

The Koolunga BESS will deliver a set of initiatives designed to support local communities, First Nations People, and regional economic development throughout the project's lifecycle. These initiatives reflect Equis' belief that communities deserve to share in the benefits of the energy transition, and that responsible development means investing in long-term social, cultural and economic outcomes.

First Nations Spend Commitments

Project phase	Commitment Timeframe	First Nations Businesses	Training and Workforce Development	Project phase	Commitment Timeframe	First Nations % of workforce
Development	1-Apr-2022 – 29-Mar-2026	\$30,158	\$8,439	Development	1-Apr-2022 – 29-Mar-2026	1%
Construction	30-Mar-2026 – 30-Mar-2028	\$3,000,000	\$1,049,979	Construction	30-Mar-2026 – 30-Mar-2028	4%
Operations	31-Mar-2028 – 31-Mar-2053	\$286,000	\$275,000			

An additional \$20,000 will be dedicated to Training and workforce development during development and construction between 1-Apr-2022 and 30-Mar-2028.

Local Content Commitments

Project phase	Commitment Timeframe	Description
Development and Construction	1-Apr-2022 and 30-Mar-2028	<ul style="list-style-type: none"> \$139,458,548 of Capital Expenditure will be spent on Local business procurement. \$1,496,236 of steel will be sourced Locally.
Operations	31-Mar-2028 – 31-Mar-2053	<ul style="list-style-type: none"> \$56,794,787 of the Operating Expenditure will be spent on Local business procurement.
Local Supply Chain Investment and Innovation	1-Apr-2022 and 30-Mar-2028	<ul style="list-style-type: none"> \$20,000 contribution to Digital GRID Futures Institute STEM program conducted with UNSW to introduce female high school students to roles in the renewable energy sector. \$50,000 contribution to PhD scholarship which will be designed by a South Australian based university, targeting students with a research focus in the renewable energy sector.

Local Employment Commitments

Workforce category	Development (FTE)	Construction (FTE)	Operations (FTE)	% of Project Workforce
Learning Workers	5.0	7.8	-	20%
Underrepresented Groups	4.0	7.4	-	19%
Women	5.0	5.1	1.0	13%
Local Workers	10.0	23.4	1.0	60%
Apprentices	-	3.0	-	18%
Women in Trades	-	1.0	1.0	6%
Local Trades	-	17.0	-	100%

Community Benefits Sharing Commitments

A total of \$2,500,000 will be committed to the community through the Koolunga Community Benefit Fund (between 31-Mar-2028 and 31-Nov-2053). Of this, at least \$500,000 will be dedicated to First Nations (between 31-Mar-2028 and 31-Mar-2053).

Notes:

Apprentice means a person who is working on the Project and undertaking an approved employment-based training program under a registered contract that leads to a recognised qualification.

Capital Expenditure and **Operating Expenditure** has been withheld due to commercial sensitivities.

First Nations Business 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.

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 7.6 hours)).

Learning Worker means a worker with or without qualifications, who needs to upskill to meet the needs of the infrastructure project.

Local or **Locally** means Australia and New Zealand.

Local Content means goods or services procured from Australia and New Zealand.

Underrepresented Groups include women, under 25-year-old, mature-aged employees, employees with a culturally and linguistically diverse background, long-term unemployed people, people with disabilities, refugees and asylum seekers.

Trades mean skilled manual occupations that require special training.

Training means undertaking accredited vocational education and training or nationally recognised professional qualification that meets the needs of the Project and can be full or part qualifications.

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