

Hexham Wind Farm Social License Commitments

The proposed Hexham Wind Farm will achieve at least the following values within the timeframes specified, subject to actual construction and operations commencement dates.

First Nations Commitments

1.3% of the total project value* will be contracted to First Nations Businesses by 30 November 2060

1.4% of the total workforce* during construction will be First Nations workers by 30 November 2030

2.5% of the total workforce* during operations will be First Nations workers by 30 November 2060

\$90,000 is committed as a First Nations capability building fund for businesses or individuals. Funds may be spent on activities to enable individuals and/or businesses to improve their ability to work in the renewable energy sector, which may include training, consulting services, scholarships, work readiness programs, wrap around support or other appropriate support. The allocation of funds will be determined and spent by the Proponent and may include multiple payments to service providers between 1 July 2025 until 30 November 2060.

Local Content Commitments

72% of total Capex* will be spent on goods, services and resources produced, manufactured or supplied within Australia and New Zealand

76% of total Opex* will be spent on goods, services and resources produced, manufactured or supplied within Australia and New Zealand

20% of steel* will be milled within Australia and New Zealand

Local supply chain investment and innovation

AGL undertook Pre-Feasibility Studies into establishing renewable manufacturing facilities at AGL's proposed Hunter Energy Hub during the 2025/26 financial year. These studies investigate and assess the requirements for and interfaces between AGL infrastructure and the proposed facilities from a technical, commercial and regulatory perspective.

\$90,000 is committed as a Local supply chain investment / innovation fund. The fund will support businesses or start ups to innovate and build capability in local supply chains for the renewable energy sector and may be expended anytime between 1 July 2025 until 30 November 2060.

A Regional and First Nations development position will be established during construction between 31 March 2028 and 30 November 2030. This position will drive collaboration, upskilling and initiatives across the project to facilitate social license outcomes including training, employment and contracting.

The Project is committed to spend \$160m on any goods, services or resources related to the Project where the provider operates in the Barwon South West region of Victoria between 1 July 2025 and 30 November 2060.

Workforce Commitments

The following Workforce Commitments* relate to workforce over the life of the Project from 1 July 2025 to 30 November 2060:

15% of the Total Project workforce will be Learning Workers

25% of the Total Project workforce will be Underrepresented groups

60% of the Total Project workforce will be Local Workers

20% of the Total Project workforce will be women

16% of the Total trades positions will be apprentices

14% of apprentices will be women

Shared community benefits commitments

Installation of community electric vehicle chargers – \$90,000 will be used to install EV chargers at or near the project site for access by staff, contractors and the broader community between 30 March 2028 and 29 November 2030.

A Community Benefit Fund of \$3.597m will be established and available over the term of operation between 30 November 2030 and 30 November 2060. This includes:

- REZ community energy fund which is anticipated to be required and managed by VicGrid
- First Nations Community Fund, the governance and priorities of which will be co-created with Traditional Custodians, including the Eastern Maar people
- A general community fund, the priorities of which will be informed through community and stakeholder consultation

\$90,000 is committed as a capability fund for individuals or businesses. Funds may be spent on activities to enable individuals and/or businesses to improve their ability to work in the renewable energy sector, which may include training, consulting services, scholarships, work readiness programs, wrap around support or other appropriate support. The allocation of funds will be determined and spent by the Proponent and may include multiple payments to service providers between 20 March 2027 and 30 November 2060.

Neighbourhood dwelling payments will provide annual payments up to \$30,000 to the owners of eligible dwellings and/or operating retail premises within 6km of the Project between 30 November 2030 and 30 November 2060.

Community energy offset payments are annual rebates for neighbouring dwellings and operating retail premises to help with the cost of electricity.

* Capex, Opex and steel \$ figures and staffing levels are not specified as they are commercially sensitive and may change during the course of the project.

Other Social Licence Commitments

The following strategies and approaches will be implemented to achieve the Social License Commitments.

- Hexham Wind Farm Regional and First Nations Development Plan
- Identify and engage key local stakeholders that may support the Social License commitments such as training and recruitment providers
- Incorporate Social License Commitments into tender materials and contracts
- Engage with local education providers to promote employment opportunities in the renewable energy sector
- Regularly review innovation and capability building opportunities with key Project stakeholders for investment consideration
- Promote an Expression of Interest to relevant First Nations business networks and facilitate connections for relevant businesses to the Project
- Collaborate with Traditional Custodian groups to identify and engage with education, training, business and employment partners that can support First Nations Participation.
- Identify and engage with local suppliers of sustainable products, including recycled products and materials to identify opportunities on the Project.