

# FY24 Sustainability Databook

## About this Databook

This FY24 Sustainability Databook (Databook) has been prepared by Sandfire Resources Limited (Sandfire) to inform stakeholders about our sustainability performance for the period 1 July 2023 to 30 June 2024. This Databook complements, and should be read in conjunction with our FY24 Sustainability Report.

The Databook was prepared in accordance with the Global Reporting Initiatives (GRI) including the GRI Mining and Metals Sector Supplement. The climate change section has been guided by the recommendations of the Taskforce for Climate-related Financial Disclosures (TCFD).

The Databook applies to Assets that are wholly owned and operated by Sandfire including the Motheo and MATSA Mining Operations. The Databook also includes relevant performance data on the Black Butte Copper Project, where Sandfire's interest in the Project is held via an 86.89% equity stake in TSX listed Sandfire Resources America Inc. Sandfire America is run as a separate entity and operated independent of the Group.

Monetary amounts are expressed in USD.

We engaged an independent external assurance organisation, Deloitte, to provide limited assurance on Group Total Scope 1 and 2 GHG emissions, as explained in the independent assurance statement on page 30 of the FY24 Sustainability Report available on our website [www.sandfire.com.au](http://www.sandfire.com.au).

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# Reporting boundaries

## Reporting boundaries

## Data tables

All reported performance metrics should be considered in the context of the reporting boundaries described in this table.

Country	Operation / Asset / Facility / Project	Ownership	First year data included in sustainability reporting	Status	Inclusions for FY24 reporting	Exclusions for FY24 reporting	Health, safety and wellbeing metrics assessed for assurance readiness	GHG emission metrics assessed for limited assurance
Australia	DeGrussa	100%	2015	Care and maintenance	N/A	N/A	Yes	Yes
	Australia corporate (head office)	100%		Active			Yes	Yes
	Australia exploration	N/A		Ceased exploration activities August 2023.			Yes	Yes
Spain	MATSA	100%	2022	Active	Includes Magdalena, Sotiel & Aguas Teñidas and supporting infrastructure.	N/A	Yes	Yes
	Spain exploration	100%		Exploration			Yes	Yes
Botswana	Motheo	100%	2020	Active	Includes Motheo, construction operations and Gaborone corporate office.	N/A	Yes	Yes
	Botswana exploration	100%		Exploration			Yes	Yes
USA	Black Butte	86.89%	2022	Development / Exploration	Includes Black Butte exploration.	USA procurement spend not included under total Group spend.	No Reported separately under 'Summary for FY24 by region' table on page 6.	Yes
Portugal	Portugal exploration	51%	2024	Exploration	N/A	All sustainability data excluded except GHG emissions (Scope 1 & 2) and energy metrics.	No	Yes
Chile	Chile exploration	0%	N/A	Exploration	N/A	Excluded	No	No

**Note:** Sandfire holds a number of entities in the United Kingdom and one staff member. Data from these entities is omitted from sustainability reporting.

# Health, safety and wellbeing

Safety

Group

	FY24	FY23	FY22
Fatalities	0	0	0
Total Recordable Injury Frequency <sup>(1)(2)(3)</sup>	1.6	1.6	4.0

- 1 Per 1,000,000 hours worked.
- 2 Includes employees and contractors.
- 3 Does not include USA which is reported separately under summary for FY24 by region.

FY24 Group injury rates<sup>(1)(2)</sup>

	Total	Employees	Contractors
Rate of fatalities	0	0	0
Total Recordable Injury Frequency <sup>3</sup>	1.6	1.8	1.6
Lost Time Injury Frequency <sup>4</sup>	0.8	1.4	0.6
Total High Consequence Injury Frequency <sup>5</sup>	0	0	0.1
Total High Potential Incident Frequency <sup>6</sup>	3.0	1.4	3.6

- 1 Per 1,000,000 hours worked.
- 2 Does not include USA which is reported separately under summary for FY24 by region.
- 3 Total Recordable Injury Frequency (TRIF): The total number of recordable injuries for the 12-month period/ total hours worked for the 12-month period multiplied by 1,000,000 hours.
- 4 Lost Time Injury (LTI) is an injury which results in the person being declared (by a medical practitioner) as being unfit to perform their normal duties for a shift, after the shift in which the injuries were sustained. The Lost Time Injury Frequency (LTIF) is the total number of lost time injuries for the 12-month period/ total hours worked for the 12-month period multiplied by 1,000,000 hours.
- 5 High consequence injury is a work-related injury that results in a fatality or an injury from which the worker cannot, does not or is not expected to recover fully to pre-injury health status within six months. The High Consequence Injury Frequency (HCIF) is the total number of high consequence work-related injuries for the 12-month period / total hours worked for the 12-month period multiplied by 1,000,000 hours.
- 6 High potential incident - An incident that may result in an actual or potential risk rating of  $\geq 18$ , or as determined by senior management. The High Potential Incident Frequency (HPIF) is the total number of high potential incident injuries for the 12-month period / total hours worked for the 12-month period multiplied by 1,000,000 hours.

## Health, safety and wellbeing

## Data tables

### FY24 Total hours worked

	Total	Employees	Contractors
Australia <sup>2</sup>	241,638	180,310	61,328
Botswana: Motheo Operations	2,628,775	592,620	2,036,155
Gaborone Office	30,891	30,891	0
Motheo Construction	1,522,294	51,338	1,470,956
Exploration	293,966	143,486	150,480
Botswana: Total	4,475,926	818,335	3,657,591
Spain <sup>2</sup>	4,382,141	1,188,164	3,193,977
United States <sup>2</sup>	38,229	19,945	18,948
<b>Group total<sup>3</sup></b>	<b>9,099,705</b>	<b>2,186,809</b>	<b>6,912,896</b>

1 Includes hours worked carrying out activities within the scope of Sandfire's reporting boundaries and reflects actual hours worked. Data is sourced from payroll, site access systems, flight details and contractor timesheets.

2 Includes a small number of exploration staff.

3 Group total does not include USA.

### FY24 Summary by Region<sup>1</sup>

	Employee Total Recordable Injuries	Employee TRIF <sup>1</sup>	Contractor Total Recordable Injuries	Contractor TRIF <sup>1</sup>	Employee Lost Time Injury total	Employee Lost Time Injury Frequency <sup>1</sup>	Contractor Lost Time Injury total	Contractor Lost Time Injury Frequency <sup>1</sup>	Employee High Potential Incident total	Employee High Potential Incident Frequency <sup>1</sup>	Contractor High Potential Incident total <sup>1</sup>	Contractor High-Potential Incident Frequency <sup>1</sup>	Employee High Consequence Incident total	Employee high Consequence Injury Frequency <sup>1</sup>	Contractor High Consequence Injury total	Contractor High Consequence Injury Frequency <sup>1</sup>
Australia <sup>2</sup>	0	0	1	16.3	0	0	0	0	0	0	0	0	0	0	0	0
Botswana: Motheo Operations	2	3.4	0	0	1	1.7	0	0	1	1.7	12	5.9	0	0	0	0
Gaborone Office	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motheo Construction	0	0	1	0.7	0	0	0	0	1	19.5	5	3.4	0	0	0	0
Exploration	0	0	1	6.6	0	0	0	0	0	0	0	0	0	0	0	0
<b>Botswana: Total</b>	<b>2</b>	<b>2.4</b>	<b>2</b>	<b>0.5</b>	<b>1</b>	<b>1.2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2.4</b>	<b>17</b>	<b>4.6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Spain <sup>2</sup>	2	1.7	8	2.5	2	1.7	4	1.3	1	0.8	8	2.5	0	0	1	0.3
United States <sup>2</sup>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

1 Frequency is calculated based on 1,000,000 hours worked.

2 Includes a small number of exploration staff.

## FY24 Top five types of work-related injuries<sup>1</sup>

	Australia	Botswana	Spain	United States
Hitting objects with a part of the body	0	10	15	0
Being hit by moving objects	1	5	16	0
Other muscular stress	0	2	15	0
Falls on the same level (including trips and slips)	0	7	10	0
Single contact with chemical or substance (excludes bites and stings)	0	1	11	0

<sup>1</sup> Categories as per the AS1885.1 Workplace injury and disease recording Standard.

## Occupational health

### Occupational illness<sup>1</sup>

	FY24	FY23 <sup>2</sup>	FY22
Australia	0	5	12
Botswana	1	1	1
Spain	1	0	0
<b>Employee total</b>	<b>1</b>	<b>2</b>	<b>1</b>
Australia	0	1	1
Botswana	1	1	0
Spain	0	0	0
<b>Contractor total</b>	<b>1</b>	<b>4</b>	<b>12</b>
Australia	0	4	11
Botswana	0	0	1
Spain	1	0	0
<b>Total workforce</b>	<b>2</b>	<b>6</b>	<b>13</b>

<sup>1</sup> Occupational illness is a chronic condition which occurs as a result of repeat exposures to the work environment or activity.

<sup>2</sup> A review of data has resulted in the total workforce number of occupational illnesses reported for FY23 being revised from 3 to 6.



# People and culture

Workforce distribution and diversity by country<sup>1</sup>

Country	Workforce data					Employees <sup>2</sup> by gender, % <sup>6</sup> and number <sup>7</sup>				Employees <sup>2</sup> by age group, % <sup>6</sup> and number <sup>7</sup>			
	Total number	Number of employees <sup>2</sup>	(%) of employees <sup>2</sup>	Number of contractors <sup>(3)(4)</sup>	(%) of contractors <sup>(3)(4)</sup>	Number males	(%) males	Number females	(%) females	< 30	30 - 39	40 - 49	>50
Australia	125	106	85%	19	15%	51	48%	55	52%	10%[11]	27%[29]	26%[28]	36%[38]
Botswana	1,732	330	19%	1,402	81%	251	76%	79	24%	9%[30]	44%[146]	41%[134]	6%[20]
Spain	3,096	778	25%	2,318	75%	605	78%	173	22%	10%[74]	29%[228]	40%[313]	21%[163]
United States of America <sup>5</sup>	32	22	69%	10	31%	14	64%	8	36%	23%[5]	41%[9]	5%[1]	32%[7]
<b>Group total</b>	<b>4,985</b>	<b>1,236</b>	<b>25%</b>	<b>3,749</b>	<b>75%</b>	<b>921</b>	<b>74.5%</b>	<b>315</b>	<b>25.5%</b>	<b>10%</b>	<b>33%</b>	<b>39%</b>	<b>18%</b>

1 Data as at 30 June 2024.

2 Direct Sandfire employees only.

3 A significant proportion of our work is undertaken by non-employees (contractors). This includes, but is not limited to, construction and mining labour services, haulage and freight services, camp management services, and labour hire.

4 Contractor numbers are based on actual headcount or the average number of non-employees sourced from external companies as per monthly exposure hours reported by each operating asset. In Australia, the number of contractors are representative of work undertaken at our DeGrussa Mine and our corporate office.

5 Sandfire Resources America is a publicly traded company listed on the TSX, and its executive officers are reported as senior leaders in this report.

6 Percentage of total.

7 [ ] depicts actual number.

**Note:** ASX Announcement 'Appointment of Chief Financial Officer' dated 30 June 2023 noted previous CFO stepped down from duties on 30 September 2023 but continued on gardening leave up until June 30, 2024, and is not included in total employee numbers in this table.

Employees by category and diversity<sup>1</sup>

Employment contract type <sup>2</sup>	Group						Employment contract type by country % <sup>5</sup> and number <sup>6</sup>			
	Total number	% of total	Number males	% males	Number females	% females	Australia	Botswana	Spain	USA
Full time	1,186	96%	899	76%	287	24%	7%[90]	28%[330]	63%[746]	2%[20]
Part time <sup>3</sup>	10	1%	1	10%	9	90%	70%[7]	0%[0]	10%[1]	20%[2]
Temporary	35	3%	21	60%	14	40%	11%[4]	0%[0]	89%[31]	0%[0]
Casual	5	0%	0	0%	5	100%	100%[5]	0%[0]	0%[0]	0%[0]
<b>Total</b>	<b>1,236</b>	<b>100%</b>	<b>921</b>	<b>75%</b>	<b>315</b>	<b>25%</b>	<b>8%</b>	<b>27%</b>	<b>63%</b>	<b>2%</b>

Employee categories	Total	% of total	Employees <sup>2</sup> by gender, % and number				Employees <sup>2</sup> by age group % <sup>5</sup> and number <sup>6</sup>			
			Number male	% male	Number female	% female	< 30	30 - 39	40 - 49	50+
Board of Directors	7	N/A	4	57%	3	43%	0%[0]	0%[0]	0%[0]	100%[7]
Executive Leadership Team (ELT) <sup>4</sup>	7	1%	4	57%	3	43%	0%[0]	0%[0]	29%[2]	71%[5]
Senior leaders (excluding ELT)	40	3%	28	70%	12	30%	2%[1]	0%[0]	33%[13]	65%[26]
Management	207	17%	161	78%	46	22%	5%[10]	35%[72]	45%[94]	15%[31]
Technical / Professional	263	21%	160	61%	103	39%	15%[39]	42%[110]	32%[85]	11%[29]
Non-management (operational support)	719	58%	568	79%	151	21%	10%[70]	32%[230]	39%[282]	19%[137]
<b>Total</b>	<b>1,236</b>	<b>100%</b>	<b>921</b>	<b>74.5%</b>	<b>315</b>	<b>25.5%</b>	<b>10%</b>	<b>33%</b>	<b>39%</b>	<b>18%</b>

1 Data as at 30 June 2024.

2 Direct Sandfire employees only.

3 Permanent part-time employees who work on average less than 30 hours per week (does not include temporary staff who work full time hours).

4 The Chief Executive Officer and Managing Director is included within the Executive Leadership Team and Board. The Board of Directors is not included in total employee or workforce calculations.

5 Percentage of total.

6 [ ] depicts actual number.

Senior leadership positions<sup>1</sup>

Employee category	Senior leadership positions <sup>1</sup> by gender, % and number					
	Total	% of total employees	Number male	% male	Number female	% female
Executive Leadership Team (ELT)	7	1%	4	57%	3	43%
Senior leaders (excluding ELT)	40	3%	28	70%	12	30%
<b>Group total senior leadership positions<sup>1</sup></b>	<b>47</b>	<b>4%</b>	<b>32</b>	<b>68.1%</b>	<b>15</b>	<b>31.9%</b>

<sup>1</sup> Senior leadership positions include the Executive Leadership Team (ELT) and senior leaders.

Local employment	Australia	Botswana <sup>2</sup>	Spain	USA
Number of females hired from local community	100%	91%	64%	75%
Number of males hired from local community	100%	55%	66%	86%
Number of professional employees hired from local community <sup>1</sup>	100%	7%	46%	15%
<b>Total employees from local community</b>	<b>100%</b>	<b>64%</b>	<b>65%</b>	<b>82%</b>

<sup>1</sup> Includes all employee categories except non-management (operational support).

<sup>2</sup> Reported numbers from Botswana excludes locally employed subcontractors working in construction.

**Note 1:** Local in Spain refers to towns located in concentric circles 1 & 2, 30 and 52km from operational assets respectively.

**Note 2:** Local in Botswana refers to the nearby towns of Ghanzi, Kuke and D'Kar.

**Note 3:** Local to the region in Australia refers to employees living at time of hire in Perth, Western Australia.

**Note 4:** Local to the region in the USA refers to employees living and working in Montana, USA.

**Ratios of male to female (average basic salary) in countries of operation**

Employee category		Australia	Botswana	Spain	USA
Board of Directors	1:	1.33	N/A	N/A	N/A
Executive Leadership Team (ELT)	1:	1.51	N/A	N/A	N/A
Senior leaders (excluding ELT)	1:	1.15	2.05	1.74	1.75
Management	1:	1.03	1.94	1.34	1.19
Technical / Professional	1:	1.16	1.01	1.06	0.90
Non-management (operational support)	1:	1.11	0.93	1.20	0.96

**Ratios of standard entry level wage by gender compared to local minimum wage in countries of operation**

Gender		Australia	Botswana	Spain	USA
Male	1:	1.86	2.56	1.92	2.43
Female	1:	1.41	2.56	1.92	2.52

**Employee hiring**

	Total	Age groups					Region			
		Male	Female	< 30	30 - 50	> 50	Australia	Botswana	Spain	USA
Number of employee new hires	146	110	36	30	103	13	16	68	60	2
New hires %	12%	12%	11%	25%	12%	6%	15%	21%	8%	9%

**Note:** Hiring rate = number of new hires / total number of employees.

Employee turnover

	Total	Male	Female	Age groups <sup>1</sup>			Region			
				< 30	30 - 50	> 50	Australia	Botswana	Spain	USA
Number of employees who left the business	146	157	34	21	114	56	121	46	20	4
Turnover %	12%	16%	11%	18%	13%	25%	72% <sup>2</sup>	15%	3%	17%

**Note:** Turnover rate = number of employees who left the organisation during the FY/ [(employees as of start of FY + employees as of end of FY)/2].

1 Since the number of employees by age group was not reported in FY23, the employee turnover rate for age groups are based on the employee numbers as at 30 June 2024, rather than an average over the reporting period.

2 The increase in turnover rate for Australia is largely due to our DeGrussa Mine moving to care and maintenance, along with the cessation of our Australian exploration activities.

Performance and career reviews

% of employees who received a career review	Australia		Botswana		Spain		USA	
	Males	Females	Males	Females	Males	Females	Males	Females
Male / female	100%	91%	43%	63%	30%	43%	86%	88%
Executive Leadership Team (ELT)	100%	100%	N/A	N/A	N/A	N/A	N/A	N/A
Senior leaders (excluding ELT)	100%	100%	0%	0%	71%	100%	33%	100%
Management	100%	100%	33%	45%	90%	94%	100%	100%
Technical / Professional	100%	94%	38%	50%	90%	81%	100%	100%
Non-management (operational support)	100%	73%	48%	75%	0% <sup>1</sup>	0% <sup>1</sup>	100%	80%

1 Operational support employees at MATSA are currently not eligible for a career review.

## People and culture

## Data tables

### Employees covered by collective bargaining agreements

Collective bargaining agreements	Australia %	Botswana %	Spain %	USA %
Percentage of employees covered under collective agreement	0%	0%	100%	0%

### Employee parental leave

Number of employees	Group		
	Total	Males	Females
Number of employees entitled to parental leave	978	669	309
Currently on parental leave	20	12	8
Number of employees who returned to work after parental leave ended	34	25	9
Number of employees returned to work after parental leave ended who are still employed 12 months after their return to work	41	31	10
Return to work rate	97%	100%	82%

### Employee average Health and Safety training hours

Category	Group average training hours		
	Average training hours by employee category	Males	Females
Executive Leadership Team (ELT)	6	6	6
Senior leaders (excluding ELT)	1	1	1
Management	10	9	10
Technical / Professional	8	10	5
Non-management (operational support)	24	25	19
Group Total	17	19	12

# Social performance



## Social performance

## Data tables

### Social investment total (USD)<sup>1</sup>

Country	FY24	FY23	FY22
Australia	\$177,589	\$90,304	\$119,712
Botswana	\$70,638	\$303,319	\$207,351
Spain <sup>2</sup>	\$122,731	\$124,833	\$194,775
United States <sup>2</sup>	\$165,000	\$320,672	\$193,067
<b>Group total</b>	<b>\$535,959</b>	<b>\$839,128</b>	<b>\$714,905</b>

1 Community investment includes direct investment and in-kind contributions such as volunteer hours, donation of goods.

2 Community spend for Spain and USA not captured prior to FY22.

### Local procurement

	Group <sup>1</sup>	Australia <sup>2</sup>	Botswana <sup>3</sup>	Spain <sup>4</sup>
% of the procurement budget spent with suppliers local to operations	55%	4%	71%	47%
% of the procurement budget spend with national suppliers in-country	87%	91%		98%

1 Group excludes USA procurement spend.

2 DeGrussa applies a tiered approach to local. Tier 1 (local suppliers) were in the remote Midwest economic region of the DeGrussa mine.

3 Botswana reports national suppliers.

4 MATSA maintains a procurement policy based on concentric circles, prioritising suppliers in neighbouring communities. Local suppliers are from the 1st, 2nd and 3rd concentric circles.

## Complaints received

### Community grievances<sup>1</sup>

	Group	Australia	Botswana	Spain	USA <sup>2</sup>
Number of new grievances	3	1	2	0	0
Number of resolved grievances	2	0	2	0	0

1 A grievance is a type of community issue involving interaction between the community and Sandfire that has risen to a degree of concern that it becomes a source of resentment and/or one that is more formally registered by Sandfire.

2 Sandfire Resources America is currently in legal proceedings following the District Court issuing an order on remedies that will allow Phase 1 Construction of the Black Butte Copper Project to be completed under the existing permit. See [www.blackbuttecopper.com](http://www.blackbuttecopper.com) for more detail.

## Social performance

## Data tables

### Nature of complaints<sup>1</sup> received in FY24

	Total	Australia	Botswana	Spain	USA	% of total complaints
Misconduct or inappropriate behaviour (including sexual harassment)	19	3	11	5	0	36%
Bribery and corruption	0	0	0	0	0	0%
Conflicts of Interest	5	0	1	4	0	9%
Misuse of company assets	1	0	0	1	0	2%
Environmental health and/or safety regulations	20	0	5	15	0	38%
Other (including labor issues, land access and information integrity)	8	2	6	0	0	15%
<b>Total</b>	<b>53</b>	<b>5</b>	<b>23</b>	<b>25</b>	<b>0</b>	<b>100%</b>

<sup>1</sup> Complaints received are classified to align with the facts provided and are subject to reclassification following investigation.

## Human rights

### Employee training on human rights

Employee training on human rights	% of total employees who have completed training
Code of Conduct <sup>1</sup>	84%
Human rights awareness training for employees in key roles <sup>2</sup>	69%

<sup>1</sup> USA employees sign a code of conduct statement, however Code of Conduct training is not currently provided to USA employees.

<sup>2</sup> Key roles are those within the health and safety, procurement, community relations, sustainability, and people teams.

## Indigenous Peoples

### Indigenous Peoples territories

	Asset located in or adjacent to Indigenous Peoples' territories	Operated assets with formal agreement with Indigenous Peoples
Australia	yes	yes
Botswana	no <sup>1</sup>	no
Spain	no	no
United States	no <sup>2</sup>	no

<sup>1</sup> The Ghanzi District of Botswana has a complex mix of ethnic and cultural groups. Our Environmental and Social Impact Assessments for the T3 and A4 mines identified groups of Indigenous Peoples and the regions they inhabit. The most diverse population group in Ghanzi District is the Basarwa People (sometimes known as the San people). The Basarwa People reside, traverse, and undertake traditional customs in tribal areas, which underlie the northern portion of Sandfire's Kalahari Copper Belt Exploration Project.

<sup>2</sup> Central Montana, where the Black Butte project is located, is the historical homeland of the Blackfeet Tribe of Indigenous Americans. There are four additional tribal reservations that have historical claim to the area including the Assinoboine and Gros Ventre, the Crow, the Northern Cheyenne, and the Confederated Salish and Kootenai.

# Business integrity

**Fines for non-compliance with social, economic and environmental laws and/or regulations<sup>1</sup> (USD)**

Country	Number of fines				Total monetary value of fines				Non-monetary sanctions			
	Environmental	Health	Safety	Other	Environmental	Health	Safety	Other	Environmental	Health	Safety	Other
Australia	0	0	1	0	0	0	\$364,472 <sup>1</sup>	0	0	0	0	0
Botswana	0	0	3	0	0	0	\$4.50	0	0	0	0	0
Spain	0	0	0	0	0	0	0	0	0	0	0	0
United States of America	0	0	0	0	0	0	0	0	0	0	0	0

<sup>1</sup> Further explanation of non-compliance is provided on page 11-12 of the FY24 Sustainability Report.

**Incidents of corruption<sup>1</sup>**

Incidents of corruption <sup>2</sup>	FY24	FY23	FY22
Total substantiated cases	0	0	0

<sup>1</sup> Corruption is defined as 'An act, promise, inducement or omission for an improper or unlawful purpose, which involves the abuse of a position of trust or power.'

<sup>2</sup> Zero incidents of corruption were reported therefore only group statistics reported.

**Anti-bribery and corruption (ABC) training by country and employee category<sup>1</sup>**

Employee category	Australia	Botswana	Spain	USA <sup>3</sup>
Board of Directors	7	N/A	N/A	0
Executive Leadership Team <sup>2</sup> (ELT)	7	N/A	N/A	0
Senior leaders (excluding ELT)	15	7	216	0
Management	26	46		0
Technical / Professional	73	50	327	0
Non-management (operational support)	95	258		0

<sup>1</sup> Data measured at 30 June 2024.

<sup>2</sup> The Chief Executive Officer and Managing Director is included in the Executive Leadership Team and the Board of Directors (so is counted twice). The Executive Leadership Team is located in Australia.

<sup>3</sup> Sandfire Resources America has its own Code of Conduct. It is not managed by the Group entity.

### Global economic contributions (USD M)

	FY24	FY23 <sup>1</sup>	FY22
Government royalties	\$12.4	\$10.4	\$29.4
Total corporate income tax paid	\$3.8 <sup>2</sup>	\$61.0	\$132.8
Native Title royalties (Australia)	\$0.2	\$1.4	\$4.6
Employee wages and superannuation	\$100.5	\$99.3	\$73.0
Payments to contractors and suppliers	\$705.5	\$778.5	\$562.9
Social investment total <sup>3</sup>	\$0.5	N/A <sup>4</sup>	N/A <sup>4</sup>
<b>Total</b>	<b>\$822.9</b>	<b>\$950.6</b>	<b>\$802.7</b>

- 1 The FY23 Sustainability Databook reported, 'Taxes and royalties paid to government' as \$72.8M, which included government royalties, income tax, and native title royalties. However, because native title royalties were also reported separately, they were counted twice. The correct value for 'Taxes and royalties paid to government' is \$71.4M.
- 2 The decline in taxes paid is largely due to the cessation of DeGrussa mining activities in FY23. Additionally, the commencement of Motheo operations in FY24 has resulted in tax losses during its development phase, which explains why accounting profits have not yet translated into taxes paid.
- 3 Breakdown of social investment per country is provided in the Databook page 15.
- 4 Total economic contributions reported for FY23 and FY22 are reported in the Databook page 15.

# Climate change

## Greenhouse gas emissions

### Total tCO<sub>2</sub>-e - all operations

	FY24 <sup>1</sup>	FY23 <sup>2</sup>	FY22 <sup>3</sup>	FY21 <sup>3</sup>
Scope 1 <sup>(4)(5)</sup>	108,303	141,508	96,835	86,344
Scope 2 <sup>6</sup>	130,325	7,057	92	75
<b>Total Scope 1 and 2 emissions<sup>7</sup></b>	<b>238,628</b>	<b>148,565</b>	<b>96,927</b>	<b>86,419</b>
<i>Scope 3 estimation<sup>8</sup></i>	<i>583,626</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>

### Emission intensity ratio - all operations (total tCO<sub>2</sub>-e / total tonnes milled)

	FY24 <sup>1</sup>	FY23 <sup>2</sup>	FY22 <sup>3</sup>	FY21 <sup>3</sup>
Emissions intensity ratio (Scope 1 and 2) <sup>9</sup>	0.027	0.025	0.058	0.055

- 1 FY24 is the first time Black Butte and Exploration (Exploration includes USA, Botswana, Spain, Portugal and Australia) has been reported - see Reporting Boundary Information sheet for more details.
- 2 FY23 data includes MATSA due to full year of operations under Sandfire.
- 3 FY21 represents DeGrussa only. FY22 includes Motheo (in construction).
- 4 Reported gases include CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O. No other GHGs identified.
- 5 IPCC Assessment Report 5 (AR5) Global Warming Potential (GWP) figures have been applied (CO<sub>2</sub> - 1; CH<sub>4</sub> - 28; N<sub>2</sub>O - 265) for all Assets.
- 6 Scope 2 calculations: All Assets except MATSA - Location-based; MATSA Scope 2 - Market-based.
- 7 Emissions consolidation approach based on operational control, aligned with GHG Protocol.
- 8 See separate table for Scope 3 Estimation details including boundaries, methods and exclusions.
- 9 Ore milled in FY24: Motheo - 4,170,388t; DeGrussa - 0t; MATSA - 4,526,996t; Black Butte - 0t.

### FY24 Total tCO<sub>2</sub>-e by site<sup>1</sup>

	Total	DeGrussa <sup>2</sup>	Motheo <sup>3</sup>	MATSA <sup>(4)(5)(6)</sup>	Black Butte <sup>7</sup>	Exploration <sup>(8)(9)</sup>	Corporate <sup>10</sup>
GHG Scope 1	108,303	3,104	68,268	35,903	46	982	0
GHG Scope 2	130,325	0	129,600	0	13	650	62
<b>Total GHG Scope 1 and 2</b>	<b>238,628</b>	<b>3,104</b>	<b>197,868</b>	<b>35,903</b>	<b>59</b>	<b>1,632</b>	<b>62</b>
<i>GHG Scope 3 Estimation</i>	<i>583,626</i>	<i>3,727</i>	<i>118,469</i>	<i>454,802</i>	<i>N/A</i>	<i>N/A</i>	<i>6,627</i>

**FY24 Emission intensity ratio (total tCO<sub>2</sub>-e/total tonnes milled)**

	DeGrussa	Motheo	MATSA	Black Butte	Exploration	Corporate
GHG emissions intensity (Scope 1)	N/A	0.016	0.008	N/A	N/A	N/A
GHG emissions intensity (Scope 2)	N/A	0.031	0.000	N/A	N/A	N/A
<b>GHG emissions intensity (Scope 1 and 2)</b>	<b>N/A</b>	<b>0.047</b>	<b>0.008</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

**FY24 Reduction in GHG emissions by site (tCO<sub>2</sub>-e)**

	DeGrussa	Motheo	MATSA	Black Butte	Exploration	Corporate
Reduction in GHG emissions (Scope 1 and 2) <sup>11</sup>	N/A	N/A	73,272	N/A	N/A	N/A

- 1 No operations were subject to emissions limiting regulations.
- 2 DeGrussa - Scope 1 emissions calculated and reported based on GHG Protocol guidance. NGER determination factors were used for DeGrussa. DeGrussa is not grid connected, all electricity is generated on site so there are no Scope 2 emissions.
- 3 Motheo - Scope 1 and 2 emissions calculated and reported based on GHG Protocol guidance. IPCC default emission factors were used where no local factors are available. Botswanan grid factor has been updated to UNFCCC IFI default grid factor (2021) for Botswana for Location-based electricity (1.486kg/kWh) up from 0.987kg/kWh in absence of country published factors. Scope 2 is Location-based.
- 4 MATSA - Scope 1 and 2 emissions calculated and reported based on GHG Protocol guidance. IPCC default emission factors used for refrigerants. MITECO factors used for fuels. Scope 2 is Market-based.
- 5 As of July 2022, 100% of the electrical energy consumed by MATSA is certified through Guarantees of Origin (GdO) as clean energy. The National Commission for Markets and Competition (CNMC) has issued the certificate confirming this (for calendar year 2023). During 2024, we maintain the GdO certification, so our emissions associated with Scope 2 are 0 tCO<sub>2</sub>e (Market-based). Market-based Scope 2 emissions assumes a certificate of clean energy will be received in Jan 2025.
- 6 As per GRI requirements Location-based Scope 2 is reported for MATSA of 73,272tCO<sub>2</sub>-e. The grid factor is derived from CNMC Spanish grid factor for 2023 (0.26kg/kWh).
- 7 Black Butte - Scope 1 and 2 emissions calculated and reported based on GHG Protocol guidance. IPCC default emission factors used where no local factors are available. Location based factor based on Montana information from electricity invoices (0.414 kg/kWh).  
**Note:** Black Butte operations has been reported as the Black Butte and exploration activities associated with Black Butte are included in Exploration. Scope 2 is Location-based.
- 8 Exploration reporting is a consolidation of Botswana, Spain, Portugal and Black Butte exploration activities and the core shed from Australian exploration in Perth. All Scope 2 is Location-based.
- 9 Exploration - Scope 1 and 2 emissions calculated and reported based on GHG Protocol guidance. IPCC default emission factors used where no local factors are available. Spanish exploration numbers based on MITECO factors, Australian exploration based on NGER determination.
- 10 Corporate reporting is Perth Head Office and only includes electricity, no Scope 1 emissions. Scope 2 emissions calculated and reported based on GHG Protocol guidance. Location-based electricity factor from invoice based on NGA Factor from SWIS grid in Western Australia of 0.530kg/kWh.
- 11 Reduction in GHG is based on emissions avoided due to use of renewable sources of electricity.

**FY24 Sources of Scope 1 emissions by site (tCO<sub>2</sub>-e)<sup>1</sup>**

	Total	DeGrussa	Motheo	MATSA	Black Butte	Exploration	Corporate
Diesel	107,969	3,104	68,259	35,627	0	980	0
Other Scope 1 emissions (LPG, refrigerants, petrol)	334	0	9	277	46	2	0

- 1 Emissions associated with Land Clearing have not been included due to lack of availability of credible emission factors and relevance for GHG inventory baselining and management.



## Climate change

## Data tables

### FY24 Scope 2 GHG emissions by site (tCO<sub>2</sub>-e)

	Total	DeGrussa	Motheo	MATSA	Black Butte	Exploration	Corporate
Scope 2 GHG emissions (location-based)	203,597	0	129,600	73,272	13	650	62
Scope 2 GHG emissions (market-based)	0	N/A	N/A	0 <sup>1</sup>	N/A	N/A	N/A

1 For Scope 2 all Assets except MATSA are Location-based; MATSA Scope 2 is Market-based.

### FY24 Scope 1 emissions by greenhouse gas (tCO<sub>2</sub>-e)

	FY24
Carbon dioxide (CO <sub>2</sub> )	106,695
Methane (CH <sub>4</sub> )	123
Nitrous oxide (N <sub>2</sub> O)	1,438
Sulphur hexafluoride (SF <sub>6</sub> )	0
Nitrogen trifluoride (NF <sub>3</sub> )	0
Hydrofluorocarbons (HFCs)	47

## FY24 Scope 3 estimate - total tCO<sub>2</sub>-e<sup>(1)(2)</sup>

		Total	% of total
Cat 1	Purchased goods and services <sup>3</sup>	~ 163,384	28%
Cat 2	Emissions from capital goods <sup>4</sup>	N/A	N/A
Cat 3	Emissions from fuel and energy <sup>5</sup>	~ 55,990	10%
Cat 4	Upstream transportation and distribution <sup>(6)(7)(8)</sup>	~ 25,915	4%
Cat 5	Waste generated in operations <sup>9</sup>	N/A	N/A
Cat 6	Business travel <sup>10</sup>	~ 1,625	0%
Cat 7	Employee commuting <sup>(11)(12)</sup>	~ 61	0%
Cat 8	Upstream leased assets <sup>13</sup>	N/A	N/A
Cat 9	Downstream transportation and distribution <sup>8</sup>	~ 51,913	9%
Cat 10	Processing of sold products <sup>14</sup>	~ 284,738	49%
Cat 11	Use of sold products <sup>15</sup>	N/A	N/A
Cat 12	End of life treatment of sold products <sup>15</sup>	N/A	N/A
Cat 13	Downstream leased assets <sup>13</sup>	N/A	N/A
Cat 14	Franchises <sup>13</sup>	N/A	N/A
Cat 15	Investments <sup>16</sup>	N/A	N/A
<b>Total</b>		<b>~ 583,626</b>	<b>100%</b>

1 The Scope 3 estimation only includes Assets with material Scope 3 emissions. Materiality is based on product sold or high costs associated with goods and services purchased. In FY24 DeGrussa sold the last shipment of copper concentrate so has been included in this assessment but will likely be excluded from FY25. Black Butte and Exploration are excluded.

2 Perth head office is included in the estimation (due to high costs associated with Cat 1) however only relevant categories have been calculated.

3 Purchased goods and services emissions are calculated on spend-based approach using Supply Chain Greenhouse Gas Emission Factors from the NAICS database. Excluded spend based on activities associated with other Scope 3 categories (e.g. fuel and electricity, transportation and business travel).

4 Procurement system does not differentiate Capital Goods items (Cat 2) so all data is included in Cat 1 - Goods and Services.

5 Fuel and Energy related emissions based on activity data (as per Scope 1 and 2) using National Greenhouse Gas Accounts (NGA) factors 2023.

6 Some upstream transport costs are captured in goods and services in logistics spend and included in Category 1 spend.

7 Boundary between upstream and downstream determined by transfer of title. For Motheo and DeGrussa upstream emissions are captured until the port of smelter. For MATSA upstream is until port of ship loading.

8 Upstream and downstream transport and distribution is based on activity data (km travelled). Road haulage transport based on energy intensity provided by logistics contractors. Freight transport based on UK government conversion factors.

9 Generally not considered material as per ICMM Guidance for Base metals.

10 Business travel is based on The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting method by activity level per passenger by plane.

11 Employee commuting includes material travel for employees which is: FIFO flights for DeGrussa crews. No local commutes have been included this year due to materiality.

12 Employee commuting by air is based on The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting method by activity level per passenger by plane for expat employees.

13 Sandfire does not have any leased assets or franchises that are relevant for GHG emissions.

14 Processing of sold product determined from activity levels of production for Cu, Pb and Zn separately as per The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting method. The boundary, aligns with ICMM guidelines for emissions associated with processing of the 'first finished goods' which is: smelter of Zn and Pb and the refinery of Cu. GHG intensity values have been determined from publicly available information from traders or paid databases from commodity analysts for specific smelters. Where limited information is available it is assumed that Cu and Pb was processed in China and Zn in Belgium.

15 In line with ICMM guidance for Base Metals, Scope 3 boundaries for non fossil fuel resource extraction is to 'first finished goods' which are smelters/refineries for Sandfire, hence N/A.

16 Sandfire has investments in five companies, ownership ranges from 4% - 12% but all companies are in Exploration phase so emissions are assumed not material.

## Energy

## Total energy usage (gigajoules)

	FY24 <sup>1</sup>	FY23 <sup>2</sup>	FY22 <sup>3</sup>	FY21 <sup>3</sup>
Diesel - non-renewable <sup>(4)(5)</sup>	1,475,102	1,917,706	1,377,777	1,228,211
Grid electricity - non-renewable	316,278	25,892	475	387
Other energy consumed - non-renewable sources (petrol, LPG)	4,527	8,566	11,115	14,131
Grid electricity - renewable <sup>6</sup>	1,014,539	1,037,628	74,317	77,449
<b>Total<sup>7</sup></b>	<b>2,810,446</b>	<b>2,989,792</b>	<b>1,463,684</b>	<b>1,320,178</b>

## Energy intensity ratio (gigajoules/ total tonnes milled)

	FY24 <sup>1</sup>	FY23 <sup>2</sup>	FY22 <sup>3</sup>	FY21 <sup>3</sup>
Energy intensity ratio <sup>8</sup>	0.32	0.52	0.77	0.84

1 FY24 is the first time Black Butte and Exploration (Exploration includes USA, Botswana, Spain, Portugal and Australia) has been reported - see Reporting Boundary Information sheet for more details.

2 FY23 data includes MATSA due to full year of operations under Sandfire.

3 FY21 represents DeGrussa only. FY22 includes Motheo (in construction).

4 Diesel usage includes consumption for electricity generation on site, heavy vehicles, explosives and light vehicles.

5 Calculations based on GHG Protocol guidance. IPCC energy content factors used unless stated otherwise. DeGrussa energy content values based on NGER determination 2008.

6 The only renewable energy sources are the grid supplied electricity at MATSA (100% Renewable supply as per GdO for MATSA).

7 Energy consolidation approach based on operational control, aligned with GHG Protocol.

8 Ore milled in FY24 : Motheo - 4,170,388t; DeGrussa - 0t; MATSA - 4,526,996t; Black Butte - 0t.

## FY24 Energy usage by site (gigajoules)

	Total	DeGrussa	Motheo	MATSA	Black Butte	Exploration	Corporate
Diesel - non-renewable	1,475,102	44,222	907,684	510,437	0	12,759	0
Grid electricity - non-renewable	316,278	0	313,971	0	111	1,772	424
Other energy consumed - non-renewable sources (petrol, LPG)	4,527	0	139	3,710	645	32	0
Grid electricity - renewable	1,014,539	0	0	1,014,539	0	0	0
<b>Total energy usage by site</b>	<b>2,810,446</b>	<b>44,222</b>	<b>1,221,794</b>	<b>1,528,686</b>	<b>756</b>	<b>14,563</b>	<b>424</b>
Renewable energy % of total energy	36%	0%	0%	66%	0%	0%	0%

Electricity usage

**FY24 Renewable energy for electricity (gigajoules)**

	<b>Total</b>	<b>DeGrussa<sup>1</sup></b>	<b>Motheo<sup>2</sup></b>	<b>MATSA</b>	<b>Black Butte</b>	<b>Exploration</b>	<b>Corporate</b>
Electricity from non-renewable sources: diesel generators and grid supply	373,117	41,193	329,617	0	111	1,772	424
Electricity from renewable sources: renewable electrical supply	1,014,539	0	0	1,014,539	0	0	0
<b>Total electricity</b>	<b>1,387,656</b>	<b>41,193</b>	<b>329,617</b>	<b>1,014,539</b>	<b>111</b>	<b>1,772</b>	<b>424</b>
% Electrical energy from renewable sources	73%	0%	0%	100%	0%	0%	0%

1 DeGrussa electricity supply is sourced from the on site thermal power plant (not grid connected), diesel for power generation is included in the non-renewable electricity source.

2 Motheo uses diesel generators for backup electricity, diesel for electricity generation is included in non-renewable electricity source.

# Biodiversity

**Biodiversity across operating Assets**

	DeGrussa	Motheo	MATSA	Black Butte
Distance to nearest conservation areas (km) <sup>1</sup>	93	47	5	193
Key biodiversity values	Landscape rehabilitation post operational phase.	White-backed vulture critical habitat located in the region outside of operational footprint.	Biodiversity studies are ongoing Reporting will commence FY25.	Water quality and ecosystem services related to wetlands and streams.
Significant impacts <sup>2</sup>	Land clearing Natural habitat reduction Invasive species	Land clearing Natural habitat reduction	Land clearing. Natural habitat reduction.	Non operating site - no significant impacts.

1 Rounded to nearest km. Excludes conservation areas that may be established on privately owned lands. Black Butte: distance to Yellowstone National Park.

2 Significant biodiversity impacts as determined by in-country impact assessment requirements presently being managed at the asset during construction, operations or care and maintenance.

**The number of listed species with habitats in areas where we operate<sup>1</sup>**

	DeGrussa	Motheo	MATSA <sup>2</sup>	Black Butte
Critically Endangered	0	1	Ongoing	0
Endangered	0	5	Ongoing	0
Vulnerable	0	5	Ongoing	1
Near Threatened	0	3	Ongoing	0
Nationally Protected Species	0	48	Ongoing	2

1 Includes IUCN Red List Species and Nationally Protected Species, both recorded and potential to be found.

2 Throughout the reporting period MATSA was conducting a multi-season biodiversity study across all operations.

# Environmental performance

## Environmental performance

## Data tables

### Water

	FY24					FY23 <sup>1</sup>	FY22 <sup>2</sup>
	Group	DeGrussa	Motheo	MATSA	USA	Group	Group
<b>Withdrawal by source</b>							
Surface water (ML)	1,485	0	0	1,485	N/A	1,283	31
Ground water (ML)	5,709	117	4,399	1,193	N/A	5,483	2,226
<b>Withdrawal by quality</b>							
Freshwater Withdrawal (TDS < 1000 mg/L) (ML)	4,939	0	4,399	540	N/A	3,909	31
Other Water Withdrawal (TDS > 1000 mg/L) (ML)	2,255	117	0	2,138	N/A	2,857	2,226
<b>Discharge by destination</b>							
Surface water (ML)	193	0	0	193	N/A	315	112
Ground water (ML)	45	0	45	0	N/A	328	0
<b>Discharge by quality</b>							
Freshwater (TDS < 1000 mg/L) (ML)	238	0	45	193	N/A	598	17
Other Water (TDS > 1000 mg/L) (ML)	0	0	0	0	N/A	45	95
<b>Consumption</b>							
Total consumption (ML)	6,955	117	4,354	2,484	N/A	6,123	2,162
<b>Reused</b>							
Reused (ML)	5,136	0	1,438	3,698	N/A	not reported	not reported

1 Includes DeGrussa, Motheo and MATSA.

2 Includes DeGrussa and Motheo only.

### Land disturbed

Land disturbed	FY24					FY23	FY22
	Group	DeGrussa	Motheo	MATSA	USA	Group	Group
Total land disturbed prior to FY24 (ha)	1,710	568	802	317	23	1,524	555
Land disturbed during FY24 (ha)	353	2	351	0	0	164	652
Total land rehabilitated during FY24 (ha)	0	0	0	0	0	0	0
<b>Total land disturbed (ha)</b>	<b>2063</b>	<b>570</b>	<b>1153</b>	<b>317</b>	<b>23</b>	<b>1688</b>	<b>1207</b>



**Waste - Mineral and Tailings**

	FY24					FY23	FY22
	Group	DeGrussa	Motheo	MATSA	USA	Group	Group
Non-hazardous waste - mineral (kt)	35,583	0	34,926	657	N/A	34,700	6,599
Hazardous waste - mineral (kt)	1,402	0	1,132	270	N/A	2,351	0
Hazardous waste - tailings (kt)	8,264	0	4,225	4,039	N/A	5,062	1,401

**Note:** Hazardous waste is defined as waste that possesses any of the characteristics contained in Annex III of the Basel Convention, or that is considered to be hazardous in accordance with national legislation. Source: United Nations Environment Programme (UNEP), Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal, 1989 (revised in 2019).

**Air Emissions**

	DeGrussa <sup>1</sup>	Motheo <sup>2</sup>	MATSA <sup>3</sup>	USA
Particulate matter (dust deposition) (mg/m <sup>2</sup> )	1,082	108	29	N/A

1 DeGrussa measures dust deposition continuously for 6 months, over two cycles per year. Data presented here is an average of results reported as mg/m<sup>2</sup>/month.

2 Motheo measures dust deposition in accordance with Botswana regulations. Monitoring is conducted over 12 continuous monthly cycles over the year. Data presented here is an average of monthly results reported as mg/m<sup>2</sup>/day for receiving locations outside the direct operating footprint.

3 MATSA measures dust deposition at three operating sites in accordance with Spanish regulations. Monitoring is conducted in receiving areas outside the operating footprint over a period of 15 consecutive days. The data presented here is an average of mg/m<sup>2</sup>/day across all operations.

ha: Hectare

kt: Kilotonne

m: Metre

mg: Milligrams

ML: Megalitre

TDS: Total Dissolved Solids

# Tailings

## Tailings

## Data tables

Tailings storage facility details	DeGrussa	Motheo	MATSA
Tailings facility name	Integrated Waste Landform (IWL)	Motheo Tailings Storage Facility (TSF)	MATSA Deposito de Pasta Seca (DPS)
Location	Shire of Meekatharra, Australia (E 732590 N 7173594) GDA 94/MGA zone 50	Ghanzi Region, Botswana (E 636692, N 7639463) WGS 84/UTM zone 34S	Huelva Province, Spain (E 689246, N 4182565) ETRS89 / UTM zone 29N
Ownership	Sandfire Resources Ltd (refer to FY24 Annual Report, Consolidated Entity Disclosure Statement)	Tshukudu Metals Botswana (Pty) Ltd (subsidiary of Sandfire Resources Ltd - refer to FY24 Annual Report, Consolidated Entity Disclosure Statement)	Minas de Aguas Teñidas S.A. (subsidiary of Sandfire Resources Ltd - refer to FY24 Annual Report, Consolidated Entity Disclosure Statement)
Operational status	Inactive	Active	Active
Date of initial operation	2012 (Operational until May 2023)	2023	2009
Is the facility currently operated or closed as per currently approved design?	The facility was operated as per design. Current closure under evaluation of Statutory Authorities following the presentation of a study report (July 2023)	Active	Active
Raising method	Downstream (4 stages)	Downstream (up to 6 stages, currently in stage 2)	Downstream (3 stages) to 1310 mRL from March 2015. Then upstream to 1312mRL (completed Dec 2018) with three centreline raises to current 1324mRL, completed 2023.
Construction method	Circular Integrated waste landform type facility comprising an upstream HDPE lined, compacted clay embankment surrounded by waste rock materials forming a downstream buttress.	Initial two cell arrangement ring-dike zoned embankment fully lined engineered facility. Upstream cut-off trench. Zoned embankment comprising filter zones and structural fill zones. 10 m minimum crest width. HDPE lining on the upstream face of embankments with drainage. Deposition towards decant location with minimum freeboard to spillway invert, greater of 0.5 m.	Engineered Rockfill embankment fully HDPE lined facility
Maximum storage capacity (Mdm <sup>3</sup> )	10.05	50	33
Current maximum height (m)	28	7	55
Current TSF impoundment volume (million m <sup>3</sup> )	6.28	3.3	15

# Tailings

# Data tables

Tailings storage facility details	DeGrussa	Motheo	MATSA
Planned tailings storage impoundment volume in 5 years time (million m <sup>3</sup> )	N/A	22	15
Date of most recent independent expert review	April 2024	Not yet performed. Planned by 2026	May 2024
Consequence Classification	ANCOLD - Significant GISTM equivalence - High	ANCOLD - High A GISTM - Very High	GISTM - Very High
Material Findings	NONE	Beach and ponding waters layout	Following the completion of construction to 1324mRL, it was recommended to conduct further investigation of the tailings properties below the upstream raise to validate the design vs the as-built structure
Mitigation Measures	N/A	Disposal strategy and return water operating conditions	Ground investigations currently taking place to confirm assumptions made and support facility expansion
Site Specific EPRP	Yes	Yes	Yes
Do you have full and complete relevant engineering records including design, construction, operation, maintenance and/ or closure?	Yes	Yes	Yes
What is your hazard categorisation of this facility, based on the consequence of failure?	Category 1 with Consequence as "significant"	Category 1 with Consequence as "high"	Category A. Very High
What guideline do you follow for the classification system?	DEMIRS and ANCOLD	ANCOLD / GISTM	ES RD 9752009 and CDA / GISTM
Has this facility, at any point in its history, failed to be confirmed or certified as stable, or experienced notable stability concerns, as identified by an independent engineer (even if later certified as stable by the same or a different firm)?	No	No	No
Do you have internal/ in-house engineering specialist oversight of this facility? Or do you have external engineering support for this purpose?	External engineering consultants	External engineering consultants and external EOR	Yes, In-house RTFE and external EOR
Has a formal analysis of the downstream impact on communities, ecosystems, and critical infrastructure in the event of a catastrophic failure been undertaken to reflect final conditions? If so, when did this assessment take place?	Yes DBA and EPRP Completed in 2019 for operational phase which will be updated following Mine Closure Plan approval.  No formal dam breach scenarios for the facilities have been completed.	Yes DBA completed January 2022. EPRP updated internally in March 2024	Yes DBA and Consequence Classification was completed 2022 and updated in 2023 as part of the Dam Safety Review.

## Tailings

## Data tables

Tailings storage facility details	DeGrussa	Motheo	MATSA
Is there (a) a closure plan in place for this dam, and (b) does it include long term monitoring?	Yes	Yes	Yes
Have you, or do you plan to assess your TSF against the impact of more regular extreme weather events as a result of climate change, e.g. over the next two years?	Yes	Yes	Yes
Any other relevant information and supporting documentation. Please state if you have omitted any other exposure to TSFs through any joint ventures you may have.	No	No	No

ANCOLD: The Australian National Committee on Large Dams

CDA: Canadian Dam Safety Association

DBA: Dam Break Assessment

DEMIRS: Department of Energy, Mines, Industry Regulation and Safety

EOR: Engineer of Record

EPRP: Emergency Planning and Response Plan

GISTM: Global Industry Standard on Tailings Management

ICMM: International Council on Mining and Metals

ICOLD: International Commission on Large Dams

RTFE: Responsible Tailings Facility Engineer

TMF: Tailings Management Facility

mRL: Metres relative level

HDPE: High-density polyethylene

Mdmt: Million dry metric tonnes

## Disclaimer

This report contains forward-looking statements including statements of current intention and expectation and opinion regarding climate change, climate-related targets, risks and opportunities, our decarbonisation pathway and climate scenarios. While these forward-looking statements reflect our expectations at the date of this report (including with respect to our strategies and plans regarding climate change and our decarbonisation pathway), they are predictions only and may be affected by a range of variables which could cause actual outcomes and developments to differ materially from those expressed or implied in such statements. These variables include but are not limited to: financial and economic conditions and policy in various countries; fluctuations in demand, price, or currency; operating results; availability of skilled labour; availability and cost-effectiveness of technology; risks, including physical, technology and supply chain risks; regulatory developments; and estimates relating to cost, engineering, reserves and resources and accuracy of those estimates.

The forward-looking statements in this report must be considered in the context of these factors and the Company cautions against undue reliance on any forward-looking statement. This report does not purport to contain all of the information that its recipients may need to make an informed decision about the Company's sustainability performance and recipients should rely on their own independent enquiries, investigations and advice regarding the information contained in this report. Past performance cannot be relied on as a guide to future performance. The Company makes no representation, assurance or guarantee as to the accuracy, completeness or likelihood of fulfilment of any forward-looking statement, any outcomes expressed or implied in any forward-looking statement or any assumptions on which a forward-looking statement is based. There are also inherent limitations with respect to scenario analysis which is discussed in this report, and it is difficult to predict which, if any, of the scenarios might eventuate. Scenarios do not constitute definitive outcomes or probabilities, and scenario analysis relies on assumptions that may or may not be, or prove to be, correct and may or may not eventuate. Scenarios may also be impacted by additional factors to the assumptions disclosed. Except as required by applicable laws or regulations, the Company does not undertake to publicly update or review any forward-looking statements.

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