MINERAL RESOURCES LIMITED

2023 FINANCIAL YEAR **REPORT**

30 JUNE 2023

ABN 33 118 549 910

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2023 FINANCIAL YEAR FULL YEAR RESULTS ANNOUNCEMENT

28 AUGUST 2023

STRONG FINANCIAL PERFORMANCE AS MINRES EXECUTES GROWTH STRATEGY

- Strong underlying financial results:
  - Revenue up 40 per cent to $4.8 billion.
  - Underlying EBITDA up 71 per cent to $1.8 billion, representing an EBITDA margin of 37 per cent.
  - Fully franked final dividend of $0.70, bringing the FY23 total dividend to $1.90 (FY22: $1.00).
- Healthy balance sheet and liquidity position:
  - Net debt at $1.9 billion and Net debt/Underlying EBITDA of 1.1x.
  - Available liquidity at 30 June 2023 of $1.8 billion, including cash on hand of $1.4 billion.
- Lithium:
  - Record earnings delivered, with Wodgina ramp up continuing and maiden lithium battery chemical earnings.
  - Renegotiated MARBL joint venture agreement with Albemarle Corporation.
  - Completed construction of the Mt Marion plant expansion.
  - Significant Mt Marion exploration results confirm opportunity for open pit extensions and underground potential.
- Iron ore:
  - Final Investment Decision (FID) made to develop the Onslow Iron project.
  - Onslow Iron received all major approvals, with construction well progressed.
  - A $552 million non-cash, post-tax impairment to the Utah Point Hub and Yilgarn Hub assets.
- Energy:
  - Drilled two onshore natural gas discoveries in the Perth Basin.
  - Completed the takeover of Norwest Energy NL.
- Mining Services:
  - Awarded six new contracts and renewed four contracts with Tier 1 clients.

Mineral Resources Limited (**ASX: MIN**) (**MinRes** or the **Company**) is pleased to announce its financial results for the full year ended 30 June 2023 (FY23).

Commenting on the results, MinRes Managing Director Chris Ellison said:

"MinRes continued to execute our high-growth strategy and I'm proud of what our team achieved on the major development projects that will set up MinRes for decades to come.

"We delivered a strong set of financial results, with underlying EBITDA up 71 per cent to $1.8 billion, revenue up 40 per cent to $4.8 billion and a full year dividend of $1.90 per share, up 90 per cent.

"Our growth was driven by record lithium earnings, but we also faced operational challenges in the second half and were not immune from global inflationary pressures that impacted all businesses.

"Statutory net profit after tax of $244 million was impacted by non-cash impairment charges of our Yilgarn and Utah Point iron ore assets.

"These operations continue to play a part in our transition to a lower-cost, longer-life iron ore portfolio. We are investing in exploration to maximise the value potential from the Yilgarn, while options for Utah Point are being considered as part of the South West Creek development.

"Our flagship Onslow Iron project made enormous progress. All major approvals have been received, construction is on track and the project will start generating cash in 12 months.

"The tragic death of contractor employee Kieren McDowall, who lost his life during construction at the Ken's Bore site in June, impacted all of us at MinRes. We are determined to learn from this tragedy and safety remains a top priority.

"In Lithium, we demonstrated agility by restructuring our joint ventures in response to the evolving market. The expansion of the Mt Marion plant was completed and a major exploration program revealed strong underground potential, while our ownership of Wodgina will increase to 50 per cent.

"The Energy division made another two natural gas discoveries in the Perth Basin. We have enough gas to help the Western Australian domestic market stay in long-term surplus, and to export to the world as LNG, but the significant capital investment required to maximise this potential is being held back by the current WA domestic gas policy.

"Mining Services, which remains the heart of our business, was awarded six new contracts with Tier 1 clients. The division will benefit from the ramp up of activities across our operations and the deployment of its world-leading innovations.

"These achievements ensure we are well-placed for another year of transformational growth across all parts of our business that will continue to drive value for our shareholders."

FY23 OPERATIONAL AND FINANCIAL PERFORMANCE

MinRes generated underlying earnings before interest, tax, depreciation, amortisation and impairment (Underlying EBITDA)[1] of $1.8 billion, up 71 per cent on the prior corresponding period (pcp)[2].

The Company delivered a strong full year result, driven by record earnings from both Mt Marion and Wodgina lithium projects, solid Mining Services results and an improved contribution from Iron Ore with higher achieved prices.

Statutory net profit after tax was $244 million, down $107 million on pcp and including $552 million of non-cash, post-tax impairment charges mainly on assets related to the Utah Point Hub and Yilgarn Hub iron ore operations. The impairment is due to a re-estimation of the available ore to be mined at current forecast consensus prices and increased operating costs, including labour, rail and port charges.

Underlying operating cash flow of $1.8 billion (excluding interest and tax) was up $1.1 billion on pcp, representing a conversion rate from Underlying EBITDA of 100 per cent.

MinRes continued to maintain a low Total Recordable Injury Frequency Rate (TRIFR) of 2.08. The Lost Time Injury Frequency Rate (LTIFR) was 0.07, a slight increase from prior year.

[1] In order to provide additional insight into the performance of the business, the Group uses non-IFRS measures such as Underlying EBITDA. Reconciliations to IFRS measures are provided in note 3 of the financial statements.
[2] Comparison to pcp being the financial year ended 30 June 2022 (FY22).

In June 2023, an incident occurred during construction at the Ken's Bore site tragically resulting in the death of a contractor supporting our Onslow Iron project in the West Pilbara. MinRes Managing Director Chris Ellison and senior leaders immediately visited the site to offer support. An investigation has been launched and MinRes is committed to fully understanding the circumstances surrounding the incident.

Mining Services delivered production volumes of 248 million tonnes (Mt) and Underlying EBITDA of $484 million. Mining Services excluding Construction Underlying EBITDA of $2 per contract tonne was in line with historical performance. The Mining Services business was awarded six new contracts and renewed four contracts with Tier 1 clients.

The Iron Ore division achieved Underlying EBITDA of $185 million from shipments of 17.5Mt. Earnings benefited from strong demand with average price realisation improving to 84 per cent (FY22: 59 per cent) and the reintroduction of lump product at both hubs, which was partially offset by higher costs. MinRes received all major approvals for the Onslow Iron project, with construction well progressed.

The Lithium business achieved record Underlying EBITDA of $1.3 billion following strong pricing and increased volumes. Wodgina continued to ramp up steadily during the year, with two trains operational and all three trains commissioned. In FY23, 143k dry metric tonnes (dmt) (attributable) of spodumene concentrate 6% grade (SC6) equivalent was shipped. MinRes delivered maiden earnings from lithium battery chemicals produced from Wodgina spodumene in FY23, with 7.3kt (attributable) of lithium battery chemicals sold.

At Mt Marion, the expansion project was completed during the year in line with budget. Mt Marion shipped 149k dmt SC6 equivalent (attributable).

The Energy division had a successful year with two wells in the Perth Basin hitting gas, including a major natural gas discovery at North Erregulla Deep. MinRes completed its off-market scrip takeover bid for Norwest Energy NL in April 2023.

METRIC	FY23 RESULTS	COMPARISON TO PCP
Revenue	$4.8bn	Up 40%
Underlying EBITDA[1]	$1.8bn	Up 71%
Net profit after tax	$244M	Down 30%
Diluted earnings per share (EPS)	126.25cps	Down 31%
Total dividend per share	190.00cps	Up 90%
Cash conversion	100%	Up from 61%
Capex	$1.8bn	Up 120%
Cash	$1.4bn	Down 43%
Net debt	$1.9bn	Up 166%
Net assets	$3.5bn	Up 8%
Return on Invested Capital[2]	6.7%	Down from 14.1%

[1] Refer to note 3 for reconciliation of non-IFRS measures to the IFRS financial metrics reported in the financial statements.
[2] ROIC calculated as per FY23 Remuneration Report definition on a rolling 12 month basis.

FY23 DIVIDEND

The Board of Directors has declared a fully franked final dividend for FY23 of $0.70 per ordinary share, bringing the total full year dividend for FY23 to $1.90 per ordinary share.

The final dividend is due to be paid on 27 September 2023 to shareholders on the register at 11 September 2023.

ENDS

This announcement dated 28 August 2023 has been authorised for release to the ASX by Mineral Resources Limited's Board of Directors.

CONFERENCE CALL

MinRes Managing Director Chris Ellison and Chief Financial Officer Mark Wilson will provide a webcast presentation on the full year results on 29 August 2023 at 8:00AM AEST.

To register, use this link https://web.lumiconnect.com/316449664 and enter meeting ID 316-449-664.

FOR FURTHER INFORMATION PLEASE CONTACT:

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Mineral Resources Limited (ASX: MIN) (MinRes) is a leading diversified resources company, with extensive operations in lithium, iron ore, energy and mining services across Western Australia. With a focus on people and innovation, MinRes has become one of the ASX's best-performing companies since listing in 2006. For more information, visit www.mineralresources.com.au.

AUSTRALIAN SECURITIES EXCHANGE
APPENDIX 4E

1. COMPANY DETAILS

Name of entity:	Mineral Resources Limited
ABN:	33 118 549 910
Reporting period:	For the year ended 30 June 2023
Previous period:	For the year ended 30 June 2022

2. RESULTS FOR ANNOUNCEMENT TO THE MARKET

				$M
Revenues from ordinary activities	up	39.8%	to	4,779.1
Profit from ordinary activities after tax attributable to the owners of Mineral Resources Limited	down	30.3%	to	243.3
Profit for the year attributable to the owners of Mineral Resources Limited	down	30.3%	to	243.3

Comments
A commentary on the results for the period is contained within the Financial Report accompanying this announcement.

3. NET TANGIBLE ASSETS

	Reporting period Cents	Previous period Cents
Net tangible assets per ordinary security	17.59	16.67

4. DIVIDENDS

	Cents	Franked %	$M
2023 Financial Year final dividend – declared 28 August 2023	70.00	100%	135.1
2023 Financial Year interim dividend – paid 30 March 2023	120.00	100%	229.7
2022 Financial Year final dividend – paid 23 September 2022	100.00	100%	188.3
2021 Financial Year final dividend – paid 6 September 2021	175.00	100%	329.4

Record date for determining entitlements to the 2023 final dividend	11 September 2023
Payment date for the 2023 final dividend	27 September 2023

DIVIDEND REINVESTMENT PLANS

The following dividend or distribution plans are in operation:

Shareholders can elect to participate in the following Dividend Reinvestment Plan (DRP) for the final dividend:

Date of the final dividend declaration	28 August 2023
Record date for determining entitlements to the final dividend	11 September 2023
Closing date for election to participate in the DRP	14 September 2023
Closing date for calculation of DRP share issue price, based on the Volume Weighted Average Price (VWAP) for Mineral Resources Limited shares sold on the ASX in the five business days following record date (rounded to the nearest whole cent)	19 September 2023
DRP discount to be applied	None
DRP to be underwritten	No
Payment date for final dividend/issue of shares under the DRP	27 September 2023
DRP share ranking with existing Mineral Resources Limited share	Equally in all respects
Date by which DRP participant's holdings will be updated with additional shares issued under the DRP	27 September 2023

AUDIT QUALIFICATION OR REVIEW

The financial statements have been audited and an unmodified opinion has been issued.

CORPORATE
DIRECTORY

DIRECTORS
James McClements
Chris Ellison
Susan Corlett
Kelvin Flynn
Colleen Hayward AM (appointed 1 January 2023)
Justin Langer AM (appointed 1 January 2023)
Zimi Meka
Xi Xi

COMPANY SECRETARIES
Mark Wilson
Derek Oelofse

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SECURITIES EXCHANGE LISTING
Mineral Resources Limited shares are listed on the Australian Securities Exchange (ASX: MIN)

WEBSITE
www.mineralresources.com.au

GENERAL INFORMATION

The financial statements cover Mineral Resources Limited as a group consisting of Mineral Resources Limited (the 'Company', 'MinRes' or 'Parent Entity') and the entities it controlled (the 'Group') at the end of, or during, the financial year. The financial statements are presented in Australian dollars, which is the Group's functional and presentation currency.

Mineral Resources Limited is a listed public company limited by shares, incorporated and domiciled in Australia. Its registered office and principal place of business is:

20 Walters Drive
Osborne Park
Western Australia 6017
Australia

A description of the nature of the Group's operations and its principal activities is included in the notes to the financial statements.

The financial statements were authorised for issue, in accordance with a resolution of Directors, on 28 August 2023.

DIRECTORS' **REPORT**

FINANCIAL YEAR END 30 JUNE 2023

The Directors present their report, together with the financial statements, for the financial year ended 30 June 2023.

DIRECTORS

The following persons were Directors of Mineral Resources Limited during the whole of the financial year and up to the date of this report, unless otherwise stated:

James McClements
Chris Ellison
Susan Corlett
Kelvin Flynn
Colleen Hayward AM (appointed 1 January 2023)
Justin Langer AM (appointed 1 January 2023)
Zimi Meka
Xi Xi

PRINCIPAL ACTIVITIES

During the financial year, the principal continuing activities of the Group consisted of mining activities and the integrated supply of goods and services to the resources sector.

An overview of the Group's operations and a review of the operational performance, financial performance and cash and capital management are contained in the following sections of the Annual Report: Operational Review on pages 15 to 16, and Cash and Capital Management on pages 16 to 17.

DIVIDENDS

	Cents	Franked %	$M
2023 Financial Year final dividend – declared 28 August 2023	70.00	100%	135.1
2023 Financial Year interim dividend – paid 30 March 2023	120.00	100%	229.7
2022 Financial Year final dividend – paid 23 September 2022	100.00	100%	188.3

SIGNIFICANT CHANGES IN THE STATE OF AFFAIRS

There were no significant changes in the state of affairs of the Group during the financial year.

OPERATIONS AND FINANCIAL REVIEW

SUMMARY OF RESULTS

MinRes continued to maintain a low Total Recordable Injury Frequency rate of 2.08. The Lost Time Injury Frequency Rate was 0.07, a slight increase from the prior year. On 12 June 2023, an employee of a contractor at Ken's Bore working on the Onslow Iron project tragically lost his life. An investigation into the incident continues. Safety remains a top priority for MinRes and we will continue to do whatever we can to ensure our people are safe at work.

FY23 was a period of significant growth and reinvestment for the business. Key achievements during FY23 include:

- Wodgina ramp up with first lithium battery chemicals earnings from Wodgina spodumene concentrate feed
- Completion of the construction of the Mt Marion expansion project
- Final Investment Decision (FID) made to develop the Onslow Iron project, with construction progressing well
- Six new contracts and four external contract renewals signed by Mining Services
- Significant natural gas discovery made on the Company's wholly owned onshore Perth Basin holdings
- MinRes completed its off-market scrip takeover bid for Norwest

Net profit after tax was $244 million (FY22: $351 million), down $107 million on pcp and includes $552 million of non-cash, post-tax impairment charges mainly on assets related to the Utah Point Hub and Yilgarn Hub iron ore operations. The impairment arose due to a re-estimation of ore that is available to be mined at current forecast consensus prices and increased operating costs.

MinRes generated Underlying EBITDA[3] of $1.8 billion for the year ended 30 June 2023 (FY23) (FY22: $1.0 billion), up 71 per cent on pcp.

MinRes delivered a strong performance with record earnings from both the Mt Marion and Wodgina lithium operations, solid Mining Services results and positive Iron Ore earnings from improved achieved prices.

The MinRes Board of Directors declared a fully franked final dividend of $0.70 per ordinary share, bringing the total full year dividend for FY23 to $1.90 per ordinary share. The dividend is due to be paid on 27 September 2023 to shareholders on the register at 11 September 2023.

METRIC	FY23 RESULTS	COMPARISON TO FY22
Revenue	$4,779M	Up 40%
Underlying EBITDA[1]	$1,754M	Up 71%
Net profit after tax	$244M	Down 30%
Diluted earnings per share (EPS)	126.25cps	Down 31%
Total dividend per share	190.00cps	Up from 100.00cps
Cash conversion	100%	Up from 61%
Capex	$1,761M	Up 120%
Cash	$1,379M	Down 43%
Net debt	$1,855M	Up 166%
Net assets	$3,522M	Up 8%
Return on Invested Capital (ROIC)[2]	6.7%	Down from 14.1%

1 Refer to Note 3 for reconciliation of non-IFRS measures to the IFRS financial metrics reported in the financial statements.

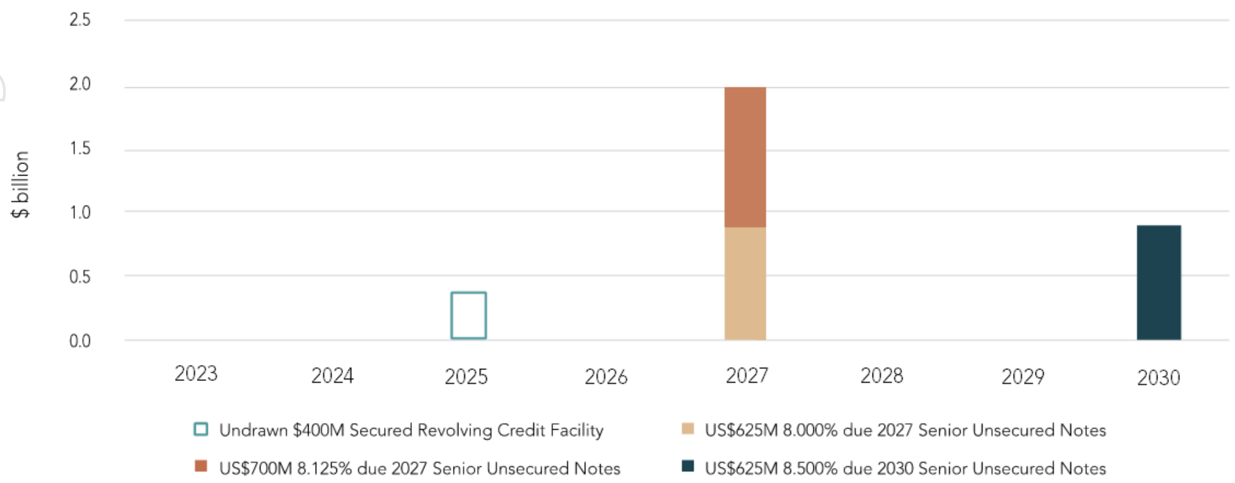
2 ROIC calculated as per FY23 Remuneration Report definition on a rolling 12 month basis.

Cash and capital management

MinRes continued its attention on working capital management and maintained a strong balance sheet whilst reinvesting into growth projects. At 30 June 2023, MinRes held cash and cash equivalents of $1.4 billion (30 June 2022: $2.4 billion). In addition, MinRes has access to substantial undrawn debt facilities of $412 million (as at 30 June 2023) to support business development activities.

[3] The reconciliation of Underlying EBITDA to the IFRS financial metrics reported is contained in note 3 of the financial statements.

DEBT MATURITY PROFILE[1]



1 Excluding capital repayments on hire purchase arrangements.

Underlying operating cash flow of $1.8 billion (excluding interest and tax) was up $1.1 billion on pcp, representing a conversion rate from underlying EBITDA of 100 per cent.

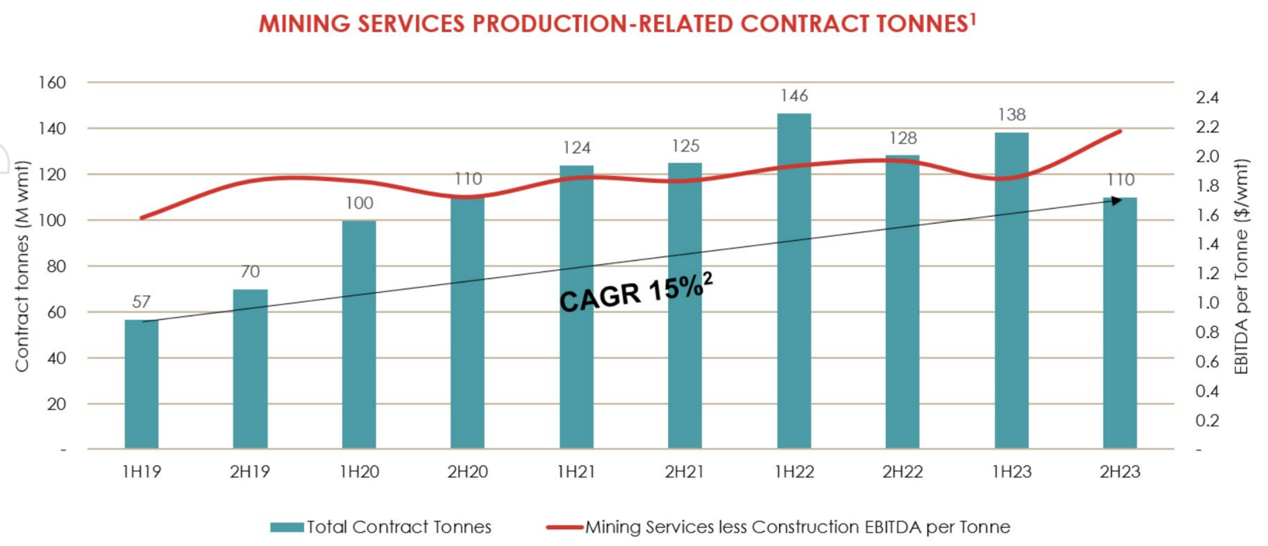
Significant reinvestment in MinRes' expansion projects continued in FY23 including:

- progressing development of the Onslow Iron project. Construction of the camp and aerodrome was completed. Dredging was completed at the Port of Ashburton for the Onslow Iron transhipping wharf, and bulk earthworks commenced for the landside port infrastructure. Two of the five transhippers were launched at the COSCO shipyard in Zhoushan, China
- construction and commissioning of crushing and beneficiation plants to expand Mt Marion production capacity
- fleet associated with the ramp up of Wodgina towards installed capacity
- progressing gas exploration in the Perth Basin, with 3 wells drilled
- investment to support new Mining Services contract wins.

Mining Services

Mining Services revenue of $2.6 billion (FY22: $2.1 billion), Underlying EBITDA of $484 million (FY22: $531 million) and production of 248M wmt (wet metric tonnes) for FY23 (FY22: 274M wmt), in line with revised guidance.

Mining Services achieved a margin of 19 per cent, down from 25 per cent in FY22, impacted by higher parts, components and labour costs. Mining Services excluding Construction Underlying EBITDA of $2.0 per contract tonne was in line with historical performance.



1 Mining Services production-related contract tonnes are based upon TMM, crushed, processed, transported and other logistical services.

2 CAGR (Compound Annual Growth Rate) since 1H19 calculated as the CAGR for the successive 6-month periods from 1H19 to 2H23 multiplied by 2.

Iron Ore

Iron Ore sales (100% attributable basis, unless otherwise indicated)	Units	1H22	2H22	FY22	1H23	2H23	FY23	YoY Variance
Yilgarn Hub	k wmt	4,421	4,258	8,678	3,588	4,068	7,656	(1,022)
Utah Hub	k wmt	5,436	5,097	10,533	5,098	4,742	9,840	(693)
Total	**k wmt**	**9,857**	**9,355**	**19,211**	**8,686**	**8,810**	**17,496**	**(1,715)**

MinRes operates two iron ore operations in Western Australia, being the Utah Point Hub and Yilgarn Hub. Iron ore exports in FY23 totalled 17.5M wmt across both hubs, in line with combined FY23 guidance (17.2-18.8M wmt).

Utah Point Hub shipped 9.8M wmt in FY23, under guidance of 10.5-11.5M wmt, largely due to materials handling constraints impacted by wet weather and the port shutdown from Cyclone Isla in April. Yilgarn Hub shipped 7.7M wmt, exceeding guidance of 6.7-7.3M wmt. Production in the Yilgarn Hub was successfully converted to process both lump and fines, with lump shipments commencing in the first half.

Iron Ore revenue of $2.1 billion (FY22: $2.0 billion) was 8 per cent higher, with improved achieved prices from lower product discounts and the reintroduction of lump product in the Yilgarn Hub. The Platts 62% IODEX remained fairly stable during FY23, averaging US$110 per dry metric tonne (dmt) and finishing the year at US$112/dmt.

MinRes' FY23 average iron ore price achieved was US$93/dmt, an increase of 13 per cent on pcp. This represented a realisation of 84 per cent to the Platts 62% IODEX.

MinRes also successfully completed the transition of its iron ore sales portfolio from a final quotation period of two months post shipment to a period of one month post-shipment.

Iron Ore produced Underlying EBITDA of $185 million (FY22: $64 million) was up $121 million from pcp from improved achieved prices, partially offset by higher Free On Board (FOB) costs from increased haulage, fleet and labour costs.

Iron Ore Underlying EBITDA of $185 million excludes $787 million of non-cash, pre-tax impairment charges mainly on assets related to the Utah Point Hub and Yilgarn Hub iron ore operations. The impairment has arisen due to a re-estimation of ore that is available to be mined at current forecast consensus prices and increased operating costs.

Lithium

Mt Marion

Mt Marion (50% attributable basis, unless otherwise indicated)	Units	1H22	2H22	FY22	1H23	2H23	FY23	YoY Variance
Spodumene concentrate shipped	k dmt	103	117	221	113	123	236	15
Spodumene concentrate shipped – SC6 equivalent	k dmt	81	71	152	71	78	149	(3)

MinRes shipped 149k dmt SC6 equivalent (50 per cent share) of spodumene concentrate in FY23. The Mt Marion expansion to increase plant capacity was delivered in the second half in line with the budget of $145 million.

The co-operation agreement to convert MinRes' 51 per cent share of Mt Marion spodumene concentrate into lithium battery chemicals with Ganfeng Lithium Co. Ltd was mutually terminated with effect from 1 June 2023.

The achieved spodumene concentrate price at Mt Marion increased 93 per cent pcp from the strengthening of spodumene concentrate prices to average US$3,337/dmt in FY23. Total Mt Marion Underlying EBITDA was $911 million (FY22: $578 million) driven by higher achieved spodumene prices.

Wodgina

Wodgina (40% attributable basis, unless otherwise indicated)	Units	1H22	2H22	FY22	1H23	2H23	FY23	YoY Variance
Spodumene concentrate shipped – total	k dmt	-	17	17	64	86	150	133
Spodumene concentrate shipped – total SC6 equivalent	k dmt	-	17	17	64	79	143	126
Spodumene concentrate sold on market	k dmt	-	9	9	9	-	9	-
Lithium battery chemicals produced	t	-	-	-	4,027	7,470	11,497	11,497
Lithium battery chemicals sold	t	-	-	-	2,290	4,996	7,286	7,286

Mining operations continued to ramp up steadily with two trains operational and all three trains commissioned. Stage 2 development works to expand the Wodgina mine commenced late in FY23.

MinRes shipped 143k dmt SC6 equivalent (40 per cent share) of spodumene concentrate in FY23, with 9k dmt (40 per cent share) of spodumene concentrate sold on market at US$5,131/dmt in the first half.

In FY23, MinRes' share of lithium battery chemicals produced totalled 11.5kt, of which 7.3kt were sold at an average realised price of US$50,936/t (excluding VAT) under the Albemarle marketing agreement, which included long-term offtake contracts.

Total Wodgina Underlying EBITDA was $425 million (FY22: $13 million).

MARBL JV

Kemerton

The joint venture arrangement between MinRes and Albemarle Corporation (Albemarle) (the MARBL JV) holds an interest in two trains of the Kemerton Lithium Hydroxide Plant, near Bunbury in the South West region of Western Australia, which receives spodumene concentrate feed from the third-party Greenbushes lithium mine. Commissioning of the plant progressed during the first half, with Train 1 producing product that met specification requirements in the second half. Train 2 is progressing through commissioning with production expected in FY24.

Subsequent to the year end, MinRes amended the terms of the transaction signed with Albemarle on 23 February 2023. Under the amended terms, MinRes' share of the Wodgina lithium mine will increase to 50 per cent and MinRes will remain the operator of the mine. MinRes will no longer invest in any Chinese conversion assets and Albemarle will take full ownership of the Kemerton Lithium Hydroxide Plant. Completion of the arrangements is expected at the end of the first half of FY24 and dependent on approval from the Foreign Investment Review Board. Refer to the ASX announcement dated 20 July 2023.

Energy

With the growth of the Energy division, business results and performance for Energy previously reported within the Mining Services segment have been reported as a separate Energy segment from FY23 with comparatives updated.

The Energy business plays a critical role in not only securing lower cost energy, but advancing MinRes' goal to lower emissions and integrate renewable energy solutions into future growth and development plans.

In FY23, MinRes progressed its exploration and drilling program in the Perth Basin and made a significant natural gas discovery in June 2023 at North Erregulla Deep-1 (NED-1). This was the third natural gas discovery MinRes has made from four wells drilled over the past two years on its wholly owned onshore Perth Basin holdings.

MinRes will continue its exploration and appraisal program over FY24 and FY25 to prove up resources in the onshore Perth and Carnarvon basins.

RISK MANAGEMENT

MinRes' approach to risk management is governed by our Enterprise Risk Management Framework Policy and Enterprise Risk Management Framework Procedures, which together are referred to as our ERM Framework.

Managing our risks appropriately enhances our ability to successfully deliver on our objectives, defend value-creating activities and meet the expectation of our stakeholders.

The ERM Framework provides a common language and tools across all business units and functions to describe, capture, assess and treat risks. This provides assurance to the Board that our risks are being managed in accordance with the Company's risk appetite while achieving its core purpose, embedding corporate values and protecting its reputation.

The below summary outlines material risk groups (rated as high and above) that may affect the Company. The list is not exhaustive or disclosed in order of materiality. MinRes' Enterprise Risk Register accounts for additional risks, encompassing but not limited to critical factors such as business integrity; anti-bribery and corruption; respect for human rights and maintaining a responsible supply chain; ensuring positive community engagement; and managing stakeholder relations and environmental factors such as water security, responsible waste and tailings in line with the Company's Policies relating to each of these, as disclosed on the Company's website.

MinRes acknowledges the importance of these risks and has implemented measures to mitigate their potential impact on our operations and our stakeholders.

Key to Risk Disclosures:

- Financial
- ESG (Environment, safety, community, reputation, health and wellbeing)
- Compliance
- Business continuity
- People

Category	Risk description	Potential impacts on future performance	Controls undertaken by MinRes	Corporate governance structure
Financial	Commodity price risk	• Financial performance and shareholder returns • Solvency, cash flow and liquidity • Ability to achieve group growth strategy including access to capital and debt markets	• Treasury Policy • Diversification of operations and uncorrelated revenue streams (Iron Ore, Lithium and Mining Services) • Price sensitivity analysis including in liquidity management and budgeting and forecast process	• Executive Management Group • Iron Ore: Iron Ore Marketing • Lithium; Lithium Marketing • Operational Finance; and • Risk Working Group
Financial	Foreign exchange risk	• Financial performance and shareholder returns • Ability to achieve group growth strategy, including access to capital and debt markets • Solvency, cash flow and liquidity	• Treasury policy • Ongoing monitoring and reporting of foreign currency movements • Liquidity and credit management strategy	• Group Treasury • Corporate Finance • Risk Working Group
ESG	Climate change, emissions and stakeholder support	• Loss of social licence to operate • Reputational damage • Challenges in accessing capital and debt markets • Cost of failure to meet regulatory compliance	• Continued monitoring of compliance with the MinRes Sustainability reporting and regulatory frameworks	• Sustainability Team • Decarbonisation Working Group

Category	Risk description	Potential impacts on future performance	Controls undertaken by MinRes	Corporate governance structure[4]
	Cultural heritage sites and social performance	• Loss of land access and social licence to operate • Reputational damage • Future project approvals to achieve growth strategy • Increased costs for mitigation and regulatory outcomes	• Continued monitoring and audit of heritage information and approvals • Engagement with Traditional Owners	• Sustainability Team Reconciliation Working Group
	Cyber incidents resulting in loss of data and business interruption	• Impact to operational performance resulting in production down time • Regulatory and legal action • Reputational damage	• Cyber security awareness training program • Ongoing monitoring of systems and IT environment • Enhancements to software and systems • Crisis IT incident management plans and response	• Information Technology Team • Risk Working Group
	Geopolitical instability and disruption in the mining value chain	• Financial performance and shareholder returns • Solvency, cash flow and liquidity	• Liquidity and credit management strategy • Crisis management plans and response • Diversification of materials suppliers and product customers	• Executive Management Group • Group Treasury • Corporate Finance • Risk Working Group

[4] Being the function within the Group that reviews and makes recommendations to the Board/Board Committee relating to the matter referred to in Risk Description.

Category	Risk description	Potential impacts on future performance	Controls undertaken by MinRes	Corporate governance structure
	Regulatory compliance	• Loss of social licence to operate • Reputational damage • Challenges in accessing capital and debt markets • Operational performance resulting from increased costs	• Implementation of risk management framework to monitor • Internal audit function over governance, compliance and internal control	• Corporate Finance • Group Legal • Risk Working Group
	Biodiversity, closure, and rehabilitation	• Loss of social licence to operate • Reputational damage • Increased costs for regulatory and compliance outcomes	• External review of closure cost estimates and closure requirements • Implementation of Environmental Policy	• Mine Closure Steering Committee • Water Working Group • Sustainability Team
	Work health, safety and wellbeing (inclusive of psychosocial hazards)	• Fatality, illness or personal disability • Compliance with work health and safety obligations • Reputational damage including ability to attract and retains staff • Operational performance	• Implementation of Critical Control Management system applicable to employees and contractors • Reviews and external audit of processes and procedures • Injury and medical emergency evacuation protocols • Occupational health and exposure assessments	• Psychological Risk Steering Committee • Health and Safety Team • Risk Working Group
	Talent and capability	• Ability to attract and retain skilled labour • Loss of corporate knowledge and experience • Operational or commercial disruptions including impact on organisational culture	• Provisional and implementation of leadership programs • Talent acquisition strategy including competitive remuneration and employee benefits • Employee experience feedback	• People Team • Diversity and Inclusion Steering Committee • Gender Equity Working Group • Risk Working Group

LIKELY DEVELOPMENTS AND EXPECTED RESULTS OF OPERATIONS

The Operational Performance section on pages 15 to 20 of this Annual Report provides an indication of likely developments and expected results. In the opinion of the Directors, disclosure of any further information relating to these matters and the impact on MinRes' operations could result in unreasonable prejudice to the Group and has not been included in this report. The Company believes it is well positioned to deliver superior value to shareholders as we have the people, leadership, business model, assets and balance sheet to do so.

ENVIRONMENTAL REGULATION

The Group is subject to environmental regulation of its operations, including exploration and mining activities. The Directors are not aware of any significant known breaches of environmental regulations to which the Group is subject.

The Group is registered under the National Greenhouse and Energy Reporting Act 2007, under which it is required to report annual energy consumption and greenhouse gas emissions for its Australian facilities. The Group has systems and processes in place for the collection and calculation of data. Further information on the reporting and results under the Act can be found on the Group's website.

INFORMATION ON DIRECTORS

JAMES MCCLEMENTS

Title: Independent Chair (appointed 2 March 2022)

Lead Independent Non-Executive Director (2017 financial year – 1 March 2022)

Appointment: 29 May 2015

Qualifications: B Econ (Hons)

Experience and expertise: James has over 35 years of experience in the mining industry as a banker and fund manager financing projects globally. He was raised and educated in the Pilbara region of Western Australia and began his professional career with BHP Limited before joining Standard Chartered Bank in Perth and N.M. Rothschild & Sons in Sydney then Denver. James also spent 11 years in the USA and co-founded Resource Capital Funds during that time. James is the Managing Partner of RCF and has extensive Board experience having served as a Director of 12 RCF portfolio companies.

Other current directorships: None

Former directorships (last three years): None

Special responsibilities:

- Chair of Board of Directors (Appointed 2 March 2022)
- Chair of the Nomination Committee
- Member of the Remuneration and People Committee

Interests in shares: 23,652

Interests in options: None

CHRIS ELLISON

Title: Managing Director

Appointment: 27 February 2006

Experience and expertise: Chris is the founding shareholder of each of the three original subsidiary companies of Mineral Resources Limited (Crushing Services International Pty Ltd, PIHA Pty Ltd and Process Minerals International Pty Ltd). He has over 40 years of experience in the mining contracting, engineering and resource processing industries within Australia.

Since 2013, Chris has also served as Honorary Consul for New Zealand within Western Australia.

Other current directorships: None

Former directorships (last three years): None

Special responsibilities: Managing Director

Interests in shares: 22,559,316

Interests in options: None

KELVIN FLYNN

Title: Independent Non-Executive Director

Appointment: 22 March 2010

Qualifications: B Com, CA

Experience and expertise: Kelvin is a qualified Chartered Accountant with over 31 years of experience in investment banking and corporate advisory roles, including private equity and special situations investments and debt financing in the mining and resources sector. He has held various leadership positions in Australia and Asia, having previously been Executive Director/Vice President with Goldman Sachs and Managing Director of Alvarez & Marsal in Asia. He has worked in Corporate M&A, complex financial workouts, turnaround advisory and interim management.

Kelvin is the Managing Director of the specialist alternative funds manager Harvis, which focuses on structured credit finance, investments and advice in the real estate and natural resources sectors. Kelvin is currently a Non-Executive Director of Silver Lake Resources Ltd and Atrum Coal Limited.

Other current directorships: Silver Lake Resources Limited (ASX: SLR), Atrum Coal Limited (ASX: ATU)

Former directorships (last three years): None

Special responsibilities:

- Chair of Audit and Risk Committee
- Member of Nomination Committee

Interests in shares: 16,589

Interests in options: None

SUSAN CORLETT

Title: Independent Non-Executive Director

Appointment: 4 January 2021

Qualifications: BSc (Geo, Hons), FAusIMM, GAICD

Experience and expertise: Susie Corlett is a professional non-executive director following a 25-year executive career spanning mine operations, investment banking and private equity. Susie is currently non-executive director of Mineral Resources Ltd, Iluka Resources Ltd, Aurelia Metals Limited, a director of The Foundation for National Parks and Wildlife and a Trustee of the Australian Institute of Mining and Metallurgy (AusIMM) Education Endowment Fund.

Originally a geologist, Susie has a background in mining operations and mineral exploration. During her executive career, she was an Investment Director for global mining private equity fund and worked in mining risk management and project finance for Standard Bank Limited, Deutsche Bank and Macquarie Bank.

Susie has a track record of delivering significant value to stakeholders through the deployment of growth strategies, oversight of capital allocation, project execution and operational excellence. Her career success has been underpinned by sound commercial judgement, strong risk management skills and a long-standing commitment to diversity, inclusion, shared values and sustainability. Susie is a member of Chief Executive Women.

Other current directorships: Iluka Resources Limited (ASX: ILU), Aurelia Metals Limited (ASX: AMI)

Former directorships (last three years): None

Special responsibilities:

- Chair of Sustainability Committee
- Member of Audit and Risk Committee

Interests in shares: 4,537

Interests in options: None

XI XI

Title: Independent Non-Executive Director

Appointment: 11 September 2017

Qualifications: MA in International Relations (China Studies & International Finance), BS Chemical Engineering & Petroleum Refining, BS Economics

Experience and expertise: Xi has over 20 years of experience in the global natural resources sector having served as a director of Sailing Capital, a US$2 billion private equity fund founded by the Shanghai International Group. She has worked with numerous Chinese state-owned and privately-owned enterprises, advising on international acquisitions and investments. Xi Xi has previously served as an analyst and portfolio manager for the Tigris Financial Group (Electrum) in New York, focused on the oil and gas and mining sectors. She has led and managed several mineral exploration teams in West Africa and Latin America, including the successful discovery of a new silver-lead-zinc mine in Mexico.

Other current directorships: Zeta Resources Ltd (ASX: ZER)

Former directorships (last three years): None

Special responsibilities:

- Member of Audit and Risk Committee
- Member of the Sustainability Committee (1 July 2022 to 31 March 2023)
- Chair of Nomination Committee (1 July 2022 to 31 March 2023), and
- Member of Nomination Committee (commencing 1 April 2023)

Interests in shares: 20,192

Interests in options: None

ZIMI MEKA

Title: Independent Non-Executive Director

Appointment: 17 May 2022

Qualifications: B Eng (Hons) Mech, FEAust FAusIMM MAICD

Experience and expertise: Zimi is Chief Executive Officer and a founding director of consulting and engineering firm, Ausenco Pty Ltd. He has over 40 years of experience in the design, construction and operation of minerals processing plants and infrastructure, both in Australia and internationally. He has grown Ausenco from its inception in Australia into a well-respected global business with over 3,000 people across 26 offices in 14 countries servicing the minerals and metals, oil and gas, and industrial sectors. He is the Queensland University of Technology's 2008 Alumnus of the Year, was awarded the Australian Institute of Mining and Metallurgy's 2009 Institute Medal and is one of Australia's top 100 most influential engineers as awarded by Engineers Australia. In 2013, Engineers Australia also named him Queensland Professional Engineer of the Year.

Zimi is a Fellow of Engineers Australia, a Fellow of the Australian Institute of Mining and Metallurgy, and a Member of the Australian Institute of Company Directors. In 2019, Zimi was inducted into the Engineers Australia Hall of Fame.

Other current directorships: C3 Metals TSXV:CCCM (formerly Carube Copper Corp. TSXV:CUC)

Former directorships (last three years): None

Special responsibilities:

- Chair of Remuneration and People Committee
- Member of Sustainability Committee

Interests in shares: 1,480

Interests in options: None

COLLEEN HAYWARD AM

Title: Independent Non-Executive Director

Appointment: 1 January 2023

Qualifications: Bachelor Education; Bachelor Applied Science; Post Grad Certificate in Cross Sector Partnerships

Experience and expertise: Colleen is a senior Noongar woman with over 35 years of experience developing and leading programs to support and empower Aboriginal people in Western Australia. She has held senior appointments at a community, state and national level, spanning health, education, training, employment and law, including at Edith Cowan University where she is an Emeritus Professor in the School of Education. Colleen was awarded the 2008 National NAIDOC Aboriginal Person of the Year Award, the 2006 Premier of Western Australia's (WA) prestigious Multicultural Ambassador's Award and in 2009 was inducted into the WA Department of Education's Hall of Fame for Achievement in Aboriginal Education. In 2012, she was inducted into the WA Women's Hall of Fame and recognised as a Member in the General Division of the Order of Australia. In 2015, she was awarded one of Murdoch University's Distinguished Alumni for her work in the areas of equity and social justice.

Other current directorships: None

Former directorships (last three years): None

Special responsibilities:

- Member of Audit and Risk Committee, commencing 1 April 2023
- Member of Sustainability Committee, commencing 1 April 2023

Interests in shares: 595

Interests in options: None

JUSTIN LANGER AM

Title: Independent Non-Executive Director

Appointment: 1 January 2023

Experience and expertise: Justin is a former world-class cricketer and coach of the Australian national cricket team. He made his Test debut for Australia in 1993 and played at national and international levels until 2007. Following his highly-successful 14-year international playing career, he held various coaching roles, serving as the Senior Assistant Coach of the Australian men's cricket team from 2009, before becoming the Head Coach of Western Australian men's cricket team and the Perth Scorchers in 2012. After serving a period as interim coach in 2016, Justin was appointed Head Coach of the Australian men's cricket team in 2018, where he served until 2022. He led the team successfully through a difficult period in Australian cricket, which included severely disrupted international play through the COVID-19 pandemic and the 'sandpaper' scandal. Justin has recently been appointed as the Head Coach of the Lucknow Super Giants in the Indian Premier League (IPL). Justin has been a member of the board of the West Coast Eagles Football Club since 2017 and is now a highly-sought after public speaker, writer and media commentator. Justin was awarded an Order of Australia for his contribution to sport and various charity commitments. Throughout his career, he has embraced discipline, partnership and mateship to build successful and resilient teams, focused on strong internal culture.

Other current directorships: None

Former directorships (last three years): None

Special responsibilities:

- Member of Sustainability Committee, commencing 1 April 2023
- Member of the Remuneration and People Committee, commencing 1 April 2023

Interests in shares: 595

Interests in options: None

Note: 'Other current directorships' quoted above are current directorships only for listed entities and excludes directorships of all other types of entities, unless otherwise stated. 'Former directorships (in the last three years)' quoted above are directorships held in the last three years for listed entities and excludes directorships of all other types of entities, unless otherwise stated. 'Interest in shares' quoted above are as at the date of this report.

COMPANY SECRETARIES

MARK WILSON

Mark joined Mineral Resources Limited as Chief Financial Officer in August 2018 and was subsequently appointed as Company Secretary on 19 October 2018. Mark is an experienced senior executive with a strong track record in development and implementation of business strategy, balance sheet management, organisational design, project management and transaction execution. Mark has held senior positions in a number of Australian and international companies, including Laing O'Rourke, Multiplex and Brookfield Multiplex. Mark holds a Bachelor of Commerce (Finance), Bachelor of Laws from the University of New South Wales and a Graduate Diploma in Applied Finance and Investment from the Securities Institute of Australia (FINSIA).

DEREK OELOFSE

Derek has over 35 years' financial and commercial management experience in large private, governmental and listed entities based in Australia, South Africa and the United Kingdom. Derek has a Bachelor of Accounting and Bachelor of Commerce degree from the University of the Witwatersrand in South Africa, a Master of Business Administration from Henley Management College in the United Kingdom and is a Fellow of the Institute of Chartered Accountants Australia and New Zealand. Derek joined Mineral Resources Limited in 2012 as Group Financial Controller and was appointed joint Company Secretary on 4 October 2018.

MEETINGS OF DIRECTORS

The number of meetings of the Company's Board of Directors (the Board) and of each Board committee held during FY23, and the number of meetings attended by each director while they were a member of the Board/committee, were:

	Full Board		Audit & Risk Committee		Remuneration & People Committee		Nomination Committee[1]		Sustainability Committee	
	Attended	Held	Attended	Held	Attended	Held	Attended	Held	Attended	Held
James McClements	12	12	n/a	n/a	5	5	2	2	3	4
Susan Corlett	12	12	4	4	5	5	1	1	4	4
Chris Ellison	12	12	n/a	n/a	4	4	1	1	n/a	n/a
Kelvin Flynn	12	12	4	4	5	5	2	2	n/a	n/a
Colleen Hayward[2]	7	7	1	1	n/a	n/a	n/a	n/a	1	1
Justin Langer[3]	7	7	n/a	n/a	1	1	n/a	n/a	1	1
Zimi Meka	9	12	n/a	n/a	1	1	1	1	n/a	n/a
Xi Xi	12	12	4	4	n/a	n/a	2	2	4	4

[1] Prior to 31 March 2023 all Non-Executive Directors were members of the Nominations Committee. The Nominations Committee Composition changed with effect from 1 April 2023 to be comprised of James McClements as Chair, with Xi Xi and Kelvin Flynn as Committee members.

[2] Colleen Hayward was appointed to the Board on 1 January 2023, and to the Audit and Risk Committee and Sustainability Committee on 1 April 2023.

[3] Justin Langer was appointed to the Board on 1 January 2023, and to the Audit & Risk Committee and Remuneration & People Committee on 1 April 2023.

REMUNERATION **REPORT** (AUDITED)

LETTER FROM THE REMUNERATION AND PEOPLE COMMITTEE CHAIR

Dear Shareholder,

I am pleased to present the 2023 Financial Year (FY23) Remuneration Report for Mineral Resources Limited (MinRes, the Group or the Company) on behalf of the Remuneration and People Committee (the Committee).

Last year, following his appointment as Independent Non-Executive Chair of the MinRes Board, the Board requested that James McClements continue as Chair of the Remuneration Committee while the Board went through a process of recruiting additional Non-Executive Directors to the Board. We are pleased to have had Colleen Hayward and Justin Langer join our Board on 1 January 2023, which then allowed for the restructuring of our Board Committees. As part of that restructuring, people-related matters were transferred from the Sustainability Committee to the Remuneration Committee, and the Remuneration Committee renamed as the "Remuneration and People Committee". I was pleased to accept the role of Chair of the Remuneration and People Committee, with my appointment coming into effect on 1 January 2023.

Our top priority and responsibility is to prevent harm and mitigate illness to our over 7,000 employees and contractors. The MinRes family was shocked and saddened by the death of a contractor's employee supporting our Onslow Iron project during construction at the Ken's Bore site in June 2023. Our priority has been to support all those impacted by this event and to fully understand the circumstances surrounding the incident. It serves as a tragic reminder of the inherent risks within our industry and the importance of staying vigilant when it comes to safety.

The Executive Key Management Personnel (Executive KMP) Short-Term Incentive (STI) awards incorporate a component tied to our safety performance. Due to the tragic matter mentioned above, Executive KMP were ineligible to receive this portion of their STI award.

OUR YEAR IN REVIEW

FY23 has been another outstanding year for MinRes, despite challenges posed by volatility in our iron ore and lithium export pricing, and by increased cost pressures for key inputs such as fuel and labour.

MinRes has continued to make significant progress in the development of quality, long life assets in our Lithium, Iron Ore and Energy pillars. These assets, coupled with the Group's continued strength in Mining Services, will underpin a strong future for many years to come.

The Company generated underlying earnings before interest, tax, depreciation, amortisation and impairment (Underlying EBITDA) of $1.8 billion, up 71 per cent on the prior corresponding period (pcp). Earnings were negatively impacted by relatively low iron ore prices and a significant softening of lithium prices in the second half. A non-cash impairment charge pre-tax of $789 million was taken against our operating iron ore assets. MinRes continues to operate these assets, which have generated substantial cash for the Group over the years.

Since listing in 2006, MinRes has been one of the best-performing companies listed on the Australian Securities Exchange. This consistent performance has been delivered through the effective deployment of investment capital over a prolonged period. This investment performance has enabled the Group's growth to occur without material dilution of shareholder interests.

The Group's Return on Invested Capital (ROIC) remains the key measure for the Executive KMP's Long Term Incentive Program. Our FY23 ROIC of 6.7 per cent was impacted in FY23 by the investment of almost 53 per cent of the Group's capital in non-income producing growth assets under development, such as the Onslow Iron project and the Group's gas interests, and by non-cash impairments of the Group's iron ore assets. Despite this, the Group achieved a four-year rolling ROIC average of 21.8 per cent in FY23.

During the year, the Committee once again reviewed the adequacy of the Group's ROIC target of 12 per cent by reference to the performance of groups separately comprising large listed Australian companies, the ASX 100 and the Remuneration Peer Group. The review highlighted MinRes' strong relative performance over an extended period and the Committee confirmed that the 12 per cent threshold remains appropriate (refer section 4.4 in this Report) for the Long Term Incentive (LTI) grant to be made during FY23. The Committee will continue to review the appropriateness of this target regularly, to ensure it provides the stretch target to which we hold our Executive KMP accountable.

SUSTAINABILITY

During FY23, we strengthened the Sustainability Committee with the addition of Colleen Hayward who brings over 35 years of experience developing and leading programs to support and empower Indigenous Australians in Western Australia. Her expertise and insights into cultural heritage, Traditional Owner partnerships and community engagement have enriched the Sustainability Committee.

The Committee holds regular meetings to monitor performance on MinRes' sustainability targets, which span across our material topics including, but not limited to, Ethics and Integrity, Safety, Health and Wellbeing, Diverse and Inclusive Workplaces, Environment, Climate change, Responsible Supply Chains, Community and Cultural Heritage.

We acknowledge the challenges within our industry and recognise our responsibility as an influential industry participant to strive for positive outcomes for all stakeholders. Pleasingly, over 90 per cent of our sustainability targets were exceeded, achieved, or demonstrated positive progress over the year.

I encourage you to read our *FY23 Sustainability Report*, which details our sustainability management approach and our performance for FY23.

CHANGES TO EXECUTIVE KMP REMUNERATION

There have been no significant changes made to key remuneration structures in FY23, with the Board maintaining the STI and LTI structures that have proven successful over the last four years by rewarding our Executive KMP for their skills and effort, and in driving strong ongoing returns for our Shareholders.

During the year, and reflecting both the growth in the Group and its restructuring along the lines of business Pillars, two leaders were recognised at Executive KMP effective 1 January 2023. Chris Soccio and Josh Thurlow lead our Iron Ore and Lithium businesses respectively, and work closely with the other Executive KMP to lead the Group and its operations.

As set out in Section 5.2 below, the Company revised its STI determination process in FY22 to include an individual assessment matrix. The matrix supplements the broader assessment of overall Group performance. The matrix includes six key attributes considered to be fundamental to continued success of the Group and is applied to Executive KMP other than the Managing Director (MD), who remains accountable for overall Group results. We believe this process has contributed to improved performance on key aspects material to our business, such as a reduction in turnover rates and achieving better diversity outcomes. A minor change will be made in FY24 to the composition of the Financial Performance element of the STI assessment matrix to reward each of the Chief Executives for their respective Pillar's ROIC performance, as well as for the Company's overall ROIC performance. The change is designed to incentivise each to maximise the ROIC for their respective Pillars, while ensuring an incentive to collaborate for the collective benefit of the Group.

As mentioned in FY22's Remuneration Report, a review of Comparator Company remuneration conducted during FY22 identified a significant gap between the remuneration on offer to Executive KMP in FY22 and the Company's targeted position of 50th percentile of our Comparator Businesses for fixed remuneration and 75th percentile for maximum remuneration (including maximum STI and LTI opportunities). In order for our remuneration to remain competitive, changes were made to the Fixed Annual Remuneration (FAR) and maximum STI percentage for Executive KMP for FY23. These changes are detailed in the report that follows.

CHANGES TO NON-EXECUTIVE DIRECTOR REMUNERATION

As foreshadowed in the FY22 Remuneration Report, changes were made to the Non-Executive Director (NED) fees in FY23 in order to align fees more closely with Comparator Businesses. This follows changes made in FY22, the first since FY15, and included the introduction of Board Committee fees to recognise the significant workload inherent in service on these committees, and an increase in base fees for the Chair, Board and Board Committee members. These changes have been made to ensure the Company remains able to attract suitably qualified and experienced Non-Executive Directors (NEDs).

A review of NED fees was conducted during FY23 with an independent benchmarking analysis finding that the Chair and Committee Fees were well below the Company's targeted position of 50th percentile of our Comparator Businesses. In order for NED remuneration to remain competitive, increases were made to the fees paid to the Chair, and for membership of the various Committees for FY23. Following further review in late FY 23 of fees paid for the Chair and membership of the Board's Committees, the Committee recommended, and the Board approved, further revisions to Committee fees for FY24. To support this increase, and to allow sufficient headroom for the appointment of an additional member to the Board in FY24, the Board resolved to recommend to Shareholders an increase of $500k in the Director Fee Pool, taking the Director Fee Pool to $2.5M. A resolution to this effect will be tabled at the upcoming AGM. These changes are detailed in the report that follows.

FY23 OUTCOMES AND ALIGNMENT

FY23 has been another strong year for the Company, with a positive financial performance. In addition, there was material progress and success with several strategic initiatives, including the revised joint venture arrangements with Albemarle, completion of the Norwest Energy takeover bid, and advancing the construction of the Onslow Iron project; most of which are the result of a number of years of planning and development, and all of which will enable the Company to continue its growth over the next decade.

Following a strong first half, the Company declared an interim dividend of $1.20 per share; with the softening of lithium prices in the second half and a view to the substantial capital expenditure program ahead, a Final Dividend of $0.70 per share has been declared.

The STI outcomes for Executive KMP range between 63 per cent and 67 per cent of maximum STI. Consistent with the design of the STI program and to further align management and shareholder interests, awards made under the STI plan to Executive KMP that exceed 50 per cent of base Fixed Annual Remuneration, are deferred in the form of rights to Company shares (Rights) that vest in two equal instalments; one year and two years following grant of the Rights. Further detail of these outcomes can be found in Section 5.3 of the Remuneration Report.

To ensure the Company is continuing to develop its deep leadership talent, MinRes has continued with its internal processes for the assessment of leadership performance. These STI outcomes reflect the performance of the Company across a range of key objectives, including how well individual Executive KMP demonstrated the leadership attributes expected to support growth objectives and corporate culture.

Consistent with the LTI program that has been in place since FY20, the LTI award issued to Executive KMP in FY23 provides that 67 per cent of the LTI granted to each Executive KMP will vest only if the Company's four-year average ROIC exceeds 12 per cent, and for 100 per cent to vest the four year average ROIC must exceed 18 per cent, with FY23 being the first of those four years. The LTI program provides significant rewards to Executive KMP only if strong financial performance is achieved through this period (i.e. likely to cover highs and lows of commodity cycles).

Pleasingly, the first of these four-year LTI programs matured in FY23, i.e. average ROIC for Financial Years FY20 to FY23 inclusive, with average ROIC of 21.8 per cent. This provides an LTI outcome for Executive KMP of 100 per cent with these share rights vesting in August 2023.

In conclusion, the Committee is satisfied that the FY23 remuneration outcomes reflect and support the Company's strategic and financial performance and requirement to develop future leadership to sustain the business in the long term. Therefore, while application of Committee Discretion was considered, it was not warranted.

Our Board Chair, James McClements, EGM of Corporate Development, James Bruce, Non-Executive Director and Chair of the Sustainability Committee, Susie Corlett, and I met with Institutional Investors and Proxy Advisors over the last few months. It was pleasing to note the high level of continued support at these sessions for the Group's remuneration arrangements. This feedback is sincerely appreciated, and we continue to value any further feedback you may have in this regard.

I invite you to review the full report laid out over the following pages and thank you for your interest in our Company.

Yours faithfully

Zimi Meka

Zimi Meka
Independent Director and Chair of the Remuneration and People Committee

REMUNERATION REPORT CONTENTS

This Remuneration Report forms part of the Directors' Report for the year ended 30 June 2023 and has been audited in accordance with section 300A of the Corporations Act 2001.

THE REPORT ADDRESSES THE FOLLOWING KEY AREAS

1. KEY MANAGEMENT PERSONNEL

Key Management Personnel (KMP) comprise those persons that have responsibility, authority and accountability for planning, directing and controlling the activities of the entity, directly or indirectly, including any director of that entity[1].

In this report, a reference to KMP covers both Executive KMP and Non-Executive KMP; a reference to Executive KMP includes the Managing Director (MD) and Non-Executive KMP are referred to as Non-Executive Directors (NEDs).

The following table outlines the Company's KMP during the whole of FY23 and up to the date of this report, unless otherwise stated:

1 *as defined in AASB 129.4*

EXECUTIVE KMP

Current	
Chris Ellison	Managing Director
Mike Grey	Chief Executive – Mining Services
Chris Soccio	Chief Executive – Iron Ore (effective 1 January 2023)
Joshua Thurlow	Chief Executive – Lithium (effective 1 January 2023)
Mark Wilson	Chief Financial Officer and Company Secretary
Former	
Paul Brown	Chief Executive – Lithium (no longer KMP with effect from 30 September 2022)

NON-EXECUTIVE KMP

Current	
James McClements	Non-Executive Chair
Susan Corlett	Non-Executive Director
Kelvin Flynn	Non-Executive Director
Colleen Hayward	Non-Executive Director (appointed on 1 January 2023)
Justin Langer	Non-Executive Director (appointed on 1 January 2023)
Zimi Meka	Non-Executive Director
Xi Xi	Non-Executive Director

2. REMUNERATION GOVERNANCE

2.1 REMUNERATION AND PEOPLE COMMITTEE INDEPENDENCE

The Remuneration and People Committee continued to be comprised solely of independent Non-Executive Directors (NED):

- Zimi Meka, Committee Chair (appointed 1 January 2023)
- James McClements, Chair from 1 July 2022 to 31 December 2022, and Committee Member from 1 January 2023
- Justin Langer, Committee Member (appointed 1 April 2023)

2.2 ROLE OF THE REMUNERATION AND PEOPLE COMMITTEE

The Remuneration and People Committee advises the Board on KMP remuneration by performing the following functions:

- Making recommendations to the Board on remuneration structure, practices, policy and quantum for the MD, Executive KMP and NEDs.
- Determining the eligibility, award and vesting of Short Term Incentives (STI) and Long Term Incentives (LTI).
- Working closely with the Audit and Risk Committee to ensure financial measures and risk and compliance outcomes properly inform the relevant STI and LTI outcomes.
- Providing oversight of company diversity and gender pay equity, and recommendations to the Board on appropriate targets.

The Remuneration and People Committee convened regularly throughout FY23 and invited senior management and external consultant input as required.

2.3 EXTERNAL AND INDEPENDENT ADVICE

As with previous years, the Remuneration and People Committee engaged the services of independent external consultants to provide insights on KMP remuneration trends, regulatory and governance updates and market data.

No remuneration recommendations as defined in Section 9B of the Corporations Act 2001 were obtained during FY23.

3. REMUNERATION STRATEGY

3.1 THE CONTEXT IN WHICH WE SET OUR REMUNERATION STRATEGY

The remuneration framework is designed to support the Company's vision to be recognised as a great Australian company that:

- is a leading provider of innovative and sustainable mining services
- provides innovative and low-cost solutions across the mining infrastructure supply chain
- operates with integrity and respect
- works in partnership with our clients, our customers, our people and our community to achieve these objectives.

To create wealth for shareholders, we task our management team with employing the capital entrusted to them to sustain attractive rates of return, that is, exceeding the long-term returns that could be achieved elsewhere at comparable levels of risk. This is recognised through the long-term incentive program, both by rewarding management when undertaking long-term strategic growth initiatives that maintain high operating returns throughout commodity cycles, and in seeking opportunities to deploy capital innovatively for sustainable high future returns for shareholders.

The Board has approved a strategy to deliver on this objective comprising:

- a core business as a mining services contractor
- an owner and operator of mining-related infrastructure
- an acquirer or developer of significant profit share stakes in mineral projects with rights to operate the associated mines, for longer-term sustainability, higher capital efficiency and lower risk including from diversification
- recycling of capital
- a flexible balance sheet to fund organic growth for mining services and mining infrastructure businesses, while retaining a level of agility for opportunistic growth opportunities as they arise.

The ability to execute this strategy innovatively, sustainably and in a way that creates attractive returns for shareholders is highly dependent on the quality of the Company's culture, management and workforce.

The difficulty of attracting and retaining executives of the necessary calibre to realise the above vision and strategy varies depending on the current phase of Australia's resources industry. Industry demand for executive talent remains strong. This requires the Company to offer competitive remuneration, both in terms of fixed and variable opportunity, and to have adequate and effective retention mechanisms in place (such as the STI deferral arrangements introduced in FY20). As part of our wider employee engagement strategies, these actions ensure the Company retains experienced and competent employees who are capable of innovating to promote growth, ultimately leading to attractive long-term rates of return.

The Company's long-term sustainable growth is promoted within this framework by the delivery of a significant portion of remuneration in equity, and the Company's requirement that KMP hold the equivalent of at least one year's Fixed Annual Remuneration (FAR) in Company shares, assisting in aligning the senior leadership team's interest with shareholders' interests.

3.2 REMUNERATION PRINCIPLES

The following principles guide the Company's KMP remuneration decisions:

- fairness and impartiality
- transparency
- promotion of a direct link between reward and performance
- encouraging retention of key personnel over the longer term
- alignment of employee, customer and shareholder interests
- incentivising behaviour that optimises return on shareholder capital
- flexibility to optimise returns via changes in investment strategy, and
- prioritisation of the Company culture and behaviours that continue to promote physical and psychological safety, social and environmental responsibility, innovation and risk management.

3.3 MARKET POSITION FOR REMUNERATION

The Company again conducted a review of its market position for KMP remuneration that included examination of common practice within comparable businesses, external advice and input from investors and their advisers. Fixed annual remuneration for Executive KMP is targeted at the 50th percentile of comparable roles in Comparator Businesses (see below) while total maximum remuneration, inclusive of fixed and at-risk remuneration, is now targeted at the 85th percentile (in FY22 at the 75th percentile) of maximum remuneration at Comparator Businesses for comparable performance.

Comparator Businesses

The Board annually reviews the group of KMP remuneration Comparator Businesses for the purposes of benchmarking remuneration offered to KMP, in terms of amounts and structure. In determining the Comparator Businesses, the Committee considers ASX-listed companies of a comparable size in terms of enterprise value and revenue, with a particular focus on those in the commercial services and mining sectors, head-quartered in Australia.

The Company's business model is not typical of peers in the resource sector due to its dual-pronged business operations – first in providing mining services to resources companies and secondly in the ownership and management of resource tenements. This differentiation is accentuated by the recent addition of Energy as one of the Company's focus areas, with all pillars underpinned by innovation. Finally, the Company's business model is characterised by substantial growth and reinvestment, with its net invested capital quadrupling over the last five years.

The list of Comparator Businesses was again reviewed in FY23 to ensure it remains relevant, given the growth in operating activity, revenue and enterprise value. As a result of this review, CIMIC Group Limited (CIMIC) was removed from the FY23 Comparator Businesses list due to its take-over and delisting. Other than the removal of CIMIC, the Comparator Group has remained the same as was used in FY22. The current Comparator Businesses therefore comprise:

ASL Limited	Origin Energy
Aurizon Holdings Limited	OZ Minerals
Cleanaway Waste Mgt Limited	Qube Holdings Ltd
Downer EDI Limited	Seven Group Holdings Limited
Evolution Mining Limited	Sims Limited
IGO Limited	South32 Limited
Northern Star Resources Limited	Washington H. Soul Pattinson
Newcrest Mining	Worley Limited
Orica Limited	

4. REMUNERATION FRAMEWORK FOR FY23

4.1 REMUNERATION FRAMEWORK

The table below outlines the remuneration framework that applied in FY23.

Fixed remuneration		At-risk remuneration		
Element	Fixed Annual Remuneration (FAR) (Salary, superannuation & other fixed benefits)	Short-Term Incentive (STI)		Long-Term Incentive (LTI)
Delivery format	Cash	Cash	Share rights	Share rights
		50 per cent of maximum STI for Executive KMPs paid in cash after the financial year	Portion of award over 50 per cent of maximum STI deferred and awarded as share rights – the first half of which vest at 12 months, and the second half at 24 months after grant date, subject to ongoing service, claw-back and malus provisions	Rights vest four years after the grant date, subject to performance hurdles, ongoing service, malus and clawback provisions.
Performance measures		Targets in the areas of Safety, Governance and Sustainability; Strategic Growth, Financial and Operational Performance, and Organisational Culture. Assessments in the areas of leadership, wellbeing and growth of our people, strength of supporting management team, level of collaboration and teamwork, issues resolution, stakeholder engagement, and innovation and creativity.		Return on Invested Capital (ROIC)
Performance period		One year		Vesting subject to four-year average ROIC performance over the performance period (Starting 1 July in the financial year of grant – i.e. for FY23, 1 July 2022)
Link to MinRes strategy	Serves to attract high-calibre people and motivate them to deliver on the Company's immediate business objectives over a 12-month period			Recognises that MinRes is a capital-intensive business. Management and shareholder wealth are created through achieving superior long term returns on invested capital

The timeline below illustrates the timing of rewards under the FY23 remuneration arrangements for Executive KMP. Details for each component are set out in section 4.3.

	FY23	FY24	FY25	FY26	FY27
Fixed Annual Remuneration (FAR)	Paid throughout the year				
STI	Performance period (12 months)	50 per cent of maximum STI paid Aug 2023. Any portion of award over 50 per cent max STI is deferred	Half of deferred portion vests August 2024, subject to ongoing service and claw-back provisions. Number of shares awarded based on value of award divided by the five-day VWAP up to and including 30 June 2023	Half of deferred portion vests August 2025, subject to ongoing service and claw-back provisions. Number of shares awarded based on value of award divided by the five-day VWAP up to and including 30 June 2023	
LTI	LTI rights granted to Exec-KMP other than the MD (December 2022 (date of award letter) and for the MD, November 2022 (at the Annual General Meeting). Number of rights granted based on the participant's LTI opportunity divided by the five-day VWAP up to and including 30 June 2022				August 2026: Portion of LTI rights vest, subject to four-year average ROIC, continuous service, malus and clawback provisions

Total Performance Period (4 years)

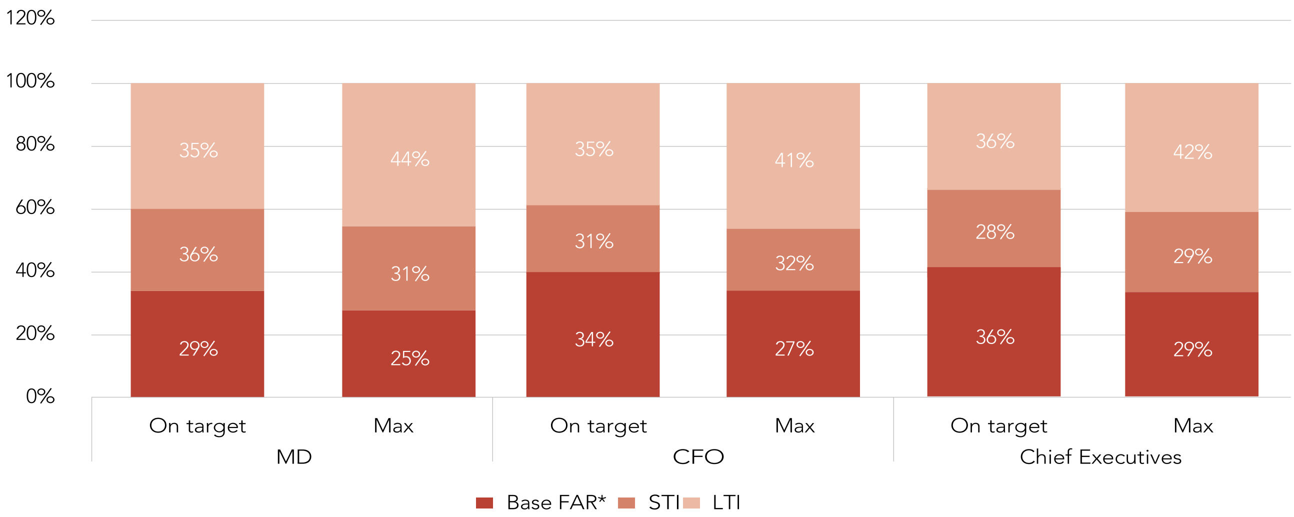
4.2 REMUNERATION MIX

The mix of Executive KMP's fixed, short and long-term remuneration reflects the Company's remuneration strategy of:

- having substantial amounts of pay subject to service and performance so that remuneration can be maximised only by sustained high levels of performance over rolling four-year periods; and
- paying a significant portion in equity, to reduce cash remuneration costs, align executive and shareholder interests and enable the enactment of clawback and malus provisions if MinRes' values of Integrity and Respect are not upheld.

The table below summarises the maximum and 'on-target' remuneration mix applicable in FY23 for Executive KMP, with on-target STI being 75 per cent of maximum STI and on-target LTI being two-thirds of the LTI opportunity.

REMUNERATION MIX



*Base FAR representing FAR excluding superannuation and other fixed elements of remuneration.

4.3 KEY COMPONENTS OF REMUNERATION

The tables below summarise the key components of Executive KMP remuneration for FY23.

FIXED ANNUAL REMUNERATION

Composition	FAR is comprised of base salary, superannuation and other fixed elements of remuneration such as vehicle allowances. Base FAR is comprised of base salary, excluding superannuation and other fixed elements of remuneration such as vehicle allowances.
Determination	Fixed remuneration is determined with reference to the 50th percentile of similar roles in Comparator Businesses, taking account of the experience and skills of the manager involved.
Review	Base FAR is determined on appointment and reviewed annually.

SHORT-TERM INCENTIVE

The key elements of the FY23 STI plan are as follows:

Purpose	Focus participants on delivery of business objectives over a 12-month period and exhibiting the leadership attributes expected of Executive KMP.
Participation	All Executive KMP.
Opportunity	The maximum STI opportunity is 125 per cent of base FAR for the MD, 120 per cent of base FAR for the CFO and 100 per cent for other Executive KMP. Target STI is 75 per cent of maximum STI opportunity.
Performance Period	Performance is measured per financial year (1 July to 30 June).
Exercise of discretion	The Board has discretion, after considering recommendations from the Remuneration and People Committee, to adjust overall STI awards or an individual's final STI award. This discretion will be exercised in the case of extraordinary events, exceptional circumstances/business performance and/or the individual's performance.
Payment	Awards made under the STI plan that exceed 50 per cent of the maximum STI opportunity as defined above, are deferred and settled in the form of rights to Company shares (Rights) that vest in two equal instalments: one year and two years following grant of the Rights. Vesting is subject to continued service and the application of the clawback and malus provisions mentioned below. The quantity of Rights provided for each deferred portion is based on the deferred value for each financial year divided by the Volume Weighted Average Price for the five trading days up to and including the last day of the award year.
Rights on termination	To be eligible for payment, a participant in the STI must be employed by the Company on the date of payment and on the date at which Rights vest, subject to the application of the clawback and malus provisions mentioned below. Executive KMP whose employment is terminated before the date of payment/grant of Rights are not eligible for any STI payment/grant of Rights. Rights that have not yet vested will be cancelled where an Executive KMP's employment is terminated prior to the vesting date.
Clawback and Malus provisions	The Board may, at its discretion, reduce or rescind any awards made under the STI for a period of up to two years following cash payment/grant of Rights if the Board determines that the cash payment/grant of Rights has been made inappropriately, including in the instance of fraud, dishonesty, breach of duties, misstatement or manipulation of financial information.
Performance Category, Weighting and Measure (refer section 5.3 for FY23 outcomes and section 6 for changes for FY23)	
Group Performance	
Safety, Governance and Sustainability – weighting 20 per cent	Safety Performance; Total Reportable Injury Frequency Rate (TRIFR), lead indicators
	Market and investor relationships including external perception study
	Sustainability performance (emissions intensity, strategy development and implementation)
Strategic Growth – weighting 30 per cent	Development of long-life projects including continued development of the Onslow Iron project and associated infrastructure, including the haul road
	Optimising output from Wodgina and Mt Marion
	Delivering growth in Mining Services activities (tonnes of material moved and maintenance of margins)

	Progression of gas exploration to aid energy transition and secure low-cost energy
Operational performance and Financial Measures – weighting 30 per cent	EBITDA performance against target
	Balance sheet management (working capital and gearing ratios)
	Cash flow performance against target
	Cost discipline against target
	Delivery of physical outcomes in line with guidance
	Tonnes of production against target
Organisational Culture – weighting 20 per cent	Retention of senior staff
	Cultural development and brand repositioning
	Leadership behaviours and people development
Individual Performance Assessment	
Key Attributes expected of Executive KMP	Strength of leadership on the wellbeing and growth of our people
	Performance in growing and developing a strong management team
	Openness and directness of communication and focus on collaboration and teamwork
	Drive, energy and initiative in taking ownership of and resolving problems
	Engagement with stakeholders, and development of personal and business reputation
	Innovation and creativity

LONG-TERM INCENTIVE

The key elements of the FY23 LTI plan are as follows:

Purpose	To focus Executive KMP on: • achieving a high and sustained ROIC over the longer term, being a total of four years, including the current financial year (Grant Year) • encouraging agility and entrepreneurialism to seize opportunities for higher returns contingent on rapid capital deployment within relatively short timeframes • alignment with shareholders' interests through share rights that do not vest until completion of a four-year period.
Payment vehicle	LTI grants provide rights to Company shares (Rights) with Rights granted within the first half of the Grant Year (Grant Date). Subject to the Performance Measure mentioned below, Rights vest in the fourth financial year after the Grant Year. Participants have up until the fifteenth anniversary of the Grant Date (Expiry Date) to exercise Rights (convert Rights to Company Shares) with no exercise price being payable. Any vested Rights not previously exercised are automatically exercised at the Expiry Date.
Opportunity	The LTI grant opportunity for the Managing Director is equal to 180 per cent of base FAR and 150 per cent of base FAR for other Executive KMP.
LTI grant value	An amount equal to the LTI opportunity is granted to each LTI participant annually; being the Grant Year (e.g. FY23). Rights vest in the fourth financial year after the Grant Year (e.g. following the end of FY26 for the FY23 award) subject to the Performance Measure mentioned below.
	The number of Rights to be issued is determined using the following formula: LTI Rights issued = (base salary x LTI Opportunity)/VWAP where 'VWAP' is the five-day Volume Weighted Average Price to the Grant Date (in the case of the FY23 LTIP, up to and including 30 June 2022).
Performance Period	Performance is measured over four consecutive years, being the Grant Year and the following three financial years. For grants made in FY23, the Performance Period is FY23 to FY26 inclusive, with Rights vesting in FY27.
Performance Measure	The number of Rights that vest is subject to the four-year average ROIC achieved by the Company over the Performance Period. Further discussion of the calculation of ROIC is included in Section 4.4.
Vesting hurdle	The amount of Rights that vest at the end of the Performance Period is determined by reference to the following hurdles:

Four year average ROIC achievement	% of maximum LTI opportunity
Less than 12%	Nil
Between 12% and 18%	Pro-rata between 67% & 100%
18%+	100%

Consistent with prior years, the selection of 12 per cent ROIC, being an after-tax measure, as the threshold for any rights to vest, reflects a level of performance materially above the Company's nominal post-tax Weighted Average Cost of Capital and ensures that value-destroying performance is not rewarded – i.e. that Executive KMP are focused on achieving returns for shareholders in excess of the Company's cost of capital.

	The high vesting at threshold performance recognises that the Company has set a high bar relative to its cost of capital and to the rates of ROIC achieved by Comparator Companies. It also recognises that inputs to the Cost of Capital can be volatile, so the threshold is set to remain above a cyclical increase in Weighted Average Cost of Capital.
Vesting period	All Rights vest four financial years after the Grant Year subject to the Performance Measure, Clawback and Malus provisions, and continued service.
Holding lock	No holding lock applies to Rights that vest under the FY23 LTI plan, as Rights vest only at the end of the Performance Period, provided the Performance Measure has been achieved.
Dividends	No dividends are paid to, or received by, Executive KMP on any Rights. To ensure alignment between shareholder and Executive KMP interests, each Right entitles Executive KMP to one MinRes share, plus an additional number of MinRes shares equal in value to the dividends paid on a MinRes share over the period from the Grant Date of the Rights to the date of exercise (Exercise Date) (Dividend Rights). Without this entitlement, Executive KMP might otherwise be motivated to seek growth over dividend payments. If any Rights are forfeited, their associated Dividend Rights are likewise forfeited.
Clawback and malus provisions	The Board has the discretion to lapse Rights that are on foot, or claw back previously vested LTI awards, in the event that the Board concludes that Rights should not vest or should not have vested due to: • fraud, dishonesty or fundamental breach of duties (including misstatement or manipulation of financial information) of any person • the intentional or inadvertent conduct of any person that the Board determines resulted in an unfair benefit being obtained by a participant.
Hedging	Hedging, or the use of derivatives such as collars, caps or similar products in relation to Company securities, including vested shares or unvested Rights, allocated under Company incentive schemes, are strictly prohibited, as is Executive KMP providing share entitlements/Rights as security for loans that may result in margin calls.
Cessation of employment	Cessation of employment prior to the Vesting date will result in automatic forfeiture of all unvested Rights unless the Board exercises its discretion (e.g. for health reasons, retirement or Change of Control as set out below).
Change of control / resignation / retirement in the event of ill health	In the event of a potential change of control, resignation or retirement due to ill health, the Board may exercise its discretion to determine whether to vest granted but unvested Rights.
Board discretion	The Board retains the discretion to amend, vary, terminate or suspend the LTI plan at any time. Any such variation, amendment, termination or suspension is not to adversely affect or prejudice rights of LTI participants holding Company shares or Rights at that time.

4.4 LTI PERFORMANCE MEASURES

CALCULATING RETURN ON INVESTED CAPITAL (ROIC)

ROIC is measured at a Group consolidated level, on the following basis:

ROIC = Net Operating Profit After Tax/Invested Capital

Where: **Net Operating Profit After Tax** (NOPAT) is calculated as the Company's statutory Earnings Before Interest and Tax (EBIT) for the year, after applying the prevailing corporate tax rate. The earnings amount is adjusted to remove the impact of changes to accounting policies and fair value adjustments for listed investments held at fair value through profit or loss, whether favourable or unfavourable.

Profits arising on the monetisation of investments, such as on the formation of joint ventures or the divestment of portion of the Group's operations, are a standard part of the Group's strategy and are therefore included in NOPAT.

Invested Capital is the sum of closing balances for the relevant financial period's Net Assets and Net Interest Bearing Debt at balance date, adjusted for cumulative accounting policy adjustments and cumulative fair value adjustments for listed investments.

TREATMENT OF CASH BALANCES FOR THE PURPOSES OF CALCULATING ROIC

Cash balances are included in the calculation of Invested Capital and ROIC. From FY17 though to FY21, Strategic Cash, being cash holdings over and above normal operational requirements retained for future opportunities of $100 million was deducted from ROIC. Due to the increased size of the Group's balance sheet and the relative scale of the $100 million Strategic Cash holding, with effect from FY22 onwards the Board determined that the Company would no longer deduct Strategic Cash when calculating ROIC for the purposes of measuring Executive KMP's LTIP performance.

WHY ROIC HAS BEEN CHOSEN AS THE SOLE MEASURE TO DETERMINE LTI AWARDS

The Remuneration and People Committee continues to be of the view that:

1. ROIC remains the most appropriate measure for evaluating entitlement to an LTI award, as:
   - it is the key value driver considered by the Company when decisions are made on how to invest capital.
   - it provides a clear and unambiguous link between Company performance and the creation of shareholder value; and
   - financial return earned on capital deployed is closely correlated to the creation of wealth for shareholders over time.

2. MinRes continues to be a highly capital-intensive business. As such, it is vital that Executive KMP ensure that maximum returns are generated on invested capital, which again supports utilisation of ROIC as the most appropriate measure for assessing Executive KMPs' entitlement to LTI.

3. Any additional measure would dilute Executive KMP's focus on what is viewed by the Board as the Company's key objective i.e. the effective deployment of capital to ensure creation of long-term wealth.

4. Executive KMP already have a strong alignment with Total Shareholder Return (TSR) given their exposure to the Company's share price performance and dividends through the incentive structures and associated Rights.

5. ROIC is a measure that is directly controlled by Executive KMP and is not influenced by market sentiment which can result in alternate measures, such as TSR, delivering volatile outcomes.

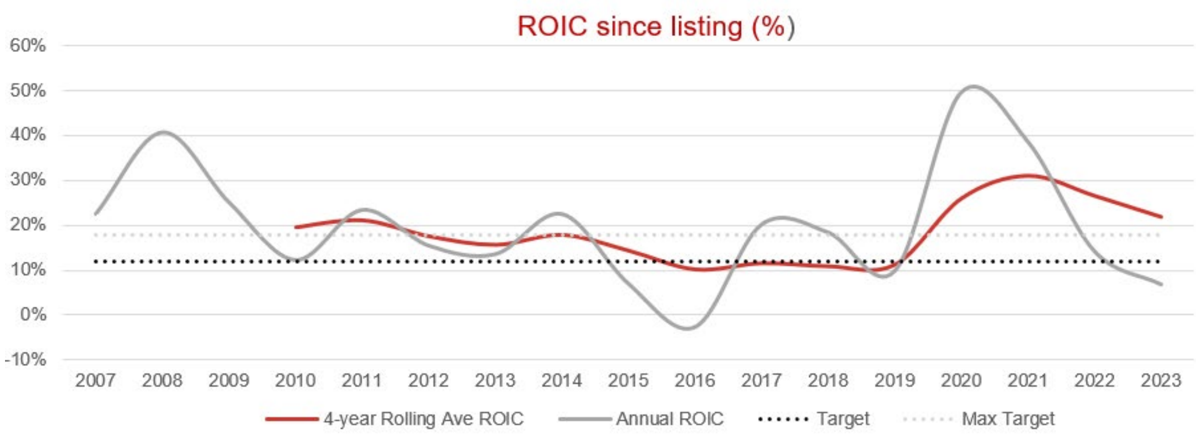
6. Shareholder value is driven by a function of:
   - the excess of ROIC over the Company's Weighted Average Cost of Capital (WACC),
   - growth in Capital Employed, and
   - the number of years that this Growth is able to be sustained.

The following table sets out the components used to calculate ROIC for each of the last five financial years.

$ Millions	FY19 Actual	FY20 Actual	FY21 Actual	FY22 Actual	FY23 Actual
NOPAT:					
Profit before tax (per income statement)	236.0	1,436.2	1,792.7	489.1	360.4
Underlying items [(a)]	46.8	35.4	(230.4)	196.1	(42.1)
Profit before tax (for ROIC)	282.8	1,471.6	1,562.3	685.2	318.3
Less: Interest income	(2.5)	(14.4)	(10.0)	(10.7)	(39.2)
Add back: Interest expense	33.9	104.9	95.8	123.4	233.2
Net Operating Profit Before Tax	314.2	1,562.1	1,648.1	797.9	512.3
Less tax at 30%	(94.3)	(468.7)	(494.4)	(239.3)	(153.7)
NOPAT	219.9	1,093.4	1,153.7	558.6	358.6
Invested Capital:					
Net assets (per balance sheet)	1,380.2	2,295.6	3,246.1	3,271.1	3,521.8
Underlying (cumulative, net of tax)[(a)]	(14.8)	6.9	(154.3)	(10.2)	(39.6)
Net assets for ROIC	1,365.4	2,302.5	3,091.8	3,260.9	3,482.2
Net debt	997.1	-	-	697.6	1,855.0
Total Invested Capital	2,362.5	2,302.5	3,091.8	3,958.5	5,337.2
Strategic cash holding	(100.0)	(100.0)	(100.0)	-	-
Net Invested Capital	2,262.5	2,202.5	2,991.8	3,958.5	5,337.2
ROIC %	9.7%	49.6%	38.6%	14.1%	6.7%
Four year average ROIC %	11.2%	25.9%	31.0%	26.5%	21.8%

(a) Underlying earnings have been normalised for the non-operating items, including gains/losses on strategic investments held in listed shares accounted for at fair value through profit or loss (FY23: $42.1M pre-tax; FY22: $196.1M) and acquisitions of group entities where such investments are held at the discretion of the Board. Gains Adjustments are also made to operating profits for the effect of new/revised accounting standards.

The Company's focus on disciplined investment has, since listing, delivered outstanding returns on the capital invested in it, and in turn delivered outstanding returns for its shareholders.



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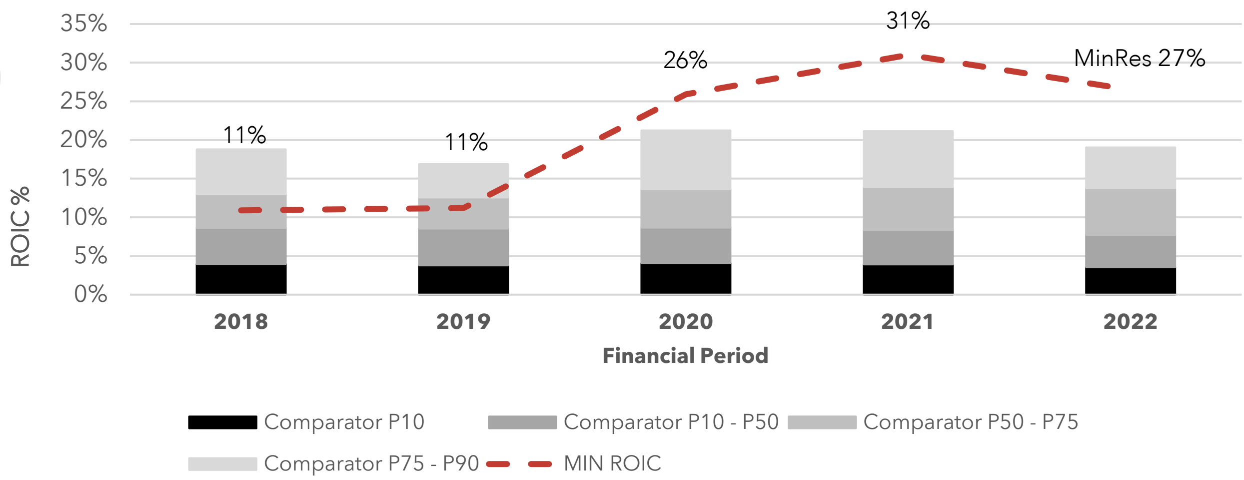


Comparator companies' data available only up to June 2022.

Source: Juno Partners analysis. Adjustments made to reported results to ensure comparable with MinRes' definition of ROIC as set out above.

5. REMUNERATION OUTCOMES FOR FY23

5.1 SUMMARY OF PERFORMANCE (UNAUDITED)

FY23 was a year in which the Company continued to lay the foundations for growth over the next decade, and into the future, across all its pillars.

- In Iron Ore, receipt of approvals has enabled construction and establishment of the necessary infrastructure for the Onslow Iron project.
- Finalisation of the Norwest Energy acquisition and the highly prospective results of the recent gas find in the Perth Basin will assist the Energy pillar in its focus on emissions reduction for the Company, via substitution of gas for diesel.
- In Lithium, the commercial arrangements with Albemarle have been simplified with the Company agreeing to increase its ownership of Wodgina from 40 per cent to 50 per cent. Operations at Wodgina continued to ramp up, while production capacity at Mt Marion increased substantially.
- Mining Services, in addition to having secured a number of long-term crushing and transport contracts during the financial year, will benefit from the ramp up of activity across all areas mentioned.

As a result of laying these foundations, the Group's balance sheet is carrying $2.8 billion of capital that will deliver returns once associated construction/implementation activities are completed over the next 12 to 24 months.

The Company generated underlying earnings before interest, tax, depreciation, amortisation and impairment (Underlying EBITDA) of $1.8 billion, up 71 per cent on the prior corresponding period (pcp). Earnings were negatively impacted in the second half by declining lithium prices, while iron ore prices remained relatively weak when compared to pcp.

Underlying earnings after tax were $769 million, up 92 per cent on pcp. statutory net profit after tax was $244.3 million, down per cent on pcp and included $552 million post-tax impairment charges in relation to Property, Plant and Equipment and Mine Properties.

A final fully franked dividend of $0.70 has been declared, in line with the Company's historical pay-out ratio of 50 per cent of Profit After Tax.

During FY23, the Group's Invested Capital increased by $5.37 billion, which follows an increase of $1.39 billion from FY22. Over this period, the Group generated a ROIC of 6.7 per cent. Operating cash flow increased by 384 per cent.

Following the successful placement of a US$1.25 billion Corporate Bond in FY22, the balance sheet remained conservatively geared at 34 per cent (18 per cent in pcp).

Notable achievements in FY23 include:

- Total Recordable Injury Frequency Rate (TRIFR) at 2.08 as at June 2023, representing a decrease year-on-year (refer table 5.1.1 below for comment on the Safety outcome for FY23).
- Positive Final Investment Decision reached with all joint venture partners in the Onslow Iron project in the West Pilbara region of Western Australia.
- Receipt of all major approvals for the Onslow Iron project, facilitating significant construction works and preliminary development works across mine site, haul roads and Onslow town and port infrastructure.
- Onslow Iron project reaching a major milestone with the launch of WA's first shallow draft and fully enclosed transhipper.
- CSI Mining Services winning the Operational Excellence Award in Rio Tinto's Supplier Recognition Awards.
- Successful construction and commissioning of plant upgrades at the Mt Marion lithium project, set to double spodumene concentrate production capacity.
- Mt Marion exploration results confirming significant exploration potential at depth and in the surrounding region.
- Production ramp up at the Wodgina lithium operation, including first spodumene concentrate produced from Train 2 and practical completion met on Train 3.
- Restructuring joint venture arrangements with Albemarle Corporation and Ganfeng Lithium providing further flexibility and optionality across MinRes' lithium portfolio.
- Successful acquisition of Norwest Energy, consolidating MinRes' ownership of the Lockyer Deep Gas Project.
- Significant natural gas discovery at the North Erregulla Deep-1 conventional gas exploration well.
- Recognition of two additional Executive KMP, Chris Soccio as leader of our Iron Ore Pillar and Josh Thurlow as leader or our Lithium Pillar.
- Board appointments of Emeritus Professor Colleen Hayward and Justin Langer as Independent Non-Executive Directors.

5.1.1 SAFETY, GOVERNANCE AND SUSTAINABILITY

The Company prioritises the safety and wellbeing of its employees and contractors, alongside transparent governance frameworks to ensure increasing sustainability awareness and performance outcomes.

Tragically, an employee of one of our contractors lost his life during construction at the Ken's Bore site in June 2023. As a result, Executive KMP were not awarded a score for the Safety component of the Safety, Governance and Sustainability element of their STI performance outcomes (refer table 5.3 below). The Lost Time Injury Frequency Rate (LTIFR) for FY23 was 0.07, reflecting this matter, while the Total Recordable Injury Frequency Rate (TRIFR) was 2.08, a decrease from 2.33 the prior year.

Other measures taken into account in determining a Safety, Governance and Sustainability performance score for Exec KMP for FY23 include:

- Annual High Potential Event Frequency Rate (HiPoFR) of 3.98 increased significantly from 1.65 in FY22. Significant recent business growth and associated increases to complex multiple-activity on site, equipment, projects, workforce changes, industry entrants with limited industry experience and internal process reviews has led MinRes to systematically apply a more conservative approach to defining, identifying and reporting high potential events.
- In FY23, there was an 11 per cent rise in total Scope 1 greenhouse gas emissions. Additionally, the emissions intensity (tCO2-e/TMM) for operational sites also experienced a 19 per cent increase. These changes can be attributed to the heightened construction efforts at Onslow and the ramp-up in construction and operational activity at Mt Marion. Further details can be found in the FY23 Sustainability Report.
- Strengthened the Sustainability Committee with the appointment of Professor Colleen Hayward to increase the skills, knowledge and experience in the areas of community and Traditional Owner engagement.
- Delivered Psychosocial Hazard Awareness training for 2,299 employees, supporting them in the identification, reporting and management of psychosocial hazards.

- Commenced delivery of Bystander Training across our metro-based and Kwinana Workshop employees, with a total of 61 sessions delivered to 1,215 employees. This training provides employees with the tools and resources they need to speak up to poor behaviour in a safe and appropriate manner.
- 44 per cent of sexual harassment and racial harassment cases reported through our internal grievance mechanism resulted in termination or resignation.
- Community contributions of $7.5 million, which increased by 29 per cent from the prior year.
- Roll out of refresher Code of Conduct and Business Integrity e-learning training modules for existing employees, with a 91 per cent employee completion rate by the end of June 2023.
- 140 per cent increase in spend with Aboriginal and Torres Strait Islander businesses totalling $24 million compared with $10 million in FY22, highlighting our commitment to driving economic empowerment of the communities where we operate.
- 164 Cultural Awareness training sessions, a new initiative in FY23, delivered to employees across our corporate headquarters and various operational sites, including Wodgina, Koolyanobbing, Iron Valley, Windarling and Carina.

5.1.2 STRATEGIC GROWTH

The Mining Services business continues to harness its extensive in-house capability and appetite for innovation to deliver reliable, timely and productive solutions for the Group and external clients. Mining Services is poised for considerable growth in the coming years, on the back of a growing client book and critical support of large-scale MinRes strategic projects.

The Group remains focused on maximising the potential of its world-class lithium portfolio through upstream exploration and expansion activities and prioritising industry partnerships that grow a globally diversified presence in the lithium battery supply chain.

In FY23, successful construction and commissioning of upgrades to the Mt Marion spodumene concentrate plant supported a significant increase to production capacity. Promising early exploration results also signalled strong potential at depth, along strike and in the surrounding regions.

The Group aims to strengthen its ownership of the Wodgina lithium operation to 50 per cent, while first product was delivered from Train 2 of the site's spodumene concentrate plant and practical completion was met on Train 3. Expansion under way across second and third stage mine developments will provide access to additional ore.

Several announcements were also confirmed relating to the Group's downstream strategy. Prevailing lithium market prices prompted agreement between MinRes and Ganfeng Lithium to cease a toll treating agreement for Mt Marion spodumene concentrate. MinRes will sell its share of spodumene concentrate to Ganfeng at prevailing market prices.

Amendments to the MARBL joint venture arrangement between MinRes and Albemarle Corporation included Albemarle taking full ownership of the Kemerton lithium hydroxide plant it currently operates. Albemarle will pay MinRes an estimated US$380-400 million, including the net consideration for MinRes' share of Kemerton and completion adjustments at Wodgina and Kemerton. MinRes will also transition to market its own share of Wodgina spodumene concentrate and chemicals via a dedicated marketing team and warehouse in China.

As one of the Group's core commodities, iron ore remains critical to MinRes' growth strategy. The Group continued to manage a portfolio of iron ore operations across the Yilgarn, Pilbara and Onslow regions and progressed its strategy to transition to lower-cost, long-life operations.

The cornerstone of this transformational change will be the Onslow Iron project, which is set to unlock billions of tonnes of stranded iron ore deposits in the Pilbara. In FY23, a Final Investment Decision was reached between MinRes and Red Hill Iron Ore Joint Venture partners Baowu, AMCI and POSCO.

With receipt of all major project approvals, the Group made significant progress, including the commencement of construction works at the Ken's Bore mine site and preliminary works across haul roads and Onslow town and port infrastructure. As the Onslow Iron project comes to life, so too will a raft of benefits, including employment and business opportunities and a pipeline of community investment.

The Group's Energy team continues to pursue new and existing opportunities for conventional natural gas and renewables to provide efficient and cost-effective energy and reduce the Company's dependency on diesel.

In FY23, MinRes commenced drilling at North Erregulla Deep-1 (NED-1) in the Mid West region and successful exploration to a depth of more than 4,000 metres uncovered a substantial gas resource. Well testing will evaluate gas flow rates and gas composition.

The Group recognises the critical role people will play in driving our future success and is committed to growing a diverse and high-performing workforce by investing in programs and initiatives that benefit the financial, professional and personal wellbeing of our people.

MinRes prioritises attracting and retaining highly-skilled industry professionals and foster a workplace culture where a market-competitive remuneration attracts and motivates employees. This is complemented by a generous financial reward program linked to individual performance and services that support physical and mental health.

The Group continually strengthen its reward, development and wellbeing programs to encourage its people to be their best, build long and rewarding careers and deliver performance outcomes that benefit the Company and its shareholders.

5.1.3 FINANCIAL AND OPERATIONAL PERFORMANCE

Financial results for the period are summarised as follows:

- Revenue of $4.8 billion, up 39.8 per cent year-on-year from FY22 of $3.4 billion.
- EBITDA of $1.05 billion, up 4 per cent from FY22 of $969 million.
- Underlying EBITDA of $1.8 billion up 71 per cent from FY22 of $1.0 billion.
- Cash at bank $1.4 billion, with negative net cash on hand $1.9 billion.
- ROIC of 6.7 per cent, and four-year rolling ROIC of 21.8 per cent.

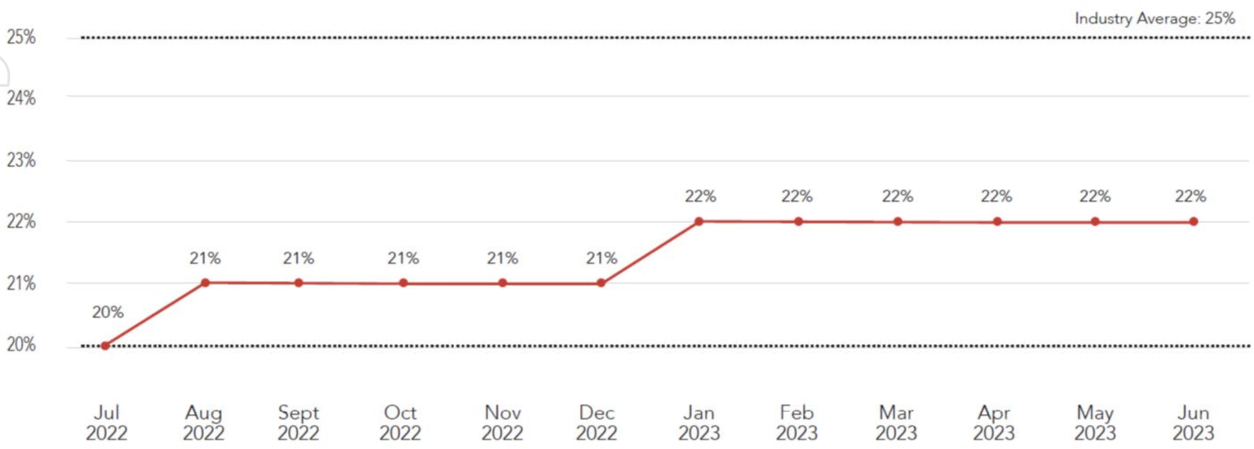
5.1.4 ORGANISATIONAL CULTURE AND DEVELOPMENT

The Company continued to make significant progress in the important area of organisational culture and development:

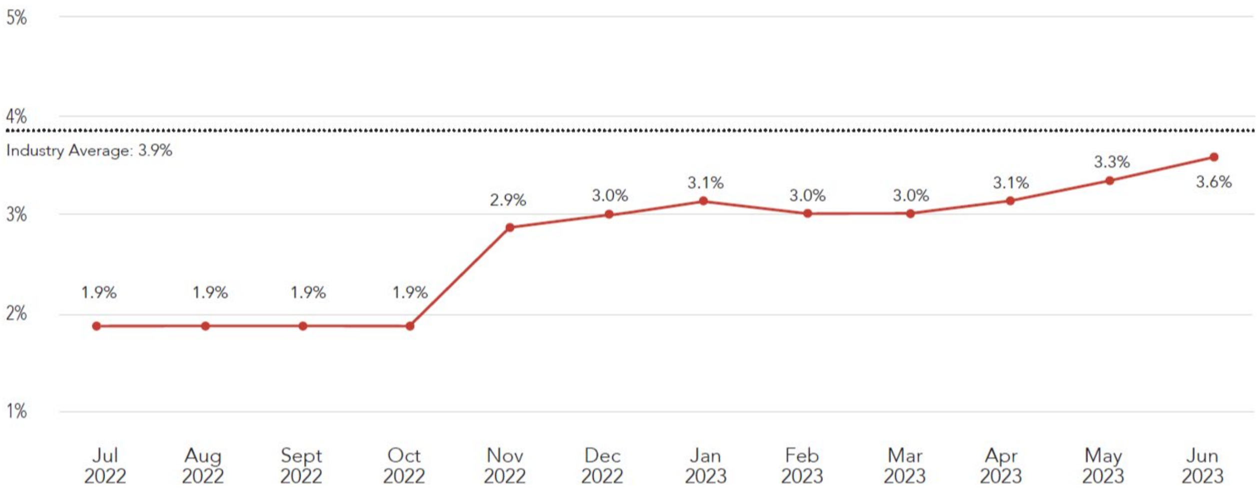
- As of 30 June 2023, MinRes employed 5,687[5] employees, an increase of 47 per cent when compared to 30 June 2022.
- The female workforce participation rate was 22 per cent, up from 20.2 per cent in FY22.
- The Aboriginal and Torres Strait Islander workforce participation rate was 3.5 per cent, up from 1.8 per cent in FY22, representing an increase of 94 per cent.
- Employee turnover rate improved significantly, with a turnover rate of 22 per cent in FY23 compared to 41 per cent in FY22.
- Established the MinRes Health Centre, providing candidates with a tailored experience for pre-employment assessments

[5] MinRes employees figure does not include contractors or Non-Executive Directors

DIVERSITY OF WORKFORCE - FEMALE PARTICIPATION



DIVERSITY OF WORKFORCE - ABORIGINAL AND TORRES STRAIT ISLANDER PARTICIPATION

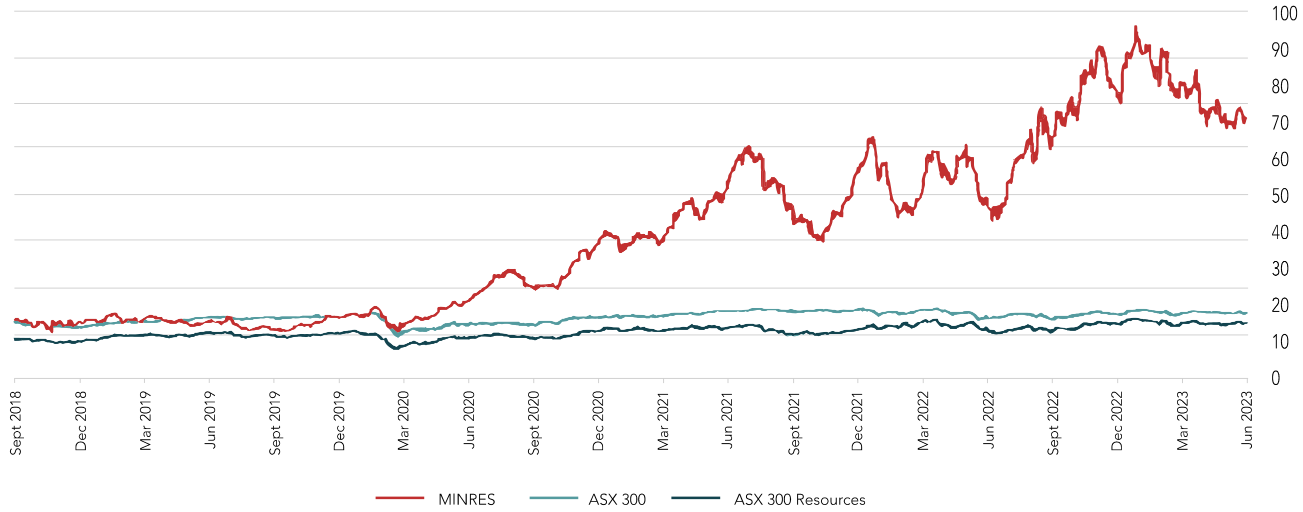


A summary of the Group's financial performance over the past five years is set out in the tables below. The relationship between the Group's financial performance, return to shareholders and Executive KMP remuneration reflects the direct correlation between financial performance, shareholder value and executive remuneration.

Financial Summary ($M unless otherwise stated)	FY19	FY20	FY21	FY22	FY23
Earnings					
Revenue	1,512	2,125	3,734	3,418	4,779
Underlying EBITDA	386	2,006	2,183	969	1,754
NPAT	165	1,002	1,268	351	244.3
Return on Revenue	11%	47%	34%	10%	5%
Return on Equity	12%	44%	39%	11%	7%
ROIC	9.7%	49.6%	38.6%	14.1%	6.7%
Diluted EPS (cents/share)	87.09	532.96	673.18	182.18	126.25

Financial Year Ended 30 June	FY19	FY20	FY21	FY22	FY23
Final dividend for the preceding financial year	0.4000	0.3100	0.7700	1.0000	0.7000
Interim dividend for the current financial year	0.1300	0.2300	1.0000	-	1.2000
Total dividend paid	0.5300	0.5400	1.7700	1.0000	1.9000
Share price	14.98	21.17	53.73	48.27	71.43
Total Shareholder Return (TSR) (cumulative)	18.58	25.31	59.64	55.93	114.58

MINRES SHARE PRICE PERFORMANCE
TOTAL SHAREHOLDER RETURNS 5 YEARS TO 30 JUNE 2023



5.2 DETERMINING STI PERFORMANCE

The STI assessment matrix was modified in FY22 to combine Group performance with a measure of individual performance as per the following matrix. The matrix has been consistently applied for FY23.

Revised STI program for KMP
Reward calculation

GROUP PERFORMANCE	x	INDIVIDUAL PERFORMANCE ASSESSMENT	x	TARGET STI	=	STI REWARD
4-5 core Group objectives for the year		*How well has the participant performed measured against the core attributes we expect of our KMP*		*75% of maximum STI*		*Capped at max*
FY23: • Safety, governance, & ESG (20%) • Strategic growth (30%) • Operations & Finance (30%) • Organisational culture (20%)		• Outstanding 1.75x • Exceptional 1.50x • On point 1.25x • Work in progress 0.75 - 1.0x • Requires Improvement 0.0 – 0.74x				Rewards above 50% of Base FAR settled in equity vesting over 2 years
For example: 80 out of 100	x	1.25x	x	75% of max STI	=	75% of max STI

Drawing on an analysis of performance against key indicators, the Board determines Company performance by each objective and determines an overall score out of 100 per cent with a score of 75 per cent required for "On Target" performance. Then for Executive KMP apart from the Managing Director, a review of individual performance against core Executive KMP attributes is made by the Board to determine an individual performance assessment grading. The Individual Performance Assessment outcome can range from 0 to 1.75. A score of 1.25 is required for "On Target" performance.

With the exception of the Managing Director, the STI reward is then a product of the Group performance score (A) multiplied by the Individual's Performance Assessment (B) and the Executive KMP's Target STI, being 75 per cent of their maximum STI opportunity (C). The Managing Director's STI outcome is not subject to the Individual Performance Assessment element; his STI reward is the product of the Group performance score and his maximum STI opportunity to fully link his STI reward to the overall rating of the Group's performance.

5.3 FY23 STI OUTCOMES

Company objectives

The Board's assessment of performance against Company objectives was as follows:

OBJECTIVE	WEIGHTING	OVERALL SCORE
Safety, Governance and Sustainability[1]	20%	8/20
Strategic Growth	30%	28/30
Financial and Operational Performance	30%	16/30
Organisational Culture	20%	15/20
Overall score for Company objectives		**67/100**

[1] Includes 0/10 for safety following the fatality in June 2023, with fatalities being a "gating item", i.e. automatically precluding any STI award for the Safety component of this measure.

Individual performance assessment

Executive KMP other than the Managing Director were individually assessed against each of the six core attributes required of our leadership team. The outcomes varied across attributes and individuals and the overall outcomes landed in the range between 'On-point' and "Outstanding". Each has been assessed as "On-point". The Managing Director is not subject to this assessment and receives the Company score.

FY23 Discretionary adjustments

The Board determined, following consideration of above and other factors, that no discretionary adjustments to STI outcomes were required in FY23.

OUTCOMES ACROSS ALL MEASURES NOTED ABOVE

After consideration of the above factors, the Remuneration and People Committee recommended, and the Board accepted, the following outcomes for the Executive KMP for FY23.

EXEC -KMP	COMPANY SCORE	X	INDIVIDUAL PERFORMANCE GRADING[2]	X	TARGET STI[1]	=	STI DECLARED	SETTLED IN CASH*	SETTLED IN EQUITY*
MD	67%		n/a		$2,000,000		$1,340,000	$1,000,000	$340,000
CE - Iron Ore	67%		1.25		$675,000		$565,313	$450,000	$115,313
CE - Lithium	67%		1.25		$675,000		$565,313	$450,000	$115,313
CE - Mining Services	67%		1.25		$675,000		$565,313	$450,000	$115,313
CFO	67%		1.25		$900,000		$753,750	$600,000	$153,750

*Awards made under the STI plan to Executive KMP that exceed 50 per cent of Base FAR is deferred in the form of rights to Company shares (Rights) that vest in two equal instalments; one year and two years following grant of the Rights

[1] With the exception of the MD, target STI is 75 per cent of the maximum STI opportunity. For the MD, target STI is equal to the maximum STI opportunity.

[2] Although the Individual Performance Gradings is 1.25, this was an outcome of differing ratings across the various Core Attributes for each of the roles assessed.

These resulted in an overall outcome of 67 per cent of maximum STI for the MD, 63 per cent of maximum for the CE – Iron Ore, CE- Lithium and CE- Mining Services, and 63 per cent of maximum for the CFO.

5.4 LTI PERFORMANCE OUTCOMES: FY23 GRANT

A grant equal to the LTI opportunity was made to FY23 plan participants. The LTI awards will vest in early FY27 with the amount vesting subject to the participant's on-going employment with the Company and dependent on the Company's average ROIC performance over the four-year period FY23 to FY26.

Refer to table 4.3 above for the resulting LTI multiplier depending on the ROIC outcome over the four-year measurement period.

5.5 LTI PERFORMANCE OUTCOMES: EARLIER GRANTS ON-FOOT

FY20 Grant

A grant equal to the LTI opportunity was made to FY20 plan participants on 1 July 2019. The LTI awards will vest in early FY24 with the amount vesting dependent on the Company's average ROIC performance over the four-year period FY20 to FY23.

Refer to table 4.3 above for the resulting LTI multiplier depending on the ROIC outcome over the four-year measurement period.

FINANCIAL PERIOD	ROIC PER CENT
FY20	49.6
FY21	38.6
FY22	14.1
FY23	6.7
Four-year average	21.8

This program has completed its four-year life, with average ROIC over the four years needing to meet a minimum of 12 per cent and resulting in a pro-rata vesting of 100 per cent for Executive KMP. Final vesting is due August 2023.

FY21 Grant

A grant equal to the LTI opportunity was made to FY21 plan participants on 1 July 2020. The LTI awards will vest in early FY25 with the amount vesting dependent on the Company's average ROIC performance over the four-year period FY21 to FY24.

Refer to table 4.3 above for the resulting LTI multiplier depending on the ROIC outcome over the four-year measurement period.

FINANCIAL PERIOD	ROIC PER CENT
FY21	38.6
FY22	14.1
FY23	6.7

This program is a three-quarters of the way through its four-year life, with average ROIC over the four years needing to meet a minimum of 12 per cent. Final vesting is due August 2024.

FY22 Grant

A grant equal to the LTI opportunity was made to FY22 plan participants on 1 November 2021. The LTI awards will vest in early FY26 with the amount vesting dependent on the Company's average ROIC performance over the four-year period FY22 to FY25.

Refer to table 4.3 above for the resulting LTI multiplier depending on the ROIC outcome over the four-year measurement period.

FINANCIAL PERIOD	ROIC PER CENT
FY22	14.1
FY23	6.7

This program is halfway through its four-year life, with average ROIC over the four years needing to meet a minimum of 12 per cent. Final vesting is due August 2025.

FY23 Grant

A grant equal to the LTI opportunity was made to FY23 plan participants on 19 December 2022 for Executive KMP other than the MD and 17 November 2022 for the MD (i.e. the date Shareholders approved the MD's LTI award).

The LTI awards will vest in early FY27, with the amount vesting dependent on the Company's average ROIC performance over the four-year period FY23 to FY26.

Refer to table 4.3 above for the resulting LTI multiplier depending on the ROIC outcome over the four-year measurement period.

ROIC for FY23 is 6.7 per cent.

This program is a quarter of the way through its four-year life, with average ROIC over the four years needing to meet a minimum of 12 per cent. Final vesting is due August 2026.

5.6 REMUNERATION RECEIVED (NON-IFRS AND UNAUDITED)

The following tables provide a summary of the nominal remuneration value realised for each KMP during the year, which may be useful in understanding current year pay and alignment with performance. These remuneration outcomes tables differ from the statutory (IFRS) remuneration tables in Section 8.

FY23	Cash Salary and Fees[1]	STI cash bonus[2]	STI vesting[3]	LTI Vesting	NED fees (shares)[4]	Other benefits[5]	Total	STI vesting share price growth[6]	LTI vesting share price growth	Total including share price growth
	$	$	$	$	$	$	$	$	$	$
Non-Executive Directors										
Current:										
James McClements	195,692	-	-	-	195,692	25,752	**417,136**	-	-	417,136
Susan Corlett	107,019	-	-	-	107,019	23,157	**237,195**	-	-	237,195
Kelvin Flynn	101,987	-	-	-	101,987	21,417	**225,391**	-	-	225,391
Colleen Hayward[7]	45,000	-	-	-	45,000	9,450	**99,450**	-	-	99,450
Justin Langer[7]	45,000	-	-	-	45,000	9,450	**99,450**	-	-	99,450
Zimi Meka	94,135				94,135	20,098	**208,368**	-	-	208,368
Xi Xi	119,488	-	-	-	119,488	-	**238,976**	-	-	238,976
Executive Director										
Chris Ellison	1,593,846	600,000	556,137	-	-	65,436	**2,815,419**	570,028	-	**3,385,447**
Other Executives										
Michael Grey	900,000	384,000	372,738	-	-	105,292	**1,762,030**	371,900	-	**2,133,930**
Chris Soccio	450,000	-	-	-	-	12,646	**462,646**	-	-	**462,646**
Joshua Thurlow	450,000	-	-	-	-	12,646	**462,646**	-	-	**462,646**
Mark Wilson	999,231	380,000	416,562	-	-	138,329	**1,934,122**	415,642	-	**2,349,764**
Former:										
Paul Brown[8]	228,846	384,000	332,386	-	-	89,756	**1,034,988**	314,695	-	**1,349,683**
Total	5,330,244	1,748,000	1,677,823	-	708,321	533,429	**9,997,817**	1,672,265	-	**11,670,082**

[1] Cash Salary and Fees exclude superannuation contributions, which are reported within 'Other Benefits'.

[2] STI rewards of up to 40 per cent of an Executive KMP's base FAR (50 per cent for the Managing Director) are settled in cash, with the balance settled in equity rights. Amounts included here relate to performance during FY22, paid in FY23.

[3] FY20 STI and FY21 STI equity settled awards that have vested during FY23 multiplied by the face value at the commencement of the performance period.

[4] Equity component of Non-Executive Directors' (NED) remuneration. NED fees continue to be paid 50 per cent in cash and 50 per cent in Company shares. Remuneration disclosed relates to the performance during FY23.

[5] Other Benefits relate to non-monetary benefits and superannuation benefits that are awarded for performance during FY23. Paul Brown, Michael Grey and Mark Wilson each received $80,000 in Resource Development Group Ltd (RDG) share options during FY23 as remuneration for serving as NEDs of RDG. RDG is 65.77 per cent owned by the Group.

[6] The 'share price growth' amount is equal to the number of rights vested multiplied by the increase in the Company share price over the period from the commencement of the performance period to vesting date.

[7] Colleen Hayward and Justin Langer commenced on 1 January 2023.

[8] Paul Brown resigned as the Chief Executive – Lithium on 30 September 2022.

FY22	Cash Salary and Fees[2]	STI cash bonus[3]	STI vesting[9]	LTI vesting[4]	NED fees (shares)[5]	Other benefits[6]	Total	STI vesting share price growth[7]	LTI vesting share price growth[7]	Total including share price growth
	$	$	$	$	$	$	$	$	$	$
Non-Executive Directors										
Current:										
James McClements	126,528	-	-	-	126,528	24,536	277,592	-	-	277,592
Susan Corlett	100,000	-	-	-	100,000	22,944	222,944	-	-	222,944
Kelvin Flynn	102,500	-	-	-	102,500	20,500	225,500	-	-	225,500
Zimi Meka[1]	11,126	-	-	-	11,126	1,962	24,214	-	-	24,214
Xi Xi	117,000	-	-	-	97,500	-	214,500	-	-	214,500
Former:										
Peter Wade[8]	97,069	-	-	-	97,069	21,025	215,163	-	-	215,163
Executive Director										
Chris Ellison	1,200,000	600,000	267,451	839,103	-	54,570	2,961,124	406,672	2,541,413	5,909,209
Other Executives										
Paul Brown	850,000	340,000	141,828	142,649	-	103,568	1,578,045	215,657	432,045	2,225,747
Michael Grey	834,750	340,000	172,218	-	-	103,568	1,450,536	261,866	-	1,712,402
Mark Wilson	933,992	380,000	192,478	-	-	140,580	1,647,050	292,671	-	1,939,721
Total	4,372,965	1,660,000	773,975	981,752	534,723	493,253	8,816,668	1,176,866	2,973,458	12,966,992

[1] Zimi Meka commenced on 17 May 2022.

[2] Cash Salary and Fees exclude superannuation contributions, which are reported within 'Other Benefits'.

[3] STI rewards of up to 40 per cent of an Executive KMP's base FAR (50 per cent for the Managing Director) are settled in cash, with the balance settled in equity rights. Amounts included here relate to performance during FY21, paid in FY22.

[4] FY18 LTI share awards that have vested during FY22, calculated as the number of shares vested multiplied by the face value at the commencement of the performance period. Tranche 3 of the FY18 LTIP vested on 11 August 2021, with the trading restriction being lifted on 12 August 2021.

[5] Equity component of Non-Executive Directors' (NED) remuneration. NED fees continue to be paid 50 per cent in cash and 50 per cent in Company shares. Remuneration disclosed relates to the performance during FY22.

[6] Other Benefits relate to non-monetary benefits and superannuation benefits that are awarded for performance during FY22. Paul Brown, Michael Grey and Mark Wilson each received $80,000 in Resource Development Group Ltd (RDG) share options during FY22 as remuneration for serving as NEDs of RDG. RDG is 65.77 per cent owned by the Group.

[7] The 'share price growth' amount is equal to the number of rights vested multiplied by the increase in the Company share price over the period from the commencement of the performance period to vesting date.

[8] Peter Wade retired as Non-Executive Chairman and from the Company's Board on 2 March 2022.

[9] FY20 STI equity settled awards that have vested during FY22 multiplied by the face value at the commencement of the performance period.

6. KEY CHANGES TO REMUNERATION FOR FY23 AND FY24

As noted in the FY22 Remuneration Report, the Committee, in conjunction with its independent remuneration advisors, undertook a review of Executive KMP's remuneration to ensure these align with the Company's policy of total maximum remuneration being at the 85th percentile (in FY22 and prior, benchmarked at the 75th percentile) of similar roles in Comparator Businesses (refer Section 3.3).

This analysis found that the Managing Director's Fixed Remuneration was well below the Group's policy of 50th percentile and the Total Maximum Remuneration was also well below the Group's policy of 85th percentile. This was reflective of the MD's Fixed Remuneration having remained unchanged over the previous three years, during which period the Company continued to grow significantly. Fixed Annual Remuneration for Executive KMP other than the Chief Financial Officer was also found to be below the 50th percentile, and Total Maximum Remuneration for Executive KMP, at the 67th percentile, was likewise below policy.

In order for the Company to remain competitive in its remuneration offer to its most senior employees, and to align their remuneration more closely with the Company's policy for these positions, as foreshadowed in the FY22 Remuneration Report, the Company increased the Managing Director's salary (base FAR) from $1.2 million to $1.6 million in FY23. The CFO's role has expanded significantly over the last few years, such that the role has effectively been deputising for the Managing Director. The CFO's base FAR was increased from $0.95 million to $1.0 million, while the CE – Mining Services was increased from $0.85 million to $0.9 million.

As foreshadowed in the FY22 Remuneration Report, in addition to changes to base FAR noted above, the STI opportunity for the Managing Director was also increased from 100 per cent of base FAR to 125 per cent, while the STI opportunity for other Executive KMP was increased from 80 per cent of base FAR to 100 per cent of base FAR. In addition to the changes made to other Executive KMP the CFO's STI opportunity was increased from 80 per cent to 120 per cent of base FAR in recognition of his deputising for the MD.

These changes reflect the growth in the size of the Company and now align Executive KMP remuneration with the Company's policy of total maximum remuneration being at the 85th percentile of similar roles in Comparator Businesses.

With effect from FY24 each Executive KMP's STI will be structured to include elements specific to each Pillar for which the individual has direct accountability, as well as a portion that rewards the Executive KMP for the consolidated Group's performance. This will assist to drive the Pillar's performance while ensuring appropriate collaboration with the rest of the Executive Team to drive overall Company performance.

A review of the NED fees against the Comparator Group showed that Committee fees require revision to ensure that these remain in line with the Comparator Group. The Board Chair will no longer receive any fees for chairing or being a member of any of the Committees. These revisions, which will be inclusive of superannuation entitlements, are set out in table 7.2. To accommodate these changes, and to provide sufficient headroom for the appointment of an additional NED in FY24, the Board Fee Cap requires revision, with a proposed increase of $500k, increasing the Fee Pool from $2M to $2.5M. A proposal to increase the Fee Pool will be submitted to Shareholders for approval at the November 2023 Annual General Meeting.

Other than the change to Executive KMP' STI structure and NED Committee Fees mentioned above, no significant changes are expected for the remuneration structure or strategy for FY24.

7. SUMMARY OF EXECUTIVE KMP EMPLOYMENT

7.1 EXECUTIVES

The table below summarises the employment agreements in place with Executive KMP as at the date of this report.

KMP	Term of agreement	Base FAR[1]	Base FAR[1]	Notice period: KMP and MinRes	Termination entitlements[2]
		FY24	FY23		
Current					
Chris Ellison (Managing Director)	Full time – permanent	$1,600,000	$1,600,000	12 months	Notice period per contract
Michael Grey (Chief Executive – Mining Services)	Full time – permanent	$900,000	$900,000	12 months	Notice period per contract
Chris Soccio (Chief Executive – Iron Ore)	Full time – permanent	$900,000	$900,000	12 months	Notice period per contract
Joshua Thurlow (Chief Executive – Lithium)	Full time – permanent	$900,000	$900,000	12 months	Notice period per contract
Mark Wilson (Chief Financial Officer and Company Secretary)	Full time – permanent	$1,000,000	$1,000,000	12 months	Notice period per contract
Former					
Paul Brown (Chief Executive – Lithium)[3]	Full time – permanent	-	-	12 months	Notice period per contract

[1] Base FAR comprises the executive's salary and excludes superannuation and other fixed entitlements.

[2] Should this amount be a value that requires shareholder approval then it can be reduced to maximum permissible amount without shareholder agreement.

[3] Paul Brown resigned as the Chief Executive – Lithium on 30 September 2022.

7.2 NON-EXECUTIVE DIRECTORS

A Non-Executive Director (NED) receives fees to recognise their contribution to the work of the Board and the additional time and effort associated with chairing and/or participating in Board sub-committees on which they serve.

NED remuneration is reviewed annually by the Remuneration and People Committee.

The following table outlines the Non-Executive Director fees, exclusive of superannuation, effective as at the date of this report for the Board and associated Committees.

NED remuneration is not linked to Company performance, although in order to create alignment with shareholders, NED fees continue to be paid 50 per cent in cash and 50 per cent in Company shares. NEDs are encouraged to hold at least one year's worth of fees in Company shares and NEDs are subject to the Company's Security Trading Policy.

The Company conducted a review of fees paid to Comparator Companies and determined that fees paid to members of the Board Committees, and for the Chair of the various Committees, was below those of Comparator Companies. To ensure the Board continues to attract and retain membership with the appropriate mix of attributes and skills, the Remuneration Committee recommended, and the Board approved, revisions to fees paid to Chair and participate as a member of the various committees for FY24, as set out the table below.

Board/Committee Fees (per annum)	Chair $		Member $	
	FY24[1]	FY23	FY24[1]	FY23
Board	410,000[3]	380,000	170,000	170,000
Board – Lead Independent Director[2]	-	-	20,000	20,000
Audit and Risk Committee	40,000	25,000	20,000	10,000
Remuneration and People Committee	40,000	20,000	20,000	10,000
Nominations Committee	-	20,000	20,000	10,000
Sustainability Committee	40,000	25,000	20,000	10,000

[1] Revisions to fees for FY24 are inclusive of Superannuation, whereas for FY23, fees were exclusive of Superannuation

[2] Following James McClements' appointment in FY22 as Non-Executive Chair this position has been vacant, and remains vacant as at the date of this report.

[3] The Board Chair will no longer receive any fees for chairing or being a member of any of the Board Committees.

To facilitate the revision to the fees noted above, the Board has recommended a resolution be submitted to the 2023 AGM to approve an increase in the maximum pool from $2,000,000 to $2,500,000. This will facilitate sufficient headroom in the pool to allow for the appointment of an additional NED in FY24.

8. KMP STATUTORY REMUNERATION SCHEDULES

The following tables detail the statutory remuneration disclosures prepared in accordance with the Corporations Act 2001 and Australian Accounting Standards. These tables differ from the remuneration received tables in section 5.6, due to the accounting treatment of share-based payments.

	Short-Term Benefits				Post-Employment Benefits	Share-based payments				
FY23	Cash salary and fees $	Other[4] $	STI cash value[2] $	Non-Monetary $	Super annuation $	STI equity value $	LTI equity value $	NED remun-eration[3] $	Total $	Perform – ance related %
Non-Executive Directors										
James McClements	195,692	-	-	-	25,752	-	-	195,692	417,136	-
Susan Corlett	107,019	-	-	-	23,157	-	-	107,019	237,195	-
Kelvin Flynn	101,987	-	-	-	21,417	-	-	101,987	225,391	-
Colleen Hayward[4]	45,000	-	-	-	9,450	-	-	45,000	99,450	-
Justin Langer[4]	45,000	-	-	-	9,450	-	-	45,000	99,450	-
Zimi Meka	94,135	-	-	-	20,098	-	-	94,135	208,368	-
Xi Xi	119,488	-	-	-	-	-	-	119,488	238,976	-
Executive Director										
Chris Ellison	1,593,846	-	1,000,000	40,144	25,292	499,612	2,833,781	-	5,992,675	71%
Other Executives										
Current:										
Michael Grey	900,000	80,000	450,000	-	25,292	245,058	1,217,635	-	2,917,985	66%
Chris Soccio	450,000	-	225,000	-	12,646	22,639	216,692	-	926,977	50%
Joshua Thurlow	450,000	-	225,000	-	12,646	22,639	216,692	-	926,977	50%
Mark Wilson	999,231	80,000	600,000	33,036	25,292	359,312	1,697,548	-	3,794,419	70%
Former:										
Paul Brown[5]	392,308	80,000	-	-	9,756	-	340,651	-	822,715	41%
Total	5,493,706	240,000	2,500,000	73,180	220,248	1,149,260	6,522,999	708,321	16,907,714	

[1] 50 per cent of the FY23 STI plan on each Executive KMP's maximum STI opportunity, is paid in cash and relates to the performance during FY23, paid in FY24.

[2] Equity component of NED remuneration. NED Remuneration is not linked to Company performance however, to create alignment with shareholders, Non-Executive Director fees continue to be paid 50 per cent in cash and 50 per cent in MinRes shares.

[3] Paul Brown, Michael Grey and Mark Wilson each received $80,000 in Resource Development Group Ltd (RDG) share options during FY23 as remuneration for their RDG NED remuneration. RDG forms part of the Group.

[4] Colleen Hayward and Justin Langer commenced on 1 January 2023.

[5] Paul Brown resigned as the Chief Executive – Lithium on 30 September 2022.

	Short-Term Benefits				Post-Employment Benefits	Share-based payments				
FY22	**Cash salary and fees $**	**Other[4] $**	**STI cash value[2] $**	**Non-Monetary $**	**Super annuation $**	**STI equity value $**	**LTI equity value $**	**NED remun-eration[3] $**	**Total $**	**Perform-ance related %**
Non-Executive Directors										
Current										
James McClements	126,528	-	-	-	24,536	-	-	126,528	277,592	-
Susan Corlett	100,000	-	-	-	22,944	-	-	100,000	222,944	-
Kelvin Flynn	102,500	-	-	-	20,500	-	-	102,500	225,500	-
Xi Xi	117,000	-	-	-	-	-	-	97,500	214,500	-
Zimi Meka[1]	11,126	-	-	-	1,962	-	-	11,126	24,214	-
Former:		-	-	-		-	-			-
Peter Wade[5]	97,069	-	-	-	21,025	-	-	97,069	215,163	-
Executive Director										
Chris Ellison	1,200,000	-	600,000	31,002	23,568	444,210	1,641,865	-	3,940,645	68%
Other Executives										
Paul Brown	850,000	80,000	340,000	-	23,568	255,087	781,801	-	2,330,456	59%
Michael Grey	834,750	80,000	340,000	-	23,568	270,933	775,325	-	2,324,576	59%
Mark Wilson	933,993	80,000	380,000	37,012	23,568	348,841	1,083,185	-	2,886,599	63%
Total	4,372,966	240,000	1,660,000	68,014	185,239	1,319,071	4,282,176	534,724	12,662,189	

[1] Zimi Meka commenced on 17 May 2022.

[2] 40 per cent of the FY22 STI plan on each Executive KMP's maximum STI opportunity, is paid in cash (50 per cent for the Managing Director) and relates to the performance during FY22, paid in FY23.

[3] Equity component of NED remuneration. NED Remuneration is not linked to Company performance however, to create alignment with shareholders, Non-Executive Director fees continue to be paid 50 per cent in cash and 50 per cent in MinRes shares.

[4] Paul Brown, Michael Grey and Mark Wilson each received $80,000 in Resource Development Group Ltd (RDG) share options during FY22 as remuneration for their RDG NED remuneration. RDG forms part of the Group.

[5] Peter Wade retired as Non-Executive Chairman and from the Company's Board on 2 March 2022.

[6] The comparative information has been restated to reflect a grant date which aligns to the definition in AASB 2 Share-based payments, under which the relevant date used for calculating the value of share rights is the date when the entity and the counterparty have a mutual understanding to the terms and conditions of the arrangement. For the LTI and STI plans, MinRes has historically used the first day of the financial year (1 July) to calculate the value of share rights for reporting purposes. A different measurement date should have been applied (being the date of shareholder approval for the Managing Director and the date the entitlement was confirmed for each other KMP). MinRes has now restated these items above for FY22 using the correct methodology under AASB 2. The impact to prior period information is an increase of $845,167 (STI equity value) and $174,979 (LTI equity value). The number of share rights remains unchanged. The FY23 KMP statutory remuneration schedules reflect the same methodology of the grant date used for these figures, which aligns with AASB 2.

MINERAL RESOURCES

9. SHARE RIGHTS GRANTED, VESTED AND POTENTIAL FUTURE VESTING

												Rights to shares:		
FY23	Plan	Grant Date [1]	Performance Periods	No. of share rights granted	Value per share right granted at grant [10] $/right	Total value of share rights granted at grant date $	No. vested during the year	Vested during the year %	No. forfeited during the year	% forfeited during the year %	Remaining, subject to vesting conditions	Year in which share rights may vest	No. of share rights which may vest	Maximum future expense $
Chris Ellison	FY20 LTI[2]	31/08/2019	FY20 to FY23	142,577	13.22	1,884,868	-	0%	-	0%	142,577	FY24	142,577	1,884,868
	FY20 DER[3]		FY20 to FY23	23,184	41.94	972,340	-	0%	-	0%	23,184	FY24	23,184	972,340
	FY20 STI[4]	17/08/2020	FY20 to FY22	25,267	28.11	710,255	12,634	50%	-	0%	-	FY23	-	-
	FY21 LTI[5]	01/09/2020	FY21 to FY24	102,950	28.62	2,964,429	-	0%	-	0%	102,950	FY25	102,950	2,964,429
	FY21 DER[3]		FY21 to FY24	12,478	49.93	622,970	-	0%	-	0%	12,478	FY25	12,478	622,970
	FY21 STI[6]	20/08/2021	FY21 to FY23	7,875	51.05	402,019	3,938	50%	-	0%	3,938	FY23 FY24	- 3,938	- 201,010
	FY22 LTI[8]	18/10/2021	FY22 to FY25	41,710	43.36	1,808,546	-	0%	-	0%	41,710	FY26	41,710	1,808,546
	FY22 DER[3]		FY22 to FY25	1,280	72.32	92,570	-	0%	-	0%	1,280	FY26	1,280	92,570
	FY22 STI[9]	31/08/2022	FY22 to FY24	8,348	48.27	402,958	-	0%	-	0%	8,348	FY24 FY25	4,174 4,174	201,479 201,479
	FY23 LTI[10]	17/11/2022	FY23 to FY26	58,923	82.95	4,887,663	-	0%	-	0%	58,923	FY27	58,923	4,887,663
	FY23 DER[3]		FY23 to FY26	891	79.37	70,719	-	0%	-	0%	891	FY27	891	70,719
	FY23 STI[11,12]	01/07/2023	FY23 to FY25	4,814	71.43	343,864	-	0%	-	0%	4,814	FY25 FY26	2,407 2,407	171,932 171,932
Michael Grey	FY20 LTI[2]	31/08/2019	FY20 to FY23	67,328	13.22	890,076	-	0%	-	0%	67,328	FY24	67,328	890,076
	FY20 DER[3]		FY20 to FY23	10,948	41.94	459,138	-	0%	-	0%	10,948	FY24	10,948	459,138
	FY20 STI[4]	17/08/2020	FY20 to FY22	16,270	28.11	457,350	8,135	50%	-	0%	-	FY23	-	-
	FY21 LTI[5]	01/09/2020	FY21 to FY24	48,616	28.62	1,391,390	-	0%	-	0%	48,616	FY25	48,616	1,391,390
	FY21 DER[3]		FY21 to FY24	5,893	49.93	294,209	-	0%	-	0%	5,893	FY25	5,893	176,892
	FY21 STI[6]	20/08/2021	FY21 to FY23	5,644	51.05	288,126	2,822	50%	-	0%	2,822	FY23 FY24	- 2,822	- 144,063
	FY22 LTI[8]	18/10/2021	FY22 to FY25	19,697	43.36	854,062	-	0%	-	0%	19,697	FY26	19,697	854,062
	FY22 DER[3]		FY22 to FY25	605	72.33	43,761	-	0%	-	0%	605	FY26	605	43,761
	FY22 STI[9]	31/08/2022	FY22 to FY24	4,000	48.27	193,080	-	0%	-	0%	4,000	FY24 FY25	2,000 2,000	96,540 96,540
	FY23 LTI[10]	19/12/2022	FY23 to FY26	22,097	81.22	1,805,767	-	0%	-	0%	22,097	FY27	22,097	1,805,767
	FY23 DER[3]		FY23 to FY26	335	79.37	26,589	-	0%	-	0%	335	FY27	335	26,589
	FY23 STI[11,12]	01/07/2023	FY23 to FY25	1,633	71.43	116,645	-	0%	-	0%	1,633	FY25 FY26	816 817	58,322 58,323
Chris Soccio	FY23 LTI[10]	19/12/2022	FY23 to FY26	22,097	81.72	1,805,767	-	0%	-	0%	22,097	FY27	22,097	1,805,767
	FY23 DER[3]		FY23 to FY26	335	79.37	26,589	-	0%	-	0%	335	FY27	335	26,589
	FY23 STI[11,12]	01/07/2023	FY23 to FY25	1,633	71.43	116,645	-	0%	-	0%	1,633	FY25 FY26	816 817	58,322 58,323
	FY23 ORP	01/07/2022	FY23 to FY27	10,230	46.82	478,953	-	0%	-	0%	10,230	FY27	10,230	478,953
	FY23 DER – ORP		FY23 to FY27	157	72.32	11,354	-	0%	-	0%	157	FY27	157	11,354
Joshua Thurlow	FY23 LTI[10]	19/12/2022	FY23 to FY26	22,097	81.22	1,805,767	-	0%	-	0%	22,097	FY27	22,097	1,805,767
	FY23 DER[3]		FY23 to FY26	335	79.37	26,589	-	0%	-	0%	335	FY27	335	26,589
	FY23 STI[11,12]	01/07/2023	FY23 to FY25	1,633	71.43	116,645	-	0%	-	0%	1,633	FY25 FY26	816 817	58,322 58,323

9. SHARE RIGHTS GRANTED, VESTED AND POTENTIAL FUTURE VESTING (CONTINUED)

FY23	Plan	Grant Date [1]	Performance Periods	No. of share rights granted	Value per share right granted at grant [10] $/right	Total value of share rights granted atgrant date $	No. vested during the year	Vested during the year %	No. forfeited during the year	% forfeited during the year %	Remaining, subject to vesting conditions	Year in which share rights may vest	Rights to shares: No. of share rights which may vest	Maximum future expense $
Mark Wilson	FY20 LTI[2]	31/08/2019	FY20 to FY23	94,061	13.22	1,243,486	-	0%	-	0%	94,061	FY24	94,061	1,243,486
	FY20 DER[3]		FY20 to FY23	15,295	41.94	641,457	-	0%	-	0%	15,295	FY24	15,295	641,457
	FY20 STI[4]	17/08/2020	FY20 to FY22	18,184	28.11	511,152	9,092	50%	-	0%	-	FY23	-	-
	FY21 LTI[5]	01/09/2020	FY21 to FY24	67,919	28.62	1,943,842	-	0%	-	0%	67,919	FY25	67,919	1,943,842
	FY21 DER[3]		FY21 to FY24	8,232	49.93	410,984	-	0%	-	0%	8,232	FY25	8,232	410,984
	FY21 STI[6]	20/08/2021	FY21 to FY23	6,307	51.05	321,972	3,154	50%	-	0%	3,154	FY23 FY24	- 3,154	- 160,986
	FY22 LTI[8]	18/10/2021	FY22 to FY25	27,517	43.36	1,193,137	-	0%	-	0%	27,517	FY26	27,517	1,193,137
	FY22 DER[3]		FY22 to FY25	844	72.33	61,038	-	0%	-	0%	844	FY26	844	61,038
	FY22 STI[9]	31/08/2022	FY22 to FY24	6,920	48.27	334,028	-	0%	-	0%	6,920	FY24 FY25	3,460 3,460	167,014 167,014
	FY23 LTI[10]	19/12/2022	FY23 to FY26	30,690	81.72	2,507,987	-	0%	-	0%	30,690	FY27	30,690	2,507,987
	FY23 DER[3]		FY23 to FY26	465	79.37	36,907	-	0%	-	0%	465	FY27	465	36,907
	FY23 DRP	23/09/2022	FY23	326	65.27	21,278	326	100%	-	0%	-	FY23	-	-
	FY23 DRP	30/03/2023	FY23	328	79.37	26,033	328	100%	-	0%	-	FY23	-	-
	FY23 STI[11,12]	01/07/2023	FY23 to FY25	2,177	71.43	155,503	-	0%	-	0%	2,177	FY25 FY26	1,088 1,089	77,751 77,752
Former:														
Paul Brown	FY20 LTI[2]	02/01/2020	FY20 to FY23	55,447	16.52	915,984	-	0%	-	0%	55,447	FY24	55,447	915,984
	FY20 DER[3]		FY20 to FY23	9,015	41.94	378,114	-	0%	-	0%	9,015	FY24	9,015	378,114
	FY20 STI[4]	17/08/2020	FY20 to FY22	13,399	28.11	376,646	6,700	50%	-	0%	-	FY23	-	-
	FY21 LTI[5]	01/09/2020	FY21 to FY24	48,616	28.62	1,391,390	-	0%	48,616	100%	-	FY25	-	-
	FY21 DER[3]		FY21 to FY24	5,893	49.93	294,209	-	0%	5,893	100%	-	FY25	-	-
	FY21 STI[6]	20/08/2021	FY21 to FY23	5,645	51.05	288,126	2,822	50%	-	0%	2,823	FY24	2,823	144,063
	FY22 LTI[8]	18/10/2021	FY22 to FY25	19,697	43.36	854,062	-	0%	19,697	100%		FY26	-	-
	FY22 DER[3]		FY22 to FY25	605	72.33	43,761	-	0%	605	100%		FY26	-	-
	FY22 STI[9]	31/08/2022	FY22 to FY24	4,000	48.27	193,080	-	0%	2,000	50%	2,000	FY24	2,000	96,540

[1] Grant date is determined in accordance with AASB 2 Share Based Payments.
[2] FY20 was the Award Year for the FY20 LTI Plan.
[3] Dividend equivalent rights that attach to the FY20, FY21, FY22 and FY23 LTIP grants. These rights have an automatic vesting / exercise upon exercise of the underlying LTIP share right and can be satisfied in cash or shares at the Board's discretion.
[4] FY20 was the Award Year for the FY20 STI Plan. The number of share rights granted was calculated using the value of the award divided by the VWAP for the five days up to and including 30 June 2020. The value reflected in the table above is the quantity of shares calculated via this method, multiplied by the share price on the 17 August 2020 as required by Australian Accounting Standards. The share rights vest equally in August 2021 (FY22) and August 2022 (FY23).
[5] FY21 was the Award Year for the FY21 LTI Plan. The number of share rights granted was calculated using the value of the award divided by the share price on 30 June 2020. The value reflected in the table above is the quantity of shares calculated via this method, multiplied by the share price on the 1 September 2020.
[6] FY21 was the Award Year for the FY21 STI Plan. The number of share rights granted was calculated using the value of the award divided by the VWAP for the five days up to and including 30 June 2021. The value reflected in the table above is the quantity of shares calculated via this method, multiplied by the share price on the 20 August 2021 as required by Australian Accounting Standards. The share rights vest equally in August 2022 (FY23) and August 2023 (FY24).
[7] Value per share right granted at grant refers to share price used for expense purposes under AASB 2 Share Based Payments, being the date when the entity and the counterparty has a mutual understanding to the terms and conditions of the arrangement. For the LTI and STI plans this is the first day of the financial year.
[8] FY22 was the Award Year for the FY22 LTI Plan. The number of share rights granted was calculated using the value of the award divided by the share price on 30 June 2021. The value reflected in the table above is the quantity of shares calculated via this method, multiplied by the share price on the 18 October 2021.
[9] FY22 was the Award Year for the FY22 STI Plan. The number of share rights granted was calculated using the value of the award divided by the VWAP for the five days up to and including 30 June 2022. The value reflected in the table above is the quantity of shares calculated via this method, multiplied by the share price on the 31 August 2022 as required by Australian Accounting Standards. The share rights vest equally in August 2023 (FY24) and August 2024 (FY25).
[10] FY23 was the Award Year for the FY23 LTI Plan. The number of share rights granted was calculated using the value of the award divided by the share price on 1 July 2022. The value reflected in the table above is the quantity of shares calculated via this method, multiplied by the share price on the 17 November 2022 for the MD and 19 December 2022 for other Executive KMPs.
[11] FY22 was the Award Year for the FY23 STI Plan. The number of share rights granted was calculated using the value of the award divided by the VWAP for the five days up to and including 30 June 2023. The value reflected in the table above is the quantity of shares calculated via this method, multiplied by the share price on the 1 July 2023 as required by Australian Accounting Standards. The share rights vest equally in August 2024 (FY25) and August 2025 (FY26).
[12] FY23 STI Plan value reflected in the table above is the quantity of shares calculated via this method, multiplied by the share price on the 30 June 2023 as required by Australian Accounting Standards in determining the provisional value of share rights granted subject to final Remuneration and People Committee approval in August 2023. In FY24 the value of these share rights will be calculated by the share price on the date of final plan award approval.

9. SHARE RIGHTS GRANTED, VESTED AND POTENTIAL FUTURE VESTING (CONTINUED)

													Rights to shares:	
FY22	Plan	Grant Date [1]	Performance Periods	No. of share rights granted	Value per share right granted at grant [7] $/right	Total value of share rights granted at grant date $	No. vested during the year	Vested during the year %	No. forfeited during the year	% forfeited during the year %	Remaining, subject to vesting conditions	Year in which share rights may vest	No. of share rights which may vest	Maximum future expense $
Chris Ellison	FY20 LTI[2]	31/08/2019	FY20 to FY23	142,577	13.22	1,884,868	-	0%	-	-	142,577	FY24	142,577	1,884,868
	FY20 DER[3]		FY20 to FY23	18,251	33.73	615,550	-	0%	-	-	18,251	FY24	18,2511	615,550
	FY20 STI[4]	17/08/2020	FY20 to FY22	25,267	28.11	710,255	12,634	50%	-	-	12,634	FY23	12,634	355,128
	FY21 LTI[5]	01/09/2020	FY21 to FY24	102,950	28.62	2,964,429	-	0%	-	-	102,950	FY25	102,950	2,964,429
	FY21 DER[3]		FY21 to FY24	9,043	41.42	374,529	-	0%	-	-	9,043	FY25	9,043	374,529
	FY21 STI[6]	20/08/2021	FY21 to FY23	7,875	51.05	402,019	-	0%	-	-	7,875	FY23	3,938	201,009
												FY24	3,938	201,010
	FY22 LTI[8]	18/10/2021	FY22 to FY25	41,710	43.36	1,808,546	-	0%	-	-	41,710	FY26	41,710	1,808,546
	FY22 DER[3]		FY22 to FY25	1,408	51.86	73,019	-	0%	-	-	1,408	FY26	1,408	73,019
	FY22 STI[9,11]	31/08/2022	FY22 to FY24	8,348	48.27	402,958	-	0%	-	-	8,348	FY24	4,174	201,479
												FY25	4,174	201,479
Paul Brown	FY20 LTI[2]	02/01/2020	FY20 to FY23	55,447	16.52	915,874	-	0%	-	-	55,447	FY24	55,447	915,874
	FY20 DER[3]		FY20 to FY23	7,098	33.73	239,391	-	0%	-	-	7,098	FY24	7,098	239,391
	FY20 STI[4]	17/08/2020	FY20 to FY22	13,399	28.11	376,646	6,700	50%	-	-	6,700	FY23	6,700	188,323
	FY21 LTI[5]	01/09/2020	FY21 to FY24	48,616	28.62	1,391,390	-	0%	-	-	48,616	FY25	48,616	1,391,390
	FY21 DER[3]		FY21 to FY24	4,271	41.42	176,892	-	0%	-	-	4,271	FY25	4,271	176,892
	FY21 STI[6]	20/08/2021	FY21 to FY23	5,645	51.05	286,126	-	0%	-	-	5,645	FY23	2,822	144,063
												FY24	2,823	144,063
	FY22 LTI[8]	18/10/2021	FY22 to FY25	19,697	43.36	854,062	-	0%	-	-	19,697	FY26	19,697	854,062
	FY22 DER[3]		FY22 to FY25	665	51.86	34,487	-	0%	-	-	665	FY26	665	34,487
	FY22 STI[9,11]	31/08/2022	FY22 to FY24	4,000	48.27	193,080	-	0%	-	-	4,000	FY24	2,000	96,540
												FY25	2,000	96,540
Michael Grey	FY20 LTI[2]	31/08/2019	FY20 to FY23	67,328	13.22	890,076	-	0%	-	-	67,328	FY24	67,328	890,076
	FY20 DER[3]		FY20 to FY23	8,619	33.73	290,684	-	0%	-	-	8,619	FY24	8,619	290,684
	FY20 STI[4]	17/08/2020	FY20 to FY22	16,270	28.11	457,350	8,135	50%	-	-	8,135	FY23	8,135	228,675
	FY21 LTI[5]	01/09/2020	FY21 to FY24	48,616	28.62	1,391,390	-	0%	-	-	48,616	FY25	48,616	1,391,390
	FY21 DER[3]		FY21 to FY24	4,271	41.42	176,892	-	0%	-	-	4,271	FY25	4,271	176,892
	FY21 STI[6]	20/08/2021	FY21 to FY23	5,644	51.05	288,126	-	0%	-	-	5,644	FY23	2,822	144,063
												FY24	2,822	144,063
	FY22 LTI[8]	18/10/2021	FY22 to FY25	19,697	43.36	854,062	-	0%	-	-	19,697	FY26	19,697	854,062
	FY22 DER[3]		FY22 to FY25	665	51.86	34,487	-	0%	-	-	665	FY26	665	34,487
	FY22 STI[9,11]	31/08/2022	FY22 to FY24	4,000	48.27	193,080	-	0%	-	-	4,000	FY24	2,000	96,540
												FY25	2,000	96,540

9. SHARE RIGHTS GRANTED, VESTED AND POTENTIAL FUTURE VESTING (CONTINUED)

FY22	Plan	Grant Date [1,10]	Performance Periods	No. of share rights granted	Value per share right granted at grant [7,10] $/right	Total value of share rights granted at grant date [10] $	No. vested during the year	Vested during the year %	No. forfeited during the year	% forfeited during the year %	Remaining, subject to vesting conditions	Rights to shares: Year in which share rights may vest	No. of share rights which may vest	Maximum future expense $
Mark Wilson	FY20 LTI[2]	31/08/2019	FY20 to FY23	94,061	13.22	1,243,486	-	0%	-	-	94,061	FY24	94,061	1,243,486
	FY20 DER[3]		FY20 to FY23	12,041	33.73	406,100	-	0%	-	-	12,041	FY24	12,041	406,100
	FY20 STI[4]	17/08/2020	FY20 to FY22	18,184	28.11	511,152	9,092	50%	-	-	9,092	FY23	9,092	255,576
	FY21 LTI[5]	01/09/2020	FY21 to FY24	67,919	28.62	1,943,842	-	0%	-	-	67,919	FY25	67,919	1,943,842
	FY21 DER[3]		FY21 to FY24	5,966	41.42	247,093	-	0%	-	-	5,966	FY25	5,966	247,093
	FY21 STI[6]	20/08/2021	FY21 to FY23	6,307	51.05	321,972	-	0%	-	-	6,307	FY23 FY24	3,154 3,154	160,986 160,986
	FY22 LTI[8]	18/10/2021	FY22 to FY25	27,517	43.36	1,193,137	-	0%	-	-	27,517	FY26	27,517	1,193,137
	FY22 DER[3]		FY22 to FY25	929	51.86	48,178	-	0%	-	-	929	FY26	929	48,178
	FY22 STI[9,11]	31/08/2022	FY22 to FY24	6,920	48.27	334,028	-	0%	-	-	6,920	FY24 FY25	3,460 3,460	167,014 167,014

[1] The comparative information has been restated to reflect a grant date which aligns to the definition in AASB 2 Share-based payments. The grant date, value per share right granted at grant, total value of share rights granted at grant date and maximum future expense have been updated in the table. There is no impact to the number of share rights awarded.

[2] FY20 was the Award Year for the FY20 LTI Plan.

[3] Dividend equivalent rights that attach to the FY20, FY21 and FY22 LTIP grants. These rights have an automatic vesting / exercise upon exercise of the underlying LTIP share right and can be satisfied in cash or shares at the Board's discretion.

[4] FY20 was the Award Year for the FY20 STI Plan. The number of share rights granted was calculated using the value of the award divided by the VWAP for the five days up to and including 30 June 2020. The value reflected in the table above is the quantity of shares calculated via this method, multiplied by the share price on the 17 August 2020 as required by Australian Accounting Standards. The share rights vest equally in August 2021 (FY22) and August 2022 (FY23).

[5] FY21 was the Award Year for the FY21 LTI Plan. The number of share rights granted was calculated using the value of the award divided by the share price on 30 June 2020. The value reflected in the table above is the quantity of shares calculated via this method, multiplied by the share price on the 1 September 2020

[6] FY21 was the Award Year for the FY21 STI Plan. The number of share rights granted was calculated using the value of the award divided by the VWAP for the five days up to and including 30 June 2021. The value reflected in the table above is the quantity of shares calculated via this method, multiplied by the share price on the 20 August 2021 as required by Australian Accounting Standards. The share rights vest equally in August 2022 (FY23) and August 2023 (FY24).

[7] Value per share right granted at grant refers to share price used for expense purposes under AASB 2 Share Based Payments, being the date when the entity and the counterparty has a mutual understanding to the terms and conditions of the arrangement. For the LTI and STI plans this is the first day of the financial year.

[8] FY22 was the Award Year for the FY22 LTI Plan. The number of share rights granted was calculated using the value of the award divided by the share price on 30 June 2021. The value reflected in the table above is the quantity of shares calculated via this method, multiplied by the share price on the 18 October 2021.

[9] FY22 was the Award Year for the FY22 STI Plan. The number of share rights granted was calculated using the value of the award divided by the VWAP for the five days up to and including 30 June 2022. The value reflected in the table above is the quantity of shares calculated via this method, multiplied by the share price on the 31 August 2022 as required by Australian Accounting Standards. The share rights vest equally in August 2023 (FY24) and August 2024 (FY25).

[10] The 'grant date' for a number of the Plans has been restated to reflect a grant date which aligns to the definition in AASB 2 Share-based payments. Consequently the 'value per share right granted at grant', 'total value of share rights granted at grant date' and 'maximum future expense' for these items have also been restated. Under AASB 2, the relevant date used for calculating the value of share rights is the date when the entity and the counterparty have a mutual understanding to the terms and conditions of the arrangement. For the LTI and STI plans, MinRes has historically used the first day of the financial year (1 July) to calculate the value of share rights for reporting purposes. A different measurement date should have been applied (being the date of shareholder approval for the Managing Director and the date the entitlement was confirmed for each other KMP). MinRes has now restated these items above using the correct methodology under AASB 2. There is no impact to the number of share rights awarded.

[11] FY22 STI Plan value reflected in the table above is the quantity of shares calculated via this method, multiplied by the share price on the 30 June 2023 as required by Australian Accounting Standards in determining the provisional value of share rights granted subject to final Remuneration and People Committee approval in August 2022. In FY24 the value of these share rights will be calculated by the share price on the date of final plan award approval.

10. EQUITY INSTRUMENTS HELD BY KMP

10.1 RIGHTS AWARDED UNDER INCENTIVE PLANS

The following table details share rights awarded under incentive plans that are subject to service conditions and performance hurdles that are yet to be tested and vested rights that have not yet been exercised and converted into shares. Non-Executive Directors do not participate in incentive plans and do not hold unvested share rights.

Number of rights	Balance at start of year	Granted	Exercised and converted to shares	Other additions[3]	Notional dividends attaching in year number[1,3]	Disposals/ other[2]	Balance at end of year	Balance vested and exercisable
Executive Director								
Chris Ellison	343,387	63,737	(16,571)	-	10,540	-	401,093	-
Executive KMP								
Current								
Michael Grey	166,310	23,730	(10,957)	-	4,891	-	183,974	-
Chris Soccio	-	23,730	-	10,230	492	-	34,452	-
Joshua Thurlow	-	23,730	-	-	335	-	24,065	-
Mark Wilson	229,823	32,867	(12,900)	-	7,483	-	257,273	-
Former:								
Paul Brown[2]	151,472	-	(9,522)	-	4,141	(146,091)	-	-
Total	890,992	167,794	(49,950)	10,230	27,882	(146,091)	900,857	-

[1] Dividend equivalent rights that attach to the FY20, FY21, FY22 and FY23 LTIP grants. These rights have an automatic vesting / exercise upon exercise of the underlying LTIP share right.

[2] Paul Brown resigned as the Chief Executive – Lithium on 30 September 2022. Paul forfeited 76,807 rights and retained 69,285 rights post the change in his designation as KMP.

[3] Chris Soccio also had Dividend equivalent Rights attached to the One-Off Retention Plan allocation of share rights granted to him on 01 July 2022.

10.2 KMP SHAREHOLDERS

The number of MinRes shares held during FY23 by each Director and Other Executive of the Company, including their related parties, is set out below:

Number of shares	Balance at start of year	Issued as part of remuneration	Other additions[2]	Disposals/ other[4]	Balance at the end of the year
Non-Executive Directors[1]					
Current:					
James McClements	20,872	2,780	-	-	23,652
Susan Corlett	3,080	1,457	-	-	4,537
Kelvin Flynn	20,414	1,406	-	(5,231)	16,589
Colleen Hayward[3]	-	595	-	-	595
Justin Langer[3]	-	595	-	-	595
Zimi Meka	215	1,265	-	-	1,480
Xi Xi	18,839	1,353	-	-	20,192
Executive Director					
Chris Ellison	22,522,453	16,571	20,292	-	22,559,316
Executive KMP					
Current					
Michael Grey	8,135	10,957	-	-	19,092
Chris Soccio	-	-	-	-	-
Joshua Thurlow	-	-	-	-	-
Mark Wilson	41,631	12,900	1,565	-	56,096
Former:					
Paul Brown[4]	56,865	9,524	-	(66,389)	-
Total	22,692,504	59,403	21,857	(71,620)	22,702,144

[1] Shares paid to Non-Executive Directors disclosed in this table were part of their FY23 remuneration package. Shares for their FY22 remuneration package was issued in the current financial year. The quantity of shares granted is based on the proportion of fees payable dividend by the Volume Weighted Average price for the five trading days to the end of each quarter of the financial year.
[2] Other additions include shares received as part of the Company's Dividend Re-investment Program and other shares purchased.
[3] Colleen Hayward and Justin Langer commenced on 01 January 2023.
[4] Paul Brown resigned as the Chief Executive – Lithium on 30 September 2022.

11. TRANSACTIONS WITH RELATED PARTIES

The following transactions occurred with related parties:

Key Management Personnel / Director's interests:	2023 $	2022 $
Lease rent paid *	(2,315,843)	(2,307,826)
Purchase of catering supplies	(37,299)	(2,055)
Cultural advisory services	(32,000)	-
Import/Export services	(427,991)	(247,050)

* Rental of premises has been paid by the Group to an entity associated with a Director. Rental fees and payment terms are reviewed and revised periodically.

A number of Directors of the Company hold or have held positions in other companies (personally related entities) where it is considered they control or significantly influence the financial or operating policies of those entities. Other than the transactions shown above, there were no reportable transactions with those entities for FY23 (FY22: Nil).

This concludes the Remuneration Report, which has been audited.

INDEMNITY AND INSURANCE OF OFFICERS

The Company has indemnified the Directors and Executives of the Company for costs incurred, in their capacity as a director or executive, for which they may be held personally liable, except where there is a lack of good faith.

During the financial year, the Company paid a premium in respect of a contract to insure the Directors and Executives of the Company against a liability to the extent permitted by the Corporations Act 2001. The contract of insurance prohibits disclosure of the nature of the liability and the amount of the premium.

INDEMNITY AND INSURANCE OF AUDITOR

The terms of engagement for certain services include that we must compensate and reimburse EY for, and protect EY against, any loss, damage, expense, or liability incurred by EY in respect of third-party claims arising from a breach by MinRes of any obligation under the engagement terms.

PROCEEDINGS ON BEHALF OF THE COMPANY

No person has applied to the Court under section 237 of the Corporations Act 2001 for leave to bring proceedings on behalf of the Company, or to intervene in any proceedings to which the Company is a party for the purpose of taking responsibility on behalf of the Company for all or part of those proceedings.

NON-AUDIT SERVICES

Details of the amounts paid or payable to the auditor for non-audit services provided during the financial year by the auditor are outlined in note 37 to the financial statements.

The Directors are satisfied that the provision of non-audit services during the financial year, by the auditor (or by another person or firm on the auditor's behalf) is compatible with the general standard of independence for auditors imposed by the Corporations Act 2001.

The Directors are of the opinion that the services as disclosed in note 37 to the financial statements do not compromise the external auditor's independence requirements of the Corporations Act 2001 for the following reasons:

- All non-audit services have been reviewed and approved to ensure that they do not impact the integrity and objectivity of the auditor.
- None of the services undermine the general principles relating to auditor independence as set out in APES 110 Code of Ethics for Professional Accountants issued by the Accounting Professional and Ethical Standards Board, including reviewing or auditing the auditor's own work, acting in a management or decision-making capacity for the Company, acting as advocate for the Company or jointly sharing economic risks and rewards.

COMPANY OFFICERS WHO ARE FORMER PARTNERS OF EY AUSTRALIA

There are no officers of the Company who are former partners of EY Australia.

ROUNDING OF AMOUNTS

The Company is of a kind referred to in Corporations Instrument 2016/191, issued by the Australian Securities and Investments Commission, relating to 'rounding-off'. Amounts in this report have been rounded off in accordance with that Corporations Instrument to the nearest hundred thousand dollars, unless otherwise stated.

AUDITOR'S INDEPENDENCE DECLARATION

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out immediately after this Directors' Report.

AUDITOR

As approved at the Annual General Meeting on 17 November 2022, EY was appointed as auditor with effect for FY23.

This report is made in accordance with a resolution of directors, pursuant to section 298(2)(a) of the Corporations Act 2001.

On behalf of the Directors

Chris Ellison
Managing Director

28 August 2023
Perth

Ernst & Young
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Auditor's independence declaration to the directors of Mineral Resources Limited

As lead auditor for the audit of the financial report of Mineral Resources Limited for the financial year ended 30 June 2023, I declare to the best of my knowledge and belief, there have been:

a. No contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit;

b. No contraventions of any applicable code of professional conduct in relation to the audit; and

c. No non-audit services provided that contravene any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Mineral Resources Limited and the entities it controlled during the financial year.

Ernst & Young

Ernst & Young

D S Lewsen
Partner
28 August 2023

FINANCIAL **STATEMENTS**

YEAR ENDED 30 JUNE 2023

CONSOLIDATED INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2023

		Group	
	Note	2023 $M	2022 $M
Revenue	4	4,779.1	3,418.0
Other income	5	135.5	110.3
Expenses from operations			
Changes in closing stock		408.3	214.8
Raw materials and consumables		(367.5)	(299.6)
Equipment costs		(293.1)	(201.7)
Subcontractors		(416.8)	(234.0)
Employee benefits expense		(905.5)	(655.3)
Transport and freight		(887.4)	(995.0)
Depreciation and amortisation	6	(450.4)	(352.2)
Impairment charges	6	(788.6)	(15.0)
Other expenses	6	(659.2)	(388.5)
Profit from operations		554.4	601.8
Finance income		39.2	10.7
Finance costs	6	(233.2)	(123.4)
Net finance costs		(194.0)	(112.7)
Profit before tax		360.4	489.1
Income tax expense	7	(116.1)	(138.3)
Profit after tax for the year		244.3	350.8
Other comprehensive income			
Items that may be reclassified subsequently to profit or loss			
Net (loss)/profit on cash flow hedges		(5.3)	4.4
Other comprehensive income for the year, net of tax		(5.3)	4.4
Total comprehensive income for the year		239.0	355.2
Profit after tax for the year is attributable to			
Non-controlling interest		1.0	1.6
Owners of Mineral Resources Limited		243.3	349.2
		244.3	350.8
Total comprehensive income for the year is attributable to			
Non-controlling interest		1.0	1.6
Owners of Mineral Resources Limited		238.0	353.6
		239.0	355.2
		Cents	Cents
Basic earnings per share	8	127.37	184.87
Diluted earnings per share	8	126.25	182.18

The above consolidated income statement should be read in conjunction with the accompanying notes.

CONSOLIDATED BALANCE SHEET AS AT 30 JUNE 2023

		Group	
	Note	2023 $M	2022 $M
Assets			
Current assets			
Cash and cash equivalents	9	1,379.1	2,428.2
Trade and other receivables	10	657.8	616.2
Inventories	11	606.4	252.6
Current tax assets		15.3	0.5
Disposal group held for sale	17	775.2	-
Other assets	12	40.7	49.7
Total current assets		3,474.5	3,347.2
Non-current assets			
Receivables	10	69.9	664.9
Investments accounted for using the equity method	31	96.3	102.7
Financial assets	13	205.7	58.0
Property, plant and equipment	14	2,973.4	2,162.7
Intangibles	15	22.5	24.9
Exploration and evaluation	16	984.6	421.7
Mine development	16	568.3	818.5
Total non-current assets		4,920.7	4,253.4
Total assets		8,395.2	7,600.6
Liabilities			
Current liabilities			
Trade and other payables	20	891.5	623.1
Borrowings	21	94.9	129.2
Income tax		54.0	11.2
Employee benefits	22	114.4	82.0
Provisions	23	72.4	50.9
Liabilities associated with disposal group held for sale	17	27.2	-
Total current liabilities		1,254.4	896.4
Non-current liabilities			
Trade and other payables	20	64.5	-
Borrowings	21	3,139.2	2,996.5
Deferred tax	7	95.0	220.8
Provisions	23	315.9	215.8
Employee benefits	22	4.4	-
Total non-current liabilities		3,619.0	3,433.1
Total liabilities		4,873.4	4,329.5
Net assets		3,521.8	3,271.1
Equity			
Issued capital	24	886.9	504.5
Reserves		69.4	28.9
Retained profits		2,518.8	2,693.5
Equity attributable to the owners of Mineral Resources Limited		3,475.1	3,226.9
Non-controlling interest		46.7	44.2
Total equity		3,521.8	3,271.1

The above consolidated balance sheet should be read in conjunction with the accompanying notes.

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2023

	Issued capital	Reserves	Retained profits	Non-controlling interest	Total equity
Group	$M	$M	$M	$M	$M
Balance at 1 July 2021	514.5	15.7	2,673.3	42.6	3,246.1
Profit after tax for the year	-	-	349.2	1.6	350.8
Other comprehensive income for the year, net of tax	-	4.4	-	-	4.4
Total comprehensive income for the year	-	4.4	349.2	1.6	355.2
Transactions with owners in their capacity as owners:					
Shares issued under Dividend Reinvestment Plan (note 24)	5.9	-	-	-	5.9
Equity settled share-based payments	-	12.3	-	-	12.3
Purchase of shares under employee share plans (note 24)	(19.4)				(19.4)
Employee share awards issued (note 24)	3.5	(3.5)	-	-	-
Dividends paid on ordinary shares (note 25)	-	-	(329.0)	-	(329.0)
Balance at 30 June 2022	504.5	28.9	2,693.5	44.2	3,271.1

	Issued capital	Reserves	Retained profits	Non-controlling interest	Total equity
Group	$M	$M	$M	$M	$M
Balance at 1 July 2022	504.5	28.9	2,693.5	44.2	3,271.1
Profit after tax for the year	-	-	243.3	1.0	244.3
Other comprehensive income for the year, net of tax	-	(5.3)	-	-	(5.3)
Total comprehensive income for the year	-	(5.3)	243.3	1.0	239.0
Transactions with owners in their capacity as owners:					
Shares issued under Dividend Reinvestment Plan (note 24, note 25)	19.0	-	(19.0)	-	-
Equity settled share-based payments	-	32.5	-	-	32.5
Purchase of shares under employee share plans (note 24)	(2.8)	-	-	-	(2.8)
Tax effect of employee share awards issued	-	4.5	-	-	4.5
Employee share awards vested (note 24)	6.4	(6.4)	-	-	-
Dividends paid, net of employee share awards (note 25)	-	-	(399.0)	-	(399.0)
Acquisition of subsidiary	359.8	16.7	-	212.7	589.2
Transactions with non-controlling interest:					
Acquisition of non controlling interest	-	-	-	(212.7)	(212.7)
Other	-	(1.5)	-	1.5	-
Balance at 30 June 2023	886.9	69.4	2,518.8	46.7	3,521.8

The above consolidated statement of changes in equity should be read in conjunction with the accompanying notes.

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2023

		Group	
	Note	2023 $M	2022 $M
Cash flows from operating activities			
Receipts from customers		5,251.8	3,284.6
Payments to suppliers and employees		(3,502.4)	(2,665.2)
		1,749.4	619.4
Interest received		39.2	10.7
Interest and other finance costs paid		(257.3)	(82.5)
Income taxes paid		(177.6)	(267.8)
Net cash from operating activities	9	1,353.7	279.8
Cash flows from investing activities			
Payments for investments		(217.0)	(36.4)
Proceeds from disposal of investments		85.2	326.2
Payments for property, plant and equipment		(1,308.2)	(456.8)
Proceeds from disposal of property, plant and equipment		15.9	39.3
Payments for intangibles		(2.9)	(5.5)
Payments for exploration and evaluation		(105.4)	(265.8)
Payments for mine development expenditure		(404.4)	(271.8)
Amounts received from joint operations		47.5	12.5
Amounts (paid to)/received from other parties		(12.5)	4.0
Net cash used in investing activities		(1,901.8)	(654.3)
Cash flows from financing activities			
Dividends paid		(401.5)	(324.3)
Proceeds from borrowings		-	1,754.9
Repayment of borrowings		(1.6)	(28.5)
Payment of lease liabilities		(110.5)	(150.0)
Purchase of shares under employee share plans		(2.8)	(19.5)
Net cash (used in)/provided by financing activities		(516.4)	1,232.6
Net (decrease)/increase in cash and cash equivalents		(1,064.5)	858.1
Cash and cash equivalents at the beginning of the financial year		2,428.2	1,542.1
Effects of exchange rate changes on cash and cash equivalents		15.4	28.0
Cash and cash equivalents at the end of the financial year	9	1,379.1	2,428.2

The above consolidated statements of cash flows should be read in conjunction with the accompanying notes.

NOTES TO THE FINANCIAL **STATEMENTS**

NOTES TO THE FINANCIAL STATEMENTS

SIGNIFICANT ACCOUNTING POLICIES

FINANCIAL PERFORMANCE

KEY BALANCE SHEET ITEMS

UNRECOGNISED ITEMS

OTHER INFORMATION

1.SIGNIFICANT ACCOUNTING POLICIES

1.1 BASIS OF PREPARATION

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) and the Corporations Act 2001, as appropriate for for-profit oriented entities. These financial statements comply with International Financial Reporting Standards as issued by the International Accounting Standards Board (IASB).

Historical cost convention

The financial statements have been prepared under the historical cost convention, except for, where applicable, the revaluation of financial assets and liabilities at fair value through profit or loss and derivative financial instruments.

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. Preparation of the financial statements also requires management to exercise judgement in the process of applying the Group's Accounting Policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

Foreign currency

The financial statements are presented in Australian dollars, which is Mineral Resources Limited's Functional and Presentation currency.

Foreign currency transactions are translated into Australian Dollars using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at financial year end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in consolidated income statement.

Rounding of amounts

The Company is of a kind referred to in Corporations Instrument 2016/191, issued by the Australian Securities and Investments Commission (ASIC), relating to 'rounding-off'. Amounts in this report have been rounded off in accordance with that Corporations Instrument to the nearest hundred thousand dollars, unless otherwise stated.

Reclassifications of items in the financial statements

Minor reclassifications of items in the financial statements of the previous period have been made in accordance with the classification of items in the financial statements for FY23.

1.2 PRINCIPLES OF CONSOLIDATION

(a) Subsidiaries

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of the Company as at 30 June 2023 and the results of all subsidiaries for the year then ended.

Subsidiaries are all those entities over which the Group has control. The Group controls an entity when the Group is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power to direct the activities of the entity. Subsidiaries are fully consolidated from the date on which control is transferred to the Group. They are de-consolidated from the date that control ceases.

Intercompany transactions, balances and unrealised gains on transactions between entities in the Group are eliminated on consolidation. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the asset transferred. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the Group.

The acquisition of subsidiaries is accounted for using the acquisition method of accounting. A change in ownership interest, without the loss of control, is accounted for as an equity transaction, where the difference between the consideration transferred and the book value of the share of the non-controlling interest acquired is recognised directly in equity attributable to the parent.

Income statement and each component of other comprehensive income are attributed to the equity holders of the parent of the Group and to the non-controlling interests, even if this results in the non-controlling interests having a deficit balance.

Where the Group loses control over a subsidiary, it derecognises the assets including goodwill, liabilities and non-controlling interest in the subsidiary together with any cumulative translation differences recognised in equity. The Group recognises the fair value of the consideration received and the fair value of any investment retained together with any gain or loss in consolidated income statement.

(b) Joint operations

Certain of the Group's exploration and production activities are conducted through joint arrangements by way of joint operating agreements or similar contractual relationships. A joint operation is a joint arrangement whereby the parties that have joint control of the arrangement have rights to the assets, and obligations for the liabilities, relating to the arrangement. A joint operation involves the joint control, and often the joint ownership, of one or more assets contributed to, or acquired for the purpose of the joint operation and dedicated to the purposes of the joint operation. Each party may take a share of the output from the assets and each bears an agreed share of expenses incurred.

The Group accounts for its interests in Mt Marion Lithium Pty Ltd (MML) (previously Reed Industrial Minerals Pty Ltd[6]) as a joint operation. The interest in MML is brought to account by recognising in the financial statements its 50% share of jointly controlled assets, share of expenses and liabilities incurred. Under the offtake arrangement, the Group is entitled to 51% of total production and revenue is recognised by the Group when it sells its production entitlement.

(c) Employee share trust

The Group has in place a trust to administer the Group's employee share and share rights schemes. This trust is consolidated, as the substance of the relationship is that the trust is controlled by the consolidated entity. Shares held by the Mineral Resources Employee Share Trust are disclosed as treasury shares and deducted from contributed equity.

(d) Acquisition accounting

The Group undertakes acquisition activity, and where an acquisition is made, will determine whether the requirements of AASB 3 Business Combinations (AASB 3) are met. To meet the requirements of AASB 3, the acquisition will consist of inputs, and processed applied to those inputs, that have the ability to create outputs. Where the acquisition meets the requirements of AASB 3, it is accounted for as a business combination. Where the acquisition does not meet the requirements, it is accounted for as an asset acquisition, which does not give rise to goodwill or gain on bargain purchase.

[6] Reed Industrial Minerals Pty Ltd's (ACN 138 805 722) changed its name to Mt Marion Lithium Pty Ltd on 31/07/2023.

1.3 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

This note provides a summary of the accounting policies that are considered significant and relevant to the preparation of the financial statements, to the extent that they have not already been disclosed in other notes to the financial statements throughout the report. These policies have been consistently applied to all the years presented in these financial statements, unless otherwise stated.

a) New or amended Accounting Standards and Interpretations adopted

The Group has adopted all of the new, revised or amending Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that are mandatory for the current reporting period. The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the Group.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

(b) Current and non-current classification

Assets and liabilities are presented in the balance sheet based on current and non-current classification.

An asset is current when it is expected to be realised, or intended to be sold or consumed, in the normal operating cycle; the asset is held primarily for the purpose of trading, is expected to be realised within 12 months after the reporting period, or is cash or cash equivalent, unless the asset is restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is current when it is expected to be settled in normal operating cycle, it is held primarily for the purpose of trading, it is due to be settled within 12 months after the reporting period, or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Deferred tax assets and liabilities are always classified as non-current.

(c) Goods and Services Tax (GST) and other similar taxes

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the balance sheet.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

(d) New Accounting Standards and Interpretations not yet mandatory or early adopted

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the Group for FY23 The Group's assessment of the impact of these new or amended Accounting Standards and Interpretations, most relevant to the Group, are set out below.

AASB 2021-2 Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates

The amendment applies to annual reporting periods beginning on or after 1 January 2023. This amending Standard impacts a number of standards:

- AASB 7: clarifying that information about measurement bases for financial instruments is expected to be material to an entity's financial statements
- AASB 101: requiring entities to disclose their material accounting policy information rather than their significant accounting policies
- AASB 108: clarifying how entities should distinguish changes in accounting policies and changes in accounting estimates
- AASB 134: identifying material accounting policy information as a component of a complete set of financial statements
- AASB Practice Statement 2: providing guidance on how to apply the concept of materiality to accounting policy disclosures.

The adoption of this standard is not expected to have a significant impact on the Group.

Application date for the Group: 1 July 2023

AASB 2021-5 Amendments to Australian Accounting Standards – Deferred Tax related to Assets and Liabilities arising from a single transaction.

This Standard amends AASB 112 to clarify the accounting for deferred tax on transactions that, at the time of the transaction, give rise to equal taxable and deductable temporary differences.

The Standard amends AASB 1 to require deferred tax related to leases and decommissioning, restoration and similar obligations to be recognised by first time adopters at the date of transaction to Australian Accounting Standards, despite the exemption set out in AASB 12.

The adoption of this standard is not expected to have a significant impact on the Group.

Application date for the Group: 1 July 2023

Classification of Liabilities as Current or Non-current – Amendments to AASB 101

The amendment applies to annual reporting periods beginning on or after 1 January 2024. The amendments clarify what is meant by a right to defer settlement, that a right to defer must exist at the end of the reporting period, that classification is unaffected by the likelihood that an entity will exercise its deferral right.

The adoption of this standard is not expected to have a significant impact on the Group.

Application date for the Group: 1 July 2025

Lease Liability in a Sale and Leaseback – Amendments to AASB 16

The amendment applies to annual reporting periods beginning on or after 1 January 2024. The amendment to AASB 16 specifies the requirements that a seller-lessee uses in measuring the lease liability arising in a sale and leaseback transaction, to ensure the seller-lessee does not recognise any amount of the gain or loss that relates to the right of use it retains.

The adoption of this standard is not expected to have a significant impact on the Group.

Application date for the Group: 1 July 2025

2. CRITICAL ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are found in the respective notes below:

	Note
Income tax	7
Recovery of deferred tax assets	7
Exploration and evaluation costs	16
Ore to be mined	16
Stripping costs	16
Acquisition of Norwest Energy NL	18
Impairment of non-financial assets	19
Site rehabilitation provisions and project closure	23

3. OPERATING SEGMENTS

Business segment

The Group has identified its operating segments based on internal management reports that are reviewed by the executive management team (the Chief Operating Decision Makers) in assessing performance and in determining the allocation of resources.

The Group reports its business results as five operating segments (referred to as "Pillars") being Mining Services, Iron Ore, Lithium, Energy and Other Commodities. All are operating within the Australian resources sector.

"Central" comprises primarily corporate non-segmental items of income and expenses, and associated assets and liabilities not allocated to Pillars as they are not considered part of core operations and are not directly attributable to the Pillars.

The measurement of segment results is in line with the basis of information presented to management for internal management reporting purposes. The performance of each Pillar is measured based on Underlying EBITDA, defined as earnings before interest, tax, depreciation, amortisation, impairment, fair value gain/loss on investments and exchange gain/loss and other one-off items. The reconciliation of Underlying EBITDA to net profit after tax is presented in this note.

The accounting policies applied for internal reporting purposes are consistent with those applied in the preparation of the financial statements, except for the definition of Underlying EBITDA.

Operating segment information

Group - 2023	Mining Services $M	Iron Ore $M	Lithium $M	Energy $M	Other Commodities[1] $M	Central $M	Inter-segment[2] $M	Total $M
Revenue								
External revenue	731.6	2,146.9	1,892.0	-	8.6	-	-	4,779.1
Intersegment revenue	1,830.9	-	-	12.1	-	-	(1,843.0)	-
Total Revenue	2,562.5	2,146.9	1,892.0	12.1	8.6	-	(1,843.0)	4,779.1
Underlying EBITDA	484.2	185.2	1,324.9	(9.5)	3.5	(164.7)	(69.7)	1,753.9
Depreciation and amortisation	(203.0)	(222.5)	(36.3)	(2.3)	-	(26.0)	39.7	(450.4)
Items excluded from underlying earnings[3]								(749.1)
Net finance costs								(194.0)
Profit before tax								360.4
Assets								
Segment assets	2,953.2	782.9	2,138.2	516.6	275.9	1,867.5	(139.1)	8,395.2
Liabilities								
Segment liabilities	(1,066.6)	(481.3)	(197.5)	(18.6)	(117.8)	(2,991.6)	-	(4,873.4)
Segment net assets	1,886.6	301.6	1,940.7	498.0	158.1	(1,124.1)	(139.1)	3,521.8

Group - 2022	Mining Services $M	Iron Ore $M	Lithium $M	Energy $M	Other Commodities[1] $M	Central $M	Inter-segment[2] $M	Total $M
Revenue								
External revenue	631.3	1,996.2	790.5	-	-	-	-	3,418.0
Intersegment revenue	1,484.3	-	-	21.8	-	-	(1,506.1)	-
Total Revenue	2,115.6	1,996.2	790.5	21.8	-	-	(1,506.1)	3,418.0
Underlying EBITDA	531.4	63.8	585.1	1.1	-	(92.7)	(65.0)	1,023.7
Depreciation and amortisation	(191.8)	(157.5)	(19.4)	(2.2)	-	(10.2)	28.9	(352.2)
Items excluded from underlying earnings[3]								(69.7)
Net finance costs								(112.7)
Profit before tax								489.1
Assets								
Segment assets	2,063.9	1,504.8	1,382.7	98.5	189.4	2,472.2	(110.9)	7,600.6
Liabilities								
Segment liabilities	(640.6)	(502.2)	(197.1)	(10.4)	(99.3)	(2,879.9)	-	(4,329.5)
Segment net assets	1,423.3	1,002.6	1,185.6	88.1	90.1	(407.7)	(110.9)	3,271.1

[1] Other Commodities includes Manganese and Garnet.

[2] Net Underlying EBITDA represents elimination of internal profits that are temporarily unrealised to the Group.

[3] Refer to reconciliation of underlying earnings to net earnings on page 85.

Reconciliation of underlying earnings to net earnings

	Pre-tax 2023 $M	Taxation 2023 $M	Net amount 2023 $M	Pre-tax 2022 $M	Taxation 2022 $M	Net amount 2022 $M
Underlying EBITDA[1]	1,753.9	(534.1)	1,219.8	1,023.7	(298.8)	724.9
Depreciation and amortisation	(450.4)	135.1	(315.3)	(352.2)	105.7	(246.5)
Net finance costs	(194.0)	58.2	(135.8)	(112.7)	33.8	(78.9)
Items excluded from underlying earnings						
Impairment charges (note 19)	(788.6)	236.6	(552.0)	(15.0)	4.5	(10.5)
Realised profit on sale of financial asset (note 5)	1.2	(0.4)	0.8	94.4	(28.3)	66.1
Fair value gain/(loss) on equity instruments at fair value through profit or loss (notes 5, note 6)	42.1	(12.6)	29.5	(33.4)	10.0	(23.4)
Exchange losses	(73.3)	22.0	(51.3)	(115.7)	34.8	(80.9)
Remeasurement of equity accounted investments	69.0	(20.7)	48.3	-	-	-
Other adjusting transactions	0.5	(0.2)	0.3	-	-	-
Total excluded from underlying earnings	(749.1)	224.7	(524.4)	(69.7)	21.0	(48.7)
Net earnings[2]	360.4	(116.1)	244.3	489.1	(138.3)	350.8

[1] Refer to Operating Segment information on page 84.

[2] Refer to Consolidated Income Statement on page 73.

Geographical information

Refer note 4 for segment revenue disaggregation based on the geographical locations of external customers.

All non-current assets of the Group, exclusive of financial instruments and deferred tax assets, are located in Australia.

Major customer information

During FY23, Lithium segment revenues were comprised of $1,168.6 million (2022: $763.2 million) sales to one customer and $623.3 million (2022: less than 10 per cent) were sales through a single agent. For the Iron Ore segment, revenues from three largest customers amounted to $616.4 million (2022: $586.2 million), $341.6 million (2022: $776.6 million) and $273.6 million (2022: $378.0 million), arising from the sale of commodities and related freight revenue.

4. REVENUE

Disaggregation of revenue

The disaggregation of revenue is as follows:

Group - 2023	Mining Services $M	Iron Ore $M	Lithium $M	Energy $M	Other $M	Total $M
Revenue from contracts with customers						
Sale of iron ore	-	2,184.8	-	-	-	2,184.8
Sale of lithium	-	-	1,962.0	-	-	1,962.0
Contract and operational revenue	731.6	-	-	-	-	731.6
Other	-	-	-	-	8.6	8.6
Total revenue from contacts with customers	731.6	2,184.8	1,962.0	-	8.6	4,887.0
Other revenue						
Iron ore pricing adjustments	-	(37.9)	-	-	-	(37.9)
Lithium pricing adjustments	-	-	(70.0)	-	-	(70.0)
Total other revenue	-	(37.9)	(70.0)	-	-	(107.9)
Total external revenue	731.6	2,146.9	1,892.0	-	8.6	4,779.1
Geographical information (by location of customer)						
Australia	731.6	-	-	-	6.3	737.9
Asia	-	2,146.9	1,892.0	-	-	4,038.9
Other	-	-	-	-	2.3	2.3
Total external revenue	731.6	2,146.9	1,892.0	-	8.6	4,779.1

Group - 2022	Mining Services $M	Iron Ore $M	Lithium $M	Energy $M	Other $M	Total $M
Revenue from contracts with customers						
Sale of iron ore	-	2,284.1	-	-	-	2,284.1
Sale of lithium[1]	-	-	669.6	-	-	669.6
Contract and operational revenue	502.3	-	-	-	-	502.3
Other	129.0	-	-	-	-	129.0
Total revenue from contacts with customers	631.3	2,284.1	669.6	-	-	3,585.0
Other revenue						
Iron ore pricing adjustments	-	(287.9)	-	-	-	(287.9)
Lithium pricing adjustments	-	-	120.9	-	-	120.9
Total other revenue	-	(287.9)	120.9	-	-	(167.0)
Total external revenue	631.3	1,996.2	790.5	-	-	3,418.0
Geographical information (by location of customer)						
Australia	631.3	-	-	-	-	631.3
Asia	-	1,996.2	764.3	-	-	2,760.5
Other	-	-	26.2	-	-	26.2
Total external revenue	631.3	1,996.2	790.5	-	-	3,418.0

[1] Sale of commodities in the Lithium segment for FY22 includes net earnings under the Mt Marion lithium hydroxide tolling arrangement, being the achieved price of lithium hydroxide totaling US$518 million less the cost of spodumene feed and conversion.

Contract balances

Contract assets

A contract asset is the right to consideration in exchange for goods or services transferred to the customer. If the Group performs under the contact by transferring goods or services to a customer before the customer pays consideration or before payment is due, a contract asset is recognised for the earned consideration that is conditional on the rights contained within the contract.

The Group does not have any material contract assets as at 30 June 2023 (30 June 2022: nil), as performance and a right to consideration occurs within a short period of time and all rights to consideration are unconditional.

Trade receivables

A receivable represents the Group's right to an amount of consideration that is unconditional (i.e. only the passage of time is required before payment of the consideration is due). Refer to note 10 for trade receivables.

Contract liabilities

A contract liability is the obligation to transfer goods or services to a customer for which the Group has received consideration (or an amount of consideration is due) from the customer. If a customer pays consideration before the Group transfers goods or services to the customer, a contract liability is recognised when the payment is made or the payment is due (whichever is earlier). Contract liabilities are recognised as revenue when the Group performs its obligations under the contract.

From time to time, the Group recognises contract liabilities in relation to:

(i) Iron ore and lithium sales which are sold under Cost and Freight (CFR) and Cost, Insurance and Freight (CIF) Incoterms, whereby a portion of the cash may be received from the customer before the freight/insurance services are provided
(ii) mining services revenue, including crushing services, whereby mobilisation charges may be received from the customer and is allocated and recognised based on the actual tonnes crushed each period (i.e each performance obligation).

See note 20 for further details of contract liabilities disclosed within Trade and Other Payables.

Accounting policy for revenue recognition

Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the Group is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the Group identifies the contract with a customer, identifies the performance obligations in the contract, determines the transaction price which takes into account estimates of variable consideration and the time value of money, allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered, and recognises revenue when, or as, each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as adjustments due to final assay results relating to grades, including moisture content and commodity content of the cargo, commodity market prices, taxes, discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the "expected value" or "most likely amount" method. The measurement of variable consideration is subject to a constraining principle whereby revenue will be recognised only to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

(i) Sale of goods

The Group earns revenue by mining, processing, and subsequent sale of commodity products; including export to customers under a range of commercial terms.

Revenue from the sale of product is recognised at the point in time when control has been transferred to the customer, no further work or processing is required by the Group, the quantity and quality of the goods has been determined with reasonable accuracy, the price is fixed or determinable, and collectability is reasonably assured. This is generally when title passes. The majority of the Group's sales agreements specify that title passes when the product is delivered to the destination specified by the customer, which is typically the vessel on which the product will be shipped. In practical terms, revenue is generally recognised on the bill of lading date, which is the date the commodity is delivered to the shipping agent. Within each contract to sell commodity products, each unit of product shipped is a separate performance obligation.

Revenue is generally recognised at the contracted price at this reflects the stand-alone selling price.

The Group's sales agreements may provide for provisional pricing at initial revenue recognition. The value of the provisionally priced receivables is adjusted to reflect market prices over a quotation period stipulated in the sales contract, typically on or after the vessel's arrival at port of discharge. Adjustments between the provisional and final price are accounted for under IFRS 9 'Financial Instruments' and separately recorded as pricing adjustments. These sales agreements also allow for an adjustment to the sales price based on a survey of the goods by the customer (an assay for mineral content) therefore recognition of the sales revenue is based on the most recently determined estimate of product specifications. The effect of variable consideration arising from these arrangements with customers is included in revenue to the extent that it is highly probable that there will be no significant reversal of the cumulative amount of revenue recognised when any pricing uncertainty is resolved.

The Group sells the majority its commodity products on CFR or CIF International Commercial Terms (Incoterms) which means that the Group is responsible for providing freight services and, in CIF instances, insurance, after the date at which title of the goods passes. The Group therefore has separate performance obligations for freight/insurance services provided for sale of products under CFR and CIF Incoterms.

Freight/insurance revenue is allocated from the overall contract price at its standalone selling price (where observable) or otherwise at its estimated cost-plus margin. The revenue from shipping and insurance is recognised over time until the product is delivered.

The Group does not disclose sales revenue from freight and insurance services separately as it does not consider that this is necessary in order to understand the impact of economic factors on the Group; and the Group's Chief Operating Decision Makers (as defined in the operating segments note 3) do not review information specifically relating to these sources of revenue in order to evaluate the performance of business segments, neither is information on these sources of revenue provided externally.

The Group applies the practical expedient in AASB 15 paragraph 121 for its freight/insurance services and does not disclose information on the transaction price allocated to performance obligations that remain unsatisfied at the end of the reporting period as the performance obligations arising under sales arrangement for its commodity products have an original expected duration of one year or less.

(ii) Rendering of services

The Group's Mining Services segment earns contract and operational revenue from the provision of a range of mining services, including crushing services.

Revenue from mining services is recognised over time, as services are rendered. As mining services are invoiced on a monthly basis based on the actual services provided, or at cost plus margin incurred to date, the Group has used the practical expedient available under AASB 15 to recognise revenue based on the right to invoice. This is on the basis that the invoiced amount corresponds directly with the value to the customer of the Group's performance completed to date.

For crushing service contracts specifically, each tonne of ore crushed represents a separate performance obligation. Revenue from the rendering of crushing services is measured and recognised as each tonne is crushed based on a schedule of rates that is invoiced to the customer, being the estimate of the price to which the Group expects to be entitled and a corresponding trade receivable is recognised. Mobilisation/demobilisation charges on crushing service contracts constitute variable charges that will be associated and allocated to each tonne crushed (each performance obligation) and therefore recognised based on the actual tonnes crushed each period, rather than when invoiced.

The Group applies the practical expedient in AASB 15 paragraph 121 for its mining services revenue and does not disclose information on the transaction price allocated to performance obligations that remain unsatisfied at the end of the reporting period.

5. OTHER INCOME

	Group	
	2023 $M	2022 $M
Net fair value gain on investments held at fair value through profit or loss	47.3	-
Realised profit on sale of financial asset	1.2	94.4
Net gain on disposal of property, plant and equipment	2.8	6.0
Share in associate (loss)/profit	(4.0)	1.8
Gain on remeasurement of equity accounted investments (note 18)	69.0	-
Other	19.2	8.1
Other income	135.5	110.3

6. EXPENSES

	Group	
	2023 $M	2022 $M
Profit before tax includes the following specific expenses:		
Depreciation		
Plant and equipment	309.0	243.1
Depreciation capitalised to assets	(21.7)	(0.3)
Total depreciation	287.3	242.8
Amortisation		
Mine development	233.0	106.7
Amortisation capitalised to assets	(73.8)	-
Other	3.9	2.7
Total amortisation	163.1	109.4
Total depreciation and amortisation	450.4	352.2
Impairment		
Mine development (note 16)	505.2	-
Intangibles (note 15)	1.4	15.0
Property, plant and equipment (note 14)	282.0	-
Total impairment	788.6	15.0
Finance costs		
Interest on borrowings	250.7	110.5
Capitalised borrowing costs	(35.5)	-
Interest on lease liabilities	10.5	10.0
Other	7.5	2.9
Finance costs expensed	233.2	123.4
Other expenses		
Net foreign exchange loss	73.3	92.4
Fair value loss on equity instruments at fair value through profit or loss	5.2	33.4
Short-term leases, low value leases and leases with variable payments	2.0	2.7
Royalties (government and non-government)	321.7	117.5
Rates and land tax	44.6	17.3
Travel and accommodation	34.2	27.2
Office and administrative expenses	79.2	45.8
All other operating expenses	99.0	52.2
Total other expenses	659.2	388.5
Superannuation expense included in employee benefit expense		
Defined Contribution superannuation expense	68.9	47.8

7. INCOME TAX

Income tax expense

	Group	
	2023 $M	2022 $M
Income tax expense		
Current tax	251.6	123.9
Deferred tax - origination and reversal of temporary differences	(145.4)	22.3
Adjustment recognised for prior periods	9.9	(7.9)
Aggregate income tax expense	116.1	138.3
Deferred tax included in income tax expense comprises:		
Increase in deferred tax assets	(179.0)	(91.1)
Increase in deferred tax liabilities	33.6	113.3
Deferred tax – origination and reversal of temporary differences	(145.4)	22.2
Numerical reconciliation of income tax expense and tax at the statutory rate		
Profit before income tax expense	360.4	489.1
Tax at the statutory tax rate of 30%	108.1	146.3
Tax effect amounts which are not deductible in calculating taxable income:		
Non allowable expenses	1.8	0.4
Temporary difference movement variance	-	(0.5)
Tax losses utilised in the current year that were not previously recognised	(1.8)	-
Employee share trust accounting adjustment	(16.0)	-
	92.1	146.2
Adjustment recognised for prior periods	9.9	(7.9)
Current year tax losses not recognised	14.1	-
Income tax expense	116.1	138.3

	Group	
	2023 $M	2022 $M
Amounts charged directly to equity		
Deferred tax liabilities	(4.5)	-
Tax losses not recognised		
Unused tax losses for which no deferred tax asset has been recognised	47.0	26.7
Potential tax benefit @ 30%	14.1	8.0

The above potential tax benefit for tax losses has not been recognised in the balance sheet. These tax losses can only be utilised (or transferred in upon joining the tax consolidated group) in the future if the continuity of ownership test is passed or, failing that, the business continuity test is satisfied.

Net deferred tax liability

	Group	
	2023 $M	2022 $M
Deferred tax assets and liabilities comprise temporary differences attributable to:		
Tax losses	47.5	-
Impairment of receivables	1.0	0.1
Trade and other receivables	0.3	18.5
Trade and other receivables – deferred income	47.1	12.0
Inventories	(1.3)	(1.3)
Accruals	17.7	9.6
Employee benefits	35.6	31.0
Provisions	116.4	73.5
Unrealised foreign exchange loss	55.7	34.3
Financial assets	(1.4)	0.6
Development costs	12.4	12.3
Property, plant and equipment	(362.5)	(339.5)
Exploration and evaluation	(103.4)	(43.9)
Prepayments	37.9	(9.2)
Research and development	(8.3)	(8.3)
Employee Share Trust	5.5	(11.0)
Other	4.8	0.5
Deferred tax liability	(95.0)	(220.8)
Movements:		
Opening balance	(220.8)	(194.2)
Movements through Equity	4.5	-
Credit/(Debit) to consolidated income statement	145.4	(22.2)
(Over) provision from prior year	(24.1)	(4.4)
Closing balance	(95.0)	(220.8)

Accounting policy for income tax

The income tax expense for the period is the tax payable on that period's taxable income based on the applicable income tax rate for each jurisdiction, adjusted by the changes in deferred tax assets and liabilities attributable to temporary differences, unused tax losses and adjustments recognised for prior periods.

Key judgement: Income tax

The Group is subject to income taxes in the jurisdictions in which it operates. Significant judgement is required in determining the provision for income tax. There are many transactions and calculations undertaken during the ordinary course of business for which the ultimate tax determination is uncertain. Judgement is required to determine the amount of deferred tax assets that are recognised based on the likely timing and the level of future taxable profits.

The Group recognises the amount of tax payable or recoverable based on management's best estimate of the most likely outcome. Where the final tax outcome of these matters is different from the carrying amounts, such differences will impact the current and deferred tax provisions in the period in which such determination is made.

Deferred tax assets and liabilities are recognised for temporary differences at the tax rates expected to be applied when the assets are recovered or liabilities are settled, based on those tax rates that are enacted or substantively enacted, except for:

- when the deferred income tax asset or liability arises from the initial recognition of goodwill or an asset or liability in a transaction that is not a business combination and that, at the time of the transaction, affects neither the accounting nor taxable profits; or
- when the taxable temporary difference is associated with interests in subsidiaries, associates or joint ventures, and the timing of the reversal can be controlled and it is probable that the temporary difference will not reverse in the foreseeable future.

Deferred tax assets are recognised for deductible temporary differences and unused tax losses only if it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

Key judgement: Recovery of deferred tax assets

Deferred tax assets are recognised for deductible temporary differences only if the Group considers it is probable that future taxable amounts will be available to utilise those temporary differences and losses. The Group assesses the recoverability of recognised and unrecognised deferred taxes on a consistent basis. Estimates and assumptions relating to projected earnings and cash flows as applied in the Group impairment process are used for operating assets.

The carrying amount of recognised and unrecognised deferred tax assets is reviewed at each reporting date. Deferred tax assets recognised are reduced to the extent that it is no longer probable that future taxable profits will be available for the carrying amount to be recovered. Previously unrecognised deferred tax assets are recognised to the extent that it is probable that there are future taxable profits available to recover the asset.

Deferred tax assets and liabilities are offset only where there is a legally enforceable right to offset current tax assets against current tax liabilities and deferred tax assets against deferred tax liabilities; and they relate to the same taxable authority on either the same taxable entity or different taxable entities which intend to settle simultaneously.

Mineral Resources Limited (the 'head entity') and its wholly-owned Australian subsidiaries have formed an income tax group under the tax consolidation regime. The head entity and each subsidiary in the tax consolidated group continues to account for its own current and deferred tax amounts. The tax group has applied the 'separate taxpayer within group' approach in determining the appropriate amount of taxes to allocate to members of the tax group.

In addition to its own current and deferred tax amounts, the head entity also recognises the current tax liabilities (or assets) and the deferred tax assets arising from unused tax losses and unused tax credits assumed from each subsidiary in the tax group.

Assets or liabilities arising under tax funding agreements with the tax group are recognised as amounts receivable from or payable to other entities in the tax group. The tax funding arrangement ensures that the intercompany charge equals the current tax liability or benefit of each tax group member, resulting in neither a contribution by the head entity to the subsidiaries nor a distribution by the subsidiaries to the head entity.

8. EARNINGS PER SHARE

	Group	
	2023 $M	2022 $M
Profit after tax	244.3	350.8
Non-controlling interest	(1.0)	(1.6)
Profit after income tax attributable to the owners of Mineral Resources Limited	243.3	349.2
	Number	Number
Weighted average number of ordinary shares used in calculating basic earnings per share	191,023,237	188,890,356
Weighted average number of ordinary shares used in calculating diluted earnings per share	192,710,417	188,890,356
	Cents	Cents
Basic earnings per share	127.37	184.87
Diluted earnings per share	126.25	182.18

Accounting policy for earnings per share

Basic earnings per share

Earnings/(losses) per share is calculated by dividing the profit/(loss) for the year attributable to ordinary equity holders Mineral Resources Ltd by the weighted average number of ordinary shares on issue during the year. The weighted average number of shares makes allowance for shares reserved for employee share plans.

Diluted earnings per share

Diluted earnings/(losses) per share is calculated by adjusting basic earnings/(losses) per share by the number of ordinary shares that would be issued on conversion of all the dilutive potential ordinary shares into ordinary shares.

9. CASH AND CASH EQUIVALENTS

	Group	
	2023 $M	2022 $M
Current		
Cash at bank and on hand	1,334.2	1,656.8
Short-term deposits and other cash equivalents	4.0	726.9
Cash and cash equivalents held in joint operations	40.9	44.5
	1,379.1	2,428.2

Accounting policy for cash and cash equivalents

Cash and cash equivalents include cash on hand, short-term deposits with financial institutions and other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value. Cash and cash equivalents are classified as financial assets held at amortised cost.

All cash and cash equivalents held in joint operations are not available for use by the Group in its operations and are restricted to the operations of the joint operation in which they are recorded.

Cash flow information - Reconciliation of profit after tax to net cash from operating activities

	Group	
	2023 $M	2022 $M
Profit after income tax expense for the year	244.3	350.8
Adjustments for:		
Depreciation and amortisation	450.4	352.2
Share-based payments	32.5	11.6
Foreign exchange differences	73.3	115.7
Impairment loss	788.6	15.0
Net (gain)/loss on disposal of property, plant and equipment	(3.9)	(6.0)
Net (gain)/loss on disposal of financial assets	-	(94.4)
Share of loss/(profit) – interest in associates	4.0	(1.8)
Fair value loss/(gain) on investments held at fair value through profit or loss	(42.1)	33.4
Remeasurement of equity accounted investments	(69.0)	-
Other non-cash transactions	(0.3)	1.3
Change in operating assets and liabilities:		
Increase in trade and other receivables	(93.7)	(319.3)
Increase in inventories	(265.2)	(67.5)
Decrease/(Increase) in deferred tax assets	228.2	(100.8)
Increase in other operating assets	(4.9)	(20.5)
Increase in trade and other payables	260.3	45.7
Increase/(Decrease) in provision for income tax	59.8	(156.0)
(Decrease)/Increase in deferred tax liabilities	(349.5)	127.4
Increase/(Decrease) in provisions	40.9	(7.0)
Net cash from operating activities	1,353.7	279.8

Cash flow information – Changes in liabilities arising from financing activities

	Lease liability	Senior unsecured notes	Other borrowings	Total
Group	$M	$M	$M	$M
Balance at 30 June 2021	315.2	920.2	26.4	1,261.8
Net cash from/(used in) financing activities	(150.0)	1,738.6	(12.2)	1,576.4
Acquisition of leases	144.8	-	-	144.8
Exchange differences	-	141.4	-	141.4
Other changes	-	1.3	-	1.3
Balance at 30 June 2022	310.0	2,801.5	14.2	3,125.7
Balance at 1 July 2022	310.0	2,801.5	14.2	3,125.7
Net cash (used in) financing activities	(110.5)	-	(1.7)	(112.2)
Acquisition of leases	117.2	-	-	117.2
Exchange differences	-	110.5	-	110.5
Other changes	-	5.4	(12.5)	(7.1)
Balance at 30 June 2023	316.7	2,917.4	-	3,234.1

Material non-cash investing and financing transactions

During the period, the Group completed the acquisition of the assets of Norwest Energy NL through the issue of equity. The transaction did not have a direct impact on the cash flows of the Group for FY23. Please refer to note 18 for further details.

10. TRADE AND OTHER RECEIVABLES

	Group	
	2023 $M	2022 $M
Current		
Receivables carried at amortised cost	491.7	389.8
Receivables carried at fair value	87.6	168.1
Other Receivables	81.9	33.8
Less: Allowance for expected credit losses	(3.4)	-
	657.8	591.7
Loan receivables	-	24.5
	657.8	616.2
Non-current		
Loan receivables	68.5	54.3
Less: Allowance for expected credit losses	-	(0.3)
	68.5	54.0
Security deposits	1.4	2.6
Deferred consideration receivable from sale of disposal group	-	608.3
	69.9	664.9

Further information about the Group's exposure to credit and market risks, and impairment losses for trade receivables and contract assets is included in note 26.

Accounting policy for trade and other receivables

Trade receivables

A receivable represents the Group's right to an amount of consideration that is unconditional (i.e. only the passage of time is required before payment of the consideration is due).

The Group's Lithium and Iron Ore revenue may be subject to quotational pricing. The accounting policy is described in note 4. The remaining trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses. Trade receivables are generally due for settlement within 30 days. The fair value of trade receivables has been estimated using market prices based on broker consensus forecast pricing data. The carrying value approximates fair value.

Refer to note 26 for the Group's credit risk management policies.

Loans and other receivables

Other receivables generally arise from transactions outside the usual operating activities of the Group. Loans and other receivables are classified as financial assets held at amortised cost, less any allowance for expected credit loss. The carrying value approximates fair value.

Allowance for expected credit loss

Collectability of trade receivables and loans receivable is reviewed on an ongoing basis. Loss allowances for trade receivables and loans receivable are measured at an amount equal to lifetime expected credit losses (ECLs). Lifetime ECLs are the ECLs that result from all possible default events over the expected life of a financial instrument. Significant financial difficulties of the counterparty, probability that the counterparty will enter bankruptcy or financial reorganisation and default or delinquency in payments are considered indicators that a receivable is credit impaired. ECLs are a probability-weighted estimate of credit losses. Credit losses are measured as the present value of all cash shortfalls (i.e. the difference between the cash flows due to the entity in accordance with the contract and the cash flows that the Group expects to receive). Cash flows relating to short-term receivables are not discounted if the effect of discounting is immaterial.

Debts which are known to be uncollectable are written off by reducing the carrying amount directly. If an impairment allowance has been recognised for a debt that then becomes uncollectable, the debt is written off against the allowance account. If an amount is subsequently recovered, it is credited through the consolidated income statement.

11. INVENTORIES

	Group	
	2023 $M	2022 $M
Current		
Raw materials and stores	116.6	69.9
Ore inventory stockpiles	475.3	179.3
Work in progress	14.5	3.4
	606.4	252.6

Accounting policy for inventories

Raw materials, work in progress and finished goods are stated at the lower of weighted average cost and net realisable value. Cost comprises direct materials and delivery costs, direct labour, import duties and other taxes, an appropriate proportion of variable and fixed overhead expenditure based on normal operating capacity and where applicable, transfers from cash flow hedging reserves in equity. Costs of purchased inventory are determined after deducting rebates and discounts received or receivable.

Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

12. OTHER ASSETS

	Group	
	2023 $M	2022 $M
Current		
Prepayments	41.0	45.4
Foreign exchange forward contracts	(0.9)	4.3
Commodity forward contracts	0.6	-
	40.7	49.7

13. FINANCIAL ASSETS

	Group	
	2023 $M	2022 $M
Non-Current		
Shares in listed corporations – at fair value through profit or loss	205.7	58.0

Reconciliation		
Reconciliation of the fair values at the beginning and end of the current and previous financial year are set out below		
Opening fair value	58.0	296.1
Additions	189.6	37.5
Disposals	(84.0)	(233.3)
Transfer	-	(10.1)
Revaluation	42.1	(32.2)
Closing fair value	205.7	58.0

Refer to note 26 for further information on fair value measurement.

Accounting policy for investments and other financial assets

Investments and other financial assets are initially measured at fair value. Transaction costs are included as part of the initial measurement, except for financial assets at fair value through profit or loss. Such assets are subsequently measured at either amortised cost or fair value depending on their classification. Classification is determined based on the Groups' purpose, or business model, for holding the financial asset and whether the financial asset's contractual terms give rise to cash flows that are solely for the payments of principal and interest.

Financial assets are de-recognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Group has transferred substantially all the risks and rewards of ownership.

Financial assets at fair value through profit or loss

Financial assets not measured at amortised cost or at fair value through other comprehensive income (FVOCI) are classified as financial assets at fair value through profit or loss (FVTPL). Typically, such financial assets will be either: (i) held for trading, where they are acquired for the purpose of selling in the short-term with an intention of making a profit, or a derivative; or (ii) designated at FVTPL upon initial recognition where permitted. Fair value movements are recognised in the consolidated income statement.

The Group's investments in equity instruments that are not held for trading are measured at FVTPL. This election is made on an investment-by-investment basis.

14. PROPERTY, PLANT AND EQUIPMENT

	Group	
	2023 $M	2022 $M
Non-current		
Land – cost	27.5	28.9
Buildings – cost	320.2	314.9
Less: Accumulated depreciation and impairment	(56.7)	(52.8)
	263.5	262.1
Right-of-use buildings – at cost	40.4	38.9
Less: Accumulated depreciation and impairment	(20.5)	(15.1)
	19.9	23.8
Right-of-use plant and equipment – cost	511.1	494.4
Less: Accumulated depreciation and impairment	(136.0)	(115.9)
	375.1	378.5
Plant and equipment – cost	3,161.6	2,226.3
Less: Accumulated depreciation and impairment	(874.2)	(756.9)
	2,287.4	1,469.4
	2,973.4	2,162.7

Reconciliations

Reconciliations of written down values at the start and end of the current and previous financial year are set out below:

	Land	Buildings	Right-of-use buildings	Right-of-use plant and equipment	Plant and equipment	Total
Group	$M	$M	$M	$M	$M	$M
Balance at 1 July 2021	25.4	195.2	3.8	398.7	1,201.5	1,824.6
Additions	3.5	73.4	26.2	91.0	427.2	621.3
Disposals	-	-	-	(21.0)	(16.4)	(37.4)
Impairment of assets	-	-	-	-	-	-
Transfers	-	(0.2)	-	(28.8)	26.0	(3.0)
Depreciation expense	-	(6.3)	(6.2)	(61.4)	(168.9)	(242.8)
Balance at 30 June 2022	28.9	262.1	23.8	378.5	1,469.4	2,162.7
Additions	-	43.3	2.8	73.5	1,369.2	1,488.8
Disposals	-	-	(0.2)	(7.0)	(79.9)	(87.1)
Impairment of assets	(3.1)	(2.5)	-	-	(276.4)	(282.0)
Transfers	1.7	(26.7)	(0.5)	(16.8)	42.3	-
Depreciation expense	-	(12.7)	(6.0)	(53.1)	(237.2)	(309.0)
Balance at 30 June 2023	27.5	263.5	19.9	375.1	2,287.4	2,973.4

Assets in the course of construction

Included in property, plant and equipment at 30 June 2023 was an amount of $1,287.1 million (2022: $376.2 million) relating to expenditure for plant and equipment in the course of construction.

Impairment testing

Refer to note 19 for details of impairment testing.

Accounting policy for property, plant and equipment

Owned assets

Items of plant and equipment are stated at cost less accumulated depreciation and impairment losses. The cost of self-constructed assets includes the cost of materials, direct labour and an appropriate portion of production overheads. The cost of self-constructed and acquired assets includes (i) the initial estimate at the time of installation and during the period of use, when relevant, of the costs of dismantling and removing the items and restoring the site on which they are located, and (ii) changes in the measurement of existing liabilities recognised for these costs resulting from changes in the timing or outflow of resources required to settle the obligation or from changes in the discount rate.

Where parts of an item of plant and equipment have different useful lives, they are accounted for as separate items of plant and equipment.

Right-of-use assets

A right-of-use asset represents the lessee's privilege to use a leased item over the duration of an agreed-upon lease term. Except for short-term leases and leases of low-value assets, right-of-use assets and corresponding lease liabilities are recognised in the balance sheet when a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the Group expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of use assets are subject to impairment or adjusted for any re-measurement of lease liabilities.

Depreciation

Depreciation is calculated either on the straight-line method to write off the net cost of each item of property, plant and equipment over the shorter of the lease term (where applicable) and their expected useful lives, or units of production method.

Where the useful life is not linked to the quantities of commodity produced, assets are generally depreciated on a straight-line basis. The estimated useful lives for the principal categories of property, plant and equipment depreciated on a straight-line basis are as follows:

Buildings	40 years
Buildings at mine sites	Shorter of 10 years or life of mine
Right-of-use buildings	Shorter of 40 years or the terms of the lease
Right-of-use plant and equipment	Shorter of 3 – 20 years or hours of usage
Plant and equipment	1 – 10 years

Where the useful life of an asset is directly linked to the extraction of commodities or in mining operations, the asset is depreciated using the units of production method. The units of production method is an amortised charge proportional to the depletion of the estimated ore to be mined.

For mining fleet used in mining operations, usage hours are used to determine the units of production depreciation.

Subsequent costs

The Group recognises, in the carrying amount of an item of plant and equipment, the cost of replacing part of such an item when that cost is incurred, if it is probable that the future economic benefits embodied within the item will flow to the Group and the cost of the item can be measured reliably. All other costs are recognised in the consolidated income statement as an expense as incurred.

Borrowing costs

Borrowing costs directly attributable to the acquisition, construction or production of assets that necessarily take a substantial period of time to prepare for their intended use or sale are added to the cost of those assets, until such time as the assets are substantially ready for their intended use or sale.

All other borrowing costs are recognised in the income statement in the period in which they are incurred.

15. INTANGIBLES

	Group	
	2023 $M	2022 $M
Non-current		
Goodwill – cost	-	1.4
Development – at cost	-	2.7
Patents – cost	3.4	0.6
Less: Accumulated amortisation and impairment	(0.3)	(0.1)
	3.1	0.5
Access rights – cost	56.7	56.7
Less: Accumulated amortisation and impairment	(40.9)	(39.3)
	15.8	17.4
Other – cost	13.2	10.5
Less: Accumulated amortisation	(9.6)	(7.6)
	3.6	2.9
	22.5	24.9

Reconciliations

The table below sets out reconciliations of written down values at the beginning and end of the current and previous financial year:

	Goodwill	Capitalised development costs	Patents	Access rights	Others	Total
Group	$M	$M	$M	$M	$M	$M
Balance at 1 July 2021	1.4	-	-	18.8	16.5	36.7
Additions	-	3.3	-	-	2.6	5.9
Transfer in / (out)	-	(0.6)	0.6	-	-	-
Impairment of assets	-	-	-	-	(15.0)	(15.0)
Amortisation expense	-	-	(0.1)	(1.4)	(1.2)	(2.7)
Balance at 30 June 2022	1.4	2.7	0.5	17.4	2.9	24.9
Additions	-	0.1	2.9	-	3.0	6.0
Additions from acquisition of subsidiary	-	-	-	-	0.1	0.1
Impairment of assets	(1.4)	-	-	-	-	(1.4)
Asset Write-off	-	(2.8)	-	-	(0.1)	(2.9)
Amortisation expense	-	-	(0.3)	(1.6)	(2.3)	(4.2)
Balance at 30 June 2023	-	-	3.1	15.8	3.6	22.5

Impairment testing

Refer to note 19 for details of impairment testing.

Accounting policy for intangible assets

Intangible assets acquired as part of a business combination, other than goodwill, are initially measured at their fair value at the date of the acquisition. Intangible assets acquired separately are initially recognised at cost. Indefinite life intangible assets are not amortised and are subsequently measured at cost less any impairment. Finite life intangible assets are subsequently measured at cost less amortisation and any impairment. The gains or losses recognised in the consolidated income statement arising from the derecognition of intangible assets are measured as the difference between net disposal proceeds and the carrying amount of the intangible asset. The method and useful lives of finite life intangible assets are reviewed annually. Changes in the expected pattern of consumption or useful life are accounted for prospectively by changing the amortisation method or period.

Goodwill

Goodwill arises on the acquisition of a business. Goodwill is not amortised. Instead, goodwill is tested annually for impairment, or more frequently if events or changes in circumstances indicate that the goodwill might be impaired and is carried at cost less accumulated impairment losses. Impairment losses on goodwill are recognised through the consolidated income statement and are not subsequently reversed.

Research and development

Research costs are expensed in the period in which they are incurred. Development costs are capitalised when it is probable that the project will be a success considering its commercial and technical feasibility, the Group is able to use or sell the asset, the Group has sufficient resources to commercialise the asset, intends to complete the development of the asset, and its costs can be measured reliably. Capitalised development costs are amortised when it is available for use in the manner intended by management, on a straight-line basis over the period of their expected benefit.

Patents and trademarks

Significant costs associated with patents and trademarks are deferred and amortised on a straight-line basis over the period of their expected benefit.

Access rights

Access rights acquired as part of a business combination are recognised separately from goodwill. The rights are carried at their fair value at the date of acquisition less accumulated amortisation and impairment losses. Amortisation is calculated based on the timing of projected cash flows of the access rights over their estimated useful lives.

Other Intangibles

Other intangible assets are carried at cost and amortisation is calculated based on their useful life.

16. EXPLORATION AND EVALUATION AND MINE DEVELOPMENT

	Group	
	2023 $M	2022 $M
Non-current		
Exploration and evaluation	984.6	421.7
Mine development - at cost	1,616.2	1,128.4
Less: Accumulated amortisation and impairment	(1,047.9)	(309.9)
	568.3	818.5

Reconciliations

Reconciliations of the written down values at the beginning and end of the current and previous financial year are set out below:

	Exploration and evaluation	Mine development	Total
Group	$M	$M	$M
Balance at 1 July 2021	163.5	562.3	725.8
Additions	289.4	262.5	551.9
Disposals	-	-	-
Reassessment of rehabilitation	-	71.0	71.0
Transfers	(31.2)	29.4	(1.8)
Amortisation expense	-	(106.7)	(106.7)
Balance at 30 June 2022	421.7	818.5	1,240.2
Balance at 1 July 2022	421.7	818.5	1,240.2
Additions	155.7	347.8	503.5
Disposals	(0.4)	-	(0.4)
Reassessment of rehabilitation	-	104.9	104.9
Additions from acquisition of subsidiary	447.9	-	447.9
Transfer in / (out)	(40.3)	40.3	-
Transferred to Held for Sale	-	(5.0)	(5.0)
Impairment of assets	-	(505.2)	(505.2)
Amortisation expense	-	(233.0)	(233.0)
Balance at 30 June 2023	984.6	568.3	1,552.9

Accounting policy for exploration and mine development assets

Exploration and evaluation assets

Exploration and evaluation expenditure in relation to separate areas of interest for which rights of tenure are current is carried forward as an asset in the balance sheet where it is expected that the expenditure will be recovered through the successful development and exploitation of an area of interest, or by its sale; or exploration activities are continuing in an area and activities have not reached a stage which permits a reasonable estimate of the existence or otherwise of economically recoverable ore reserves.

Key judgement: Exploration and evaluation costs

Key judgements are applied in considering costs to be capitalised which includes determining expenditures directly related to these activities and allocating overheads between those that are expensed and capitalised. In addition, costs are capitalised only if expected to be recovered, either through successful development, or sale of the relevant mining interest. Factors that could impact the future commercial production at the mine include the level of ore reserves and mineral resources, future technology changes which could impact the cost of mining, future legal changes, and changes in commodity prices. To the extent that capitalised costs are determined not to be recoverable in the future, the expenditure incurred in relation to the project or an area of interest will be written off in the period in which this determination is made.

Mine development

Development expenditure incurred by or on behalf of the Group is accumulated separately for each area of interest in which mineral resources have been identified. Such expenditure comprises cost directly attributable to the construction of a mine and related infrastructure.

A development property is reclassified as a mining property at the end of the commissioning phase, when the mine is capable of operating in the manner intended by management.

Depreciation is charged using the units-of-production method, with separate calculations being made for each area of interest. The units-of-production basis results in a depreciation charge proportional to the depletion of estimated total ore to be mined. These calculations require the use of estimates and assumptions, including the amount of recoverable reserves and mineral resources and estimates of future capital expenditure. The Group adopts a Run of Mine (ROM) tonnes of ore produced methodology to calculate this depreciation.

Development properties are tested for impairment in accordance with the policy on impairment of assets (note 19).

Key estimate: Ore to be mined

Ore to be mined is an estimate of the amount of product that can be economically and legally extracted from the Group's current mining tenements. The Group estimates its ore to be mined based on information compiled by appropriately qualified persons able to interpret the geological data.

The estimation of ore to be mined is to be based on factors such as estimates of foreign exchange rates, commodity prices, future capital requirements and production costs, along with geological assumptions, mine engineering assumptions and judgements made in estimating the size and grade of the ore body, mine design, ore loss and dilution.

Changes in the ore to be mined estimate may impact on the value of exploration and evaluation assets, mine properties, property plant and equipment, provision for rehabilitation and depreciation and amortisation charges.

Stripping (waste/overburden removal) costs

As part of its mining operations, the Group incurs stripping costs both during the development phase and production phase of its operations.

Development stripping costs arise from the removal of overburden and other mine waste materials removed during the development of a mine site to access the mineral deposit. Costs directly attributable to development stripping activities, inclusive of an allocation of relevant overhead expenditure, are initially capitalised to exploration and evaluation expenditure. Capitalisation of development stripping costs ceases at the time that saleable material begins to be extracted from the mine. On completion of development, all capitalised development stripping included in exploration and evaluations is transferred to mine development.

Production stripping commences at the time that saleable materials begin to be extracted from the mine and, under normal circumstances, continues throughout the life of the mine. Costs of production stripping are charged to the consolidated income statement as operating costs when the ratio of waste material to ore extracted for a "component" of the ore body is expected to be constant throughout its estimated life. A "component" is a specific section of the ore body that is made more accessible by the stripping activity. It will typically be a subset of the larger orebody that is distinguished by a separate useful economic life.

When the ratio of waste to ore is not expected to be constant, production stripping costs are accounted for as follows:

(i) All costs are initially charged to the consolidated income statement and classified as operation costs.
(ii) When the current ratio of waste to ore is greater than the estimated life-of-component strip ratio, a portion of the stripping costs (inclusive of an allocation of relevant overhead expenditure) is capitalised to mine development as a stripping activity asset.
(iii) The amount of production stripping costs capitalised or charged in a financial year is determined so the stripping expense for the financial year reflects the estimated life-of-component strip ratio. The stripping activity asset is amortised on a units-of-production method over the life of the component, unless another method is more appropriate.

Life-of-component strip ratios are based on estimates of ore reserves and mineral resources and the latest approved mine plan; they are a function of the mine design and therefore changes to that design will generally result in changes to the ratios. Changes to the estimated life-of-mine ratio are accounted for prospectively from the date of the change.

Capitalised borrowing costs

The amount of borrowing costs capitalised during FY23 was $35.5 million (30 June 2022: nil). The rate used to determine the amount of borrowing costs eligible for capitalisation was 8.50 per cent, which is the weighted average interest rate of total borrowings.

17. ASSETS HELD FOR SALE

On 23 February 2023, MinRes announced that it had entered into a binding agreement with Albemarle Corporation (Albemarle) for a change in ownership structure of their interests in the Wodgina lithium mine and Kemerton hydroxide plant. The agreement included an ownership change for Wodgina to 50/50 (previously 60/40) and the Kemerton hydroxide plant to 85/15 (from 60/40). Further on 20 July 2023, MinRes announced it had amended the terms of the transaction with Albemarle. The amended agreement included an ownership change of the remaining interest in the Kemerton hydroxide plant, resulting in Albemarle taking full ownership of Kemerton. As the sale is expected to be completed within 12 months, the net amount of the assets being sold (disposal group) has been classified as an asset held for sale. The Kemerton disposal group is not presented as a discontinued operation in the Consolidated Statement of Comprehensive Income as it does not meet the definition of a "discontinued operation" under the Accounting Standards.

The Group has conducted an impairment assessment immediately before its classification as an asset held for sale and no impairment loss was recognised.

The major categories of assets and liabilities within the disposal group are as follows:

	Group	
	2023 $M	2022 $M
Assets		
Trade and other receivables	229.9	-
Property, plant and equipment	457.9	-
Inventories	87.4	-
Total assets	775.2	-
Liabilities		
Trade and other payables	15.9	-
Accruals	5.5	-
Lease liability	0.7	-
Rehabilitation provision	5.1	-
Total liabilities	27.2	-
Net assets held for sale	748.0	-

Recognition and Measurement

The Group classified non-current assets and disposal groups as held for sale if their carrying amount will be recovered principally through a sale transaction rather than through continuing use. Non-current assets and disposal groups classified as held for sale are measured at the lower of their carrying amount and fair value less cost to sell/costs of disposal.

Under the Accounting Standards, a "held for sale" classification is met only when the sale is highly probable and the asset or disposal group is available for immediate sale in its present condition. Action required to complete the sale should indicate that it is unlikely that significant changes to the sale will be made, or that the decision to sell will be withdrawn. Management must be committed to the plan to sell the asset, and the sale expected to be completed within one year from the date of classification.

Property, plant and equipment and intangible assets are not depreciated or amortised once classified as held for sale. Assets and liabilities classified as held for sale are presented separately as current items in the consolidated balance sheet.

18. ACQUISITION OF NORWEST ENERGY NL

On 16 December 2022, MinRes announced an off-market takeover bid for Norwest Energy NL (Norwest) and on 24 January 2023, reached an agreement on the consideration with the Directors, being one MinRes share for every 1,300 Norwest shares. MinRes acquired additional interest and gained control of Norwest on 16 February 2023, with an interest of 53.8 per cent. On 2 June 2023, MinRes completed the acquisition of 100 per cent of the shares of Norwest.

Assets acquired and liabilities assumed

The fair values of the identifiable assets and liabilities as at the date of the acquisition are:

	Group Fair value recognised on acquisition $M
Assets	
Cash and Cash Equivalents	14.9
Property, Plant and Equipment	0.2
Exploration and Evaluation	447.9
Other assets	0.3
Total Assets	463.3
Liabilities	
Trade and other payables	4.0
Total liabilities	4.0
Net assets	459.3
Consideration	
Fair value of Mineral Resources Limited Shares	459.3

Transaction costs of $10.0 million have been capitalised to Exploration and Evaluation.

Recognition and Measurement

The Group's interest in Norwest Energy NL was previously held as an investment in associate and measured through the equity accounting method. Upon obtaining control of Norwest Energy NL the previously held interest was remeasured at fair value. The remeasurement of the initial 19.9 per cent interest in Norwest Energy NL resulted in a gain on remeasurement of equity accounted investment of $69.0 million, recognised in the consolidated income statement.

Key judgements and estimates: Acquisition of Norwest

Judgement was required to determine if the transaction was the acquisition of an asset or a business combination. Norwest Energy NL was in the exploration phase, with few central services employees. A substantive process that had the ability to convert inputs to outputs was not present. The transaction was therefore treated as an asset acquisition.

19. IMPAIRMENT OF NON-FINANCIAL ASSETS

		Property, plant and equipment	Mine properties	Total
		$M	$M	$M
Cash generating unit	*Segment*			
Yilgarn	Iron Ore	130.0	314.5	444.5
Utah Point	Iron Ore	152.0	190.7	342.7
		282.0	505.2	787.2

Impairment of Yilgarn

An indicator for impairment was identified due to a re-estimation of ore that is available to be mined at current forecast consensus prices and increased operating costs. MinRes determined the recoverable amount of the cash generating unit (CGU) as $152.4 million and, accordingly, the Group recognised a pre-tax impairment expense of $444.5 million.

Impairment of Utah Point

An indicator for impairment was identified due to a re-estimation of ore that is available to be mined at current forecast consensus prices and increased operating costs. MinRes determined the recoverable amount of the CGU as $163.5 million and, accordingly, the Group recognised a pre-tax impairment expense of $342.7 million.

Recognition and measurement

Impairment testing is performed for all non-financial assets (excluding indefinite life intangibles and goodwill) where there is an indication that an asset may be impaired. Indefinite life intangibles and goodwill are tested for impairment at least annually. If an asset does not generate independent cash inflows and its value in use cannot be estimated to be close to its fair value, the asset is tested for impairment as part of the CGU to which it belongs. The CGU is the smallest identifiable group of assets that generates cash inflows that are largely independent of the cash inflows from other assets or groups of assets. The Group CGUs are comprised of Wodgina Lithium, Mount Marion Lithium, Yilgarn Iron Ore, Utah Point Iron Ore and various individual assets within the Mining Services Pillar.

If the carrying amount of the CGU exceeds its recoverable amount, the CGU is written down to its recoverable amount (impaired) and an impairment loss is charged to the consolidated income statement. The carrying amount in the balance sheet is likewise reduced to its recoverable amount. There were no reversals of impairment in the current or prior financial year.

How recoverable amount is calculated

The recoverable amount of each CGU is determined based on the higher of an asset's fair value less cost of disposal (FVLCD) and its value in use (VIU).

FVLCD is an estimate of the amount that a market participant would pay for an asset or CGU, less the cost of disposal. In determining FVLCD of ore reserves and mineral resources, recent market transactions (where available) are taken into account. If no such transactions can be identified, an appropriate valuation model is used. These calculations are corroborated by valuation multiples, quoted share prices for publicly traded companies, or other available fair value indicators. For mine properties and exploration and evaluation assets, FVLCD is determined using independent market inputs to calculate the present value of the estimated future post-tax cash flows expected to arise from the continued use of the asset, including the anticipated cash flow effects of any capital expenditure to enhance production or reduce cost, and its cost of disposal.

VIU is determined as the present value of the estimated future cash flows expected to arise from the continued operation of the asset in its current form and includes cost associated with its closure. VIU is determined by applying assumptions specific to the Group’s continued use and does not take into account future development.

Key assumptions used to determine recoverable amount

The table below summarises the key assumptions used in the carrying value assessment:

	Yilgarn	Utah Point
Average 62% Fe Iron Ore (CFR China US$/dmt)	91.06	87.15
Average A$:US$ foreign exchange rate	0.6876	0.6940
Ore to be mined (wmt)[1]	10.4	57.7
All-in cash cost (AU$/wmt)[2]	99.93	91.31

[1] Ore to be mined is derived from regularised resource model conversion and the application of tonnage and grade modifying factors. Final outcomes and economic limits are defined through a value maximising pit optimisation and strategic mine planning process.

[2] All-in cash cost per tonne is calculated on a stand-alone CGU basis and therefore, will not align to reported guidance.

Sensitivity Analysis

It is estimated that reasonably possible changes in the key assumptions underpinning the recoverable amounts, in isolation, would not result in an increase or decrease to the impairment expense recognised for the Yilgarn and Utah Point CGUs.

Key judgements and estimates: Impairment of non-financial assets

Judgements

Determination of CGUs

Judgement is applied to identify the Group's CGUs, particularly when assets belong to integrated operations. A key judgement was applied in identifying Wonmunna and Iron Valley mining operation as a single CGU (Utah Point hub) and Koolyanobbing, Carina, Parker Range and Windarling (Yilgarn hub) as a single CGU. As a result, shared facilities and blending of ore stock these hubs generate cash flows as integrated operations.

Climate change

The transition to a low carbon economy and the achievement of net zero carbon emissions can impact asset performance. The demand for the Group's commodities may decrease as a result of policy, regulatory, technology, legal and market changes and societal responses to climate change. Due to the short remaining life-of-mine of the Yilgarn and Utah point CGUs, climate change and net zero carbon emissions targets are not anticipated to have a significant impact on the projects and their expected cash flows.

Estimates

The future recoverability of capitalised mine properties and plant and equipment is dependent on a number of key factors including iron ore price assumptions, the level of proved and probable reserves and measured, indicated and inferred mineral resources, cash outflows including production forecasts, operating costs and capital requirements, based on the CGU latest life of mine plans.

Determination of Ore to be mined

The determination of ore to be mined impacts the accounting for asset carrying values, depreciation and amortisation rates, deferred stripping costs and provisions for decommissioning and restoration. There are numerous uncertainties inherent in estimating ore to be mined and assumptions that are valid at the time of estimation which may change significantly when new information becomes available. Changes in the forecast prices of commodities, exchange rates, production costs or recovery rates may change the economic status of ore to be mined.

Foreign exchange rates

Foreign exchange rates are estimated with reference to external market forecasts based on a broker consensus view.

Iron ore prices

Iron ore prices are estimated with reference to external market forecasts based on a broker consensus view.

Operating and capital costs

Life-of-mine operating and capital cost assumptions are based on life-of-mine budget.

Previously recognised impairment - FY22

In the previous financial year, an impairment expense of $15.0 million represented the write-down of intangible assets.

20. TRADE AND OTHER PAYABLES

	Group	
	2023 $M	2022 $M
Current liabilities		
Trade payables and accruals	861.3	575.6
Unearned revenue (note 4)	30.2	47.5
	891.5	623.1
Non-Current liabilities		
Trade payables and accruals	0.3	-
Unearned revenue	64.2	-
	64.5	-

Refer to note 26 for further information on financial instruments.

21. BORROWINGS

	Group	
	2023 $M	2022 $M
Current		
Other borrowings	-	14.2
Lease liability	94.9	115.0
	94.9	129.2
Non-current		
Senior unsecured notes (i - iii)	2,941.2	2,830.6
Less: capitalised transaction costs	(23.8)	(29.1)
Lease liability	221.8	195.0
	3,139.2	2,996.5

(i) US$700 million senior unsecured notes offering due 2027, at an interest rate of 8.125 per cent per annum.
(ii) US$625 million senior unsecured notes offering due 2027, at an interest rate of 8.000 per cent per annum.
(iii) US$625 million senior unsecured notes offering due 2030, at an interest rate of 8.500 per cent per annum.

Refer to note 26 for further information on financial instruments.

Accounting policy for borrowing

Loans and borrowings

Loans and borrowings are initially recognised at the fair value of the consideration received, net of transaction costs. They are subsequently measured at amortised cost using the effective interest method.

Where there is an unconditional right to defer settlement of the liability for at least 12 months after the reporting date, the loans or borrowings are classified as non-current.

Lease liability

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Group's incremental borrowing rate. Lease payments are comprised of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of use asset, or to the consolidated income statement if the carrying amount of the right-of-use asset is fully written down.

The lease liabilities are effectively secured against the right-of-use assets, and revert to the lessor in the event of default.

The group applies the short-term lease recognition exemption allowed under the Accounting Standards to leases with a term of less than 12 months from commencement date. The group also applies the low-value assets recognition exemption to leases that are considered to be low value. Lease payments for short-term and low-value leases are expensed on a straight-line basis over the lease term.

22. EMPLOYEE BENEFITS

	Group	
	2023 $M	2022 $M
Current		
Employee benefits	114.4	82.0
Non-current		
Employee benefits	4.4	-

Accounting policy for employee benefits

Provision is made for employee benefits accumulated for employees who have rendered services up to the end of the reporting period. These benefits include wages and salaries, non-monetary benefits, annual leave and long service leave. These liabilities are expected to be settled wholly within 12 months of the reporting date and are measured at the amounts expected to be paid.

The current provision includes amounts for vested long service leave for which the Group does not have an unconditional right to defer settlement, regardless of when the actual settlement is expected to occur. However, based on past experience, the Group does not expect all employees to take the full amount of accrued leave or require payment within the next 12 months.

23. PROVISIONS

	Group	
	2023 $M	2022 $M
Current		
Project closure	16.2	7.1
Site rehabilitation	55.8	43.2
Other	0.4	0.6
	72.4	50.9
Non-current		
Project closure	15.9	11.3
Site rehabilitation	296.5	204.5
Other	3.5	-
	315.9	215.8

Movements in provisions

Movements in each class of provision during the current financial year, other than employee benefits, are set out below:

	Project closure	Site rehabilitation	Other	Total
Group - 2023	$M	$M	$M	$M
Carrying amount at the start of the year	18.4	247.7	0.6	266.7
Additional provisions recognised	17.2	108.9	-	126.1
Amounts used	-	(6.4)	-	(6.4)
Unused provisions reversed	-	-	(0.2)	(0.2)
Unwind of discount	-	7.2	-	7.2
Reclassification from Project Closure to other	(3.5)	-	3.5	-
Reclassification to liabilities associated with assets held for sale	-	(5.1)	-	(5.1)
Carrying amount at the end of the year	32.1	352.3	3.9	388.3

Accounting policy for provisions

Provisions are recognised when the Group has a present (legal or constructive) obligation as a result of a past event, it is probable the Group will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting date, taking into account the risks and uncertainties surrounding the obligation. If the time value of money is material, provisions are discounted using a current pre-tax rate specific to the liability. The increase in the provision resulting from the passage of time is recognised as a finance cost.

Key estimate: Site rehabilitation provisions

In accordance with the Group's legal requirements, provision is made for the anticipated costs of future restoration and rehabilitation of areas from which natural resources have been extracted. The provision includes costs associated with dismantling of assets, reclamation, plant closure, waste site closure, monitoring, demolition and decontamination are recognised at the time that environmental disturbance occurs. The Group considers the impact of climate change as part of the project closure process, including in relation to the potential impact on remediation of environmental damage, and the potential for increasing costs due to climate-related legislation becoming more onerous in the future.

Rehabilitation provisions are initially measured at the expected value of future cash flows require to rehabilitate the relevant site, discounted to their present value using Australian government bond market yields that match, as closely as possible, the timing of the estimated future cash outflows. Recognition and measurement of rehabilitation provision requires the use of significant estimates, including but not limited to applicable discount rates, timing of cash flows, closure of operations and costs associated with rehabilitation activities.

Key estimates used fall into the following ranges:

- Inflation rate: 3.0 per cent as of 30 June 2023 (2022: 2.5 per cent)
- Discount rate: Ranging from 3.99 per cent - 4.46 per cent as of 30 June 2023 (2022: 2.73 per cent - 3.74 per cent)
- Period of discounting applied in line with life of mine ranging from 1-37 years (2022: 1-38 years)

Each reporting period the impact of unwinding of the discount is recognised in the income statement as a financing cost. The liability is remeasured to account for any new disturbance, updated cost estimates, inflation and revised discount rates. Changes to the provision are added to or deducted from the related rehabilitation asset and amortised accordingly. The restoration provision is separated into current (i.e estimated costs that are expected to arise within 12 months) and non-current (estimated costs that are expected to arise within 12 months) components based on the expected timing of these cash flows.

Key estimate: Project closure

At the completion of some projects, the Group has a liability for redundancy and the cost of relocating crushing and other mobile plant. An assessment is undertaken on the probability that such expenses will be incurred in the normal course of business for contracting services and is provided for in the financial statements.

24. ISSUED CAPITAL

	Group			
	2023 Shares	2022 Shares	2023 $M	2022 $M
Ordinary shares	194,480,644	189,201,267	969.4	558.3
Less: Treasury shares (Employee Share Plans)	(1,494,631)	(1,091,931)	(82.5)	(53.8)
	192,986,013	188,109,336	886.9	504.5

Movements in issued capital

Details	Ordinary shares Number	Less: Treasury shares Number	Total Number
Balance at 30 June 2021	188,735,982	(534,582)	188,201,400
Shares issued under Dividend Reinvestment Plan	114,229	-	114,229
Purchase of shares under employee share plans	-	(396,784)	(396,784)
Employee share awards issued	351,056	(160,565)	190,491
Balance at 30 June 2022	189,201,267	(1,091,931)	188,109,336
Shares issued under Dividend Reinvestment Plan	269,826	-	269,826
Purchase of shares under employee share plans	-	(47,263)	(47,263)
Shares issued under employee share plans[1]	690,243	(690,243)	-
Employee shares vested	-	334,806	334,806
Shares issued under the acquisition of Norwest Energy NL	4,319,308	-	4,319,308
Balance at 30 June 2023	194,480,644	(1,494,631)	192,986,013

[1] From FY23 onwards, shares issued under employee share plans are made through newly issued share capital. In previous financial years, shares issued under employee share plans and the portion of Non-Executive Directors fees were acquired through on-market purchases

Details	Ordinary shares $M	Less: Treasury shares $M	Total $M
Balance at 1 July 2021	535.9	(21.4)	514.5
Shares issued under Dividend Reinvestment Plan	5.9	-	5.9
Purchase of shares under employee share plans	-	(19.4)	(19.4)
Employee share awards issued	16.5	(13.0)	3.5
Balance at 30 June 2022	558.3	(53.8)	504.5
Shares issued under Dividend Reinvestment Plan	19.0	-	19.0
Purchase of shares under employee share plans	-	(2.8)	(2.8)
Shares issued under employee share plans	43.2	(43.2)	-
Employee shares vested	(10.9)	17.3	6.4
Shares issued under the acquisition of Norwest Energy NL	359.8	-	359.8
Balance at 30 June 2023	969.4	(82.5)	886.9

Every member present at a meeting in person or by proxy has one vote and upon a poll each share shall have one vote.

Incremental costs directly attributable to the issue of new shares are shown in equity as a deduction, net of tax, from the proceeds.

Treasury shares

Movements in treasury shares represent acquisition of the Company's shares on market and, from FY23, by way of issue of shares, which are anticipated to be allocated to the Company's employees (other than Non-Executive Directors) from the vesting of awards and exercise of rights under the employee share-based payment plans. Shares, required to settle the portion of Directors Fees payable via the allocation of Company shares, continue to be purchased on market. Following approval by shareholders at the annual general meeting held in November 2022, shares required to settle the Managing Director's entitlements for FY23 and FY24 under the various incentive plans to the Managing Director has a current anticipated entitlement, were (for FY23) and will be (for FY24) acquired via a fresh issue of shares. Approval for the issue of shares for this purpose for FY25 will be sought again at the 2023 annual general meeting, and prospectively at each annual general meeting going forward.

25. DIVIDENDS

	2023		2022	
	Dividend per share Cents	Total $M	Dividend per share Cents	Total $M
Declared during the year				
Final franked dividend for the year ended 30 June 2022 (2022: 30 June 2021)	100.00	188.3	175.00	329.0
Interim franked dividend for the year ended 30 June 2023 (2022: 30 June 2022)	120.00	229.7	-	-
	220.00	418.0	175.00	329.0
Declared since the end of the financial year				
Final franked dividend for the year ended 30 June 2023 (2022: 30 June 2022)	70.00	135.1	100.00	188.3

	Group	
	2023 $M	2022 $M
Franking credits available for subsequent financial years based on a tax rate of 30%	900.2	809.7

The above amounts represent the balance of the franking account as at the end of the financial year, adjusted for franking credits that will arise from the payment of the amount of the provision for income tax at the reporting date.

26. FINANCIAL INSTRUMENTS

(a) Capital risk management

The Group's objective when managing capital is to safeguards its ability to continue as a going concern so that it can provide returns for shareholders and benefits for other stakeholders, while maintaining an optimum capital structure to reduce the cost of capital.

In order to maintain or adjust the capital structure, the Group may adjust the amount of dividends paid to shareholders, return capital to shareholders, issue new shares or sell assets to reduce debt.

The Group may look to raise capital when an opportunity to invest in a business or company is seen as value adding relative to the current share price at the time of the investment. The Group is actively pursuing additional investments in the short term as it continues to integrate and grow its existing businesses in order to maximise operating synergies and/or meet its strategic objectives.

The Group is subject to certain financing arrangement covenants. Meeting the requirements of these covenants is given priority in all capital risk management decisions. There have been no events of default on financing arrangement covenants during the financial year (and none in the prior year).

The capital risk management policy is unchanged from the prior year. Gearing ratio at the reporting date is as follows:

	Group	
	2023 $M	2022 $M
Current liabilities - borrowings (note 21)	94.9	129.2
Non-current liabilities - borrowings (note 21)	3,139.2	2,996.5
Total borrowings	3,234.1	3,125.7
Current assets - cash and cash equivalents (note 9)	(1,379.1)	(2,428.2)
Debt, net of cash and cash equivalents	1,855.0	697.5
Total equity	3,521.8	3,271.1
Total capital	5,376.8	3,968.6
Gearing ratio	35%	18%

(b) Financial risk management objectives

The Group's activities expose it to a variety of financial risks such as market risk (including foreign currency risk, price risk and interest rate risk) credit risk and liquidity risk. The Group's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Group. The Group uses derivative financial instruments such as forward foreign exchange contracts to hedge certain risk exposures.

Derivatives are exclusively used for hedging purposes, i.e not as trading or other speculative instruments. The Group uses different methods to measure different types of risk to which it is exposed these methods include sensitivity analysis in the case of interest rates, foreign exchange and other price risks, ageing analysis for credit risk and beta analysis in respect of investment portfolios to determine market risk.

Risk management is carried out by senior finance executives (Finance) under policies approved by the Board of Directors ('the Board'). These policies include identification and analysis of the risk exposure of the Group and appropriate procedures, controls and risk limits (refer section the Risk Management section of the Report on Operations on page 20). Finance identifies, evaluates and hedges financial risks within the Group's operating units. Finance reports relevant matters to the Board/Board Committees via various reports on at least a quarterly basis.

(c) Market risk

Foreign currency risk

The Group undertakes transactions denominated in foreign currency and is exposed to foreign currency risk through foreign exchange rate fluctuations.

Foreign exchange risk arises from future commercial transactions and recognised financial assets and financial liabilities denominated in a currency that is not the entity's Functional Currency. The risk is measured using sensitivity analysis and cash flow forecasting.

The Group enters into forward exchange contracts to buy and sell specified amounts of foreign currencies in the future at stipulated exchange rates. The objective in entering the forward exchange contracts is to protect the Group against unfavourable exchange rate movements for both the contracted and anticipated capital expenditure undertaken in foreign currencies. Certain of these foreign exchange forward contracts are designated as hedging instruments.

The carrying amount of the Group's foreign currency denominated financial assets and financial liabilities at the reporting date were as follows:

	Assets		Liabilities	
Group	2023 $M	2022 $M	2023 $M	2022 $M
USD denominated	825.0	758.0	2,853.6	2,887.8

The following table demonstrates the sensitivity of these foreign currency denominated financial assets and financial liabilities to a weakening/strengthening in the Australian dollar, with all other variables held constant. The impact on the Group's profit before tax is due to changes in the fair valuel of monetary assets and liabilities including non-designated foreign currency derivatives. The impact on the Group's pre-tax equity is due to changes in the fair value of forward exchange contracts designated as cash flow hedges.

		2023		2022	
	AUD strengthened /(weakened)%	Profit before tax/(lower) $M	Equity higher/(lower) $M	Profit before tax/(lower) $M	Equity higher/(lower) $M
USD denominated	5%	96.6	96.6	101.4	101.2
USD denominated	-5%	(106.8)	(106.8)	(112.1)	(111.9)

Commodity price risk

The table below summarises the impact on profit before tax for changes in commodity prices on the fair value of derivative financial instruments and trade receivables (subject to provisional pricing).

		2023		2022	
	Change in price %	Profit before tax/(lower) $M	Equity higher/(lower) $M	Profit before tax/(lower) $M	Equity higher/(lower) $M
Iron Ore	+/- 10%	33.2	(33.2)	48.4	(48.4)
Lithium Spodumene	+/- 10%	-	-	-	-
Lithium Hydroxide	+/- 10%	-	-	22.3	(22.3)

Equity price risk

The Group's investments in listed equity securities are susceptible to market price risk arising from uncertainties relating to future values of the investments' securities. The Board reviews and approves all material equity investment decisions.

At the reporting date, the Group's exposure to listed equity securities at fair value was $205.7 million (2022: $58.0 million). A decrease of 10 per cent (2022: 10 per cent) on the share prices could have an impact of approximately $20.5 million (2022: $5.8 million) on the net profit or loss before tax attributable to the Group.

Interest rate risk

The Group's exposure to the risk of changes in market interest rates relates primarily to the Group's financial instruments that have variable interest rates. As at the reporting date, the Group is exposed to interest rate risk on its variable rate financial instruments as follows:

	2023		2022	
Group	Weighted average interest rate %	Balance $M	Weighted average interest rate %	Balance %M
Cash at bank and on hand	4.22%	1,375.1	0.07%	1,701.3
Net exposure to cash flow interest rate risk		1,375.1		1,701.3

An analysis by remaining contractual maturities is shown in 'liquidity risk' note 26(e) below. The Group has considered sensitivity relating to exposure to interest rate risk at reporting date. An increase/decrease in interest rate of 100 (2022: 100) basis points would have a favourable/adverse effect on the profit before tax of $13.8 million (2022: $17.0 million) per annum.

(d) Credit risk

Nature of the risk

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the Group. The Group's exposure to financial position credit risk relates to the carrying amounts of its financial assets; primarily from customer receivables from operating activities and deposits with financial instruments from financing activities.

Credit risk management: trade receivables and contract assets

The Group has adopted a lifetime expected loss allowance in estimating expected credit losses to trade receivables through the use of a provisions matrix using fixed rates of credit loss provisioning. These provisions are considered across all customers of the Group based on recent sales experience, historical collection rates and available forward-looking information.

The Group has a strict policy for extending credit to customers, including obtaining credit agency information, confirming references and setting appropriate credit limits. The Group obtains guarantees, and arranges credit insurance where appropriate, to mitigate credit risk, and obtains letters of credit to mitigate credit risk for commodity sales. The maximum exposure to credit risk at the reporting date to trade receivables and contract assets is the carrying amount, net of any allowances for credit losses, as disclosed in the balance sheet and notes to the financial statements. The Group does not hold any collateral (such as listed or unlisted shares) as security for credit risk.

Generally, trade receivables are written off when there is no reasonable expectation of recovery. Indicators of this include the failure of a debtor to engage in a repayment plan, inability to respond when the Group undertakes enforcement activity and/or a failure to make contractual payments for a period greater than one year.

In monitoring customer credit risk, customers are grouped according to their credit characteristics and counterparty credit risk type, including whether they arise from commodity sales, crushing and processing services or construction contracts, and the existence of previous financial difficulties. The Group's exposure to credit risk for trade receivables and contract assets by counterparty type as at the reporting date was as follows:

	Group	
	2023 $M	2022 $M
Commodity sale customers	447.8	413.6
Crushing and processing services customers	94.0	91.3
Other mining services	14.1	13.2
Other	101.9	98.1
	657.8	616.2

The Group uses an allowance matrix to measure the ECLs of trade receivables based on shared credit risk characteristics and days past due. At 30 June 2023, the Group had $94.0 million (2022: $55.8 million) of trade receivables past due.

These past due receivables substantially relate to customers for whom there is no history of default. On this basis, the resulting allowance for credit losses on trade receivables is low; refer to note 10.

At 30 June 2023, the carrying amount of receivables and contract assets for the Group's five major customers (iron ore and lithium commodity sale customers) (2022: four commodity sale customers) totaled $257.7 million (2022: $462.9 million).

The Group has no customers who are credit-impaired at the reporting date.

Credit risk management: cash deposits and derivatives

The credit risk on liquid funds and derivative financial instruments is limited, as the counterparties are Australian/major international banks with high credit ratings, as assigned by international credit rating agencies.

Credit risk management: loan receivables and other financial assets

Lending to external parties may be provided; secured by acceptable collateral as defined in the Group's credit policy and by business unit procedures. The Group restricts its dealings to counterparties that have acceptable credit ratings. Should the rating of a counterparty fall below certain levels, Group policy dictates that approval by the Board is required to maintain the level of the counterparty exposure. Alternatively, management may consider closing out positions with the counterparty or novating open positions to another counterparty with acceptable credit ratings.

Credit risk management: financial guarantees given to banks

There is also exposure to credit risk when the Group provides a guarantee to another party. The Group's maximum exposure in this respect is the maximum amount the Group would have to pay if the guarantee is called upon. Details of contingent liabilities are disclosed in note 27.

(e) Liquidity risk

Vigilant liquidity risk management requires the Group to maintain sufficient liquid assets (mainly cash and cash equivalents) and available borrowing facilities to be able to pay debts as and when they become due and payable.

The Group manages liquidity risk by maintaining adequate cash reserves and available borrowing facilities by continuously monitoring actual and forecast cash flows and matching the maturity profiles of financial assets and liabilities.

Financing arrangements

Unrestricted access was available at the reporting date to the following lines of credit:

	Group	
	2023 $M	2022 $M
Total facilities		
Bank overdraft[3]	4.0	4.0
Loan Facility[1]	400.0	400.0
Senior unsecured notes	2,941.2	2,830.6
Lease liability[2]	316.7	310.0
Bank guarantees	40.0	58.6
	3,701.9	3,603.2
Used at the reporting date		
Bank overdraft[3]	-	-
Loan Facility[1]	-	-
Senior unsecured notes	2,941.2	2,830.6
Lease liability[2]	316.7	310.0
Bank guarantees	32.5	45.2
	3,290.4	3,185.8
Unused at the reporting date		
Bank overdraft[3]	4.0	4.0
Loan Facility[1]	400.0	400.0
Senior unsecured notes	-	-
Lease liability[2]	-	-
Bank guarantees	7.5	13.4
	411.5	417.4

[1] In January 2022, the Loan Facility was changed from a syndicate facility to a club facility. The club facility includes a number of separate facilities under a single common terms deed.

[2] In order to finance the acquisition of various qualifying assets such as mobile mining assets, the Company obtains commitments and funding via hire purchase master leases. The Company's hire purchase lease liabilities are limited by the conditions of both the Loan Facility and senior unsecured notes to the greater of $430 million and 10 per cent of the total assets less cash of the borrower group.

[3] The bank overdraft facilities may be drawn at any time and may be terminated by the bank without notice.

Remaining contractual maturities

The following tables detail the Group's remaining contractual maturity for its financial instrument liabilities. The tables have been drawn up based on the undiscounted cash flows of financial liabilities based on the earliest date on which the financial liabilities are required to be paid. The tables include both interest and principal cash flows disclosed as remaining contractual maturities and therefore these totals may differ from their carrying amount in the balance sheet.

	Weighted average interest rate	1 year or less	Between 1 and 2 years	Between 2 and 5 years	Over 5 years	Remaining contractual maturities
Group - 2023	%	$M	$M	$M	$M	$M
Non-derivatives						
Non-interest bearing						
Trade payables	-	891.5	64.5	-	-	956.0
Interest-bearing - fixed rate						
Senior unsecured notes	8.205%	-	-	1,998.5	942.7	2,941.2
Lease liability	3.349%	110.3	96.7	134.9	14.8	356.7
Total non-derivatives		1,001.8	161.2	2,133.4	957.5	4,253.9

	Weighted average interest rate	1 year or less	Between 1 and 2 years	Between 2 and 5 years	Over 5 years	Remaining contractual maturities
Group - 2022	%	$M	$M	$M	$M	$M
Non-derivatives						
Non-interest bearing						
Trade payables	-	623.1	-	-	-	623.1
Interest-bearing - fixed rate						
Senior unsecured notes	8.205%	-	-	1,016.1	1,814.5	2,830.6
Lease liability	3.349%	115.0	75.3	105.8	13.9	310.0
Other	0.850%	1.6	-	-	-	1.6
Total non-derivatives		739.7	75.3	1,121.9	1,828.4	3,765.3

The cash flows in the maturity analysis above are not expected to occur significantly earlier than contractually disclosed above.

(f) Fair value of financial instruments

Fair value hierarchy

The following tables detail the Group's assets and liabilities, measured or disclosed at fair value, using a three-level hierarchy, based on the lowest level of input that is significant to the entire fair value measurement, being:

- Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at the measurement date
- Level 2: Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly
- Level 3: Unobservable inputs for the asset or liability

Group - 2023	Level 1 $M	Level 2 $M	Level 3 $M	Total $M
Assets				
Trade and other receivables at fair value	-	87.6	-	87.6
Financial assets held at fair value through profit or loss: - Shares in listed corporations	205.7	-	-	205.7
Other assets: Commodity option contracts	-	0.6	-	0.6
Total assets	205.7	88.2	-	293.9
Liabilities				
Other liabilities: Foreign exchange forward contracts in cash flow hedges	-	(0.9)	-	(0.9)
Total liabilities	-	(0.9)	-	(0.9)

Group - 2022	Level 1 $M	Level 2 $M	Level 3 $M	Total $M
Assets				
Trade and other receivables at fair value	-	168.1	-	168.1
Financial assets held at fair value through profit or loss: - Shares in listed corporations	58.0	-	-	58.0
Foreign exchange forward contracts in cash flow hedges	-	4.4	-	4.4
Total assets	58.0	172.5	-	230.5
Liabilities				
Total liabilities	-	-	-	-

The Group's financial instruments were primarily valued using market observable inputs (Level 2), with the exception of financial assets held at fair value through profit or loss (Level 1).

For financial instruments that are carried at fair value on a recurring basis, the Group determines whether transfers have occurred between levels in the hierarchy by reassessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period. There were no transfers between levels during the year.

The carrying amounts of trade and other receivables and trade and other payables are assumed to approximate their fair values to their short-term nature.

Accounting policy for fair value measurement

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place: either in the principal market, or in the absence of a principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

Assets and liabilities measured at fair value are classified into three levels, using a fair value hierarchy that reflects the significance of the inputs used in making the measurements. Classifications are reviewed at each reporting date and transfers between levels are determined based on a reassessment of the lowest level of input that is significant to the fair value measurement.

For recurring and non-recurring fair value measurements, external valuers may be used when internal expertise is either not available or when the valuation is deemed to be significant. External valuers are selected based on market knowledge and reputation. Where there is a significant change in fair value of an asset or liability from one period to another, an analysis is undertaken, which includes a verification of the major inputs applied in the latest valuation and a comparison, where applicable, with external data.

27. CONTINGENT LIABILITIES

Legal claim contingency

(a) Subiaco lease for corporate headquarters

In July 2020, the Group terminated the lease agreement for a corporate headquarters in Subiaco. The parties have since been in dispute over the validity of the termination. Both parties have alleged that they have incurred damages in connection with the disputed lease and the termination.

The status of the dispute is still preliminary and any potential award of damages against the Group is only possible, not probable. Accordingly, no additional provision for liability has been made in these financial statements.

(b) Validity of Wonmunna mining leases

Fortescue Metals Group (ASX: FMG) (FMG) commenced legal proceedings against the Minister for Mines and Petroleum, the DMIRS Registrar and Wonmunna Iron Ore Pty Ltd (a MinRes subsidiary), seeking declarations that the Wonmunna mining leases (M47/1423, M47/1424, M47/1425) are invalid. In its claim, FMG alleges that the Minister did not have jurisdiction to grant the mining leases in 2012 as the applications for the mining leases in 2008 were not accompanied by mineralisation reports. Wonmunna Iron Ore Pty Ltd denies these claims and is defending the action.

The status of the matter is still preliminary and legal costs or potential claims are only possible, not probable. Accordingly, no provision for liability has been made in these financial statements.

(c) Claim for introduction of Mount Marion Lithium Pty Ltd offtake partner and equity partner

MML is a joint operation in which the Group has a 50 per cent interest. During the prior period, an individual and a related company (the Claimants) lodged a claim in the Supreme Court against MML's previous equity owners Neometals Limited (ASX: NMT) (Neometals) and MML (as a second defendant). The Claimants allege that agreements were reached in 2009 and 2015 which obliged Neometals to pay fees to one of the Claimants for having introduced Neometals to MML's offtake partner and for introducing an equity partner. The Claimants allege that MML is also liable to pay the fee relating to the introduction of the offtake partner.

Based on the information provided by the Claimants to date, the Directors consider that it is not probable that material damages will be awarded against MML in respect of the claim. Accordingly, no provision for liability has been made in these financial statements.

(d) Contingent consideration and royalties

In September 2021, the Group acquired a 40 per cent participating interest in the Red Hill Iron Ore Joint Venture (RHIOJV) from Red Hill Minerals Limited (formerly Red Hill Iron Limited) (Red Hill). As part of the consideration paid for that participating interest, an amount of $200 million is payable to Red Hill when the first commercial shipment of iron ore extracted from the RHIOJV tenements departs a port in Western Australia (Port). In addition, there will be a royalty payable to Red Hill on all iron ore extracted from the RHIOJV tenements and transported through a Port.

The Directors consider it appropriate for the $200 million to be recorded only when the first shipment of iron ore extracted from the RHIOJV tenements departs Port, with the Group's share of all royalties payable on future shipments of iron ore extracted from the RHIOJV tenements to be recorded as and when those shipments occur.

(e) Other royalties

Other royalties are payable to government and non-government parties and are based on production and/or future product sales.

There have been no other material changes or new contingent liabilities since the last annual report.

Bank guarantees

The Group has provided guarantee to third parties in relation to performance of contracts and against warranty obligations for a defects liability period after completion of the work. Defects liability periods are usually from 12 to 18 months duration. Bank guarantees are issued as security for these obligations.

	Group	
	2023 $M	2022 $M
Bank guarantee facility	40.0	40.0
Amount utilised	(32.5)	(28.9)
Unused facility	7.5	11.1
Cash-backed guarantee facility	-	18.6
Amount utilised	-	(16.3)
Unused facility	-	2.3

28. COMMITMENTS

	Group	
	2023 $M	2022 $M
Capital commitments[1]		
Commitments relating to the purchase of property, plant and equipment contracted for at reporting date and not recognised as liabilities, payable:		
- Within one year	1,124.1	433.7
- Later than one year but no later than five years	226.9	94.0
- Later than five years	4.5	-
Total capital commitment	1,355.5	527.7
Lease commitments		
Committed at the reporting date and recognised as liabilities, payable:		
Within one year	110.3	123.2
One to five years	231.6	193.7
More than five years	14.8	16.1
Total lease commitment	356.7	333.0
Less: Future finance charges	(40.0)	(23.0)
Net commitment recognised as liabilities	316.7	310.0

[1] Capital commitment as at 30 June 2023 predominantly relates to construction, fleet and Marine commitments.

29. PARENT ENTITY INFORMATION

Set out below is the supplementary information about the Parent Entity.

Income statement

	Parent	
	2023 $M	2022 $M
Profit after tax	330.7	163.9
Total comprehensive income	330.7	163.9

Balance sheet

	Parent	
	2023 $M	2022 $M
Total current assets	1,169.5	2,063.9
Total assets	5,280.2	6,516.5
Total current liabilities	394.8	277.5
Total liabilities	3,288.3	4,845.1
Net assets	1,991.9	1,671.4
Equity		
Issued capital	886.9	504.5
Reserves	52.2	26.8
Retained profits	1,052.8	1,140.1
Total equity	1,991.9	1,671.4

Guarantees entered into by the Parent Entity in relation to the debts of its subsidiaries

Mineral Resources Limited and certain controlled entities are parties to a Deed of Cross Guarantee.

Contingent liabilities

A contingent liability exists in relation to the Parent entity as at 30 June 2023, regarding a dispute over the termination of a lease agreement for a corporate headquarters in Subiaco. Refer to note 27(a) for further details.

Capital commitments - Property, plant and equipment

The Parent Entity had capital commitments for property, plant and equipment at as 30 June 2023 of $37.7 million (2022: $4.2 million).

Significant accounting policies

The accounting policies of the Parent Entity are consistent with those of the Group, as disclosed in note 1, except for the following:

- Investments in subsidiaries are accounted for at cost, less any impairment, in the Parent Entity
- Investments in associates are accounted for at cost, less any impairment, in the Parent Entity
- Dividends received from subsidiaries are recognised as other income by the Parent Entity

30. INTERESTS IN SUBSIDIARIES

The consolidated financial statements incorporate the assets, liabilities and results of the following subsidiaries and subsidiaries included in the Closed Group, in accordance with the accounting policy described in note 1:

		Ownership Interest	
		2023	2022
Name	Country of incorporation	%	%
Crushing Services International Pty Ltd[1]	Australia	100.00%	100.00%
PIHA Pty Ltd[1]	Australia	100.00%	100.00%
Polaris Metals Pty Ltd[1]	Australia	100.00%	100.00%
Process Minerals International Pty Ltd[1]	Australia	100.00%	100.00%
Auvex Resources Pty Ltd[1]	Australia	100.00%	100.00%
Mineral Resources (Equipment) Pty Ltd[1]	Australia	100.00%	100.00%
MRL Asset Management Pty Ltd[1]	Australia	100.00%	100.00%
MIS.Carbonart Pty Ltd[1]	Australia	100.00%	100.00%
Mineral Resources Transport Pty Ltd[1]	Australia	100.00%	100.00%
Wodgina Lithium Pty Ltd[1]	Australia	100.00%	100.00%
Energy Resources Ltd[1]	New Zealand	100.00%	100.00%
Cattamarra Farms Pty Ltd[2]	Australia	90.00%	90.00%
Yilgarn Iron Pty Ltd[1]	Australia	100.00%	100.00%
Iron Resources Pty Ltd[1,]	Australia	100.00%	100.00%
Kumina Iron Pty Ltd[1]	Australia	100.00%	100.00%
MinRes Health Pty Ltd[1]	Australia	100.00%	100.00%
Bungaroo South Pty Ltd[1]	Australia	100.00%	100.00%
Buckland Minerals Transport Pty Ltd[1]	Australia	100.00%	100.00%
Cape Preston Logistics Pty Ltd[1]	Australia	100.00%	100.00%
Resource Development Group Limited[2]	Australia	65.77%	65.77%
Wonmunna Iron Ore Pty Ltd[1]	Australia	100.00%	100.00%
MinRes Properties Pty Ltd[1]	Australia	100.00%	100.00%
MinRes Marine Pty Ltd[1]	Australia	100.00%	100.00%
Bulk Ore Shuttle Systems Pty Ltd[2,3]	Australia	50.00%	50.00%
Norwest Energy NL[1]	New Zealand	100.00%	19.90%
Onslow Iron Pty Ltd[1]	Australia	100.00%	100.00%
Lithium Resources Operations Pty Ltd[1]	Australia	100.00%	-
G & G Mining Fabrication Pty Ltd[1]	Australia	100.00%	-
Onslow Steel Pty Ltd[1]	Australia	100.00%	100.00%
Westranch Holdings Pty Ltd[1]	Australia	100.00%	19.90%
Vigor Materials Handling Pty Ltd[1]	Australia	100.00%	100.00%
MRL Rail Pty Ltd[1]	Australia	100.00%	100.00%
A.C.N 611 495 268 Pty Ltd[1]	Australia	100.00%	100.00%
A.C.N 611 494 912 Pty Ltd[1]	Australia	100.00%	100.00%
ACN 616 678 249 Pty Ltd[1]	Australia	100.00%	100.00%
ACN 616 677 797 Pty Ltd[1]	Australia	100.00%	100.00%
ACN 616 667 442 Pty Ltd[1]	Australia	100.00%	100.00%
Everthere Pty Ltd[1]	Australia	100.00%	100.00%
Steelpile Pty Ltd[1]	Australia	100.00%	100.00%
PIHA (Water) Pty Ltd[1]	Australia	100.00%	100.00%
Eclipse Minerals Pty Ltd[1]	Australia	100.00%	100.00%
Lithium Minerals Resources Pty Ltd[1]	Australia	100.00%	100.00%

Lithium Resources Australia Pty Ltd[1]	Australia	100.00%	100.00%
ACN 625 973 006 Pty Ltd[1]	Australia	100.00%	100.00%
ACN 629 927 911 Pty Ltd[1]	Australia	100.00%	100.00%
ACN 629 923 753 Pty Ltd[1]	Australia	100.00%	100.00%
Graphite Resources Pty Ltd[1]	Australia	100.00%	100.00%
Bauxite Mineral Resources Pty Ltd[1]	Australia	100.00%	100.00%
Hitec Energy Pty Ltd[1]	Australia	100.00%	100.00%
ACN 632 334 037 Pty Ltd[1]	Australia	100.00%	100.00%
ACN 634 841 811 Pty Ltd[1]	Australia	100.00%	100.00%
ACN 632 334 975 Pty Ltd[1]	Australia	100.00%	100.00%
Mineral Resources Rail Pty Ltd[1]	Australia	100.00%	100.00%
Magnetite Mineral Resources Pty Ltd[1]	Australia	100.00%	100.00%
ACN 641 843 987 Pty Ltd[1]	Australia	100.00%	100.00%
ACN 634 817 244 Pty Ltd[1]	Australia	100.00%	100.00%
Onslow Infraco Pty Ltd[1]	Australia	100.00%	100.00%
Hedland Iron Pty Ltd[1]	Australia	100.00%	100.00%
Ashburton Properties Pty Ltd[1]	Australia	100.00%	100.00%
OIPO Pty Ltd[1]	Australia	100.00%	100.00%
ACN 665 973 964 Pty Ltd[1]	Australia	100.00%	-
ACN 665 974 292 Pty Ltd[1]	Australia	100.00%	-
ACN 665 899 614 Pty Ltd[1]	Australia	100.00%	-
ACN 664 123 291 Pty Ltd[1]	Australia	100.00%	-
ACN 654 242 690 Pty Ltd[1]	Australia	100.00%	100.00%
Lithium Resources Pty Ltd[1]	Australia	100.00%	100.00%
Lithium Resources Investments Pty Ltd[1]	Australia	100.00%	-
Lithium Resources Services Pty Ltd[1]	Australia	100.00%	-
Mt Marion Holdings Pty Ltd[1]	Australia	100.00%	-
Lithium Resources Trading Pty Ltd[1]	Australia	100.00%	-
Mt Marion Lithium Management Pty Ltd[1]	Australia	100.00%	-
ACN 665 883 509 Pty Ltd[1]	Australia	100.00%	-
Wodgina Lithium Project Services Pty Ltd[1]	Australia	100.00%	-
Aggregate Crushing Australia Pty Ltd[2]	Australia	52.62%	52.62%
Australian Garnet Pty Ltd[2]	Australia	65.77%	65.77%
Central Systems Pty Ltd[2]	Australia	65.77%	65.77%
Comcen Pty Ltd[2]	Australia	65.77%	65.77%
Crushing Services Solutions Pty Ltd[2]	Australia	52.62%	52.62%
Flotar Pty Ltd[2]	Australia	90.00%	90.00%
Gulf Conveyor Systems (WA) Pty Ltd[2]	Australia	50.00%	50.00%
LithCo Lithium (Ningbo) Co Ltd	China	100.00%	-
Lithium Resources UK Ltd	United Kingdom	100.00%	-
Lithium Resources US Ltd Co.	United States	100.00%	-
Mt Marion Lithium Pty Ltd	Australia	100.00%	-
Mesa Minerals Limited[2]	Australia	59.40%	59.40%
Mineral Solutions Australia Pty Ltd[2]	Australia	52.62%	52.62%

[1] Company in Closed Group for year-ended 30 June 2023.
[2] Non-fully owned subsidiaries included are not considered to be material to the group.
[3] MinRes consolidates this entity on the basis that it controls Bulk Ore Shuttle Systems Pty Ltd as its single largest shareholder, in addition to representation on the board of directors.

Summarised financial information in relation to each of the Group's subsidiaries with non-controlling interests that are material to the Group before any intra-group eliminations is as follows:

	Group	
	2023 $M	2022 $M
Summarised balance sheet		
Current assets	18.0	23.8
Non-current assets	215.0	154.7
Total assets	233.0	178.5
Current liabilities	26.8	30.7
Non-current liabilities	97.1	52.5
Total liabilities	123.9	83.2
Total equity	109.1	95.3
Attributable to:		
Equity holders of the parent	62.4	51.1
Non-controlling interest	46.7	44.2
Summarised income statement and other comprehensive income		
Revenue	56.2	61.7
Other income	0.2	-
Expenses	(49.2)	(56.5)
Finance income	3.0	(0.1)
Profit before income tax	10.2	5.1
Income tax benefit/(expense)	3.2	(0.9)
Profit after income tax	13.4	4.2
Total comprehensive income	13.4	4.2
Attributable to non-controlling interest	1.0	1.6

31. INTERESTS IN ASSOCIATES

	Group	
	2023 $M	2022 $M
Norwest Energy NL	-	15.9
Aquila Resources Pty Ltd	68.6	86.8
Essential Metals Limited	27.2	-
Other associates[1]	0.5	-
Interest in associates	96.3	102.7

[1] Other associates includes interests in Reed Advanced Materials Pty Ltd and Pilbara Clean Fuels Pty Ltd.

Interests in associates are accounted for using the equity method of accounting. Information relating to associates are set out below:

		Ownership of Interest	
Name	Principal place of business/ Country of incorporation	2023 %	2022 %
Norwest Energy NL[1]	Australia	100.00%[2]	19.90%
Aquila Resources Pty Ltd[2]	Australia	15.00%	15.00%
Essential Metals Limited	Australia	19.55%	-

[1] As at 30 June 2023, Norwest Energy NL was a wholly owned subsidiary.

[2] Aquila Resources Limited is accounted for as an associated company as the Group has significant influence primarily through representation on Aquila Resource Limited's Board of Directors

Summarised financial information relating to Aquila Resources Pty Ltd are as follows:

	Group	
	30 June 2023[1] $M	31 December 2022 $M
Summarised statement of financial position		
Current assets	106.1	119.0
Non-current assets	550.4	544.1
Total assets	656.5	663.1
Current liabilities	116.5	503.2
Non-current liabilities	408.2	28.9
Total liabilities	524.7	532.1
Net assets	131.8	131.0
Summarised statement of profit or loss and other comprehensive income		
Revenue	10.6	14.6
Expenses	(13.1)	(57.7)
Loss before income tax	(2.5)	(43.1)
Income tax benefit/(expense)	1.1	(8.3)
Loss after income tax	(1.4)	(51.4)
Other comprehensive income	2.2	5.9
Total comprehensive income	0.8	(45.5)
Reconciliation of summarised financial information to carrying amount		
Net assets	131.8	131.0
Proportional share of net assets at 15%	19.8	19.7
Share of profit after income tax	0.1	(1.0)
Carrying value attributed to liability assumed on initial interest	48.7	67.1
Closing carrying amount	68.6	85.8
Reconciliation of the consolidated entity's carrying amount		
Opening carrying amount	85.8	86.8
Acquisition of ownership interest	-	-
Settlement of liability	(17.3)	-
Share of profit after income tax[2]	0.1	(1.0)
Closing carrying amount[3]	68.6	85.8

[1] The results for period end 30 June 2023 disclosed are unaudited.

[2] The share in profit represents amounts taken up for the financial year and exclude the extinguishment of provisions which have already been recognised in the carrying value of the investment.

[3] The Group considered impairment indicators in line with AASB 128: *Investments in Associates and Joint Ventures* and assessed that no event has occurred since acquisition. Losses relating to provisions have already been included in the investment carrying value at date of acquisition.

32. INTERESTS IN JOINT OPERATIONS

The Group has recognised its share of jointly held assets, liabilities, revenues and expenses of joint operations. These have been incorporated in the financial statements under the appropriate classifications. Information relating to joint operations that are material to the Group are set out below:

		Ownership of Interest	
	Nature of relationship	2023 %	2023 %
Mount Marion Lithium Pty Ltd[1]	Joint Operation	50.00%	50.00%
Red Hill Iron Ore Joint Venture[2]	Joint Venture	40.00%	40.00%

[1] The Group accounts for its interests in Mount Marion Lithium Pty Ltd (MML) as a joint operation. The interest in MML is brought to account by recognising in the financial statements its 50 per cent share of jointly controlled assets, share of expenses and liabilities incurred. The Group holds an offtake arrangement with MML, under which the Group is entitled to 51 per cent of total production and revenue is recognised by the Group when it sells its production entitlement. The Group also holds separate mining and mining services arrangements with MML.

[2] On 30 July 2021, the Group reached an agreement with Red Hill Iron Limited (ASX: RHI; Red Hill Iron) to acquire RHI's 40 per cent participating interest in the Red Hill Iron Ore Joint Venture (RHIOJV) for a total consideration of $400 million, of which $200 million was paid in 1H22 and a further $200 million payable on first commercial shipment of iron ore extracted from the RHIOJV tenements.

33. DEED OF CROSS GUARANTEE

Pursuant to ASIC (wholly-owned companies) Instrument 2016/785, certain wholly-owned subsidiaries can be relieved from the Corporations Act 2001 requirements for preparation, audit and lodgment of their financial reports. As a condition of the Class Order, MinRes and each of the subsidiaries listed in note 30 that opted for relief during the year (the Closed Group) entered into a Deed of Cross Guarantee (Deed).

The effect of the Deed is that MinRes has guaranteed to pay any deficiency in the event of winding up of any of the subsidiaries under certain provisions of the Corporations Act 2001. The Subsidiaries have also given a similar guarantee in the event that MinRes is wound up. All wholly owned entities as at 30 June 2023 have been included in the Closed Group.

The Consolidated Income Statement, summary of movements in retained earnings/(accumulated losses) and Consolidated Balance Sheet of the Closed Group are as follows:

Consolidated Statement of Profit or Loss and Other Comprehensive Income		
	2023 $M	2022 $M
Revenue	3,562.1	2,860.0
Other income	89.2	110.2
Expenses excluding net finance costs	(3,777.3)	(2,704.5)
Net finance costs	(201.6)	(110.6)
Total taxation benefit	424.3	77.8
Profit after taxation	96.7	232.9
Total other comprehensive income	(5.3)	4.4
Total comprehensive income	91.4	237.3
Retained earnings at the beginning of the financial year	2,801.7	2,897.8
Profit after taxation for the year	96.7	232.9
Dividends	(418.0)	(329.0)
Retained earnings at the end of the financial year	2,480.4	2,801.7

Consolidated Statement of Financial Position	2023 $M	2022 $M
Assets		
Current assets		
Cash and cash equivalents	1,349.6	2,369.1
Receivables	622.2	567.5
Inventories	582.7	228.9
Current tax assets	228.6	95.8
Disposal group held for sale	775.2	-
Other assets	35.5	41.3
Total current assets	3,593.8	3,302.6
Non-current assets		
Receivables	181.1	661.9
Investments accounted for using the equity method	69.1	102.7
Financial assets	108.9	58.0
Property, plant and equipment	2,866.4	2,129.1
Intangibles	22.5	24.9
Deferred tax	2.2	-
Exploration and mine development	1,131.8	1,004.5
Total non-current assets	4,382.0	3,981.1
Total assets	7,975.8	7,283.7
Liabilities		
Current liabilities		
Trade and other payables	830.0	513.1
Borrowings	91.5	103.2
Employee benefits	112.8	80.9
Provisions	81.7	50.5
Liabilities associated with disposal group held for sale	27.2	-
Total current liabilities	1,143.2	747.7
Non-current liabilities		
Trade and other payables	64.9	-
Borrowings	3,045.2	2,947.1
Deferred tax	-	176.1
Provisions	286.8	207.1
Employee benefits	4.4	-
Total non-current liabilities	3,401.3	3,330.3
Total liabilities	4,544.5	4,078.0
Net assets	3,431.3	3,205.7
Equity		
Issued capital	886.9	376.2
Reserves	64.0	27.8
Retained profits	2,480.4	2,801.7
Equity attributable to the owners of Mineral Resources Limited	3,431.3	3,205.7
Total equity	3,431.3	3,205.7

34. RELATED PARTY TRANSACTIONS

Parent Entity

Mineral Resources Limited is the Parent Entity.

Subsidiaries

Interests in subsidiaries are set out in note 30.

Associates

Interests in associates are set out in note 31.

Joint operations

Interests in joint operations are set out in note 32.

Key Management Personnel

Disclosures relating to Key Management Personnel are set out in note 35 and the remuneration report included in the Directors' Report.

Transactions with related parties

The value of transactions with related parties were as follows:

	Group	
	Transaction values for the year ended 30 June 2023 $	Transaction values for the year ended 30 June 2022 $
Transactions with entities related to the Company's Directors:		
Lease rent paid[1]	2,315,843	2,307,826
Purchase of catering supplies	37,299	2,055
Cultural advisory services[2]	32,000	-
Import/export services	427,991	247,050

[1] Rental of premises has been paid by the Group to an entity associated with a Director. Rental fees and payment terms are reviewed and revised periodically.
[2] As at 30 June 2023, an amount of $20,000 was due and payable.

35. KEY MANAGEMENT PERSONNEL DISCLOSURES

Compensation

The aggregate compensation made to Directors and other members of Key Management Personnel of the Group is set out below:

	Group	
	2023 $M	2022 $M
Short-term employee benefits	8.1	6.3
Post-employment benefits	0.2	0.2
Share-based payments[1]	8.4	6.1
	16.7	12.6

[1] The comparative information has been restated to reflect a grant date which aligns to the definition in AASB 2 Share-based payments. The impact to prior period information is an increase of $845,167 (STI equity value) and $174,979 (LTI equity value). The number of share rights remains unchanged. The FY23 share-based payments expense reflects the updated methodology of the grant date which aligns with AASB 2.

Detailed information about the remuneration received by each KMP is provided in the Remuneration Report that is audited and forms part of the Directors' Report.

36. SHARE BASED PAYMENTS

Expense arising from share-based payment transactions

The expense recognised for employee services received during the year is shown in the following table:

	Group	
	2023 $M	2022 $M
Equity-settled share-based payment transactions[1]	32.5	13.3

[1] The comparative information has been restated to reflect a grant date which aligns to the definition in AASB 2 Share-based payments. The impact to prior period information is an increase of $845,167 (STI equity value) and $174,979 (LTI equity value). The number of share rights remains unchanged. The FY23 equity-settled share-based payments transactions reflect the updated methodology of the grant date which aligns with AASB 2.

Number and fair value of share awards granted during the period

		Weighted average fair value $	Granted Number
FY23 STI plan (for Key Executives)	(Share Rights)	71.43	11,890
FY23 LTI plan (for Key Executives)	(Share Rights)	82.18	155,904
FY23 One-Off Rights plans (for Key Executives)	(Share Rights)	46.82	10,230
FY23 LTI and One-Off Rights plans (for Employees)	(Share Rights)	86.07	387,035

The weighted average fair value of the above equity instruments granted was determined with reference to the share price on the date of grant.

Additional information on the award schemes granted in FY23 is as follows:

(i) FY23 Short Term Incentive Plan for Key Executives (FY23 STIP)

Executive KMP are invited to participate in the FY23 STIP, under which a portion of the award over 50 per cent of maximum STI is deferred and awarded as share rights, which will be settled in the form of MinRes shares that vest progressively over the two years following grant, subject to continued service and application of claw back and malus provisions.

(ii) FY23 Long Term Incentive and One-off Rights Plans for Key Executives (FY23 LTIP and ORP)

Executive KMP are invited to participate in the FY23 LTIP and One-off Rights plans, under which participants receive share rights in the Company, subject to four to five years of continuing service and testing of the performance measure over a four-year performance period. The performance measure in relation to the LTIP is the Company's four-year average ROIC over the performance period compared with hurdles set in advance by the Board. Further details on the FY23 LTIP are provided in the Remuneration Report.

(iii) FY23 Long Term Incentive and One-off Rights Plans for Employees (FY23 LTIP and ORP)

Under the FY23 Long Term Rights and One-off Rights Plans, eligible employees are invited to receive share rights in the Company, subject to employees remaining in service for a period of three to five years from the date of grant. Share Rights under the plan do not carry voting entitlements.

Equity-settled awards outstanding

Details of equity-settled share awards outstanding as at the reporting date are presented in the following table:

		Grant Date	Expected Vesting Date	Outstanding at 30 June 2023 Number	Outstanding at 30 June 2022 Number	Vesting conditions
FY20 STIP (for Executive KMP) - Deferred shares component	(Share Rights)	Aug-20	Aug-21/22	-	36,560	Non-market
FY20 LTIP (for Executive KMP)	(Share Rights)	Aug-19	Aug-23	359,413	359,413	Non-market
FY20 LTIP & ORP (for Employees)	(Share Rights)	Sep-19	July-22/ Sep-24	708,545	1,294,411	Non-market
FY21 STIP (for Executive KMP) - Deferred shares component	(Share Rights)	Aug-21	Aug-22/23	12,735	25,470	Non-market
FY21 LTIP (for Executive KMP)	(Share Rights)	Sept-20	Aug-24	219,485	268,101	Non-market
FY21 LTIP & ORP (for Employees)	(Share Rights)	July-20	July-23/ Sep-25	486,138	522,152	Non-market
FY22 STIP (for Executive KMP) - Deferred shares component	(Share Rights)	Aug-22	Aug-23/24	21,268	23,268	Non-market
FY22 LTIP (for Executive KMP)	(Share Rights)	Oct-21	Aug-25	88,924	108,621	Non-market
FY22 LTIP & ORP (for Employees)	(Share Rights)	July-21	Aug-24	236,407	251,484	Non-market
FY23 STIP (for Executive KMP) - Deferred shares component	(Share Rights)	July-23	Aug-24/25	11,890	-	Non-market
FY23 LTIP (for Executive KMP)	(Share Rights)	Nov-22/ Dec-22	Aug-26	155,904	-	Non-market
FY23 ORP (for Executive KMP)	(Share Rights)	July-22	Jul-27	10,230	-	Non-market
FY23 LTIP & ORP (for Employees)	(Share Rights)	July-22	Aug-25	387,035	-	Non-market

Outstanding balance in relation to Share Rights under the FY20, FY21, FY22 and FY23 plans represent awards not yet exercised.

Accounting policy for share-based payments

Certain employees may receive remuneration in the form of share-based compensation.

Equity-settled

Equity-settled transactions are awards of shares, or options over shares, that are provided to employees in exchange for the rendering of services.

The cost of equity-settled transactions is measured at fair value on grant date and recognised as an expense with a corresponding increase in equity over the vesting period. The cumulative charge to the consolidated income statement is calculated based on the grant date fair value of the award, the best estimate of the number of awards that are likely to vest and the expired portion of the vesting period. The amount recognised in the consolidated income statement for the period is the cumulative amount calculated at each reporting date less amounts already recognised in previous periods.

If the non-vesting condition is within the control of the Group or employee, the failure to satisfy the condition is treated as acancellation. If the condition is not within the control of the Group or employee and is not satisfied during the vesting period, any remaining expense for the award is recognised over the remaining vesting period, unless the award is forfeited.

37. REMUNERATION OF AUDITORS

During the financial year, the following fees were paid or payable for services provided by the auditor of the Company:

	Group	
	2023 $'000	2022 $'000
Audit services – Ernst & Young		
Audit or review of the financial statements	1,842.0	-
Other audit services	3,609.6	183.6
Total audit services	5,451.6	183.6
Audit-related services	80.9	52.9
Total audit-related services	80.9	52.9
Non-audit services	118.5	248.9
Total non-audit services	118.5	248.9
Total auditors' remuneration	5,651.0	485.4

	Group	
	2023 $'000	2022 $'000
Audit services – RSM Australia Partners		
Audit or review of the financial statements	171.4	743.0
Other audit services	-	-
Total audit services	171.4	743.0
Audit related services	-	-
Taxation services	-	51.4
Other tax services	-	175.0
Total other services	-	226.4
Total auditors' remuneration	171.4	969.4

38. EVENTS AFTER THE REPORTING PERIOD

Dividend

On 28 August 2023, the Board of Directors declared a final fully franked dividend for FY23 of $0.70 per share to be paid on 26 September 2023, a total estimated distribution of $135.1 million based on the number of ordinary shares on issue as at 28 August 2023.

MARBL JV

On 20 July 2023, MinRes announced amendments to the terms of transactions with Albemarle Corporation (Albemarle) in relation to the MARBL joint venture (MARBL JV) signed in February 2023. Under the updated agreement, MinRes entered into a transitional tolling arrangement with Albemarle to convert Wodgina spodumene until 30 June 2024. Following the completion of the transaction, MinRes' share of the Wodgina lithium mine will increase to 50 per cent and Albemarle will take full ownership of the Kemerton Lithium Hydroxide Plant. Albemarle will also pay MinRes an estimated US$380-400 million, including the net consideration for MinRes' share of Kemerton and completion adjustments at Wodgina and Kemerton. Completion of the arrangement is expected in the December 2023 quarter.

Essential Metals Limited

On 17 April 2023, Develop Global Limited (ASX: DVP) (Develop) announced it had entered into a Scheme Implementation Deed under which Develop proposes to acquire 100 per cent of the issued shares in Essential Metals Limited (ASX: ESS) (Essential). MinRes agreed to vote its 19.55 per cent shareholding in favour of the Scheme.

Delta Lithium Limited

On 16 August 2023, MinRes announced a 14.24 per cent interest in Delta Lithium Limited (ASX: DLI) (Delta) through the on-market purchase of 74,420,527 shares. Further on 24 August 2023, MinRes announced it had acquired an additional interest of 3.20 per cent through the on-market purchase of 18,441,443 shares, bringing MinRes' interest to 17.44 per cent.

DIRECTORS’ **DECLARATION**

In the Directors' opinion:

- the attached financial statements and notes comply with the Corporations Act 2001, the Accounting Standards, theCorporations Regulations 2001 and other mandatory professional reporting requirements;
- the attached financial statements and notes comply with International Financial Reporting Standards as issued by theInternational Accounting Standards Board as described in note 1 to the financial statements;
- the attached financial statements and notes give a true and fair view of the Group's financial position as at 30 June 2023 and of its performance for the financial year ended on that date;
- at the date of this declaration, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable; and
- as at the date of this declaration, there are reasonable grounds to believe that the members of the Closed Group will be able to meet any obligations or liabilities to which they are or may become subject, by virtue of the Deed of Cross Guarantee identified in note 30.

The Directors have been given the declarations required by section 295A of the Corporations Act 2001.

Signed in accordance with a resolution of Directors made pursuant to section 295(5)(a) of the Corporations Act 2001.

On behalf of the Directors

Chris Ellison
Managing Director

28 August 2023
Perth

INDEPENDENT AUDITOR'S **REPORT**

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Independent auditor's report to the members of Mineral Resources Limited

Report on the audit of the financial report

Opinion

We have audited the financial report of Mineral Resources Limited (the Company) and its subsidiaries (collectively the Group), which comprises the consolidated balance sheet as at 30 June 2023, the consolidated income statement, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of the Group is in accordance with the *Corporations Act 2001*, including:

a. Giving a true and fair view of the consolidated financial position of the Group as at 30 June 2023 and of its consolidated financial performance for the year ended on that date; and

b. Complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial report* section of our report. We are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial report of the current year. These matters were addressed in the context of our audit of the financial report as a whole, and in forming our opinion thereon, but we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the *Auditor's responsibilities for the audit of the financial report* section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial report. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying financial report.

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Carrying values of non-financial assets

Why significant	How our audit addressed the key audit matter
Australian Accounting Standards require the Group to assess in respect of the reporting period, whether there are any indications that an asset may be impaired, or conversely whether reversal of a previously recognised impairment may be required. If any such indication exists, an entity shall estimate the recoverable amount of the asset or Cash Generating Unit (CGU). At year end, the Group identified impairment indicators in respect of the Yilgarn and Utah Point CGUs in the iron ore segment. The completion of impairment testing resulted in an impairment charge of $787.2 million being recognised, as disclosed in Note 19 to the financial report. No impairment reversal triggers were identified. The assessments for indicators of impairment are judgmental and include a range of external and internal factors. Where impairment indicators are identified, forecasting cash flows for the purpose of determining the recoverable amount of a CGU involves critical accounting estimates and judgements and is affected by expected future performance and market conditions. The key forecast assumptions, including commodity prices, foreign exchange rates, forecast production outcomes and operating and capital costs used in the Group's impairment assessment, are set out in Note 19 to the financial report. We considered the impairment testing of the Group's CGUs and the related disclosures in the financial report, to be a key audit matter.	*Assessing indicators of impairment* We evaluated the Group's assessment as to whether indicators of impairment or reversal of impairment existed. Our evaluation included specific matters related to the Group, its CGUs, as well as the industry sector and broader market-based indicators. *Impairment testing of CGUs for which triggers were identified* We focussed on the composition of the forecast cash flows and the reasonableness of key inputs used to formulate recoverable amounts. These procedures included: ► In conjunction with our valuation specialists: ► Independently developing a reasonable range of forecast commodity prices, based upon external data. We compared this range to the Group's forecast iron ore price assumptions, to challenge whether the Group's assumptions were reasonable. In developing our ranges, we obtained a variety of reputable third-party forecasts and market data. ► Independently evaluating discount rates and foreign exchange rates used by the Group for impairment tests. ► Testing the mathematical accuracy of the Group's discounted cash flow models and assessing whether the resulting impairment was calculated in accordance with the requirements of Australian Accounting Standards. ► Considering the results of an independent external valuation and assessing the qualifications, competence and objectivity of the external valuer. ► Assessing whether all assets and liabilities have been correctly allocated to the CGUs. ► Understanding the operational performance of the CGUs relative to plan, comparing future operating and development expenditure within the impairment assessments to current sanctioned budgets, historical expenditures and long-term asset plans and ensuring variations to historical budgets were in accordance with our expectations based upon other information obtained throughout the audit. ► Testing the mathematical accuracy of the Group's discounted cash flow models.

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Why significant	How our audit addressed the key audit matter
	Future production profiles A key input to impairment assessments is the Group's production forecasts, which are closely related to the mine plans. Our audit procedures focused on the work of the Group's internal experts and included: ► Assessing the processes associated with estimating ore to be mined. ► Assessing the qualifications and competence of the Group's internal experts involved in the estimation process. ► Considering the findings, qualifications, competence and objectivity of an independent external assessment of the ore to be mined. With respect to impairment generally, we also assessed the adequacy of the financial report disclosures regarding the assumptions, key estimates and judgments applied by the Group in relation to the carrying values of non-financial assets.

MINERAL RESOURCES

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Accounting for investments

Why significant	How our audit addressed the key audit matter
As at 30 June 2023, the Group held a range of investment interests in: ► Companies, accounted for as investments at fair value through profit and loss, joint ventures, joint operations, associates or subsidiaries. ► Unincorporated arrangements, typically accounted for as joint operations or undivided interests. The accounting for these investments is initially determined at the point of investment, but subsequent matters may impact the accounting on a prospective basis. These matters include but are not limited to: ► Changes to ownership interests through participation or non-participation in share issues, acquisitions or disposals of shares or the exercise of options. ► Changes to the commercial or contractual terms of arrangements, impacting decision-making, off-take, supply, lease, product sale or other factors the influence the commercial nature of the investment relationships. The Group's assessment of the contractual and commercial terms of each investment, including consideration of any related supply, sale, lease or management agreements may impact the categorisation of the investment for accounting purposes. This in turn may materially impact the accounting for the investment upon initial recognition and thereafter. Due to the volume and materiality of the Group's investments taken as a whole and the risks associated with amendments to terms and conditions impacting the accounting treatment of the investments on a prospective basis, we considered the accounting for investments to be a key audit matter.	We assessed the initial and current period accounting for significant investments by examining: ► Shareholder and other governance contracts and agreements, including consideration of board composition. ► Management agreements, where applicable. ► Sale and supply agreements, where applicable. ► Options to acquire additional ownership interests at future dates. ► The terms and conditions of all contracts and other agreements relevant to understanding the commercial substance of the investment arrangements. Our procedures were designed to test whether the Group's application of AASB 3 *Business Combinations*, AASB 5 *Non-current Assets Held for Sale and Discontinued Operations*, AASB 9 *Financial Instruments*, AASB 10 *Consolidated Financial Statements*, AASB 11 *Joint Arrangements*, AASB 12 *Disclosure of Interests in Other Entities*, AASB 15 *Revenue from Contracts with Customers*, and AASB 128 *Investments in Associates and Joint Ventures* had been correctly applied. We also considered the adequacy and completeness of the financial report disclosure of the assumptions and judgements made by the Group in determining the classification and measurement of its investments.

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Site rehabilitation provisions

Why significant	How our audit addressed the key audit matter

At 30 June 2023, the Group has recognised provisions for site rehabilitation of $352.3 million. The calculation of site rehabilitation estimates is complex and requires judgemental assumptions to be made by the Group regarding rehabilitation timing, compliance with environmental legislation and regulations, the extent of rehabilitation activities required, the methodology for estimating costs, expected inflation as well as discount rates to determine the present value of these cash flows. Specialist expertise is required in the determination of cost estimates.
 	
The judgements and estimates in respect of site rehabilitation provisions are based upon conditions existing at 30 June 2023.
 	
The significant assumptions and estimates outlined above are inherently subjective. Changes to these assumptions can lead to changes in the site rehabilitation provisions.
 	
We consider the site rehabilitation provision calculation and the related disclosures in the financial report to be a key audit matter. We draw attention to the information in Note 23.
	We assessed the site rehabilitation provisions prepared by the Group, evaluating the assumptions and methodologies used and the estimates made. Our audit procedures included the following:
	
	► Understanding the design of controls over the Group's internal methodology for determining and approving cost estimates used to calculate the Group's site rehabilitation provisions.
	► In conjunction with our environmental specialists:
	  ► Assessing the reasonableness and completeness of site rehabilitation cost estimates based on the relevant current legal and regulatory requirements.
	  ► Assessing the competence, capability and objectivity of the Group's internal and external experts engaged to carry out the gross site rehabilitation cost estimations as a basis for our reliance on the output of their work.
	  ► Comparing current year cost estimates to those of the prior year and considering explanations by management and both internal and external experts for observed changes.
	► Comparing the timing of the future cash outflows, cross-checking that these dates were consistent with the Group's life of mine models and impairment calculations, where available.
	► Evaluating the appropriateness of the discount rates, inflation rates and other inputs to the calculations.
	► Testing the mathematical accuracy of the site rehabilitation provision calculations.
	
	We also considered the adequacy and completeness of the financial report disclosure of the assumptions, key estimates and judgements applied by the Group.

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Information other than the financial report and auditor's report thereon

The directors are responsible for the other information. The other information comprises the information included in the Company's 2023 annual report other than the financial report and our auditor's report thereon. We obtained the directors' report that is to be included in the annual report, prior to the date of this auditor's report, and we expect to obtain the remaining sections of the annual report after the date of this auditor's report.

Our opinion on the financial report does not cover the other information and we do not and will not express any form of assurance conclusion thereon, with the exception of the audited sections of the Remuneration Report and our related assurance opinion.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the directors for the financial report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

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- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Group audit. We remain solely responsible for our audit opinion.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated to the directors, we determine those matters that were of most significance in the audit of the financial report of the current year and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Building a better working world

Report on the audit of the Remuneration Report

Opinion on the Remuneration Report

We have audited the Remuneration Report on pages 30 to 68, except for the disclosures noted in Section 5.1 and Section 5.6 relating to non-financial and non-IFRS information, included in the directors' report for the year ended 30 June 2023.

In our opinion, the Remuneration Report of Mineral Resources Limited for the year ended 30 June 2023, complies with section 300A of the *Corporations Act 2001*.

Responsibilities

The directors of the Company are responsible for the preparation and presentation of the Remuneration Report in accordance with section 300A of the *Corporations Act 2001*. Our responsibility is to express an opinion on the Remuneration Report, based on our audit conducted in accordance with Australian Auditing Standards.

Ernst & Young

Ernst & Young

D S Lewsen
Partner
Perth
28 August 2023

Philip Teale
Partner
Perth

GLOSSARY

1H, 2H, FY	First half, second half, full year
$	Australian dollar
US$	United States dollar
Australian Accounting Standards	Australian Accounting Standards are developed, issued and maintained by the Australian Accounting Standards Board, an Australian Government agency under the Australian Securities and Investments Commission Act 2001
AASB	Australian Accounting Standards Board
AM	Member of the Order of Australia
ASX	The Australian Securities Exchange
bn	Billion
CAGR	Compound annual growth rate
CFR	Cost and freight rate
CFR cost	Operating costs of mining, processing, rail/road haulage, port, freight and royalties, including mining infrastructure service agreements with MinRes Group entities, direct administration costs, and apportionment of corporate and centralised overheads
Corporations Act	Corporations Act 2001 of the Commonwealth of Australia
dmt	Dry metric tonnes
EPS	Earnings per share
Functional Currency	The currency of the primary economic environment in which the entity operates as defined in AASB 121
Gross debt	Total borrowings and finance lease liabilities
Gross gearing	Gross debt / (gross debt + equity)
k	Thousand
LTIFR	Lost Time Injury Frequency Rate
M	Million
Mineral Resources / Resources	A concentration or occurrence of material of intrinsic economic interest in or on the Earth's crust in such form, quantity and quality that there are reasonable prospects for eventual economic extraction. The location, quantity, grade, geological characteristics and continuity of a mineral resource are known, estimated or interpreted from specific geological evidence and knowledge. Mineral resources are sub-divided, in order of increasing geological confidence, into Inferred, Indicated and Measured categories. Where capitalised, this term refers to MinRes' estimated Mineral Resources.
Net debt/(cash)	Gross debt less cash and cash equivalents. Includes finance lease liabilities.
pcp	Prior corresponding period
Presentation Currency	The currency in which the financial statements are presented as defined in AASB 121
ROIC	Return On Invested Capital calculated as Net Operating Profit After Tax / Invested Capital at consensus commodity prices
T or t	Wet metric tonnes unless otherwise stated
TMM	Total Material Mined
TRIFR	Total Recordable Injury Frequency Rate per million hours worked

TSR	Total Shareholder Return being CAGR in gain from change in share price plus dividends paid
Underlying EBIT	Earnings Before Interest and Tax adjusted for impact of one-off, non-operating gains or losses
Underlying EBITDA	Earnings Before Interest, Tax, Depreciation and Amortisation adjusted for impact of one-off, non-operating gains or losses
Underlying PBT	Profit Before Tax adjusted for impact of one-off, non-operating gains or losses
Underlying NPAT	Net Profit After Tax adjusted for after tax impact of one-off, non-operating gains or losses
wmt	Wet metric tonnes


MINERAL
RESOURCES

MINERAL RESOURCES

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