

Clean Energy Council

Best Practice Charter



Introduction.

As a signatory to the Clean Energy Council's Best Practice Charter for Renewable Energy Projects, Intium is dedicated to the 10 commitments. These principles are embedded in the way we work on a daily basis; they are not simply a checklist, but rather how we do business.

We are passionate about ensuring we adhere to a high standard of responsible, transparent, and community-focused development across Australia's clean energy transition. Intium proudly upholds the Clean Energy Council's Best Practice Charter, embedding the commitments into the projects we work on.

The following annual report discloses how Intium, as a new business, is engaging respectfully with communities, being sensitive to environmental and cultural values, minimising impact on agriculture, prioritising co-land use, and making a positive contribution to the regions in which we operate.

At this early stage of our business, commercial and confidentiality obligations require us to be strategically selective in the information we share. In place of project-specific details, we have provided aggregated insights that demonstrate our current market activity.

Overview

Who we are

Intium is a wholly-owned subsidiary of a state-based corporation, established to deliver innovative energy solutions that underpin Australia's transition to net zero. **Our mission:** Transforming Australia for a clean energy future through pioneering change in complex and emerging energy services.

What makes us unique

We blend delivery reliability, innovation, and exceptional service, backed by substantial capital, infrastructure, and an expansive delivery partner network -allowing us to tackle industry challenges and fast-track clean energy deployments. We are a long-term, enduring partner located in regional Australia, supported by our deep local electrical expertise, large workforce and long-established supply chains to support the energy transition in an equitable way.

What we offer

We enable integration of energy generation and large load projects into the electricity network, and support the setup and operation of public and commercial electric vehicle charging infrastructure. Our expertise spans the full emerging energy project cycle, from strategic planning, grid connections and design to construction, operation and maintenance. Bringing the latest thinking and innovative strategies to all phases.

10 Commitments.

1. We will engage respectfully with the local community, including Traditional Owners of the land, to seek their views and input before submitting a development application and finalising the design of the project.
2. We will provide timely information and be accessible and responsive in addressing the local community's feedback and concerns throughout the life of the project.
3. We will be sensitive to areas of high biodiversity, cultural and landscape value in the design and operation of projects.
4. We will minimise the impacts on highly productive agricultural land and explore opportunities to integrate agricultural production.
5. We will consult the community on the potential visual, noise, traffic and other impacts of the project, and on the mitigation options.
6. We will support the local economy by providing local employment and procurement opportunities.
7. We will offer communities the opportunity to share in the benefits of the project, and consult with them on the options available, including the relevant governance arrangements.
8. We commit to using the project to support educational and tourism opportunities where appropriate.
9. We will demonstrate responsible land stewardship over the life of the project and welcome opportunities to enhance the ecological, cultural and/or agricultural value of the land.
10. During the life of the project, we will recycle waste materials where feasible and commit to responsible decommissioning or refurbishment/repowering of the site at the end of the project's life.



How we embed the commitments in the way we work.

This section highlights relevant themes that demonstrate our adherence to the commitments.

Community Engagement

Intium is firmly dedicated to the Clean Energy Council's commitment to "engage respectfully with the local community, including Traditional Owners of the land, to seek their views and input before submitting a development application and finalising the design of the project".

Intium has proactively built enduring relationships across the diverse regions where we operate, from the plains of Far West NSW, through the Snowy Mountains, to the sub-tropical North Coast and southern Queensland. Our approach, which utilises frameworks from our parent company, involves early-stage, culturally sensitive consultations with Traditional Owners and regional First Nations communities to inform planning and co-design, ensuring input is incorporated from the outset.



Regional Economic Development

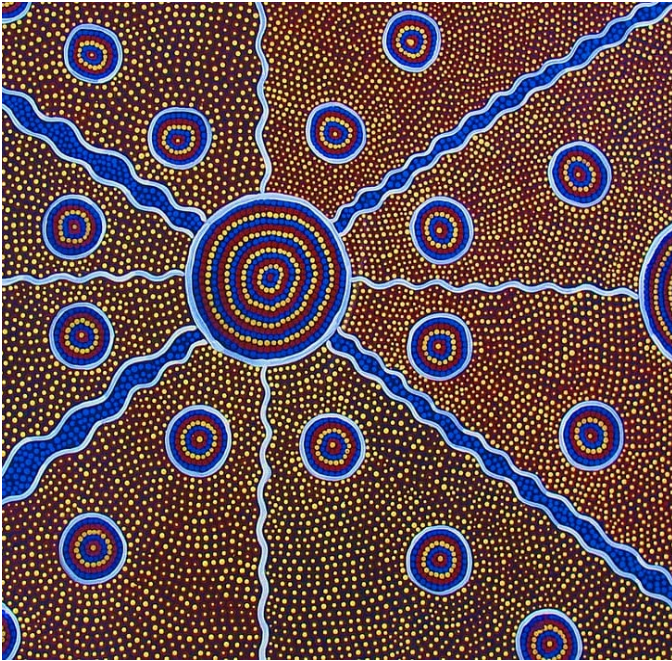
Intium is committed to regional development and community benefits through strategic partnerships and local contractor engagement. We have a strong focus on increasing career and training opportunities in regional areas and driving regional community benefits - contributing to real regional economic uplift.

Securing a growing number of strategic local partners across the industry and deepening these relationships is instrumental in achieving our goal of driving regional economic development for the long term. By prioritising local employment using local partners and creating pathways for skills development, we're not only building critical infrastructure but also generating lasting local jobs and career opportunities that strengthen communities for generations to come.

Specific to EVCI, where growth may be uneven across regional and rural areas, Intium's strategy aims to enable smart communities, facilitate EV adoption, and drive connections and load to support regional development (including regional tourism).

Intium also proactively participates in a 6-rotation graduate program to grow talent in the energy industry, whilst playing an important role in mentoring and training young staff. We provide a safe environment where graduates from all areas, including regional NSW, can grow and develop to contribute to the future energy workforce.

First Nations



Intium acknowledges the Traditional Custodians of the lands where we operate and is committed to fostering genuine, long-term engagement that respects and uplifts First Nations' rights and aspirations. In accordance with our frameworks developed by our parent organisation, our teams proactively pursue free, prior and informed consent in consultation, ensuring communities are engaged early, with full transparency and culturally appropriate information. This is to guide our design, decision-making, and ongoing collaboration.

Our tailored approach incorporates acknowledging cultural protocols, employment, and training, and ensures procurement pathways are designed to strengthen equity and capability, with investments in culturally aware workforce development and supplier inclusion. We embed First Nations perspectives and cultural practices into our planning and operations. These actions reflect our dedication to meeting challenges with innovation, respect, and shared prosperity.

Minimising environmental impact

Intium is focused on minimising unnecessary environmental disruption through its deployment of preventative maintenance schedules, which include site inspections, vegetation management and waste removal, all contributing to environmental stewardship.

We use value engineering, modular offsite construction and Factory Acceptance Testing to reduce on-site disruption and environmental footprint. This method particularly helps minimise environmental impact during substation and infrastructure rollout.

With our local knowledge, we provide input to clients to consider local agricultural cycles and advise on delivery programs to minimise impact to local agriculture. We have a strong focus on protecting productive agricultural land and enabling dual land use through land capability assessments and tracking layouts that preserve farm operations.

Local Employment

Intium leverages a deep regional workforce, with access to over 3,000 skilled personnel and 97 local depot locations in regional NSW. The projects we support involve local contractor sourcing and contingency planning for local workforce availability. As an organisation, we are committed to accessing local field technicians and offering localised expertise with local SMEs. This is evidenced through the growing number of regional strategic partners we have secured, that are well integrated into the Intium delivery team.

Intium commits to maximising local participation through internal workforce development. We have supported projects in Snowy Mountains, Dubbo and Parkes where staff were all sourced locally, in some cases, living within 30km

of the site. We have also collaborated with local shire councils to deliver infrastructure using local resources, and include robust clauses in our EPC contracts that reinforce local hiring and training.

At Intium we are deeply committed to nurturing, educating, and empowering local employees. Our vision extends beyond our organisation - it's about inspiring hope and creating opportunities across regional NSW and beyond. We strive to build a workforce that reflects the rich diversity of the communities we serve. We support minority groups, including Indigenous youth and regional workers, and are increasing the representation of women in STEM roles, particularly in leadership.

Local Procurement

Intium's procurement strategies prioritise local suppliers, reinforcing Intium's commitment to sourcing and servicing locally. Our Procurement Policy encourages sourcing from regional, rural and remote resources, SMEs, and disability employment organisations. The majority of regularly used suppliers are based in regional NSW locations.

We extensively use procurement toolkits and frameworks that promote local supplier participation. We have a history of engaging local subcontractors, including regional SMEs.

Drawing on the NSW Government Procurement [Aboriginal Participation Policy](#), Intium encourages employees to negotiate directly with First Nations-owned companies.

Educational Partnerships

Intium is focused on supporting our parent company in the expansion and development of technical training in regional and rural workforces, to build capability for energy projects at a local to national level. Intium and our partners are equally dedicated to supporting the establishment of a regional industry-focused training academy in our parent company's regional footprint. This includes funding dedicated technical plant and systems for training centred on the academy.

Intium is focusing on the Orange South Substation Training facility, where we are planning to jointly invest with a partner OEM in the development of a 330kV circuit breaker bay with associated secondary systems. In 2025, Intium

provided on the job training and experience of our internal field technicians on 330kV switchgear installation, testing and pre-commissioning under OEM certification.

Intium is equally dedicated to educating the public about Electric Vehicle (EV) Charging Infrastructure and influencing EV policy, fostering a supportive environment for EV adoption. In 2025, we commissioned research in the Australian market on EVCI and commercial fleets in Australia, providing crucial insights from 300 forward-thinking business leaders, for policymakers, businesses and the wider industry, about the opportunities and challenges in the commercial EV landscape.

Waste and Recycling

Intium adopts a design-for-reuse approach, prioritising recycling and responsible decommissioning. Strategies include preventative maintenance, parts replacement and site inspections, which support waste minimisation. Further examples include:

- Reuse, reprocessing, recycling, and energy recovery
- Waste audits under the POEO Act
- Worker education on segregation, spill risk, and record keeping
- Licensed transportation and disposal
- Reuse of spare construction products and timber
- Avoidance of soil disturbance and unnecessary excavation
- Compliance with Environment Protection Licence

Intium is committed to tracking relevant KPIs related to waste and recycling, such as:

- % of waste diverted from landfill
- Contracts with recyclers
- Decommissioning plans approved

Intium complies with the Protection of the Environment Operations Act 1997 No 156 - NSW Legislation. It is guided by the act in all activities related to the management of waste and the protection of the environment. Waste management is incorporated in all of our operational activities and in all of our sub-contractor requirements.

Partnering with other industry stakeholders to improve community outcomes

At Intium, we believe that reaching net zero is only possible through collaboration across the energy ecosystem. That's why we actively seek partnerships with industry stakeholders that accelerate the clean energy transition and deliver lasting community benefits.

Most recently, Intium has joined as a new member of the Clean Energy Investor Group, advocating for long-term clean energy investment. This partnership builds on our commitment to collective action in accelerating Australia's clean energy future.

Intium joined The Energy Charter as a #BetterTogether Collaborator and is now a company member, working with a coalition of energy organisations that are driven by a shared passion and purpose of delivering for customers and empowering communities. It was hugely beneficial to have our staff attend The Energy Charter's National Landholder & Community Engagement Training in 2025,

hearing and working first-hand with community members who are directly impacted by energy projects.

Intium is also a proud member of the Electric Vehicle Council that supports policies and initiatives that drive investment in the electric vehicle sector, nationally. Our partnership proudly aligns with our commitment to advancing Australia's electrification journey in a way that benefits end consumers and communities.

By working alongside these associations, we are committed to advancing renewable energy projects responsibly, in a way that improves community outcomes.

