



Sustainability Report 2024

STANMORE RESOURCES LIMITED

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About This Report

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



Stanmore Resources Limited and its consolidated subsidiaries (Stanmore) present this Sustainability Report (Report), detailing Environment, Social, and Governance (ESG) performance, policies and practices for the calendar year 1 January 2024 to 31 December 2024 (2024).¹

In 2024, we maintained our commitment to embedding sustainability at the core of our business. We continue to refine our approach by advancing the objectives set out in our five-year sustainability roadmap, ensuring ongoing improvement in alignment with best practices, whilst concurrently remaining dedicated to fulfilling our core sustainability commitments. Recognising that sustainability goals must be balanced with financial performance to achieve long-term success, our efforts throughout the year reflect this integration.

As part of our commitment to improving sustainability reporting, we continue to be guided by the Global Reporting Initiative (GRI) framework, incorporating both the Universal Standards and GRI 12: Coal Sector Standard. These Standards establish a common set of metrics to address the broad information needs of stakeholders, providing a foundation for transparency in our sector. We have been able to increase the number of GRI disclosures in 2024 as more data has been collected, analysed and presented.

Additionally, our sustainability reporting practices have been aligned with recognised international industry practices, frameworks and guidelines, including the United Nations Sustainable Development Goals (UN SDGs), the United Nations Guiding Principles on Business and Human Rights and the International Labour Organisation (ILO).

An overview of our disclosures with reference to the GRI Standards, and their locations across this Report for the year ending 31 December 2024, can be found in the GRI Content Index at the end of this Report.

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

¹ 1 January 2024 to 31 December 2024 (2024) is used as the reporting period for this Sustainability Report, in alignment with financial reporting. Where metrics have been reported for a different period, this is noted in the relevant section.

1.1 Reporting Scope and Boundary

This Sustainability Report relates to sites owned and operated by Stanmore in 2024. The reporting boundary excludes the corporate office, exploration sites, and projects, unless explicitly stated.

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

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

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

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

In June 2024, Stanmore announced that it was commencing the steps to cease operations at the **Mavis Underground project**, which it took full ownership of in December 2023. The site was placed into steady state minimum expenditure care and maintenance regime in September 2024.

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

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

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



1.2 Reporting Framework

This Report references the *GRI 12: Coal Sector Standard 2022*, which provides a structured approach to data collection, analysis, and reporting to ensure consistency and comparability with previous reports. We continue to use the GRI framework to guide our methodology for assessing key Environmental, Social, and Governance (ESG) issues that are critical to stakeholder decision-making and our long-term business sustainability goals.

Additionally, we have advanced our efforts to align our sustainability reporting with evolving global and Australian standards and requirements. Specifically, we are aligning with the Australian Sustainability Reporting Standards (ASRS), which were legislated in September 2024 and developed in consideration of the International Financial Reporting Standards' (IFRS) first two Sustainability Disclosure Standards (IFRS S1 and S2), released by the International Sustainability Standards Board (ISSB) in June 2023.

Our material topics and objectives remain consistent with those used in the 2023 Report. For a complete list of disclosures included in this Report, refer to Appendix 1 – GRI Content Index.

We have made reference in this Report to our climate risk management processes, aligned with the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD), now assumed by the ISSB and subsequently the ASRS as stated above.

1.3 External Assurance

The Company has obtained independent assurance on its FY24 energy consumption and greenhouse gas emissions data for the purpose of NGER reporting. This data has been disclosed in **Section 7.4** of this Report. We have not sought further external assurance associated with other disclosures. Contact information for any queries in relation to this Report:

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ASX Code ASX: SMR

Share Registry MUFG Corporate Markets

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

2.

Introduction

2.1 A Message from the Chief Executive Officer

2024 has been another pivotal year in the evolution of Stanmore's sustainability journey, as we strengthened our processes and developed our resources responsibly.

I am pleased to provide our valued stakeholders this report which outlines how sustainability is central to our operations, and how we are dedicated to enhancing our practices to create a lasting positive impact for the communities and environment in which we operate.

Maintaining the momentum of previous years, in 2024 we have again made significant progress with delivering on commitments outlined in our Sustainability Roadmap. During the past 12 months, we have adapted to the evolving regulatory landscape, strengthened our engagement with key stakeholders, and reinforced our focus on environmental stewardship, social responsibility and strong governance. These efforts are not just about compliance, they reflect our deep commitment to creating long-term value for our workforce, shareholders, customers, and the communities in which we operate.

Our operational and financial achievements during the past 12 months have been aided by the integration of sustainability into all aspects of our business. This has significantly contributed to organisational efficiency, resilience and business success.

Our people and the communities in which we operate remain integral to our purpose. Over the past year we have enhanced our Social Performance Framework by formalising key standards and procedures that guide our investments and engagement with local communities, stakeholders and First Nations peoples. Complementing this, we have developed a comprehensive Community and Stakeholder Engagement Plan to enhance transparency and collaboration and further solidified our approach to meaningful and lasting community partnerships.

Our commitment to social investment in the communities in which we operate has resulted in an 84% increase in community grants, higher spending with local and First Nations vendors, and expanded health and safety initiatives, including enhanced psychosocial risk management and proactive workforce wellbeing programs.

We also announced that our Gas to Electricity Project at South Walker Creek will be the first project to be funded through the Queensland Government's \$520 million Low Emissions Investment Partnerships (LEIP) program. The project will generate electricity from gas that would otherwise be released as fugitive emissions as part of future mining operations. Our teams are finalising details to bring the project to a final investment decision during 2025.

Responsible land management is critical to the way we run our business, and we take all reasonable measures to minimise our impact. In 2024, we strengthened our land disturbance processes and reassessed our designated biodiversity-managed areas through offset property reviews, adding new sites to meet our project obligations. We now actively manage 9,000 hectares of natural habitat reserves, supporting Australian flora and fauna.

Strong governance is a cornerstone of our success. This year, we completed our Modern Slavery Statement and implemented enhanced procurement and contract management processes to reflect our commitment. Looking ahead, we have developed a comprehensive three-year Modern Slavery Roadmap covering the core pillars of policy and governance, due diligence, training, worker voice and remedy, external collaboration, reporting, and monitoring effectiveness.

All this would not have been possible without the dedication and commitment of our entire team. From our passionate Sustainability Committee to our people on site working and living in local communities, we sincerely appreciate your hard work, collaboration, and relentless efforts in making a meaningful impact every day.

As we look to 2025 and beyond, Stanmore remains steadfast in its commitment to sustainability excellence. We will continue to innovate, collaborate, and challenge ourselves to exceed compliance requirements, creating shared and transparent value for all stakeholders.

Together, we can build a more sustainable future that reflects both our responsibility and ambition.



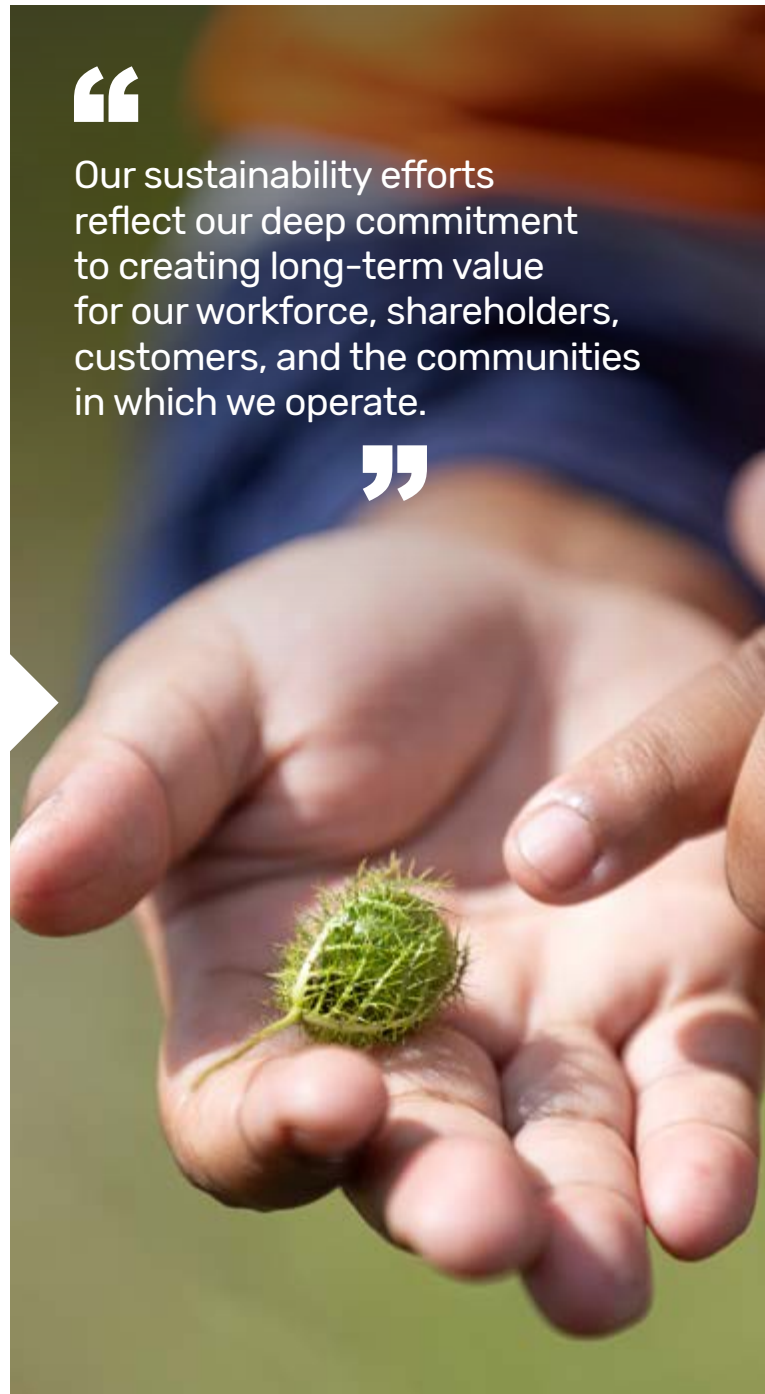
Marcelo Matos
Chief Executive Officer and Executive Director



“

Our sustainability efforts reflect our deep commitment to creating long-term value for our workforce, shareholders, customers, and the communities in which we operate.

”



2.2 Highlights

People



Communities



Environment



Safety

0.30
SAFR

Significantly below
the industry average
of 0.61

Regional Employment

701

Comprising 89%
of employees

First Nations Representation

12%

Of the total
personnel pool
(including major
contractors)

Local Supplier Spend

A\$239m

Representing over 11%
of our entire vendor
spend for 2024

First Nations Spend

A\$5.2m

With Traditional Owners
and First Nations
businesses, a significant
increase from 2023

Royalties Paid

A\$531m

Delivering ongoing
support to Local and
State Governments

Land Rehabilitated

310ha

Proactive restoration
of disturbed land

Community Complaints

Zero

Active consultation
and on-site environmental
management

Water Recycled

>1,070ML

Minimising water
consumption
by recycling

3.

Our Business and Performance

3.1 Our Business

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

The metallurgical coals we produce are low in impurities and play a critical role in steel manufacturing, which is essential for infrastructure, construction and technology projects. As a key input for steel production, our coal is also integral to the global transition towards a lower-carbon economy and sustainable development. Currently, all of our coal is exported, with over 70% of our exports destined for Asian markets.

Our Vision

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

Our Values



Commitment

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



Integrity

We do the right thing.



Innovation

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



Continuous Improvement

We aim to continuously enhance ourselves and our operations.



Positive Attitude

We display encouraging behaviour that builds and fosters lasting relationships.



Loyalty

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

Our Mission

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

Achieve sustainable development by:

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

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

Focusing on continuous improvement and operational excellence.

“

The metallurgical coals that we produce are predominately used in the manufacturing of steel.

”



The Importance of Steel in the Transition to a Lower-Carbon Economy

Metallurgical coal remains a fundamental component of the global economy, playing a vital role in underpinning economic activity for many years to come. The growing demand for steel, driven by urbanisation and growth in developing economies, particularly in India, Southeast Asia, and China, continues to drive the need for high-quality metallurgical coal.

Steel is integral to the modern economy, serving as a foundation for transport, construction, and energy infrastructure, including renewable energy developments. It is a key material in wind turbines, solar farms, and electric vehicles, highlighting its role in enabling a lower-carbon future. Steel offers a unique combination of strength, durability, versatility and sustainability. It is 100% recyclable, and its strength and durability minimise the environmental impact by reducing the quantity of other materials required for construction, as well as the need for frequent maintenance and repairs.

Metallurgical coal is a critical component of blast furnace steelmaking. While the steel industry continues to develop lower-emission alternatives, metallurgical coal will be required in the long term until genuine, cost-effective, and scalable alternatives can fully replace conventional integrated blast furnace capacity and production volumes.

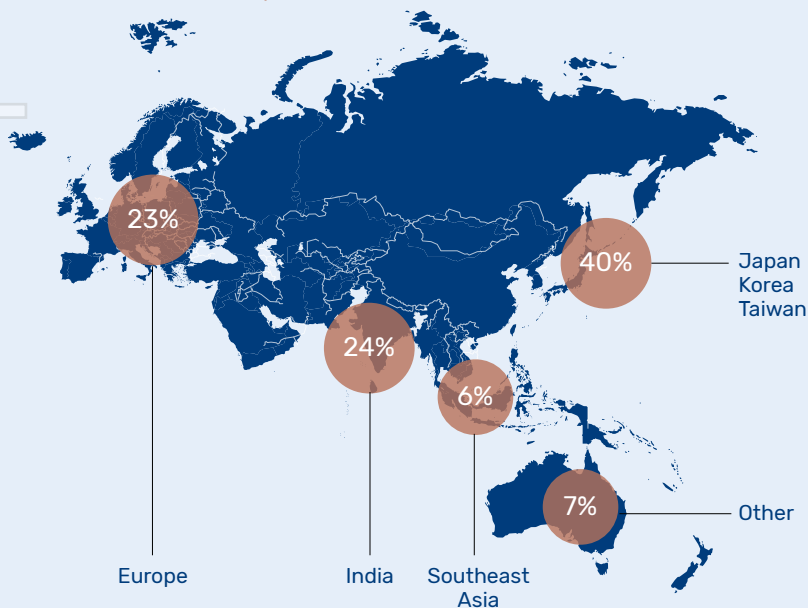
Global metallurgical coal export volumes are forecast to increase by approximately 6% between 2023 and 2026, driven largely by increased supply from Australia. Australian metallurgical coal exports alone are expected to rise by 15% over this period, reinforcing the country's position as the world's largest exporter of metallurgical coal.

In 2024, Australia accounted for approximately 48% of global exports², supplying the high-quality metallurgical coal that remains essential to steelmakers across Asia and beyond. Australia's proximity to key Asian steelmaking markets, coupled with its high-quality metallurgical coal, ensures its continued role in supporting steel production and economic development.

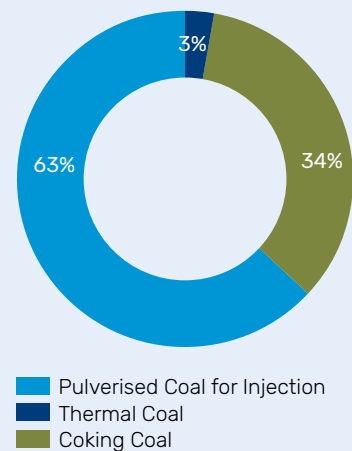
Product Mix and Customer Base

Stanmore maintains a diversified customer base in traditional and emerging markets

Customer Mix (2024, by tonnes)



Product Mix (2024, by revenue)



² Source: Resources and Energy Quarterly; Department of Industry, Science and Resources (September 2024).

3.2 Our Operations

During 2024, we continued to consolidate our position as one of Australia's largest metallurgical (steelmaking) coal producers to global markets.

Stanmore's wholly owned, coal producing assets:

- Isaac Plains Complex
- South Walker Creek
- Poitrel (including Red Mountain Infrastructure CHPP)
- Millennium Complex.

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

Stanmore's additional tenements:

- Eagle Downs
- Eagle Downs South
- Lancewood
- Wards Well North
- Millennium (Underground)
- Nebo West
- Bee Creek
- Clifford
- Lilyvale
- New Cambria
- Belview
- Tennyson
- Mackenzie.

The Isaac Plains Complex (IPC) is made up of Isaac Plains and Isaac Downs Mines.

The Millennium Complex is made up of Mavis Downs Mine (underground) and Millennium Mine (previously open cut) – placed into care and maintenance in September 2024.

Isaac Plains Complex

Open-cut contractor operated complex, currently mining at Isaac Downs.



Product
SSCC/PCI*

R&R
32Mt Reserves
98Mt Resources

2024 Saleable Coal Production
2.8Mt

Life of Mine
3yrs

Strategy

Small-scale expansion (Pit-5N) and possible mine life extension with Isaac Downs Extension

Poitrel

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



Product
HCC/PCI*

R&R
41Mt Reserves
167Mt Resources

2024 Saleable Coal Production
4.6Mt

Life of Mine
9yrs

Strategy

Leverage infrastructure position and synergies with neighbouring assets

South Walker Creek

Open-cut strip mine with significant expansion optionality.



Product
PCI*

R&R
157Mt Reserves
682Mt Resources

2024 Saleable Coal Production
6.3Mt

Life of Mine
25+yrs

Strategy

Complete expansion to clean production of 7Mt and explore potential for further expansion

* SSCC – Semi Soft Coking Coal; PCI – Pulverised Coal for Injection; HCC – Hard Coking Coal.

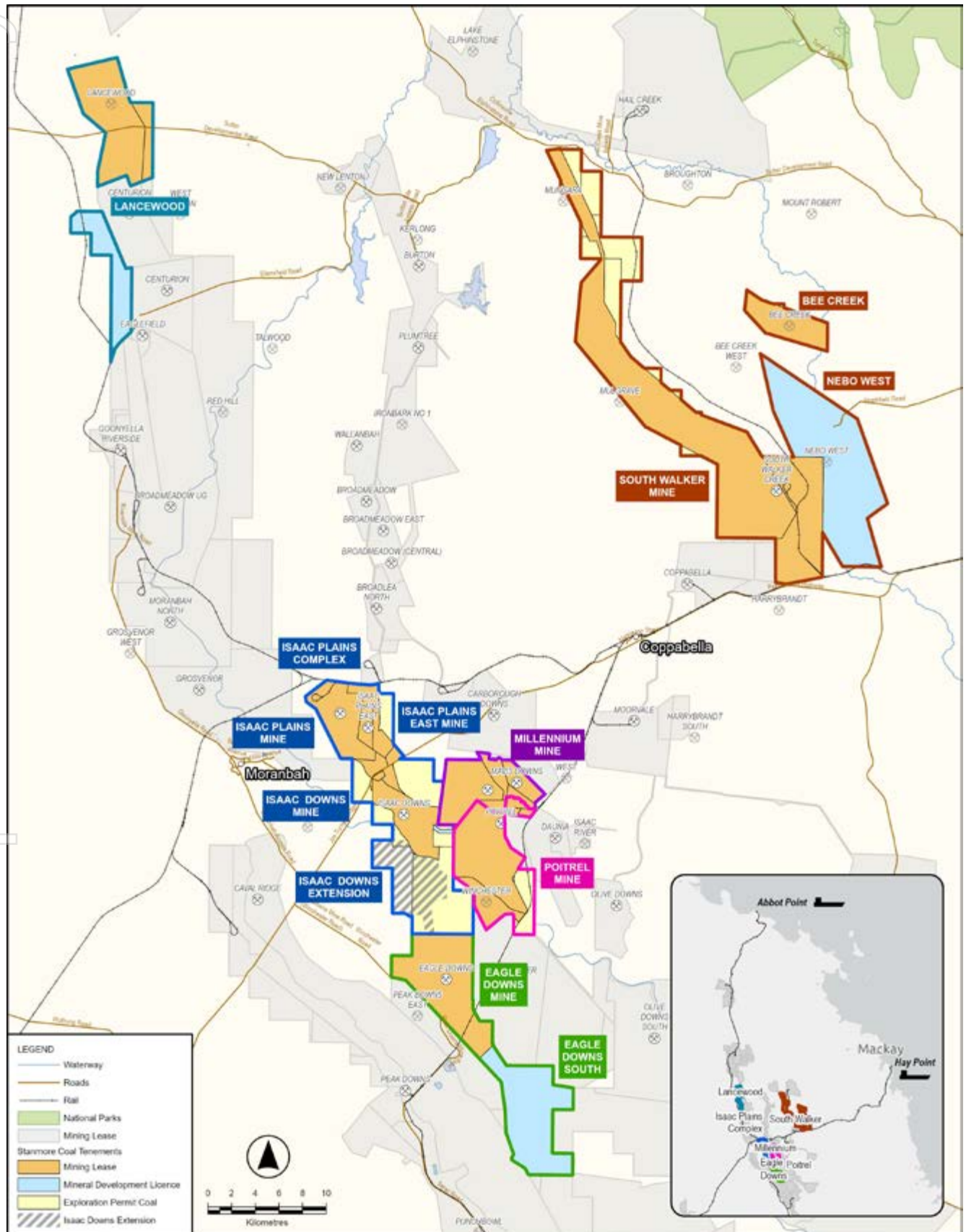
Our Site Operating Models

We operate a combination of owner-operator and contractor models across our operations. All contractors are bound by contractual agreements that clearly define their scope, responsibilities and obligations in relation to mining operations. These agreements play a crucial role in ensuring safe and efficient operations, and many contain sustainability reporting obligations. Contracts are regularly reviewed and updated to align with changes in the business, industry, or legislation.

Site Operating Models

Site	CMO	SSE	Production Operation	CHPP Operations
South Walker Creek	Stanmore	Stanmore	Pre-strip – Contracted Other/Dragline – Owner Operated	Owner Operated
Poitrel	Stanmore	Stanmore	Predominantly Owner Operated	Contracted
Isaac Plains Complex	Contracted	Contracted	Contracted	Owner Operated





3.3 Operational Changes

In 2024, there was an increase in the production capacity of our operations.

Our operations achieved multiple all-time production records across both mining and CHPP production, operating at benchmark levels, helping to mitigate external factors such as wet weather during Q1 and Q4.

In February 2024, Stanmore entered into a definitive agreement to acquire South32's 50% interest in the **Eagle Downs Metallurgical Coal Project**. Stanmore then entered into definitive agreements with Aquila in April 2024 to acquire the remaining 50% of the Eagle Downs Metallurgical Coal Project, as well as 100% interest in the Eagle Downs South tenements. This resulted in Stanmore achieving 100% beneficial ownership of both projects, as of August 2024.

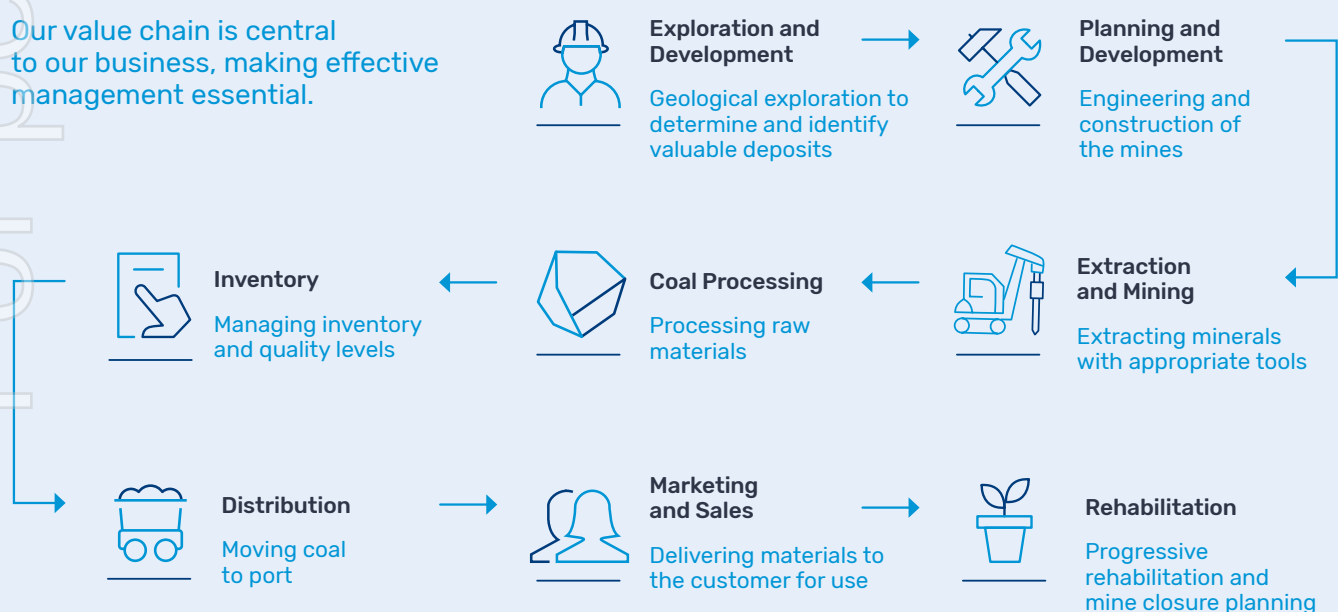
This acquisition provides Stanmore with a fully permitted development opportunity for a world-class hard coking coal underground project.

In June 2024, we announced the commencement of steps to cease operations at the **Mavis Underground project**, which we acquired full ownership of in December 2023. The site was placed under a steady-state, minimum-expenditure care and maintenance regime in September 2024.

The MRA2C creek diversion at **South Walker Creek** was completed allowing for access to the low strip ratio coal, supporting the ramp-up to 9.4Mtpa ROM coal in 2025. The CHPP expansion project, completed in December 2024, allows for an increase of 150 tonnes per hour in coal washing capacity to 1,200 tonnes per hour with mining and coal washing capacity matched.

Our Value Chain

Our value chain is central to our business, making effective management essential.



3.4 Our Value Chain

At Stanmore, we recognise that optimising our mine-to-market value chain is a key driver of value for both our company and stakeholders.

Our Australian operations and exports of high-quality metallurgical coal create opportunities and add value across the entire supply chain. This includes driving local employment and commercial growth, investing in infrastructure and community programs, and supplying a crucial energy source for steelmaking to support the energy transition.

Central to our business is our value chain, which makes effective management essential. In 2024, as part of our ongoing due diligence and risk management efforts, we enhanced our pre-screening process for customers, assessing reputational risks such as political exposure, sanctions, and adverse media. This enables us to better understand our indirect impacts, mitigate risks, and promote sustainability throughout our value chain.

3.5 Financial and Operational Performance

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

Our strong operational performance helped offset wet weather challenges in January and December 2024, as well as the decision to close the Millennium Complex in June 2024, ultimately generating resilient financial results for the year.

Financial Performance

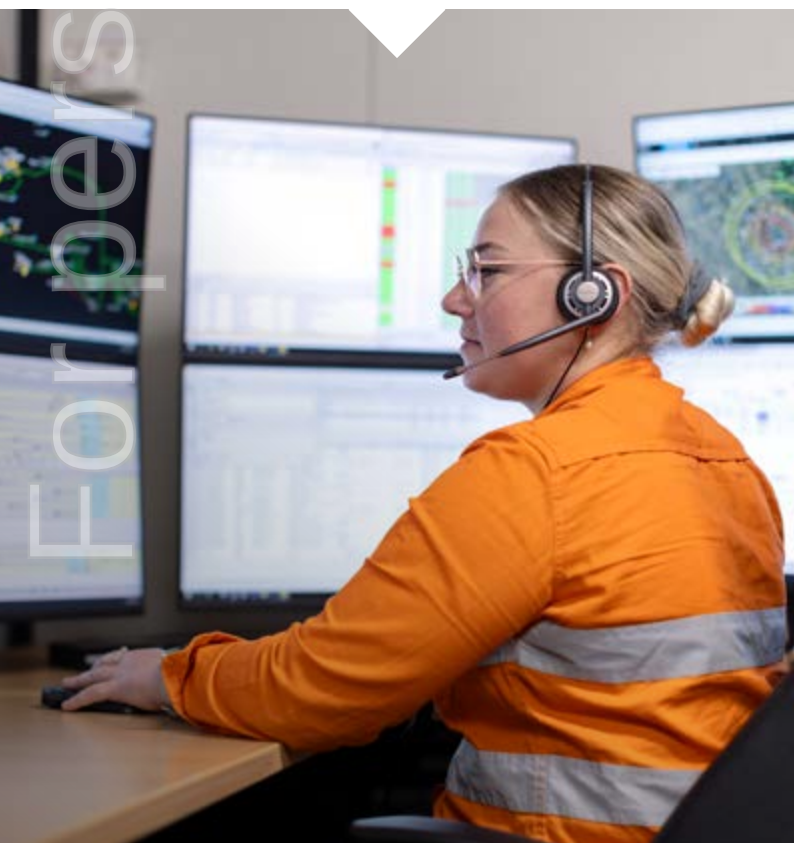
In the twelve months to 31 December 2024, total income (sales revenue) was US\$2,395.5 million, a decrease of 17% on the previous year. Increased sales volumes helped to partially offset a US\$46/tonne reduction in the average realised price from sales. Free-on-Board (**FOB**) Cash Costs remained steady year-on-year, at US\$89 per tonne of coal sales, compared with US\$86 per tonne in 2023.

Underlying Earnings before Interest, Tax, Depreciation and Amortisation (Underlying **EBITDA**) was US\$700.3 million, down from US\$1,100.1 million in 2023. Operating profit was US\$350.8 million, compared to US\$775.1 million in 2023, whilst Net Profit After Tax (**NPAT**) was US\$191.5 million, down from US\$472.4 million in the same comparative period.

Operational Performance

Our strong performance in 2024 was reinforced by exceptional equipment productivity at South Walker Creek and best-in-class truck and shovel performance at Poitrel. We achieved yet another all-time record run-of-mine (**ROM**) coal production of 19.4 million tonnes across our sites, with saleable production of 13.8 million tonnes – an increase of one million tonnes compared to 2023. Our performance during the year demonstrated the resilience of our operations despite several wet weather events, challenges associated with logistics and significant activity on-site with the ongoing execution of various major projects.

Further details of our financial and operating performance are available in the 2024 Stanmore Annual Report.



4.

Our Approach to Sustainability

4.1 A Message from the Chair of the Sustainability Committee

This year our sustainability journey further matured, as we adapted to changing regulatory demands while continuing to deliver tangible value to our workforce, shareholders, customers and local communities.

On behalf of the Sustainability Committee, I am pleased to share an overview of Stanmore's progress as we continue advancing the commitments outlined in our Sustainability Roadmap.

In 2024, as in previous years, we focused on continuous improvement, enhancing sustainability and ESG metrics and outcomes, addressing climate and environmental risks, and maintaining strong financial performance. As a result, we are proud to report that we remain on track with the deliverables in the Roadmap.

Our initiatives this year have been driven by a proactive approach to risk management and responsible resource use, ensuring that our operations deliver lasting benefits to the communities in which we operate, and minimising our impact on the environment.

Against the backdrop of an evolving landscape of sustainability practices and disclosures across the industry and our ongoing commitment to aligning with best practice, our material topics remain unchanged from the prior year, though subject to ongoing review to reflect emerging issues. This has allowed us to reinforce our long-term focus on our themes of People, Community, Climate, Environment, and Governance.

In 2024, regulatory and reporting expectations evolved, and we have made significant progress in developing climate metrics and processes to align with the Australian Sustainability Reporting Standards (ASRS). Additionally, we have commenced data collection processes in preparation for future Scope 3 reporting, recognising the importance of understanding and addressing our full value chain emissions.

Another key area of focus throughout the year has been our preparation for future Taskforce on Nature-related Financial Disclosures (TNFD) reporting. We have commenced preparation for relevant data collection and future reporting, as well as conducting an initial double-materiality assessment. In simple terms, this means we are required to assess both how nature impacts Stanmore's financial performance, and how we impact nature. This approach is helping evolve our thinking and underscores our commitment to a holistic understanding of environmental impact.

Other key highlights of 2024 include:

- Further development of our Environmental Management System (EMS), with the approval of our Environment Policy and updates to supporting documents.
- Progression of our Reconciliation Action Plan (RAP) commitments and initiation of preparations for our next RAP, set for submission in 2025.
- A review of our five-year Sustainability Roadmap to ensure alignment with our long-term vision and stakeholder expectations.
- Advancing the development of our Social Performance Framework, including a comprehensive five-year roadmap, standards and site procedures.
- Refinement of our ESG data collection to improve the accuracy, consistency and efficiency of our sustainability reporting.

We have made progress on our Decarbonisation Plan, with key projects identified and advancements towards investment decisions. These initiatives reflect our unwavering commitment to reducing our operational carbon footprint and transitioning towards a more sustainable operational model.

Looking forward, we remain steadfast in our commitment to sustainability. We will continuously enhance our strategies, navigate emerging challenges, and explore new ways to embed sustainability into our daily operations.

We will achieve the regulated reduction in operational emissions by 2030, meeting our obligations of the Safeguard Mechanism. In parallel, we remain committed to enhancing the accuracy, consistency, and transparency of our ESG data and reporting to ensure stakeholders have clear insights into our progress.

As we look ahead with enthusiasm for the continued evolution of our sustainability journey, I would like to sincerely thank our dedicated employees, partners, and stakeholders for their support and meaningful contributions.

Your commitment and collaboration have been instrumental in driving our progress. Together, we will continue to build a resilient and sustainable future – one that reflects our shared values and supports long-term prosperity for generations to come.



Caroline Chan
Chair, Sustainability Committee



“

2024 has seen an evolution of regulatory and reporting expectations... we have taken important steps in preparing for future Scope 3 reporting, recognising the importance of understanding and addressing our full value chain emissions.

”



4.2 Sustainability Committee

The Sustainability Committee, a subcommittee of the Board, provides oversight and strategic guidance on sustainability matters to ensure alignment with Stanmore's long-term goals and stakeholder expectations. In 2024, the Committee convened four times, addressing a wide range of topics.

Focus areas throughout the year included:

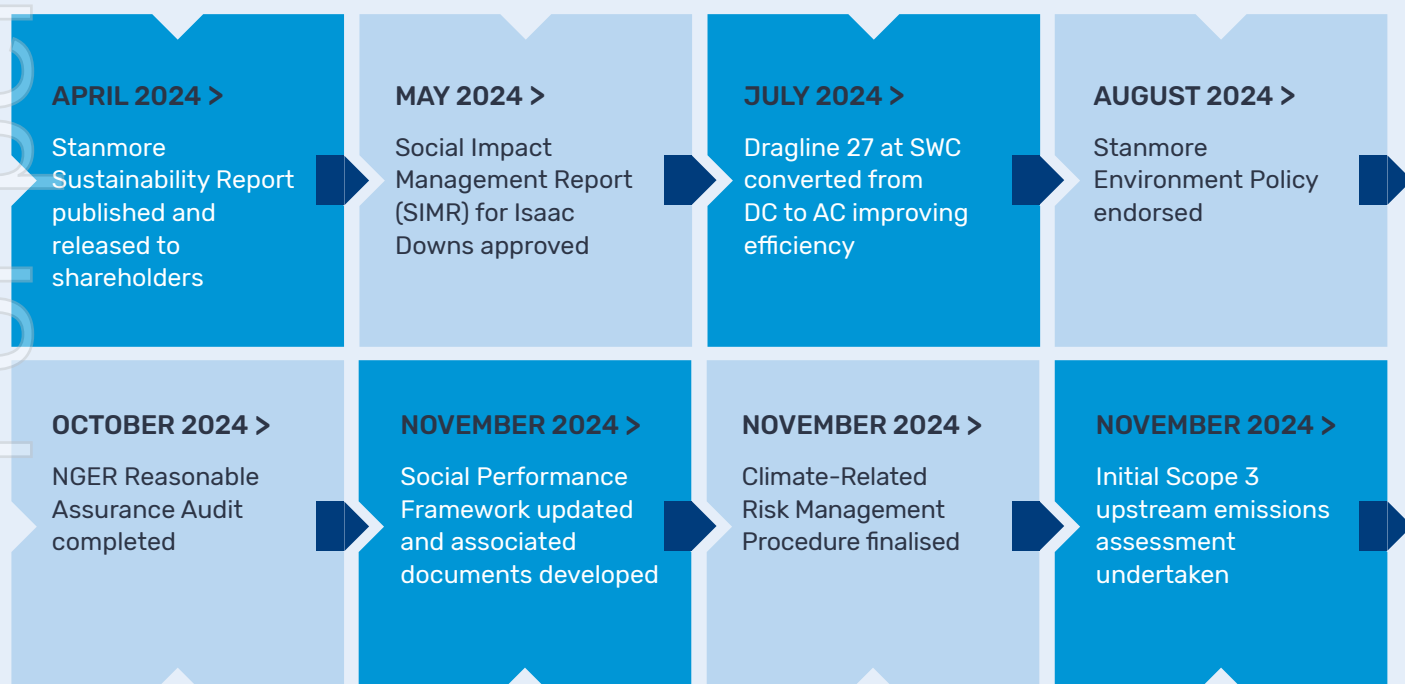
- governance/management systems
- climate change
- decarbonisation
- social performance
- environmental compliance
- waste management/circular economy/recycling
- ESG data collection and reporting.

The Committee also discussed emerging trends, especially in the legislative area such as the recently mandated climate disclosures and reforms to the *Environmental Protection and Biodiversity Conservation Act* (EPBC).

A significant milestone in 2024 was the endorsement of Stanmore's Environment Policy in August, a key component of our Environmental Management System (EMS).

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

Stanmore Sustainability Milestones



4.3 Key Sustainability Milestones in 2024

In 2024, our commitment to sustainability has evolved further, marked by the achievement of several key milestones and the continued evolution of our approach.

Strengthening the governance structure that frames our sustainability pathway, Stanmore continues to uphold site-specific Health, Safety, and Environmental Management Systems while enhancing our corporate-level documentation to align with our growth and evolving regulatory landscape. In 2024, we made significant progress in reviewing and updating procedures in these systems. The focus has been on developing integrated and purpose-built system documentation and processes. This work will continue in 2025 in accordance with our Sustainability Roadmap.



AUGUST 2024 >

Announcement of Qld Government Low Emissions Investment Partnerships (LEIP) funding for the SWC Gas to Electricity Project

SEPTEMBER 2024 >

Materiality Assessment review undertaken

SEPTEMBER 2024 >

Review of five-year Sustainability Roadmap

OCTOBER 2024 >

TNFD Assessment commenced

DECEMBER 2024 >

Internal Environmental Compliance Review completed

DECEMBER 2024

Decarbonisation Plan finalised



4.4 Our Material Topics

At Stanmore, we define our key sustainability topics as the issues most vital to our business and primary stakeholders. These topics guide our sustainability initiatives and are integrated into our strategic and operational plans.

During 2024, we conducted a review of our material topics to ensure our sustainability efforts and commitments continue to be centred around the matters that are most important to our stakeholders and business. This annual review process enables us to identify changes to our existing material topics based on evolving sustainability trends, new legislation and regulations, and changes to the needs and expectations of our stakeholders.

This year's review involved the following key steps:

- examination of internal strategic plans
- assessment and analysis of new sustainability standards and best practices
- consideration of national and international climate policy changes and legislation
- evaluation and analysis of trends and issues within the mining and resources industry
- benchmarking against industry peers and best practice
- review of material topics for the coal sector, based on the GRI Coal Sector Standard
- engagement with key internal stakeholders across all business functions and operational locations that maintain relationships with major internal and external stakeholder groups
- consultation with the Executive Leadership Team, who have regular communication with our major shareholders, investors and insurers.

Stanmore's material topics for 2024 remained consistent. In summary, our sustainability themes continue to be:

- **People** — protecting their health, safety and wellbeing, and supporting development, retention and inclusion.
- **Community** — supporting local programs and economic development; and building meaningful relationships with our First Nations stakeholders.
- **Climate** — reducing our greenhouse gas emissions and supporting the transition to a low-carbon economy.
- **Environment** — responsibly managing water, waste, air quality, noise and land use, and delivering rehabilitation outcomes.
- **Governance** — being a trusted, ethical and responsible mining company.

The Sustainable Development Goals (SDGs) are a set of 17 global objectives established by the United Nations in 2015. They aim to address the world's most pressing challenges, including poverty, inequality, climate change, environmental degradation, peace, and justice. The SDGs provide a universal framework for governments, businesses, and individuals to work towards a more sustainable and equitable future by 2030.

The page over depicts where the SDGs overlap with our material topics.

Social

People



Health, Safety and Wellbeing
Critical Incident Management
Workforce Development, Retention
and Inclusion



Community



Local Communities
Land and Resource Rights
Economic Benefits



Environment

Climate



Climate Adaptation, Resilience and Transition
Energy Consumption and Greenhouse Gas Emissions



Environment



Water
Sustainable Land Use and Biodiversity
Rehabilitation and Mine Closure
Waste
Air Quality and Noise



Governance

Governance



Corporate Governance Framework
Anti-Corruption and Bribery
Modern Slavery



4.5 Stanmore NextGen

Originally established as Stanmore Green in 2021, Stanmore NextGen aims to identify and deliver projects that complement Stanmore's existing operations with a focus on decarbonisation and sustainable development.

2024 was another successful year. While the SOURCE Water hydropanel arrays at the Isaac Plains Complex (IPC) continue to supply potable water at the site, we have set our sights on more ambitious projects in the decarbonisation and energy space.

In August 2024, we announced Stanmore's Gas to Electricity Project at South Walker Creek will be the first project to be funded through the Queensland Government's \$520 million Low Emissions Investment Partnerships (LEIP) program. The project will capture coal seam methane and transform it into electricity at a new 20-megawatt power station to be located at the South Walker Creek Mine. The power station will provide South Walker Creek's entire electricity requirements, with excess power exported to the Queensland grid. Once constructed, this initiative will repurpose gas that would otherwise be released as fugitive emissions during future mining operations, converting it into a sustainable energy source for the mine.

To support the initiative, we have formalised separate joint venture arrangements with Transition Energy Corporation (TEC) and Enernet Australia. Under these agreements, TEC and Stanmore NextGen will partner for the extraction and delivery of gas from South Walker Creek to the power station, while Stanmore NextGen and Enernet collaborate on the power generation. Additionally, we took the opportunity to rebrand 'Stanmore Green' to 'Stanmore NextGen' to better reflect the new business.

Looking ahead, Stanmore has partnered with Idemitsu Kosan Co., Ltd and Terviva, Inc to establish a 50-hectare Pongamia plantation near our existing operations, with planting commencing in March 2025. Pongamia will serve as a feedstock for renewable fuels, an essential component of the future energy transition. As a major landholder in Central Queensland, we are eager to assess Pongamia's viability across various conditions, including on land disturbed by mining. Additionally, we will collaborate with our project partners to explore further uses for Pongamia, such as livestock feed and carbon sequestration. This initiative builds on ongoing research in partnership with the University of Queensland, further advancing Stanmore's decarbonisation journey.

We are also continuing to evaluate solar projects at both the IPC and Poitrel and have progressed connection applications for these projects with Ergon.



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Pongamia serves as a feedstock for renewable fuels, which will be necessary in the future for the energy transition.

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5.

People



Stanmore's success is driven by our people – their skills, knowledge, creativity and dedication underpin everything we achieve.

The health, safety and wellbeing of our team remain at the core of our operations. We are dedicated to achieving high safety standards and fostering a culture where psychological safety, and shared responsibility and accountability for health and safety outcomes are prioritised. Our goal is to move beyond a compliance-led culture, creating an environment where safety leadership, engagement and care are embedded in everything we do.

In 2023, we established Safety and Health targets as part of business planning, incorporating them into Stanmore's short-term incentive program. In 2024, our teams successfully delivered on all their safety objectives, with most operations exceeding their targets in multiple areas.

Additionally, we continued to implement wellbeing initiatives designed to ensure every team member can perform their role safely and productively, while maintaining and strengthening our leadership in workplace health and safety. We also developed and launched an Employee Engagement Survey to establish a benchmark for engagement. The feedback gathered is being actively addressed through our dedicated program, *Stanmore Connect: Engage, Listen, Act*, reinforcing our commitment to continuous improvement and the health, safety, and wellbeing of our employees.

Material Topics and Related UN SDGs

Health, Safety and Wellbeing



Workforce Development, Retention and Inclusion



Objectives

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

Targets

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

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Our team's health, safety,
and wellbeing are at the
core of everything we do.

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5.1 Health, Safety and Wellbeing

Stanmore is deeply committed to the health and safety of our people, as reflected in our Mission Statement and guided by our Values. Our primary goal is to ensure that everyone returns home safe and healthy each day. This commitment underscores the importance of safety leadership and engagement and applies to all our employees and contractors.

Training and leadership engagement are critical to ensuring health and safety awareness remain at the forefront of our operations. In 2024, as part of our proactive risk management strategy, we completed risk assessments using a bow-tie methodology to update the critical controls for our multiple fatality risks. Additionally, we updated our site-based Principal Hazard Management Plans (PHMPs) and implemented in-field components of our Leading Safety program. This includes aligning Fatal Risk Control Observations (FRCOs) and Critical Control Verifications (CCVs) to ensure that critical controls are consistently reviewed, updated, and effectively applied.

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

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

The Stanmore Integrated Safety and Health Management System (SHMS) is structured around six elements that complement and align with existing SHMS requirements, incorporating positive performance indicators for assurance:

- Governance and Leadership
- Risk Planning
- Support
- Operation
- Performance Evaluation
- Improvement.

Safety Performance

Our primary measure of safety performance is the Queensland coal mining regulator's Serious Accident Frequency Rate (SAFR), rather than the Total Recordable Injury Frequency Rate (TRIFR). The SAFR is our preferred metric as it aligns with our focus and actions towards reducing the likelihood of a serious accident occurring and enables industry-wide comparison of safety performance.

For the 12-month period ending December 2024, our SAFR was 0.30, which remains below the industry average of 0.61 (*reported as of September 2024 by Resources Safety and Health Queensland for Surface Mines*). Our TRIFR over the same period was 4.4, an increase from 3.2 in 2023.

While recordable injury numbers increased compared to 2023, we observed a reduction in higher-potential injuries compared to the previous year. Additionally, we conducted a comprehensive injury analysis and implemented targeted programs, including a hand safety initiative and a boot awareness campaign, to enhance protection and further mitigate risk.

Safety and Health Management Systems (SHMS) are in place at all sites, covering all workers, contractors and visitors to our sites. Our Site Senior Executives (SSE), supported by the entire workforce, oversee the implementation of the system, along with our safety protocols and initiatives.

Our health and safety systems are regularly revised, internally and externally audited, and enhanced to incorporate the most recent developments in safety best practices, as well as the latest industry standards and benchmarks.



Employee and Contractor Incidents

Incident Category	2022	2023	2024
Serious Accidents	0	1	2
Occupational Fatal Injury	0	0	0
Lost Time Injury	4	5	14
Restricted Work Injury	0	6	5
Medical Treatment Injury	1	6	11
First Aid Injury	132	195	166
Total Injuries	137	212	196
Number of Hours Worked (Employees and Contractors)	3,381,891	5,304,739	6,742,960
Total Recordable Injury Frequency Rate (TRIFR)			
Monthly Average Over 12-Month Period	1.5	3.2	4.4
Serious Accident Frequency Rate (SAFR)	0	0.19	0.30

CASE STUDY

Celebrating 20,000 Hours of Safe, Incident-Free Training at Poitrel

At Stanmore, safety and professional development are at the core of everything we do. This commitment was exemplified by the success of our Poitrel Dozer Push New to Industry Program, where trainees have achieved a remarkable milestone of 20,000 hours of training completed safely and incident-free. This impressive milestone achieved through this Program is also reinforced by maintaining a full labour force, even during a challenging market.

Launched in January 2023, the program welcomed over 25 operators, many of whom were new to the mining industry and have since graduated from the program and moved to upskilling on other machines. Over the course of 18 months, trainees gained hands-on experience and technical knowledge while working across all mine service crews, developing critical skills and knowledge about dozer operations in a supportive and safety-focused environment.



CASE STUDY

Bow-Tie Risk Assessments

In 2024, we continued to strengthen our management of multiple fatality risks across our business. Building on the Broad-Brush Risk Assessment (BBRA) completed in late 2023, we undertook Bow-Tie risk assessments for our identified principal hazards.

Bow-Tie analysis is a structured risk assessment methodology that helps stakeholders and risk owners better understand how loss of control can lead to a Material Unwanted Event (MUE). Each assessment was conducted with a diverse group of employees and contractors to ensure a comprehensive evaluation of risks, ownership of controls, and effective risk management across our operations.

Through these workshops, we identified associated threats, as well as preventive and mitigating controls. Controls were categorised as either standard or critical, with the latter being essential in preventing catastrophic events.

The insights from these assessments informed the development of our critical control specifications, which form the foundation of our Critical Control Verifications (CCVs) and Fatal Risk Control Observations (FRCOs) within our Stanmore Leading Safety program.

To maintain the effectiveness of our risk management framework, we conduct regular reviews and monitoring to identify any changes in risk sources, assumptions, control effectiveness, or risk ratings. Remaining vigilant ensures the safety of our people and the sustainability of our operations.

Employee Health and Wellbeing

Prioritising our workforce's mental health and wellbeing is key to fostering a safe and supportive workplace environment. We offer an Employee Assistance Program (EAP), which is provided by the industry-experienced Gryphon Psychology. The EAP is offered to all employees, their partners and any dependent children. The EAP services are confidential and focus on encouraging effective self-management strategies and practices.

Additionally, Stanmore actively works to minimise psychological risks in our workplace, while fostering a resilient culture that empowers our employees with effective coping mechanisms to maintain their health and wellbeing. Our continuous education programs for our leaders and staff highlight the significance of mental wellness and promotion of healthy lifestyle choices.

During the year, our activities included:

- Mental Health Awareness, Peer Support, and Mental Health First Aid training
- monthly health shares on topics such as eye health, the importance of stretching, bowel health and regular medical check-ups
- push-up challenge
- Movember
- R U OK? Day activities
- rollout of training packages on Sexual Harassment, Workplace Bullying, and Diversity and Inclusion.

Other preventative occupational health services include:

- 24/7 on site paramedic and rescue personnel
- quarterly hygiene monitoring
- periodic health assessment under the *Coal Mine Workers' Health Scheme*.



CASE STUDY

Enhancing Safety with Proximity Awareness Technology on the ROM

At South Walker Creek, safety is always the top priority, and in response to several loader and truck contact incidents on the CHPP Run of Mine (ROM) over the past year, the site successfully implemented proximity awareness technology to improve operator safety.

Using Minestar Terrain Detect, the project aimed to eliminate vehicle interactions and protect personnel operating in high-risk areas. Through a clear project scope and leveraging existing site hardware, a cost-effective solution was trialled and commissioned in

October 2024, successfully integrating the technology between equipment.

This initiative, delivered by the South Walker Creek Reliability Engineering Team in collaboration with the CHPP and Production teams, reflects Stanmore's commitment to safety and continuous improvement. By addressing critical safety concerns with innovative solutions, the team demonstrated Stanmore's dedication to creating a safer working environment and achieving the best possible outcomes for its people and operations.

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Safety is always
the top priority.

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We commit to innovation and continuous improvement.

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CASE STUDY

Remote Dozer Operation Commissioned at South Walker Creek

In December 2024, Stanmore commissioned its first Remote Dozer Operation trial at South Walker Creek (SWC), marking a significant step forward in eliminating risks associated with high-risk dozer tasks.

Whilst in the ‘training phase’ this innovative project will enable dozers to be operated remotely from a control room at the CHPP, removing the operator from hazardous environments. By doing so, it mitigates the risk of a dozer falling into hidden voids caused by active coal valves, a danger that has been linked to serious industry incidents such as dozer rollovers and engulfment during train loading activities.

The goal of the SWC Remote Dozer Project was clear: to deliver a proof of concept demonstrating that remote dozer operations are not only feasible but essential for eliminating high hazard risks. With serious incidents increasing across the industry, including recent cases of operator engulfment, the project reflects Stanmore’s commitment to innovation and continuous improvement. The project’s success was a result of collaboration between Stanmore’s Projects and CHPP Production teams, alongside key partners Hastings Deering, Radlink, Acubis, and M2E.

Hazard Identification, Risk Assessment and Incident Management

Our commitment to safety is unwavering – we make significant effort in ensuring that every team member returns home safely at the end of each day. We use the Broad-Brush Risk Assessment (BBRA) method to identify and assess high-level health and safety hazards that could result in severe consequences, including single and multiple fatalities. By evaluating the most reasonable worst-case scenarios, BBRA helps define the organisation's overall risk profile.

Principal Hazards, which have the potential to cause multiple fatalities, are managed through the Bow-Tie risk assessment method. Leveraging tailored software, Stanmore systematically develops electronic Bow-Ties to analyse and control Material Unwanted Events (MUEs), ensuring effective hazard management.

Given their significance, Critical Controls must be clearly defined in a Critical Control Performance Specification, which outlines:

- the objective of the critical control and its intended function
- how the control operates to achieve its objective
- the verification and monitoring requirements to ensure its effectiveness.

Using these specifications, the implementation and effectiveness of Critical Controls for each Principal Hazard will be assessed through the Stanmore Leading Safety Program.



CASE STUDY

Enhancing Safety and Efficiency with a Two-Way Radio System Upgrade at South Walker Creek

In line with Stanmore's commitment to continuous improvement, South Walker Creek successfully upgraded its two-way radio system, enhancing safety and operational efficiency. For the past 20 years, the site relied on an analogue communication system, which had become outdated, difficult to maintain, and unable to support the mine's expanding operational needs. Congestion on channels, limited coverage, and reception blackspots posed significant risks, making it crucial to modernise the system to ensure reliable, real-time communication across the site.

To address these challenges, the SWC Projects and Technology Department, in collaboration with Radlink Communications, MJM Developments, and Cooper McCullough Group, delivered a comprehensive system upgrade. This included expanding repeater channels from 4 to 14, increasing simplex channels from 4 to 15, relocating key communication sites, and implementing a new digital radio system. The result is a safer, more efficient communication network that supports positive interactions between people and equipment, reduces downtime, and ensures personnel can operate with enhanced safety and reliability. This upgrade future-proofs South Walker Creek's communication infrastructure, reinforcing Stanmore's dedication to innovation and continuous operational improvement.

Additionally, Principal Hazards require a Principal Hazard Management Plan (PHMP) in compliance with the *Coal Mining Safety and Health Act 1999*. PHMPs serve as high-level documents that define the hazard and the Critical Controls necessary for its management. They are typically supported by various Safety and Health Management System documents, including Standard Operating Procedures, plans, and checklists.

We assess hazards and manage risks at each of our sites in accordance with our rigorous risk management procedures. In 2024, we closely monitored reported hazards and incidents to continuously enhance our risk control measures across all sites. Our site-specific risk management systems were developed in line with the *Coal Mining Safety and Health Act 1999 (Qld)*, Recognised Standard 02 – Control of risk management practices. We continued to take a proactive approach to risk identification, assessment and management, with input from management, employees and contractors. Our incident reporting and management system was further enhanced, ensuring it adheres to relevant regulatory requirements and international standards.

Additionally, all workers at our mine sites undergo comprehensive safety training, including inductions and regular refresher courses. Mandatory training for all employees covers essential health and safety topics such as handling hazardous chemicals and dangerous goods, hygiene, manual handling, fire response, PPE usage, and workplace safety inspections.

The safe and effective management of mine site tailings is essential to protecting our people, communities, environment, and assets. Across our operational sites, we manage three active and one inactive tailings facility, all of which undergo regular inspections and maintenance by qualified personnel. These due diligence activities evaluate potential risks, including seepage, leakage, cracking, overflow, and structural instability. Through proactive communication and a rigorous inspection regime, we work to minimise the likelihood and impact of any critical infrastructure failure.

CASE STUDY

Highly Commended Award received at QMIHSC

Stanmore takes pride in fostering a culture of safety and innovation, and this commitment was exemplified by Kyle Hughes, Maintenance Manager at Poitrel, who received a Highly Commended Award at this year's Queensland Mining Industry Health & Safety Conference (QMIHSC).

Kyle was recognised in the Innovation Award Category for his development of a purpose-built dozer idler lifting tool, a groundbreaking solution designed to improve safety and efficiency in maintenance operations. Kyle's recognition stemmed from his proactive response to a workplace safety incident in February 2023, where a coal mine worker sustained a hand injury while manually installing an idler assembly

on a Caterpillar D10T dozer. This incident highlighted the critical risks associated with manual handling during the task and underscored the need for a safer, more efficient solution.



5.2 Employment Practices

At Stanmore, we strive to create a workplace where our people feel safe, valued and empowered. We foster this by promoting gender equality, prioritising employee wellbeing, and seeking opportunities to enhance job satisfaction and retention. We recognise and appreciate the contributions of every employee and are committed to supporting their career growth and success through skills development and opportunities.

The recruitment and retention of a skilled workforce is crucial for growth and success, especially in our industry's evolving landscape. In 2024, we reinforced our commitment to this by implementing and supporting a range of initiatives and policies that promote diversity and cultivate a safe, inclusive and positive work environment for all team members. We pride ourselves on offering competitive salaries (see Workforce Development, Retention and Inclusion section below) and a suite of benefits for our people, including:

- comprehensive professional training and development opportunities, including courses, and access to industry training and events
- health and wellbeing benefits, such as gym and pool memberships for employees
- financial support through reimbursement for remote housing
- flexible working arrangements, accommodating employees from all demographics and backgrounds.

Parental Leave

As an equal opportunity employer, we are proudly committed to supporting our people and their families through comprehensive support mechanisms and parental leave policies.

In 2024, we increased our paid parental leave from 12 weeks to 18 weeks for eligible team members who are the primary caregiver, whether through the birth of a child, or following surrogacy or adoption. Additionally, we offer two weeks of paid leave for secondary carers.

Recognising that family-building journeys can take different forms, we also provide Family Pathways Leave, offering additional paid time off to support employees pursuing alternative paths to parenthood, such as IVF and adoption.

In 2024, 22³ people took parental leave and all of those people who were due to return after this period have successfully done so.

Salary Sacrifice

Given the geographic locations of our operations, we employ many Fly-In Fly-Out (FIFO) workers. We understand that this arrangement can present financial challenges for employees. To support our FIFO staff, we provide salary sacrifice options for self-funded flights and airport parking expenses, helping to manage costs more effectively. Additionally, all employees have access to salary sacrifice benefits such as superannuation contributions and novated vehicle leases, offering greater financial flexibility and planning opportunities.

Employee Training

We provide comprehensive pathways and training opportunities to support our employees in achieving their career goals while enhancing their skills and industry knowledge. Our training covers key areas such as safety, equipment operation and regulatory requirements.

To ensure our programs remain relevant and effective, we regularly review and update them in line with workforce needs and organisational objectives. We also encourage employees to take advantage of additional learning opportunities, including industry conferences and workshops, to further develop their expertise and expand their professional networks.

³ Some employees were still on a period of paid parental leave as of 31 December 2024.

In 2024, Stanmore employees and contractors collectively completed approximately **179,000 training hours**. These courses covered a range of topics, including position inductions and appointments, workplace safety training and risk management, and role-specific sessions such as permit to work, plant operation, working at heights and confined space entry.

Training Hours by Employment Type

	2022	2023	2024
Employee	30,515	22,420	30,269
Contractor	153,801	122,540	148,554
Total	184,316	144,957	178,823



5.3 Workforce Development, Retention and Inclusion

At Stanmore, we have built a culture of continuous development and inclusivity, where our teams feel physically and psychologically safe. We pride ourselves on recognising the value of diverse work environments and actively seek to promote equal opportunities, workforce development and wellbeing.

Diversity and Inclusion

We are committed to monitoring and strengthening diversity and inclusion across all levels of our organisation; from on-site teams to our Board and Management Committees. At the end of 2024, our female participation rate, on a headcount basis, increased to 20%, and female board participation increased to 25%. We prioritise workforce development by establishing retention strategies and inclusive practices, such as mentoring programs and flexible work arrangements. Our goal is to foster a workplace where every individual feels valued, empowered, and supported to contribute, grow and succeed.

Our Diversity and Inclusion Policy recognises that an inclusive and diverse workplace will help attract, retain and develop the best people. Stanmore believes that creating equal opportunities and embedding inclusive behaviours will enable innovative and creative decision-making.

We ensure fair recruitment practices and take decisive action against discrimination, harassment, bullying, victimisation, and vilification. By being aware of the physical and psychosocial risks associated with such incidents, we maintain a zero-tolerance policy for prejudices in any form. We have established mechanisms for employees to report instances of discrimination through the "Speak Up" program, providing internal anonymous and third-party reporting services 24/7. There were zero reported instances of workplace discrimination requiring corrective actions in 2024.

Employment by Gender

Board Members	2022	2023	2024
Male	7	6	6
Female	1	1	2
All Employees			
Male	577	619	636
Female	141	148	155
Total	718	767	791

Our primary objective is to offer equitable and competitive remuneration that supports employee retention and fosters professional growth, effectively minimising turnover. We are dedicated to providing equitable employment and compensation by providing attractive salary packages and education sponsorship to recruit and retain skilled talent. The diversity in package structures results from Enterprise Agreements (EA) and individual staff contracts specific to each business unit.

Our cultural support team and leaders are committed to promoting cultural competency through tailored training and providing meaningful career support for our First Nations employees. We are dedicated to building a strong First Nations workforce, achieving a 12% employment rate across our operations in 2024.⁴

To enhance cultural awareness and support reconciliation, we deliver cultural training across our sites, ensuring a welcoming and inclusive environment. Our on-site cultural specialists and training supervisors play a key role in promoting cultural competency through relevant training and ongoing support, empowering First Nations employees to build rewarding careers. New-to-industry Indigenous programs are being developed in our warehouse department, providing tailored training program and career pathway development for First Nations workforce. Please refer additional information on First Nations upskilling and education support in **Section 6.2**.

During 2024, there were no reported incidents involving violations of the rights of First Nations peoples.

⁴ Statistic is sourced from a site-based survey completed by our Specialist Cultural Coordinator in January 2025. The First Nations employment count included both direct Stanmore employees and contractors.



Recruitment and Workforce Composition

During 2024, our operations experienced further expansion, leading to growth in our total workforce. As of 31 December 2024, our total employee hire rate increased to 17%, taking the number of Stanmore employees to 791 people.

All our team members are employed within Australia, with the majority of these employed locally at each mining site.

Our employee breakdown can be seen in the adjacent table.

Employee Hire and Turnover Number and Rate

	Male	Female	Total	Rate
New Employees (Hire Rate)	99	34	133	17%
Departing Employees (Turnover Rate)	83	25	108	14%

The above figures have been sourced from our HR database and are reported as at the end of the year (31 December 2024).

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

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



“We support the growth of leadership at Stanmore, by investing in professional development.”



CASE STUDY

Building Future Leaders Through Graduate Development and Early Career Pathways

At Stanmore, fostering new talent remains a cornerstone of our strategic goals. Through initiatives like the Graduate Development Program and Stanmore Graduate Success Pathway, we are empowering aspiring professionals to excel in their chosen fields while gaining a holistic understanding of Stanmore's operations. Our continued focus on early career development reflects our commitment to creating meaningful employment opportunities and building a sustainable workforce.

In 2024, we proudly welcomed four promising graduate engineers specialising in Geotechnical and Mechanical disciplines. These graduates have joined our comprehensive program, purpose-built to transition emerging talent from academic achievement to professional excellence. The program provides a platform for graduates to apply their academic expertise in real-world settings across Stanmore's Poitrel and South Walker Creek mine sites, as well as our Brisbane Corporate Office. Over an 18-month to two-year period, participants were guided by experienced mentors and supported by site-based sponsors, ensuring they receive continuous encouragement and development opportunities. Our Graduate Programs aren't just a start, they offer a gateway to a rewarding and impactful career with Stanmore, as we build future leaders poised to drive innovation and growth within the industry.

At Poitrel Mine, we continued to support a robust traineeship program in our Production team: 57 new trainees joined in 2024, ensuring a pipeline of skilled individuals ready to contribute to our workforce.

Through these programs, Stanmore is shaping the next generation of professionals, reaffirming our commitment to investing in early career development and creating pathways to meaningful employment for people new to the industry.

CASE STUDY

Promoting Mental Health Awareness Through First Aider Training

At Stanmore Resources, promoting mental health and wellbeing of our workforce is one of our safety priorities, fundamental to our business value. In 2024, we continue to promote mental health education, by running awareness workshops with all site personnel and leadership training for our management team to create wholesome work environments and a safer workspace for everyone.

We also encouraged our team members to participate in further training on incident response via the Mental Health First Aider Training, with a total of 62 staff successfully completing the training in 2024. This initiative ensures that trained team members are easily recognisable and accessible, offering a first point of contact for colleagues seeking mental support.

Training Highlights

Mental Health First Aiders: Staff who complete the training are easily identifiable onsite by the bright patterns on their shirts, providing a visible and approachable presence for colleagues who may wish to discuss mental health challenges.

Site-Wide Participation: All on-site staff are encouraged to attend the initial training, ensuring broad participation and fostering a culture of care and understanding.

Enhanced Leader Training: As an additional step, site leaders undergo further training to deepen their understanding of mental health issues, enabling them to identify and support staff who may be facing challenges effectively.



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Promoting the mental health and wellbeing of our workforce is one of our safety priorities.

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6.

Community



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

Through active engagement and collaboration, we aim to identify, understand, and support the unique needs of the communities within the Isaac region impacted by our operations. Our commitment is centred on driving local economic growth, creating employment opportunities, building strong relationships with the local communities and First Nations people, and investing in initiatives that enhance community wellbeing.

During 2024, we enhanced our Social Performance Framework, and formalised key standards and procedures that guide our investment and engagement with local communities, stakeholders and First Nations peoples. As part of this process, we reviewed our objectives, commitments, and key social risks, aligning them with the goals and principles of Social Performance. Following on from last year's review, we bolstered our processes in the areas of community engagement and investment. Our focus areas remain within five key categories: Social Impact Assessment, Stakeholder Engagement, Social Investment, Human Rights, and Cultural Heritage.

Material Topics and Related UN SDGs

Local Communities



Land and Resource Rights



Economic Benefits



Objectives

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

Targets

- Submit an Innovate Reconciliation Action Plan (RAP) during 2025
- Enhance the Community Grants Program to support local initiatives
- Conduct a Community Needs Assessment during 2025.

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We bolstered community
engagement and investment.

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6.1 Local Communities

We recognise the impact of our operations on local communities and are committed to creating a meaningful and lasting legacy. By actively engaging with our stakeholders, we listen to their needs and identify opportunities to deliver positive, long-term outcomes.

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

In 2024, we further strengthened our community management framework, enhanced community engagement efforts, and actively promoted local living and development.

Our operations make a significant indirect impact by creating regional employment opportunities, supporting business development within the communities where we operate, and fostering partnerships with local and First Nations businesses.

We also make direct contributions through investments in local schools, community groups and local government, facilitated via sponsorship and grants (see **Section 6.3: Economic Benefits**).

Social Performance Management

In 2024, we reviewed and reported upon our Social Impact Management Plan (SIMP) at the Isaac Plains Complex. Additionally, we finalised our Social Performance Framework (SPF) and reviewed our five-year Social Performance Roadmap, management standards and strategies for implementation. The SPF and relevant governance system are designed to enhance decision-making through clear, intentional and targeted actions. They provide structured guidance for community engagement and consultation processes, while also serving as a protocol for economic contributions, ensuring that our investments and initiatives generate meaningful benefits for the communities in which we operate.

CASE STUDY

IPC and SWC Empowering First Nations Workforce Through the New to Industry Program

As part of Stanmore Resources' objective to increase employment and training opportunities of First Nations people, the New to Industry Program at the Isaac Plains Complex is a milestone initiative designed to support local First Nations candidates. This program aims to equip participants with transferable skills, fostering long-term employment within Stanmore and the mining sector while creating a pathway to economic empowerment for First Nations communities.

Building on its success, the program is now being expanded to South Walker Creek, introducing new opportunities in Warehouse and Inventory Management. This includes the recruitment of two First Nations trainees and an apprentice, specifically tailored to these high-demand operational areas. The Warehouse and Maintenance EEM program will focus on developing critical competencies in supply chain operations, equipment maintenance, and inventory control, ensuring participants gain hands-on experience and qualifications relevant to both Stanmore's needs and broader industry demands. By blending technical training with mentorship and on-the-job learning, this expansion aims to continue our work to create a sustainable and skilled First Nations workforce ready to excel in the mining sector.

Community Interaction

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

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

Additionally, stakeholders occasionally raise concerns regarding social and economic pressures, including cultural heritage, employment and contracting impacts, and the strain on regional infrastructure and community services. Post-mining land use and employment are also common topics of interest. We actively address these issues as part of our Progressive Rehabilitation and Closure Plan (PRCP) activities, ensuring our plans align with community expectations.

As part of our commitment to transparency and accountability, critical concerns are raised with the Board and relevant sub-committees as needed. This ensures that significant stakeholder issues, including those identified through our grievance mechanisms, are escalated and addressed.

Throughout the reporting period, the Sustainability Committee played a key role in conveying important issues and trends to the Board, including raising community complaints and grievances should they arise. Every concern is treated with priority, and we have implemented a dedicated software application to facilitate thorough investigation and resolution. Notably, no significant concerns were raised during the 2024 reporting period.

CASE STUDY

Lighting Up the Arena: Enhancing Blue Mountain Campdraft with Community Grant Support

The iconic annual Blue Mountain Campdraft, held on the third weekend of August each year at Strathdale Station, received a grant to improve lighting at the event grounds.

Thanks to the grant from Stanmore Resources, Blue Mountain Campdraft was able to install a weatherproof 48W 1200mm LED light and nine powerful 200W floodlights. This significant upgrade enhances the overall event experience by ensuring the arena is well-lit, regardless of weather conditions, while also extending operational hours into the evening if required.

The newly installed lighting has greatly improved visibility across the grounds, contributing to the safety of riders and their horses, as well as the enjoyment of the local community who attend each year.

The lighting upgrade, made possible by the grant, ensures that the Blue Mountain Campdraft continues to be a well-loved and smoothly run event, drawing competitors and spectators from across the region for years to come.

Living Locally

Stanmore actively supports our workforce living in close proximity to our operations, helping to boost the local economy and contributing to a stable, sustainable community. Through our Live Local program, we provide financial assistance to employees who establish their 'usual place of residence' in local towns, such as the Moranbah and Nebo areas.

The program delivers several advantages, improved physical and mental wellbeing, and greater work-life balance due to reduced travel time and more time spent with family. Living locally also strengthens community ties, as employees and their families actively contribute to the vibrancy and social fabric of the region.

Existing Relationships

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

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

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

We remain devoted to maintaining transparent communication with our stakeholders regarding our operations, facilitating the proactive identification and resolution of any issues or concerns.



Site Environment Teams visit to Coppabella State School

CASE STUDY

Dolphin Football Club Kicking Goals with Stanmore Resources Community Grant

Dolphin Football Club in Mackay was awarded a grant through the Stanmore Resources Community Grant Program, enabling the club to purchase new portable goalposts for its MiniRoos and junior teams.

The much-needed equipment upgrade has enhanced training and matchday experiences, ensuring young players can develop their skills in a safe and supportive environment.

The support provided to Dolphin Football Club not only highlights Stanmore's dedication to nurturing young talent in the region but also contributes to strengthening the broader community through sports, encouraging active and healthy lifestyles for the next generation.



Support for Community Organisations

Local community groups, clubs, and non-profit organisations are the backbone of regional communities, and Stanmore is dedicated to supporting a range of local initiatives, programs, and organisations across Central Queensland. Our commitment to making a positive impact is reflected in our active support for the communities of Moranbah, Nebo, Mackay, and surrounding rural areas.

In 2024, Stanmore allocated over \$282,000 to community groups and organisations through the Stanmore Community Grants Program, as well as through our research and social partnership program (see **Section 6.3: Economic Benefits**).

The 2024 Community Grants, which made up a significant portion of our total community contribution, supported both returning organisations such as Moranbah State High School, Valkyrie State School P&C Association, Nebo Bushman's Carnival Inc, and Pindi Pindi State School, as well as around 50 new recipients, including The Queensland Chamber of Agricultural Societies Inc., Clermont Hospital, and CQ Rescue.

We are proud to see the positive impact of our community grants and funding, which support local events, programs and initiatives.



NAIDOC 2024 celebration and combined site gathering

CASE STUDY

Supporting Nebo State School's Christmas and Awards Ceremony

For the fifth consecutive year, the team at South Walker Creek continued Stanmore Resources' tradition of supporting the local Nebo community by sponsoring and serving at the Nebo State School Christmas and Awards Ceremony.

Held annually, this much-anticipated event brings together students, families, and community members to celebrate the school's achievements, showcase class Christmas performances, and highlight the musical talents of individual students.

This year, South Walker Creek's team not only donated to the event but also took an active role in preparing and serving a BBQ, fostering a spirit of connection and celebration within the community. Stanmore's ongoing involvement demonstrates its commitment to supporting education and strengthening ties with the communities in which we operate.

CASE STUDY

Enhancing Autism Services: Stanmore Resources Grant for Autism Queensland Mackay

Autism Queensland Mackay was awarded a grant through the Stanmore Resources Community Benefit Program in 2024, enabling the purchase of three Apple iPads. These devices are integral to improving service delivery, streamlining client onboarding, completing documentation, and assisting staff with the use of assistive technologies such as interactive whiteboards.

The iPads also support a range of communication and learning applications such as Proloquo2Go, Reading Eggs and Mathseeds, which help engage clients in therapy and education. This technology enhances the service experience for autistic individuals and their families in the Mackay-Whitsundays region, ensuring better access to personalised support and interventions.

Through this project, and with the support of Stanmore Resources and the community grant program, Autism Queensland continues to strengthen its commitment to providing quality services and improving outcomes for the autistic community.

6.2 Land and Resource Rights

Stanmore owns six properties totalling more than 93,000 hectares of freehold and leasehold title that were purchased for mining development. The land is currently licensed to third parties for predominantly agricultural purposes until it is required for mining or mining related infrastructure.

To ensure responsible land management throughout all stages of mining, we have established protocols for engaging with affected stakeholder groups while recognising the significance of local communities and First Nations peoples. We have implemented comprehensive land and tenement management processes, with all property-related matters overseen by a dedicated Land Manager.

Our Progressive Rehabilitation and Closure Plan (PRCP) commitments include offering agistment licence partnerships. This initiative provides local community members with opportunities to explore grazing opportunities on our tenements. We share the land with appropriate local community members before the commencement of mining, during activities and after mine closure, ensuring a sustainable and beneficial use of the land for the local community.

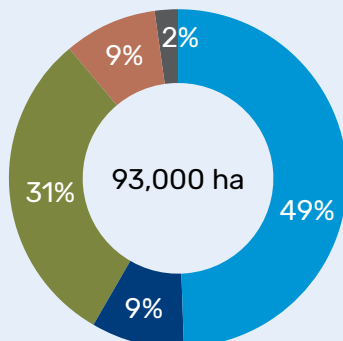
First Nations Engagement and Rights

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

Each of our sites is committed to strengthening partnerships with First Nations peoples, with established procedures in place to uphold this commitment. Our Relationship Committee meets quarterly with Traditional Owner representatives to explore ongoing collaboration opportunities, review cultural heritage management plans, and ensure our operations align with and respect their cultural, environmental, and historical connections to the land. Through this collaborative approach, we strive to foster mutual understanding, respect, and shared benefits for all involved.

We also recognise that a fundamental part of respecting and building relationships with First Nations peoples is the responsible management and care of the land and resources that surround our operations. Our goal remains to restore the land used to its original state post-mining, and our operational planning and impact assessments are designed to ensure this.

Land Management



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



Preserved scar tree at Isaac Plains Complex



NAIDOC 2024 celebration –
cultural performance and engagement

Reconciliation Action Plan (RAP)

In 2023, Stanmore's reconciliation efforts and commitments were formally documented within our Reconciliation Action Plan (RAP) which was endorsed by Reconciliation Australia. This was a significant milestone in our journey of formal reconciliation with further steps to come.

In 2024 numerous actions associated with Stanmore's Reflect RAP were successfully implemented throughout our business. This enabled us to engage in reconciliation meaningfully, including developing relationships based on respect and trust with First Nations stakeholders and communities. Our RAP working group met throughout the year to ensure that the implementation of the RAP was progressing according to our schedule, and to plan out future work to be achieved. In 2025 we plan to finalise the development of our Innovate RAP and submit to Reconciliation Australia.

Indigenous Land Use Agreements (ILUAs)

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

At Isaac Plains, we have collaborated closely with the Barada Barna people on cultural heritage mapping and clearances since 2016. This partnership was extended to encompass the Isaac Downs project from 2019 to 2022.

Throughout 2024, Stanmore continued its consistent engagement with representatives from BBAC and GNWAC, reaffirming the significance and priority of long-term relationship building and employment opportunities for the families of Barada Barna and Widi Common Law Holders.

Established Relationship Committees for each South Walker Creek ILUA, comprising representatives from Stanmore and the applicable Traditional Owner group, (BBAC and GNWAC), convene quarterly to address matters pertaining to the agreements, maintaining and growing strong and mutually beneficial relationships. Through our ILUAs, we provide bursary and scholarship supports to Native Title Holders to complete university degrees or other professional qualifications.

We are committed to continuing to build a strong First Nations workforce. In 2024, we made further progress through the continuation of our Indigenous trainee program, along with celebrating three proud graduates of the program, and several new engagements and opportunities identified.

Since most of our First Nations employees are new to industry, it is important for us to provide an inclusive and safety-minded workplace with upskilling opportunities. Our cultural support teams and leaders are committed to promoting cultural competency through relevant training and supporting our First Nations employees to achieve a rewarding career.

CASE STUDY

Strengthening Cultural Awareness at South Walker Creek

Stanmore is committed to fostering meaningful relationships with Traditional Owners, and this was demonstrated through the successful delivery of Cultural Awareness Training at South Walker Creek (SWC).

Designed to enhance the knowledge and understanding of SWC Site Leaders, the training provided insights into the history, beliefs, and customs of the Barada Barna people, as well as cultural heritage and artefacts. Conducted at the Bidgerley Learning Centre, the training combined classroom learning with an immersive walk around the culturally significant Pink Lily Lagoon, reinforcing the importance of the land on which we operate.

With over 50 leaders participating in sessions held in September and October, including the Executive Leadership Team and Stanmore Board, the program was a key step in aligning operations with the Indigenous Land Use Agreement while strengthening cultural competency across leadership teams. The training was coordinated by the HSEC Community team and facilitated by the Barada Barna Aboriginal Corporation, whose invaluable contributions helped bring cultural knowledge to life. Looking ahead, Stanmore aims to expand this training to supervisor-level employees, ensuring a deeper and more widespread understanding of cultural heritage within the business. This initiative embodies Stanmore's Positive Attitude value, fostering respect, collaboration, and lasting relationships with First Nations communities.



Stanmore Board and Barada Barna Board members meet at Bridgerley Cultural Centre

6.3 Economic Benefits

Generated and Distributed Economic Value

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

Applying the GRI Standards calculation methodology, in 2024, Stanmore generated US\$2,495.4 million in direct economic value and distributed US\$1,986.1 million. Therefore, economic value retained was US\$509.5 million.

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

Philanthropic and Community Contributions

Stanmore actively supports local community organisations and initiatives across Central Queensland, benefiting our employees, neighbours, and the communities of Moranbah, Nebo, Mackay, and surrounding rural areas. In 2024, we were proud to make direct economic contributions to these communities through our dedicated support programs.

Recognising the significance of community contributions, throughout 2024, we implemented the Community Investment Framework, which enhanced our ability to allocate funds effectively. As per our stated commitment, we increased our community spend to beyond 2022 levels.

In 2024, we provided direct support to our local communities through our biannual Community Grant Program. This funding was successfully distributed to a variety of local initiatives and events, with a strong focus on regional youth development, community health and wellbeing (including First Nations engagement), and projects that promote positive environmental outcomes.

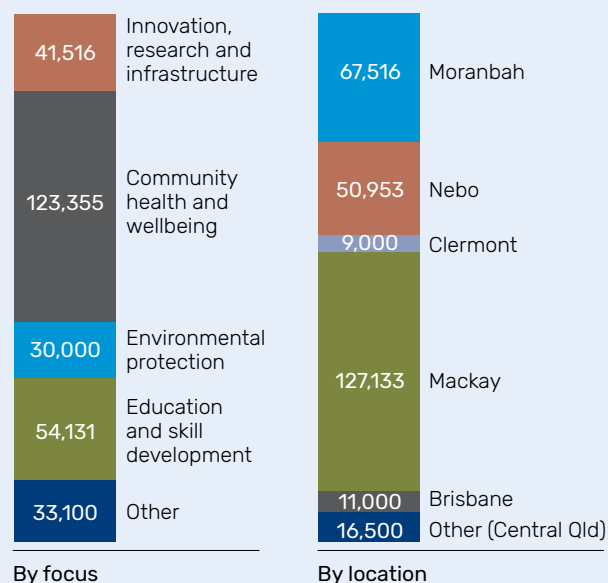
Philanthropic and Community Contributions (A\$)

	2022	2023	2024
Education and Skill Development	\$19,500	\$11,000	\$54,131
Community Health and Wellbeing	\$90,936	\$48,500	\$123,355
Innovation, Research and Infrastructure	\$12,000	\$30,000	\$41,516
Environmental Protection	\$4,500	\$20,000	\$30,000
Others	\$106,068	\$43,346	\$33,100
Total	\$233,004	\$152,846	\$282,102

A\$282,000

Community
Investment Spend
2024

Community Investment by Focus and Location (\$)



Choosing Local Procurement and First Nations Business

Stanmore actively supports businesses in the Isaac and Mackay regions by sourcing goods and services locally. In 2024, we further enhanced our internal procurement selection process, improving transparency and enabling more effective tracking of our investments in local and First Nations suppliers, both internally and independently.

In line with our responsibilities under the Strong and Sustainable Resource Communities Act 2017 (SSRC Act), we have formulated a Local Content Strategy, aligning with the principles of the Queensland Resources and Energy Sector Code of Practice for Local Content, and the Australian Industry Participation Framework.

This strategy outlines our commitment to responsible sourcing, fostering our support for local procurement and businesses, along with our plans for reporting.

In 2024, we spent A\$239.2 million with local suppliers, which represents over 11% of our entire vendor spend for the reporting period and an increase of 1% compared to 2023. Our local supplier spend includes A\$5.2 million spent with First Nations Businesses or Traditional Owners an increase of 37% compared to 2023. Overall, the local supplier spend highlights our commitment to supporting the businesses in our operating region through our procurement practices.

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

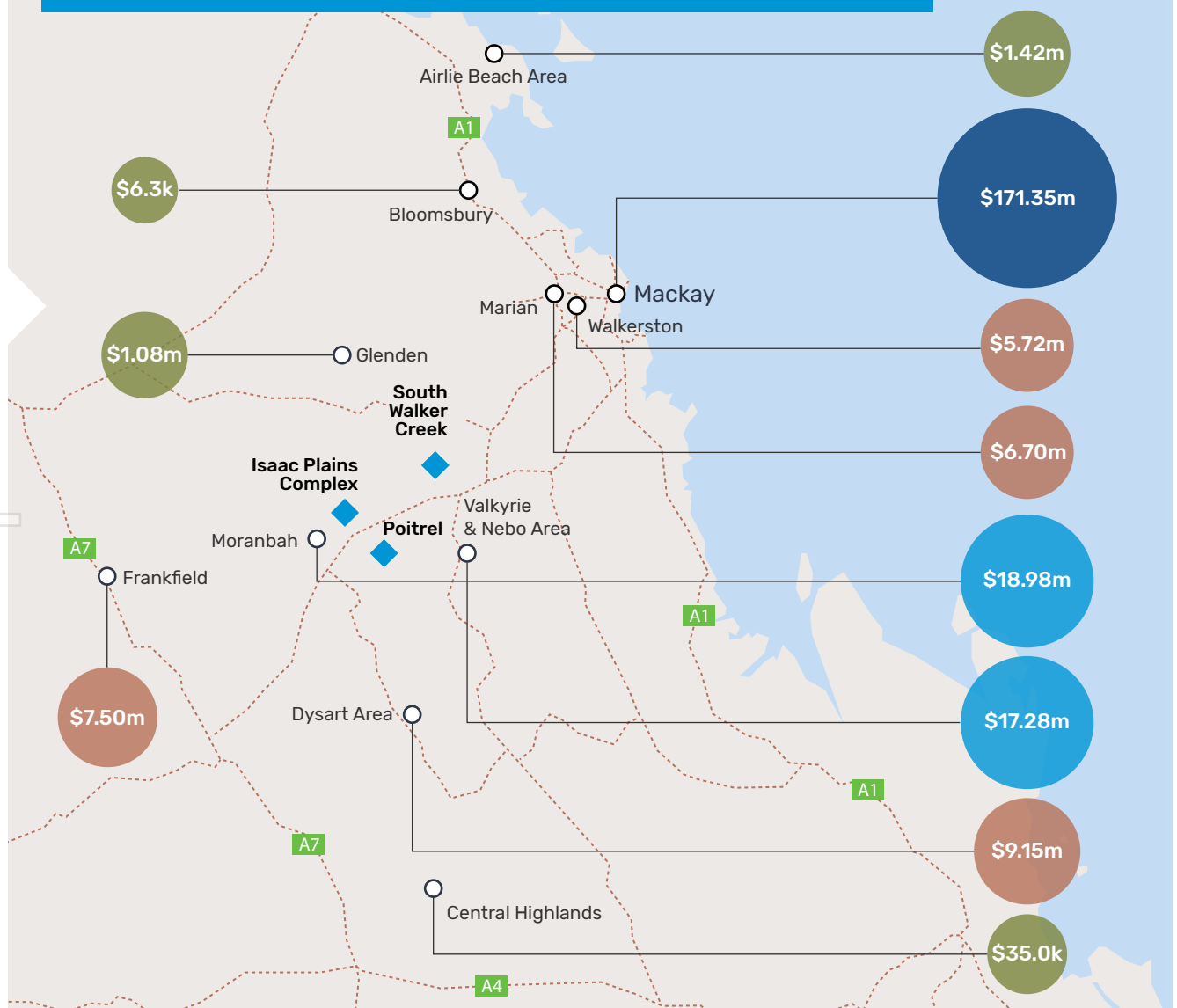
A\$239,225,000

Local Vendor Spend 2024

(Including First Nations spend)

A\$5,168,000

First Nations Spend 2024





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

As a significant producer of metallurgical coal, Stanmore is subject to Australia's Safeguard Mechanism, which imposes strict emission reduction and abatement requirements on all our operating assets. Under these regulations, Stanmore is required to abate emissions by 4.9% annually until 2030. Where abatement is not possible, Stanmore is required to purchase carbon offsets sufficient to meet the required abatement. We acknowledge Australia's commitment to net zero emissions by 2050 and will continue aligning our decarbonisation efforts with the Australian Government's commitments to contribute to the goal of the Paris Agreement.

Climate change poses significant challenges to both our business and our biophysical and social environments in which we operate. Addressing these challenges requires a multi-faceted approach — one that adapts to, reduces and mitigates the negative impacts to Stanmore through the reduction of emissions or transitioning Stanmore's day-to-day operational activities to lower-carbon alternatives.

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

We are focused on meeting our decarbonisation goals while also empowering local and global economic development. At Stanmore, we supply high-quality metallurgical coal that is used for steel production. Metallurgical coal remains a critical and non-substitutable component of blast furnace steelmaking; and steel is integral to infrastructure development, including the construction of renewable energy infrastructure such as wind turbines and solar panels.

Preparing for Mandatory Climate-related Financial Disclosures under AASB S2

In 2024, we have continued our efforts to ensure our preparedness for disclosing information as mandated by the Australian Sustainability Reporting Standards (ASRS) AASB S2 — Climate-related Disclosures, a new mandatory standard addressing climate-related risks and opportunities. For our 2024 Sustainability Report, we have enhanced disclosures in readiness for mandatory reporting requirements. Stanmore is required to comply with the ASRS (S2) for the reporting period commencing 1 January 2025 and include climate-related disclosures for our Annual Report for the year ending 31 December 2025. In anticipation of these mandatory climate disclosures, we have structured this section in line with the four pillars of the ASRS; **Governance, Strategy, Risk Management**, and **Metrics and Targets**. During 2025, we will continue to develop our practices and disclosures in relation to the AASB S2.

Material Topics and Related UN SDGs

Climate Adaptation, Resilience and Transition



Energy Consumption and Greenhouse Gas Emissions



Objectives

- Reduce greenhouse gas (GHG) emissions (Scope 1 and 2) taking into consideration economic and technical factors
- Refine climate change adaptation/mitigation strategies
- Report in accordance with the Australian Accounting Standards Board (AASB) S2 climate-related disclosures
- Consider climate-related risks and opportunities in formal business decision-making
- Prepare for future mandatory Scope 3 emissions reporting.

Targets

- Reduce net Scope 1 greenhouse gas (GHG) emissions intensity (tCO₂-e/ROM t) in accordance with Safeguard Mechanism requirements in alignment with Australia's national climate targets
- Continue to investigate lower-carbon-emissions fuels and on-site optimisation strategies
- Collect and analyse Scope 3 emissions data for future disclosures.

“

We are an active participant in the industry's response to addressing climate challenges.

”



7.1 Governance

Board of Directors Oversight and Management Responsibilities

Our Board of Directors sets the strategic direction of Stanmore and has ultimate responsibility for our corporate governance structures.

The Sustainability Committee is one of Stanmore's specialist committees that support the Board. It meets on a quarterly basis and is responsible for ensuring Stanmore achieves its sustainability objectives and provides oversight of climate-related risks and opportunities.

To ensure that the Sustainability Committee stays informed about climate risks and opportunities, Stanmore has established clear reporting structures. These reporting structures ensure climate risks, mitigation strategies and metrics and targets are monitored, and that the relevant internal governing bodies are aware of changes relating to climate risk exposure and management. In turn, these robust reporting processes fulfil the oversight responsibilities of both the Board and Sustainability Committee.

It is important that the Board and management have the skills and competencies needed to integrate climate considerations into strategic decisions. Therefore during 2024, specialist external consultants were engaged to support Stanmore to effectively strengthen its climate risk governance and management processes. These specialists supported the facilitation of our formal climate-risk assessment process, to ensure that Board members and Management considered the breadth of climate-risks across multiple timeframes and scenarios. As climate risks have been identified, and mitigations strategies developed, responsibility for the direct management is delegated to the teams delivering relevant strategies. Ahead of the Sustainability Committee meetings, relevant managers provide status updates on progress.

Looking Ahead

During 2024, we have taken initial steps to ensuring that our governance surrounding climate-related risk and opportunities is in line with the expectations of ASRS requirements. We have identified the necessary steps to improve our disclosures and over the course of the year we will further strengthen our climate reporting readiness through the integration of tailored governance approaches and oversight, as well as reporting mechanisms.

Stanmore's Climate-Related Governance Structure



7.2 Strategy

As we move towards a lower-carbon economy, we are prioritising climate adaptation, resilience and transition. One of our primary aims is to ensure that we incorporate climate-related risks and opportunities into our strategic decision-making framework. The geographic areas in which we operate, combined with the carbon-intensive nature of our industry, expose us to a range of climate-related risks and opportunities.

The risks have the potential to impact our business, operations, strategy and performance over the short, medium and long-term. Given the likelihood and impact of risks will fluctuate across different climate scenarios, we evaluated both an RCP 4.5 scenario (moderate-emission scenario) and an RCP 8.5 scenario (high-emission scenario).

To implement effective mitigation strategies, it is important we have a thorough understanding of the physical and transitional climate risks our business is exposed to. To improve our climate resilience, we are continuously developing risk mitigation strategies that successfully respond to the risks we face. The actions we have taken this year have established our plan to mitigate future impacts of climate change on our operations and have allowed us to provide more comprehensive information to our stakeholders. Our key milestone during the year was the development of a Decarbonisation Plan.

Understanding our Climate-related Risks and Developing Mitigation Strategies

Physical Climate-related Risks

In 2024, we deepened our focus on both acute and chronic physical climate-related risks that could impact our operations. As the climate continues to change, we are mindful of both short-term disruptions and long-term environmental impacts.

- **Acute Risks:** These include increased heat stress and extreme weather events such as cyclones. In response, we are investing in infrastructure upgrades, worker safety protocols, and enhanced supply chain resilience.
- **Chronic Risks:** Long-term changes in rainfall patterns and storm intensity may affect infrastructure integrity and water management systems, prompting proactive investments in water management and erosion control.

The below table outlines the key physical climate risks that Stanmore have identified and the corresponding mitigation strategy that has been put in place to manage the risk. Further information on the mitigation strategies and corresponding metrics and targets are included on p.59.

Risk and description

Time horizon

Increasing Average Rainfall and Intensity of Storms

There is a risk of increased average rainfall over time and or the frequency and intensity of storms.

Short-term

Cyclones

There is a risk of an increase in the frequency and intensity of cyclones.

Medium-term

Drought

There is a risk that water becomes less available over time, potentially affecting the business if water security becomes pervasive.

Medium-term

Flooding and Severe Rainfall Events

There is a risk of long-term increased frequency and severity of rainfall, extending the length of 'peak' periods of water management and release requirements impacting operations.

Medium-term

These risks will be managed through ongoing maintenance of our assets in line with asset management strategies and implementation of our water management plan and stewardship framework.

Transitional Climate-related Risks

The shift towards a low-carbon economy presents both challenges and opportunities for Stanmore, with transitional risks arising from changes in policies, technologies, and market dynamics.

- **Policy and Legal Risks:** 2024 has seen an intensification of global climate policies and regulations. We are particularly focused on the Safeguard Mechanism and policies that impose emissions caps or carbon pricing. These are expected to increase compliance costs, but also present opportunities for future-proofing our operations through early adaptation of lower-carbon technologies.
- **Reputation Risks:** The growing importance of environmental, social, and governance (ESG) awareness and management means that failing to implement robust climate strategies could negatively impact investor confidence and stakeholder relations. We are committed to being transparent and proactive in communicating our actions to mitigate these risks.

- **Market Risks:** Changing investor sentiment and the global push for decarbonisation may impact capital availability and insurance accessibility. We are closely monitoring these developments and adapting our strategy to maintain access to both financial and insurance markets.
- **Technology Risks:** The transition away from traditional coal usage in some industries, including steel production, presents long-term risks. To mitigate this, we are prioritising research into alternative technologies that can lower our carbon footprint, including exploring potential avenues for carbon capture and other decarbonisation technologies.

The table opposite outlines key transitional climate risks that Stanmore has identified and the corresponding mitigation strategy that has been put in place to manage the risk. Further details on the mitigation strategies and relevant metrics and targets are included in the table.



Risk and description**Time horizon****Increasing and Changing Climate Policy and Regulation**

There is a risk that evolving climate and clean energy policies, such as the Safeguard Mechanism and regulations capping emissions and imposing carbon costs, could detrimentally affect Stanmore's operations and expose us to regulatory actions that might harm our reputation.

Short-term

Lack of Climate Adaptation and Mitigation Activity

There is a risk that the failure to implement appropriate climate-related strategies to mitigate the effects of actual and/or perceived occurrence of climate change events and circumstances may impact Stanmore's reputation and stakeholders' confidence in our operations.

Short-term

Lack of Climate Considerations in Strategic Planning and Company Reporting

There is a risk that Stanmore fails to adequately incorporate climate-related risks and opportunities into business strategy and corporate statements. This lack of action could result in regulatory penalties and reputational damage, as well as inadequate preparation of our strategy for future challenges within the industry.

Short-term

Increasing Climate Activism

There is a risk of increased activist activity due to the nature of the coal mining industry. Increasing climate activism may impact upon the demand for coal within the market which may have negative repercussions for financial performance. This can also increase the risk of litigation in relation to failure to comply with relevant regulatory requirements.

Short-term

Uncertainty in the Procurement of Fuels

Volatility of the energy market and the impact on pricing and availability of fossil fuels, means there is a risk that Stanmore may face uncertainty in the procurement of fossil fuels. An inability to secure fuel for operational equipment creates disruptions to operations and can increase costs if alternative fuels and equipment need to be procured.

Medium-term

Access to Funds and Investment

There is a risk that Stanmore's access to adequate capital funds from financial institutions and investors may be negatively impacted due to changing sentiment towards coal and divestment of fossil fuels impacting Stanmore's ability to secure necessary funds for operations.

Medium-term

Access to Insurance

Stanmore's access to insurance from financial institutions may be negatively impacted due to changing sentiment towards coal and divestment in fossil fuels impacting Stanmore's ability to secure necessary funds for operation.

Short-term

Staff Attraction and Retention Difficulties

Challenges in attracting and retaining skilled workers due to the reputation of the coal mining industry and/or technological changes in the steel-making industry impacting upon the longevity of the industry as a whole, create a risk to Stanmore. This risk has potential to impact operational capacity and increase costs as a result of high employee turnover.

Long-term

Availability of Lower-carbon and Renewable Technological Solutions

There is a risk that Stanmore may face challenges and or fails to transition to lower emissions technology due to uncertainty in the efficacy, availability and cost effectiveness of renewable and low-carbon technological solutions.

Medium-term

Introduction of New Technologies for Steel Production

The introduction of new technology and processes for steel production shifts away from traditional primary resources such as metallurgical coal impacting demand.

Long-term

To address these risks and mitigate the potential impacts, Stanmore is working to integrate a cost of carbon into internal frameworks, will be undertaking to quantify and monitor Scope 3 emissions and implement our Decarbonisation Plan.

Such strategies have been developed having regard to these risks and aim to:

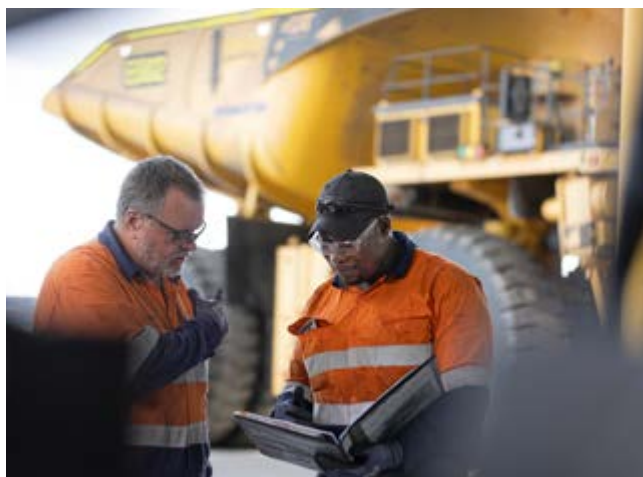
- Forward plan for the potential costs associated with changing policy and changing regulation and assess the costs and benefits of associated potential emissions reduction projects and initiatives;
- Ensure that these risks are considered within broader strategic and operational planning;
- Ensure that Stanmore are working on identifying, exploring and implementing technologies and activities to reduce emissions (where feasible).

Decarbonisation

Building on the development of our Decarbonisation Plan in 2023, we progressed engineering and studies in 2024 to refine the prioritisation of identified opportunities.

This effort built on energy assessments and Marginal Abatement Cost Curves (MACCs) conducted for our South Walker Creek and Poitrel facilities. Our decarbonisation options primarily focus on fugitive emissions and diesel reduction. Although we have considered a number of opportunities in the context of our existing operating mines, challenges remain in achieving a material reduction in emissions.

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



Decarbonisation Pillars	Focus Areas	Priority Areas 2025
Study and Monitor	- Study current technology for diesel replacement - Monitor developing technologies for future adoption - Regular market scan for emerging technologies.	Progressing further studies on a small number of existing technologies (e.g. dual-fuel trucks) while monitoring the readiness of other technologies still under development (e.g. battery-electric haul trucks).
SWC Power Station	- Develop power station and gas drainage field - Construct integration infrastructure - Supply SWC behind the meter and export the excess.	Progressing South Walker Creek (SWC) Gas to Electricity Project. SWC's fugitive emissions represent the biggest opportunity for Stanmore to reduce emissions.
Fugitive Emissions Accounting	- Understand changes to regulations around open cut reporting - Open cut drainage study to build certainty on targeting specific gas that can be claimed as an emission reduction - Exploration and gas testing to form NGRS-compliant data sets.	Working with the Australian Government to resolve legislative uncertainty around gas drainage in open-cut mines regarding emissions reporting.
Scope 2 Reductions	- Align reduction goals with Queensland electricity grid - Investigate small scale solar implementation at Poitrel and Isaac Plains.	Aligning Scope 2 emission reduction goals with the Queensland electricity grid targets and continue investigating partnerships with developers to implement small scale, behind-the-meter solar solutions.

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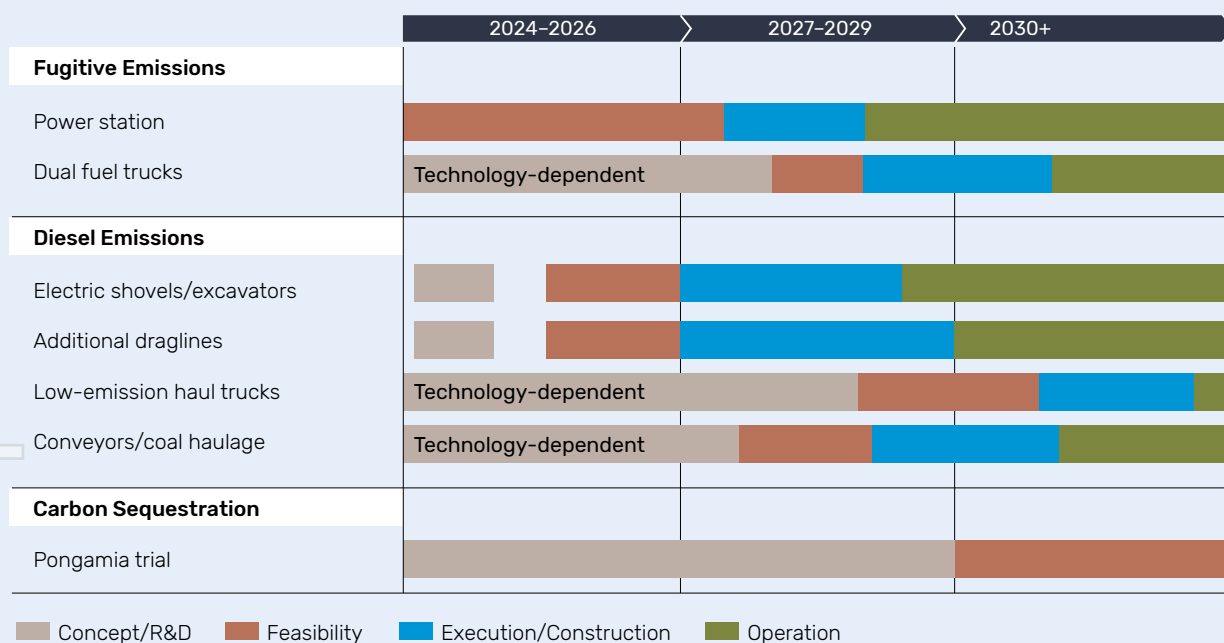


7. Climate

Our Decarbonisation Plan underpins future activities in the years to come through a phased approach. At Stanmore, we have prioritised abatement opportunities at specific facilities, including South Walker Creek and Poitrel. Fugitive emissions have been identified as a significant contributor to our overall Scope 1 emissions, accounting for 48% of our Scope 1 emissions. As a result, we are focusing on reducing these emissions across our facilities. In the short to medium term, we have prioritised the reduction of fugitive emissions at our South Walker Creek facility through the use of gas for the power station.



Timeline: Stanmore's Decarbonisation Priorities (excluding offsets)



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

Stanmore Participation in LETA

Stanmore is committed to supporting practical, technology-driven solutions to reduce emissions from our operations, investing around \$7.95 million in Low Emission Technology Australia (LETA) over the past 15 years.

LETA is a not-for-profit investment fund that accelerates the development and large-scale deployment of technology solutions to reduce and remove greenhouse gas emissions from critical industries like steel, cement, and power generation. Established in 2006 by the Australian black coal industry, LETA invests in research and demonstration projects that advance low emissions technologies.

On behalf of its members, LETA works with industry, governments, international trading partners, and research organisations to unlock new technologies that will help meet Australia's climate targets. Since 2006, LETA members have contributed more than A\$400m collectively to low emission projects and unlocked a total investment of A\$1.1b.

Stanmore recognises the crucial role of low emissions technology in enabling a net-zero future for our industry, customers, workforce, and Australian communities.

We will continue to support projects that explore opportunities for decarbonisation across the energy lifecycle, with an investment portfolio focused on:

- Reducing emissions from resource extraction and mining operations.
- New advanced near-zero emission on-demand power generation and clean fuel technologies like hydrogen, using coal, natural gas or biomass.
- Decreasing the costs and improving the efficiency of carbon capture in many industries like steel, cement and fertiliser production.
- Facilitating partnerships between Australian industries and trading partners on large-scale carbon capture hubs.
- Developing large-scale and cost-effective transport solutions for captured CO₂.
- Commercial utilisation of captured CO₂, including in food and beverage manufacturing and construction.
- Decreasing the costs, improving the efficiency and developing new areas for permanent and safe CO₂ storage.



In August 2024, Stanmore proudly announced securing funding from the Queensland Government's Low Emissions Investment Partnerships (LEIP) program to advance the innovative Gas to Electricity Project at South Walker Creek. This groundbreaking initiative aims to drain gas from the coal seams being mined at South Walker Creek in advance of mining activities. By harnessing the methane that would otherwise be released as fugitive emissions, we will convert it into on-site power for the mine. This approach will reduce Scope 1 and 2 emissions at South Walker Creek. As we continue to evaluate our gas resource and establish reliable supply, we plan to explore additional opportunities to expand our drainage activities. This could lead to further beneficial uses of gas, both on and off-site.

In 2024, we also conducted a site-specific study to assess diesel replacement options, aiming to identify technologies that offer the suitability, carbon reduction benefits, and business case to justify their implementation. Several options were ruled out due to high capital costs and minimal emissions reduction potential. However, alternatives such as dual-fuel trucks, electric excavators, draglines and shovels, and in-pit crushing conveying systems were identified for further study.

Additional engineering and change management assessments will be undertaken in 2025 to inform the implementation of these opportunities. While some technologies were considered not viable in the near term due to scalability and cost concerns, we will continue to monitor these developments as part of our long-term decarbonisation strategy.

Scope 2 emissions represent approximately 10% of emissions (excluding Scope 3). Offsetting Scope 2 emissions can be achieved with behind-the-meter renewables or an alternative is to enter into a green Power Purchase Agreement (PPA) with other renewable providers. Stanmore continues to evaluate electricity procurement strategies with our account managers, considering green PPAs where feasible. Furthermore, Stanmore has partnered with a renewable energy developer to assess the potential for small-scale solar projects at our Poitrel and Isaac Plains facilities. While these opportunities are being further assessed, we acknowledge that the Queensland Government has a renewable energy target of 50% by 2030 and 80% by 2050, which will contribute to lowering Stanmore's Scope 2 emissions.

While we have a strong commitment to pursuing decarbonisation of our operations, Stanmore will continue to purchase carbon offsets to meet our decarbonisation requirements. In 2024, we expanded our commercial relationships to streamline the trading of Australian Carbon Credit Units (ACCUs). While we progress our emissions reduction projects, carbon offsetting remains an important part in our and other hard-to-abate sectors decarbonisation journey. Stanmore only purchases ACCUs that are verified and certified by the Australian Government through the Clean Energy Regulator.

In line with our strategic imperative to 'Embrace our Sustainability Journey', we launched the Energy Saver Challenge in late 2023. This internal initiative encourages the identification and evaluation of sustainability opportunities to reduce energy consumption and associated emissions. Employees can submit energy saving ideas for assessment, and if a real business benefit can be realised, individuals may be eligible for a financial reward based on the project's impact. This initiative helps to support positive environmental outcomes aimed at reducing our emissions intensity and sustainability improvement.

At South Walker Creek, we implemented a new hybrid battery/diesel generator for our mobile crib hub. Previously powered by a 250 KVA generator, the new system utilises a smaller 125 KVA generator, effectively reducing diesel consumption. Smart metering technologies allow the generator to charge batteries, which then supply power to the crib hut. In times of peak demand, the battery and generator both supply power to the building. This system reduces diesel consumption while meeting energy requirements of the crib hut.

These endeavours underscore our commitment to reducing our operational carbon footprint and positioning Stanmore as a leader in environmentally responsible mining operations.

CASE STUDY

Leading the Way with Bowen Basin's First Electric Coach

Stanmore, in partnership with Kinetic, has introduced the first electric coach (ZEB) in the Bowen Basin, setting a new standard for sustainable employee transportation.

After years of collaboration to overcome challenges in charging infrastructure and cost neutrality, the project became viable with advancements in technology. With Kinetic providing the bus, Stanmore was able to fund the charging infrastructure at Coppabella Village, integrating fuel cost savings to make the service both environmentally and financially viable. The zero-emission bus, unveiled at Poitrel, completes two daily return trips between Coppabella Village and the Poitrel site, transporting 30 to 40 passengers per trip across approximately 135 kilometres per day. Featuring a 400-kilometre range per charge and state-of-the-art safety systems, including seatbelt alarms, driver eye-closure monitoring, and real-time vehicle location tracking, it reflects the company's dedication to innovation, safety, and sustainability.

With a unique Stanmore livery helping to promote both sustainability and safety with the rear of the vehicle featuring a wide-load campaign message in collaboration with the Road Accident Action Group, the ZEB reflects Stanmore's broader focus on reducing emissions and delivering positive environmental impact. Looking ahead, Stanmore plans to expand electric bus services to routes including Moranbah to Isaac Plains Complex and Coppabella to South Walker Creek, contingent on sustainable charging solutions.

CEO Marcelo Matos commented:

"This is an exciting step forward and we are pleased to be working with Kinetic to see this new technology being deployed into Central Queensland and Australia. Transportation of employees presents an opportunity to deliver meaningful emission reductions and is part of our broader focus on delivering positive impact."



7.3 Risk Management

Climate Risk Assessment and Business Resilience

To improve our understanding of the climate risks and opportunities facing Stanmore we conducted formal climate risk assessment workshops in 2024. These risk assessments built on the previous year's findings, using updated climate data from the Climate Change in Australia repository, including projections from the Bureau of Meteorology and CSIRO. This climate data proved essential in refining our understanding of risks at various time horizons – short-term (0–2 years); medium-term (2–5 years); and long-term (5+ years). We also employed climate scenario models to evaluate our business's resilience against various potential climate futures. As a result, our evaluation of the RCP 8.5 scenario, aligned with our current time horizons, provided insights into the financial implications of potential risks.

These workshops allowed us to assess the likelihood and consequences of climate risks across all time horizons, with a particular focus on financial impacts. The results enabled us to strengthen our risk management tools and identify key areas of exposure for our business. Through undertaking the climate risks assessment process, we have gained a greater understanding of the actual and potential impacts of climate change on our business and operations and we can develop our strategies to mitigate these risks.

Climate Risk Management

In 2024, Stanmore advanced its climate risk management strategy by building on the findings of our initial 2023 climate risk assessment. We proactively updated our approach to climate-related risks and opportunities to ensure we are implementing the most impactful and feasible actions. Key actions included integrating climate risk management and oversight into our existing Enterprise Risk Management Policy and developing a Climate Risk Register to enable ongoing review and monitoring in line with our broader risk management practices.

Key to our climate risk assessment was the identification of opportunities arising from the projected increase in global demand for high-quality Australian metallurgical coal. With Australia's coal remaining competitively positioned in the global market, we have strengthened our commitment to decarbonisation strategies and sustainable growth across our operations.

Integration of Climate Considerations into Risk Management Framework

In 2024, we took further steps to integrate climate-related considerations into our Enterprise Risk Management Framework. This included refining our Climate Risk Procedure, which establishes a systematic process for monitoring and addressing climate-related risks and their potential impacts. The procedure ensures our approach remains aligned with evolving environmental, social, and regulatory developments, particularly those related to climate change and the low-carbon economy and relevant climate scenarios, while leveraging Stanmore's enterprise risk management processes and tools. We remain committed to refining our management practices to anticipate emerging risks and capitalise on new opportunities, prioritising the most effective actions to support our decarbonisation strategy.

A significant enhancement this year was the integration of climate scenario analysis into our risk management framework. In addition to assessing the immediate and medium-term impacts of climate change, we are expanding our analysis to better align with both current and evolving industry best practices. We have focused on incorporating the RCP 8.5 scenario, which assumes the highest levels of greenhouse gas emissions and slower adoption of low-carbon technologies. As our sustainability strategy evolves, we will continue to review and expand our use of climate scenarios in accordance with updated guidelines and the latest global climate science.

7.4 Metrics and Targets – Scope 1 and 2 Emissions

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

Energy

Recognising that our extraction and processing activities are energy intensive, we intend to reduce, optimise and transition the energy consumption of our operations.

The primary source of energy consumed for our activities is diesel fuel, used for combustion in plant, equipment and machinery, and the consumption of grid-purchased electricity for processing and utility uses.

We continue to explore, assess and implement opportunities to enhance the energy efficiency of our operations. However, we recognise that the nature of mining often leads to

reduced efficiency over time as extraction moves deeper. At certain stages, significant overburden must be moved to enable future coal extraction, which can temporarily impact energy efficiency when measured against a run of mine (ROM) coal production. In 2024, our energy efficiency – measured against ROM tonnes – declined by approximately 20% year-on-year. This was primarily driven by additional overburden movement at Isaac Plains and South Walker Creek compared to 2023.

Greenhouse Gas Emissions

Greenhouse gas (GHG) emissions from our mining and processing activities remain a key focus for Stanmore and are central to our Sustainability Roadmap.

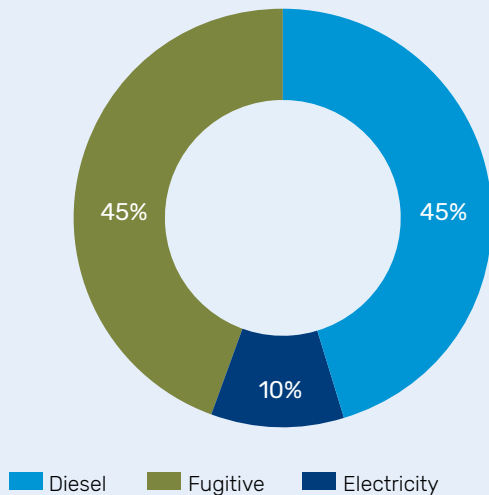
As a producer of metallurgical coal operating within a global supply network, we acknowledge our contribution to global GHG emissions through Scope 3 emissions associated with the end use of our coal. We recognise that emissions generated both upstream and downstream of our operations, stem from activities beyond Stanmore's direct ownership or control, including those from our suppliers and the utilisation of Stanmore products by our customers.

Emissions and Energy Consumption

Indicators	Unit	FY22	FY23	FY24
Production				
Total ROM Production	KT	16,718	18,757	18,810
Energy Consumption and Energy Intensity				
Total Energy Consumed (Liquid Fuels Combustion)	GJ	4,544,365	5,967,855	7,468,387
Total Energy Consumed (Electricity and Liquid Non-Fuels Combustion)	GJ	469,252	795,776	741,229
Total Energy Consumed	GJ	5,013,617	6,763,631	8,209,616
Energy Intensity	GJ/ROM t	0.300	0.361	0.436
Emissions and Emissions Intensity				
Total Scope 1 Emissions	tCO ₂ -e	582,483	797,805	997,048
Total Scope 2 Emissions	tCO ₂ -e	114,865	109,674	111,075
Total Emissions	tCO₂-e	697,348	907,479	1,108,123
Emissions Intensity	tCO ₂ -e/ROM t	0.042	0.048	0.059

Note: values above for period 1 July to 30 June.

Relative Greenhouse Gas Emissions by Source



In line with Australia's National Greenhouse and Energy Reporting (NGER) scheme, we do not currently report Scope 3 emissions. However, we are actively preparing for relevant data collection and future reporting to align with AASB S2 requirements, which will mandate disclosure of these emissions.

As with our energy intensity, our GHG emissions intensity increased year-on-year when measured against ROM tonnes. This was driven by the increased overburden movement at our Isaac Plains and South Walker Creek mines. Additionally, at Poitrel, mining has progressed into an area of higher methane content, resulting in elevated fugitive emissions per tonne compared to 2023.

CASE STUDY

Dragline DC to AC Upgrade Project

In July 2024, our Dragline 27 (DRE 27) at South Walker Creek walked off the pad having completed its conversion from a direct current system (DC) to an alternating current system (AC). This conversion makes South Walker Creek the first Australian coal mine to have a fully converted fleet from aging DC rotating equipment to new AC rotating and control.

The conversion to AC equipment improves the safety, reliability and operational efficiency of the dragline. The upgrade provided standardisation between the two draglines onsite at SWC and allows reduced maintenance and production improvements. The new AC drives also offer better control over motor speed and torque compared to traditional DC systems resulting in less energy loss. This will reduce the overall energy consumed by DRE27, reducing associated Scope 2 emissions.



Greenhouse Gas Emissions Reduction Obligations

Safeguard Mechanism emissions intensity reduction obligations

The Australian Government introduced reforms to the Safeguard Mechanism, which took effect on 1 July 2023.

The Safeguard Mechanism applies to large industrial facilities emitting more than 100,000 tonnes of CO₂-e per year, including three of Stanmore's facilities (excluding Millennium). Under the reformed scheme, from the financial year 2023-24 (FY2024), Safeguard facilities are required to reduce their baseline emissions intensity by 4.9% per year through to FY2030.

For existing facilities, the 'baseline emissions intensity' is determined based on historical production volumes and emissions intensity values for each product. This baseline will shift from being 90% weighted toward a facility's historic site-specific emissions intensity in FY2024 to being 100% weighted with the coal industry average emissions intensity by FY2030.

We plan to achieve our emissions intensity reductions through a combination of site-specific abatement initiatives (outlined in **Section 7.3**) and the use of carbon offsets. We will update our Scope 1 emissions intensity targets to reflect any future revisions to the Safeguard Mechanism, with the Australian Government's next scheduled review in FY2027. Additionally, our overall Scope 1 emissions intensity may be influenced by potential changes in our business portfolio.

Fugitive Emissions Reporting Changes

In 2024, the Department of Climate Change, Energy, the Environment and Water (DCCEEW) announced changes to the reporting of fugitive emissions from open-cut coal mines. These will come into effect from 1 July 2026 and will require open-cut coal mines that are also Safeguard Facilities to move from Method 1 to Method 2. Method 1 refers to estimation of fugitive emissions by applying state-based emissions factor to the Run of Mine (ROM) tonnes produced in the reporting period. Method 2 involves developing a mine specific gas reservoir model for the in-situ gas in place prior to the extraction of coal. The model is then used to estimate the fugitive emissions each year when extracting coal.

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

8.

Environment



Responsible environmental management is at the core of our operations, with a strong focus on mitigating impacts and effectively rehabilitating disturbed areas.

All of our operational and development sites are required to adhere to our comprehensive environmental management standards and procedures, as well as comply with State and Federal regulatory requirements.

The Queensland mining sector is governed by stringent regulations, and our sites aim to comply with strict environmental controls at every stage of mine development. These controls apply from exploration and construction through to operation, rehabilitation, and eventual mine closure.

Suitably qualified independent experts conduct environmental assessments, which serve as the foundation for our strategies in mitigating potential impacts on land, water, ecology and air quality.

Material Topics and Related UN SDGs

Water



Sustainable Land Use and Biodiversity



Rehabilitation and Mine Closure



Waste



Air Quality and Noise



Objectives

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

Targets

- Achieve zero significant environmental incidents at operational sites
- Finalise the TNFD LEAP (Locate, Evaluate, Assess, Prepare) assessment to identify and evaluate nature-related issues and risks
- Begin reporting with reference to the Taskforce on Nature-related Financial Disclosures (TNFD) by end 2026.

“

Our sites aim to comply with strict environmental controls at every stage of mine development.

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8.1 Environmental Management and Compliance

We continue to refine our approach to environmental management, ensuring compliance with strict legislative requirements. As a responsible operator, we are dedicated to minimising the environmental impact of our operations while adhering to all applicable regulations.

In 2024, our key focus areas included:

- reviewing our key controls at operational sites
- enhancing our Environmental Management System through the development of five key Environmental Standards
- land disturbance risks and procedures
- delivering improvements in rehabilitation and disturbance monitoring activities
- integrating compliance obligations from our newly acquired assets into our existing HSE management software
- conducting an environmental compliance review on all key environmental approvals and EMS documents
- establishing our environment and sustainability policies.

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

Material Topics and Related UN SDGs

Environmental Management and Compliance



Objectives

- Maintain the Environmental Management System (EMS) aligned to regulatory standards
- Minimise and/or avoid environmental impacts through effective planning and management
- Comply with all relevant legislative requirements.

Targets

- Sustain compliance with all relevant environmental regulations by conducting internal EMS assurance and resolving any identified non-conformances
- Achieve zero significant environmental incidents at operational sites.

In 2024, our proactive measures resulted in no significant environmental enforcement actions. However, we did have a low-level water-related non-compliance which resulted in an infringement notice. Additional control measures have since been implemented to minimise the likelihood of a reoccurrence of this type of incident.

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

Compliance Notice Date	Compliance Type	Short Description	Corrective Actions Undertaken
6 June 2024	Penalty Infringement Notice (PIN)	Uncontrolled release of water from the Mine Water Dam did not meet EA requirements.	• Reviewed and updated dam inspection protocols • Installation of water detection sensors.

8.2 Water

Water is an essential resource for our day-to-day operations – for dust control, coal washing, and irrigation, as well as use by our workforce.

As a shared resource, ensuring safe and responsible water use is essential to the sustainable management of water across our operations. Located within the Fitzroy Basin, we remain committed to protecting this sensitive and vital ecosystem. In 2024, our site operations continued to monitor and manage water withdrawal and consumption as part of the Group Water Strategy and action plan, guiding us toward a more sustainable water model that balances production, sufficiency, and operational needs.

In 2024, total water usage for mining activities across our sites reached 3,937 ML, with 1,076 ML recycled from coal washing and tailings dewatering, returning to our water storage facilities for operational use. The table on the following page provides a summary of our water withdrawal, distribution, and usage across key activities, including coal washing, dust suppression, site operations, and other ancillary purposes.

We have continued to enhance water data management, completing monitoring station upgrades at the Isaac Complex and South Walker Creek, and implementing forecasting models based on local climate profiles. Maintaining agility in water management is crucial, particularly during flood events and periods of water stress. Our site-based monitoring programs and management plans operate year-round to prevent impacts on local waterways.

Additionally, Stanmore actively participates in the Fitzroy Partnership for River Health (FPRH), engaging with the local community and supporting environmental health initiatives and citizen science programs. In 2024, the ongoing partnership between FPRH and the Fitzroy Regional Receiving Environment Monitoring Program (FRREMP) continues to be a key initiative in the Central Queensland region. As the collaboration strengthens, a growing wealth of monitoring data is being collected, and scientifically validated reports are now being released on an annual basis, providing important insights into the health and sustainability of the Fitzroy Basin catchment. Stanmore provides both a financial contribution and the provision of scientific data.

Material Topics and Related UN SDGs

Water



Objectives

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

Targets

- Collect additional data and metrics to enable better analysis of water use and trends
- Continue the implementation of capital projects identified in the site water management plans.

The collaboration brings together a network of stakeholders, including environmental scientists, local communities, industry representatives, and government agencies. By working together, FPRH and FRREMP aim to foster a more sustainable approach to managing the Fitzroy River and surrounding environments, ensuring that the river system remains resilient for future generations. This partnership demonstrates the power of collective effort in addressing complex environmental challenges, and both parties are excited about further growth and innovation in this vital area of research.

We continue to reduce our reliance on local freshwater sources while enhancing clean water production. In 2024, the hydro-panel installed in 2023 at the Isaac Plains Complex generated over 90,000L of clean, potable water for site office use – equivalent to saving 4,500 standard 20-litre office water bottles.

Braeside Water System Upgrade

The Braeside water network is a Stanmore-owned borefield that supplies raw artesian water to the South Walker Creek and Poitrel mines, as well as the Coppabella township and Civeo's Coppabella camp. Additionally, it provides water to several landholders, agistees and other properties under various commercial agreements.

In 2024, major upgrades were completed at the Braeside borefield resulting in higher efficiency and control of transfer. Upgrades included a communication tower upgrade, aeration and balance tank replacements, foundation bank stabilisation, aerator and high lift pump upgrades.

In addition, water loss previously caused by ageing pipe and equipment has now been reduced with pump station piping infrastructure upgrades, enabling efficient, safe access for cleaning and maintenance without disrupting water supply to end users. Radio communications with the mines and in the borefield are now possible through the relocation and upgrade of the tower and radio infrastructure. Noise levels within the pump station were also reduced, from average of 90dB down to 65dB, creating a safer work environment for our workers and reduced impact on the community.

Braeside

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

* Note: Values understated due to equipment failure and data transmission errors at the Poitrel mine.

Water Quality Management

With our operations situated predominantly in the Isaac River Catchments, we are committed to minimising our impact on local creek systems and aquatic ecosystems. Our site-specific Water Management Plans, along with Environmental Authority and REMP Conditions, clearly outline monitoring and management objectives on all controlled water activities on site, such as water released into the surrounding waterways, and mine water supply systems, ensuring the delivery of responsible and sustainable water management.

We actively manage water runoff from run-of-mine areas, product stockpiles, and mining disturbance zones by capturing and reusing it where possible in accordance with our environmental conditions. To further mitigate risks associated with extreme weather events, we have constructed flood protection structures, including a two-kilometre-long levee at Poitrel, to help prevent pit flooding and enhance site resilience.

Ongoing stakeholder engagement remains a priority, enabling us to proactively address potential and actual water-related impacts while aligning with operational requirements. These activities include:

- regular interactions with the Department of the Environment, Tourism, Science and Innovation (DETSI);
- engagement with local landholders, water suppliers and agistees; and
- continued collaboration and participation in the working group for the Regional Receiving Environment Monitoring Program (RREMP) and other activities of the Fitzroy Partnership for River Health (FPRH).

8.3 Sustainable Land Use and Biodiversity

We are committed to being responsible stewards of the natural environment, maintaining strong land management and biodiversity practices throughout every stage of our mines' development, from exploration to closure.

A key priority is the implementation and utilisation of targeted land management practices during and after mining activities to support the long-term resilience of the land and surrounding ecosystems in and around our mining sites.

Our approach to land management includes impact assessments across all sites to identify and map habitats, land and waterways within our operational areas. This involves developing specific management plans and regular monitoring of vulnerable habitats and species that may be affected by our operations.

Material Topics and Related UN SDGs

Biodiversity Impacts

Ecological Impacts



Objectives

- Avoid sensitive ecosystems wherever possible
- Ensure there is no net loss in biodiversity values as a result of our activities.

Targets

- Undertake comprehensive ecological assessments prior to any land disturbance
- Secure offsets as required to ensure like-for-like or better biodiversity values are maintained and conserved.

CASE STUDY

Marking Three Years of Koala Research Collaboration with CQUniversity

Stanmore proudly marks three years of partnership with CQUniversity through the Koala Research Scholarship, supporting non-invasive research into the health of koalas in Central Queensland.

Over the course of the project, 90 scat samples were collected, with DNA successfully extracted from 86 samples, enabling analyses for diseases such as *Chlamydia*, Koala retrovirus (A and B), and Herpes virus (1 and 2). Stress markers were analysed in 80 samples, and microbiome analysis was conducted on 89 samples, with stress and microbiome data already available. Despite initial delays due to technical issues, the laboratory phase is nearing completion, with results expected shortly.

The research, led by Dr. Santamaria, highlights innovative methods that minimise impact on wildlife while providing critical insights into koala health. This collaboration aligns with Stanmore's

environmental sustainability goals by supporting data-driven conservation strategies. As Dr. Santamaria explains, "This research has the potential to significantly enhance our understanding of koala health, helping us to better protect this iconic species for generations to come." With statistical analyses of the combined data on the horizon, Stanmore is proud to contribute to the preservation of Australia's unique biodiversity through this impactful initiative.



CASE STUDY

Protecting the Water Mouse: Advancing Conservation Efforts in Mackay's Endangered Ecosystems

The Pioneer Catchment & Landcare Group was awarded with our community grant to support the vital study of the vulnerable Water Mouse (*Xeromys myoides*), also known as the Mangrove Mouse, in the Mackay region.

This mouse, threatened by invasive species, inhabits the ecologically important Sandringham Bay Conservation Park, south of Mackay. The park plays a critical role in preserving nine regional ecosystems, including five classified as endangered and three as of concern.

The grant provided by Stanmore allowed for in-depth research into the Water Mouse population and their habitat, providing crucial data to the Queensland Parks and Wildlife Service on pest management and ecosystem health. This research has spurred additional scientific efforts, including a follow-up salt marsh study conducted by Mangrove Watch, which involved a student expedition to the area.

Beyond the research, the grant also enabled The Pioneer Catchment & Landcare Group to raise awareness and provide community training on the conservation challenges facing the Water Mouse and the broader ecosystem. Stanmore's funding strengthened local engagement in environmental preservation efforts and has built a foundation for future conservation initiatives.

Stanmore minimises biodiversity impacts from necessary land clearing through comprehensive mitigation measures outlined in our *Permit to Disturb* process. Following the mitigation hierarchy, we prioritise biodiversity protection and risk management through stringent environmental permitting processes. Additionally, we actively manage weeds and pests, as part of our broader land management strategy.

Recognising that a deep understanding of the land is essential for its effective management, we actively engage with stakeholders including ecologists, research groups, Traditional Owners, and local and state governments to enhance our understanding and implement best practices in land stewardship.

Where biodiversity impacts cannot be entirely avoided or mitigated, we compensate for residual effects through designated biodiversity-managed areas. For instance, as part of the South Walker Creek MRA2C project, we have secured an additional of 1,779 hectares of offset land around Denham and Hamilton Park in the Bowen Basin. With new offset areas acquired from business expansion this year, we now actively manage approximately 9,000 hectares of natural habitat reserves, to support nationally listed endangered Australian fauna and flora, in line with our offset management commitments.

Offset areas require ongoing monitoring and management under approved Offset Area Management Plans (OAMP), which include:

- regular offset condition monitoring
- weed and pest management
- fire management
- grazing controls/stock management
- exclusion of land from any clearing activities.

Our OAMPs are publicly available on the Stanmore website.

Some of the endangered and vulnerable species under our conservation focus include the koala, greater glider, ornamental snake, and squatter pigeon, all listed under the EPBC Act.

Importantly, we do not operate in or near protected areas or regions of high biodiversity value reserved under State or Commonwealth law.

CASE STUDY

MRA2C Rehabilitation Work and Creek Diversion Completed

Stanmore successfully opened the diversion of Walker Creek (MRA2C project) in early 2025, enabling the expansion of the eastern pits while prioritising environmental sustainability. In total, 186 hectares of land have been rehabilitated as the creek diversion project is near its completion.

Extensive ecological and hydrological monitoring ensured minimal impact on biodiversity and water systems. Key measures included fauna spotters to actively locate and relocate fauna encountered, a Species Management Program for the safe relocation of Greater Gliders out of the impact zone, and the conservation of endangered Brigalow woodland that was originally due to be cleared.

Rehabilitation efforts included topsoil preservation and placement, hydromulching with a native seed mix for precise vegetation growth and coverage, and an irrigation system to accelerate plant establishment. A structured maintenance program ensures long-term success through erosion control, water quality monitoring, and adaptive vegetation management.

Traditional Owners were actively engaged during the rehabilitation phase, incorporating cultural knowledge into the process. The MRA2C project exemplifies Stanmore's commitment to balancing operational growth with environmental responsibility.



8.4 Rehabilitation and Mine Closure

Rehabilitation and effective mine closure methods are crucial for ensuring the long-term sustainability of both the environment and the surrounding communities.

Stanmore integrates mine closure planning from the early stages of mining, ensuring that disturbed land is progressively rehabilitated into safe, stable, and sustainable landforms. This approach helps create a positive post-mining legacy while reducing end-of-mine closure liabilities.

In 2024, we continued our rehabilitation efforts across our mining sites, successfully completing rehabilitation on 310 hectares of land ahead of the wet season.

To ensure effective mine site rehabilitation and environmental protection, our closure planning and environmental team implement erosion and sediment controls, water and weed management, and the use of local mulches to achieve the positive and sustainable rehabilitation outcomes specified in our approvals.

As part of our biosecurity management practices, we aim to maintain a weed-free environment. Ahead of the wet season, we conducted thorough weed inspections and high-resolution surveys at South Walker Creek, covering all rehabilitated land, offset areas, and topsoil reserves. This process identified several invasive species, including Parthenium, Fireweed, and Heliotrope. Targeted treatments were then applied to both rehabilitated land and surrounding areas.

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

Rehabilitation is an ongoing process throughout the life of a mine and continues after operations cease. Our goal is to ensure that the final landform is safe, stable, and non-polluting while aligning with or enhancing the surrounding landscape. While rehabilitation efforts are already in progress, they will be carried out in accordance with individual Progressive Rehabilitation and Closure Plans (PRCPs).

We continue to monitor and report on the advancement and outcomes of progressive rehabilitation activities to demonstrate our progress towards achieving quality rehabilitation and post-mining landform.

Material Topics and Related UN SDGs

Rehabilitation and Mine Closure



Objectives

- Return mine-disturbed land to stable final land use in collaboration with key stakeholders to establish final land use objectives
- Identify and implement best-practice rehabilitation methods
- Fulfil the legislative requirements of the Progressive Rehabilitation and Closure Plans (PRCP).

Targets

- Rehabilitate more than 1,500 hectares of mine-disturbed land between 2022 and 2028
- All PRCPs to be submitted and progressed to approval in accordance with legislative requirements
- Rehabilitation and timeframe requirements of PRCP incorporated into planning schedules for all operational sites by end of 2025
- Zero deviations from PRCP requirements.

Land Rehabilitated (ha)

Site	2022	2023	2024
Isaac Plains Complex	276	202	42
South Walker Creek	—	29	252
Poitrel	9	51	16
Total	285	282	310

Note: 2022 and 2023 areas have been restated following a review and verification of survey data.

8.5 Waste

Our mine sites generate various types of waste throughout different activities and phases of operation. All sites manage the generated waste in accordance with site-specific waste management plans, ensuring responsible waste handling and disposal. We endeavour to apply the waste hierarchy, eliminating, reusing, reducing, and recycling wherever possible to minimise environmental impact. Waste is carefully segregated, stored, transported, and disposed of in a manner that minimises risks to the environment.

Mineral and Process Waste

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

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

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

Material Topics and Related UN SDGs

Waste



Objectives

- Enhance opportunities for waste reduction and material recovery and recycling.

Targets

- Minimise waste produced, reduce waste to landfill and increase the amount of waste recycled
- Achieve a measurable improvement in waste management across the sites
- Assess and implement relevant findings from the waste materiality assessment across operational sites during 2025.



Non-mineral Waste

At our sites, we actively manage waste generated by mining operations and continuously seek opportunities to reduce, recycle, and repurpose materials wherever possible. In 2024, we conducted a waste materiality assessment, which reviewed non-mineral waste practices across our operational facilities. The assessment identified several opportunities to improve on-site waste management and highlighted potential ways to enhance waste segregation and divert more materials away from landfill.

In response, our site-specific Waste Management Plans are being reviewed and updated to incorporate the improvements identified in the recent assessment. These plans outline how we manage, mitigate, and control waste-related impacts in accordance with current legislation and our environment policy.

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

Waste Management Streams

Mineral Waste	Unit	2022	2023	2024
Overburden (waste rocks)	kBCM	132,773	141,837	174,918
Non-mineral Waste				
Bulk Oil	kL	2,128	2,490	3,172
Oily Water	kL	244	249	88
Other regulated waste (grease, waste oil, chemicals, oil filters)	Tonnes	907	875	1,690
Recycled Waste	Tonnes	121	81	260
General Waste	Tonnes	2,171	1,841	1,534
Septic Tank Waste	kL	574	801	1,839



8.6 Air Quality and Noise

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

Ambient Air Quality and Dust

To protect the health of our local communities and surrounding environment, we are committed to managing air emissions within the thresholds set by our environmental licenses and guidelines. We actively manage air emissions through dust suppression measures, including water sprays, water trucks on roads, and the assessment of wind and weather conditions when preparing for blasting activities.

For the safety of our people, wildlife and the surrounding environment, we conduct in-field real-time air quality monitoring and report airborne pollutants through the National Pollutant Inventory, an annual air pollutant reporting program managed by the Department of Climate Change, Energy, the Environment and Water (DCCEEW).

Our 2024 air quality data is displayed in the table below.

Noise

We manage our noise impacts to comply with licence and legislative requirements using Noise Management Plans and measurements.

We recognise that our mining operations can generate noise pollution, potentially impacting local communities and wildlife. To mitigate this, we ensure our operations comply with approved noise limits outlined in our environmental licenses. This is achieved through continuous monitoring and proactive communication with stakeholders regarding blasting activities and noise-related concerns.

In 2024, we maintained our record of receiving zero complaints of excessive noise from the community and zero non-compliances in relation to noise pollution.

Material Topics and Related UN SDGs

Air Quality and Noise



Objectives

- Minimise dust and noise emissions from mining operations.

Targets

- Achieve zero exceedances of regulatory limits for dust and noise
- Implement water-based dust suppression measures at all high-risk areas.



Dust and noise are actively managed on a daily basis.

2024 Air Quality Data

Site	Metric ($\mu\text{g}/\text{m}^3$)	Upper Limit Threshold	Annual Average		
			2022	2023	2024
Isaac Plains Complex	Dust PM10 24-Hour average	25	14.4	17.8	17.6
South Walker Creek	Dust PM10 24-Hour average	25	13.8	18.3	10.4
Poitrel	Dust PM10 24-Hour average	25	3.5	8.0	6.7

Note: AAQ NEPM Standard (annual average).



We are committed to upholding our values and conducting business with the highest ethical standards.

Integrity is fundamental to our operations. We adhere to robust governance processes and frameworks to guide ethical decision-making and responsible business practices.

In 2024, we remained steadfast in our commitment to strong governance. Through the continued efforts of the Stanmore Board, management, and various committees, we have ensured that our standards align with our values and mission, reinforcing accountability and transparency across our operations.

Material Topics and Related UN SDGs

Corporate Governance Framework



Anti-Corruption and Bribery



Modern Slavery



Objectives

- Maintain a robust management system and governance framework that guarantees our social and regulatory right to operate
- Be aware of existing and emerging policy and governance issues and action accordingly
- Continue to review our sustainability outlook and adapt as necessary
- Identify and address modern slavery risks and maintain responsible and transparent supply chains.

Targets

- All policies to be in place and current
- Provide active input into policy and governance debates
- Review and update our five-year Sustainability Roadmap by end 2025
- Maintain zero recorded instances of modern slavery in Stanmore's supply chain.

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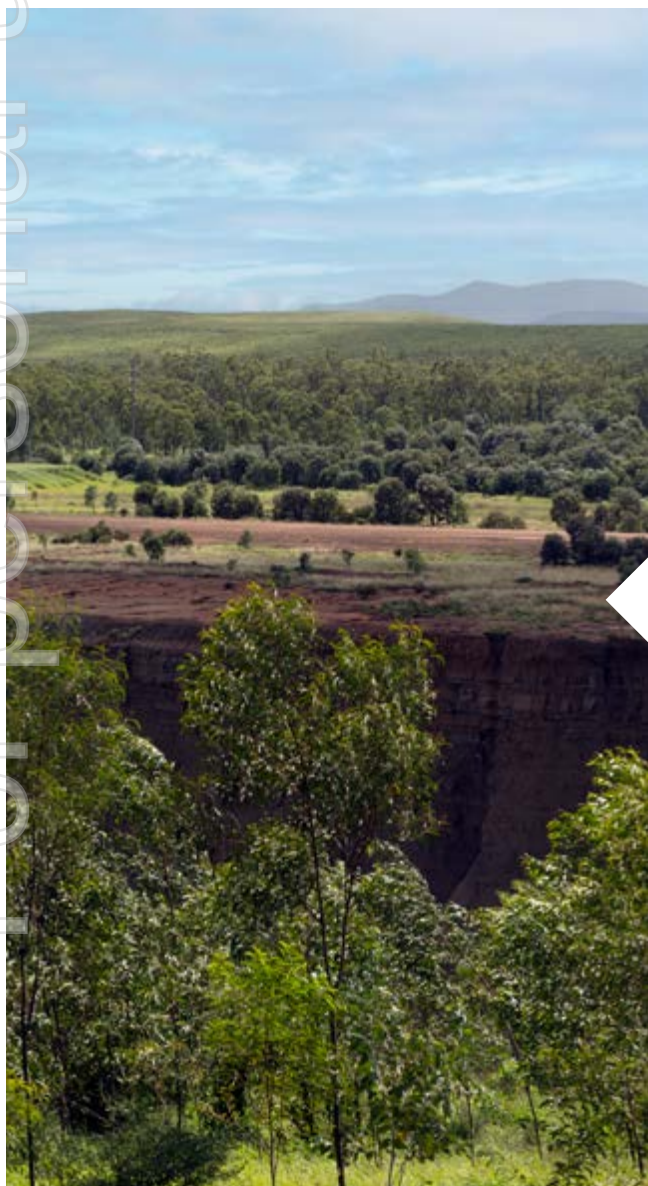
Our belief is that strong sustainability values can support strong operational and financial performance.

”



9.1 Board Details

Our Board of Directors are instrumental in shaping the strategic direction of Stanmore and have ultimate responsibility for our corporate governance structures. With the support of the leadership team, Stanmore's Board strives to create and protect value for shareholders and stakeholders.



Our Board

- Mr Dwi Suseno – Chair and Non-Executive Director
- Mr Marcelo Matos – Chief Executive Officer and Executive Director
- Mr Jimmy Lim – Non-Executive Director
- Mr Richard Majlinder – Non-Executive Director
- Ms Caroline Chan – Non-Executive Director
- Mr Matthew Latimore – Non-Executive Director
- Mr Brett Garland – Non-Executive Director
- Ms Keira Brennan – Non-Executive Director (appointed 12 April 2024)
- Mr Murray Smith – Alternate Director for Matthew Latimore

Executive Leadership Team

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

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

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



Audit and Risk Management Committee

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



Remuneration and Nominations Committee

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



Health and Safety Committee

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



Sustainability Committee

Works in conjunction with our other business units and the Audit and Risk Management Committee to review ESG matters, performance, risks and sustainability reporting.



Disclosure Committee

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

9.2 Corporate Governance Framework

Our Corporate Governance Framework is aligned with the fourth edition of the Australian Securities Exchange (ASX) Corporate Governance Council's Corporate Governance Principles and Recommendations. Our Corporate Governance Statement, available on our website, outlines our compliance with the ASX Governance Principles and Recommendations, unless stated otherwise.

Our established Corporate Governance Framework comprises of the policies, procedures, controls and tools that ensure we operate in compliance with applicable laws and regulations. By adhering to these key corporate policies, we also ensure our business practices are conducted transparently and responsibly.

The responsibilities of Board and management are defined in our:

- Board Charter
- Constitution of Stanmore Resources.

The Board committees also operate under specific terms of reference, including the:

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

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

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



9.3 Anti-Corruption and Bribery

At Stanmore, we uphold the highest standards of integrity and ethical conduct across all aspects of our operations. Acknowledging the significant impact that corruption and bribery can have on society and the environment, we maintain a zero-tolerance approach to bribery or corruption in connection with our operations and activities. This commitment is reinforced through our Anti-Bribery and Corruption Policy and Code of Conduct, underscoring our dedication to fostering a transparent, fair, and sustainable business environment.

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

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

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

Encouraging Transparency and Reporting

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

To facilitate this open dialogue, we have appointed Stanmore Speak Up Officers and established an external Speak Up Hotline Service. This service, managed by an independent whistleblowing provider, allows for the confidential reporting of concerns related to potential corruption or unethical behaviour.

Public Policy

As part of our operations, we prioritise responsiveness to stakeholders and the public, while maintaining a neutral stance on political matters. We do not actively engage in lobbying activities or align with any political agenda, as we believe that complex political issues should be addressed by stakeholders, regulators, and relevant authorities. Our primary focus remains on the safe, ethical, and sustainable development of our business and operations.

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

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

Stanmore is a member of Coal Australia, an industry body established in 2023 to highlight the role of the Australian coal industry. Coal Australia aims to inform the public about the uses of coal and its significance to Australia's future. It also represents the interests of the Australian coal industry, including producers, suppliers, customers, employees, and coal communities, while supporting the development of skilled workers through professional development and training opportunities.

Freedom of Association and Collective Bargaining

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

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

Payments to Governments

Stanmore takes a conservative and ethical approach to tax. Our approach to taxation is ultimately determined by the risk appetite established by the Board and managed by its delegated Audit and Risk Management Committee. Responsibility for the management of tax risk rests with staff who are either designated risk owners or who otherwise perform a function which has taxation consequences. Stanmore adopts a prudent tax position that is defensible. Where doubt exists, Private Rulings may be sought from the Australian Taxation Office to confirm Stanmore's tax position.

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

The identification, management and monitoring of Stanmore's tax risks are governed by the Board-approved Tax Operations Manual. The Tax Operations Manual outlines the framework by which the direct and indirect tax obligations of Stanmore are met from an operational, governance and tax risk management perspective. The Chief Financial Officer has overall responsibility for the direct and indirect tax compliance obligations of the Stanmore group, along with escalating transactions or tax issues as necessary to the attention of the Audit and Risk Management Committee of the Board.

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

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

In 2024, we paid US\$253.6 million in taxes and US\$322.2 million in royalties to governments.

9.4 Modern Slavery

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

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

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

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

We also publish an annual Modern Slavery Policy Statement as required under the *Modern Slavery Act 2018* (Cth). In 2024, we had zero reported incidents of forced or compulsory labour in our operations and supply chains.

In 2024, we screened 1,080 suppliers. This number represents 100% of suppliers with which we engaged directly. We continue to refine our categorisation of suppliers and procurement expenditure with the view to continuing this rate of screening. There was no material change to our supply chain or its geographic composition (with Australian companies constituting an overwhelming 98% of direct suppliers) in 2024.

9.5 Compliance with Laws and Regulations

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

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

In 2024, we experienced no regulatory enforcement actions related to anti-corruption and bribery, modern slavery, human rights and freedom of association, corporate and competition laws. However, we received one minor regulatory enforcement action related to an environmental matter (see **Section 8.1**).



Appendix 1: GRI Content Index

GRI 1: Foundation 2021

Stanmore has reported the information cited in this Global Reporting Initiative (GRI) content index for the period 1 January 2024 to December 31, 2024, with reference to the GRI Standards.

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

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

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	About this Report, p.1			
	2-2 Entities included in the organization's sustainability reporting	Reporting Scope and Boundary, p.2 For further details, refer to Stanmore's corporate governance policies, available at https://stanmore.au/investors/corporate-governance/			
	2-3 Reporting period, frequency and contact point	About this Report, p.1			
	2-4 Restatements of information	Reporting Scope and Boundary, p.2			
	2-5 External assurance	External Assurance, p.3			
	2-6 Activities, value chain and other business relationships	Our Business, p.8-15			
	2-7 Employees	Diversity and Inclusion, p.36	Databook: Workforce		
	2-8 Workers who are not employees	Reference in Databook	Databook: Workforce		
	2-9 Governance structure and composition	Board Details, p.84 Refer to Stanmore's Annual Corporate Governance Statement, available at https://stanmore.au/investors/corporate-governance/			

Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Refer to Stanmore's Annual Corporate Governance Statement, available at https://stanmore.au/investors/corporate-governance/			
	2-11 Chair of the highest governance body	Board Details, p.84			
	2-12 Role of the highest governance body in overseeing the management of impacts	Values, p.8 Sustainability Committee, p.18			
	2-13 Delegation of responsibility for managing impacts	Sustainability Committee, p.18			
	2-14 Role of the highest governance body in sustainability reporting	Our Material Topics, p.20 Sustainability Committee, p.18			
	2-15 Conflicts of interest	Anti-Corruption and Bribery, p.87 For more details, refer to Stanmore's Corporate Ethics Policy, available at https://stanmore.au/investors/corporate-governance/			
	2-16 Communication of critical concerns	Local Communities, p.42-47			
	2-17 Collective knowledge of the highest governance body	Sustainability Committee, p.18 Board Details p.84 For further details refer to Stanmore's Annual Report, available at https://stanmore.au/investors/financial-reports/			
	2-18 Evaluation of the performance of the highest governance body	Board Details, p.84			
	2-19 Remuneration policies	Board Details, p.84 For further details refer to Stanmore's Annual Report, available at https://stanmore.au/investors/financial-reports/			
	2-20 Process to determine remuneration	Board Details, p.84 For further details refer to Stanmore's Annual Report, available at https://stanmore.au/investors/financial-reports/ and Stanmore's Remuneration and Nominations Committee Charter, available at https://stanmore.au/investors/corporate-governance/			

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	A Message from the Chair of the Sustainability Committee, p.16–17			
	2-23 Policy commitments	Corporate Governance Framework, p.86 Anti-Corruption and Bribery, p.87 Modern Slavery, p.89 For further details, refer to Stanmore's corporate governance policies, available at https://stanmore.au/investors/corporate-governance/			
	2-24 Embedding policy commitments	Values, p.8 For further details, refer to Stanmore's corporate governance policies, available at https://stanmore.au/investors/corporate-governance/			
	2-25 Processes to remediate negative impacts	Local Communities, p.42–47			
	2-26 Mechanisms for seeking advice and raising concerns	Local Communities, p.42–47 Encouraging Transparency and Reporting, p.87			
	2-27 Compliance with laws and regulations	Compliance with Laws and Regulations, p.89			
	2-28 Membership associations	Public Policy, p.87			
	2-29 Approach to stakeholder engagement	A Message from the Chief Executive Officer, p.4–5 Our Material Topics, p.20			
	2-30 Collective bargaining agreements	Freedom of Association and Collective Bargaining, p.88			
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Material Topics, p.20			N/A
	3-2 List of material topics	Our Material Topics, p.20			N/A
	3-3 Management of material topics	Disclosure of the management of each material topic can be found in the corresponding section of the report.			N/A
Economic performance					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Generated and Distributed Economic Value, p.51	Databook: Economic Contribution		SS 12.21
	201-2 Financial implications and other risks and opportunities due to climate change	Climate: Strategy, p.57–59		Information pertaining to the resilience outcome of scenario analysis and outcomes for our Decarbonisation Plan was still in development for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.2

Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
GRI 201: Economic Performance 201	12.2.2 Additional Sector Recommendations • Report the emissions potential for proven and probable reserves. • Report the internal carbon-pricing and coal pricing assumptions that have informed the identification of risks and opportunities due to climate change. • Describe how climate-change related risks and opportunities affect or could affect the organisation's operations or revenue, including: – development of currently proven and probable reserves; – potential write-offs and early closure of existing assets; – coal production volumes for the current reporting period and projected volumes for the next five years. • Report the percentage of capital expenditure (CapEx) that is allocated to investments in: – prospection, exploration, acquisition, and development of new reserves; – expansion of current coal mines; – energy from renewable sources (by type of source); – technologies to remove CO₂ from the atmosphere and nature-based solutions to mitigate climate change; – research and development initiatives that can address the organization's risks related to climate change. • Report net mass of CO₂ in metric tons captured and stored, broken down by: – Carbon captured at the point source; – Carbon captured directly from the atmosphere. • Report planned, ongoing, or completed divestments of coal assets. For each divestment: – describe how the organization considered its policy commitments for responsible business conduct; – report whether there are provisions in place to ensure that negative impacts from closure are addressed, and that existing closure and rehabilitation plans are followed by the entity acquiring the asset(s).	Climate: Strategy, p.57–59	Databook: GHG Sector Emissions	A formal climate risk assessment was undertaken during this reporting year. However, quantification of the risk impact is still in development therefore information pertaining to this disclosure was only partially available for this reporting period.	SS 12.2

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
Indirect economic impacts					
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Philanthropic and Community Contributions, p.51 and Stanmore Community Grants Program and Sponsorship Program, p.51-53	Databook: Economic Contribution		SS 12.8
	203-2 Significant indirect economic impacts	Local Communities, p.42-47	Databook: Economic Contribution		SS 12.8
	12.8.1: Additional Sector Recommendations Describe the community development programs in place that are intended to enhance positive economic impacts for local communities, including the approach to providing employment, procurement, and training opportunities.	Local Communities, p.42-47 and Economic Benefits, p.51			SS 12.8
Procurement practices					
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Choosing Local Procurement and First Nations Business, p.52	Databook: Economic Contribution		SS 12.8
Anti-corruption					
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-Corruption and Bribery, p.87		Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.20
	205-2 Communication and training about anti-corruption policies and procedures	Anti-Corruption and Bribery, p.87		Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.20
	205-3 Confirmed incidents of corruption and actions taken	Anti-Corruption and Bribery, p.87		Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.20
	12.20.1: Additional Sector Recommendations Describe how potential impacts of corruption or risks of corruption are managed in the organization's procurement practices and throughout the supply chain.	Anti-Corruption and Bribery, p.87			SS 12.20

Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
Tax					
GRI 207: Tax 2019	207-1 Approach to tax	Payments to Governments, p.88			SS 12.21
	207-4 Country-by-country reporting	Payments to Governments, p.88	Databook: Economic Contribution		SS 12.21
Energy					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Climate: Metrics and Targets – Scope 1 & 2 Emissions, p.67–69	Databook: Energy Use		SS 12.1
	302-3 Energy intensity	Climate: Metrics and Targets – Scope 1 & 2 Emissions, p.67–69	Databook: Energy Use		SS 12.1
Water and effluents					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water, p.73–74			SS 12.7
	303-2 Management of water discharge-related impacts	Water, p.73–74			SS 12.7
	303-3 Water withdrawal	Water, p.73–74	Databook: Water		SS 12.7
	303-4 Water discharge	Water, p.73–74	Databook: Water		SS 12.7
	303-5 Water consumption	Water, p.73–74	Databook: Water		SS 12.7
Biodiversity					
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainable Land Use and Biodiversity, p.75–77			SS 12.5
	304-2 Significant impacts of activities, products and services on biodiversity	Sustainable Land Use and Biodiversity, p.75–77			SS 12.5
	304-3 Habitats protected or restored	Rehabilitation and Mine Closure, p.78	Databook: Land Management		SS 12.5
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Sustainable Land Use and Biodiversity, p.75–77		Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.5
	12.5.1: Additional Sector Recommendations • Describe policies and commitments to achieving no net loss or a net gain to biodiversity on operational sites; and report whether these commitments apply to existing and future operations and to operations beyond areas of high biodiversity value. • Report whether application of the mitigation hierarchy has informed actions to manage biodiversity-related impacts.	Sustainable Land Use and Biodiversity, p.75–77			SS 12.5

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
Emissions					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate: Metrics and Targets – Scope 1 & 2 Emissions, p.67–69	Databook: GHG Emissions		SS 12.1
	305-2 Energy indirect (Scope 2) GHG emissions	Climate: Metrics and Targets – Scope 1 & 2 Emissions, p.67–69	Databook: GHG Emissions	Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.1
	305-4 GHG emissions intensity	Climate: Metrics and Targets – Scope 1 & 2 Emissions, p.67–69	Databook: GHG Emissions	Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.1
	12.2.3: Additional Sector Recommendations	Climate: Metrics and Targets – Scope 1 & 2 Emissions, p.67–69			SS 12.2
	- Report how the goals and targets for GHG emissions are set, specify whether they are informed by scientific consensus, and list any authoritative intergovernmental instruments or mandatory legislation the goals and targets are aligned with. - Report the Scopes (1, 2, 3) of GHG emissions, activities, and business relationships to which the goals and targets apply. - Report the baseline for the goals and targets and the timeline for achieving them.				
	12.2.4: Additional Sector Recommendations	Public Policy, p.87			SS 12.2
	Describe the organization's approach to public policy development and lobbying on climate change				
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	See Notes column		Zero emissions of ODS.	SS 12.2
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Referenced in Databook	Databook: Air Emissions		
	12.4.1: Additional Sector Recommendations	Ambient Air Quality & Dust, p.81			SS 12.4
	- Describe actions taken by the organization to prevent or mitigate potential negative impacts on local communities and workers from particulate matter (PM) emissions from coal dust. - Describe actions taken to improve coal quality to reduce harmful air emissions in the use phase.				

Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
Waste					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste, p.79–80			SS 12.6
	306-2 Management of significant waste-related impacts	Waste, p.79–80			SS 12.6
	306-3 Waste generated	Waste, p.79–80	Databook: Waste and recycling		SS 12.6
	12.6.4: Additional Sector Recommendations When reporting the composition of the waste generated, include a breakdown of the following waste streams, if applicable: overburden; rock waste; tailings.	Waste, p.79–80	Databook: Waste and recycling	Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.6
	306-4 Waste diverted from disposal	Waste, p.79–80			SS 12.6
	12.6.5: Additional Sector Recommendations When reporting the composition of the waste diverted from disposal, include a breakdown of the following waste streams, if applicable: overburden; rock waste; tailings.	Waste, p.79–80			SS 12.6
	306-5 Waste directed to disposal	Waste, p.79–80			SS 12.6
	12.6.6: Additional Sector Recommendations When reporting the composition of the waste directed to disposal, include a breakdown of the following waste streams, if applicable: overburden; rock waste; tailings.	Waste, p.79–80			SS 12.6
Employment					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Recruitment and Workforce Composition, p.37	Databook: Employees		SS 12.15
	401-3 Parental leave	Parental Leave, p.34	Databook: Employees		SS 12.15
Labor/management relations					
SS 12.3 Additional Sector Recommendation	12.3.4: Additional Sector Recommendations List the operational sites that: have closure and rehabilitation plans in place; have been closed; are undergoing closure activities.	Rehabilitation and Mine Closure, p.78			SS 12.3

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
Occupational health and safety					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health, Safety and Wellbeing, p.26–33			SS 12.14
	403-2 Hazard identification, risk assessment, and incident investigation	Health, Safety and Wellbeing: Hazard Identification, Risk Assessment, and Incident Management, p.31–33			SS 12.14
	403-3 Occupational health services	Health, Safety and Wellbeing, p.26–33			SS 12.14
	403-5 Worker training on occupational health and safety	Health, Safety and Wellbeing, p.26–33			SS 12.14
	403-6 Promotion of worker health	Health, Safety and Wellbeing, p.26–33			SS 12.14
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety and Wellbeing, p.26–33			SS 12.14
	403-8 Workers covered by an occupational health and safety management system	Health, Safety and Wellbeing, p.26–33			SS 12.14
	403-9 Work-related injuries	Health, Safety and Wellbeing: Safety performance, p.26–27	Databook: Safety		SS 12.14
	403-9 Work-related illness	Referenced in Databook	Databook: Safety		
Training and education					
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Training, p.34–35			SS 12.15
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Training, p.34–35 Workforce Development, Retention and Inclusion, p.36–39			SS 12.15
Diversity and equal opportunity					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity and Inclusion, p.36	Databook: Workforce	Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.19
Non-discrimination					
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity and Inclusion, p.36			SS 12.19
Freedom of association and collective bargaining					
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of Association and Collective Bargaining, p.88			SS 12.18

Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
Child labor					
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	For further details, refer to Stanmore's Annual Modern Slavery Statement, available at https://stanmore.au/sustainability/sustainability-reports/			SS 12.16
Forced or compulsory labor					
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Modern Slavery, p.89			SS 12.17
Rights of Indigenous peoples					
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Local Communities: First Nations Engagement and Rights, p.42-47, p.48			SS 12.11
	12.11.1: Additional Sector Recommendations - Describe the community development programs that are intended to enhance positive impacts for indigenous peoples, including the approach to providing employment, procurement, and training opportunities - Describe the approach to engaging with indigenous peoples	Local Communities: First Nations Engagement and Rights, p.42-47, p.48			SS 12.11
	12.11.2: Additional Sector Recommendations Describe the identified incidents of violations involving the rights of indigenous peoples	Local Communities: First Nations Engagement and Rights, p.42-47, p.48			SS 12.11
	12.11.3: Additional Sector Disclosures List the locations of operations where indigenous peoples are present or affected by activities of the organisation	Local Communities: Land and Resource Rights, p.42-50			SS 12.11
	12.11.4: Additional Sector Disclosures Report if the organisation has been involved in a process of seeking free, prior, and informed consent (FPIC) from indigenous peoples for any of the organisation's activities	Local Communities: Land and Resource Rights, p.42-50			SS 12.11
Local communities					
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Local Communities, p.42-47			SS 12.9
	413-2 Operations with significant actual and potential negative impacts on local communities	Local Communities, p.42-47 Land and Resource Rights, p.48-50			SS 12.9

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
SS 12.9 Local communities Additional Sector Recommendations	12.9.1: Additional Sector Recommendations	Local Communities: Land and Resource Rights, p.42–50			SS 12.9
	- Describe the approach to identifying stakeholders within local communities and to engaging with them. - List the vulnerable groups that the organisation has identified within local communities. - List any collective or individual rights that the organisation has identified that are of particular concern for local communities.	Local Communities: Land and Resource Rights, p.42–50 Local Communities: First Nations Engagement and Rights, p.42–47, p.48 Local Communities: First Nations Engagement and Rights, p.42–47, p.48			
	12.9.4: Additional Sector Disclosures Report the number and type of grievances from local communities identified	Community Interaction, p.43		Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.9
Supplier social assessment					
GRI 414: Supplier Social Assessment 2016	414–1 New suppliers that were screened using social criteria	Modern Slavery, p.89			N/A
Public policy					
GRI 415: Public Policy 2016	415–1 Political contributions	Public Policy, p.87			SS 12.22
SS 12.22 Public Policy	12.22.1: Additional Sector Recommendations - Describe the organisation's stance on significant issues that are the focus of its participation in public policy development and lobbying; and any differences between these positions and its stated policies, goals, or other public positions. - Report whether the organisation is a member of, or contributes to, any representative associations or committees that participate in public policy development and lobbying.	Public Policy, p.87			SS 12.22

Appendix 1: GRI Content Index

GRI STANDARD	DISCLOSURE	REPORT LOCATION	DATABOOK LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
Land and resource rights					
N/A	12.10.1: Additional Sector Recommendations - Describe the approach to engaging with affected vulnerable groups, including: - how the organisation seeks to ensure meaningful engagement; - how the organisation seeks to ensure safe and equitable gender participation. - Describe the policies or commitments to providing remediation to local communities or individuals subject to involuntary resettlement	First Nations Engagement and Rights, p.48			SS 12.10
	12.10.2: Additional Sector Recommendations List the locations of operations that caused or contributed to involuntary resettlement or where such resettlement is ongoing. For each location, describe how peoples' livelihoods and human rights were affected and restored.	Local Communities, p.42–47			SS 12.10

Appendix 2: Glossary of terms

AASB	Australian Accounting Standards Board	MACC	Marginal Abatement Cost Curve
ASRS	Australian Sustainability Reporting Standards	PCI	Pulverised Coal Injection
BBAC	Barada Barna Aboriginal Corporation	PRCP	Progressive Rehabilitation and Closure Plan
BCM	Bank Cubic Metres: material as it lies in its natural bank state	QRC	Queensland Resources Council
CHMP	Cultural Heritage Management Plans	RAP	Reconciliation Action Plan
CQU	Central Queensland University	RCP	Representative Concentration Pathway
CSEP	Community and Stakeholder Engagement Plan	ROM	Run of mine
CSIRO	Commonwealth Scientific and Industrial Research Organisation	RSHQ	Resources Safety and Health Queensland
DETSI	Queensland Department of the Environment, Tourism, Science and Innovation	SAFR	Serious Accident Frequency Rate: As defined by RSHQ – the death of a person, or person to be admitted to a hospital as an inpatient for the injury
EA	Environmental Authority	SIMP	Social Impact Management Plans
EAP	Employee Assistance Program	SSCC	Semi Soft Coking Coal
EPBC	<i>Environmental Protection and Biodiversity Conservation Act</i>	SSE	Site Senior Executive
ERT	Emergency Response Team	SSRC	Strong and Sustainable Resource Communities
ESG	Environment, Social and Governance	SWC	South Walker Creek
FIFO	Fly-In Fly-Out	TCFD	Taskforce on Climate-related Financial Disclosures
FPIC	Free and Prior Informed Consent	TNFD	Taskforce on Nature-related Financial Disclosures
FPRH	Fitzroy Partnership for River Health (https://riverhealth.org.au/)	TRIFR	Total Recordable Injury Frequency Rate: the number of fatalities, lost time injuries, substitute work and other injuries requiring treatment by a medical professional per million hours worked
FRREMP	Fitzroy Regional Receiving Environment Monitoring Program	TSF	Tailing Storage Facilities
FY	Financial Year (1 July to 30 June)		
GHG	Greenhouse gas		
GNWAC	Gangali Narra Widi Aboriginal Corporation		
GRI	Global Reporting Initiative		
HCC	Hard Coking Coal		
ILUA	Indigenous Land Use Agreement		
IPC	Isaac Plains Complex		
ISSB	International Sustainability Standards Board		

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