GHG) emissions and energy performance annually under the Australian Government's National Greenhouse and Energy Reporting (NGER) Scheme. Our reported data is for the 12 months ending 30 June and includes: **Scope 1 (direct) emissions** arising from our operations; **Scope 2 (indirect) emissions** associated with the generation of electricity we purchase for our operations, and; our **Energy consumption and production**.

For the FY22 NGER reporting period we reported Scope 1 emissions of **1,095,453¹ tonnes CO₂-e** and Scope 2 emissions of **283,035¹ tonnes CO₂-e**. Our overall Group operational GHG emissions in FY22 were 15% higher than the previous year, and this is primarily as a result of increased production at Geelong Refinery to meet increasing demand for fuel post-COVID-19 lockdowns. Geelong Refinery accounted for 97% of our total operational GHG emissions.

Our Group emissions reduction target is net zero by 2050 for our operational (Scope 1 and 2) emissions. Our overall group operational GHG emissions for FY22 emissions were 4% below the FY19 base year emissions referenced in our target setting.

Viva Energy Group operational greenhouse gas emissions¹



Our Scope 1 and Scope 2 emissions data are published each year on the Clean Energy Regulator (CER) website at cleanenergyregulator.gov.au

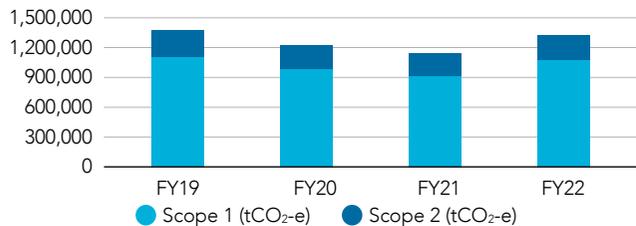


Climate change and the energy transition continued

Geelong Refinery

For the Geelong Refinery, we reported an increase in Scope 1 and 2 emissions from **1,148,245¹ tonnes CO₂-e** in FY21 to **1,331,406² tonnes CO₂-e** in FY22. Post-COVID-19 fuel demand resulted in the refinery production increasing after a period of constrained production due to market conditions and maintenance shutdowns.

Geelong Refinery operational greenhouse gas emissions^{1,2}

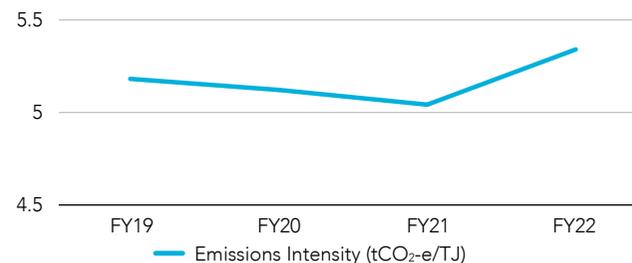


The Australian Government is proposing reforms to the Safeguard Mechanism scheme including declining baselines from 1 July 2023, and we continue to monitor and engage with Government on these changes.

 For historical data on GHG emissions, refer to our Sustainability Data Supplement 2022

We have committed to a medium-term emissions reduction target for Geelong Refinery comprising a 10% emissions intensity (EI) reduction by 2030, against a FY19 base year. The refinery EI metric is operational (Scope 1 and 2) emissions per energy content of high value products. The refinery EI was 5.34 tonnes CO₂-e / TJ for FY22, which is an increase of 3% on the base year FY19 EI. The increase is primarily due to reduced heat exchanger and furnace efficiency on a refinery crude distillation unit (CDU4) as it approached the end of its current operational cycle (maintenance turnaround scheduled in 2023), and higher coke content in Residual Catalytic Converter Unit (RCCU) feedstock.

Emissions intensity – Geelong Refinery³



Our Geelong Refinery is recognised as an emissions-intensive facility. As part of the Australian Government’s Fuel Security Package, we have committed to continue refining until at least mid-2028, with the option to extend to mid-2030. During this period, we will be co-investing in upgrades to produce ULSG to meet new fuel specification requirements. This will have local air quality and vehicle emissions benefits but will require additional energy input given more intensive processing requirements, with a corresponding increase in the emissions intensity of the refinery.

To help offset this projected increase in emissions intensity, we are assessing the feasibility of various energy projects which have potential to be implemented as part of the ULSG project. We continue to assess the feasibility of refinery Energy Masterplan projects and operational optimisation initiatives more widely to achieve the overall 10% reduction in emissions intensity targeted for 2030.

Beyond 2030, we expect the refinery’s role in the energy market to evolve. There is potential to leverage its processing capability to produce lower-carbon intensity fuels, and participate in the circular economy, through the processing of waste and bio-feedstocks. In the meantime, we are diversifying this strategic asset through various Energy Hub projects currently under development. The Geelong site is expected to remain an important part of Victoria’s energy supply mix well into the future.

In terms of energy efficiency, Geelong Refinery’s energy intensity index (EII)⁴ decreased from 118.1 in calendar year 2021 to 111.9 in 2022. This variation is due to an increase in 2022 production, due to higher consumer demand post COVID-19 lockdowns. The Geelong Refinery has many large units (or processes) with higher throughput, which often results in production that is more efficient, and therefore a decrease in EII.

In 2022 the refinery achieved independent ISO 50001 certification of its Energy Management System (EnMS), with the assistance of a Victorian Government Business Recovery Energy Efficiency Fund (BREEF) grant. The EnMS establishes an ongoing process of identifying, planning and implementing energy efficiency improvements to assist in delivering the facility’s Energy Masterplan objectives.

1. This data is reported on a 1 July to 30 June (FY) basis. Figures are from our section 19, NGER reports, submitted to the Clean Energy Regulator annually by 31 October.
2. It excludes Viva Energy Polymers.
3. The EI calculation method has been amended retrospectively to improve accuracy of reporting. Changes in the methodology include: a wider definition of High Value Products, improved accounting for fuel components as stock positions vary month by month, and removal of imported finished products that receive no refinery treatment from the High Value Product calculation.
4. Using the Solomon Associates global refinery benchmarking Energy Intensity Index (EII) methodology for the 2022 calendar year reporting period, noting this is different period to the NGER emissions reporting period.

Climate change and the energy transition continued

In 2022 we commenced construction on a major energy and emissions improvement project to install a new, highly efficient heat exchanger (called a 'Packinox'). This heat exchanger project will be completed in 2023 as part of the planned maintenance schedule.

We intend to achieve our emissions intensity reduction target through the execution of projects and optimisation initiatives. Our on-site renewable generation, such as the proposed 15-20MW solar energy farm, is not considered for our 10% emissions intensity (EI) reduction target.

Non-refining Operations

For our non-refining operations¹, Scope 1 and 2 emissions decreased 13% from **53,809** tonnes CO₂-e in FY21 to **47,082** tonnes CO₂-e in FY22. Emissions reductions were achieved through the implementation of energy efficiency projects at our Pinkenba Terminal (bitumen optimisation) and the lower demand for fuel oil (which requires heating) at our Gore Bay Terminal. Scope 2 emissions reduced as a result of lower electricity grid emissions intensity factors in all Australian States.

Case study: Energy Management System at Geelong

As part of the Victorian Government's Business Recovery Energy Efficiency Fund (BREEF), Viva Energy was granted \$1 million to implement energy efficiency projects. This funding was an opportunity to improve our energy efficiency across our operations in Victoria, as well as gather data to further optimise our energy use.

One of the projects was to implement an Energy Management System (EnMS) which has established an ongoing process of identifying, planning, and implementing energy efficiency improvements to assist in delivering Viva Energy's 2030 Emissions Intensity reduction commitments.

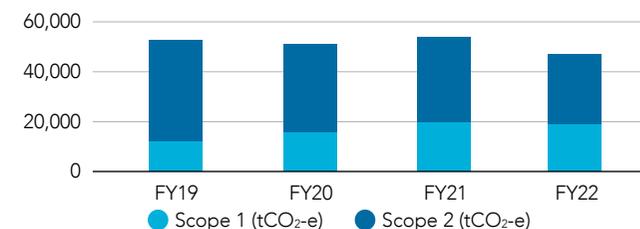
Throughout the design and implementation of the EnMS, a key finding was that the system would only unlock value if it was embedded into the site's day-to-day operations in a way that enhances how we manage energy, instead of building a stand-alone system that sits adjacent to people's day jobs. This philosophy allowed us to implement a system that has closed several key feedback loops between operators, engineers and management and has also significantly improved how we communicate to the wider refinery audience about various energy initiatives.

Some examples of energy improvements that have been implemented under the EnMS are:

- Changes to operational processes that resulted in the abatement of 6,000t CO₂-e/year through the avoidance of unnecessarily cooling and subsequently reheating process feedstock.
- The introduction of more accurate carbon pricing into all energy-related project NPV assessments.
- The creation of a dedicated steam-leak maintenance team.
- A significantly more robust shortlist of carbon abatement projects that would allow us to meet our 2030 Emissions Intensity reduction target.

In addition, we obtained ISO 50001 certification for the Energy Management System at Geelong. ISO 50001 standard for energy management systems was developed for organisations committed to addressing their impact, conserving resources and improving the bottom line through efficient energy management.

Non-refining operational greenhouse gas emissions



In 2022, a number of energy efficiency projects were executed at our Newport Terminal with grant co-funding under the Victorian Government's BREEF program, including upgrading road gantry lighting, installing sub-metering, and upgrading air-conditioning systems.

Emissions reduction commitments

For our non-refining operations, we are committed to net zero operational (Scope 1 and 2) emissions reduction targets by 2030. We see our journey to net zero comprising a combination of: energy efficiency projects and optimisation and renewable electricity projects.

Scope 3 emissions

In 2022, we updated our Scope 3 emissions inventory focusing on our material emission sources for the period 1 July 2021 – 30 June 2022.

Scope 3 emissions are indirect GHGs emitted as a consequence of the Group operations, but where the sources are owned or controlled by other organisations in our value chain. In addition, it includes indirect emissions from downstream, such as the combustion of sold products. The estimate was prepared referencing the GHG Protocol² and IPIECA³ methodology where appropriate, and accounting for emissions related to the upstream extraction, processing and transport of process inputs and the downstream distribution and combustion of sold products.

1. Non-refining includes Retail, Fuels and Marketing, and Supply and Distribution, including Liberty Oil Holdings Pty Ltd.
 2. GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, World Resources Institute and World Business Council for Sustainable Development (2011).
 3. IPIECA Estimating petroleum industry value chain (Scope 3) greenhouse gas emissions guidelines (2016).

Climate change and the energy transition continued

Our Scope 3 emissions for FY22 were 37,911,755 tonnes CO₂-e, which is a 7% increase compared to our FY21 emissions of 35,572,492 tonnes CO₂-e. As part of our downstream activities, 'Use of Sold Products' (GHG Protocol category 11) is the most significant Scope 3 emissions source for Viva Energy, accounting for 90% of the total of Scope 3 emissions. As part of the upstream activities, 'Purchased Goods and Services' (category 1) and 'Upstream Transportation and Distribution' (category 4) were identified as the next most significant emission sources. In FY22, we assessed and included Scope 3 emissions from business travel for the first time which was estimated at 598 tonnes CO₂-e.

 See our 2022 Sustainability Data Supplement for further detail of our Scope 1, 2 and 3 emissions.

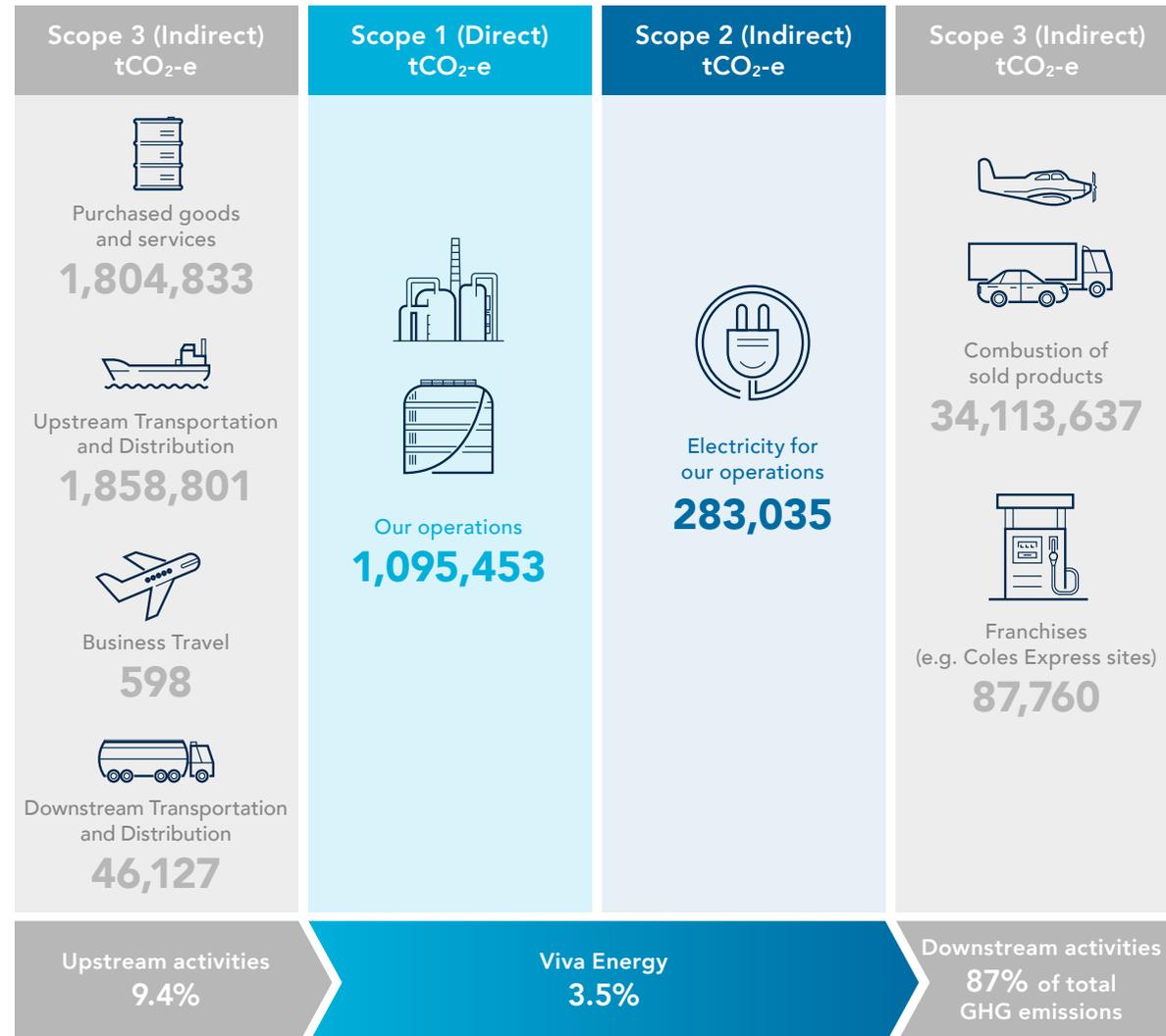
Climate Leaders Coalition update

The Australian Climate Leaders Coalition (CLC) is a group of cross-sectoral companies and their CEOs supporting the Paris Agreement commitments and setting public decarbonisation targets. Established in August 2020 by The B Team Australasia, its focus is on collaboration and joint problem solving across decarbonisation challenges, with the aim to support Australia's low-carbon future and ensure long-term economic sustainability.

As a founding member, Viva Energy supports the commitments made and actively participated in workshops and engagement throughout 2022. In November 2022, a Scope 3 Roadmap was released by the CLC. The roadmap addressed scope 3 emissions as an urgent task and the CLC developed a practical, eight-step roadmap based on the evidence collected through five proofs of concept. In the last two years, we completed our Scope 3 emissions inventory assessments, which focused on our material emission sources.

For further information visit climateleaders.org.au.

Breakdown of total Scope 1, 2 & 3 GHG emissions¹



1. This data is reported on a 1 July to 30 June (FY) basis. It excludes Viva Energy Polymers.



Health, safety and wellbeing



Protecting and improving the health, safety and wellbeing of our people is an essential part of our culture. We are continuously enhancing our workplaces, policies and procedures in pursuit of Goal Zero – no harm to people or the environment.

We believe that helping our people to stay fit, healthy and well, improves workplace safety as well as their general mental and physical wellbeing. We provide support and programs designed to improve the health and wellbeing of our people, with a focus on optimising their performance at work and at home.



Introduction and Framework

Climate change and the energy transition

Health, safety and wellbeing

Environment

Our people

Our community

Ethical conduct and transparency

Economic contribution

Independent assurance statement

2022 Performance and progress

	5.95	Total Recordable Injury Frequency Rate (TRIFR)¹ (2021: 6.70)
	24	Loss of Primary Containment (LOPC) >100kg incidents¹ (2021:19)
	10	Total Lost Time Injuries¹ (2021:10)
	1.98	Total Lost Time Injury Frequency Rate (LTIFR)¹ (2021:1.97)
	Process Safety Events	1 API Tier 1 Event² (2021:1) 4 API Tier 2 Events² (2021: 3)

- **Newport's MHF licence was renewed for a period of 5 years**, free of any licence conditions.
- **Remained asset-specific focused** via the Geelong Refinery integrity inspection program.
- **Launched our organisation-wide Wellbeing Committee in 2022.**
- **260 leaders and people managers completed mental health awareness training** supported by the Black Dog Institute as part of our long-term Wellbeing Strategy.
- **235 employees completed Move4Life movement training in Geelong** – addressing musculoskeletal injury risk and supporting physical wellbeing of our workforce across operations.
- **Grew personal safety risk identification capability** through Work Insights and Learning Huddles in Supply Chain operations.
- **Increased field safety observations and in field conversations between senior leaders and workers** in support of improved visible safety leadership and oversight.

2023 Priorities

- **Conduct a company-wide safety culture survey** and review our application of the Life Saving Rules and learning from related events.
- **Review and implement improvements in critical operating procedures at Geelong Refinery.**
- **Grow the Move Champions network and Wellbeing Champions network.**
- **Track our safety observations and conversations** between senior leaders and workers more closely against KPIs in our Supply chain and Geelong.
- **Effective transition of safety management systems** to support Coles Express as part of our Retail business.
- **Increase psychosocial risk assessment and mitigation across business**, in line with regulatory and community expectations.
- **Improve control measure performance monitoring** (safety critical equipment) for Supply Chain.
- **Expand electronic platforms** to more effectively manage control of work processes (such as work permitting).

1.Excludes performance of Liberty Oil Holdings Pty Ltd.

2.Tier 1 and Tier 2 Process Safety Events are defined as per API RP 754. Excludes performance of Liberty Oil Holdings Pty Ltd.

Our HSSE strategy

Our HSSE strategy has its foundations in the following objectives:

1. **To maintain a strong culture of learning and leadership**, empowering our people and developing their capability.
2. **To deliver a proactive approach to physical and mental health & wellbeing**, identifying and managing psychosocial risk/threats and supporting Viva Energy's evolving ways of working into the future.
3. **To further build our reputation as a trusted operator (with strong HSSE expertise)**, in the eyes of regulators, key stakeholders and customers.
4. **To have simple and robust HSSE critical processes and procedures**, allowing our HSSE objectives, principles and strategy to be effectively operationalised, implemented and delivered.

We measure and assess our performance against established benchmarks (and relevant licences) to promote continuous improvement. Our HSSE Management System is reviewed annually, defining our approach and the controls in place for managing HSSE risks. It applies across our operations and to all employees, contractors and visitors.

Find more on our HSSE Policy and Management System here: <https://www.vivaenergy.com.au/sustainability/health-and-safety/our-commitment-to-hsse>

Our HSSE strategy is based on the principle that our people are the solution. Our people hold the knowledge and expertise to attend to any safety issue, and we trust and empower them to do so. In support of this our HSSE strategy focuses on leadership, learning and capability of our people, and is strongly aligned with our organisational values.

In 2022, our employee engagement survey results on health and safety continued to be the strongest performer, with 95% of our people committed to operating safely. This is a strong endorsement that our safety philosophy and culture of care for our people remains robust.

2022 Results



Supporting the health and wellbeing of our people, both in and outside of the workplace, continued to be a focus this year. This included evolving our approach to managing the business continuity threats posed by COVID19 and the return to greater domestic and international travel. Our Health team managed more than 19,000 presentations by workers throughout the year, supporting our people through both their work related and non-work related health and wellbeing challenges.

A new Wellbeing Strategy

Viva Energy's Wellbeing Strategy focuses on three key pillars; Physical, Emotional and Social Wellbeing. During 2022 we focused on various aspects of all three pillars, such as supporting our Community program to promote individual's social wellbeing, the 'Be Well' philosophy around physical wellbeing and improving awareness of mental health and wellbeing management.

Our new Wellbeing Committee, made up of several of our senior leaders, commenced in July 2022 and is charged with championing the delivery of our wellbeing strategy, promoting available resources and empowering our leaders to deliver on our 'culture of care' aspirations. In 2022, Mental Health awareness training was delivered to more than 95% of our leaders.

Throughout the year, we had over 260 leaders and support staff undertake Managing for Team Wellbeing training with the Black Dog Institute, one of Australia's most recognised medical research institutes in the field of mental health. This course is designed to provide participants with the skills to recognise the signs when a team member is struggling, have meaningful conversations to check in on their wellbeing, and assist individuals who require additional support. We will continue to deliver this training to new line managers in 2023.





Case study: Partnering with the Black Dog Institute to better equip our leaders to manage for team wellbeing

Our people, who are managers and leaders, are keen to learn how to recognise and respond when members of their team may need additional support, specifically in the area of mental health and wellbeing. In 2022, Viva Energy partnered with the Black Dog Institute which is a leader in the field of medical research into mental health.

Through this partnership, Viva Energy rolled out the Managing for Team Wellbeing training by Black Dog Institute. The interactive online workshop was designed for our managers and people leaders, and led by an experienced clinician. Running virtual sessions allowed us to bring together our people from around the country to share their questions and experiences, and to learn and grow in a safe space together. In 2022 over 260 leaders and support staff participated in the training, across 27 workshops.

Attendees were asked to complete a pre and post-session survey, as well as provide qualitative comments later assessed by the Black Dog Institute team at UNSW. The feedback from participants after the training was very positive. Before the workshop, survey participants indicated that their self-rated knowledge about workplace mental health issues was 5.4 out of 10. After the workshop was completed, this figure improved to 7.3. The increase in self-rated knowledge between pre and post-workshop is statistically significant at 36%, which confirms the significant gains in applicable learnings. Furthermore, survey results show a significant improvement in team leaders' confidence to manage workplace mental health scenarios, which is important since confidence is a strong predictor of managers taking action to protect mental health in the workplace. Lastly, 96% of the participants said that they intended to implement ideas from the training into their regular practice at work.

We focus on safety and promote our people's health via various communications and engagement events. In 2022, we delivered two Safety Days. In May, our event focused on our people making personal safety commitments, in line with the theme of *Be Committed, Be Accountable*. In October, to coincide with National Safe Work and National Mental Health Month our Safety Day was focused on delivering health and wellbeing sessions to our people. It included sessions on mental health resources, fatigue and sleep management for shift workers, good nutrition, and first aid in the workplace. Across the sessions there were over 1000 participants and engagement levels were high. Our key contractors and stakeholders were also heavily involved in our Safety Days, making safety commitments in May along with our people and joining us on the journey to strive for improved health and safety outcomes throughout the year.



Personal safety

Personal safety focuses on preventing injuries to our employees, contractors, and anyone who could be impacted by our operations by maintaining safe workplaces, robust operating procedures and a strong safety culture.

➔ For more on our approach to personal safety visit vivaenergy.com.au/sustainability/health-and-safety/personal-safety

Our performance

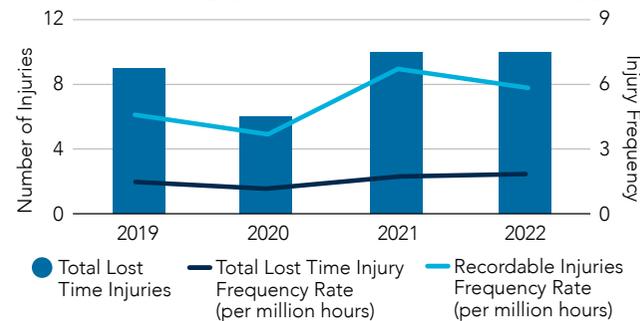
After experiencing disappointing personal safety performance outcomes in 2021, which carried into the first quarter of 2022, the business undertook a safety reset in Q2, challenging all team members from the executive level through to site operations to set new personal and team safety commitments. Through the second half of 2022 this resulted in our recordable injury trends being materially reversed and the business delivering injury frequency rates down at a level equal to the organisation's best historical performance.

During 2022, we experienced 30¹ injuries across our business, including six which were categorised as Serious Injuries². Overall, however, the focus on personal safety commitments appears to have been a contributing factor towards the 12% decrease in recordable injuries (excluding Liberty Oil Holding Pty Ltd), compared to the previous year. Musculoskeletal injuries continued to be the dominant injury outcome across both our operational and non-operational workforces. A slight increase was observed throughout the year in trips and missteps on stairs or at grade. The injury events generally resulted in strains and sprains from slips, trips and falls, and hand/finger injuries from 'line of fire' events. Most injuries had short-term impacts with affected individuals returning to work quickly, however three resulted in ankle and leg fractures that required longer periods away from work, which contributed to the Serious Injuries experienced in 2022.

1. Excludes performance of Liberty Oil Holdings Pty Ltd.
2. Defined as lost time injuries exceeding 5 days.

As part of our response to this risk, we rolled out the 'Move for Life' program to national supply chain operational employees and across all operational shifts at the Geelong Refinery. The program focuses on addressing the risk of musculoskeletal injuries and supporting the physical wellbeing of our workforce. It involves easy and quick changes that can be made to be more proactively aware of the way we move and prepare for manual tasks.

Personal safety performance – Viva Energy¹



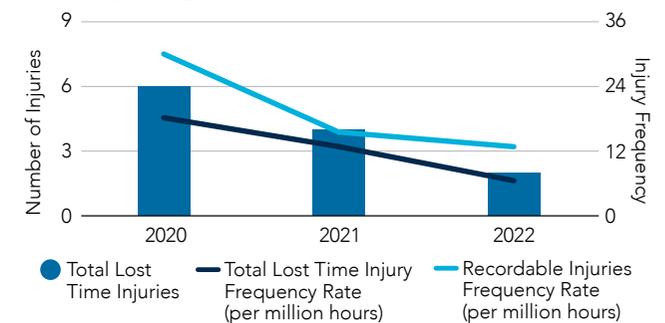
➔ More information on our Personal Safety performance included in our Sustainability Data Supplement 2022

The Viva Energy Polymers business joined the Viva Energy Group of companies from 1 June onwards, bringing with it an outstanding personal safety performance history, which was further demonstrated by them exceeding 2.5 years free of recordable injury in August.

Liberty

During 2022, Liberty Oil Holdings Pty Ltd (Liberty Oil) had the strongest safety performance outcomes to date. These results are reflected in a very low recordable injury rate and a 50% reduction in loss of containment and product mix events compared to the previous year.

Personal safety performance – Liberty Oil Holdings Pty Ltd



The business risk management program has focused on managing the highest risk task of road transport/fuel delivery. This was achieved by progressing the ongoing truck replacement program to improve fleet asset safety, and implementing the Guardian fatigue management system across the fleet. This system registers potential fatigue risk in drivers and delivers a range of response mechanisms to immediately address the hazard, such as alarms/seat vibration and notification to driver managers so that intervention can occur.

Security management

Our extensive security program is based on protocols for security management, security procedures and risk assessment, and security operating level guidelines.

Across our sites and our industry there has been an increase in general security incidents, such as break in and theft events, potentially influenced by the increase in cost-of-living pressures. Our major sites have documented Facility Security Plans, which assist site management in responding to security incidents. We work with various stakeholders, including governments, regulators, our customers and local law enforcement, to meet our security obligations. Together, we rely on systems, controls and countermeasures to respond to security incidents.

Security risk assessment is embedded in the planning for all major investments and business growth initiatives, ensuring a secure path for future growth. It is also a feature of our risk management strategies for protecting the business continuity of our assets that are considered part of the critical infrastructure network nationally.

Protecting the health of our people is an essential part of our culture. In 2022, the number of cases of recordable work-related ill health was nine (excl. Liberty Oil Holdings Pty Limited). There is a trend amongst the recorded cases of upper limb, back and lower limb disorders, related to repetitive strain experienced over time in workers in older age groups. We believe this may be a trend we continue to observe given the ageing workforce factors observed nationally, and makes our ongoing focus on proactively managing the physical wellbeing of our people paramount, for example through our movement programs in our operational teams.



Case study: Fuel your Body campaign

Working as a fleet driver can be both physically and mentally challenging. Maintaining a healthy diet on the road can be difficult when delivery schedules may require driving through the night or when eateries on the road don't always have nutritious food available. Viva Energy has worked closely with its fleet customers to understand some of these challenges and to come up with solutions.

Viva Energy and Scott's Refrigerated Logistics teamed up to create the Fuel your Body campaign. This campaign was developed to encourage truck drivers to eat healthier. It helps to motivate drivers to adopt healthy eating habits by providing cooler bags filled with healthy options to fuel drivers for the long haul. As part of the campaign launch in 2022, a total of 1,050 healthy lunchboxes were packed and distributed to the Scott's Refrigerated Logistics truck driver fleet. The items in the lunchbox were healthy snacks such as tins of tuna, microwavable rice cups, popcorn, and water bottles. Nutritious snacks are available at Coles Express sites where drivers can refill their bags on the road.

We received very positive feedback from our partner about the campaign. For example, drivers using their cooler bags are seen sharing healthy meal prep tips with their peers. In addition, talking about better nutritional choices and meal prep has been a popular topic on Scott's Refrigerated Logistics workplace communication platform. The Fuel your Body nutrition program includes 3 phases: 1) Education, 2) Making healthier food accessible and 3) 1:1 Support. Providing the cooler bags filled with healthy options was part of the first phase. Scott's Refrigerated Logistics is now halfway through phase 2, where vending machines in some states have been restocked with healthier vending items, calorie-controlled meals and low-sugar snacks and drinks.

Viva Energy and Scott's Refrigerated Logistics aim to keep the conversation around healthy eating going for drivers, as looking after drivers correlates to a safer transport environment for all.

Process safety

Process safety focuses on the safe storage, processing and transportation of hydrocarbon products to minimise the risk of leaks, spills and flammable conditions. Our asset integrity programs and operating procedures are in place at all facilities to reduce the potential for process safety incidents.

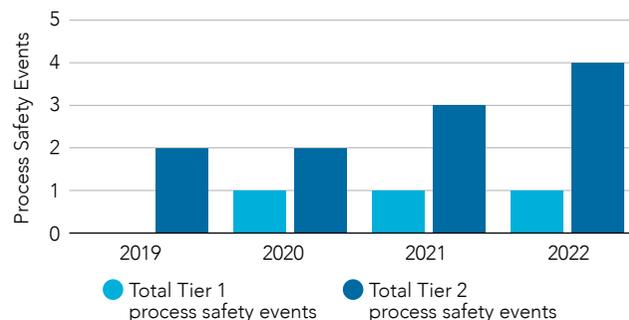
➔ For more on our approach to process safety visit vivaenergy.com.au/sustainability/health-and-safety/process-safety

Our performance

The business has maintained similar process safety performance as had been observed in the two years prior, with one Tier 1 process safety event and four Tier 2 events occurring during 2022¹. The Tier 1 event occurred in May at Geelong Refinery, where a large volume of gasoline was released to the drainage system (no impact to environment) due to an error in tank and valve line ups, thus presenting a risk of ignition of uncontained product. The Tier 2 events included a road tanker overfill in Cairns due to inappropriate system bypass by pick up carrier and three further Tier 2 events in Geelong, including a pinhole loss of containment of butane from piping in July, a large release of spent caustic in August and a release of crude to the roof of a tank in November (no impacts to environment). All events resulted in internal reviews, further training and process upgrades where appropriate.

➔ More information on our Process Safety performance included in our Sustainability Data Supplement 2022

Process safety performance – Viva Energy²



Process safety performance – Liberty Oil Holdings Pty Ltd

	2020	2021	2022
Tier 1 Process Safety Events	0	0	0
Tier 2 Process Safety Events	0	0	1

The Geelong Refinery continued its integrity inspection program in 2022, undertaking asset specific reviews. Work included the replacement of pressure vessels, fabrication of steam superheaters, and the continuation of the Refinery Jetty pipe refurbishment program. We also further integrated the Advanced Error Reduction in Organisations (AERO) principles into the critical procedures and management systems of the Geelong Refinery.

Inclusive Leadership Program

The Supply Chain Inclusive Leadership Program was developed to focus on investing in and developing the leadership abilities of those in leadership positions within Supply Chain. Each quarterly session covered a different topic associated with Inclusive and HSSE leadership, designed to enhance understanding and facilitate further discussion.

In 2022, the Inclusive Leadership Series focused on the areas of Psychological Safety and Building Trust. Delivery was virtual and had an average turnout of between 100 and 150 people. We asked participants what they thought of the program and the results were positive. 93% of participants found the Leadership Series valuable, 92% would like more sessions in the future and 90% of participants stated that they had applied learnings from the series in their day-to-day work.

The aim of the program was to have a significant and positive impact not only on our people but our organisational performance.

Managing Major Hazard Facilities

Our larger facilities are classified under safety regulations as Major Hazard Facilities (MHFs) and are subject to operating licences and conditions. Licence renewal typically involves a comprehensive update of the facility's Safety Case, review by the relevant regulator, and consideration of past performance and safety commitment. In 2022 we re-submitted the Safety Case for our Newport Terminal facility, resulting in renewal of the site's MHF's licence for a period of 5 years, free of any licence conditions. The safety cases for Geelong Refinery and Lara Terminal were also submitted late in 2022 for review by WorkSafe Victoria, with both these MHF licences being due for renewal in Q2 2023. Resubmission of the safety case for our Pinkenba Terminal in Queensland is also due in late 2023, with preparation work currently underway.

1. Represents performance of Viva Energy Group (excluding the results of Liberty Oil Holdings Pty Ltd). Narrative amended and differs from original reporting within the Viva Energy Group Annual Report 2022.
 2. Excludes performance of Liberty Oil Holdings Pty Ltd.



Environment



We are committed to protecting the environment and minimising the risk of potential impacts arising from our operations or products. Our Health, Safety, Security and Environmental (HSSE) Policy outlines such commitment. Aspects of our operations governed by environmental regulations are managed in accordance with our HSSE Management System (HSSE MS). In addition, we publicly report on our major facilities' environmental licence compliance and performance monitoring results.

➔ To view our HSSE policy and to learn more about our environmental reporting, licensing and compliance visit vivaenergy.com.au/environment



- Introduction and Framework
- Climate change and the energy transition
- Health, safety and wellbeing
- Environment**
- Our people
- Our community
- Ethical conduct and transparency
- Economic contribution
- Independent assurance statement

2022 Performance and progress

	77%	of freshwater consumed at the Geelong Refinery is recycled water (2021: 77%)
	4	Significant Spills ¹ (>1,000kg) across Group operations (2021: 1)
	79%	of hazardous waste diverted from landfill at our Geelong refinery (excludes wastewater) (2021: 81%)
	150	Remediation projects ² (38 closed and 112 in progress)
	3	Environmental non-compliance (ENC) incidents for non-refining operations in Supply Chain (2021: Zero)
	20	Environmental non-compliance (ENC) incidents at Geelong refinery (2021: 13)

- **Completed Stage 2** of our former Clyde refinery land remediation project.
- **Completed remediation of soil and groundwater** at former Newcastle Terminal.
- **Obtained closure on remediation of contaminated residential sites** at Oyster Bay NSW.
- **Implemented our firefighting foam transition program** meeting compliance obligations in Queensland.
- **Submitted New South Wales firefighting foam transition plan** and received regulatory approval.
- **Completed significant upgrades to the Controlled Discharge Facility at Geelong Refinery** to improve stormwater discharge quality to Corio Bay.

2023 Priorities

- **Progress and complete land remediation** of the former North Fremantle terminal.
- **Implement our foam transition program** in New South Wales and South Australia.
- **Commence implementation of firefighting foam transition plan at Geelong Refinery.**
- **Progress regulatory planning** for Geelong Refinery projects to meet Ultra-Low Sulphur Gasoline fuel standards.
- **Develop an updated Australian Packaging Covenant (APC) Action Plan** for our Lubricants business.

1. Significant Spill is a spill of more than 1,000kg that reaches the environment.

2. Projects include remediation of land that has been contaminated by our operations and projects concerned with ground water (includes historical activities).

Environmental performance

We are proud of our commitment to robust environmental risk management, given that we operate across multiple jurisdictions and at times in environmentally sensitive locations. In 2022, we achieved environmental performance that was consistent with results observed in previous years where operations were not impacted by external factors such as COVID.

We had a total of 23 Environmental non-compliance (ENCs) incidents and zero Environmental non-Compliance Sanctions. ENC incidents at the Geelong Refinery accounted for 20 of these events, including seven instances of a visible plume, noting a reduced number of sulphur dioxide emission exceedances and only one verified community complaint. Severe rainfall events continued to challenge the Refinery's stormwater management system; where significant effort was focused in 2022 on upgrades to Controlled Discharge Facility CDF10 to reduce Oil to Bay incidents. The other three ENC incidents occurred within our Supply Chain business. There were two incidents at the Newport terminal, a small spill to ground and a release of gas during a cleaning activity. The other incident in Supply Chain was at Pinkenba, an elevated pH reading on a water discharge system. The incidents were not material and all incidents were assessed, investigated, and reported to the relevant environmental regulator where required, with no observable long-lasting environmental impacts.

We received one minor fine in Queensland (\$13,785) from the Department of Environment and Science for failing to meet a deadline in our Townsville foam transition plan. This work was completed shortly thereafter.

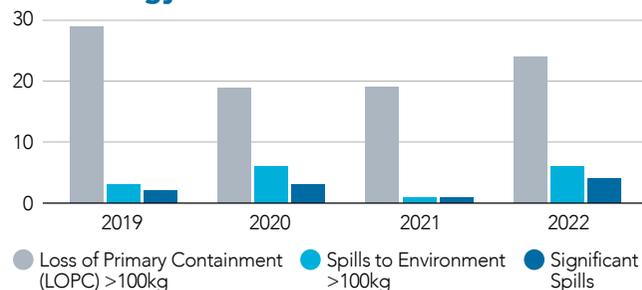
 For more on our environmental performance data refer to our Sustainability performance data in our Sustainability Data Supplement 2022

Spill prevention and response

Our performance is managed by tracking loss of primary containment (LOPC) incidents that occur within our facilities and road transport operations. In 2022 we recorded 24¹ loss of containment events for larger (>100kg) LOPCs. Within these events, we had four significant spills.

Two significant spills were reported at the Geelong refinery; a tundish overflow of gasoline into a tank bund, as well as an exchanger leak into the cooling water return. While these spills were both recorded as API Tier 2 incidents, neither resulted in off-site impact to the environment (see page 30 for our Process Safety performance). The two remaining significant spills occurred at our supply chain and one of our retail sites. One was a leak from an underground jet slops tank, the spilt material was contained within the site and cleaned up, there was no environmental impact offsite. At one of our retail sites in NSW, stock reconciliations identified a loss of E10, environmental works delineated the contamination as confined to the tank pit, the material was recovered, and there was no impact detected offsite. At the Somerton pumping station, a leak from a jet slops tank was detected. Investigative work confirmed that the contamination is confined to the area immediately adjacent to the leak point. The tank will be decommissioned when appropriate.

No product to ground performance – Viva Energy¹



No product to ground performance – Liberty Oil Holdings Pty Ltd

	2020	2021	2022
Loss of Primary Containment (LOPC) >100kg	3	2	1
Spill to Environment >100kg	2	1	0
Significant Spills	0	0	0



1. Excludes performance of Liberty Oil Holdings Pty Ltd.

Biodiversity

We acknowledge biodiversity is an important aspect of natural capital and is essential to maintain healthy ecosystems that allow human survival, well-being and economic prosperity. We are aware of the Task Force on Nature-related Financial Disclosures (TNFD) framework and we are monitoring and assessing the adoption of the framework for late 2023.

We are committed to supporting and being involved in meaningful opportunities. In 2022, we were involved in various activities that supported biodiversity protection directly or indirectly, including:

- **Improving habitat for the Green and Golden Bell Frogs**

These frogs are listed as vulnerable species under the *Environment Protection and Biodiversity Conservation Act 1999*. In our efforts to improve habitats within the wetlands of our Clyde Terminal, we continue to undertake pest control campaigns, remove weeds and monitor populations through surveys.

- **Taking a nature-based approach called Phytoremediation**

We are working with The Water & Carbon Group on an innovative and sustainable plant-based remedial approach for the treatment of contaminated soils at our former Swan Hill Depot in Victoria. We planted 8,000 grasses and native shrubs at the site which will enhance and accelerate the natural microbiological biodegradation of hydrocarbons in the soils.

- **Composting at Geelong refinery**

Tank sludges and heavily contaminated soils are mixed with green waste and turned into compost, which is used to feed trees in the refinery's buffer zone. We are currently exploring other spaces in and around the site to ensure the expansion of composting activities.

We are aware of the Task Force on Nature-related Financial Disclosures (TNFD) framework and we are monitoring and assessing the adoption of the framework for late 2023.

- **Trade waste agreement**

Water, hydrocarbons, and other chemicals' waste is sent to Barwon Water where it is treated and returned to the Geelong refinery as Class A recycled water, this is used in both the de-mineralised plant and the fire-fighting system at the refinery. Presently, 77% of the water used at the refinery is recycled water, freeing up millions of litres of potable water per year. The refinery has agreed to release excess recycled water, which had been contractually reserved for refinery use, to Barwon Water for use water nearby sporting ovals. Our new Trade Waste Agreement was finalised in 2022.

- **Food for the bacteria a bio-treater at the water plant**

Many processes at the refinery use caustic (sodium hydroxide) to remove mercaptans during the production of gasoline. Where possible the spent (used) caustic is reused in the Geelong refinery. However, we continue to generate a stockpile of spent caustic, which is sent in small amounts to the water treatment plant operated by Barwon Water. The spent caustic acts as food for the bacteria in the bio-treater at the water plant. We are exploring future steps to increase the amount of spent caustic sent to Barwon Water.

Contaminated land remediation

Our risk-based approach to contaminated land remediation across our portfolio is consistent with national standards and undertaken in consultation with environmental regulators. In 2022 we progressed or completed land remediation at several large, decommissioned facilities including:

- **Former Clyde refinery land, NSW** – Stage 2 Western Area Remediation Project (WARP) completed. The Environmental Declaration was removed and enabled the sale of land by VE Property Pty Ltd (VEP).
- **Former Newcastle terminal, NSW** – work was completed, and Environmental Declaration was removed.
- **Former North Fremantle terminal, WA** – remediation works in progress.

These works are being overseen by a regulator-accredited Environmental Auditor, who will provide site suitability statements consistent with proposed future land use for regulatory approval.



Case study: Phytoremediation, a plant-based approach

Phytoremediation involves using plants and associated soil microbes to reduce the concentrations or toxic effects of contaminants in soil.

Viva Energy has been working with The Water & Carbon Group to find solutions to clean up historical impacts at our former Swan Hill Depot in Victoria. The depot ceased operating in 2004 and while groundwater remediation works have been undertaken since this time, there are still residual contaminated soils that require addressing at the site.

It was considered that phytoremediation could be a viable approach to addressing these residual soil impacts. This innovative approach involves planting grasses and native shrubs to enhance and accelerate the natural microbiological biodegradation of hydrocarbons in the soils.

In 2022, The Water & Carbon Group planted 8,000 grasses and native shrubs in a 2,000m² area. The plant root systems are expected to stimulate natural degradation of the contamination in the soil. The estimated time for the remediation to be completed is late 2023 and regular soil sampling is being undertaken to track the progress.

In recognition of this innovative and sustainable approach, we were granted \$80,000 from the 'stabilising and treating contaminated soils and spoils' grant offered by the Victorian Government.



Case study: Remediation of the Former Newcastle Fuel Terminal

The Former Newcastle Fuel Terminal commenced operations in 1911. The site was a shale oil works, fuel storage and distribution terminal until 2014, when operations ceased. With over 100 years of operations, the site had some significant contamination issues to resolve.

Between 2019 and 2021, remediation of the site was undertaken with our partners ERM and Enviropacific. This involved the excavation of over 26,000m³ of soil.

The remediation project represented a highly sustainable approach to cleaning up the historical impacts with most contaminated soils able to be 'bio-remediated' and reused onsite. The bioremediation process involved creating over a dozen large stockpiles, mixed with fertiliser and mulch and then covered to create the perfect environment for the naturally occurring microorganisms to breakdown the hydrocarbons present within the soils. After 18 months, the concentrations of hydrocarbons had reduced significantly to below the established remediation criteria and the soil was backfilled onsite.

Only about 500m³ of contaminated soil and concrete required disposal offsite to a licenced waste facility.

In 2022, the NSW EPA considered the remediation of the former Newcastle Terminal in Newcastle (Hamilton North) to be successfully completed and accordingly ceased their regulation of the site.

Underground tanks

Across our Retail network we completed seven proactive underground storage tank re-lining projects as part of a preventative approach to managing environmental risk due to ageing tanks and sensitive site settings. These measures reduce the likelihood of any leaks of product to soil or groundwater, with more tank re-lining planned for 2023. In addition, we have programs in place that allow us to monitor our tanks and prevent incidents:

- Our Overfilling Prevention Device (OPD) program protects our tanks against overfills during product delivery. In 2022, an additional 16 OPDs were installed across our network.
- Our Automatic Tank Gauge (ATG) upgrade program and Hardwire program help us to monitor our tanks and products. ATG provides real time data that enables us to monitor our assets remotely. The latest level of ATG (TLS450) provides more information than the previous ATG TLS350. In 2022, 64 ATGs were upgraded. In addition, in 2022 10 sites were hardwired which eliminates lost communication issues when a vehicle parks at a site near wireless sensors, preventing the signal from being detected.

In 2022, we had 3,445 active underground storage tanks across our retail network under our operations. We reported one tank leak due to an equipment failure in the fill riser which led to a loss of product within the tankfarm. The product was removed until no further product accumulated. Environmental investigations were completed, and no impacts have been identified outside the tankfarm.

PFAS and firefighting foam

While the health and ecological effects of PFAS compounds are subject to ongoing research, we acknowledge the potential risk and precautionary approach to PFAS management adopted by Australian environmental regulators. Our risk-based approach to firefighting foams and associated infrastructure includes transitioning to fluorine-free foam to manage shallow pool fires and fuel spills, and to C6 purity foams to manage larger fuel storage tank systems.

Testing results from LASTFIRE in 2022 gave positive indications of the efficacy of some fluorine-free foams for potential fixed system firefighting on some modestly sized fuel storage tanks (<30m diameter).

Working with state regulators to achieve full compliance, we progressed or completed our transitional compliance plans for firefighting foams and infrastructure throughout our facilities:

- In Queensland, we obtained approval and implemented our foam transition program meeting the vast majority of our compliance obligations, (exception being Townsville).
- In New South Wales, we completed the foam transition plan ready for implementation in 2023.
- In Victoria, we progressed our firefighting foam transition plan at Geelong Refinery.
- In South Australia, we progressed our firefighting foam transition plan at the Port Lincoln terminal which will be completed in 2023.
- In Western Australia, non-compliant foams were removed from our facilities and disposed of.

The Covid-19 pandemic has posed significant challenges for supply chains in Australia and globally. In 2022, we missed one of the agreed timelines related to our foam transition plan for Townsville terminal, in part due to supply chain issues by October 2022. All other compliance requirements for Queensland sites were completed successfully by the nominated date of 30 June.

Air emissions

All our major facilities operate to agreed environmental conditions, as per site licences that have been issued to Viva Energy by the relevant state environmental regulators. The manufacturing, storage, supply and use of our fuels can result in air emissions such as Volatile Organic Compounds (VOCs), greenhouse gases (GHGs), sulphur oxides (SOx) and nitrogen oxides (NOx). The Geelong Refinery makes up almost 90% of Group operations air emissions. In 2022, air emissions increased due to post-COVID-19 increases in fuel demand and resultant increase in refinery production after a period of constrained production due to market conditions and maintenance shutdowns.



For more on our environmental performance data refer to our Sustainability performance data in our Sustainability Data Supplement 2022

A major maintenance project that improved our environmental performance at the Geelong Refinery included the replacement of a column in the Hydrofluoric Alkylation unit in late 2021. This unit helps minimise fluoride emissions from the alkylation process prior to releasing to atmosphere. These works will improve safe and reliable operation of the unit for its next production cycle.

Our non-refining operations continued to monitor and report on air emissions where required, including maintenance of existing controls.



We monitor air emissions from our facilities according to site licence conditions and report annually to the National Pollutant Inventory (NPI). See the latest NPI data at npi.gov.au/npi-data



Environmental impact assessments – Gas Terminal Project

As part of Viva Energy’s plans to develop a gas terminal, we undertook an Environment Effects Statement, the most rigorous environmental assessment process in Victoria. In March 2022, the draft EES was on public exhibition for 30 days. A seven-week public hearing followed in August 2022. In March 2023, The Victorian Minister for Planning requested supplementary information focusing on four areas – marine ecology, noise, air emissions and cultural heritage. The Independent Advisory Committee’s report has also been released. Viva energy will review the report and the Minister’s request to determine next steps.

From the outset of the Gas Terminal Project, and reflecting the business’ sustainability approach to new projects, Viva Energy looked at all aspects of the terminal design, construction and operation to find opportunities to improve the project’s sustainability performance. To support this, we applied a Safe and Sustainable Engineering for Asset Lifecycle (SEAL) approach to the design ensuring that sustainability was a key consideration during design and the decision making process.

Over 15 months Viva Energy completed numerous studies and 17 technical reports for the EES. The primary studies included:

- Marine ecology (monitoring larvae, plankton, temperature, chlorination, sediment)
- Offshore contamination (including dredge area and disposal ground)
- Terrestrial and freshwater ecology
- Air emissions and Greenhouse gases - Environmental outcomes included the proposed re-use and recycling of seawater used in the floating gas terminal in our refinery operations. This delivers a unique environmental outcome where the water temperature of the discharge will be close to ambient and chlorine levels will be largely unchanged from current refinery operations.

Ecological studies and modelling undertaken as part of the EES show that the healthy marine life in Corio Bay will continue to flourish. The proposed local dredging area was halved, following maritime simulation and modelling. Dredging would be timed to avoid the breeding season for micro-organisms and thus minimise potential impacts on the marine environment. The proposed pipeline route was selected to minimise the use of greenfield sites and to minimise impacts on sensitive land uses including the need to disturb existing native vegetation. A number of environmental commitments for the project have been declared.

Key opportunities to embed sustainability in the project and to reduce environmental impacts, including minimising carbon emissions were identified during the project’s conceptual phase and finessed during the EES process. We have committed to offset all residual Scope 1 & 2 carbon emissions from the construction and operation of the gas terminal. Sustainability practices will continue as the project evolves.

For more information on the gas project visit vivaenergy.com.au/energy-hub/gas-terminal-project.

Resource efficiency and the circular economy

The performance of our waste recovery practices at the Geelong Refinery remained strong in 2022. We continue focusing on opportunities to improve waste management at the Geelong Refinery and across our lubricants supply chain, including:

- Developing waste-to-energy opportunities including biomethane.
- Waste recovery practices ensuring most refinery waste is reused onsite, recycled or reused in other industries.
- Continued signatory to the Australian Packaging Covenant.
- Exploring new technologies to develop and supply biofuel products and participate in waste oil and plastic recycling.

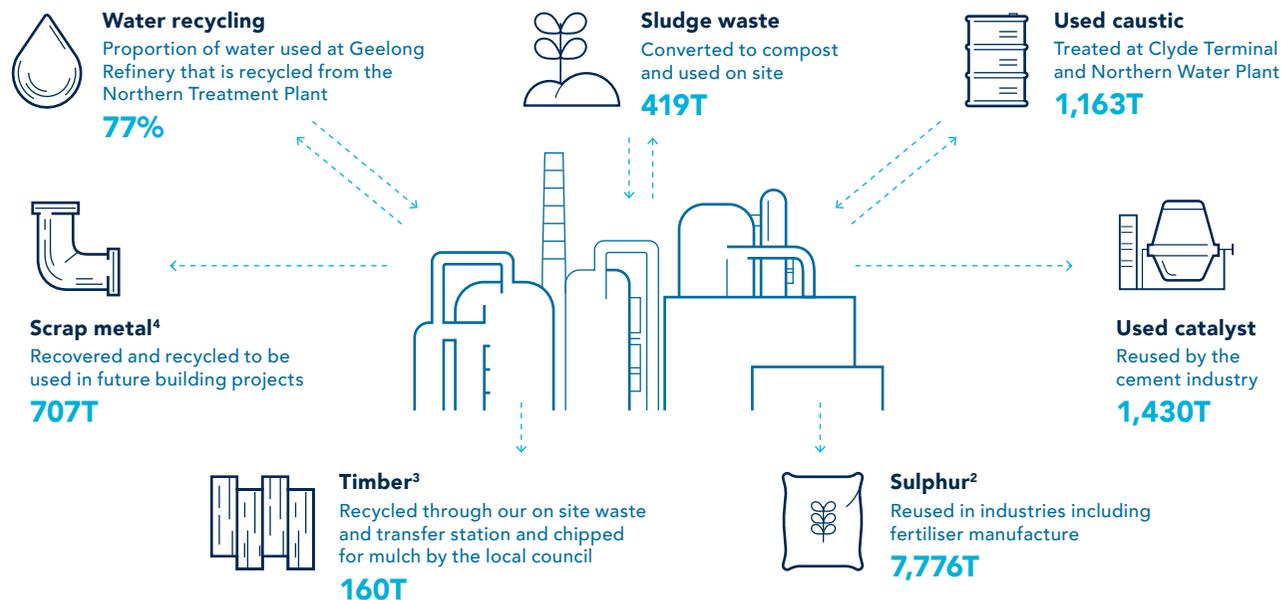


For more on our waste – Geelong Refinery data refer to our Sustainability performance data in our Sustainability Data Supplement 2022.

Water conservation

For over 60 years, our Geelong Refinery has been using up to 350 megalitres (ML) per day of seawater from Corio Bay, for cooling purposes. This seawater is then discharged to Corio Bay at temperatures warmer than the ambient seawater temperature and with residual levels of chlorine associated with biofouling control through four EPA licensed discharge outlets. There is no evidence of negative impacts on marine ecology under the existing refinery discharge plumes which have been occurring over six decades. Seagrass close to the plume was observed to be abundant and healthy; sea urchins, which are considered to be sensitive to chlorine, were abundant in the current discharge plume; and tests on mussels from the vicinity showed no detectable residual chlorine.

Geelong Refinery reusing and recycling¹



1. This data relates to 1 July 2021 – 30 June 2022.
2. Significant increase from FY21 (2021:4647T) is due to higher sulphur (average) feed, improved reliability and availability to processing units.
3. Significant increase from FY21 (2021:62T) due to clear-out of multiple areas across site displaced by the Strategic Storage Tanks major projects.
4. Significant increase from FY21 (2021:245T) due to clear-out of multiple areas across site displaced by the Strategic Storage Tanks major projects, as well as HFA turnaround.

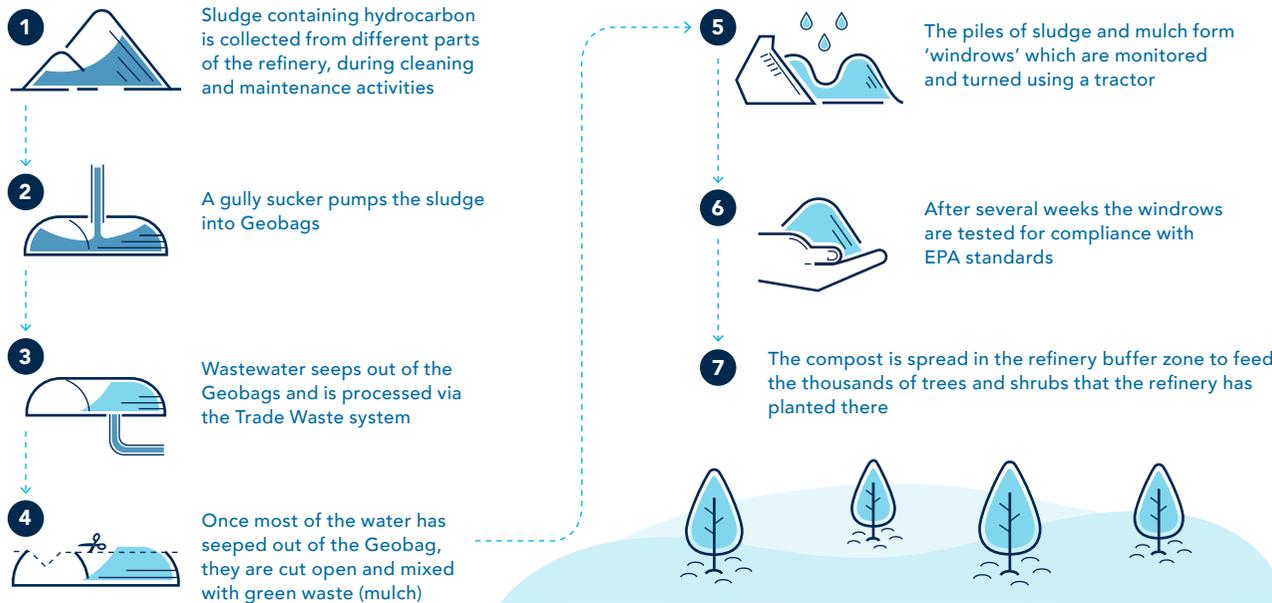
All freshwater used by the refinery is sent to the Northern Water Plant for recycling and returned to the refinery for reuse. In 2022, the refinery used 1159ML of recycled freshwater, 343ML of potable freshwater, and 110,968ML of seawater. The recycled water returned accounted for 77% of the refinery's water consumption (excluding seawater).

The limits set for the Trade Waste Agreement (TWA) between the refinery and Barwon Water were established after a study by KBR (consultant) and the commissioning of the Northern Water Treatment Plant. Similarly at Newport the TWA which sets discharge limits, exists between the terminal and the local water authority.

Bioremediation – making compost from tank waste

Bioremediation is an organic process which uses microorganisms found in green waste to clean up contaminated soil. In collaboration with Veolia, we mix our hydrocarbon-impacted waste with green waste to enhance the same biodegradation process that occurs in nature. One of the main environmental outcomes of Bioremediation is that no waste is sent to landfill. In 2022, we diverted 419 tonnes of hydrocarbon impacted waste from landfill and the compost is used to feed trees at the Geelong refinery.

Making compost from tank waste



The Australian Packaging Covenant

We continue to be a signatory to the Australian Packaging Covenant (APC) – the national regulatory framework under the National Environment Protection (Used Packaging Materials) Measure 2011 (NEPM). The APC sets out how governments and businesses across Australia share the responsibility for managing the environmental impacts of packaging. Our commitments are set out in our APC Action Plan, which focuses on our packaged and bulk lubricant products. The two key goals of our plan include:

- Optimising resource recovery in our supply chain.
- Minimising environmental impact of fugitive packaging through innovative solutions.

Our commitments are set out in our APC Action Plan with a focus on our packaged and bulk lubricant products. We receive and move our grease products in large bulk bags as part of our lubricant supply chain. The grease is then loaded into reusable hoppers for distribution to customers. While these bulk bags provide a safe and efficient distribution solution, some components have proven difficult to recycle. In 2022, we worked with the Big Bag Recovery initiative, which collected and diverted 17,743kg of outer grease bulk plastic bags from landfill for recycling.



Diverting plastic from landfill

Large outer bulk plastic bags are collected from our facilities, which are then processed and converted into resin products by Big Bag Recovery.

17 Tonnes of plastic was diverted from landfill in 2022
26¹ tCO₂-e reduction achieved in 2022



Adapted from Big Bag Recovery.

1. CO₂-e estimates based on Big Bag Recovery formula.
See <https://www.bigbagrecovery.com.au/faq/>

We continued to support the recycling activity of our retail and lubricant customers. As a stakeholder, we are engaging and providing feedback to Australian Packaging Covenant Organisation (APCO) regarding a proposed product stewardship scheme for used oil containers. The scheme will promote recycling of used oil containers up to 20L sold in Australia.



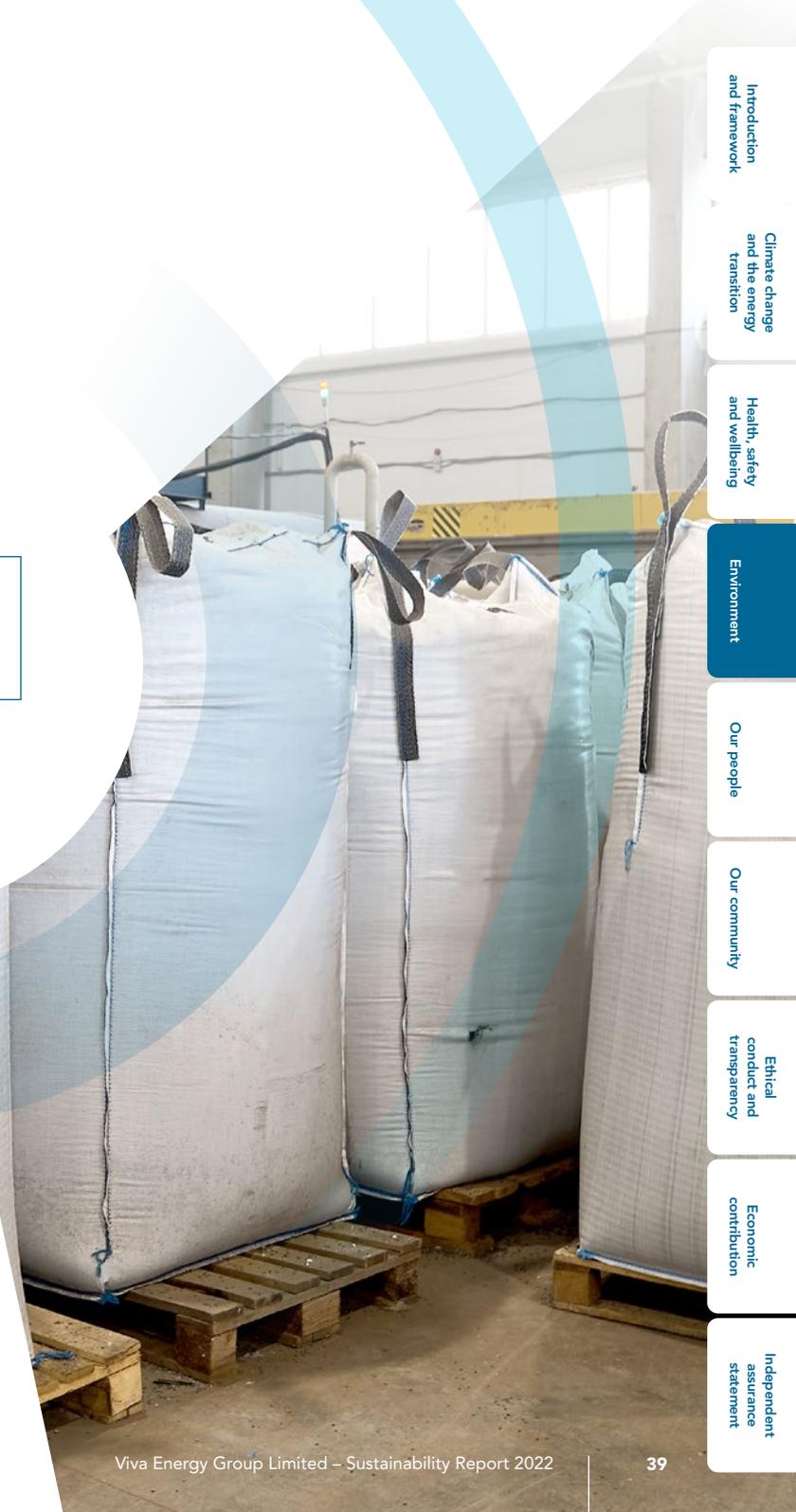
See our latest APC annual performance report at <https://www.vivaenergy.com.au/sustainability/environment/protecting-our-resources-protecting-our-resources>

Our main supplier of packed lubricant products, Shell, implemented initiatives under their 'Reduce. Reuse. Recycle' supply chain strategy, including:

- Lightweight cartons (without impact to carton strength), leading to a reduction in GHG emissions and paper consumption
- 1L lightweight bottles, leading to a reduction in plastic consumption, waste going to landfill, and GHG emissions
- 25% post-consumer resin (PCR) bottles, helping to create a circular economy and reduce CO₂ emissions.



For more information on Shell 's circular economy and waste management visit www.shell.com/sustainability/environment/circular-economy-and-waste



Viva Energy Polymers

On the 31 May 2022, Viva Energy completed the acquisition of LyondellBasell Australia, a Geelong-based national polymer manufacturer and distributor which has its production facility located inside the footprint of Geelong Refinery. Now part of Viva Energy Group Limited, the Viva Energy Polymers business is the country's only polypropylene manufacturer, supplying the Australian and New Zealand market with raw material for the production of diverse plastic products ranging from food packaging and medical equipment to polymer bank notes, and serving customers across Australia, New Zealand, Asia, India, the Middle East and North America.

The acquisition of the polymer business in 2022 is a key step in the development of our Energy Hub in Geelong as the Viva Energy Polymers business transforms its feedstock to include renewable and recycled feedstocks.

Viva Energy Polymers business sustainability vision

The purchase of the polymer business by Viva Energy Australia has the potential to super charge the sustainability credentials of manufactured polypropylene by utilising 4 pillars:

- Renewable energy and a reduced carbon footprint.
- Advanced (or chemical) recycling of post-consumer waste plastics.
- Mechanical recycling of post-consumer waste plastic.
- Bio-sourced feedstocks that are renewable and not detrimental to food security.

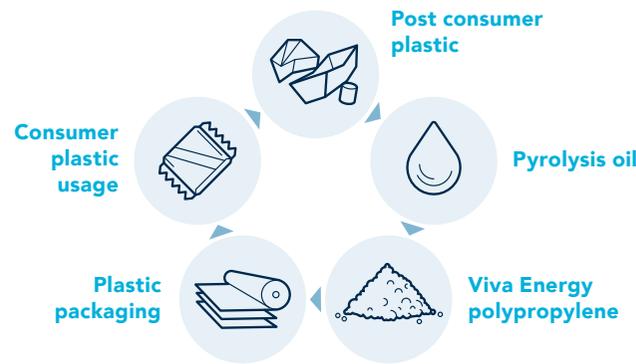
Australian Packaging Covenant Organisation (APCO)



Viva Energy's polymer business has optimised its product packaging, promoting a reusable format and continually improving to best practice sustainable packaging guidelines. In 2022, the Viva Energy Polymers business was recognised as a sector finalist. This followed 4 consecutive years as Sector winner and the Sustainable Packaging Excellence Award in 2020.

Advanced recycling

Viva Energy is exploring Geelong's capabilities to receive and process pyrolysis oil from post-consumer waste soft plastics. This oil can be mass-balance attributed to propylene gas and ultimately produce advanced recycled polypropylene. The resulting polypropylene can then be sold to industries manufacturing polypropylene items, including flexible packaging for food applications, thus delivering full circularity.



Operation Clean Sweep



The Viva Energy Polymers business is a pledged partner of Operation Clean Sweep®. This is a global initiative created by the Plastics Industry Trade Association (USA) to help control pellet loss to the environment. Viva Energy Australia is committed to Operation Clean Sweep® and we encourage our valued customers to consider making the pledge and introduce recommended processes and practices to prevent pellet loss to the environment.

ISO 14001

The Viva Energy Polymers business manages its environmental responsibilities in a systematic manner using an environmental management system certified to ISO 14001.

Case study: Closed loop mechanical recycling

Together with collaborative partners, Earth Champions and Nextek, the Viva Energy Polymers business completed a mechanical recycling closed loop pilot study for polypropylene take-away containers. Post-consumer containers were collected from participating take-away venues, washed, and granulated. Viva Energy Polymers then reprocessed the granulated material to create containers for chemical evaluation. This analysis showed very promising results and a larger upscaled program is planned to demonstrate food contact compliance to US FDA.



Takeaway containers used for food storage



Collection boxes at takeaway shops



Lab scale injection moulded recycled PP container



Sorting, flaking, hot washing, compounding & chemical analysis



Our people



It is our people that drive our success. Our ability to attract, motivate and develop great people enables our outstanding business results today and into the future. To be an employee of Viva Energy is to belong to an amazing team of people who keep Australians moving today and are committed to building a sustainable energy future for tomorrow.

2022 saw a continued focus on positioning our Company as an employer of choice for gender equality, developing our future leaders, continuing to drive greater employee engagement, inclusion and belonging whilst adjusting our new ways of working as we emerged from the pandemic.



- Introduction and Framework
- Climate change and the energy transition
- Health, safety and wellbeing
- Environment
- Our people
- Our community
- Ethical conduct and transparency
- Economic contribution
- Independent assurance statement



2022 Performance and progress

	1,705	Employees, 43% based in regional areas (2021: 1,447 employees 43% based in regional areas)
	50%	Female representation in our Executive Leadership Team¹
	44%	Female representation in our Senior Leadership Group (2021: 44%, target: 40%)
	29%	Overall female representation reached (2021: 26%)
	35%	Female new hires (target: 50%) 67% females for the 2022 Graduate Program
	23%	Female Operators in our Geelong Refinery (2021: 22%)
	9.95%	Gender pay gap² (2021: 3.6%)
	72%	Employee's level of engagement (2021: 69%)



- **Introduced our Employee Value Proposition** to capture the unique essence of what we value about working at Viva Energy.
- **Implemented our new leadership development framework – ‘Smart with Heart’.**
- **Embedded our Ways of Working framework** by introducing more flexible ways of working through individual and team arrangements, including frontline workers.
- **Established two new diversity networks:** a Families Network promoting family friendly work practices, and an Abilities Network supporting those with a disability to thrive.
- **Delivered the ‘Say it Again’ campaign** to raise awareness of everyday sexism and how to intervene if sexist comments are experienced.
- **Launched a mentoring program** for graduates and those in early career.
- **Launched a Leadership Program** for those working in frontline, operational roles.

2023 Priorities

- **Leverage and embed our Employee Value Proposition** to attract, retain and motivate talent.
- **Introduce a Diversity Council to plan and collaborate across our six diversity pillars – Gender, Pride, Families, Abilities, First Nations Peoples and Culture.**
- **Introduce an experienced leaders development program** aligned to our ‘Smart with Heart’ leadership framework.
- **Challenge norms and make flexible working options available** for those in shift and site-based roles, including options for transition to retirement.
- **Explore non-traditional sourcing channels** to attract diverse talent via our graduate program, traineeships and industry partnerships.
- **Deepen team members’ knowledge and awareness** of our expectations of appropriate workplace behaviours.

1. As at January 2023 (excludes CEO).
 2. The gender pay gap includes the total remuneration pay gap (expressed as a percentage) between women and men. We internally calculated the Group-level gender pay gap of 9.95% for 2022, there are a range of factors that impacted this pay gap with the most significant being, allowances and overtime.

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Employee engagement

We are committed to being truly 'Driven by People'. We regularly seek feedback to understand what is important to our people and to drive a culture where people can be their best. Through structured surveys and informal engagement, employees are encouraged to provide their insights at all levels of the organisation and provide honest feedback on performance.

Using Culture Amp, 85% of our people participated in an engagement survey in late 2022. Our overall engagement score of 72% was a 3% point improvement on our engagement result compared to 2021. Like the previous year, the survey showed us that the highest scoring areas are Safety (91%), Inclusion & Diversity (83%) and this year the third highest rating area was Strategy (79%).

2022 employee engagement results



79%
of participating employees feel they have the flexibility they need to manage work and other commitment (2021: 77%)



80%
of participating employees understand they can arrange time out of work when they need to (2021: 78%)



76%
of participating employees genuinely feel supported when making flexible working arrangements (2021: 73%)

Constructive relations with our team members and unions

Our people have the right to freedom of association and collective bargaining. Our business maintains strong, healthy employee relations through strategies that provide operational flexibility, promote high productivity, and focus on employee engagement. In 2022 Enterprise Agreements covered 35% of our employees. We maintain good working relationships with our team members, delegates and union representatives. We are committed to good faith bargaining and productive, respectful workplace relations. Terms and conditions of employment are regularly benchmarked against relevant industry and competitors, and national and state economic analysis informs the Company's negotiating strategy on wage increases, and key productivity and enhanced flexibility improvements.

Rising inflation and the cost of living and its impacts on employee compensation

Viva Energy is committed to ensuring that our remuneration is competitive and rewards high performance. Like in the broader economy, we know that cost of living pressures and rising inflation are impacting our team members. We will continue to ensure we are considering these impacts in terms of employee compensation as we renew enterprise bargaining agreements and for our salaried, non EBA covered teams during our year end remuneration processes.

Our overall engagement score of 72% was a 3% point improvement on our engagement result compared to 2021.

Minimum notice periods regarding operational changes

All Viva Energy Group enterprise agreements provide for extensive consultation provisions and the establishment of employee consultative committees for the purpose of facilitating discussions and seeking views on any proposed major workplace changes. There are also provisions requiring that employees receive reasonable notice and are consulted regarding proposed operational roster changes. Typically, one weeks' notice is required unless employee agreement is obtained.

Viva Ways of Working

We believe that work is something we do, not somewhere we go.

Our people are supported to work flexibly in a way that works for our customers, our operations, our team and our families. This can mean something different for everyone, including requesting flexibility to accommodate family commitments, collaborating in our offices, scheduling uninterrupted time to work from home, adjusting start and finish times, working part-time and taking extended breaks.

In our 2022 engagement survey, 79% of participating employees feel they have the flexibility they need to manage work and other commitments.

We trust our people and empower them to choose the way they work with support from 3 streams dedicated to:





Parental leave

We know that parental leave is important to support caring responsibilities while children are young, fostering a more equal division of unpaid care and paid work, and improving family work life balance.

We are proud to have a leading policy that includes generous carers leave, paid keeping in touch days, continued superannuation payments during periods of parental leave and equivalent full time superannuation payments for parents returning part time after their leave.

To support parents at the time of their child's birth, Secondary Carers can now access three weeks paid leave and to enable parents greater childcare flexibility, Primary Carers can choose to take leave in a flexible manner.

We continue to offer support and leave to our employees who suffer pregnancy loss, as well and those who are going through IVF.

Employee Value Proposition: Grow, Belong & Thrive

Viva Energy is driven by people. It's the great people who work with us that make us who we are.

The Grow, Belong & Thrive Playbook, launched in 2022, was designed to capture the unique essence of what we value about Viva Energy, the reasons we choose to join, and the reasons we choose to stay and grow a career.

The Playbooks were built by our people, for our people and three concepts captured what our people value most:



Grow
through work
that matters

Belong
to an amazing
organisation

Thrive
as a whole
person

The Playbooks are for everyone. Understanding career aspirations, leadership development goals, and flexible working preferences are what makes individuals feel included and how they maintain their health and wellbeing helps us to be 'Better Together' and create a more compelling work experience. Importantly, Viva Energy Australia aims to provide consistent benefits to all its employees irrespective of part-time or full-time working status.

Developing our people

Our success in delivering our strategic goals is dependent on our people having the necessary skills, experiences, capabilities and opportunities. We support development to ensure we have the right people in the right roles with the right skills. In 2022 we invested more than 50,000 training hours across our corporate and operational teams.

Of this total, 40,720 hours were attributed to operations, where 1,848 employees and contractors completed an average of 22 training hours during the year. Overall, employees completed 11,184 hours of training related to annual compliance activities and our changed working arrangements – including an emphasis on cyber security threats, and on the impact of working conditions on psychological safety and wellbeing. As a minimum, training is delivered across our Code of Conduct, Privacy, Anti-Bullying & Harassment, Cyber Security, and operational safe working training requirements.

Leadership development

In 2022, we introduced our Achieve Frontline Leadership program with 47 participants completing the program. In addition, we commenced a development series based on our Smart with Heart leadership framework and 72 team members participated.

Targeted leadership development sessions have also been implemented over the course of the year, including an Operations leadership development program for our Shift Team Leaders and Shift Managers at our Geelong Refinery, education for leaders via our Diversity & Inclusion series at Geelong Refinery, inclusive leadership sessions in our Supply Chain business and psychological safety sessions in various areas of our business.

Early career mentoring program

Ensuring our women and men have equal opportunity to develop and progress is part of our gender diversity aspirations, and mentoring is one way we support both personal and career development. In 2022 we implemented our first early career mentoring program which saw 26 early career team members being mentored by senior leadership group members. We know that women can face unique challenges in a male dominated work environment and mentoring is one way we can help to role model and support women early in their career.

Smart with Heart

The Smart with Heart Framework defines the competencies that will enable success for people leaders and self-leaders. Our people leaders dedicate time to having Smart with Heart development conversations, which focus on building on strengths, remediating possible 'de-railers' and progressing aspirations. Related training programs were rolled out to over 110 Viva Energy leaders this year.



Proportion of senior management hired from the local community

We are committed to building strong and positive community relationships, particularly in the locations of our key operational facilities. The percentage of our senior leadership group hired from the local Geelong community is 22%.



2023 Graduate program

In 2022 we launched our Viva Energy Graduate Program campaign: Your Future is Our Energy. We received an overwhelming response to our campaign with over 800 graduates applying and nine graduates appointed – six female and three male.

Inclusion and diversity

Viva Energy is a great place for our people to be themselves.

We rely on inclusion of people, ideas, and skills. Our diversity pillars are supported by team member networks, voluntarily set up by team members, for team members. We believe in our people and empower everyone to amplify their voice across the business. In 2022 we established two new networks – our Family Network and Abilities Network.

- The Families network aims to promote the extensive range of support services and policies on offer for team members supporting family members through all life stages, including caring for young children, teenagers and older parents. The Families Network is also focused on breaking the stigma around dads taking time out to care for family members by role modelling and sharing stories.
- The Abilities Network is exploring inclusion opportunities for neurodiverse people and people with physical disabilities because we understand different skills, experiences and approaches enable innovation.



At Viva Energy, our aim is that everyone feels respected and valued every day. Everyone has a part to play in actively and intentionally recognising diversity and behaving with inclusion in mind.



Gender

Striving for a gender balanced workforce to benefit from diversity of thought, productivity and engagement



First Nations Peoples

Celebrating First Nations cultures, promoting reconciliation, building respect and increasing employment opportunities



Pride

Empowering everyone to bring their full self to work while building understanding, respect and allyship



Culture

Igniting the conversation on, and celebrating, our cultural diversity



Family

Supporting our people at different life stages and with diverse caring responsibilities, to thrive



Abilities

Exploring inclusion opportunities for neurodiverse people and for people with a physical disability

In 2022 a diversity series at the Geelong Refinery enabled our leaders to deep-dive into each of the areas of diversity, with conversations, debates and storytelling. This challenged participants to consider their own biases, the perspectives of others, and how everyday actions can better foster inclusion.

In line with our Code of Conduct and Inclusion and Diversity Policy, discrimination is not tolerated. In 2022, there was one reported incident of discrimination. The incident was assessed, investigated, and corrective measures were taken.



Family inclusive workplace

In 2022 our leading policies and practices in the areas of Flexible Work, Parental Leave, Family Care, Family Wellbeing and Leadership Culture saw Viva Energy receive a certification as a 'Family Inclusive Workplace' by Parents at Work in partnership with UNICEF Australia. This award recognises the commitment and progress that we have made in driving family friendly workplace practices.

There were several initiatives that have been important towards achieving this recognition:

- **Viva Flex** – we are supported to work flexibly in a way that works for our customers, our operations, our team and our families.
- **Support for team members with caring responsibilities** – we have a wide range of policies and initiatives in place to ensure team members can balance their work and family lives.
- **Culture of Inclusion** – we are committed to creating and fostering a workplace culture that promotes diverse and inclusive behaviours, and this is recognised by our team members, customers, suppliers and key stakeholders.



Providing work-life balance for men (men working flexibly)

Viva Energy has worked hard to increase the number of men who utilise the policies that support work life balance including parental leave, part-time work and purchasing additional leave. The creation of the Families network has been one of the initiatives to help enable this.

The Families network aims to promote the extensive range of support services and policies on offer for team members supporting family members through all life stages, including caring for young children, teenagers and older parents. The Families Network is also focused on breaking the stigma around dads taking time out to care for family members by role modelling and sharing stories.

In the past 12 months the number of men working part-time has increased by 9% and in 2022 49% of those who took parental leave were Dads.

When asked about what working part-time has meant to Projects Manager Ash Banks, he said “initially this allowed me to volunteer my time to help out in class at my daughter’s school. Recently we have had another baby and now I care for him on Wednesdays which has meant my wife has been able to return to work. This is especially important as my wife works in the medical field, and is relied upon by the community for the service that she provides”. Ash also shared that one of the benefits he has found while working part-time is that he has more mental capacity to dedicate to both his work and home lives and finds himself planning his time more actively so that he meets his work commitments and supports others in his team.

Engineering and Maintenance Manager Steve Roberts took up the opportunity to purchase additional leave. With two young children it has allowed him to spend more time with them in the school holidays, as well as being able to take a family holiday to central Australia which he had not been able to do before working for Viva Energy. When asked about some of the benefits of taking purchased leave Steve was surprised at how favourably others viewed him using it.

Gender diversity

Viva Energy is committed to improving the representation and equal pay of women in all roles and levels in our business. We track and report against diversity targets, and report annually to the Workplace Gender Equality Agency (WGEA). We reported our workforce gender profile to WGEA in June, covering our workforce at 31 March 2022 (2021-22), with our report lodged to WGEA on 2 June 2022. In addition to the compliance reporting, we are also proud to be recognised as a WGEA Employer of Choice for Gender Equality.



Female representation in the Senior Leadership Group

2022	44%
2021	44%
2020	41%
Target	40%

Female new hires

2022	35%
2021	36%
2020	30%
Target	50%

Female representation on the Board

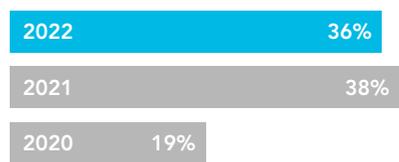
2022	29%
2021	29%
2020	29%
Target	40%

Our people continued

Overall female representation



Female promotions



One of the key metrics that we track to assess our progress in gender diversity is our gender pay gap. The gender pay gap includes the total remuneration pay gap (expressed as a percentage) between women and men in the workforce. We internally calculated the Group-level gender pay gap of 9.95% for 2022 which was also reported to our Board. There are a range of factors that impacted the pay gap in 2021/22, with the most significant being, allowances and overtime.

In 2022 CEO Scott Wyatt continued his role as an active member of the Champions of Change Coalition. 'The Champions of Change Coalition aims to achieve gender equality, advance more and diverse women into leadership, and build respectful and inclusive workplaces for the future'. Scott led several gender equality listening sessions with women and men across our organisation to check in on progress and inform our gender equality action plan.



Shifting expectations and industry recognition

In 2022 Viva Energy played a key role in the Champions of Change Coalition's Shifting Expectations report which demonstrates how leadership commitment and innovative work practices are enabling flexibility for frontline workers. This report showcased four initiatives that have changed the way we think about flexibility for those working in the frontline including creating job share opportunities in a 24/7 work environment and embedding flexible working practices into enterprise agreements.

As a result of our commitment to having strategies, policies and programs that promote inclusion, diversity and innovative work practices we were awarded the Australian Resources and Energy Employer Association (AREEA) Diversity and Inclusion Award. This award specifically recognised the innovation demonstrated at the Geelong Refinery to increase the representation of women in frontline shift-based operator roles. As a result of challenging the assumption that these roles needed to be performed on a full-time basis, we have increased the number of females in operator roles by 13% since 2019.



Say it Again

Over the course of 2022 we have continued to run the Say it Again campaign to help team members call out inappropriate comments or behaviours in the moment – as a trigger for reflection and conversation on why a comment may be considered inappropriate or offensive. This campaign has been designed to help with intervening in a safe way and provides an avenue to help others rethink and reframe their comments.

We are committed to ensuring all team members work in an inclusive environment where diversity is respected and valued and where everyone takes responsibility for their behaviours and actions.

Women in Industry award finalists

The Women in Industry awards celebrate women working across the mining, engineering, manufacturing and commercial road transport industries, and recognise career excellence and achievements.

In 2022 two women from our Supply Chain business, both of whom work in remote parts of Western Australia, were shortlisted as finalists. Te Ana Goeree, Inland Operations Supervisor, was recognised under the Rising Star award for showing significant promise and achieving goals at the start of her career. Nikki Cowper, Site Operator – Relief, was recognised under the Safety Advocacy award as an individual working actively to improve safety for their industry.





Our community



We are committed to building strong relationships and making a positive difference in local communities within our national operating footprint. We recognise that while our operations provide employment and economic benefits to local economies, of equal importance is our commitment to the wellbeing of the community and its environment. Despite some ongoing challenges during the pandemic, we are proud to have continued our support in helping our community partners deliver their programs and, in some cases, extend and adapt our partnerships.



2022 Performance and progress

 **Second** Innovate RAP endorsed by Reconciliation Australia

 **83%** of our people have completed cultural awareness training (2021: 80%)

 **\$3.58M** Spend with First Nations businesses and organisations (2021: \$3.5M)

 **1,515** Good Deeds hours were completed (2021: 220)

 **\$1.26M** Invested into community partnerships (2021: \$776,000)

 **500+** First Nations people, and an additional 60 young Australians supported via our partners programs

 **\$301,000** Donated to support the NSW and QLD flood emergency in early 2022

 **11** Recipients shared \$50,315 in Viva Energy Community Support Grants



- Launched our new community partnership with CareFlight, which provides rural and remote community patient transport in the Northern Territory.
- Continued to conduct events to celebrate National Reconciliation Week and National Aboriginal and Islander Day Observance Committee (NAIDOC), including virtual options.
- Held our Community Legends Awards, which recognises local volunteers in Geelong sharing in \$76,000 prize money for them and the clubs/associations they support.
- Increased engagement with the Geelong community by expanding local sporting club sponsorships. The number of grass roots sporting club sponsorships increased from 10 in 2021 to 17 in 2022 (16 in Geelong and 1 in Newport).
- Community consultations were undertaken for the proposed Gas Terminal Project to ensure community understanding and support for the project and to comply with the Environmental Effects Statement (EES) process.

2023 Priorities

- Implement, monitor, and report the progress of our second RAP with the aim to increase employment, procurement, and engagement with First Nations peoples, organisations, and communities.
- Commence preparation of our third RAP 2024-2026.
- Continue to grow relationship with First Nations communities of Geelong and broaden our engagement with First Nations communities around other major operational sites.
- Increase employee engagement by providing volunteering opportunities to our people with our partners
- Leverage our community partnerships with CareFlight, Koorie Heritage Trust, Racing Together and our Geelong program partners.
- Integrate those community programs supported by Coles Express (Fight MND, Movember and Red Kite) into our business.

Local community engagement

We recognise our operations provide benefits to the local economy but also have the potential to impact local communities. Regular engagement with our community and stakeholders is essential to maintaining our social licence to operate and securing buy-in to enable us to deliver new projects.

We listen to people's views, concerns, and suggestions. We keep communication lines with our local communities open, via community activities including meetings, briefings and information sessions, newsletters, traditional and social media, and our website. We operate a 24-hour phone line for our Geelong refinery to receive any community queries or complaints.

Regular community information sessions provide updates on projects that are planned, or underway at our Geelong Energy Hub, and provide the opportunity for face-to-face engagement and feedback. The most recent community engagement session was held at the Geelong Soccer Club in November 2022 and while we shared our progress on the Energy Hub and other projects occurring at the Geelong Refinery. We also invited two of our sponsored sporting clubs and two of the Community Legend award finalists and winners to speak about and profile their organisations.

We maintain active and regular community engagements for our larger facilities and for any new major projects or developments. For our Gas Terminal project, we encourage the community to be involved in the project development.

 For more information visit <https://www.vivaenergy.com.au/energy-hub/gas-terminal-project/community-consultation-and-feedback>

Improving our communication with neighbours

We offer an opt-in SMS service to neighbours, regulators and other stakeholders to receive updates on emergency exercises, maintenance works and incidents at the Geelong refinery – particularly where we anticipate there to be an impact on the local community. In the event of an incident, the refinery sends a text message to alert these stakeholders as well as inform them once the incident is over.

In 2022, 12 text messages were sent to 86 stakeholders. Messages provided alerts for when emergency drills were conducted as well as updates about maintenance works, and/or incidents taking place at the refinery. The feedback received is that the service has greatly improved our communication with neighbours.

Each of our operations and facilities are unique, so we tailor our community engagement program to align with our operations, the projects we are pursuing and the community's interest. Outside Geelong, other key operational sites proximate to neighbouring communities include Newport Terminal in Victoria and Gore Bay terminal in Sydney. Engagement with these communities has become more bespoke over recent years due to dwindling numbers at community forums and a reduction in community queries. We continue, however, to actively engage with these communities particularly to share operational updates and information on planned projects at the sites.

Regular community information sessions provide updates on projects that are planned, or underway at our Geelong Energy Hub, and provide the opportunity for face-to-face engagement and feedback.

Our Geelong community

The Geelong Refinery is our largest operational site, employing around 1,000¹ people. The Geelong refinery is a vital part of Australia's energy landscape. Geelong refinery is one of two refineries remaining in Australia and supplying over half of Victoria's fuel needs. Our operations have been part of the Geelong community since 1954 and inject more than \$650M annually into the local economy through wages and services.

Local community partnerships include Northern Futures as well as sponsorship of the Geelong Football Club which includes both the men and women's teams, their Next Generation Academy and sponsorship of the Welcome to Geelong day. We also engage social enterprise Gen U to run the refinery cafeteria and provide gardening services and our people donate generously to Give where you live (matched by Viva Energy).

Sport plays a significant role in the Geelong regions. In 2022 we increased the number of sporting clubs we support from 10 to 16. These clubs rely on corporate contributions to support broad participation in sport and maintain connection with the community.

In conjunction with the Geelong Football Club (as a major club sponsor), we host an annual Welcome to Geelong Day at GMHBA Stadium, to welcome new arrivals to the community. In 2022, nearly 200 people from culturally and linguistically diverse backgrounds joined us for an introduction to the game and to the region.

 For more information refer to <https://www.vivaenergy.com.au/sustainability/community>

1. The number of people employed at Geelong refinery includes employees and an average number of contractors employed across the year



Case study: Community Legends Awards

The Viva Energy Community Legend Awards is a community initiative established by Viva Energy to recognise and celebrate role models within the Greater Geelong region. The purpose of the Awards is to reward local contributors who volunteer their time to make the community a better place for everyone.

The Awards, previously called the Viva Energy Geelong Refinery Club Legend Award, commenced in 2017 and were originally set out to recognise role models in the local sporting community. After a two-year hiatus due to COVID-19, the Community Legends Awards returned in 2022.

The scope of the Awards program was expanded to reflect Viva Energy's community commitments by recognising local heroes who volunteer for social and cause-related organisations as well as local sporting clubs. The main awards were the Community Legend of the Year, People's Choice and Rising Star Award (for candidates 16-26 years old).

55 community volunteers were nominated with 10 finalists and three ultimate winners awarded. Our Community Legend of the year was Libby Bate who tirelessly supports Cancer After Care Group Geelong. The Rising Star award winner was Jess Johns who supports South Barwon Football & Netball Club. The People's choice winner was Damian McKeegan who supports Geelong Youth Engagement.

115 people attended the Award ceremony, with our Community Legend Award ambassador and local Geelong legend, Cameron Ling as MC.

Community complaints

Viva Energy has a procedure for third party complaint investigation, response and reporting. The Complaint Management System includes:

- Reporting any relevant complaints to regulators in keeping with licence requirements.
- Keeping a record of all complaints.
- Investigate all complaints and make necessary assessments, alterations to activities where possible and regulatory reports where required

Our community stakeholders are kept informed about these mechanisms through ongoing engagement including meetings, newsletters and website updates. They can also access our 24-hour telephone line to lodge any concerns.

Viva Energy reviews all complaints or grievances to ensure they are understood and remedied where possible. In 2022, we had one verified complaint in Geelong due to odour (gasoline smell) due to a faulty roof seal (T204). Upon investigation, Tank 204 was identified as having product on the roof. The roof was drained and all movements from the tank were stopped. Roof seals were inspected, and venting valves replaced. In addition, three verified complaints were made in relation to Newport Terminal with two complaints related to noise and one related to odour from tank cleaning. Investigation of the Newport based complaints (and actions taken) showed that: One Noise complaint was related to faulty equipment that was subsequently replaced. Another noise complaint was during tank construction works over the weekend, with subsequent potential noise generating works scheduled during normal business hours on weekdays. The odour complaint was related to tank cleaning works and vapour releases. The site was evacuated as a precaution and FRV attended the site. Tank works were stopped while a full investigation was conducted, and recommendations implemented prior to recommencement. We recorded and investigated all complaints and made necessary assessments and regulatory reports where required.

RAP update

Our Reconciliation Action Plan (RAP) aims to foster reconciliation with First Nations peoples through our activities, services, and programs. Our second Innovate RAP was endorsed by Reconciliation Australia and launched in April 2022 and celebrates Indigenous culture, promotes reconciliation, builds respect, and aims to raise cultural awareness. By working together respectfully, we believe we can build a diverse and enriched business while contributing to a stronger and more vibrant Australia.



Lorraine Briigdale's work pictured above won the Viva Energy Australia 3D Award at the 8th Koorie Art Show.

Our vision for reconciliation is a nation where Aboriginal and Torres Strait Islander peoples have equal and equitable opportunities to reach their destination. We envisage a business and society that is enriched by their cultural diversity. Our vision for reconciliation is strongly aligned with our company vision, which is to help people reach their destination. The key vision for this RAP is that Viva Energy's employees, stakeholders, sphere of influence and most importantly, the First Nations' communities whose land upon which we work, will know we are allies of Aboriginal and Torres Strait Islander peoples.

This Reconciliation Action Plan, our second, aims to learn from our inaugural RAP, seeks to grow the number of First Nations employees either directly or through the contractors we do business with, increase our level of business expenditure with First Nations led organisations and continue to strengthen our First Nations peoples' program to enhance reconciliation.

1. The terms 'First Australians' or 'First Nations' in this document is used to respectfully and interchangeably refer to Australian Aboriginal and Torres Strait Islander peoples

Our community continued

We have nine self-identified First Nations employees and an annual intake of First Nations interns through the Career Trackers Program. We have links into a number of TAFE schools to ensure our trainees and apprentices receive the correct education and obtain their qualification and we engage with our partners in their education programs.

We have chosen to focus our current RAP on:

- Building long standing relationships with Traditional Owners where our major sites are located to deliver sustainable benefits;
- Maintaining our focus on increasing First Nations employment and retention.
- Increasing the diversity of First Nations businesses, we contract with and build stronger relationships with our existing First Nations businesses;

In 2022, our RAP deliverables included (among others):

- Developed and implemented an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations, and documented agreements that guide how we work with our First Nations Community Partners.
- The continued celebration of National Reconciliation Week and National Aboriginal Islander Day of Observance Committee (NAIDOC).
- Continued to build relationships with the Traditional Owner Organisations at our major sites and facilities, including Wathaurong Aboriginal Cooperative and Wadawurrung Traditional Owners Aboriginal Corporation, both in Geelong.

➔ For more information in our RAP, visit <https://www.vivaenergy.com.au/sustainability/community/supporting-indigenous-peoples>



Viva Energy is a member of Supply Nation, an Australian leader in supplier diversity and connecting organisations with First Nation businesses. Supply Nation supports us to connect with and increase our procurement spend with First Nations businesses.



91 Low Aromatic supply zone

Low Aromatic Fuel

In partnership with the Federal Government's National Indigenous Australians Agency, Viva Energy supplies around 34 million litres of Low Aromatic Fuel (LAF) to northern Australia each year. LAF is a specially designed 91 octane unleaded petrol that complies with the Australian Fuel Quality Standards Act and can be used in all petrol engines that use regular 91 octane fuel.

LAF is manufactured at our Geelong Refinery, with our supply footprint covering parts of NT, QLD and WA from terminals in Darwin, Weipa, and Townsville.

In 2022, our contract with the National Indigenous Australians Agency for the production, transport and storage of LAF was extended out to mid 2025.

Independent research has shown the supply of LAF has helped reduce volatile substance misuse in regional and remote areas.



Community program

We are committed to our corporate social responsibility by working with our communities, people and customers to make a positive impact and deliver genuine social benefits. We are committed to giving back to our local communities and in doing so, helping them reach their destination.

Our partnerships with Koorie Heritage Trust and Racing Together continued in 2022 and in June we introduced a new partnership with CareFlight.

- CareFlight is already delivering on our partnership goals through the employment of a First Nations trainee, interpreting patients' rights in nine languages and upgrading the existing helicopter in Darwin.
- Our partnership with the Koorie Heritage Trust (KHT) continues to support us to build our cultural awareness and connection in Victoria and our support for KHT helps to promote and preserve traditional language and culture in Victoria.
- Our partnership with Racing Together continues to promote indigenous youth participation in motorsports and STEM careers.
- Our partnership with Northern Futures supported 16 scholarships to support the development of life-skills and job skills, to remove barriers to success for young people.
- Our employees donated \$244,375 through Double My Donation and Team Fundraising (includes Viva Energy matching). Viva Energy further donated \$285,000 to Red Cross and Rural Aid for the NSW & QLD Flood Appeals. The total donation contributions in 2022 was \$529,375.

Our programs are helping us deliver on the commitments outlined in our RAP and after the impacts of COVID-19 restrictions, this year saw several opportunities for engagement with our program partners both virtually and in person.

Case study: Partnering with CareFlight

In 2022, Viva Energy and CareFlight signed a three-year partnership. CareFlight is a leading national aeromedical organisation that uses helicopters and other aircraft to transport sick and injured patients within Australia and overseas to emergency hospital care. Viva Energy's \$3 million commitment supports the Darwin-based CareFlight medical rescue helicopter to fly to the rescue and deliver emergency health care and retrieval across the Top End of the Northern Territory.

CareFlight has been providing aeromedical services in Australia since 1986, and the Territory since 2007. They provide equity in access to healthcare for people in remote, very remote and regional areas so they can receive an equivalent level of patient care to that available in major population centers.

The partnership will also deliver a Pathways to Employment program to provide work experience, traineeships and scholarships at CareFlight for rural and remote Indigenous and non-Indigenous young people. Other programs under the partnership include development of Indigenous-language material to help communicate with CareFlight patients and receive feedback, and the development of Emergency Response Plans for emerging small and medium Indigenous businesses.

To date, through our partnership, CareFlight has delivered the following milestones in support of our programs including:

- flown 118 missions assisting 100 people, of which 90% were First Nations peoples;
- employed two First Nation trainees and awarded two scholarships;
- interpreted patients' rights into 9 languages; and
- upgraded the existing helicopter in Darwin in 2022.



Our partnerships with local communities across our national operating footprint are an important part of our business. Our Community Support Grants program is in its seventh year. Grants of up to \$5,000 are awarded to non-profit groups to implement programs that might improve the circumstances of people living within our local communities - Geelong or Newport in Victoria, Clyde or Gore Bay in New South Wales, or Pinkenba in Queensland. For the 2022 program, grants were awarded to 11 organisations to a total value of \$50,315. Recipients included programs for Cancer patients to look good and feel better through to assisting in the removal of financial barriers for gifted students, from reconnecting orchestra members on a music camp to reconnecting seniors at their local community hall.

Support for communities impacted by natural disasters

At the beginning of 2022, devastating floods impacted many Australian communities in NSW and QLD. Viva Energy contributed \$275,000 to the flood relief and recovery efforts with direct donations to the Red Cross and Rural Aid. A further \$10,000 of fuel was distributed to recovery centres across affected areas. We also tripled the donations made by our employees to a range of similar causes – lifting our total contribution to the flood relief to \$301,000.



Employee participation

Employee volunteering is supported by two days of annual community engagement leave. In addition, our people are encouraged to support their chosen charities with donations and team fundraising through our Double My Donation and Team Fundraising programs – where Viva Energy matches funds raised for approved organisations.

In 2022 our employees continued to participate with 1,515 hours of *Good Deeds* completed compared to 220 in 2021. We continue to seek additional volunteering opportunities with our partners. In addition, our employees donated to the charity they support and Viva Energy matched dollar by dollar, investing a total of \$153,917 as part of Double My Donation.

Our people come together in teams to raise money for our community partners or to support charities. Viva Energy teams contributed \$90,458 raised for 22 charities, including Viva Energy's contribution.

To enable participation and engagement with key First Nations celebrations, we continued to deliver virtual activities for our people for NAIDOC and Reconciliation Weeks.



Community highlights for 2022

Our employees' contribution to positive social impact

Double My Donation to community partners
189 employees have donated to 19 charities \$153,917 including Viva Energy's contribution.

Team Fundraising
\$90,458 raised for 22 charities, including Viva Energy's contribution.

Indigenous activities
Over 250 employees participated in National Reconciliation Week events. A people connect session was held with a diverse group of speakers that spoke about their lives as First Nation peoples and what the theme 'Be Brave, Make Change' means to them.

All activities were aimed not only to celebrate NRW but to deepen our cultural awareness and competency.

Since the launch of Viva Energy's on-Line Cultural Awareness Training in 2020, over 1,210 employees and contractors have completed the training.

Our people





Our communities

Our business

Low Aromatic Fuel (LAF)
With the renewal once again of our contract to manufacture and supply LAF into northern Australia until at least 2025, we continue to be committed in helping to reduce volatile substance misuse and supporting Indigenous communities.

Grass Roots Sports Sponsorships
Viva Energy has increased its support of local grass roots sports clubs in Geelong from 10 to 16 and 1 in Newport this year. The \$130,000 in funding contributes to improved participation, running the clubs, providing uniforms and sports equipment.

Healthy Heads in Trucks and Sheds (HHTS)
Our sponsorship assists the Foundation to deliver its National Mental Health and Wellbeing Roadmap. HHTS aims to build a psychologically safe industry where mental health and the wellbeing of every worker across the road transport, logistics and supply chain sectors is valued.

We use our business capabilities to help create long-term positive change

Member of Supply Nation
Our membership provides options to support First Nations businesses with more than \$3.58M spent on First Nations peoples owned and led organisations.

Customers
Working collaboratively with our customers to support local communities where we both operate, Viva Energy continues to support the Variety club children's Charity Bash, CareFlight, Marine Rescue Service in NSW and more recently the Royal Flying Doctor Service.

We support local projects that foster positive role models to address significant community challenges

In 2022 we invested \$1,260,000 in the following partnerships and sponsorships

Racing Together (RT)

RT help First Nations youth become involved in motorsport. Their Open Days in May and October saw 65 First Nations youth register to participate in the two day intensive training in advanced driving, motorsport, wellbeing, self-esteem, and STEM subjects.

CareFlight (CF)

Viva Energy's three year partnership with CF, launched in June, is already delivering with 118 missions completed with the new Viva Energy branded helicopter out of Darwin, employing 2 training and awarding 2 scholarships to young First Nations peoples and started the translation of patient rights into 9 First Nations languages.

Northern Futures (NF)

NF assists in removing barriers to disadvantaged students completing study or gaining employment. 60 young people, including 2 First Nations person, have been supported so far this year.

Koorie Heritage Trust

KHT 10th Koorie Art Show (Dec 22 to Feb23) saw approximately 12,000 people attended the exhibition on site and over 11,600 people online. 127 works were on show.

Oral Histories: With the pandemic still impacting access to elders, 12 stories have been recorded under the Blak Design program as oral history of today for the future. Traditional oral history recordings have recommenced and several will be completed in 2023.

Community Grants

\$50,315 in grants were awarded in 2022.



Ethical conduct and transparency



We are committed to the highest ethical standards of corporate practice. Viva Energy is founded on strong values and promotes a culture based on integrity, responsibility, curiosity, commitment, and respect. Our approach to strong corporate governance underpins the way we conduct business. Our Code of Conduct is supported by various policies and assessments such as the Supplier Code of Conduct, Anti-Bribery and Corruption Policy, Modern Slavery Statement and more. We expect that our people, including Directors and senior executives, behave in line with our Viva Energy values. Our employees receive awareness training on our policies and where it is relevant to their role.



To view our policies, visit:
vivaenergy.com.au/our-company/corporate-governance



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2022 Performance and progress



\$5.81B

Total tax contribution (2021: \$5.87B)
Including \$118.7M Income tax paid



191

Employees completed modern slavery training
(2021: 185)



33

Suppliers reviewed in greater detail to confirm no modern slavery risk based on responses to 2021 survey (2021:101). Our 2022 approach was more targeted with a more in-depth review of previously flagged suppliers.



51%

of invoices for small business were paid within 20 days standard payment terms.

- Targeted modern slavery due diligence of 101 suppliers via survey and engagement concluded that our suppliers posed a low modern slavery risk.
- Maintained a robust ship vetting process – 32 vessels were rejected during the year for failing to meet required standards.
- Raised awareness and understanding of modern slavery risks through targeted modern slavery training and company-wide communication.

2023 Priorities

- Deep dive assessment of modern slavery risks associated with Coles Express following convenience business acquisition.
- Deep dive assessment of modern slavery risks associated with construction activity associated with diesel storage and Geelong upgrades.
- Further enhance cyber security measures across the business and our supply chain.



Ethical conduct and transparency continued

Our approach to strong corporate governance

Corporate governance underpins the way we conduct business. We are committed to protecting shareholder value by upholding a Code of Conduct that is ethical, responsible, and respectful of customers, communities, our people, and stakeholders. We expect that our people, including Directors and senior executives, behave in line with our Viva Energy values. Furthermore, our employees receive awareness training on our policies and where it is relevant to their role.



For more information on our corporate governance and policies visit vivaenergy.com.au/our-company/corporate-governance

We are committed to operating in a manner consistent and compliant with the laws and regulations. We have adopted an Anti-Bribery and Corruption Policy, which sets out in detail the rules applicable to team members and representatives of the Viva Energy group.

Cyber security

In 2022, the public profile and importance of cyber security continues to grow with increases in the volume of threat activity being observed across the global threat landscape. We continue to monitor and proactively react to changes in the evolving threat landscape to prioritise risk mitigations for current and emerging threats. We continue to engage with the relevant state and federal agencies that oversee critical infrastructure and address the requirements of these regulatory frameworks. These include the Critical Infrastructure Centre, the Australian Security Intelligence Organisation – Business & Government Liaison Unit and the Australian Cyber Security Centre.

The use of information systems and operational technology is important to Viva Energy's ability to efficiently produce and distribute products to our customers. We utilise extensive technology base controls and undertake independent technology controls testing and validation. We must also

protect sensitive business and personal data. We recognise our responsibility in the supply chain and work closely with our partners, critical asset owners and customers to maintain confidentiality, integrity, and availability of information. Viva Energy is focused on ensuring that effective cyber security measures are implemented and followed to minimise disruption and maintain customer trust.

Our Information Security Management System is aligned with global best practices and ensures a continual cycle of review and improvement of our cyber security risks and controls. Viva Energy's Audit and Risk Committee has oversight of the related progress, risks and governance with cyber security being a standing agenda item.

Improvements in 2022 occurred across people, process and technology with a focus on increasing visibility of threat activity, risk management, resilience and improving user's ability to identify and handle cyber related threats. We have robust user education and training as the frontline defence mechanism to phishing and malware attacks.

One notifiable data breach occurred during 2022 (in our Liberty Oil subsidiary). Viva Energy will continue to further enhance cyber security measures across the business and our supply chain in 2023.

The use of information systems and operational technology is important to Viva Energy's ability to efficiently produce and distribute products to our customers.

Customer privacy

We collect personal information in a variety of ways while conducting businesses. We are committed to complying with the Privacy Act 1988 in relation to all collected personal information. We respect the privacy of personal information, and we take reasonable steps to keep it strictly confidential. In 2022, no substantiated complaints concerning breaches of customer privacy were reported to the Audit and Risk Committee (ARC).



For more information in our Privacy Policy visit <https://www.vivaenergy.com.au/contact/privacy-policy>



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Modern slavery

In 2022 we conducted further assessments aimed at increasing the visibility, awareness and understanding of modern slavery risks across our supply chains. This included a targeted analysis of 33 key suppliers based on spend and inherent risk who had been flagged as a potential risk of modern slavery based on the external survey issued to 101 key suppliers in 2021. As a result of this follow up work, we were able to gain greater confidence in our view that Viva Energy has an overall low risk of modern slavery through its supply chain.

Following the deep dive undertaken last year with respect to the ship vetting process undertaken by Viva Energy, during 2022, Vitol, who charters and co-ordinates most of the Company's fuel shipping requirements, has undertaken and published a detailed case study of the work it has undertaken in identifying and addressing human rights issues across its shipping activities. Their analysis was very extensive and emphasised the importance of seafarer wellbeing to Vitol.

Every year, hundreds of vessels go through Viva Energy's vetting process as part of supplying fuel to Australia and a number of vessels are rejected. During the 2022 year, 32 vessels were rejected by Viva Energy for failing to successfully clear the Viva Energy maritime vetting process, for a range of technical and operability reasons. None of these rejections were on the basis of failing to meet crew welfare standards or modern slavery concerns.

During 2022 we did not identify any actual instances or allegations of modern slavery within our direct operations, and we did not become aware of any modern slavery allegations against any of our suppliers.



To view our Modern Slavery Statement 2022 visit vivaenergy.com.au/investor-centre/company-reports

Viva Energy continues to review how we can improve our company-wide approach to mitigating modern slavery risks, along with contributing more broadly to the community debate in this area. During 2022, Viva Energy was a participant in consultation meetings with the NSW Anti-slavery Commissioner aimed at developing a framework for driving up the effectiveness of modern slavery due diligence in NSW public procurement.

Supporting our commitments, a modern slavery training program has been taken by all senior leaders and staff with responsibility for managing people and supplier procurement. In 2022, 191 employees completed our modern slavery training.

Reporting misconduct

Viva Energy maintains a Whistleblower Service and Policy. The policy details the rights of eligible persons to report – on a confidential and anonymous basis – suspected illegal, fraudulent, unethical or socially irresponsible conduct by Viva Energy or any of our officers, employees or contractors. This includes breaches of the Viva Energy Code of Conduct or other Viva Energy policies. In 2022, we received four whistleblower disclosures.

In 2022, approximately 73% of material breaches of our Code of Conduct and other Viva Energy policies reported to the Audit and Risk Committee (ARC) related to Life Saving Rules breaches. Approximately 27% related to Code of Conduct breaches for inappropriate workplace behaviour. Appropriate action was taken to address the breaches, including formal warnings and termination of employment where warranted. There were no reported cases of policy violations relating to bribery or corruption during 2022.



For more information on our Whistleblower policy visit vivaenergy.com.au/our-company/corporate-governance

Procurement approach

Procurement policy

Our Procurement Policy sets out how employees, contractors and agents engage in any form of procurement activity on behalf of Viva Energy. All decisions related to purchasing activity are based on our guiding principles.

Supplier code of conduct

Our Supplier Code of Conduct supports our sustainability focus areas and sets out our expectations and responsibilities for our existing and future partnerships. Our criteria include social considerations. We communicated our code of conduct to our key suppliers as part of our modern slavery survey in 2022. That allowed the identification of opportunities for sustainability collaboration and improvement across our supply chain.



For more information on our Supplier code of conduct visit vivaenergy.com.au/our-company/corporate-governance



Ethical conduct and transparency continued

Ethibase – our third-party risk management platform

As part of our risk assessment process, we use Ethibase as our third-party risk Management Platform. Ethibase specialises in developing tools to manage risk compliance with a particular focus on anti-corruption, human rights, labour and environmental risks. The Ethibase platform helps us to automate the identification of relevant risk indicators and provide us with insights from the data collected from our suppliers.

Survey results in 2021 to 101 key suppliers raised flags for 33 suppliers for follow up. In 2022, we completed a detailed review to better understand the modern slavery risks posed by those 33 suppliers. As a result, it is Viva Energy's view that the risk of modern slavery in our current operations and supply chain is low. Further, the work to date has not only enabled us to better understand the risks with such suppliers but has given us the opportunity to engage at a deeper level with respect to the issue and gain an alignment with the supplier on our zero tolerance for modern slavery approach.

Responsible crude sourcing

We source crude oil from local sources as well as a variety of different countries. In 2022, we made the decision ahead of formal government sanctions to cease purchases of crude oil of Russian origin while the Russia-Ukraine conflict continues. The invasion by Russia is having an irreversible effect on innocent people, with sanctions and disruptions to supply chains increasingly leading to harsh economic impacts. Our role in supporting energy security in Australia is now more important than ever and our relationship with Vitol, the world's largest independent oil trader, helps us secure oil and fuel from overseas markets.

Supporting small business

We support small businesses through our procurement guidelines and standard 30-day payment terms. In 2022, a high percentage of invoices (51%) were paid within 20 days, which is well within our standard payment terms. Refer to our 2022 Sustainability Data Supplement for more detail and our payment terms and performance are reported at register.paymenttimes.gov.au.

In 2022, a high percentage of invoices (51%) were paid within 20 days, which is well within our standard payment terms.

Tax transparency

We are committed to delivering transparency and providing communities and stakeholders with a clear understanding of the tax contributions we make and collect for the Australian economy. In 2016, Viva Energy adopted the Voluntary Tax Transparency Code, under which we make public disclosures each year of our tax position, in addition to the requirements under our financial statements. Our total Australian tax contribution by way of taxes, duties and excise during the 2022 year was over \$5.8 billion. Over the last five years that contribution has been approximately \$28B. During the year, the Company generated a very strong taxable income result with an increased quantum of cash income tax paid during the year of \$118.7M, and with further significant sums becoming payable during the 2023 year under the tax instalment system.

We operate consistently with the ATO's Justified Trust methodology by working positively, proactively and transparently with the ATO. In recognition of the Company's ongoing transparent relationship with the ATO, during the 2022 year the ATO confirmed that it continues to have a high level of assurance that the right amount of tax has been paid by Viva Energy.

 To view our 2022 Taxes Paid Report visit vivaenergy.com.au/investor-centre/company-reports





Economic contribution



We support the Australian economy through the national scope of our operations, the products we supply, the employment we generate directly and indirectly, our support for local suppliers and communities, investor returns and the taxes we collect and pay. Our vision as a diversified energy supplier is to:

- Meet the country's energy security needs through a mix of local manufacturing, robust supply chains and new energy projects
- Support existing jobs and generate new ones
- Support economic development including in the regions
- Actively participate in the low-carbon energy transition
- Transparently pay tax as well as collect taxes on behalf of government



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2022 Performance and progress



1,700+

People employed with 43% of our workforce located in regional areas



89

New jobs generated in 2022



Supported Australia's energy security

Through ongoing local manufacturing and maintenance of robust supply chains



1,400+

Local Australian suppliers used, which represented 96% of our supply base by number and 99% by value (excluding hydrocarbons)



Up to 30% of our crude at the Geelong refinery is locally sourced

- **Commenced construction of new diesel storage** as part of the 'Boosting Australia's Diesel Storage' Program – using local steel and local contractors.
- **Progressed the Gas Terminal Project** through the Environmental Effects Statement process.
- **Long-term Fuel Security Package (FSP) in place** with the Federal Government to support Australia's energy security and enhance the longer-term viability of domestic refineries (no Fuel Security Services Payments made by Government in 2022).
- **Used First Nations-owned and operated suppliers.**

2023 Priorities

- **Construct and commission New Energies Service Station.**
- **Participate in the development of the National Electric Vehicle Strategy.**
- **Continue to progress the project to produce Ultra-Low Sulphur Gasoline (10ppm) at Geelong refinery.**
- **Determine the next steps for the Gas Terminal Project** following Minister's request for supplementary information.
- **Continue construction of new diesel storage tanks** as part of 'Boosting Australia's Diesel Storage' Program.
- **Participate in a two-year review of Fuel Security Services Payment (FSSP)** to ensure support for a viable refining sector.
- **Continue to engage with Government** on their policy agenda and our corporate priorities.
- **Pursue opportunities to develop new roles to support the Energy Hub initiatives and the development of new energies.**
- **Complete Compliance plan for Minimum Stockholding Obligations (MSO).**

Supporting Australia's economy and energy security

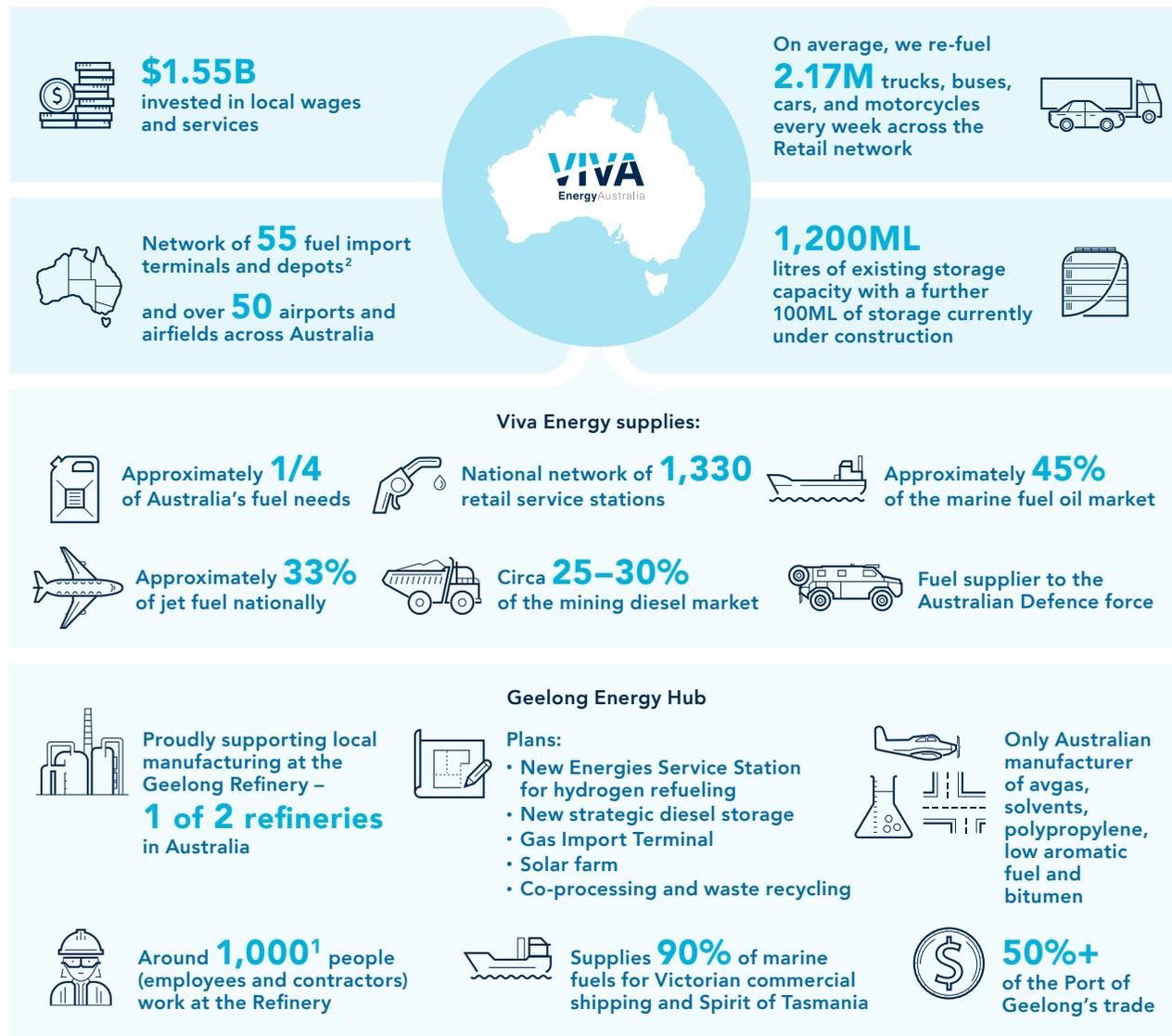
The Geelong Refinery is a vital part of Australia's energy landscape, it employs around 1000¹ people and injects more than \$650M each year into the local economy through wages and services. Geelong refinery is one of two refineries remaining in Australia – helping to support energy security for the country. It supplies over 10% of Australia's and approximately 50% of Victoria's fuel. Beyond refining, our aim is to establish new energy projects which will transform the site into a modern Energy Hub and meet the changing energy needs of the nation.

Approximately two million Victorian households and 65,000 businesses rely on gas. In response to the projected gas supply shortfall as local gas fields deplete, we have ambitions to play a role in natural gas supply security for south-eastern Australia through our proposed Gas Terminal at Geelong. The gas terminal would provide the critical infrastructure needed to ensure a secure and reliable gas supply to Victorian homes and businesses, employing 150-200 people during construction and creating 50-70 permanent jobs and new skills in Geelong.

 For more information on the proposed Gas Terminal Project, visit vivaenergy.com.au/energy-hub/gasterminal-project

We support Australia's economy directly and indirectly. Taxes are central to macroeconomic stability and a key mechanism by which we can contribute as an organisation to the Australian economy. During 2022, Viva Energy's total contribution by way of taxes, duties and excise exceeded \$5.8 billion. In addition, \$1.55B was invested in local wages and services.

Supporting Australia's economy



1. The number of people employed at Geelong refinery includes employees and an average number of contractors employed across the year.

2. Includes 24 fuel import terminals and network of 31 active depots (including 26 Liberty Oil Australia depots).

Fuel Security Package and the energy transition

Viva Energy worked closely with the Federal Government to develop a long-term Fuel Security Package (FSP) to support the viability of Australia's remaining refineries and ensure our fuel security. As part of the FSP, Viva Energy made a commitment to maintain refining operations through to 30 June 2028, with an option to extend until 30 June 2030.

As part of the FSP, the government developed the Fuel Security Services Payment (FSSP), the structure of the FSSP is not designed to underpin or support profits of Geelong Refinery, but to mitigate the downside risk of low refining margin cycles that Australian refineries are exposed to. Reducing this risk has given us the confidence to continue refining and invest in the future of the Geelong site as part of our Energy Hub.

Energy transition and a lower-carbon economy

Our vision for the Geelong Energy Hub is to transition the refining site to supply multiple sources of energy as part of the longer-term energy transition and move to a lower-carbon economy. The vision is supported by various projects and commitments, including

- Our \$43.3 million New Energies Service Station project will generate renewable hydrogen to decarbonise heavy transport vehicles in Geelong.
- Establishing 90ML strategic storage to meet new minimum stockholding requirements and improve energy security by increasing diesel inventories in Victoria. The project is expected to be completed in mid-2024 at a cost of \$75-\$85M.
- Supporting the construction of 120ML diesel storage at Coogee Terminals in Kwinana. The project improves supply chain robustness into south west Western Australia, following the closure of BP's Perth based refinery.
- The proposed development of a Gas Terminal at Geelong. The project proposes to import natural gas from other parts of Australia and internationally to Victoria, thereby providing the infrastructure to enable a securer and reliable gas supply and alleviate the impacts of the forecast gas shortfall from 2026.
- Refinery upgrades to introduce the production of ultra-low sulphur gasoline, to support the introduction of Euro 6d vehicle emission standards.
- Our planned solar farm will generate between 15–20 megawatts of renewable energy and meet up to 10 percent of the Geelong refinery's total electricity needs.

Viva Energy made a commitment to maintain refining operations through to 30 June 2028, with an option to extend until 30 June 2030.

Financial assistance received from government

As we are investing in energy security and the energy transition, some of the projects which have received government support include:

- The New Energies Service Station project received a \$22.8 million grant from the Australian Renewable Energy Agency (ARENA) as part of ARENA's Advancing Renewables Program and the Victorian Government also contributed \$1 million to the project via the Renewable Hydrogen Commercialisation Pathways Fund.
- Our 90ML strategic diesel storage project in Victoria has received a Commonwealth grant for \$33.3M.
- Refinery upgrades to introduce the production of ULSG upgrades are anticipated to cost \$300M, with the federal government providing \$125M of support.
- We were granted \$80,000 from the 'stabilising and treating contaminated soils and spoils' grant offered by the Victorian Government for a Phytoremediation project (see page 34 for more information).



Minimum Stockholding Obligations

The first stage of the Minimum Stockholding Obligations (MSO) commences on 1 July 2023. The second stage is slated for 1 July 2024 and requires an increase of national diesel holdings by 40 percent, given the importance of this fuel type to many economic sectors (noting that refining is exempt from this uplift).

National Consumption Cover Day (CCD) target set by the Minister

MSO Activity and MSO Product	CCD (1 July 2023 to 30 June 2024)	CCD (from 1 July 2024)
Importing – gasoline	24	27
Importing – kerosene	24	27
Importing – diesel	20	32
Refining – gasoline	24	24
Refining – kerosene	24	24
Refining – diesel	20	20

Viva Energy has secured a grant for up to 50% (maximum \$33.3M) of the cost of building an additional 90 million litres of diesel storage at Geelong refinery by mid-2024, with the total project expenditure estimated to be between \$75M-\$85M. Approvals were received and site preparations commenced for the new diesel storage in 2022 with construction planned for completion by mid-2024, prior to the introduction of stage 2 of the MSO. In addition, we have re-committed our partnership with Coogee Chemical, which has secured grant funding for a project to construct 120ML of new storage capacity as part of the Federal Government’s Boosting Australian Diesel Storage Program.



For more information on this see:
vivaenergy.com.au/energy-hub/strategic-supply-and-storage



Case study: Supporting Australia’s energy security and local businesses

We are supportive of the Government’s efforts to improve energy security, particularly in light of the energy supply vulnerabilities seen in global supply chains over the last two years. As a participant in the Australian Government’s ‘Boosting Australia’s Diesel Storage Program’, we are building additional diesel storage within the grounds of its Geelong Refinery. Three diesel storage tanks of 30 million litres usable capacity each will be located in the North West corner of the Refinery site.

This project will employ over 100 people during the peak of construction as one of several Geelong Energy Hub projects and draw on many local businesses and suppliers. The tanks will play an important role in Australia’s energy security.

In 2022, we commenced the construction of the tanks, which included using Australian steel and local contractors. In addition, the project includes sustainable design and construction measures and reuse of excavated material onsite to avoid unnecessary transportation.

Independent assurance statement



Independent Limited Assurance Report to the Board of Directors of Viva Energy Group Limited

What we found

Based on the work described below, nothing has come to our attention that causes us to believe that the Selected subject matter within the Viva Energy Group Sustainability Report 2022 and Sustainability Data Supplement 2022 (together, the Viva Energy Group Sustainability Reporting 2022) has not been prepared, in all material respects, in accordance with the Reporting Criteria. This conclusion is to be read in the context of the remainder of our report.

What we did

Viva Energy Group Limited (Viva Energy Group) engaged us to perform a limited assurance engagement on the Selected subject matter within the Viva Energy Group Sustainability Reporting 2022.

Subject matter

The scope of our work was limited to assurance over the Selected subject matter. The Selected subject matter are summarised in Table 1 below (the Selected subject matter). Our assurance does not extend to information in respect of earlier periods or to any other information included in the Viva Energy Group Sustainability Reporting 2022.

Table 1 - Selected subject matter

Entity (consolidated)	Performance Indicator (for the year ended 31 December 2022 unless otherwise stated)
Viva Energy Group Limited	<ul style="list-style-type: none"> Total Employees - 1,705 Gender representation (M/F) – 71%/29% Senior Leadership Group (Male / Female) (%) – 56%/44%
Viva Energy Group Limited (excluding VE Polymers Pty Ltd)	<ul style="list-style-type: none"> Total greenhouse gas emissions (Scope 1 and 2) for the year ended 30 June 2022 - 1,378,488 tCO₂e Total energy consumed for the year ended 30 June 2022 - 268,191,802 GJ
Viva Energy Group Limited (excluding Liberty Oil Holdings Pty Limited)	<ul style="list-style-type: none"> Total Lost Time Injuries - 10 Total Lost Time Frequency Rate (per million hours) - 1.98 Total Recordable Injuries Frequency Rate (per million hours) - 5.95 Total Tier 1 Process Safety Events - 1 Total Tier 2 Process Safety Events - 4 Significant spills - 4
Liberty Oil Holdings Pty Limited	<ul style="list-style-type: none"> Total Lost Time Injuries - 2 Total Lost Time Injuries Frequency Rate (per million hours) - 6.52 Total Recordable Injuries Frequency Rate (per million hours) - 13.04 Total Tier 1 Process Safety Events - 0 Total Tier 2 Process Safety Events - 1 Significant spills - 0

Reporting Criteria

The Selected subject matter needs to be read and understood together with the Reporting Criteria, being the boundaries, definitions and methodologies disclosed within the Glossary and Definitions tab of the Viva Energy Group Sustainability Data Supplement 2022, (the Reporting Criteria) which Viva Energy Group is solely responsible for selecting and applying. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measurement techniques and can affect comparability between entities and over time.

Responsibilities

Viva Energy Group

Viva Energy Group management are responsible for:

- preparing the Selected subject matter as well as the Viva Energy Group Sustainability Reporting 2022 in its entirety;
- the design, implementation, and maintenance of internal controls relevant to the preparation of the Selected subject matter to ensure that it is free from material misstatement, whether due to fraud or error;
- the design and operation of controls to ensure the completeness and accuracy of information within the Viva Energy Group Sustainability Reporting 2022, including but not limited to the Selected subject matter; and
- determining suitable reporting criteria for reporting the Selected subject matter within the Viva Energy Group Sustainability Reporting 2022 and publishing those criteria such that they are available to expected users of the report.

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PricewaterhouseCoopers

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the Selected subject matter is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our conclusion to the Directors of Viva Energy Group.

We conducted our work in accordance with the Australian Standard on Assurance Engagements 3000 Assurance Engagements Other than Audits or Reviews of Historical Financial Information and, in respect to greenhouse gas emissions, the Australian Standard on Assurance Engagements 3410 Assurance Engagements on Greenhouse Gas Statements. These Standards require that we comply with independence and ethical requirements and plan the engagement so that it will be performed effectively in order to consider the risk of material misstatement of the Selected subject matter.

Our Independence and Quality Control

We have complied with relevant ethical requirements related to assurance engagements, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour. The firm applies Auditing Standard ASQC 1 Quality Control for Firms that Perform Audits and Reviews of Financial Reports and Other Financial Information, Other Assurance Engagements and Related Services Engagements and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Main procedures performed

The main procedures we performed were based on our professional judgement and included:

- Enquiring of relevant management of Viva Energy Group regarding the processes and controls for capturing, collating, calculating, and reporting the Selected subject matter, and evaluating the design and operational effectiveness of selected controls;
- Testing the classification of incidents included within the calculation of the Selected subject matter, on a sample basis, to relevant underlying records including medical records and incident reports;
- Testing the exposure hours used within the calculation of the Selected subject matter, on a sample basis, to relevant underlying contractor and swipe card data;
- Testing the arithmetic accuracy of a sample of calculations of the Selected subject matter;
- Assessing the appropriateness of the greenhouse gas emission factors and methodologies applied in calculating the Selected subject matter;
- Assessing the appropriateness of a selection of estimates and assumptions applied by management in the preparation of the Selected subject matter;
- Agreeing the Selected subject matter to underlying data sources and calculations; and
- Undertaking analytical procedures over the performance data utilised within the calculations and preparation of the Selected subject matter.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and consequently the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not express a reasonable assurance opinion.

We believe that the information we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Inherent limitations

Inherent limitations exist in all assurance engagements due to the selective testing of the information being examined. Therefore fraud, error or non-compliance may occur and not be detected. Additionally, non-financial information is subject to more inherent limitations than financial information, given the more qualitative characteristics of the Selected subject matter and methods used for determining conformance.

Restriction on use

This report, including our conclusions, has been prepared solely for the Board of Directors of Viva Energy Group Limited in accordance with the agreement between us, to assist the directors in responding to their governance responsibilities by obtaining an independent assurance report in connection with the Selected subject matter. We disclaim any assumption of responsibility for any reliance on this report to any persons or users other than the Board of Directors of Viva Energy Group Limited, or for any purpose other than that for which it was prepared.

Adam Cunningham

Adam Cunningham
Partner
31 March 2023

PricewaterhouseCoopers

PricewaterhouseCoopers
Melbourne

