



REEVES PLAINS BESS SOCIAL LICENCE COMMITMENTS

CIS T3 – NEM Dispatchable Capacity
January 2026



alintaenergy

1. Social licence commitments

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| | First Nations Commitments | Work contracted to First Nations businesses: | Commitment timeframes |
| | | <ul style="list-style-type: none"> • Development and construction – \$3,394,664 • Operations and maintenance – \$502,500 | Development: Between 01/07/2024 and 25/11/2025 Construction: Between 26/11/2025 and 31/03/2028 Operations: Between 01/04/2028 and 31/03/2043 |
| | Contracts | First Nations workforce participation: | Between 01/07/2024 and 25/11/2025 Between 26/11/2025 and 31/03/2028 Between 01/04/2028 and 31/03/2043 |
| | | <ul style="list-style-type: none"> • Development – 0.9% • Construction – 2.3% • Operations – 1.5% | |
| | Skills and qualifications | Training and workforce development: | Between 26/11/2025 and 31/01/2028 |
| | | <ul style="list-style-type: none"> • Construction – \$150,000 | |
| | | First Nations benefit fund: | Between 01/04/2028 and 31/03/2043 |
| | | <ul style="list-style-type: none"> • Operation and maintenance – \$1,125,000 (\$75,000 per annum on average) | |
| | Local Content supply chain and innovation | Use of local content: | |
| | | <ul style="list-style-type: none"> • Development and construction – \$88,327,000 • Operation and maintenance – \$18,000,000 • An Aboriginal procurement plan | Before COD After COD |
| | | Local Steel: | |
| | | <ul style="list-style-type: none"> • \$2,180,000 | |
| | | Industry Benefits fund: | |
| | | <ul style="list-style-type: none"> • Construction – \$150,000 | 26/11/2025 – 31/03/2028 |
| | | Local employment (project lifetime): | Over contract term |
| | | <ul style="list-style-type: none"> • Learning workers – 7% • Underrepresented groups – 20% • Women – 16% • Local workers – 44% • Apprentices – 5% • Women in trades – 1% • Local trades – 65% | |
| | | 3 meet the buyer sessions | |
| | | <ul style="list-style-type: none"> • A supplier engagement plan • \$60,000 for tender ready support | By 31/03/2028 |
| | Community Benefit Sharing | Community benefit funds: | |
| | | <ul style="list-style-type: none"> • Community fund – \$1,125,000 (\$75,000 per annum on average) – Supported by a minimum of two facilitated co-design workshops | 01/04/2028 – 31/03/2043 |
| | | <ul style="list-style-type: none"> • Neighbour program – \$720,000 (\$40,000 per annum on average) | 26/11/2025 – 31/03/2043 |
| | | Social Value reporting: | |
| | | <ul style="list-style-type: none"> • Develop a social value framework • Reporting on social value impact –\$50,000 per annum | The Social Value Framework to be completed by 15/04/2026 |

2. Other social licence commitments

1. Local supply chain commitments, investment and innovation, employment and workforce commitments

Help local small to medium enterprises build capability to respond to project tender requirements for large infrastructure projects, Project Operator and Alinta Energy have committed \$30,000 per year, for two years of construction, for tender response and writing workshops and capability development support, as well as to host a minimum of 3 "Meet the Contractor" sessions.

2. Local supply chain commitments, investment and innovation, employment and workforce commitments

Design a partnership agreement with Kaurua Yerta Aboriginal Corporation. Under the agreement, Project Operator intends to commit to an Aboriginal Participation Plan and an Aboriginal Procurement Plan with KYAC. The plans will help document the approach to securing apprenticeships, traineeships, direct employment and procurement opportunities on the Project and future projects on Kaurua Country.

3. Environmentally sustainable procurement throughout supply chain

Alinta Energy will undertake to implement the following strategies and approaches to promote environmentally sustainable procurement throughout the supply chain:

- **Supplier Selection and Evaluation:** Project Operator's design and construct contractor 'KEC Power Pty Ltd' trading as 'Genus Industrial Services' ("the Contractor") will prioritise suppliers that demonstrate strong environmental credentials, including ISO 14001 certification or equivalent. Their procurement process evaluates suppliers on their commitment to reducing emissions, implementing environmental management systems, and adopting best-practice sustainability measures.
- **Sustainable Sourcing and Circular Economy:** Materials used in the Project will be selected for their recyclability, renewability, and low environmental footprint. Where possible, suppliers are engaged who support circular economy principles, including reuse, refurbishment and take-back schemes to minimise waste and extend product life cycles.
- **Carbon-Aware Logistics:** Transport partners will be selected based on fuel efficiency, use of electric vehicles, and route optimisation to reduce emissions. Packaging reduction and local sourcing will also be prioritised to further minimise the environmental footprint of logistics.
- **Supplier Engagement and Capability Building:** The Contractor will engage regularly with suppliers to promote sustainable practices, offering guidance, resources and training where needed. Environmental performance will be monitored, and suppliers are expected to track key indicators such as emissions, energy consumption, and waste minimisation.
- **Continuous Improvement:** Project Operator, Alinta Energy and the Contractor will maintain processes for reviewing and improving procurement performance. Collectively, they will actively monitor progress toward sustainability targets and report transparently on outcomes through frameworks like Alinta Energy's task force on climate-related financial disclosures reporting.

3. Definitions

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

First Nations Businesses 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.

Learning Worker means a worker with or without qualifications, who needs to update their qualifications or skills to meet the needs of the infrastructure project. This includes (but is not limited to):

- a. Trainees and Apprentices;
- b. School-Based Apprenticeships and Traineeships (SBATs) and other vocational education and training (VET) training from Certificate I through to Advanced Diploma, as well as part qualification short courses and Micro credentials; and
- c. Cadet or undergraduate engineers working on site.

Local or Locally means Australia and New Zealand.

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

Local Trade means jobs for people from the Relevant Jurisdiction who have completed a contract of training as an apprentice, and who hold a certificate of proficiency in that trade and are working in that occupation on the Project.

Local Worker means jobs for people from the Relevant Jurisdiction.

Steel means all steel intensive components, such as anchor cages, wind turbine tower sections, racking and mounting for solar, transmission towers, piling, and civil and structural works for substations, but excludes steel components integral to a component not available locally at the time of bidding, such as steel inside a solar module, and miscellaneous small hardware items such as nails and bolts.

Training means undertaking an accredited vocational education and training (VET) or nationally recognised professional qualification that meets the needs of the Project and can be full or part qualifications (such as one or more units of competency). It may be subsidised by government funding or through a fee-for service arrangement.

Underrepresented Groups includes:

- a. women;
- b. under 25 year-olds;
- c. a mature aged employee (i.e. 45 years and older);
- d. an employee with a culturally and linguistically diverse background;
- e. long term unemployed person;
- f. people with disabilities;
- g. refugees and asylum seekers;
- h. veterans;
- i. people living in social housing; and
- j. people registered with Services Australia to receive JobSeeker payments.