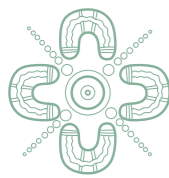


Annual Report FY24



Building Better Communities

We design and deliver the complex infrastructure needed to build better communities.



ACKNOWLEDGMENT OF COUNTRY

Australia

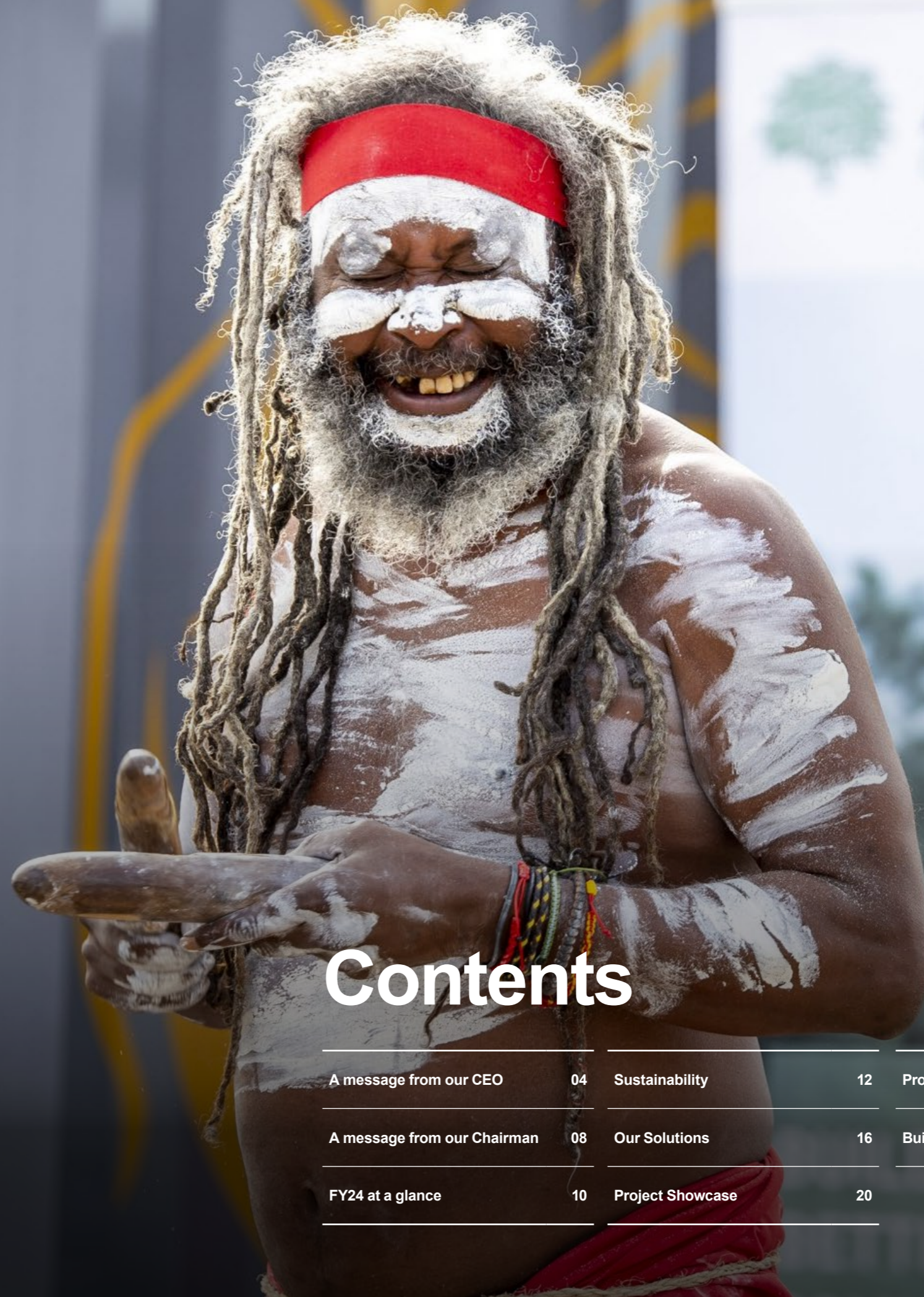
Abergeldie acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respects to their Elders past and present.



MIHI WHAKATAU

New Zealand

Ka whakaae me te whakanui mātou i te ahurea whai rawa o Aotearoa, me te whakamana i ngā iwi me ngā hapori huri noa i te motu.



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Message from our CEO Mark Bruzzone

“It was another incredibly successful year across the Abergeldie Group with revenue increasing by 25% to a record \$676M annual turnover.”

We won over \$200M in new work outside of our long-term framework contracts, including significant projects helping to build better communities, like the Refresh Vacluse Diamond Bay project for Sydney Water, Bribie Island inlet works for Unitywater, the Mardi Water Treatment Plant upgrade for Central Coast Council, Southern Highlands Overtaking Opportunities for Australian Rail Track Corporation and continuing work on cycleway, pedestrian bridges and road projects for City of Parramatta.

We also won significant long term strategic framework contracts with the ABKJV winning the 12-year South East Water framework contract, a 10-year Asset Upgrade and Renewal framework contract with Watercare in New Zealand and the 12-year Reliability Program with Yarra Valley Water. These long-term framework contracts provide a significant backlog for Abergeldie and support its diversified business across Australia and New Zealand.

A key differentiator for Abergeldie is our collaborative approach to working with clients to deliver projects. This was continuously highlighted through our Net Promotor Score (NPS) feedback where we scored 79% on a rolling 12-month basis.

Whilst performance improved in our rehabilitation business in NSW and QLD, the Rehabilitation and Water Renewals divisions had a challenging year with losses in Victoria on the legacy Yarra Valley Water schedule of rates contract and inventory write offs. This contract ended in June 2024 and the new Reliability Program Risk Adjusted Maximum Price (RAMP) model is expected to see this part of our business return a profit in the coming year.

In New Zealand, the GAJV negotiated the extension to the main tunnel to Point Erin on the Central Interceptor, extending the project until 2027.

To support our growing business, we broadened our functional capability with the establishment of an Environmental and Sustainability team. This team has grown to support projects across Australia and New Zealand. We also engaged Wolf Peak, an external consultancy to support with stages of the climate risk analysis, greenhouse gas accounting, strategy, and target modelling to ensure we are prepared to meet our Stage 1 and Stage 2 reporting obligations in FY26. Stage 1 will involve measuring the greenhouse gas emissions generated from Abergeldie's operations, enabling us to prioritise emission reduction actions.

Stage 2 will include the identification of emission reduction targets to begin the Net Zero journey. Stage 3 will see us identify our climate related risks to meet the mandatory climate disclosures.

In addition, an Enterprise Architecture team was established to manage our information technology to help drive efficiency and governance as well as ensuring we have the capability to effectively manage the migration from IFS Enterprise Explorer to the IFS Cloud version and implement digital systems that will help improve productivity and efficiency.

In accordance with our mission of building better communities, Abergeldie continued its corporate social responsibility activities with over \$500,000 in charitable donations. We extended our sponsorship of the St Vincent de Paul Society's Vinnies Van in Western Sydney for a further three years and continued our long legacy of participating in the Vinnies CEO and community sleepout events. We also continued our support of WaterAid, Oxfam, Engineers without Borders, Mates in Construction and Beyond Blue.

As part of our ongoing commitment to learning and development we developed and rolled out in-house training programs in The Abergeldie Way, including the Supervisor Leadership program, Commercial Management, Contract Management and Project Management training and numerous Lunch n Learn sessions throughout the year.

We revamped our website to better portray our size, capability, capacity and development of our systems and processes to take on even more complex infrastructure projects.

We onboarded over 270 people through the year and dropped our turnover rate to less than 16%. We renegotiated the Pipe Rehabilitation and Construction Worker single enterprise agreements which were ratified by the Fair Work Commission.

We implemented and launched the independent Whistleblower Hotline and published our first Employer Statement on the Workplace Gender Equality Agency (WGEA) portal. For the 2022-2023 reporting period, we reported an Average Total Remuneration Gender Pay Gap of 14.8%, marking a significant improvement from the previous year and positioning us 6.9 percentage points below the national average. Our workforce comprises 22% women, a figure we are actively working to increase.

Our people and projects continued to be recognised winning significant industry awards, including:

- Permanent Way Institution NSW 2023 Award for work by our Rail team on the ARTC Southern Highlands Overtaking Opportunities Early Works
- Elissa Miller: CCF NSW Women in Civil Construction Award
- Sonny Butler: 2023 CCF VIC Trainee of the Year (Male)
- Daniel Remaili: CCF NSW Engineer of the Year (Contracts over \$2m)
- Paul Galea: CCF NSW Engineer of the Year (Contracts under \$2m)
- CCF QLD Earth Award, project value: \$2M to \$5M: Minnippi Parklands Shared Path for Brisbane City Council
- Melissa Pollock GM Health and Safety: Australian Workplace Health & Safety Awards 2023 - Australian WHS Leader of the Year (companies less than 1,000 employees)
- IFS Connect Hero runner up award.

This past year, we invested over \$5M in new plant and equipment including trucks, excavators and tunnelling equipment to support delivery of projects on-foot. We also refurbished and upgraded all our drill rigs in preparation for sale.

We enter FY25 with a very healthy authorised work in hand position of \$650M, with an additional \$2.2B in unauthorised backlog to come from our framework contracts with Sydney Water, Water NSW, Australia Rail Track Corporation, Melbourne Water, Yarra Valley Water, Barwon Water, South East Water, Watercare and Unitywater.

To set the foundation for the FY25 business plan we have developed a 5-year strategic plan for the business to 2030. The aim for Abergeldie over the next 5 years is to double the current turnover from around \$676M to \$1.2B per annum by FY30. We will do this by implementing the following five core strategic objectives:

1. Grow the core Infrastructure, Utilities and Services divisions from \$450M to \$650M annual turnover.
2. Grow the core QLD Water business by an additional \$150M annual turnover.
3. Grow the NZ business to sustainably turnover \$60M through our Asset Upgrade Renewal Program (AURP) and Healthy Waters Framework contracts.
4. Diversify Infrastructure and Rail capabilities into QLD generating an additional \$100M annually by FY30.
5. Explore a new sector within existing geographies where Abergeldie can leverage existing skills and capabilities to generate \$150M turnover by FY30. The two sectors we will initially explore are Defence and Energy.

We will achieve these strategic goals through ongoing investment in:

- Maintaining The Abergeldie Way and recruiting likeminded staff that align with our family culture.
- Continuing to support and invest in our people to progress long term careers with Abergeldie.
- Continuing to increase capability and capacity in functional areas including Precontracts, People and Culture, Learning and Development, Commercial Management, Project Controls, Marketing and Communications, Environment and Sustainability, Engineering Management, Strategic Sourcing and Health and Safety.
- Development of our enterprise architecture, enterprise resource platform, Information Technology systems and process to improve governance and productivity.

The aim for Abergeldie in FY25 is to continue to build better communities, delivering a similar turnover and profit to what was achieved in FY24.



Mark Bruzzone
 Chief Executive Officer

Message from our Chairman **Mick Boyle**

Abergeldie has now been building better communities for 30 years. It is a significant milestone and as the Founder of Abergeldie, it gives me cause to reflect on the journey the company has taken to become the vibrant thriving company Abergeldie is today. Creating a company as successful as Abergeldie takes a lot of hard work by a lot of dedicated people, day after day, for 30 years.

Abergeldie started in 1994 with the ambitious idea to create a more innovative and collaborative construction company. A company that treated its employees and clients with respect. A company that carried out the more complex projects and was a valuable part of the community. When you look at the diverse range of complex, high quality infrastructure projects delivered safely by Abergeldie this past year by our motivated staff (with a staff satisfaction score of 78%) in a collaborative way recognised by our clients achieving a rolling 12-month Net Promoter Score (NPS) of 79%, I am proud to say we've met this objective and will continue to work hard to maintain it.

Success is always about the quality of the people and the culture of an organisation. At Abergeldie we pride ourselves on being a team of exceptional people who continually attract and nurture more outstanding talent as we grow. At Abergeldie we aim to build better communities and the community I am most proud of having worked with our team to build is the Abergeldie community itself. We are all members of a hardworking team. We care about what we do, how we do it and we look after the people who work beside us. As we say, that's the Abergeldie Way and it has been that way since the very beginning.

The Abergeldie Way has been our guiding principles that underpins our planning and decision making and remains just as relevant today as it has done over all of the last 30 years,

- Abergeldie pursue the more complex projects.
- We are serious about safety, quality, and the environment.
- Abergeldie look for opportunities to innovative. We take initiative.
- Abergeldie does what it says it will. We are dedicated.
- We are a team that support each other.
- We celebrate success together.

With the platform that has been laid over the last 30 years, the quality of our leadership team, the robust systems now in place and the relationships we have with our clients and delivery partners, Abergeldie is in a strong position to deliver on its five-year business plan to double its turnover by 2030. Looking beyond that and toward 2040 Abergeldie is also in a strong position to realise its longer-term goal of being a locally owned Tier 1 Contractor in Australia and New Zealand delivering the large quantity of complex infrastructure required to enable our part of the world achieve net zero emissions and build strong and thriving communities.



Mick Boyle
Executive Chairman



FY24 at a glance

\$676M	\$48.6M	\$2.84B	\$1.24B	50+	120
ANNUAL TURNOVER ^25%	EBITDA ^60%	WORK IN HAND ^43%	TENDERS AWARDED ^58%	COMPLETED PROJECTS	ACTIVE PROJECTS

People

742 TOTAL STAFF ^13%	270 HIRES ^4%
16.9% STAFF TURNOVER	78% AVERAGE EMPLOYEE SATISFACTION SCORE
13,500+ STAFF TRAINING HOURS	85 TRAINING COURSES

Diversity

	22% GENDER DIVERSITY
	9.4% WOMEN IN NON-TRADITIONAL ROLES
	7.8% OF OUR WORKFORCE IS UNDER 25 YEARS OLD
	2.5% SOCIAL PROCUREMENT ABORIGINAL & TORRES STRAIT ISLANDER PEOPLE AND VULNERABLE PERSONS
	14.8% GENDER PAY GAP ¹

Safety

	1.88 LTIFR ^5%
	10.8 TRIFR ^6%
	1,298 CRITICAL CONTROL STRENGTH ASSESSMENTS

Sustainability

	\$500k CHARITABLE DONATIONS
	2 ISC RATED PROJECTS 3 TFNSW PROJECTS UNDER SUSTAINABLE DESIGN GUIDELINES
	>\$2M INDIGENOUS SPEND

Brand

	79% ^16% 12-MONTH ROLLING AVERAGE NET PROMOTER SCORE		abergeldie.com LAUNCHED NEW WEBSITE IN JUNE 2024
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The percentage increase or decrease is calculated on the difference between the FY24 and FY23 results.
¹ The Gender Pay Gap is 6.9 percentage points below the national average.

Sustainability

Sustainability is a guiding principle in everything we do at Abergeldie

We are committed to ensuring sustainability and environmental protection and compliance is considered in all aspects of the business.

Sustainability



We strive to enhance, protect and restore communities and their surrounding environment for future generations, focusing on achieving positive environmental and social outcomes whilst ensuring governance across everything we do.

Alignment with United Nations Sustainable Development Goals

Our operations are strategically aligned with the United Nations Sustainable Development Goals, reinforcing our commitment to contributing to positive outcomes for communities throughout Australia and New Zealand and across the globe. In FY24 we became members of the Infrastructure Sustainability Council, further demonstrating our dedication to sustainable infrastructure development.

Environmental Achievements

We have commenced on our journey to achieve net zero emissions and are pleased to report nil reportable regulatory incidents across Australia and New Zealand.

Growth

We have grown our resources in the environmental team by over 500% and improved our environmental management system by more than 50%. This has enhanced our capacity to proactively address and manage environmental challenges effectively.

Our Solutions

For 30 years, we have designed and delivered complex infrastructure projects that communities rely on, including dams and weirs, pumping stations, water and wastewater treatment plants, bridges and roads, community infrastructure including shared paths, cycleways, boardwalks and sporting facilities, rail infrastructure and solutions to enable the energy transition.



WATER RESOURCES

We work closely with clients to design and deliver innovative water resource infrastructure projects and programs of work. Together, we enhance the safety, security and sustainability of precious water resources across Australia and New Zealand. By delivering this essential infrastructure, we help to address the challenges of a changing climate and the increased demand from a growing population. These projects are critical in helping communities and the environment to thrive, now and for future generations.

WATER UTILITIES

We collaborate with utility providers to design and deliver water and wastewater asset reliability and renewal projects, capital infrastructure projects and provide end-to-end rehabilitation and replacement services in regional and metropolitan areas across Australia and New Zealand.

We have extensive expertise in strategic planning, delivery, operations and maintenance and have a proven track record working under various contracting models—designing and delivering water and wastewater asset reliability and renewals and capital infrastructure projects. We also offer a comprehensive suite of capabilities and technologies to renew or rehabilitate sewer, water and stormwater networks in regional and metropolitan areas. Our capability is broad and includes civil, structural, mechanical, electrical, design and process work and ensures the effective delivery of complex water infrastructure projects that help to build better communities.



BRIDGES AND ROADS

We collaborate with transport agencies and local governments to design and construct complex bridge and road infrastructure projects upon which we all depend on. Our work is diverse and includes bridge construction and replacements, emergency rehabilitation, geotechnical stabilisation works, drainage improvements and the design and construction management of major capital roadworks. At every step, we work collaboratively and strive to bring a fresh, innovative perspective. Drawing on our experience, deep technical expertise and sustainability, we efficiently deliver projects that typically improve connectivity and safety for road users and pedestrians.



COMMUNITY INFRASTRUCTURE

With our broad expertise and capabilities, we excel in delivering community infrastructure that improves liveability. We work closely with clients, designers and key stakeholder groups to successfully deliver a diverse range of projects, including shared paths, cycleways and sporting facilities that align with our expertise. These projects typically promote healthy lifestyles, enhance accessibility and safety in communities.



RAIL

We play a vital role in enhancing rail infrastructure to connect communities more efficiently and safely. Our multidisciplinary expertise allows us to deliver a wide range of rail projects, including track reconditioning, point and crossing renewals, and upgrades to high-voltage traction overhead wiring and railway stations. Additionally, we provide associated rail infrastructure, such as rail bridges and maintenance facilities, ensuring comprehensive support for the rail network's needs.



ENERGY

As the world shifts towards renewable energy, the need for robust and reliable facilities to support its creation, storage, and transfer has never been greater. At Abergeldie, we leverage our extensive experience and expertise to deliver large-scale energy storage solutions that are paving the way for a more sustainable future. Our projects include cutting-edge gravity storage, hydraulic storage, pumped hydro, and advanced underground hydrogen storage, all designed to support the growing demand for clean energy.

Our Projects

Delivering the complex infrastructure needed to build better communities

In FY24 we collaborated with our amazing clients to design and deliver the complex infrastructure that we all depend on. Our work included projects and programs of work in water utilities, bridges and roads, community infrastructure, rail and energy.



New Dubbo Bridge

Location
DUBBO, NSW

Client
TRANSPORT FOR NSW

The New Dubbo Bridge project will provide a second high level river crossing to improve traffic congestion during flood events and maintain reliability for local commuters and improve heavy freight efficiency on the Newell Highway.

River Street was announced as the preferred route for the new bridge in May 2017. The project includes the construction of approximately 2.2 kilometres of new carriageway with a single lane in each direction between the Thompson Street/Whylandra Street (Newell Highway) intersection and the River Street/Bourke Street (Newell Highway) intersection.

There will be two 3.5 metre wide lanes, 1 metre wide painted median and a 2-metre-wide shoulder on both sides of the road and construction of a new 20-span high-level bridge over the Macquarie River and Brisbane Street.

The new bridge will be approximately 663 metres long and 14 metres wide and includes two 3.5 metres wide lanes and construction of retaining wall structures along sections of River Street.

We are committed to Aboriginal participation and we have significantly exceeded our Aboriginal participation targets. The New Dubbo Bridge project has a current expenditure of \$4.7 million dedicated to Aboriginal employment.

Our workforce on the New Dubbo Bridge project includes over 55% from the local area. To date the project has engaged 74 local businesses and 8 Aboriginal-owned enterprises since major construction started – a focus that remains central as we progress with the project.



Medlow Bath Upgrade

Location

MEDLOW BATH, NSW

Client

TRANSPORT FOR NSW

The Great Western Highway is one of Australia's most historic roads and a key east-west connection out of Sydney. Since late 2022 we have been working on upgrading a 1.2 kilometre section through Medlow Bath to four lanes. This complex project includes significant utility and local road upgrades, construction of a new roundabout, traffic lights and a sediment basin.

Construction work is being carried out in a heavily constrained site, restricted by live traffic on the Highway, the adjacent rail corridor, train station and the sensitive UNESCO World Heritage Blue Mountains. Heritage listed structures including the Hydro Majestic Hotel along with the simultaneous construction of a new pedestrian bridge and train station upgrade, makes this a complex project.

Due to the requirement of maintaining traffic on the highway at all times, we have an extensive program of night works and are managing a consistently high volume of interactions with the local community, liaising closely with impacted residents and property owners during our work.



Photo credit: Simon Runtling



Photo top left
 May Road TBM, 2023

Photo bottom left
 47m-deep shaft at Lyon Ave
 construction site

Photo right
 Mangere Pump Station 2024

Central Interceptor

Location
AUCKLAND

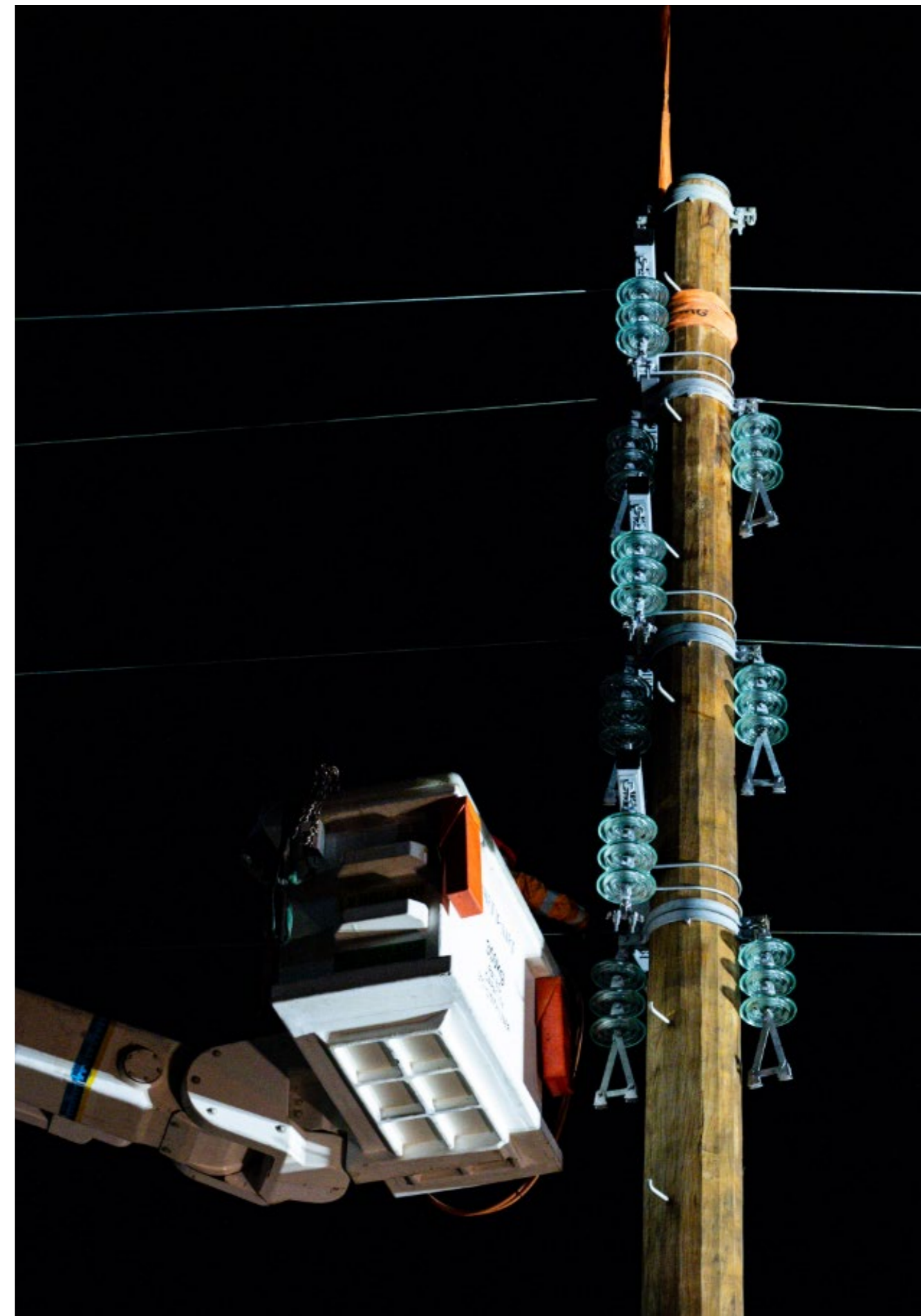
Client
WATERCARE

JOINT VENTURE PARTNER
GHELLA

The Central Interceptor is a major infrastructure project designed to improve Auckland's wastewater capacity to accommodate its growing population and will significantly reduce the frequency and volume of wastewater overflows, helping to protect the city's beaches, estuaries and waterways. The project includes construction of a 14.7km long, 4.5m diameter underground tunnel which runs between 15 and 110m below Grey Lynn and under the Manukau Harbour to the Māngere Wastewater Treatment Plant using tunnel boring machines. Additionally, it includes several smaller tunnels: 3.2km of 2.1m internal diameter, 1.1km of 2.4m internal diameter, and approximately 900m of 900mm internal diameter, 18 permanent shafts for operational use and future access, drop shafts, flow control and overflow structures, grit traps, air vents and treatment facilities, pump station and rising mains.

In July 2024, the Point Erin extension to the main tunnel was also awarded extending the project until 2027. The extension will add just over 1.5km to the main tunnel. Since construction began in 2019, the Central Interceptor has seen the induction of over 4,000 workers across 17 sites. The team's diligent efforts are ensuring the project is on track to be completed by 2026, with a 7.6km section of the Central Interceptor tunnel set to go live before Christmas 2024. Currently, the tunnel boring machine (TBM), Hiwa-i-te-Rangi is still engaged in tunnelling works, having bored over 11km since departing Māngere in August 2021.

The TBM is currently 40m deep underneath Mt Albert and is due to reach the Western Springs shaft by September. At the Mangere pump station site, it is a particularly exciting time with significant developments underway. Construction works on the wet well and emergency pressure relief systems are progressing well, and the site is currently undergoing a major face lift.



The New Intercity Fleet AC Feeder Stage 2 Upgrade

Location
SYDNEY, NSW

Client
TRANSPORT FOR NSW

The New Intercity Fleet AC Feeder Stage 2 Upgrade is part of the Power Supply Upgrade works aimed at enhancing resilience and ensuring reliable power delivery to Sydney's rail network to meet the future demands of a new fleet of air-conditioned trains.

The project has seen the team upgrading substations, section huts, overhead wiring and feeders and delivering infrastructure to create a turnkey solution.

The major works for this project were completed in June 2024, with final handover expected to be completed by Christmas 2024.



Churchill East Pump Station

Location

HAMPTON DOWNS, NZ

Client

WAIKATO REGIONAL COUNCIL

The completion of the Churchill East pump station upgrade marks a significant achievement in enhancing drainage and flood protection for approximately 1,480Ha of productive farmland. This project has not only bolstered flood resilience but also ensured compliance with requirements for safe fish passage.

Key to the upgrade was the replacement of the four existing pumps with two advanced enclosed Archimedes screw pumps. This upgrade necessitated the demolition and reconstruction of the intake and outlet structures behind a coffer dam, a process that involved careful planning and execution to maintain operational integrity.

A notable challenge faced during the project was the creation of the cofferdam around the operational pump station, which required the installation of backup pumps to manage wet weather conditions. The successful navigation of these challenges highlights our team's expertise and commitment to delivering effective and sustainable infrastructure solutions for the community.



Merrimac Dewatering and Aeration Upgrades

Location
GOLD COAST, QLD

Client
CITY OF GOLD COAST

The dewatering and aeration upgrades at the Merrimac Wastewater Treatment Plant will improve the reliability and efficiency of the treatment plant and will increase the capacity to cater for increased flows and a rapidly expanding population.

The project combines new dewatering facilities inclusive of a Waste Activated Sludge (WAS) Break Tank, WAS Thickening System, WAS Thickening Dewatering System, Outloading System, high and low voltage works and systems controls, and the Stage 4 and 5 Bioreactors Aeration Header Upgrades. The works include civil, mechanical, electrical and process engineering, design, management and construction to ensure the plant operates efficiently and is equipped to cater for future demands.

The upgrades at the Merrimac WWTP are progressing well, with completion expected by Christmas 2024. The project team has made a positive community and environmental impact, achieving 60% local spend, utilising over 2,500 tonnes of imported recycled materials, and dedicating more than 5,000 hours to industry starter training.

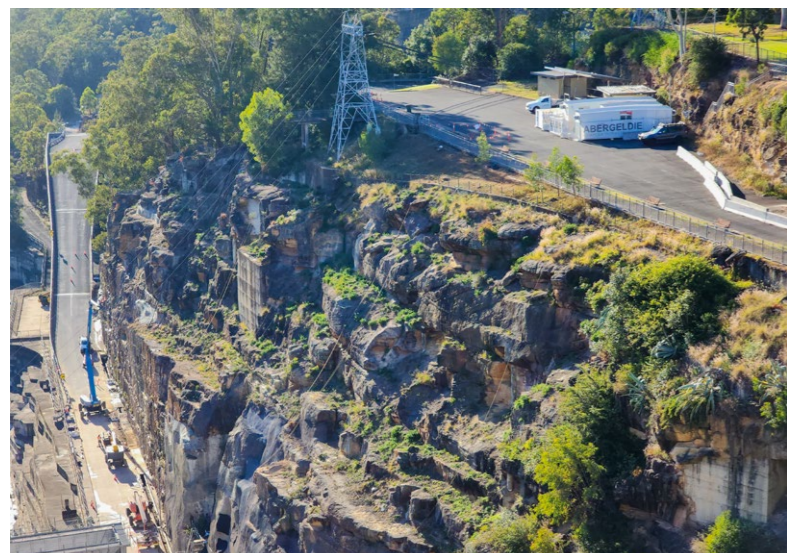


Photo top left
Warragamba Pipeline Tranche 2

Photo bottom left
Greater Sydney Rockfall Stabilisation

Photo middle
Warragamba Pipeline Valves and Controls Upgrade

Photo right
Warragamba Deep Water Pump Station

Asset Renewals and Replacement program

Location
NSW

Client
WATERNSW

The Asset Renewal and Replacement program is designed to maintain operational capability and ensure regulatory compliance, with a core focus on delivering water where and when it matters most. As a key construction partner under a long-term contract with WaterNSW, Abergeldie is delivering multiple work packages across civil, mechanical, and electrical disciplines. These projects are spread across greater Sydney and regional New South Wales, encompassing all bulk water storage and distribution assets. The program is structured for a 5-year initial term with an option to extend it for an additional 3 years, highlighting our commitment to sustaining vital water infrastructure for communities across the state.

Key projects delivered under this program this past year include the Warragamba Pipeline Coatings Tranche 2 project, Chaffey Resnagging Biodiversity Offset Scheme, Shoalhaven Control Gate Renewals Project, Nepean Weirs E-Flow Remediation Upgrade Project as well as the completion of 4 significant outages on Warragamba Pipeline Valves and Controls upgrade project, with works due for completion at end of December 2024.



Castle Hill Water Recycling Plant Compliance Project

Location
CASTLE HILL, NSW

Client
SYDNEY WATER

The Castle Hill Water Recycling Plant Compliance Project is part of a larger Sydney Water project to link three treatment plants in Sydney's North-West, creating a new North West Treatment Hub which aims to provide a more efficient and integrated wastewater system to cater for growth in the area and keep our waterways clean.

The upgrade includes new inlet works, new odour control facility, upgrades to the primary sedimentation process, upgrade to the secondary treatment process including addition of an anoxic zone, new tertiary filters, new and upgraded chemical facilities, upgraded disinfection system and high and low voltage electrical works.

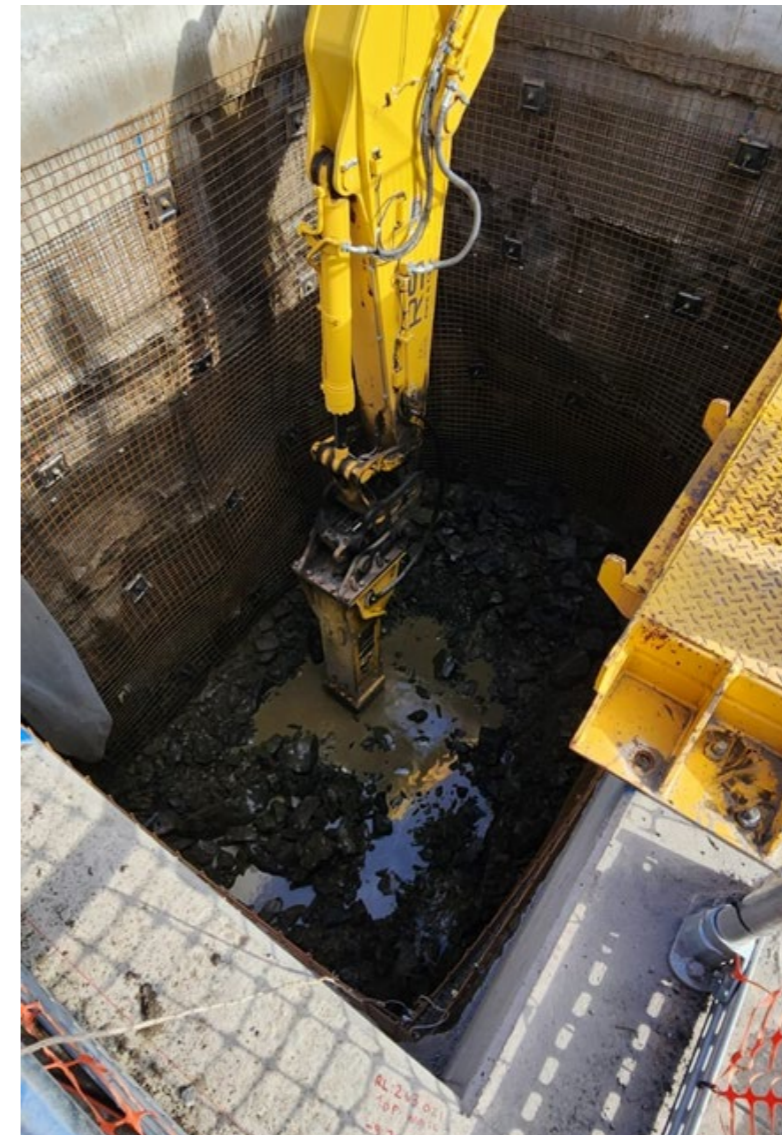


Photo left
Maribyrnong Main Sewer Augmentation

Photo right
Yan Yean to Bald Hill Pipeline
launch shaft at Merri Creek

Safety Focused Performance Joint Venture

Location
VIC

Client
MELBOURNE WATER

Joint Venture Partners
DOWNER
STANTEC

The Melbourne Water Major Capital Delivery Program for design and construction and rehabilitation services commenced in June 2018 to deliver capital works and renewals projects across both water and sewerage assets for 10 years. The Safety Focused Performance Joint Venture, a partnership between Abergeldie, Downer, and Stantec, is one of two service providers actively bidding and delivering work packages under the program.

The works under the program include upgrades, refurbishments, renewal and construction of treatment plants, filtration and ozone dosing systems, solids handling and anaerobic digestion, biogas capture treatment and handling, solar energy, and pipelines.

The Framework Agreement is based on collaboration, value for money, and trust, with a strong focus on safety and social procurement as well as expertise in engineering, design, construction, and commissioning.

Some of the key projects currently being delivered by the SFPJV include the Maribyrnong Main Sewer Augmentation, the Gardiners Creek Sewer Rehabilitation, the Yan Yean Water Treatment Plant Upgrade, and the ETP HV-LV Renewals along with the HV 62A Switchboard installation at the Eastern Sewerage Treatment Plant.

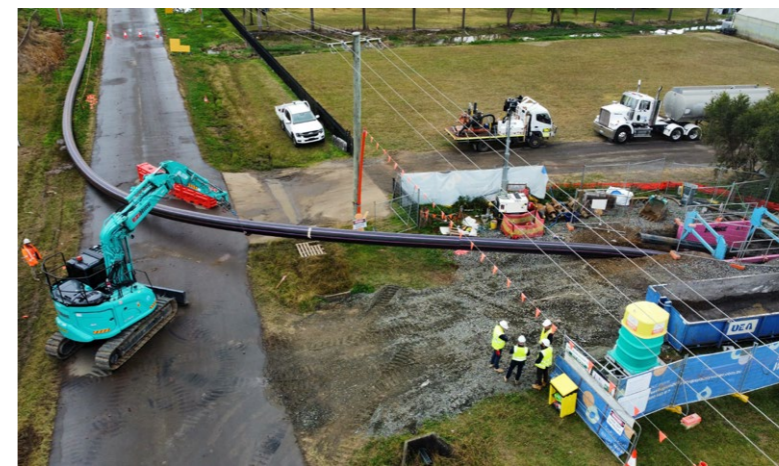


Photo left
Austral Leppington

Photo top right
Picton Water Resource Recovery Facility

Photo bottom right
Western Sydney Aerotropolis Growth Area

West Region Delivery Team

Location
WESTERN SYDNEY, NSW

Client
SYDNEY WATER

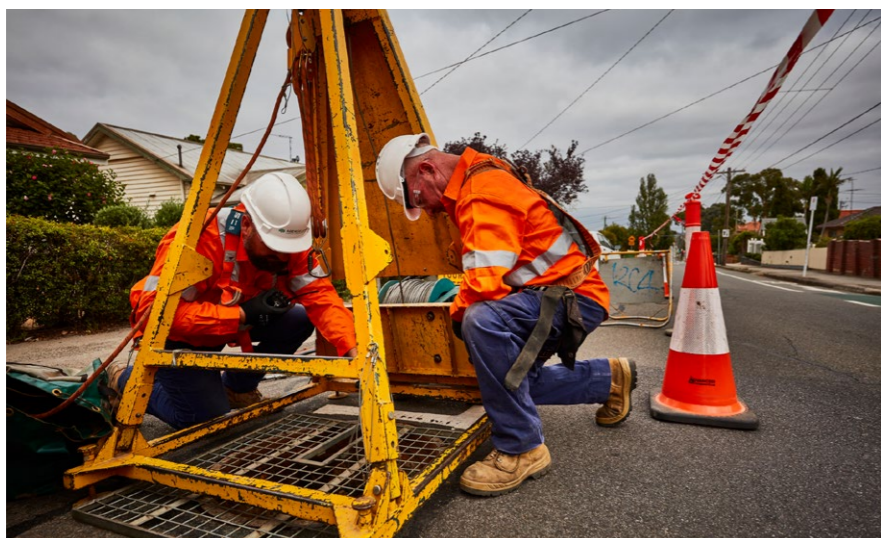
Joint Venture Partners
ATLAS ENGINEERING
FULTON HOGAN
STANTEC
PROGRAMMED

The West Region Delivery Team was established with Sydney Water under a collaborative contracting framework - Partnering for Success. The West Region Delivery Team is delivering design, construction, maintenance, and facility management services under a 10-year programme across Sydney Water's wastewater, water and recycled water systems extending from Sydney's inner west suburbs out to the Blue Mountains including Sydney Growth Area and part of the North West Growth Centre.

Abergeldie leads the delivery of capital works (excluding SPV major projects typically >\$70 million in value), operational maintenance and facilities management of water supply and wastewater assets across Western Sydney. The scope includes concept design, estimating, detail design, early tender

involvement, early contractor involvement, the annual integrated works program, construction, maintenance, and facilities management of all assets including facilities such as water and wastewater treatment plants, pipelines, pump stations, reservoirs, including assets such as data centres, offices, and depots.

Key projects being delivered under this partnership include the Austral Leppington development, the Liverpool CBD South West Growth Area, which features the new water pumping station at Leura, the Penrith Water Recycling Plant dewatering process upgrade, and infrastructure for the Western Sydney Aerotropolis Growth Area.



Abergeldie Pipeline Renewals

Our pipeline renewals business unit provides end-to-end rehabilitation and replacement services across water, wastewater and stormwater utility assets. Our solutions and technologies include conventional construction, lift and relay, removal of asbestos water mains, pureflow, pipebursting, directional drilling, EX PVC fold-and-form pipe lining, CIPP pipe lining, structural patches, junction sealing, GRP jacking, dead-end lining, maintenance hole and pit rehabilitation, CIPM, civil repairs and vent shaft rehabilitation.

This year, some of the key clients we have serviced include Sydney Water, Yarra Valley Water, Melbourne Water, City of Gold Coast, Downer Logan and Downer – Urban Utilities.



Projects Won



Parsley Bay Pump Station

Location
VAUCLUSE, NSW

Client
SYDNEY WATER

Abergeldie is pleased to be partnering with Sydney Water to deliver a new pump station and supporting infrastructure at Parsley Bay as part of the Refresh Vaucluse and Diamond Bay Project. The project follows extensive community consultation, with Sydney Water exploring all options to safely capture wastewater from the Watsons Bay and Vaucluse areas and divert it away from one of Sydney's last remaining ocean outfalls at Vaucluse.



ABK Joint Venture

Location
**MELBOURNE'S
SOUTH EAST, VIC**

Client
**SOUTH EAST
WATER**

Abergeldie, through a strategic joint venture with BMD and KBR was selected by South East Water as one of two industry partners to deliver major infrastructure upgrades under an Integrated Planning and Delivery model. This 10-year contract will ensure quality and reliable water, sewerage, and recycled water services across the region.



Yarra Valley Water Delivery Reliability Program

Location
MELBOURNE, VIC

Client
**YARRA VALLEY
WATER**

Abergeldie has been selected as one of two Delivery Partners to provide works that form part of the Yarra Valley Water Delivery Reliability Program over the next 12 years. The program aims to support the health and well-being of customers, communities, and the environment. The work includes planned inspections, maintenance and renewals of water and sewer networks and associated network assets.



Mardi Water Treatment Plant Upgrades

Location
CENTRAL COAST, NSW
Client
CENTRAL COAST COUNCIL

Abergeldie is collaborating with the Central Coast Council to upgrade the Mardi Water Treatment Plant. These upgrades will deliver up to 160 million litres of high-quality drinking water daily to over 200,000 Central Coast residents, ensuring the region's water security. The project includes adding a Dissolved Air Flotation unit, chemical dosing, and other enhancements to the existing plant.



Watercare Asset Upgrade and Renewal Program

Location
AUCKLAND, NZ
Client
WATERCARE

Abergeldie was selected for a panel to deliver a 5-year programme focused on renewing and replacing wastewater infrastructure in Auckland, New Zealand. This program is designed to enhance community health and environmental sustainability. The work will include upgrades and renewals of key infrastructure pump stations, trunk sewers, rising mains, and gravity mains.

Other projects won

NSW

- Offord Road Causeway Replacement
- Civil Spot Repair – Burgess Street, Brooklyn
- Warragamba Pipeline Tranche 2 Coatings
- Warragamba Pipeline Inspection
- ARTC Reconditioning Term Contract – Muswellbrook, Branxton and Antiene
- Hunter Valley Turnout Installation FY24/25
- Shoalhaven Control Gates – SP2 WP1
- Warragamba Dam Radial Gates SP1
- T-Way Stages 1 and 2 Cycleway at Constitution Hill
- ARTC Reconditioning Term Contract – FY22/24 Mangoola, Newdell, Breeza and Wingen
- Warragamba Pipeline Inspection outage 4
- Hunts Creek Bridge
- Chaffey Pipeline Biodiversity Offset – Snagging
- Warragamba Deep Water Pump Station
- ARTC-HV Turnout Term Contract FY24 – Sandgate and Port Waratah
- Wallendbeen Bridge Replacement
- Upper Hunter Shire Council Sewer Reticulation FY23/24
- Denman Ogilvie Street Level Crossing
- ARTC Hunter Valley Turnout Installation, FY24 – Sandgate and Port Waratah
- ARTC Reconditioning Muswellbrook Culvert, Bengalla Culvert, Grasstree and Drayton Reconditioning
- D4C – Bundle 19 – PK01 Reticulation

VIC

- Sewer Renewals Package 9 – Mornington
- Yarra Ranges Stormwater – FY24/25 and FY25/26
- Brimbank Stormwater FY23/24
- Barwon Water 2-year contract extension
- Stormwater Rehab – Quarry Hill – DN750 x 39M
- Terranora Road Culvert – DN450 x 19m (Bend)
- HSL Lining FY23/24

QLD

- South Caboolture and Bribie Island Grit Upgrade
- City of Gold Coast Stormwater contract extension FY23/24
- Urban Utilities Sewer Reticulation FY23/24
- Maroochydore STP Program – Diffuser Renewal
- Maroochydore STP Program – Blower Pipework
- Noosa Bioreactor Flow Splitter Repairs
- Coolmunda Dam Seepage Investigation
- Kawana STP MBBR Media Installation
- Logan Sewer – Reticulation – FY24/25
- Maroochydore STP Program – MAR0053 Inlet Works Refurbishment
- DN375 Brisbane Airport (Renewals)
- Urban Utilities Sewer Reticulation FY24/25
- Rockhampton Sewer Reticulation FY24/25 – Year 4
- Unitywater – Contract Extension Approved (Renewals)

New Zealand

- Churchill East Pump Station Upgrade
- Korataha Terrace Pipe Renewal
- Norman Road Flood Mitigation
- Auckland Emergency Flood Repair Works



Building Better Communities



Living our values: The Abergeldie Way

Corporate Social Responsibility

Abergeldie continued its corporate social responsibility activities, donating over \$500,000 to charitable organisations. We extended our sponsorship of the St Vincent De Paul Society Vinnies Van in Western Sydney for a further three years and continued our long legacy of participating in the Vinnies CEO and community sleepouts. We continued our support of WaterAid, Oxfam, Engineers without Borders, Mates in Construction and Beyond Blue.



Investing in and supporting our people

At Abergeldie our people are the heart of our success. As a company, we have continued to support and invest in our people, helping them to build long-term careers with Abergeldie. Over the last twelve months, this commitment has been reinforced with our Career Framework which offers clarity and pathways for progression within the business. We have also developed and implemented several signature training programs in The Abergeldie Way, including the Supervisor Leadership Program, Commercial Management and Contract Management training, Project Management training, and numerous Lunch 'n Learn sessions throughout the year. These initiatives along with our mentoring program have provided our people with opportunities to grow and develop and contribute to our success.



Leadership for Supervisors



EGM Mark Whelan and Chloe Brooker

Celebrating success together

Throughout the year, we have gathered in The Abergeldie Way to celebrate our success together. Our annual business planning conference provided an opportunity for our business leaders to reflect, plan and celebrate our achievements.

Our people and projects were also recognised and celebrated with several awards, including:

- Permanent Way Institution (PWI) NSW 2023 Award for our work on the ARTC Southern Highlands Overtaking Opportunities Early Works
- Elissa Miller: 2023 CCF NSW Women in Civil Construction Award
- Daniel Remaili: 2023 CCF NSW Engineer of the Year (Contracts over \$2M)
- Paul Galea: 2023 CCF NSW Engineer of the Year (Contracts under \$2M).
- Sonny Butler: 2023 CCF VIC Trainee of the Year (Male)
- 2023 CCF QLD Earth Award, Project Value \$2M to \$5M: Minnippi Parklands Shared Path for Brisbane City Council
- Melissa Pollock: Australian Workplace Health & Safety Awards 2023 - Australian WHS Leader of the Year (companies less than 1,000 employees)
- IFS Connect Hero: Runner up award.

Our BBQs, special events and Christmas parties provided additional opportunities to celebrate and strengthen our sense of community and shared purpose.



1 CCF People Awards 2023
 2 Business Planning Conference 2024
 3 Australian WHS Awards 2023
 4 CCF People & Training Awards
 5 PWI NSW 2023 Award
 6 Sonny Butler 2023 CCF VIC Trainee of the Year





Photo top left
Tree planting in Dubbo, NSW in partnership with Landcare

Photo top right
Vinnies CEO Sleepout volunteers

Photo bottom left
BOOTS Program Graduation

Photo bottom right
Mark Bruzzone at Vinnies CEO Sleepout

In the community

Our people and project teams have generously given their time, volunteering and supporting several community organisations and causes that are close to our heart, including Vinnies, WaterAid, Landcare, Beyond Blue, Mates in Construction and Engineers without Borders Australia and New Zealand.

To promote a more inclusive world, our teams have led several important initiatives to promote career opportunities within the construction industry. These included the Sista's in Trade program, a platform to help First Nation's women to kickstart a career in construction, the BOOTS Program, a fee-free trade readiness program and talks with local schools for aspiring young women.

We have also continued to support key industry bodies, including the national and state-based Civil Contractors Federations, the Australian Water Association, the Permanent Weigh Institution, Australasian Society of Trenchless Technology, among others. This involvement highlights our commitment to advancing industry standards and contributing to the broader professional community. Through these efforts, we continue to foster strong relationships and drive meaningful change both locally and within our industry.



ABERGELDIE
COMPLEX INFRASTRUCTURE

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