



## CIS Tender 1 - NEM Generation Majors Creek Solar Power Station

### Social Licence Commitments

Social Licence Commitment	Commitment Description
Commitments to local employment	<p>During construction (pre-COD), the project will deliver in real terms:</p> <ul style="list-style-type: none"><li>• <b>Vocational Education and Training Fund:</b> \$100,000 committed over 2 years (on average, \$50,000 p.a. from 1 January 2026– 31 December 2027). This funding program aims to support the development and delivery of vocational education and training courses tailored to local community needs. By funding locally based training initiatives, the program seeks to enhance workforce skills, improve employment opportunities, and address industry-specific skill gaps within the region. Eligible applicants may include educational institutions, training providers, non-profit organisations, and community groups that offer training.</li><li>• <b>Local renewable workforce participation lead:</b> \$150,000 committed over 3 years (on average, \$50,000 p.a. from 1 January 2026– 31 December 2028). As part of our commitment to promoting local employment, the funding will support the cost of appointing a local renewable workforce participation lead to oversee employment initiatives and local workforce representation.</li></ul>
Commitments related to use of local content	<p>During construction (pre-COD), the project will deliver in real terms:</p> <ul style="list-style-type: none"><li>• <b>Local CAPEX:</b> \$123,338,880 of total CAPEX (between 1 January 2025 and 31 December 2028) will be committed to local expenditure (Australia and New Zealand) ensuring local businesses benefit from procurement opportunities.</li></ul>



	<p>During operations (post-COD) the project will deliver in real terms:</p> <ul style="list-style-type: none"><li>• <b>Local OPEX:</b> \$99,904,810 of total OPEX during the 35-year operational life (between 1 January 2029 and 31 December 2063) of the asset will be committed to local supply chain (Australia and New Zealand). This includes all labour including management roles and labour as well as any locally sourced parts.</li></ul>
Shared community benefits commitments	<p>During construction (pre-COD), the project will deliver:</p> <ul style="list-style-type: none"><li>• <b>Women in Construction Fund:</b> to provide funding and support for pre-employment courses at TAFE's new Hydrogen and Renewable Energy Training Facility and Advanced Manufacturing Skills Lab, located at the Townsville Trade Training Centre in Bohle, to incentivise female participation in construction. The fund will spend \$25,000 total (\$ 8,333 p.a. on average) (between 1 January 2025 and 31 December 2028).</li><li>• <b>Learning Hub Fund via PowerWells Foundation:</b> the funding will support an innovative 'Science, Technology, Engineering and Math' (STEM) local learning hub designed to inspire and educate First Nations youth groups. STEM workshops will offer an engaging, mentorship-based learning experience where participants will gain practical skills by assembling small home solar systems, power banks and solar lights using suitable electronic waste. Students will also learn about renewable energy, develop problem-solving and engineering skills, fostering innovation and technical confidence. The fund will spend \$30,000 total (\$10,000 p.a. on average) (between 1 January 2025 and 31 December 2028).</li><li>• <b>Environmental Restoration Fund:</b> to provide funding for rewilding, tree planting and animal habitat initiatives. The environmental restoration actions will be undertaken on land near to the Hybrid Project which has been identified as containing remnant vegetation and habitat suitable for the Black-throated Finch. The fund will spend \$25,000 total (between 1 January 2025 and 31 December 2028).</li></ul> <p>During Operations (post-COD), the project will deliver:</p> <ul style="list-style-type: none"><li>• <b>School Exhibition Day Fund:</b> to provide funding for school excursions to tour the Hybrid Project, including bus hire, catering, personal protective equipment and educational material. The fund will spend \$10,000 total over 3 years (on average between 1 January 2029 and 31 December 2031).</li></ul>



	<ul style="list-style-type: none"><li>• <b>Community Benefits Fund:</b> to provide funding to selected applicants that apply to Edify and propose initiatives that align with Edify's Community Benefit Fund Strategy. The fund will spend \$200,000 total over 10 years (on average between 1 January 2029 and 31 December 2038). Edify's Community Benefit Fund Strategy favours initiatives that:<ul style="list-style-type: none"><li>○ <b>Provide meaningful legacy benefits to the community:</b> funds should directly respond to key stakeholders and local challenges, needs and priorities over the Project life;</li><li>○ <b>Build enduring trusted relationships in the host community:</b> shared benefits will build ongoing goodwill for the Project and must be distributed in a fair, transparent, timely and consistent manner; and</li><li>○ <b>Provide tangible initiatives:</b> initiatives should deliver <b>measurable</b> benefits to the community, based on co-design and community feedback, which also strengthen the profile of the Project and Edify.</li></ul></li></ul>
First Nations people commitments	<p>During construction (pre-COD), the project will deliver in real terms:</p> <ul style="list-style-type: none"><li>• <b>First Nations Business Fund:</b> \$750,000 committed value of works to be contracted to First Nations Businesses, which represents \$250,000 p.a. over 3 years (on average between 1 January 2026 and 31 December 2028). This is the minimum value which will be subcontracted via recognised First Nations Businesses and may include subcontract packages of works and labour hire.</li><li>• <b>First Nations Employment:</b> \$657,000 committed of value of labour to be performed by First Nations Workers, which represents \$219,000 p.a. over 3 years (on average between 1 January 2026 and 31 December 2028). Project Operator commits to engaging First Nations persons to perform work on the Hybrid Project, including labour, management, and other roles, to the total value specified above. This commitment is determined based on the value of work packages awarded and the percentage of Full-Time Equivalent (FTE) positions within those packages that are allocated to First Nations persons.</li><li>• <b>First Nations Youth:</b> \$160,000 committed over 2 years (on average, \$80,000 p.a. from 1 January 2026 – December 2027) for training programs which support skills development, local First Nations employment initiatives and youth programs. For example, career transition programs and workforce readiness,</li></ul>



including resume writing, sourcing identification documentation, gaining pre-employment accreditations and facilitating work experience opportunities.

### Definitions

**First Nations Businesses** means a business that is at least 50 per cent First Nations-owned and is recognised as a First Nations business through an appropriate organisation, such as Supply Nation or equivalent.

**Full-time Equivalent (FTE)** means the estimated FTE number for a group which is calculated as estimated working hours of a group / working days x 7.5 hours.

**Local** means Australia and New Zealand.

**Local Content** means goods, services and labour procured from Australia and New Zealand.

**Training** means undertaking an accredited vocational education and training (VET) or nationally recognised professional qualifications that meet the needs of the Hybrid Project and can be full or part qualifications (such as one or more units of competency). It may be subsidised by government funding or through a fee-for service arrangement.

### Notes

Total project CAPEX and OPEX values have been withheld due to commercial sensitivities.