

Community Engagement Plan

Table 1 – Shared benefits for the Local community

| Scope (include community beneficiaries) | Date of deliverable | Value to beneficiary (\$/year) |
|---|---------------------------|---|
| Community Benefit Sharing Program To be administered and distributed by an entity to be decided or created in discussion with the Wallerawang community. | 3 June 2030 – 3 June 2050 | 0.2% of the Project's total capital cost, paid over the Project's lifetime. |
| Voluntary Planning Agreement Contribution to the wider Lithgow City Council by means of a Voluntary Planning Agreement | 3 June 2030 – 3 June 2045 | 0.3% of the Project's total capital cost, paid in 6 equal instalments every 3 rd year after the Commercial Operations Date until the 15 th anniversary of the Commercial Operations Date. |
| Above & Beyond Environmental / Biodiversity Initiative Partnership with a local or regional environmental group and invest into an environmental or biodiversity initiative specific to the Project region. | 3 June 2030 | \$25,000 one-off payment. |
| Commissioning of an artwork | 3 June 2030 | \$25,000 one-off payment |

Other Social Licence Commitments

Neoen will implement the strategies and approaches to delivering on shared benefits for local community, including initiative objectives, roles and responsibilities, governance arrangement, issues management strategy, monitoring and reporting described in the Great Western Battery Community Engagement and Benefits Sharing Plan.

Neoen will report against the above strategies and approaches in its report to SFV.

Industry and Aboriginal Participation Plan

Table 1 – Local supply chain commitments

| Local Content commitments | % of total CAPEX | Cost in real dollars AU\$ |
|---|-------------------------|----------------------------------|
| Before COD - Development and construction phase | 23% | \$228,042,600 |
| Local Content commitments | % of total OPEX | Cost in real dollars AU\$ |
| After COD - Operation and maintenance phase | 78% | \$180,700,000 |
| Local Content commitments | % of total Steel | Cost in real dollars AU\$ |
| Local steel | 80% | \$600,000 |

Table 2 – Local supply chain investment and innovation

| Specific commitment | Timeframe | Start Date | End Date | Cost in real dollars AU\$ |
|---|---------------------|-------------------|-----------------|----------------------------------|
| Investment into Network of organisations identified through IAPP workshops | During construction | | 07/12/2029 | \$1,000,000 |
| Knowledge Sharing to coordinate regional networks and workforce between renewable energy projects | During construction | | 07/12/2029 | \$1,000,000 |

Table 3 – Employment and workforce commitments

| Workforce Category | Pre -COD (hours) | Post-COD (hours) | Total (hours) |
|---------------------------|------------------------------|-------------------------------|--------------------------|
| Total Project Workforce | 630000 | 245000 | 875000 |
| Total Trade Positions | 337050 | 81120 | 418170 |
| Workforce Category | Pre-COD (% of TPW) | Post-COD (% of TPW) | % of TPW |
| Learning Workers | 10.0% | 10.0% | 10.0% |
| Underrepresented Groups | 15.0% | 15.0% | 15.0% |
| Women | 5.0% | 5.0% | 5.0% |
| Local Workers | 30.0% | 80.0% | 44.0% |
| Workforce Category | Pre-COD (% of trades) | Post-COD (% of trades) | % of total trades |
| Apprentices in Trades | 5.0% | 5.0% | 5.0% |
| Women in Trades | 5.0% | 5.0% | 5.0% |
| Local Trades | 30.0% | 80.0% | 39.7% |

Table 4 – First Nations participation

| First Nations economic participation commitments | Delivery Timeframe | % of Total Project Contract Value |
|---|---------------------------|---|
| Subcontracting | Pre-COD | 1.22% |
| | Post-COD | 0.10% |
| First Nations economic participation commitments | Delivery Timeframe | Cost in real \$AUD |
| Training & workforce development | Pre-COD | \$1,004,400 |
| | Post-COD | \$580,000 |
| First Nations economic participation commitments | Delivery Timeframe | % of Total Project Workforce (TPW should be pro-rated to the length of the LTESA term) |
| First Nations Workers | Pre-COD | 3.00% |
| | Post-COD | 3.00% |

Other Social Licence Commitments

(a) Local supply chain commitments, investment and innovation, employment and workforce commitments

Neoen must work with Engineering, Procurement and Construction (EPC) and Operations and Maintenance (O&M) contractors to prioritise employment and components from regional, state, and Australia-wide areas. Neoen will work to develop partnerships with training providers and local employment organisations to support local employment and supply chain investment.

Neoen will report against the above strategies and approaches in its report to SFV.

(b) First Nations participation

Neoen will continue to consult, communicate and work with Registered Aboriginal Parties and regional First Nations Organisations. Once the Project is closer to construction, partnerships and deliverables will be developed further in order to tailor the support for regional First Nations communities based on their needs.

Neoen will report against the above strategies and approaches in its report to SFV.

(c) Environmentally sustainable procurement throughout supply chain

Neoen has identified the main waste streams and will work with regional organisations and with EPC and O&M contractors to identify regional opportunities for improving sustainable procurement and waste management practices.

Neoen will report against the above strategies and approaches in its report to SFV.