

Annual Report

2025-26



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

Environment Victoria, Level 2,
60 Leicester St, Carlton VIC 3053

Ph: (03) 9341 8100

Email: admin@environmentvictoria.org.au

www.environmentvictoria.org.au

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Cover: Coming together at the Victorian Election Climate Convergence.
Image credit, Julian Meehan.

Right (top): Image credit, Doug Gimesy.

Right (bottom): Making plans at the Victorian Climate Convergence.

Annual Report
2025-26



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This report covers our activities and financial performance for the 2025-26 financial year. We have defined the content of this report to respond to the commitments set out in our 2025-26 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

**\$250+
MILLION**

FOR WATER



Together with local allies, we secured a landmark water pricing decision forcing AGL to pay more than **\$250 million for water** to fill the Loy Yang coal mine.

**NEARLY
1,000**

PUBLIC SUBMISSIONS



Through the Murray–Darling Conservation Alliance, we ran webinars and an online campaign that generated **nearly half of all public submissions** to the Basin Plan review.

150+

LEADERS BROUGHT TOGETHER



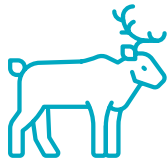
In collaboration with Friends of Nyah Vinifera Park, the third **River Peoples' Forum** brought over 150 leaders together to discuss the Murray–Darling Basin's trajectory and plan the path ahead.





NEW PARTNERSHIP

WITH THE INVASIVE SPECIES COUNCIL



This new partnership will campaign for the **protection of nature** from the impacts of feral deer in Victoria.

170

COMMUNITY LEADERS



The **Victorian Climate Convergence** brought together 170 community leaders to connect, learn and make plans ahead of the Victorian election.

OUR WEST, OUR FUTURE

NEW ALLIANCE



Bringing together multicultural organisations, faith groups, unions, neighbourhood houses and community organisations, this new alliance is working towards a **shared vision for climate and economic justice** in Melbourne's west.



Group photo at the River Peoples Forum.

Our Strategy 2024-2028

Our 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 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

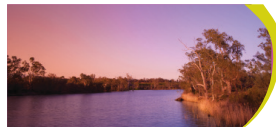
Courage – despite difficulty and uncertainty, we act with integrity and do what it takes to meet the challenges we face

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

Our Goals:

- 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.





A Message From Our President and CEO

Environment Victoria has stepped up and out this year – fighting on more fronts, in more collaborations and with more Victorians stepping up with us.

In Melbourne's multicultural West, in Northern Victoria's Mallee, along Gippsland's Durt'Yowan, the environmental challenges are serious and the political headwinds real. But the power we are building together is formidable.

This year, our climate work has continued to focus on accelerating Victoria's energy transition whilst ensuring nobody is left behind. With over 45% of our electricity now coming from clean energy, the transition is in full swing, creating new challenges and opportunities alike.

This year that has included the generational fight to make coal companies clean up after themselves, ensure offshore wind is built the right way not just the quick way, and unlocking the benefits of clean energy for renters, apartment residents and culturally diverse communities.

There's also our vigilant defence of our bays and our energy bills from the gas industry's last ditch efforts to keep Australia hooked on gas through increasingly far-fetched schemes to ship foreign gas in through Victorian waters.

Underpinning all of our work is the simple principle that we cannot succeed alone.

From our electrification outreach with Neighbourhood Houses Victoria and Asians for Climate Solutions, to our national campaign for a healthy Murray-Darling, collaboration is at the heart of everything we do.

We are proud to have incubated the Murray-Darling Conservation Alliance in order to respond to the critical reform window playing out right now. The Murray-Darling Basin Plan review will determine how much water is available to keep Basin rivers alive for the next decade. The Lower Murray ecological community faces a 50% chance of collapse within that period. Jono continues to chair the board and alongside our interstate Conservation Councils peers, we contribute significant resources to its work.

The Victorian bush also called on us this year, and we proudly stepped into two new partnerships to answer that call. With 'Victorians for Nature' we

are campaigning to reverse the systematic erosion of nature protections we have seen in recent years by the Victorian government. And we're thrilled to have enabled the Invasive Species Council to bring their game-changing work to Victoria. Pest plants and animals are an unspoken colonial legacy, invading the bush, transforming ecosystems and wiping out native species. Control and eradication of animals such as feral deer and horses is sometimes controversial, but the reality is we cannot protect nature and restore Country without arresting their devastating impact.

Concerningly, as we write this both Victoria's world leading energy transition and Treaty are on the chopping block as conservative politicians appear to be racing to the bottom in the state election. Along with hundreds of other community groups, our volunteers are out in their communities challenging the misinformation and urging Victorians to use their vote wisely. Whatever the outcome on November 28th, the power we have built together will be necessary to defend and advance our cause in the next term of government.

This year was Connor's last as President, and whilst leadership renewal is a vital part of a well governed organisation, we will be sad to see this chapter close. Working together to steward the incredible Environment Victoria team has been a deeply enriching experience and we're proud of what we've achieved together.

Connor Costello
President



Jono LaNauze
CEO



A Fast and Fair Transition to Clean

We're holding big energy companies accountable for remediating coal mines, backing community campaigns for clean energy, and making sure the energy transition is good for people, rivers and wildlife.

Making mining companies pay for water

For decades, energy companies took water from the Latrobe River (Durt'Yowan) for almost no cost to use in their coal power stations. Now, as plans are made to close the power stations and the mines that fed them, those companies are asking for more river water to fill up the coal pits. Unlike water taken for power generation, water taken to fill the mine pits would be permanently removed from the river system – something the Latrobe River System and connected Gippsland Lakes cannot afford.

Alongside local group Friends of Latrobe Water, we've been pushing for more transparency and accountability. In July 2025, in response to AGL's application to take 36 billion litres a year for the next 30 years, Victoria's Water Minister opened a public consultation on pricing. We briefed supporters and community members, generating

a wave of submissions calling for the price to better reflect the value of the water and for the revenue to be directed back to river restoration. The Minister agreed, setting a price at \$230 per megalitre – meaning AGL will need to pay more than \$250 million for the water, with revenue dedicated to the region.

The decision isn't everything we hoped for – and it was never going to address important questions of water volume and risks to water quality from coal ash – but it's important milestone that will set a precedent for other mines. We'll continue working with local community groups to ensure mine remediation does not come at the cost of the Latrobe River system.

Building offshore wind the right way

Westernport Bay is home to a Ramsar wetland, habitat that around 65% of Victoria's bird population relies on. It is also the proposed site for Victoria's Renewable Energy Terminal

(VRET), needed to build Victoria's Offshore wind industry – a critical step in the energy transition.

Offshore wind is an important part of Victoria's future energy mix, and we support a VRET that ensures the Bay's important seagrass and mangrove habitats are protected. Alongside Western Port Biosphere, Save Westernport, Phillip Island Conservation Society and the Victorian National Parks Association, we called on government to fund the community-developed Westernport Framework: a marine spatial plan and dedicated fund, backed by every council around the Bay.

In May, the Victorian budget committed \$124.5 million to the VRET's approvals but allocated no funding for the marine spatial plan itself. We spoke out, warning protection needs more than a promise and with an election ahead, we will keep pushing for funding to manage Westernport as a whole system.

Key campaign outcomes:

- **We secured a landmark water pricing decision which means AGL will have to pay more than \$250 million to fill the Loy Yang mine pit.**
- **We brought together a powerful alliance to advocate for appropriate planning and funding to protect Westernport Bay.**



Power Lines Tour – Gippsland 2025.
Image: Josie Hess

Inset: The Future of Western Port
Community Planning Session.



Affordable Clean Energy for Every Victorian

Every Victorian deserves cheap, clean energy. This year we worked to ensure that promise reaches communities hit hardest by the cost of living, and we stood with communities pushing back against new, destructive gas infrastructure.

Making clean energy accessible for renters and apartments

Everyone deserves the chance to cut their bills with solar and efficient electric appliances, but for too long, renters and apartment residents have been locked out by rules stacked against them and a lack of clear information.

This year we pushed for change by gathering and presenting Victorians' experiences in our State Budget submission, to a government inquiry, and through a petition and a report that volunteers delivered to their local MPs.

The government inquiry's final report, tabled in August, adopted many of our recommendations. With an election ahead, we're calling on every party to commit to these solutions and guarantee that renters and apartment residents will share in the benefits of cheaper, cleaner energy.

Helping more communities go electric

Supported by Bank Australia, and in partnership with Neighbourhood Houses Victoria and Asians for Climate solutions, we delivered 30 free electrification workshops around Melbourne. Participants — communities hit hardest by rising costs, including many culturally and linguistically diverse communities — heard from qualified home energy assessors, learned about rebates, enjoyed an induction-cooked meal, and left with a better understanding of how to get started.

Neighbourhood Houses are trusted local spaces that reach people who might otherwise miss out on the benefits of clean energy, making them the perfect partner to help more Victorians make the switch to efficient electric appliances.

Defending our bays from new gas

After years of campaigning with local communities against Viva Energy's Corio Bay gas terminal, the project was disappointingly approved this year. But the fight is not over, the project has not reached financial close and has not yet been built. The community that was built through the Viva campaign is now also fighting a new threat from Dutch company, Vopak.

Vopak wants to build a floating gas terminal in Port Phillip Bay. Working with Geelong Sustainability and ACF Geelong we've supported community members and scientists to lodge submissions against the project. We're ready to fight it every step of the way, and defend the Bay's marine life, from southern hooded shrimp to migrating school shark pups.

Key campaign outcomes:

- **The parliamentary inquiry into affordable and renewable energy for apartments drew on our evidence 55 times in its final report.**
- **With support from Bank Australia, we partnered with Neighbourhood Houses Victoria and Asians for Climate Solutions to deliver 30 free home electrification workshops.**

Healthy Rivers

With major reviews of the Basin Plan underway and a historic endangered listing for the lower Murray, we rallied alongside communities for restoring Australia's inland rivers.

Fighting for a stronger Basin Plan and Water Act

This year the Federal Government is reviewing both the Basin Plan and the Water Act. This is a critical window with potential to be a bold and ambitious turning point.

Through the Murray-Darling Conservation Alliance, we ran a public submission drive and webinars to build understanding of what's at stake alongside a detailed, evidence-based submission of our own.

We called out the government's proposal to delay considering climate change and leave weak extraction limits untouched. Nearly 1,000 people joined us to push for a high-ambition Basin Plan – about half of all submissions to the process.

Amplifying the river's stories

The Basin's crisis is the consequence of hundreds of years of dispossession and extraction, through settler property regimes, colonial engineering works and corporate water markets.

This year we worked with major newspapers to secure high-profile features, translating complicated science and opaque policy failures into stories people could understand and resonate with. We also started production on a series of high-impact films, documenting the toll of over-extraction on people, fish, forests and birds.

We're building an impactful and lasting resource to bring new people into the campaign – during this reform window and after the headlines fade.

Building our movement

Restoring the rivers of the Basin depends on people acting and coordinating from the headwaters all the way to the Coorong in South Australia. It depends on people restoring fish habitat, fighting misguided engineering works and digging into convoluted policy – with deep coordination.

This year we supported the Murray-Darling Conservation Alliance's relaunch of the River Fellowship, a training program for river advocates and community leaders across the Basin. We also helped organise the third bi-annual River Peoples' Forum in Swan Hill, bringing together more than 150 Traditional Owners, farmers, recreational fishers, researchers and river operators to discuss the Basin's trajectory and the path ahead.

Key campaign outcomes:

- We centred the needs of the river in the public debate, driving media attention and nearly half of the public submissions made toward the Basin Plan review.
- We worked with Friends of Nyah Vinifera Park to bring over 150 people together for the third River Peoples' Forum.



Images from the
River Peoples Forum,
and the Rivers Fellowship.

Forests and Invasive Species

We've continued to build our nature campaign, working with a new alliance to secure policy outcomes for nature in the lead up to the state election, with a strong focus on First Nations justice.

Launch of the Victorians for Nature alliance

Environment Victoria is proud to be part of a new alliance of conservation groups calling for the protection and restoration of forests from ongoing threats of logging, funding cuts and invasive species.

Victorians for Nature have launched a campaign that tracks the cuts, loopholes, backflips, delays and broken promises that are systematically undoing nature protection in Victoria. This is a bold new campaign shedding light on the continued destruction of forests. The alliance is working together for policy outcomes to protect nature in the lead up to the state election and building long-term community support for nature protection in Victoria. The alliance held a launch event at the Victorian Parliament, inviting MPs to a special screening of 'Forest Country'.

First Nations justice

We've worked closely with the new alliance of nature conservation groups to develop a shared policy platform that upholds Environment Victoria's First Nations justice values and we have started to build trust and relationships with Traditional Owner groups for joint advocacy for continued care and access to Country.

We've organised workshops with the Alliance to ensure our policy platforms align with First Nations aspirations for the continued care and restoration of Country and arranged meetings with the Victorian Federation of Traditional Owner Corporations. We will continue to develop these relationships and build on this work in 2026-2027.

New partnership with the Invasive Species Council (ISC)

This year we partnered with the ISC on an important new Victorian campaign to end the protection of feral deer.

Our goal is to get more funding and staff capacity for deer control – highlighting the impacts of feral deer on nature, wildlife, and communities. Environment Victoria is co-funding and hosting ISC's Victorian campaigner, and we're working closely together on policy, amplifying media and local stories, and running local deer forums. Together we've built a broad alliance, including with the Victorian Farmers Federation, to call for an end to the protection of feral deer.

We've already made a splash, with a national media story on ABC's 7:30 report, and many more pieces in *The Age* and the *Sydney Morning Herald* and run community events across the state. We've rapidly shifted the public debate, and through meetings and advocacy with both the major parties, we are gaining serious traction, with strong signs of support of our asks in the leadup to the state election.

Key campaign outcomes:

- **Worked with a new alliance of Victorian nature groups to launch a bold new campaign, and policy asks for the protection and funding of nature in the lead up to the state election.**
- **Launched a partnership with the Invasive Species Council to campaign for protection of nature from the impacts of feral deer in Victoria, elevating the issue, escalating political pressure on both major parties, and driving support for better policies.**



Attention-grabbing materials created for the 'Victorians for Nature' campaign.

Image: Rashmika Jambu

Inset: Feral deer wallow .

Image: Meghan Lindsay, VNPA



People Power

From the Victorian Climate Convergence to the 'Our West, Our Future' Alliance, we strengthened collaboration, grew diverse leadership and built momentum for the 2026 election.

Growing power in Melbourne's West

Western Melbourne is one of Australia's fastest growing regions, experiencing rapid development, rising living costs and increasing climate impacts, yet many of the communities most affected are often excluded from decision-making.

This year, we played a catalytic role in the emerging 'Our West, Our Future' Alliance, bringing together multicultural organisations, faith groups, unions, neighbourhood houses and community organisations around a shared vision for climate and economic justice.

Through broad-based community organising training, we equipped local leaders with the skills to build relationships, grow participation and strengthen community voice, laying the foundations for deeper collaboration and long-term community-led progress.

Growing diversity, strengthening connections

This year we continued to build on our commitment to growing diverse and representative leadership across our Action Network.

With additional capacity across our Organising team, we worked alongside multicultural communities to ensure more people could see themselves as leaders in our movement, supporting them to step into organising roles, and participate in trainings, campaigns and community events.

We also connected people across regions, issues, and cultures, growing understanding of our shared challenges and strengthening a movement grounded in environmental justice. For example, our Power Lines Tour brought newer Victorians and city-based volunteers together to the

Latrobe Valley to learn about the region's history and our ongoing work on the ground.

Victorian Climate Convergence

In the lead-up to the 2026 Victorian Election, our team played a leading role in bringing together climate and community groups from across the state to build the relationships, skills and momentum needed for powerful collective action.

A major milestone in this work was the Victorian Climate Convergence, which brought together 170 people from 112 groups to share ideas, prepare for the months ahead and help turn local leadership into the people power needed for thousands of community conversations. The Convergence built trust, hope and momentum, strengthening our climate movement and laying the foundation for working together ahead of the Victorian election.

Key campaign outcomes:

- Played a leading role in movement collaboration in the lead up to the Victorian election with 170 leaders attending the Climate Convergence to connect, learn and make plans.
- Formation of 'Our West, Our Future' Alliance, bringing together multicultural organisations, faith groups, unions, neighbourhood houses and community organisations around a shared vision for climate and economic justice.



First Nations Solidarity

From land rights to water justice, Environment Victoria stands alongside First Nations peoples in the fight to protect Country and secure a just future for people and nature.

Throughout the year, we elevated stories that demonstrate First Nations leadership in caring for and restoring Country, while strengthening our own relationships with Traditional Owners, First Nations organisations and leaders across Victoria.

A major focus of this work was water justice. In partnership with Wedgetail Productions and Tati Tati Kaiejin, we completed production of a high-quality short film and a series of digital stories exploring the connection between Treaty, water justice and ongoing water reform. These stories highlight the leadership of First Nations communities in advocating for healthy rivers, cultural flows and a more just water system.

We also worked with partners across the conservation movement to strengthen understanding of First Nations rights, interests and self-determination within environmental advocacy. Through the newly formed Victorians for Nature Alliance, we supported the development of policies that recognise and respect First Nations leadership in the management of land and waters, and began building stronger relationships with Traditional Owner representative bodies across Victoria.

This work was guided by First Nations leadership and advice. We are grateful to David Major, a respected First Nations conservation leader, who generously contributed his time and expertise throughout the year. Together with Environment Victoria and Victorians for Nature Alliance representatives, he helped foster constructive dialogue with Gellung Warl (the First Peoples' Assembly of Victoria), the Federation of Victorian Traditional Owner Corporations and the Taungurung Land and Waters Council, laying the groundwork for deeper collaboration in the years ahead.

Victoria also made history this year. For the first time anywhere in Australia, Treaty is now law.

This historic achievement was built on more than 200 years of advocacy by First Nations peoples, led with strength, resilience and generosity by Aboriginal leaders across the state.

Environment Victoria proudly stood alongside First Peoples on this journey, just as First Peoples have always stood strong for nature and Country. Working with First Nations-led organisations Common Threads and Gellung Warl, we mobilised our community at key moments to demonstrate broad public support for Treaty. Through digital actions, webinars and community engagement, thousands of Environment Victoria supporters backed First Peoples' calls for this landmark reform.

In October, we co-hosted a webinar with Friends of the Earth and 350.org, featuring speakers from Gellung Warl and Common Threads, to explore what Treaty means for land, water, climate and environmental justice. We also supported the Together for Treaty campaign, helping more Victorians understand the significance of Treaty and equipping supporters with the confidence and tools to have informed conversations in their communities.

As Treaty moves into its next phase, our commitment remains clear. We will continue to stand in solidarity with First Peoples, support First Nations leadership on climate and environmental issues, and advocate for the rights of Traditional Owners to make decisions about their lands, waters and futures.

Reports and Submissions

In the 2025-26 financial year, we produced a series of reports and 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. The Victorian government's final report on renewable and affordable energy for apartments cited Environment Victoria 55 times. Our reports and submissions are available at environmentvictoria.org.au/category/reports

Throughout the financial year, we also contributed to multiple submissions through our involvement with the Murray-Darling Conservation Alliance, these can be found on their website at mdca.org.au/category/news/report-and-submissions

Reports

- Bridging the divide: Solutions to ensure every Victorian benefits from clean energy



Submissions

- Submission on the Vopak Victoria Energy Terminal
- Submission on Port of Hastings draft 30-year Development Strategy
- Submission on AEMC 'Gas Networks in Transition' discussion paper
- Submission: Otway offshore petroleum acreage release
- Environment Victoria's Submission to the 2026-27 State Budget
- Submission: Inquiry into renewable and affordable energy for apartments
- Submission: Gas Networks in Transition
- Submission: Victorian Renewable Energy Terminal – Updated EES Draft Scoping Requirements
- Submission for Inquiry into decommissioning of oil and gas infrastructure
- Submission on petroleum exploration permit tenders
- Submission to the Expert Panel Review of the Owners Corporations Act 2006
- Submission on potential water access for Latrobe coal mine rehabilitation
- Submission: 2025 Victorian Renewable Energy Terminal (VRET) at the Port of Hastings
- AEMC Submission on Gas Connection and Abolishment Charges
- Barnawartha North Peaking Generation: Submission to EPA
- Submission on Victoria's Draft 2025 Transmission Plan



Media Coverage

Securing coverage of environmental issues remains one of the most powerful tools we have to influence public and political debate and policy while building the brand and reputation of Environment Victoria and our allies.

In the past financial year we platformed our expert campaigners, partners and diverse community members. We achieved 477 media hits across all platforms, including online and print news articles, radio interviews and television appearances.

Some of our strongest coverage has come from stories about renters being locked out of renewable energy (a major feature in *The Age* and *Sydney Morning Herald*), gas exploration in the Otway Basin, coal power station failures and the Viva gas terminal. We also achieved local media coverage of the incredible people and local groups celebrated through our Environment Awards.

Our Rivers work has also seen a peak period this year, where we've been able to centre the issue of Water Justice for First Nations – including major feature stories across the *Nine Papers* following the recent River Peoples' Forum. We've also generated extensive coverage as part of the Murray Darling Conservation Alliance across regional and national radio, TV and newspapers.

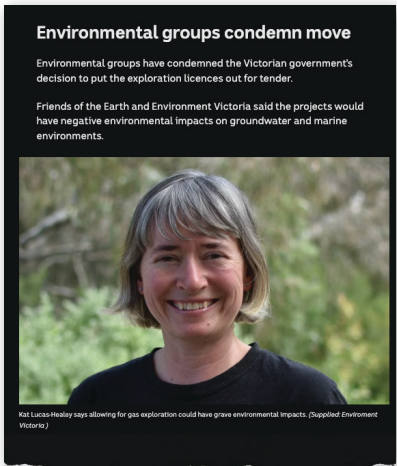
Our partnership with the Invasive Species Council has seen us feature in media on the issue of feral deer.

As the media landscape continues to shift and people increasingly get their longform content from podcasts, we have included podcasts in our media targets. This year we featured in *Renew's One Step off the Grid* podcast, *Commons Conversations* and *The Sustainable Hour*.

Key outcomes:

■ **Successfully centring First Nations Water Justice in high profile media coverage following a media trip with *The Age* environment reporter in the lead up to Murray Darling Basin Review**

■ **Achieving high profile coverage of the benefits of electrification and sharing stories of supporters transitioning their apartments from gas**



Images above: (1) Coverage of First Nations Water Justice in *The Sydney Morning Herald* (2) Our Senior Climate & Energy Advisor Kat Lucas-Healey in the *ABC* condemning the Victorian Government's gas exploration plans



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 National 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, 2026 we had 244,892 supporters, 5487 active cash donors, 3799 regular givers and 197 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, which were reviewed and adopted at the previous AGM in October 2025. 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 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 a four-year rolling strategy, 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 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 through established processes.

To meet our governance requirements, Board membership is diverse and includes key competencies such as environmental policy and strategy, finance, legal, fundraising, strategy, grassroots campaigning, audit, risk, communications and engagement. The Board 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 at greater depth and make recommendations to the Board. 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 reviewing and updating key organisational policies following last year's policy architecture review.

Finance Committee

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

Fundraising, Communications and Engagement Committee

This sub-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 sub-committee provides support to the Board with regard to processes, policies, systems and frameworks that help maximise the efficiency, effectiveness and quality of Environment Victoria and the Board. It also leads the oversight, management and performance of the CEO.

Directors' Report

Conor Costello | President, Fundraising, Communications & 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.



Adam Walsh | Fundraising, Communications & Engagement Committee chair

Adam is an experienced and dedicated fundraising and communications professional, with over 20 years of experience leading teams to grow income and engage communities with a diverse selection of charitable causes. Adam has worked across environmental issues, conservation, cancer research, international development, youth homelessness and most recently disability. Adam joined the Board in 2025.



Georgia Windrum | Finance Committee member

Georgia is the Climate Action Strategy Manager at Bank Australia and has previously led climate policy, campaigns and strategic projects at Climateworks Centre, the Australian Conservation Foundation and the Australian Council of Trade Unions. Georgia joined the Board in 2025.



Jed Gilbert | Treasurer, Finance Committee chair

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 Committee in November 2023.



Jane Campton | 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.





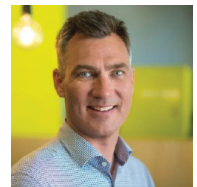
Wai-Ling Au | Finance Committee member

With over 18 years' experience spanning tax, accounting, treasury at leading organizations including Ernst & Young, Pitcher Partners, Dentsu International, HSBC, and SEEK, Wai Ling brings a strategic finance lens to board governance. She is currently the Assistant Company Secretary at SEEK Limited and a Director on the Board of Women's Environmental Leadership Australia (WELA), which reflects her commitment to climate action, sustainability, and challenging rigid gender norms that impact policy and investment decisions. Wai joined the Board in 2025.



Bruce Thompson | Finance 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 | Secretary, Governance Committee chair

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 & Engagement 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
- Adeel Nabeebux | Co-opted member of the Governance Committee
- Rachel Matulis | Co-opted member of the Governance Committee
- Rajini Surendran | Co-opted member of the Finance Committee
- John Chung | Co-opted member of the Finance Committee
- Peter Froutzis | Co-opted member of the Finance 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 sub-committee meetings and an annual strategic planning process.

Conor Costello	4/4
Adam Walsh	4/4
Jed Gilbert	3/4
Jane Campton	4/4
Georgia Windrum	4/4
Wai-Ling Au	4/4
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



Image: Cameron Wheatley



Our Financial Performance

In 2025-26, thanks to the wonderful generosity of our supporters, Environment Victoria maintained its financial security and independence. Our fundraising appeals reached hundreds of thousands of people in Victoria through mail, email and social media, generating vital funds while also increasing the profile of our campaigns across a wide range of audiences and platforms.

Environment Victoria had another record-breaking year, with total income increasing from \$5.51 million in 2024-25 to \$7.44 million in 2025-26. The increase was largely driven by significant contributions from our philanthropic supporters and Trust & Foundation partners. It also includes \$115,024 in investment income from our Green Future Fund.

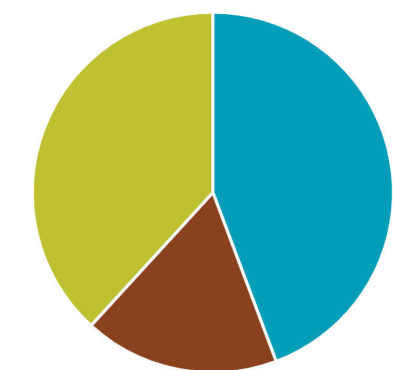
Total expenditure was \$5.02 million, down slightly from \$5.45m in the 2024-25 year reflecting reduced funding to the MDCA following its inaugural year. The MDCA is now self-funding. We reported a surplus of \$2.42m recognising the significant contributions from our funders who continue to support our important campaigns and long-term future.

This year the Board has approved a budget deficit reflecting expenditure to finalise grant funding received in FY26 as well as increased campaign activity during this important Victorian State Election year. Longer term projections through to FY28 and beyond anticipate smaller planned deficits as we invest in campaigns made possible by the significant contributions received this year. This investment will enable Environment Victoria to continue growing its reach and impact.

Environment Victoria now has \$3.69 million in reserves, including \$2.14 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.

In 2025-26, \$2.22 million of our income was spent on our environment campaigning and programs, \$1.91 million in raising funds and growing our supporter base, and \$0.88 million in essential administration and organisational leadership.

EXPENDITURE



- 44.3% Campaigns and programs
- 17.5% Administration and leadership
- 38.2% Fundraising

INCOME



- 93.0% Fundraising income
- 4.4% Grant income
- 1.5% Green Future Fund investment income
- 0.9% Other
- 0.1% Membership



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 1,740 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 \$1.6 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 personally 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 EV 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 Christine Fensham

We celebrate the full and rich life of Christine Fensham who left us at the age of 96. Christine and her late husband Peter were long-time supporters of Environment Victoria and active conservationists throughout their lives. They were founding members of the Smiths Beachcomber Conservation Association on Phillip Island, and Christine was involved in efforts to protect Mullum Mullum Creek Reserve during the extension of the Eastern Freeway in the 1990s.

Vale Dr Barbara Baird

We also remember fondly Dr Barbara Baird, whose passion and love for the natural world permeated her everyday life. Barbara was a generous and caring person, and we are grateful for the hospitality she showed us when welcoming us to the land she had spent many years carefully restoring through her dedicated conservation efforts.

Vale Elaine Smith

Our friend and long-time Environment Victoria volunteer, Elaine Smith, sadly passed away in June 2026. Elaine will remain in our memories as deeply kind, eternally dedicated to helping others, and always lighting up a room with her smile and sense of humour. Among the many contributions she made, Elaine helped run the local group South East Environment Network and volunteered on many other groups and social justice campaigns. She was a pillar of support to her friends, family and the Frankston community and will be greatly missed by many.

Image: Cameron Wheatley



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 \$2.2m 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. Now as we approach the end of those two decades, we have begun planning for the next two. With the help of our extremely generous supporters, we have begun to grow the Fund once more. As at 30 June it held investments to the value of \$2.1m.

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

The Green Future Fund is overseen by the Finance Committee, 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.

Speak to the team at Environment Victoria today 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.

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 Fund to safeguard Victoria's environment.

(03) 9341 8100

give@environmentvictoria.org.au
environmentvictoria.org.au

Thank you to our Green Future Fund Patrons

We would like to acknowledge the remarkable patrons and particularly Kate Kantor, Philippa Carter & Peter Currie Foundation Trust, and Malcolm Shore 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 2026. 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 2026

	Note	2026 \$	2025 \$
Income			
Revenue	2	7,435,985	5,510,111
		<u>7,435,985</u>	<u>5,510,111</u>
Expenditure			
Employee expenses		2,785,178	2,624,301
Occupancy and Office		73,259	77,308
Events and Travel		129,120	114,585
Research and Consultancies		1,081,233	1,424,431
Communications and Marketing		232,819	520,746
Phone, Information Technology and Equipment		117,641	123,316
Finance, Accounting and Legal		78,763	73,685
Depreciation expenses		131,949	131,430
Other Expenses		387,401	359,377
		<u>5,017,363</u>	<u>5,449,179</u>
Net Surplus for the year		<u><u>2,418,622</u></u>	<u><u>60,932</u></u>

ENVIRONMENT VICTORIA INC.
ABN 84 495 053 605

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2026

	Note	2026 \$	2025 \$
CURRENT ASSETS			
Cash and Cash Equivalents	4	2,023,991	733,306
Trade and Other Receivables	6	68,592	120,962
Other Financial Assets	8(a)	500,000	10,000
Green Future Fund	8(b)	959,694	503,692
TOTAL CURRENT ASSETS		3,552,277	1,367,960
NON-CURRENT ASSETS			
Property Plant and Equipment	7	210,395	302,974
Green Future Fund	8(b)	1,184,088	590,524
TOTAL NON-CURRENT ASSETS		1,394,483	893,498
TOTAL ASSETS		4,946,760	2,261,458
CURRENT LIABILITIES			
Trade and Other Payables	9	259,335	148,111
Unearned Revenue		375,210	-
Provisions	10	372,605	392,575
Lease Liabilities	11	99,387	89,515
TOTAL CURRENT LIABILITIES		1,106,537	630,201
NON-CURRENT LIABILITIES			
Provisions	10	93,939	101,341
Lease Liabilities	11	60,210	154,753
TOTAL NON-CURRENT LIABILITIES		154,149	256,094
TOTAL LIABILITIES		1,260,686	886,295
NET ASSETS		3,686,074	1,375,163

EQUITY

ENVIRONMENT VICTORIA INC.
ABN 84 495 053 605

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2026

	Note	2026 \$	2025 \$
Cash Flows from Operating Activities			
Receipts from Customers and Donors		7,741,390	5,256,982
Payments to Suppliers and Employees		(4,780,389)	(5,238,542)
Interest income		13,010	5,306
Interest on lease liabilities		(15,754)	(20,522)
Net Cash Inflow from Operating Activities	5	<u>2,958,257</u>	<u>3,224</u>
Cash Flows from Investing Activities			
(Investment in)/Redemption of Term Deposit		(490,000)	120
Net Capital Distribution (Green Future Fund)	8(b)	(1,053,531)	434,038
(Purchase of) Plant & Equipment		(34,263)	(6,155)
Net Cash (Outflow)/Inflow from Investing Activities		<u>(1,577,794)</u>	<u>428,003</u>
Cash Flows from Financing Activities			
(Repayment of) Lease Liabilities		(89,778)	(83,604)
Net Cash (Outflow) from Financing Activities		<u>(89,778)</u>	<u>(83,604)</u>
Net Increase in Cash Held		<u>1,290,685</u>	<u>347,623</u>
Cash and Cash Equivalents at beginning of the year		733,306	385,683
Cash and Cash Equivalents at end of the year	4	<u>2,023,991</u>	<u>733,306</u>



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 2026, the statement of surplus or deficit, statement of changes in equity and statement of cash flows for the year then ended, and 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 2026 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 2026, 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...)

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 Responsible Entities of the association are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the ACNC Act and for 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: 28/09/2026

Supporting Our People

During this election year, our staff numbers grew to 33 staff working across Victoria (25.5 full-time equivalent). Our Board on 30 June included 9 Board members, and 2 observers.

This year we renegotiated our Enterprise 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, First Nations cultural leave, generous parental and carer’s leave arrangements and measures to tackle both the gender pay gap and the gender super gap. All staff, except the CEO and Fundraising Director, are covered by the Enterprise Agreement.

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 we experienced no OHS incidents.

Our annual staff satisfaction survey largely showed overall satisfaction, although concerns remain around workload management and stress.

The new role of People & Operations Manager is taking carriage of improvements to ensure Environment Victoria remains an employer of choice.

	Staff	Board
Number	33	9
FTE	25.7	n/a
Female	56%	66.6%
Male	31%	33.3%
Non-binary	13%	0%
Covered by Certified Agreement	93%	n/a
Turnover of permanent staff over the year	12% (4 people)	n/a

Ethical Partners and Investment Report

Our Fundraising & 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 Finance 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 2025-26.



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 a collaboration between Environment Victoria and Neighbourhood Houses Victoria to build community support and momentum for transitioning homes off gas.



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 supported our work to explore for opportunities for industry transitioning off gas in Victoria.



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.



Greater Melbourne Foundation brings people together to collectively tackle priority issues and build a fairer Greater Melbourne. Greater Melbourne Foundation supports our broad-based alliance building work in Melbourne's west.

- B B & A Miller Foundation
- Ben Krasnostein & Cassy Liberman – 5 Pillars Capital
- Brian D Newman Foundation
- Erica Foundation
- Grace Projects
- Gras Foundation
- Joan Staples and Barry Crisp
- Joan and Peter Selby Smith
- Jennifer Burger
- Dr John Coleridge & Dr Jenny Jobst
- Koshland Innovation Fund
- Melliodora Fund
- Mullum Trust
- Pool of Dreams, a subfund of the Community Impact Foundation
- Reichstein Foundation
- Tripple
- Trounson Family Foundation

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."

We remember with warmth and gratitude the following Forever Green Supporters who have sadly left us, and whose generous gifts were received this past year: Christine Fensham, Frances Hortle, Elizabeth Sarraillhe, Jim Roberts

Image: Cameron Wheatley



Thank You to Our Partners

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

- ACF Community Geelong
- Asians for Climate Solutions
- Australian Conservation Foundation
- Australian Democracy Network
- Australian Marine Conservation Society
- Better Renting
- Biodiversity and Renewables Institute Australia (BRIA)
- Birdlife Australia
- Climate Action Network Australia (CANA)
- Climate Council
- Common Threads
- Concerned Waterways Alliance
- Conservation Council ACT Region
- Conservation Council SA
- Dja Dja Wurrung Clans Aboriginal Corporation
- Duduroa Dhargal Aboriginal Corporation
- East Gippsland Climate Action Network
- Efficient Electric Homes Australia
- Environment Defenders Office
- Environmental Justice Australia
- Ethical Investment Services
- 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
- Geelong Sustainability
- Gippsland Climate Change Network
- Gippsland Lakes Recreational Fishers Alliance
- Goulburn Valley Environment Group
- Gunaikurnai Lands and Waters Aboriginal Corporation
- Healthy Futures
- Inland Rivers Network
- Invasive Species Council
- Latrobe Valley Sustainability Group
- Lifeblood Alliance
- Local household electrification groups
- Lock the Gate Alliance
- Moonee Valley Sustainability
- Murray Lower Darling Rivers Indigenous Nations
- Murray-Darling Conservation Alliance
- Nature Conservation Council of NSW
- Neighbourhood Houses Victoria
- One Million Homes Alliance
- Phillip Island Conservation Society
- Places You Love
- Queensland Conservation Council
- RE-Alliance
- Renew
- Renew Australia for All
- Rewiring Australia
- Save Westernport
- Sustainability in Strata Advocacy Working Group
- Swan Hill Sustainability Group
- Sweltering Cities
- Tati Tati Kaiejin
- The Australia Institute
- Victorian Energy Future Network
- Victorian National Parks Association
- Victorian Forest Alliance
- Voices of the Valley
- Wentworth Group of Concerned Scientists
- Westernport and Peninsula Protection Council
- Westernport Biosphere Foundation
- Wilderness Society
- Yes 2 Renewables
- 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, Carmel McPhee 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 Saumya Kaushik, Sudha Narayan, Palak Shah, Hafsa Mohamed, Luciana Manrique, Sukhmani Saini, Bruce Cutts, Christine Power, Suzy D'Ombraín-Allain, Joseph Hwani,

Ruihan Chen, Margie Barrett-Poole, Lucilla Hammond, Stephanie Sabrinskas, Minwen Wu, Monique Gianarelli, Sarah Le Get, Erica Chow, Deborah McLean and John Gwyther. 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.

Haley and Electra at the Environment Victoria stall at the Gippsland New Energy Conference



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, Chris Schuringa, Joy Toose, Kat Lucas-Healey
- **Organising** Victor Komarovsky, Hayley Sestokas, Chante Bock, Peizhi Jiang, Angela Ashley- Chiew, Amy Northwood, Logan Shield, Nico Leonard, Electra Greene
- **Communications** Cameron Wheatley, James Norman, Josie Hess, Taryn Sadler
- **Fundraising** Andy Grant, Karly Roolker, Camille Warambourg, Sylwia Sierkiewicz, Wren Trewin, Grace Kelly, Ingrid Wys
- **Finance** Don Batson, Jing Lu
- **People and Operations** Beth Koch, Julie Schilin, Nancy Lee



Annual Report

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