



2025

SUSTAINABILITY REPORT

Focused. Forward.



Sustainability Report

ACKNOWLEDGEMENT OF COUNTRY

Aeris Resources acknowledges the Traditional Custodians of the lands on which we operate. We pay respects to Aboriginal and Torres Strait Islander Elders past, present, and emerging; and recognise their connection to Country.



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ABOUT THIS REPORT



REPORTING BOUNDARY AND SCOPE

For FY25, unless otherwise stated, the reporting boundary refers to all Aeris Resources Limited's assets that are wholly owned and controlled by the company. This includes corporate.

Aeris wholly owns and controls Tritton Copper Operations, Cracow Gold Operations, North Queensland Copper Operations and the Jaguar and Stockman Projects.

All available data and evidence have been utilised to compile this Report. Information inconsistencies and data gaps have been acknowledged, and any data requiring restatement has been detailed where applicable.

The Sustainability Report is designed to benefit all stakeholders interested in our company's sustainability journey, business performance, and the mineral and resources industry. Supporting information is referenced throughout the report, with additional details available at www.aerisresources.com.au.

Reporting Framework

Aeris Resources is publishing its FY25 Sustainability Report with reference to the Global Reporting Initiative (GRI) Standards, including the GRI 14: Mining Sector 2024 Standards.

External Assurance

Aeris Resources have not sought external assurance for disclosures within this report.

Sustainability Highlights



Established new Sustainability Department

Environment & Climate



Commenced major rehabilitation project:
Murrawombie heap leach pads



Climate risk scenario analysis completed
using IEA and IPCC pathways

Diversity & Inclusion

17%

Female participation rate

10%

Aboriginal and Torres Strait
Islander participation rate

40%

Female participation
on ELT

Safety



1.3
LTIFR



Tritton team
Recognised for life-saving actions

Community



16% of procurement spend with local suppliers

A MESSAGE FROM THE SUSTAINABILITY CHAIR



As Chair of the Sustainability Committee, I'm pleased to present Aeris Resources' FY25 Sustainability Report, an important reflection of our progress, priorities, and purpose.

This year, we've taken meaningful steps to embed sustainability more deeply across our business. The establishment of a dedicated Sustainability Department marks a significant milestone, providing focused leadership and ensuring our commitments are integrated into long-term planning and decision making. It's a clear signal of our intent: to operate responsibly, transparently, and with a view to creating lasting value for our business and our stakeholders.

We've advanced our climate-related disclosure requirements with reference to Australian Sustainability Reporting Standard AASB S2 Climate-related Disclosures, strengthening governance and scenario analysis to better understand the risks and opportunities ahead. This work is essential to building resilience and ensuring Aeris remains well-positioned amid changing climates and an evolving regulatory landscape.

We've also made progress in environmental stewardship through rehabilitation activities. At Tritton, the rehabilitation of the Murrawombie heap leach pads is a standout example of how operational efficiency and environmental care can go hand in hand.

The last truckload of ore at Mt Colin was mined in December 2024 and, as we finalise the site's Rehabilitation and Closure Plan, a key part of our closure efforts has been giving back to the community through the donations of practical equipment to local schools, community organisations and families.

These two projects demonstrate our commitment to restoring land responsibly and to the communities around our operations.

Our sustainability journey is grounded in the belief that mining delivers meaningful benefits to the regions where we operate. Whether it's through local employment, community partnerships, or economic contribution, we are proud to play a role in supporting vibrant, resilient communities.

Our philosophy of "Good for business, good for others" continues to guide us, reminding us that long-term success is built on shared value.

As we look ahead, we remain focused on continuous improvement. With a dedicated team establishing strong foundations, we are better equipped to meet the challenges of tomorrow and deliver positive outcomes for our shareholders, our people, our communities, and our environment.

Sincerely,

Colin Moorhead

Non-Executive Director, Aeris Resources



OUR SUSTAINABILITY APPROACH

Sustainability is a core part of our business strategy, grounded by a simple belief that doing what's right for people and the environment also drives long-term value. Our guiding principle, 'Good for business, good for others', underpins our approach to creating and protecting value for our stakeholders.

In a rapidly evolving sustainability landscape, we recognise that enhancing efficiency, managing risks, and staying ahead of regulatory and stakeholder expectations strengthens Aeris as an organisation. Our impact extends beyond our own operations, with our core sustainability principles shaping how we work and the decisions we make.

Our Sustainability Principles



Identify and manage sustainability-related, including climate-related risks and opportunities through our Risk Management Framework.



Integrate sustainability into our business planning cycles.



Engage respectfully and honestly with our stakeholders.



Engage with Indigenous Peoples on mutual opportunities and the protection of cultural heritage.



Attract and retain skilled employees in a safe and inclusive work environment.



Contribute to biodiversity conservation through responsible land use and environmental management.



Identify opportunities to improve energy and water efficiency, reduce waste, and where practicable, adopt clean energy technologies.



Monitor and comply with evolving sustainability requirements.



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

OUR STAKEHOLDERS

Aeris is committed to transparent and meaningful engagement with all stakeholders who have an interest in, or are impacted by, our activities. We actively seek and consider stakeholder input, ensuring concerns are addressed, and their insights are incorporated into our decision-making processes. This collaborative approach supports shared progress in employment and economic opportunities, environmental protection, stronger and safer communities, and long-term business resilience.

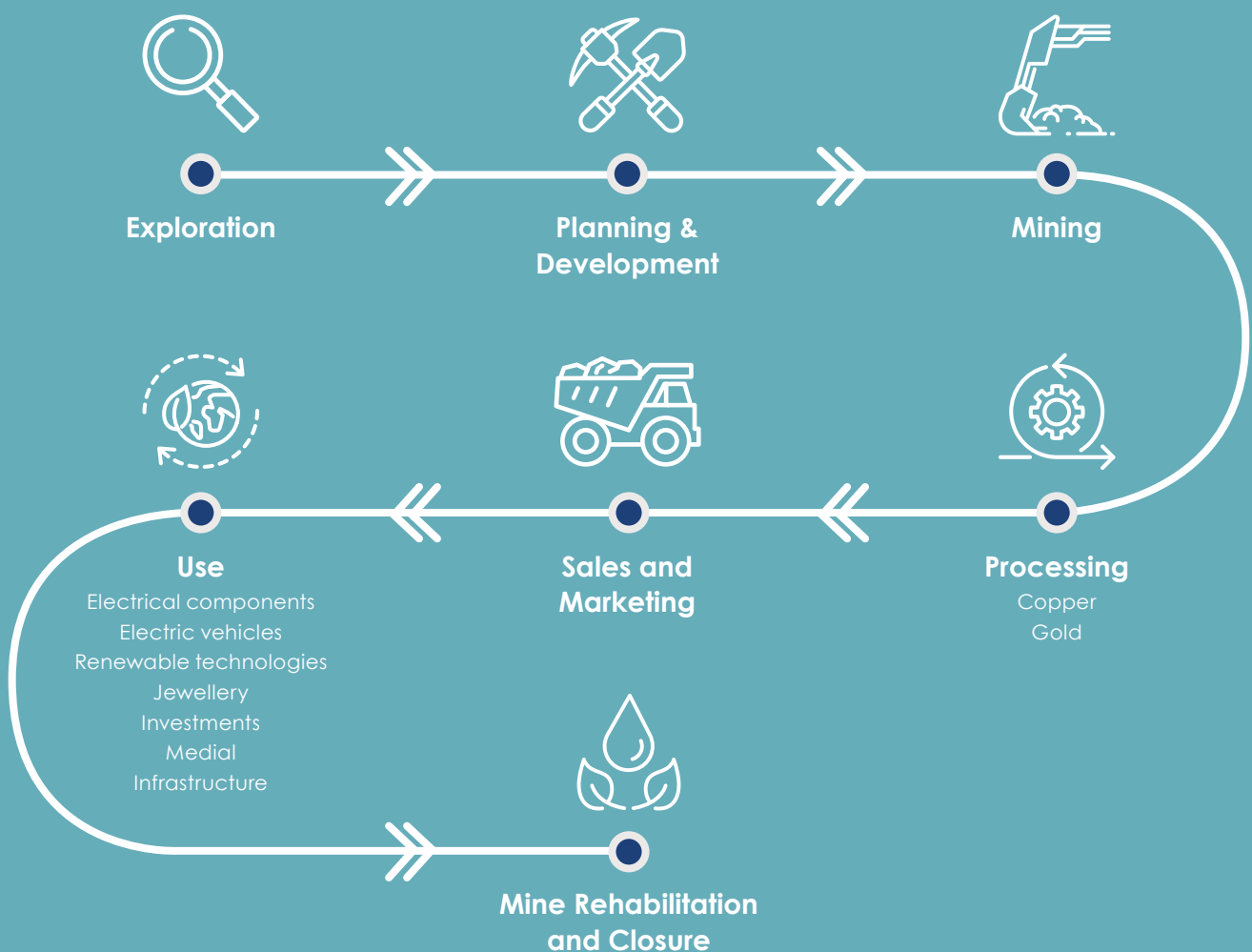
Stakeholder	Reason to engage	Engagement mechanisms	Engagement focus areas in FY25
Employees	We engage to build a collaborative, supportive culture which helps us to deliver on our plans. Input from our people is essential to assess, disclose and mitigate climate related and other sustainability impacts.	• Board and Executive Team site visits • Inductions and training • Emails • Social media • Meetings, including safety and other team meetings • Intranet	• Employee wellbeing • Health and safety performance • Business performance • Employee recognition • Training and development • Sustainability projects
Local Communities	We engage to build relationships with our local communities, to share information and to help us understand and address any concerns raised. We aim to be a responsible neighbour, supporting community projects and contributing to the local economy.	• Community Consultative Meetings • Community newsletters • Community grants program • Participation in community events • Website • Social media • Community meetings	• Environmental management • Operational impacts • Economic contributions • Career opportunities • Mine and project milestones • Mt Colin closure
Traditional Owners	We engage with Traditional Owners as we acknowledge the unique culture, heritage and enduring connection they have to the lands and waters on which we operate. We strive to create mutually beneficial opportunities while respecting their rights and cultural heritage.	• Meetings • Site visits • Investments • Scholarships / traineeships • Cultural heritage surveys	• Cultural and heritage management • Indigenous employment and business opportunities
Shareholders / Investors	We actively engage with our shareholders and investors to support transparent disclosure and address topics of interest to our operations.	• ASX announcements and quarterly reports • Website • Annual Report • Annual General Meeting • Webinars • Video presentations • Conferences	• Operating performance • Exploration results • Sustainability performance

Stakeholder	Reason to engage	Engagement mechanisms	Engagement focus areas in FY25
Government / Regulators	We work closely with government stakeholders to ensure our activities remain transparent and compliant.	• Meetings • Emails • Site visits • Participation in councils/committees • Partnerships through Critical Minerals Activation Grant schemes	• Regulatory and legal compliance • Project approvals and modifications • Voluntary Planning Agreements • Community investment • Sustainability performance and management
Suppliers / Contractors	We engage with our suppliers and contractors to ensure compliance with sustainability expectations including modern slavery and to support local business and procurement where possible.	• Meetings • Tender process • Contractual agreements • Emails • Local procurement	• Sustainability requirements • Contract conditions • Modern Slavery
Industry	We engage with our peers through various platforms giving us the opportunity to share and be informed of best practices.	• Participation at industry forums • Sponsorship and participation in The Roadmap to Zero Project, a collaborative venture aimed at guiding the copper industry toward sustainable mining practices • AMEC • International Copper Association, Copper Alliance • Conferences	• Mental health and wellbeing • Women in mining • Climate change • Closure planning

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 mine rehabilitation and closure.

Our approach ensures that at every stage of our mining, we uphold the core principles of responsible mining and deliver positive benefits to the communities where we operate. 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

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards including the GRI 14: Mining Sector 2024 Standards. Our material topics for inclusion were identified using a double materiality approach: assessment of financial and other impacts of our mining activities with reference to topics in the GRI 14 standards.

Our double materiality approach used our risk management framework as the core of the assessment to rank topics on their financial consequence and impact. The ranking was undertaken through a review of industry trends, stakeholder expectations and feedback, review of risks and incidents, review of monitoring information and feedback from key staff across the business

The following topics were considered material for disclosure in FY25:

 Environment	 Our Communities	 Our People
• Climate Related Disclosures • Energy and GHG Emissions • Mine Closure and Progressive Rehabilitation • Water Management • Tailings Management	• Community Engagement • Economic Impacts • Traditional Owner Engagement	• Diversity and Inclusion • Health, Safety and Wellbeing



SUSTAINABILITY GOVERNANCE

The Aeris corporate governance framework is based on the principles and recommendations of the ASX Corporate Governance Council (Corporate Governance Principles and Recommendations 4th edition) and the requirements of Australian Sustainability Reporting Standard AASB S2 Climate-related Disclosures.

The Board's Sustainability Committee oversees the monitoring and management of sustainability issues including health, safety, environment, climate, stakeholders (including community and Traditional Owners), human rights and governance matters. The Committee meets at least twice per year and receives updates on sustainability related performance. In FY25, Aeris updated the Sustainability Committee charter to include governance of climate-related issues in line with AASB S2 and to delineate the responsibility of the Sustainability Committee and the Audit and Risk Committee (ARC) with regards to climate related risks and opportunities. The Committee and ARC will meet together at least annually to ensure the effective discharge of their respective responsibilities regarding oversight of material risks relating to sustainability matters and verification of metrics relating to sustainability matters.

Responsibility for implementing and monitoring sustainability activities across the group sits with our Executive team in particular, the Chief Operating Officer, Chief Financial Officer, the Chief People Officer as well as the GM Sustainability and other senior managers and leaders throughout the business.

Sustainability Systems

The Aeris sustainability management system starts with group level policies and procedures which aim to provide a consistent framework for application of sustainability processes within the organisation. We continue to improve our systems with our focus being on the development of further standards and processes to sit at a group level within the business. In FY25 we developed an 18-month Sustainability Plan focused on improving governance processes and foundational systems for sustainability. The plan reflects the integrated approach required to ensure consistency with reporting and performance across the Aeris business.

Risk Management

Risk at Aeris is identified, assessed and managed in accordance with the requirements of the Risk Management Framework. The business approach to risk management is overseen by the Board and the ARC with enterprise level risks presented to the Committee annually. Aeris identifies material enterprise level risks as those that could threaten the company's business model, future performance, solvency or liquidity and reputation. At a site level Health, Safety, Environment and Community (HSEC) risks are identified in the site's Broad Brush Risk Assessment (BBRA).

Within our supply chain, we have developed a framework of practices to help us identify and assess the modern slavery risks in our operations and supply chains, considering country and industry risk. 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.



ENVIRONMENT

Aeris operates in unique environments that are home to diverse ecosystems. We recognise the value of these ecosystems and are committed to conducting our activities in a way that minimises harm to the environment and the communities in which we operate. Responsible environmental stewardship is more than a regulatory requirement at Aeris, it is fundamental to the long-term success and sustainability of our operations.

Our approach to environmental management starts well before mining begins and continues to inform, prevent, mitigate, and manage environmental risks throughout the lifecycle of our operations.

We operate under Environmental Management Plans (EMPs) tailored to each site. These plans align with regulatory requirements and our broader environmental commitments. Our systems support ongoing monitoring, data collection, and compliance, ensuring we remain accountable and responsive to changing conditions.

Environmental performance is tracked through defined trigger action response plans (TARPs), routine monitoring programs, and governance structures. These tools help us proactively identify issues, respond to environmental indicators, and continuously improve our performance.

Climate-related Disclosures

Aeris recognises the importance of climate change and the global transition toward lower-emission energy sources. We are conscious that our operations play a role in the energy transition with copper, in particular, being essential for the renewable energy infrastructure that underpins the shift to sustainable energy systems.

Fuel and electricity are significant cost drivers for our business, making energy efficiency a key focus in our transition efforts. We aim to maximise the performance of our equipment and design every project with efficiency in mind, actively exploring green energy alternatives wherever feasible. At Constellation, we are targeting 30% of power during operations to be supplied through renewable sources. Across the business, ongoing initiatives aim to reduce energy use through smarter, more efficient ways of working.

In FY25, we continued to align with the requirements of AASB S2, with a focus on solidifying our governance processes and further understanding our climate-related risks and opportunities. This included the use of multiple scenario analysis models to assess the potential implications of climate change on our operations and long-term resilience.

Aeris Resources' Sustainability Committee has oversight of the physical and transitional risks posed by climate change and the Audit and Risk Committee maintains oversight of the Aeris risk management and material climate-related risks.

Climate-related Risks and Opportunities

In FY25, we assessed climate-related risks and opportunities across the group using the Aeris Risk Management Framework to determine which risks and opportunities were material to the business operations and strategy or have the potential for material financial impact. Climate-related risks and opportunities will now be reviewed annually. In assessing our risks, we consider the following:

- **Physical risks:** 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.
- **Transitional risks and opportunities:** 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.

Each risk was assessed under short-, medium- and long-term horizons. The time horizons were determined through consideration of strategic and mine planning processes and international and national climate policy commitments.

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

As part of the risk assessment process, each risk was analysed against climate scenarios associated with global temperature increases. The approach to scenario analysis used 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 were considered:

- A low greenhouse gas emissions scenario, whereby there are ambitious measures and efforts in place to reduce emissions and global warming is limited – RCP2.6⁸; and
- A future with limited emissions reductions, whereby mitigation efforts are low, and there continues to be increases in global temperatures – RCP8.5⁹.

Short, Medium, and Long-Term climate-related risks were detailed on page 15 of the Aeris 2024 Sustainability Report. In FY25 we further reviewed and analysed these risks to identify priorities. The key risks that will be further assessed in FY26 include:

- The impact of events including extreme rainfall, flooding, drought and extreme heat and our ability to manage our operations for each time horizon for events.
- Evolving policy and regulatory changes: The impact of changing national and international climate policy and regulations on planning over each time horizon.
- Improved efficiencies and the transition to lower emission technologies: Opportunities to identify energy efficiency projects and low emission technologies that could support a carbon transition.

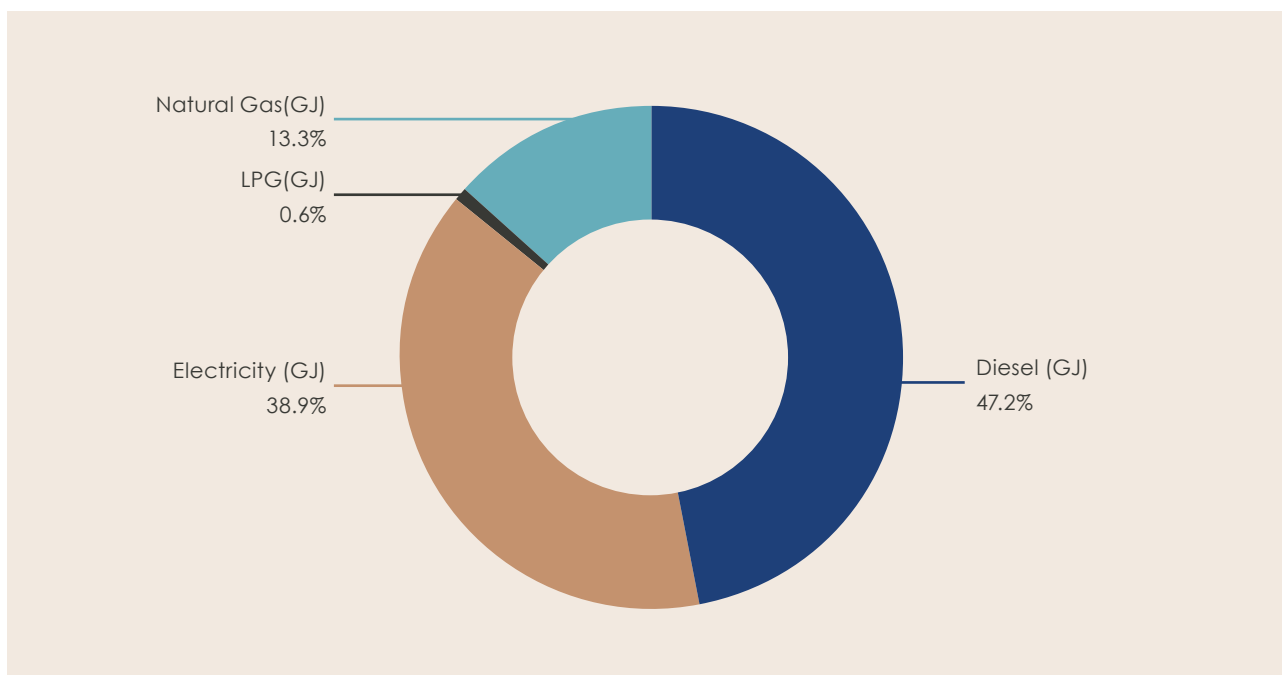
In FY26, further analysis of risks and opportunities will be undertaken to evaluate impacts and to establish relevant adaptation and mitigation measures and strategies.

Greenhouse Gas Emissions and Energy Consumption

Aeris calculates Scope 1 and 2 Greenhouse Gas (GHG) emissions for the Clean Energy Regulator (CER) annually, in accordance with Australia's National Greenhouse and Energy Reporting (NGER) Scheme.

Energy consumption and associated GHG emissions were lower in FY25 compared to FY24 due to the cessation of mining at Mt Colin operation in North Queensland and the commencement of the Murrawombie pit cut back at Tritton.

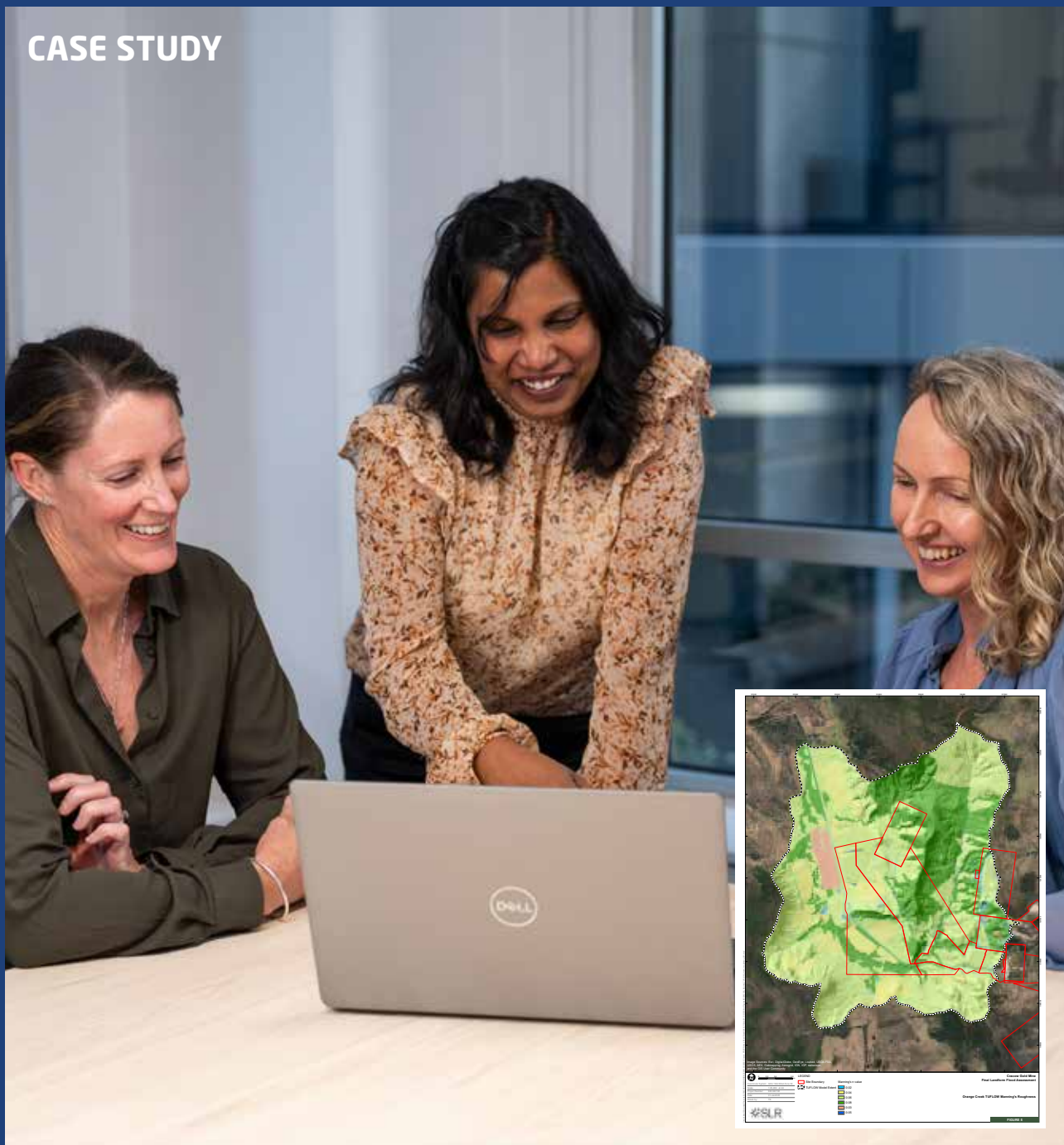
FY25 Total Energy Profile by Fuel Source



8. RCP 2.6 - Representative Concentration Pathway 2.6 whereby emissions peak early then fall due to active measure to remove carbon dioxide.

9. RCP8.5 - Representative Concentration Pathway 8.5 is the climate scenario where high emissions are projected with minimal measures to remove carbon dioxide.

CASE STUDY



INTEGRATING CLIMATE CHANGE INTO FLOOD RISK PLANNING AT CRACOW

In FY25, flood modelling was carried out at the Mt Colin and Cracow sites to support closure planning and inform future expansion at Cracow. A key objective of this work was to better understand how future climate conditions may influence flood risk and landform stability over the long term.

To reflect the potential impacts of climate change, the modelling at Cracow incorporated the Shared Socioeconomic Pathways (SSPs) approach to climate change - SSP3-7.0 scenario.

This scenario, which aligns with current global emissions trends, projects approximately 3°C of warming by 2100 (UNEP 2024). The modelling focused on risks such as floodwater ingress into voids and the potential for scour and erosion of final landforms. Results showed that with appropriate erosion control measures in areas with high scour potential, the residual risk remains low.

This climate-adaptive modelling supports responsible closure planning and helps ensure that landforms are designed to remain stable and resilient in a changing climate.

Energy consumption table

Material	FY25	FY24	FY23
Diesel (GJ)	541,593	638,884	912,015
Natural Gas (GJ)	152,790	194,788	567,671
LPG (GJ)	6,898	7,512	7,841
Electricity (GJ)	446,710	491,391	505,781
Total (GJ)	1,147,991	1,332,575	1,993,308

Energy intensity table

Material	FY25	FY24	FY23
Total Energy (GJ)	1,147,991	1,332,575	1,993,308
Ore Mined (kt)	1,871	2,157	2,371
Energy intensity (GJ/t)	0.61	0.62	0.84

The energy intensity of our operations will change from year to year depending on the changing character of the operations. Important characteristics that drive energy use are the volume of development and stoping activity, the depth of mining, development of new mining projects, grade and hardness of the ore, and how electrical power is sourced for remote operations.

Greenhouse gas emissions table

Greenhouse Gas Emission Scope	FY25	FY24	FY23
Scope 1 Emissions (tCO ₂ -e)	46,360	55,371	93,834
Scope 2 Emissions (tCO ₂ -e)	84,582	95,445	102,561
Total (tCO ₂ -e)	130,942	150,816	196,395

Water Management

Water is essential for our operations, but we recognise it is a shared and finite resource—critical to neighbouring communities, industries, and the surrounding environment. We are committed to managing water responsibly by minimising consumption and preventing and mitigating impacts.

Effective water management begins well before mining starts, during the impact assessment phase. At this stage, we evaluate baseline water conditions and availability, which are key inputs into mine design and planning. Once operational, each site implements a water management system tailored to its local environment and production requirements.

Our approach includes regular monitoring of surface and groundwater to assess quality and availability. Each site operates under dedicated Water Management Plans and water balance models for assessing supply and demand.

Our Cracow operation is unique in that in addition to managing mine water, we also manage the potable water supply to meet the needs of the local township.

Climate-related extreme weather events, in particular drought and flooding, have been identified as key risks to water availability and management. To build resilience to these types of events, we maintain adequate water storage, install appropriate water diversions and flood mitigations, secure licences for river and groundwater extraction, invest in reliable pumping infrastructure, and work closely with nearby communities and industries to promote equitable water sharing. Our Tritton operation has historically experienced water stress during prolonged droughts. We are currently working on validating Tritton's water balance model to better support efficient water management practices.

Water Consumption and Discharge (ML/yr)

Water	FY25	FY24	FY23
Surface water consumption (ML)	1,125	239	1,187
Groundwater consumption (ML)	2,394	2,666	1,300
Third party water supply (ML)	-	835	-
Total water consumption	3,520	3,740	2,487
Total water discharged	-	-	-

CASE STUDY



IMPROVING GROUNDWATER QUALITY OUTCOMES

We actively seek opportunities to improve our understanding of the environmental impacts of our operations. In FY25, we undertook several initiatives to enhance our knowledge of groundwater quality across our sites.

At Stockman, following several years of monitoring, we developed a methodology for setting site-specific Environmental Quality Objectives (EQOs) for groundwater. This approach, approved by the EPA, was informed by a comprehensive analysis of historical data, reviewed by an Independent Technical Review panel member, and refined through two rounds of EPA feedback. The EQOs are based on extensive baseline monitoring to ensure they reflect existing site conditions. They will serve as trigger levels during operations—any exceedance will initiate an investigation to determine the cause and assess potential links to our activities.

At Tritton, we adopted a modern groundwater sampling method to improve data accuracy and better reflect in situ conditions.

"Switching to our new sampling approach has made a huge difference," says Environmental Technician Graham Jackson.

"We're saving significant time in the field, and we have great confidence in the data—allowing us to focus our efforts where it really counts."

Meanwhile, at Cracow, we engaged an independent hydrogeologist to enhance groundwater reporting and trend analysis. The site now conducts quarterly Mann-Kendall trend analyses, examining both short- and long-term trends, alongside with conditions set out in our Environmental Authority (EA). This improved reporting allows for more informed assessments of compliance in the context of natural groundwater variability.

By continually refining our groundwater monitoring and reporting frameworks, we're building a clearer picture of our environmental impact—helping guide our decisions and future actions.

Closure and Rehabilitation

Progressive rehabilitation and closure planning are integral to our Life of Mine approach, ensuring we meet our environmental and social responsibilities during and at the end of the operational life. By restoring land progressively during mining activities, we're able to stabilise soils earlier, reduce erosion, minimise dust, and enhance surface water quality through the establishment of vegetation. These activities not only reduce long-term environmental risks but also increase the likelihood of successful, sustainable mine closure.

We recognise that meaningful stakeholder engagement is essential throughout this process to ensure that post-mining land uses are both appropriate and sustainable, meeting the criteria agreed with stakeholders and relevant authorities.

At Aeris, we develop Rehabilitation and Closure Plans (RCPs) in consultation with local stakeholders including landowners, Traditional Owners and local communities and in accordance with local legislative requirements. The status of these plans varies with the sites, with all RCPs undergoing continued monitoring and reporting on the progress and outcomes of progressive rehabilitation activities. All of our operating sites, and sites in care and maintenance have RCPs in place.

We prepare financial estimates for closure requirements and provide financial assurances to government agencies for both current obligations and future expansions. Annual rehabilitation programs are carried out on areas identified as available for closure during the remaining mine life, with the goal of reducing closure activities and managing financial obligations during operations.

Each site reports annually on disturbance and progressive rehabilitation activities in accordance with state government requirements. We also provide spatial data to support this reporting, following relevant regulatory guidelines.

In FY25, our focus remained on strengthening closure planning by updating RCPs as needed and identifying additional studies to support safe and stable outcomes. At our North Queensland Operations, mining at Mt Colin concluded, and we began infrastructure removal and preparatory rehabilitation work while finalising the site's RCP. At Tritton, rehabilitation activities commenced on the spent heap leach pads which is further discussed in our case study on page 41.

Tailings Management

Responsible tailings management is essential to ensure long-term safety, environmental protection, and compliance with regulatory requirements.

Our tailings storage facilities (TSFs) are designed and operated in accordance with applicable legislation, underpinned by geotechnical, hydrological, and environmental assessments. Each TSF is engineered to suit site-specific conditions, including resilience to extreme weather events and seismic activity, ensuring structural integrity throughout the operational life of the mine and post-closure. Our 2024 Sustainability Report provided detailed information on each of our TSFs on pages 20 and 21.

The design, construction, and ongoing management of all operational TSFs align with the Australian National Committee on Large Dams (ANCOLD) 2012 Guidelines on Tailings Dams – Rev 1 (July 2019), as well as the International Commission on Large Dams (ICOLD). To ensure dam safety, each TSF has been designed to withstand site-specific Probable Maximum Flood (PMF) events and seismic loads defined by the Maximum Design Earthquake (MDE).



CASE STUDY



Rehabilitation in progress

PROGRESSIVE REHABILITATION DRIVING ENVIRONMENTAL AND OPERATIONAL OUTCOMES AT MURRAWOMBIE

In FY25, we began rehabilitating Tritton's Murrawombie Mine spent heap leach pads. Since their decommissioning, Aeris has actively monitored the site and trialled various methods to support improved closure outcomes. The Murrawombie open pit cut-back project created an ideal opportunity to advance this work, enabling us to integrate rehabilitation into ongoing operations. By using material from the pit cutback to encapsulate the legacy pads, we are achieving meaningful environmental outcomes alongside the delivery of the broader project.

This dual-purpose approach takes advantage of the proximity of over 13 million tonnes of suitable waste rock, delivering significant cost efficiencies while enhancing environmental outcomes. It also provides an opportunity to refine key rehabilitation techniques that will inform broader site closure efforts.

The rehabilitation process is designed to ensure long-term environmental stability by encapsulating the legacy pads with inert materials, applying topsoil, shaping the landform to prevent rainfall infiltration, and revegetating with appropriate native species. An independent expert is overseeing a rigorous Quality Assurance/Quality Control (QA/QC) process to validate all cover materials during placement and ensure the final landform is engineered to minimise environmental risks.

This ensures that rehabilitation outcomes align with both our closure plan and stakeholder expectations, supporting the development of a sustainable post-mining landscape.

Our Principal, Environment and Closure, Gemma Brown, has played a key role in shaping this progressive initiative.

"This is an exciting project for Aeris," said Gemma. "It not only demonstrates our commitment to achieving required rehabilitation outcomes but also provides a valuable opportunity to strengthen our rehabilitation practices in support of future closure activities across the site."

At Aeris, we are committed to progressive rehabilitation, recognising the environmental, operational, and economic value it brings. This approach reflects our broader strategy to embed sustainability into every stage of our operations—from planning through to closure.

Our active TSFs are subject to continuous monitoring through systems such as piezometers, and real-time data. Routine inspections and third-party audits assess performance and identify early indicators of potential risks. Monitoring programs align with ANCOLD guidelines and are conducted by qualified professionals, including accredited and experienced Tailings Engineers (Engineers of Record) and Registered Professional Engineers of Queensland (RPEQ).

Water management is an integral part of our tailings management strategy. Our systems are designed to minimise seepage, prevent contamination of surrounding ecosystems, and maximise water recovery and reuse. Decant water is returned to the processing plant for reuse. A minimum water storage capacity is always maintained on the TSF to ensure capacity to retain water from a significant rainfall event.

Emergency Response Plans (ERPs) are in place for all TSFs, developed in collaboration with regulatory authorities and local stakeholders. Regular training and simulation exercises are conducted to ensure our teams and communities are well-prepared in the unlikely event of an incident.

In FY25, Aeris commissioned a dam safety risk assessment of the Tritton TSF in accordance with the NSW Dam Safety Act 2015 and the Societal and Individual Risk Ranking Methodology issued by Dams Safety NSW (2022). The assessment was undertaken to support ongoing operation of the facility and a proposed embankment rise. A Critical Controls Adequacy Assessment was undertaken with no material deficiencies identified. The assessment found that societal and individual risks associated with the TSF are within the acceptable range and that credible failure modes are effectively controlled through conservative design, operational discipline, and continuous improvement. Residual risks are considered to be managed to a level consistent with the principle of So Far As Is Reasonably Practicable.

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.





OUR PEOPLE

Our people are at the heart of our success and growth.

We believe a culture of respect is essential to creating a workplace where our team members feel valued and empowered, and able to thrive.

We are committed to attracting, engaging, developing, and retaining great people, and are committed to providing a meaningful and rewarding workplace experience for all. Our Values: safety, ethics and integrity, performance, and people are the foundation of our systems, behaviours and practices, guiding how we work together and how we engage with our external stakeholders.

Our Workplace of Respect Policy supports our commitment to a safe, inclusive and respectful environment - setting the standards of behaviour and enabling a culture shaped and powered by our people.

We recognise that embracing diversity and inclusion, and workforce flexibility enhances collaboration, wellbeing, and drives performance. By valuing different perspectives and treating each other with respect, we build a more resilient, sustainable, and successful Aeris for now and the future.

Employee Engagement

Employee engagement is central to how we operate and across the employment life cycle. We understand that achieving our business objectives relies on an informed, motivated and empowered workforce at every stage.

We are committed to understanding and addressing employee needs throughout their career with Aeris – from onboarding to career development and in time of organisational change, we strive to provide meaningful support, open communication and opportunities for feedback.

From the start, we actively seek feedback through targeted onboarding surveys, with a focus on continuous improvement on how we welcome and integrate new employees. Within the business, we maintain regular two-way communications through multiple fit-for-purpose channels for our people such as State of the Nation updates, email communications and social media stories, enabling transparency and connecting across the business.

This comprehensive and responsive approach aims to support our people to stay informed, feel supported and navigate change.

Our Workforce

	Corporate	Tritton	Cracow	Jaguar/ Stockman/ North QLD
Total	50	359	250	12
Male	29	285	219	11
Female	20	69	26	1
Other	1	5	5	0
Permanent	47	337	225	11
Temporary	2	16	10	0
Non-guaranteed hours	1	6	15	1



During the year, the Company successfully negotiated and implemented a new enterprise bargaining agreement at our Cracow operations. Developed through direct engagement with our teams, this represents terms and conditions that are both competitive in the current market and responsive to the needs of our employees, aligning with our broader framework.

Into FY26 we are actively focusing on improvement of our connection and engagement recognising the contribution to employee wellbeing and collective success.

Diversity and Inclusion

We recognise that diverse perspectives lead to better decision-making and stronger business outcomes. We value the benefits of a diverse workforce and recognise opportunities to increase workplace representation of women, Indigenous Australians, and other underrepresented groups across our organisation, particularly in leadership and critical operational roles.

Supporting local and Indigenous employment is important to Aeris. We view employment not only as an opportunity within our business, but also a way of contributing meaningfully to regional development. By working with our community groups as key stakeholders, we aim to build strong community partnerships and support sustainable outcomes in the regions in which we operate.

Our flexible working arrangements are designed to support a more inclusive workforce, with a focus on increasing female participation. These arrangements enable employees to manage caregiving responsibilities and support a health work-life balance.

Gender pay equity is a key part of our commitment to diversity and equal opportunity. We monitor and report our gender pay gap through our annual submission to the Workplace Gender Equality Agency (WGEA), supporting transparency and accountability. Our remuneration structures are reviewed at least annually to identify and address discrepancies ensuring fair, equitable compensation across our workforce.

Workforce diversity statistics

	FY25	FY24	FY23
Women (percentage)	17%	16%	17%
Men (percentage)	81%	83%	82%
Other (percentage)	2%	1%	1%
Indigenous (percentage)	10%	11%	10%

	FY25	
	Female	Male
CEO/KMP	40%	60%
Managers	15%	85%
Non-Management	17%	83%

Key Management Personnel (KMP) includes, the Executive Team.
Managers include General Managers and other Managers.

Parental Leave

We value the important role family plays in the lives of our people. Our parental leave policy is designed to be inclusive of all family types, supporting working parents to balance their family and career. We provide support and guidance throughout the parental leave journey to support employees – including preparing for their new arrival, during their leave, and transitioning back to work.

Our policy is gender-inclusive and allows parental leave to be shared between parents, provided both have at least six months of continuous service. We offer up to 12 weeks of fully paid leave for primary carers and two weeks for secondary carers, paid separately from government benefits. This means eligible parents can access both payments, providing greater financial support during this important life event.

We've also recently introduced a return-to-work bonus to further support employees transitioning back after parental leave.

This bonus can be accessed in flexible and meaningful way to support team members where they need it most – considering cash payment, additional return-to-work leave or a combination of both.

Our Human Resources Advisor Desi, who is currently on parental leave, said, "Stepping away from work to have my first baby is exciting and daunting all at the same time. But knowing that I have Aeris paid parental leave to support me through my time away, is one less thing to worry about. It means when the baby comes, I can concentrate on being a good mum without the burden of fretting about money." Georgia our Senior Mining Engineer added, "The return-to-work bonus is a great initiative and will take the pressure off when I go back to work. It's hard to know how my baby will go when I'm ready to get back to the office, and it's reassuring to have a bit of a safety net with access to some extra leave if I need it, and a cash payment to help with any expenses."

Our Talent from the Ground Up

At Aeris Resources, we recognise that long-term business sustainability relies on developing talent from grassroots through to executive leadership. Supporting our people across all stages of their career is central to how we build capability, shape culture, and deliver strong operational and strategic outcomes.

Our approach is focused on development of a framework and practices to create opportunities for growth from entry-level operational roles through to senior leadership.

Strengthening our internal talent pipeline will remain a key focus area in FY26 and beyond. By investing in leadership and supporting career progression at all levels, we will build a more resilient performing workforce for today and help shape the Aeris of tomorrow.

Parental Leave	Male	Female	Other	Total
Number of employees who took Parental Leave	21	6	0	27
Number of employees who returned to work in the reporting period after parental leave ended	19	5	0	24

Training and Competence

Aeris 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 opportunities 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 opportunities are aimed at fostering professional growth and career progression.

Our partnership with the Wulli Wulli people at our Cracow operation reflects this belief in delivering hands-on training that develops individual competencies while creating value for our business and community. One standout example is Tyler, who joined Cracow through our Wulli Wulli traineeship program. Over the past five years, Tyler has built critical skills, developed confidence, and progressed into a permanent role as a Supply Officer demonstrating how structured training and support can set the foundation for a successful career in mining.

"I always wanted to be part of the mine. Cracow's Wulli Wulli traineeship got my foot in the door. Now I'm here and I'm loving it," Tyler said.

By focusing on competency development and on-the-job experience, the Wulli Wulli traineeship and other development avenues supports the continued development, helping individuals build rewarding careers and contributing to a skilled, sustainable workforce. (see more about Tyler story in the Communities section of this report).



CASE STUDY



OPENING DOORS TO MINING CAREERS

Our regular Green Hat Assessment Days at Tritton Operations are designed to open doors for individuals looking to join the mining industry for the first time.

These sessions offer participants a practical hands-on introduction to life on site, giving them a true sense of what a career in mining is like. Many attendees have no prior mining experience, but leave with an understanding of the work environment, safety expectations, and the pathway to long-term roles within our team.

In April 2025, a group of candidates participated in our Green Hat day, which included a guided tour of the underground mine and surface facilities, practical activities such as machinery operation experience in our Sandvik simulator, safety awareness within an operations environment and time with our leaders.

One of the successful participants, former personal trainer and gym manager Monique, was offered a truck driver position and has since began her on-the-job training, both on simulators and behind the wheel of our underground trucks.

"The Green Hat Day gave me a real feel for life on site, from safety standards to seeing underground firsthand. The support, training, and team culture since starting have been incredible. It's opened a whole new career path for me, and I love the balance it gives me with my young family."

Our new to industry opportunities target the local region providing opportunities to those with the local region, or willing to relocate to join the local community enabling us provide local employment and attracting new residents to the communities in which we operate while building a pipeline of skilled operators.

Our underground operators have clear career progression pathways, including roles such as nipper (entry-level underground support), loader operator, jumbo operator, charge-up crew and supervisors.

By investing in training and development, we're helping individuals build rewarding careers, and strengthening our workforce from the ground up.

CASE STUDY



GROWING OUR LEADERS FROM WITHIN

The Aeris Resources leadership group is living proof of our belief in nurturing talent from within.

Most of our Executive Team have grown their careers inside the business, stepping into senior roles through hard work, capability, and opportunity. This includes our Chief Financial Officer, Dane van Heerden, whose journey with Aeris began over a decade ago.

Dane joined Aeris (then Straits Resources Limited) in 2013 as Group Financial Controller, later becoming General Manager Finance in 2020. In August 2024, she stepped into the role of Acting CFO and was formally appointed Chief Financial Officer in March 2025.

"Aeris has provided me with so many opportunities to step up and grow my career in finance," Dane said. "It's a long stretch from where I began as a trainee auditor at Deloitte."

Dane's story is one of many at Aeris and other members of our Executive Team have also risen through the ranks:

- Larnie Roberts, formerly General Manager Human Resources, is now Chief People Officer
- Paul Harris, who began as General Manager North Queensland Operations, is now Chief Operating Officer
- Cameron Schubert, previously General Manager Technical and Studies, is now Chief Technical Officer

This culture of internal promotion reflects our commitment to recognising potential, investing in development, and building a leadership team that understands our business from the ground up.

Importantly, the 60/40 gender split on our Executive Team reflects our ongoing commitment to fostering a supportive workplace for all, with balanced representation of both women and men in senior leadership roles.

"The thing I cherish the most when I'm in a diverse boardroom setting is that your thought-processes and perspectives are different, and this brings out different ideas," says Dane. "When teams feel safe to share these perspectives, it brings out a different dynamic. To move a business forward, I believe a more diverse employee and leadership group helps shape and challenge thinking and build robust business decisions."

At Aeris, we're proud to grow our people, and our business – together focussing on skills and competency development from the grassroots up.



ENGAGING WITH COMMUNITIES AROUND OUR OPERATIONS

At Tritton, Cracow and Stockman we hold regular community meetings and provide newsletters to keep our local communities up to date with our operations and projects. Community meetings are a forum for our interested stakeholders to provide feedback on our activities.

At Tritton, we host Community Consultative Committee (CCC) meetings that are chaired by an Independent Chair. These meetings are attended by local landholders, Nyngan Aboriginal Land Council members, and Bogan Shire Council officers. In FY25, a total of four meetings were held and topics discussed included the Constellation project, Mod 9 approval, Murrawombie open pit, environmental matters and Tritton's operational results.

At Cracow, we host quarterly Community Meetings which are open to the Cracow community. The meeting is chaired by our General Manager. In FY25, 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. In addition, an Annual Community Meeting was held in November 2024 where Executive Chairman Andre Labuschagne provided an update on the progress of the Stockman Project.

OUR COMMUNITIES

With many of our employees and their families living in the regions where we operate, we recognise the importance of building strong, lasting relationships with local communities. We are committed to supporting these communities by creating positive, long-term social and economic outcomes.

Our approach to stakeholder engagement is grounded in respect—acknowledging traditional rights and values, protecting cultural heritage, and fostering open, meaningful dialogue with all stakeholders. Each of our sites has a dedicated team responsible for engaging with key local stakeholders, supported by our Group Sustainability function, which provides strategic guidance and ensures a consistent approach across the business.

Ongoing dialogue and collaboration are central to our engagement approach. To support this, we use Consultation Manager, a stakeholder engagement platform that enables us to record and monitor all interactions across our sites. It helps us track key issues, commitments, and stakeholder sentiment, while also facilitating the distribution of newsletters, meeting invites, and other communications. This system plays a critical role in ensuring our decisions are informed by the views, needs, and aspirations of our stakeholders.

We have a complaints and grievance management process in place to ensure community and stakeholder concerns are heard, assessed, and addressed in a timely and transparent manner. Grievances can be lodged through multiple channels, including in-person, online, or via our site-based teams. All issues are recorded, investigated, and responded to. In FY25 we commenced a review of our grievance management process for the business which we aim to have finalised and embedded in FY26.

In FY25, Aeris partnered with Bogan Shire Council to produce promotional videos promoting Nyngan and the Bogan Shire as a vibrant, family-friendly regional community to live. This video included getting a close look at some of our office administrators, tradies, and underground operators and supervisors in action at work, and also at home within the Nyngan community.

As a local business, Aeris aims to attend and support community events. Every year we support ANZAC Day commemorations which is a significant event for Bogan Shire residents. Our employees proudly participate in the march and ceremony each year. Our Training Systems Superintendent, Shayne laid a wreath during this year's ceremony, symbolising our deep respect and gratitude.

"I was blown away by the turnout. It was a great tribute to the Nyngan community's commitment to the annual event."

We are grateful to be part of a strong and united community and proud to partner and support the Bogan Shire Council to make our community the best it can be.



SUPPORTING OUR LOCAL COMMUNITIES THROUGH MT COLIN CLOSURE

Mining activities at the Mt Colin Project concluded in December 2024, and our focus has since shifted to closure and rehabilitation. Some key infrastructure has already been removed, and preparatory works are underway to support upcoming rehabilitation projects.

A significant part of our closure efforts has involved giving back to the local community. A key initiative has been the donation of equipment from our FIFO accommodation and office facilities to local schools, community centres, and individuals, helping to provide practical support and resources to those who need them most.

Sue, from St James the Great and St Lukes Anglican Church, managed the donated items, 'Thank you Dave and the team from Aeris Resources. Our Mount Isa community has recently received some very generous donations. The beds, fridges, TVs and lounges have been gifted to a number of community groups including our local family-domestic violence shelters, and youth groups, as well as to families in need. In particular, as women and children were leaving the domestic-violence shelter to set up their own homes, the gift of a fridge, bed, lounge and TV, were so incredibly needed and appreciated. One recipient sent us a message telling us how grateful she was. It has been a true blessing to be able to distribute these quality items and to help groups and families in need. Thank you'.



Engaging with local families at Nyngan Grow Day



Tritton Operations employees participate in wreath laying at Nyngan's Anzac Day ceremony



Cracow Operations proudly sponsored the Theodore Trail Ride

Traditional Owner Engagement

We respect the culture, traditions, and enduring connection of Aboriginal and Torres Strait Islander peoples to Country. Several of our exploration, project, and operational sites are located on or near the traditional lands of Indigenous communities. We recognise Traditional Owners as key stakeholders and are committed to engaging respectfully and collaboratively to support actions that are meaningful, culturally appropriate, and mutually beneficial.

In FY25, an Indigenous engagement specialist delivered a presentation to our Board, Executive Team, and senior leaders, sharing best practice approaches for engaging with Traditional Owners.

To strengthen our approach, stakeholder engagement has been formally embedded in the Group Sustainability function, supporting the development and implementation of a consistent stakeholder framework.

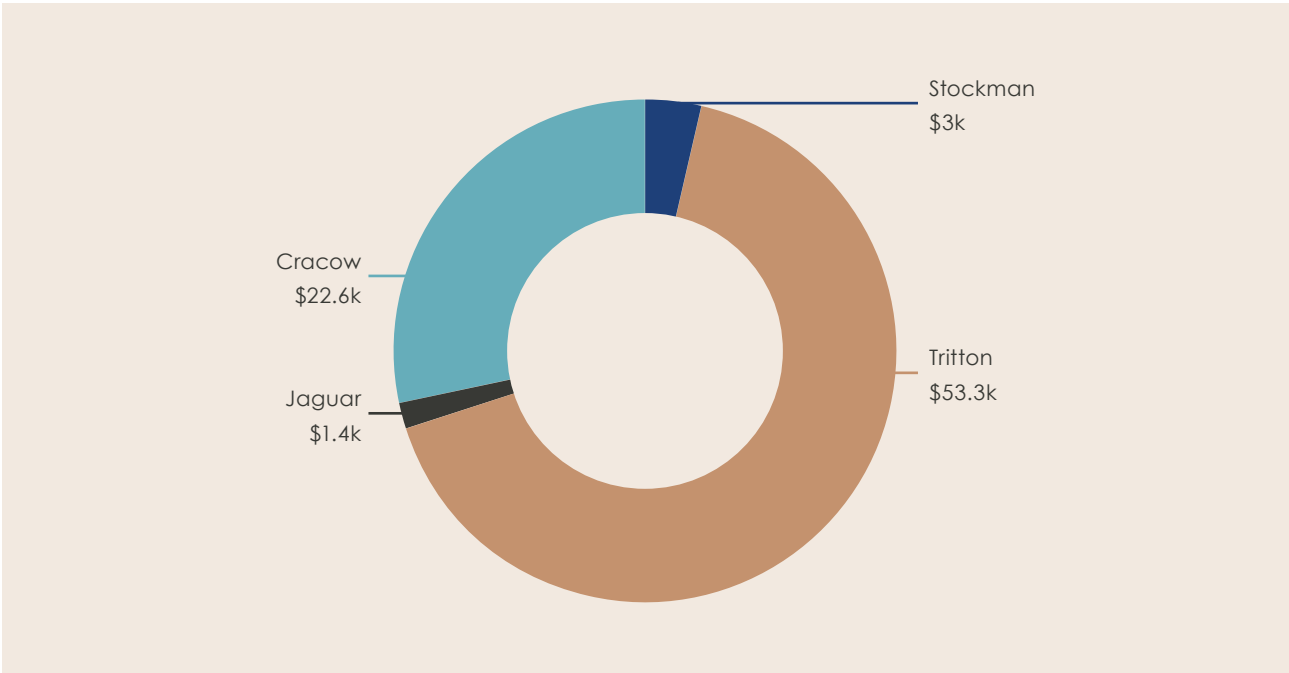
In FY25, key engagement with Traditional Owners included the promotion of indigenous employment opportunities with the Wulli Wulli people at Cracow (see case study on page 52). At Jaguar, we have been working with the Darlot People to establish a Heritage Protection Agreement. At Tritton, we continue to engage with the Ngemba, Ngiyampaa, Wangaayupwan and Wayilwan people in relation to cultural heritage assessments for the Constellation project.

Economic Contribution

Aeris recognises its responsibility to contribute positively to the social and economic wellbeing of the communities in which it operates. We support local communities by prioritising local employment, engaging local suppliers wherever possible, and providing targeted funding through our Community Grants Program. The program focuses on key areas such as health, environmental sustainability, youth development, economic growth, and sport. Through these initiatives, we aim to create lasting, meaningful benefits for the people who live and work in the regions we're proud to call home.

Through our community grants program we donated just over \$80,000 in FY25 to a wide range of recipients.

FY25 Community Grants Total Spend by Operation



CASE STUDY



CREATING CAREER PATHWAYS WITH WULLI WULLI

At Cracow Operations, we are proud to support the Wullli Wullli people—the Traditional Custodians of the land and waters between Moura and Taroom in Central Queensland—by creating meaningful career pathways through our traineeship program.

In FY25, we welcomed a new group of Wullli Wullli traineeship applicants to our Cracow site for an immersive, behind-the-scenes experience. The visit offered a unique opportunity to explore the history and future of our operations, while building connections with key leaders including Aeris COO Paul Harris, Cracow General Manager Dominic Smith, and Cracow Sustainability Manager Nat Bromley.

From touring the processing plant to learning how gold is extracted from rock, the day was filled with hands-on insights and engaging conversations.

Tyler participated in our trainee program in 2020 and is now a Supply Officer at Cracow Operations. Tyler has built his skills, confidence and career with the support of the Cracow team during the past five years.

“I always wanted to be part of the mine. Cracow’s Wullli Wullli traineeship got my foot in the door. Now I’m here and I’m loving it.”

This initiative reflects our commitment to building long-term, sustainable partnerships with Indigenous communities. We are proud to walk alongside the Wullli Wullli people in creating opportunities that empower the next generation.

CASE STUDY



BOGAN SHIRE COUNCIL PARTNERSHIP

At Aeris, we understand the importance of building and maintaining relationships and partnerships with stakeholders in the communities where we operate. Our Tritton Operation has been embedded in the Bogan Shire Council for 20 years and we proudly partner with Bogan Shire Council to support local community development activities, through event sponsorship, supporting community initiatives and encouraging people to live locally.

In March this year, Bogan Shire Council held New Residents Day aimed at connecting new residents with the local community, businesses and sporting clubs. Our Mining Engineer John made the move from Zimbabwe to Australia to work at Tritton Operations earlier this year.

John and his family attended the event where he met other newcomers to the area,

"The New Residents Day was a great opportunity for my family to meet friends and see what social activities the community has to offer. We have not looked back - there is no need to think twice when you get the opportunity to move to this area."

John has settled into Nyngan and his new role within Tritton "The Tritton team has a vibrant culture in all aspects and has really good people."



Youth Engagement and Sports

Development: In FY25, we sponsored a range of sports related programs including the Theodore Junior Roosters football club, the Nyngan Tigers Junior Rugby, the Nyngan Netball Association and the Theodore Tennis Association. We also supported Girilambone Primary School installing a shade sail over their playground area to encourage outdoor play for students particularly during summer months.

Attendance at Local Festivals and supporting Community Events:

We have participated in various community run events including the Omeo Show, Nyngan GROW Day, Nyngan Show, Bogan Shire New Resident's Day and the Tambo Valley Picnic Races.

Environment and Biodiversity:

At Cracow we provided support to the Bush Baby Wildlife Rescue and its Wildlife Rehabilitation Centre which provides care, treatment and rehabilitation for sick, injured and orphaned native wildlife.

Education: This year Aeris contributed towards Bogan Shire Council's Dolly Parton Imagination Library Program. This library program provides age-appropriate books each month from birth until a child's fifth birthday. This program aims to inspire a love of reading in children and as such support them in the development of foundational language skills.



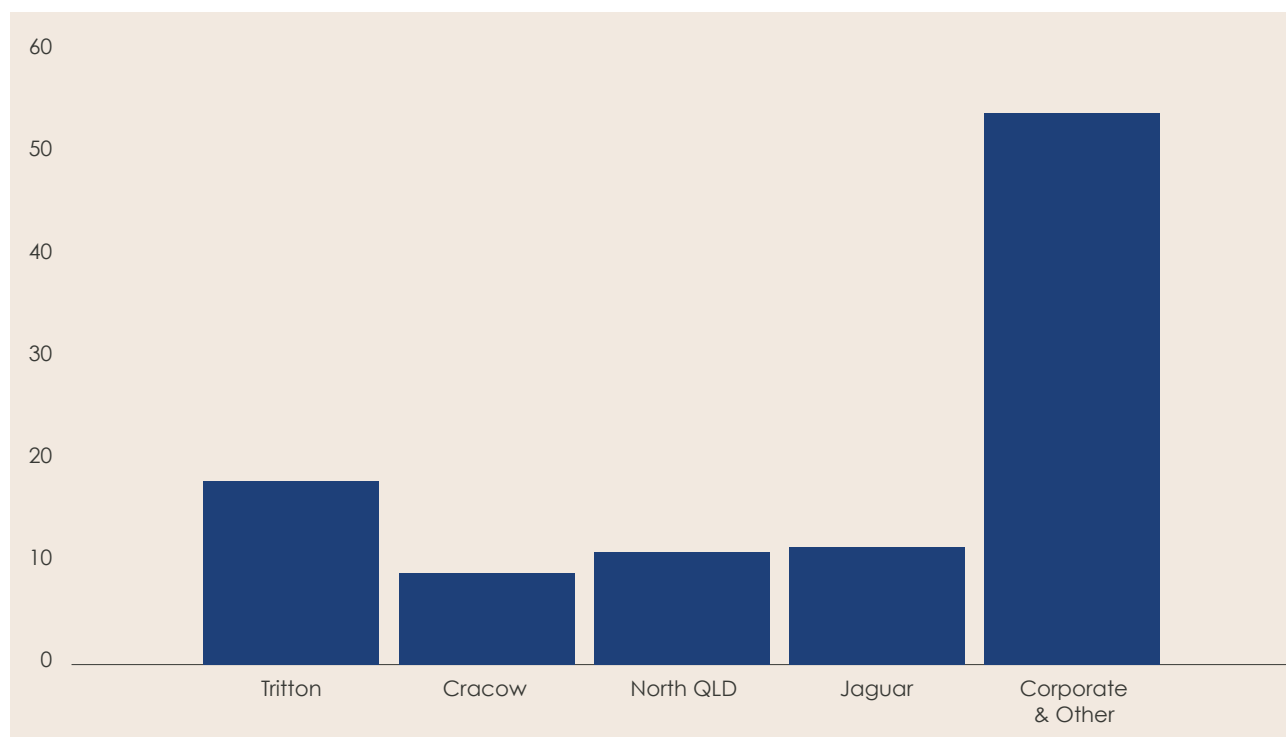
Economic Contribution (\$'000)

Economic value retained	148,858				
Location	Operating costs	Employee wages and benefits	Payments to government	Payment to providers of capital	Revenue
Tritton	(125,782)	(68,534)	(13,560)	0	303,090
Cracow	(54,823)	(43,242)	(11,529)	0	197,479
North Queensland	(48,232)	(1,075)	(5,345)	0	75,269
Corporate & Other	20,861	16,896	0	(18,319)	1,242
TOTAL	249,699	129,748	30,434	18,319	577,058

Proportion of Spending on Local Suppliers

We are committed to supporting the local economies in which we operate through our procurement practices. In FY25, we allocated approximately 16% 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.

Spend (%) on Local Supplies





HEALTH, SAFETY AND WELLBEING

Safety is one of our core values. At Aeris, the health, safety, and wellbeing of our people and the communities in which we operate is a priority. We are committed to fostering a workplace environment that actively supports physical and mental health, prioritises safety, and promotes wellbeing.

We recognise that a safe and supportive workplace extends beyond physical safety. Our approach encompasses mental, emotional, and social wellbeing—encouraging work-life balance, mental health awareness, and provides opportunities for personal and professional development. Through this focus, we aim to build an engaged, resilient, and high-performing workforce where every individual has the opportunity to thrive and return home safely each day.

Our approach to safety management is underpinned by a risk based structured Safety and Health Management System (SHMS) at each of our sites which is consistent with ISO 45001:2018 and local legislative requirements. Our SHMS provides a structured, risk-based approach to identifying, assessing, and controlling workplace hazards. It is supported by regular audits and inspections to evaluate the adequacy and effectiveness of controls, with a focus on proactively preventing incidents or thoroughly investigating them to drive continuous improvement.

To ensure a consistent and safety-conscious culture, all Aeris employees, contractors, and visitors must complete a safety induction prior to entering any operational site. The induction includes general safety protocols as well as site-specific inductions that highlight key local hazards.

Role-specific training programs are mandatory and aligned with individual responsibilities, ensuring personnel are equipped with the skills and knowledge necessary to work safely.

We apply a range of hazard identification and risk assessment tools in line with the Aeris Risk Management Framework. These include Broad Brush Risk Assessments (BBRAs), Workplace Risk Assessment and Control (WRAC), Job Safety Analysis, Take 5/Job Prestart assessments, and bowtie analysis. Hazard identification training is embedded in our site induction process, and workers are encouraged to take immediate action to resolve hazards where possible or otherwise escalate them to their supervisor.

In FY25, we initiated a review of our corporate-level safety systems, standards, and procedures. A key area of focus has been enhancing our approach to incident learning to ensure consistent classification, notification, investigation, and application of learnings across all sites.

We utilise the InControl (INX) software platform across all operations to manage the recording of hazards, incidents, and safety events. This digital system supports compliance, reporting, and assurance activities, strengthening our ability to monitor performance and drive accountability.

Given the remote locations of some of our operations, where emergency response infrastructure is limited, our Tritton and Cracow sites maintain dedicated emergency response teams. These teams are trained to respond quickly and effectively to on-site incidents and have also played a vital role in supporting community emergency responses. Their readiness ensures the ongoing safety of our people and contributes meaningfully to the health and safety of the broader communities in which we operate.

Safety Performance

As at the end of June 2025, the Total Recordable Injury Frequency Rate was 14.7. This is higher than industry averages and is a focus area for improvement in FY26. Specifically, we will be developing programs focused on managing the common root causes of injuries supported by improved processes for medical onboarding, functional assessments, and injury management.

Aeris Reportable Injuries*

	FY25	FY24
Fatalities	0	0
TRIFR	14.7	13.2
LTIFR	1.3	2.4

* Restatement: FY24 TRIFR and LTIFR reported values have been restated due to correction of a system error. Previous reported value for TRIFR was 40.5 and for LTIFR was 1.2.



HEALTH AND HYGIENE

Our Health and Hygiene Program is designed to protect the wellbeing of our workforce throughout the entire employment lifecycle—from pre-employment through to exit. Personnel undergo a pre-employment medical assessment including a functional job assessment to determine their fitness for the role and to establish a health baseline.

Once on site, employees undergo ongoing medical surveillance and hygiene monitoring programs tailored to the specific risks of their roles. Health surveillance is conducted in alignment with regulatory requirements and internal risk management processes. Personal exposure to workplace hazards such as noise, dust, and diesel particulate matter is monitored by hygiene consultants to assess exposure and controls.

At Cracow and Tritton, accredited fitness and rehabilitation specialists are engaged to conduct ongoing occupational health monitoring and education, and employees have access to a visiting exercise physiologist at regular intervals.

As employees transition out of the business, an exit medical is provided to document health status at the conclusion of their employment. Taken together, this lifecycle approach is essential for protecting the health, safety of our workforce at every stage.

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

We seek active participation and consultation of our workforce in the development, implementation, and evaluation of our health and safety systems. Consultation with our workforce 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 health and safety issues are communicated to all employees as required, whether this be through pre-start meetings, safety noticeboards, toolbox talks and other safety meetings.

Mental Health

We recognise that psychosocial risks can have a significant impact on the mental health, wellbeing, and overall safety of our workforce. In FY25, we conducted a review of psychosocial risks at the group level to identify further opportunities for improvement and to strengthen our approach to mental health and wellbeing across all operations.

As part of this review, we also assessed the risk of sexual harassment, with a particular focus on our accommodation camps. To help mitigate these risks, we have a number of processes in place including gender-specific accommodation blocks, back-to-back room protocols, room rotation requirements, and high occupancy guidelines. These measures are designed to reduce risk and promote a workplace culture where all individuals feel safe, supported, and respected.

Throughout the year, we supported employee wellbeing through a range of initiatives, including RUOK Day, mental health awareness campaigns, and the continued delivery of our Employee Assistance Program (EAP). The EAP offers free, confidential counselling services to employees and their families, providing accessible support when it's needed most. In FY25, targeted mental health training sessions were delivered to employees at our corporate office to help build awareness and confidence in supporting mental wellbeing at work.



CASE STUDY



TRITTON'S EMERGENCY RESPONSE TEAM IN ACTION

Quick-thinking members of our Emergency Response Team (ERT) at Tritton Operations in NSW have been recognised with NSW Ambulance Cardiac Arrest Rescuer Awards for their "excellent work providing prompt and lifesaving first aid to their teammate", who has also received a Cardiac Arrest Survivor Award.

Our Health and Safety Officer Katrina, Nipper Jordan, Service Crew workers James and Jaydon, and Heavy Diesel Fitter John, attended the NSW Ambulance Awards and Recognition Ceremony in Dubbo where they were presented with their awards by NSW Ambulance Commissioner Dr Dominic Morgan ASM.

The group is part of the larger team who worked to save John's life when he suffered a heart attack at work. They jumped into action, applying a defibrillator, performing CPR, administering oxygen and keeping John stable until emergency services arrived on site.

Their swift actions have been praised by NSW Ambulance Service and by Aeris Executive Chairman Andre Labuschagne.

James said the emergency response training he received at Tritton prepared him to respond to the real-life medical emergency, "This is what we train for during our monthly sessions – the use of our life saving equipment. Our Occupational First Aid and Cert 3 in Emergency Rescue teach us the skills.

Then, at our monthly training sessions we run mock scenarios to gain exposure to different incidents and how we would respond to them, cementing in the skills learned."

Katrina added that "This incident reinforced that having trained people on site, ready to act at a moment's notice, can literally save lives. Under the leadership of HSET Manager Shae Martin, it was the swift, calm, and skilled actions of our ERT members that made the difference between life and tragedy. Their ability to respond under pressure, provide critical first aid, and work together to support John until ambulances arrived, highlighted not only their training, but their courage and dedication.

It also brought into sharp focus just how crucial it is for individuals, from all departments and backgrounds, to put their hands up and join ERT. It's not just a title, it's a commitment to being there for your fellow workers when it matters most. We are incredibly proud of and grateful to each ERT member, and we hope this moment inspires others to step forward and be part of something that truly makes a difference."

Our teammates who put their hands up to be members of our Emergency Response Team are commended for their ability to respond to emergencies, ensuring the safety and wellbeing of all our employees.

GRI REPORTING INDEX

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021		
2-1	Organizational details	Annual Report Section - Corporate Directory
2-2	Entities included in the organization's sustainability reporting	Annual Report Section - Financial Review - Basis of Preparation
2-3	Reporting period, frequency and contact point	About this Report: Reporting Boundary and Scope
2-4	Restatements of information	Refer to Annual Report. A restatement of information was made with regards to FY24 TRIFR and LTIFR results due to correcting a reporting error
2-5	External assurance	About this Report: External Assurance
2-6	Activities, value chain and other business relationships	Our Value Chain
2-7	Employees	Our Workforce table. Numbers are calculated using headcount at the end of the reporting period
2-8	Workers who are not employees	Not reported
2-9	Governance structure and composition	Sustainability Governance, Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporategovernance
2-10	Nomination and selection of the highest governance body	Please Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporategovernance
2-11	Chair of the highest governance body	Please 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	Sustainability Governance, Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporategovernance
2-13	Delegation of responsibility for managing impacts	Sustainability Governance, Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporategovernance
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance, Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporategovernance
2-15	Conflicts of interest	Please Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporategovernance . Directors Code of Conduct

GRI STANDARD	DISCLOSURE	LOCATION
2-16	Communication of critical concerns	Critical concerns are escalated as required to the Board via the Whistleblower process
2-17	Collective knowledge of the highest governance body	Please Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporategovernance
2-18	Evaluation of the performance of the highest governance body	Please Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporategovernance
2-19	Remuneration policies	Please Refer to Aeris Resources Remuneration Committee Charter www.aerisresources.com.au/about/corporategovernance
2-20	Process to determine remuneration	Please Refer to Aeris Resources Remuneration Committee Charter www.aerisresources.com.au/about/corporategovernance
2-21	Annual total compensation ratio	Not reported
2-22	Statement on sustainable development strategy	Our Sustainability Approach
2-23	Policy commitments	Please Refer to Aeris Resources Corporate Code of Conduct www.aerisresources.com.au/about/corporategovernance
2-24	Embedding policy commitments	Sustainability related processes are integrated in our day to day work practices. Oversight of policies sits with the Sustainability Committee and the Audit and Risk Committee
2-25	Processes to remediate negative impacts	Please Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporategovernance . Whistleblower Policy, Code of Conduct
2-26	Mechanisms for seeking advice and raising concerns	Please Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporategovernance . Whistleblower Policy, Code of Conduct
2-27	Compliance with laws and regulations	Please Refer to Aeris Resources Remuneration Committee Charter www.aerisresources.com.au/about/corporategovernance
2-28	Membership associations	Our Stakeholders section. Aeris do not donate to political associations.
2-29	Approach to stakeholder engagement	Our Stakeholders
2-30	Collective bargaining agreements	Our People - Employee Engagement

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Materiality
3-2	List of material topics	Materiality
3-3	Management of material topics	Our Sustainability Approach
GRI 14: Mining Sector 2024		
GRI 14.1 GHG Emissions		
14.1.1	3-3 Management of material topics	Environment - Climate Related Disclosures
14.1.2	302-1 Energy consumption within the organization	Environment – Greenhouse Gas Emissions and Energy Consumption
14.1.3	302-2 Energy consumption outside of the organization	Not reported – Aeris does not calculate energy consumption outside of the organisation
14.1.4	302-3 Energy intensity	Environment – Greenhouse Gas Emissions and Energy Consumption
14.1.5	305-1 Direct (Scope 1) GHG emissions	Environment – Greenhouse Gas Emissions and Energy Consumption
14.1.6	305-2 Energy indirect (Scope 2) GHG emissions	Environment – Greenhouse Gas Emissions and Energy Consumption
14.1.7	305-3 Other indirect (Scope 3) GHG emissions	Not reported – Aeris does not calculate Scope 3 GHG emissions.
14.1.8	305-4 GHG emissions intensity	Environment – Greenhouse Gas Emissions and Energy Consumption
14.1.9	305-5 Reduction of GHG emissions	Environment - Climate Related Disclosures
GRI 14.2 Climate Adaption and Resilience		
14.2.1	3-3 Management of material topics	Environment - Climate Related Disclosures
14.2.2	201-2 Financial implications and other risks and opportunities due to climate change	Environment - Climate Related Disclosures
GRI 14.6 Tailings		
14.6.1	Management of material topics	Environment – Tailings Management
GRI 14.7 Water and Effluents		
14.7.1	3-3 Management of material topics	Environment – Water Management
14.7.2	303-1 Interactions with water as a shared resource	Environment – Water Management
14.7.3	303-2 Management of water discharge-related impacts	Environment – Water Management
14.7.4	303-3 Water withdrawal	Environment – Water Management
14.7.5	303-4 Water discharge	Environment – Water Management
14.7.6	303-5 Water consumption	Environment – Water Management

GRI STANDARD	DISCLOSURE	LOCATION
GRI 14.8 Closure and Rehabilitation		
14.8.1	3-3 Management of material topics	Environment – Closure and Rehabilitation
14.8.2	402-1 Minimum notice periods regarding operational changes	Not reported
14.8.3	404-2 Programs for upgrading employee skills and transition assistance programs	Aeris provides comprehensive transition assistance programs including job and outplacement support.
GRI 14.9 Economic Impacts		
14.9.1	3-3 Management of material topics	Our Communities – Economic Contribution
14.9.2	201-1 Direct economic value generated and distributed	Our Communities – Economic Contribution
14.9.3	203-1 Infrastructure investments and services supported	Our Communities – Economic Contribution
14.9.4	203-2 Significant indirect economic impacts	Our Communities – Economic Contribution
14.9.5	204-1 Proportion of spending on local suppliers	Our Communities – Proportion of Spending on Local Suppliers
GRI 14.10 Local Communities		
14.10.1	3-3 Management of material topics	Our Communities
14.10.2	413-1 Operations with local community engagement, impact assessments, and development programs	Our Communities
14.10.3	413-2 Operations with significant actual and potential negative impacts on local communities	Our Communities
GRI 14.11 Rights of Indigenous Peoples		
14.11.1	3-3 Management of material topics	Our Communities – Traditional Owner Engagement
14.11.2	411-1 Incidents of violations involving rights of Indigenous People	There were no incidents of violations involving rights of Indigenous People in the reporting year.
GRI 14.16 Occupational Health and Safety		
14.16.1	3-3 Management of material topics	Health, Safety and Wellbeing
14.16.2	403-1 Occupational health and safety management system	Health, Safety and Wellbeing
14.16.3	403-2 Hazard identification, risk assessment, and incident investigation	Health, Safety and Wellbeing
14.16.4	403-3 Occupational health services	Health, Safety and Wellbeing – Health and Hygiene
14.16.5	403-4 Worker participation, consultation, and communication on occupational health and safety	Health, Safety and Wellbeing – Worker Participation, Consultation, and Communication on Occupational Health and Safety

GRI STANDARD	DISCLOSURE	LOCATION
14.16.6	403-5 Worker training on occupational health and safety	Health, Safety and Wellbeing – reference to Induction and role specific training
14.16.7	403-6 Promotion of worker health	Our Stakeholders, Our People – Employee Engagement, Safety Health and Wellbeing – Mental Health
14.16.8	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety and Wellbeing – Health and Hygiene
14.16.9	403-8 Workers covered by an occupational health and safety management system	Health, Safety and Wellbeing
14.16.10	403-9 Work-related injuries	Health, Safety and Wellbeing – Safety Performance
14.16.11	403-10 Work-related ill health	Health, Safety and Wellbeing – Safety Performance
GRI 14.21 Non-discrimination and equal opportunity		
14.21.1	3-3 Management of material topics	Our People
14.21.2	202-2 Proportion of senior management hired from local community	Our People – Workforce Statistics
14.21.3	401-3 Parental leave	Our People – Parental Leave
14.21.4	404-1 Average hours of training per year per employee	Not reported
14.21.5	405-1 Diversity of governance bodies and employees	Our People – Workforce Statistics
14.21.6	405-2 Ratio of basic salary and remuneration of women to men	Partially reported in Our People – Diversity and Inclusion
14.21.7	406-1 Incidents of discrimination and corrective actions taken	There were no incidents of discrimination in FY25

