Gawara Baya Social License Commitments under Capacity Investment Scheme Agreement (CISA)

The Gawara Baya Wind Farm has been awarded a Capacity Investment Scheme Agreement (CISA) by the Australian Government. This supports new clean energy generation and strengthens regional investment in skills, jobs and community partnerships in North Queensland.

The CISA allows Windlab to expand local training, workforce development and supply chain participation, helping the project deliver greater benefits sooner. The project is expected to create more than 300 jobs at peak construction, with strong local content requirements built into major contracts. It also includes dedicated First Nations partnerships focused on protecting cultural heritage, creating employment pathways and building long-term relationships with Traditional Owners.

In addition, Gawara Baya will provide a $200,000 annual Community Benefit Fund, shared equally across the Hinchinbrook and Charters Towers local government areas, to support local health, liveability, economic development and environmental priorities.

The following tables outline the Social License Commitments and initiatives that Windlab has committed to and are included in the Gawara Baya Wind Farm CISA.

Interested in supply and contract opportunities? Visit the ICN Gateway to learn more about Gawara Baya's active work packages and register an Expression of Interest.

Table 2.1 – First Nations Commitments

First Nations economic participation commitments	Commitment timeframe	% of Total Hybrid Project Contract Value	Cost in real AU$ as at the Signing Date
Work contracted to First Nations Businesses	During development Between 11 August 2020 and 5 December 2025	0.1%	$2,700,608
	During construction Between 2 February 2025 and 30 June 2029	0.9%	$26,001,297
	During operations Between 1 July 2029 and 30 June 2059	1.8%	$51,685,200

First Nations economic participation commitments	Commitment timeframe	% of Total Hybrid Project Contract Value	Cost in real AU$ as at the Signing Date
Training and workforce development	During development Between 11 August 2020 and 5 December 2025	0.0004%	$11,836
	During construction Between 2 February 2026 and 30 June 2029	0.004%	$100,000
	During operations Between 1 July 2029 and 30 June 2059	0.4%	$11,655,000
First Nations economic participation commitments	**Date of deliverable**	**% of Total Hybrid Project Workforce**	
First Nations Workers	During development Between 11 August 2020 and 5 December 2025	1.5%	
	During construction Between 2 February 2026 and 30 June 2029	5.0%	
	During operations Between 1 July 2029 and 30 June 2059	5.0%	

Table 2.2 – Additional First Nations commitments

Specific commitment	Commitment timeframe	Date of deliverable	Cost in real dollars AU$ as at the Signing Date
First Nations initiatives: First Nations engagement and advice on offset implementation and management. Timeframe – engagement begins prior to offset implementation (during land access and planning), and then continues through implementation and the full 20-year management period of the offsets. Engagement will be integrated into Project Operator's net gain program (initial investment ~$4M) and long-term monitoring program. Level of engagement: Project Operator's approach sits between 'collaborate' and 'involve', ensuring that Gugu Badhun Aboriginal Corporation have a meaningful role in shaping, advising on and reviewing proposed offset actions, while Project Operator remains responsible for statutory compliance.	During construction	Between 2 February 2026 and 30 June 2029	$10,000 total
First Nations – dedicated resources: First Nations Senior Manager and Local Participation Advisor. Project Operator will resource the Project with a Senior Manager, First Nations, supported by a First Nations and Local Participation Advisor to ensure cultural integrity, strong Traditional Owner partnerships, and delivery of all Indigenous Land Use Agreement (**ILUA**), Capacity Investment Scheme and Industry and Aboriginal Participation Plan obligations.	During construction	Between 2 February 2026 and 30 June 2029	$1,020,000 total
First Nations initiatives: discounted right of first offer for asset disposal Project Operator will provide the Gugu Badhun Aboriginal Corporation with a discounted right of first offer for certain Project assets at the end of their useful life, or when no longer required for the Project. The discount amount and timing to be determined in relation to the Project asset's life. Types of assets included in the right of first offer / under this initiative are: • light vehicles located in Queensland; • demountable accommodation facilities within the ILUA area; and any additional classes of assets mutually agreed between Project Operator and GBAC.	Other	Between 1 July 2029 and 30 June 2054	$250,000 total
First Nations initiatives: First Nations contracting and tendering preferences	Other	Between 2 June 2025 and 30 June 2059	$500,000 total

Specific commitment	Commitment timeframe	Date of deliverable	Cost in real dollars AU$ as at the Signing Date
Cultural programs: GBAC cultural heritage onboarding for contractor senior officers to understand impact of works on Country Project Operator will work with GBAC to design and deliver a cultural heritage onboarding program to the Integrated Project Management leadership team (**IPM Team**) to ensure that the IPM Team members understand the cultural significance of Country and the impacts of construction activities. .	During development	01 February 2026	$15,000 total
Cultural programs: ongoing maintenance of art works and viewing platforms Viewing platforms No viewing platforms have been identified or scoped at this stage, and any future development of such elements would require further consultation and agreement with GBAC.	During construction	Between 2 June 2026 and 30 June 2029	$250,000 total

Table 3.1 – Commitments related to use of Local Content

Local Content commitments	% of total CAPEX	
Before COD – Development and construction	68%	
Local Content commitments	**% of total OPEX**	
After COD – Operation and maintenance	87%	
Local Content commitments	**% of total Steel**	
Local Steel	0.3%	

Table 3.2 – Local supply chain investment and innovation

Specific commitment	Commitment timeframe	Date of deliverable	Cost in real dollars AU$ as at the Signing Date
<u>Business capacity fund</u> Project Operator's $500,000 Business Capacity Fund (BCF) supports targeted capability uplift for regional SMEs and First Nations Businesses to successfully participate in the Gawara Baya supply chain. The fund may support: • compliance and safety system upgrades; • tender-readiness and commercial advisory; • business systems improvements (e.g. ISO, digital tools, quoting software); • co-funding equipment or operational upgrades linked to project delivery; • participation in training, business development workshops and pre-employment programs; and • First Nations business capability support delivered in partnership with Third Party (labour hire, job-readiness support, cultural mentoring, workforce tracking, and supplier development).	During construction	Between 2 February 2026 and 30 June 2029 (and into the operations period)	$500,000

Specific commitment	Commitment timeframe	Date of deliverable	Cost in real dollars AU$ as at the Signing Date
These activities strengthen the capacity of local businesses to bid competitively for civil, electrical, environmental, logistics and maintenance scopes of work. The BCF targets: • regional SMEs across Hinchinbrook, Charters Towers and Townsville; • First Nations Businesses, including Gugu Badhun-owned enterprises; • businesses seeking to transition into renewable energy supply chains; and • new entrants requiring compliance uplift or workforce development. The BCF will be activated at Financial Close, with investment occurring throughout construction and into early operations to build long-term capability and regional participation.			
<u>Workforce and diversity coordinator</u> Project Operator's Workforce and Diversity Coordinator will support community, stakeholder and contractor partners to deliver Project Operator's Local Content and local workforce commitments, while fostering culturally safe, inclusive and compliant implementation throughout construction.	During construction	Between 2 February 2026 and 30 June 2029	$300,000
<u>Supply chain readiness & innovation (SCRI) Adviser</u> The SCRI Adviser will support local and First Nations businesses to participate in the Gawara Baya supply chain by identifying capability gaps, providing tailored guidance on compliance and tender-readiness, coordinating business development workshops, and linking suppliers to grants, training and contractor debriefs. The role will also track supplier engagement, promote upcoming procurement packages, and work closely with On Common Country and local chambers to strengthen regional supply chain capacity. The SCRI Adviser will be appointed at Financial Close and engaged through construction and early operations, providing continuity through the period of highest procurement activity.	During construction	Between 2 February 2026 and 30 June 2029	$300,000

Specific commitment	Commitment timeframe	Date of deliverable	Cost in real dollars AU$ as at the Signing Date
<u>Education and job readiness support</u> Project Operator is partnering with On Common Country, TAFE Queensland, Construction Skills Queensland, and Group Training Organisations such as WorkPac, Community Solutions and MEGT to deliver practical education and job-readiness programs. Project Operator's primary focus is residents within 60 kilometres of Mount Fox, followed by the broader 160 kilometre catchment covering the Hinchinbrook and Charters Towers local government areas through to Townsville. Pathways will also be available to jobseekers from across Queensland who are interested in working on the Project. Project Operator is (at the Signing Date) and will continue co-designing recruitment, skills and training pathways with main works contractors to ensure training leads to real jobs, with activities commencing from Financial Close through to construction and beyond. .	During construction	Between 2 February 2026 and 30 June 2029	$250,000
<u>Events, mentoring and Black Coffee events</u> Project Operator delivers practical business engagement through information sessions, procurement briefings, mentoring conversations and networking events, including Black Coffee, Meet-the-Buyer forums and regional industry presentations. These activities target local and First Nations businesses across Hinchinbrook, Charters Towers and Townsville Local Content and local workforce participation requirements are being embedded into all main works contractor contracts, with structured reporting to commence in 2026 as procurement packages are awarded and workforce mobilisation begins.	During construction	Between 2 February 2026 and 30 June 2029	$150,000

Table 3.3 –Commitments to Local employment

Row	Workforce category	Development (FTE)	Construction (FTE)	Operations (FTE)	Total Hybrid Project Workforce (hours)	% of Total Hybrid Project Workforce

1	Learning Workers	3.0	53.0	9.0	5,138,027	20%
2	Underrepresented Groups	11.2	40.0	7.0	5,138,027	15%
3	Local Workers	2.0	53.0	9.4	5,138,027	20%
4	Women	11.2	40.0	7.0	5,138,027	15%
Row	**Workforce category**	**Development (FTE)**	**Construction (FTE)**	**Operations (FTE)**	**Total Hybrid Project Workforce (hours)**	**% of total trades positions**
5	Apprentices	0.0	13.0	5.2	5,138,027	20%
6	Local Trades	0.0	13.0	5.2	5,138,027	20%
7	Women in Trades	0.0	7.0	3.0	5,138,027	10%
Row	**Workforce category**	**Development (FTE)**	**Construction (FTE)**	**Operations (FTE)**	**Total Hybrid Project Workforce (hours)**	**% of relevant metric**
8	Overarching Apprentice Target for Women	0.0	1.3	0.52	5,138,027	10%
9	Trade-specific Apprentices Target for Women	0.0	1.3	0.52	5,138,027	10%

Table 4.1 – Shared community benefits commitments

Specific commitment	Date of deliverable	Cost in real dollars AU$ as at the Signing Date	Frequency (i.e. annually, over term of contract)
Community funds, investment, initiatives, benefits, sharing, partnerships: Gawara Baya Community Benefit Fund The Gawara Baya Community Benefit Fund will provide approximately $200,000 annually for local projects within the Hinchinbrook Shire and Charters Towers regional councils, thus supporting health, community wellbeing, economic development, environmental initiatives and renewable energy education.	Between 01 January 2025 and 30 June 2059	$6,000,000 total	Annually, over Project term
Biodiversity initiatives: Gawara Baya Biodiversity Net Gain Strategy The Gawara Baya Biodiversity Net Gain Strategy was developed in partnership with Aurecon in 2023 as a voluntary and beyond compliance commitment to ecology in the region. Broadly, the strategy outlines three pathways and mechanisms to achieve a minimum 10% nature-based regional benefit on top of mechanisms used for legislative compliance. Project Operator has committed to delivering a measurable program that aims to achieve a 10% biodiversity net gain alongside development of Gawara Baya. The $4 million investment is an initial estimate to implement the Gawara Baya biodiversity net gain strategy across an approximate 20 year period. The specifics of the payment arrangement and schedule with consultants, Traditional Owners and regional conservation experts is not yet finalised.	Between 01 October 2025 and 30 June 2059	$4,000,000 total	Annually, over Project term
Road construction: offsite road upgrades	By 30 June 2029	$44,500,000 total	During construction
Road construction: road maintenance during deliveries	By 30 June 2029	$2,500,000 total	During construction
Neighbour agreements	By 01 January 2030	Confidential	One-time payment from construction commencement notice date and on the 5th year anniversary of project construction commencement.

Other social license commitments

Specific commitment	Value to beneficiary	Timing of Delivery	Duration of Initiative
Publish opportunities with local contractors on ICN Gateway.	Provides local businesses with early access to project tender opportunities, supporting local economic growth.	Commence prior to Financial Close. Complete on or before the Commercial Operations Date.	4 years
Monitor contractor commitments from Local Content plans.	Ensures local and First Nations business participation, providing accountability and transparency in subcontracting.	Commence prior to Financial Close. Complete on or before the Commercial Operations Date.	4 years

First Nations participation

Specific commitment	Value to beneficiary	Timing of Delivery	Duration of Initiative
Monitor achievement of commitments under the Indigenous Land Use Agreement and Cultural Heritage Management Agreement with the GBAC.	Guarantees a percentage of work goes to First Nations Businesses, boosting economic empowerment and participation.	Commence prior to Financial Close. Complete on or before the Commercial Operations Date.	4 years
Compile a list of First Nations Businesses.	Identifies and creates opportunities for First Nations Businesses to participate in the Project supply chain.	Deliver prior to Financial Close.	Ongoing

Monitor main contractors' performance against Local and First Nations contracted commitments.	Aligns procurement processes with First Nations Business capabilities, ensuring equitable access and inclusion.	Commence prior to Financial Close. Complete on or before the Commercial Operations Date.	4 years