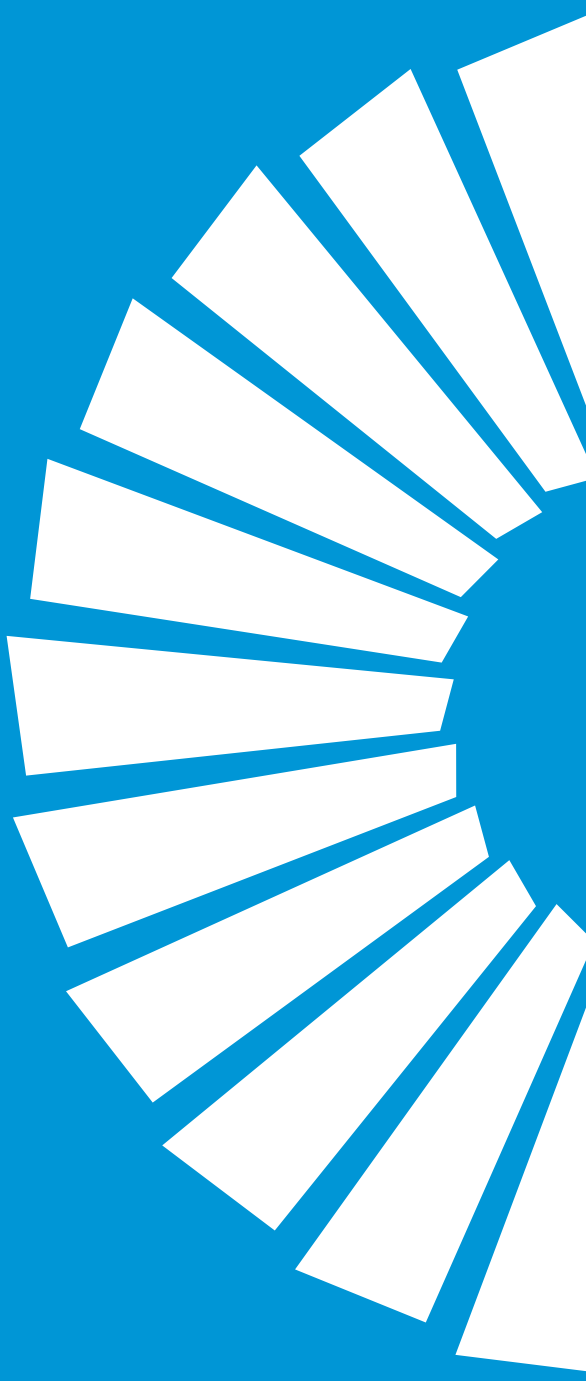
stanmore

Sustainability & ESG Report 2025



Stanmore Resources Limited
ACN 131 920 968

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1. About this Report

Stanmore Resources Limited and its consolidated subsidiaries (Stanmore) present this Sustainability & ESG Report (Report), detailing Environment, Social and Governance (ESG) performance, policies and practices for the calendar year 1 January 2025 to 31 December 2025 (2025).[1]

In 2025, we continued to strengthen our focus on incorporating sustainability into our operations and decision-making processes. Guided by the priorities outlined in our five-year sustainability roadmap, we further refined our approach and progressed key initiatives that support ongoing improvement and alignment with leading industry practices. Throughout the year, we remained committed to delivering on our core sustainability obligations while balancing these ambitions with strong operational performance.

We also prepared mandatory disclosures required by the Australian Sustainability Reporting Standards (ASRS) AASB S2 – Climate-related Disclosures. Stanmore was required to comply with the ASRS (S2) for the twelve-month reporting period commencing 1 January 2025 and we have included these climate-related disclosures in the mandatory Sustainability Report contained within our 2025 Annual Report (www.stanmore.au/investors).

The mandatory Sustainability Report covers climate-related Governance, Strategy, Risk Management, and Metrics and Targets. For the full details, refer to the Sustainability Report within our Annual Report.

As part of our commitment to improving sustainability reporting, we continue to be guided by the Global Reporting Initiative (GRI) framework, incorporating both the Universal Standards and **GRI 12: Coal Sector Standard**. These GRI Standards establish a common set of metrics to address the broad information needs of stakeholders, providing a foundation for transparency in our sector.

An overview of our disclosures with reference to the GRI Standards, and their locations across this Report for the year ending 31 December 2025, can be found in the GRI Content Index at the end of this Report.

This Report serves as a key disclosure to stakeholders with an interest in Stanmore and the metallurgical coal mining industry, presenting our sustainability performance against standardised metrics, where possible. This Report should be read in conjunction with our Annual Report, which is also available on our website: **www.stanmore.au**

We acknowledge the Traditional Owners of the land on which we work and operate: Turrbul and Jagera Country in Brisbane and Barada Barna, Widi and Jangga Country in Central Queensland. We pay respect to their Elders, past, present and emerging. We respect their role as custodians of the land and water, and their right to maintain their culture, identity, traditions and customs. We are proud of the relationships we have developed with First Nations peoples and remain committed to supporting and strengthening our partnerships in a spirit of cooperation and reconciliation.

1. 1 January 2025 to 31 December 2025 (2025) is used as the reporting period for this Sustainability & ESG Report, in alignment with financial reporting. Where metrics have been reported for a different period, this is noted in the relevant section.

1. About this Report

1.1 Reporting Scope and Boundary

This Sustainability & ESG Report relates to operational sites owned and operated by Stanmore in 2025.

Stanmore maintains full ownership and operational control over the following sites:

- Isaac Plains and Isaac Downs Mines (collectively referred to as Isaac Plains Complex)
- South Walker Creek Mine, and
- Poitrel Mine (including Red Mountain Infrastructure CHPP).

All data and disclosures presented in this Report pertain to these sites, unless indicated otherwise.

The information within this Report has been compiled using all available evidence and data sources. Any identified inconsistencies or data gaps have been addressed in the relevant sections, with any necessary restatements explicitly noted.

For an overview of our operational sites, corporate office and exploration projects and sites, please refer to Section 3: Our Business and Performance.

The entities referred to in this Report align with those specified in our audited consolidated financial statements and financial information.

All references to currency are in Australian dollars (A$) unless stated otherwise.

1.2 Reporting Framework

This Report references the GRI 12: Coal Sector Standard 2022, which provides a structured approach to data collection, analysis and reporting to ensure consistency and comparability with previous reports.

We continue to use the GRI framework to guide our methodology for assessing key Environmental, Social and Governance (ESG) issues that are critical to stakeholder decision-making and our long-term business sustainability goals.

Our material topics and objectives remain consistent with those used in the 2024 Report. **For a complete list of disclosures included in this Report, refer to Appendix 1 — GRI Content Index.**



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Website	www.stanmore.au
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ASX Code	ASX: SMR
Share Registry	MUFG Corporate Markets

This Report is authorised for release to the market by the Board of Directors of Stanmore Resources Limited.

2. Introduction

2.1 A Message from the Chief Executive Officer and Chair of the Sustainability Committee

As we continue embracing our sustainability journey, 2025 has seen further advancement, marked by continued maturity, strengthened discipline across our operations, and genuine progress embedding sustainability into the way we work.

We are pleased to present this year's Sustainability & ESG Report and share an overview of Stanmore's progress as we advance our commitments for a more sustainable and resilient future.

As we reflect on 2025, what stands out most is how deeply our teams have embraced our shared ambition to achieve sustainability objectives that deliver benefit to the communities in which we live and work, and support positive environmental outcomes.

Building on the foundations of previous years, we delivered significant progress against our Sustainability Roadmap, demonstrating resilience and adaptability amidst softer market conditions and a rapidly evolving regulatory environment.

This year marked the culmination of three years of preparation for mandatory climate disclosure reporting, with Stanmore lodging its first Sustainability Report in accordance with the Australian Sustainability Reporting Standards, included in our 2025 Annual Report. This was a milestone for our organisation, being amongst the first group of reporters, and a clear demonstration of our dedication to transparency and governance excellence. Sustainability is now further embedded into decision-making, risk management and daily operations, ensuring we meet regulatory expectations while driving meaningful impact on the ground.

Operationally, 2025 was a testament to the strength and resilience of our workforce. Despite sustained periods of wet weather, weaker coal prices and broader external pressures, our sites delivered record production, maintained strong safety performance and cost discipline.

- **South Walker Creek** achieved record production levels, with our coal handling and processing facility operating above nameplate capacity feed-rates for seven consecutive months.
- **Poitrel** delivered its strongest year on record, reaching strategic stretch targets and progressing major projects that enhance long term efficiency.
- **Isaac Plains Complex** demonstrated adaptability and determination, recovering well from early weather impacts.

Safety remains fundamental to who we are. We are proud that our Serious Accident Frequency Rate of 0.33 remained well below the industry average, and our Total Recordable Injury Frequency Rate improved from 4.4 in 2024 to 2.1 in 2025. These results reflect consistent leadership in the field, a highly skilled workforce, and a focus on programs that keep our people safe and well.

Our people continue to demonstrate exceptional capability and commitment. In 2025, we invested approximately 159,000 training hours across our workforce, delivered a refreshed suite of wellbeing initiatives and strengthened our inclusion, diversity and cultural capability efforts.

Among many highlights this year, we were proud to celebrate several significant achievements, including:

> Ashley McCarthy-Griffiths twice being named Exceptional Young Woman in Resources at the Queensland Resource Council and Women in Mining and Resources Queensland Awards and the Women in Resources National awards;

> our Indigenous Trainee Program winning Best Company Initiative at the Queensland Resources Council Indigenous Awards; and

> the Poitrel Maintenance C Crew Mobile and Ancillary Teams achieving 12 years recordable injury-free.



Through a partnership arrangement we commenced the development of a

50-hectare

Pongamia plantation, with planting of the initial 25-hectares completed and the remainder planned for 2026.

Our relationships with communities and First Nations peoples remained central to our work. Through our Community Grants Program and other community contributions, we allocated more than $330,000 to local organisations, education programs, wellbeing initiatives and First Nations partnerships across Central Queensland. We maintain a focus on delivering meaningful community contributions through local and Indigenous procurement, and targeted social investment.

Our Social Performance Framework further strengthened governance and consistency in stakeholder engagement, supporting long-term value creation for communities. First Nations workforce participation remained strong, supported by dedicated cultural specialists, tailored development pathways and active engagement with Traditional Owner groups. Following successful implementation of the commitments in our Reflect Reconciliation Action Plan (RAP), our Innovate RAP was finalised for submission to Reconciliation Australia.

Environmental stewardship and climate assessments and reporting remained key priorities in 2025. Through Stanmore NextGen, we advanced major decarbonisation initiatives, including achieving key milestones for the Gas-to-Electricity Project at South Walker Creek; a project intended to reduce fugitive emissions and displace a portion of site electricity demand. Through a partnership arrangement we commenced the development of a 50-hectare Pongamia plantation, with planting of the initial 25-hectares completed and the remainder planned for 2026, reinforcing our commitment to sustainable land use including through potential renewable fuel feedstock solutions. We also progressed solar project evaluations at both Poitrel and the Isaac Plains Complex.

Across our sites, we strengthened environmental management standards throughout all stages of mining operations, advanced rehabilitation, and continued to maintain more than 9,000 hectares of biodiversity managed land supporting Australian flora and fauna.

We also commenced preparation for future nature related financial disclosures, positioning Stanmore to meet emerging expectations around nature related risk and impact.

These achievements have been supported by the thoughtful oversight of our Board and its Committees, whose guidance helps ensure Stanmore continues to adapt with confidence and remains aligned with best practice. We sincerely thank everyone across the business and within our host communities for your contribution to another year of strong performance, responsible growth and enduring relationships.

As we look ahead, we will continue to evolve, embrace innovation and lead responsibly for the lasting benefit of our communities and environment. Our strategic imperative of *Embracing our Sustainability Journey* will continue to guide our actions, reminding us that a resilient and sustainable future is built through curiosity, collaboration and a commitment to continuous improvement.





Marcelo Matos
CEO and
Executive Director





Caroline Chan
Chair of the
Sustainability Committee

2. Introduction

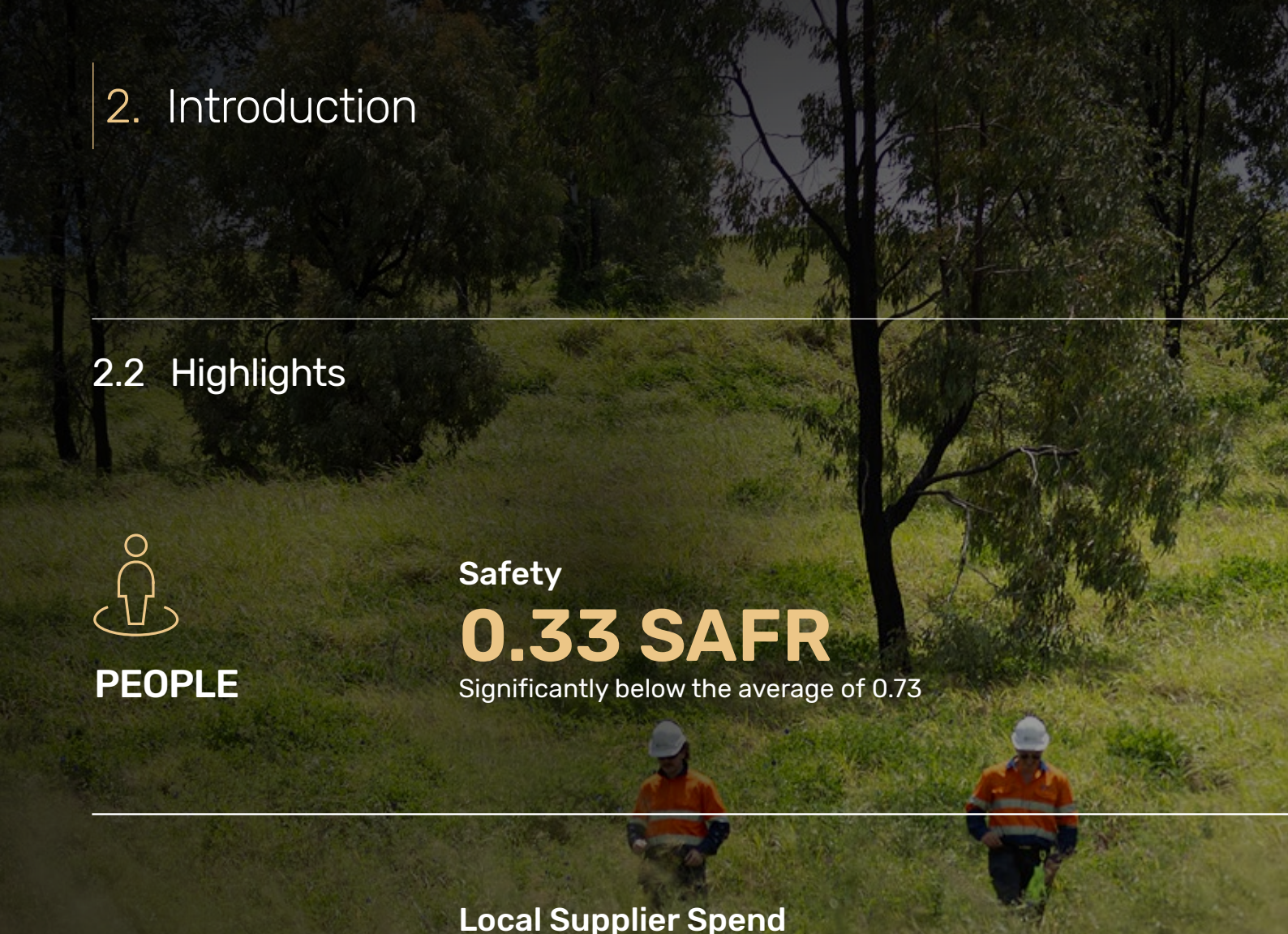
2.2 Highlights

PEOPLE

Safety

0.33 SAFR

Significantly below the average of 0.73



COMMUNITIES

Local Supplier Spend

A$132M

Representing over 5% of our entire vendor spend for 2025

ENVIRONMENT

Land Rehabilitated

176ha

Proactive restoration of disturbed land

Community Complaints

Zero

Active consultation with local landholders and the community

Regional Employment

693

Comprising 88% of employees[2]

First Nations Representation

3.5%

Of Stanmore Employees excluding contractors

PEOPLE

First Nations Spend

A$3.4M

With Traditional Owners and First Nations businesses

Royalties Paid

A$300M

Delivering ongoing support to the Local and State Governments

COMMUNITIES

Water Recycled

>1,340ML

Minimising water consumption by recycling

ENVIRONMENT

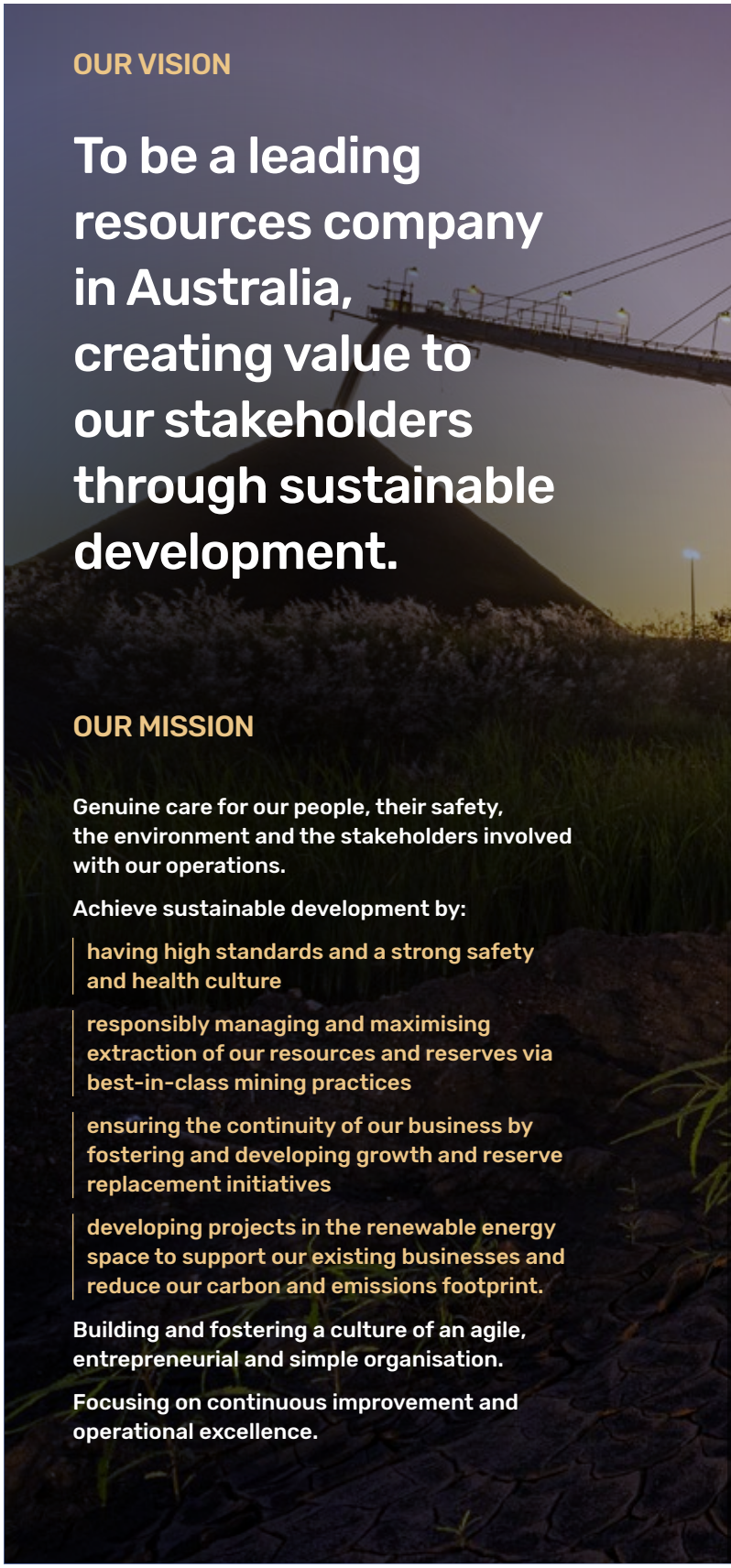
2. Value represents employees employed to work in locations outside of SEQ

3. Our Business and Performance

3.1 Our Business

Stanmore Resources Limited (Stanmore) is an Australian incorporated public company, listed on the Australian Stock Exchange (ASX). We continue to specialise in mining metallurgical coal, with operations and exploration projects in the Bowen Basin, in Queensland, Australia. Our corporate office is located on Turrbul and Jagera Country, in Brisbane, Queensland, while our mining operations and leases are primarily within Barada Barna, Jangga and Widi country.

Our high-quality metallurgical coal is low in impurities and is a critical input to steelmaking, supporting the infrastructure, construction and technology projects communities rely on. Steel also underpins many of the materials and systems needed for the lower-carbon transition and broader sustainable development. Currently, all of our production is exported, with more than 70% shipped to customers in Asia.



OUR VISION

To be a leading resources company in Australia, creating value to our stakeholders through sustainable development.

OUR MISSION

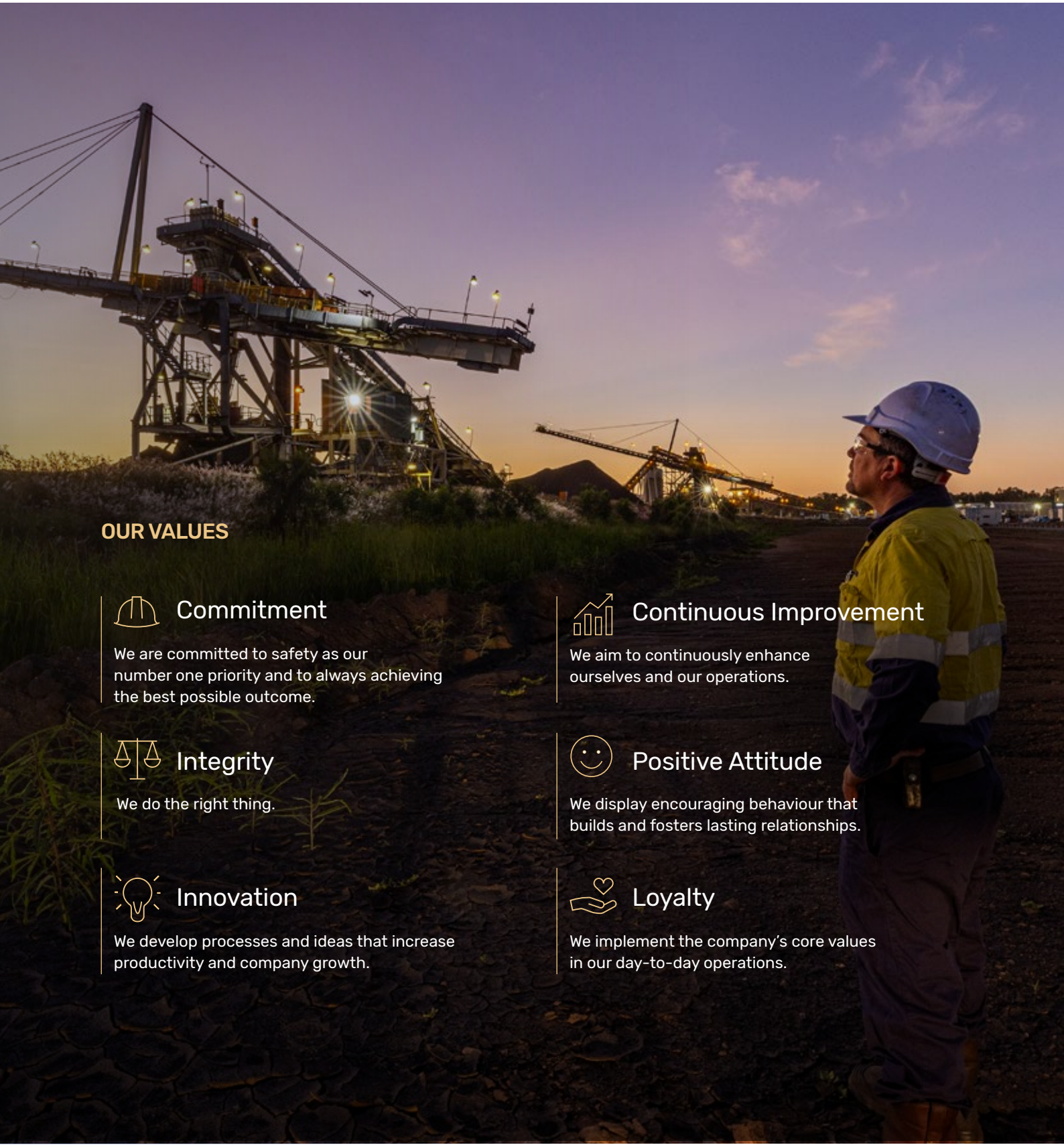
Genuine care for our people, their safety, the environment and the stakeholders involved with our operations.

Achieve sustainable development by:

- **having high standards and a strong safety and health culture**
- **responsibly managing and maximising extraction of our resources and reserves via best-in-class mining practices**
- **ensuring the continuity of our business by fostering and developing growth and reserve replacement initiatives**
- **developing projects in the renewable energy space to support our existing businesses and reduce our carbon and emissions footprint.**

Building and fostering a culture of an agile, entrepreneurial and simple organisation.

Focusing on continuous improvement and operational excellence.



OUR VALUES

Commitment

We are committed to safety as our number one priority and to always achieving the best possible outcome.

Integrity

We do the right thing.

Innovation

We develop processes and ideas that increase productivity and company growth.

Continuous Improvement

We aim to continuously enhance ourselves and our operations.

Positive Attitude

We display encouraging behaviour that builds and fosters lasting relationships.

Loyalty

We implement the company's core values in our day-to-day operations.

3. Our Business and Performance



3.2 Our Operations

During 2025, we maintained our position as one of Australia's largest metallurgical (steelmaking) coal producers to global markets.

Stanmore's wholly owned, coal producing assets:

- Isaac Plains Complex
- South Walker Creek Mine
- Poitrel Mine.

This Sustainability & ESG Report relates to operational sites above. The reporting boundary excludes the corporate office, closed sites, exploration sites and projects, unless explicitly stated.

Additionally, we manage a portfolio of prospective mining operations and greenfield/exploration tenements located in the Bowen Basin.

Stanmore's additional core tenements include:

- Eagle Downs
- Isaac Downs Extension
- Lancewood
- Bee Creek
- Nebo West.



Isaac Plains Complex

Open-cut strip mine complex, currently mining at Isaac Downs.

Product
SSCC/PCI*

R&R
71Mt Reserves (**OC/UG)
226Mt Resources (**OC/UG)

2025 Saleable Coal Production
2.4Mt

Life of Mine
10+ yrs***



Poitrel

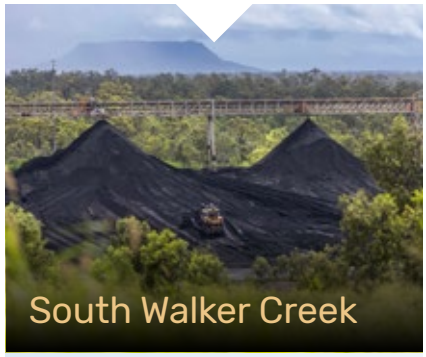
Open-cut truck and shovel operation with strategic infrastructure position.

Product
HCC/PCI*

R&R
41Mt Reserves (OC)
179Mt Resources (OC)

2025 Saleable Coal Production
5.0Mt

Life of Mine
8 yrs



South Walker Creek

Open-cut strip mine with significant expansion optionality.

Product
PCI*

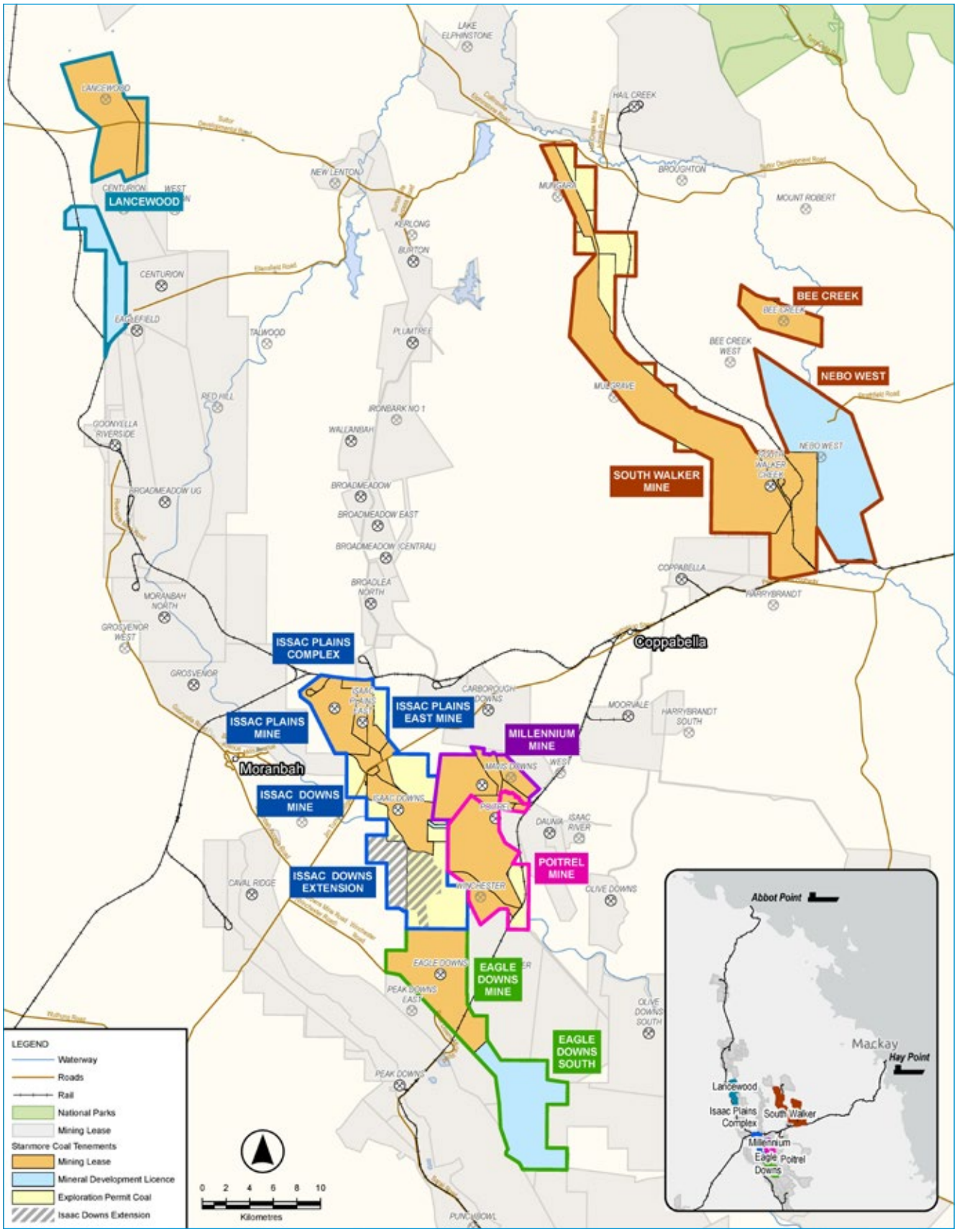
R&R
159Mt Reserves (OC)
818Mt Resources (OC)

2025 Saleable Coal Production
6.6Mt

Life of Mine
25+ yrs

* SSCC — Semi Soft Coking Coal; PCI — Pulverised Coal for Injection; HCC — Hard Coking Coal
** OC — Open Cut; UG — Underground
*** Includes Isaac Downs extension

3. Our Business and Performance



3.3 Operational Changes

In 2025, our operational production capacity increased, with multiple all-time production records achieved across mining and Coal Handling and Processing Plants (CHPP) performance.

Despite weather-related disruptions early in the year, a focused operational plan delivered a strong recovery. This culminated in record full year saleable production of 14.0Mt. Substantial Run of Mine (ROM) inventories were built ahead of the wet season, strengthening operational resilience into 2026.

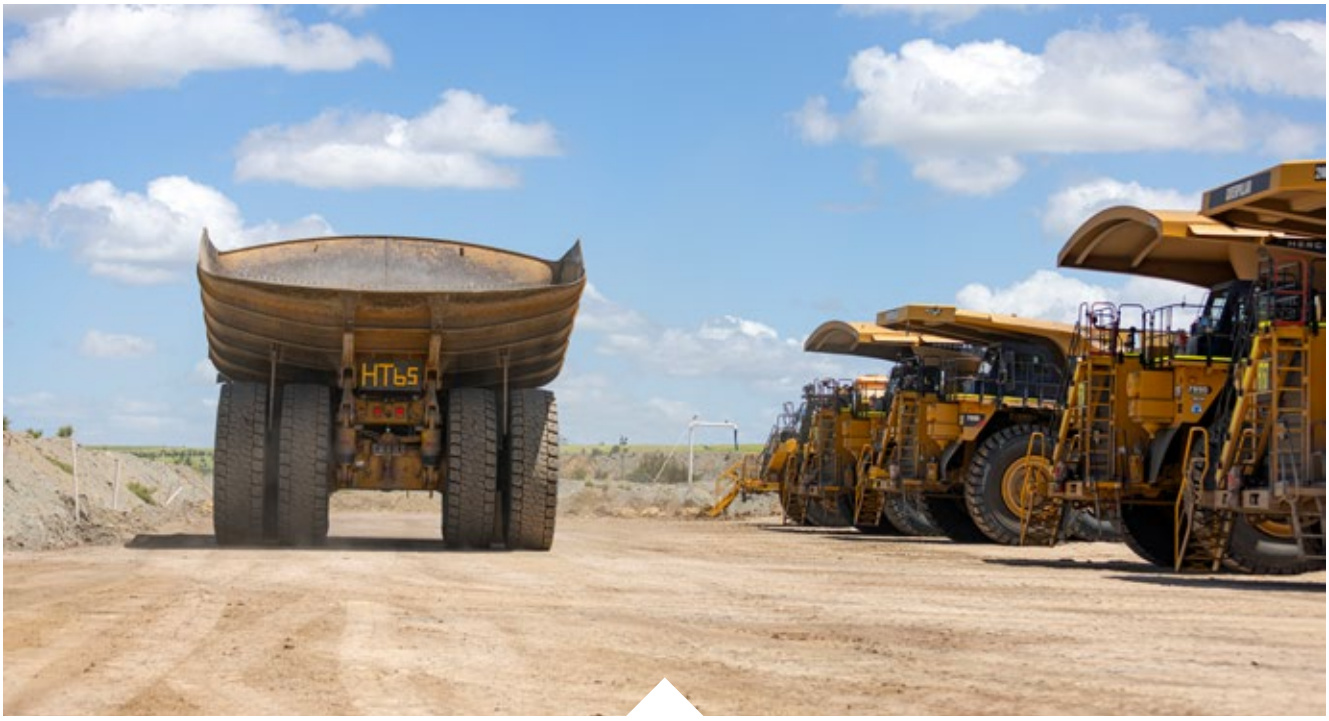
DEVELOPMENT AND OPERATIONAL OPTIMISATION

In 2025, Stanmore continued to advance its development pipeline and operational optimisation initiatives, completing structural, coal quality, geotechnical and seismic exploration programs to support future resource definition and mine planning. Baseline environmental studies for the Isaac Downs Extension progressed, with submission of the Environmental Impact Statement targeted for the first half of 2026.

Development studies for the Eagle Downs underground project also advanced, alongside surface infrastructure design reviews aimed at unlocking future shared efficiencies across the portfolio.

Within operations, the implementation of technology-enabled safety systems and strengthened critical controls verification contributed to a 52% reduction in recordable injuries year-on-year, while maintaining a Serious Accident Frequency Rate significantly below industry benchmarks.

Operational resilience was further strengthened through disciplined inventory management, improved liquidity and a focused approach to capital allocation, positioning the platform to manage external volatility while sustaining benchmark production performance.



3. Our Business and Performance

3.4 Our Value Chain

At Stanmore, we understand that an efficient mine-to-market value chain is fundamental to delivering long-term value for our business and stakeholders.

Our Australian operations and exports of premium metallurgical coal generate opportunities and create shared value across the supply chain. This includes supporting local employment and economic growth, investing in infrastructure and community initiatives, and providing a critical resource for steelmaking — an essential component of the global energy transition.

Effective management of our value chain is central to our business strategy. In 2025, as part of our ongoing due diligence and risk management processes, we strengthened our customer pre-screening framework to assess reputational risks including political exposure, sanctions and adverse media coverage. These enhancements enable us to understand indirect impacts better, mitigate potential risks, and advance sustainability throughout our value chain.



Our value chain

Exploration and Development
Geological exploration to determine and identify valuable deposits

Planning and Development
Engineering and construction of the mines

Extraction and Mining
Extracting minerals with appropriate tools

Coal Processing
Processing raw materials

Inventory
Managing inventory and quality levels

Distribution
Moving coal to port

Marketing and Sales
Delivering materials to the customer for use

Rehabilitation
Progressive rehabilitation and mine closure planning

3.5 Financial and Operational Performance

Stanmore achieved record production results, driven by strong productivity and supported by the substantial completion of a large-scale capital reinvestment program.

Our strong operational performance helped offset wet weather challenges in the first quarter of 2025.

FINANCIAL PERFORMANCE

In the twelve months to 31 December 2025, our total income was US$1,885.6 million. Increased sales volumes helped to partially offset a US$35/tonne reduction in the average realised price from sales. Free-on-Board (FOB) Cash Costs remained steady year-on-year despite inflationary pressures and weather impacts, at US$88 per tonne of coal sales, compared with US$89 per tonne in 2024.

Underlying Earnings before Interest, Tax, Depreciation and Amortisation (Underlying EBITDA) was US$385 million, compared to US$700 million in 2024.

OPERATIONAL PERFORMANCE

In 2025, we had record full-year saleable production despite experiencing five-year average rainfall within the first four months of 2025.

South Walker Creek delivered strong performance following completion of its capital investment phase early in the year, achieving record annual production across all key physical metrics. The CHPP operated above nameplate capacity, enabling consistent quarter-on-quarter saleable production and supporting total saleable output of 6.6Mt, despite significant weather disruptions.

Poitrel delivered a strong finish to the year, achieving record saleable production and sales of more than 5.0Mt. ROM production rose throughout the year, as conditions and sequencing improved.

The Isaac Plains Complex delivered a strong recovery in the second half of the year to deliver 2.4Mt of saleable production following the relatively higher impacts of wet weather that resulted in geotechnical impacts earlier in the period. The Complex is now well positioned for optimisation ahead of the planned transition to the Isaac Downs Extension.

Further details of our financial and operating performance are available in the 2025 Stanmore Annual Report.



4. Our Approach to Sustainability

4.1 Sustainability Committee

The Sustainability Committee, a subcommittee of the Board, provides oversight and strategic guidance on sustainability matters to ensure alignment with Stanmore's long-term goals and stakeholder expectations. In 2025, the Committee convened four times, addressing a wide range of topics.

Focus areas throughout the year included:

- climate change reporting
- environmental compliance
- governance/management systems
- social performance
- waste management/circular economy/recycling.

The Committee also discussed emerging trends, especially in the legislative area such as the recently mandated climate disclosures; Taskforce on Nature-related Financial Disclosures, and Nature Positive reforms.

The Committee is comprised of three independent, non-executive Directors. The Committee Charter is available on the Stanmore website.

4.2 Our Material Topics

At Stanmore, we define our key sustainability topics as the issues most critical to our business and our primary stakeholders. These topics shape our sustainability priorities and are embedded within our strategic and operational planning.

In 2025, we undertook a high-level refresh of our material topics to ensure that our sustainability strategy and commitments remain focused on the issues that matter most to our stakeholders and to our business.

This regular review process allows us to identify any updates to our material topics in response to emerging sustainability trends, evolving legislative and regulatory requirements, and shifts in stakeholder needs and expectations.

Stanmore's material topics for 2025 remained consistent, with our themes continuing as:

People – protecting their health, safety and wellbeing, and supporting development, retention and inclusion.

Community – supporting local programs and economic development; and building meaningful relationships with our First Nations stakeholders.

Climate – reducing our greenhouse gas emissions and supporting the transition to a low-carbon economy.

Environment – responsibly managing water, waste, air quality, noise and land use, and delivering rehabilitation outcomes.

Governance – being a trusted, ethical and responsible mining company.

4.3 Stanmore NextGen

Established in 2021, Stanmore NextGen continues to identify and deliver projects that complement Stanmore's existing operations, with a focus on decarbonisation and sustainable development.

2025 was a successful year. Earlier, we had announced Stanmore's Gas to Electricity Project at South Walker Creek had received support from the Queensland Government's $520 million Low Emissions Investment Partnerships program. During 2025, the project received development approval from the Isaac Regional Council as well as the environmental authority — each a critical step in advancing the project. A connection application was also submitted to Energy Queensland and the Australian Energy Market Operator and is currently under assessment.

The project is planned to capture coal seam methane and transform it into electricity at a new 20-megawatt power station to be located at the South Walker Creek Mine. The power station will provide South Walker Creek's entire electricity requirements, with excess power exported to the Queensland grid.

Under the proposed project, we will partner with Transition Energy Corporation (TEC) and Enernet Australia. TEC and Stanmore NextGen will partner to extract and deliver gas from South Walker Creek to the power station, while Stanmore NextGen and Enernet collaborate on power generation.

Stanmore has partnered with Idemitsu Kosan Co., Ltd, Sumitomo Corporation and Terviva, Inc to establish a 50-hectare Pongamia plantation near our existing operations. Planting of the initial 25-hectares is complete with the remainder planned for 2026. Pongamia is able to serve as a feedstock for renewable fuels, an essential component of the future energy transition. As a major landholder in Central Queensland, we are eager to assess Pongamia's viability across various conditions, including on land disturbed by mining. Additionally, we have expanded our collaboration with our project partners to explore further potential uses for Pongamia, such as livestock feed and carbon sequestration, by building on ongoing research in partnership with the University of Queensland.

We continue to evaluate solar projects at both the Isaac Plains Complex and Poitrel and have progressed connection applications for these projects with Energy Queensland.



5. People



At Stanmore, our people are the foundation of our performance and long term success. Their expertise, creativity and commitment form the foundation of everything we accomplish.

The safety and wellbeing of our people remains at the core of how we operate. We are committed to upholding leading safety practices while nurturing a culture grounded in psychological safety, collective ownership and accountability. Our focus extends beyond regulatory compliance – we aim to build a workplace where safety leadership, meaningful engagement and genuine care are woven into everyday behaviours and decision making.

To further strengthen our approach, we continued to refine our leading indicator targets into our health, safety and wellbeing strategy. These targets include increasing the number of proactive safety observations, conducting regular safety leadership engagements, and ensuring quality completion of timely critical control verifications. By tracking these leading indicators, we aim to identify potential risks early and drive continuous improvement in our safety performance.

As part of our holistic approach, we have incorporated psychosocial risk assessment into our wellbeing strategy. This involves regularly identifying, evaluating and mitigating factors in the workplace that may impact employees' mental health, including workload, interpersonal relationships and organisational change. By focusing on psychosocial hazards, we ensure that our safety initiatives address not only physical risks but also those affecting psychological wellbeing, further supporting a safe and supportive work environment for all staff.



MATERIAL TOPICS

- Health, Safety and Wellbeing
- Workforce Development, Retention and Inclusion

OBJECTIVES

- Cultivate a proactive safety culture
- Adopt a proactive approach to hazard identification and risk management
- Enhance the consistency and effectiveness of safety interactions
- Maintain a focus and effort on the identification and mitigation of psychosocial hazards
- Improve staff knowledge of health-related topics

TARGETS

- Maintain our Serious Accident Frequency Rate (SAFR) below the industry average
- Maintain compliance with all applicable mining safety regulations and standards
- Monitor and report on correlations between safety interaction quality and performance
- Achieve zero occupational health conditions resulting from our activities

5. People

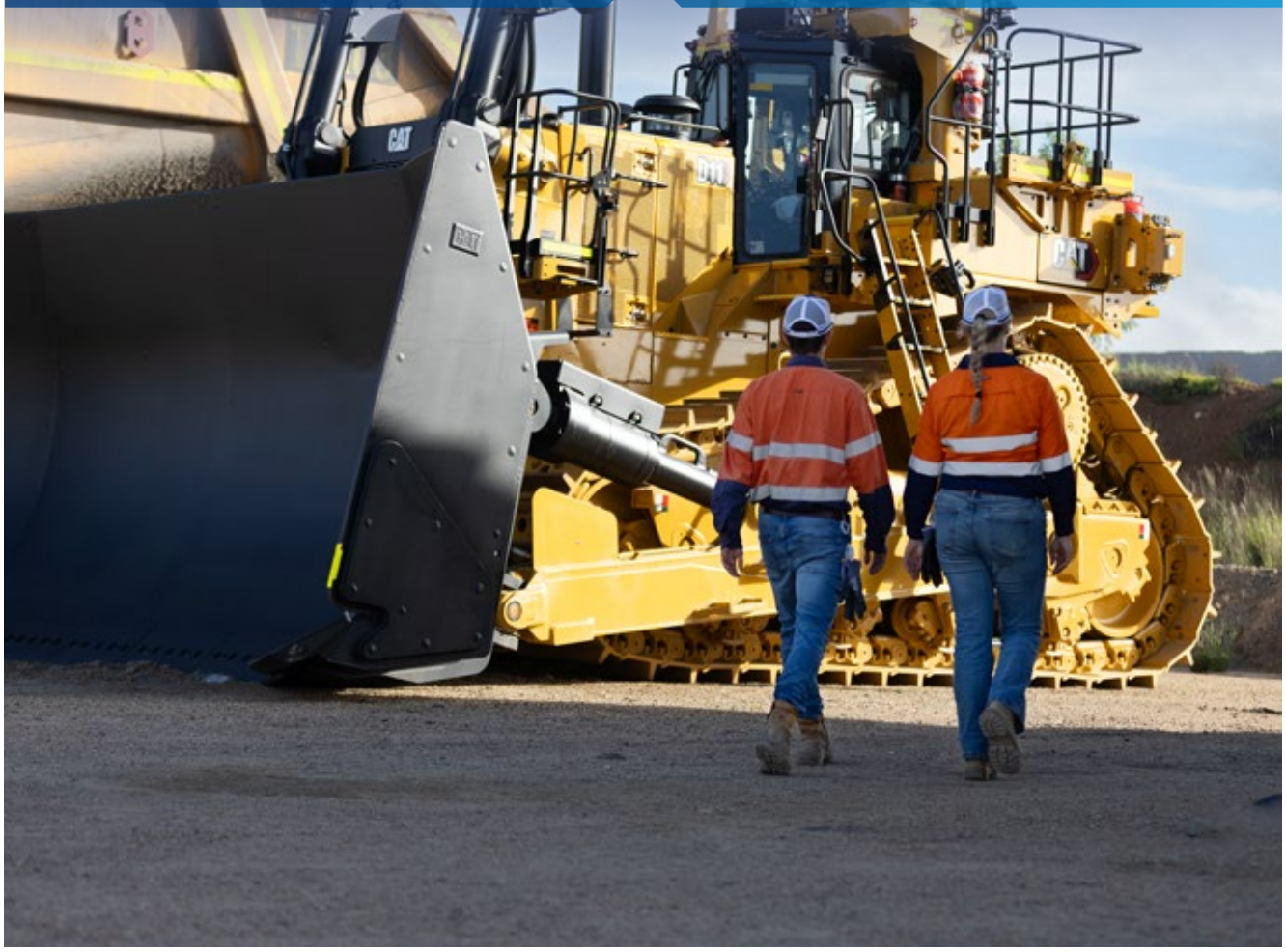
CASE STUDY

Remote dozer innovation enhances CHPP safety

Operating dozers on product stockpiles within the CHPP train load-out has traditionally presented a risk of engulfment due to feeder holes, hidden cavities, stockpile design constraints and high moisture content. To mitigate this risk, the South Walker Creek team sought to use technology to remove the need for operators to be physically exposed to this hazard.

In 2025, the team delivered a successful proof of concept demonstrating that Non-Line-of-Sight (NLOS) remote dozer operation is both effective and practical. Multiple trains were loaded entirely using the remotely operated dozer, supported by plant feed, confirming the approach can maintain productivity while significantly reducing risk.

This initiative highlights our commitment to safety-led innovation. By applying technology to eliminate high-risk tasks, we are strengthening safety controls, while supporting reliable CHPP performance and continuous improvement.





CASE STUDY

Engineering controls deliver step-change in exposure reduction

Across Stanmore operations, targeted engineering improvements are significantly reducing worker exposure to airborne contaminants, reinforcing a proactive approach to health and safety risk management.

At Isaac Plains Complex, the CHPP laboratory underwent a major upgrade with the installation of a positive pressure ventilation system designed to improve airflow and prevent contaminated air from entering the workspace. The upgrade has reduced airborne exposure risks by approximately 99 per cent, effectively eliminating routine exposure within the lab environment.

This application represents a first for the Bowen Basin and demonstrates how new technologies can be applied to create safer workplaces. Learnings from the project are now being shared across sites and with industry peers, to support broader adoption.

Complementing this initiative, on-tool welding fume extraction has been progressively rolled out at our facilities across Stanmore operations. The system captures fumes at the source, preventing them from entering the breathing zone of workers and providing a consistent, high-level control that aligns with evolving industry guidance. By engineering-out exposure at the point of generation, the initiative strengthens protection for maintenance teams, while maintaining productivity.

Improvements to ventilation within the RMI control room have reduced fume ingress, lowering exposure risk for team members and decreasing operational disruptions previously associated with poor air quality.

Together, these initiatives demonstrate our commitment to applying practical engineering controls to eliminate or minimise health risks. By focusing on innovation, knowledge sharing and continuous improvement, we are creating safer work environments while supporting reliable operational performance.

5. People

5.1 Health, Safety and Wellbeing

Stanmore places the health and safety of our people at the heart of everything we do.

Our foremost priority is ensuring that every individual returns home safe and healthy each day. This commitment extends to all employees and contractors and is reinforced through strong safety leadership and active engagement across our operations.

Training and leadership engagement are critical to ensuring health and safety awareness remains at the forefront of our operations. In 2025, as part of our proactive risk management strategy, we updated our site-based Principal Hazard Management Plans and implemented in-field components of our Leading Safety program. This includes aligning Fatal Risk Control Observations and Critical Control Verifications to ensure that critical controls are consistently reviewed, updated, and effectively applied.

We continue to actively encourage leaders to spend time in the field, interacting directly with employees and contractors, ensuring it remains a top priority during task planning and execution across our operations.

Our safety efforts are supported by the Health and Safety Committee (a Committee of the Board), which oversees and evaluates health and safety performance and compliance. The foundation of our safety framework is our Integrated Health and Safety Management System, designed to protect our workers by systematically identifying, managing and mitigating risks, while ensuring a culture of continual improvement and legal compliance.

SAFETY PERFORMANCE

Our primary measure of safety performance is the Queensland coal mining regulator's Serious Accident Frequency Rate (SAFR). This aligns with our focus and actions towards reducing the likelihood of a serious accident occurring and enables industry-wide comparison of safety performance.

For the 12-month period ending December 2025, our SAFR was 0.33, which remains below the industry average of 0.73 (reported as of September 2025 by Resources Safety and Health Queensland for Surface Mines).

Recordable injury numbers decreased in 2025, reflecting the positive impact of our targeted and coordinated efforts. Through a comprehensive injury analysis, we identified key risk areas and implemented focused initiatives representing ongoing risk mitigation across our workforce. Our Total Recordable Injury Frequency Rate (TRIFR) decreased noticeably, dropping from 4.4 in 2024 to 2.1 in 2025.



Employee and Contractor Incidents

Incident Category	2023	2024	2025
Serious Accidents	**1**	**2**	**2**
Occupational Fatal Injury	0	0	0
Lost Time Injury	5	14	4
Restricted Work Injury	6	5	7
Medical Treatment Injury	6	11	2
First Aid Injury	195	166	158
Total Injuries	**212**	**196**	**171**
Number of Hours Worked (Employees and Contractors)	**5,304,739**	**6,742,960**	**6,065,962**
Total Recordable Injury Frequency Rate (TRIFR)	**3.2**	**4.4**	**2.1**
Serious Accident Frequency Rate (SAFR)	**0.19**	**0.30**	**0.33**

CASE STUDY

The Poitrel auger mining campaign

Over a 16-month period, Stanmore worked with our auger mining contractor to recover more than 200,000 tonnes of high-quality steelmaking coal from the far southern end wall of Poitrel Mine using the world's largest coal auger. This coal had previously been considered uneconomic to access with conventional mining methods.

Coal was extracted from the Leichhardt and Vermont seams in a staged approach that allowed mining to be completed safely, while maintaining geotechnical stability.

The campaign was completed with zero injuries — a significant achievement in an inherently high-risk activity, and despite challenging wet weather conditions that temporarily paused production for three months.

The operation contributed approximately 2 per cent to Poitrel's overall profit over the period and demonstrates how deep technical knowledge, collaboration, and smart operational decisions can extract additional value from existing resources, while maintaining safe, compliant operations.





CASE STUDY

Drone-in-a-box technology

A drone-in-a-box system at Poitrel is delivering safer and more efficient survey operations, while reducing field exposure for survey personnel.

The system operates autonomously from a mobile trailer, launching, landing, charging and uploading data without manual intervention. Using solar and battery power with satellite connectivity, the automated system collects survey data while reducing personnel time and exposure to hazards near active pits and heavy equipment and reducing emissions.

This technology enables the Poitrel team to obtain reliable topographic maps following rainfall events, check stockpile volumes, monitor coal roof and floor conditions, assess haul road integrity and conduct highwall monitoring, all while reducing the time survey staff spend exposed to sun, heat and proximity to mining operations, increasing the frequency and quality of spatial data available to operational and technical decision-makers.

The drone-in-a-box demonstrates how emerging technology can deliver both productivity and safety improvements, a core principle of Stanmore's approach to operational innovation.

EMPLOYEE HEALTH AND WELLBEING

Supporting the mental health and wellbeing of our workforce is essential to creating a safe and inclusive workplace. We provide access to a confidential Employee Assistance Program delivered by industry specialists at TELUS Health. This service is available to all employees, their partners, and dependent children, offering guidance on effective self-management strategies and practices.

Beyond support services, we actively work to reduce psychological risks and foster a resilient culture that empowers employees with practical coping mechanisms to maintain their wellbeing. Our ongoing education programs for leaders and staff reinforce the importance of mental wellness and encourage healthy lifestyle choices.

During the year, our activities included:

- Mental Health Awareness, Peer Support and Mental Health First Aid training
- Undertaking psychosocial risk assessment processes
- Monthly health shares on topics such as National Women's Health Week, bowel health, self-help tips for the holidays, and promoting the 10,000 steps program
- R U OK? Day activities
- Rollout of training packages about sexual harassment, workplace bullying, and diversity and inclusion across Stanmore.

CASE STUDY

Reducing respirable dust exposure at South Walker Creek

Throughout 2025, the South Walker Creek team continued a targeted program to reduce coal mine worker exposure to respirable dust, particularly in higher risk roles.

Hygiene monitoring over the past two and a half years shows consistent improvement, confirming that site-wide dust reduction strategies are delivering sustained results. The data demonstrates measurable reductions in exposure for higher risk Similar Exposure Groups (SEGs), including draglines, dozer push, blast crew, and the CHPP laboratory.

To support this improvement, Dust Working Groups were established to identify risks and implement additional controls.

Key initiatives included installing positive pressure BreatheSafe units in heavy mobile equipment — a dust extraction system for machinery cabinet servicing — and deploying additional water carts across site to improve dust suppression.

The site increased Planned Task Observations to better identify hazards and strengthen controls and Safe Work Instructions for higher risk tasks. For defined high risk work, Positive Air Pressure Respirators (PAPRs) were mandated to further reduce exposure.

Together, these measures demonstrate a data-led, engineering-focused approach to reducing respirable dust exposure and strengthening occupational hygiene outcomes at South Walker Creek.



5.2 Employment Practices

At Stanmore, we are committed to creating a workplace where our people feel safe, valued and empowered. We achieve this by promoting gender equality, prioritising employee wellbeing, and continually seeking ways to enhance job satisfaction and retention. We recognise the unique contributions of every individual and support their career growth through skills development and meaningful opportunities for success.

In 2025, we continued to focus on employment practices that support a safe, stable and engaged workforce across our operations. Our approach is grounded in providing fair and equitable employment conditions, supporting employee wellbeing, and fostering workplaces where people feel respected and supported to build long-term careers.

Strong employment practices are critical to attracting and retaining skilled employees in a competitive labour market. Throughout the year, Stanmore maintained a focus on competitive and equitable remuneration, clear employment conditions, and benefits that support employees across different life stages and personal circumstances.

Employee wellbeing remained a priority in 2025, with continued emphasis on physical safety, psychological wellbeing and respectful workplace behaviours. We aim to foster environments where employees feel supported by leaders, confident to raise concerns, and assured that issues will be addressed appropriately.

Stanmore also continued to support flexible working arrangements where operationally feasible, recognising the importance of balancing work, family and personal commitments.

PARENTAL LEAVE

Supporting employees through different life stages is an important part of Stanmore's approach to workforce sustainability. Our parental leave and family support arrangements are designed to enable employees to balance work and family responsibilities, while maintaining connection to the workplace.

In 2025, 30[3] team members took parental leave, compared to 22 in 2024. The increase reflects the broader awareness and uptake of parental leave entitlements across the business.

Importantly, all employees who were scheduled to return to work during the reporting period successfully did so. This outcome reflects the effectiveness of Stanmore's return-to-work practices and the flexibility provided across our operations.

Family Pathways leave was also accessed by employees during the year, supporting those navigating fertility treatment, adoption or other pathways to parenthood. While uptake remains modest, this leave provides important support during significant life events.

3. Some employees were still on a period of paid parental leave as of 31 December 2025. Parental leave figures include employees accessing primary, secondary carer, and family pathways leave during the reporting period.

5. People

EMPLOYEE TRAINING

At Stanmore, we want our people to have every opportunity to build rewarding careers. We provide clear pathways, hands-on training, and access to the tools needed to achieve their career goals, while enhancing their skills and industry knowledge.

In 2025, Stanmore continued to invest in workforce training across all operations. Training focused on safety, equipment operation and regulatory compliance, ensuring employees and contractors remain competent to perform their roles safely and effectively.

In addition to mandatory training, employees were supported to participate in broader development opportunities including industry workshops, conferences and role-specific learning programs that build capability and professional networks.

In 2025, Stanmore employees and contractors collectively completed approximately 159,900 training hours, attesting to our ongoing commitment to building a skilled and future-ready workforce.

Training Hours by Employment Type

	2023	2024	2025
Employee	22,420	30,269	22,361
Contractor	122,540	148,554	137,556
Total	**144,957**	**178,823**	**159,917**



CASE STUDY

Graduate success story

Stanmore's Graduate Program again delivered strong outcomes in 2025, highlighted by the promotion of Graduate Mining Engineer Ross Jagger to Mining Engineer at our Poitrel Mine. Ross commenced the Graduate Program in January 2023 and quickly demonstrated a high level of commitment, initiative and technical capability.

In October 2024, he undertook a secondment as a Drill and Blast Engineer, stepping into a critical gap within the Technical Services Department. Over this period, he adapted to a new roster and work pattern while continuing to build his operational expertise. His hands-on approach saw him working closely with drill and blast crews, gaining valuable field experience, and strengthening his practical understanding of production processes.

In recognition of his performance, Ross received a Stanmore award for his positive attitude, willingness to step up, and adaptability in a high-responsibility role.

His progression reflects the strength of Stanmore's Graduate Program in developing capable, safety-focused professionals who contribute meaningfully to operational performance, while building long-term careers within the business.

5.3 Workforce Development, Retention and Inclusion

At Stanmore, we have cultivated a culture of continuous learning and inclusivity, where our teams feel both physically and psychologically safe. We embrace the value of diversity and actively promote equal opportunities, workforce development and overall wellbeing across our operations.

DIVERSITY AND INCLUSION

Stanmore is committed to fostering a diverse and inclusive workplace where all employees feel respected, safe and supported to contribute and succeed. In 2025, we continued to strengthen diversity and inclusion across the organisation by reinforcing consistent workplace practices and inclusive behaviours.

As part of this focus, we delivered Empowering Our People: Diversity and Inclusion training across the business. The training reinforced expected behaviours, increased awareness of inclusion and respect in the workplace, and supported a consistent understanding of Stanmore's standards across all sites.

Flexible work guidelines were formalised during the year, providing clearer guidance for employees and leaders on how flexible arrangements can be supported across our operations. These arrangements help employees participate in the workforce through different life stages and personal circumstances.

Stanmore maintains a zero-tolerance approach to discrimination, harassment, bullying and victimisation, supported by multiple speak up avenues.

In 2025, female representation across the workforce remained steady at around 19%, while female representation at Board level maintained at 25%. A cross-functional working group delivered a series of events to connect women in the workforce with one another and female board members. The program provided opportunities to share experiences and break down invisible barriers.

Throughout 2025, Stanmore continued to engage with local communities and industry networks, including participating in education and career pathway expos across the Isaac region and involvement in Women in Mining and Resources Queensland (WIMARQ) events. We also sponsored a WIMARQ event in Moranbah, and initiatives that promote gender equality and inclusion across the resources sector.

Stanmore is committed to building meaningful employment opportunities for First Nations peoples and supporting culturally safe workplaces across our operations. In 2025, First Nations employees represented approximately 3.5% of our direct workforce.

Cultural awareness and competency are supported through site-based training, on-site cultural specialists and ongoing leader engagement. These initiatives aim to foster respectful workplaces and support long-term career development for First Nations employees.

During the reporting period, there were no reported incidents involving violations of the rights of First Nations peoples.

Employment by Gender

Board Members	2023	2024	2025
Male	6	6	6
Female	1	2	2

All Employees			
Male	619	636	635
Female	148	155	151
Total	**767**	**791**	**787**

5. People

CASE STUDY

Excellence in Indigenous Employment

In 2025, the Stanmore Indigenous Trainee Program was recognised as the Best Company Initiative at the Queensland Resources Council Indigenous Awards — testament to its impact and the strength of its design.

Launched in 2022, the program was developed by our Cultural Support Team in response to a clear need to go beyond increasing Indigenous representation in the workforce and deliver sustainable employment outcomes that supported long-term success.

The Indigenous Trainee Program was created to provide meaningful pathways into mining, equipping participants with practical, transferable skills that enable lasting careers within the sector.

Each trainee placement is carefully designed in collaboration with the hosting department or contracting partner, ensuring opportunities align with operational needs, while delivering genuine development outcomes. The Cultural Support Team plays a central role in shaping and supporting each placement, embedding cultural awareness, mentorship and tailored guidance throughout the trainee journey.

The result is a program that moves beyond entry-level employment to create capability, confidence and career progression — strengthening Stanmore's workforce while contributing to broader economic participation and opportunity for First Nations communities.



CASE STUDY

National recognition for emerging leadership

In September 2025, finalists from across Australia gathered in Brisbane for the twelfth annual Women in Resources National Awards, hosted by the Minerals Council of Australia. These awards recognise individuals and organisations contributing to a more inclusive, diverse and forward-looking resources sector.

Stanmore's Ashley McCarthy-Griffiths, Principal Business Improvement at South Walker Creek, was named the National Winner for Exceptional Young Woman in Australian Resources. Ashley was recognised for her authentic leadership approach, strong environmental focus, and measurable contribution to improved business and sustainability performance.

Ashley's achievement reflects Stanmore's commitment to developing inclusive leadership capability and embedding sustainability into operational decision-making. Through her work in business improvement, she has supported initiatives that strengthen environmental performance, enhance operational efficiency, and foster a culture of accountability and continuous improvement — demonstrating how responsible resource development and high-performance go hand-in-hand.



5. People

RECRUITMENT AND WORKFORCE COMPOSITION

During 2025, the workforce at our operations remained relatively stable. As of 31 December 2025, our total employee hire rate increased slightly to 16%.

All our team members are employed in Australia, with 88% employed regionally.[4]

Our employee breakdown can be seen in the adjacent table.

Employee Hire and Turnover Number and Rate

	Male	Female	Total	Rate
New Employees (Hire Rate)	86	40	127	16%
Departing Employees (Turnover Rate)	86	43	129	16%

The above figures have been sourced from our HR database and are reported as at the end of the year (31 December 2025).

New Employees Hire Rate is calculated by dividing the number of newly hired employees by the total number of employees at the end of the reporting period.

Departing Employees Turnover Rate is calculated by dividing the number of employees who resigned by the total number of employees at the end of the reporting period.



4. Value represents employees employed to work in locations outside of SEQ

CASE STUDY

Supporting women in resources

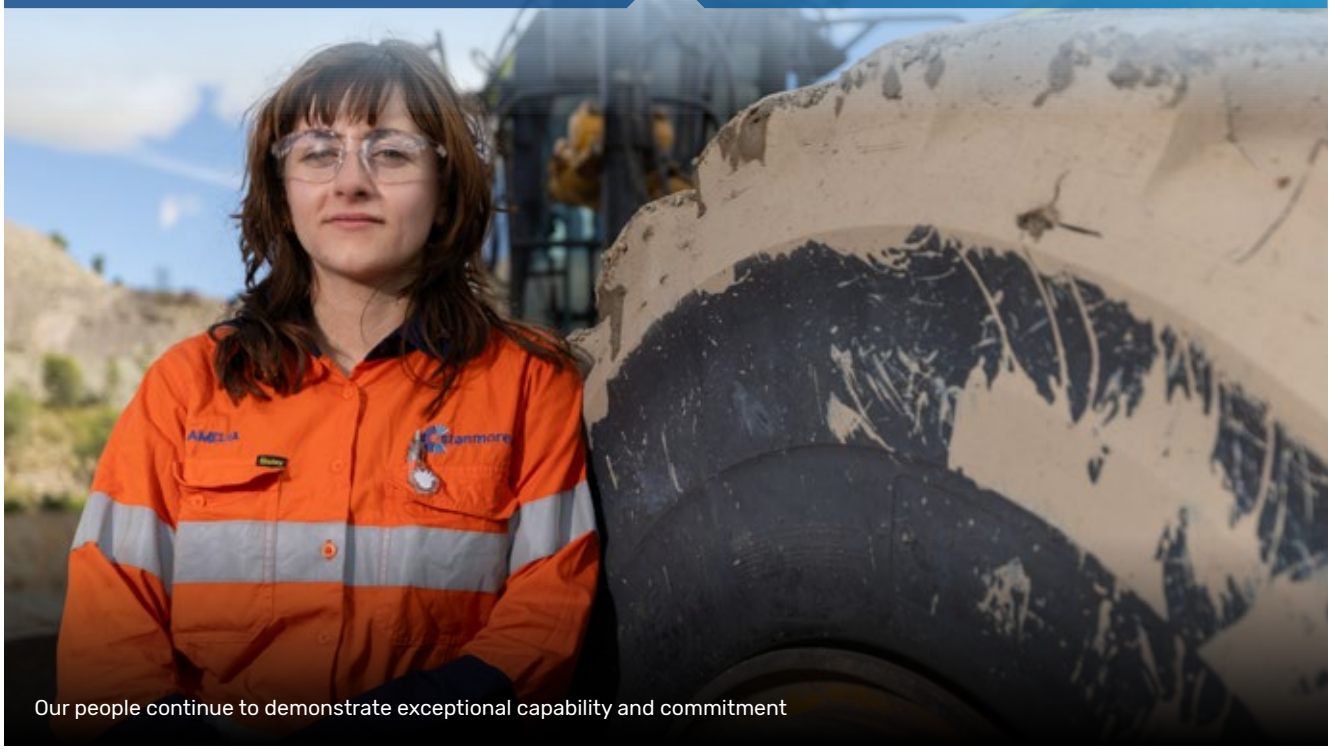
Stanmore is an active participant in the Women in Mining and Resources Queensland (WIMARQ) mentorship program, supporting professional development and career progression for women across the mining sector.

WIMARQ provides a structured platform for professional connection, skills development and leadership capability-building. Through formal mentorship, participants gain access to experienced industry professionals who provide guidance on career pathways, technical development and leadership growth.

Numerous women from across Stanmore's sites and departments have participated in the program, benefiting from one-on-one mentorship, peer networking and access to industry-wide professional development opportunities. Participation includes representation from operational and corporate roles, reflecting a whole-of-business approach to capability development.

Senior leaders within Stanmore have served as mentors, including South Walker Creek General Manager Operations Jason Greig, contributing experience and support the next generation of female resources professionals.

Through its involvement in WIMARQ, we are supporting industry-wide initiatives to enhance diversity and help build a more resilient mining workforce that benefits from a broad range of perspectives, skills and leadership approaches.



Our people continue to demonstrate exceptional capability and commitment

6. Community



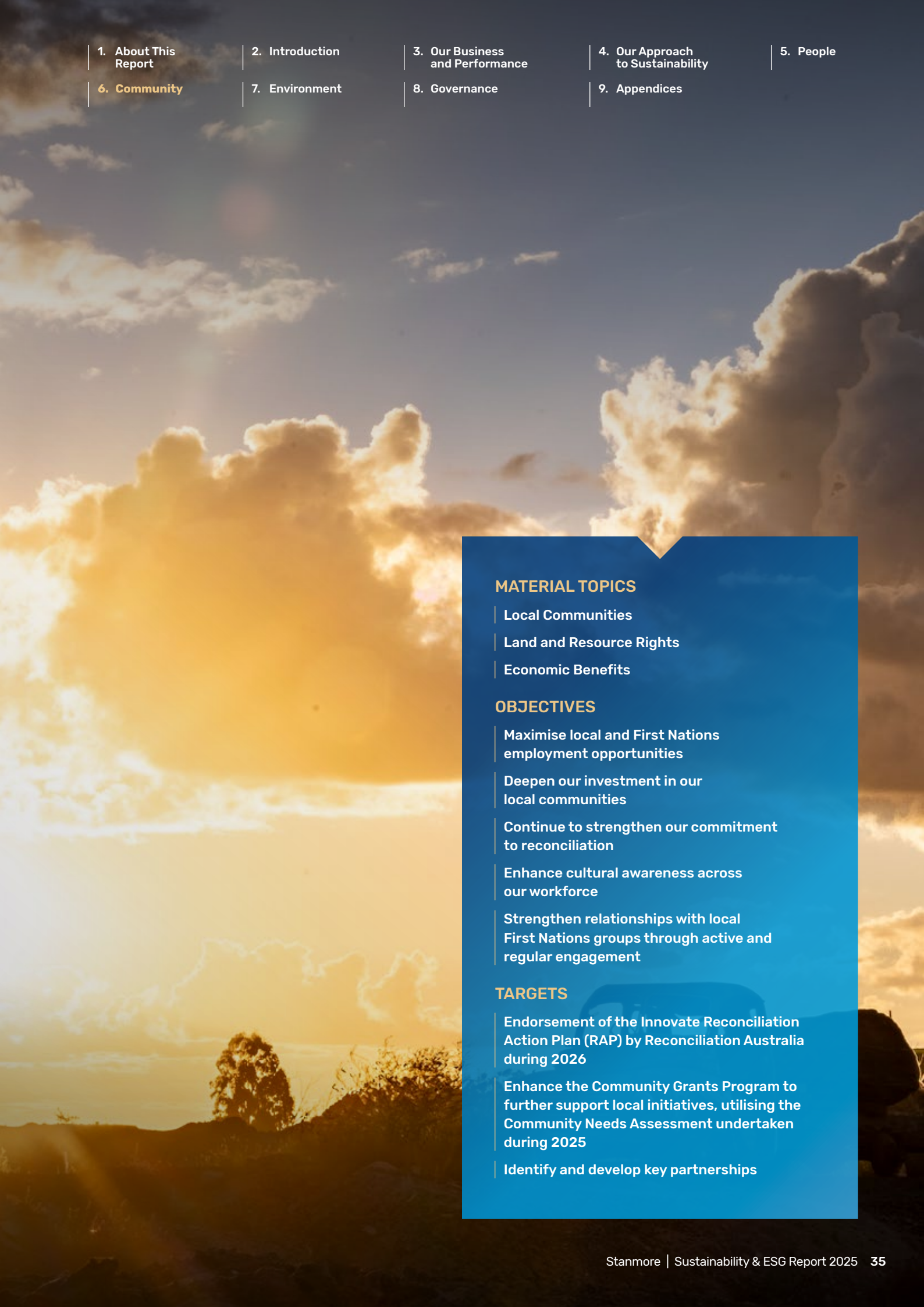
Building strong relationships with our communities and employees is vital to the success and positive long-term influence of our organisation.

Through active engagement and collaboration, we aim to identify, understand and support the unique needs of the communities within the Isaac region impacted by our operations.

Our social performance is evolving as we look to integrate value creation by strengthening regional economic development, workforce participation, enhance community liveability, and foster enduring partnerships within local communities where our operations reside. We continue to work with both our First Nations People and community members to build collaborative and considered community investment partnerships.

In 2025, we further strengthened our Social Performance Framework, formalising standards and procedures that guide consistent, risk based engagement and investment decisions. This included a review of our objectives, commitments and key social risks to ensure alignment with leading social performance principles and business priorities. Enhancements to our community engagement and social investment processes continue to support effective risk management and the maintenance of our social licence to operate.

Our focus areas remain within five key categories: Social Impact Assessment, Stakeholder Engagement, Social Investment, Human Rights, and Cultural Heritage.



MATERIAL TOPICS

- Local Communities
- Land and Resource Rights
- Economic Benefits

OBJECTIVES

- Maximise local and First Nations employment opportunities
- Deepen our investment in our local communities
- Continue to strengthen our commitment to reconciliation
- Enhance cultural awareness across our workforce
- Strengthen relationships with local First Nations groups through active and regular engagement

TARGETS

- Endorsement of the Innovate Reconciliation Action Plan (RAP) by Reconciliation Australia during 2026
- Enhance the Community Grants Program to further support local initiatives, utilising the Community Needs Assessment undertaken during 2025
- Identify and develop key partnerships

6. Community

6.1 Local Communities

We recognise the influence of our operations on local communities and are committed to creating shared value and a lasting legacy.

Active stakeholder engagement enables us to understand community needs and deliver positive, long term outcomes.

Our community stakeholders include our neighbours, landholders, local residents, local First Nations communities, community groups, businesses and Isaac Regional Council.

In 2025, we further strengthened our community management framework, enhanced community engagement efforts and actively promoted local living and development.

Through our operations, we deliver meaningful indirect value by generating regional employment, strengthening local business capability, and fostering partnerships with local and First Nations businesses. We also make direct contributions through our social investments and in-kind support within local schools, community groups and local government (see Section 6.3: Economic Benefits).

SOCIAL PERFORMANCE MANAGEMENT

In 2025, we reviewed and reported upon our Social Impact Management Plan (SIMP) at the Isaac Plains Complex. We also finalised our Social Performance Framework (SPF) and undertook a review of our five-year Social Performance Roadmap, associated management standards and implementation strategies. The SPF, supported by its governance system, strengthens organisational decision making through clear, purposeful and targeted actions. It provides structured guidance for community engagement and consultation, and establishes a consistent protocol for managing our economic contributions, helping ensure that our investments and initiatives deliver meaningful and lasting benefits to the communities where we operate.





CASE STUDY

Workforce development for the next generation

Stanmore was proud to be among the Top 5 finalists in the 'Large Employer of the Year' category at the Queensland Training Awards 2025, in recognition of our ongoing excellence in vocational education and training across the mining sector.

Stanmore's workforce development strategy facilitates entry points and career pathways for individuals at multiple career stages, from early engagement with high school students through to industry-ready traineeships and apprenticeships.

In 2025, we welcomed ten students from Moranbah State High School for structured work experience placements at the Poitrel and South Walker Creek mine sites. Students gained practical exposure within the Environmental, Technical Services and Maintenance departments, offering valuable insights into mining operations and the diversity of career opportunities available in the sector.

As part of Stanmore's ongoing partnership with Moranbah State High School, we also participated in the School's Careers Expo, engaging with students from regional high schools across the Bowen Basin. The Stanmore team helped Year 12 students prepare for interviews and develop professional resumes, ensuring the next generation is equipped with essential skills applicable to any professional setting.

These early engagement activities complement our broader talent development pipeline. Since May 2022, the New to Industry program, developed in collaboration with WorkPac, has introduced more than 250 trainees to production roles at Poitrel Mine. This ongoing investment supports the development of a skilled, safety-conscious workforce and prepares trainees for long-term employability.

Working closely with MIGAS Apprentices & Trainees, Stanmore also currently hosts 15 local apprentices and trainees, providing targeted training in technical disciplines and skilled trades.

Collectively, these initiatives reflect our ongoing commitment to strengthening economic opportunity and workforce capability within the communities we operate.

6. Community

COMMUNITY INTERACTIONS

Our proactive approach to community engagement is demonstrated through our efforts to foster open, meaningful and respectful relationships with our local communities. This ensures that the needs and perspectives of affected stakeholders are acknowledged, addressed and integrated into our decision-making processes.

We have a structured process in place to manage interactions, complaints, grievances and concerns through formal channels utilising a specialised consultation platform. While concerns remain very low, common stakeholder discussions typically relate to environmental factors such as noise, dust, vibration and water. Interactions are logged and addressed on a case-by-case basis, ensuring timely and appropriate resolution.

No community grievances were reported during the 2025 reporting period. Our engagement through the Environmental Impact Statement (EIS) process for the Isaac Downs Extension Project has further strengthened our Social Performance capability, supported by the establishment of a dedicated community and social performance function within the Sustainability team.

Stakeholders periodically raise concerns related to social and economic pressures, including matters such as cultural heritage, employment and contracting impacts, and the capacity of regional infrastructure and community services. Post mining land use and future employment opportunities also remain consistent areas of interest. We address these issues through our Progressive Rehabilitation and Closure Plan (PRCP) activities, ensuring our planning reflects community expectations and local priorities.

In line with our commitment to transparency and accountability, all material concerns are escalated to the Board and relevant sub committees as required. This process ensures that significant stakeholder issues, including those identified through our grievance mechanisms are formally considered and appropriately managed.

Throughout the reporting period, the Sustainability Committee continued to play a central role in communicating emerging trends and key issues to the Board, including any community complaints or grievances. Each concern is treated as a priority, supported by a dedicated software platform that enables robust investigation and timely resolution. Importantly, no significant concerns were raised during the 2025 reporting period.

LIVING LOCALLY

Stanmore actively encourages employees to reside within the communities surrounding our operations, supporting local economic growth and contributing to resilient, sustainable regional towns. Through our Live Local program, we offer financial assistance to team members who establish their primary residence in nearby communities, including Moranbah and Nebo, helping to foster stronger local participation and long term community stability.

The program delivers several advantages, improved physical and mental wellbeing, and greater work-life balance due to reduced travel time and more time spent with family.

By living locally, employees and their families help strengthen community connections and contribute to the social and economic vitality of the region.

EXISTING RELATIONSHIPS

Stanmore remains committed to building and strengthening existing relationships with local community groups and businesses, ensuring ongoing direct and indirect economic support and investment.

Our engagement efforts include face-to-face meetings, written notifications, phone conferences and public consultation. Additionally, we proactively engage with various stakeholder groups, such as:

- Isaac Regional Council (IRC)
- Department of Education
- Barada Barna Aboriginal Corporation (BBAC)
- Gangali Narra Widi Aboriginal Corporation (GNWAC)
- Aboriginal and Torres Strait Islander Partnerships (DATSIP)
- Moranbah Traders Association, Dysart Business Group
- Moranbah Childcare Leadership Alliance (MCLA)
- Moranbah Chamber of Commerce
- Local Content Leaders Network
- The Regional Industry Network.

We are committed to maintaining transparent communication with stakeholders regarding our operations, supporting the early identification and effective resolution of any issues or concerns.



"We are committed to maintaining transparent communication with stakeholders regarding our operations, supporting the early identification and effective resolution of any issues or concerns."

6. Community

CASE STUDY

Spreading cheer in the Nebo community

Stanmore plays an active role in supporting the Nebo community through long-standing local partnerships and involvement in community events.

The South Walker Creek team supported the Nebo State School Christmas and Awards Ceremony, donating and hosting a community barbecue for students, families and local residents. The ceremony recognises the achievements of students throughout the year and showcases each class's end-of-year performances, creating an important opportunity for community connection and recognition.

Stanmore's involvement forms part of our ongoing commitment to support local schools and community initiatives in Nebo.

> "The South Walker Creek team is honoured to participate in this annual event connecting with the Nebo community and providing a meaningful contribution."
>
> **Jason Greig,**
> General Manager – Operations and SSE at South Walker Creek



SUPPORT FOR COMMUNITY ORGANISATIONS

Recognising the important role local organisations play in regional resilience, Stanmore actively supports a range of community initiatives and programs across Central Queensland, including Moranbah, Nebo, Mackay and surrounding rural communities.

In 2025, Stanmore allocated over $331,000 to community groups and organisations through the Stanmore Community Grants Program, as well as through our research and social partnership program (see Section 6.3: Economic Benefits).

The 2025 Community Grants, which comprised a significant portion of our total community contribution, supported both returning organisations such as Moranbah East School, Koala Rescue Care Nebo, Nebo P&C Association, Nebo Bushman's Carnival Inc, and Moranbah Rock FM, as well as approximately 50 new recipients, including Pioneer Valley Rail Group, and Innovative Disability Employment & Liaison Placements Ltd.





CASE STUDY

Supporting local infrastructure through Stanmore's Community Grant program

Stanmore invests in the long-term sustainability and liveability of the communities in which it operates. The Community Grant Program supports local facility and infrastructure projects that create lasting community benefit.

The first round of the program supported essential upgrades to the Nebo Sports and Recreation Club and Mackay Cyclones Swimming Club, improving community sport and recreation facilities.

At Homebush State School, we funded topsoil for the school's oval, ensuring students have access to quality outdoor learning and play areas vital to wellbeing.

Stanmore also contributed funding to Mackay Base Hospital, supporting the healthcare infrastructure that serves the broader regional community.

6. Community

6.2 Land and Resource Rights

Stanmore manages more than 93,000 hectares of freehold, leasehold and mining lease land for mining development. Until required for mining or mining related activities, this land is licensed to third parties for predominantly agricultural use.

To support responsible land stewardship across all stages of the mining lifecycle, we have established protocols for engaging with affected stakeholders, recognising the importance of local communities and First Nations peoples. Comprehensive land and tenement management processes are in place, with all property related matters overseen by a dedicated Land Manager.

Our PRCP commitments include offering agistment licence partnerships, providing local community members with opportunities to utilise our tenements for grazing. Through these arrangements, we share land with appropriate local users prior to mining, during operations and following mine closure, promoting sustainable and mutually beneficial land use outcomes for local communities.

FIRST NATIONS ENGAGEMENT AND RIGHTS

Stanmore recognises the Barada Barna, Widi and Jangga People as the Traditional Owners of the land we operate on, and respect and acknowledge their role as custodians of the land and waterways.

Across all sites, we are committed to building strong, enduring partnerships with First Nations communities. Established processes and governance frameworks guide this commitment, including our quarterly Relationship Committee meetings with Traditional Owner representatives. These forums enable ongoing collaboration, review of cultural heritage management plans, and shared dialogue to ensure our activities respect and align with cultural, environmental and historical connections to Country.

This collaborative approach strengthens mutual understanding, fosters respect and supports shared benefits for communities and our operations.

We also recognise that caring for Country is central to maintaining meaningful relationships with First Nations peoples. Responsible land stewardship is a core priority, and we remain committed to restoring mined land to its approved, safe, stable and sustainable post-mining landforms and land uses, consistent with applicable post rehabilitation and closure plans. Our planning frameworks, operational decisions and impact assessments are designed to ensure land is rehabilitated responsibly and sustainably for future generations.

Land Management



- Leased for agriculture
- Managed for biodiversity
- Managed for mining – not disturbed
- Managed for mining – disturbed
- Post-mining – rehabilitated



RECONCILIATION ACTION PLAN (RAP)

In 2025, following the successful implementation of the commitments under Stanmore's Reflect Reconciliation Action Plan (RAP), we finalised our Innovate RAP for submission to Reconciliation Australia.

This marks an important step forward in the evolution of Stanmore's reconciliation journey, building on the strong foundations established since our inaugural RAP was endorsed in 2023. Since then, we have delivered numerous actions across the business, strengthened relationships with First Nations stakeholders and communities, and embedded more meaningful engagement practices, through the active oversight of our RAP Working Group.

The progression to an Innovate RAP reflects Stanmore's deepening commitment to reconciliation, and creating respectful, trusted and mutually beneficial relationships with First Nations peoples.

In 2026, we aim to achieve formal endorsement of our Innovate RAP by Reconciliation Australia and continue advancing practical initiatives that contribute to positive social and economic outcomes. We recognise that reconciliation is an ongoing journey and remain committed to listening, learning and evolving our approach to ensure lasting impact.

INDIGENOUS LAND USE AGREEMENTS

Stanmore has two established Indigenous Land Use Agreements (ILUAs) at South Walker Creek. These voluntary agreements, involving the Barada Barna People, Widi People, the State of Queensland, and Stanmore, ensure the responsible utilisation and stewardship of the land on which we conduct our operations. We are committed to maintaining and strengthening these relationships through both formal channels, such as our ILUAs and our RAP, as well as more informal channels.

Throughout 2025, Stanmore maintained ongoing engagement with representatives of BBAC and GNWAC, reinforcing the importance of long term relationship building and supporting employment opportunities for the families of Barada Barna and Widi Common Law Holders.

Relationship Committees established for each South Walker Creek ILUA, comprising representatives from Stanmore and the relevant Traditional Owner groups (BBAC and GNWAC), meet quarterly to address matters relating to the agreements and to maintain and strengthen positive, mutually beneficial relationships. Through our ILUAs, Stanmore also provides bursary and scholarship support to Native Title Holders to assist with the completion of university degrees and other professional qualifications.

Stanmore remains committed to building a strong and sustainable First Nations workforce. In 2025, we continued to progress this commitment through the ongoing delivery of our Indigenous trainee program, celebrating four program graduates and identifying several new employment opportunities and engagements.

As many of our First Nations employees are new to the mining industry, we prioritise the provision of an inclusive, safety focused workplace supported by targeted upskilling and development opportunities. Our cultural support teams and leaders promote cultural competency through relevant training and are committed to supporting First Nations employees to build rewarding and long term careers.

6. Community

6.3 Economic Benefits

GENERATED AND DISTRIBUTED ECONOMIC VALUE

Stanmore takes pride in being part of the Isaac region and is committed to making a meaningful contribution to the local community. We drive economic growth and employment opportunities while actively supporting community development through economic, environmental and social initiatives.

Applying the GRI Standards calculation methodology, in 2025, Stanmore generated US$1,885.6 million in direct economic value and distributed US$1,549.2 million. Therefore, economic value retained was US$335.5 million.

We strive to ensure that our growth benefits not only our shareholders but also our local communities and broader stakeholders. Our operations contribute both directly and indirectly to local economic prosperity through job creation, local procurement, tax and royalty payments, and philanthropic initiatives. We believe that a proactive, transparent and positive approach to community engagement and investment is essential to fostering strong relationships and maintaining our reputation.

PHILANTHROPIC AND COMMUNITY CONTRIBUTIONS

Stanmore actively supports local community organisations and initiatives across Central Queensland, benefiting our employees, neighbours, and the communities of Moranbah, Nebo, Mackay, and surrounding rural areas. In 2025, we were proud to make direct economic contributions to these communities through our dedicated support programs.

Recognising the significance of community contributions, throughout 2025, we implemented the Community Investment Framework, which enhanced our ability to allocate funds effectively. As per our stated commitment, we increased our community spend to beyond 2023 levels and have achieved a year-on-year increase.

In 2025, we provided direct support to our local communities through our biannual Community Grant Program. More than $284,000 was allocated to a variety of local initiatives and events, with a strong focus on regional youth development, community health and wellbeing (including First Nations engagement), and projects that promote positive environmental outcomes.

Philanthropic and Community Contributions (A$)

	2023	2024	2025
Education and Skill Development	$11,000	$54,131	$71,200
Community Health and Wellbeing	$48,500	$123,355	$111,507
Innovation, Research and Infrastructure	$30,000	$41,516	$51,000
Environmental Protection	$20,000	$30,000	$45,500
Others	$43,346	$33,100	$51,952
Total	**$152,846**	**$282,102**	**$331,159**

CHOOSING LOCAL PROCUREMENT AND FIRST NATIONS BUSINESS

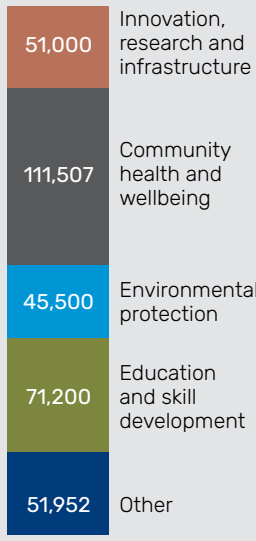
Stanmore continues to strengthen regional economic resilience by prioritising the procurement of goods and services from businesses across the Isaac and Mackay regions where practical. In 2025, we further enhanced our internal procurement selection processes to provide clearer visibility of our investment in local and First Nations suppliers. These improvements support more effective tracking and independent verification of our spend, reinforcing our commitment to increasing opportunities for local and Indigenous businesses within our supply chain.

In line with our responsibilities under the *Strong and Sustainable Resource Communities Act 2017 (SSRC Act)*, we continued to be guided by our Local Content Strategy, which aligns with the principles of the Queensland Resources and Energy Sector Code of Practice for Local Content, and the Australian Industry Participation Framework. This strategy outlines our commitment to responsible sourcing, fostering our support for local procurement and businesses, along with our plans for reporting.

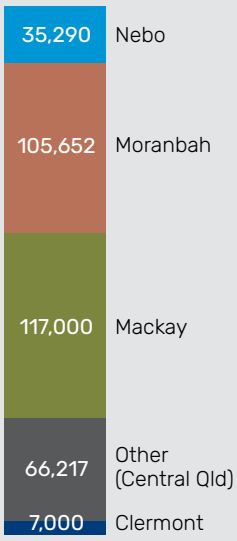
In 2025, we spent $132 million with local suppliers, which represents over 5% of our entire vendor spend for the reporting period. Our local supplier spend includes $3.4 million spent with First Nations Businesses or Traditional Owners. Overall, the local supplier spend highlights our commitment to supporting the businesses in our operating region through our procurement practices.

We have identified local businesses as those situated within a 125 km radius of our operational mine sites, encompassing areas such as Moranbah, Clermont, Nebo, Coppabella and Mackay.

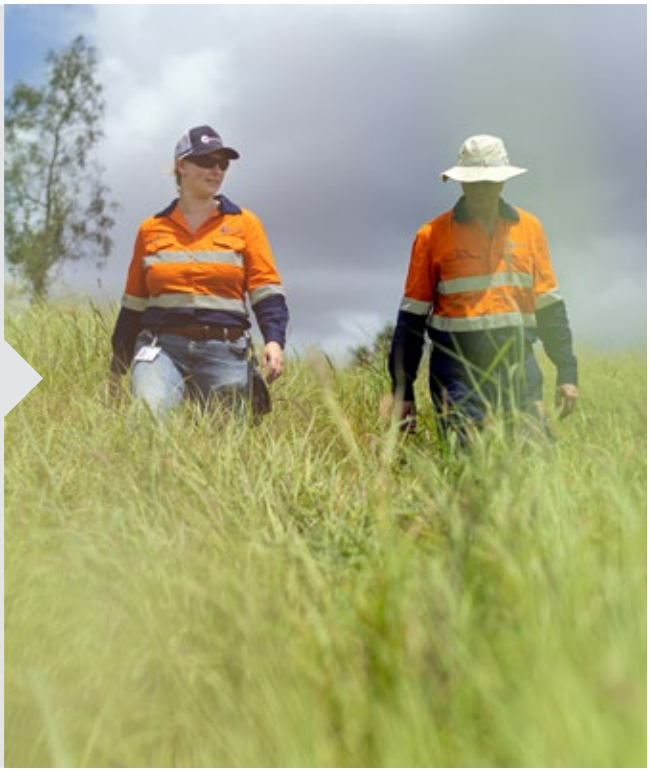
Community Investment by Focus and Location ($)



By focus



By location



7. Environment

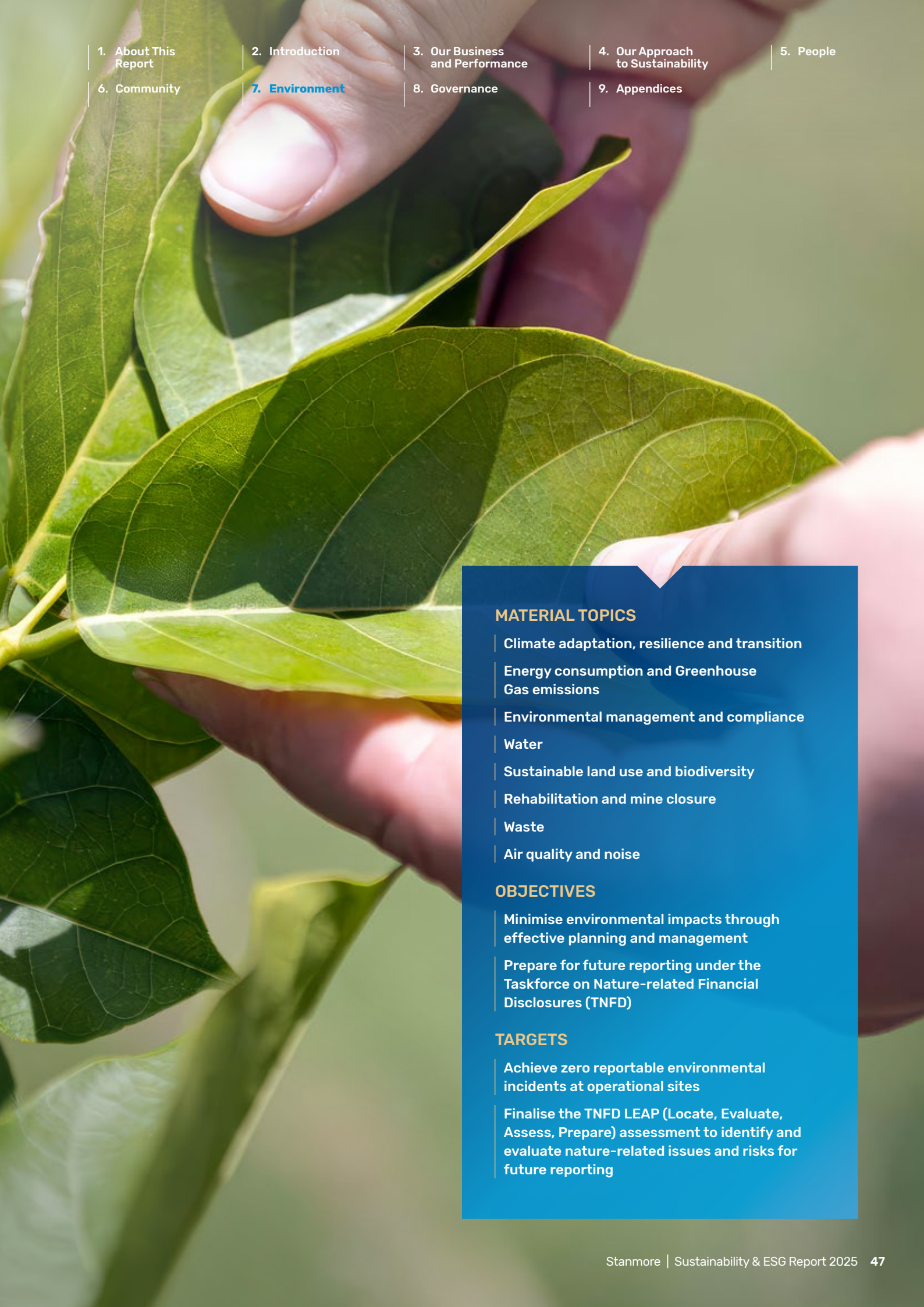


Environmental responsibility is embedded in our operations, with a strong commitment to minimising impacts and restoring disturbed areas to their approved post-mining land use.

All operational and development sites are required to follow our comprehensive environmental management standards and procedures, while maintaining full compliance with State and Federal regulatory requirements.

Operating within Queensland's highly regulated mining sector, we uphold strict environmental controls throughout every stage of mine development, from exploration and construction through to operations, rehabilitation and final closure.

Independent, suitably qualified experts conduct rigorous environmental assessments, forming the foundation of our strategies to minimise potential impacts on land, water, ecology and air quality. Additionally we undertake regular environmental assurance checks to ensure that our systems and processes are functioning as intended.



MATERIAL TOPICS

- Climate adaptation, resilience and transition
- Energy consumption and Greenhouse Gas emissions
- Environmental management and compliance
- Water
- Sustainable land use and biodiversity
- Rehabilitation and mine closure
- Waste
- Air quality and noise

OBJECTIVES

- Minimise environmental impacts through effective planning and management
- Prepare for future reporting under the Taskforce on Nature-related Financial Disclosures (TNFD)

TARGETS

- Achieve zero reportable environmental incidents at operational sites
- Finalise the TNFD LEAP (Locate, Evaluate, Assess, Prepare) assessment to identify and evaluate nature-related issues and risks for future reporting

7. Environment

7.1 Climate and Greenhouse Gas

Stanmore supports the objectives of the Paris Agreement and recognises the importance of its ambition of limiting global average temperature increases to well below 2°C above pre-industrial levels.

As a significant producer of metallurgical coal, Stanmore is subject to Australia's Safeguard Mechanism, which imposes strict emission reduction and abatement requirements on all our operating assets. Under these regulations, Stanmore is required to abate emissions by 4.9% annually until 2030.

Where abatement is not possible, Stanmore currently purchases carbon offsets sufficient to meet the required abatement. We acknowledge Australia's commitment to net zero emissions by 2050 and will continue aligning our decarbonisation efforts with the Australian Government's commitments to contribute to the goal of the Paris Agreement.

Our current decarbonisation activities are focused on complying with applicable regulatory requirements, including the Safeguard Mechanism, and progressing operational abatement opportunities where feasible.

Climate change presents significant challenges to our business, as well as to the biophysical and social environments in which we operate. Addressing these challenges requires a comprehensive approach — one that adapts to changing conditions, reduces risks and mitigates negative impacts. Our strategy focuses on lowering emissions and transitioning day-to-day operations toward low-carbon alternatives, ensuring resilience and sustainability across all aspects of our business.

In pursuit of these objectives, we proactively guide our approach based on both local and global standards and frameworks, ensuring our efforts align with evolving societal needs and expectations.

We remain committed to achieving our decarbonisation goals while contributing to both local and global economic development. Stanmore supplies high-quality metallurgical coal essential for steel production — a material that remains a critical, non-substitutable component in blast furnace steelmaking.

Steel is fundamental to infrastructure development worldwide, including the construction of renewable energy assets such as wind turbines and solar panels, making our role integral to the transition toward a low-carbon future.

OBJECTIVES

- Reduce greenhouse gas (GHG) emissions (Scope 1 and 2) taking into consideration economic and technical factors
- Refine climate change adaptation/mitigation strategies
- Consider climate-related risks and opportunities in formal business decision-making
- Prepare for future mandatory Scope 3 emissions reporting

TARGETS

- Reduce net Scope 1 GHG emissions intensity (tCO_2-e/ROM t), in accordance with Safeguard Mechanism requirements and in alignment with Australia's national climate targets
- Continue to investigate lower-carbon-emissions fuels and on-site optimisation strategies
- Collect and analyse Scope 3 emissions data for mandatory disclosure in 2027



7. Environment

7.1.1 CLIMATE

Reporting on Mandatory Climate-related Financial Disclosures under AASB S2

In 2025, we prepared mandatory disclosures required by the Australian Sustainability Reporting Standards (ASRS) AASB S2 — Climate-related Disclosures. Stanmore was required to comply with the ASRS (S2) for the reporting period commencing 1 January 2025 and we have included these climate-related disclosures in the mandatory Sustainability Report contained within our 2025 Annual Report.

The mandatory Sustainability Report covers climate-related Governance, Strategy, Risk Management, and Metrics and Targets, a summary of which is provided below. For the full details, refer to the Sustainability Report within our Annual Report.

Governance

Stanmore has established a climate governance framework to embed climate considerations into decision making and ensure accountability across the organisation, with the Board retaining ultimate oversight of climate related risks and opportunities affecting strategy, operations and financial performance.

The Board integrates climate resilience into strategic planning, investments, risk appetite and performance monitoring, and considers climate matters at every meeting.

Oversight of climate activities is delegated to the Audit and Risk Management Committee, and the Sustainability Committee, which monitor climate risks and opportunities, reporting, regulatory developments, emissions, assurance processes and progress against the Sustainability Roadmap and Decarbonisation Plan. The Remuneration and Nominations Committee considers climate-related KPIs that are included in incentive structures. There were no climate-related KPIs in 2025.

Day to day execution of climate strategy is delegated to the Executive Leadership Team, supported by controls and procedures for risk identification, emissions measurement and performance monitoring. Stanmore also ensures appropriate climate and ESG capability through Board composition, annual skills assessments and ongoing training for Directors and senior leaders.

Strategy

As a leading metallurgical coal producer, climate change presents both strategic risks and opportunities for Stanmore, with implications across regulation, markets, technology and stakeholder expectations.

We integrate climate-related risks and opportunities into strategic, financial and operational decision making, supported by scenario analysis across short, medium and long term horizons aligned with mine life and planning cycles.

Transition risks are primarily driven by evolving climate policy, particularly Australia's Safeguard Mechanism and carbon pricing, while physical risks such as extreme weather, water security, heat and bushfires are assessed as manageable within existing infrastructure, controls and emergency response frameworks.

Scenario analysis confirms that while climate change introduces risks, these can be mitigated through proactive governance, disciplined risk management, targeted capital allocation and continued adaptation, supporting long term resilience and value creation.

Risk Management

Stanmore identifies, assesses, monitors and manages climate related risks and opportunities through its Enterprise Risk Management Framework (ERMF), and detailed in a standalone Climate Related Risk Management Procedure.

Climate risks are managed alongside other strategic and operational risks through an iterative process that incorporates environmental scanning, future climate scenarios, defined time horizons, and both qualitative and quasi quantitative assessment methods.

Risks and opportunities are assessed for likelihood, severity and financial impact across short (0-2 years), medium (3-5 years) and long-term (5+ years) horizons, prioritised in line with the Board approved risk appetite, and recorded with associated controls and mitigation actions.

Ongoing monitoring occurs through quarterly reviews and environmental scans, with material changes escalated to the Sustainability Committee and the Audit and Risk Management Committee, ensuring climate-related risks remain integrated into strategic decision making and business planning.

Metrics and Targets

Stanmore's cross industry metrics are summarised below.

Absolute Gross Greenhouse Gas Emissions	Unit	2025
Total Scope 1 Emissions	$mtCO_2$-e	1.075
Total Scope 2 Emissions	$mtCO_2$-e	0.107
Total Emissions	$mtCO_2$-e	1.182

Stanmore's assets and business activities were not deemed to have material financial vulnerability to climate-related risks and opportunities in the short-term. In the period, no material capital expenditure was allocated to climate-related risks and opportunities.

We have opted to account for an internal carbon price using the current and forecast ACCU prices as a base.

Stanmore includes climate-related considerations in executive remuneration by way of specific projects included in the Short-Term Incentive Plan strategic goals measure.

Stanmore has set a climate-related target. Included in this target is the commitment to a reduction in net Scope 1 emissions in alignment with the requirements of the Safeguard Mechanism. The Safeguard Mechanism is legislated by the Australian Government and applies to all of the Group's operational mining facilities due to the threshold being reached, and legislates an ongoing net reduction in GHG emissions. Stanmore has aligned its GHG reduction target with this requirement and will update its target with any changes to the legislation.

Additional details around Stanmore's climate-related disclosures can be found in the Sustainability Report within our 2025 Annual Report.

CASE STUDY

Electric vehicle trial at South Walker Creek

South Walker Creek has introduced a Ford F150 Lightning into its light vehicle fleet, marking the beginning of Stanmore's trial of fully electric, site-compliant vehicles across mining operations.

The trial forms part of our approach to innovation through controlled, on-site testing of new technologies with the potential to improve safety, reduce operational emissions and support more efficient ways of working.

The vehicle is being tested across a range of operational and support roles to assess its suitability and performance in real mining conditions.

By generating site-based evidence, the South Walker Creek trial is an initial step in assessing how electrification can be safely and effectively adopted across Stanmore's operations, and will inform future fleet decisions. Subject to outcomes, a similar vehicle is planned for introduction at Poitrel in 2026.



7. Environment

7.1.2 GREENHOUSE GAS

Each year, we report our Scope 1 and 2 greenhouse gas (GHG) emissions to the Clean Energy Regulator as part of our compliance with Australia's National Greenhouse and Energy Reporting (NGER) Scheme. This reporting also includes the disclosure of our energy consumption and production, ensuring transparency and accountability in our environmental performance.

Energy

Recognising that our extraction and processing activities are energy-intensive, we intend to reduce, optimise and transition the energy consumption of our operations. The primary source of energy consumed for our activities is diesel fuel, used for combustion in plant, equipment and machinery, and the consumption of grid-purchased electricity for processing, dragline operation and utility uses.

We continue to identify, evaluate and implement opportunities to improve the energy efficiency of our operations. Stanmore also recognises that, over time, the inherent characteristics of mining can place downward pressure on efficiency as extraction progresses to greater depths. At certain stages, significant overburden must be moved to enable future coal extraction, which can temporarily impact energy efficiency when measured against a run of mine (ROM) coal production.

In 2025, our energy efficiency, measured against ROM tonnes, declined by approximately 3% year-on-year. This reflects the continued overburden movements at SWC prior to entering lower strip ratio areas.

Emissions and Energy Consumption

Indicators	Unit	FY23	FY24	FY25
Production				
Total ROM Production	KT	18,757	18,810	19,137
Energy Consumption and Energy Intensity				
Total Energy Consumed (Liquid Fuels Combustion)	GJ	5,967,855	7,468,387	7,853,974
Total Energy Consumed (Electricity and Liquid Non-Fuels Combustion)	GJ	795,776	741,229	732,933
Total Energy Consumed	**GJ**	**6,763,631**	**8,209,616**	**8,586,907**
Energy Intensity	GJ/ROM t	0.361	0.436	0.449
Emissions and Emissions Intensity				
Total Scope 1 Emissions	tCO_2-e	797,805	997,048	1,026,273
Total Scope 2 Emissions	tCO_2-e	109,674	111,075	108,365
Total Emissions	**tCO_2-e**	**907,479**	**1,108,123**	**1,134,638**
Emissions Intensity	tCO_2-e/ROM t	0.048	0.059	0.059

Note: values above for period 1 July to 30 June. Aligned with previous reports and NGER requirements.

Greenhouse Gas Emissions

GHG emissions generated from our mining and processing activities remain a critical focus for Stanmore and form a core pillar of our Sustainability Roadmap.

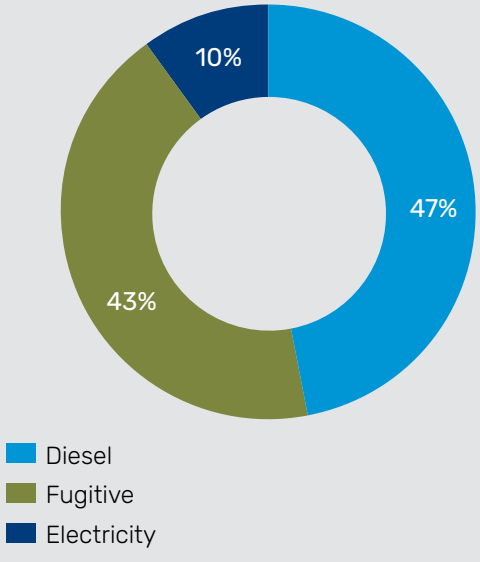
As a producer of metallurgical coal operating within a global supply chain, we acknowledge our broader contribution to global emissions, including the Scope 3 emissions associated with the downstream use of our products.

We recognise that emissions occurring both upstream and downstream of our operations arise from activities outside Stanmore's direct ownership or control, ranging from those generated by our suppliers to those produced through the utilisation of our coal by customers. Understanding these impacts is essential as we aim to work collaboratively across the value chain to support emissions reduction efforts and drive more sustainable outcomes.

In line with Australia's NGER scheme, Stanmore does not currently report Scope 3 emissions. However, we are actively collecting relevant data for future reporting to align with AASB S2 requirements, which will mandate disclosure of these emissions for the 2026 annual reporting period.

Unlike our energy intensity, our GHG emissions intensity was stable year-on-year when measured against ROM tonnes. Of note, Poitrel ROM tonnes increase over the year which was offset by lower fugitive emissions over those tonnes of coal.

Relative Greenhouse Gas Emissions by Source





7. Environment

Fugitive Emissions Reporting Changes

In 2024, the Department of Climate Change, Energy, the Environment and Water (DCCEEW) announced changes to the reporting of fugitive emissions from open-cut coal mines. These will come into effect from 1 July 2026 and will require open-cut coal mines that are also Safeguard Facilities to move from Method 1 to Method 2.

Method 1 refers to estimation of fugitive emissions by applying state-based emissions factor to the Run of Mine (ROM) tonnes produced in the reporting period. Method 2 involves developing a mine-specific gas reservoir model for the in-situ gas in place prior to the extraction of coal. The model is then used to estimate the fugitive emissions each year when extracting coal.

Our Poitrel mine already reports using Method 2, while our Isaac Plains Complex and South Walker Creek facilities utilise Method 1. We have been working through the requirements for those facilities, and what they will mean for our reported emissions and Safeguard positions, and expect to be compliant with the reporting change prior to its commencement in 2026.

Decarbonisation

In 2025 we continued to refine our plans to decarbonise our operations. We have finalised a number of studies and refined our timeline of activities. The South Walker Creek gas to electricity project continues to be the largest opportunity for emission reduction and we have progressed the project further.

The key carbon reduction opportunities and near-term focus for Stanmore are outlined below.

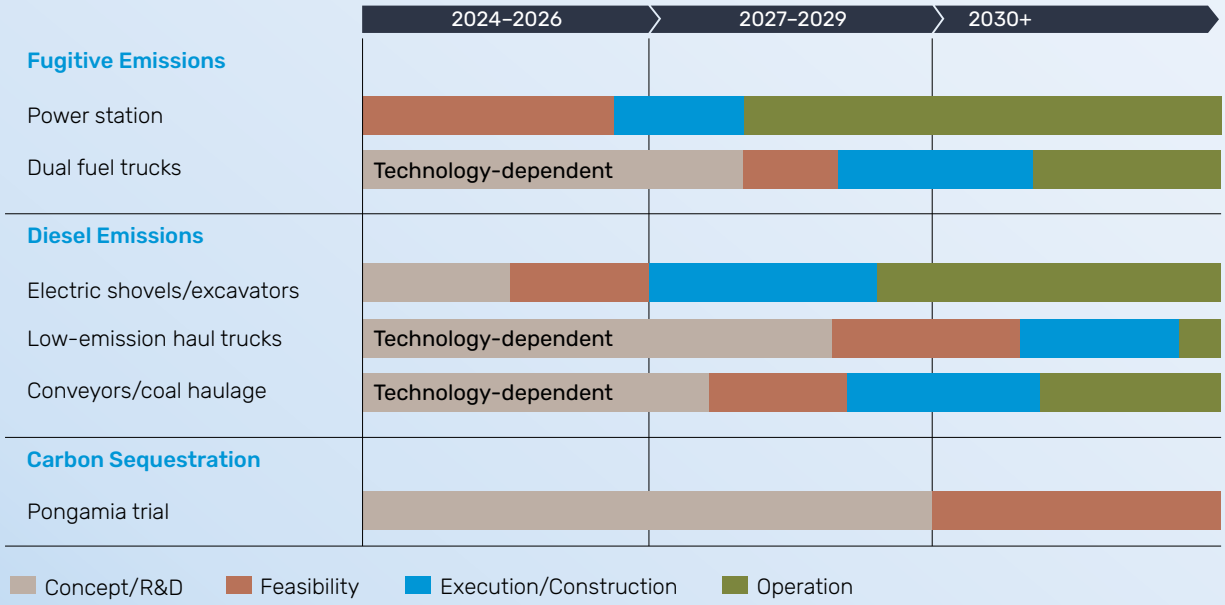
Decarbonisation Pillars	Focus Areas	Priority Areas 2026
Study and Monitor	Monitor and assess developing technologies for future adoption	• Identify opportunities for fuel substitution and efficiency gains through hybrid, electric and alternate fuels • Continue to assess opportunities to use fugitive gas from coal on our sites
Scope 1 Reductions	Reduce diesel usage	• Incorporate plans for the implementation of Scope 1 reduction activities into our long-term mining plans • Progress studies into the potential for alternate material haulage processes, including conveyors and electric/hybrid trucks • Further viability studies and plans for the potential electrification of additional plant and equipment on our sites
	SWC Gas to Power Project	• Commence construction of the gas to power infrastructure at SWC
	Fugitive emissions reduction	• Align operations with Australian Government direction on open-cut gas drainage • Examine means of fugitive gas collection from future mining areas and conduct associated field investigations • Continue to monitor and assess evolving uses for fugitive gas
Scope 2 Reductions	Continue to identify and assess Scope 2 emission reduction opportunities	• Further planning and viability studies for alternate energy sources on our sites, including small-scale solar power, wind and BESS options

Our Decarbonisation Plan underpins future activities through a phased approach, which we have updated throughout 2025.

We have prioritised abatement opportunities at specific facilities, including South Walker Creek and Poitrel. Fugitive emissions have been identified as a significant contributor to our overall Scope 1 emissions, accounting for 48%. As a result, we are focusing on reducing these emissions across our facilities. In the short to medium-term, we have prioritised the reduction of future fugitive emissions at our South Walker Creek facility through the use of gas for the proposed power station.



Timeline: Stanmore's Decarbonisation Priorities (excluding offsets)



Note: Each of the options in the timeline will be rigorously assessed and movement from R&D to operation will be dependent upon the detailed feasibility of each option given the state of technology and market forces.

7. Environment

7.2 Environmental Management and Compliance

We continue to strengthen our environmental management practices, maintaining environmental management systems and controls designed to support compliance with applicable legislative and regulatory requirements. As a responsible operator, Stanmore remains focused on minimising the environmental impact of our activities, and embedding effective controls and processes to protect the surrounding natural environment.

In 2025, our key focus areas included:

- reviewing our key controls at operational sites
- enhancing our Environmental Management System (EMS) through the development and review of Standards and Guidelines
- water management and wet season preparedness
- management of regulated structures
- delivering improvements in rehabilitation and disturbance tracking.

Stanmore upholds dedicated environmental management systems and processes to assess, monitor and mitigate the environmental impacts of our operations. Through centralised management of permits, approvals and legal due diligence assessments, we ensure strong environmental governance and oversight across all our sites.

In 2025, our proactive measures resulted in no significant environmental enforcement actions. However, two low-level, water-related non-compliances occurred, which resulted in the receipt of three penalty infringement notices. Additional control measures have since been implemented to minimise the likelihood of a reoccurrence of these types of incidents.

When instances of non-compliance are identified, we work collaboratively with relevant regulators and take applicable measures to address all controllable factors contributing to the issue.

OBJECTIVES

Maintain the EMS aligned to regulatory standards

Minimise and/or avoid environmental impacts through effective planning and management

Comply with all relevant legislative requirements.

TARGETS

Sustain compliance with all relevant environmental regulations by conducting internal EMS assurance and resolving any identified non-conformances

Achieve zero significant environmental incidents at operational sites.

Site	Short Description	Compliance Notice Date	Compliance Type
Isaac Downs	Non-compliant release of mine affected water	6/02/2025	Penalty Infringement Notice
Isaac Plains	Non-compliant release of mine affected water	27/02/2025	Penalty Infringement Notice
	Non-compliant release of mine affected water	27/02/2025	Penalty Infringement Notice

7.3 Water

Water is a critical resource for our operations. It supports activities such as dust suppression, coal processing, irrigation and the needs of our workforce.

As a shared and finite resource, responsible water stewardship remains fundamental to the sustainable management of our operations. With operations situated within the Fitzroy Basin, Stanmore continues to prioritise the protection of this sensitive and important ecosystem.

Throughout 2025, our site operations maintained active monitoring and management of water withdrawal and consumption in alignment with the Group Water Strategy and Action Plan. These efforts support our transition toward a more resilient and sustainable water use model that carefully balances production requirements, resource efficiency and long term operational needs.

In 2025, total water use associated with our mining activities was 5,574 ML. Of this, 1,343 ML was recycled through coal washing processes and tailings dewatering, and returned to site water storage facilities for ongoing operational use. A detailed summary of water withdrawal, distribution and consumption across key activities, including coal washing, dust suppression, site operations, and other ancillary uses is presented in the table below.

Water Activity (ML)	2023	2024	2025
Total Water Withdrawal	**8,858**	**9,547**	**7,245**
Surface Water (Mine Water Runoff)	6,781	7,428*	5,872*
Third-party Water	1,004	759	736
Groundwater	1,073	1,360	637
Produced Water	0.07	0.09	0.02
Total Water Discharge to Surface Waters	**1,303**	**189**	**557**
Total Water Used	**7,652**	**3,937**	**5,574**
CHPP (Gross)	4,667	1,766*	4,350*
Dust Suppression	2,946	1,919*	1,164*
Other	39	252*	61*
Water Shared to External Parties	**157**	**0**	**0**
Water Recycled	**1,200**	**1,076**	**1,343**

* values likely understated due to monitoring equipment malfunction, which has been rectified.

7. Environment

Stanmore remains a major partner of the Fitzroy Partnership for River Health (FPRH), working alongside community stakeholders to support regional waterway health initiatives and citizen science programs. In 2025, the continued collaboration between FPRH and the Fitzroy Regional Receiving Environment Monitoring Program remained a cornerstone initiative for Central Queensland. As the partnership grows, an expanding dataset is being collected, with independently validated annual reports providing valuable insights into the condition and long-term sustainability of the Fitzroy Basin catchment. Stanmore contributes to this work through direct financial support and the provision of scientific monitoring data.

We continue to reduce our reliance on local freshwater sources while enhancing clean water production. In 2025, the hydro-panels at the Isaac Plains Complex generated over 20,000L of clean, potable water for site office use, equivalent to saving 1,000 standard 20-litre office water bottles.

OBJECTIVES

Implement efficient water management strategies to reduce freshwater consumption through water recycling, process optimisation, and the use of alternative water sources.

TARGETS

Collect additional data to enable better analysis of water use and trends

Undertake Towards Sustainable Mining Water Assessments for operational sites

Continue the implementation of capital projects identified in the site water management plans.

WATER QUALITY MANAGEMENT

With our operations located largely within the Isaac River catchments, Stanmore is committed to minimising impacts on local creek systems and surrounding aquatic environments. Each site maintains a detailed Water Management Plan, supported by Environmental Authority requirements and Receiving Environment Monitoring Program (REMP) conditions, which outline monitoring, performance expectations, and management controls for all regulated water activities. This includes the management of water released to receiving environments and the operation of on-site mine water supply systems, ensuring responsible and sustainable water stewardship.

We manage water runoff from run of mine areas, product stockpiles and mining disturbance zones by capturing, storing and reusing water where feasible and in line with our environmental obligations. To reduce risks associated with extreme weather and flooding, we have implemented protective infrastructure, including a two kilometre levee at Poitrel, enhancing site resilience and safeguarding operational continuity.

Ongoing engagement with stakeholders remains central to our approach, helping us identify and address actual and potential water related impacts while supporting operational needs. Key activities include:

- regular engagement with the Department of Environment, Tourism, Science and Innovation
- continued communication with local landholders, water suppliers, and agistees
- active participation in the Regional REMP working group
- broader FPRH initiatives and support.

7.4 Sustainable Land Use and Biodiversity

We are committed to responsible environmental stewardship and uphold robust land management and biodiversity practices across all stages of our mining lifecycle, from exploration through to closure.

A central focus of our approach is the application of targeted land management measures during and after mining activities, to enhance the long-term resilience of the land and the surrounding ecosystems connected to our operational areas.

Our land management framework includes comprehensive impact assessments at each site to identify and map habitats, landforms and waterways within our operational footprint. These assessments inform the development of site specific management plans and ongoing monitoring programs for vulnerable habitats and species that may be impacted by our activities.

OBJECTIVES

Avoid sensitive ecosystems wherever possible

Seek to avoid and minimise biodiversity impacts and, where residual impacts remain, manage offsets and rehabilitation activities in accordance with applicable approvals and offset obligations.

TARGETS

Undertake comprehensive ecological assessments prior to any land disturbance

Secure offsets as required to ensure like-for-like or better biodiversity values are maintained and conserved.

Stanmore minimises potential biodiversity impacts associated with necessary land clearing through the application of comprehensive mitigation measures embedded within our Permit to Disturb process. Consistent with the mitigation hierarchy, we prioritise the protection of biodiversity and the effective management of environmental risks through rigorous permitting and approval pathways.

In addition, we undertake proactive weed and pest management as part of our broader land management program to help maintain the ecological integrity of areas surrounding our operations.

Where biodiversity impacts cannot be entirely avoided or mitigated, we compensate for residual effects through designated biodiversity-managed areas. We actively manage approximately 9,000 hectares of natural habitat reserves to support nationally listed endangered Australian fauna and flora, in line with our offset management commitments.

Stanmore does not operate in or near protected areas or regions of high biodiversity value reserved under State or Commonwealth law.



7. Environment

7.5 Rehabilitation and Mine Closure

Rehabilitation and responsible mine closure are central to ensuring long term environmental sustainability and supporting the wellbeing of surrounding communities.

Stanmore embeds closure planning from the earliest stages of project development, enabling progressive rehabilitation throughout the life of mine. This approach ensures disturbed areas are restored into safe, stable and sustainable landforms, helping to reduce closure risk and support agreed post-mining land use outcomes.

In 2025, we continued our rehabilitation efforts across our mining sites, successfully completing rehabilitation on 176 hectares of land prior to the end of year wet season. This was down on the previous year mainly due to the extensive rehabilitation undertaken in 2024 associated with the MRA2C creek diversion project at SWC.

To strengthen our rehabilitation efforts at SWC, we continue to explore aerial rehabilitation techniques, including drone seed application and weed control. Adopting remote rehabilitation techniques can enhance safety, enable precise seed distribution and optimise resource efficiency, supporting more effective and sustainable land restoration.

OBJECTIVES

Return mine-disturbed land to stable final land use in collaboration with key stakeholders, to establish final land use objectives

Identify and implement best-practice rehabilitation methods

Fulfil the legislative requirements of the Progressive Rehabilitation and Closure Plans (PRCP).

TARGETS

Rehabilitate more than 1,500 hectares of mine-disturbed land between 2022 and 2028

All PRCPs to be submitted and progressed to approval in accordance with legislative requirements

Rehabilitation and timeframe requirements of PRCP incorporated into planning schedules for all operational sites by end of 2025

Zero deviations from PRCP requirements.

Land Rehabilitated (ha)

Site	2023	2024	2025
Isaac Plains Complex	202	42	75
South Walker Creek	29	252	80
Poitrel	51	16	21
Total	**282**	**310**	**176**



CASE STUDY

A milestone in responsible closure

In 2025, Stanmore secured approval for all PRCPs, marking a significant milestone in our approach to responsible resource development. These approvals provide a clear, regulated framework for progressive rehabilitation and mine closure activities, enabling each site to meet its legal obligations in a structured and practicable manner.

At Isaac Downs, the team achieved its first PRCP milestone in December 2025 — 2.3ha of revegetation associated with Rehabilitation Area 1. This was an important step in embedding progressive rehabilitation into operational planning. This milestone reflects careful coordination between operational, environmental and technical teams, to ensure that rehabilitation activities are delivered in line with approved schedules and performance criteria.

This achievement demonstrates Stanmore's commitment to our values of Integrity: doing the right thing, and Continuous Improvement: striving to enhance our operations over time.



7. Environment

7.6 Waste

Our operations generate a range of waste streams across different activities and stages of the mining lifecycle. Each site manages its waste in line with tailored Waste Management Plans, ensuring responsible handling, storage, transport and disposal.

We apply the waste hierarchy wherever possible, prioritising elimination, reduction, reuse and recycling, to minimise environmental impact and reduce the volume of waste sent to landfill. Through careful segregation and management practices, we aim to ensure all waste is dealt with in a manner that is appropriate for the waste type, protects the surrounding environment and supports sustainable resource use.

MINERAL AND PROCESS WASTE

The predominant mineral waste generated at our mining operations is waste rock (also known as overburden or interburden) which is produced when uncovering the coal seams in the mine pit. Our strategic mine planning considers waste sink-source balance, focusing on backfilling open-cut pits and reshaping them to a natural form, while also reducing haulage requirements and preparing for post-mining rehabilitation.

Another common mineral waste product is mine tailings and rejects, which are by-products of coal processing. These typically consist of finely ground rock, residual metals and organic matters. Our tailings are managed and maintained in Tailing Storage Facilities adjacent to the site's CHPPs, in full compliance with Australian safety, environmental laws, regulations and permits.

Our approach to tailings management involves both internal expertise and the use of external consultants for the engineering, construction and maintenance of these facilities.

Waste Management Streams	Unit	2023	2024	2025
Mineral Waste				
Overburden (waste rocks)	kBCM	141,837	174,918	170,757
Non-mineral Waste				
Bulk Oil	kL	2,490	3,172	3,078
Oily Water	kL	249	88	74
Other regulated waste (grease, waste oil, chemicals, oil filters)	Tonnes	875	1,690	1,428
Recycled Waste	Tonnes	81	260	387
General Waste	Tonnes	1,841	1,534	3,047
Septic Tank Waste	kL	801	1,839	3,172

NON-MINERAL WASTE

Site-specific Waste Management Plans outline how we manage, mitigate, and control waste-related impacts in accordance with current legislation and our environment policy.

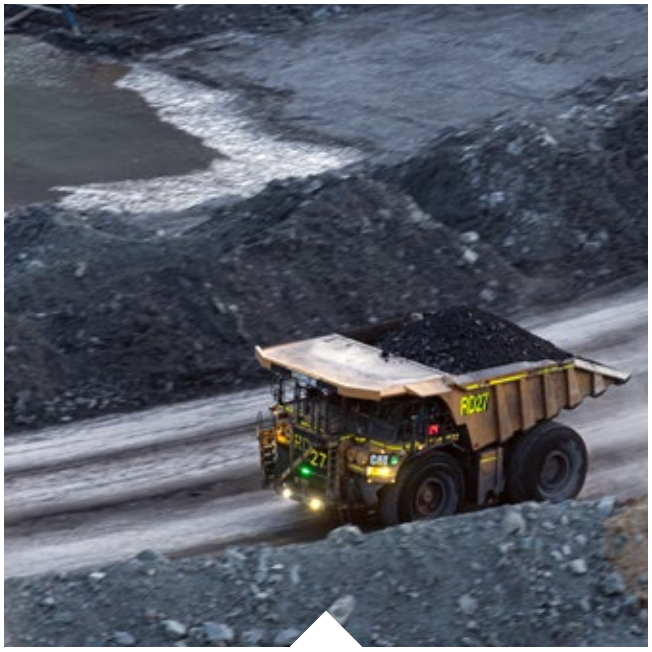
Our operational sites manage waste through various streams, including general waste, regulated waste, recyclable waste, and contaminated waste. Waste intended for disposal is collected by appropriately licensed contractors, who ensure its transport and disposal comply with regulatory requirements.

OBJECTIVES

Enhance opportunities for waste reduction and material recovery and recycling.

TARGETS

Minimise waste produced, reduce waste to landfill and increase the amount of waste recycled



7.7 Air Quality and Noise

Our goal is to minimise our impact on air quality, recognising its significance to neighbours and communities surrounding Stanmore's operations.

OBJECTIVES

Minimise dust and noise emissions from mining operations.

TARGETS

Maintain zero exceedances of regulatory limits for dust and noise

Implement water-based dust suppression measures at all high-risk areas.

AMBIENT AIR QUALITY AND DUST

We manage air emissions to protect community health and environmental values, ensuring compliance with environmental licence limits and regulatory guidelines. Controls include dust suppression measures such as water sprays, water trucks on roads, and the integration of wind and weather assessments into blast planning.

Air quality is monitored in real time across our operations, and airborne emissions are reported through the National Pollutant Inventory, an annual reporting framework overseen by the Department of Climate Change, Energy, the Environment and Water (DCCEEW), supporting transparency and regulatory compliance.

NOISE

We manage operational noise to meet regulatory and licence obligations through Noise Management Plans and ongoing measurement. Recognising that mining activities can generate noise that may affect communities and biodiversity, we operate within approved environmental licence limits and apply continuous monitoring, alongside proactive stakeholder engagement.

Our operational approach in 2025, which resulted in zero community complaints related to noise and no instances of non-compliance.

8. Governance



We remain committed to upholding our values and conducting our business with the highest standards of ethics and integrity.

Integrity as a core value is central to how we operate, supported by robust governance frameworks and processes that guide ethical decision making and responsible business conduct. The Stanmore Board, management team and relevant Committees played an active role in ensuring our governance standards consistently reflect our values and mission. Their oversight reinforces accountability and transparency across our operations, supporting a culture of ethical behaviour and responsible leadership.



MATERIAL TOPICS

- Corporate Governance Framework
- Anti-Corruption and Bribery
- Modern Slavery

OBJECTIVES

- Maintain a robust management system and governance framework that guarantees our social and regulatory right to operate
- Be aware of existing and emerging policy and governance issues, and action accordingly
- Continue to review our sustainability outlook and adapt as necessary
- Identify and address modern slavery risks, and maintain responsible and transparent supply chains
- Deliver on the items in our five-year Sustainability Roadmap

TARGETS

- All policies to be in place and current
- Provide active input into policy and governance debates
- Monitor the effectiveness of our modern slavery response against the pillars of our holistic response framework, including Governance and Policy, Training, Risk Assessment, Due Diligence, External Engagement, and Grievance Remediation

8. Governance

8.1 Board Details

Our Board of Directors plays a central role in setting Stanmore's strategic direction and holds ultimate responsibility for overseeing our corporate governance framework.

Supported by the Executive Leadership Team, the Board is focused on creating and safeguarding long-term value for both shareholders and broader stakeholders, ensuring our decisions are grounded in strong governance, accountability and responsible leadership.

OUR BOARD

- Mr Dwi Suseno — Chair and Non-Executive Director
- Mr Marcelo Matos — Chief Executive Officer and Executive Director
- Mr Jimmy Lim — Non-Executive Director
- Mr Richard Majlinder — Independent Non-Executive Director
- Ms Caroline Chan — Independent Non-Executive Director
- Mr Matthew Latimore — Non-Executive Director
- Mr Brett Garland — Independent Non-Executive Director
- Ms Keira Brennan — Independent Non-Executive Director
- Mr Murray Smith (alternate to Mr Matthew Latimore, resigned 10 June 2025)
- Mr Ben Gargett (alternate to Mr Matthew Latimore, appointed 25 July 2025)

EXECUTIVE LEADERSHIP TEAM

- Marcelo Matos — Chief Executive Officer and Executive Director
- Shane Young — Chief Financial Officer
- Leandro Pires — Chief Operating Officer
- Damian Zagel — Chief Development Officer
- Rees Fleming — General Counsel and Company Secretary

Our Directors' expertise, skills and experience are highlighted in the Board Skills Matrix, which is detailed in the Corporate Governance Statement. This matrix is reviewed annually by the Board and the Remuneration and Nominations Committee to report on the current range of skills, evaluate the potential capabilities of current and prospective Directors, and guide the Board's succession planning. The Board is responsible for ensuring the composition of Directors remains appropriate to deliver the Company's strategy. The particular skills, diversity attributes and behaviours of the Board are included in the Annual Corporate Governance Statement, a copy of which can be found at **www.stanmore.au/about-us/corporate-governance.**

The Board is supported by five specialist committees which have designated areas of focus. Each committee has responsibility for staying abreast of current matters, issues and trends relevant to their respective area and our industry. Members of each committee review and keep up to date with such issues through their own research and the engagement of internal and external technical subject matter experts.



8. Governance

8.2 Corporate Governance Framework

Our Corporate Governance Framework aligns with the fourth edition of the Australian Securities Exchange (ASX) Corporate Governance Council's *Corporate Governance Principles and Recommendations*. Our Corporate Governance Statement — available on our website — details our application of these principles and recommendations, except where otherwise noted.

Our established Corporate Governance Framework comprises the policies, procedures, controls and tools that ensure we operate in compliance with applicable laws and regulations. By upholding these governance standards, we ensure our business practices remain transparent, accountable and conducted with integrity.

AUDIT AND RISK MANAGEMENT COMMITTEE

Assists the Board in carrying out its role to oversee financial reporting, risk management and assurance practices (internal and external audit) of the Group.

REMUNERATION AND NOMINATIONS COMMITTEE

Assists the Board to oversee the remuneration policy and practices of the Group as well as reviewing the Board's composition and evaluation of its performance.

HEALTH AND SAFETY COMMITTEE

Assists the Board to oversee, review and assess the performance and compliance of the Group with health and safety requirements.

SUSTAINABILITY COMMITTEE

Assist the Board in monitoring and assessing compliance and progress of the Group with regards to sustainability matters including but not limited to climate and environmental risks and opportunities, environmental compliance, social responsibility and corporate governance, performance, risks and sustainability reporting.

DISCLOSURE COMMITTEE

Supports the Board to ensure that the company meets its primary disclosure obligation to immediately disclose market sensitive information to the ASX. The Committee also assists the Board to ensure that all potential market sensitive information is considered for compliance with the Company's continuous disclosure obligations.

The responsibilities of Board and management are defined in our:

- Board Charter
- Constitution of Stanmore Resources.

The Board committees also operate under specific Charters, including the:

- Health and Safety Committee
- Audit and Risk Management Committee
- Remuneration and Nominations Committee
- Sustainability Committee
- Disclosure Committee
- Standing Rules.

We have developed and implemented policies that outline how we will conduct our business and collaborate effectively. These include:

- Sustainability Policy
- Environment Policy
- Health and Safety Policy
- Code of Conduct
- Securities Trading Policy
- Market Disclosure and Communications Policy
- Shareholder Communication Policy
- Whistleblower Policy
- Anti-Bribery and Corruption Policy
- Privacy Policy
- Corporate Ethics
- Sanctions Policy
- Diversity and Inclusion Policy.

8.3 Anti-Corruption and Bribery

At Stanmore, we are committed to upholding the highest standards of integrity and ethical conduct across all aspects of our business. Recognising the serious societal and environmental impacts associated with corruption and bribery, we maintain a strict zero tolerance approach to such behaviour in connection with our operations and activities.

This commitment is reinforced through our Anti Bribery and Corruption Policy and Code of Conduct, which collectively support a transparent, fair and responsible operating environment. Together, they underpin our dedication to fostering a business culture that promotes accountability, trust and long term sustainability.

To combat these risks, our Anti-Bribery and Corruption Policy explicitly prohibits:

- engaging in any form of corruption
- bribery, including the making of facilitation payments
- offering, paying, soliciting, or receiving secret commissions
- fraudulent activities
- money laundering
- the offering or acceptance of illegitimate gifts, benefits, or hospitality
- permitting conflicts of interest to go unmanaged.

Our comprehensive policies and procedures are designed to manage these risks proactively, fostering a culture of business transparency and accountability.

8. Governance

ENCOURAGING TRANSPARENCY AND REPORTING

We foster a culture of openness, ethics and integrity in all aspects of our business. We encourage employees and stakeholders to speak up without fear of retaliation if they experience or witness any actions that may violate our values, policies, or the law. Our Whistleblower Policy provides protection for whistleblowers, ensuring that all eligible disclosures are handled confidentially and addressed effectively.

To facilitate an open dialogue, we have appointed Stanmore Speak Up Officers and established an external Speak Up Hotline Service. This service, managed by an independent whistleblowing provider, allows for the anonymous reporting of concerns.

PUBLIC POLICY

As part of our operations, we prioritise responsiveness to stakeholders and the public, while maintaining a neutral stance on political matters. We do not actively engage in lobbying activities or align with any political agenda.

Our primary focus remains on the safe, ethical, and sustainable development of our business and operations.

Stanmore is a full member of the Queensland Resources Council (QRC), an industry body playing an active role in industry engagement and shaping public resource policy. QRC provides industry interest and expert advice to the government and stakeholders on matters pertaining to the resources sector, including economic growth and social welfare promotion.

Our alignment with the QRC's policies and positions reflects our shared commitment to responsible and sustainable practices within the industry. As a member, we contribute to the collective efforts of the QRC, which represents companies involved in the exploration, production and processing of minerals and energy resources. Currently, our values align with the QRC's goals, ensuring that our engagement in public policy remains consistent with our dedication to responsible business practices.

It also represents the interests of the Australian coal industry, including producers, suppliers, customers, employees and coal communities, while supporting the development of skilled workers through professional development and training opportunities.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Our commitment to upholding the rights and voices of our employees is central to our organisation. We recognise the fundamental right to freedom of association and collective bargaining, ensuring that all individuals have the liberty to join associations and trade unions and engage in fair negotiations.

We are dedicated to fostering an inclusive and supportive workplace, aligning with our broader sustainability goals that prioritise the empowerment and wellbeing of our workforce. At our South Walker Creek and Poitrel mine sites we have Enterprise Bargaining Agreements in place, reinforcing our commitment to fair and transparent employment practices.

PAYMENTS TO GOVERNMENTS

Stanmore takes a conservative and ethical approach to tax. Our approach to taxation is ultimately determined by the risk appetite established by the Board and managed by its delegated Audit and Risk Management Committee.

Responsibility for the management of tax risk rests with designated risk owners or other employees who perform a function which has taxation consequences. Stanmore adopts a prudent tax position that is defendable. Where doubt exists, Private Rulings may be sought from the Australian Taxation Office to confirm Stanmore's tax position.

Tax risk, particularly the reputational component, extends beyond Stanmore's relationship with revenue authorities.

It impacts almost every area of Stanmore, including shareholders, investors, staff, management, the Board, and all other stakeholders. Increased tax risk to Stanmore as head entity of the tax consolidated group and GST Group could cause significant negative reputational and/or financial impacts. Tax risk and its impact on stakeholders must also be managed by the Board in meeting its fiduciary duties to shareholders.

The identification, management and monitoring of Stanmore's tax risks are governed by the Board-approved Tax Governance Policy, which was reviewed and updated in 2025. The purpose of the Policy is to set out the approach and outline the framework by which the tax obligations of Stanmore are met from an operational and risk management perspective. The Policy broadly sets out the requirements for tax corporate governance and functions in conjunction with any other documented or operational policies and procedures that are used within Stanmore with respect to risk management and governance.

The Chief Financial Officer has overall responsibility for the direct and indirect tax compliance obligations of the Stanmore group, along with escalating transactions or tax issues as necessary to the attention of the Audit and Risk Management Committee.

We do not support aggressive tax avoidance or evasion strategies and are committed to accurately reporting our tax assets and liabilities. Our transparent and responsible approach has fostered strong relationships with key stakeholders and investors, ensuring they have confidence in our operations and can make well-informed decisions.

To uphold compliance, we ensure our staff are well-qualified to manage complex tax matters, reducing the risk of inadvertent non-compliance. In any instances of unintentional non-compliance, we are committed to full transparency with stakeholders and maintaining open, constructive relationships with tax authorities.

In 2025, we received US$43.5 million in net income tax refunds and paid US$200.2million in royalties to governments.



8. Governance

8.4 Modern Slavery

Stanmore is dedicated to upholding human rights principles and conducting business with the highest standards of ethics and integrity.

We have implemented a comprehensive and continually improving approach to mitigate the risks of forced labour and modern slavery within our operations and supply chain. We strive to ensure that our business practices align with global human rights standards, reinforcing our responsibility to ethical practices and transparency at every level of our organisation.

Our approach to human rights standards is informed by the UN Guiding Principles on Business and Human Rights and reflects internationally recognised human rights and rights at work, including the UN International Bill of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and other ILO Declarations and Conventions relating to labour and employment. Although not included in the definition of modern slavery, we recognise that certain practices such as poor working conditions or underpayment of wages can lead to such violations, and we are committed to preventing and addressing such issues in our operations and supply chain.

In seeking to prevent and mitigate modern slavery within our operations, we have policies and procedures in place that clearly articulate our expectations and approach regarding modern slavery, including our Modern Slavery Policy, Modern Slavery Compliance and Action Plan, and Modern Slavery Response Procedure. Our Modern Slavery Policy outlines our commitment to identifying, preventing and addressing modern slavery within our operations and supply chains. Stanmore's Modern Slavery Compliance and Action Plan outlines the specific steps we are taking to address modern slavery, and our Modern Slavery Response Procedure formalises the approach to be taken in the event it is ever necessary to remediate adverse impacts arising from modern slavery issues.

We also publish an annual Modern Slavery Policy Statement as required under the *Modern Slavery Act 2018 (Cth)*. In 2025, we had zero reported incidents of forced or compulsory labour in our operations and supply chains.

In 2025, we screened 1,067 suppliers to identify those at high risk of forced labour in their supply chains. We also used the information to target higher-risk industries and suppliers for further assessment and diligence. This number represents 100% of suppliers with which we engaged directly, and we will maintain this screening rate in 2026. There were no material changes to our supply chain or its geographic footprint.

8.5 Compliance with Laws and Regulations

We are dedicated to adhering to all applicable laws and regulations governing the mining sector and general business operations. To support this, we strive to cultivate a positive and ethical workplace culture, including promoting whistleblowing practices to address potential misconduct within the organisation.

We emphasise a strong corporate governance framework throughout the business, supported by well-designed and effective internal controls to mitigate risks and ensure compliance. Our Code of Conduct establishes clear standards of behaviour expected from all employees, as well as Directors, executive management, contractors and suppliers.

In 2025, we experienced no regulatory enforcement actions related to anti-corruption and bribery, modern slavery, human rights and freedom of association, corporate and competition laws. However, we received three minor regulatory enforcement actions related to two environmental matters (see Section 8.1).


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9. Appendix 1: GRI Content Index

GRI 1: FOUNDATION 2021

Stanmore has reported the information cited in this Global Reporting Initiative (GRI) content index for the period 1 January 2025 to 31 December 2025, with reference to the GRI Standards.

In compiling this Report, we have used all available data and evidence. Our disclosures are informed by the GRI 12: Coal Sector Standard as well as the AASB S1 and S2 standards, except where omitted due to confidentiality, lack of available data, or because these topics have been deemed as not material. The 'Location' column indicates the relevant section and page(s) of the report, or supporting document, where each disclosure can be found.

As part of our ongoing commitment to transparency and accountability, we recognise that there are areas within our sustainability reporting where information is currently not available. We are acutely aware of the importance of these disclosures in providing a complete picture of our impact and performance. To address this, we are actively working to enhance our data collection and analysis processes. Our goal is to ensure that, in the coming years, we will be able to report more comprehensively across all relevant areas of our operations. We appreciate the patience and support of our stakeholders as we strive to make continuous improvements in our sustainability reporting practices.

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
GRI 2: General Disclosures 2021	2-1 Organisational details	About this Report, p.1 Our Business and Performance, p.8-15			
	2-2 Entities included in the organisation's sustainability reporting	About this Report, p.1			
	2-3 Reporting period, frequency and contact point	About this Report, p.1			
	2-4 Restatements of information	About this Report, p.1			
	2-6 Activities, value chain and other business relationships	Our Value Chain, p.14			
	2-7 Employees	Diversity and Inclusion, p.29	Databook: Workforce		
	2-8 Workers who are not employees	Reference in Databook	Databook: Workforce		
	2-9 Governance structure and composition	Board Details, p.66-67 Refer to Stanmore's Annual Corporate Governance Statement, available at https://stanmore.au/investors/corporate-governance			
	2-10 Nomination and selection of the highest governance body	Refer to Stanmore's Annual Corporate Governance Statement, available at https://stanmore.au/investors/corporate-governance			
	2-11 Chair of the highest governance body	Board Details, p.66-67			
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Committee, p.16 Governance, p.64-72			

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Sustainability Committee, p.16 Governance, p.64-72			
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Committee, p.16 Climate Governance, p.50 Reporting on Mandatory Climate-related Financial Disclosures under AASB S2, p.50			
	2-15 Conflicts of interest	Anti-Corruption and Bribery, p.69-71 Refer to Stanmore's Annual Corporate Governance Statement, available at https://stanmore.au/investors/corporate-governance			
	2-16 Communication of critical concerns	Local Communities, p.36-41 Encouraging Transparency and Reporting, p.70			
	2-17 Collective knowledge of the highest governance body	Sustainability Committee, p.16 Board Details, p.66-67 For further details refer to Stanmore's Annual Report, available at https://stanmore.au/investors/reports-and-results			
	2-18 Evaluation of the performance of the highest governance body	Board Details, p.66-67			
	2-19 Remuneration policies	Board Details, p.66-67 For further details refer to Stanmore's Annual Report, available at https://stanmore.au/investors/reports-and-results			
	2-20 Process to determine remuneration	Board Details, p.66-67 For further details refer to Stanmore's Annual Report, available at https://stanmore.au/investors/reports-and-results and Stanmore's Remuneration and Nominations Committee Charter available at https://stanmore.au/investors/corporate-governance			
	2-22 Statement on sustainable development strategy	A message from the Chief Executive Officer and Chair of the Sustainability Committee, p.4-5			
	2-23 Policy commitments	Corporate Governance Framework, p.68-69 Anti-Corruption and Bribery, p.69-71 For further details, refer to Stanmore's corporate governance policies, available at https://stanmore.au/investors/corporate-governance			

9. Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Our Business p.8-9 For further details, refer to Stanmore's corporate governance policies, available at https://stanmore.au/investors/corporate-governance			
	2-25 Processes to remediate negative impacts	Local Communities, p.36-41			
	2-26 Mechanisms for seeking advice and raising concerns	Local Communities, p.36-41 Encouraging Transparency and Reporting, p.70			
	2-27 Compliance with laws and regulations	Compliance with Laws and Regulations, p.72			
	2-28 Memberships associations	Public Policy, p.70			
	2-29 Approach to stakeholder engagement	A message from the Chief Executive Officer and Chair of the Sustainability Committee, p.4-5 Local Communities, p.36-41			
	2-30 Collective bargaining agreements	Freedom of Association and Collective Bargaining, p.70			
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Material Topics, p.16			
	3-2 List of material topics	Our Material Topics, p.16			
	3-3 Management of material topics	Disclosure of the management of each material topic can be found in the corresponding section of the report.			
Economic performance					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Generated and Distributed Economic Value, p.44	Databook: Economic Contribution		SS 12.21.2
	201-2 Financial implications and other risks and opportunities due to climate change	Climate and Greenhouse Gas, p.48-55 Further details can be found in Stanmore's 2025 Annual Report available at https://stanmore.au/investors/reports-and-results			SS 12.2.2

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
GRI 201: Economic Performance 2016	12.2.2 Additional Sector Standard Report the emissions potential for proven and probable reserves. Report the internal carbon-pricing and coal pricing assumptions that have informed the identification of risks and opportunities due to climate change. Describe how climate-change related risks and opportunities affect or could affect the organisation's operations or revenue, including: • development of currently proven and probable reserves; • potential write-offs and early closure of existing assets; • coal production volumes for the current reporting period and projected volumes for the next five years. Report the percentage of capital expenditure (CapEx) that is allocated to investments in: • prospection, exploration, acquisition, and development of new reserves; • expansion of current coal mines; • energy from renewable sources (by type of source); • technologies to remove CO_2 from the atmosphere and nature-based solutions to mitigate climate change; • research and development initiatives that can address the organization's risks related to climate change. Report net mass of CO_2 in metric tons captured and stored, broken down by: • Carbon captured at the point source; • Carbon captured directly from the atmosphere. Report planned, ongoing, or completed divestments of coal assets. For each divestment: • describe how the organization considered its policy commitments for responsible business conduct; • report whether there are provisions in place to ensure that negative impacts from closure are addressed, and that existing closure and rehabilitation plans are followed by the entity acquiring the asset(s).	Climate and Greenhouse Gas, p.48-55 Further details can be found in Stanmore's 2025 Annual Report available at https://stanmore.au/investors/reports-and-results	Databook: GHG Sector Emissions		SS 12.2.2

9. Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
Indirect Economic Impacts					
Gri 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Philanthropic and Community Contributions, p.44 Support for Community Organisations, p.41 Local Communities, p.36-41	Databook: Economic Contribution		SS 12.8.4
	203-2 Significant indirect economic impacts	Economic Benefits, p.44-45	Databook: Economic Contribution		SS 12.8.5
GRI 12: Coal Sector 2022	12.8.1: Additional Sector Recommendations Describe the community development programs in place that are intended to enhance positive economic impacts for local communities, including the approach to providing employment, procurement, and training opportunities.	Choosing Local Procurement and First Nations Business, p.45 Local Communities p.36-41 Economic Benefits, p.44-45	Databook: Economic Contribution		SS 12.8.1
Procurement Practices					
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Choosing Local Procurement and First Nations Business, p.45	Databook: Economic Contribution		SS 12.8.6
Anti-corruption					
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-Corruption and Bribery, p.69-71			SS 12.20.2
	205-2 Communication and training about anti-corruption policies and procedures	Anti-Corruption and Bribery, p.69-71			SS 12.20.3
	205-3 Confirmed incidents of corruption and actions taken	Anti-Corruption and Bribery, p.69-71			SS 12.20.4
GRI 12: Coal Sector 2022	12.20.1: Additional Sector Recommendations Describe how potential impacts of corruption or risks of corruption are managed in the organisation's procurement practices and throughout the supply chain.	Anti-Corruption and Bribery, p.69-71			SS 12.20.1
Tax					
GRI 207: Tax 2019	207-1 Approach to tax	Payments to Governments, p.70-71			SS 12.21.4
	207-4 Country-by-country reporting	Payments to Governments, p.70-71	Databook: Economic Contribution		SS 12.21.7
Energy					
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Greenhouse Gas Emissions, p.53	Databook: Energy Use		SS 12.1.2
	302-3 Energy intensity	Greenhouse Gas Emissions, p.53	Databook: Energy Use		SS 12.1.4

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
Water and effluents					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water, p.57-58			SS 12.7.2
	303-2 Management of water discharge-related impacts	Water, p.57-58			SS 12.7.3
	303-3 Water withdrawal	Water, p.57-58	Databook: Water		SS 12.7.4
	303-4 Water discharge	Water, p.57-58	Databook: Water		SS 12.7.5
	303-5 Water consumption	Water, p.57-58	Databook: Water		SS 12.7.6
Biodiversity					
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainable Land Use and Biodiversity, p.59			SS 12.5.2
	304-2 Significant impacts of activities, products and services on biodiversity	Sustainable Land Use and Biodiversity, p.59			12.5.3
	304-3 Habitats protected or restored	Sustainable Land Use and Biodiversity p.59 Rehabilitation and Mine Closure, p.60	Databook: Land Management		SS 12.5.4
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Sustainable Land Use and Biodiversity, p.59		Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.5.5
	12.5.1: Additional Sector Recommendations • Describe policies and commitments to achieving no net loss or a net gain to biodiversity on operational sites; and report whether these commitments apply to existing and future operations and to operations beyond areas of high biodiversity value. • Report whether application of the mitigation hierarchy has informed actions to manage biodiversity-related impacts.	Sustainable Land Use and Biodiversity, p.59			SS 12.5.1

9. Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
Emissions					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate and Greenhouse Gas, p.48-55	Databook: GHG Emissions		SS 12.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	Climate and Greenhouse Gas, p.48-55	Databook: GHG Emissions		SS 12.1.6
	305-4 GHG emissions intensity	Climate and Greenhouse Gas, p.48-55	Databook: GHG Emissions		SS 12.1.8
	12.2.3: Additional Sector Recommendations • Report how the goals and targets for GHG emissions are set, specify whether they are informed by scientific consensus, and list any authoritative intergovernmental instruments or mandatory legislation the goals and targets are aligned with. • Report the Scopes (1, 2, 3) of GHG emissions, activities, and business relationships to which the goals and targets apply. • Report the baseline for the goals and targets and the timeline for achieving them.	Climate and Greenhouse Gas, p.48-55 Further details can be found in Stanmore's 2025 Annual Report available at https://stanmore.au/investors/reports-and-results	Databook: GHG Emissions		SS 12.2.3
	12.2.4: Additional Sector Recommendations Describe the organisation's approach to public policy development and lobbying on climate change	Public Policy, p.70			SS 12.2.4
	305-6 Emissions of ozone-depleting substances (ODS)	See Notes column		Zero emissions of ODS	
	305-7 Nitrogen oxides (Nox), sulfur oxides (Sox), and other significant air emissions	Referenced in Databook	Databook: Air Emissions		
	12.4.1: Additional Sector Recommendations • Describe actions taken by the organisation to prevent or mitigate potential negative impacts on local communities and workers from particulate matter (PM) emissions from coal dust. • Describe actions taken to improve coal quality to reduce harmful air emissions in the use phase.	Air Quality and Noise, p.63			SS 12.4.1

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
Waste					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste, p.62-63	Databook: Waste and Recycling		SS 12.6.2
	306-2 Management of significant waste-related impacts	Waste, p.62-63			SS 12.6.2
	306-3 Waste generated	Waste, p.62-63	Databook: Waste and Recycling		SS 12.6.4
	12.6.4: Additional Sector Recommendations When reporting the composition of the waste generated, include a breakdown of the following waste streams, if applicable: overburden; rock waste; tailings.	Waste, p.62-63	Databook: Waste and Recycling		SS 12.6.4
	306-4 Waste diverted from disposal	Waste, p.62-63	Databook: Waste and Recycling		SS 12.6.5
	12.6.5: Additional Sector Recommendations When reporting the composition of the waste diverted from disposal, include a breakdown of the following waste streams, if applicable: overburden; rock waste; tailings.	Waste, p.62-63	Databook: Waste and Recycling		SS 12.6.5
	306-5 Waste directed to disposal	Waste, p.62-63	Databook: Waste and Recycling		SS 12.6.6
	12.6.6: Additional Sector Recommendations When reporting the composition of the waste directed to disposal, include a breakdown of the following waste streams, if applicable: overburden; rock waste; tailings.	Waste, p.62-63			SS 12.6.6
Employment					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Recruitment and Workforce Composition, p.32	Databook: Workforce		SS 12.15.2
	401-3 Parental leave	Parental Leave, p.27	Databook: Workforce		SS 12.15.4
Labor/management relations					
GRI 12: Coal Sector 2022	12.3.4: Additional Sector Recommendations List the operational sites that: have closure and rehabilitation plans in place; have been closed; are undergoing closure activities.	Rehabilitation and Mine Closure, p.60			SS 12.3.4

9. Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
Occupational health and safety					
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	Health, Safety and Wellbeing, p.22-26			SS 12.14.2
	403-2 Hazard identification, risk assessment, and incident investigation	People, p.18-33			SS 12.14.3
	403-3 Occupational health services	People, p.18-33			SS 12.14.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health, Safety and Wellbeing, p.22-26			SS 12.14.5
	403-5 Worker training on occupational health and safety	Health, Safety and Wellbeing, p.22-26			SS 12.14.6
	403-6 Promotion of worker health	Health, Safety and Wellbeing, p.22-26			SS 12.14.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety and Wellbeing, p.22-26			SS 12.14.8
	403-8 Workers covered by an occupational health and safety management system	Health, Safety and Wellbeing, p.22-26			SS 12.14.9
	403-9 Work-related injuries	Safety Performance, p.22	Databook: Safety		SS 12.14.10
	403-10 Work-related ill health	Safety Performance, p.22	Databook: Safety		SS 12.14.11
Training and education					
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Training, p.28			SS 12.15.6
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Training, p.28			SS 12.15.7
Diversity and equal opportunity					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity and Inclusion, p.29	Databook: Workforce	Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.19.6

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
Non-discrimination					
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity and Inclusion, p.29			SS 12.19.8
Freedom of association and collective bargaining					
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of Association and Collective Bargaining, p.70			SS 12.18.2
Child labor					
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Refer to Stanmore's Annual Modern Slavery Statement available at https://stanmore.au/sustainability/reports/sustainability-report			SS 12.16.1
Forced or compulsory labor					
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Modern Slavery, p.72			SS 12.17.2
Rights of indigenous peoples					
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Local Communities, p.36-41			SS 12.11.2
GRI 12: Coal Sector 2022	12.11.1: Additional Sector Recommendations Describe the community development programs that are intended to enhance positive impacts for indigenous peoples, including the approach to providing employment, procurement, and training opportunities. Describe the approach to engaging with indigenous peoples: including how the organisation seeks to ensure meaningful engagement; how the organisation seeks to ensure safe and equitable gender participation.	Local Communities, p.36-41			
GRI 12: Coal Sector 2022	12.11.2: Additional Sector Recommendations Describe the identified incidents of violations involving the rights of indigenous peoples.	Local Communities: First Nations Engagement and Rights, p.42			SS 12.11.2

9. Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
GRI 12: Coal Sector 2022	12.11.3: Additional Sector Recommendations List the locations of operations where indigenous peoples are present or affected by activities of the organisation.	Local Communities: Land and Resource Rights, p.42-43			SS 12.11.3
GRI 12: Coal Sector 2022	12.11.4: Additional Sector Recommendations Report if the organisation has been involved in a process of seeking free, prior, and informed consent (FPIC) from indigenous peoples for any of the organisation's activities.	Local Communities: Land and Resource Rights, p.42-43		Partial information only.	SS 12.11.4
Local communities					
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Local Communities, p.36-41			SS 12.9.1
	413-2 Operations with significant actual and potential negative impacts on local communities	Local Communities, p.36-41 Land and Resource Rights, p.42-43		Partial information only.	SS 12.9.3
GRI 12: Coal Sector 2022	12.9.1: Additional Sector Recommendations • Describe the approach to identifying stakeholders within local communities and to engaging with them. • List the vulnerable groups that the organisation has identified within local communities. • List any collective or individual rights that the organisation has identified that are of particular concern for local communities. • Describe the approach to engaging with vulnerable groups.	Local Communities, p.36-41			SS 12.9.1
GRI 12: Coal Sector 2022	12.9.4: Additional Sector Recommendations Report the number and type of grievances from local communities identified	Community Interactions, p.38			SS 12.9.4
Supplier social assessment					
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Modern Slavery, p.72			SS 12.15.8
Public policy					
GRI 415: Public Policy 2016	415-1 Political contributions	Public Policy, p.70			SS 12.22.2

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
GRI 12: Coal Sector 2022	12.22.1: Additional Sector Recommendations • Describe the organisation's stance on significant issues that are the focus of its participation in public policy development and lobbying; and any differences between these positions and its stated policies, goals, or other public positions. • Report whether the organisation is a member of, or contributes to, any representative associations or committees that participate in public policy development and lobbying.	Public Policy, p.70			SS 12.22.1
Land and resource rights					
GRI 12: Coal Sector 2022	12.10.1: Additional Sector Recommendations • Describe the approach to engaging with affected vulnerable groups, including: - how the organisation seeks to ensure meaningful engagement; - how the organisation seeks to ensure safe and equitable gender participation. • Describe the policies or commitments to providing remediation to local communities or individuals subject to involuntary resettlement.	Local Communities, p.36-41 Land and Resource Rights, p.42-43		Information pertaining to this disclosure was only partially available for this reporting period.	SS 12.10.1
GRI 12: Coal Sector 2022	12.10.2: Additional Sector Recommendations List the locations of operations that caused or contributed to involuntary resettlement or where such resettlement is ongoing. For each location, describe how peoples' livelihoods and human rights were affected and restored.	Local Communities, p.36-41			SS 12.10.2

9. Appendix 2: Glossary of Terms

AASB	Australian Accounting Standards Board
BBAC	Barada Barna Aboriginal Corporation
DETSI	Queensland Department of the Environment, Tourism, Science and Innovation
ESG	Environment, Social and Governance
GHG	Greenhouse gas
GNWAC	Gangali Narra Widi Aboriginal Corporation
GRI	Global Reporting Initiative
HCC	Hard Coking Coal
ILUA	Indigenous Land Use Agreement
IPC	Isaac Plains Complex
PCI	Pulverised Coal Injection
PRCP	Progressive Rehabilitation and Closure Plan
QRC	Queensland Resources Council
RAP	Reconciliation Action Plan
ROM	Run of mine
RSHQ	Resources Safety and Health Queensland
SAFR	Serious Accident Frequency Rate: As defined by RSHQ — the death of a person, or person to be admitted to a hospital as an inpatient for the injury
SSCC	Semi Soft Coking Coal
SWC	South Walker Creek
TNFD	Taskforce on Nature-related Financial Disclosures
TRIFR	Total Recordable Injury Frequency Rate: the number of fatalities, lost time injuries, substitute work and other injuries requiring treatment by a medical professional per million hours worked

Corporate Directory

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Non-Executive Director and Chair

Mr Marcelo Matos
Chief Executive Officer and Executive Director

Mr Jimmy Lim
Non-Executive Director

Mr Richard Majlinder
Non-Executive Director

Mr Brett Garland
Non-Executive Director

Mr Matthew Latimore
Non-Executive Director

Ms Caroline Chan
Non-Executive Director

Ms Keira Brennan
Non-Executive Director

Mr Murray Smith (resigned 10 June 2025)
Alternate Director for Matthew Latimore

Mr Ben Gargett (appointed 25 July 2025)
Alternate Director for Matthew Latimore

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