

Annual Impact Report 2025



**EMPLOYEE
FOUNDATION**

SA Power Networks
Enerven

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Our Mission

The Employee Foundation is a charitable trust that brings together employees, families, and friends to make a positive contribution to the community we live and work in through donations, fundraising, and volunteering.

Our Vision

Empowering our employees to create lasting change in our community by amplifying the impact of the Employee Foundation while fostering a culture of engagement, recognition, and community support.

Acknowledgement of Country

In the spirit of reconciliation, SA Power Networks and Enerven acknowledge the multiple Traditional Owners of the lands that host the South Australian electricity network and their connections to land, sea and community. We pay our respects to Elders past and present and acknowledge that these are living cultures.

The visual centerpiece of SA Power Networks' second Reconciliation Action Plan by Kelly Taylor and her daughter T'keyah Ware beautifully reflects the energy, movement and partnership that underpin our Innovate RAP.



A message from our Chair

Peter Chapple



As Chairperson of the SA Power Networks Employee Foundation, I am proud to reflect on another successful year of supporting our communities and making a meaningful difference in the lives of those who need it most.

In 2025, the Foundation achieved record levels of income and donations, driven by the generosity of our 975 payroll donors. This support is testament to the incredible spirit of giving within our organisation. A key highlight was celebrating the \$6 million milestone in total donations to charities since the Foundation's inception.

As our current Committee's tenure comes to a close, I would like to extend my heartfelt thanks for their contribution. Their leadership and commitment have been instrumental in driving the Foundation's success and ensuring its continued growth. Their efforts have left a lasting legacy that will benefit the Foundation for years to come.

I would also like to acknowledge the outstanding contribution of our Executive Officer, Isabell Al-Nahat. Her passion, dedication, and leadership have been the driving force behind the Foundation's success, and her efforts continue to inspire us all.

Thank you to everyone who has supported the Foundation this year. Together, we are building a legacy of generosity and impact that will continue to make a difference in the communities we serve.

A message from our Executive Officer

Isabell Al-Nahat



2025 has been nothing short of extraordinary for the Employee Foundation, and I'm incredibly proud to share the highlights of what has been a truly record-breaking year.

Engagement and participation have reached new heights across payroll donors, employee-led fundraisers, and volunteering, showcasing just how deeply our people care about making a difference in the community.

A standout moment was celebrating \$6 million in donations since the Foundation's inception – an incredible milestone made possible by the generosity and passion of our staff.

Our efforts were also recognised nationally, with SA Power Networks and the Employee Foundation named as finalists in two categories at the 2025 Australian Workplace Giving Awards, and proudly bringing home a win. This recognition reflects the collective impact of our people and reinforces that every contribution, big or small, creates meaningful change.

We also launched a custom-built volunteering platform, making it easier than ever for employees to find opportunities, sign up, and get involved. With more sessions on offer than ever before, the response has been nothing short of inspiring.

A special thank you to our Committee for their dedication over the past two remarkable years. Your leadership and commitment have played a key role in delivering the two most successful years in the Foundation's history.

Thank you to every single person who contributed to making 2025 such a remarkable year. Your generosity, enthusiasm, and commitment are helping create brighter futures for those who need it most and I couldn't be prouder to be part of this journey with you all.

About our Foundation

Our Foundation is overseen by a group of Trustees, comprising of members from the Executive Leadership Team at SA Power Networks and Enerven. The day-to-day operations are managed by the Management Committee, which includes four employees appointed by the Trustees, along with employee-elected representatives who serve a two-year term.

Trustees



Andrew Bills
CEO SA Power
Networks



Jessica Morris
Chief Customer &
Strategy Officer



Richard Amato
CEO Enerven

Management Committee 2025



Peter Chapple
Chair Person



Steven Hatsitsopanidis
Deputy Chair, Secretary
of Trustees



Anita Favretto
Treasurer



Isabell Al-Nahat
Executive Officer



Kylie Lush
Secretary



Alex Garden



Amy Norouzi



Andrew Uraine



Claire Stockwell



James Ferguson



Joshua Newnham



Leanne Robinson



Sheryl Newitt



Shirley Preston

Our Impact in 2025

Over
\$650K

donated to support
our community

\$6.4
million

in cumulative
donations since 2006

Over 31%
of staff

are regular
payroll donors

53
charities

received a donation

Over
1,850 hours

spent volunteering



Volunteering

Making Time to Make a Difference

The Employee Foundation is proud to foster a strong culture of giving back. As part of the shared commitment of SA Power Networks and Enerven to making a positive impact, employees are offered one day of paid volunteering leave each year.

Coordinated by the Employee Foundation, this initiative has continued to grow strongly, with volunteering hours increasing over 20% compared with 2024 and more employees than ever stepping forward to support their communities.

To support this growing interest, we have expanded our volunteering program and now partner with more than 20 charity organisations, creating a broad range of opportunities for employees to get involved. These have included supporting The Village Co. to deliver bags to regional hospitals, preparing meals for Food on the Table clients, and organising a working bee at Victor Harbor at the Women's & Children's Hospital Foundation Beach House, alongside many other initiatives that support both people and communities in need.

To make participation easier, we partnered with our Digital & Technology team to introduce a purpose-built self-service volunteering platform. This system allows employees to view opportunities in real time and book themselves, and even colleagues, into sessions that suit their schedules.

For our employees, volunteering offers the chance to give back. It allows them to connect with colleagues outside their usual work environment, better understand the work of the charities we support, and see firsthand the impact their time and effort can make. These experiences help strengthen relationships, broaden perspectives, and build pride in contributing to the community.

Fundraisers

Fundraising in Action

In 2025, staff, in collaboration with the Employee Foundation, organised 64 fundraising activities across the business – a 36% increase from 2024. From walks, runs, bake sales, raffles, loud shirts and dunk tanks, our employees tried one of everything to raise money for charity. The Employee Foundation proudly dollar-matched the funds raised, significantly amplifying the impact for our charity partners.

Several much-loved events returned this year, including the City to Summit in support of Operation Flinders Foundation, and the World's Greatest Shave, which raised funds for the Leukaemia Foundation; with both events attracting strong participation across the organisation.

At the same time, new and creative initiatives emerged; including our first-ever Sip & Paint event supporting Nature Foundation's Kids on Country program, and a vintage car and bike show raising vital funds for the Childhood Cancer Association.

These are just a few examples of the many efforts that reflect the generosity, initiative, and community spirit of our employees. By working together and supporting causes close to their hearts, our people continue to make a meaningful and lasting difference for the communities we live and work in. Whether through long-standing traditions or new and creative ideas, the passion and commitment of our employees make a real and lasting impact.





PLAYGROUND DONOR RECOGNITION BOARD

With heartfelt thanks, the Women's & Children's Hospital Foundation acknowledges the generosity of our donor community who helped bring this playground to life - with special thanks to those listed who contributed \$1,000 or more:

- Kirsten Alderson & Heather and Graeme Baldock +
- Jim Birch AM + Wee and Shirina Chan + Helen Cooper
- + Jonah and Tameka Curren + Esteban Diaz &
- Jack and Meg Favilla + Audrey Fletcher + Edwin Fletcher
- + John Gazley & Ben Gulliver + Georgina and Nick Harvie
- & Chris Herbert + Hillview Farm Estate +
- Olivia Reilly McCann + Pamela McLaren Charitable Trust +
- Leslie Walter Thomas Melville Trust Fund + Wendy Michell
- + Naomi, Darko and S Mitanovski Stars
- + Christine and Mark Molitor + Romano Rubichi
- + Danielle Scott + Glen Stephens Estate + Michael Szumylo
- + Tapfield Family & A and J Torresan + Margaret Turner +
- Judy and Russell Ward + Wild Family + Ria Charlotte Yang
- & Dr Evelyn Yap OAM & Young Family
- + other anonymous supporters.

AHT

AFL

SPRINT

EMERGENCY FOUNDATION

These Kids

Community Support

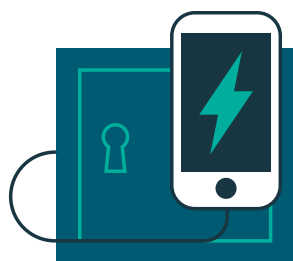
Local Support, Lasting Impact



Contributed to the
**UPGRADED ACCESSIBLE
PLAYGROUND**
at the Women's and
Children's Hospital



Sponsored
**A ROOM AT RONALD
MCDONALD HOUSE**
for 12 months to support
regional families



Funded
**48 LOCKABLE
CHARGING STATIONS**
for Hutt St Centre clients



Funded the equivalent of
20,000 MEALS
for OzHarvest clients



Started The Village Co.
BAGS DELIVERY SERVICE
through our in-house Logistics
team to support regional hospitals



Over
1,300 BREAKFASTS SERVED
at Hutt St Centre through our
weekly volunteering shifts



Donated
\$100,000
across 13 charities during
the Christmas period

2025 Key Charity Partners

Each year, the Employee Foundation chooses to support charities that our payroll donors feel most connected to. By listening to our people and understanding the causes that matter to them, we ensure our support is meaningful, personal, and aligned with the passions of our employees. In 2025, thanks to the generosity of our payroll donors, we proudly partnered with 17 incredible charities, helping to make a real and lasting difference in the communities that need it most.



\$6 Million in Community Impact

In 2025, we proudly reached an incredible milestone – \$6 million in cumulative donations since our inception in 2006! Remarkably, \$1 million of this total was raised in just 18 months; a pace we had never reached before and a true reflection of the growing generosity and commitment of our people.

Whether through payroll giving, fundraising, or volunteering, every contribution played a part in achieving this milestone. To mark the occasion and thank our employees, SA Power Networks gifted a virtual \$6 to every staff member, which could be donated to one of six specially selected charities.

A total of 2,015 staff participated, showing incredible support for the causes that matter most to them. In addition, 41% of staff chose to round up their contribution with a one-off \$4 donation, further boosting the impact.

The campaign raised more than \$15,000 for some very deserving charities – Cancer Council SA, Women’s and Children’s Hospital Foundation, RSPCA South Australia, Beyond Blue, St Vincent de Paul’s Society (Vinnies) and OzHarvest. We are incredibly proud of this achievement and deeply grateful to everyone who contributed – bring on \$7 million!



The Employee Foundation Recognised Nationally

We’re thrilled that SA Power Networks and the Employee Foundation received national recognition at the 2025 Australian Workplace Giving Awards, being named a finalist in two categories: Workplace Giving Charity Champion and Decade of Impact.

At the ceremony, Isabell Al-Nahat, Executive Officer of the Foundation, was announced as the Winner – Workplace Giving Charity Champion, celebrating her leadership in growing the Foundation’s impact and connecting our people with causes they care most about. SA Power Networks also received an Honourable Mention in the Decade of Impact category, recognising our ongoing commitment to supporting the community over the past 10 years.

Receiving this national recognition is a proud first for the Foundation and an important acknowledgement of the impact we are making beyond our organisation.



Treasurer's Financial Report

As Treasurer, I am proud to present the 2025 Financial Report for the Employee Foundation. This year, our financial performance exceeded budget expectations and remained strong and resilient, reflecting the continued generosity and commitment of our employees. This result has enabled us to further expand our support for charitable organisations, delivering meaningful and lasting benefits to those who need it most.



Income

Donations (Payroll)	\$301,023
Donations (SA Power Networks)	\$50,000
Donations (SA Power Networks reimbursement of operating expenses)	\$12,000
Donations (Other)	\$95,911
Fundraising	\$186,634
Interest	\$4,321
Total Income	\$649,889

Donations

Donations (Corporate)	\$350,000
Donations (Employee Fundraisers)	\$300,353
Total Donations	\$650,353
Operating Expenditure	\$2,252
Total Outgoings	\$652,605
Surplus/(Deficit)	(\$2,716)

OUTGOING DONATIONS (CORPORATE)

Australian Lions Assistance Dogs	\$10,000
Backpacks 4 SA Kids	\$30,000
Baptist Care SA – Tumbelin Farm	\$10,000
Breakthrough Mental Health Research Foundation	\$20,000
Cancer Council SA	\$10,000
Can:Do 4Kids	\$5,000
Catherine House	\$20,000
Childhood Cancer Association	\$20,000
Cure4CF	\$10,000
Epilepsy Centre Australia	\$10,000
Flinders Foundation	\$5,000
Guide Dogs SA/NT	\$10,000
Hutt St Centre	\$30,000
KickStart for Kids	\$10,000
Leukaemia Foundation	\$10,000
The Mary Potter Foundation	\$10,000
MND SA	\$10,000
RDA SA Riding for Disabilities	\$5,000
Red Tree Foundation	\$10,000
Rosemary Foundation	\$5,000
See Differently	\$10,000
St Vincent de Paul Society	\$20,000
Nature Foundation	\$10,000
OzHarvest	\$10,000
The Village Co.	\$10,000
TLC For Kids	\$10,000
Women's & Childrens Hospital Foundation	\$20,000
Wombat Awareness	\$5,000
Young Carers SA	\$5,000
	\$350,000

OUTGOING DONATIONS (EMPLOYEE FUNDRAISERS)

Australian Lions Assistance Dogs	\$3,600
APEX Foundation	\$7,200
Beyond Blue	\$5,314
Camp Quality	\$4,050
Cancer Council SA	\$19,445
Can:Do 4Kids	\$8,300
Catherine House	\$4,200
Childhood Cancer Association	\$22,075
Dementia Australia	\$5,500
Dusty Paws Dog Rescue	\$1,000
The Next Steps Australia	\$3,200
Food on the Table	\$14,500
Freedom Hill Farm Animal Sanctuary	\$4,400
The Hospital Research Foundation Group	\$9,000
Guide Dogs SA	\$4,000
Hutt St Centre	\$13,000
Jodi Lee Foundation	\$3,200
Leukaemia Foundation	\$20,800
Lifeline	\$3,100
Lucky Little Paws Rescue & Adoption	\$10,175
Minus 18	\$4,600
Nature Foundation	\$5,400
The Mary Potter Foundation	\$16,000
MND SA	\$1,200
MS Australia	\$4,800
Novita	\$1,900
Operation Flinders Foundation	\$32,300
Ovarian Cancer Research Foundation	\$7,000
OzHarvest	\$1,670
Puddle Jumpers	\$3,100
Ronald McDonald House	\$7,000
RSPCA South Australia	\$11,910
Rescue Me Whiskers & Paws	\$1,000
Sammy D Foundation	\$2,400
See Differently	\$2,900
Variety - The Children's Charity	\$10,150
The Village Co.	\$7,522
St Vincent de Paul Society	\$1,030
Women's and Children's Hospital Foundation	\$3,312
The Zahra Foundation	\$9,100
	\$300,353

The Power Of Giving



We've been truly inspired by the incredible generosity within our business. The dedication, passion, and commitment to giving back have overwhelmed us – in the best way possible! That's why we were thrilled to announce the launch of something special in 2026: The Employee Foundation Power of Giving Awards!

This new initiative is designed to recognise and celebrate individuals and teams who go above and beyond to make a difference throughout the year. Whether it's raising funds, championing community values, or driving support for the Foundation, these awards will shine a spotlight on the real changemakers among us over the last 12 months.



The Four Award Categories



Highest Team Fundraiser

Recognising the team who raises the most funds for a cause

Winner: City to Summit for Operation Flinders Foundation - Digital & Technology

Amount raised: \$24,251.58

Highest Single Fundraiser

Honouring the individual who raises the most funds for a cause

Winner: Raffle for Lucky Little Paws, Melissa Rasche - Asset Management & Operations

Amount raised: \$5,175.00

Employee Foundation Community Star (Individual)

Awarded to a standout team member who lives and breathes our values through their community contributions

Winner: Anita Vracic - Finance Services

Reason: Actively supported the Employee Foundation hands on throughout the year through numerous volunteering sessions, supporting fundraisers across depots, helping with the success of the \$6 million milestone campaign and a proud payroll donor.

Employee Foundation Community Star (Department)

Recognising a department that excels in engagement, whether through payroll donations, fundraising initiatives, or overall support for the Employee Foundation

Winner: Asset Management & Operations

Reason: Over 26% of AM&O staff are regular payroll donors, 16 fundraisers organised, and 506 hours volunteered.

Lifetime Achievement Awards

Our Lifetime Achievement Awards are a way to celebrate those who have shown significant dedication to the Foundation. This honour is reserved for individuals who have been supporting us for five years or more, making a lasting impact through their generosity, time, and commitment. Their contributions have helped shape the Foundation's success, and this is our way of saying a sincere and well-deserved thank you for their lasting legacy.

Existing Lifetime Achievement Award Winners

Ajay Pradhan	Helen Tumes	Kev Connell	Rob Snowdon
Amy Williams	Ian Bowen	Lew Owens	Rob Stobbe
Belinda Bryan	Ian Bowman	Mark Clarke	Roberto Ruggiero
Ben Kempster	Ian Rowe	Mark Vincent	Russell Duncan
Brian Docking	Jan Adams	Mel Toyer	Sean Kelly
Brian Whyte	Janelle Fairbank	Mel Worrall	Simon Blom
Cameron Daniell	Jim McCartney	Melissa Rasche	Steve McDonnell
Caprice Davey	Joe Hayden	Michelle Peterson	Suzie Lochert
Colin Pearce	Joe Snook	Mike Lucas	Terry Parsons
David Syme	John McCormick	Paul Salter	Tim Strout
Don Thomas	Julia Sagoleo	Paul Topping	Vicki Shearer
Doug Schmidt	Ketsanay Vongphachan	Peter Chapple	Vicki Skidmore
Glyne Smalldon		Phil Fechner	

2025 Winners

Congratulations!

Patrick Makinson

Patrick has been a dedicated supporter of the Employee Foundation since its inception in 2006, consistently demonstrating a strong commitment to giving back.

He has made a significant impact through his fundraising efforts, particularly for Operation Flinders Foundation's City to Summit challenge, as well as supporting initiatives like Frocktober and Loud Shirt Day.

Alongside these, Patrick has contributed to countless workplace fundraisers over the years, including many morning teas, and has also rolled up his sleeves to cook meals with OzHarvest.

In 2024, Patrick even agreed to get dunked for charity; raising money for Hutt St Centre – demonstrating his commitment to the Foundation and always putting his hand up for anything.

Congratulations, Patrick! Your enthusiasm and readiness to support every cause over so many years make him a highly deserving recipient of this award.



Leigh Cardinal

Leigh has been a dedicated and passionate supporter of the Employee Foundation since joining SA Power Networks in 2015. As a former Committee member, she has contributed to countless initiatives across the business and the wider community, helping to connect employees with causes that truly matter and strengthening the Foundation's impact year after year.

Leigh's most personal fundraising effort began in 2020, inspired by her late grandmother. Combining her passion for volunteering with a drive to make a difference, she launched a campaign for the Ovarian Cancer Research Foundation. Through her commitment and the Foundation's dollar-matching program, she has helped raise over \$30,000, supporting vital research into a disease that remains underfunded and exclusively affects women.

Congratulations, Leigh! Your extraordinary dedication and consistent efforts have left a meaningful and lasting impact on the Foundation and the communities we support, setting an inspiring example for us all.





EMPLOYEE FOUNDATION

SA Power Networks
Enerven



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SA Power Networks Employee Foundation



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