Aeris Resources

2024

Sustainability Report

Aeris RESOURCES

Sustainability Report

ACKNOWLEDGEMENT OF COUNTRY

Aeris Resources acknowledges the Traditional Custodians of the land on which we operate, including the Wulli Wulli people (Cracow), the Ngemba/Ngiyampaa people (Tritton), the Darlot people (Jaguar) and the Kalkadoon people (North Queensland Operations).

We pay respects to Aboriginal and Torres Strait Islander Elders past, present, and emerging; and recognise their connection to Country.

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A MESSAGE FROM THE SUSTAINABILITY CHAIR

As we conclude the 2024 financial year, I am pleased to present an overview of Aeris Resources' ongoing sustainability journey.

This year, our focus has been on refining our sustainability management reporting, and utilising the new GRI 14 Mining Sector Standard that is specific to the mining industry. We have also been getting ready for the introduction of next year's Australian Government regulations on climate-related financial reporting. We have adopted parallel workstreams for managing and reporting material topics under GRI 14 and assessing and reporting on the potential financial risks of climate change. The requirements for reporting on sustainability and climate-related risks are evolving, and our report has changed to suit. There is an overlap between the two streams, and our efforts mean that we will be able to demonstrate compliance against the expectations of both areas.

A materiality risk assessment for our business against the 25 material topics set out under GRI 14 has been central to this effort, aligning our reporting with the most critical sustainability issues and stakeholder expectations for our business. By mapping these priorities to the GRI 14 Mining Sector Standard, we ensure our reporting remains relevant and focused while maintaining the rigour afforded by using a globally recognised framework. Aeris has assessed five GRI topics as being high-risk and an additional four topics as being core to sustainability. Importantly, this reporting focus does not limit our efforts to continuously seek opportunities to make our activities more sustainable across all aspects of environmental, social, and economic considerations.

This year, a couple of notable areas of progress in relation to our focus areas included the commencement of the risk assessment process for potential climate-related financial risks and the implementation of Consultation Manager software for managing records of stakeholder engagement. These foundational aspects of governance infrastructure will strengthen and embed our sustainability management efforts.

Our philosophy of "Good for business, good for others" reflects our belief that the long-term financial success of Aeris Resources requires us to understand and manage the sustainability risks and opportunities that we face now, and into the future. As such, we are dedicated to maintaining transparency, enhancing our sustainability practices, and engaging continuously with our stakeholders. However, we also recognise that our efforts to be more sustainable must also be grounded in the financial context of the business.

Thank you for your continued support and confidence.

Sincerely,

Colin Moorhead
Non-Executive Director, Aeris Resources

OUR SUSTAINABILITY APPROACH

SUSTAINABILITY AT AERIS RESOURCES

Aeris Resources is dedicated to embedding sustainability across our operations as a leading mid-tier base and precious metals producer. We are committed to minimising our environmental and social impact by adopting responsible mining practices. Our production of copper, zinc and precious metals contributes to the supply of metals critical for sustainable development.

"*Good for business, good for others*" is the foundation for our approach to sustainability and is how we aim to create and protect value for our stakeholders. This foundation is supported by nine core sustainability principles outlined in our Sustainability Policy Statement published in 2023. The core sustainability principles encompass matters that are central to our business – the identification and management of climate and sustainability risks and opportunities, engagement with our workforce, local communities, and Indigenous Peoples, environmental stewardship and a deep understanding of our regulatory environment.

Aeris Resources aims to continuously improve our sustainability practices. Our first Sustainability Report was produced in FY2021, with reports having been released in each year following. The regulatory landscape surrounding climate and sustainability is everchanging and we are focusing on preparing ourselves for what is to come and ensuring that we are proactive in integrating improvements in our processes. In this financial year, our focus has been on setting up for success by reviewing our approach to reporting and establishing a plan for future mandatory climate change related financial impact reporting requirements.

OUR SUSTAINABILITY PRINCIPLES

The core set of sustainability principles that guide our practices and underpin our sustainability approach and strategy are:

Identify, analyse and manage sustainability-related risks and opportunities through application of our Risk Management Framework.

Integrate management planning for the sustainability-related risks and opportunities into the Company strategic and business planning cycles.

Engage with our stakeholders in a respectful, open and honest manner, in all cases upholding ethical business practices and complying with all applicable legal requirements.

Engage with Indigenous Peoples to develop and strengthen relationships. We will consult with Indigenous Peoples on how to manage the impacts of our operations on Indigenous cultural heritage, in accordance with agreed plans and arrangements.

Through the attraction and retention of the "right people" and creating a safe and respectful working environment we will build a workforce that represents the communities in which we operate and provides a platform for our people to do their best.

Contribute to the conservation of biodiversity by implementing integrated approaches to land use planning and environmental management in areas affected by our operations.

Monitor the regulatory and policy landscape relating to sustainability to implement processes to comply with requirements as they arise.

Establish processes to identify opportunities to improve energy and water efficiency, reduce waste, reduce and manage emissions and where practicable, embracing clean energy technologies.

Promote awareness of sustainability and sustainable practices to strengthen capabilities and skillset within our workforce.

OUR STAKEHOLDERS

We strive to foster transparent and constructive relationships with all stakeholders who have an interest in, or are affected by, our operations.

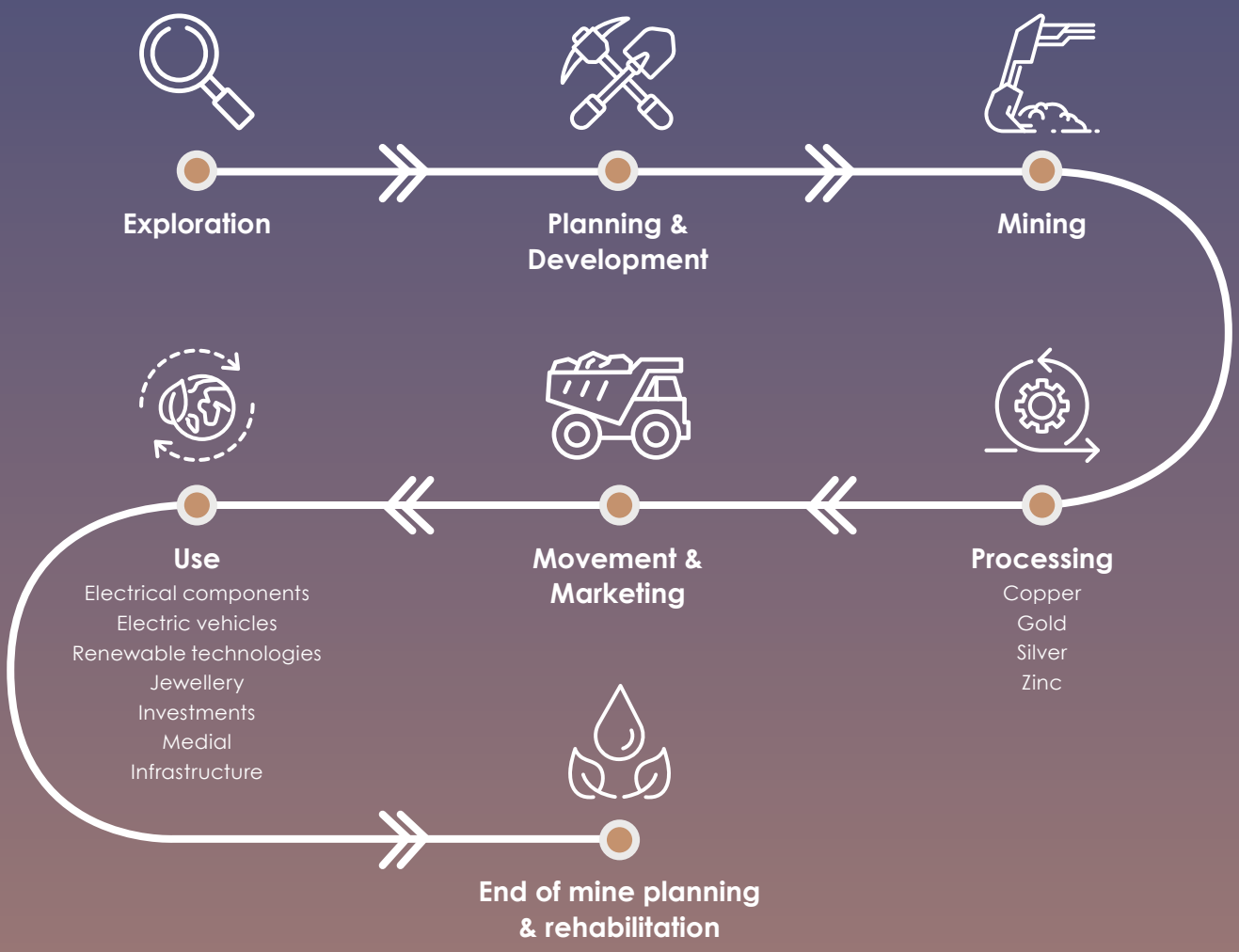
Our commitment to sustainability encompasses engagement, collaboration and responsiveness to ensure that stakeholder concerns are addressed, and their insights are incorporated into our decision-making processes. We are working with our stakeholders on developing better employment and economic benefits, environmental protection, stronger and safer communities, and a more resilient business.

Shareholders	Employees	Local Communities
Our shareholders are the foundation of our company, investing in our growth and long-term success. We are dedicated to delivering value to our shareholders by implementing sustainable practices that lead to robust financial performance and responsible stewardship of resources. We regularly engage with our investors, providing them with quarterly presentations to update them on progress and performance.	Our dedicated workforce is the backbone of our operations. We prioritise the health, safety, and wellbeing of our employees, providing a physically and culturally safe work environment and opportunities for professional growth. We practice fair labour practices and foster a positive workplace culture.	The communities where we operate are integral to our social license to operate. We engage with local stakeholders to understand their needs and strive to meet those needs and invest in sustainable development in the areas surrounding our mining sites. We aim to be a responsible neighbour, supporting community projects, and contributing to local economies.
Local, State & Federal Government	**Environment & Industry Regulators**	**Indigenous Peoples & Traditional Owners**
We maintain transparent and constructive relationships with local and state governments. Through our operating frameworks we seek to comply with all applicable laws, regulations, and industry standards while actively collaborating with authorities to address environmental and social concerns.	Environmental stewardship is a fundamental pillar of our sustainability commitment. We engage proactively with environmental and industry regulators to implement best practices, monitor and reduce our ecological impact, and ensure responsible resource management throughout our operations.	We acknowledge the unique cultural and historical significance of lands owned by Indigenous groups and traditional owners. We engage in respectful consultation, collaborate on land management, and strive to create economic opportunities in partnership with these communities while respecting their rights and cultural heritage.
Natural Resources	**Suppliers, Consultants & Contractors**	**Customers**
We make strategic and operational decisions with the environment in mind. We work diligently to ensure ongoing compliance with our environmental licenses and minimise our ecological footprint, conserve biodiversity, and rehabilitate areas affected by our mining activities.	Our suppliers, consultants and contractors are integral to our operations, and we seek to establish partnerships with them. We aim to support local business and procurement where possible. Throughout our supply chain, we seek to promote responsible sourcing and ethical practices to create a positive impact collectively.	We understand the significance of our customers in driving demand for our resources. We prioritise their needs and expectations, ensuring responsible production processes, and providing high-quality, sustainable products that align with their values.

OUR VALUE CHAIN

Aeris is a leading mid-tier producer of base and precious metals, with a copper-centric portfolio operating in Australia. We are committed to sustainability throughout our entire value chain, from exploration to end-of-mine planning and rehabilitation.

Our approach ensures that every stage of our operations upholds the core principles of responsible mining and delivers positive benefits to the communities we serve. This commitment includes creating local job opportunities, supporting business growth, investing in infrastructure and community initiatives, and supplying essential minerals for critical industries such as electronics and renewable energy, which are crucial for the energy transition.



MATERIALITY ASSESSMENT

In our FY2023 Sustainability Report, we centred our reporting around four key focus areas which had been developed to guide our sustainability efforts and initiatives.

These focus areas were:

- **Water Efficiency and Containment:** Optimise resource use in water, energy, and consumables, including waste.
- **Diversity and Inclusion:** Foster a diverse and inclusive workplace that reflects community diversity.
- **Carbon and Climate Change:** Reduce carbon emissions and promote renewable energy adoption.
- **Biodiversity and Land:** Ensure positive environmental, economic, and social outcomes throughout the mining lifecycle.

A materiality assessment was again conducted this reporting period which took into account future mandatory reporting obligations and anticipated legislative changes. The revised materiality assessment results have informed the structure of this year's Sustainability Report.

Aeris Resources' materiality assessment was designed to identify and prioritise the sustainability issues that are most relevant to our business and stakeholders. The assessment involved evaluation of various factors, including industry trends, stakeholder expectations, and potential risks and impacts on our operations and long-term strategy.

The results were cross referenced with the GRI 14 Mining Sector Standard to determine which specific disclosure topics are most relevant to our operations. This focused approach ensures that our reporting is addressing the most material aspects of our business, reflecting stakeholder concerns and aligning our known opportunities and risks against the GRI reporting requirements.

Risk Matrix for Sustainability Reporting Purposes

The assessment highlighted topics that are considered to be of higher risk due to their potential on Aeris Resources' operations, activities, and stakeholders. All Standards ranking as high risk on this matrix were determined to be material topics for sustainability reporting purposes.

Although not in the same *high risk* category, Water and Effluents (GRI 14.7), Non-Discrimination and Equal Opportunity (GRI 14.21), Local Communities (GRI 14.10) and Occupational Health and Safety (GRI 14.16) were also identified as material topics as they are considered to be core sustainability reporting topics of interest to internal and external stakeholders, as well as imperative to the operation of our business and to maintaining our social licence to operate.

A total of nine material topics were identified and included in the FY24 Sustainability Report.

Material Topics for Reporting

Environment

Energy & Greenhouse Gas Emissions

Climate Adaptation & Mitigation

Water & Effluents

Tailings

Closure & Rehabilitation

People

Non-discrimination & Equal Opportunity

Community

Economic Impacts

Local Communities

Health, Safety & Wellbeing

Occupational Health & Safety

ENVIRONMENT

With mines and projects across multiple states in Australia, we operate in several unique environments home to diverse ecosystems.

Our mining operations impact these environments, so we have designed processes and procedures to monitor and manage our environmental impacts. We embed these processes throughout our operations and promote awareness among our employees to ensure that we maintain our social license to operate and act responsibility in delivering our products.

ENERGY & GREENHOUSE GAS EMISSIONS

With the pressing challenges of climate change and the global call for sustainable solutions, the issues of energy, carbon emissions and climate change remain a central focus to our operations and our stakeholders. Sustainability is becoming a key concern for consumers and with growing regulatory, societal and investor demands, there has been an increase on the emphasis of Aeris Resources' operational emissions and energy efficiency.

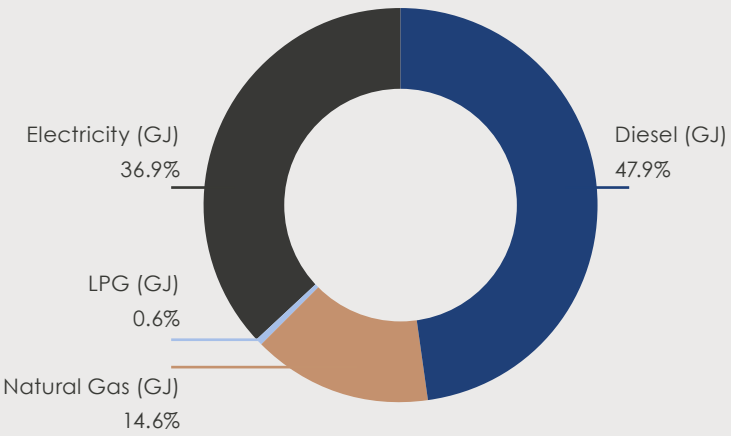
We are conscious of the need to manage our operational emissions and the demand for producing minerals with limited environmental impact. Simultaneously, the mass scale energy transition to a lower carbon economy presents a rising demand for the base and precious metal we produce. Copper, in particular, is essential for the renewable energy infrastructure that underpins the shift to sustainable energy systems.

Aeris Resources reports Scope 1 and 2 Greenhouse Gas (GHG) emissions to the Clean Energy Regulator (CER) annually, in accordance with Australia's National Greenhouse and Energy Reporting (NGER) Scheme. As a result, data on energy consumption and greenhouse gas emissions from fossil fuel combustion and electricity usage at each facility has been prepared and calculated following the NGER methodology and adhering to the guidelines set forth by the Department of Climate Change, Energy, the Environment and Water's National Greenhouse Accounts (NGA) Factors (August, 2023).

Mining operations are energy-intensive and contribute to Scope 1 and 2 GHG emissions, primarily from the use of fossil fuel-powered machinery and the consumption of both self-generated and purchased electricity.

Our operations heavily rely on liquid fuels, primarily diesel, for our machinery and vehicles. This comprises 48% of our total energy profile, while liquefied petroleum gas (LPG) only used at our Cracow site makes up almost 1%. Electricity purchased from the grid powers our offices, mining infrastructure, and processing activities, and comprises 37% of our total energy profile. In FY24, our total energy consumption amounted to 1,332,575 GJ. The energy mix across our sites varies based on their location, operation and infrastructure, with key forms of energy being electricity (network grid and natural gas generation supply) and diesel.

FY24 Total Energy Profile by Fuel Source



At our Tritton and Cracow operations, diesel is primarily used for mining machinery, heavy transport, and light vehicles. A diesel power plant is also required at Tritton, while Cracow uses LPG for boilers, furnaces, and production activities. At both sites, we use grid electricity to power processing activities and site infrastructure.

Jaguar and North Queensland Operations are not connected to the electricity grid and rely on hydrocarbon-based fuels and natural gas, as a result of their remote locations.

North Queensland Operations use diesel as the fuel for electricity generation and for mining machinery.

At Jaguar Operations, we supply the natural gas used by the on-site power station, which is owned and operated by Pacific Energy, a third-party contractor. All of the electricity generated from this power station is used exclusively by Aeris Resources, with none being fed back into the grid. As such, natural gas consumption for power generation is classified as a Scope 1 emission source. Natural gas generated electricity is also supplemented by diesel-powered generators.

The electricity consumption and, hence, natural gas consumption at Jaguar Operations has reduced significantly during the year as a result of the operation transitioning to care and maintenance.

Energy Consumption & Intensity

The energy intensity of our operations will change from year to year depending on the changing character of the operation. Important characteristics that drive energy use are the volume of development and stoping activity, the depth of mining, capital development of new mining projects, grade and hardness of the ore, and how electrical power is sourced for remote operations. The complex interaction of these drivers does not allow for simple conclusions to be made based on year-to-year comparisons of energy intensity statistics. Our sustainability objective is to reduce energy consumption to as low as reasonably practical within the technical and economic constraints for each operation.

In FY24, Tritton experienced a decrease in both diesel and electricity consumed, amounting to a 22% decrease in total energy use as compared to FY23.

The inverse trend was observed at our Cracow Operations where an overall 16% increase in energy use occurred as compared to FY23. A significant contribution to this increase in energy intensity is associated with the diesel usage involved in the construction activities for the Tailings Storage Facility 2 (TSF2) capacity increase, which occurred during the reporting period.

The following table provides detailed information on our organisation's total fuel consumption from non-renewable sources. The data is presented in gigajoules and includes a breakdown by specific fuel types used during the FY24 reporting period.

Where no unit of primary production is available, as is the case for our Corporate Head Office, we have instead calculated energy and emissions intensity using number of full time employees (FTE) as at 30 June 2024.

Due to entering care and maintenance during the reporting period, Jaguar's energy intensity figure has been calculated using the copper and zinc production figures from the first quarter while the mine was still in production. This has resulted in a higher energy intensity as compared to FY2023.

Energy Profile by Fuel Source[1]

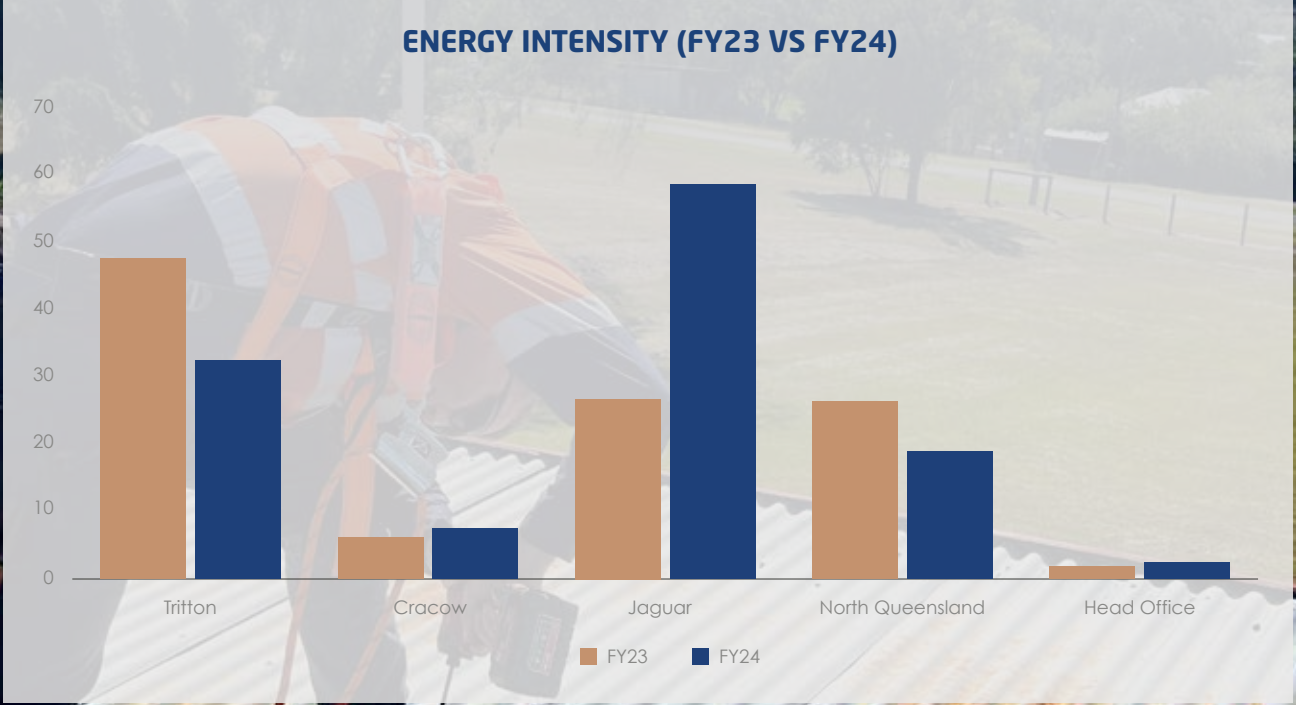
Energy Source	Tritton	Cracow	Jaguar	North Queensland	Corporate (Head Office)	Total
Diesel (GJ)	338,743	146,097	22,534	131,511	-	638,884
Natural Gas (GJ)	-	-	194,788	-	-	194,788
LPG (GJ)	-	7,512	-	-	-	7,512
Electricity (GJ)	302,270	189,023	-	-	98	491,391
Total (GJ)	**641,013**	**342,632**	**217,322**	**131,511**	**98**	**1,332,575**

1. All energy and GHG emissions calculations have been performed in accordance with the Department of Climate Change, Energy, the Environment and Water's National Greenhouse Accounts (NGA) Factors 2023, which provides methods, calculations and measurement standards for estimating energy and greenhouse gas emissions. For further details refer to the publication www.dcceew.gov.au/sites/default/files/documents/national-greenhouse-account-factors-2023.pdf

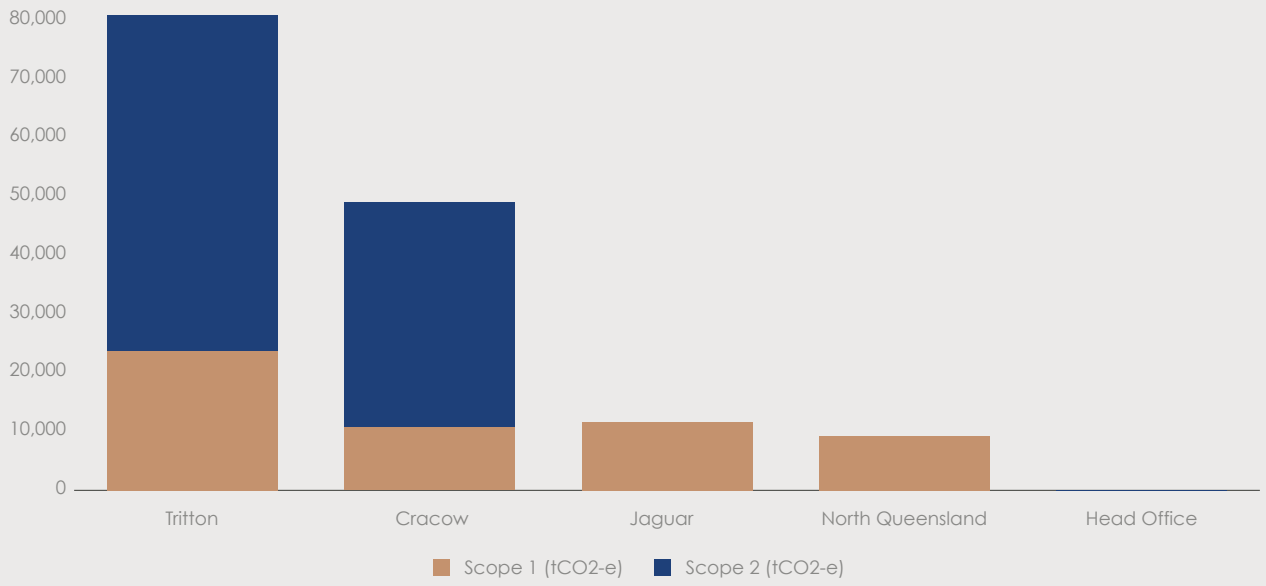
Energy Profile - Energy Intensity

	Tritton	Cracow	Jaguar	North Queensland	Corporate (Head Office)
Total combusted and purchased energy consumed (GJ)	641,013	342,632	217, 322	131,511	98
Organisation-specific Metric (Denominator)[#]	19,700	45,700	3,700	6,900	41
Energy Intensity (GJ per unit of Primary Production Variable[1])	32.5	7.5	58.74	19.1	2.4
Energy Intensity Unit	GJ/ Cu concentrate (t)	GJ/ Gold (oz)	GJ/ Cu & Zn concentrate (t)	GJ/ Copper Ore (t)	GJ/ FTE @ 30 June 2024

1. Due to the differences in production outputs for each operation, site specific production metrics have been applied, as defined by the energy intensity units in the table.



FY24 SCOPE 1 AND SCOPE 2 EMISSIONS (tCO2-e) BREAKDOWN BY OPERATION



GHG Emissions

In FY24, our total Scope 1 and Scope 2 GHG emissions across all operations amounted to 150,816 tCO2, representing a 23% decrease from the FY2023 figure of 196,396 tCO2. Scope 1 emissions, mainly from diesel consumption, accounted for 37% of our overall emissions profile, while Scope 2 emissions from purchased electricity comprised 63%.

At Tritton and Cracow, the largest emissions source is electricity purchased from the grid, primarily used for processing activities. At Jaguar and North Queensland Operations, which are not connected to the national electricity grid, only Scope 1 emissions are present due to the diesel and natural gas usage required for powering machinery and on-site electricity generation. Jaguar experienced a 69% drop in Scope 1 GHG emissions from FY2023, which is consistent with expectations with this site entering care and maintenance during the reporting period.

In line with Australia's NGER scheme, we do not currently estimate Scope 3 emissions, which covers activities beyond our direct operational control throughout our value chain, however we are tracking what is occurring across the mining sector in relation to this matter.

On a site-by-site basis, we have analysed the emissions intensity of our operations. In doing so, we have used the metric of 'per tonne of primary production variable mined'.

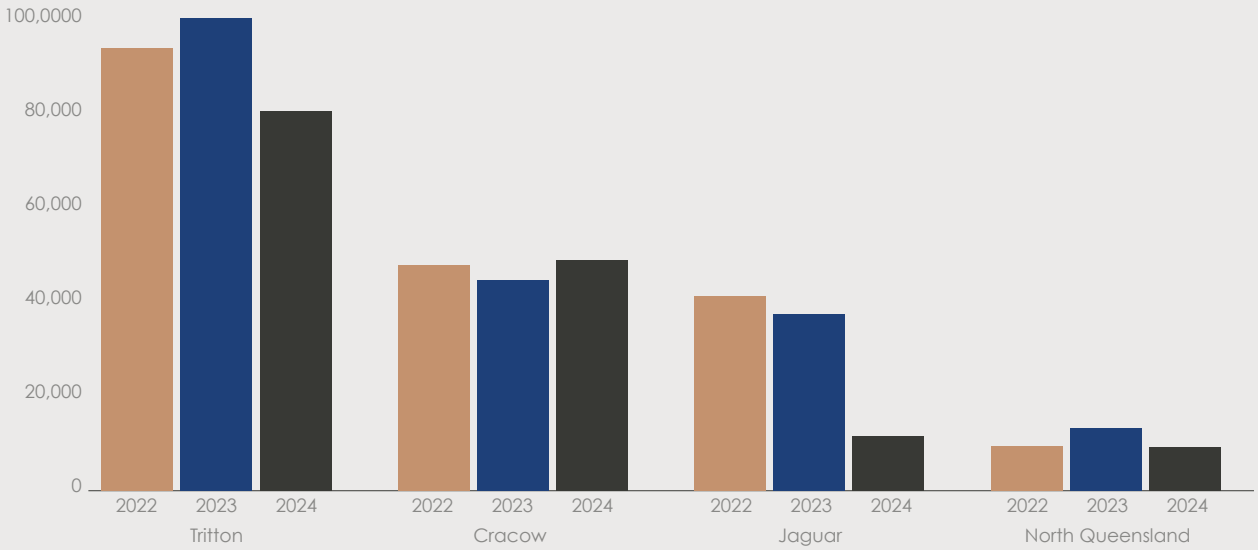
Jaguar's emissions intensity figure has been calculated using the copper and zinc production figures from the first quarter while the mine was still in production. This has resulted in a higher emissions intensity of 3.1 in FY24, as compared to 1.47 in FY23 when taking into consideration the emissions for the whole reporting period. That is, including emissions during care and maintenance when no production was occurring.

Scope 1 and 2 GHG Emissions[1]

	Tritton	Cracow	Jaguar	North Queensland	Corporate (Head Office)	Total
Scope 1 (tCO2-e)	23,781	10,711	11,619	9,260	-	55,371
Scope 2 (tCO2-e)	57,095	38,330	-	-	20	95,445
Total	**80,877**	**49,041**	**11,619**	**9,260**	**20**	**150,816**

1. All energy and GHG emissions calculations have been performed in accordance with the Department of Climate Change, Energy, the Environment and Water's National Greenhouse Accounts (NGA) Factors 2023, which provides methods, calculations and measurement standards for estimating energy and greenhouse gas emissions. For further details refer to the publication at www.dcceew.gov.au/sites/default/files/documents/national-greenhouse-account-factors-2023.pdf

SCOPE 1 AND 2 EMISSIONS (tCO2-e) BY OPERATION (FY22 VS FY23 VS FY24)



GHG Emissions Intensity

GHG Activity	Tritton	Cracow	Jaguar	North Queensland	Corporate (Head Office)
GHG Emissions from Energy (tCO2-e)	80,877	49,041	11,619	9,260	20
Organisation-specific Metric (Denominator)[1]	19,700	45,700	3,700	6,900	41
GHG Emissions Intensity (tCO2-e per unit of primary production variable[1])	4.1	1.1	3.1	1.3	0.5
GHG Emissions Intensity Unit	tCO2-e/ Cu concentrate (t)	tCO2-e/ Gold (oz)	tCO2-e/ Cu & Zn concentrate (t)	tCO2-e/ Copper Ore (t)	tCO2-e/ FTE@ 30 June 24

1. Due to the differences in production outputs for each operation, site specific production metrics have been applied, as defined by the GHG emissions intensity units in the table.

Reducing Our GHG Emissions and Energy Consumption

Due to the high energy demands of mineral exploration, extraction, and processing, we are committed to finding ways to minimise our energy consumption and emissions. As such, Aeris Resources continues to look for Scope 1 and 2 GHG emissions reduction opportunities that are a fit with its ongoing efforts to achieve efficiencies in how it manages its operations.

Changing the installed systems to new lower-emission technology is an economic challenge. Therefore, the focus for reducing emissions in operations is avoiding the consumption of energy where possible rather than a change in the mix of supply.

Where we have new projects being designed there is much greater opportunity to change the mix of energy supply to lower emission technologies.

For example, the Constellation Project, which once constructed, is to provide ore to the Tritton processing plant has a commitment to supply 30% of its power from a solar farm to be built at the mine site. The Constellation Project power solution of 30% from solar is our standard design assumption for all new mining projects where connection to the grid electricity supply is not feasible and where there is available cleared land that can be used with minimal biodiversity impact and cost.

CASE STUDY

CRACOW GOLD OPERATIONS' SOLAR DONATION TO THE COMMUNITY

Cracow Gold Operations is proud to have contributed to the local community by donating and installing a 5kW solar system at the Cracow Community Centre and installing another system at the local Heritage Centre. This initiative aims to reduce emissions and promote sustainability within the community.

The solar panels will help offset energy costs for various activities, including community functions and playgroups. Additionally, they will provide power to the nearby caravan park and toilet block, benefiting travellers passing through the area.

Sarah Cox, the Community Centre Secretary and a Cracow local, expressed her gratitude, stating, "The community is extremely grateful for the generous donation and installation of the solar panels at the Cracow Community Centre. This is a direct investment into the future of the Community Centre, enabling it to sustainably offset its electricity costs over the long term."

These initiatives reflect Cracow Gold Operations' commitment to supporting the community and fostering long-term sustainability.

CLIMATE ADAPTATION & MITIGATION

At Aeris Resources, we are committed to addressing the dual challenge of adapting to current and anticipated climate change-related risks while enhancing the resilience of our operations, communities and the economies with which we engage.

We have recently taken steps to improve our understanding of the specific climate risks that affect our business and supply chain and strengthen our approach for addressing and managing those risks, as well as any opportunities. The planned program of work considers the proposed disclosure requirements of the Australian Sustainability Reporting Standards (ASRS), and the current International Sustainability Standards Board's (ISSB) International Financial Reporting Standards (IFRS) S2 standard. It will involve a full climate-related financial risk assessment, including climate scenario analysis and development of mitigation and adaptation strategies.

This work will enable us to address the disclosure requirements for the anticipated mandatory climate reporting regime being introduced in Australia through the ASRS.

As at the date of this report, the first of the climate risk workshops aimed at identifying and assessing climate-related risks and opportunities has been held. In conducting the workshop, Aeris Resources has defined and considered the short, medium and long-term horizons, and identified a number of applicable physical and transition climate risks. The time horizons were determined by having regard to our strategic and mine planning processes and international and national climate policy commitments, and are defined as follows:

We are in the process of determining the climate-related risks and opportunities that are considered material to our business. The key risks which we are evaluating and assessing to determine their impact on our business include extreme weather events and water stress from a physical risk perspective and policy, legal, technology and market risks which are associated with the transition to a lower-carbon economy.

Short Term	Risks which may materialise within 0 to 2 years
Medium Term	Risks which may materialise within 2 to 5 years
Long Term	Risks which may materialise beyond 5 years

Climate Related Physical Risks over the Short, Medium and Long Term Risks resulting from the physical impacts of climate change which can be event driven (acute) or as a result of longer-term shifts (chronic) in climate patterns.	
Extreme Weather Events – including Floods, Bushfires and Extreme Heat (Acute Risks)	The increased severity and frequency of such extreme weather events can: • Damage site assets and infrastructure • Impact transportation routes and logistics causing supply chain disruptions • Compromise worker health and safety • Impact worker availability • Increase insurance premiums and re-insurance costs • Damage the surrounding environment, cause loss of biodiversity and impact upon rehabilitation efforts • Increase costs including increased energy costs as a result of increased cooling and ventilation or costs associated with improvements required to infrastructure and processes to address risks
Water Stress (Chronic Risk)	Reduced availability and quantity of water can: • Increase water supply costs • Increase competition for water resources within areas of operation • Cause operational disruptions if key operational processes such as ore extraction and dust suppression cannot be undertaken
Extreme Rainfall Events (Acute Risk)	Extreme rainfall events over the longer term can: • Impact upon tailings storage facilities and lead to environmental harm • Impact transportation routes and logistics causing supply chain disruptions • Impact worker availability • Damage surrounding environment, cause loss of biodiversity and impact upon rehabilitation efforts
Climate Related Transition Risks over the Short, Medium and Long Term Risks resulting from the transition to a lower-carbon economy such as policy, legal, technology, and market changes to address mitigation and adaptation requirements related to climate change.	
Policy and Regulatory Changes	Changing national and international climate policy and regulation which may be aimed at capping greenhouse gas emissions and or imposing a cost of carbon can impact on operations through increased costs, increased risks associated with litigation due to failure to comply and increased resourcing efforts to meet reporting requirements.
Market Changes & Shifting Consumer Preferences	A shift to new commodity markets and away from fossil fuels may result in reduced demand for copper in traditional sectors, which can create risks related to the ability to secure capital. However, the demand for copper is expected to increase to meet the requirements of electrification and battery technology, resulting in an overall increase in demand. Changing sentiment and behaviours in the labour market to shift away from the mining industry can lead to difficulty in attracting and retaining talent which has an operational impact.
Reputational Impacts	Failing to appropriately respond to regulatory or policy changes and respond to climate change has the potential to damage company reputation and our social licence to operate.
Technological Changes	Increased costs may be associated with difficulties in adopting, or failing to adopt, new lower emissions technology for operations. Risks may also arise out of in demand for copper as alternative processes and materials are developed and introduced.

Over the coming year, to better evaluate the resilience of our strategy to climate change impacts and the associated financial implications, we will be progressing the evaluation of identified risks, the climate scenario analysis work and considering specific adaptation and mitigation measures and strategies. The evaluation of risks and impacts to determine their materiality will be conducted by using our existing risk matrix consequence and likelihood tables, key financial metrics including input costs, operating costs and revenues. The scenario analysis process will be qualitative initially, but will utilise some quantitative Australian climate data to better analyse physical risks. The planned approach to scenario analysis uses two models – the International Energy Agency's (IEA) Global Energy and Climate (GEC) Model and the Intergovernmental Panel on Climate Change's (IPCC) Representative Pathway. Two scenarios under each will be considered:

1. A low greenhouse gas emissions scenario, whereby there are ambitious measures and efforts in place to reduce emissions and global warming is limited; and
2. A future with limited emissions reductions, whereby mitigation efforts are low, and there continues to be increases in global temperatures.

Further to the climate risk assessment, additional work is planned to ensure preparedness for ASRS disclosures related to risk management and governance. Specifically, we will be incorporating climate-related risk and opportunity analysis into our broader risk management processes and framework. This will ensure that these risks are subject to monitoring and are effectively reported to appropriate internal governance bodies periodically.

WATER AND EFFLUENTS

Water is a vital resource for our operations. Management of water is a very high priority for our operations and is central to the design of all new projects.

We recognise that water resources are shared with our communities, neighbouring industries and the environment. Water is managed to minimise the intake and eliminate the discharge of mine-affected water to the environment. Water management is a dynamic balancing of the draw, use in process, storage and discharge from our sites. Each site has different water management systems to match the local conditions.

Aeris Resources has identified that climate change will affect our water management. We aim to build our resilience to climate change and its impact on water management. Building resilience is about having water storage capacity, licence to draw water from rivers and the ground, reliable water pumping infrastructure and strong relationships with surrounding communities and industries to share the resource. By promoting water resilience, we seek to preserve this precious resource, protect water ecosystems, and support community well-being, all while reinforcing our operational stability.

Responsible water management is essential for our sustainability in operation and supports a positive legacy from successful mine closure. It is vitally important to us to have responsible and efficient water usage and handling practices in place. We recognise the potential impacts that our water management practices will have on local communities, the natural environment, the long-term viability of resources and our operational efficiency.

We are continually exploring new solutions and innovative opportunities that we can implement to enhance how we manage water. Our top priorities are to minimise the volume of mine-affected water and maximise water recycling, which will, in turn, create sustainable and efficient water solutions for our operations. Improving how we track and monitor our water usage is a key objective for the continuous improvement of our water management.

We closely monitor the external impacts of our activities on the surrounding environment. Aeris Resources is committed to ensuring that all water discharged into the environment complies with license requirements.

Water Consumption

Processing activities accounted for the largest portion of our total water consumption at sites with a processing plant. The majority of water for processing is recycled back from the tailing storage facilities. Fresh make-up water is consumed to replace water lost to evaporation and moisture in the concentrate product. The make-up water consumption varies with seasonal conditions and the rate of ore processing in a dynamic system. Water is also used for a variety of other purposes, such as mining service water in drilling and backfilling, dust suppression, infrastructure maintenance, amenities and accommodation.

Across all our sites, we have water monitoring processes in place that provide the data for site water balances. All of our operations and projects have water balance models.

The models are being refined and updated to improve the management of water. Model improvement in future years will be supported by the progressive installation of additional water flow gauges and water storage facility volume measuring instrumentation.

The volume of water stored at each site is carefully managed. Most water is stored on tailing storage facilities, in old open pits and in water dams or sediment control dams. Spare storage capacity is maintained in each facility and dam to ensure major rainfall events do not result in uncontrolled water discharge from the site.

Our two operational sites with ore processing activities, Cracow and Tritton adopt processes that minimise freshwater consumption. Water is recycled as much as is practical. These sites draw their fresh water from nearby rivers. They have no significant supply of water from ground water aquifers. Water is only lost to evaporation or locked as moisture in tailing or the concentrate product. Both sites are improving their systems to measure and monitor usage with the aim of improving water conservation.

The Jaguar is a net water producer. It has excess water after consumption for processing and dust suppression on an annual basis. Jaguar adopts processes that manage the storage and discharge of water.

North Queensland Operations water balance is dependent on seasonal weather; importing water in the dry and managing storage of rainfall in the wet season. Haulage road dust suppression consumes significant quantities of water in the dry season.

At our Stockman project site, we are designing to minimise the water consumption. Located at the top of the range, the water runs away from the site and the draw from local rivers and aquifers must be carefully managed to share the resource with the environment and our neighbours. The water take allowances authorised by our approvals have strict licence limits with respect to the timing and volumes of water that can be extracted.

Water Withdrawal

Our primary water sources remain unchanged from the previous period, comprising of groundwater, surface water, and water supplied by third parties. Tables on page 19 provide the breakdown in water withdrawal by site, water consumption by site and changes in water storage for each site.

As defined by GRI 14, water stress is the ability, or lack thereof, to meet the human and ecological demand for water. In areas facing water stress, our operations may exacerbate the issue by reducing water accessibility to local communities and other users, intensifying the competition for water. As such, we do not withdraw or consume water from areas with water stress without good cause. To determine which of our operations may occur in areas of water stress, we use the Aqueduct Water Risk Atlas. This enables us to pinpoint our operations on a map showing current areas of water stress, as well as future water stress risks.

Whilst our Jaguar mine site is located in what is classified as a 'high risk catchment' by the Aqueduct Water Risk Atlas, our water use practices at the site do not pose a risk to other potential water uses or users. The Jaguar mine has a steady inflow of good quality groundwater that exceeds demands from ore processing and dust suppression. This is unusual for its region.

Tritton

Our Tritton operations primarily source water from the Bogan River, utilising a pump and caisson system that draws directly from the river, approximately 50 metres from the confluence of the Bogan River and Gunningbar Creek, to our site. Additionally, we also withdraw water via the offtake from the Nyngan to Cobar water pipeline as well as from potable water from Nyngan, which is transported to site by water truck. In most years Tritton experiences minimal water stress, indicating little to no competition for water resources between Tritton and the local community and the environment. However, Tritton has been highly water stressed during past drought periods when there is an extended period of low discharge of water to the Macquarie River that feeds into the Bogan River. Competition for water from up-stream cotton farming water users, even in median flow years, this has also caused supply challenges for Tritton. Hence the management of water to minimise its use and maintain a storage on site in old pits is critical. Consumption statistics for water at Tritton vary from year to year as the dynamic system is managed.

Cracow

At our Cracow site, we manage a licensed allocation from the Dawson River that is administered by Sunwater. This includes two pumps and water lines transferring raw water from the Dawson River to the mine site. This water is also used by Aeris Resources to generate the potable water supply for the Cracow township. Cracow experiences low to medium water stress, indicating a manageable balance between water use and availability with minimal impact on local resources.

Jaguar

Our Jaguar site sources its water from a groundwater aquifer via the dewatering of its mines. Groundwater flow into the Bentley underground mine is pumped to prevent the mine flooding. The clean and high-quality water from Bentley mine is pumped to surface dams and then transferred to the processing water dams. During the care and maintenance period, some of the water is being used for haul road dust suppression by neighbouring mines. Excess water is transferred to the Teutonic Bore open pit void for storage. The accommodation village also extracts water from a groundwater bore by using a submersible pump. The region surrounding Jaguar experiences high water stress, with the baseline water stress between 40-80%. Hence, the excess water from dewatering the Jaguar mines is a valuable regional resource. Despite this, groundwater modelling for the site has identified that the water use by the mine will not impact upon other users or uses.

North Queensland

Our Mt Colin site has a water take agreement with the water rights holder to source water from the Corella Dam, as well as an agreement with a background landholder for access to groundwater from a bore located off the lease. Additionally, the site utilises groundwater from the mine and captures and stores wet season rainfall as important water sources. Mt Colin experiences both high and low water stress across the annual seasons, characterised by a significant gap between water demand and availability in the dry season and excess water in the wet season. This is managed with onsite storage dams. There is no negative interaction between the small Mt Colin mine and the community in relation to water. There is no ecosystem impact from the water use at Mt Colin except if there were to be a release of mine affected water to the environment.

Water Withdrawal by Site

Water Withdrawn	Tritton	Cracow	Jaguar	North Queensland	Total
Surface Water (ML)	-	239.00	-	-	239.00
Groundwater (ML)	1,655.31	-	963.77	47.45	2,666.53
Seawater (ML)	-	-	-	-	-
Produced Water (ML)	-	-	-	-	-
Third-Party Water (ML)	782.1	-	-	52.4	834.5
Total Water Withdrawal (ML)	2,437.41	239.00	963.77	99.85	3,740.03
Total Water Discharge (ML)	-	-	-	-	-
Total Water Consumption (ML)	2,437.41	239.00	963.77	99.85	3,740.03

Changes in Water Storage

Water Storage	Tritton	Cracow	Jaguar[1]	North Queensland	Total
Previous Period Water Storage (ML)	-	-	3,250.00	160.06	3,410.06
Current Period Water Storage (ML)	980.80	-	3,900.00	132.42	5,013.22
Change in Water Storage (ML)	980.80	-	650.00	-27.64	1,603.16

1. The FY24 Jaguar site calculations are estimated based on change in storage volume over the reporting period as survey data of the water level was not available as there was no survey team at site during Care and Maintenance.

Water Discharge

Each site has dedicated Water Management and Groundwater Management Plans that outline our strategy for handling water discharge, including the necessary protocols for monitoring quality and volume.

TAILINGS

At our Tritton, Cracow and Jaguar sites, we pump tailings as a slurry into purpose-built Tailings Storage Facilities (TSF). Tailings are a waste product that is generated from the beneficiation process. After settling of the solids from the slurry the decant water is returned to the processing plant for reuse. Water loss to evaporation is minimised as required to manage the site water balance and varies with the seasonal rainfall. A minimum water storage capacity is always maintained on the TSF to ensure capacity to retain water from a significant rainfall event (at least 1 in 100-year event).

The management of water storage on TSF and water dams in response to rainfall variation will affect a site water consumption rate, so there are no static water consumption targets. Water management is dynamic.

The design, construction and management of all our operational TSFs comply with the Australian National Committee on Large Dams (ANCOLD) - 2012 Guidelines on Tailings Dams, and the International Commission on Large Dams (ICOLD).

All tailings management operations are also regulated at a state level and must comply with the relevant legislation for Queensland, New South Wales and Western Australia where all of our active and inactive tailings disposal facilities are located.

Ensuring compliance with relevant standards, legislation and internal expectations is achieved through ongoing monitoring programs, periodic audits and safety inspections.

Programs for monitoring have been designed in accordance with ANCOLD Guidelines and audits and safety inspections are conducted by an accredited Tailings Engineer (Engineer of Record) or Registered Professional Engineer (RPEQ). For safety purposes, the TSF's have also been designed for defined Probable Maximum Flood (PMF) events and seismic events based on the Maximum Design Earthquake (MDE).

Our Tritton and Cracow sites have active TSFs that are owned and operated by Aeris Resources. Cracow has one active Tailings Storage Facility, three facilities that are inactive in terms of tailings disposal, and two facilities that have been rehabilitated (but are not yet certified for relinquishment). The Jaguar site has three inactive TSF structures which are managed by Aeris Resources. The re-start of the Jaguar operation will require the construction of a new TSF which has been designed and approved for construction.

Tailings Facilities by site

Tritton

Tailings Storage Facility (TSF) 1	
TSF1 is an active 'turkey nest' style dam with embankments constructed via the upstream construction method. It is located at the Tritton mine and owned and operated by Aeris Resources.	
Maximum permitted storage capacity (MT)	20[2]
Total Weight of Tailings (MT)	17.6
Consequence Classification[1]	Significant
Risk Assessment and Independent Review[1]	Risk assessments are reviewed annually as part of the independent surveillance review. The independent surveillance review is conducted annually. The most recent review occurred in March 2024 raising material findings, for which reviews and investigations are currently in progress. The next independent review is scheduled for February 2025.

Cracow

Tailings Dam (TD) 4	
This is an inactive embankment construction dam of compacted clay and rock and is a combination of downstream and upstream lifts. It is located at the Cracow mine lease and is owned and operated by Aeris Resources.	
Maximum permitted storage capacity (MT)	0.47
Total Weight of Tailings (MT)	0.47
Consequence Classification[1]	High
Risk Assessment and Independent Review[1]	The most recent independent review and inspection was conducted October 2023.

Tailings Storage Facility (TSF) 1	
This is an inactive embankment construction dam of compacted clay and rock and is a combination of downstream and upstream lifts. It is located at the Cracow mine lease and is owned and operated by Aeris Resources.	
Maximum permitted storage capacity (MT)	5.3
Total Weight of Tailings (MT)	4.9
Consequence Classification[1]	High
Risk Assessment and Independent Review[1]	The most recent independent technical review and inspection was conducted October 2023.

Tailings Storage Facility (TSF) 2	
This is an active embankment construction dam of compacted clay and rock and is downstream construction. It is located at the Cracow mine lease and is owned and operated by Aeris Resources.	
Maximum permitted storage capacity (MT)	2.6
Total Weight of Tailings (MT)	2.0
Consequence Classification[1]	High
Risk Assessment and Independent Review[1]	The most recent independent technical review and inspection was conducted October 2023.

Tailings Dam (TD) 1	
Rock and earthen embankments containment structure. Rehabilitated, but liability not yet formally relinquished.	
Tailings Dam (TD) 2	
Rock and earthen embankments containment structure. Rehabilitated, except for 3Ha that is being used to manage mine affected water.	
Tailings Dam (TD) 3	
Rock and earthen embankments containment structure. Rehabilitated, but liability not yet formally relinquished.	
Maximum permitted storage capacity (MT)	N/A
Total Weight of Tailings (MT)	N/A
Consequence Classification[1]	N/A
Risk Assessment and Independent Review[1]	N/A

Jaguar

Teutonic Bore TSF	
This is an inactive hill-side type facility. Two cells, main embankment ~5m high and internal ~8m high. It is located at the Jaguar Mine and owned and operated by Aeris Resources.	
Maximum permitted storage capacity (MT)	0.9
Total Weight of Tailings (MT)	0.8
Consequence Classification[1]	Low
Risk Assessment and Independent Review[1][1]	Risk assessments are reviewed annually as part of the annual tailings audit program. It is also subject to quarterly visual inspection and photographic report. The most recent independent technical review and inspection was conducted September 2023. With tailings deposition ceased, it is anticipated the TSF and contained tailings stability will increase over time.

Jaguar TSF1	
This is an inactive circular, above-ground, paddock-type facility with a 17.6Ha footprint. Walls of the facility are constructed from compressed clayey material. It is located at the Jaguar Mine and owned and operated by Aeris Resources.	
Maximum permitted storage capacity (MT)	1.4
Total Weight of Tailings (MT)	1.4
Consequence Classification[1]	Significant
Risk Assessment and Independent Review[1][1]	Risk assessments are reviewed annually as part of the annual tailings audit program. The TSF is also subject to quarterly visual inspection and photographic report. The most recent independent technical review and inspection was conducted September 2023. With tailings deposition ceased, it is anticipated the TSF and contained tailings stability will increase over time.

Jaguar TSF2	
This is an inactive circular, above ground, paddock-type facility with a 27Ha footprint. Walls of the facility are constructed from compressed clayey material. It is located at the Jaguar Mine and owned and operated by Aeris Resources.	
Maximum permitted storage capacity (MT)	1.8
Total Weight of Tailings (MT)	1.8
Consequence Classification[1]	Medium
Risk Assessment and Independent Review[1]	Risk assessments are reviewed annually as part of the annual tailings audit program. The TSF is also subject to quarterly visual inspection and photographic report, as well as daily inspections of discharge lines and underdrainage sump return line. The most recent independent technical review and inspection was conducted September 2023.

1. Aeris has reported the consequence of categories for each of its TSFs in line with the ANCOLD Guidelines (2012)
2. Tritton TSF is approved for construction to RL272m, not to a specified tonnage. Based on historically placed tailing density, Tritton estimates the approximate capacity within the RL272m construction height as approximately 20 Mt. Application for a further 6m high lift of the TSF have been submitted to provide an additional 14 Mt of capacity

CASE STUDY

ENHANCING WILDLIFE PROTECTION AT TRITTON MINE – TAILINGS STORAGE FACILITY 1

Tritton Copper Operations has implemented environmental protection measures at its Tailings Storage Facility 1 (TSF 1), which is designed to safely store byproducts of the mineral extraction process.

To prevent native wildlife from wandering into the dam in search of water, we have installed a robust fencing system around TSF 1 and maintain a conservation pond nearby, which is designed to offer an alternative water source and provide fresh drinking water for native animals.

Fencing of the TSF creates a barrier that significantly reduces the ability of wildlife to access the dam itself. The nearby conservation pond provides an alternative clean water source that serves a dual purpose: attracting wildlife away from TSF 1 and supporting local biodiversity.

The water in the conservation pond is actively managed to ensure there is a permanent alternative source of water for wildlife throughout the year. The conservation pond contributes to the local ecosystem by supporting a variety of species, promoting a balanced and thriving environment.

These initiatives reflect our dedication to environmental stewardship and wildlife protection, managing the unintended potential impacts of our operations, and actively contributing to the overall health of the local ecosystem.

Our Cracow site has two inactive TSFs - Tailings Dam (TD) 4, with a maximum permitted storage capacity of 0.47 MT, and TSF 1, with a maximum permitted storage capacity of 5.3MT. Though inactive, TSF1 remains in use for return water purposes.

Our Jaguar mine site has three non-operational TSFs - Teutonic Bore Tailings Storage Facility, Jaguar Tailings Storage Facility 1 and Jaguar Tailings Storage Facility 2.

Tritton Operations has one active TSF known as Tailings Storage Facility 1, and no inactive facilities.

The Stockman mine lease contains a rehabilitated TSF associated with previous mining activities at the site. This facility remains the responsibility of the state of Victoria until construction activities for the Project commence. A TSF surveillance inspection of the facility was undertaken by a suitably qualified third party, on behalf of the State, in April 2024. No material issues were identified by the inspection.

CLOSURE AND REHABILITATION

Our strategy for closing and rehabilitating mining sites focuses on restoring the ecological values that existed before mining operations began, ensuring alignment with the surrounding environment and communities. Aeris Resources has made a commitment through its Environmental Policy to apply the principles of sustainable development, and one of our areas of focus is Biodiversity and Land, which is measured through the total area (%) restored or rehabilitated. As such, from the early stages of mining, we plan for closure and to progressively rehabilitate land to establish safe, sustainable and secure landforms.

As part of our license to operate, Aeris Resources is required to close its operations and/or progressively rehabilitate the land that is disturbed during exploration and operational phases.

In 2024, we continued our progressive rehabilitation efforts on available areas at our mining sites, completing rehabilitation on 3.1 hectares of land.

Rehabilitated Land (Ha)

Site	2024
Tritton	-
Cracow	3.1
Jaguar	-
North Queensland	-

In line with our dedication to environmental stewardship, we incorporate mine closure and rehabilitation planning from the outset. All our mine sites are currently in the active mining phase, with the exception of Jaguar, which is currently in care and maintenance; however, we plan for closure from the early stages of mining, with rehabilitation scheduled progressively throughout the life of mine and post-mining.

As part of our closure planning and implementation, including post-mining land use, we engage with workers, suppliers, local communities and other relevant stakeholders to inform the development of our Rehabilitation and Closure Plans (RCP) to help determine appropriate post-mining land uses. This collaborative approach ensures that post-mining land use aligns with the needs and expectations of all parties involved.

Our RCPs are each tailored to meet regulatory requirements, address stakeholder needs and receive approval by the relevant authorities. Recent changes in State mining legislation requires our RCPs to be developed based on site specific technical studies and timetabled actions based on each operation's available areas for progressive rehabilitation. The status of these plans varies with the sites, with an approved RCP undergoing continued monitoring and reporting on the progress and outcomes of progressive rehabilitation activities.

Prior to the development of the site RCP applications, consultation and engagement with local landholders is undertaken to determine the potential transfer of infrastructure to the landholder post mining at our Queensland operations. We also communicate with other key stakeholders, including Traditional Owners at all our sites on the proposed closure activities and intended post mine land uses to ensure all our stakeholder are well-informed and that their perspective is considered throughout the process.

RCP Status

Site	Status
Tritton	Approved
Cracow	Submitted
Jaguar	Approved
North Queensland	Submitted

Each site reports annually on disturbance and progressive rehabilitation activities in accordance with state government requirements. Provision of spatial data to support these activities is also submitted to each state government in accordance with their guidelines.

Notice Periods

In recognition of the potential impact of mine closure and operational changes on our workforce, we provide comprehensive transition assistance programs. These include job and outplacement support which is delivered in partnership with a third-party provider and tailored to assist employees in their career transitions.

By investing in our employees' skills development and providing robust support during transitions, we strive to ensure their continued success and well-being, both within and beyond our organisation.

PEOPLE

Recognising that our people are central to our business, we aim to provide a workplace environment where every employee feels respected, valued, and empowered. By embracing diverse perspectives and fostering an inclusive culture, we not only empower our employees to feel more satisfied in their work, we attract and retain high-quality talent that translates into enhanced decision-making resilience, supports and fosters innovation and creates an environment of optimal performance.

In ensuring fair treatment and access to opportunities for all our employees, we are committed to investing in our employees through training, education, and skills development opportunities which not only benefits our employees personally and professionally, but also enhances the overall performance and resilience of our business.

We are committed to building a culture of inclusion throughout our operations, which involves working towards increased female, indigenous and other diverse groups participation within our workforce. This includes increasing representation at a leadership level, recognising that diverse leadership enhances decision-making and drives organisational success.

We also value flexible working arrangements to support employees with caregiving responsibilities and promote a balanced work-life dynamic. By accommodating diverse personal and family needs, we empower our team to succeed in their careers and find personal fulfillment.

With respect to modern slavery and the freedom from forced labour, Aeris Resources recognises the importance and seriousness of these issues in the mining industry, and we oppose all forms of slavery in our operations, and in the operations of our suppliers.

Our approach to identifying, assessing and mitigating human rights impacts to eradicate any and all forms of modern slavery is outlined in our standalone Modern Slavery Statement.

NON-DISCRIMINATION AND EQUAL OPPORTUNITY

At Aeris Resources, our commitment to our people is at the core of our values, reflected in our strong dedication to fostering non-discrimination and equal opportunities throughout our operations.

Market Presence and Local Community Engagement

Situated near small communities, our Tritton and Cracow operations aim to create career opportunities locally, and support flexible options to accommodate community, operational and employee needs. Aeris is committed to providing career opportunities for local talent, recognising that contributing to the socio-economic growth of the regions in which we operate benefits our employees, operations and the communities we serve. This commitment is reflected in our efforts to increase the workforce hired from the local community for our current operations.

Parental Leave & Flexible Work

At Aeris, we recognise the pivotal role that family plays in the lives of our employees. Our parental leave policy has been designed to be inclusive of all family types, ensuring that it meets the diverse needs of our workforce. Aeris caters to a wide range of family situations, including birth, adoption, and surrogacy, reflecting our commitment to supporting an employee's unique journey with paid parental leave and flexible work arrangements.

We strive to create a workplace where working parents are supported in balancing their family and work responsibilities. We offer comprehensive support to working parents, guiding them through exciting times as they prepare for their new arrival, while they are on leave, and as they transition back into the workplace. Our policy is accessible to all genders, and parental leave can be shared between both parents who have a minimum of 6-months continuous service.

Beyond our parental leave policy, we offer additional flexibility options to support our team members. These initiatives are part of our commitment to providing a workplace that adapts to the diverse circumstances of our employees, empowering them to achieve a balance between their career and personal aspirations.

Parental Leave

Parental Leave	Male	Female	Other	Total
Number of employees who took Parental Leave	33	11	0	44
Number of employees that returned to work in the reporting period after parental leave ended	33	10	0	43

Total Employees by Age Group and Employment Type

Employment Type	Under 30-year-olds	30–50 year-olds	Over 50 year-olds	Total
Permanent Employees	132	340	156	628
Temporary Employees	25	5	2	32
Non-Guaranteed Hours Employees	7	5	5	17
Total	**164**	**350**	**163**	**677**

Diversity of Governance Bodies and Employees

Aligned with our commitment to diversity and inclusion, Aeris Resources strives to ensure that our governance bodies and workforce reflect a diverse team. As of 30 June 2024, Aeris Resources had 677 employees, compromising of 16% female, 83% male and less than 1% identifying as other. At a board level, Aeris Resources is currently 100% male and at the executive level the split 80% male and 20% female.[11]

Our workforce also reflects key diversity trends, with strengthening participation across generations, gender identities and ethnicities, including Aboriginal and Torres Strait Islander representation.

Gender Pay Equity

Ensuring gender pay equity is a critical aspect of our commitment to equal opportunity. As such, Aeris Resources monitors, and reports on, our gender pay gap data through our annual Workplace Gender Equality Agency (WGEA) Report to ensure that all employees are compensated fairly and equitably for their contributions.

We continuously review our compensation structures to address any disparities and promote gender equity within our organisation.

Non-Discrimination and Corrective Actions

At Aeris Resources, we uphold a zero-tolerance policy towards discrimination of any kind and actively monitor, report and address any incidents of discrimination. As such, we are pleased to note that in FY24 no incidents of discrimination were reported, reflecting our ongoing commitment to fostering a respectful and inclusive workplace for all.

People and Mine Closure Planning

It is a characteristic of all mines that their life is limited by the operation depleting the mineral resources on which the mine is based. Workforce planning for eventual closure is an important part of our sustainability management. Exploration to find replacement resources will extend operations life but we are conscious of the need to always consider the impact of eventual closure on the workforce and our supporting communities. Our sustainability commitment is to keep stakeholders informed of the estimated mine life and have plans for controlled closure that treats people with respect.

In accordance with our current policies and Enterprise Agreements (EAs), there is no specified minimum consultation period required for informing employees or others about significant operational changes that could substantially affect them. However, we adhere to all relevant Fair Work requirements and the consultation provisions outlined in our Enterprise Agreements and other industrial instruments.

Engaging with our employees through an effective, meaningful, and transparent consultation process reflects our values by treating our people with respect through significant change. Our engagement approach is supportive, people focused and ensures compliance with industrial instruments or legislated requirements, recognising no defined consultation period is stipulated

We have demonstrated our commitment to these fair processes in various scenarios to consult with our team members, including with the transition of our Jaguar Operations into care and maintenance. We ensured an effective and engaging consultation process across our team, providing opportunities for over 200 of our team members to participate in discussions regarding the decision, its impact, potential redeployment and opportunities to provide feedback.

11. Updated from 30 June 2024 to reflect the new CTO role.

Additionally, we partnered with our third-party providers to provide comprehensive support through an outplacement 'Job Ready' program and our Employee Assistance Program both during and post the transition to care and maintenance.

Upskilling our teams

Aeris Resources is committed to the continuous development of our employees' skills and capabilities.

Our Professional Development & Education Assistance policy provides support for professional development and educational assistance through various mechanisms, including company funded training, financial support and cost reimbursement as well as paid study and examination leave.

To ensure our employees remain competitive and competent in the evolving job market, we offer a range of programs designed to enhance their skills.

Our training initiatives support employee advancement within our operations and provide development training that facilitates progression. We also offer apprenticeship and traineeship roles within Trades and other areas of our business. Furthermore, graduate positions are focused on technical areas such as mining engineering, mechanical engineering, surveying and geology. These programs are aimed at fostering professional growth and career progression.

CAREER PROGRESSION AT AERIS RESOURCES

Georgia, now a Senior Mining Engineer for Long Term Planning at Aeris Resources' Brisbane office, has experienced significant career growth since joining the company four years ago. Starting as a Mining Engineer at Cracow Gold Operations, Georgia's potential was quickly recognised by her managers, who actively supported her career development.

Over the years, Georgia embraced several opportunities within Aeris Resources, demonstrating her dedication and capability. She took on the role of an Underground Supervisor and completed a secondment at Mt Colin operation in North Queensland. These experiences provided her with diverse challenges and learning opportunities, shaping her into a well-rounded engineer.

Her journey within Aeris Resources culminated in her current position as Senior Long Term Planning Engineer for Tritton Copper Operations in New South Wales, for which she is based in the Brisbane office.

Reflecting on her journey, Georgia expressed gratitude for the development and training opportunities provided by Aeris Resources. "I have appreciated the development and training opportunities Aeris has offered me, which has helped with my career progression," she said. Georgia highlighted the value of her on-site experiences, where she enjoyed seeing her plans come to life daily. Now, in her long-term planning role, she is excited to make a more strategic impact on the business.

CASE STUDY

BRYCE'S APPRENTICESHIP JOURNEY AT CRACOW GOLD OPERATIONS

Bryce, a final-year Diesel Fitter Apprentice at Cracow Gold Operations, has found his calling in a career that combines his passion for working on vehicles with the opportunities provided by the mining industry. Growing up on a farm, Bryce spent his early years fixing tractors, cars, and motorbikes, which sparked his interest in pursuing a career in mechanical work. He began his four-year apprenticeship at Cracow Gold Operations and is set to graduate in 2025.

Throughout his apprenticeship, Bryce has received extensive support and training, which he describes as "life-changing." He attributes much of his success to the holistic approach taken by his supervisors, who have been instrumental in ensuring both his physical and psychological well-being. As he nears the completion of his apprenticeship, Bryce feels a deep sense of accomplishment and connection to Cracow, knowing that his work directly contributes to the success of the operation.

Bryce is motivated by the clear pathways and opportunities for career progression at Cracow, as well as the company's commitment to promoting from within. "The pathways and opportunities for career progression and seeing promotions happen from within make me want to work harder to achieve my goals and necessary training – which is all provided here," he says. Bryce sees a bright future at Cracow, stating "I've grown to be a part of it here and it's really interesting to see where we are going next."

COMMUNITY

Our goal is to contribute to the long-term prosperity of our local communities by investing in programs and initiatives that enhance economic and social well-being.

Maintaining respectful relationships with our local communities is a priority for Aeris Resources. We understand the importance of establishing a meaningful presence and positive impact on the communities where we operate. We aim to build genuine relationships with our key stakeholders, including local businesses and landholders, employees and contractors, local schools and families, Indigenous and Torres Strait Islander groups and local and state governments, and create lasting value where we are active within the regional areas of Australia.

ECONOMIC IMPACTS

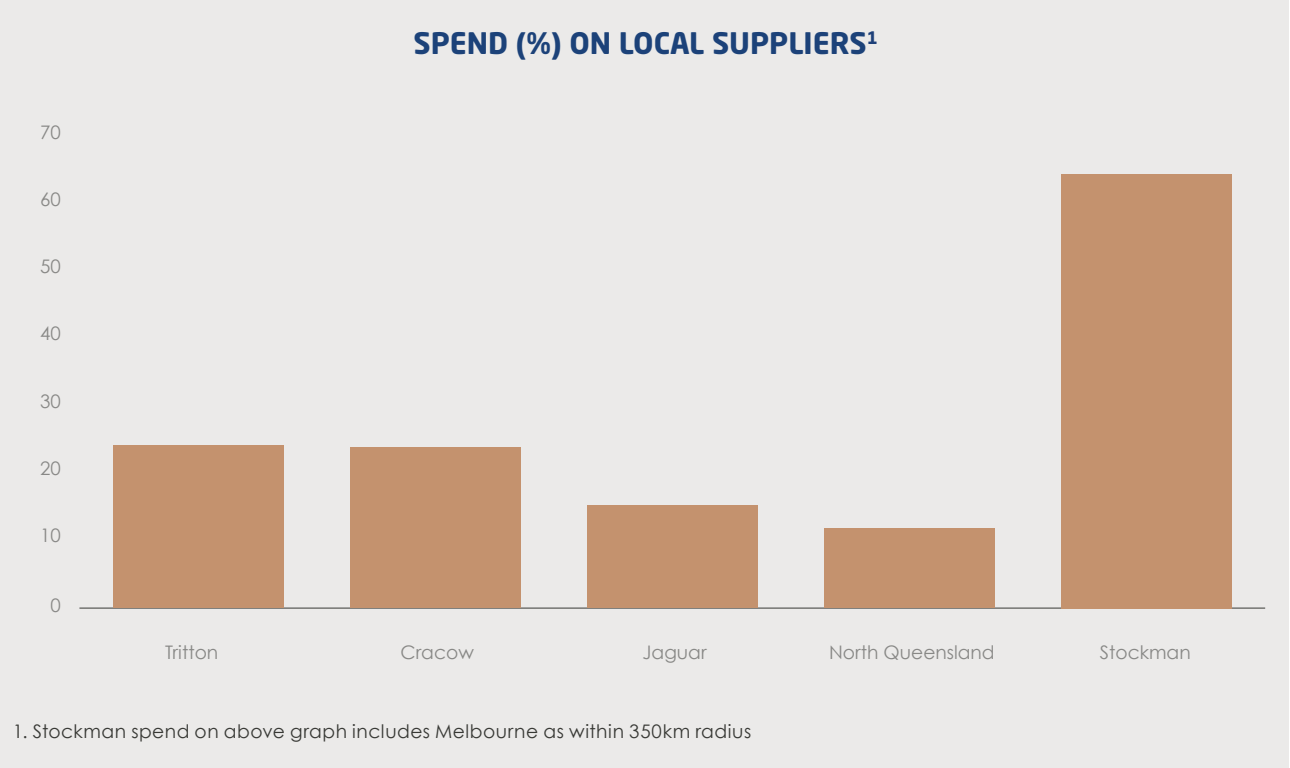
Aeris Resources remains committed to delivering strong economic performance, which is reflected in our direct economic value generation and distribution. In the reporting period, the total direct economic value distributed amounted to almost $509 million, encompassing operating costs, employee wages and benefits, and payments to providers of capital. This value breakdown can be seen across each of our facilities as below.

We continually assess and optimise our economic activities to ensure sustainable growth and value creation for our stakeholders.

Furthermore, we are committed to supporting the local economies in which we operate through our procurement practices.

Economic Value Distributed ($'000)	Tritton	Cracow	Jaguar	North Queensland	Total
Operating Costs	$124,543	$57,488	$19,846	$79,839	$281,715
Employee Wages and Benefits	$71,815	$38,857	$13,960	$2,546	$127,179
Payments to Providers of Capital	$62,128	$33,450	$4,051	$818	$100,447
Total	**$258,486**	**$129,795**	**$37,857**	**$83,203**	**$509,341**

Proportion of Spending on Local Suppliers



1. Stockman spend on above graph includes Melbourne as within 350km radius

In FY24, we allocated approximately 20% of our total procurement spend to local suppliers. By prioritising local sourcing, we not only strengthen regional economic development but also enhance our supply chain resilience and foster long-term partnerships with local businesses. We define local as being the postcodes that fall into defined government areas within a 350km radius of our mining sites.

LOCAL COMMUNITIES

Our involvement in this area encompasses both planned and ad-hoc initiatives that provide diverse benefits to our local communities. These initiatives cover health, wellbeing, social value, cultural connectivity, sports, recreation, environmental protection, education and economic and employment opportunities.

Our efforts also focus on preserving heritage values and working towards a sustainable future for our regions. We recognise the challenges in achieving these objectives and remain dedicated to making a genuine difference through collaboration and aligned efforts.

Aeris Resources undertakes local community engagement, carries out impact assessments as part of project studies and development. We conduct thorough community engagement initiatives to understand the needs and concerns of the local population. We remain committed to minimising our footprint and ensuring that our operations contribute positively to the communities we are part of. Continuous dialogue and collaboration with local stakeholders are central to our efforts to achieve sustainable and equitable outcomes. The Social Impact Assessment for the Constellation mine project at Tritton Operations was completed in FY24.

At Tritton, we host Community Consultative Committee (CCC) meetings, a forum to gather valuable feedback. These are chaired by an Independent Chair, Gary West and these meetings are attended by local landholders, Nyngan Aboriginal Land Council members, local Bogan Shire Council members, and local business owners. The meetings serve as an opportunity for Tritton to be as transparent with the community as possible and provide an opportunity for questions or concerns to be addressed.

At Cracow we host quarterly Community Consultation Meetings. The purpose of these meetings is to engage and consult with the community. In FY24, we discussed issues such as ongoing legacy planning, water supply and rehabilitation planning for the site.

At Stockman we hold quarterly Community Reference Group meetings which involves representatives from local communities within the Omeo Region and a representative from East Gippsland Shire Council. These meetings are an opportunity for the community to raise any questions or concerns they may have. In addition, an Annual Community Meeting was held in November 2023 where Executive Chairman Andre Labuschagne provided an update on the progress of the Project and answered community questions. Community members can also sign up to the newsletter via the Aeris Resources website to receive biannual newsletters providing updates on the Project.

The various stakeholder communication registers maintained by the sites and projects were replaced during the reporting period by a business wide database using the 'Consultation Manager' third party software platform. This new stakeholder database has been implemented company wide and will ensure all grievances or complaints are logged centrally.

As Aeris Resources continues to grow and our community programs continue to develop, Consultation Manager will assist Aeris Resources in engaging and managing stakeholders across our sites and ensure accountability, transparency, and local involvement. Consultation Manager will provide a consistent approach across the business to enable each site to:

- Record details about key stakeholders
- Document key outcomes from stakeholder interactions, including commitments made
- Map key landowners/land managers that are near neighbours to our operations and projects
- Track progress of actions associated with stakeholder engagement
- Facilitate reporting of key metrics on stakeholder engagement; and
- Distribute communications such as newsletters and meeting invites

In FY24 a total of five grievances from local communities were recorded, all of which were resolved without the need for use of facilitated remediation.

Impact Assessments

We perform detailed impact assessments to identify potential effects of our activities and develop tailored programs to mitigate any adverse impacts.

At Tritton, the Constellation Project has the potential to become a new major production centre and as such requires ongoing engagement and consultation with a range of stakeholders, landowners and the community. An Environmental Impact Assessment (EIS) has been submitted to the NSW Government. The EIS was supported by a Social Impact Assessment undertaken by a specialist third party.

CASE STUDY

BRIDGING EDUCATION AND INDUSTRY AT THE 20TH ANNUAL OUTBACK SCIENCE AND ENGINEERING CHALLENGE

The Tritton mine site made a significant contribution to the 2024 Science & Engineering Challenge, an outreach program organised by the University of Newcastle. The program's goal is to inspire junior students to pursue science at the Higher School Certificate (HSC) and tertiary level, thereby increasing the number of young people entering the exciting field of engineering, science and technology. Over the past 20 years, research from the Board of Studies has shown that the program is effective, with a growing percentage of students each year enrolling in science-based subjects in Years 11 and 12.

In 2024, the Challenge celebrated its 20th anniversary, marking two decades of fostering student interest in science and engineering. This milestone year saw participation from up to nine schools in the Outback, including schools from Broken Hill (2), Cobar (3), Brewarrina, Nyngan, Bourke, and Lake Cargelligo. Aeris Resources sponsored the program, highlighting our commitment to education and community development. Representatives from Aeris Resources attended the event on May 2, 2024, demonstrating their support.

Tritton mine employees played a key role in the event, particularly by leading the 'Confounding Communications' challenge. This activity required students to send coded messages using pulses of coloured light along a fibre-optic rod, introducing them to the basics of optical communication. The challenge emphasised teamwork, problem-solving, and practical applications of scientific concepts.

The involvement of Tritton mine employees provided students with a unique opportunity to engage with industry professionals, enhancing their understanding and interest in science and engineering. By leading the challenge, Tritton staff helped simplify complex scientific principles, making them accessible and exciting for the students in our surrounding rural communities.

The success of the 2024 Science & Engineering Challenge, supported by Aeris Resources and Tritton mine site employees, showcases the positive impact of industry-education partnerships. It highlights the importance of programs that spark a passion for science among students and prepare them for future careers. This collaboration between Aeris Resources, the University of Newcastle, and Tritton mine site employees demonstrates the power of community engagement in shaping a brighter future.

Development Programs

In 2024, we developed and finalised our guidelines for community grants, which is one way we determine which programs to support. We encourage sponsorship requests from local and surrounding communities within the catchment areas of our sites. The Community Grants programs focus on areas such as health, environment, youth, economic development and sport. Our projects aim to create long-term value and improve the quality of life for local residents.

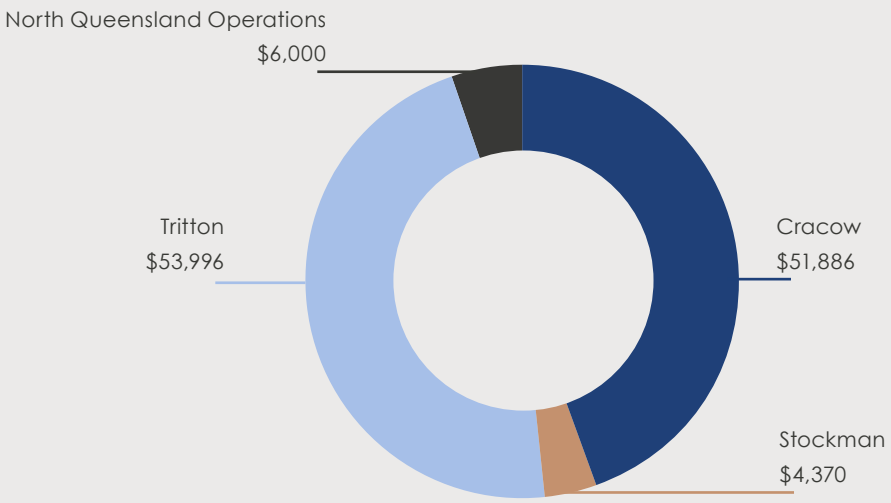
In the 2024 financial year we provided a total of $116,000 through sponsorship funding or through our community grants program. Across our Tritton, Cracow, Mt Colin and Stockman sites we have supported a wide variety of community projects, ranging from sponsorship for local events to small grants designed to assist local community and sporting organisations.

- Youth Engagement and Sports Development: We have sponsored a range of sports related programs and clubs in 2024, as we aim to support the next generation in sport. These include being the major sponsor of Theodore Junior Roosters football club, contributing towards the purchase of new football uniforms for the Swifts Creek Football Netball Club and providing 2024 season sponsorship for the Nyngan Tigers.
- Attendance at Local Festivals and supporting Community Events: We have participated in various community run events where organisations and businesses from Bogan Shire are in attendance, these include Nyngan GROW Day, Nyngan Show and NAIDOC. We have also sponsored a number of community event days and local festivals this year, these include the sponsorship of a race at the Tambo Valley Picnic Races, Bronze Tier sponsorship for Cloncurry Merry Muster Festival 2024 and sponsorship of Cloncurry Rockhana Mines and Minerals Field Day.
- Environment and Biodiversity: As we strive to partner with the community for a sustainable future, we have contributed towards the purchase of solar panels for Cracow Community Centre. We have also provided funding towards the purchase of two possum nest boxes for Benambra Dinner Plain Omeo Landcare, to assist in improving possum habitats near Omeo District Health.
- Health and Wellbeing in Our Communities: We want our local communities to thrive. This year, we made a donation to the Benambra Neighbourhood House, Flexible Transport Program. This helped with the purchase of a community bus, an in-demand service due to the lack of public transport locally. We also donated towards the refurbishment of the palliative care room at Omeo District Health, aiming to provide an improved experience for families and loved ones in palliative care.

Addressing Negative Impacts on Local Communities

Aeris Resources recognises that all our operations have the potential to have unintended negative consequences for some of our stakeholders and local community members. To manage this, we have processes in place to identify, understand and take action to mitigate any grievances of this nature. For this reporting period, we have noted no significant negative impacts on Local Communities.

FY24 COMMUNITY GRANTS TOTAL SPEND BY OPERATION



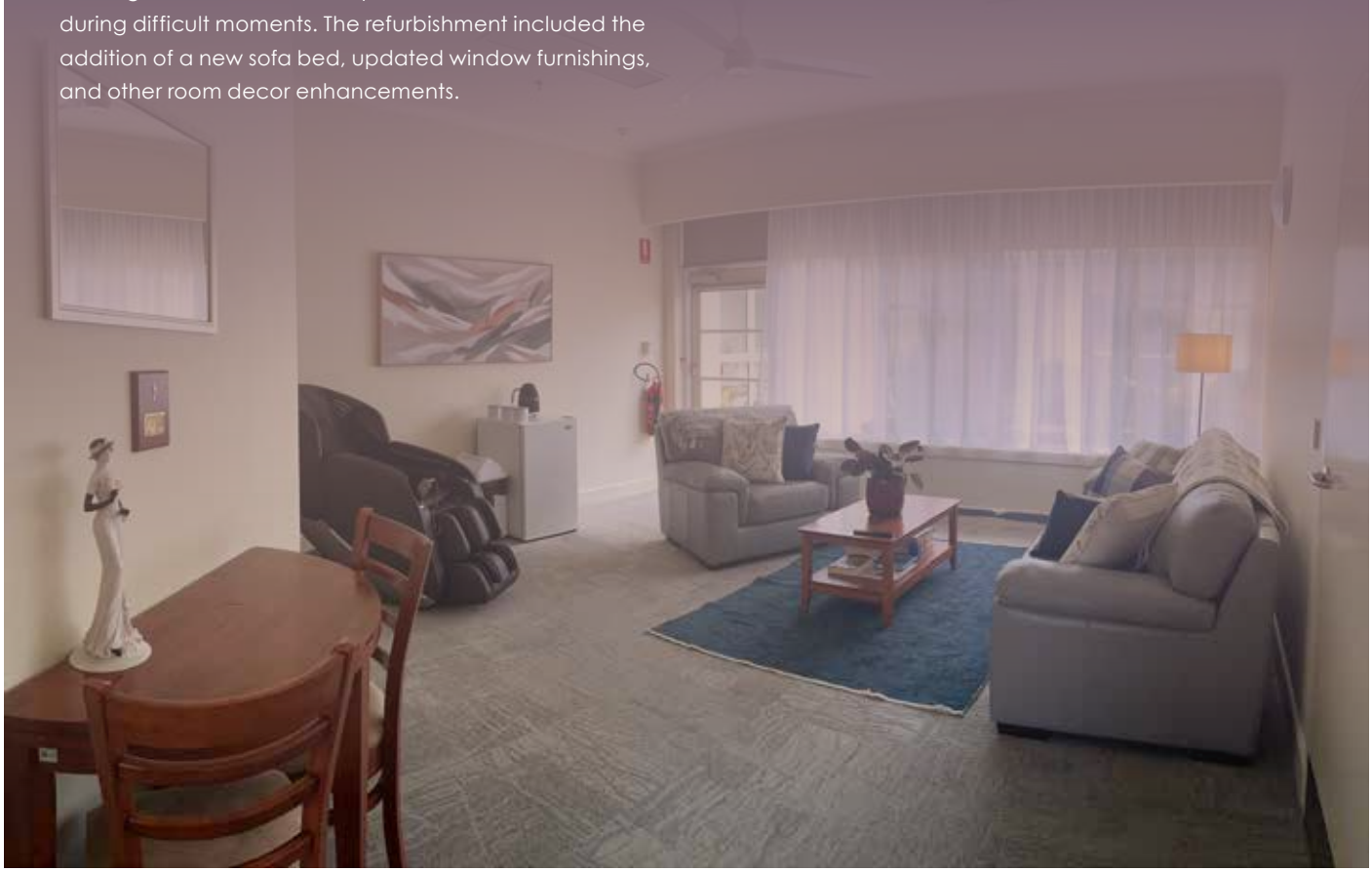
CASE STUDY

IMPROVING END-OF-LIFE COMMUNITY CARE FACILITIES AT OMEO DISTRICT HEALTH

Through the Stockman Project's community grants fund, we have supported the refurbishment of Omeo District Health's Quiet Lounge. Omeo District Health, the largest employer in the area, is a Small Rural Health Service that provides urgent care, primary care, residential aged care, allied health, and a range of home-based services across the Omeo district.

The Quiet Lounge serves as a multipurpose space for family members visiting relatives receiving end-of-life care, offering them a comfortable place to take some time out during difficult moments. The refurbishment included the addition of a new sofa bed, updated window furnishings, and other room decor enhancements.

These updates have significantly improved the ambiance and functionality of the lounge, providing a serene and supportive environment for families during challenging times. Our contribution to the refurbishment of the Quiet Lounge demonstrates our commitment to supporting community health services and enhancing the well-being of the communities in which we operate.



HEALTH, SAFETY AND WELLBEING

At Aeris Resources, the health, safety and wellbeing of our people and communities is our foremost priority.

We are committed to fostering a work environment that promotes physical and mental wellness, prioritises safety and supports the overall wellbeing of our workforce. Management of safety stands as one of our core values.

Our commitment to safety is built upon well-established frameworks designed to ensure that our workforce operates in a strong safety culture. We have robust processes to proactively identify, evaluate, and address health and safety risks, preventing issues before they occur. The safety management framework has standards, procedures and guidelines established to control the hazards identified by the risk assessment process. Critical controls for the management of hazards are identified. We audit to check that controls are working, and risks are being managed.

We recognise that to create a safe and supportive workplace from which our people can return home safely, our programs need to extend beyond the physical health of our employees. We aim to enhance overall emotional, mental and social wellbeing, through the provision of our wellbeing programs designed to promote work-life balance, mental health awareness, and personal development. We believe that a holistic approach to wellbeing contributes to a more engaged, productive and satisfied workforce.

Our comprehensive occupational health and safety practices aim to prevent harm to our workers while promoting their overall health and wellbeing.

Safety and Health Management System

We have implemented robust Safety and Health Management Systems (SHMS) at each of our sites, which cover all workers including, employees, contractors, suppliers, vendors and visitors. Our SHMSs have been implemented based on recognised risk management standards and guidelines, including the AS/NZS 4801:2001 Occupational Health and Safety Management Systems.

Our site-specific SHMS are also aligned with the relevant State legislative requirements which include the NSW Work Health and Safety (Mines and Petroleum Sites) Act 2013 and NSW Work Health and Safety (Mines and Petroleum Sites) Regulations 2022 at our Tritton site. The Mining and Quarrying Safety and Health Act 1999 and the Mining and Quarrying Safety and Health Regulations 2017 at our Cracow and Mt Colin sites. Work Health and Safety Act 2020, and Work Health and Safety (General) Regulations 2022 at our Jaguar site.

The SHMS at each mine is based on comprehensive broad brush risk assessments that consider the specific conditions at each operation. Our processes for identifying hazards and assessing risks are based on relevant industry standards and state legislation and aligned to international standards, including ISO 31000:2018 Risk Management.

Hazard Identification and Incident Investigation

Demonstrating a strong commitment to fostering a safe working environment, Aeris Resources employs rigorous processes to identify, assess and mitigate work-related hazards and risks, including incident investigation and reporting practices to ensure that risks are prevented before they occur. We diligently track and monitor reported hazards and near misses. Actions identified by investigations, job inspections, hazard reports and safety interactions are recorded and monitored for timely completion.

Other tools for hazard identification and assessment include a Workplace Risk Assessment and Control (WRAC) Record, Job Safety and Environmental Analysis (JSEA) Record, a Take 5 Risk Individual Assessment tool, Safe Work Instructions and procedures, and a Hazard Risk Register.

At all our sites, we utilise the InControl (INX) software application to manage the recording of safety risks, incidents, and events for reporting, compliance management, and assurance purposes. For workers without computer access, we provide paper-based hazard report cards to record hazards for further action. Our Incident Investigation and Notification Procedures detail the steps for reporting and investigating incidents, including the use of the Incident Cause Analysis Method (ICAM) for significant events. Corrective actions are determined through a collaborative process involving workers, supervisors, and the investigation findings.

Emergency Response

At each of our sites, Aeris Resources has an emergency response team and trained occupational first aid personnel onsite, including onsite ambulances and fire trucks, which are always available. There are first aid rooms at the sites and camps to ensure that treatment can be provided as early as possible.

Occupational Health Services

We offer comprehensive occupational health services to protect the health of our workers in relation to their work environment.

A medical assessment provider is engaged for all employee pre-employment and periodic medical requirements, monitoring the health of employees to identify any adverse effects related to the work environment, ensuring early detection of potential health issues. At Cracow and Tritton, we engage accredited fitness and rehabilitation specialists to conduct ongoing occupational health monitoring and education. Employees also have access to a visiting exercise physiologist at regular intervals. Additional consultations can be arranged at an offsite clinic.

We also have an occupational hygiene protection program that addresses respiratory health hazards at the mine, such as respirable dust and diesel particulate matter, which includes quarterly hygiene monitoring of these hazards to ensure controls are in place and working.

Additionally, as part of our onboarding and offboarding processes, we conduct pre-employment medical checks and periodic health assessments to monitor employees' well-being throughout their time with us. Our systems, including Carelever Monitor, ensure that our Health and Safety teams are promptly notified of any required medical reviews.

Worker Participation, Consultation, and Communication on Occupational Health and Safety

In our commitment to maintaining a robust SHMS at our sites, we seek active participation and consultation of our workforce in the development, implementation, and evaluation of our health and safety systems.

This collaborative approach ensures that our safety practices are both effective and responsive to the needs of our employees and reflect potential hazards in the environment in which they work. If there are any changes that may affect workplace health and safety matters, appropriate consultative processes are undertaken to ensure all staff affected by the change are adequately represented.

Each of our sites have a formal Health and Safety Committee, that is responsible for reviewing and advising on the functioning of site occupational health and safety matters in accordance with the site's SHMS, including developing recommendations and actions to mitigate or control identified hazards and risks. Key matters are communicated to all employees as required, whether this be through pre-start meetings, safety noticeboards, toolbox talks and other safety meetings.

We provide regular training on occupational health and safety to all workers to ensure that our workforce is knowledgeable and competent in maintaining a safe work environment. The types of training provided covers technical and high-risk work areas, first aid and other health and safety procedures and processes applicable to each site.

Type of Training	Delivery Method	Frequency of Training
Supervisor Training	Onsite	As required
First Aid Training	Onsite	Annually for CPR and triennially for first aid
Mines Rescue Training	Onsite	Monthly
Low Voltage Rescue Training	Onsite	Annually
Specific Role Training	Onsite	Daily
Induction Training	Onsite	Weekly for new starters and 5 yearly refreshers for all workers

Safety Performance

In FY24, we have seen a significant decrease in work-related injuries, reflecting our ongoing commitment to enhancing workplace safety and implementing effective risk management strategies.

Total Recordable Injury frequency rate (TRIFR) was 40.5 in FY24. Lost Time Injury frequency rate (LTIFR) was 1.2 in FY24, down slightly from 1.7 in FY23

We are committed to reducing these incidents through continuous improvement of our safety practices. Our occupational health services and preventive measures aim to address and mitigate these health issues effectively.

Promotion of Employee Psychosocial Health and Wellbeing

Beyond occupational health and safety, the psychosocial wellbeing of our employees is central to our values. We understand that a holistic approach to health is essential, which is why we provide access to comprehensive non-occupational medical and healthcare services, including voluntary health promotion programs and services. These initiatives are designed to keep our workforce resilient and engaged, boosting overall productivity and job satisfaction.

Aeris Resources has promoted a range of activities and initiatives throughout the year to support employees' mental and physical health and well-being, including the RUOK Day and our Employee Assistance Program.

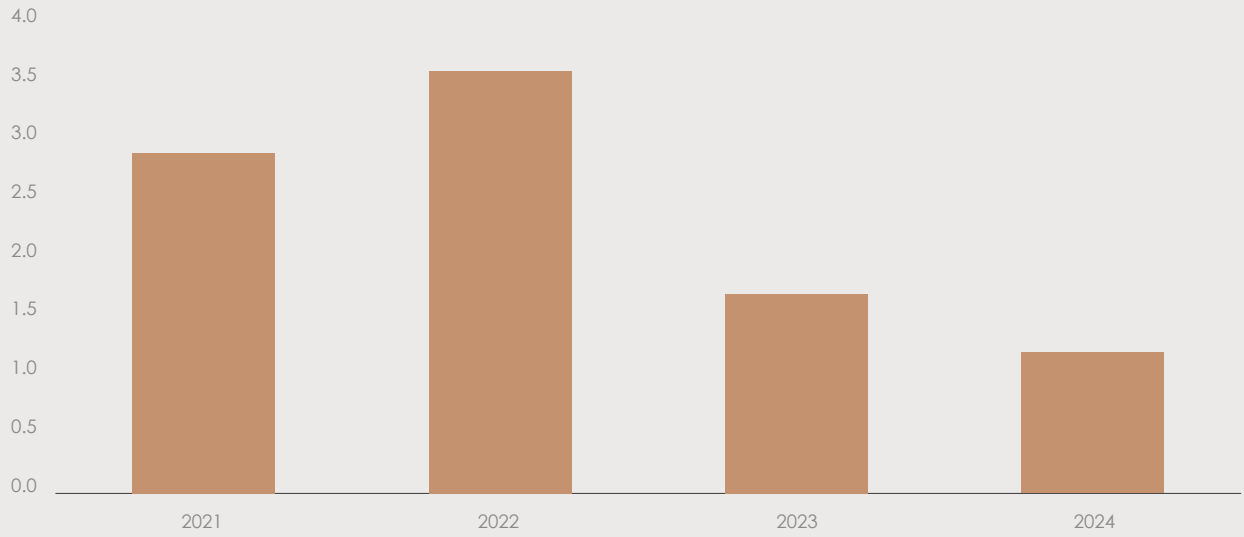
Aeris Resources has an Employee Assistance Program that offers free and confidential counselling services to our employees and their families.

We also provide reimbursements for flu vaccinations and prescription eye glasses. Aeris partner with multiple health insurance providers so that our employees have access to more for less with their Corporate Cover program.

At our camps, we promote both physical and mental wellbeing through a range of supportive amenities. We offer fully equipped cardio and weights gyms to encourage regular exercise and nutritious meal options are provided at our site camp mess halls.

	Tritton	Cracow	Jaguar	North Queensland	Total
Fatalities	0	0	0	0	0
Lost time injury (LTI)	3	0	0	0	3
Restricted Work Injury (RWI)	12	2	0	1	15
Medical Treatment Injury (MTI)	1	3	0	0	4
First Aid Injury	66	17	0	5	88

LOST TIME INJURY FREQUENCY RATE



ENHANCING WORKFORCE PROTECTION WITH EAR FIT VALIDATION AT TRITTON

Within this reporting period Aeris Resources acquired an Ear Fit Validation Unit at our Tritton Operations to further our commitment to protecting our workforce. This tool plays a critical role in ensuring that our hearing protection protocols are both effective and compliant with industry standards.

The Ear Fit Validation Unit provides an objective, quantitative measurement of each employee's hearing protection, allowing us to accurately assess the effectiveness of their personal protective equipment. This not only enhances the overall safety of our workers but also educates them on the importance of proper fit, ensuring they understand how critical it is to their safety and well-being.

Looking ahead, Aeris Resources is proud to be integrating this technology into our onboarding process, with all new inductees undergoing fit testing upon starting at our Tritton facility. Furthermore, we are implementing a schedule to regularly test all current workers, ensuring ongoing compliance and optimal protection for everyone on site. This proactive approach underscores our dedication to maintaining a safe and healthy working environment for all.

CASE STUDY

BIOLOGICAL CONTROL OF HUDSON PEAR CACTUS

Hudson Pear, a highly invasive cactus species native to Mexico (*Cylindropuntia rosea or Cylindropuntia tunicata*), poses significant challenges at our Cracow mine site. Classified as a restricted invasive plant by Biosecurity Queensland, Hudson Pear is a serious hazard to both workers and vehicles due to its incredibly sharp reverse-barb thorns. These thorns can puncture boots and vehicle tires, creating safety risks and operational disruptions. Additionally, the cactus can latch onto the legs of cattle, spreading further as the animals move. Notably, there has been one recorded fatality globally due to Hudson Pear.

In our commitment to maintaining a safe working environment and addressing this invasive species, we have partnered with Biosecurity Queensland to trial a biological control method aimed at suppressing the spread of Hudson Pear. This innovative control utilises a species of cochineal bugs that infest and feed on the cactus, reducing its prevalence. A similar biological control using a different variant of cochineal bugs has been successfully employed in the region to target the velvety tree pear.

To date, there have been two visits to our site for the deployment of the cochineal bugs. The initial batch did not establish as hoped due to high rainfall, which washed the bugs off the target plants before they could take hold. However, a second visit in June showed more promising results. We have observed the control spreading to additional plants near the deployment sites, indicating a potential for broader suppression of Hudson Pear.

In addition to field deployment, Aeris Resources begun cultivating a batch of cochineal bugs in our greenhouse. This proactive measure will allow us to deploy additional controls as the population increases, ensuring a sustained effort in combating the invasive cactus.

Our collaboration with Biosecurity Queensland and the deployment of biological controls reflects our proactive approach to managing health and safety risks at our site. The promising early results of the cochineal bug deployment underscore our commitment to innovative and sustainable solutions for invasive species management. As we continue to monitor and expand our control efforts, we aim to significantly reduce the presence of Hudson Pear, enhancing the safety and sustainability of our operations.

GRI REPORTING INDEX

GRI Standard	Disclosure	Location
General Disclosures		
GRI 2: General Disclosures	2-1 Organizational details	Refer to Annual Report: Financial Review
	2-2 Entities included in the organization's sustainability reporting	About this Report: Reporting Boundary and Scope
	2-3 Reporting period, frequency and contact point	About this Report: Reporting Boundary and Scope
	2-4 Restatements of information	Refer to Annual Report: Financial Review
	2-5 External assurance	About this Report: External Assurance
	2-6 Activities, value chain and other business relationships	Our Sustainability Approach: Our Value Chain
	2-7 Employees	People - Diversity of governance bodies and employees
	2-8 Workers who are not employees	NR (Not Reported)
	2-9 Governance structure and composition	Refer to Aeris Resources Website www.aerisresources.com.au/about/leadership/
	2-10 Nomination and selection of the highest governance body	Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporate-governance/
	2-11 Chair of the highest governance body	Refer to Aeris Resources Website www.aerisresources.com.au/about/leadership/
	2-12 Role of the highest governance body in overseeing the management of impacts	Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporate-governance/
	2-13 Delegation of responsibility for managing impacts	Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporate-governance/
	2-14 Role of the highest governance body in sustainability reporting	Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporate-governance/
	2-15 Conflicts of interest	Refer to Aeris Resources Website www.aerisresources.com.au/about/leadership/
	2-16 Communication of critical concerns	Independent contact details for a whistleblower service are available from the Aeris Resources website www.aerisresources.com.au/contact/
	2-17 Collective knowledge of the highest governance body	Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporate-governance/
	2-18 Evaluation of the performance of the highest governance body	Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporate-governance/
	2-19 Remuneration policies	Refer to Aeris Resources Remuneration and Nomination Committee Charter www.aerisresources.com.au/about/corporate-governance

GRI Standard	Disclosure	Location
GRI 2: General Disclosures	2-20 Process to determine remuneration	Refer to Aeris Resources Remuneration and Nomination Committee Charter www.aerisresources.com.au/about/corporate-governance
	2-21 Annual total compensation ratio	NR
	2-22 Statement on sustainable development strategy	Our Sustainability Approach: Sustainability at Aeris
	2-23 Policy commitments	Refer to Aeris Resources Corporate Code of Conduct www.aerisresources.com.au/about/corporate-governance
	2-24 Embedding policy commitments	NR
	2-25 Processes to remediate negative impacts	NR
	2-26 Mechanisms for seeking advice and raising concerns	NR
	2-27 Compliance with laws and regulations	NR
	2-28 Membership associations	NR
	2-29 Approach to stakeholder engagement	Our Sustainability Approach: Our Stakeholders
	2-30 Collective bargaining agreements	NR
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Sustainability Approach: Materiality Assessment
	3-2 List of material topics	Our Sustainability Approach: Materiality Assessment
	3-3 Management of material topics	Our Sustainability Approach: Sustainability at Aeris Resources
GRI 14.1 GHG emissions		
14.1.1	Management of material topics	Environment: Energy & Greenhouse Gas Emissions
14.1.2	3021 Energy consumption within the organisation	Environment: Energy & Greenhouse Gas Emissions
14.1.3	302-2 Energy consumption outside of the organization	NR
14.1.4	3023 Energy intensity	Environment: Energy & Greenhouse Gas Emissions
14.1.5	3051 Direct (Scope 1) GHG emissions	Environment: Energy & Greenhouse Gas Emissions
14.1.6	3052 Energy indirect (Scope 2) GHG emissions	Environment: Energy & Greenhouse Gas Emissions
14.1.7	3053 Other indirect (Scope 3) GHG emissions	NR
14.1.8	3054 GHG emissions intensity	Environment: Energy & Greenhouse Gas Emissions
14.1.9	3055 Reduction of GHG emissions	Environment: Energy & Greenhouse Gas Emissions
Topic 14.2 Climate Adaptation and Resilience		
14.2.1	Management of material topics	Environment: Energy & Greenhouse Gas Emissions
14.2.2	201-2 Financial implications and other risks and opportunities due to climate change	Environment: Energy & Greenhouse Gas Emissions
Topic 14.6 Tailings		
14.6.1	Management of material topics	Environment: Tailings
14.6.2	Add. Sect. Requirements	Environment: Tailings
14.6.3	Add. Sect. Requirements	Environment: Tailings

GRI Standard	Disclosure	Location
Topic 14.7 Water and Effluents		
14.7.1	Management of material topics	Environment: Water and Effluents
14.7.2	3031 Interactions with water as a shared resource	Environment: Water and Effluents
14.7.3	3032 Management of water dischargerelated impacts	Environment: Water and Effluents
14.7.4	3033 Water withdrawal	Environment: Water and Effluents
14.7.5	3034 Water discharge	Environment: Water and Effluents
14.7.6	3035 Water consumption	Environment: Water and Effluents
Topic 14.8 Closure & Rehabilitation		
14.8.1	Management of material topics	Environment: Closure and Rehabilitation
14.8.2	402-1 Minimum notice periods regarding operational changes	Environment: Closure and Rehabilitation
14.8.3	404-2 Programs for upgrading employee skills and transition assistance programs	Environment: Closure and Rehabilitation
14.8.4	Add. Sect. Requirements	Environment: Closure and Rehabilitation
14.8.5	Add. Sect. Requirements	Environment: Closure and Rehabilitation
14.8.6	Add. Sect. Requirements	Environment: Closure and Rehabilitation
14.8.7	Add. Sect. Requirements	NR
14.8.8	Add. Sect. Requirements	NR
14.8.9	Add. Sect. Requirements	NR
Topic 14.9 Economic Impacts		
14.9.1	Management of material topics	Community: Economic Impacts
14.9.2	201-1 Direct economic value generated and distributed	Community: Economic Impacts
14.9.3	203-1 Infrastructure investments and services supported	Community: Economic Impacts
14.9.4	203-2 Significant indirect economic impacts	Community: Economic Impacts
14.9.5	204-1 Proportion of spending on local suppliers	Community: Economic Impacts
14.9.6	Add. Sect. Requirements	People: Non-discrimination and Equal Opportunity
Topic 14.10 Local Communities		
14.10.1	Management of material topics	Community
14.10.2	413-1 Operations with local community engagement, impact assessments, and development programs	Community: Local Community
14.10.3	413-2 Operations with significant actual and potential negative impacts on local communities	Community: Local Community
14.10.4	Add. Sect. Requirements	Community: Local Community
GRI 14.16 Occupational health and safety		
14.16.1	Management of material topics	Health, Safety and Wellbeing
14.16.2	4031 Occupational health and safety management system	Health, Safety and Wellbeing: Occupational Health and Safety Management System
14.16.3	4032 Hazard identification, risk assessment, and incident investigation	Health, Safety and Wellbeing: Hazard Identification, and Incident Investigation
14.16.4	4033 Occupational health services	Health, Safety and Wellbeing: Occupational Health Services

GRI Standard	Disclosure	Location
GRI 14.16 Occupational health and safety		
14.16.5	4034 Worker participation, consultation, and communication on occupational health and safety	Health, Safety and Wellbeing: Worker Participation, Consultation, and Communication on Occupational Health and Safety
14.16.6	4035 Worker training on occupational health and safety	Health, Safety and Wellbeing: Worker Participation, Consultation, and Communication on Occupational Health and Safety
14.16.7	4036 Promotion of worker health	Health, Safety and Wellbeing: Promotion of Employee Psychosocial Health and Wellbeing
14.16.8	4037 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety and Wellbeing: Occupational Health Services
14.16.9	4038 Workers covered by an occupational health and safety management system	Health, Safety and Wellbeing: Occupational Health and Safety Management System
14.16.10	4039 Work-related injuries	Health, Safety and Wellbeing: Safety Performance
14.16.11	40310 Work-related ill health	Health, Safety and Wellbeing: Safety Performance
GRI 14.21 Non-discrimination and equal opportunity		
14.21.1	Management of material topics	People: Non-discrimination and Equal Opportunity
14.21.2	202-2 Proportion of senior management hired from the local community	People: Non-discrimination and Equal Opportunity
14.21.3	401-3 Parental leave	People: Non-discrimination and Equal Opportunity
14.21.4	404-1 Average hours of training per year per employee	NR
14.21.5	405-1 - Additional Sector Requirement	NR
14.21.6	405-2 - Additional Sector Requirement	NR
14.21.7	406-1 Incidents of discrimination and corrective actions taken	People: Non-discrimination and Equal Opportunity

We are Aeris Resources

Aeris Resources is a mid-tier base and precious metals producer. Our copper-dominant portfolio comprises of three operating assets, a mine on care and maintenance, two advanced development projects and a highly prospective exploration portfolio.


Aeris
RESOURCES