



Modern Slavery Statement 2024

About this Statement

This statement shows CS Energy's commitment and action taken to identify and eliminate modern slavery in our supply chain, and to meet the reporting requirements of the *Modern Slavery Act 2018* (Cth).

What is modern slavery?

Modern slavery describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom.

Practices that constitute modern slavery can include:

- human trafficking;
- slavery;
- servitude;
- forced labour;
- debt bondage;
- forced marriage; and
- the worst forms of child labour.

Modern slavery is a term used to describe serious exploitation. (Attorney-General's Department, (n.d), *Modern slavery*, Attorney-General's website, accessed 29 October 2024).

Acknowledgement of country

CS Energy acknowledges the Traditional Owners of the lands on which we operate. We live, work, and learn on Turrbal, Jagera (Brisbane), Barunggam (Kogan Creek) and Gaangalu (Biloela) and Yuggera Ugarupal (Greenbank) land. We pay our respects to their elders past and present, and recognise their continuing connection to the land, waters and community.

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Chair's message



CS Energy is committed to doing all that we can to prevent modern slavery in our business and our supply chain.

This is our fifth Modern Slavery Statement and covers all sites owned or operated by CS Energy (as outlined on page 7) for the financial year (FY) ending 30 June 2024.

As a Queensland Government Owned Corporation, and a major regional employer, we recognise that we play an important role in raising awareness of modern slavery.

Modern slavery may look different to the image conjured by traditional slavery, however, in any form it is exploitation. We are committed to promoting ethical and responsible behaviours, aligned with our values, for ourselves, our communities and our suppliers.

This year we continued to focus on enhancing our employees' and suppliers' understanding of modern slavery. This was the third year that we approached all our suppliers to complete a survey about their awareness of modern slavery and how the *Modern Slavery Act 2018* applies to them.

Our assessment of modern slavery risks in our group supply chain remains low and there were no instances of modern slavery concerns reported to CS Energy during the reporting period.

We recognise that eradication of modern slavery is an ongoing journey. CS Energy will continue to undertake actions internally and externally to understand, identify and prevent modern slavery in our business and supply chain.

The CS Energy Board has endorsed this Modern Slavery Statement.

A handwritten signature in black ink, appearing to read 'A. Aspinall'. The signature is fluid and cursive.

Adam Aspinall
Chair

About CS Energy

Our purpose

Delivering energy today, powering your tomorrow.

CS Energy is a proudly Queensland-owned and based energy company that provides power to some of our state’s biggest industries and employers. We generate and sell electricity in the wholesale and retail markets, where we have an energy portfolio of more than 3,600 megawatts (MW).



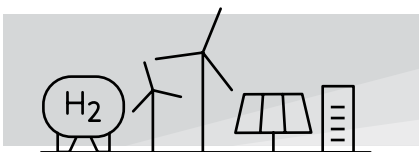
Our purpose of ‘Delivering energy today, powering your tomorrow’ captures the dual nature of what we aim to do – run a successful thermal generation business and evolve into a diversified energy business exploring new markets, products and partnerships



CS Energy’s vision is to lead Queensland’s energy transformation to create a better future. Our assets, both current and future, will play an important role in supporting an orderly transition of the energy market to cleaner energy.



Our coal-fired power stations help underpin system reliability as the market transforms, and we must ensure they operate safely and predictably as the grid transitions. We will add clean energy hubs to these sites to deliver the energy mix needed to reliably transition to renewable energy and provide opportunities for our workforce to reskill.



CS Energy is building a more diverse and flexible portfolio that includes renewable energy, battery storage, hydrogen-ready gas fired generation and pumped hydro. This will enable us to meet our customers’ decarbonisation requirements and support Queensland’s energy needs.



We employ almost 700 people at our power stations and Brisbane office and we are a signatory to the Queensland Government’s *Queensland Energy Workers Charter*, which provides support and confidence for power station workers through the energy transformation.



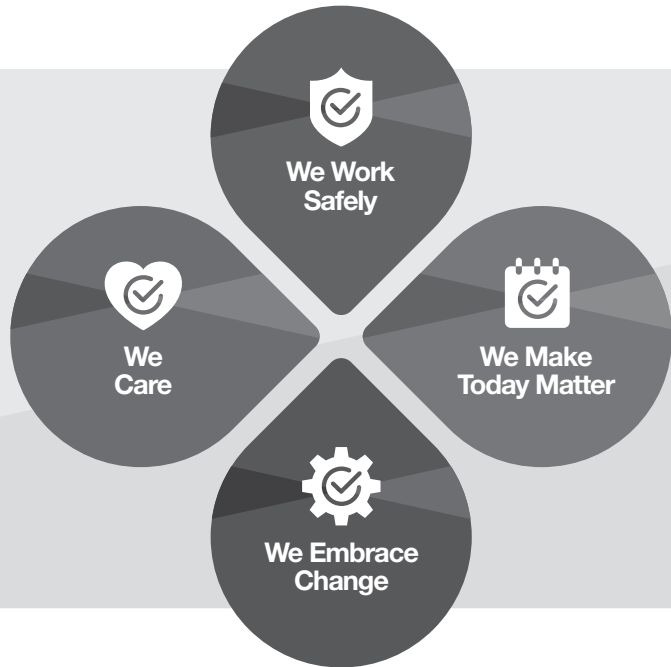
By achieving our vision, CS Energy will capture the opportunities that are ahead for our people, communities, and customers.

Our values

Our values are what we agree is important to us at CS Energy. They are the blueprint for how our people work together and how we show our customers, communities and stakeholders what kind of workplace we aspire to be.

As we work to transform CS Energy into a diversified energy business, we are empowering our people to explore new ways of thinking and working. We strive to be an inclusive workplace that values the diversity of our people's experience, skills and ideas.

We hold each other accountable to our values, and they guide our decisions.



Our customers

CS Energy provides retail electricity services to large commercial and industrial customers throughout Queensland, such as mines, ports, universities and Queensland Government departments and agencies.

Our dedicated Retail Business Team has significant energy market expertise and works directly with our customers to provide bespoke energy solutions, including firm renewable supply, electric vehicle charging and demand management services.

We have a 50/50 retail joint venture (JV) with Alinta Energy to provide electricity to residential and small commercial customers in South East Queensland. Under the JV, CS Energy generates and supplies wholesale electricity and Alinta Energy manages the retail business.

In the wholesale market, our customers are large businesses that use financial derivatives to manage their exposure to pool price volatility.

Our communities

CS Energy is proud to call Biloela, Chinchilla and Brisbane home, and we are committed to building lasting and positive relationships in these communities.

Our power stations are located near rural residential and farming properties, and we work with and listen to our near neighbours to minimise the impact of our operations on their properties. This year we broadened our footprint to include Greenbank in South East Queensland where we are building a grid-scale battery.

We invest in our local communities through our community sponsorship programs, and by procuring goods and services from local suppliers wherever possible.

Our organisational structure

CS Energy Limited (ABN 54 078 848 745) is a Queensland Government Owned Corporation established in 1997 under the Government Owned Corporations Act 1993 (Qld) (GOC Act). CS Energy is also a registered public company incorporated under, and subject to, the *Corporations Act 2001* (Cth).

During the reporting period, the following two Queensland Government Ministers (shareholding Ministers) held shares in CS Energy on behalf of the people of Queensland:

- The Hon. Cameron Dick MP, Deputy Premier, Treasurer and Minister for Trade and Investment
- The Hon. Mick de Brenni MP, Minister for Energy and Clean Economy Jobs.

The CS Energy Board is accountable to our shareholding Ministers for CS Energy's performance and corporate governance.

The Chief Executive Officer is responsible for the day-to-day management of CS Energy.

CS Energy controls the following subsidiary entities, which are covered by this group Modern Slavery Statement.

Wholly owned subsidiaries

Name	ABN/ACN
Aberdare Collieries Pty Ltd	64 009 659 367
Kogan Creek Power Station Pty Ltd	82 088 229 832
Kogan Creek Power Pty Ltd	57 088 229 789
CS Kogan (Australia) Pty Ltd	90 092 712 322
CS Energy Kogan Creek Pty Ltd	12 093 455 648
Callide Energy Pty Ltd	86 082 468 746
CS Energy Financial Services Pty Ltd	73 095 322 508
CSE H2 Operations Pty Ltd	12 128 970 034
CS Energy Group Holdings Pty Ltd	79 095 322 599
CSE H2 Pty Ltd	74 659 177 385
CSE BESS Pty Ltd	68 662 866 908
Queensland Wind 2 Holdings Pty Ltd	31 661 087 976
Lotus Creek Wind Farm Pty Ltd	51 633 724 571
BCWF 2 Pty Ltd	77 670 206 256

Joint ventures

CS Energy does not have control of the following Callide Power Project joint venture entities. However, each of the parties to that joint venture is a reporting entity under Australia's modern slavery legislation.

Name	ABN/ACN	Company Shareholding
Callide Power Trading Pty Ltd 50/50 JV entity	80 082 468 719	IG Power (Callide) Ltd ACN 082 413 885 Callide Energy Pty Ltd ACN 082 468 746
Callide Power Management Pty Ltd 50/50 JV entity	90 082 468 700	IG Power (Callide) Ltd ACN 082 413 885 Callide Energy Pty Ltd ACN 082 468 746

Our operations

CS Energy works to build positive, long-lasting relationships with the communities that host our operations.

Our power stations deliver significant financial benefits to local economies, and we procure goods and service from local businesses wherever possible.

We support the Queensland Government’s procurement objectives of using local content and ethical suppliers, and apply the *Queensland Government Procurement Policy and Best Practice Principles*. In FY2024, more than 80 per cent of CS Energy’s procurement expenditure was with Queensland companies.

Our energy portfolio

We are creating a more diverse energy portfolio to meet our customers’ decarbonisation requirements and support Queensland’s future energy needs.

Coal-fired generation

- 1 Callide B Power Station – 700 MW
- 2 Callide C Power Station – 844 MW, 50/50 JV
- 3 Kogan Creek Power Station – 750 MW
- 4 Gladstone Power Station – 1,680 MW, trading rights

Renewables and firming

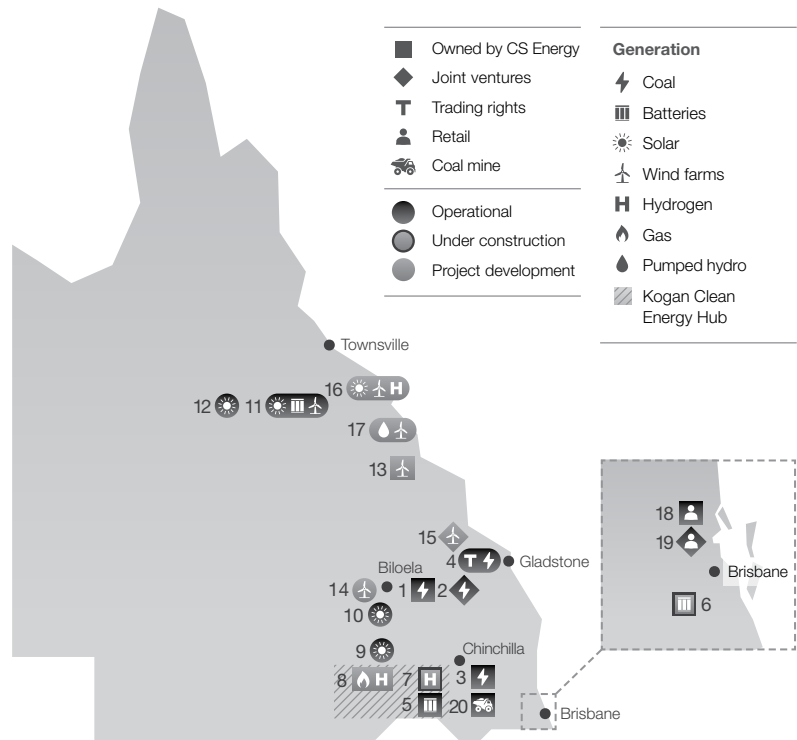
- 5 Chinchilla Battery – 100 MW/200MWh
- 6 Greenbank Battery – 200MW/400MWh
- 7 Kogan Renewable Hydrogen Demonstration Plant
- 8 Brigalow Peaking Power Plant – 400 MW
- 9 Columboola Solar Farm – 162 MW, Power Purchase Agreement
- 10 Moura Solar Farm – 56 MW, Power Purchase Agreement
- 11 Kennedy Energy Park – 60 MW, Offtake Agreement
- 12 Hughenden Solar Farm – 15 MW, Power Purchase Agreement
- 13 Lotus Creek Wind Farm – 285 MW
- 14 Banana Range Wind Farm – 230 MW, multi-party project
- 15 Boulder Creek Wind Farm – 228 MW, 50/50 JV
- 16 HyNQ – multi-party project
- 17 Capricornia Energy Hub – 1.4 GW, multi-party project

Retail

- 18 Large commercial and industrial – Queensland
- 19 Alinta Energy 50/50 joint venture – South East Queensland

Coal assets

- 20 Kogan Mine ML 50074 – 130 Mt, MDL 335 – 400 Mt



Our generation portfolio includes coal-fired power stations, renewable energy, firming and storage assets.

We own and operate the Kogan Creek Power Station near Chinchilla and own the neighbouring Kogan Creek Mine, which supplies black coal to the power station.

Adjacent to our existing operations at Kogan Creek we are creating our first clean energy hub, which comprises the Chinchilla Battery and Kogan Renewable Hydrogen Demonstration Plant, and the planned Brigalow Peaking Power Plant.

In Central Queensland we own the Callide B Power Station and have a 50 per cent interest in the Callide C Power Station where we provide operations and maintenance services to the Callide Power Project Joint Venture.

We are planning a coordinated regional clean energy hub that prioritises new firming and storage assets at the Callide Power Station site, supported by investment in solar and wind energy in the broader Central Queensland region.

We trade energy generated by Gladstone Power Station, in excess of the requirements of the Boyne Island aluminium smelter.

We have a renewable energy offtakes portfolio of almost 300 megawatts, which we supply to large commercial and industrial customers in Queensland.

In South East Queensland, we are building the Greenbank Battery, and we have a retail joint venture with Alinta Energy to supply electricity to residential and small commercial customers.

Our corporate office is located in Brisbane.

Our people

At CS Energy, we are powered by experienced, skilled and talented people. We employ 689 people (FY2023: 556) across three sites and a range of technical and professional roles. Our workforce growth in FY2024 reflects our investment in future energy projects and strengthening the organisation's operations, asset management, digital technology and business support services capabilities.

CS Energy is building a safe, constructive and high-performance culture to support the delivery of our strategy. We have a suite of benefits and initiatives to create a more inclusive work environment and diverse workforce, including gender pay parity, flexible working arrangements, domestic and family violence leave, and being a WORK180 Endorsed Employer for Women.

CS Energy partnered with Diversity Australia to refresh our Inclusion and Diversity Framework including updates to our Inclusion and Diversity Policy and Strategy. Also in place is an Inclusion and Diversity Leadership Team which sets our overall direction in this area and works closely with employee Inclusion and Diversity Support Networks who support company initiatives at the site level and share employee ideas and insights.

CS Energy also deployed 'We Care' training, aligned to one of our company values and facilitated by Diversity Australia. All leaders completed the one-day training focused on unconscious bias, respect at work and addressing inappropriate workplace behaviours. Employees based in Brisbane and Kogan have completed half day training with Callide employees to follow in late 2024.

In February 2024, CS Energy launched two new bespoke leadership development programs (Enterprise Leadership Program and Powering Tomorrow's Leaders Program) aimed at nurturing key talent and building leadership capability for emerging talent across the organisation.

In FY2023 CS Energy introduced the Team Management Profile as a tool to support team development and highlight work preferences to promote inclusion. This tool was further deployed in FY2024 with 47 per cent of CS Energy's employee workforce now having completed their profile (15 per cent in FY2023). Understanding team dynamics and working preferences of existing employees and new hires is pivotal to fostering a constructive culture and creating a psychologically safe environment.

In March 2024, CS Energy conducted an Employee Engagement Pulse Survey via our partner, Culture Amp. The Pulse survey asks a subset of questions surveyed during the full Engagement Survey in June 2023. The purpose of the Pulse Survey is to get an indication of how we are progressing against our action plans set from the full Engagement Survey. More than 81 per cent of the workforce completed the Pulse Survey and the results indicate a four per cent improvement on our engagement score in comparison to the full Engagement Survey.

Non-operational sites and joint ventures

CS Energy's portfolio also includes the mining, trading rights, retail, and renewable energy offtakes listed below. CS Energy does not currently report on modern slavery risks at these sites as they are not under our operational control.

- **Gladstone Power Station** – We trade energy generated by Gladstone Power Station, in excess of the requirements of the Boyne Island aluminium smelter. Gladstone Power Station is operated by NRG Gladstone Operating Services on behalf of the Station owners.
- **Alinta Energy retail joint venture** – We have a 50/50 joint venture with retailer Alinta Energy to supply electricity to customers in the Energex Distribution Area in South East Queensland. Under the agreement CS Energy generates and supplies wholesale electricity, and Alinta Energy manages the retail business. Alinta Energy separately reports on modern slavery risk management.
- **Renewable energy offtakes** – We have renewable energy offtake arrangements at various Queensland locations, including the Kennedy Energy Park, Moura Solar Farm, Columboola Solar Farm, and the Hughenden Solar Farm.

Our supply chain

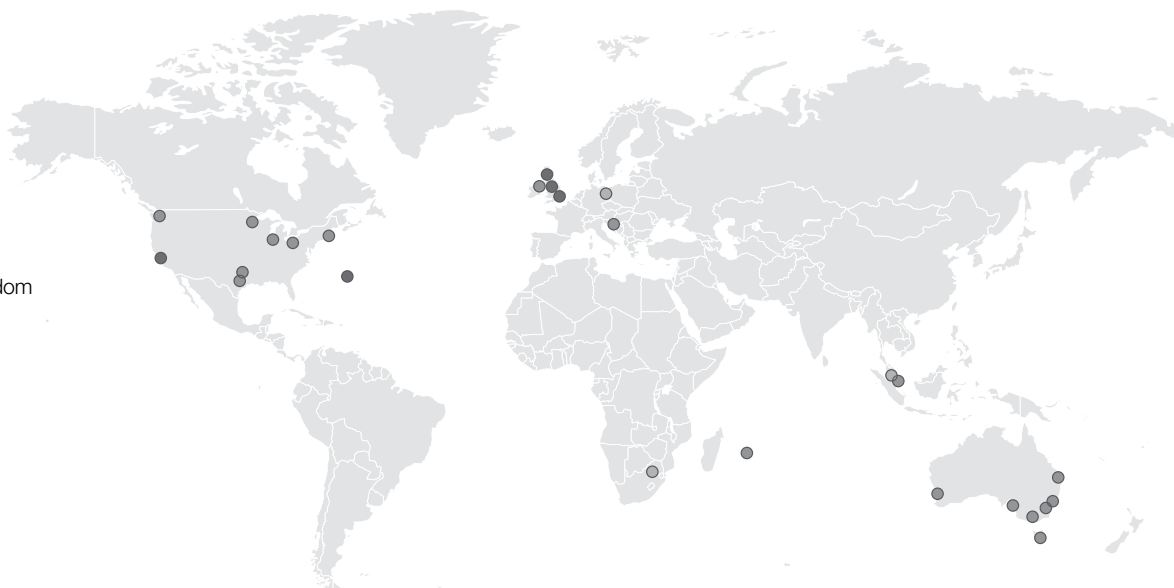
CS Energy’s procurement expenditure is predominantly in Australia. In addition to the local supply of coal and water that are fundamental to sustain operations, CS Energy is proud to support local, state and Australian businesses.

The operations of CS Energy during FY2024 were supported by approximately 1,279 active suppliers of goods and services. The primary categories of spend were across utilities, professional and trade services, fuel, insurance and equipment hire.

	FY2024 spend		Active suppliers	
	AUD\$ Value Orders	% \$ Value	Number of Suppliers	% of Active Suppliers
Australian based	820.4M	93.1	1257	98.3
Overseas based	60.9M	6.9	22	1.7
Total	881.3M		1279	

While most expenditure is with Australian entities, some items are sourced either directly or indirectly from overseas with our supply chain reaching into:

- Bermuda
- Croatia
- Ireland
- Malaysia
- Singapore
- South Africa
- United Kingdom
- USA



All suppliers to CS Energy were requested to complete a modern slavery questionnaire to better understand how the legislation applies to them, and to gauge their awareness of modern slavery risks. Key insights identified for FY2024, were:

- 781 suppliers responded to the questionnaire. This represents a 53 per cent uplift in responses from last year;
- 44 per cent (up from 33 per cent last year) of our suppliers have staff undertake modern slavery training to enable them to identify, assess and respond to modern slavery risks. This includes mandatory staff onboarding and refresher training, including procurement team training. Some respondents have indicated that training was offered to key suppliers and contractors;
- 47 per cent (up from 21 per cent last year) apply supplier pre-screening as part of their supplier on-boarding procedures or are in the process of establishing pre-screening, with 80 per cent planning to introduce future measures;
- 19 per cent of the suppliers that completed the questionnaire are reportable entities under the Act.
- 55 per cent of respondents reported that they had policies and or procedures in place to manage modern slavery risk.
- Respondents’ visibility of their supply chains was evenly distributed. 39 per cent High [Fully mapped]; 31 per cent Moderate [Partially mapped] and 30 per cent [Limited or no visibility]. This presents an opportunity to further encourage suppliers to improve their understanding and control of modern slavery risks in their business.

Risks of modern slavery in our operations and supply chain

During the year we continued to analyse our supply chain modern slavery risks.

The assessed risk of modern slavery in our supply chain continued to be low and is outlined in further detail below.

CS Energy operations

CS Energy's employees are all based in Australia.

We strive to ensure that our business complies with all relevant employment laws in Australia, including endeavouring to make our workplace free of harassment, discrimination and bullying.

Our company values (as outlined on page 6) define what is important to us and show our customers, communities and stakeholders what kind of workplace and business we want to be.

We have policies, procedures and governance in place that demonstrate our commitment to be a responsible employer, including:

- Code of Conduct;
- Equal Employment Opportunity and Appropriate Behaviour Standard;
- Gender pay parity;
- Diversity & Inclusion Program; and
- Employee Assistance Program.

CS Energy maintains separate enterprise agreements for each of our power stations and the Brisbane office. More than half of our employees are employed under enterprise agreements and the remainder are employed under Alternative Individual Agreements, which are underpinned by an enterprise agreement. A small number of senior roles are covered by non-enterprise agreement arrangements.

When hiring contractors, CS Energy uses a panel of registered specialist labour hire organisations.

Our supply chain

As the principal activity of CS Energy is the generation and sale of electricity to wholesale and retail customers, our modern slavery risk exposure is in our upstream supply chain, more specifically the sourcing of goods and services. When assessing modern slavery risks in our supply chain, CS Energy has had regard to the following resources recommended in the Federal Government's guidelines for reporting entities:

- The 2023 Global Slavery Index;
- The US Department of Labour 2024 List of Goods Produced by Child or Forced Labour; and
- 'Hidden in Plain Sight': Report of the 2017 Parliamentary Inquiry into establishing a Modern Slavery Act in Australia.

These sources identify products and services with a high risk of modern slavery. High risk products and services of relevance to CS Energy's operations are:

- Cotton/Garments/Footwear;
- Cement;
- Bricks;
- Electronics;
- Furniture;
- Iron/metals;
- Locks;
- Rubber;
- Copper;
- Cleaning;
- Hospitality (and products such as cocoa, coffee and tea);
- Construction; and
- Temporary work.

Actions taken to assess and address our modern slavery risks

CS Energy is committed to taking all actions to address modern slavery within our business and supply chain. We seek to only work with suppliers who are aligned with the values of our business.

In FY2024, our modern slavery focus was on continuing to expand our understanding of modern slavery risk in our supply chain.

Actions undertaken by CS Energy include:

Understanding and creating awareness in our supply chain

We continued to engage with all suppliers on Modern Slavery risk management including targeted annual surveys that captured supplier progress in understanding, mapping and managing modern slavery risk in their business and supply chains.

This enables discussions to occur with a broader range of vendors on the risks of Modern Slavery and CS Energy's desire to ensure that Modern Slavery is prevented in our supply chain. A positive outcome from this years' survey results was that our supplier engagement on modern slavery has influenced some suppliers to start looking more closely at modern slavery and their own supply chains.

Supplier expectations statement and reporting

CS Energy has a Supplier Expectations Statement that clearly articulates CS Energy's expectations of our suppliers to prevent modern slavery. This document includes a mechanism for reporting modern slavery concerns, which initiates a CS Energy investigation into those concerns.

The Supplier Expectations Statement is available on our website at www.csenergy.com.au/suppliers.

No report was received during the year raising modern slavery concerns within CS Energy's supply chain.

Standard terms and conditions

CS Energy uses a suite of standard terms and conditions when we engage suppliers. These documents include the requirement for suppliers to comply with all relevant legislation, including modern slavery and employment legislation.

Site Conditions

CS Energy's site conditions apply to all CS Energy staff, contractors and suppliers when accessing and working on CS Energy sites.

CS Energy's commitment to eradicate modern slavery, our supplier expectations and response plan to any identified occurrences is restated in the site conditions.

CS Energy Code of Conduct

CS Energy is committed to instilling and maintaining an organisational culture that conducts all business activity with integrity and in compliance with relevant laws and standards.

Our key governance policies to promote ethical and responsible behaviour and decision making include a Code of Conduct as well as specific policies to ensure legislative compliance.

Our Code of Conduct applies to CS Energy's Board of Directors and employees as well as contractors, consultants and visitors to CS Energy sites. Code of Conduct training is provided during onboarding of new employees and contingent workers, and there is also refresher training.

Whistleblower

Whistleblower notifications can be directed to whistleblower@csenergy.com.au or by completing the Contact Us form on www.csenergy.com.au.

No whistleblowing report was received during the year that raised modern slavery concerns in CS Energy's supply chain.

Queensland Government Supplier Code of Conduct

All suppliers are required to provide formal verification of their compliance with the Queensland State Government Supplier Code of Conduct (www.forgov.qld.gov.au/_data/assets/pdf_file/0029/383780/supplier-code-of-conduct-2023.pdf).

This Supplier Code of Conduct provides an additional conduit to notify any modern slavery concerns during the supplier onboarding process.

Supplier engagement

CS Energy has adopted a procurement category management approach, which allocates accountability to particular employees to manage procurement categories. This approach provides us with a better understanding of industry issues and enables greater understanding and engagement between CS Energy, suppliers, and industry.

Dedicated Human Resources/Industrial Relations function

CS Energy maintains separate enterprise agreements for each of our power stations and the Brisbane office. More than half of our employees are employed under enterprise agreements and the remainder are employed under Alternative Individual Agreements, which are underpinned by an enterprise agreement. A small number of senior leadership roles are covered by non-enterprise agreement arrangements.

Temporary workforce engagement

If CS Energy has a requirement for temporary personnel, this is sourced through a standing panel of pre-qualified and registered labour hire providers.

All workers, including those engaged by CS Energy contractors, are subject to competency and qualification checks prior to commencing work on site.

Warehouse Stock

In FY2021 and FY2022 CS Energy undertook an analysis of the country of origin of our warehouse stock by engaging with suppliers who provide some 80 per cent of the stock held in our warehouses. This enhanced the visibility of our current and potential supply chain and remains a key data collection point in our inventory processes.

Assessing the effectiveness of our actions

CS Energy views our modern slavery risk assessment as an on-going journey of education and improvement in collaboration with our suppliers.

CS Energy assesses the effectiveness of our actions against the following criteria:

- a) Continued improvement in understanding our modern slavery risks;
- b) Year on year improvement on supplier participation rate in completing the Modern Slavery Questionnaire;
- c) Enhanced supplier understanding of modern slavery risk management in their supply chain;
- d) Assistance to suppliers to implement changes in their business to identify and manage modern slavery risks. A number of suppliers have started to implement improvements in their systems and CS Energy will continue to engage on their progress; and
- e) Reported modern slavery concerns and investigations. There were no reported modern slavery concerns with CS Energy's supply chain during the year.

Status on planned actions in FY2024:

FY2024 planned actions	Outcome
Ongoing reinforcement of internal training for the understanding and identification of modern slavery risks	Completed 15 November 2023
Systemisation of country of origin information in inventory processes	Ongoing

Planned actions for FY2025

- All procurement team members to complete the free eLearning module offered by Australian Border Force;
- Prepare resources to share with our supplier community to raise further awareness and education on modern slavery risks;
- Raise further awareness within our business on modern slavery risk identification and management;
- Actively engage with Tier 1 suppliers to identify their modern slavery champions to secure full participation in future surveys; and
- As part of our management of Security of Infrastructure legislation obligations, engage directly with our major suppliers to gain an improved understanding of the country of origin of all equipment and components supplied by our major suppliers, including transparency of supply chains.

Consultation with owned or controlled entities

CS Energy has a number of wholly owned subsidiaries, which are listed on page 7 (subsidiaries). These entities adopt and apply general CS Energy group policies, procedures and practices, including with respect to modern slavery expectations.

The subsidiaries do not have separate procurement systems or procedures. With the exception of Kogan Creek Power Pty Ltd, the subsidiaries do not have separate employees. CS Energy employees perform procurement processes and activities on behalf of the subsidiaries in accordance with adopted group policies and procedures.

The only persons eligible to be appointed as subsidiary directors are CS Energy board members, executive general managers or senior officers. The Boards of Directors of the Subsidiaries are currently comprised of executive general managers (EGMs) of CS Energy.

The application of Group policies and statements to both CS Energy and the subsidiaries (including this Modern Slavery Statement) are considered by the EGMs prior to adoption.

During the reporting period, CS Energy effectively engaged and consulted with all subsidiaries in the development of this group statement, including in the analysis of subsidiary supply chain risks, controls, performance and commitments, through the involvement of the EGM directors in those activities.

This group Modern Slavery Statement was reviewed and recommended to the CS Energy Board by CS Energy's Chief Executive Officer and EGMs.

Other information considered as relevant

CS Energy has taken all reasonable steps to ensure that all relevant information has been reported in this statement and is not aware of any other information that is considered relevant for this statement.



Contact

Brisbane office and registered office

CS Energy Limited

Level 12
31 Duncan Street
Fortitude Valley QLD 4006

PO Box 2227
Fortitude Valley BC Qld 4006

P: +61 7 3854 7777
E: energyinfo@csenergy.com.au
W: www.csenergy.com.au

ABN 54 078 848 745