

Annual Report

2024-25



Environment Victoria is one of Australia's leading environment groups, independent and not for profit. We take on the biggest threats to our climate and environment. We inspire, empower and lead people and communities to take action, building power to solve the climate crisis, achieve a healthy environment and secure a fair and thriving Victoria.

Environment Victoria acknowledges that we live and work on Aboriginal land and that this country has been cared for since time immemorial by Traditional Owners, whose sovereignty has never been ceded.

We pay our respect to Victoria's Traditional Owners, past, present and future. We respect their leadership in caring for country and support treaties that empower them to continue to do so.

We understand that colonisation has been an unjust and brutal process that continues to impact on Aboriginal and Torres Strait Islander peoples and their country today. As people living and working on Aboriginal land it is incumbent on us to play our part in righting this historical wrong. Indeed, our vision of a society living in harmony with a healthy environment depends upon it.

Authorised by Jono La Nauze, CEO

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Annual Report 2024-25



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This report covers our activities and financial performance for the 2024-25 financial year. We have defined the content of this report to respond to the commitments set out in our 2024-25 Annual Plan and our Strategy. The report outlines our performance against our strategic objectives, which were developed in consultation with our key stakeholders.

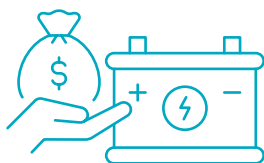
We welcome feedback regarding the content of this report and our activities generally. Responses can be directed to admin@environmentvictoria.org.au or by calling 9341 8100.



Big Achievements This Year

\$2.3 BILLION

IN REBATES FOR
HOUSEHOLD BATTERIES



Working with
'Renew Australia for All'
we helped secure
\$2.3 billion in rebates
for household batteries.

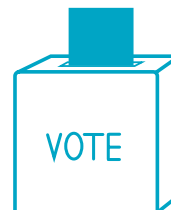
880

MEDIA HITS



Shifted public debate with
880 media hits
across all platforms.

PUT THE MURRAY- DARLING (BAAKA) ON THE AGENDA



We reached hundreds of
thousands of voters during the
federal election with events, ads
and conversations.



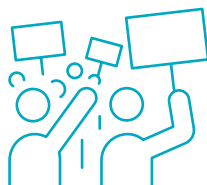


A WORLD-LEADING PLAN TO PHASE OUT GAS



Our 'Electrify Victoria' campaign secured a world-leading plan to end new gas connections, phase out gas hot water and improve rental standards.

KEPT GIPPSLAND NUCLEAR-FREE



Supported the local community to deliver a powerful and creative campaign to keep Gippsland nuclear-free.

POWERFUL 'TABLE TALK' EVENTS



Through community events and hosting 14 'table talk' events, we engaged 250 people across Chinese, Vietnamese, South Asian, Italian, Iraqi and Muslim communities.



Our Strategy 2024-2028

Environment Victoria's strategy operates on a rolling four-year time horizon with reviews every two years providing the opportunity to update assumptions and change course where necessary. In 2024 we updated the plan and extended it to 2028.

Our Purpose:

We are building a movement of people across Victoria to create a just society living in harmony with a healthy environment.

Our Role:

We are a campaigning organisation that wins just solutions to the biggest environmental problems in Victoria. We make change through:

- Growing a diverse network of empowered volunteers who organise and mobilise their communities
- Collaborating with other organisations and networks to build a bigger movement for environmental justice
- Acting as a trusted voice and influential advocate to decision-makers
- Changing the public conversation to make big change possible by exposing hidden injustices, discrediting false solutions and elevating real solutions
- Running strategic and focused people-powered campaigns to win systemic change

Our Goals:

Over the next four years we will be working towards:

- 1** A fast and fair transition from fossil fuels to renewable energy – by securing a just transition beyond coal in the Latrobe Valley, accelerating the renewables build with Free, Prior and Informed Consent of First Nations and kick-starting Victoria's transition off gas and fossil fuelled transport.
- 2** First Nations leading the restoration of country – by building the national campaign to secure a revitalised Murray-Darling Basin Plan and nurturing a growing local movement in support of biodiversity and First Nations land and water justice.
- 3** A strong, cohesive and diverse Victorian environment movement – by growing the skills, leadership, diversity and reputation of a network of grassroots environmental leaders around the state and defending the space for activism and democratic engagement.
- 4** A creative, resilient and inclusive organisation capable of driving real change at the scale we need – by investing in our people, growing our base and safeguarding our independence.

Our Values:

Love – inspired by love for people and nature in everything we do, we focus on what connects us and builds commitment to the common good

Justice – working to redistribute power and resources, we strive for equity, empowered communities and First Nations self-determination

Courage – despite difficulty and uncertainty, we act with integrity and do what it takes to meet the challenges we face

Innovation – we approach our work with curiosity and humility, always looking for opportunities to learn

Impact – we are transparent in our decision-making and focused on getting results for our community and environment





Image: Doug Gimesy





A Message From Our President and CEO

Change is never easy, and big change is especially hard fought. Which is why it's so important to celebrate progress when it occurs. This year, Environment Victoria helped set a globally significant precedent in the fight for a safe climate. One that many thought was impossible. We secured a world-leading gas phase-out plan for homes and commercial buildings, right here in Australia's most gas-dependent state. It's turning heads around the world, and it's something everyone in the Environment Victoria community should be proud of.

The fact that fossil fuels are so entwined in our lives makes the transition to clean energy complex technically, socially and politically. Simplistic solutions like Peter Dutton's nuclear fantasy seem to offer a short-cut, but in reality they're dangerous distractions. We're proud of our efforts to ensure this disastrous policy was soundly rejected by voters at the May federal election. We mounted our biggest federal election campaign in many years, helping not only demolish support for nuclear but also secure in its place a massive \$2.3bn package for households to install batteries.

It was a momentous year in Victoria's journey to Truth and Treaty. A solemn contingent of Environment Victoria staff and supporters joined Commissioner Travis Lovett and thousands of Victorians to mark the delivery of the Yoorrook Justice Commission's final report on the impact of colonisation. Our organisation was formed half a century ago to challenge environmentally harmful

practices. As the Commission's findings clearly show, these practices – from clearing forests to draining wetlands and rivers – have also been acts of theft and desecration. Going forward, the solutions we seek must not only repair our natural world but restore the rights and the dignity of First Peoples. Our work for a healthy Murray-Darling, and to rehabilitate the Latrobe Valley coal mines put this principle in practice. We cannot change the past, but we can choose to walk together into a more just, harmonious and sustainable future.

Of everything we worked together to change in the world, perhaps the thing that we should be most proud of is how we enabled a growing number of people to be part of that change this year. Over 2,500 people gave their first ever gift to Environment Victoria, and many generous donors made their largest ever contribution. Our Action Network held its biggest training summit ever, and this year staff took the back seat in many sessions as skilled long-term volunteers led high quality workshops, inspiring newcomers to step into leadership themselves. It was also our most culturally diverse summit yet, with a third identifying as First Nations or a person of colour.

Thank you to every one of our supporters, who powered our work with their time, their money, their skills and their networks. It has been, as always, an incredible honour to work with you.

Connor Costello
President



Jono LaNauze
CEO





Victoria Beyond Coal

We're holding coal companies accountable, exposing nuclear and coal-to-hydrogen as dangerous distractions, and pushing for a fast, fair energy transition in Gippsland.

Nuclear-free Gippsland

When Peter Dutton named the Latrobe Valley as a potential nuclear reactor site, we supported the local community to deliver a powerful response that was heard across the country.

Together with local allies, we spoke to the community at public stalls, handed out thousands of flyers, hosted a packed community forum, delivered petition messages on giant sunflowers to the local MP, and amplified community voices across local, state and national media. This was backed up with eye-catching billboards in Traralgon and a targeted digital advertising campaign.

The campaign grew our local Action Network, strengthened community relationships, and sent a clear message: Gippsland wants clean energy solutions, not another toxic distraction.

Mine rehabilitation and water justice

The Environmental Effects Statement process for ENGIE's Hazelwood mine was delayed this year, but the other coal mine operators, Energy Australia and AGL, were invited to apply for water entitlements for rehabilitation. We continued our push for transparency on water pricing, including backing a Freedom of Information request by Friends of Latrobe Water to reveal how little mining companies expect to pay for this public resource.

This work led the new Victorian Water Minister to reconsider water pricing for mine rehabilitation, providing an opportunity for greater transparency and funding for river restoration projects. We also strengthened our relationships with Traditional Owners and other local stakeholders, building a foundation for more community-led action on water entitlements and rehabilitation plans in the coming year.

No public funding for HESC

The disastrous Hydrogen Energy Supply Chain (HESC) proposal to convert brown coal into hydrogen faced major setbacks in late 2024, with Japanese media reporting uncertainty over its future and partners struggling to secure backing for the next phase.

We moved quickly with allies, coordinating a snap action calling on the Victorian government to rule out further public funding, and we secured media coverage highlighting community opposition to pouring more money into coal projects.

With no new funding commitments announced since the pilot phase, HESC is now stalled indefinitely – a significant win for the alliance of groups who have been fighting this polluting coal project.

Key campaign outcomes:

- **Our community united in Gippsland to deliver a powerful and creative campaign showing Australia that we want clean energy solutions, not toxic nuclear.**
- **Our work pushed the Victorian Water Minister to review water pricing for coal mine rehabilitation, creating new opportunities for transparency and river restoration.**



**Anti-Nuclear billboard
in Traralgon's CBD.**
Image: Josie Hess

**Inset: Gippslanders
protest against nuclear.**
Image: Avery Beeke



ck Staikos M.P.
Member of Parliament for Bentleigh District

HEALTHY HOMES
DON'T
HAVE GAS

CLEAN
ENERGY
FOR ALL
A fast and fair shift to renewable energy
CLEANENERGYFORALL.ORG.AU

No more gas
in the home?
GREAT!

ready for ACTION
Stop burning coal

NO
MORE
COAL
& GAS

LET'S NOT GAS THE
PLANET
We support
getting off gas

Victoria's
future is
electric.
Cheaper. Healthier. Cleaner.

Victoria's
future is
electric.

Electricity
Victoria

#ElectricityVictoria

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SOLAR
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ENVIRONMENT
VICTORIA
ACTION NETWORK

RENEW
AUSTRALIA FOR ALL

OUR COMMUNITY
NO TO
NUCLEAR

Electrify Victoria

We secured a world-leading gas phase-out plan for homes and commercial buildings, right here in Australia's most gas-dependent state.

Nation-leading electrification reform

In a major step forward for our climate, cost of living and renters' rights, the Victorian Government announced new building regulations – including phasing out gas hot water in homes from 2027, extending all-electric standards to most new buildings, and mandating minimum energy efficiency standards for rentals.

Since the launch of our Stop AGL campaign in 2018, our community has pushed methane gas onto the political agenda – on the streets, in the media, online, and in MP's offices.

This year we staged vibrant weeks of action, commissioned research highlighting the high costs of gas heating compared to electric alternatives and generated a wave of public submissions that made expert and community voices impossible to ignore.

Volunteers outside MP Nick Staikos' office.

Standing with unions and social services organisations at Parliament House.

Image: Josie Hess

Volunteers at the Renew Australia for All BBQ.

Image: Josie Hess

To secure the strongest possible policy outcomes, we also worked closely with cross-sector allies, published research that drove positive media coverage, and mobilised our network to speak directly with their MPs.

Our 'How We Electrify' report received extensive coverage across print, digital, TV and radio – with standout stories in The Age, The Guardian and Yahoo – ensuring the case for electrification reached a wide audience.

We also released analysis commissioned from Springmount Advisory mapping out the huge number of jobs that will be created in each state electorate if we adopt a plan to electrify every Victorian home.

These reforms are a testament to our work and set a globally significant precedent, showing that large-scale, government-led electrification is achievable and that communities are ready to ditch gas.

Growing grassroots momentum

With community groups across Victoria already doing great work to electrify their neighbourhoods, we launched a new plan to make this grassroots action visible to local MPs.

We connected with electrification groups across the state and now have volunteers delivering a regular 'Electrify Victoria' newsletter to their State MPs, showcasing the scale and diversity of community-led efforts.

By making this momentum visible, we're ensuring local representatives see the support in their own electorates. We're also showing the Victorian Government that they can be confident rolling out their electrification reforms, as communities are already doing the work to support households in making the switch.

Key campaign outcomes:

- **Our multi-year campaign helped secure world-leading reforms to end new gas connections, phase out gas hot water and improve rental standards.**
- **By connecting communities with MPs, we turned local electrification efforts into momentum for stronger government reforms.**

Healthy Rivers

In a pivotal election year, we engaged hundreds of thousands of voters and built momentum to reconnect rivers, protect wetlands and support First Peoples' water justice in the Murray-Darling Basin.

Holding the line in a high-stakes election

During the 2025 federal election, we worked with our allies in the Murray-Darling Conservation Alliance (MDCA) to keep rivers on the political agenda. We targeted two marginal seats in South Australia – where the Murray River is truly the state's lifeblood. We ran events, media campaigns, billboards and front-page newspaper ads reaching hundreds of thousands of voters.

In an election dominated by cost-of-living concerns, no major party made a significant new commitment to river health. Nonetheless our polling showed we mobilised significant voter concern which creates a strong foundation for bold reform. In this term of government Federal Labor will oversee a historic review of the Basin Plan and Water Act, creating a rare moment of possibility. Our advocacy for stronger biodiversity and water justice outcomes will shape the debate over the year ahead.

Reconnecting Rivers

We continued our work to change rules that block water from flowing naturally into wetlands and floodplain forests. We co-hosted events with birdwatching, environmental and Landcare groups across Victoria to spotlight local wetlands and sites like Gemmill Swamp on the lower Goulburn River.

These visits sparked local media, grew our network with new volunteer leaders, and showed how small changes in flows can make big differences for local wetlands. Across the southern Murray-Darling Basin, rule changes would let water flow to more than 370,000 ha of wetlands, about 7.5 times the size of Wilson's Prom. With the release of a new Commonwealth roadmap for these rule changes, we will continue advocating for strong state and federal action.

First Peoples' Water Justice

First Nations across the Basin continue to fight for water justice – and we've stood with them in solidarity. After years of delay, the federal government finally began purchasing water for cultural priorities. This is a step forward, but much more needs to be done to deliver justice in a water market worth at least \$30 billion.

This year we worked with the Murray Lower Darling Rivers Indigenous Nations (MLDRIN) to launch a powerful water justice video and petition. We also backed the Walk for Truth and the Yoorrook Justice Commission as they laid the groundwork for Treaty, helping to turn out thousands of supporters to rallies and events across Victoria.

Key campaign outcomes:

- **We reached hundreds of thousands of voters during the federal election with events, ads and conversations, putting the Murray-Darling (Baaka) on the agenda in two marginal South Australian seats.**
- **300 people participated in events at local wetlands and for water justice, building momentum for bolder efforts to revive our rivers.**



Castle Plaza



The MDCA placed billboards in South Australian marginal seats during the federal election.

Inset: Front page ad in the Adelaide Advertiser.



People Power

This year our Action Network grew in diversity, leadership and reach – from engaging new communities to shaping the federal election and winning major clean energy commitments.

Building a Movement of Many

This past year we have made new connections and grown the cultural diversity of our Action Network. We have supported leadership on climate and environmental solutions from people who have traditionally been under-represented in the movement, with a particular focus in the western suburbs of Melbourne. Through 14 'table talk' events, we engaged 250 people across Chinese, Vietnamese, South Asian, Italian, Iraqi and Muslim communities.

Our "Movement of Many" report captured 13 individual stories that together celebrate the strength, wisdom, joy and creativity everyday Victorians bring to our big environmental challenges. Our hope is that by sharing these stories we can build a more united, representative, and effective climate and environment movement.

Growing our connections and capacity

Opportunities to build skills and connections continue to be a priority for the Action Network. This year we held our fourth annual Action Network Summit.

In June 2025, sixty people from across Victoria came together to learn, share and shape the future of our movement at the Winter Summit, held on the banks of the Latrobe River/Durt' Yowan. From first-time volunteers to long-time Action Network members, everyone brought something unique – and left with new skills, stronger relationships, and renewed energy to act.

Our incredible cohort of Local Organisers is growing with new leaders stepping up across the state including in the western and eastern suburbs of Melbourne.

Community organising delivers clean energy wins

During the federal election we worked with the Victorian Trades Hall Council and local environment groups to build support for household electrification and clean energy solutions.

Under the banner of the national 'Renew Australia for All' alliance, we worked across the federal seats of Chisholm, Deakin and Menzies, handing out thousands of flyers at train stations and helping to organise 3 candidate forums and 25 community engagement events. This work reached more than 5,000 people and our digital ads reached over 300,000 people.

Federal Labor responded to the alliance's efforts by announcing it would provide \$2.3 billion in rebates for household batteries, and all three seats we worked in were won by candidates with climate-friendly policies.

Key campaign outcomes:

- Our federal election organising had a powerful impact, building relationships with local MPs and winning a big policy announcement on home batteries.
- Through 14 'table talk' events, we engaged 250 people across Chinese, Vietnamese, South Asian, Italian, Iraqi and Muslim communities.



Volunteers at our winter training summit. Image: Josie Hess

Volunteers at Northwest Shelf expansion Protest. Image: Josie Hess

Table talks with the local community in Box Hill.



First Nations Solidarity

Wherever we work, Environment Victoria is conscious that we are on First Nations lands and waters. Which is why, from the Murray-Darling to the Latrobe Valley, our campaigns work with Traditional Owners and First Nations communities to deliver environmentally just outcomes. We also recognise our responsibility to support First Nations to achieve land justice, address inequality and build power to make decisions about Country and culture.

In our Healthy Rivers campaign we've been working with First Nations to support their demands for water justice. In January we held a joint strategy session with peak body Murray Lower Darling Rivers Indigenous Networks (MLDRN) and large environment and grassroots groups to work out a shared approach for the upcoming Murray-Darling Basin Plan review.

We were also proud to answer the call from First Nations allies and the First Peoples' Assembly of Victoria (FPAV) to back in truth-telling and Treaty for Victoria. 2025 saw the finalisation of the Yoorrook Justice Commission, Victoria's truth-telling process, which was set up by the FPAV and the Victorian government to provide an official record of the impact of colonisation and ongoing injustices experienced by First Peoples in Victoria.

We promoted the findings of the Yoorrook Justice Commission on Land, Sky and Waters and supported the historic Walk for Truth which culminated in the delivery of the findings from Yoorrook to the Victorian Parliament.

Treaty is about First Nations communities having the right to determine their own future and to make decisions about their people, lands and waters. You can read about our commitment to Treaty in Environment Victoria's Friends of Treaty pledge on our website.

With a statewide Treaty expected to be finalised by the end of 2025, we worked with the First People's Assembly of Victoria (FPAV) to host a briefing for senior leaders of 15 organisations across the environment movement. Together we affirmed our commitment to supporting Treaty and many organisations went on to develop their own pledges. We also co-hosted a cross sector briefing with Victorian Trades Hall Council and the FPAV to lay the groundwork for grassroots engagement on Treaty. We've also been ensuring the Environment Victoria Action Network is ready to have powerful conversations about Treaty in their communities.

Yoorrook Commissioner Travis Lovett addresses the crowd in front of Victorian Parliament. Credit: First Peoples' Assembly of Victoria



Reports and Submissions

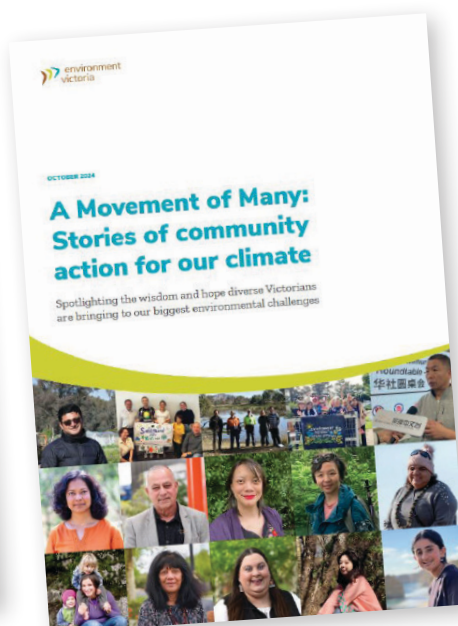
In the 2024-25 financial year, we produced a series of major reports and made detailed submissions to key policy-making processes. This work has helped shape policy outcomes, generate media coverage and change the debate on core issues such as gas demand, mine rehabilitation, energy transition and water use. All reports and submissions are available on our website at environmentvictoria.org.au/category/reports

Reports

- A Pipeline of profits: How gas lobbyists are keeping us hooked on expensive, climate-wrecking gas appliances
- Affordable, comfortable and safe: New rental standards to bring renters in from the cold
- How We Electrify: Easy cost-saving options to replace gas heating
- A Movement of Many: Stories of community action for our climate

Submissions

- Submission to the Victorian Inquiry into Climate Resilience
- Joint submission to the Wildlife (Game) Regulations 2024 and Regulatory Impact Statement
- Submission on Constraints Relaxation Implementation Roadmap
- Submission to the inquiry into nuclear power generation in Australia
- Submission: Victorian Renewable Energy Terminal Environment Effects Statement (EES) Draft Scoping Requirements
- Submission on new targets for the Victorian Energy Upgrades (VEU) program
- Submission on the Industrial Renewable Gas Guarantee
- Submission on the Building Electrification Regulatory Impact Statement (RIS)
- Submission to the Victorian Energy Upgrades (VEU) Strategic Review





Media Coverage

Getting our messages and expert campaigners out into the media, including on radio, TV and newspapers, is one of the most effective tools we have to influence public debates and build our reputation.

Over the past year we achieved 880 media hits across television, radio, newspapers and online outlets. This coverage ensured that our messages were part of public debate and that decision-makers heard from the community and felt pressure to act.

As our volunteer Action Network grows, we're creating more opportunities for local voices to be heard. With training and support, volunteers are building visibility and credibility in their communities, helping important issues get cut through in local media. This was especially so in Gippsland, where our community organisers were regularly invited to speak on nuclear power, mine rehabilitation and clean energy.

Nationally, we helped inform conversations about the benefits of electrification, the transition away from gas appliances, and the federal election debate over nuclear energy.

Our report 'How We Electrify' was a particular highlight. Developed in collaboration with Renew, it gained wide attention, including coverage in *The Age*, *The Guardian* and *Yahoo*, while our response to the Victorian government's gas appliance regulations highlighted the opportunities for households to save money and reduce pollution.

We also published several opinion pieces that helped shape the conversation — countering the gas industry's rhetoric in the *Herald Sun*, highlighting household savings from moving away from gas in *The Fifth Estate*, and outlining the case against nuclear energy in the *Latrobe Valley Express*.

Through this work, media engagement has helped us reach new audiences, broaden the conversation, and strengthen support for the changes needed to protect our climate and environment.



Images from left:

(1) Coverage of our electrification report in *The Age*.

(2) Our Latrobe Valley Senior Organiser, Hayley Sestokas, had their op-ed on nuclear reactors published in *The Canberra Times* and regional newspapers across Victoria.

(3) This opinion piece on gas by CEO Jono La Nauze was published in the *Herald Sun*.



Our Governance

Environment Victoria Incorporated (referred to in this document as Environment Victoria) is an Incorporated Association under the Associations Incorporation Reform Act 2012 (Victoria) and is a Registered Charity under the Australian Charities and Not-for-profits Commission. The principal activities of Environment Victoria are to safeguard Victoria's environment through advocacy and education. As of June 30, 2025 we had 242,816 supporters, 5954 active cash donors, 4477 regular givers and 224 individual and group members.

The organisation is governed by a Board of Directors in line with the requirements of Environment Victoria's Rules of Incorporated Association. Directors are appointed by Environment Victoria members at the annual general meeting and are members themselves. Directors serve for a minimum two-year term and do not receive remuneration for their role but may receive reimbursement for out-of-pocket expenses.

Directors govern the organisation and retain ultimate authority over its management, delegating the day-to-day management to the Chief Executive Officer (CEO). The CEO's responsibilities are guided by an annual plan, performance criteria and monitoring adopted by the Board. The Board conducts an annual performance review of the CEO.

Environment Victoria is endorsed as a Deductible Gift Recipient (DGR) registered with the Australian Taxation Office enabling the receipt of tax-deductible gifts. It is covered by Item 1 of the table in section 30.15 of the Income Tax Assessment Act 1997. All donations received are used to support Environment Victoria's charitable objectives.

Role of the Board

The Board's primary role is the good governance of Environment Victoria, including the development and monitoring of long-term direction and goals and the strategies and policies needed to achieve these goals. The Board also appoints and manages the CEO and ensures that the organisation complies with its contractual, statutory and legal obligations; remains financially viable and proactively manages risks. The Board regularly engages with employees via strategy planning sessions, sub-committees, events and meetings. The Board also regularly invites senior staff to present key information to the Board, and the Directors are available to provide support and advice or receive feedback.

To meet our governance requirements, Board membership is diverse and includes key competencies such as environmental policy, strategy, finance, legal, fundraising, audit, risk, communications and engagement. The Board regularly reviews the skills necessary to undertake its activities and undertakes an appraisal of its performance annually.

The Board operates sub-committees to consider various issues in greater depth and make recommendations. The Board currently operates three sub-committees, with membership consisting primarily of Directors with support from co-opted experts. The Board does not delegate its responsibilities to sub-committees.

This year the Board had a focus on optimising the financial management of the organisation, including strengthening forecasting, monitoring and reporting procedures and review and updating key organisational policies following last year's policy architecture overhaul.

Finance, Audit and Public Fund Committee

This committee assists the Board to fulfil its responsibilities for the financial reporting process, the system of internal controls, the audit process, the organisation's processes for monitoring compliance with laws and regulations and codes of conduct, and the organisation's processes for recognising, identifying and dealing with financial risks. This committee also oversees Environment Victoria's Public Fund, referred to as the Green Future Fund.

Fundraising, Communications and Engagement Committee

This committee provides advice to the Board on strategies to enhance the reputation and capacity of Environment Victoria and contributes to its long-term financial strength through leading the development of an effective revenue-raising strategy.

Governance Committee

This committee provides support to the Board on processes, policies, systems and frameworks that help maximise the efficiency, effectiveness and quality of Environment Victoria's work and the functioning of the Board. It also leads the oversight, management and performance of the CEO.

Directors' Report

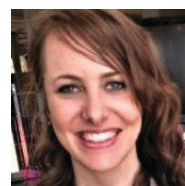
Conor Costello | President, Fundraising, Communications and Engagement Committee member and Governance Committee member

Conor brings a breadth of experience in policy and advocacy, strategy and communications gained in the international development and government sectors. Conor has worked on a broad range of issues, including human rights in conflict, climate change, labour rights, gender equality and disability equity. Conor's work has spanned both the global and local levels, in Australia and around the world. Conor joined the Board in 2020.



Beth Koch | Governance Committee member

Beth Koch has a background as an Organiser and Campaigner on global poverty, environment and democracy. Beth works for the Australian Democracy Network as Fundraising and Development Coordinator, raising funds to support campaigns creating a healthy Australian democracy that puts people and planet first. Beth joined the Board in 2022 and took on the role of Chair of the Governance Committee in November 2023.



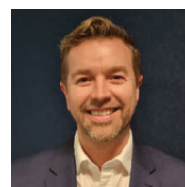
Aaron Lamb | Fundraising, Communications and Engagement Committee member, Governance Committee member

Aaron is a two-time Fundraising Institute of Australia award winner, with 15 years plus experience working in NFPs from Oxfam and Vinnies to Environmental Defenders Office. Aaron has spoken extensively on digital marketing, fundraising, brand communications in a crisis, and organisational leadership at conferences across Australia. He has also sat on the board of directors for Cambodian Kids Can. Aaron joined the Board in 2022 and took on the role of Chair of the Fundraising Communications and Engagement Committee in August 2023. Aaron stepped down from the Board in May 2025.



Jed Gilbert | Finance, Audit and Public Fund Committee member

Jed is an experienced executive in government. He has consulted on public policy and corporate social responsibility and has served on not-for-profit boards. He brings a depth of experience in strategy, governance, law, finance and occupational health, safety and wellbeing. He is passionate about climate change and inclusion. He's qualified with GAICD, BLaw (Hons), BComm (Business Law) and GradDipLang. Jed joined the Board in 2022 and took on the role of Chair of the Finance, Audit and Public Fund Committee in November 2023.



Jane Campton | Secretary and Governance Committee member

Over 18 years at the Victorian Bar, Jane developed a diverse advocacy practice appearing before most Victorian Courts and Tribunals. Her practice as a barrister included prosecuting offenders for breaches of the Environment Protection Act. Jane served as a County Court judge for 15 years, sitting in both the civil and criminal divisions of the Court. Jane brings to the Board an understanding of social issues, legal expertise in diverse areas of the law and a passion for minimising the risks of harm to human health and the environment from pollution and waste. Jane joined the Board in 2022.





Michaela Morris | Finance, Audit and Public Fund Committee member

Michaela is a climate change and ESG strategist with over a decade of experience translating climate science and policy into tangible action across the private and public sectors throughout the Middle East, Asia Pacific, and Australia. With an academic background in journalism, law, political communication, and climate change, she has worked in waste and resources management, program management and capacity building with the United Nations Development Programme, and technical and strategic advisory for Ndevr Environmental. She joined the board in 2022 and stepped down at the end of June 2025.



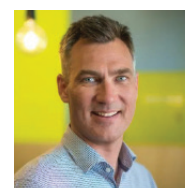
Bettina Baldeschi | Governance Committee member

Bettina has over 20 years' experience in social justice and international development, with a particular focus on advancing women's rights and gender equality. Bettina has worked with UNHCR and Oxfam Great Britain before spending over a decade in leadership roles at the International Women's Development Agency, including as its CEO. She brings experience in feminist leadership, strategy, communications and resource mobilisation, culture transformation, governance, and mentorship. Bettina joined the Board in 2024 and stepped down in March 2025.



Bruce Thompson | Finance, Audit and Public Fund Committee member

Bruce has over 25 years' experience in the sustainable energy sector bringing together unique skills and experience to build practical and scalable responses to climate change. Bruce originally worked for Friends of the Earth and the Moreland Energy Foundation Ltd where was awarded the Brian Robinson Foundation Fellowship in 2007 for young environmental leadership and became the inaugural Chair of the Coalition for Community Energy (C4CE). Over the last decade Bruce has held senior executive and advisory roles in the renewable energy sector complemented by non-executive director roles in the not-for-profit sector. Bruce joined the Board in 2024.



Stacey Little | Fundraising, Communications and Engagement Committee member, Governance Committee member

Stacey is an experienced native title practitioner, assisting native title groups to secure rights recognition, operate culturally responsive corporations, exercise their rights to protect and manage country, and embed the principles of self-determination and free, prior, and informed consent in agreement-making. She brings an understanding of native title and Aboriginal and Torres Strait Islander cultural heritage laws and related issues, including the renewable energy transition, treaty, and climate justice. Stacey joined the Board in 2024.



Tracey Martinovich | Fundraising, Communications and Engagement Committee member, Governance Committee member

Tracey Martinovich brings extensive experience in movement building, philanthropy and strategy through over a decade of working in advocacy movements and the philanthropy sector across Australia. Tracey's work spans various issues, including climate and environment, First Nations, LGBTIQ+, human rights, and social justice, focusing on systemic change and solutions led by those with lived experience of injustice. She has run workshops and spoken extensively on fundraising strategy, systemic change, community organising, leadership, and founding and growing not-for-profit organisations. Tracey joined the Board in 2024.



The board is assisted by the following non-board members:

- Miheka Patel | Secretariat
- Bernadette Maheandiran | Co-opted member of the Governance Committee
- Carol Ransley | Co-opted member of the Governance Committee
- Rajini Surendran | Co-opted member of the Finance, Audit and Public Fund Committee
- John Chung | Co-opted member of the Finance, Audit and Public Fund Committee
- Peter Frouzidis | Co-opted member of the Finance, Audit and Public Fund Committee
- Tori Burns | Co-opted member of the Fundraising, Communications and Engagement Committee

Board Meetings Attended

The Board must meet at least four times a year but typically meets on a six-week cycle. Directors commit to a minimum of twelve hours a month including Board and committee meetings and an annual strategic planning process.

Conor Costello	4/4
Beth Koch	4/4
Jed Gilbert	3/4
Jane Campton	3/4
Michaela Morris	2/4
Aaron Lamb	3/4
Bettina Baldeschi	3/3
Bruce Thompson	4/4
Stacey Little	4/4
Tracey Martinovich	3/4

Adherence to Regulations

Environment Victoria's activities are subject to a number of regulations under Commonwealth and state law. These regulations include those associated with the proper governance of the organisation's management, finances, fundraising and safety. We have met these regulations throughout the year.

Signed in accordance with the resolution of the Board of Directors:



Conor Costello
President





Our Financial Performance

In 2024-25, thanks to the wonderful generosity of our supporters, Environment Victoria was able to maintain its financial security and independence. Our fundraising appeals reached hundreds of thousands of people in Victoria through mail, email and social media, generating both funds and increasing the profile of our campaigns across large audiences and platforms.

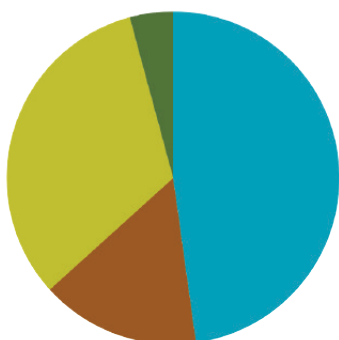
Environment Victoria's total income increased this year from \$4.16 million in 2023-2024 to \$5.51 million, including investment income from our endowment fund of \$217,532. This increase is mostly the result of higher funding from philanthropic partnerships including \$425k funding for the establishment of the Murray-Darling Conservation Alliance (MDCA). The expenses for the current year were \$5.45 million and we reported a surplus of \$60,932 reflecting our ongoing investment in our regular giving program, funding for MDCA of \$553k in addition to growth in our environment campaigns during a Federal election year.

For 2025-2026 the Board has approved a budget deficit of \$356k which includes finalising our contribution to the setup of MDCA after which it will be self-sufficient. This deficit is forecast to return to surplus in FY27 and will ensure Environment Victoria is able to continue growing its reach and impact.

Environment Victoria now has \$1.37 million in reserves, including \$1.09 million in the Green Future Fund, a donor funded endowment that underpins our ability to take on the most pressing campaigns and speak without fear or favour.

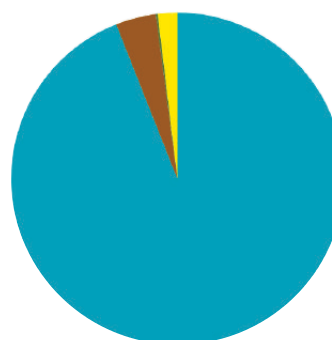
\$2.60 million of our income was spent on our environment campaigning and programs, \$1.99 million was invested in raising funds and growing our supporter base including \$0.23 million invested in a regular giving growth program, and \$0.84 million was spent on essential administration and organisational leadership.

EXPENDITURE



- 47.8%**
Campaigns and programs
- 15.5%**
Administration and leadership
- 32.5%**
Fundraising
- 4.2%**
Regular Giving Investment

INCOME



- 94.0%**
Fundraising income
- 3.9%**
Green Future Fund investment income
- 0.2%**
Membership
- 1.9%**
Other



Thank You to All Our Supporters

A big thank you to all our incredible supporters who have stuck by us and continued giving, despite the cost-of-living challenges we face together as a community. As an independent charity, funded solely by donations, we are inspired by you and wish to thank you for your generous support.

An amazing 2,525 of you gave your first ever gift to Environment Victoria this year and we cannot thank you enough for your support and for joining us on this journey to solve the climate crisis and to protect nature.

Our Green Action Partners (monthly givers) have been a huge part of this journey, continuing to generously and reliably support our work with a monthly gift, donating a combined \$1.8 million across the year.

Our close philanthropic supporters and Trust & Foundation partners have also contributed significantly to the success of our work this year. We would like to thank this small but extremely generous group of people and organisations, most of whom we know very well. Thank you for trusting us and believing in our important work.

We look forward to continuing our relationship with all our wonderful supporters. The values and beliefs you all hold as Environment Victoria supporters rallies and inspires our staff and volunteers. With you behind us we can achieve success for the Victorian community, present and future, as we tackle the biggest threats to nature and our climate in Victoria.

Vale Professor Henry Burger AO, MD

Former Director of the Prince Henry's Institute of Medical Research and Head of Endocrinology at Monash Medical Centre, Henry Burger was a passionate member of the Environment Victoria community for almost 15 years, until he sadly passed away in 2024.

Henry's legacy will live on through the incredible contributions he and his wife Jenny have made to protect our climate and beautiful environment here in Victoria.

We are especially grateful for their support which enabled us to take the Environment Protection Authority (EPA) to court in 2021, when they failed to regulate the emissions of Australia's dirtiest coal fired power stations. And, in 2023, Henry and Jenny provided visionary support to helping Environment Victoria establish a national campaign to restore the Murray-Darling back to health.

Our condolences go out to Jenny, his life-partner of 65 years, their five children, grandchildren and the countless people whose lives Henry touched through his clinical practice and research into women's health, menopause, fertility and infertility.

Image: Doug Gimesy





The Green Future Fund

Environment Victoria's Green Future Fund underpins our financial stability. It provides a long-term investment plan to safeguard Victoria's environment by accepting donations and bequests today and investing them for the future.

The Green Future Fund was set up in 2010 at the request of a generous, life-long supporter and friend: Anne Kantor. Anne's wish was for Environment Victoria to use her \$2 million gift to create long-term stability for the organisation she cared about.

Together we created a 20-year plan for the Green Future Fund, with income generated from this investment, plus regular drawdowns from the balance as Anne requested.

Thanks to Anne's visionary support, we have had the power to take on the biggest environment and climate challenges of today, and the future.

Along with other significant distributions over the lifetime of the fund, as at 30 June 2025 the Green Future Fund held investments to the value of \$1.1 million.

The Green Future Fund is overseen by a sub-committee of the Board of Environment Victoria and is invested in a portfolio managed by Ethical Investment Services. The investment managers operate under an ethical investment overlay (which excludes investments in fossil fuel companies, for example), and the Board monitors ongoing compliance with that ethical overlay.

Contribute to the Green Future Fund

Speak to us about how you can be a part of the long-term, sustainable future of Environment Victoria, either by donating to the Green Future Fund directly, or by including a gift in your Will that can be invested in the Green Future to safeguard Victoria's environment.

(03) 9341 8100

admin@environmentvictoria.org.au
environmentvictoria.org.au

Thank you to our Green Future Fund Patrons

We would like to acknowledge the remarkable patrons who have contributed to the continued growth of the Green Future Fund over the years. Through this inspirational, visionary and ongoing support, we have the confidence to take on the biggest threats to nature and to our climate. Thank you.



The following is a summary of the financial statements for Environment Victoria Inc. for the year ended 30 June 2025. The full financial statements are available on Environment Victoria's website.

ENVIRONMENT VICTORIA INC.
ABN 84 495 053 605

STATEMENT OF SURPLUS OR DEFICIT
FOR THE YEAR ENDED 30 JUNE 2025

	Note	2025 \$	2024 \$
Income			
Revenue	2	5,510,111	4,157,989
		<u>5,510,111</u>	<u>4,157,989</u>
Expenditure			
Employee expenses		2,624,301	2,570,436
Occupancy and Office		165,313	167,762
Events and Travel		114,585	142,577
Research and Consultancies		1,424,431	1,609,654
Communications and Marketing		520,746	208,101
Phone, Information Technology and Equipment		123,316	118,003
Finance, Accounting and Legal		73,685	66,216
Other Expenses		402,802	156,396
		<u>5,449,179</u>	<u>5,039,145</u>
Net Surplus/(Deficit) for the year		<u>60,932</u>	<u>(881,156)</u>

ENVIRONMENT VICTORIA INC.
ABN 84 495 053 605

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2025

	Note	2025 \$	2024 \$
CURRENT ASSETS			
Cash and Cash Equivalents	4	733,306	385,683
Trade and Other Receivables	6	120,962	98,022
Other Financial Assets	8(a)	10,000	10,120
Green Future Fund	8(b)	503,692	-
TOTAL CURRENT ASSETS		1,367,960	493,825
NON-CURRENT ASSETS			
Property Plant and Equipment	7	302,974	428,761
Green Future Fund	8(b)	590,524	1,370,758
TOTAL NON-CURRENT ASSETS		893,498	1,799,519
TOTAL ASSETS		2,261,458	2,293,344
CURRENT LIABILITIES			
Trade and Other Payables	9	148,111	151,791
Provisions	10	392,575	362,965
Lease Liabilities	11	89,515	83,418
TOTAL CURRENT LIABILITIES		630,201	598,174
NON-CURRENT LIABILITIES			
Provisions	10	101,341	88,328
Lease Liabilities	11	154,753	244,454
TOTAL NON-CURRENT LIABILITIES		256,094	332,782
TOTAL LIABILITIES		886,295	930,956
NET ASSETS		1,375,163	1,362,388
EQUITY			
Reserves	12	195,280	243,437
Accumulated Surplus		1,179,883	1,118,951
TOTAL EQUITY		1,375,163	1,362,388

ENVIRONMENT VICTORIA INC.
ABN 84 495 053 605

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2025

	Note	2025 \$	2024 \$
Cash Flows from Operating Activities			
Receipts from Customers and Donors		5,256,982	4,016,426
Payments to Suppliers and Employees		(5,238,542)	(4,780,880)
Interest income		5,306	11,602
Interest on lease liabilities		(20,522)	(26,214)
Net Cash Inflow/(Outflow) from Operating Activities	5	<u>3,224</u>	<u>(779,066)</u>
Cash Flows from Investing Activities			
Redemption of Term Deposit		120	239,880
Net Capital Distribution (Green Future Fund)	8(b)	434,038	415,720
(Purchase of) Plant & Equipment		(6,155)	(29,016)
Net Cash Inflow from Investing Activities		<u>428,003</u>	<u>626,584</u>
Cash Flows from Financing Activities			
(Repayment of) Lease Liabilities		(83,604)	(77,911)
Net Cash (Outflow) from Financing Activities		<u>(83,604)</u>	<u>(77,911)</u>
Net Increase/(Decrease) in Cash Held		<u>347,623</u>	<u>(230,393)</u>
Cash and Cash Equivalents at beginning of the year		385,683	616,076
Cash and Cash Equivalents at end of the year	4	<u><u>733,306</u></u>	<u><u>385,683</u></u>

The accompanying notes form part of these financial statements



MCG Partners
Chartered Accountants

INDEPENDENT AUDITOR'S REPORT

Our Ref
Your Ref

TO THE RESPONSIBLE ENTITIES OF ENVIRONMENT VICTORIA INC

Report on the Audit of the Financial Report

Opinion

We have audited the special purpose financial report of Environment Victoria Inc, which comprises the statement of financial position as at 30 June 2025, the statement of surplus or deficit, statement of changes in equity and statement of cash flows for the year then ended, notes to the financial statements including a summary of material accounting policy information and the Responsible Entities' declaration.

In our opinion, the accompanying financial report of Environment Victoria Inc has been prepared in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act), including:

- (i) giving a true and fair view of the association's financial position as at 30 June 2025 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 1 to the financial statements and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis of Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the registered entity in accordance with the ACNC Act, the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The responsible entities are responsible for the other information. The other information comprises the information included in the association's annual report for the year ended 30 June 2025, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact. We have nothing to report in this regard.

(Independent Audit Report continued over page...)

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partners@morco.com.au www.morco.com.au

MCG Partners ABN 47 963 324 418
Liability limited by a scheme approved under Professional Standards Legislation.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

Emphasis of Matter – Basis of Accounting

We draw out attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Responsible Entities' financial reporting responsibilities under the Australian Charities and Not-for-Profits Commission Act 2012. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of the Responsible Entities for the Financial Report

The association's Responsible Entities are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Australian Charities and Not-for-Profits Commission Act 2012 and is appropriate to meet the needs of the members. The Responsible Entities' responsibility also includes such internal controls as the Responsible Entities determine is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the responsible entities are responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the responsible entities either intend to liquidate the association or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the responsible entities.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

- Conclude on the appropriateness of the responsible entities' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the association to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the association's audit. We remain solely responsible for our audit opinion.

We communicate with the responsible entities regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

MCG PARTNERS

Chartered Accountants



HARISH BUDHIRAJA

Partner

Camberwell,

Melbourne

Date: 01/10/2025

Supporting Our People

As at 30 June 2025 we had 8 Board members and 30 employees working in various locations across Victoria. In total we had 23 full-time equivalent staff.

All employees except the CEO and Fundraising Director are covered by a Certified Agreement that provides for competitive salaries and family-friendly work practices, including flexible working hours, ability to work from home and sector-leading leave entitlements including menstrual, menopause and gender transition leave, generous parental and carer's leave arrangements and measures to tackle both the gender pay gap and the gender superannuation gap.

Environment Victoria provides networking and training opportunities for our staff to develop their knowledge, skills and capacity. All staff members undergo annual planning and performance reviews.

The safety of our staff, volunteers and contractors is a high priority for the Board. During the year no OH&S incidents were reported.

	Staff	Board
Number	30	8
FTE	23	n/a
Female	60%	75%
Male	33%	25%
Non-binary	7%	0%
Covered by Certified Agreement	93%	n/a
Turnover of permanent staff	5	n/a

Ethical Partners and Investment Report

Our Corporate Partnerships Policy requires us to screen potential corporate partners to assess if their activities and operations are compatible with our vision, values and goals. We do not accept funds from organisations that have a poor environmental, social or ethical record or whose operations impact negatively on our environment or community.

Our Investment Policy requires us to screen all potential organisations we may invest in. We've developed an ethical overlay for our investments that excludes organisations with a poor environmental record or whose operations impact negatively on our environment or community. Green Future Fund investments are invested with Ethical Investment Services to meet our ethical overlay.



Thank You

Thank You to Our Partners and Philanthropic Supporters

Thank you to the partners, trusts, foundations, sustainable businesses and organisations that financially supported our programs in 2024-25.



The **Sunrise Project** supports and empowers Australian communities to protect our land, water, community health and the global climate from the negative impacts of the fossil fuel industry, and to hasten the inevitable shift to an efficient, renewable energy economy. Sunrise supports our campaigns on coal, climate and energy.



Bank Australia exists to inspire and empower its customers to use their money to create a world where people and the planet thrive. This year Bank Australia supported Environment Victoria's climate campaign and specifically our research report "How We Electrify", providing people with easy cost-saving options to replace gas heating.



Boundless Earth accelerates climate solutions at the scale and speed required for Australia to do its fair share to avert the climate crisis. Boundless Earth supports our climate and energy campaigns.



Morris Family Foundation invests in projects and organisations with meaningful social, economic and environmental impact both at home in Australia, and internationally. Morris Family Foundation provides invaluable untied support to Environment Victoria ensuring we can remain a creative, resilient and inclusive organisation capable of driving real change at the scale needed.



The Australian Communities Foundation offers individuals, families, groups, corporations and not-for-profit organisations an easy and satisfying way of giving something of real value back to the community that they care about by establishing philanthropic funds under Foundation. Various ACF sub-funds supported our campaigns in 2024-25.



Nature Impact Collective is a collaboration of experienced Australian funders dedicated to protecting and restoring nature by increasing support for environment initiatives. They are supporting our campaign restore the Murray Darling basin back to health, via the Murray Darling Conservation Alliance.

- B B & A Miller Foundation
- Ben Krasnostein & Cassy Liberman – 5 Pillars Capital
- Besen Family Foundation
- Gras Foundation
- Joan Staples and Barry Crisp
- Koshland Innovation Fund
- Malcolm Shore
- Melliodora Fund
- Philippa Carter & Peter Currie Foundation Trust
- Rendere Environmental Trust
- Trounson Family Foundation
- Dr. William N Holsworth



Thank you to Arnold Bloch Leibler for providing invaluable pro bono legal advice.

Join the Forever Green Community

We're all different, but we share one thing in common: a love for Victoria's environment.

Every forest you've walked through, every river you've stood beside, every bird call at dawn; these are the treasured moments we want future generations to experience too.

The Forever Green Community is a special group of people who have chosen to include a gift to Environment Victoria in their Will. It is a deeply personal promise that the places you love will be cared for long after you are gone.

A gift in your Will can help ensure future generations inherit a thriving and safe Victoria after we are gone. Where we can hear frogs croaking in our local creek. And where every Victorian lives in a fair and thriving society.

It is a long-standing commitment to lasting solutions for Victoria's environment.

This is one of the most important gifts a person might give. A gift in your Will can:

- **Protect vital ecosystems** – Safeguard forests, rivers, wetlands, and coastal habitats.
- **Drive clean energy transformation** – Replace polluting energy with renewable solutions.
- **Defend wildlife and biodiversity** – Protect threatened species and restore their homes.
- **Empower communities** – Support grassroots action and climate justice initiatives.

We celebrate the growing community of incredibly thoughtful people who have committed to influencing positive, long-term change for Victoria's environment.

If you too would like to join our Forever Green Community by leaving a gift in your Will, please let us know by contacting bequests@environmentvictoria.org.au

A simple change when you next review your Will can make a long-lasting impact.

The wording below is a guide for your solicitor or trustee.

"I give:

- **The whole (or percentage) of my residuary estate, or**
- **The whole (or percentage) of my whole estate free from all debts (secured and unsecured) and all duties and taxes (whether federal or state) payable in respect of my estate, or**
- **The specific sum of \$ _____, or**
- **[Description of specific gift], or**
- **Property, real estate, shares etc. (include details) to Environment Victoria Inc. (ABN 84 495 053 605) for its general purpose, and I declare that the receipt of an authorised officer of the said Environment Victoria shall be a complete and sufficient discharge of this bequest."**

Image: Doug Gimesy





Thank You to Our Partners

Our impact is made possible through collaboration with dozens of partners:

- ACF Community Geelong
- Asian Australians for Climate Action
- Australian Conservation Foundation
- Australian Democracy Network
- Australian Marine Conservation Society
- Better Renting
- Birdlife Australia
- Climate Action Network Australia (CANA)
- Climate Council
- Common Threads
- Concerned Waterways Alliance
- Conservation Council ACT Region
- Conservation Council SA
- Doctors for the Environment
- Dja Dja Wurrung Clans Aboriginal Corporation
- Duduroa Dhargal Aboriginal Corporation
- East Gippsland Climate Action Network
- Efficient Electric Homes Australia
- Environmental Justice Australia
- First Peoples Assembly of Victoria
- Friends of Gippsland Lakes
- Friends of Latrobe Water
- Friends of Nyah Vinifera Park
- Friends of the Earth
- Friends of Treaty
- Gas Free Vic network
- Geelong Renewables Not Gas
- Gippsland Climate Change Network
- Gippsland Lakes Recreational Fishers Alliance
- Goulburn Valley Environment Group
- Greenpeace
- Gunaikurnai Lands and Waters Aboriginal Corporation
- Healthy Futures
- Inland Rivers Network
- Latrobe Valley Sustainability Group
- Lifeblood Alliance
- Local household electrification groups
- Multicultural Leadership Initiative
- Murray Lower Darling Rivers Indigenous Nations
- Murray-Darling Conservation Alliance
- Nature Conservation Council of NSW
- One Million Homes Alliance
- Places You Love
- Queensland Conservation Council
- RE Alliance
- Renters and Housing Union
- Renew
- Renew Australia for All
- Sapna - South Asian Climate Solidarity
- Save Westernport
- Slattery & Johnson
- Sustainable Living in the Mallee
- Sweltering Cities
- The Australia Institute
- United Muslim Sisters of Latrobe Valley
- Victorian National Parks Association
- Voices of the Valley
- Wellington Climate Action Network
- Wentworth Group of Concerned Scientists
- Westernport and Peninsula Protection Council
- Wilderness Society
- Yarra Riverkeeper
- Yorta Yorta Nation Aboriginal Corporation

Thank You to Our Volunteers

Volunteers from across the state have powered our work this year and continued to stand up for our climate, our environment and our communities.

Our regular office volunteers include David Evans, Angela Gill, Ian Hazewinkel, Meg Macdonald, and many more. Thank you so much for the time you contribute and the fun and energy you bring to our office – you brighten our days!

A massive thank you to all the incredible Local Organisers and core volunteers in our Action Network, including Christine Power, Robyn Ruhl, Bruce Cutts, Suzy D'Ombraín-Allain, Adeena Khan, Margie Barrett-Poole, Lucilla Hammond, Electra

Greene, Stephanie Sabrinskas, Sue Broadway, Zhenxuan Xu, and Deborah McLean. We are so grateful for the time, energy, passion, skills and smiles you have brought to our shared work this year!

Thank you also to the many more wonderful community members who have joined in with our Action Network campaigns, trainings and events both online and in person throughout the year. It is a pleasure to be working with you all to build power for our movement and get results for our climate and environment.

**Volunteers at the
'Renew Australia
For All' BBQ.**
Image: Josie Hess



Thank You to Our Staff

Lastly, we wouldn't have achieved anything for our environment without our dedicated staff. They work tirelessly for the environment and they never give up, even when the going gets tough. We thank them for their incredible leadership and work, including those who have now moved on.

- **Chief Executive Officer** Jono La Nauze
- **Campaigns** Alex Merory, Tyler Rotche, Greg Foyster, Joy Toose, Kat Lucas-Healey, Penny Claringbull
- **Organising** Laura Melville, Taegen Edwards, Chante Bock, Victor Komarovsky, Hayley Sestokas, Peizhi Jiang, Angela Ashley-Chiew
- **Communications** Cameron Wheatley, James Norman, Josie Hess, Taryn Sadler, James King, Isabel Kimpton
- **Fundraising** Andy Grant, Karly Roolker, Camille Warambourg, Sylwia Sierkiewicz, Wren Trewin, Grace Kelly, Sanchit Jain, Hannah Minns
- **Administration and Finance** Don Batson, Jing Lu, Cate Hoyle, Ingrid Wys, Julie Schilin, Fiona Ames
- **People and Culture** Eleisha Mullane



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