

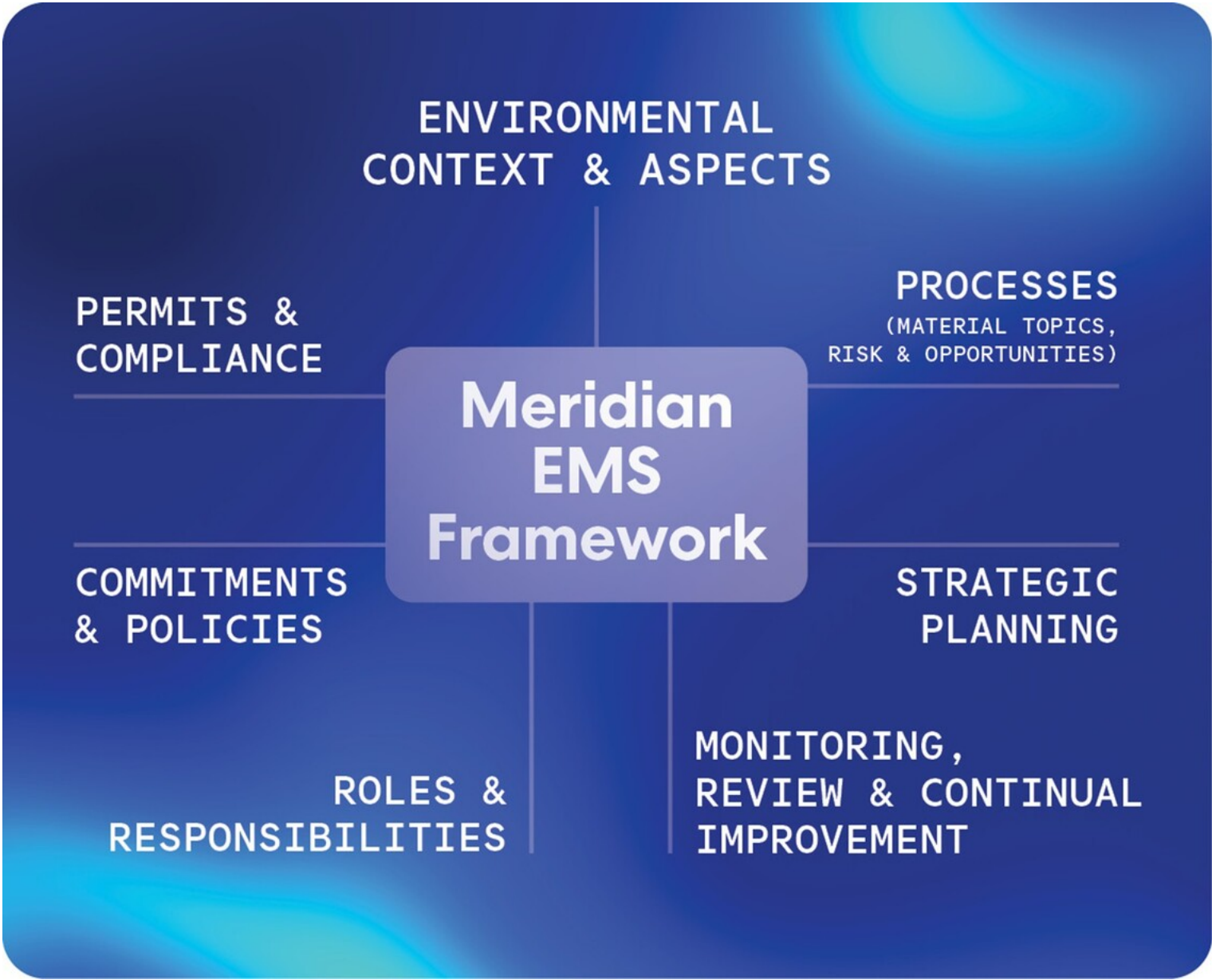
Environmental Management System Framework

EXECUTIVE SUMMARY

MERIDIAN ENERGY LIMITED
NOVEMBER 2025

Executive summary

Meridian’s Environmental Management System (EMS) Framework sets out our approach to environmental responsibility, governance, and continual improvement. It provides a structured foundation for embedding environmental considerations across all our operations, ensuring accountability and alignment with both corporate strategy and environmental commitments.



Alignment with ISO 14001 Standard

Meridian's Environmental Management Framework aligns with ISO:14001's (2015) aim of a systematic approach to environmental management that drives compliance, performance, and continual improvement. Like ISO 14001, our EMS aims to:

- Summarise its environmental context, commitments, and activities from objectives through measurable outcomes.
- Define roles and responsibilities for managing environmental impacts and obligations.
- Protect the environment by preventing and mitigating adverse effects from operations.
- Apply a life cycle perspective across all project phases, from planning to decommissioning.
- Support continual improvement through performance monitoring, review, and adaptive management.

Environmental Context and Commitments

The EMS is built around six key environmental aspects: water, land, biodiversity, waste, emissions, and climate change.

Each is managed through dedicated Frameworks and programmes such as freshwater stewardship, habitat restoration, emissions reduction, and climate adaptation.

Operating within New Zealand’s robust environmental regulatory Framework, Meridian aligns with national legislation and industry standards. Further, we aim to ensure our practices also align with Te Tiriti o Waitangi and Meridian’s Te Ao Māori strategy. These commitments guide decision-making, ensure compliance, and strengthen our role in supporting a low-emissions, renewable energy future.

Strategic Integration

Environmental objectives are integrated into enterprise planning through our Strategy Map and Climate Action Plan, supported by our Sustainable Infrastructure Framework. These tools translate our environmental commitments into measurable action, linking targets, resources, and responsibilities across business functions. Key initiatives include climate resilience programmes, biodiversity enhancement, and waste and water management strategies.

Governance, Roles, and Responsibilities

Meridian’s governance structure underpins the EMS, embedding environmental accountability across all levels of the organisation. Oversight extends from the board and executive leadership through to operational teams and contractors. At a board governance level, the Audit and Risk Committee also oversee the 18-month internal audit programme, which includes reviews of key aspects of the Environmental Management System (EMS). The executive team or responsible general managers oversee the conduct of periodic reviews of aspects of the EMS, which may focus on specific voluntary commitments and performance against targets, or compliance obligations. Dedicated roles oversee compliance, strategy delivery, and performance monitoring to ensure environmental integrity in every project and process.

Processes and Performance

Our processes integrate environmental priorities into business planning, risk management, and project delivery. Tools such as materiality assessments, impact evaluations, and site-specific Sustainability Management Plans (SMPs) inform responsible decision-making. The LEAP Framework is being piloted to enhance nature-based performance tracking and improve environmental outcomes.

Environmental risks are managed through an integrated Risk Management Framework, supported by shared tools and risk scorecards. These risks are identified and mitigated at enterprise, project, and asset levels, with controls embedded throughout the design and operational phases.

Compliance and Continuous Improvement

We undertake our activities within a comprehensive framework of environmental permits and obligations. This framework governs how we manage factors such as water use, construction effects, impacts on biodiversity and noise. These are embedded into day-to-day operations through centralised systems, clear accountabilities, and routine reporting.

Continual improvement is central to the EMS. Performance is tracked through metrics, audits, and stakeholder feedback, driving corrective actions and strategic refinement. Regular review cycles and assurance processes reinforce our commitment to , sustainable, and compliant operations. Meridian conducts a range of reviews and audits across various components of the Environmental Management System (EMS) on an annual basis. These activities encompass multiple aspects of the business and are integrated within Meridian’s internal and independent audit programmes. They involve different business units and functions, including—but not limited to—the Meridian Risk & Assurance function, Development, Generation, and Sustainability teams.