

## 1. Community Engagement and Benefits Sharing Commitments

Project Operator must deliver the shared community benefits as Social Licence Commitments to First Nations, community, stakeholder and local community beneficiaries to at least the \$ value identified and within the timeframes specified in Table 2.1.

Note: Project Operator must provide the shared community benefits to the community beneficiaries to at least the value identified and within the timeframes specified in Table 2.1.

**Table 2 – Shared community benefits commitments**

| Shared Community Benefit Commitments                                                                                                                                                                                                                                                                                                        | Value to beneficiary (Real A\$ as at the Tender Date) | Timing of delivery                                        | Duration of Initiative (Years) | Included as part of Development/Planning Requirements in Project's Jurisdiction (yes/no) |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|-----------------------------------------------------------|--------------------------------|------------------------------------------------------------------------------------------|
| 2.1.1 Environmental above and beyond project <ul style="list-style-type: none"><li>As part of the biodiversity assessment report for the project, Project Operator committed to providing a net-positive conservation act in relation to the biodiversity impacts of the project.</li></ul> This is the same commitment as commitment 3.1.1 | \$50,000                                              | One-off payment during construction before 1 October 2028 | 1                              | No                                                                                       |
| 2.1.2 First Nations Heritage Project<br>*meeting/keeping place artefacts.(this was missing in the area)<br>This is the same commitment as commitment 3.1.5                                                                                                                                                                                  | \$25,000                                              | One-off payment during construction before 1 October 2028 | 1                              | No                                                                                       |
| 2.1.3 First Nations Artwork <ul style="list-style-type: none"><li>As part of the business' sustainability framework for benefit sharing, Project Operator commissions</li></ul>                                                                                                                                                             | \$30,000                                              | One-off payment during construction                       | 1                              | No                                                                                       |

|                                                                                                                                                                                                                                                                                                                     |             |                                    |    |    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|------------------------------------|----|----|
| artwork that celebrates renewable energy and local culture.                                                                                                                                                                                                                                                         |             | before 1 October 2028              |    |    |
| 2.1.4 First Nations Benefit Fund <ul style="list-style-type: none"> <li>As part of the business' commitment to First Nations groups the project will administer a separate community fund. This fund will be administered by a third party organisation.</li> </ul> This is the same commitment as commitment 3.1.3 | \$271,807   | Total per year post 1 October 2027 | 20 | No |
| 2.1.5 Community Benefit Fund<br>Same as above for broader community                                                                                                                                                                                                                                                 | \$1,087,226 | Total per year post 1 October 2027 | 20 | No |

**Note:** Project Operator must provide the commitments to First Nations to at least the \$ value identified and within the timeframes specified in Table 3.1.

## 2. First Nations and Social Licence Commitments

**Table 3.1 – First Nations Commitments**

| Commitments to First Nations              | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Average Annual \$ Commitment | Active Duration (years) | Total commitment over life (real A\$ as at the Tender Date) | Start date      | End date        |
|-------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|-------------------------|-------------------------------------------------------------|-----------------|-----------------|
| 3.1.1 – Indigenous Participation          | <p>Indigenous employment and supply chain outcomes are long-term economic and capacity-building benefits that the Project will deliver for the Wilman people within the Gnaala Karla Boodja region.</p> <p>Neoen have committed to a 3% Indigenous employment target (for balance of plant, excluding technology) across construction and operational phases of the project, with the intention of delivering beyond this. Neoen has a committed Indigenous Participation Officer to help Neoen achieve these targets.</p> <p>The construction employment target will be based on 3% of manhours of the total pre-construction estimate for balance of plant.</p> | \$75,000                     | 1.5                     | \$150,000                                                   | 01 October 2025 | 01 April 2027   |
| 3.1.2 – Cultural Heritage Monitoring      | Cultural Heritage Monitoring during construction that involves the systematic observation and documentation of archaeological, architectural, and historical resources that may be impacted by construction activities. This process ensures that any significant cultural artifacts, structures, or sites are identified, preserved, and protected in accordance with Western Australian heritage laws, including the Aboriginal Heritage Act 1972 and the Heritage Act 2018.                                                                                                                                                                                    | \$100,000                    | 2                       | \$200,000                                                   | 01 October 2025 | 01 October 2027 |
| 3.1.3 –First Nations Benefit Sharing Fund | First Nations Benefit Fund established through the Bendigo Bank Community Enterprise Foundation will distribute funding annually over                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | \$20,000                     | 20                      | \$271,807                                                   | 01 October 2027 | 01 October 2047 |

|                                                        |                                                                                                                                                                                                                                                                                                                     |           |   |                    |                 |                 |
|--------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|---|--------------------|-----------------|-----------------|
|                                                        | the project life to ensure that financial benefits from the Project are shared with the First Nations People. A board will be appointed to oversee the allocation of funds including active and regular consultation with the Whadjuk people and the Whadjuk Aboriginal Corporation.                                |           |   |                    |                 |                 |
| 3.1.4 – First Nations Opening Ceremony                 | Elders from the Whadjuk people will be invited to provide an opening ceremony for the Muchea BESS.                                                                                                                                                                                                                  | \$3,000   | 1 | \$3,000            | 01 October 2027 | 01 October 2028 |
| 3.1.5 – First Nations Heritage Project                 | One off contribution will be utilised to develop a meeting place or means to support the preservation of local heritage culture in proximity to the Gingin Brook Waggyt Site.                                                                                                                                       | \$25,000  | 1 | \$25,000           | 01 October 2026 | 01 October 2027 |
| 3.1.6 – First Nations Artwork                          | Will engage a First Nations artist in consultation with the Traditional Owners, the host landowners and Shire of Chittering to create a public artwork of cultural significance                                                                                                                                     | \$30,000  | 1 | \$30,000           | 01 October 2026 | 01 October 2027 |
| 3.1.7 – Indigenous Employment and Spend with BOP Scope | Neoen have committed to a minimum 3% Indigenous employment target (for balance of plant, excluding technology) and 2% by value across the construction phase of the Project.<br><br>The construction employment target will be based on 3% of manhours of the total pre-construction estimate for balance of plant. | \$904,573 | 2 | \$1,809,146        | 01 October 2025 | 01 October 2027 |
| 3.1.8 – Apprentice, Cadet Hours for BOP Scope          | Commitment to upskilling the First Nations workforce, this may involve in-kind support with submitting tenders and setting up businesses.                                                                                                                                                                           | \$100,508 | 2 | \$201,016          | 01 October 2025 | 01 October 2027 |
| <b>Total</b>                                           |                                                                                                                                                                                                                                                                                                                     |           |   | <b>\$2,689,969</b> |                 |                 |

**Note:** Project Operator must provide Local employment to at least the \$ value identified and within the timeframes specified in Table 3.2.

**Table 3.2 – Commitments to Local employment**

| Specific commitment                                                        | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Average Annual \$ Commitment                                                 | Active Duration (Years) | Total Commitment Over Life (Real \$A as at the Tender Date) | Start Date      | End Date        |
|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|-------------------------|-------------------------------------------------------------|-----------------|-----------------|
| 3.2.1 – Employment of Community Liaison Officer                            | Neoen has employed a community Liaison office for their Western Australian Projects. The community liaison officer is a locally employed contractor who works directly with the community to respond to community feedback. This information will be used to understand community needs and focus for the ongoing community benefit fund. The community liaison officer will also take part in the local contractor open days organised by our EPC contractor to ensure local businesses have the opportunity to be a part of the Muchea BESS Project. | \$10,000 (for a part time role or a person working across multiple projects) | 20                      | \$135,903                                                   | 01 October 2027 | 01 October 2047 |
| 3.2.2 – Local Employment Hours for BOP Scope                               | Commitment to locally sourced employment. This commitment involves employing Local people on the project.                                                                                                                                                                                                                                                                                                                                                                                                                                              | \$4,568,551                                                                  | 2                       | \$9,137,102                                                 | 01 October 2025 | 01 October 2027 |
| Example Commitment 3.2.3 – Apprentice, Trainees, Cadet Hours for BOP Scope | Commitment to upskilling the workforce. This commitment involves employing apprentices, trainees and/or cadets to help them upskill on battery storage technology.                                                                                                                                                                                                                                                                                                                                                                                     | \$2,284,276                                                                  | 2                       | \$4,568,551                                                 | 01 October 2025 | 01 October 2027 |
| <b>Total</b>                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                              |                         | <b>\$13,841,556</b>                                         |                 |                 |

**Note:** Project Operator must use Local Content to at least the \$ value identified and within the timeframes specified in Table 3.

**Table 3.3 – Commitments related to use of Local Content**

**Table 3.3.1 – Pre-COD (CAPEX)**

| Commitment to Local Content               | Description of Local Content Component                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Total CAPEX (Real A\$ as at the Tender Date) | Total Local (Real A\$ as at the Tender Date) |
|-------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|----------------------------------------------|
| BESS                                      | <p>All EPC BESS-related Capex</p> <ul style="list-style-type: none"> <li>Accounting for import taxes, warehousing, local supplier markup, shipping, logistics.</li> <li>Based on ICN Victoria advice for local content related to 100% imported products.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | \$145,874,978                                | \$26,257,496                                 |
| BOP                                       | <p>Commitment to local spend for plant construction.</p> <ul style="list-style-type: none"> <li>Includes employment and sourcing outcomes.</li> <li>First preference is to secure workforce from WA.</li> <li>This will be achieved through direct employment or via our subcontractors.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                      | \$91,371,022                                 | \$27,411,307                                 |
| Non-EPC Capex                             | All capex costs not related to EPC contractor such as grid modelling, owners engineers, land lease cost, connection cost, etc.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | \$35,490,781                                 | \$21,094,654                                 |
| Environmental Above and Beyond Initiative | <p>Commitment to the Shire of Chittering, Chittering Landcare restoration project. This will add value to local jobs as well as deliver value to the local community.</p> <p>Chittering Landcare will work with local landholders, Traditional Owners, and the community to revegetate priority sites using locally native species. Activities will include weed control, site preparation, propagation and planting of seedlings, community planting days, and follow-up maintenance and monitoring to ensure long-term success.</p> <p><b>Ongoing Benefits</b></p> <ul style="list-style-type: none"> <li>Increased biodiversity and healthier ecosystems.</li> <li>Improved habitat and food sources for threatened fauna.</li> </ul> | \$50,000                                     | \$50,000                                     |

|              |                                                                                                                                                                                                                                                                                                                                                                         |                      |                     |
|--------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|---------------------|
|              | <ul style="list-style-type: none"> <li>• Stronger ecological connections between remnant bushland and waterways.</li> <li>• Enhanced soil stability and water quality.</li> <li>• Long-term climate resilience through carbon sequestration and landscape repair.</li> <li>• Community ownership, knowledge-sharing, and pride in environmental stewardship.</li> </ul> |                      |                     |
| <b>Total</b> |                                                                                                                                                                                                                                                                                                                                                                         | <b>\$272,786,781</b> | <b>\$74,813,457</b> |

**Table 3.3.2 – Post-COD (OPEX)**

| <b>Commitment to Local Content</b>                    | <b>Description of Local Content Component</b>                                                                                                                                                                                                                                                                                                                          | <b>Total OPEX (Real A\$ as at the Tender Date)</b> | <b>Total Local (Real A\$ as at the Tender Date)</b> |
|-------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|-----------------------------------------------------|
| Community Benefit Fund (full 20 year operations life) | Community Benefit Fund established through the Bendigo Bank Community Enterprise Foundation to distribute funding annually over the project life to ensure that financial benefits from the project are shared with the local community. A board including members of the local community and the Shire of Chittering is appointed to oversee the allocation of funds. | \$1,190,197                                        | \$1,190,197                                         |
| Asset Management Cost (full 20 year operations life)  | Asset manager based in Perth, WA.                                                                                                                                                                                                                                                                                                                                      | \$1,359,033                                        | \$1,359,033                                         |
| O&M                                                   | Operating and maintenance costs, including hiring local contractors for the maintenance and operation of the Project.                                                                                                                                                                                                                                                  | \$83,726,216                                       | \$66,980,973                                        |
| <b>Total</b>                                          |                                                                                                                                                                                                                                                                                                                                                                        | <b>\$86,275,446</b>                                | <b>\$69,530,203</b>                                 |

**Table 3.3.3 – Summary of commitments related to use of Local Content**

| <b>Commitments related to use of Local Content</b> | <b>Real A\$ as at the Tender Date</b> |
|----------------------------------------------------|---------------------------------------|
| Pre-COD                                            | \$74,813,457                          |
| Post-COD                                           | \$69,530,202                          |
| <b>Total Local Content cost</b>                    | <b>\$144,343,659</b>                  |