

A large, ancient baobab tree stands as the centerpiece in a lush savanna landscape. Its thick, textured trunk is a striking feature. In the foreground, two workers wearing orange high-visibility shirts, dark blue trousers, and white hard hats stand with their backs to the camera, looking towards the tree. The ground is a mix of dry earth and green grass. The sky is a clear, bright blue. In the upper right corner, there is a decorative graphic element consisting of several overlapping light blue triangles.

Sustainability at Aeris **Growth in Motion**



Aeris
RESOURCES



Sustainability at Aeris

About

Framework

Aeris Resources has prepared sustainability disclosures with reference to the Global Reporting Initiative (GRI) Standards, including the GRI 14: Mining Sector 2024 Standards.

Boundary and Scope

This covers the Tritton Copper Operations, Cracow Gold Operations, North Queensland Copper (which Aeris controlled up to the date of its divestment in March 2026), Jaguar and Stockman projects, and the Brisbane corporate office.

Related Reporting

This should be read alongside:

Report	Contains
Aeris S2 Sustainability Report	Climate governance, strategy, scenario analysis, climate risks and opportunities, transition planning and climate metrics and targets
Modern Slavery Statement	Detail on supply chains and approach to assessing and managing modern slavery risks
Annual Report and Corporate Governance Statement	Corporate governance, Board composition, remuneration and financial disclosures

External Assurance

PwC provided limited assurance on some aspects of the Aeris S2 Sustainability Report. Please refer to PwC's limited assurance opinion on page 107-112.

The disclosures in this section of the report have not been externally assured.

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.

Sustainability Highlights



Governance

Enterprise risk management framework refreshed with a Risk Appetite Statement introduced across eight strategic risk categories.



Climate

First S2 Sustainability Report.



Environment

Advanced the rehabilitation of the Murrawombie heap leach facility.



Safety

Review of fatal risks and critical controls commenced with bowties being rebuilt across the business.



People

Respect Check survey completed with 72% workforce participation and 1,684 comments received.



Community

\$123,449 contributed through our Community Grants Program to 42 recipients.

A Message from the Sustainability Chairman



As Chair of the Sustainability Committee, I am pleased to provide an update on sustainability at Aeris. This year we focused on strengthening systems that underpin how we manage sustainability.

We refreshed our enterprise risk management framework and introduced a Risk Appetite Statement that defines the level of risk the Company is prepared to accept across eight strategic categories. Climate-related and psychosocial risks are now managed within the same framework. We also introduced a Group Incident Procedure and strengthened the content of our monthly sustainability reporting to the Board, shifting the emphasis towards leading indicators and risk management rather than lagging performance data.

Safety remains our priority and whilst our Total Recordable Injury Frequency Rate improved to 12.2 from 14.7, our Lost Time Injury Frequency Rate rose from 1.3 to 4.6. We injured fewer people, but those injuries which were predominantly musculoskeletal and hand injuries, kept our people away from work. We will continue to focus on this in FY27 alongside our work on fatal risk management.

During the year we commenced a project to strengthen our Fatal Risk Management Framework. We developed a group level fatal risk register and worked with operational teams and subject matter experts to map our fatal hazards and the critical controls that keep people safe. The review focused on strengthening controls and reducing reliance on human action. That work continues into FY27, where we will finalise the identification of updated critical controls and begin a communications campaign to embed them in every day work and conversations so that every worker every day knows the fatal risks associated with their tasks and acts to verify the controls are in place.

We asked our people about their experience of working at Aeris through our Respect Check survey with 72% of our workforce participating and providing 1,684 comments. This strong level of engagement provided us with meaningful insights to help us understand where we are going well and where we can improve the employee experience. Our people told us they know how to raise concerns and feel supported by those around them. At the same time, the feedback highlighted that we need to do more to reinforce expectations around appropriate workforce behaviour. This will be a key focus for our Workplace of Respect program in FY27, commencing with training our leaders to help set clear expectations and foster a respectful and inclusive workplace.

On the environment, we made good progress with rehabilitation. At Tritton, rehabilitation of the spent Murrawombie heap leach pads progressed, with 75% of the encapsulation now complete. The work draws on waste rock from the Murrawombie pit cutback, integrating rehabilitation into an active mining project. We have also been progressing studies to support rehabilitation planning across the business.

We also published our first Climate-related Financial Disclosures under AASB S2, with limited assurance provided by PwC on some aspects (refer to PwC's limited assurance opinion on page 107-112).

Further work is required on Scope 3 emissions which will commence in FY27.

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 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.



Protect the health, safety and wellbeing of our people by eliminating or minimising risks so far as is reasonably practicable and maintaining critical controls to prevent serious injury and fatality.



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 FY26
Employees	We engage to build a collaborative, supporting 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 • Respect Check Survey
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 • North Queensland Operations divestment • Community investment
Traditional Owners	We engage with Traditional Owners as we acknowledge the unique culture and historical significance of lands owned by Indigenous groups and traditional owners. 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
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

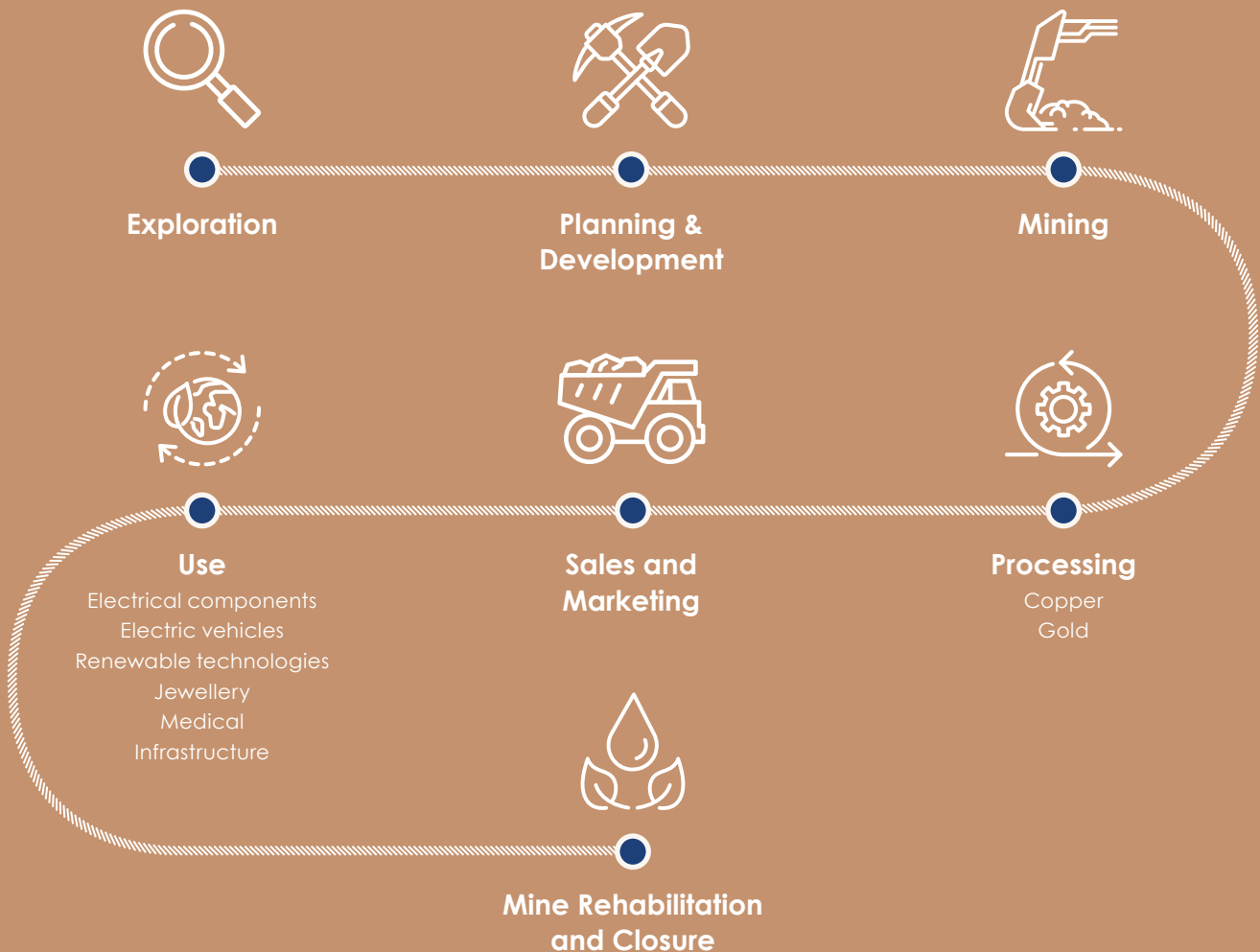
Stakeholder	Reason to engage	Engagement mechanisms	Engagement focus areas in FY26
Government / Regulators	We work closely with government stakeholders to ensure our activities remain transparent and compliant.	• Meetings • Emails • Site visits • Participation in councils/committees • Partnerships through 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

Aeris undertakes a materiality assessment to determine sustainability topics most material for inclusion in our sustainability reporting. Our material topics for FY26 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 FY26.

Our material topics for FY26

 Environment	 Our Communities	 Our People
• Climate adaption and resilience* • Energy and greenhouse gas emission* • Water Management • Tailings management • Biodiversity • Mine Closure and Progressive Rehabilitation	• Community Engagement • Traditional Owner Engagement • Economic Impacts	• Health, Safety and Wellbeing • Diversity and Inclusion

* Climate Adaptation and Resilience and Energy and Greenhouse Gas Emissions were assessed as material for FY26. Given the introduction of mandatory climate reporting under AASB S2, disclosures on these topics are presented in full in our Climate-related Financial Disclosures rather than repeated here.



Sustainability Governance

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, in relation to climate-related matters, the requirements of Australian Sustainability Reporting Standard AASB S2 Climate-related Disclosures.

Board oversight

The Board of Directors (the Board) has ultimate responsibility for the oversight of sustainability matters and their integration into Aeris' strategy, business planning, annual budget and risk management approach.

Under the Board Charter, the Board is responsible for:

- approving Aeris' Risk Management Framework and monitoring the effectiveness of risk management processes
- overseeing the identification, evaluation and management of material risks, including sustainability and climate-related risks where these are assessed as material
- approving Aeris' external reporting, including sustainability and climate-related disclosures.

The Board is assisted by three standing committees, each of which considers different aspects of sustainability:

- Sustainability Committee
- Audit and Risk Committee (ARC)
- Remuneration and Nomination Committee.

Each committee operates under its own Charter, which sets out the scope of its responsibilities and decision making. The Board and Committee Charters are available on the Aeris website.

Sustainability Committee

The 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.

The Board has delegated oversight of certain sustainability matters to the Committee, including:

- monitoring and providing recommendations to the Board on Aeris' sustainability strategy and its implementation
- overseeing Aeris' response to mandatory disclosures under AASB S2 and other voluntary sustainability reporting
- overseeing the adoption of appropriate metrics and the collection and analysis of sustainability-related data
- reviewing management's public reporting on sustainability matters, including Aeris' Sustainability Report.

In FY26, the Committee reviewed and updated the Sustainability Policy and the Health and Safety Policy and made recommendations to the Board regarding their approval.

Audit and Risk Committee

The ARC assists the Board by providing advice and recommendations on Aeris' financial reporting and assurance. This includes overseeing the risk management framework, the integrity of sustainability-related metrics and disclosures, and reviewing the adequacy of the verification and assurance processes supporting sustainability reporting.

The Sustainability Committee and the ARC meet jointly at least annually to ensure the effective discharge of their respective responsibilities in relation to oversight of material sustainability risks and the verification of sustainability-related metrics. In FY26, the two Committees met jointly twice in relation to climate-related risks. During the year the ARC reviewed and updated the Aeris Risk Framework and made recommendations to the Board regarding approval.

Sustainability systems

The Aeris sustainability management system starts with Group-level policies, standards and procedures, which provide a framework for the consistent application of sustainability processes across the organisation. In FY26 we continued to improve our foundational sustainability systems, with our focus on developing further standards and processes to sit at a Group level across the business.

Aeris develops an annual Sustainability Plan to drive improvements in sustainability governance and performance.

Progress Against FY26 Sustainability Plan

Focus area	What we set out to do	FY26 progress	Status	FY27 focus
Governance	Refresh the enterprise risk management framework	Framework updated. Risk Appetite Statement introduced. Climate-related and psychosocial risks included.	Complete	Embed the framework at site level.
	Review core sustainability policies	Sustainability Policy and Health and Safety Policy updated.	Complete	
	Strengthen reporting on sustainability	Improved monthly Sustainability Reporting to Board. Sustainability Committee and Audit and Risk Committee met jointly twice on climate-related matters. Monthly sustainability meetings introduced for Aeris leaders.	Complete	
	Develop Group-level sustainability standards and processes	Work on group level standards progressed but was not finalised in the financial year.	In progress	Finalise group level sustainability standards.
Climate	Meet AASB S2 requirements	First Climate-related Financial Disclosures published. Climate governance processes strengthened.	Complete	Refresh scenario analysis.
	Map Scope 3 emissions across the value chain	This work will commence in FY27.	No progress	Disclose material Scope 3 categories.
Safety	Strengthen fatal risk management	Fatal risk register reviewed and bowties being rebuilt to identify inherently stronger critical controls.	In progress	Finalise critical control identification and communicate to workforce.
	Improve how we learn from incidents	New Group Incident Procedure. AI-assisted investigation tool implemented. Learnings from significant events shared Group-wide.	Complete	Focus on action implementation and learnings from critical control precursors.
	Improve safety performance	Improvement in TRIFR but continues to be above industry averages.	Ongoing	Targeted injury reduction project.
Our People	Improve Employee Engagement	Respect Check survey completed. Ask Andre Webinars established.	Complete	Action planning to address Respect Check findings.
Environment	Progress rehabilitation at Tritton	Rehabilitation of the spent Murrawombie heap leach pads approximately 75% progressed. Specialist studies completed to support rehabilitation at Tritton North East.	In progress	Finalisation rehab in accordance with the ITP.
	Improve water security at Tritton	Validation of the Tritton water balance model.	In progress	Further data collection to support validation.
Our Communities	Improve grievance management	Grievance management review progressed but not finalised.	In progress	Finalise grievance management process.
	Strengthen Stakeholder Engagement	Improved utilisation of Consultation Manager. Engaged consultant to develop site/project level engagement tools.	In progress	Establish Stakeholder Engagement Framework.
	Community Grants Framework	Sponsorships and grants guidelines under review.	In progress	Finalise review.

Risk management

Risk at Aeris is identified, assessed and managed in accordance with the Risk Management Framework. The Board sets the Company's risk appetite and oversees management's implementation of the framework with support from the relevant Board Committees, with enterprise-level risks presented to the ARC annually.

Aeris' Risk Management Policy outlines the Company's overall approach to risk management and is supported by the Risk Management Standard, which establishes minimum requirements for identifying, analysing, evaluating, controlling, monitoring and reviewing risks and opportunities. Sustainability and ESG risks and opportunities, including climate change, are integrated into this framework.

The risk assessment methodology evaluates risks using five levels of likelihood and consequence across several areas, including people, environment, financial/assets/ business interruption, reputation, and regulatory compliance. Aeris identifies material enterprise-level risks as those that could threaten the Company's business model, future performance, solvency or liquidity, or reputation. At a site level, Health, Safety, Environment and Community (HSEC) risks are identified in each site's Broad Brush Risk Assessment (BBRA).

A separate Climate Risk Procedure sets out how climate-related risks and opportunities are identified and managed. Further detail on the identification, assessment and management of climate-related risks and opportunities is provided in the Climate-related Financial Disclosures section on page 90.

Supply chain and human rights

We assess modern slavery risks across our supply chain taking into account country and industry risk.

Aeris recognises the importance and seriousness of modern slavery and freedom from forced labour 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 all forms of modern slavery is outlined in our standalone Modern Slavery Statement.



Case Study >>



Strengthening our approach to Risk Management

Risk management is fundamental to protecting our people, the environment and the communities in which we operate, while supporting the delivery of sustainable value for our shareholders. During the year, we completed a comprehensive refresh of our enterprise risk management framework to ensure it remains aligned with the evolving nature of our business, our operating environment and stakeholder expectations.

The updated framework strengthens governance by providing greater clarity on risk ownership, decision-making and accountability, while enhancing our processes to identify, assess and manage both existing and emerging risks. A key outcome was the introduction of a formal Risk Appetite Statement, which defines the level of risk the Company is prepared to accept across eight strategic risk categories, providing consistent guidance for decision-making.

The review also strengthened the integration of critical risk management by further aligning our approach with the International Council on Mining and Metals (ICMM) Critical Control Management framework and embedding emerging risk areas, including climate-related and psychosocial risks, within our enterprise and operational risk processes.

Together, these enhancements provide a more robust and integrated approach to risk management, supporting informed decision-making, improving organisational resilience and providing greater confidence that risks are being effectively identified, managed and reported.

Environment

At Aeris, we operate 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. Environmental incidents are recorded and investigated through INX. These tools help us proactively identify issues, respond to environmental indicators, and continuously improve our performance. Two reportable environmental incidents occurred during the year. The first at Tritton involved the release of contaminated water which was contained on the mining lease with all impacted water and soil recovered. The second at Cracow involved a water release following a significant rainfall event where available storage and transfer capacity on site was exceeded.

Water Management

Water is essential for our operations, but we recognise it is a shared and finite resource that is vital 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. In FY26 we updated Tritton's water balance model to support improved understanding of water requirements across the operation including the Constellation mine.

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.

Water Consumption and Discharge (ML/yr)

Water	FY26	FY25*	FY24*
Surface water consumption (ML)	1,283	1,125	1,069
Groundwater consumption (ML)**	692	1,164	1,232
Total water consumption (ML)	1,975	2,289	2,301
Total water discharged (ML)	***	-	-

* FY24 and FY25 data restated due to correction of a system error.

** Reduction in groundwater abstraction at Jaguar due to reduced care and maintenance.

*** Water release at Cracow in March 2026 was estimated to be 0.1ML.

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).

Our active TSFs are subject to continuous monitoring through systems such as remote sensing, 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.

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.



Summary of TSFs owned and operated by Aeris

TSF	Construction method	Status	Max. permitted capacity (Mt)	Tailings stored (Mt)	Consequence classification ¹	Risk assessment frequency	Most recent independent technical review	Next review
Tritton TSF 1	Upstream	Active	25 ²	20	Significant	Annual	Trivett Risk Management in conjunction with CMW (1 July 2025)	2030
Cracow Tailings Dam (TD) 4	Downstream and upstream lifts	Inactive	0.47	0.47	High B	Annual	TailCon Projects Consulting (Site Visit & Geotechnical Review 20 October 2025)	2030
Cracow Tailings Storage Facility (TSF) 1	Downstream and upstream lifts	Inactive	5.3	4.9	High A	Annual	TailCon Projects Consulting (Site Visit & Geotechnical Review 20 October 2025)	2030
Cracow Tailings Storage Facility (TSF) 2	Downstream	Active	3.1	2.7	High C	Annual	TailCon Projects Consulting (Site Visit & Geotechnical Review 20 October 2025)	2030
Cracow Tailings Dam (TD) 1	Upstream	Rehabilitated, not yet relinquished	N/A	N/A	N/A	N/A	N/A	N/A
Cracow Tailings Dam (TD) 2	Downstream	Rehabilitated, not yet relinquished ³	N/A	N/A	N/A	N/A	N/A	N/A
Cracow Tailings Dam (TD) 3	Downstream	Rehabilitated, not yet relinquished	N/A	N/A	N/A	N/A	N/A	N/A
Jaguar Teutonic Bore TSF	Upstream	Inactive	0.9	0.8	Low	Annual	N/A	N/A
Jaguar TSF 1	Upstream	Inactive	1.4	1.4	Significant ⁴	Annual	N/A	N/A
Jaguar TSF 2	Upstream	Inactive	1.8	1.8	Significant ⁴	Annual	N/A	N/A

1. Consequence categories are reported in line with the ANCOLD Guidelines (2012 - Rev 2019).
2. The Tritton TSF is approved for construction to RL274m rather than to a specified tonnage. Based on historically placed tailings density, Tritton estimates the approximate capacity within the RL274m construction height at approximately 20 Mt. An application for a further 4 m lift of the TSF has been submitted, which would provide an additional 8 Mt of capacity.
3. TD2 is rehabilitated except for approximately 3 ha that is being used to manage mine-affected water.
4. Classified as Category 2 as per Department of Energy, Mines Industry Regulation and Safety (DEMIRS) which is equivalent to Significant in line with ANCOLD Guidelines (2012 - Rev 1 2019).

Biodiversity

Protecting biodiversity begins with understanding the ecological values of our proposed operating areas before disturbance occurs. We aim to avoid impacts wherever practicable through the project planning and design phase and recognise that decisions made early in a project's lifecycle have the greatest influence on biodiversity outcomes.

We apply the mitigation hierarchy across all activities involving land disturbance: avoid, minimise, rehabilitate and, where residual impacts remain, offset. Rehabilitation plays a critical role in restoring ecological values over time and is supported by our Closure and Rehabilitation approach.

Prior to any new disturbance, baseline ecological surveys are undertaken to identify flora, fauna and habitat values. This information informs project design, supports environmental approvals and establishes the benchmark for ongoing monitoring and performance assessment.

Operational land disturbance is managed through a formal disturbance permit process. Disturbance is only authorised within approved areas and only after environmental, operational and regulatory requirements have been met.

This process helps ensure impacts are appropriately assessed, controls are implemented, and biodiversity values are protected throughout the life of our operations.

Closure and Rehabilitation

Progressive rehabilitation and closure planning are integrated into our Life of Mine planning to ensure environmental, social and financial considerations are incorporated throughout the mining lifecycle. By rehabilitating land as it becomes available, rather than waiting until the end of operations, we reduce long-term environmental risk while improving the likelihood of achieving sustainable closure outcomes.

Progressive rehabilitation helps stabilise landforms, reduce erosion and dust generation, improve surface water management, and re-establish vegetation and habitat. These activities provide valuable information on rehabilitation performance, allowing techniques to be refined over time and supporting confidence that closure objectives can be achieved.

Meaningful engagement with stakeholders is central to our approach. We engage with landowners, Traditional Owners, local communities and regulators to understand expectations for post-mining land use and to develop closure objectives that are appropriate, achievable and aligned with regulatory requirements.

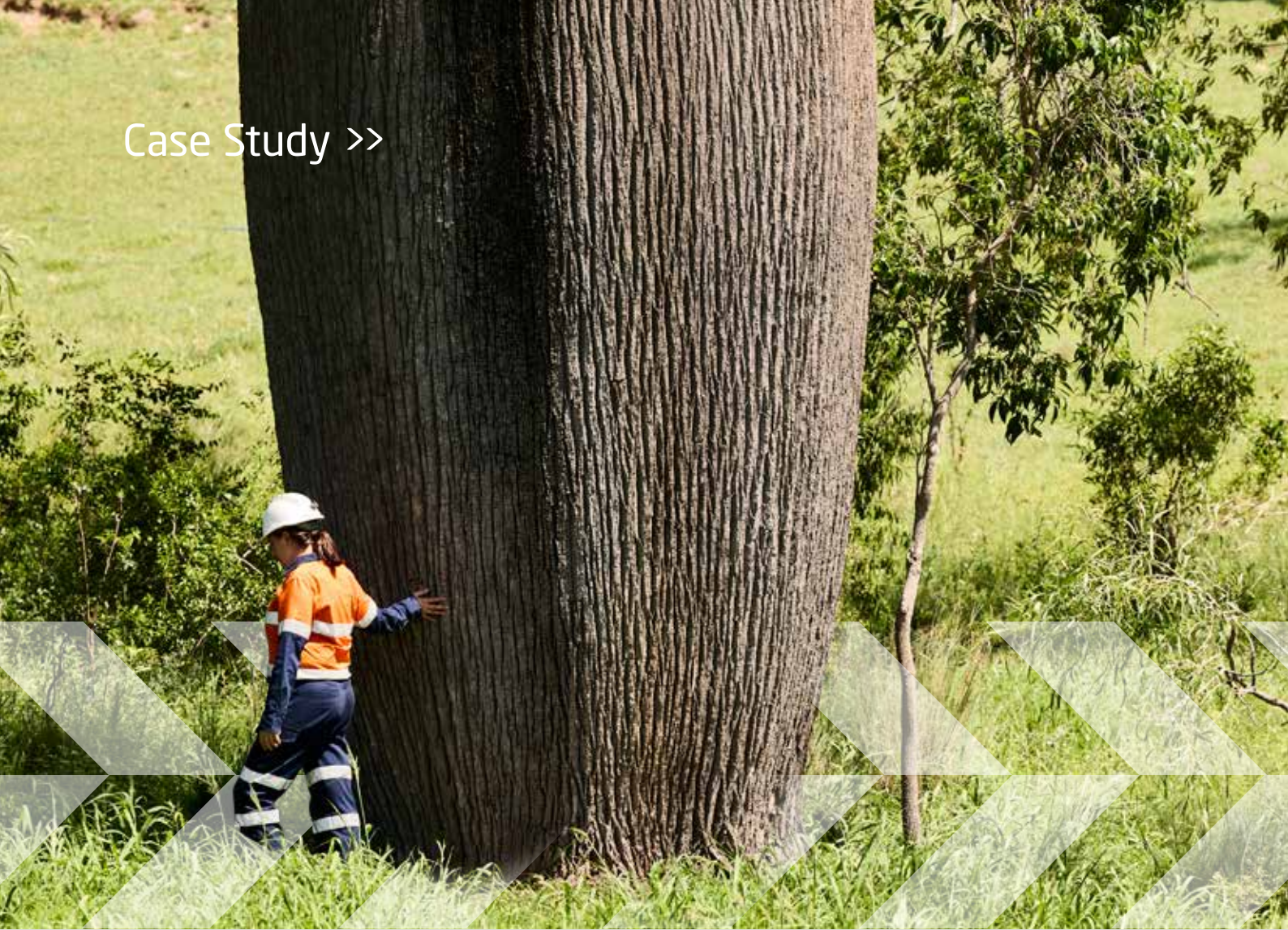
Each operation maintains a Rehabilitation and Closure Plan that is prepared in accordance with jurisdictional requirements and updated as mine plans evolve. These plans guide progressive rehabilitation activities, establish completion criteria, and support ongoing monitoring and reporting of rehabilitation outcomes. Rehabilitation performance is reviewed regularly to assess progress towards agreed closure objectives.

We recognise the financial responsibility associated with mine closure. Closure cost estimates are reviewed periodically, and financial assurances are provided to the relevant government authorities to meet our regulatory obligations. Progressive rehabilitation is incorporated into annual operational plans wherever practical, reducing the remaining closure liability over the life of the operation.

Each site reports annually on land disturbance and progressive rehabilitation activities in accordance with state regulatory requirements, including the submission of spatial data and other supporting information to demonstrate rehabilitation progress.



Case Study >>



Terrestrial Ecological Surveys at Cracow

Effective environmental management for the Golden Plateau project depends on understanding the environmental values before disturbance. Terrestrial ecological surveys give the project team that understanding by identifying the vegetation communities, habitat values and flora and fauna species within and around the proposed disturbance footprint, so that anything of conservation significance can be avoided, mitigated or managed over the life of the mine. These surveys are also a requirement of the environmental approvals process.

In November 2025 a specialist ecology team completed a spring baseline survey across the proposed Golden Plateau disturbance footprint. The work began with a desktop assessment and survey planning, including searches for species listed as threatened under the Environment Protection and Biodiversity Conservation Act 1999 (Cth) and the Nature Conservation Act 1992 (Qld) with potential to occur in the study area.

Field surveys followed, conducted during both day and night, and included the: validation of vegetation mapping, using fauna survey techniques, targeted searches for threatened flora and fauna wherever suitable habitat was present, and habitat condition assessments for those species. Matters of National Environmental Significance and Matters of State Environmental Significance were assessed specifically.

The survey produced a field-validated vegetation map and a full flora and fauna inventory for the study area, together with an understanding of flora and fauna species of conservation significance, groundwater dependent ecosystems, and weed and pest species of management concern.

That baseline now underpins the next stage of project planning. It allows the team to identify where the project interacts with ecological values, design avoidance and mitigations into the project and assess and classify direct and indirect impacts. The ecological understanding will continue to support environmental management well beyond approvals informing monitoring requirements, rehabilitation planning and future regulatory submissions.

Case Study >>



Progressing Mine Closure and Planning Rehabilitation at Tritton's North East Operations

Effective mine closure is planned well in advance of the end of operations. At Tritton North East Operation, we continue to progress the technical studies and risk assessments that will inform the safe, stable and sustainable rehabilitation of the site following the completion of mining.

Tritton North East has a long operating history, with open pit mining undertaken between 1996 and 2000 and underground operations commencing in 2007. As underground mining approaches its planned completion and surface disturbances complete, we have accelerated our closure planning program to ensure rehabilitation decisions are supported by robust scientific evidence and site-specific data.

During the year, we completed a series of specialist assessments to support rehabilitation planning.

These studies included ecological monitoring to establish rehabilitation success criteria, assessments of drainage, sediment and erosion controls, independent geotechnical stability assessments of the open pits, and hydrological investigations to evaluate the long-term performance of water management infrastructure.

The outcomes of these studies provide the technical foundation for our rehabilitation risk assessment and closure planning. They enable us to identify and prioritise key rehabilitation risks, focus ongoing monitoring and investigation activities, and develop targeted remediation strategies that support safe, stable and sustainable post-mining landforms.

This work forms an important part of our commitment to responsible mine closure and to delivering positive environmental outcomes that meet regulatory requirements and community expectations.

Our People

Our people are central to our success and growth.

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

We are committed to attracting, engaging, developing, and retaining great people, and 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 diversity and inclusion, and workforce flexibility enhance 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.

Our Workforce Statistics for FY26

	Corporate	Tritton	Cracow	Other
Total	52	343	241	4
Male	32	275	212	4
Female	19	63	24	0
Other	1	5	5	0
Permanent	50	324	227	2
Maximum term	0	13	1	0
Casual	2	6	13	2



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

During FY26, Aeris launched its Ask Andre webinar series, creating new opportunities for employees across all Aeris workplaces to hear directly from the Executive team and engage in open discussion about the business. The initiative was designed to improve transparency, strengthen connection between leadership and employees, and provide a forum for open and honest conversations about the issues that matter most to our workforce.

The opportunity to engage directly with senior leaders resonated strongly with employees, reinforcing the value of transparent and accessible communication across the business. Reflecting on the experience, one employee commented, "I really liked that questions were answered directly. There was a good spread of topics and information. It was a really valuable session. Thank you."

Following positive feedback from employees after the inaugural session, a second webinar was delivered later in the year. More than 150 employees participated live across the two sessions, with additional employees viewing the recorded webinars after they were shared in the Aeris' employee newsletter.

The strong participation demonstrated employees' appetite for direct engagement with leadership and their commitment to understanding the future direction of the business.

We also completed the Respect Check Survey aimed at understanding employees experience at work to help us strengthen safety and support at Aeris (see case study, p51).

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.



Case Study >>



Respect Check

Growing a safer, more supportive workplace

Launched in January, Respect Check gave our people a simple, confidential way to share what our culture is like on the ground.

The initiative recognised the strong link between respect, psychological safety and mental health and how this contributes to a healthy, sustainable workplace.

Our aim was to create a clearer picture of how our culture was impacting the psychological safety of our employees at all Aeris workplaces, including getting an understanding of the prevalence of bullying, harassment, and discrimination.

The response was strong, with 72 per cent of our workforce taking part and contributing 1,684 comments.

The feedback showed many positives: 85 per cent of our people said they know where to raise concerns about their own wellbeing or a teammate's, 81 per cent feel supported by the people around them, and 79 per cent said they can be their authentic self at work.

At the same time, the feedback highlighted opportunities to continue strengthening our culture. Some employees reported experiencing inappropriate non-sexual behaviour in the workplace during the previous six months, including bullying, harassment, discrimination or workplace conflict.

These findings highlight an important area for continued focus and will inform preventative actions under our Workplace of Respect program in FY27, including clearer behavioural expectations, capability building for leaders and employees, and ongoing training and awareness.

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 healthy 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.

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 2 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.

Workforce diversity

	FY26	FY25	FY24
Women	17%	17%	16%
Men	81%	81%	83%
Other	2%	2%	1%
Indigenous	11%	10%	11%

	FY26		FY25		FY24	
	Female	Male	Female	Male	Female	Male
CEO/KMP/HOB	33%	67%	29%	71%		100%
Managers	23%	77%	16%	84%	21%	79%
Non-Management	16%	84%	17%	82%	17%	83%

Parental Leave	Male	Female	Other	Total
Number of employees who took Parental Leave	30	6	0	36
Number of employees that returned to work in the reporting period after parental leave ended	27	3		30



Case Study >>



Supporting parents to return with confidence

Coming back to work after having a child can be a big adjustment. Our returning parents have childcare to arrange, new priorities, and plenty of questions about how work will fit around family life. We want to make that transition feel more manageable for our people.

That starts with staying connected. Through keep-in-touch days and regular contact from her team, Cordelia said she felt supported throughout her parental leave.

"Communication was amazing and they made sure to check up on me. They really made me feel like becoming a parent is a blessing, and that's something I don't take for granted," she said.

Georgia had a similar experience before returning to work, with the opportunity to connect with her manager and HR team ahead of her return.

"We had a Teams catch-up before I came back. It was really good to understand what I wanted and what Aeris wanted from me," she said.

For Desi, flexible work arrangements made it possible for her to return.

"My partner and I are both from New South Wales. We were living in the Sunshine Coast, but we wanted to relocate to be closer to family.

I didn't expect it, but Aeris allowed me to move and work from NSW, where I have that family support. It's honestly been a lifesaver, and I probably wouldn't be working right now if they hadn't offered that to me."

Our return-to-work bonus which was first introduced in FY25 has given us a new hands-on way to support parents who have now returned to work following Parental Leave. Eligible primary careers have accessed the bonus as a cash payment, additional leave, or a combination of both.

"I think it's a positive reassurance for parents, who tend to worry about leaving work and then having that anxiety of how you're going to fit back in. In a way, getting that bonus was like a reassuring pat on the back a way to say well done and we're happy to have you back," said Cordelia.

Georgia shared that the bonus added an extra layer of security.

"It gave me a bit of a buffer, so if I suddenly had to take time off because I was sick or my baby was sick, I didn't need to worry," she said.

The aim of the bonus is to give returning parents more choice and practical support. Alongside flexible work, it helps people come back to Aeris in a way that works for them.

"My partner and I are both from New South Wales. We were living in the Sunshine Coast, but we wanted to relocate to be closer to family. I didn't expect it, but Aeris allowed me to move and work from NSW, where I have that family support. It's honestly been a lifesaver, and I probably wouldn't be working right now if they hadn't offered that to me."



Our return-to-work bonus further supports 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.

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.



Case Study >>



"My team is outstanding. Where one person might not know something, someone else does, and everyone is willing to lend a hand. The knowledge and support within the team is a huge reason I'm able to do my role successfully."

Growing careers close to home

Career growth comes from the chance to learn, contribute and take on new challenges. Through its regional operations, Aeris helps people build skills, take the next step in their careers and grow close to home.

For Kelsie Thompson, Fixed Plant Electrical Supervisor at Aeris' Tritton operations, career progression has come from embracing new challenges and the support of those around her.

Born and raised in Nyngan, mining was always part of Kelsie's life. After completing electrotechnology studies through TAFE while at school, she began an apprenticeship before joining Aeris as an electrician. When opportunities came up, she took on supervisory responsibilities, growing her skills and experience.

After moving to North Queensland, Kelsie made the decision to return to Aeris and her local community. She first returned as a contract breakdown electrician before stepping into a permanent supervisory position, where she now leads the Fixed Plant Electrical team.

"My team is outstanding. Where one person might not know something, someone else does, and everyone is willing to lend a hand. The knowledge and support within the team is a huge reason I'm able to do my role successfully," she said.

She says it was the people that made her choose to come back to Aeris.

"Out of all the places I've worked, Aeris is my favourite. It's the people that make it. I'm surrounded by incredible knowledge, great mateship and a healthy amount of banter. Being close to home also means I can be there for important family moments.

Through her career, it was those people and the supportive culture at Aeris that helped her build confidence and develop new skills.

"If you want to do training, improve a skill or take on a project, you're supported to take charge and give it a go... I honestly never thought about going for the supervisor role when it came up. It was the boys in the team that really encouraged me to go for it and gave me that push."

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.

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 FY26, we have continued to engage with Traditional Owners across our sites. We met with the Wulli Wulli people at Cracow on a regular basis and continued the promotion of indigenous employment opportunities as well as supporting high school students through our scholarship program. At Jaguar, we engaged with the Darlot People regarding a Heritage Protection Agreement. At Tritton, we engaged with the Ngemba, Ngiyampaa, Wangaaypuwan and Wayilwan people in relation to cultural heritage assessments for the Constellation project.

Cultural Heritage Management Plans are in place for Tritton and Cracow and are built on ongoing engagement, collaboration and cooperation with Traditional Owners.



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 \$123,449 in FY26 to a wide range of recipients.

Youth Engagement and Sports

Development: In FY26, we sponsored a range of sports related programs including the Theodore Junior Roosters football club, Omeo Benambra Football Netball Club, Nyngan Little Athletics, Nyngan Junior Rugby Union and the Nyngan Amateur Swimming Club. We also supported Hermidale Public School for their annual fundraising event as well as Theodore State School Award's night.

Attendance at local festivals and supporting community events: We have participated in various community run events including the Omeo Show, Nyngan GROW Day, Theodore Show, Nyngan Ag Expo and the Cobar Races.

Traditional Owners: At Cracow we provided support towards the Wulli Wulli Family NAIDOC Day. The event is hosted to recognise and respect the contributions of First Nations people. At Tritton we supported the Wongaibon Crows Inc, a community based First Nations team participating in Netball and Touch Football. The team participates in Koori Knockouts and provides safe, inclusive and culturally strong sporting opportunities for the community.

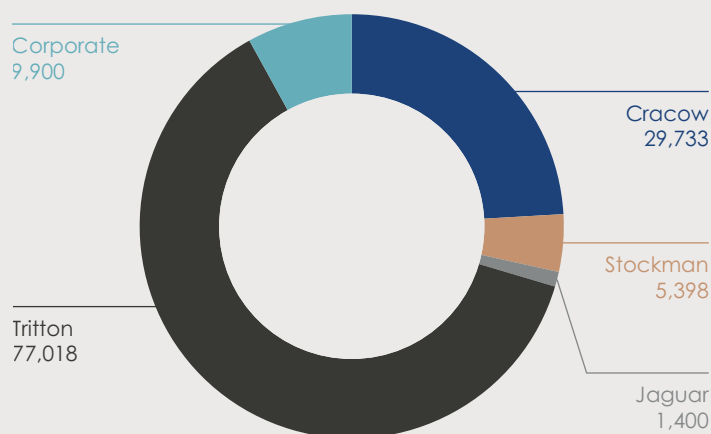
Education: Aeris again contributed towards Bogan Shire Council's Dolly Parton Imagination Library Program. This library program provides age-appropriate books each month from birth until a child's fifth birthday for child enrolled within Bogan Shire Council. We were also proud to continue to support the Outback Science and Engineering Challenge held in Cobar which involves students engaging in several fun and exciting activities related to science, technology and engineering.

The main aim of the program is to encourage junior students to continue studying science at the HSC level. At Cracow, we sponsored the Theodore State School Citizenship award, presented to a student who has shown a high standard of citizenship qualities throughout the year.



Team members represented Tritton Operations at the Nyngan Ag Expo

FY26 Community Grants Total Spend by Operation (\$)



Case Study >>



"This is a great example of the high standard of care and teamwork it takes to preserve cultural significance and get Constellation off to a strong start."

Preserving Cultural Heritage at Constellation

As part of pre-construction activities at the Constellation project, the team undertook Cultural Heritage salvage works in partnership with Registered Aboriginal Parties and specialist archaeologists to identify and preserve items of cultural significance before site works commenced.

During the salvage program, a culturally significant scarred tree was identified. The tree featured a distinctive oval scar, indicating it may have historically been used to create a coolamon, a traditional Aboriginal carrying vessel. Scarred trees represent important cultural heritage sites, providing tangible links to Traditional Owner history, knowledge and connection to Country.

When the condition of the tree made extraction significantly more complex than anticipated, employees from across various departments mobilised at short notice to support the preservation effort. More than ten team members worked together alongside Registered Aboriginal Parties and archaeologists, carefully undertaking the salvage process by hand to minimise the risk of damage.

Working carefully by hand alongside Registered Aboriginal Parties and archaeologists, they salvaged and transported the artefact using improvised formwork to a secure storage area where it will be preserved.

As Environmental Superintendent Will Olson reflected:

"This is a great example of the high standard of care and teamwork it takes to preserve cultural significance and get Constellation off to a strong start."

The successful preservation of the artefact demonstrates the value of collaboration, cultural awareness and proactive heritage management.



Economic Contribution (\$'000)

Economic value retained	291,264				
Location	Operating costs	Employee wages and benefits	Payments to government	Payment to providers of capital	Revenue
Tritton	137,216	70,946	17,837	0	467,393
Cracow	68,367	45,390	14,563	0	234,400
Corporate & Other	21,454	23,409	1,047	11,170	869
TOTAL	227,037	139,745	33,447	11,170	702,662

Proportion of Spending on Local Suppliers

Furthermore, we are committed to supporting the local economies in which we operate through our procurement practices. In FY26, 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.





Constellation: Creating jobs, growth and lasting community benefit

The Constellation Project represents an important step in Aeris Resources' commitment to responsible growth and regional economic development. The project will produce approximately 500,000 tonnes of copper ore annually from a combination of open-cut and underground mining operations. Beyond its economic contribution, Constellation is expected to deliver significant benefits for local communities. The project will create around 125 jobs during construction and up to 255 jobs at peak operations. Over its anticipated 16-year mine life, the operation is forecast to contribute approximately \$42 million in royalties to the people of New South Wales.

A key feature of the project is its strong focus on community sustainability. Through a Voluntary Planning Agreement with Bogan Shire Council, Aeris will provide funding for community infrastructure and road upgrades, helping ensure local communities share in the benefits of development. The agreement also includes a Workforce Accommodation Strategy designed to manage housing demand and support local affordability, demonstrating Aeris' commitment to balancing economic growth with community wellbeing.

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 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 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 FY26 we embedded a group wide approach to incident learning to ensure consistent classification, notification, investigation, and application of learnings across all sites. To support this approach, we introduced Mineguard AI to support improved investigations.

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.





Strengthening how we learn from incidents

Every incident has the potential to improve how we work. During FY26, we strengthened our approach to incident management to ensure we learn more effectively from events and share those learnings across the business before they are repeated elsewhere.

A new Group Incident Procedure was introduced to guide a consistent approach across all operations. This ensures that events receive the level of investigation and organisational attention they warrant. Learnings from significant events are shared across the Group, with corrective and preventive actions monitored through to completion.

To improve the quality and consistency of investigations, we also introduced an AI-assisted investigation tool that supports investigators to identify evidence gaps, ask better questions and develop more robust findings. The tool supports, but never replaces, investigator judgement and accountability.

Learning doesn't end when an investigation is complete. Monthly sustainability meetings now bring leaders together to share incident learnings, discuss emerging risks and challenge whether similar exposures exist across other operations. By turning individual incidents into organisation-wide learning opportunities, we continue to strengthen our systems and reduce the likelihood of recurrence.

Improving how we manage fatal risks – Every worker. Every day

Preventing fatalities remains our highest safety priority. During FY26, we commenced a project to strengthen our Fatal Risk Management Framework to give our workers a clearer understanding of the fatal risks they face, the controls that protect them, and the role every individual plays in keeping those controls effective. Our goal is to build a workplace where managing fatal risk is embedded in everyday work, not simply documented in procedures.

Our strengthened approach began with a review of the fatal risk register and a rebuild of our bowties across the business, bringing operational leaders and subject matter experts together to work through each fatal risk and identify the controls that matter most.

This work is aligned with the latest International Council on Mining and Metals (ICMM) Critical Control Management Good Practice Guide.

We know that the real measure of success is not the framework itself, but how it influences the decisions our people make every day. Throughout FY27, our focus will shift from defining the controls to embedding them in the field, through practical communication, visible leadership and workforce engagement, so that every worker knows the fatal risks associated with their work and has the confidence to check that the critical controls are in place before and during the task.

Our ambition is simple: **Every worker, every day, knows the fatal risks for their tasks and ensures critical controls are always in place.**

Safety Performance

As at the end of June 2026, the Total Recordable Injury Frequency Rate was 12.2. This is an improvement on FY25 but continues to be higher than industry averages and will continue to be focus area for improvement in FY27. In FY26 we had an increase in Lost Time Injuries which mostly related to musculoskeletal and hand injuries.

Aeris Reportable Injuries

	FY26	FY25	FY24
Fatalities	0	0	0
TRIFR	12.2	14.7	13.2
LTIFR	4.6	1.3	2.4

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 and 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.

Psychosocial Risk and Wellbeing

Psychosocial risks can have a significant impact on the mental health, wellbeing and overall safety of our workforce. Psychosocial hazards are managed within the same framework as our physical safety risks, and are recorded, controlled and monitored through our enterprise and operational risk registers rather than addressed separately.

A group-level review of psychosocial risk established our baseline risk profile and identified the controls required across operations. Those findings are now embedded in site risk registers and reviewed on the same cycle as other operational risks. The risk of sexual harassment is assessed specifically, with particular attention to our accommodation camps. Standing controls include gender-specific accommodation blocks, back-to-back room protocols, room rotation requirements and high occupancy guidelines. These measures are given effect through our sexual harassment prevention plan, supported by site-level risk reviews and are designed to sustain a workplace culture in which all individuals feel safe, supported and respected.

During FY26 we conducted our Respect Check survey, which included a dedicated set of questions addressing psychosocial risk in the workplace. See case study p51. The survey is our first structured measure of psychosocial risk as experienced by the workforce and establishes the baseline against which future performance will be measured. The results will inform our work in FY27, with priority given to training on Workplace of Respect.

Wellbeing is supported through a continuing program of initiatives, including R U OK? Day and mental health awareness campaigns. Our Employee Assistance Program provides free, confidential counselling to employees and their immediate families, available at any time and independently of the workplace.

In addition, targeted mental health training is delivered to build awareness and confidence in supporting mental wellbeing at work.

Living conditions at our camps is a recognised psychosocial factor, influencing rest, social connection and the ability to recover between shifts. At Cracow, we upgraded the recreational shed, and refurbished older accommodation in FY26. We also installed pickleball courts and a walking track linking the processing and mining areas. These improvements were identified through consultation with the workforce and are intended to improve the quality of time spent off-shift at site.



Case Study >>



Being bushfire ready, together

Our emergency services team at Cracow Gold Operations has taken a proactive, collaborative and community-focused approach to wildfire prevention and readiness, helping protect people, property and the surrounding landscape.

Prevention

Ahead of the fire season, our Sustainability Manager Nat Bromley and Senior Emergency Manager Quentin O'Brien met with local landowners to plan hazard reduction burns and identify locations for fire breaks.

In August 2025 and June 2026, with activities continuing into early FY27, our Emergency Response Team (ERT) partnered with local landholders to carry out controlled hazard reduction burns around the mine and within the community, including two privately owned properties, one near the town centre. The burns reduced fuel loads, such as weeds, dry grass, shrubs and fallen branches, and provided ERT members with an opportunity to practise wildfire response.

Our teams also installed two fire breaks to help slow the spread of bushfire. One was installed on the eastern side of the mine to help protect nearby private properties, while the second reinstated a clearing between the mine and town. Together, they improve firefighter access and help protect homes, mine infrastructure and community assets.

Readiness

The Cracow Rural Fire Brigade, part of the Rural Fire Service Queensland, plays a critical role in protecting the local community, relying on volunteers as the fastest responders to grass and bushfires and other disasters. Like many rural brigades, Cracow faces challenges attracting and retaining volunteers.

Recognising an opportunity to strengthen local emergency response capability, Senior Emergency Management Advisors Adam Yates and Quentin O'Brien encouraged employees to step forward and support the brigade. Beginning in June 2026, the pair delivered a series of two-day wildfire response training courses across multiple rosters, timed to coincide with hazard reduction burn activities. Thirteen employees completed the training and are now progressing through the onboarding process to become volunteer members of Rural Fire Service Queensland's Cracow Brigade.

Adam, who also serves as an Auxiliary Firefighter with the Queensland Fire Department, said the initiative was about using the skills and resources available on site to support the community. "Our site has the skills to help increase safety and strengthen the response to fire-related emergencies in the Cracow community, which we're proud to be part of. We have people on site with the capability to respond immediately, whereas external emergency services may need to travel significant distances to reach the area."

By building local volunteer firefighting capacity, the initiative is helping strengthen the region's preparedness and resilience ahead of future bushfire seasons.

Together, these activities represent a regional resilience partnership, bringing together the mine, local landowners and Rural Fire Service Queensland to reduce bushfire risk, improve preparedness and strengthen local emergency response capability.

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
2-5	External assurance	About: 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	Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporategovernance
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	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	Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporategovernance . Directors Code of Conduct
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	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	Refer to Aeris Resources Annual Corporate Governance Statement www.aerisresources.com.au/about/corporategovernance
2-19	Remuneration policies	Refer to Aeris Resources Remuneration Committee Charter www.aerisresources.com.au/about/corporategovernance
2-20	Process to determine remuneration	Refer to Aeris Resources Remuneration Committee Charter www.aerisresources.com.au/about/corporategovernance

GRI Reporting Index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021		
2-21	Annual total compensation ratio	Not reported
2-22	Statement on sustainable development strategy	Our Sustainability Approach
2-23	Policy commitments	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	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	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	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 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	Sustainability Report: Climate Related Disclosures
14.1.2	302-1 Energy consumption within the organization	Sustainability Report: Climate Related Disclosures
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	Sustainability Report: Climate Related Disclosures
14.1.5	305-1 Direct (Scope 1) GHG emissions	Sustainability Report: Climate Related Disclosures
14.1.6	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report: Climate Related Disclosures
14.1.7	305-3 Other indirect (Scope 3) GHG emissions	Not reported – Aeris does not calculate Scope 3 GHG emissions

GRI Reporting Index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 14.1 GHG Emissions		
14.1.8	305-4 GHG emissions intensity	Sustainability Report: Climate Related Disclosures
14.1.9	305-5 Reduction of GHG emissions	Sustainability Report: Climate Related Disclosures
GRI 14.2 Climate Adaption and Resilience		
14.2.1	3-3 Management of material topics	Sustainability Report: Climate Related Disclosures
14.2.2	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability Report: 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 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 Reporting Index

GRI STANDARD	DISCLOSURE	LOCATION
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
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

GRI Reporting Index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 14.16 Occupational Health and Safety		
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 the reporting year

