

PURPOSE AND SCOPE

The purpose of Energy Queensland's (EQL) Community Investment Framework is to guide the assessment, approval and governance of community investment opportunities. It aligns to the Queensland Government's Sponsorships, memberships, advertising, donations, corporate entertainment and hospitality Guidelines July 2026.

POLICY STATEMENT

EQL plays a critical role in delivering safe, reliable and affordable electricity to Queenslanders while supporting the state's broader economic, social and environmental objectives. As a government-owned corporation, EQL's approach to sponsorships and other community investment must reflect both its commercial discipline and its responsibility to create long-term public value for customers, communities and the state.

EQL's Strategic Plan 2035 sets a clear direction centred on energising Queensland through reliable service delivery, customer and community focus, and disciplined, value-based decision-making. The plan emphasises that every dollar must count, with investments prioritised where they deliver the greatest impact for customers, affordability and long-term sustainability. Community investment activities therefore play an important role in reinforcing EQL's strategic priorities while ensuring alignment with core business outcomes.

At the same time, EQL's Shareholders and customers expect EQL to apply strong financial discipline, transparency and accountability across all areas of expenditure. This includes clear expectations that sponsorships and related activities are undertaken prudently, aligned with government and community expectations, and supported by robust governance and comprehensive record-keeping. The Queensland Government also places importance on EQL's contribution to the Queensland economy, customer outcomes, and stakeholder engagement; areas where targeted and well-designed community investment can deliver meaningful impact.

IMPLEMENTATION

Sponsorship and other community investment activities will:

- Align with EQL's organisational purpose, values and strategic priorities
- Deliver tangible benefits for customers, communities and the state of Queensland
- Deliver sustainable value for customers, communities and EQL
- Be financially disciplined ('every dollar counts') ensuring every investment is purposeful and balanced for affordability, sustainability and returns to Queenslanders
- Be effectively planned, tracked, and evaluated to ensure measurable and reportable outcomes are delivered.

REFERENCES

The following documents are relevant to the context, application, and implementation of this policy:

COMMUNITY INVESTMENT POLICY

External References

Queensland Treasury [Sponsorships, memberships, advertising, donations, corporate entertainment and hospitality guidelines](#) (Government Owned Corporations, Queensland Rail and Seqwater) July 2026.

[Fringe Benefits Tax Assessment Act 1986 \(Cth\)](#)

Internal References

Employee Code of Conduct P004 - 691422

Employee Entertainment, Hospitality and Gifts P006 - 687216

Enterprise Risk Management Standard R271 - 689958

Risk Evaluation Matrix R056 - 691861

Governance and Delegations P013 – 691426

GUIDING PRINCIPLES

Strategic Alignment & Business Value	Investments align to organisational purpose, values, strategic areas of focus and priorities.
Customer/Community Benefit	Activities provide genuine and measurable benefit to customers, communities and the state of Queensland.
Affordability	Investment decisions are financially disciplined with a focus on 'every dollar must count' supporting greater affordability, sustainability and lasting value for Queenslanders.
Risk & Reputation	Investment decisions do not pose reputational or business risk.
Transparency	Decisions are fair, consistent and evidence based.
Accountability	There is sound governance and accountability, with investments effectively planned, monitored and evaluated to ensure measurable and reportable outcomes are delivered.
Partnership	EQL seeks collaborative partnerships that deliver shared value.

INVESTMENT CATEGORIES

The architecture of EQL's statewide community investment portfolio includes:

Major and Multi-Market Sponsorships	Strategic partnerships delivering mutual benefit, evaluated on a yearly basis. Funding provided in exchange for agreed and measurable shared value benefits.
Regional Community Sponsorships	Financial or in-kind support that addresses identified community needs while providing business benefit.

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Grants Program	Structured funding opportunities with defined eligibility criteria.
Employee Volunteering	Employee-led community participation through the Employee Volunteer Leave provisions.
Other Community Programs	Collaborations with in-kind support that provide mutual benefit e.g. community Get Ready Days.

PRIORITY AREAS



Connected Future – community investments that support EQL in powering a resilient and sustainable future e.g. energy literacy and education (tariffs, electrification, security, safety, customer and distributed energy resources), support for resilient communities (disaster preparedness and recovery), support for customers actively participating in the energy transition (ensuring no-one is left behind).



One Energy Queensland – Community investments that strengthen and build EQL's workforce capability and high-performance culture e.g. strengthen the pipeline through apprenticeships, STEM pathways, scholarships, and facilitate knowledge sharing through industry conferences and leadership, and employee volunteering.



Reliable Experience – Community investments that improve customer understanding, engagement and support in delivering reliable, sustainable and affordable energy for Queensland communities e.g. outages and restoration processes, connection processes, supporting the program of work, reduced complaints, supporting First Nations (as aligned to Reconciliation Action Plan) and vulnerable customers and communities.



Every Dollar Counts – sponsorships and other community investments that deliver measurable shared value at low cost, leverage co-investment and have clear contracted deliverables.

ELIGIBILITY CRITERIA

- Community investment applications or proposals must meet the following criteria:
- Strategic line of sight
 - Align with EQL's Purpose, Values and Strategic Areas of Focus
 - Demonstrate alignment to at least one Strategic Area of Focus and support the delivery of a strategic initiative.
- Deliverability and measurement
- Demonstrate with measurable and timely objectives and outcomes, the shared value (customer/community/QLD and EQL) to be created consistent with EQL's role as a critical infrastructure provider and Government Owned Corporation.
- Value for money
 - Demonstrate affordability discipline outlining how 'every dollar counts' with measurable outcomes and a value-for-money case.

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- Risk and reputational alignment
 - Does not create any legal, reputational or safety risks to the organisation ensuring no conflicts with EQL's integrity, safety policies and procedures, stakeholder trust, and customer, community and shareholder expectations.
 - All compliance, governance and due diligence requirements can be satisfied.
 - Applicant or partner demonstrates capability to deliver the proposed initiative responsibly.

EXCLUSIONS

EQL will not support community investments that support:

- Political, religious or individual investments or sponsorships
- Activities or organisations that conflict with EQL's values
- Pure fundraising, brand/PR sponsorships or hospitality/entertainment events with no measurable customer/community outcomes
- Retrospective funding requests
- Sponsorships benefiting narrow or affluent cohorts with no equity lens
- Activities that pose a reputational, legal or safety risk to the organisation
- Proposals that do not outline timely, measurable shared value benefits.

ASSESSMENT CRITERIA

All proposals must meet eligibility criteria to then be assessed for approval. The assessment criteria ensure consistent, transparent and reportable decisions are made. All proposals are assessed using a weighted scorecard (0-100%).

Criteria	Weighting	Scoring
Strategic Alignment & Business Value	25%	Supports EQL's Purpose & Values (5%)
		Supports an EQL Strategic Area of Focus (10%)
		Supports the delivery of a Strategic Initiative as outlined in the Strategic Plan 2035 (10%)
Customer, Community & Organisational Value	15%	Shared value will be delivered across customers, communities and EQL (10%)
		Long-term benefits will be achieved (5%)
Reach & Inclusion	10%	Customers/communities benefiting are not limited to affluent cohorts, are widespread, and support the delivery of the program of work (5%)
		Diverse groups are represented (5%)
Value for Investment	20%	The investment is budgeted and supports the investment portfolio. (5%)

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(Every Dollar Counts)		The investment is proportionate to expected outcomes (cost-to-impact ratio) (5%)
		This is the best option versus comms campaign, operational program or doing nothing (5%)
		There's an opportunity to partner and/or other funders to co-invest (EQL not primary funder) (5%)
Risk & Reputation	15%	Partner has strong governance, no controversies, no partisan/political association or employee conflict (5%)
		Sponsorship does not create safety conflicts and aligns with public interest role (5%)
		Does not impact stakeholder trust (e.g. with shareholders, customers or industry) (5%)
Measurement Capability	15%	There are clear objectives and deliverables that deliver benefits and can be tracked and evaluated (5%)
		There are measurable outcomes and value to be created (5%)
		Governance and reporting is in place with quarterly reporting, right to terminate for non-performance, yearly review of agreement and post agreement evaluation in place (5%)

Decision thresholds:

- 85+ = Recommended for approval
- 66 – 84 = To be reviewed and redesign may be required
- 65 and below = Do not proceed

APPROVAL AUTHORITY

EQL is focused on governance, performance and accountability and therefore the below approval levels are in place for sponsorship and other community investments that meet the above criteria. These are in addition to the financial and procurement requirements in the EQL Governance and Delegations of Authority Policy.

Investment Value	Approval Level
Up to \$5,000	Appropriate Manager (e.g. Area Manager) and appointed Customer Division GM/Manager
\$5,001 - \$25,000	Appointed Customer Division GM/Manager with authority to manage community investments and Chief Customer Officer
\$25,001 - \$100,000	Chief Customer Officer and ELT sponsor (if applicable)

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\$100,001 +	Chief Customer Officer, CEO and the Board (Shareholder Brief to be prepared).
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DUE DILIGENCE CHECKLIST

If the community investment is approved, ensure the below has been checked and confirmed before entering a contract:

- Organisational legitimacy verified
- Financial viability assessed
- Insurance requirements met.

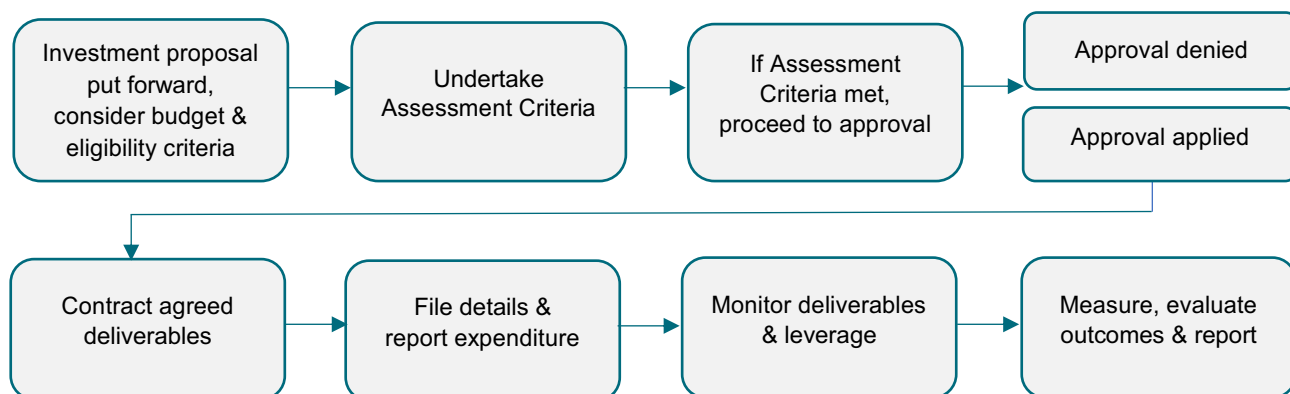
GOVERNANCE AND ACCOUNTABILITY

All community investment proposals must be considered within this Policy. If eligibility is met a Community Investment Assessment Proposal Form must be completed for investments over \$5,000 prior to approval outlining:

- Background and context for the proposal
- How the proposal delivers on each of the eligibility criteria
- A weighted assessment with supporting information documented
- Project plan
- Risks and mitigations
- A recommendation to approve/decline the proposal.

If approval is granted, a formal partnership agreement/contract must be established and reviewed by the legal team. It should contain KPIs, and quarterly performance and reporting will be conducted through the term of the community investment. An annual review of all sponsorships and community investments will take place to ensure they remain fit for purpose. A post evaluation report including lessons learnt will be developed at the conclusion of a community investment agreement. Regional community sponsorships under \$5,000 will be tracked and benefits measured by the Customer Division.

GOVERNANCE FRAMEWORK



ENFORCEMENT

The EQL Group will not tolerate breaches of this Policy. Consequences for breaching this Policy will vary depending on the nature and seriousness of the breach, with each instance assessed on a case-by-case basis. Serious breaches may result in disciplinary action, including possible termination of employment and notification to relevant authorities, where required.

Non-compliances should be assessed using the Risk Evaluation Matrix R056 - 691861 and escalated in accordance with the Enterprise Risk Management Standard R271 - 689958. Any compliance issues, compliance risks and non-compliances with a High or Extreme risk level should also be reported to the General Manager Enterprise Risk and Resilience.

VARIATION

This Policy is not intended to detract from, or add to, any rights held by a person covered by this Policy under a contract of employment or enterprise agreement. Subject to any consultation obligations, the EQL Group may vary, add to, withdraw, or replace this Policy, at its discretion, at any time.

This Policy will be reviewed every two years, or more frequently if required to keep it current, such as to respond to legislative changes.

The CEO or the Company Secretary can approve administrative changes to Board approved policies (i.e. minor updates, amendments or corrections not involving changes to delegations or the provisions of the policy)".

Approved by the Board on 20 August 2026.