

CIS Tender 4 – NEM Generation Merino Solar Farm (Project)

Social Licence Commitments

All amounts are stated in real AUD\$ as of 10 August 2026. Capitalised terms have the meanings given in the Definitions section of this document.

Social Licence Commitment	Commitment Description
Shared community benefits commitments	The Project has committed to delivering a minimum of \$13.5 million in shared local community benefits over the life of the Project, equivalent to approximately \$850/MW/year or \$382,500 per year, indexed annually to CPI. These benefits will be delivered through a combination of initiatives during project development and construction, together with ongoing programs throughout the operational life of the Project. The detailed allocation of funding and delivery arrangements for certain initiatives continue to be developed in consultation with the local community and relevant stakeholders to maximise their positive social and economic impact. Given ongoing community consultation activities, the detailed implementation framework for these commitments is expected to be established over the next 12 months and refined over time to respond to evolving community priorities
First Nations people commitments	Across development, construction and operations, the Project has committed more than \$19 million towards First Nations procurement, employment, training, workforce development, community initiatives and educational support, together with specific First Nations employment participation targets. • During development (1 March 2020 - 1 February 2027): ○ \$437,901 in work contracted to First Nations Businesses. ○ With a target of 2.5% of First Nations employment participation relative to the total labour hours during the relevant Project phase. • During construction (pre-COD) (1 March 2027 - 30 November 2029): ○ \$2,278,993 to work contracted to First Nations Businesses, supporting participation by First Nations Businesses in Project procurement opportunities.

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	○ \$2,177,573 to First Nations training and workforce development. ○ \$150,000 for vocational training for First Nations communities, with program details to be developed through community consultation. ○ With a target of 3.11% of First Nations employment participation during construction relative to the total labour hours during the relevant Project phase. • During operations (post-COD), over 35 years (1 December 2029 - 1 December 2064): ○ \$6,836,979 to work contracted to First Nations Businesses. ○ \$6,532,718 dedicated to First Nations training, skills development and workforce participation initiatives. ○ \$550,000 (approx. \$15,714 p.a.) in support for the local First Nations community, with initiatives to be developed through community consultation. ○ \$300,000 (approx. \$8,571 p.a.) for tertiary education and scholarships for First Nations community members. ○ Throughout operations, the Project targets 10% in First Nations employment participation relative to the total labour hours during the operations phase.
Commitments to local employment	Throughout the project lifecycle (1 March 2020 - 1 December 2064), the Project is committed to supporting local employment, workforce participation and skills development, including opportunities for Apprentices, trainees, women, Local Workers and other Underrepresented Groups: ○ Learning Workers: The Project is targeting 21% of Workforce Participation, equating to 465,624 hours of work, for Learning Workers. ○ Apprentices: Within Trade occupations, the Project is also targeting 21% of Trade positions, equating to 465,624 hours, for Apprentices. ○ Underrepresented Groups: The Project is targeting 21% of Workforce Participation, equating to 465,624 hours, for Underrepresented Groups.

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	○ Local Workers: The Project is targeting 19% of Workforce Participation, equating to 421,278 hours of work, for Local Workers across the development, construction and operations phases. Within Trade occupations, the Project is also targeting 22% of Trade positions, equating to 487,796 hours, for Local Workers in Trade roles. ○ Women in the workforce: The Project is targeting increased gender diversity across the workforce with 20% of Workforce Participation, equating to 443,451 hours, for women. Within Trade occupations, the Project is also targeting 1% of Trade positions, equating to 22,173 hours, for women in Trade roles. ○ Women in apprenticeship pathways: The Project is targeting 3% of apprenticeship and trainee hours, equating to 66,518 hours, supporting improved gender diversity in early career pathways across the Project. Within Trade apprenticeship pathways, the Project is also targeting 2% of Trade apprentice hours, equating to 44,345 hours, for women undertaking Trade apprenticeships and traineeships.
Commitments related to the use of local content ¹	○ Local Content during development and construction: The Project has committed 48% of total CAPEX, covering the period of 1 March 2020 - 30 November 2029, to Local Content, ensuring Local businesses benefit from procurement opportunities associated with the Project. ○ Local Content during operations: The Project has committed 68% of total OPEX, covering the period of 1 December 2029 - 1 December 2064, to Local Content, supporting ongoing participation of Local businesses in the operation and maintenance of the Project. ○ Local steel: The Project has further committed to use 66.45% of Local steel for Project construction activities, over the period (1 March 2027 - 30 November 2029), supporting Local manufacturing. Where supply is not available Locally, the Project Operator will provide a detailed report outlining the steps taken to maximise supply and the initiatives being undertaken to build capacity in the Local industry.

¹ The AUD\$ amounts for these percentages of total CAPEX and total OPEX have been withheld due to commercial sensitivities.

Definitions (these definitions have the same meaning as in the Capacity Scheme Investment Agreement)

- **Apprentice** means a person who is working on the Hybrid Project who is undertaking an approved structured employment-based training program (apprenticeship) under a registered training contract that leads to a nationally recognised qualification.
- **First Nations Businesses** means a business that is at least 50 per cent First Nations-owned and is certified as a First Nations business through an appropriate organisation, such as Supply Nation, Indigenous Chamber of Commerce or equivalent.
- **Learning Worker** means a worker with or without qualifications, who needs to update their qualifications or skills to meet the needs of the infrastructure project. This includes (but is not limited to):
 - Trainees and Apprentices;
 - School-Based Apprenticeships and Traineeships (SBATs) and other vocational education and training (VET) training from Certificate I through to Advanced Diploma, as well as part-qualification short courses and Micro-credentials; and
 - Cadet or undergraduate engineers working on site.
- **Local or Locally** means Australia and New Zealand.
- **Local Content** means goods or services procured from Australia and New Zealand.
- **Local Worker** means jobs for people from New South Wales
- **Trade** refers to sub-major occupations that are classified as Technicians and Trades Workers using Australian and New Zealand Standard Classification of Occupations (ANZSCO).
- **Underrepresented Groups include:**
 - a) people with characteristics defined in the *Anti-Discrimination Act 1977 (NSW)*;
 - b) people who are long-term unemployed.
 - c) young people; and
 - d) women
- **Workforce Participation** means the proportion of total Project working hours represented by a particular group of workers.