

Stakeholder Engagement Plan

Uungula Wind Farm

5 March 2026



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Document Review

Document to be reviewed and updated every 12 months or as required by the project team.

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1 Overview

Squadron Energy (SQE) is committed to genuine, proactive and meaningful engagement with the community, developing long-term relationships and maintaining open lines of communication.

1.1 About Squadron Energy

Squadron Energy is Australia's leading renewable energy company that develops, operates and owns renewable energy assets in Australia.

We are 100% Australian owned and have 1.1 gigawatts (GW) of renewable energy in operation and 900MW under construction. We work with local communities and our customers to lead the transition to Australia's clean energy future, using our proven experience and expertise across the project lifecycle.

There are six key stages in the development, construction and operation of wind farms including:

1. site selection
2. feasibility
3. project planning and approval
4. construction
5. commissioning and operation
6. decommissioning

Community engagement activities are tailored for each project stage and are ongoing for the life of the project.

1.2 Purpose of this plan

This Stakeholder Engagement Plan (SEP) has been developed for the Uungula Wind Farm (UWF) and outlines SQE's approach to community and stakeholder engagement throughout the construction phase of the project. When the project progresses into the operations phase, this plan will be reviewed and updated to guide the ongoing stakeholder engagement requirements for the project.

1.3 Key terminology

Table 1: Key terms

Term	Description
AEIC	Australian Energy Infrastructure Commissioner
AEMO	Australian Energy Market Operator
CEC	Clean Energy Council
DPHI	NSW Department of Planning, Housing and Infrastructure
DCCEW (NSW)	NSW Department of Climate Change, Energy, the Environment and Water
DDCEW	Commonwealth Department of Climate Change, Energy, the Environment and Water
EIS	Environmental Impact Statement
EMP	Environmental Management Plan
IAP2	International Association of Public Participation
LALC	Local Aboriginal Land Council
LGA	Local Government Area
OOHW	Out of Hours Works
REZ	Renewable Energy Zone
SEP	Stakeholder Engagement Plan
SQE	Squadron Energy
TMP	Traffic Management Plan
UWF	Uungula Wind Farm
VPA	Voluntary Planning Agreement
WTG	Wind Turbine Generator

1.4 Our approach to stakeholder and community engagement

Our approach to stakeholder and community engagement for Uungula Wind Farm is proactive and genuine, to build trust in the community by being transparent, flexible and responsive.

We consider it important that trusting relationships are developed between our site-based project staff on a day-to-day basis, and the stakeholders that are part of their local community and region.

We begin by reviewing the work conducted by our team in the development phase of the project, including a review of previous stakeholder mapping and analysis to understand the needs of the community and continuing existing relationships from the project's inception.

Stakeholder and community engagement underpins project decisions, to ensure that we are considerate of and connected to, our local community. Activities are carried out by the SQE Uungula project team, which includes a site-based Community Relations Adviser, with input and support from the construction partners, NACAP and GE. SQE's values underpin and guide our work.

Table 2: Squadron Energy Values

Value
Humility
Courage and Determination
Empowerment
Enthusiasm
Family
Frugality
Generating Ideas
Integrity
Safety
Stretch Targets

1.5 Government approval documentation

UWF is classified as State Significant Development (SSD) under the NSW *Environmental Planning and Assessment* (EP&A) Act and was declared a Controlled Action under the Commonwealth *Environment Protection and Biodiversity Conservation* (EPBC) Act. The Project received approval under both the EP&A Act and the EPBC Act in 2021.

The EIS and approval can be accessed via:

<https://www.planningportal.nsw.gov.au/major-projects/projects/uungula-wind-farm>

1.6 Clean Energy Council

The Clean Energy Council has prepared Community Engagement Guidelines (CEC, 2018) which outline four principles which underpin best practice community engagement. In addition to incorporating our company values in our engagement with the community, SQE is committed to these best practice principles.

Table 3: Clean Energy Council best practice principles

Principle	Description
Openness	Openness means sharing relevant information about the decisions and activities of the developer in a way that is clear, accurate, timely and honest
Inclusiveness	Inclusiveness means identifying and interacting with all project stakeholders to ensure their perspectives are understood and taken into consideration
Responsiveness	Listening and responding to community concerns and needs. Responsiveness means providing mechanisms to collect questions about a project and to provide answers in an open and timely manner, informing individuals about the status of their queries.
Accountability	Being accountable involves the ongoing process of monitoring, evaluating, and disclosing information about the activities, and positive and negative impacts of the project at every stage

Source: Clean Energy Council, *Community Engagement Guidelines for the Australian Wind Industry* (June 2018)

1.7 International Association of Public Participation

Our approach to engagement is also informed by the Public Participation Spectrum developed by the International Association of Public Participation (IAP2). The SQE team members and our contractors use the IAP2 Spectrum to guide the implementation of engagement activity. This is done alongside the initial stakeholder analysis and mapping exercise and in the development of the project and its stakeholder engagement program of activities (see Table 7).

The IAP2 Spectrum outlines levels of engagement to suit varying degrees of impacts in the community. Where impacts are likely to be minimal, the spectrum suggests engagement activities that ‘inform’ and ‘consult’. Where activities have more significant impacts, SQE will use the ‘involve’ and ‘collaborate’ levels of engagement. This could include where our teams are working on landholders’ properties. In all cases, SQE strives to incorporate stakeholder feedback into our day-to-day construction activities to minimise impacts where possible and in alignment with planning approvals.

		Increasing impact on the decision				
		Inform	Consult	Involve	Collaborate	Empower
Public participation goal		To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.	To obtain public feedback on analysis, alternatives and/or decisions.	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	To place final decision making in the hands of the public.
	Promise to the public	We will keep you informed.	We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision. We will seek your feedback on drafts and proposals.	We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.	We will work together with you to formulate solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.	We will implement what you decide.

Figure 1 IAP2 Spectrum of Engagement

1.8 Project Engagement objectives

The objectives of engagement are:

7. To establish and maintain a level of acceptance of the project within the local community.
8. To understand the impacts of our construction so we can minimise our impact
9. To have a culture of openness, inclusiveness, responsiveness and accountability.
10. To share benefits of the project within the community.
11. For UWF to be considered as an integrated and valued member of the social and economic fabric of the community.

We will do this by identifying the construction impacts early and engaging with directly affected stakeholders to develop solutions to minimise disruption. This includes:

- keeping the community informed about the project, its likely impacts, and likely benefits, through the provision of accurate and timely information
- providing up-to-date information on issues that affect stakeholders including road closures, over size and over mass deliveries
- providing an efficient complaints and enquiries management process and ensure that complaints are responded to and resolved quickly
- ensuring that the construction team fully understands the local context, including any local impacts that it may have or opportunities that it could provide
- building and maintaining SQE's social licence within the community, through community partnerships and benefits.

2 The Project

UWF is in the Central West of NSW, approximately 14km east of Wellington. The location is well-suited to wind generation due to a reliable wind resource, low density of rural residential dwellings, existing powerlines with connection opportunities and position within the Central-West Orana Renewable Energy Zone (CWO REZ) (refer Section 2.2).

SQE has been working with landholders in the Ungula area since 2009, undertaking extensive community engagement and consultation during the project development and approvals phases. That consultation resulted in a reduced project footprint, minimising the number of neighbours and potential impacts.

2.1 Project Overview

Ungula Wind Farm will involve the construction, operation, and ultimately decommissioning and rehabilitation of a commercial scale wind farm, comprising 69 wind turbine generators (WTG) and associated ancillary infrastructure, with a total capacity of approximately 414 MW.

The key features of the Project include:

- 69 WTGs with a maximum tip height of 229 metres
- generating capacity of 414 MW of clean energy to power the equivalent of 220,000 average Australian households each year
- ancillary infrastructure: substations, switching stations, permanent offices and site compounds, underground and overhead electricity transmission lines, wind monitoring masts, permanent meteorological masts, communication cables (including control cables and earthing), water storage tanks, hardstands and internal roads
- temporary facilities used for the construction, repowering and/or decommissioning of the Project, including site compounds, laydown areas, stockpiles, rock crushing and concrete batch plants, temporary roads
- connection to the existing 330 kV transmission line bCentral West-Orana Renewable Energy Zone

The NSW Government is delivering a number of Renewable Energy Zones (REZ). The first of these areas is in the Central-West Orana region around Dubbo and Wellington. Whilst not part of the Central West Orana (CWO) REZ, UWF is close to the CWO REZ.

A REZ involves the coordinated development of new electrical grid infrastructure in energy-rich areas to connect multiple renewable energy generators (such as solar and wind farms) in the same location. The designation of a REZ is intended to result in the development of additional capacity for renewable electricity generation, producing low-cost power for NSW homeowners and business, driving down carbon emissions

within the electricity generation sector, and creating employment opportunities and growth through facilitating significant investment into the regions.

2.2 Indicative project timeline

Table 4 outlines the targeted milestone dates for various activities on the project. These dates are dependent on weather, site conditions and project sequencing and may regularly shift and/or change.

Table 4: indicative project timeline

Time	Activity
October 2023	pre-construction activities
February 2024	Twelve Mile Road construction commences. The construction works include clearing, earthworks, drainage, culverts, pavement, sealing, and audit of works.
Early 2025	completion of external road works package, including Twelve Mile Road
Mid 2026	practical completion of transmission infrastructure
Mid 2026	transformer delivery
Early 2025	wind farm site access road works. (expected to take up to 18 months to complete).
Beginning Q3 2025	installation of concrete foundations for wind turbines. (Expected to take up to 12 months to complete.)
April 2026– January 2027	transport and delivery to site (towers and blades) oversize and/or over mass deliveries (OSOM)
June 2026 – July 2027	wind turbines main installation
October 2026 – August 2027	wind turbines commissioning
November 2027	wind farm practical completion

2.3 Project site map

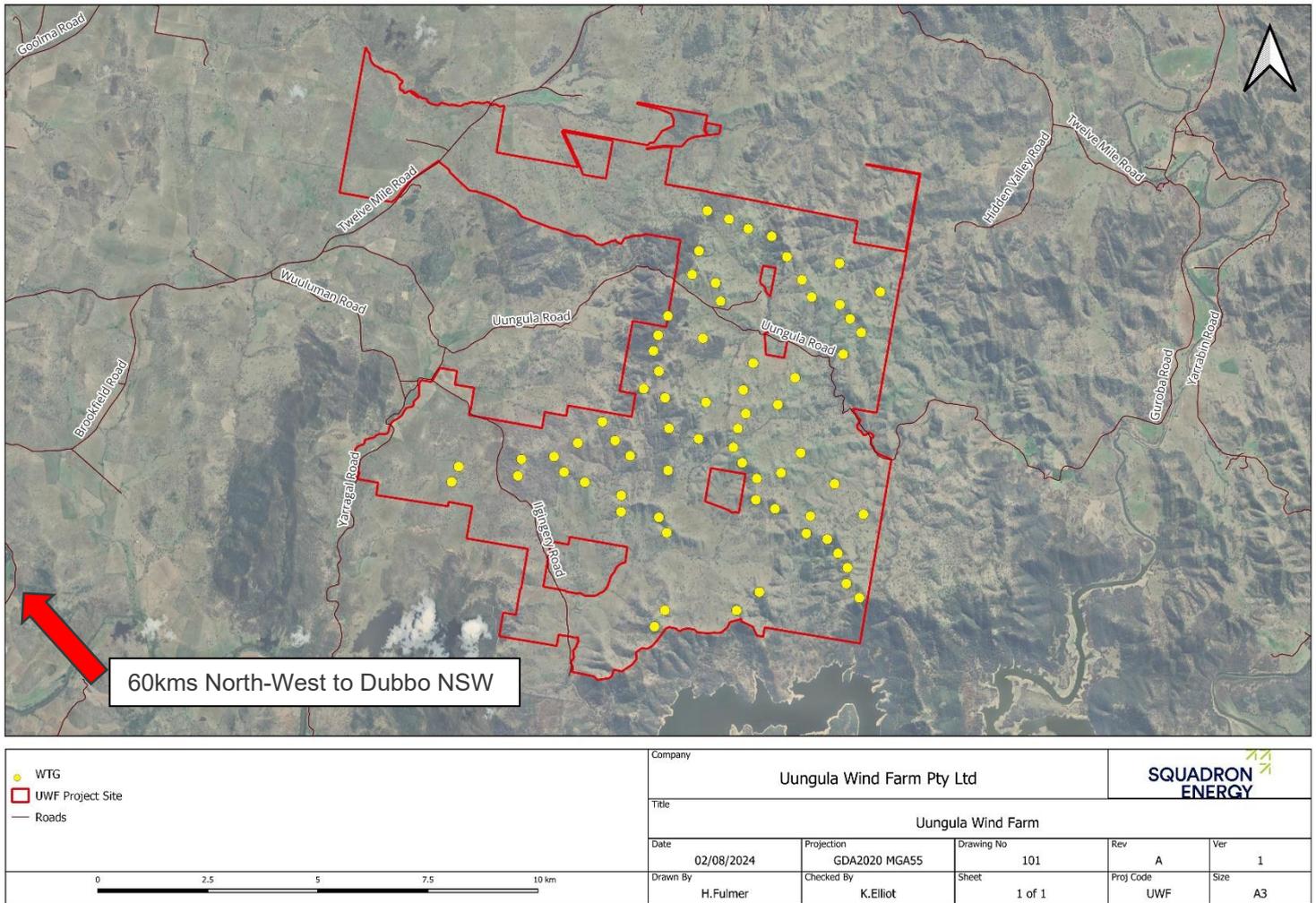


Figure 2: UWF site map including wind turbine layout

2.4 Community overview

The communities nearest to Uungula Wind Farm include the towns of Wellington, Gulgong and Dubbo. Wellington is located approximately 25km to the southwest of the project site. Gulgong is approximately 45km east of the project site. The nearest regional city is Dubbo, which is approximately 70km northwest.

Wellington is a small town situated where the Wambuu Macquarie and Bell rivers converge. It is located in the Dubbo Regional Council Local Government Area. The majority of Wellington's land is used for grazing (71%), followed by broad-acre crops (17%).

According to the 2021 Census, Wellington's population is 4,096, with a median age of 41. Wellington has a significant Aboriginal and/or Torres Strait Islander population, with 28.7% of residents identifying as Aboriginal and/or Torres Strait Islander, compared with the state average of 3.4%.

The median income for the Dubbo Regional LGA is \$837, compared with \$813 in broader NSW.

Table 5: Table state Suburb data 2021 Australian Census (Australian Bureau of Statistics)

State Suburb	Dubbo	Wellington	Gulgong
People (no.)	74,084	4,096	2,680

State Suburb	Dubbo	Wellington	Gulgong
Male (%)	49.6	49.6	48.4
Female (%)	50.4	50.4	51.6
Median Age	38	41	41
Aboriginal and/or Torres Strait Islander identified people (no.)	11,947	1,174	216

2.4.1 Nearby renewable energy projects

In the Central-West Orana Renewable Energy Zone, there are several renewable energy projects, including:

- Lightsource BP Wellington Solar Farm and Wellington North Solar Farm, in the final stage of construction, 30km west of Ungula Wind Farm
- Akaysha Energy is in the early stages of constructing the Orana Battery Energy System, 12kms southwest of Ungula Wind Farm
- CalEnergy Resources Australia are in the early stages of constructing the Suntop Solar Farm, 37kms south of Ungula Wind Farm
- The operating Bodangora wind farm owned by Iberdrola, is 32kms north of the Ungula Wind Farm
- Bulabul Battery (formerly the Wellington Battery Energy Storage System), 13kms from Ungula Wind Farm
- Other wind farm projects near the Ungula Wind Farm that are in the planning stages are Burrendong wind farm and Piambong wind farm.

3 Stakeholder identification and analysis

3.1 Stakeholder overview

The key stakeholder groups with their level of interest and influence are outlined in Table 6.

Table 6: stakeholder identification and analysis

Stakeholder group	Group Description	Interest	Influence	IAP2 Spectrum Participation
Federal government	Mark Coulton Federal Member for Parkes.	Low	High	Consult
	Federal government agencies	Medium	High	Consult
State government	Dugald Saunders NSW MP for Dubbo	Medium	High	Consult
	State government agencies	Medium	High	Consult
Host landowners	Property owners with agreements to have turbines on their land or access infrastructure. Property owners impacted by the construction phase, for example residents along Twelve Mile Road.	High	High	Collaborate

Stakeholder group	Group Description	Interest	Influence	IAP2 Spectrum Participation
Neighbouring landowners	Landowners with whom we have an agreement.	High	High	Involve
Local government	Both elected members and officers of Dubbo Regional Council and CEOs of haulage route Councils from Newcastle Port to Wellington; Newcastle, Maitland, Singleton, and Upper Hunter	Medium	Medium	Consult
Haulage route users	Stakeholders who are regular users of the haulage route, including school bus operator and stock transport vehicles along Twelve Mile Road	High	Medium – High	Involve
Local businesses	Wellington businesses and First Nations businesses	Medium	Medium	Collaborate
Local community groups	Wellington and surrounds community groups, including but not limited to Wellington Information and Neighbourhood Services Inc, PCYC Wellington, Wellington Arts Centre Inc, Wellington Communities for Children, Wellington Country Women's Association, Rotary Club of Wellington, Wellington Lions Club, Wellington Red Cross, Wellington Men's shed, and Mid Macquarie Landcare Wellington	Low	Medium	Consult and collaborate
Media	Wellington Leader, Dubbo Photo News, Binjang Radio	Medium	Medium	Inform
	National– incl. Daily Telegraph, Sydney Morning Herald, The Australian, ABC News, Financial Review	Low	Medium	Inform Monitor
Near neighbours	Residents up to ten kilometres from the nearest wind turbine and along Twelve Mile Road	Medium	Medium	Involve
First Nations groups	First Nations groups: Wellington Aboriginal Advisory Panel, Wellington Local Aboriginal and Lands Council. Three Rivers Regional Assembly, and Nanima Preschool	Medium	Medium	Consult and collaborate
Communities in the locality	Wellington community Nanima community Twelve Mile Road community	High	Medium	Consult
Community Consultative Committee (CCC)	Committee members	High	High	Consult
Local schools	Wellington Public School	Medium	Low	Involve

Stakeholder group	Group Description	Interest	Influence	IAP2 Spectrum Participation
	Wellington High School St Mary's Catholic School Wellington Christian School Wellington Community Children's Centre			

3.2 First Nations engagement

Squadron Energy is mindful that best practice engagement with First Nations stakeholders requires cultural knowledge and understanding. As part of our approach to best practice engagement with First Nations stakeholders, Squadron Energy:

- carries out detailed stakeholder mapping to understand all representative groups in the region.
- develops relationships with First Nations Stakeholders prior to any formal engagement and consultation process.
- is informed about cultural practices and protocols which may impact engagement methods and timelines.

We collaborate with First Nations stakeholders to identify opportunities and challenges that can be worked through, during project planning and development.

The Uungula Wind Farm team has the support of an SQE First Nations engagement facilitator in the Central West Orana REZ who provides guidance and advice on First Nations engagement and development of economic opportunities from the construction through to future operational phases.

4 Key engagement methods

IAP2 Australasia's Community Engagement model outlines that the methods used for engagement will vary based on the sector, purpose of the engagement and expectation of stakeholders. It is important to select the right method of engagement to successfully design, deliver and evaluate genuine stakeholder engagement, noting that more than one method is likely to be required.

4.1 Landowner Engagement – property plans

The Uungula Wind Farm project team engages with wind farm hosts at the beginning of construction to prepare individual property plans, which form the basis of engagement between the project team and the host landowners.

SQE Project team staff and NACAP Construction staff meet with hosts to identify the key aspects of their property and property management that can be impacted by construction. This may include seasonal stock or crop activities, gates, weeds, etc. The team will use the host agreement as a basis for discussion and develop a plan which is provided to the construction team prior to any work being undertaken on the property. This plan forms part of the construction documentation.



Property Management Assessment (PMA) 'Insert Name'
ACTIVITIES, SPECIAL COMMENTS & LAND ACCESS RULES

Lot Plan	Landholder	Proposed Activity
		PROPERTY UHF CHANNEL:

10. TRAFFIC:	<ul style="list-style-type: none"> Reduce speed around dwellings, stockyards, and watering points. Remain on designated access tracks at all times. Drive to conditions and at speeds to minimise noise, dust, and disturbance. Maximum of 40 km/h on property
11. GENERAL:	<ul style="list-style-type: none"> No firearms, drugs, alcohol, or animals are to be brought onto the property. No hunting or fishing on the property. No camping outside of designated construction/drilling campsites. No fence is to be cut or altered without express permission of the Landholder. Notify NACAP Landholder Representative immediately of any stock injuries, fatalities to livestock, damage to fences, roads, or other Landholder infrastructure. Collect and remove all rubbish from the property. Ensure bins on site are secure and rubbish cannot blow out of bins. Use only designated bathroom facilities. Smoking allowed only in approved, designated locations.
SECTION 3. 'Insert Name' PROPERTY SPECIFIC CONDITIONS & MAPS	
12. INSERT NAME PROPERTY SPECIFIC CONDITIONS: This section details specific conditions and requirements for this particular property in addition to Section 2. STANDARD NACAP ACCESS RULES.	<p>You must have the following in place prior to entry:</p> <ul style="list-style-type: none"> All vehicles, machinery and equipment are to have plant inspection certification completed prior to entry to this property. A copy of this certificate must be SAVED and supplied to SQE Land Team on request. The Landlord and the Tenant acknowledge and agree that the Aerial Fertiliser Spreading Protocol as contained in Section 1 of the Code of Conduct forms part of the Code of Conduct to this Lease. The Tenant will install suitable visibility demarcation on the Internal Overhead Powerlines on the site in accordance with appropriate industry standards (which standards are to take into account electrical safety and functionality in addition to visibility). The Tenant will paint approximately the top third of each Wind Monitoring Mast installed on the Site during the Term in a red and white alternating pattern (such pattern being consistent with industry practices).

LAND ACCESS RULES – 'Insert NAME'

SECTION 1. LANDHOLDER & PROPERTY DETAILS	
1. LOT PLAN:	
2. LANDHOLDER NAME:	
3. OTHER PARTIES & RELATIONSHIP:	
4. NACAP LANDHOLDER REPRESENTATIVE / s:	<p>Primary Contact</p> <p>Secondary Contact</p> <p>All Landholder communications regarding the project are to be via the NACAP Landholder Representative.</p> <p>Squadron Energy Contact</p>
5. PROPERTY ADDRESS:	
SECTION 2. STANDARD NACAP ACCESS RULES (ALL PROPERTIES & FIELDS)	
6. ACCESS REQUIREMENTS:	<p>You must have the following in place prior to entry:</p> <ul style="list-style-type: none"> Nacap Form 1 and Form 2. Emergency Response Plan. Nacap vehicle badging or Contractor Company vehicle badging. Valid Weed Hygiene Certification for all vehicles and plant. <p>General</p> <ul style="list-style-type: none"> No firearms, drugs, alcohol, or animals are to be brought onto the property. No hunting or fishing on the property. No camping onsite or outside the relevant property. No fence is to be cut or altered without express permission of the Landholder. Notify Nacap Landholder Representative immediately of any stock injuries, fatalities other Landholder infrastructure regarding the project. Collect and remove all rubbish from the property. Ensure bins on site are secure and rubbish cannot blow out of bins. Use only designated ablution facilities.
8. GATE MANAGEMENT:	<ul style="list-style-type: none"> Leave gates as you find them. If it is open, leave it open. If it is closed, ensure it is closed. The person that opens the gate, closes the gate. Do not leave gates open for the last vehicle in a convoy situation. Report any damage, livestock problems or other issues immediately to NACAP Landholder Representative.
9. LIVESTOCK:	<ul style="list-style-type: none"> Give way to livestock and reduce speeds to minimise disturbance. Report any stock related issues immediately to NACAP Landholder Representative. This includes killed or injured stock and observations of sick, lame or straying stock.

13. Foreign Services:	Water Lines
	Powerlines
	Other

Figure 3: Property plan template

4.2 Enquiries and complaints

During the project construction phase, stakeholders and members of the community can contact SQE via the specific project email address, and phone number, listed on the project's website

<https://www.squadronenergy.com/our-projects/uungula-wind-farm>

Project phone number: **0488 820 191**

Project email address: uungulawind@squadronenergy.com

Project postal address: 16- 18 Maughan Street, Wellington NSW 2820

Wellington office hours: Monday to Friday 9am to 3pm

4.2.1 Complaints handling procedure

Complaints management for the project is outlined in section [5.3 of the Uungula Wind Farm Environmental Management Strategy](#), in compliance with approval Condition C1 of SSD-6887 (UWF).

Section 5.3 of the UWF Environmental Management Strategy states:

Complaints received via any of the methods listed above will be provided to the Proponent's Project Manager within 24hrs of receiving the complaint. Additional UWF key personnel will be notified for action, including the Site Representative, Stakeholder Engagement officer, and the Project Environmental Advisor, as required. Complaints and enquiries will be responded to within 48 hours of receipt. Initial contact with the complainant will either outline actions taken to resolve the complaint or a holding statement while the complaint is being investigated.

The project complaints register is also published on the project website:

<https://www.squadronenergy.com/our-projects/uungula-wind-farm> under Monitoring, Audit and Compliance.

Complaints that cannot be resolved by SQE may be referred to the Australian Energy Infrastructure Commissioner.

4.3 Notifications

The project construction hours are mandated in the conditions of consent as:

Monday to Friday 7am to 6pm and 8am to 1pm on Saturday. Any work conducted outside these hours (OOHW) must be approved and notifications provided to relevant stakeholders within the relevant statutory timeframe. Project updates will be placed on the website and emails be sent to affected landowners.

<https://www.squadronenergy.com/news/project/uungula-wind-farm>

Prior to commencing construction and throughout construction, ongoing consultation with relevant stakeholders and landowners will occur.

4.4 Community & Stakeholder Engagement performance

The project team, along with SQE's Stakeholder Engagement team regularly reviews the project's community and stakeholder engagement performance.

This helps the project team to improve the quality of communications and consultation as the project progresses.

4.5 Engagement activities

Table 7 outlines the types of engagement tools to be used over the course of the project development phase.

Table 7 indicative engagement schedule

Action	When	Activity	Who
Community briefing – preparation for impact of OSOM movements on TMR	March/April 2026	Briefing held onsite with residents and landowners	Community Relations Advisor Project team
Develop property plans with hosts	February - November 2024	SQE, contractor prepares property plans with host landowners.	Community Relations Advisor
Establish project specific complaints management procedure display on the Squadron Energy website	March 2024	Develop system and publicise.	Stakeholder Engagement Advisor and Environmental Advisor
Run local procurement workshops	September and October 2024	Invitation to all local businesses to forum hosted by SQE.	Regional Economic Development Facilitator, Head of First Nations Engagement
Community Consultative committee meetings and present meeting minutes on Squadron Energy website	Quarterly from March 2024 (previously conducted in development phase)	CCC meetings as a Condition of Consent.	Community Relations Advisor and Project Manager
Community Newsletters	Quarterly from March 2024	Email out to all newsletter subscribers, host and neighbours.	Community Relations Advisor
Face to face meetings to communicate project information and updates	As required from March 2024	Meet with stakeholders located nearest to work activities, continue to provide project updates as the work progresses. When progresses to a new location, identify and engage with surrounding impacted residents, landowners and other stakeholders.	Community Relations Advisor and others as required
Publish a community newsletter including details of open days and sponsorships	Quarterly from March 2024	Email to all hosts, neighbours and other stakeholders.	Community Relations Advisor
Provide information and briefings	October 2023	Briefings to key stakeholder organisations.	Project team members as relevant
Display sponsorship program on Squadron Energy website, in local newspapers and shopfronts	October 2023	Invite sponsorship applications.	Community Relations Advisor
Display project description and information on the Squadron Energy website	October 2023 & ongoing	Launch website, continuous management and updating of the website content.	Community Relations Advisor with support from Communications team
Notify all hosts of project start by meeting and email communication	December 2023	Notification in line with approval.	Project Manager

Action	When	Activity	Who
Community presentations to include project information and updates	Ongoing	Present to local community groups as required.	Regional Economic Development Facilitator, Community Relations Advisor
Council engagement to communicate project information and updates.	Ongoing	Biannual presentations or meeting with council representatives.	Project Manager

5 Community Benefit sharing

As the ultimate owner and operator of our projects, SQE is committed to being a positive contributor to the communities where we work. We share the benefits of our projects by supporting communities over the long term. We do this through a range of opportunities such as community benefit funds, neighbour agreements, community sponsorships and grant initiatives.

We recognise that each community is different and through partnerships with Councils and local groups, and consultation with the community, we aim to tailor benefits at each project and make a positive lasting contribution to surrounding communities.

Squadron Energy strives to be an active participant in building community capacity at the local level and across our full project portfolio. We do this in many ways, as outlined in Table 8 with examples of Squadron Energy's community benefit sharing across our projects.

Our focus on supporting community capacity relies on our understanding of the regions in which we operate, so we can tailor support systems and benefits to suit. When engaging with the local Wellington community, we identify opportunities that are based on local community need. Our conversations with local people inform us of the community's priorities, and the potential for generating partnerships and introducing tailor-made programs, infrastructure or benefit sharing.

Table 8: Examples of Squadron Energy community benefit sharing across our projects

Community sponsorship program	<p>Each of our projects has a community sponsorship program which provides funds or in-kind support to community organisations and events in the local project area. Additional information regarding this program can be found on our website: https://www.squadronenergy.com/</p> <p>Local community groups are encouraged to apply for sponsorship via SQE's website: https://www.squadronenergy.com/communitysponsorship.</p>
Voluntary Planning Agreements	<p>We enter into voluntary planning agreements with local councils as part of our community investment approach. We work closely with local councils to shape these agreements in line with the NSW Benefit Sharing Guideline and to ensure they deliver long-term, locally focused benefits throughout the life of the project.</p> <p>These agreements can help fund or deliver public infrastructure, services and amenities and may include a Community Benefit Fund for local organisations and initiatives to apply for support.</p> <p>Typically, about 85% of our community investment for a project must be administered by local councils in accordance with the Guideline.</p> <p>If a project spans multiple Local Government Areas (LGAs), funds are divided on an agreed proportion, such as the number of turbines in each LGA.</p>
Community Benefit Funds	<p>Community Benefit funds have been established for a number of SQE's operational sites. These funds may be managed by local councils or in some cases, an elected group of</p>

	local community members who make decisions on how and where the funding is spent each year.
Energy initiatives	We have a Power Promise Program, designed to explore ways of delivering direct, energy-related benefits to communities near our future wind and solar projects. These benefits may include initiatives such as bill bonuses, subsidised rooftop solar, home batteries and other energy upgrades. Specific opportunities are shaped by local consultation and what's feasible for each project. We partnered with Reswitch to deliver a two-year trial at Clarke Creek Wind Farm as the first initiative under the program. Eligible homes and businesses within 20km of Stage 1 of Clarke Creek Wind Farm may sign up to receive a \$1,000 annual electricity bill credit, supporting affordable and clean energy for communities near the wind farm.
Telecommunications	Reliable connectivity is a challenge for many rural and regional communities across Australia. We recently completed a trial program to improve internet connectivity at one of our wind farm development sites in NSW. Following its success, we are working on the Uungula Broadband initiative, which will connect eligible residents and businesses near our Uungula Wind Farm in Wellington with a fast, reliable and cost-effective internet service.
Housing and workforce accommodation	We look for ways to minimise any potential impacts of our projects on local housing supply and maximise legacy from workforce accommodation required during construction. In 2025, we refurbished the former Bellhaven Aged Care Nursing Home in Wellington, NSW to provide temporary accommodation for workers on renewable energy projects in the Central-West Orana REZ. The 32-room facility will support our Uungula Wind Farm and help ease pressure on local housing and tourism accommodation. Local First Nations businesses were engaged for the refurbishment works, creating local jobs and ensuring local communities' benefit from long-term economic opportunities.
Employment and business opportunities	Early engagement in the development process can identify economic and employment opportunities. We operate and own firming, solar and wind energy assets in local communities, creating jobs for 30+ years. For example, workforces during construction can peak as high as 500 in civil works, structural works, electrical works, wind turbine generation, battery installation and commissioning. Our Regional Economic Development team helps us to reach economic development and workforce targets and engage local businesses. For example, mandating of local content targets on the Bango and Crudine Ridge wind farms. Our tender assessment and contractor selection criteria include weighting to favour local suppliers and businesses.
Training and skills development	Engaging with local communities allows us to identify opportunities for skills development. For example, SQE has collaborated with TAFE NSW to create and deliver a digital Microskill course: "Introduction to the wind energy industry." We provided subject matter experts to create the lessons, and the course is now available to people interested in upskilling or cross skilling into the renewable energy sector. We've also run business uplift and preemployment programs in the Central-West Orana REZ to encourage local business and employment opportunities from our projects.
First Nations employment	SQE is leading the industry on First Nations employment, with a First Nations engagement team focusing on creating pathways to employment and business opportunities. We partnered with Aurora Energy Services (formerly ARC Wind) to support two trainee wind turbine technician roles for First Nations people in Wellington, NSW. The program provided hands-on experience and a pathway to future employment in the wind industry, including at our Uungula Wind Farm. Engagement with local First Nations communities can help us to identify opportunities for First Nations economic development, skills and employment.

6 Review

This plan will be reviewed annually to reflect the progress of the project, and stakeholder engagement activity completed throughout the year. It is not intended for this document to be static, as engagement activity is ongoing.

Squadron Energy is Australia's leading renewable energy company. Proudly Australian owned, our mission is to be a driving force in Australia's transition to a clean energy future by providing green power to our customers.

We develop, operate and own renewable energy assets in Australia, with 1.1 gigawatts (GW) of renewable energy in operation and a development pipeline of 20GW.

With proven experience and expertise across the project lifecycle, we work with local communities and our customers to lead the transition to Australia's clean energy future.

Squadron Energy acknowledges the Traditional Owners of Country throughout Australia. We pay our respects to Elders past, present, and emerging.

