Bungaban Wind Social Licence Commitments under Capacity Investment Scheme Agreement (CISA)

The Bungaban Wind Energy Project has been awarded a Capacity Investment Scheme Agreement (CISA) by the Australian Government.

This Capacity Investment Scheme supports new clean energy generation and strengthens regional investment in skills, jobs and community partnerships. The CISA allows the project to expand local training, workforce development and supply chain participation, providing greater certainty for local business and helping deliver project benefits sooner. It also includes binding commitments around benefit sharing with First Nations Peoples and local communities.

The following tables outline the Social Licence Commitments and initiatives that are included in the Bungaban Wind CISA.

If you have questions about our social licence commitments or want to find out more about opportunities to be involved in the project, email the team at info@bungaban.com

Glossary

Capital Expenditure (CAPEX)	Money spent to develop and build the project, including planning, equipment, construction and related infrastructure.
Commercial Operations Date (COD)	The date the project satisfies Government requirements to begin generating and exporting electricity into the grid.
Environmental, Social and Governance (ESG)	A framework for the project to monitor and report in management of environmental impacts, social responsibility and project governance
Financial Close	The date that financing arrangements for the construction and commissioning of the project are secured.
Local content	Goods, services and resources produced, manufactured, or supplied within Australia and New Zealand.
Operational Expenditure (OPEX)	The costs associated with operating and maintaining the project after construction is complete.
Signing Date	The date the CISA was executed by the Australian Government
Total Project Workforce (TPW)	Total Hybrid Project Workforce means the total working hours that the Project Operator will engage to deliver the Project across all stages

1. First Nations Commitments

Table 1 – First Nations Commitments

Economic Participation	Commitment timeframe	% of Total Hybrid Project Contract Value	Cost in real AU$ as at the Signing Date
Work contracted to First Nations Businesses	Pre-COD	0.478%	$39,491,610
	Post-COD	0.522%	$43,184,274
Training and Capacity Building	**Commitment timeframe**	**% of Total Hybrid Project Contract Value**	**Cost in real AU$ as at the Signing Date**
Training and workforce development	Pre-COD	0.009%	$750,000
	Post-COD	No input	N/A
Employment and Workforce Development	**Date of deliverable**	**% of Total Hybrid Project Workforce**	
First Nations Workers	Pre-COD	5.000%	
	Post-COD	5.000%	

Table 2 – First Nations Community Shared Benefits

Specific commitment	Start Date	End Date / Deliverable Date	Commitment timeframe	Cost in real dollars AU$ as at the Signing Date
Shared Benefits Agreement – Auburn Hawkwood Peoples Aboriginal Corporation (AHPAC) Project Operator will establish the AHPAC First Nations Benefit Fund which has been designed to remain flexible enabling support for initiatives identified and co-designed with AHPAC over the life of the Project.	15 December 2026	1 June 2070	Annually	Commercial in confidence

Specific commitment	Start Date	End Date / Deliverable Date	Commitment timeframe	Cost in real dollars AU$ as at the Signing Date
<u>Shared Benefits Agreement – Iman Wardingarri Aboriginal Corporation (Iman WAC)</u> Project Operator will establish the Iman WAC First Nations Benefit Fund to prioritise employment and contracting opportunities for Iman WAC people.	15 December 2026	1 June 2070	Annually	Commercial in confidence
First Nations Sponsorship Opportunities in FY25/26 Project Operator will provide First Nations Specific Sponsorship Opportunities in FY25/26. Note: Funds not exhausted in the First Nations Sponsorship Opportunities fund in FY25/26 will roll over to the FY26/27 program.	1 July 2025	30 June 2026	Pre-COD	$45,000
First Nations Sponsorship Opportunities in FY26/27 The First Nations Specific Opportunities provides $45,000 in the FY26/27 to support various First Nation initiatives with the region. Project Operator will distribute these funds based on opportunities identified that will deliver social and economic benefits to First Nations Peoples. Likely areas of support may include: • Providing financial sponsorship for local and regional events; • Building capability and capacity in the region; and • Supporting First Nation participation in the region.	1 July 2026	15 December 2026	Pre-COD	$45,000

2. Local content, supply chain, employment and innovation commitments

(a) Local supply chain commitments

Table 3 – Commitments related to use of Local Content

Local Content commitments	% of total CAPEX	Cost in real AU$ as at the Signing Date
Pre-COD – Development and construction	59%	$2,334,755,384
Local Content commitments	**% of total OPEX**	**Cost in real AU$ as at the Signing Date**
Post- COD – Operation and maintenance	79%	$3,424,427,236
Local Content commitments	**% of total Steel**	**Cost in real AU$ as at the Signing Date**
Local Steel	0.52%	$2,497,160

(b) Investment and innovation commitments

Table 4 – Local supply chain investment and innovation

Specific commitment	Start Date	End Date / Deliverable Date	Commitment timeframe	Cost in real AU$ as at the Signing Date
<u>Business Capacity Fund</u> Project Operator's $650,000 Business Capacity Fund (BCF) supports targeted capability uplift for regional small-medium enterprises (SMEs) and First Nations businesses to successfully participate in the Project 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;	1 May 2026	1 June 2030	Pre-COD	$650,000

Specific commitment	Start Date	End Date / Deliverable Date	Commitment timeframe	Cost in real AU$ as at the Signing Date
• Participation in training, business development workshops and pre-employment programs; and • First Nations business capability support (labour hire, job-readiness support, cultural mentoring, workforce tracking, and supplier development). These activities strengthen the capacity of local businesses to bid competitively for civil, electrical, environmental, logistics and maintenance scopes. The BCF targets: • Regional SMEs across the Western Downs and Banana Shire Local Government Areas; • First Nations businesses; • Businesses seeking to transition into renewable energy supply chains; and • New entrants requiring compliance uplift or workforce development. The fund will be activated from 1 May 2026, with investment occurring from this date and throughout construction until the commencement of commercial 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 the Project Operator's local content and local workforce commitments, while fostering culturally safe, inclusive and compliant implementation throughout construction. The coordinator may also work with educational and training providers to facilitate on-the-job training, upskilling programs, and recruitment strategies, tailored to the Project's needs. This $500,000 initiative will commence from 1 May 2026 and continue throughout construction until the commencement of commercial operations.	1 May 2026	1 June 2030	Pre-COD	$500,000

Specific commitment	Start Date	End Date / Deliverable Date	Commitment timeframe	Cost in real AU$ as at the Signing Date
Supply chain readiness and innovation (SCRI) advisor The SCRI advisor will support local and First Nations businesses to participate in the Project 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 regional organisations and local chambers to strengthen regional supply chain capacity. This $500,000 initiative will commence from 1 May 2026 and continue throughout construction until the commencement of commercial operations.	1 May 2026	1 June 2030	Pre-COD	$500,000
Education and job readiness support Project Operator is partnering with regional training organisations to deliver practical education and job-readiness programs. These partners bring significant government-funded support for recruiting, mentoring and retaining new entrants. Support includes pre-employment programs, safety tickets, mentoring, culturally safe job-readiness support, and pathways into accredited training aligned with civil, electrical and camp contractor roles. Project Operator's primary focus is residents within 100 km of the Project (covering the towns of Chinchilla, Miles and Taroom), followed by the broader 250 km catchment covering the Biloela, Roma, Dalby and Toowoomba. 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. This $250,000 initiative will commence from 1 May 2026 and continue throughout construction until the Commercial Operations Date.	1 May 2026	1 June 2030	Pre-COD	$250,000

Specific commitment	Start Date	End Date / Deliverable Date	Commitment timeframe	Cost in real AU$ as at the Signing Date
Events, mentoring and upskilling initiatives Project Operator delivers practical business engagement through information sessions, procurement briefings, mentoring conversations and networking events, including Black Coffee, Meet-the-Buyer forums, job expos, networking events and regional industry presentations. These activities target local and First Nations businesses across the Western Downs and Banana Shire Local Government Areas. This $150,000 initiative will commence from 1 May 2026 and continue throughout construction until the commencement of commercial operations.	1 May 2026	1 June 2030	Pre-COD	$150,000

(c) Employment and workforce commitments

Table 5 –Commitments to Local employment

Row	Workforce category	Pre-COD (hours)	Post-COD (hours)	Total (hours)
1	Total Project Workforce	5,420,660	1,861,500	7,282,160
2	Total Trade	1,763,210	1,350,500	3,113,710
3	Total Apprenticeship	542,066	186,150	728,216
4	Total Trade-specific Apprenticeship	176,321	135,050	311,371
Row	**Workforce category**	**Pre-COD (% of TPW)**	**Post-COD (% of TPW)**	**% of Total Hybrid Project Workforce**
4	Learning Workers	20%	20%	20%
5	Underrepresented Groups	15%	15%	15%
6	Local Workers	50%	50%	50%

7	Women	15%	15%	15%
Row	**Workforce category (Trades)**	**Pre-COD (% Trades)**	**Post-COD (% of Trades)**	**% of total trades position**
8	Apprentices	10%	10%	10%
9	Local Trades	40%	40%	40%
10	Women in Trades	10%	10%	10%
Row	**Workforce category (Women Apprentice Targets)**	**% of relevant metric**	**% of relevant metric**	**% of relevant metric**
11	Overarching Apprentice Target for Women	7%	7%	7%
12	Trade-specific Apprentices Target for Women	7%	7%	7%

3. Community Benefits Sharing Commitments

Table 6 – Community shared benefits commitments

Specific commitment	Start Date	End Date / Deliverable Date	Frequency (i.e. annually, Pre-COD, Post-COD, over term of contract)	Cost in real dollars AU$ as at the Signing Date
<u>Off-site road upgrades</u> Project Operator and its contractors will deliver off-site road upgrades as part of Project construction to upgrade and improve road quality of local roads to enable the delivery of oversized and overmass components to the Project site and reduce the existing flooding risk identified by community stakeholders associated with local roads in the Project vicinity. These funds will also support the Bungaban Creek Bridge upgrade. The current level crossing at Bungaban Creek floods often and cuts off the local township and the Project's neighbouring properties. The crossing upgrade will improve the flood immunity of the crossing and support the community to use the road after rain rather than having to take long detours. This has been brought up by local community members as part of the	15 December 2026	1 June 2030	Pre-COD	$25,724,500

Specific commitment	Start Date	End Date / Deliverable Date	Frequency (i.e. annually, Pre-COD, Post-COD, over term of contract)	Cost in real dollars AU$ as at the Signing Date
Project's Social Impact Assessment. All road upgrade requirements will be based upon the Traffic Impact Assessment developed for the Project. These upgrades are valued at $25,724,500 and will be delivered from Financial Close to commercial operations.				
<u>Council community benefit framework split between Western Downs Regional Council and Banana Shire Council</u> The Bungaban Community Benefit Fund (the Fund) will provide $1,417,500 annually for 43 years (approx. $1,233 per MW per annum, total commitment $60,952,500) for local initiatives within the Western Downs and Banana Shire Local Government Areas. The Fund will be formalised with both Councils prior to Financial Close and will be delivered from Financial Close to end of commercial operations. The structure, administration and governance of the fund will be shaped in consultation with the Western Downs Regional Council and Banana Shire Council. The allocation of funding will be based on the findings of the Social Impact Assessment developed for the Project, as well as community and council aspirations. This will ensure the Fund delivers tangible and enduring benefits to the communities. In practice, Project Operator has been, and will continue, consulting with local councils to shape priorities and to ensure spending aligns with local needs. For this reason, the full $1,417,500 per annum may not be spent in each year. Rather, local councils may prefer to consolidate the expenditure across multiple years for larger investments. However, the total investment over time will be as indicated.	15 December 2026	1 June 2070	Annually	$60,952,500
<u>Good Neighbours Program – Construction Payment</u> This voluntary initiative provides a payment to eligible neighbours at the start of construction. Payment amounts are determined based on the number of turbines within 10 km of dwellings and proximity to the Project's traffic routes. This initiative has been established to support strong long-term relationships with the local community.	15 January 2027	1 June 2030	Pre-COD	$362,250

Specific commitment	Start Date	End Date / Deliverable Date	Frequency (i.e. annually, Pre-COD, Post-COD, over term of contract)	Cost in real dollars AU$ as at the Signing Date
Project Operator will make a one-off payment to the participating neighbours within 30 days of Project Operator providing the Construction Commencement Notice totalling $362,250.				
Good Neighbours Program – Operations Payment This voluntary initiative provides a payment to eligible neighbours annually throughout the Project's operational life. Payment amounts are determined based on the number of turbines within 10 km of dwellings and proximity to the Project's traffic routes. This initiative has been established to support strong long-term relationships with the local community. Project Operator will make annual payments to the participating neighbours. This will be paid on the annual anniversary of the Construction Commencement Notice, totalling $4,830,000 ($120,750 per annum for 40 years).	1 June 2030	1 June 2070	Post-COD	$4,830,000
Community Distributed Fund A $200,000 per annum (for 43 years) community distributed benefit fund during the construction and operation phases of the Project, totalling $8,600,000. This fund will be administered separately to the Council community benefit framework. Project Operator will finalise the administration of this fund in consultation with community stakeholders. It is anticipated the fund will be overseen by a merit selection panel which may include members of the local community, Traditional Owners and the Project Operator. Initiatives under the fund may include: • Local community grants; • Community sponsorships; and • Community legacy projects. Project Operator will continue to engage with local community stakeholders to understand local priorities to ensure spending aligns with local needs.	15 December 2026	1 June 2070	Annually	$8,600,000
Community benefit pilot program FY25/26 The Community benefit pilot program provides $75,000 in the FY25/26 to support various initiatives with the region.	9 December 2025	30 June 2026	Pre-COD	$75,000

Specific commitment	Start Date	End Date / Deliverable Date	Frequency (i.e. annually, Pre-COD, Post-COD, over term of contract)	Cost in real dollars AU$ as at the Signing Date
Project Operator will distribute these funds to applications that align with the six community benefit focus areas listed below, based upon specific merit criteria: • Economic development and tourism; • Liveability; • Health and wellness; • Coexistence with agriculture; • Education; and • First Nations People. These focus areas have been developed to support projects and events that deliver environmental, economic and social benefits for the region. Note: Funds not exhausted in the FY25/26 will roll over to the Community benefit pilot program FY26/27.				
<u>Community benefit pilot program FY26/27</u> The Community benefit pilot program provides $55,000 in the FY26/27 to support various initiatives with the region. Project Operator will distribute these funds to applications that align with the six community benefit focus areas listed below, based upon specific merit criteria: • Economic development and tourism; • Liveability; • Health and wellness; • Coexistence with agriculture; • Education; and • First Nations People. These focus areas have been developed to support projects and events that deliver environmental, economic and social benefits for the region.	30 June 2026	15 December 2026	Pre-COD	$55,000

Specific commitment	Start Date	End Date / Deliverable Date	Frequency (i.e. annually, Pre-COD, Post-COD, over term of contract)	Cost in real dollars AU$ as at the Signing Date
<u>Pre Financial Close Sponsorships</u> As the Project nears Financial Close, $40,000 has been allocated to support local events and increase the Project Operator's presence within the local community. This will be distributed in the 6 months prior to the project reaching Financial Close. This will be administered or paid for by the Project Operator and will be specifically focused on: • Providing financial sponsorship for local and regional events; • Partnering with industry and community organisations to co-deliver events and initiatives; and • Attend and participate in community events to maintain project awareness.	30 June 2026	15 December 2026	Pre-COD	$40,000
<u>Bungaban Biosecurity Initiative Fund</u> Project Operator will administer a 5-year program (approximately $100,000 per annum) commencing at Financial Close to realise agricultural coexistence and support biosecurity prevention, awareness, capability, capacity and management in the region during the Project's construction and early operation. Project Operator will engage with host landholders, council, Queensland Farmers Federation, regional organisations and environmental consultants to develop the biosecurity fund. The program will be administered by the Project Operator alongside these stakeholders. Initiatives under the fund may include: • The development of biosecurity management plans; • On-site weed management to minimise biosecurity hazards to the project; • The delivery or improvement of weed washdown facilities in the region; • Educational initiatives for the local community to improve biosecurity practices; and	15 December 2026	15 December 2031	Annually	$500,000

Specific commitment	Start Date	End Date / Deliverable Date	Frequency (i.e. annually, Pre-COD, Post-COD, over term of contract)	Cost in real dollars AU$ as at the Signing Date
• Partnerships with the Queensland Farmers Federation to raise awareness over biosecurity as part of the Biosecurity in the Boardroom initiative. Biosecurity and weed management of declared weeds has been identified by the local community as part of the Social Impact Assessment process as a key project concern. This fund will seek to improve biosecurity practices in the region and seek to minimise the spread of noxious weeds that impact agricultural land value. Note: The full $100,000 per annum may not be spent in each year. Rather, Project Operator and relevant stakeholders may prefer to consolidate the expenditure across multiple years for larger investments. However, the total investment over time will be as indicated.				

4. Other Social Licence Commitments

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

(b) First Nations participation

Specific commitment	Value to beneficiary	Timing of Delivery	Duration of Initiative
Monitor achievement of commitments under the Shared Benefit Agreements with AHPAC and Iman WAC.	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

(c) Environmentally sustainable procurement throughout supply chain

Specific commitment	Value to beneficiary	Timing of Delivery	Duration of Initiative
During tendering process, major contractors will be evaluated on their carbon footprint tracking and reporting practices, including ESG annual reporting.	Improves environmental transparency and supports emissions reduction targets.	During tendering process	Pre-Financial Close

During tendering process, major contractors will be evaluated on conducting and providing audit reports on modern slavery and impacts across their manufacturing facilities and supply chains.	Promotes ethical supply chains and ensures compliance with modern slavery legislation.	During tendering process	Pre-Financial Close
During tendering process, major contractors will be assessed on their implementation of initiatives to reduce carbon footprint and environmental impacts across both operations and supply chains.	Supports continuous environmental improvement and enhances overall sustainability performance.	During tendering process	Pre-Financial Close