

TE H2 Reflect Reconciliation Action Plan

July 2026 - December 2027



RECONCILIATION
ACTION PLAN

REFLECT

TotalEnergies H₂

a company owned by TotalEnergies and **eren**

TE H2 respectfully acknowledges the Traditional Custodians of the land on which we work, live and learn.

We pay our respects to First Nation Elders past and present. We celebrate the stories, cultures, and traditions of Aboriginal and Torres Strait Islander Elders from all communities who also work and live on this land.

Reconciliation Australia foreword

Reconciliation Australia congratulates TE H2 Australia on continuing its reconciliation journey by formally endorsing TE H2's second Reflect Reconciliation Action Plan (RAP).

Through this plan, TE H2 continues to play an important role in a network of more than 3000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 5.5 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP continues the journey and primes the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

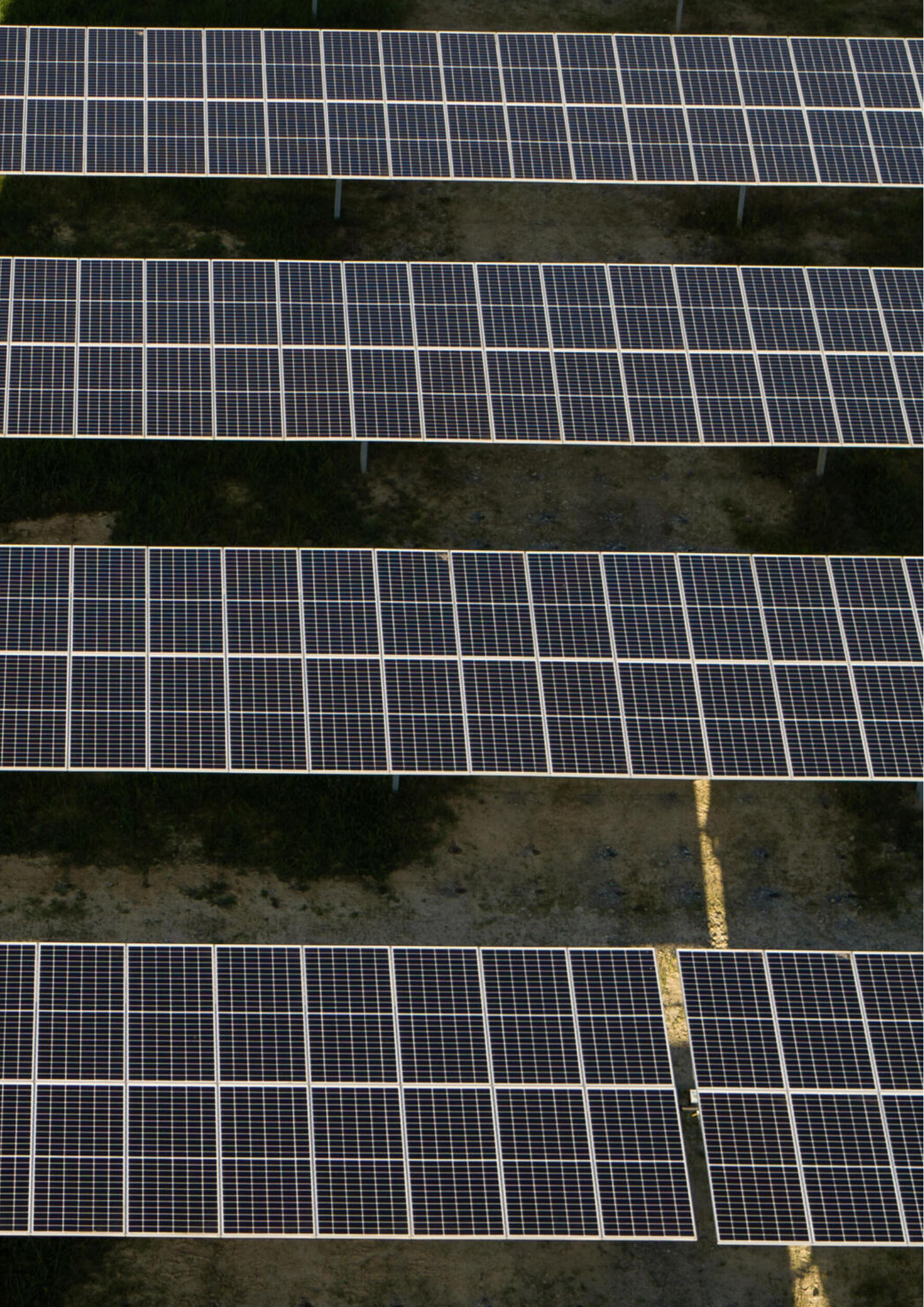
It is critical to not only uphold all five dimensions of reconciliation, but also to increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables TE H2 to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations TE H2 on your second Reflect RAP, and I look forward to following your continuing reconciliation journey.



Karen Mundine
Chief Executive Officer
Reconciliation Australia



A message from our Managing Director



I am proud to introduce TE H2's second Reflect Reconciliation Action Plan — a continuation of our commitment to building respectful and enduring relationships with First Nations peoples and communities across Australia. As we evolved from Total Eren Australia H2 to TotalEnergies H2 (TE H2), our purpose remains steadfast: to walk the path of reconciliation with humility, purpose, and care. We have chosen to remain at the Reflect stage because we believe in getting the foundations right. True progress requires time, consistency, and listening deeply before taking the next steps forward. Our approach is intentionally “slowly but surely”— ensuring that our actions are considered, and our engagement is authentic within each of our projects.

At TE H2, reconciliation continues to be more than a corporate commitment; it is a shared journey of understanding, reflection, and learning. This plan builds on the foundations we have established through our project work and community engagement, guided by mutual respect and genuine collaboration with First Nations peoples.

This next phase focuses on strengthening what we have started i.e., deepening our cultural awareness, fostering stronger relationships within our project areas, and supporting opportunities that contribute to local empowerment and wellbeing. We will continue to seek meaningful dialogue and partnerships that help us embed reconciliation within both our operations and our values.

Reconciliation is an ongoing process, one that calls for patience and authenticity. I acknowledge and thank our team for their care and commitment, and our First Nations partners and stakeholders for their trust, guidance, and generosity in sharing knowledge and experience.

This Reconciliation Action Plan represents not just TE H2's aspirations, but our promise to continue learning and improving, step by step. Together, we will continue to build a mutual understanding, display respect, and benefit from the shared progress today and into the future.

Sincerely,

A handwritten signature in black ink, appearing to be 'Kam Ho', written over a light blue horizontal line.

Mr. Kam Ho
Managing Director
TE H2 Australia

TE H2 Australia

Our Vision

TE H2 envisions a future where our renewable energy projects empower First Nations communities as partners, healing historical injustices through shared prosperity, cultural respect, and economic benefit. We have enabled First Nations peoples to participate meaningfully, as part of the workforce in the development, construction and ongoing operations of our projects.

We aspire for every staff member and community stakeholder to actively champion reconciliation as essential to our business — guided by the Clean Energy Council's Leading Practice Principles: First Nations and Renewable Energy Projects.

Our Business

TE H2 is a dedicated joint-venture between Total Energies (80%) and Eren Groupe (20%) with an aim to deliver globally impactful renewable energy projects which deliver more energy with fewer emissions.

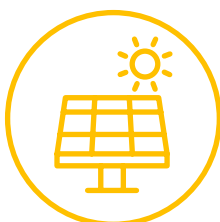
In Australia, TE H2 works in partnership with energy-intensive industries to offer bespoke multi-energy solutions from our scalable, multi Gigawatt sites by:

- Providing a mix of renewable generation technologies to deliver the lowest cost of energy and energy profile for Renewable H2 production
- Having a geographical coverage with access to existing ports and option to connect into transmission grids
- A capability to provide competitive renewable power and molecules to decarbonise energy-intensive industries.

TE H2's mission is to accelerate the Australian transition to renewable energy by providing clean and sustainable solutions for its customers.

TE H2's core values include Safety, Mutual Respect, Entrepreneurial Spirit, Expertise, Collaboration, Diversity, Passion, and Responsibility. The company is committed to upholding the highest standards of safety in all its operations, achieving outstanding performance in its projects, working collaboratively with its partners and stakeholders and taking responsibility for its environmental and social impact.

TE H2 consists of a team of 20 professionals based in Australia with operations out of offices in Melbourne, Adelaide and Perth. There are currently no Aboriginal and or Torres Strait Islander people employed in the organisation however, we have engaged an Aboriginal and Torres Strait Islander Cultural Adviser to join our Working Group and to provide advice on cultural practices and engagement.



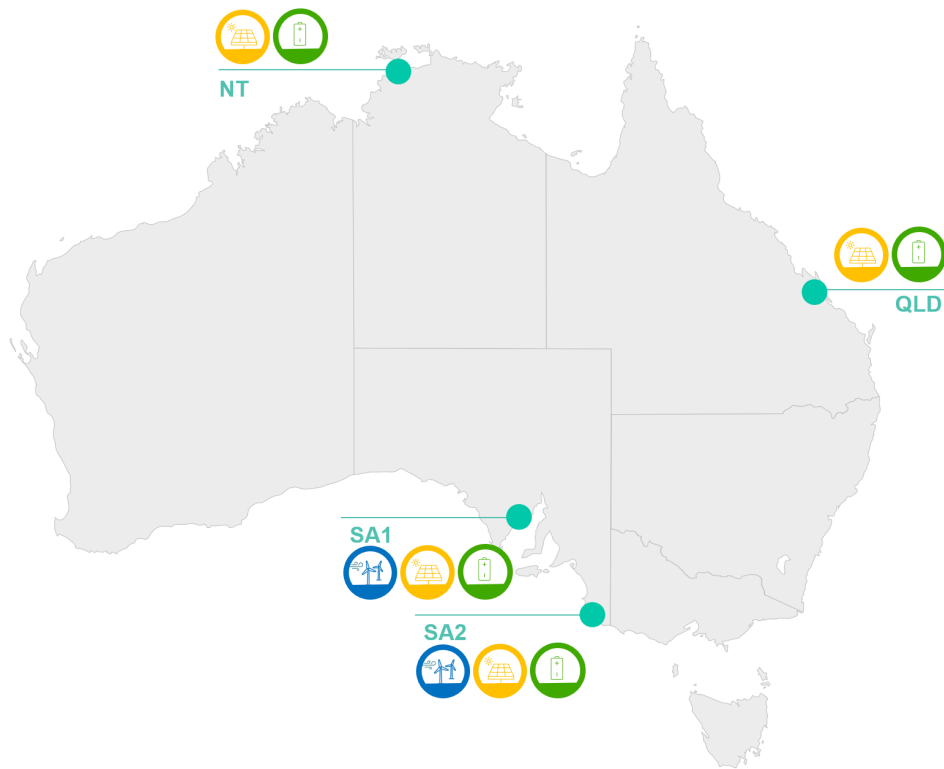
Solar



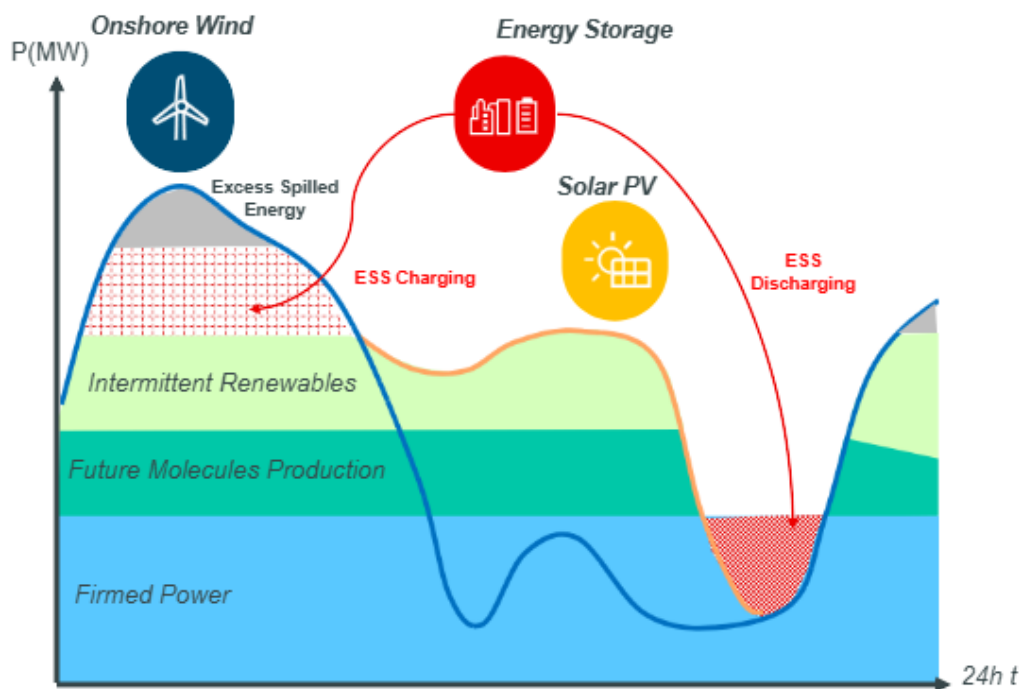
Wind



Battery



TE H2's projects across Australia



TE H2's Multi Energy Philosophy



- Additional value add through short and long-term renewable electricity contracts for supply of renewable power to grid and industrial facilities
- Energy storage to improve electricity market trading outcomes through firming and other services



- Production of competitive H2 for use in industrial decarbonisation (green steel) and new vectors (e-fuels)



- Renewable energy baseload supply for industrial facilities and data centres, firmed through complementary onshore wind and solar, renewables forecasting and energy storage

Our Reconciliation Action Plan

TE H2's Reflect RAP has meaningfully advanced reconciliation between First Nations and non-Indigenous Australians. Our team has deepened cultural understanding through internal awareness training, hands-on engagement with First Nations communities in project areas, and participation in culturally significant events like NAIDOC Week and Reconciliation Week. Moreover, weekly national team meetings now acknowledge key dates from the Aboriginal and Torres Strait Islander calendar, creating a safe space for open dialogue and shared learning.



Challenges and Learnings

Implementing the RAP has not been without its challenges. The outcome of the Voice Referendum significantly affected national sentiment and made broader engagement across the Australian community more complex. We also found that views within First Nations communities vary regarding the relevance and effectiveness of RAPs. These insights have deepened our understanding of how engagement must adapt to local contexts while respecting diverse perspectives across Australia.



Our Ongoing Commitment

Despite these barriers, TE H2 remains deeply committed to reconciliation. We recognise the importance of acknowledging and addressing historical injustices and ongoing inequalities faced by Aboriginal and Torres Strait Islander peoples. Progressing, we will build on the foundations of our RAP through actions that promote reconciliation, foster respect, and strengthen relationships with First Nations Communities.



Implementing our RAP

To ensure a more embedded and practical approach, TE H2 will refocus RAP implementation through our Development Managers (DMs), with the support of the broader team. Each DM will take a lead role in working with local First Nations communities connected to their project areas. At each Reconciliation Working Group (RWG) meeting, DMs will report on their engagement strategies, share progress, and discuss what is working well or needs improvement.



Guiding Principles

This refreshed approach will be guided by inclusivity, cultural competency, and mutual respect. By empowering our teams and maintaining strong relationships with First Nations partners, TE H2 aims to contribute meaningfully to reconciliation through localised engagement and positive community outcomes.

RAP Working Group Members

TE H2 maintains a standing open invitation for all employees to attend Reconciliation Working Group (RWG) meetings. The core group consists of:

- *Rap Champion:* Michael Vawser - Project Director, South East Power Hub Renewables (SEPHR)
- Meredith Anderson - National Approvals Manager (National)
- Renee Sherry - Human Resources Manager
- Leah Fitzgerald - Development Manager (SA)
- Luke Griffiths - Development Manager (QLD)
- Christian Hearn - Senior Development Manager (WA/NT)
- Laura Wright - Communications and Stakeholder Engagement Manager (National)
- Brad Nott - Project Development (National) (RWG Coordinator)

First Nations Cultural Adviser

Garry Goldsmith - Miri Kawi Services

(Proud Narungga Yardi (man) from Guuranda (Yorke Peninsula), South Australia)



TE H2 team members at the Walking the Seasons Event 2026



Case Study

TE H2 Case Study: Walking the Seasons Event

Event Overview

The TE H2 project team recently participated in the Walking the Seasons community event hosted by the Limestone Coast Landscape Board and Burrandies Aboriginal Corporation. This cultural walk, inspired by First Nations seasonal calendars, brought together community members, Traditional Owners, and local organisations to connect with Country through Elder-led learning about seasonal changes, cultural practices, and landscape knowledge.

Team Participation

The team attending comprised of a broad cross section of the organisation:

- Development Manager
- Project Director (RAP Champion)
- Communications and Stakeholder Engagement Manager
- TE H2 General Counsel (Australia)
- TE H2 HR Manager (Australia)

Key Lessons Learnt for RAP Implementation

Cultural connection through place

- Walking together revealed how First Nations seasonal knowledge directly informs project planning — from timing construction around natural cycles to respecting cultural sites during renewable energy development.

Community-led learning

- Elder guidance emphasised listening over leading; future TE H2 engagement will prioritise inviting Traditional Owners to co-lead site walks before project milestones.

Relationship building

- Informal conversations during the walk opened doors to ongoing dialogue, proving that shared experiences build trust faster than formal meetings.

RAP integration

- This experience will inform RWG discussions, with Development Managers sharing similar opportunities and tracking how cultural learning shapes project outcomes.

Next Steps

TE H2 will register for future Walking the Seasons walks, exploring opportunities to host project-specific versions and empowering broader team members to attend the cultural immersion experience.





Relationships

Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Strengthen our relationships with Aboriginal and Torres Strait Islander stakeholders and organisations that have been identified in each of the project areas.	July 2027	National Approvals Manager
	Continue to embed Clean Energy Councils "Leading Practice Principles: First Nations and Renewable Projects" in our engagement with First Nations Communities.	August 2027	National Approvals Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May annually	RWG Coordinator
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June (Annually)	RWG Coordinator
	Senior leaders and employees to continue to prioritise participation in external events to recognise and celebrate NRW	27 May- 3 June (Annually)	Managing Director Communication and Stakeholder Manager
3. Promote reconciliation through our sphere of influence.	Communicate our ongoing commitment to reconciliation to all staff.	August 2026	Managing Director Communication and Stakeholder Manager
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	September 2026	Lead: Development Lead Support: Managing Director
	Collaborate with other RAP organisations by attending reconciliation events hosted by Reconciliation Australia; review in August 2026	September 2026	National Approvals Manager
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	October 2026	HR Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	November 2026	HR Manager



Respect

Respect			
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Continue to monitor and review participation of all TE H2 employees in cultural learning activities; reviewed in August 2026	December 2026	RWG Coordinator HR Manager
	Research effective cultural learning strategies in similar organisations to understand best practice for our future cultural learning strategy.	August 2026	RWG Coordinator
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Development Managers have participated in cultural awareness activities with First Nations communities within their project area.	December 2026	Lead: National Approvals Manager
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August 2026	RWG Coordinator
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2026 (Annually)	RAP Champion Cultural Adviser
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	First week in July (Annually)	RWG Coordinator
	RAP Working Group / TE H2 Team to participate in an external NAIDOC Week event.	First week in July (Annually)	RWG Coordinator



Opportunities

Opportunities			
Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Partner with workforce development organisations in each project area to participate in the education-to-employment pathway, training and employing First Nations people in TE H2's renewable energy projects.	July 2026	Lead: RWG Coordinator and Development Managers
	Continue to monitor Aboriginal and Torres Strait Islander staffing to identify trends and opportunities for future employment and professional development.	July 2026	HR Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Continue to procure products and services from Aboriginal and Torres Strait Islander owned businesses.	July 2026	Development Manager
	Continue to track and report First Nation expenditure.	July 2026	Accounts Manager
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Supply Nation membership is maintained.	January 2027	Support: RWG Coordinator



Governance

Governance			
Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	January 2027	Managing Director
	Review the Terms of Reference for the RWG annually.	January 2027	RWG Coordinator
	Review and maintain Aboriginal and Torres Strait Islander representation on the RWG.	January 2027	RWG Coordinator
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	August 2026	RWG Coordinator
	Engage senior leaders in the delivery of RAP commitments.	October 2027	Managing Director
	Maintain a senior leader to champion our RAP internally.	Ongoing to December 2027	Managing Director
	Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2026	Lead: National Approvals Manager Support: RWG Coordinator
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	RWG Coordinator
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	RWG Coordinator
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September annually	RWG Coordinator
	Communicate our RAP progress to internal stakeholders on a quarterly basis.	March, June, September, December (annually)	Communication and Stakeholder Manager
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	September 2027	RWG Coordinator



Definitions of First Nations Flags

Aboriginal Flag

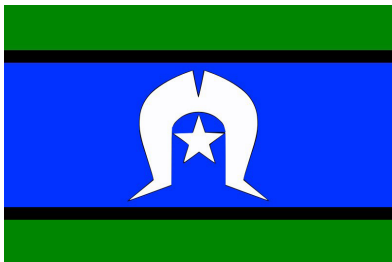


Black (Top Half): Symbolizes the Aboriginal people of Australia.

Red (Bottom Half): Represents the red earth, the red ochre used in ceremonies, and a spiritual relationship to the land.

Yellow (Circle): Represents the sun, which is considered the constant giver and renewer of life.

Torres Strait Island Flag



Green panels at the top and the bottom of the flag symbolises the land.

Blue panel in the centre represents the waters of the Torres Strait.

Thin black stripes between the green and blue panels signify the Torres Strait Islanders themselves.

White five-pointed star at the centre of the flag represents the five major island groups - the Western, Eastern, Central, Port Kennedy and (N.P.A.) Mainland.

White dhari (dancer's headdress) around it also symbolises the Torres Strait Islands people. White symbolises peace, while the star is a symbol for navigation.

Reference:

Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) (2025) *The Aboriginal flag*. Available at: <https://aiatsis.gov.au/explore/aboriginal-flag> (Accessed: 31 March 2026).

Torres Strait Regional Authority (TSRA) (2024) *The Torres Strait Flag*. Available at: <https://www.tsra.gov.au/the-torres-strait/torres-strait-flag/> (Accessed: 31 March 2026).

By including the Aboriginal and Torres Strait Islander flags in our Reconciliation Action Plan it is a meaningful way to visibly acknowledge the First Peoples of Australia and demonstrate respect for their enduring connection to Country, culture, and community.

The flags serve as important symbols of identity, recognition, and unity, and their inclusion helps reinforce the organisation's commitment to reconciliation, cultural safety, and inclusive practice.

By displaying these flags in RAP materials and workplace settings, the organisation also signals that Aboriginal and Torres Strait Islander peoples are recognised, valued, and welcomed, while supporting broader efforts to build awareness, understanding, and stronger relationships across the organisation and the communities it works with.

Key dates in Aboriginal and Torres Strait Islander Calendar

13th February **Anniversary of National Apology Day**

On 13 February 2008, Prime Minister Kevin Rudd delivered the National Apology to Australia's Aboriginal and Torres Strait Islander people for the injustices of past government policies, particularly to the Stolen Generations.

16th March **National Close the Gap Day**

National Close the Gap Day is an annual event that raises awareness and seeks to close the gap with respect to life expectancy, child mortality, educational and employment outcomes between Aboriginal and Torres Strait Islander people, and non-Indigenous Australians.

26th May **National Sorry Day**

National Sorry Day provides an opportunity for people to come together and share the journey towards healing for the Stolen Generations, their families and communities.

27th May **1967 Referendum**

The 1967 Referendum was a landmark achievement following decades of activism by Aboriginal and Torres Strait Islander and non-Indigenous people, where more than 90 percent of Australians voted in favour of amending two sections of the Australian Constitution.

27 May - 3 June **National Reconciliation Week**

National Reconciliation Week celebrations commemorate two significant milestones in the reconciliation journey-the anniversaries of the successful 1967 Referendum and the High Court Mabo Decision.

3rd June **Mabo Day**

On June 3, 1992, the High Court of Australia overturned the principle of "terra nullius" or "nobody's land" as claimed by the British when they first arrived in this country. The decision has paved the way for Native Title legislation.

1st July **Coming of the Light**

The Coming of the Light is celebrated annually by Torres Strait Islander people. It marks the adoption of Christianity through island communities during the late 19th century.

2-9th July **NAIDOC Week**

NAIDOC Week celebrations are held across Australia to celebrate history, culture and achievements of Aboriginal and Torres Strait Islander people.

4th August **National Aboriginal and Torres Strait Islander Children's Day**

National Aboriginal and Torres Strait Islander Children's Day is an opportunity for all Australians to learn about the crucial impact that community, culture and family play in the life of every Aboriginal and Torres Strait Islander child.

9th August **International Day of the World's Indigenous Peoples**

The United Nations' annual International Day of the World's Indigenous Peoples encourages people to spread the United Nation's message on the protection and promotion of the rights of indigenous peoples.

1st September **Indigenous Literacy Day**

Indigenous Literacy Day is a national celebration of culture, stories, language and literacy. This day raises awareness of the disadvantages experienced in remote communities and advocates for more access to literacy resources.

13 September **Anniversary of the UN Declaration on the Rights of Indigenous People**

The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) was adopted by the General Assembly on Thursday, 13 September 2007.



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