



Tel: 612 9921 2205
Fax: 612 9921 2694

The Australian Gas Light Company
ABN 95 052 167 405

Greg Martin
Managing Director

AGL Centre
111 Pacific Highway
North Sydney
NSW 2060

Locked Bag 944
North Sydney
NSW 2059
www.agl.com.au

15th June 2005

To whom it may concern,

DATTNER GRANT

AGL has retained the services of Dattner Grant over a period of years in the area of Strategic Leadership, Transformation and People Development. They have worked closely with the Managing Director and his senior team so that Dattner Grant thoroughly understand the character, ethos and directions of the AGL businesses. From this understanding they have been able to move to assume the roles of confidante, advisor and business partner, rather than that of consultant.

The sustained involvement of Dattner Grant within AGL has led to the development of an approach to leadership which builds on "The Essential AGL" – the core of what defines and guides us in terms of purpose, values and ambitions. Leadership within AGL begins with helping people to understand themselves so that they can better help develop others. This process begins at senior levels, and has now been cascaded to front line and new leaders.

Dattner Grant has also provided individual and team coaching and advice to the leadership team, helping to define and reinforce high performance in developing an integrated approach across all aspects of AGL's leadership and cultural development which is recognised as extremely valuable. The relationship will continue, extending beyond business cycles and market variations, as a truly sustainable competitive advantage for AGL.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'G. Martin', with a short horizontal line underneath.