

2023
Sustainability
& ESG Report



**Working together
to unlock value**



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Important information

This 2023 Sustainability & ESG Report contains forward looking statements which should be read in conjunction with the important information on page 54.

Visit our website for more information about 29Metals



Acknowledgement of Country

29Metals acknowledges First Peoples, the traditional custodians of the land on which we work throughout Australia. We pay our respects to their Elders past and present and extend that respect to Aboriginal and Torres Strait Islander peoples today. We recognise their connections to land, water and community, and their rich contribution to society.

We specifically acknowledge the Boon Warrung and Woimurrung (Wurundjeri) People of the Kulin Nation, the traditional custodians of the lands where our head office is located, the Badimia People and the Southern Yamatji Nation - Widi mob, who are the traditional custodians of the land where the Golden Grove Mine is located, and the Kalkadoon people, the traditional custodians of the land where the Capricorn Copper Mine is located.

 **Boris & Ewen**
Golden Grove

The top of the ore processing plant at Golden Grove provides a unique view to assess the environmental conditions and site activities.



About this report

This report covers the Sustainability & ESG performance of 29Metals Limited ('29Metals') and its subsidiaries (together with 29Metals, the 'Group') for the year ended 31 December 2023, ('Reporting Period'), unless otherwise stated.

This report includes progress against the Sustainability & ESG priorities and Sustainability & ESG performance highlights and performance metrics for the Reporting Period.

29Metals aims to report Sustainability & ESG performance in a way that enables investors and other stakeholders to compare 29Metals to other companies through comparative performance data. This report considers the Global Reporting Initiative ('GRI') Standards (2021) throughout and aligns with the disclosure format requirements of the GRI 1 content index in **Appendix C**.

29Metals continues to assess the evolving Sustainability & ESG international reporting frameworks that may be applicable to current or future Group activities with the aim to provide clear and meaningful information to investors and other stakeholders.

29Metals' 2023 Sustainability & ESG Report, as in previous years, is presented in two forms:

- a *standalone* Sustainability & ESG Report, which includes additional GRI and performance tables a copy of which is available on our website at <https://www.29metals.com/sustainability>; and
- a shortened Sustainability & ESG Report included in 29Metals' 2023 Annual Report, which excludes the additional GRI and performance tables in the standalone version.

Our 2023 Annual Report is available on our website at <https://www.29metals.com/investors>

Feedback

We welcome feedback and invite readers to send any comments or enquiries about this report to us at contactus@29metals.com



Suspension of Operations at Capricorn Copper

On 26 March 2024, following the impact of successive tropical cyclones affecting northwest Queensland in the period since late January 2024, 29Metals announced that it had taken the difficult decision to suspend mining and milling operations at Capricorn Copper. The decision was guided by key priorities – the health and safety of our workforce, managing our environmental responsibilities, conserving cash and preserving the value of the asset.

Rainfall associated with successive tropical cyclones in the period from late January 2024, resulted in a significant accumulation of water held in regulated structures on site, increasing water levels to levels similar to those immediately following the Extreme Weather Event in March 2023¹. With water at these levels, dewatering of the Esperanza South underground mine ('ESS'), could not continue which, in turn, would delay the restart of mining at ESS – critical to successfully completing the Recovery Plan announced on 23 May 2023.

During the suspension period, 29Metals' focus will be managing the water inventory (and related compliance activities) and preparing the asset for a restart.

29Metals is committed to restarting operations at Capricorn Copper as soon as possible. Planning for a successful restart has commenced. Key drivers for a successful and sustainable restart at Capricorn Copper will be:

- reducing water inventory held on site, including completing the dewatering of ESS and implementing further measures to enhance the resilience of the site to future weather events;
- establishing long term tailings storage capacity;
- completing the design, procurement and installation of the new water treatment plant, providing a reliable and sustainable source of water suitable for mining and milling operations; and
- identifying and implementing opportunities to enhance productivity and reduce costs.

The continuing support of the Queensland government will also be critically important, building upon the Prescribed Project and Critical Infrastructure Project status conferred late last year² to secure the regulatory approvals required to support the restart and the enablers outlined above.

During the suspension, 29Metals will also continue to progress the growth potential at Capricorn Copper, including targeted exploration activity to test the new mineralised zone identified last year east of the Mammoth orebody³, and evaluation of the potential to produce a cobalt product.

In parallel to the ongoing Capricorn Copper recovery plan, seeking to return the site to full operations following the Extreme Weather Event¹, 29Metals is evaluating opportunities to realise the substantial opportunity that Capricorn Copper presents, including potential to increase the future mining rate of the Esperanza sub level cave the potential future recovery of cobalt.

From a balance sheet perspective, the decision will enable 29Metals to reduce cash outflows in the nearer term (after initial one-off termination and redundancy costs), and we will continue to focus on productivity and sustainable cost reduction initiatives, progressing the Capricorn Copper insurance claim, and offtake finance arrangements to provide additional liquidity.

As we work through the ramp down in mining and milling operations, and enter into the suspension, we will focus on supporting our workforce who have worked tirelessly since the Extreme Weather Event¹ last year and who, along with our business partners and local community, will be heavily impacted by the suspension.

1. Refer to: "Impact of Extreme Rainfall on Capricorn Copper Operations" released to the ASX announcements platform on 9 March 2023; "Capricorn Copper Operations Update" released to the ASX announcements platform on 15 March 2023; and "Strategic Update" released to the ASX announcements platform on 23 May 2023.

2. Refer to 29Metals' ASX release entitled 'Capricorn Copper Conferred Prescribed Project Status' released to the ASX announcements platform on 16 November 2023.

3. Refer to 29Metals' ASX release entitled 'Exploration Update – Capricorn Copper' released to the ASX announcements platform on 12 April 2023.

2023 performance snapshot

2023 Sustainability & ESG performance highlights



Safe and inclusive workplace

Total Recordable Injury Frequency Rate (TRIFR)

6.5/mwhr

◆ a 34% decrease from 2022 (9.8/mwhr)

Physical and mental wellbeing

Extended mental health first aid and awareness training across the Group

+10%

increase of number of women in supervisory and leadership roles

Significant progress achieved on Critical Risk Management (CRM)

Read more pages 12-21



Responsible environmental stewardship

Climate Change

Progressed actions against our TCFD roadmap

No significant impacts to biodiversity at our operations

No loss of containment of tailings or mine-affected water from regulated structures during the Extreme Weather Event at Capricorn Copper⁴

Material reduction in water inventory at Capricorn Copper post the Extreme Weather Event⁴, to year end⁵

Technical closure studies conducted at both sites to support rehabilitation outcomes

Read more pages 22-31



Partnering with stakeholders



of goods and services for mining operations procured in Australia

Increase in meaningful stakeholder engagement at Capricorn Copper and Golden Grove

Community Consultative Committee established at both operations

Formalised goods and services pre-qualification process to include stronger Sustainability & ESG measures

Read more pages 32-36



Responsible and ethical business practices

29Metals has robust governance policies and business processes that clearly articulate and promote positive behaviours and ethics



Continuous improvement

29Metals is committed to a culture of continuous improvement, applying what we learn and collaborating with industry

4. Refer to: "Impact of Extreme Rainfall on Capricorn Copper Operations" released to the ASX announcements platform on 9 March 2023; "Capricorn Copper Operations Update" released to the ASX announcements platform on 15 March 2023; and "Strategic Update" released to the ASX announcements platform on 23 May 2023.

5. Water reduction performance cited is to 31 December 2023 and prior to the impact of successive tropical cyclones referred to in 29Metals' announcement regarding the suspension of mining and milling operations. Refer to page 1 for further information.

Our Approach to Sustainability & ESG

At 29Metals, we recognise that sustainability is essential in building credibility and trust with stakeholders. From the Board to our on-site workforce, we are committed to caring for our people, minimising our environmental impact, and partnering with our stakeholders.

29Metals' *Our Approach to Sustainability & ESG* is intended to provide investors and other stakeholders with insights into how 29Metals considers Sustainability & ESG, and to provide a framework for engaging with stakeholders and setting our Sustainability & ESG priorities.

Core dimensions



Safe and inclusive workplace

29Metals is committed to:

- providing a healthy and safe workplace for employees, contractors and business partners, minimising incidents and accidents and eliminating serious injuries and illnesses
- identifying and removing any barriers to an inclusive workplace and a diverse workforce, and promoting an environment that provides the opportunity for all workplace participants to perform and succeed



Responsible environmental stewardship

29Metals is committed to:

- implementing enduring strategies for key environmental performance priorities, including the responsible use of natural resources, reducing waste generation at our operating sites and identifying opportunities to reduce emissions intensity
- formally integrating Climate Change risks and opportunities into our business processes, through our roadmap to align with Task Force on Climate-Related Financial Disclosures ('TCFD') recommendations



Partnering with stakeholders

29Metals is committed to:

- building and maintaining long-term and sustainable relationships with key stakeholders, reflective of our long-life mines, including:
 - engaging with the communities around our operating sites to identify priorities and opportunities for sustainable benefits
 - utilising collaboration to realise meaningful benefits for the community and other stakeholders

These core dimensions are not intended to be mutually exclusive. In many instances, performance or activities in one core dimension will influence or overlap with performance or activity in another.

Critical enablers



Responsible and ethical business practices

Responsible and ethical business practices are fundamental to delivering high performance in Sustainability & ESG. Our governance framework is designed to promote and facilitate responsible and ethical behaviour in everything that we do.



Continuous improvement

A culture of continuous improvement is critical to strong Sustainability & ESG performance – improving upon what we do well, learning from challenges and past performance, and challenging ourselves to do better.

Foundation

The foundation to *Our Approach to Sustainability & ESG* and everything we do at 29Metals is our Values.

T

Transparency

E

Excellence

A

Accountability

M

Mutual Respect

S

Safety First

Our Approach to Sustainability & ESG continued

Case study Reporting transparency

One of Our Values is **Transparency**. 29Metals is committed to publicly reporting performance, including our Sustainability & ESG performance, to highlight where we have performed well, in addition to the areas where our performance requires improvement. During the Reporting Period, 29Metals extended the scope of its public reporting to include voluntary tax transparency reporting. Our first voluntary Tax Transparency Report was published in September 2023. A copy of the report is available on our website at www.29metals.com/about/corporate-governance.



Producing metals critical to energy transition sits at the heart of 29Metals’ strategy

“The metals required to support decarbonisation are typically characterised by their scarcity, unique properties, and potential for innovation.”

A World Bank⁶ report released last year counted dozens of metals which could see a growing market with the rising use of wind, solar and batteries. Goldman Sachs⁷ estimates that demand for “green” uses of copper currently drives 7% of global consumption, up from just 4 % in 2020, and will account for a total demand growth of 47 % between 2023 and 2040.

Copper is an essential component in renewable energy technology:

- in wind turbines, copper plays a central role in the inner workings of the generator, carries the electrical current where it needs to go, and grounds the towers from lightning strikes. It is estimated that the carbon output required to produce copper for a single wind turbine is offset in 3 to 5 days by the very same wind turbine⁸; and
- in solar, copper is used in the heat exchangers of solar thermal units as well as in the wiring and cabling that transmits the electricity in photovoltaic solar cells.

These are significant benefits in the development of renewable energy. Our copper-focused assets mean we are well positioned to help make the move to a net zero emissions future.

29Metals operates mature operating assets that require minimal expansion into undisturbed land to produce critical metals (copper, zinc and silver).

Nearer-term expansion and extension at each of 29Metals’ operating sites (Golden Grove and Capricorn Copper) are underground with limited additional surface disturbance, disruption to waterways, or impacts to stakeholders, infrastructure and visual amenity.

Utilising existing infrastructure, such as the processing plants, will support proposed mining expansions/extensions, thereby avoiding the need to build new facilities with imported materials. As such, impacts to biodiversity are minimised and our sites are now subject to modern rehabilitation and closure requirements.

Through the actions against our TCFD roadmap, 29Metals is also evaluating opportunities to further reduce the carbon footprint of our products in future.

Copper’s role in decarbonisation

Wind turbine (3 MW)

4.7 tonnes
of copper

53%
Cable wiring

24%
Turbine power/
generation

19%
Turbine transformation

4%
Transformers

6. <https://www.carbonbrief.org/explainer-these-six-metals-are-key-to-a-low-carbon-future/#:~:text=A%20World%20Bank%20report%20released,in%20different%20low%2Dcarbon%20technologies>.

7. Goldman Sachs Group, <https://www.goldmansachs.com/>.

8. Copper Development Association Inc.: https://www.copper.org/publications/newsletters/discover/2010/September/pdf/dc_july.pdf.



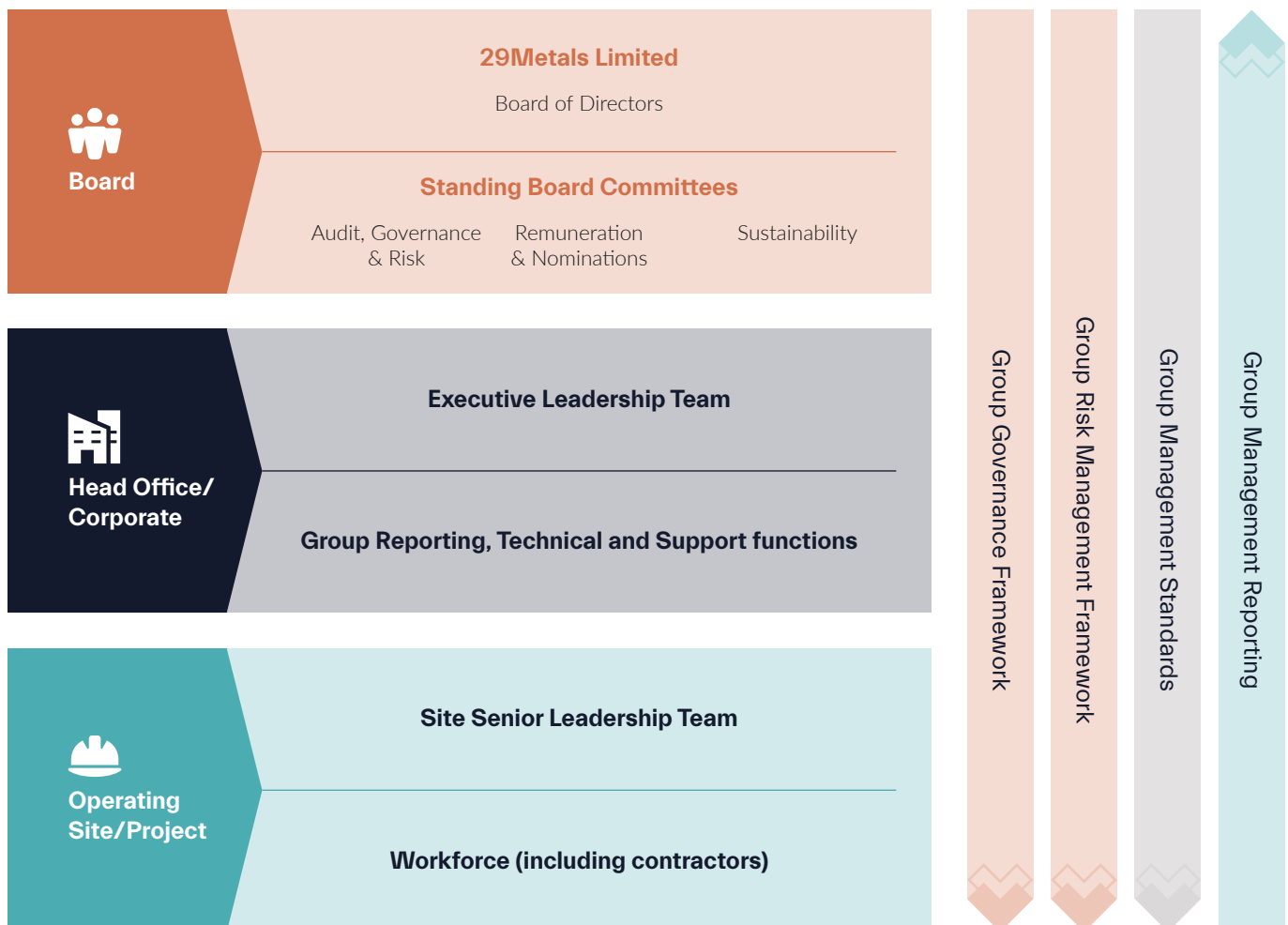
Governance

Ultimate responsibility for the governance of 29Metals, including risk management, rests with 29Metals' Board of Directors. Senior management, through the CEO, are delegated authority for the day-to-day management of 29Metals, other than certain matters which are expressly reserved for the Board.

The Board and Group leadership teams operate under a comprehensive framework of standards and policies that clearly outline the Group's commitments and expectations in the realm of Sustainability & ESG.

29Metals prepares an annual Corporate Governance Statement which reports on the Group's corporate governance practices during the Reporting Period.

Our 2023 Corporate Governance Statement is available at <https://www.29metals.com/about/corporate-governance>



Governance continued

Sustainability & ESG governance at 29Metals has two key components – our leadership and our governance framework.

Our leadership

Leadership	Description
The Board of Directors	<p>29Metals has a majority-independent Board of Directors.</p> <p>The Board has ultimate responsibility for:</p> <ul style="list-style-type: none"> the Group's strategy, including in relation to Sustainability & ESG; and the Group's governance framework. <p>Through the Group's governance framework, the Board oversees the implementation and execution of the Group's strategy (including in relation to Sustainability & ESG) by Management.</p> <p>Information regarding the background, skills and experience of 29Metals' Directors is set out in the 2023 Annual Report, a copy of which is available on our website at https://www.29metals.com/investors/results-and-reports</p>
Board Committees	<p>The Board has established three standing Board Committees ('Committees'), each of which plays an important role in Sustainability & ESG:</p> <ul style="list-style-type: none"> the Audit, Governance & Risk Committee – provides advice and recommendations to the Board regarding governance matters, and oversees the Group's risk management framework, Whistleblower Policy, and Anti-bribery & Corruption Policy; the Remuneration & Nominations Committee – provides advice and recommendations to the Board regarding people and remuneration matters, including links between Sustainability & ESG performance and executive remuneration, inclusion and diversity objectives and strategies, the composition of the Board, and oversees the Group's Inclusion & Diversity Policy, Code of Conduct, and Workplace Behaviour Policy; and the Sustainability Committee – provides advice and recommendations to the Board regarding Sustainability & ESG matters (including modern slavery risks), and oversees Management's development and implementation of systems and processes to manage Sustainability & ESG risks. <p>Each of the Committees is chaired by an independent Non-executive Director, and a majority of Committee members of each Committee are independent Non-executive Directors.</p> <p>Copies of the Charters of the Board and the standing Committees are available on our website at https://www.29metals.com/about/corporate-governance</p>
Executive Leadership Team – Head Office/Corporate	<p>The CEO has the delegated authority of the Board for the day-to-day management of the Group, other than those matters expressly reserved to the full Board.</p> <p>The Executive Leadership Team, led by the CEO, has responsibility for the implementation and execution of the Group's strategy, including in relation to Sustainability & ESG, across the Group. The role of the Executive Leadership Team includes the development and implementation of management systems and processes to manage Sustainability & ESG risks and achieve the Group's Sustainability & ESG objectives.</p> <p>Information regarding the background, skills and experience of the Executive Leadership Team, and the names of the Senior Management Team, is available on our website at https://www.29metals.com/about#leadership</p>
Site Senior Leaders – Operating Site/Project	<p>The Site Senior Leaders are responsible for implementing the Group's management systems and processes to manage Sustainability & ESG risks and achieve the Group's Sustainability & ESG objectives at the sites.</p>

Further information regarding corporate governance at 29Metals is set out in our 2023 Corporate Governance Statement, a copy of which is available on our website at <https://www.29metals.com/about/corporate-governance>

29Metals' 2023 Appendix 4G identifies, on an if not why not basis, the extent to which 29Metals has followed the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (4th Edition) (the 'ASXCGC Principles and recommendations') during the Reporting Period. It serves as a guide to corporate governance disclosures and should be read alongside the 2023 Corporate Governance Statement. A copy is available on our website at <https://www.29metals.com/investors/asx-announcements>

Our governance framework

29Metals has established a robust framework of corporate governance policies and practices, and internal controls and risk management processes, collectively designed to promote the responsible management and conduct of the Group and its business activities. 29Metals’ corporate governance framework is reviewed periodically having regard to legal and regulatory requirements, leading market practice, stakeholder interests and the best interests of the Group.

The governance framework is supported by the following:

- Group Constitution;
- Board and Committee charters;
- Core corporate governance policies;
- Annual Tax Transparency Report; and
- Sustainability & ESG policies and position statements.

Copies of our corporate governance framework documents are available on our website at <https://www.29metals.com/about/corporate-governance>

29Metals has a Sustainability Policy and Health & Safety Policy, along with detailed position statements that cover the critical focus areas within the broader spectrum of Sustainability & ESG. These critical focus areas include:

- Responsible use of natural resources;
- Tailings management; and
- Impacts of Climate Change.

In addition, as part of our annual review of the corporate governance framework, 29Metals adopted new standalone policies – an Environment Policy and a Community Policy. Previously, environment and community matters were incorporated into the broader Sustainability Policy. As an outcome of the 2023 corporate governance review, the Sustainability Policy was adjusted to align with 29Metals’ *Our Approach to Sustainability & ESG* and the new standalone policies were adopted. These updated and new policies were adopted in early 2024.

Copies of policies and position statements related to Sustainability & ESG are available on our website at <https://www.29metals.com/sustainability>

Health, Safety, Environment and Community Management System

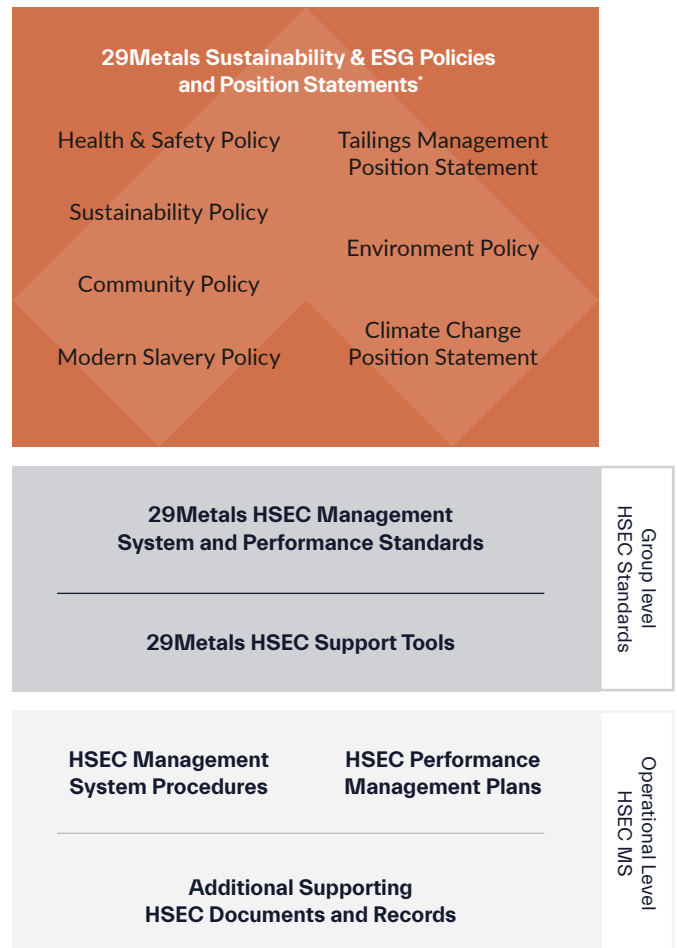
29Metals has adopted a conventional hierarchical structure to govern Health, Safety, Environment and Community (‘HSEC’) matters. Our HSEC Management System (‘MS’) is vital to facilitating consistent Sustainability & ESG performance across the Group. Informed by *Our Approach to Sustainability & ESG*, in 2022 we developed and rolled out HSEC MS Standards that define our HSEC requirements and expectations. The HSEC MS encompasses 29Metals’ Health & Safety and Sustainability Policies and Position Statements (available on our website), Group HSEC MS and Performance Standards, and relevant operational procedures and supporting documentation.

In 2023, we continued to refine our Group HSEC MS to better inform and align with the operational level HSEC MS. Each component of the hierarchical structure is designed to meet the requirements of higher order policies, standards and plans to achieve a robust and sustainable management system. This has been achieved by addressing the actions identified during the 2022 assessment of the HSEC baseline against MS Standards.

29Metals’ HSEC Performance Standards were developed in 2023 and are planned to be completed during 2024. The HSEC Performance Standards will define the minimum mandatory requirements that must be achieved across the Group.

These HSEC Performance Standards provide the framework to assist 29Metals to:

- formalise planning processes across the Group;
- achieve a minimum level of performance in HSEC across exploration, operations and future closure sites;
- identify, assess, control, and reduce health, safety, environmental, community, and social risks and hazards;
- improve HSEC performance at existing 29Metals’ operations;
- retain Group and operational knowledge;
- rationalise resources and reduce complexity;
- support compliance to relevant regulatory and other requirements;
- assist 29Metals’ operations to demonstrate duty of care and due diligence processes; and
- maintain and enhance the Group’s reputation.



* These documents are all available on our website at <https://www.29metals.com/about/corporate-governance>

Governance continued

Risk management

29Metals has established a comprehensive risk management framework that identifies and assesses risks and opportunities that affect the Group's business performance and objectives, particularly in the realm of Sustainability & ESG considerations. The framework also includes controls and measures to effectively mitigate identified risks and capitalise on potential opportunities. Additionally, it involves evaluating the efficiency of implemented controls and measures in minimising risks.

The assessment of risks and uncertainties considers various factors, such as the potential for harm or injury, environmental implications, regulatory compliance, impact on stakeholder relationships, and harm to the Group's reputation. The Board sets the Group's risk appetite. It oversees Management's implementation of the risk management framework and the effective management of material business risks.

In 2023, 29Metals underwent a substantial risk review process across all Group activities, including matters relating to Sustainability & ESG. This was done to ensure that the identification and understanding of material risks were up-to-date and the appropriate mitigation measures are in place.

Jingie & Jean Perth Office

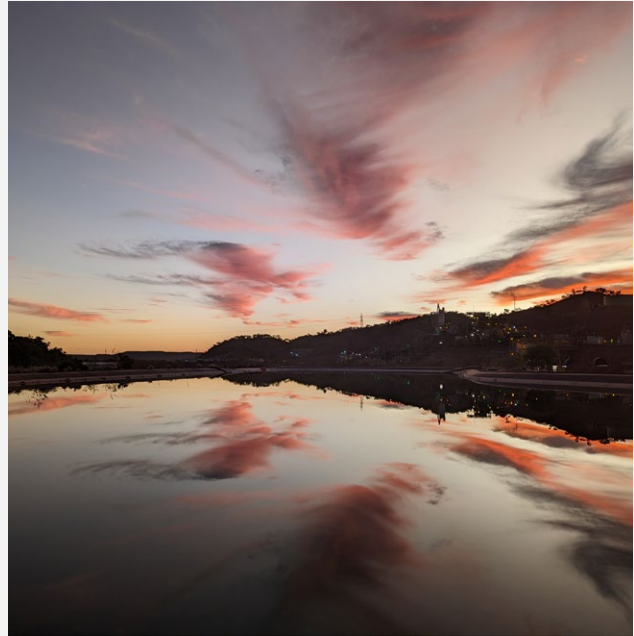
29Metals' Perth Office provides support services to the Golden Grove operation.



Case study

Prioritising risk management

Risk management formed a critical foundation to the formulation and commencement of the *Capricorn Copper Recovery Plan*⁹ following the Extreme Weather Event in March 2023¹⁰. Two particular examples included:



Reinstatement of clean-water diversion infrastructure

Prior to the Extreme Weather Event¹⁰, 29Metals had established water diversion infrastructure so as to assist to prevent surface run-off from entering the Esperanza South sub level cave underground mine (the 'ESS'). This infrastructure was overwhelmed and damaged by the Extreme Weather Event¹⁰. Prior to reinstatement of this infrastructure, 29Metals closely evaluated the efficacy and capacity of the infrastructure to mitigate the risk of water inflow to ESS in future events. Through that risk evaluation, the design for the reinstated diversion infrastructure included a number of enhancements, including increased pumping capacity and all-weather access (to enable access for maintenance during weather events).

Saturated cave

The ESS was inundated when surface water run-off during the Extreme Weather Event¹⁰ overwhelmed and damaged established infrastructure (refer above). Phase 2 of the Capricorn Copper Recovery Plan⁹ involved the progressive dewatering and rehabilitation of the ESS to enable mining in ESS to recommence.¹¹

Detailed risk assessments were undertaken as part of the planning of the Capricorn Copper Recovery Plan⁹, as well as during the early part of the execution phase. These risk assessments included risks associated with a "saturated cave" following a prolonged period of inundation and involved input from academic and industry experts (included feedback from other mine operators in Australia with experience reinstating operations after an inundated cave). These risks assessments resulted in the development and implementation of various controls to ensure the work could be undertaken safely.

9. Information regarding the Capricorn Copper Recovery Plan was released to the ASX announcements platform on 23 May 2023, a copy of which is available via the Group's website at: <https://www.29metals.com/investors/asx-announcements>.

10. Refer to: "Impact of Extreme Rainfall on Capricorn Copper Operations" released to the ASX announcements platform on 9 March 2023; "Capricorn Copper Operations Update" released to the ASX announcements platform on 15 March 2023; and "Strategic Update" released to the ASX announcements platform on 23 May 2023.

11. Progressive dewatering of ESS suspended with suspension of mining and milling operations as announced on 26 March 2024. Refer to page 1.

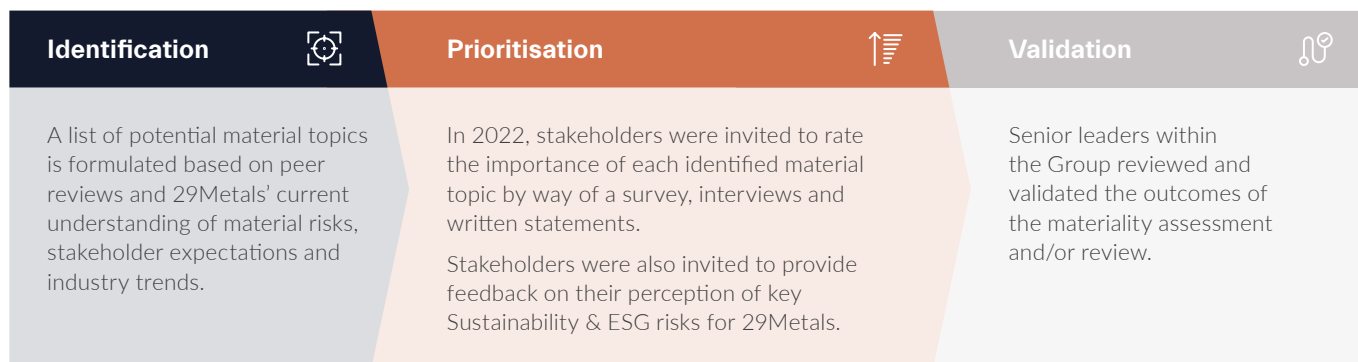
Materiality

Our approach

Materiality is assessed against *Our Approach to Sustainability & ESG* on a triennial basis (unless significant changes to the operations, business, or adoption of new reporting framework trigger a review outside of the regular timeframe).

In 2022, 29Metals undertook a comprehensive materiality assessment which included input from a range of internal and external stakeholders to define and prioritise Sustainability & ESG subject matter. For this report, the outcome of the materiality assessment from 2022 was reviewed by a third party and senior leaders at 29Metals to assess whether any changes to the material topics was warranted. Despite the challenges during 2023 (the direct and indirect impacts of the Capricorn Copper Extreme Weather Event¹²), it was determined that the material topics remain valid for this 2023 report.







Below is an overview of 29Metals' process to assess materiality.






2023 material topics

2023 material topics, and where further information related to metrics, outcomes and management can be found, is outlined in the table below:

Our Approach to Sustainability & ESG

Core dimension	Material topic	Read more
 Safe and inclusive workplace	Health, safety and hygiene including psychological safety Inclusion and diversity	 Pages 12-21
 Responsible environmental stewardship	Water management Waste management (tailings) Action on Climate Change (progress against TCFD roadmap and emissions data)	 Pages 22-31
 Partnering with stakeholders	Cultural heritage/First Peoples	 Pages 32-36

Critical enablers

 Responsible and ethical business practices	Sustainability & ESG governance, including risk management	 Pages 5-9
 Continuous improvement		

12. Refer to: "Impact of Extreme Rainfall on Capricorn Copper Operations" released to the ASX announcements platform on 9 March 2023; "Capricorn Copper Operations Update" released to the ASX announcements platform on 15 March 2023; and "Strategic Update" released to the ASX announcements platform on 23 May 2023.

Performance and priorities

Setting and reporting performance against our Sustainability & ESG priorities remains a key component of *Our Approach to Sustainability & ESG*.

Overall, 29Metals made progress against the majority of the 2023 Sustainability & ESG priorities. However, the impact of the Extreme Weather Event at Capricorn Copper¹³, along with formulating and successfully implementing the Capricorn Copper Recovery Plan as a business-critical activity, impacted tangible progress on a number of the 2023 Sustainability & ESG priorities. While most have been progressed, some remained incomplete at year-end. Details on the extent of progress achieved on 2023 priorities is set out in the section of this report dealing with each of the core dimensions in *Our Approach to Sustainability & ESG*.

For the purposes of setting Sustainability & ESG priorities for 2024, we reviewed our performance against the 2023 priorities to identify areas for improvement in 2024, and to inform our approach to setting priorities for 2024 and beyond. The review continued to consider feedback from internal and external stakeholders received during 2022 and 2023, as well as 2022 materiality assessment inputs from stakeholders.

Key learnings from performance against the 2023 priorities included the:

- importance of resilience and adaptability in the face of business-critical challenges;
- “getting back to basics” through the strengthening of management systems and collection of quality data to better inform decision making;
- value of promoting mental health support and training for all staff and contractors, particularly those in leadership positions;
- benefit of focusing on, and formalising engagement with, the local community and supply chain to solidify the Group's social licence to operate; and
- value in giving staff a platform to suggest and implement continuous improvement ideas through the establishment of the Performance Improvement Program ('PIP').

To support improved delivery in 2024, the Group's senior leadership are collaborating with functional teams, both at head office and on-site, to incorporate actions for implementing the proposed priorities into departmental “plans on a page” which will be tracked and reported against internally.

A summary of 29Metals' 2024 Sustainability & ESG priorities is set out below.

Sustainability & ESG priorities in 2024



Safe and inclusive workplace

- Continued focus on eliminating serious injuries and incidents and reducing incidence of minor injuries
- Continue mental health awareness training
- Improve representation of gender, ethnicity, culture in leadership roles
- Identify barriers to inclusion and diversity in 29Metals' workplaces
- Improve female participation as a proportion of total 29Metals' workforce
- Improve cultural competency



Responsible environmental stewardship

- Reduce water inventory at Capricorn Copper
- Implement the 29Metals roadmap for aligning with the TCFD recommendations
- Implement long-term tailings strategies at both operating sites, including implementation of recommendations for enhancing tailings management practices aligned to the International Council on Mining and Metals ('ICMM') Global Industry Standard for Tailings Management ('GISTM')
- Continued focus on progressive rehabilitation and closure planning



Partnering with stakeholders

- Design and implement an agreed community engagement program at each operating site
- Continue to identify opportunities to collaborate with subject matter experts, Original Equipment Manufacturers ('OEMs') and peers to improve Sustainability & ESG outcomes
- Continue stakeholder and community engagement regarding priorities for Sustainability & ESG activities



Responsible and ethical business practices

- Continuing engagement with our workforce, highlighting workplace behaviour
- Fostering an environment where workplace participants have the confidence to raise concerns



Continuous improvement

- Continuing improvement in data management and use to inform business decisions
- Refresh management systems and processes to promote compliance and continuous improvement

13. Refer to: "Impact of Extreme Rainfall on Capricorn Copper Operations" released to the ASX announcements platform on 9 March 2023; "Capricorn Copper Operations Update" released to the ASX announcements platform on 15 March 2023; and "Strategic Update" released to the ASX announcements platform on 23 May 2023.

Safe and inclusive workplace

29Metals is committed to:

- providing healthy and safe workplaces for employees, contractors and business partners, minimising incidents and accidents, and eliminating serious injuries and illnesses; and
- promoting a diverse workplace that better reflects the community in which we conduct our business, by:
 - fostering a workplace which encourages and supports inclusivity and diversity, and does not tolerate bias or inappropriate behaviour; and
 - promoting a workplace environment that provides the opportunity for all workplace participants to perform and succeed.



◆ Tyezae & Kobi
Capricorn Copper

First aid training is undertaken across the business, providing critical skills to help our team respond to injuries and incidents, and to preserve life.



Our performance

2023 Sustainability
& ESG priorities

Progress

Continued focus on eliminating serious injuries and incidents, and reducing incidence of minor injuries

Significant reduction in TRIFR and in Lost Time Injury Frequency Rate ('LTIFR')

Group wide roll-out of mental health first aid training

Extended roll out of mental health first aid training
Group-wide roll out of mental health awareness training

Improve female participation as a proportion of total 29Metals' workforce

Proportion of female employees is ~16%, marking a slight increase of 1% compared to 2022

Continue to identify and address inclusion and diversity barriers

Physical barriers audit completed at each operating site during the year, with actions prioritised. The close out of remaining audit findings will be progressed in 2024

Improve number of women in leadership roles

+10% increase year-on-year of number of women in superintendent levels or above

Development plans are now in place for over 50% of all females in superintendent and above positions

The number of women in manager or above roles was maintained at 2022 level

Improve cultural competency

Continued the roll out of cultural competence training across the business



Safe and inclusive workplace continued

Safety

The safety of our people, workplace and the communities around where we conduct our business comes first. We believe a safe and inclusive workplace is key to our success.

Case study Management of Critical Risks

Historically, our two operations adopted different processes for risk management resulting in differences in the way that:

- critical risks were identified;
- bowtie risk assessments were conducted;
- preventative and mitigating critical controls were designed;
- critical risks were verified and audited; and
- corrective actions and continuous improvement was managed.

To address this, 29Metals has developed a Group critical risk management ('CRM') framework as a key component of 29Metals' HSEC MS in 2022. The intent of CRM is to systematically validate the existence of essential controls for activities associated with the risk of fatality and serious injury.

29Metals CRM program was progressed during 2023 through the development and implementation of a critical risk governance and assurance program, as detailed below:

Critical Control Engagement ('CCE') program:

The CCE program is focused on the supervisor level and incorporates a "Train the Trainer" program to ensure CRM consistency across the operations. In 2023, the CCE "Train the Trainer" program was completed at both Capricorn Copper and Golden Grove. The full implementation of the frontline CCE program will be a key focus in 2024.

Critical Control Verification ('CCV') management review committee:

The CCV committee comprises the Chief Operating Officer, site General Managers and senior safety personnel. The CCV process was implemented successfully at both Capricorn Copper and Golden Grove in 2023. This included the monthly senior safety review committee reviewing:

- CCV results and actions;
- significant incidents investigations (and learnings); and
- discuss safety initiatives and improvements.

Once the establishment of CCE and CCV programs are completed at both Capricorn Copper and Golden Grove, a third-party external audit of the CRM process will be undertaken.

Within 29Metals, there exists a well-established correlation between safety and employee engagement, linked to short term incentive outcomes. Recognising that a secure work environment fosters engagement, we assess opportunities each year to cultivate a positive workplace culture for our employees.

The following highlights shows our efforts in promoting a safe workplace:

Capacity



Ten new Emergency Response Team ('ERT') team members were trained up to the level of Certificate III in Emergency response at Capricorn Copper.

Underground Specialist ('BG4') training was rolled out for ERT team members at Golden Grove.

Topic-specific training



Leadership training programs held at Golden Grove.

Regulatory awareness



Continual refinement and updates to relevant site procedures and plans in response to updated regulatory requirements in WA, including preparation of principal mine hazard plans that will be rolled out in early-2024.

Risk reviews



Both operating sites updated their risk assessments and risk registers in 2023 as a part of a Group-wide update to 29Metals' understanding of current risks.

Progress was made on the ongoing implementation of the Mine Safety Management System ('MSMS') regulatory requirements at Golden Grove during the Reporting Period, in response to the updates to WA's WHS Act and regulations. In 2023, Golden Grove conducted the following activities:

- modifications to the MSMS Improvement Project to identify gaps, and additional processes and procedures that will be implemented across the site in 2024;
- HSEC MS Standards were reviewed to align with updated regulatory requirements;
- 100% of supervisors and managers completed the statutory supervisor training programs;
- development of Principal Mine Hazard Management Plans; and
- upgrade of the controlled documents management system.

In 2024, Golden Grove will complete the following activities to enhance safety compliance:

- implementation of the Principal Mine Hazard Management Plans;
- conduct a Training Needs Analysis for 29Metal's MSMS improvement project; and
- integrate new training management software called "Peopletray" to enhance compliance with internal processes and pinpoint areas requiring further improvement.

Golden Grove had three Health and Safety audits from the WA Department of Energy, Mines, Industry Regulation and Safety ('DEMIRS'), and all improvement notices and defects were closed within the due dates.

Lagging safety indicators 2023

Lagging safety indicators at 29Metals are used to gain an insight into our safety performance related to incidents or accidents during the Reporting Period. Our approach to measuring safety performance is measuring lagging indicators such as Total Recordable Injuries ('TRI'), Total Recordable Injury Frequency Rate ('TRIFR'), Lost Time Injuries ('LTI'), Lost Time Injury Frequency Rate ('LTIFR'), Significant Incidents ('SI') and Significant Incident Frequency Rate ('SIFR').

These lagging indicators are reported on a rolling twelve-month and per million work hour basis.

There was a material improvement in safety performance across the Group in 2023, as measured by lagging indicators, with the Group's TRIFR reduced by ~34%, and LTIFR by ~25%, compared to 2022, and zero fatalities. The Group's SIFR was relatively static compared to 2022.

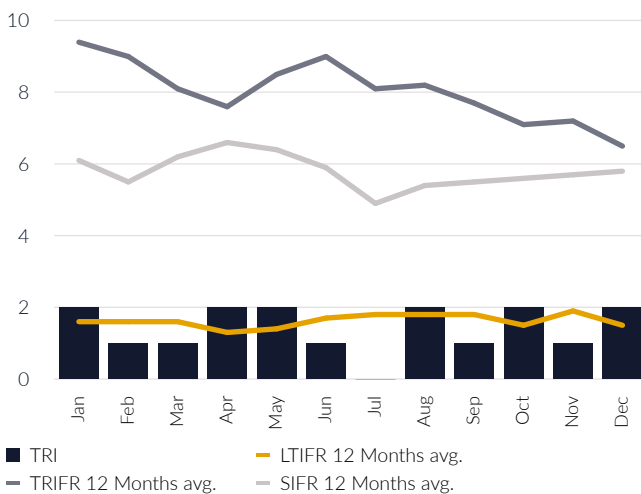
Despite the challenges at Capricorn Copper in 2023, the site recorded a five month recordable injury-free period. Safety has been our focus as we work through the Capricorn Copper Recovery Plan¹⁴ and activities at the site.

29Metals lagging indicator performance is outlined in Table 1:

Table 1 Lagging indicator performance for comparison of 2022 and 2023

Safety Indicators	2023		2022	
	Capricorn Copper	Golden Grove	Capricorn Copper	Golden Grove
Work hours	711,409	1,826,648	1,142,412	1,858,012
Total Recordable Injuries	4	13	8	21
Significant Incidents ¹⁵	4	11	4	13
Lost Time Injuries	1	3	2	3
TRIFR ¹⁶	5.6	7.1	7.0	11.3
LTIFR	1.4	1.6	1.8	1.6
SIFR	5.6	6.0	3.5	7.0

Lagging safety indicators 2023



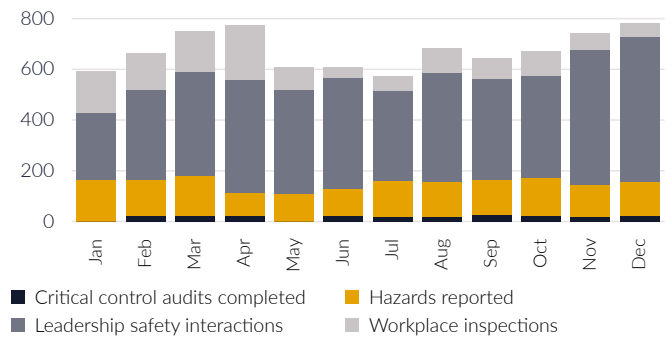
Leading safety indicators 2023

Leading safety indicators are measures that seek to gain foresight into potential problems before they become significant incidents or accidents. These indicators enable us to take appropriate preventative actions that reduce risk exposure in the long run.

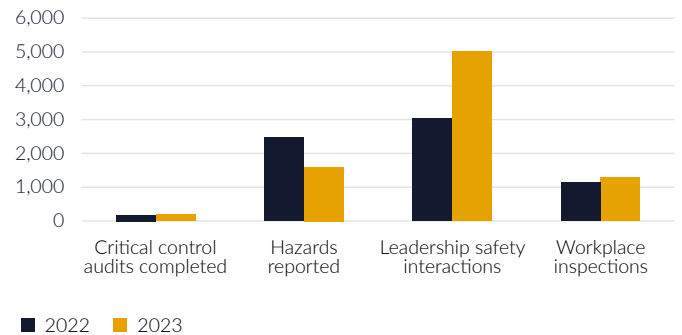
29Metals employs four main types of leading indicators covering safety hazard identification and precautionary measures. These leading indicators are: verification of critical risk controls; safety inspections; hazard identification; and leadership oversight. These leading indicators are tracked and reported on regularly.

29Metals performance against these leading indicators is shown in the figure below. During the Reporting Period, the total number of critical control audits completed, leadership safety interactions, and workplace inspections increased, however, there was a slight decrease in the number of hazards reported in 2023 compared to 2022.

Number of leading safety indicators 2023



Number of leading safety indicators 2022-2023



14. Information regarding the Capricorn Copper Recovery Plan was set out in 29Metals' Investor Presentation entitled "Strategic Update" released to the ASX Announcements platform on 23 May 2023.

15. Page 10 of the 2022 Sustainability & ESG Report incorrectly referred to SI as Significant Injuries and SIFR as Significant Injury Frequency Rate. The correct terminology has been used above.

16. Calculated, TRIFR = number of TRI / million work hours.

Safe and inclusive workplace continued



Case study

Emergency Response improvements

The ERT capacity and capability notably improved at both of our operations during the Reporting Period.

ERT membership at Golden Grove had a steadily declining level in previous years due to staff turnover. However, in 2023 we appointed two new Emergency Services Officers ('ESOs') and we saw an increase in personnel volunteering for ERT training and becoming ERT members.

In addition, ERT training compliance has increased at Golden Grove by 20% in 2023, with 50% fully competent with BG4 Underground Search and Rescue course through BASELINE emergency services training. BG4 competency training includes a combination of the major disciplines of rescue – ropes and vertical rescue, firefighting, first aid, breathing apparatus, hazardous materials, and search and rescue skills. It is widely regarded as the most difficult course a rescue member can complete.

"BG4 is a self-contained breathing apparatus designed to let a rescue team respond to mine incidents over long periods of time in irrespirable atmospheres," said ERT Co-ordinator, Brad Mason. "We need to have a BG4 team on site to maintain operations underground, as per emergency response capability requirements from DEMIRS."

The ERT capacity at Capricorn Copper expanded during the Reporting Period, with ten members fully trained to the level of Certificate III in Emergency Response. This course is nationally accredited and designed to develop emergency response skills and knowledge.

Case study

HSEC System Software

SAI 360¹⁷, a cloud-based reporting software, was implemented at Golden Grove during the Reporting Period as a tool in the HSEC MS. The application of this system will assist 29Metals' management of both internal and external incidents and events. SAI 360 is a convenient and accessible program to all 29Metals' employees and contractors any time on their tablets and mobile phones. The use of SAI 360 has notably improved performance with both internal and external standards through its effectiveness in enhancing safety measures.

Physical and mental health and wellbeing

The health and wellbeing of our workforce and the members of the community we operate in are a key focus of our Group.

29Metals is committed to the physical and mental health and wellbeing of our workforce. We meet this commitment to our workforce through the following activities:

- programs that promote a healthy work culture;
- voluntary vaccination programs;
- presentations and training focused on good health practices in work settings;
- strong focus on hygiene monitoring and implementation of improvement measures; and
- mental health and wellbeing programs and training.

Comprehensive health and hygiene monitoring guidelines have been developed and implemented throughout our sites to ensure the wellbeing of our workforce during the Reporting Period.

Case study

Mental Health and Wellbeing

We are committed to ensuring every employee and contractor returns home safely, and this commitment extends to the mental health and wellbeing of the entire team.

One of our non-negotiable Sustainability & ESG priorities is mental health awareness. To increase capability and skills in this area, online mental health awareness training, provided by the Black Dog Institute, was made available across the Group. This was mandatory for all office employees, and those at site with a leadership role or supervisory responsibilities. Training was also made available to all contractors and employees on a voluntary basis. The training was delivered as a four-part eLearning program to assist personnel understand the warning signs of mental health issues and what to do, how to have effective conversations about mental health, and where to go for support.

In addition, comprehensive mental health first aid training was undertaken at both operations in 2023, resulting in an increase of qualified mental health first aiders available to support our workforce. Following the Extreme Weather Event in March 2023¹⁸, and the resulting uncertainty for Capricorn Copper employees, a mental health specialist was deployed to site to provide additional support to the site team.

17. Global Standards and Assurance divisions to Intertek Group.

18. Refer to: "Impact of Extreme Rainfall on Capricorn Copper Operations" released to the ASX announcements platform on 9 March 2023; "Capricorn Copper Operations Update" released to the ASX announcements platform on 15 March 2023; and "Strategic Update" released to the ASX announcements platform on 23 May 2023.

Hygiene

Guidelines and procedures for health and hygiene monitoring are in place at Capricorn Copper and Golden Grove, defining requirements such as occupational exposure limits, monitoring programs, instrument calibration and action/records management.

29Metals conducts hygiene monitoring in its operational high-risk areas to determine the effectiveness of risk reduction controls.

Upon detecting an exceedance, the staff working in that area are promptly notified. Subsequent investigations are conducted to identify the source and any opportunities for improvement.

The use of PPE is compulsory for personnel performing work in high-risk areas. These personnel undergo specific training to enhance their proficiency in managing exposure to potentially hazardous atmospheric conditions and to understand the importance of protective controls (such as PPE).

Table 2 outlines the hygiene monitoring exceedances recorded at 29Metals' operations in the Reporting Period (and the prior corresponding period).

Due to the Extreme Weather Event at Capricorn Copper¹⁹ and cessation of operations, hygiene monitoring was only undertaken in Q4.

Table 2 Hygiene monitoring program exceedances

	2023		2022	
	Capricorn Copper	Golden Grove	Capricorn Copper	Golden Grove
Respirable Crystalline Silica ('RCS') Exceedances	3	5	29	9
Noise Exceedances	5	10	21	6
Diesel particulate matter ('DPM') exceedances	0	0	0	0
Inhalable dust exceedances	0	1	2	3
Lead and inorganic compounds, dust and fumes exceedances	0	0	0	1
Total²⁰	8	16	52	19

19. Refer to: "Impact of Extreme Rainfall on Capricorn Copper Operations" released to the ASX announcements platform on 9 March 2023; "Capricorn Copper Operations Update" released to the ASX announcements platform on 15 March 2023; and "Strategic Update" released to the ASX announcements platform on 23 May 2023.

20. Note: There are differences in the way exceedances are measured in Queensland and Western Australia. In Queensland, exceedances are assessed against exposure potential without consideration of the exposure protection provided by PPE. In Western Australia, exposure is measured after factoring in the benefit of PPE to reduce exposure.

◆ **Jonathan**
Golden Grove

Senior Planning and Design Engineer
within the Mine Technical Services team.



Safe and inclusive workplace continued

Case study

Initiatives to reduce or prevent toxic exposure and health risks

During the Reporting Period, new measures were adopted at both 29Metals operations to further improve hygiene performance, including new monitoring and management equipment.



Capricorn Copper

Real time monitoring (silica/dust)

- Real-time monitors, in conjunction with GoPro footage, are used to assess activities and identify spikes in dust exposure during hygiene testing. This approach enables a precise evaluation of tasks contributing to exposure, that allows us to identify targeted controls to reduce exposure levels.
- Increased training and awareness (silica/dust).
- Regular safety presentations emphasising dust management practices, including measures such as watering down, suspending activities when dust control is challenging, and the proper use of Respiratory Protective Equipment ('RPE'). This training enhances awareness and adherence of safety protocols.

Esperanza South sub-level cave (ESS) gas management following flooding (toxic gases)

- Precautions were taken following the Extreme Weather Event²¹ with gas monitors required at all times, due to the possible reaction of the water with the sulphide ores. No gases have been detected to date.
- Chiller Plant (heat reduction).
- The Mammoth mine chiller plant has been connected to mains power and will operate full time during the hottest months of the year from October until the end of April to minimise the risk of heat related illness in lower sections of the underground mining areas.

Heat monitoring

- Temperature and humidity monitors that collect data every 15 minutes have been installed in locations underground. Data will be analysed to assess the rate of change due to seasonal factors and production activities such that controls including schedule management or adjustments to ventilation may be made.

Golden Grove

Ventilation upgrades (booster fan project)

- Excavation of a fan chamber for new booster fans to increase volumetric flows into Xantho Extended, the Group's highest-grade ore source, was implemented in Q1 and commissioning of the newly installed booster fans started in Q3 of the Reporting Period. This ventilation upgrade, combined with already completed de-bottlenecking projects, is expected to progressively enable higher mining rates from Xantho Extended over the next two years. Regular ventilation system information sessions are held during the daily shift start meetings.
- Upgrades to mine control monitoring (e.g., CCTV on key regulators) have been installed.
- Operational documents used by Supervisors/Operators for area/equipment management have been reviewed and updated.

In 2024, Golden Grove will implement:

- A Management and Quality System ('MaQS') (for air quality monitoring).
- Permanent air quality monitoring stations will be installed underground once received.
- Integration of equipment location technology and vent systems to manage fleet (e.g., vent doors interlocked with location tracking to open/not open if the equipment capacity for an area is under/overcapacity) – Engineering controls has been scoped and is currently under review by relevant management teams.

21. Refer to: "Impact of Extreme Rainfall on Capricorn Copper Operations" released to the ASX announcements platform on 9 March 2023; "Capricorn Copper Operations Update" released to the ASX announcements platform on 15 March 2023; and "Strategic Update" released to the ASX announcements platform on 23 May 2023.

Inclusion and diversity

We are committed to promoting an inclusive workplace, where all people feel respected and valued, and embracing the benefits of diversity.

To achieve this, we continue to operate under the guidance of our Inclusion & Diversity Policy. We set meaningful and measurable inclusion and diversity objectives, and we assess and publicly report our progress against them. In addition, we uphold a policy of non-discrimination in all aspects of employment, irrespective of race, religion, disability, gender, gender identity, pregnancy, childcare responsibilities, sexual orientation, or age.

In 2023, we conducted a barrier assessment, focusing on advancing inclusion and diversity: enhance female participation in the workforce; increase female representation in leadership roles; and improve cultural competency. This initiative has led to completed actions and remains an ongoing priority, with continued discussion via our workforce-led **InDiVisible** working group.

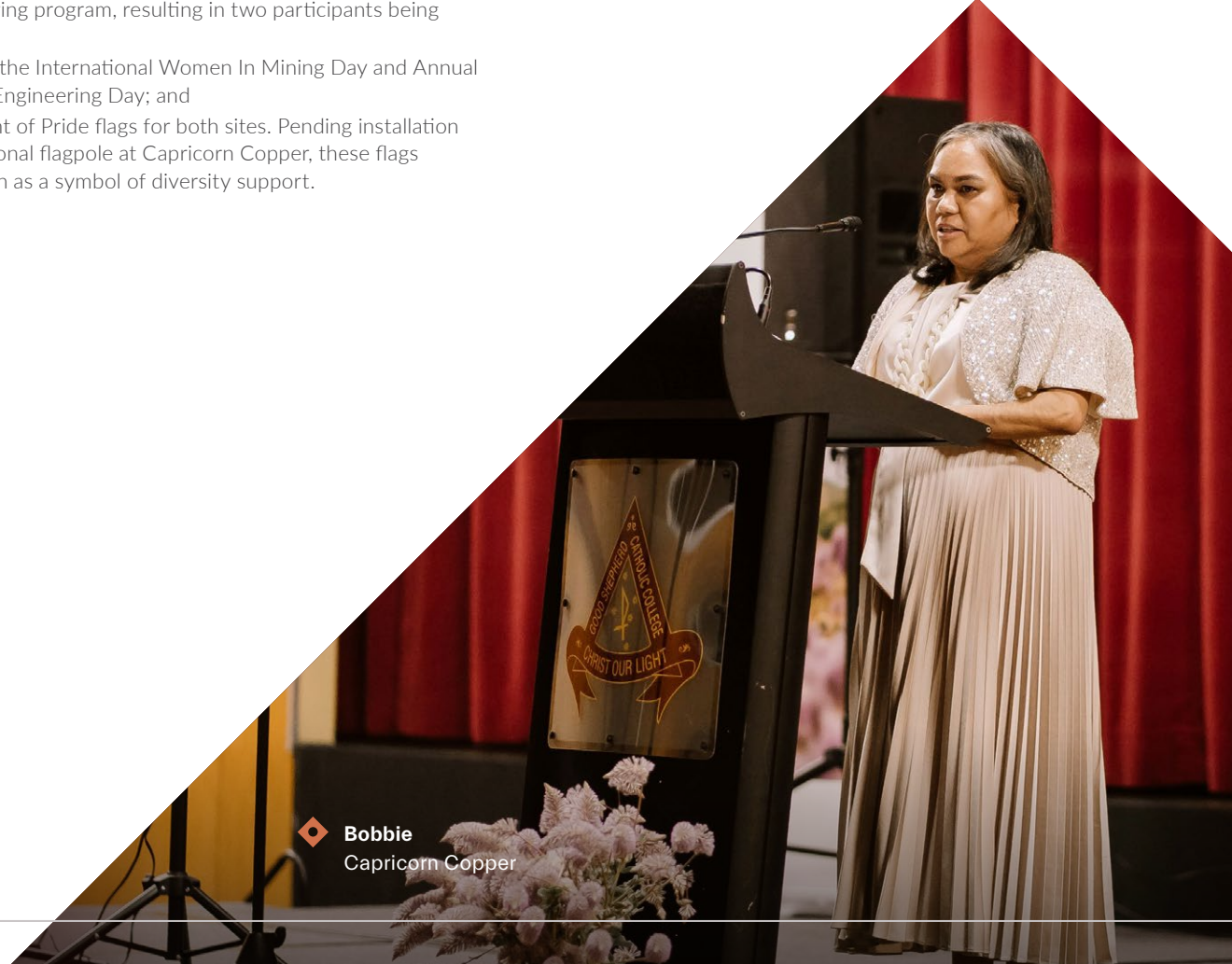
Examples of completed inclusion and diversity initiatives implemented in 2023 included:

- new lighting was installed at Golden Grove to ensure all employees feel safe walking around at night;
- female toilet facilities were installed underground at both sites and sanitary disposal units are available in all female accommodation rooms;
- offering female employees at Golden Grove the opportunity to be sponsored for participation in the Women in Mining WA Mentoring program, resulting in two participants being accepted;
- celebrating the International Women In Mining Day and Annual Women in Engineering Day; and
- procurement of Pride flags for both sites. Pending installation of an additional flagpole at Capricorn Copper, these flags will be flown as a symbol of diversity support.

Notably, there has been a greater than 10% year-on-year increase in the number of women in superintendent roles or higher at 29Metals.

As part of our commitment to inclusion and diversity, the Group is actively engaged in various groups with inclusion and diversity objectives, including:

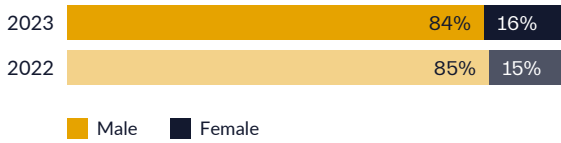
- 29Metals is an active member of the Women in Mining Network ('**WIMnet**'), and sponsors social events through this network, which in 2023 included two WIMnet events in Queensland, sponsoring tables at the WIMnet Victoria Annual Lunch, and sponsoring and attending the Mt Isa International Men's Day event in 2023;
- submission of 29Metals' annual Workplace Gender Equality Agency ('**WGEA**') Report (12-months ended 31 March 2023). Reporting results are available via the WGEA website at: www.wgea.gov.au;
- Josh Moran, General Manager Operations at Capricorn Copper, participated as a panellist at the 2023 Women in Mining Summit held in Brisbane, with the panel discussing ways to work together to drive positive change including:
 - the importance of the entire workforce, including men, truly understanding the issues, that women in mining face;
 - why diversity alone isn't enough;
 - how men can advocate for an equitable and safe work environment for women; creating accountability and driving change; and
- Bobbie Hart (pictured below), a member of our Human Resources team, was awarded the Regional Diversity and Inclusion Prize at the Woman in Mining and Resources Queensland event in Mt Isa.

A photograph of Bobbie Hart, a woman with dark hair, wearing a light-colored, sequined top and a long, pleated skirt. She is standing at a dark wooden podium on a stage, speaking into a microphone. The podium has a plaque on it that reads "COPPER COLLEGE" and "CHRIST OUR LIGHT". There are pink flowers on the podium. The background is a red curtain.

Bobbie
Capricorn Copper

Safe and inclusive workplace continued

Employee proportion by gender



Board and Management roles by gender



During the Reporting Period, we conducted our third annual workforce engagement survey. The survey was conducted by a third party, and that third party also processed and analysed the results. Gaps and opportunities were identified based on the survey results with priority action plans being developed for implementation across the Group.

During the Reporting Period we continued our focus on improving gender diversity and we are starting to see results. In 2023, the proportion of female employees at 29Metals was approximately 16%, marking a slight increase of 1% compared to 2022. This figure aligns with the industry comparison group²² range of 16%. However, it is pleasing to note that the ratio of females represented in 29Metals Board and management²³ reached 26%, a slight increase from 2022 and a result that compares favourably to industry benchmarks²⁴.

Performance recognition

Recognising performance is a key part of how we promote 29Metals’ Values and a positive workplace culture.

Recognising and promoting performance starts with our performance planning and review processes. Performance planning, includes personal and professional development plans, and team priorities for the year, which are developed by our team members in consultation with their leaders. All employees participate in bi-annual performance reviews with their leaders.

We also employ other means to recognise the performance of our team, including recognising behaviours and performance that personify our Values.

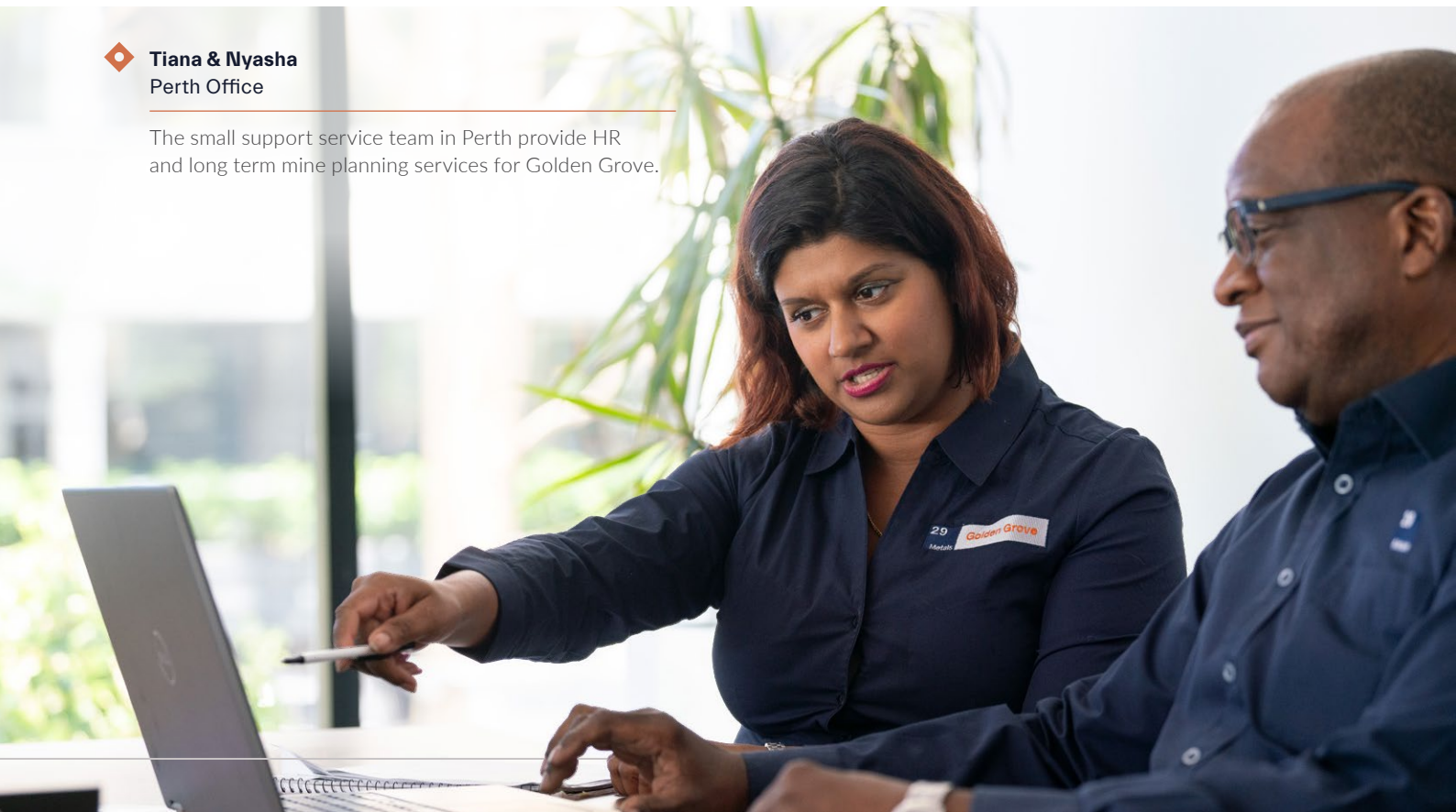
22. The Industry Comparison Group is generated by a combination of the Australian and New Zealand Standard Industrial Classification (ANZSIC) industry class and equivalent-sized organisations. ANZSIC is the national framework for classifying industries according to the primary activities of organisations.

23. Board and management count includes executives.

24. In 2023, the ratio of females represented in the 29Metals Board and management significantly deviated from the industry comparison range of 19%. The Industry Benchmark Report provides a comparative summary of your submission to the WGEA annual Gender Equality Reporting for 2022–23.

Tiana & Nyasha Perth Office

The small support service team in Perth provide HR and long term mine planning services for Golden Grove.



Case study

TEAMS Awards recognise the spirit of TEAMS

29Metals’ culture and values are promoted through the Transparency, Excellence, Accountability, Mutual Respect, and Safety First (TEAMS) awards.

This award aims to reward and recognise individuals who contribute to making our Group a great place to work and live, and who stand out for exemplifying our Values. Individuals are nominated by their colleagues, assessed against the TEAMS awards framework, and recognised if they have displayed our TEAMS values. Recipients receive a certificate of recognition and a gift card. Over 30 awards were distributed across the Group during the Reporting Period.



Accountable, transparent and safe behaviour

Capricorn Copper Environmental Field Technician, Baeden Chong, was a recipient of a TEAMS Award in 2023. Baeden, a valued member of the site Environment and Community Department, was nominated for the TEAMS Award for being ‘Accountable’, ‘Transparent’, and always putting ‘Safety First’ during the intensive rounds of sampling following the Extreme Weather Event in March 2023²⁵.



Putting safety first

Golden Grove Mine Surveyor, Callum Illich, who received a TEAMS Award for ‘Safety First’ and ‘Excellence’. Callum’s vigilance, knowledge and willingness to speak up, resulted in a change to a production drill program design at Scuddles, ensuring a safer work environment for his teammates.

25. Refer to: “Impact of Extreme Rainfall on Capricorn Copper Operations” released to the ASX announcements platform on 9 March 2023; “Capricorn Copper Operations Update” released to the ASX announcements platform on 15 March 2023; and “Strategic Update” released to the ASX announcements platform on 23 May 2023.

Safe and inclusive workplace priorities in 2024

Topic	2024 priority
Health and safety	Continued focus on eliminating serious injuries and incidents and reducing incidence of minor injuries Continue mental health awareness training
Inclusion and diversity	Improve female participation as a proportion of total 29Metals’ workforce Improve cultural competency Identify barriers to inclusion and diversity in 29Metals workplaces Improve representation of gender, ethnicity, culture in leadership roles

Responsible environmental stewardship (including action on Climate Change)

29Metals is committed to:

- implementing enduring strategies for key environmental performance priorities, including:
 - responsible use of natural resources;
 - reducing waste generation at our operating sites; and
 - identifying opportunities to reduce carbon emissions intensity.
- formally integrating Climate Change risks and opportunities into our business processes, through our roadmap to align with TCFD recommendations.



◆ Deanntha Golden Grove

Water sampling is a critical activity to understand and manage potential environmental impacts from our operations to this critical natural resource.



Our performance

2023 Sustainability & ESG priorities

Progress

Water management

Continued focus on improved water management:

- reduce water inventory at Capricorn Copper²⁶
- reduce freshwater draw and increase water efficiency at both operations

Progress on water management at both operations occurred during the Reporting Period

Capricorn Copper significantly reduced water inventory on-site, as at 31 December 2023, reflecting investment in water management infrastructure and the hard work of our team

Post 31 December 2023, rainfall from successive tropical cyclones resulted in a further accumulation of water held on site. Refer to page 1

Freshwater drawn at Capricorn Copper also significantly reduced as we implemented a new water strategy for the site utilising water treatment and recycling for operations – a key step in establishing a sustainable water balance at the site

Golden Grove evaluated water security opportunities, including potential to store and re-use water used in mining operations

Progress against our TCFD roadmap

Implement 2023 actions in 29Metals' roadmap for aligning with TCFD recommendations

Continued to advance activities in accordance with our TCFD roadmap, with an expert third party engaged to assist with our assessment of emissions reduction opportunities across the business

The setting of emission reduction targets has been delayed, reflecting the priority placed on the Capricorn Copper Recovery Plan during the Reporting Period

Initial Scope 3 emissions baseline studies were completed ahead of plan in early 2023, to identify the materiality of Scope 3 emissions to the business

Waste management (tailings)

Advance progress towards long term tailings storage facilities ('TSFs') at both operations

Continued focus on tailings capacity at both operations

Golden Grove completed a lift on its TSF3 during the Reporting Period, as well submitting its application for a new long term tailings storage facility (TSF4)

Activities supporting short, medium and long-term tailings solutions at Capricorn Copper progressed during the Reporting Period, including submission of an application to authorise the interim resumption of tailings deposition in the Esperanza Pit to provide tailings capacity until an application, approval and construction of a proposed new long term tailings storage facility (TSF3) at the site

Proposed TSF4 (Golden Grove) and TSF3 (Capricorn Copper), subject to regulatory approvals, will be modern, engineered TSFs, designed to provide tailings capacity for the life of the respective mines

Mine closure and rehabilitation

Continued focus on progressive rehabilitation and closure planning

During the Reporting Period, both Capricorn Copper and Golden Grove operations progressed new or updated holistic rehabilitation and closure plans in line with recent changes to the relevant state policies and guidelines

26. Water reduction performance cited is to 31 December 2023 and prior to the impact of successive tropical cyclones referred to in 29Metals' announcement regarding the suspension of mining and milling operations. Refer to page 1 for further information.

Responsible environmental stewardship continued

Environmental performance

29Metals is committed to effectively managing the environmental impact of its operations. During the Reporting Period, this commitment was reflected in the significant investment in infrastructure, organisational capacity and capability.

29Metals operations and exploration activity are subject to policy, guidelines and site-specific permits and licences with obligations for the ongoing protection of the environment directly or indirectly impacted by mining and exploration activities.

Environmental compliance and performance at our operations are upheld by our committed site environment teams, who implement their Environmental Management System ('EMS') that includes the delivery of training and education for relevant site staff.

Compliance

During the Reporting Period, we continued efforts to enhance internal systems and processes related to environmental compliance and performance improvement.

The number of environmental incidents that triggered notifications to the relevant regulatory body during the Reporting Period is outlined in **Table 3**. The number of reportable incidents at Golden Grove decreased by 40% compared to 2022, with no enforcement actions received by the operation in 2023. The number of reportable incidents at Capricorn Copper increased in 2023, many of which were a direct and indirect result of the impacts of the Extreme Weather Event in March 2023²⁷.

Table 3 Reportable environmental incidents in 2023

Site	Reportable incidents	Enforcement action
Capricorn Copper	6	A pre-enforcement letter was issued by the regulator, following surface water quality exceedances in Gunpowder Creek in 2022 and 2023. The pre-enforcement action requested further information to inform investigations and next steps. In mid-2023, the regulator advised 29Metals that it was investigating the failure to meet Design Storage Allowance in the Esperanza Pit at 1 November 2022 and certain alleged non-compliance in early 2023 (including during the Extreme Weather Event ²⁷).
Golden Grove	3	Engagement with regulatory authorities regarding one reportable incident from 2022 remains ongoing.
Redhill	Nil	N/A

27. Refer to: "Impact of Extreme Rainfall on Capricorn Copper Operations" released to the ASX announcements platform on 9 March 2023; "Capricorn Copper Operations Update" released to the ASX announcements platform on 15 March 2023; and "Strategic Update" released to the ASX announcements platform on 23 May 2023.

The Queensland Department of Environment, Science and Innovation ('DESI') issued an Environmental Protection Order ('EPO') to Capricorn Copper in January 2023. This EPO was disclosed in the 2022 Annual Directors' Report, and was related to the forecast heavy wet season and volume of water held in two regulated structures on site. The EPO covered the remainder of the wet season and expired on 1 May 2023.

Training and inspections

Our Environmental team conducts inspections of various mine areas throughout the year to ensure compliance of our activities with local regulations.

For example, at Golden Grove, inspections and training conducted during the Reporting Period included:

- approximately 45 inspections and 52 Safety Leadership Interactions with a focus on environmental matters were conducted;
- an Environmental Awareness Training package was drafted in 2023 which will be rolled out in 2024; and
- as part of the EMS, toolbox topics on environmental awareness, biodiversity in the region, and sustainability efforts in the region were delivered in the Reporting Period.

Approvals summary

In both Western Australia and Queensland, mining operations are obligated to obtain environmental approvals for proposed new or changed developments under State-based mining, environment, biodiversity and water legislation. Across the Group, there is an ongoing focus on implementing long-term approvals plans to enhance planning and certainty regarding approval requirements for the Life of Mine ('LOM') given the depth, complexity and timing associated with these application processes.

At 29Metals, we engage with government agencies throughout the life of our projects as part of the planning and approvals processes for each of our operations. Our dedicated Environment teams provide support across the operations during all stages of approvals. In turn, the site teams are supported by subject matter experts in our corporate offices.



Responsible use of natural resources

We are dedicated to responsibly managing our use of finite natural resources and safeguarding the environment throughout all phases of our business, including exploration, development, operations, rehabilitation, and closure.

Water

The responsible and efficient management of water at our operations is a high priority.

To guide this process, water management plans ('WMPs') that outline the correct procedures for water abstraction, reuse and discharge are in place at both operations to support compliance with the regulations and stakeholder expectations. The WMPs safeguard water resources used by or interacting with mining activities to mitigate the risk of significant impact to environment.

Several water management programs were implemented at 29Metals' operations in 2023, as described below:

Golden Grove

In 2023, technical experts were engaged to update the site Water Balance Model ('WBM') for Golden Grove to include upcoming key projects such as the potential development of the Gossan Valley project. The purpose of a WBM model is to allow forecasting and estimation of on-site water movements and to minimise the potential for non-compliance with conditions relating to water supply.

In addition, the WBM updates will allow 29Metals to include site observations through the Group-operated dashboard. The WBM will be a key tool for Golden Grove to inform future water management activities and needs at the site. The project is in its final stages with the model and dashboard expected to be completed in early 2024.

A water storage options assessment project was also completed in 2023 to identify alternative locations for water storage on site. The assessment compared the feasibility of all water storage options and recommended the best placed for timely design, permitting, procurement and construction. The report was completed in 2023, with implementation to commence in 2024.

During the Reporting Period, a new licence was obtained which allows for abstraction of groundwater from a new water production bore at the future Gossan Valley project site.

The current groundwater monitoring schedule was modified in 2023 to eliminate regional monitoring bores, as the historical data indicated that there is no impact or risk to water quality and quantity.

Dust suppression materials have been investigated and assessed for implementation on-site as another means to reduce reliance on water resources.

28. Water reduction performance cited is to 31 December 2023 and prior to the impact of successive tropical cyclones referred to in 29Metals' announcement regarding the suspension of mining and milling operations. Refer to page 1 for further information.

29. Information regarding the Capricorn Copper Recovery Plan was set out in 29Metals' Investor Presentation entitled "Strategic Update" released to the ASX Announcements platform on 23 May 2023.

30. 2022 water consumption and recycling data for Golden Grove has been restated to align with updated data sources from flowmeters.

Capricorn Copper

Water reduction and management initiatives²⁸, including preparation of the interim water treatment solution and increasing mechanical evaporation capacity on-site, progressed as part of the Recovery Plan²⁹. On-site water treatment contributes to a reduction of overall water levels and is intended to transition the site to a more sustainable long-term water balance, enhance water management flexibility and significantly reduce reliance on freshwater abstraction.

Water management strategies implemented during the Reporting Period as part of the Capricorn Copper Recovery Plan²⁹ included:

- procuring and commissioning a significant increase in the high-efficiency mechanical evaporation on site;
- implementing water treatment recycling in disused settling ponds for use in mining and mineral processing operations, enabling 29Metals to accelerate plans to discontinue abstraction of raw water from environmental sources for operations; and
- evaluating options for automated on-site water treatment plant solutions for long term management.

Throughout 2023, Capricorn Copper has focussed on establishing processes and infrastructure for recycling water for use in processing and mining, with the aim of achieving 100% recycled water for future mining and milling operations.

Total water use, reuse, and recycling at Golden Grove and Capricorn Copper for 2023 compared to the prior corresponding period is set out in **Table 4**, and shows that:

- water use at Capricorn Copper decreased significantly, principally due to the suspension of operations (March to August) and phased restart of operations (from August); and
- Golden Grove water use increased year-on-year, primarily due to increased evaporation combined with decreased rainfall.

Table 4 Water data at 29Metals operations in 2022 and 2023

	Capricorn Copper		Golden Grove	
	2023	2022	2023	2022 ³⁰
Total Water Withdrawn (ML)	760	1,492	1,741	1,010
Total Water Returned to the Environment (ML)	227	1,060	87	259
Total Water Consumed (ML)	351	723	1,173	740
Total Water Recycled from within the process (ML)	1,028	2,292	1,408	1,318
Total Water Reused from Tailings Facility (ML)	0	0	2,481	2,803

Capricorn Copper water reduction Update

29Metals implemented a number of measures to reduce the volume of water held on site following the Extreme Weather Event in March 2023, as part of the Capricorn Copper Recovery Plan.

Rainfall associated with successive tropical cyclones from late January 2024 resulted in further accumulation of water held on site. Refer to page 1.

Responsible environmental stewardship continued

Biodiversity

29Metals is committed to minimising the impact of its business on natural habitat and ecosystems.

At Golden Grove, interactions with aspects of biodiversity are managed through the implementation of our Biodiversity Management Plan ('BMP'). The BMP reflects our commitment to continual improvement and provides a robust and comprehensive method for identifying and managing impacts.

The objectives of the BMP are to:

- list all the sensitive biodiversity values in the environment;
- list the management controls to minimise the operations impacts on the biodiversity values of the area; and
- minimise the adverse impacts of the operations on flora and fauna of the area.

There are no areas of known high biodiversity value in the surrounding region of Golden Grove, however there are vegetation communities and fauna species that must be considered prior to any new disturbance.

During the Reporting Period, an ecological survey was conducted at Capricorn Copper as part of the studies to support preparation of the site's *Progressive Rehabilitation and Closure Plan* ('PRCP'). The desktop review and field work confirmed the following updates to biodiversity values in the region surrounding the operation:

- three fauna species of conservation significance listed under both the EPBC Act, and the *Queensland Nature Conservation Act 1992* (QLD) (the 'NC Act') are known to occur either at Capricorn Copper (or within 50 km): the Ghost bat (*Macroderma gigas*), the Orange leaf-nosed bat (*Rhinonictis aurantia*), and the Purple-necked rock wallaby (*Petrogale purpureicollis*);
- there is one conservation significant flora taxon identified at Capricorn Copper – the Convolvulaceae (*Ipomoea antonschmidii*), listed as near threatened under the NC Act;
- one critically endangered species – the Northern bluetongue (*Tiliqua scincoides intermedia*), and one endangered species, the Night Parrot (*Pezoporus occidentalis*), listed under the EPBC Act may occur within 50 km of Capricorn Copper; and
- ten fauna species of conservation significance under the EPBC Act and/or NC Act may or are likely to occur within 50 km of Capricorn Copper. These include seven birds, two reptiles, and one mammal.

Case study

Managing impacts to Protected Ecological Communities

A portion of the Golden Grove operation intersects with the Minjar and Chulaar Hills vegetation complexes (Banded Ironstone Formation ('BIF') which is considered a protected ecological community). Golden Grove is not directly impacting the vegetation community, and the risk of indirect impact to BIF was considered low. Previous flora studies and the information obtained from the DBCA database have also reported that no significant impacts on the nearby conservation significant vegetation communities, the Minjar and Chulaar Hills Vegetation Complex, from current or proposed mining activities.

The currently understood biodiversity values in the region surrounding Golden Grove include:

- two listed vulnerable fauna species known to exist in the local area under the *Environment Protection and Biodiversity Conservation (EPBC) Act 1999*: Malleefowl (*Leipoa ocellata*) and the Western Spiny Tailed Skink (*Egernia stokesii badi*). The Malleefowl is further listed as vulnerable under the International Union for Conservation of Nature Red List;
- twelve fauna species of conservation significance listed under either the *Wildlife Conservation Act 1950* (WA) or *Environmental Protection and Biodiversity Conservation Act 1999* (Cth) (the 'EPBC Act') that may exist over the managed leases, comprising eight bird, three reptile and one mammal species; and
- identified flora species listed under the *Western Australia Biodiversity Conservation Act 2016* including one Threatened Flora (Declared Rare Flora). There are also 10 species listed on the Western Australia Department of Biodiversity, Conservation and Attractions' ('DBCAs') priority flora list (nine Priority-3 species and one Priority-4 species, as defined by the Department).

As another important measure to protect biodiversity values in the vicinity of Golden Grove operations, 29Metals implements management and eradication programs for introduced species and feral pests. This includes the Muralgarra pastoral lease which covers 126,778 ha that is managed as grazing land by 29Metals as the leaseholder. Introduced flora on the tenements are not listed as Declared Pests (within the Shire of Yalgoo) under the *Biosecurity and Agriculture Management Act 2007* (BAM Act), nor are they listed as Weeds of National Significance ('WONS').

Case study

Malleefowl protection

In 2023, Golden Grove developed a *Malleefowl Management Plan* with the objective of providing guidelines for the effective protection of Malleefowl, and minimising adverse impacts on the species and its associated habitats from the operations at Golden Grove.

The Malleefowl is a ground-dwelling bird found in semi-arid to arid shrublands and low woodlands dominated by mallee vegetation. This species has been formally recognised as rare, threatened with extinction, or having high conservation value, and is protected under Commonwealth and State legislation.

To avoid, mitigate and manage risks to Malleefowl during exploration and mining operations, Golden Grove implements the following controls:

- land clearing and disturbance procedures;
- buffer zones with reduced road speeds in work areas adjacent to active Malleefowl mounds;
- regular feral animal control programs to decrease populations of feral animals near the mine operations;
- significant efforts to control fires on its leases; and
- promptly close trenches to prevent fauna entrapment.



Mine closure and rehabilitation

The successful rehabilitation of the lands disturbed by mining activities to a safe and stable landform aligned with regulatory and community expectations for closure and post-mining land use objectives remains a priority for 29Metals.

Where possible, land disturbed by our operations is rehabilitated progressively to minimise risks of environmental impacts and demonstrate the success of proposed land management.

Our mine closure plans ('MCPs') include rehabilitation plans for disturbed lands, remediation requirements for contaminated lands and end-uses for land and infrastructure. Rehabilitation and post-mine land use considerations are integral to initial approvals and are progressively updated and implemented during each mine's operational life.

As part of Capricorn Copper's transition to the PRCP framework implemented in Queensland, a gap analysis was completed in 2023. Studies required for the PRCP are underway with submission due in June 2024. The analysis and studies that will be undertaken to support the development of the PRCP include:

- soil studies and rehabilitation monitoring;
- closure specific floodplain modelling;
- groundwater modelling of closure scenarios;
- geochemical testing of waste rock;
- final void water balance assessments;
- final landform design; and
- geotechnical studies.

At Golden Grove, the following MCPs were submitted to DEMIRS during the Reporting Period:

- the MCP for the fifth lift of TSF3; and
- MCPs were developed to incorporate the proposed Waste Rock Dump ('WRD') extension (now approved) and LOM TSF4 projects (currently under assessment by DEMIRS).

The 2023–2025 Rehabilitation Plan for Golden Grove will be updated in 2024 to include the outcomes of the rehabilitation material investigations conducted by technical experts in 2023. The updates will include a more efficient use of topsoil and trials of proposed soil blending ratios. This will allow a greater understanding of potential growth mediums and topsoil conservation leading to better rehabilitation success in the future.

At Golden Grove, a preliminary capping material inventory was also conducted on the waste rock currently stored on the WRD to understand its suitability as capping material for the proposed final landforms. Initial results indicated the material is suitable for use in capping to prevent or minimise seepage post closure. Further detailed material characterisation and mapping of material is scheduled for 2024.

The Golden Grove team also submitted the site's annual Mining Rehabilitation Fund ('MRF') report to the regulator for the past financial year with no material changes. The purpose of the MRF is to calculate an annual mining rehabilitation levy for each of the mining tenements associated with Golden Grove.

Table 5 shows a summary of disturbed and rehabilitated land at each operating site for 2023 and the prior corresponding period.

Table 5 29Metals' operational sites land disturbance and rehabilitation

	Capricorn Copper		Golden Grove	
	2023	2022	2023	2022
Mining lease area (ha)	1,293	1,293	12,917	12,917
Disturbance (ha)	245	245	723	712
In progress rehabilitation area (ha)	0.32	0	0	0
Completed rehabilitation area (ha)	15.5	15.5	1.3	1.3

There were no changes to the Capricorn Copper disturbance area, and a minor area rehabilitated completed during the Reporting Period (0.32 ha). Golden Grove cleared 11 ha of new area to support approved expansion projects and rehabilitated 429 drill holes related to the extensive exploration campaign that took place over the Reporting Period. Note that exploration drill pads were previously rehabilitated, with only the holes closed out in 2023. This has significantly reduced the exploration historical disturbance area, however, it did not result in an overall increase in the area of completed rehabilitation.



Responsible environmental stewardship continued

Waste management

29Metals is committed to the effective management of waste, including the responsible management of tailings.

At 29Metals, waste is handled in accordance with our waste management plans. Our waste management plans describe controls to manage mineral and non-mineral waste to meet regulatory commitments and Group standards. The primary objective of these plans is to ensure that our waste management practices do not adversely impact environmental values or the health, welfare and amenity of people.

At our operations, waste streams are categorised as tailings generated from processing, waste rock generated from mining and non-mineral industrial (general and hazardous) waste generated from all other mining adjacent activities.

Wastes at 29Metals are generally managed in accordance with established management plans including:

- Tailings Management Plans ('TMP');
- Waste Rock Management Plans ('WRMP'); and
- Non-Mineral Waste Management Plans ('NWMP').

Tailings

Tailings are the residual material from the processing of mined ore. Tailings includes the waste rock and the water left behind from mining operations and extraction of the metal. Tailings typically have the consistency of fine sand and contain waste processing chemicals and residual metals and minerals.

TSFs are engineered structures specifically designed and constructed to safely store tailings. TSFs have a finite storage capacity, with capacity increased through progressive extensions of the facility wall height (referred to as 'lifts').

In some cases, other facilities may be used to store tailings, such as decommissioned open pit mining areas such as the Esperanza Pit ('EPit') at Capricorn Copper. Tailings may also be utilised as backfill in the form of paste (employed at both Capricorn Copper and Golden Grove) or cemented hydraulic fill (employed at Golden Grove). Information regarding 29Metals' TSFs is included in **Table 6**.

Table 6 TSFs at 29Metals operating sites

	TSF	Construction method	Status
Site Capricorn Copper	Esperanza TSF ('ETSF')	Engineered TSF, upstream lifts	In use. Lift application underway to increase capacity
	Esperanza Pit ('EPit')	NA, previously mined open cut pit	At capacity, tailings deposition ceased in January 2022 Application underway to resume tailings deposition in this facility for an interim period pending application, approval and construction of a proposed new TSF (TSF3)
	Mammoth	Engineered TSF, upstream lifts	Decommissioned in the 1980s
Site Golden Grove	TSF 1	Engineered TSF, upstream lifts	At capacity, no longer in use
	TSF2	Engineered TSF, upstream lifts	Existing tailings being reclaimed for use in paste backfill underground
	TSF3	Engineered TSF, upstream lifts	In use. Additional lift approved in Q1 2023

TSFs are regulated structures and are subject to comprehensive regulatory requirements, including periodic inspections and management system audits.

At Capricorn Copper, the ETSF is monitored using a TSF Tilt Sensor, which provides instantaneous live monitoring of the TSF, including seismic activity. This monitoring is managed by the Processing team, while the Environment team performs monthly inspections of the TSF and works through actions with the Process department. Annual audits and surveys of the structures by qualified engineers are also required by relevant permit conditions which are implemented in partnership between the relevant departments.

Effectively managing and reusing our mine wastes

Waste rock is extracted during the mining process to access the mineral bearing ore. When exposed to surface conditions some of this waste rock is susceptible to oxidation processes that can potentially lead to Acid and Metalliferous Drainage ('AMD'). 29Metals implements monitoring and management programs to prevent adverse impact to the receiving environment.

Reviews and updates to 29Metals' monitoring and management programs were undertaken during the Reporting Period.

Golden Grove

Golden Grove developed an Interim Waste Rock Management Plan (the 'IWRMP') as part of Gossan Hill WRD extension design in partnership with geochemical subject matter experts. The IWRMP was developed to provide an understanding of the nature of the waste rock to be deposited on the WRD and outline methods for the management of the material to reduce risk to the surrounding environment. The IWRMP was updated in Q4 2023. The updated plan – the Operational Waste Rock Management Plan ('OWRMP') – is a live working document. The OWRMP is being implemented with the approval and construction of the proposed WRD extension.

A staged geochemical sampling and test work campaign started in 2023 to characterise the waste rock, determine robust AMD classification criteria, and inform management on the IWRMP/OWRMP. Stage 1 of the campaign, comprising a comprehensive sampling program to determine the variability of sulphur and carbon across the different lithologies associated with the decline, waste rock and ore, was completed in Q3 2023. Stage 2 of the campaign started in Q4 2023 and involves the selection of a subset of samples from Stage 1 that was subject to both standard and specialised geochemical test work as well as static leachate test work. This will be used to develop an initial set of AMD classification criteria for the identification of Potentially Acid-Forming ('PAF') and Non-Acid Forming ('NAF') materials. Stage 3 of the campaign is scheduled to commence in 2024.

Mining waste during the Reporting Period is set out in **Table 7**.

Table 7 Mineral waste tonnage at 29Metals' operations

	Unit	Capricorn Copper		Golden Grove	
		2023	2022	2023	2022
Total waste mined	Tonnes	130,227	300,501	567,308	868,661
Solids in tailings	Tonnes	431,257	1,630,181	1,368,044	1,335,631
Total mineral waste generated	Tonnes	561,484	1,930,682	2,761,325	2,204,292
Total mineral waste reused	Tonnes	33,773	183,367	541,253	647,433
Percentage of mineral waste reused	Percentage	6%	9%	20%	29%

Other mining waste management

Industrial waste associated with mining operations and surface activities are included in the category of other mining waste at 29Metals' operations.

Waste management plans at both of our operations serve as the guiding framework for managing other mining waste in accordance with our regulatory commitments. Our waste management approach aims to reduce waste through the prevention, reduction, recycling and reuse of waste produced across our operations. We continue to investigate options to minimise the volumes of non-mineral general waste, while conducting waste educational sessions with our workforce to ensure they are informed about specific waste management procedures.

Non-mineral waste, or general waste is segregated into materials for landfill or for off-site recycling which is tracked by licenced waste removal contractors with volumes reported in Appendix B5.

The Golden Grove non-mineralised waste management plan was updated in 2023 to include legal requirements, identification of waste streams generated, demarcation of segregated material disposal areas, and responsible personnel.

Waste management initiatives at Golden Grove

- As part of the recycling program at Golden Grove, furniture removed during the upgrade of the mess was donated to the nearby Yalgoo Community in Q4 2023 for re-use; and
- Golden Grove formulated a plan to review the waste disposal and recycling procedures in 2023. As a result, potential vendors have been identified who can help to improve the removal and recycling of all the waste streams. Conversations with some of these vendors began in 2023 and the collaboration is expected to start in 2024.



Case study

Collaborative partnership with Yalgoo Hospital reduces wastage and cost

The Golden Grove Nursing team identified an opportunity to work together with the Yalgoo Hospital in a shared resource approach to reduce waste and cost.

"Under the new partnership, Golden Grove will acquire an initial stock of the different cartridges we require for our iStat machine on site, which is used to analyse blood samples," explained Occupational Health Nurse Jessie Vanderelst.

"As the cartridges approach their expiry date we will swap them with the hospital – who use the cartridges more frequently – for newer cartridges."

The new approach will reduce waste and cost with all cartridges being used before their expiry date.

Responsible environmental stewardship continued

Action on Climate Change

We are committed to contributing to the global effort to minimise contributions to global warming while seeking to mitigate the risks posed by Climate Change.

TCFD

As part of our 2021 Sustainability & ESG Report, we launched our roadmap for reporting aligned to TCFD recommendations. An outline and progress of our three-year TCFD Roadmap is set out below.

29Metals Actions

	2022	2023	2024
TCFD Recommendation Element	Governance ✓ Continue to build and enhance Board and Management climate education sessions	✓ Continuous improvement in internal oversight <i>Continuous improvement through developing and actioning the Capricorn Copper Recovery Plan</i>	Continuous improvement in internal oversight
	Strategy	⚠ Integrate climate change into strategy to consider risks and opportunities	Undertake climate scenario analysis, and disclose on process and outcomes in annual reporting
	Risk Management ✓ Integrate climate change risks and opportunities into risk management framework	⚠ Continuous improvement in risk management actions and monitoring	
	Metrics and Targets ✓ Completed emissions profile assessment (Scope 1 and Scope 2) for existing operations to inform development of emissions reduction plan and target setting	⚠ Set credible external medium-term absolute emissions or emissions intensity reduction targets (Scope 1 and Scope 2) <i>The project was scoped in September 2023 and is ongoing</i>	
		⚠ Integrate reduction target(s) metrics into internal and external reporting processes	
		⚠ Assess emissions profile (Scope 3) for existing operations to inform the development of an emissions reduction plan <i>Work was completed in 2022 to assess Scope 3 emissions and establish a 2021 baseline. The results were presented in the 2022 Sustainability & ESG Report.</i>	Monitor and report progress against targets, with related metrics integrated into internal and external reporting processes

Greenhouse gas emission profile

In 2022, we transitioned to reporting emissions on a calendar year basis, in-line with our annual reporting for emissions calculations as per the Greenhouse Gas Protocol.

The Reporting Period for the National Pollution Inventory ('NPI') and National Greenhouse Gas Emissions Reporting Scheme ('NGERS') results are from July–June annually and are reported in Appendix B2 – B3.

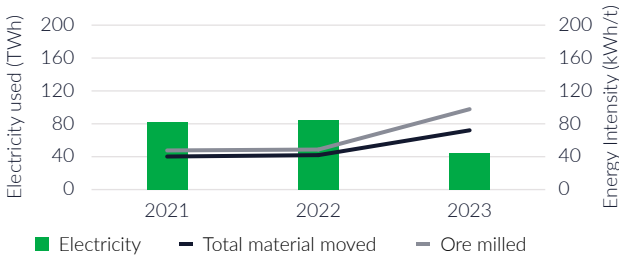
This year, we removed the emissions intensity of greenhouse gases against ore mined as it closely resembled the intensity against ore milled and did not provide additional insights into our operations. These calculations are still able to be made from the data provided in Appendix B1 for transparency. Instead, we have introduced emissions intensity against the total material mined, encompassing both ore containing our products and the waste material moved to access the ore.

Additionally, we have also introduced the total electricity imported alongside the already reported Scope 2 emissions indicator. This addition of electricity usage and Scope 2 emissions enhances transparency, distinguishing reductions in Scope 2 emissions resulting from the emissions intensity of the electricity grid, from improvements in energy efficiency of our operating activities.

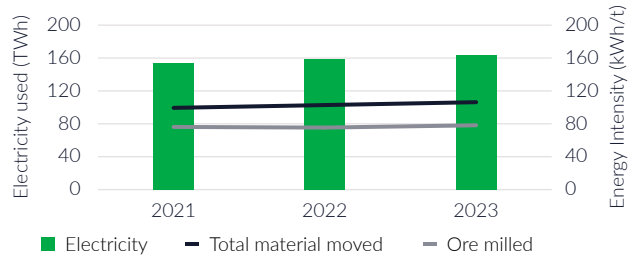
Capricorn Copper's greenhouse gas emissions in 2023 were nearly half that of 2022. However, the emissions intensities tripled for the amount of material moved and doubled for the ore processed. These heightened intensities reflect the impact of an Extreme Weather Event in March 2023³¹, where production significantly decreased while energy consumption for non-productive activities, such as operating dewatering pumps and repairing infrastructure damage, increased.

31. Refer to: "Impact of Extreme Rainfall on Capricorn Copper Operations" released to the ASX announcements platform on 9 March 2023; "Capricorn Copper Operations Update" released to the ASX announcements platform on 15 March 2023; and "Strategic Update" released to the ASX announcements platform on 23 May 2023.

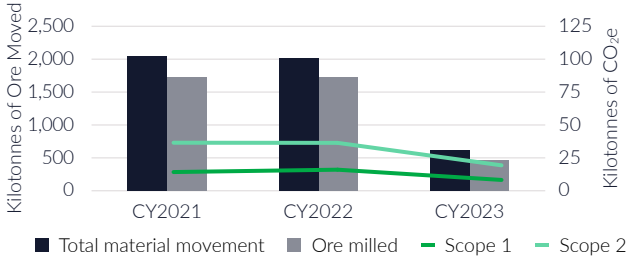
**Electricity used and intensity
Capricorn Copper**



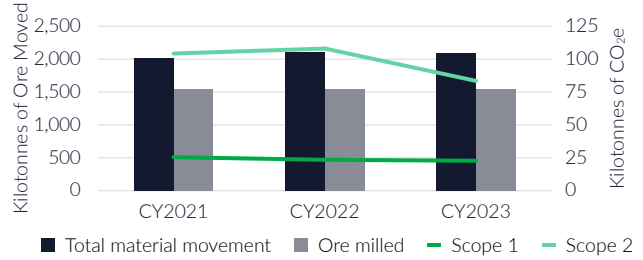
Golden Grove



**Mining and milling intensity
Capricorn Copper**



Golden Grove



Golden Grove reduced Scope 1 and 2 emissions while maintaining similar production levels, resulting in reduced emission intensities for material mined and ore processed. Despite the reduction in Scope 2 emissions, this is not reflected in the electrical energy intensity, showing that the decrease in greenhouse gas emissions is attributed to the reduction in emissions associated with generating electricity provided in the grid.

Using the GHG protocol, an emissions profile assessment for Scope 1 and 2 emissions was completed for the calendar year 2021 period and has been adopted by 29Metals as a baseline for reporting and emissions reduction purposes. 2023 emissions are shown in the charts above alongside emissions for the prior corresponding period and the 2021 (baseline) year.

Industry collaboration and special projects

In addition to the calculation of emissions across our operations and offices, there have been a number of initiatives during the Reporting Period to assess opportunities to reduce the Group’s emissions profile. This is in recognition that meaningful action on Climate Change will require innovation and investment that, in turn, will require collaboration with other mining industry participants and beyond.

Targeted collaboration highlights included:

- engaging a third party to assess Scope 1 and 2 emissions and assist 29Metals to develop a practical emissions reduction road map, considering the dominance of Scope 2 and limited market-ready mobile plant electrification options. This project is ongoing into 2024;
- support of the CopperString 2032 project which, once constructed, will link northwest Queensland to the east coast electricity market and, importantly, provide access to renewable energy projects proposed to be developed along the CopperString 2.0 corridor;
- consideration of opportunities to replace diesel powered equipment such as dewatering pumps with battery/electric at Capricorn Copper; and
- investigating behind the meter solution power options and opportunities, including criteria to look at emissions reduction options, in conjunction with evaluating power supply options at Golden Grove before existing power supply arrangements fall due for renewal.

Responsible environmental stewardship priorities in 2024

Topic	2024 priority
Water management	Reduce water inventory at Capricorn Copper ³²
Climate Change	Implement actions in 29Metals’ roadmap to align with TCFD recommendations, including setting credible external emission reduction targets (Scope 1 and Scope 2)
Tailings management	Implement long-term tailings strategies at both operating sites ³² , including implementation of recommendations for enhancing tailings management practices aligned to the ICMM’s Global Industry Standard for Tailings Management
Closure planning	Continued focus on progressive rehabilitation and closure planning

32. Water reduction and long term tailings capacity are two of the key enablers identified by 29Metals for a successful and sustainable restart of operations at Capricorn Copper. Refer to page 1.

Partnering with stakeholders

We are committed to building and maintaining long-term and sustainable relationships with key stakeholders, reflective of our long-life mines, including:

- engaging with the communities around our operating sites to understand community concerns, priorities and opportunities for sustainable benefits;
- utilising collaboration to realise meaningful benefits for stakeholders;
- open and frequent communications with our workforce, and encouraging feedback and the raising of concerns; and
- maintaining positive relationships with regulatory authorities, built on a foundation of delivery against our obligations.





Our performance

2023 Sustainability & ESG priorities

Progress

Develop a framework for stakeholder engagement, including community partnership arrangements, contributions to support community programs and the promotion of local business and employees

There has been a concerted effort to enhance engagement at Capricorn Copper to keep the community and key stakeholder informed of recovery efforts and operational projects

Golden Grove has a detailed stakeholder engagement register, and have contributed to community programs, scholarships, the SHINE program, as well as supporting local businesses

Continue to identify opportunities to collaborate with subject matter experts, OEMs and peers to improve Sustainability & ESG outcomes

Collaboration continued with Byrnegut to understand S&ESG collaboration opportunities and share knowledge. Byrnegut are our largest contractor and have a global reach, meaning partnerships will have greater impact than work independently. A measure of success includes Byrnegut facilitating metal health first aid training for 29M employees at the same time as for their own employees, resulting in efficiencies in resources and being able to impact a larger proportion of the total workforce

Continue stakeholder and community engagement regarding priorities for Sustainability & ESG activities

Stakeholder and community engagement continued, including with First Peoples, and new initiatives have been developed

Community Consultative Committees were established to seek stakeholders' engagement on operations matters

29Metals is committed to building and maintaining long-term and sustainable relationships with key stakeholders. We continue to conduct regular formal and informal stakeholder engagement activities, including one-on-one meetings, consultation groups, and written communications.

During and following the Extreme Weather Event at Capricorn Copper³³ our stakeholders expressed concerns about the impact of the event on the site, including the volume of water held on site. To work in partnership and instil trust, we had regular engagement with the workforce, contractors and suppliers, regulators and the local community on the recovery plan and water management.

When operations were suspended at Capricorn Copper following the Extreme Weather Event³³, we implemented a flexible working arrangement for our employees since all the workforce was not needed on site during that period.

Our critical employees, comprising approximately 50% of the total workforce, were retained on site. Additionally, 36 team members were seconded to other sites, while some employees were stood down or placed on annual leave.

No redundancies were made during this time. We also conducted consultation meetings with our workforce at Capricorn Copper following the event. These meetings were facilitated by department managers, and human resources representatives for individuals, ensuring firsthand information was communicated to them.

To strengthen Sustainability & ESG measures with our goods and services providers, a revision to the pre-qualification process occurred during the Reporting Period. New suppliers for goods and services, as well as those which had not previously undergone a prequalification process, went through the new process to ensure the new standards are being met.

We strongly believe in clear communication and people related items such as performance objectives and development. Therefore, information on business key results and projects is communicated quarterly to the workforce through the Town Hall process.

33. Refer to: "Impact of Extreme Rainfall on Capricorn Copper Operations" released to the ASX announcements platform on 9 March 2023; "Capricorn Copper Operations Update" released to the ASX announcements platform on 15 March 2023; and "Strategic Update" released to the ASX announcements platform on 23 May 2023.

Partnering with stakeholders continued

Cultural heritage

29Metals is committed to working with First Peoples to identify, manage and protect cultural heritage, with our primary objective to avoid impacts to cultural heritage.

Both operations strive to maintain a positive relationship with First Peoples communities. This involves conducting cultural heritage surveys, engaging with these groups to identify and address any potential concerns or impacts on culturally significant matters, and keeping First People's stakeholders informed regarding our operating activities.

Prior to any ground disturbing works cultural heritage surveys and clearances are completed with the relevant First Peoples group. If a new potential heritage site is discovered, the established protocol requires halting of operations, the creation of a buffer zone around the area, the submission of a heritage notice, and the formulation of additional heritage management plans in consultation with traditional owners.

Case study

A cultural heritage survey for the Gossan Valley project

At Golden Grove, a cultural heritage survey was conducted in the Gossan Valley project area by Heritage Link in collaboration with the Badimia People. The main objective of this survey was to identify sites of potential heritage significance and historic conservation sites. This work was one of the last remaining steps prior to compiling a submission for regulatory approvals. The survey was a collaborative effort between Environmental Officer Luke Tebbit and Health & Safety Advisor Jeff Holt, accompanying the Heritage team. This collaboration not only enriched the team's knowledge and experience, but also reinforced the strong working relationships that 29Metals has established with the Badimia People.



Community partnerships

We are focused on ensuring communities benefit from our growth and development. We aim to create positive and lasting socio-economic capacity, prosperity, and benefits for communities.

We continue to promote local community engagement through initiatives such as internship opportunities. During the Reporting Period, ongoing support was provided to programs that offer education opportunities for underprivileged girls in the Geraldton region, as well as the Capricorn Copper internship program for Kalkadoon people, called the Indigenous Internship Program. This Kalkadoon Indigenous Internship Program provides hands on experience for Kalkadoon people from the region to support a potential career in the mining industry.

Both 29Metals' operations have Community Advisors in place to provide a direct liaison between the site and the community. At Capricorn Copper, a community newsletter and email address was created to ensure quicker access to, and response from, the Community Advisor.

At 29Metals we communicate with the communities in the areas of our operations through multiple channels. These include Community Consultative Committee ('CCC') meetings for each operation. The purpose of CCC is to provide an open, honest and transparent formal communication process between the local community and the operation to discuss community interests and opportunities. The CCC is comprised of representatives of community and other interested/relevant stakeholders that are active participants in the local community and represent the community's values and issues. At Capricorn Copper, the environmental regulator (DESI) also generally participates in CCC meetings.

A copy of the minutes of the meetings is forwarded to each CCC member.

Community consultation and the Extreme Weather Event

During and following the Extreme Weather Event in March 2023³⁴, keeping community and other stakeholders informed was a key priority. Similarly, updating the community regarding our actions to address the damage caused by the event and to reinstate water management infrastructure was a focus of the site team throughout the balance of 2023.

Engaging transparently with the community and other stakeholders will form an important part of 29Metals' work during the suspension of mining and milling operations announced on 26 March 2024, as well as 29Metals' plans for a successful and sustainable restart.

Refer to [page 1](#)

34. Refer to: "Impact of Extreme Rainfall on Capricorn Copper Operations" released to the ASX announcements platform on 9 March 2023; "Capricorn Copper Operations Update" released to the ASX announcements platform on 15 March 2023; and "Strategic Update" released to the ASX announcements platform on 23 May 2023.

Case study

Kalkadoon Internship Program

Capricorn Copper recommenced the four-month Community Internship Program during the Reporting Period. It is as an employee attraction and development initiative designed to engage First People local youths in an Environmental Field Technician role to expose them to the profession and provide transferrable skills. Twenty-five applications were received for the two available roles at the end of 2023. While two were hired for the Environmental Field Technician roles, Capricorn Copper worked with the Youth Justice Group to find placements for the remaining applicants throughout the local community and are happy to report that all have been awarded professional placements. The program has also facilitated the longer-term placement of two local candidates with our contractors, Steelcon and Programmed.

Direct and indirect economic benefits

29Metals is a significant employer in the regions where we operate. We aim to create positive social changes in communities through local procurement, business development, mentoring and capacity building.

We invest in our local communities and contribute to local prosperity and sustainability. We contribute to building more diversified regional economies and communities by offering new opportunities for local businesses.

As detailed in **Table 8** (over-page) there was an increase in the proportion of total spending on suppliers located in the host state and Australian suppliers during the Reporting Period. However, the overall local expenditure experienced a slight decrease in 2023 compared to 2022. This reduction was attributed to the fact that, despite the business being local, some of the recipients of the payments were located in other states, leading to these expenditures not being classified as local spending.

Modern slavery

29Metals acknowledges its responsibility to identify and address modern slavery in its operations and supply chains and is fully committed to meeting its obligations under the *Modern Slavery Act 2018* and other applicable laws in any jurisdiction where 29Metals conducts business.

29Metals is committed to developing and maintaining systems and processes to detect and reduce the risk of modern slavery in 29Metals' supply chain. We prohibit the use of all forms of modern slavery in our operations and require each person working for 29Metals' to respect and work to uphold human rights. We require that our suppliers, contractors, consultants, joint venture partners and business partners follow the same high standards as we do. Suppliers must not engage in any form of modern slavery and must adhere to all applicable laws in the jurisdictions in which they operate.



Case study

Building capacity in the mid-west of WA

29Metals is proud to support students through the Geraldton University Hollomby Foundation. The Foundation provides support to people from the Mid-West of Western Australia to fulfil their dreams and build capacity in our region, and also grants awards each year to individuals to recognise performance of those students who are being support.

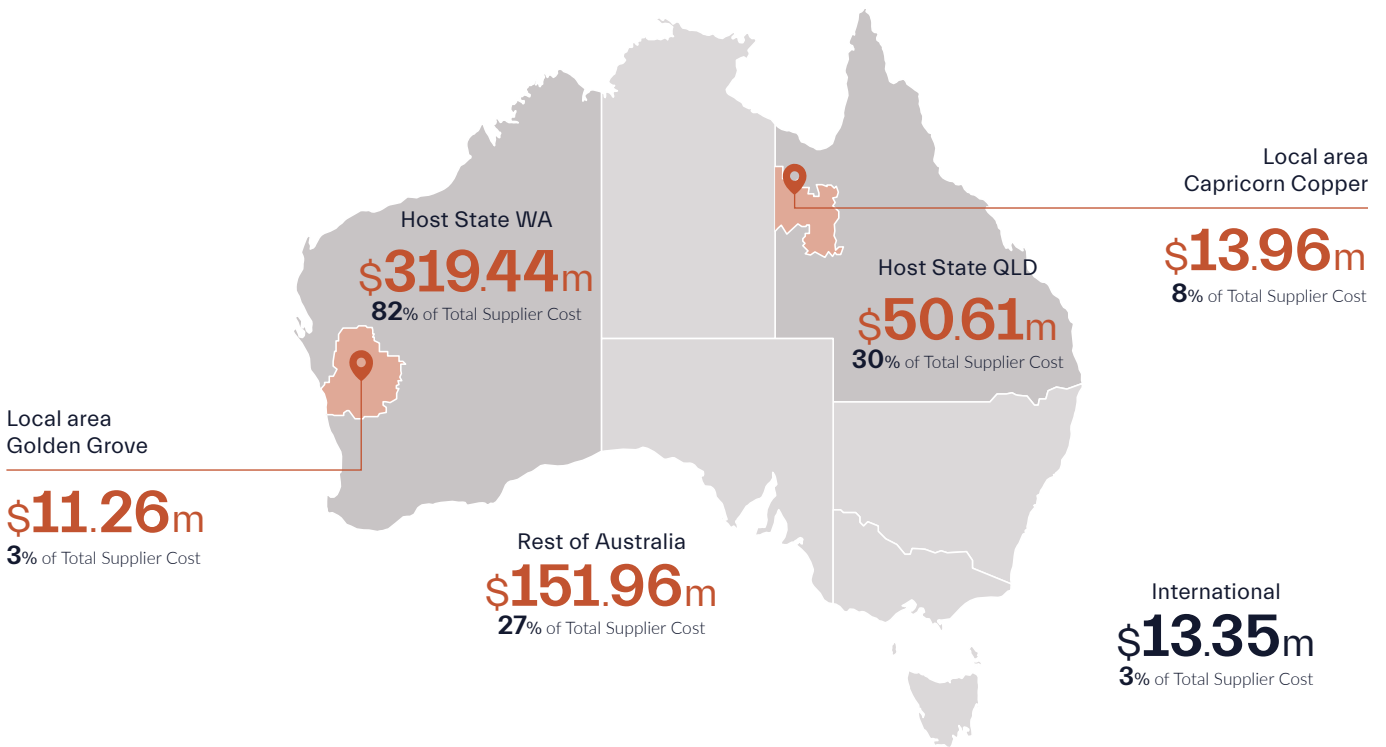
Emma Smith was presented the 2023 award in recognition of her performance in her Bachelor of Education studies.

Partnering with stakeholders continued

Table 8 29Metals' direct and indirect economic contributions

	Capricorn Copper		Golden Grove	
	2023	2022	2023	2022
Total Local Spend	15,726,407	21,332,093	18,622,292	19,623,985
Total taxes	1,335,147	1,164,218	2,164,658	-12,950,485
Proportion of total spend to Australian suppliers (%)	100	89	97	94
Proportion of total spend to suppliers in host state (%)	30	30	82	72
Proportion of total spend to suppliers in host region (%)	8	8	3	4

Origin supplier costs



Partnering with Stakeholder priorities in 2024

Topic	2024 priority
Community engagement	<p>Design and implement an agreed community engagement program at each operating site</p> <hr/> <p>Continue to identify opportunities to collaborate with subject matter experts, OEMs and peers to improve Sustainability & ESG outcomes</p> <hr/> <p>Continue stakeholder and community engagement regarding priorities for Sustainability & ESG activities</p>
Responsible and ethical business practices	<p>Continuing engagement with our workforce, highlighting workplace behaviour</p> <hr/> <p>Fostering an environment where workplace participants have the confidence to raise concerns</p>

Abbreviations

Term	Description
AMD	Acid and Metalliferous Drainage
ASX	Australian Securities Exchange
AUD	Australian dollar
BAM Act	<i>Biosecurity and Agriculture Management Act 2007 (WA)</i>
BG4	Underground search and rescue training to assist rescue team in retaining knowledge of the process of benching (inspecting, assembling, and testing)
BIF	Banded Ironstone Formation
BMP	Biodiversity Management Plan
CCC	Community Consultative Committee
CCE	Critical Control Engagement
CCV	Critical Control Verification
CEO	Chief Executive Officer
CO ₂	Carbon dioxide
CO ₂ e	Carbon dioxide equivalent
CRM	Critical Risk Management
Cth	Commonwealth
CY	Calendar Year
DBCA	WA Government, Department of Biodiversity, Conservation and Attractions
DEMIRS	WA Government, Department of Energy, Mines, Industry Regulation and Safety
DESI	Queensland Government, Department of Environment, Science and Innovation (formerly, the Queensland Government, Department of Environment and Science)
DPM	Diesel particulate matter
DSA	Design Storage Allowance
EPBC Act	<i>Environment Protection and Biodiversity Conservation Act 1999 (Cth)</i>
EMS	Environmental Management System
EP Act WA	<i>Environmental Protection Act 1986 (WA)</i>
EP Act QLD	<i>Environmental Protection Act 1994 (QLD)</i>
EPit	Esperanza Pit
EPO	Environmental Protection Order
ERT	Emergency Response Team
ESG	Environmental Social and Governance
ESO	Emergency Services Officer
ESS	Esperanza South sub-level cave
ETSF	Esperanza Tailings Storage Facility
GHG	Greenhouse gas
GISTM	Global Industry Standard on Tailings Management
GJ	Gigajoule
GRI	Global Reporting Initiative
HSEC	Health, Safety, Environment and Community
ICMM	International Council on Mining and Metals
IFRS	International Financial Reporting Standards
ISO	International Organisation for Standardisation
IWRMP	Interim Waste Rock Management Plan
km	Kilometers
km ²	Square kilometers
LOM	Life Of Mine
LPG	Liquefied petroleum gas
LTI	Lost Time Injury
LTIFR	Lost Time Injury Frequency Rate, reported per million workhours on a rolling 12-month basis

Term	Description
MAQS	Management and Quality System
MCD	Mill Creek Dam
MCP	Mine Closure Plan
ML	Megalitre
mmhr	Million man hours
MP	Mining Proposal
MRF	Mining Rehabilitation Fund
MS	Management System
MSMS	Mine Safety Management System
mtpa	Million tonnes per annum
MWh	Megawatt hour
MWh/kt	Megawatt hour per kilotonne
NAF	Non-Acid Forming
NC Act	<i>Nature Conservation Act 1992 (QLD)</i>
NGERS	National Greenhouse Emissions Reporting Scheme
NPI	National Pollutant Inventory
NWMP	Non-Mineral Waste Management Plan
OH&H	Occupational Health and Hygiene
OEM	Original Equipment Manufacturer
OWRMP	Operational Waste Rock Management Plan
PAF	Potentially Acid-Forming
PIP	Performance Improvement Program
PPE	Protective Personal Equipment
PRCP	Progressive Rehabilitation and Closure Plan
Q	Quarter
Qld	Queensland
RCS	Respirable Crystalline Silica
RFI	Request For Information
RL	Relative Level
ROM	Run Of Mine
RPE	Respiratory Protective Equipment
SAI 360	Cloud-hosted reporting software, implemented at Golden Grove
SIFR	Significant Incident Frequency Rate
TCFD	Task Force on Climate-Related Financial Disclosures
tCO ₂ -e	Tonnes of carbon dioxide equivalent
tCO ₂ -e/kt	Tonnes of carbon dioxide equivalent per kilotonne
TEAMS	Transparency, Excellence, Accountability, Mutual Respect, and Safety First
TEL	Temporary Emission Licence
TRI	Total Recordable Injuries
TRIFR	Total Recordable Injury Frequency Rate, reported per million workhours on a rolling 12-month basis
TSF	Tailings Storage Facility
WA	Western Australia
WBM	Water Balance Model
WGEA	Workplace Gender Equality Agency
WHS	Work Health Safety
WIMNET	Women in Mining Network
WMP	Water Management Plan
WONS	Weeds Of National Significance
WRD	Waste Rock Dump

Appendix A: stakeholder engagement

Stakeholder	Stakeholder groups	Areas of interest	Engagement avenues
Employees and contractors	<p>29Metals employees and contractors at:</p> <ul style="list-style-type: none"> ▪ Mine sites ▪ Exploration projects ▪ All offices including head office in Melbourne 	<ul style="list-style-type: none"> ▪ Safety and wellbeing – safety management and performance ▪ Our economic performance – business strategy ▪ Talent attraction and retention – values and behaviours, working conditions, work plans, remuneration and benefits, career opportunities ▪ Diversity – equal opportunity 	<ul style="list-style-type: none"> ▪ Safety meetings ▪ Daily prestart meetings ▪ Monthly meetings ▪ Management and CEO presentations ▪ Emailed and hardcopy updates ▪ Group and individual site intranets ▪ Cultural and people development programs and training ▪ Annual workforce engagement Survey
Communities	Host and regional communities	<ul style="list-style-type: none"> ▪ Group and operations performance ▪ Stakeholder relationships – local business support ▪ Environmental management and compliance – environmental impacts and management ▪ Public interaction with operations – health and safety impacts ▪ Economic sustainability – future financial viability ▪ Post-closure community expectations and community and regional development – impacts on local communities, community investment and development 	<ul style="list-style-type: none"> ▪ Community investment projects ▪ Quarterly reporting ▪ Meetings ▪ Local media ▪ Sponsorships
Suppliers	<ul style="list-style-type: none"> ▪ Businesses from which to purchase products and services 	<ul style="list-style-type: none"> ▪ Economic performance of the business 	<ul style="list-style-type: none"> ▪ Meetings ▪ Quarterly reporting
Government	<ul style="list-style-type: none"> ▪ Regulators and government authorities with responsibilities for the areas where we operate ▪ Local, state and federal governments (Australia and Chile) 	<ul style="list-style-type: none"> ▪ Government relations – compliance with permits and licences, social policy and fiscal regimes applicable to the resources sector ▪ Community and regional development – engagement with host and local communities, community investment and development, market access ▪ Environmental management and compliance – environmental impact management, product stewardship 	<ul style="list-style-type: none"> ▪ Statutory and licence reporting ▪ Meetings ▪ Written communication
Investment community	<ul style="list-style-type: none"> ▪ Retail investors ▪ Domestic and International institutional investors ▪ Analysts and brokers ▪ Stock commentators and ratings agencies ▪ Debt providers 	<ul style="list-style-type: none"> ▪ Group performance ▪ 29Metals share price – earnings and production results, share price performance against industry peers ▪ Growth strategy including acquisitions, projects and exploration ▪ Commodity and market outlook ▪ Board and governance ▪ Group responsibility and sustainable development 	<ul style="list-style-type: none"> ▪ Market releases ▪ Quarterly reports, half-year and full year financial reports, annual reports ▪ Investor meetings and site visits ▪ Shareholder communications ▪ Annual General Meeting
Non-government organisations	<ul style="list-style-type: none"> ▪ Non-government organisations ▪ Special interest groups 	<ul style="list-style-type: none"> ▪ Community and regional development – impacts on local communities, community investment and development, community health, local infrastructure development and investment ▪ Public interaction with operations – interactions with local communities ▪ Human rights ▪ Prevention of bribery and facilitation payments ▪ Workforce localisation ▪ Environmental management and compliance – environmental impacts and management ▪ Post-closure community expectations ▪ Management decision making – governance, risk management, Board composition and operation 	<ul style="list-style-type: none"> ▪ Sustainability & ESG Report ▪ Meetings ▪ Website content

Stakeholder	Stakeholder groups	Areas of interest	Engagement avenues
Media	<ul style="list-style-type: none"> ▪ Local and regional media in the areas of our operations ▪ Finance and resources media internationally 	<ul style="list-style-type: none"> ▪ Potential for interest in all material issues, particularly those of current interest to other stakeholders 	<ul style="list-style-type: none"> ▪ Market releases ▪ Website content
Industry	<ul style="list-style-type: none"> ▪ Other mining businesses ▪ Industry associations ▪ TAFE training providers ▪ Unions 	<ul style="list-style-type: none"> ▪ 29Metals share price – earnings and production results, share price performance against industry peers ▪ Acquisition investment – project announcements and acquisition programs ▪ Management decision making – governance, risk management, Board composition and operation ▪ Stakeholder relationships and government relations – support for industry initiatives, involvement in industry, support for industry specific training and development 	<ul style="list-style-type: none"> ▪ Membership of industry groups ▪ Representation on executive and working group committees ▪ Sponsorship and support of technical training institutions and industry associations
Local non-government stakeholders	<ul style="list-style-type: none"> ▪ Landowners ▪ First People groups ▪ Non-governmental organisations (NGOs) ▪ Local businesses ▪ Mining industry peers 	<ul style="list-style-type: none"> ▪ Group and operations performance ▪ Stakeholder relationships – local business support ▪ Environmental management and compliance ▪ Public interaction with operations – health and safety impacts ▪ Community and regional development ▪ Post-closure community expectations and regional development – impacts on local communities, community investment and development 	<ul style="list-style-type: none"> ▪ Community investment projects ▪ Quarterly reports ▪ Meetings ▪ Written communications ▪ Local media ▪ Sponsorships ▪ Sustainability & ESG Report

Appendix B: data performance tables

Emissions

B1: GHG Protocol emissions data (1 January 2021 – 31 December 2023 Reporting Period)

		Capricorn Copper			Golden Grove		
		2021	2022	2023	2021	2022	2023
Scope 1 GHG emissions							
Total	Tonnes of CO₂e	14,169	15,996	8,217	25,461	23,476	22,845
Intensity	Tonnes of CO ₂ e/kt material moved	6.92	7.94	13.23	12.64	11.13	10.92
	Tonnes of CO ₂ e/kt ore milled	8.19	9.24	17.94	16.50	15.18	14.83
Scope 2 GHG emissions							
Total	Tonnes of CO₂e	36,511*	36,407	19,258	104,339	108,106	83,455
Intensity	Tonnes of CO ₂ e/kt material moved	17.83	18.07	31.00	51.80	51.26	39.91
	Tonnes of CO ₂ e/kt ore milled	21.09	21.03	42.05	67.62	69.88	54.19
Scope 1 + 2 GHG emissions							
Total	Tonnes of CO₂e	50,680	52,403	27,475	129,800	131,582	106,300
Intensity	Tonnes of CO ₂ e/kt material moved	24.75	26.01	44.22	64.44	62.39	50.83
	Tonnes of CO ₂ e/kt ore milled	29.28	30.27	59.99	84.12	85.06	69.03
Electricity							
Electricity Purchased	MWh	84,909.30**	84,354.45	44,787	153,439.32	158,979.43	163,638.14
Intensity	MWh/kt material moved	40.19	41.87	72.09	76.18	75.38	78.25
	MWh/kt ore milled	47.55	48.73	97.79	99.44	102.77	106.26
Diesel							
Diesel Combusted	kL	5,156***	5,788	3,007	9,304	8,575	8,352
Intensity	kL/kt material moved	2.52	2.87	4.84	4.62	4.07	3.99
	kL/kt milled	2.98	3.34	6.57	6.03	5.54	5.42

* Scope 2 Emissions are half of NERS numbers for CY 2021 as data unable to be verified prior to this.

** Electricity Purchased estimated based on Scope 2 emissions divided by 0.43 (NWMP emission factor).

*** Estimated based on intensity as first half of CY 2021 data was unable to be verified prior to this.

B2: NGERs reporting (1 July 2020 – 30 June 2023)

GHG Emissions		Capricorn Copper			Golden Grove		
		2021	2022	2023	2021	2022	2023
Scope 1 GHG emissions							
Carbon Dioxide	Tonnes of CO ₂ e	12,331	15,884	11,854	25,906	24,079	24,199
Methane	Tonnes of CO ₂ e	17	22	17	37	34	34
Nitrous Oxide	Tonnes of CO ₂ e	70	47	36	74	71	70
Perfluorocarbons	Tonnes of CO ₂ e	0	0	0	0	0	0
Hydrofluorocarbons	Tonnes of CO ₂ e	0	0	0	0	0	0
Sulphur Hexafluoride	Tonnes of CO ₂ e	0	2	2	15	16	17
Total	Tonnes of CO ₂ e	12,418	15,955	11,909	26,032	24,200	24,320
Intensity	Tonnes of CO ₂ e/ kilotonnes ore mined	6.86	9.31	11.20	19.07	15.90	16
	Tonnes of CO ₂ e/ kilotonnes ore milled	6.80	9.22	10.84	20.34	15.64	17
Scope 2 GHG emissions							
Total	Tonnes of CO ₂ e	66,677	37,015	28,236	98,385	107,446	80,601
Intensity	Tonnes of CO ₂ e/ kilotonnes ore mined	36.84	21.60	26.55	72.08	70.60	54
	Tonnes of CO ₂ e/ kilotonnes ore milled	36.50	21.38	25.70	76.86	69.45	55
Scope 1 + 2 GHG emissions							
Total	Tonnes of CO ₂ e	79,095	52,970	40,145	124,417	131,646	104,921
Intensity	Tonnes of CO ₂ e/ kilotonnes ore mined	43.70	30.90	37.74	91.15	86.50	70.3
	Tonnes of CO ₂ e/ kilotonnes ore milled	43.29	30.60	36.53	97.20	85.10	71.4
Energy consumption							
Diesel	Kilolitres	3,727	5,811	4,359	9,500	8,824	8,851
Electricity purchased from grid	Kilowatt hours	82,317,635	85,762,470	65,648,775	144,683,580	158,009,088	157,574,580
Total energy consumed	Gigajoule	482,141	548,645	412,064	902,448	928,396	925,678

Appendix B: data performance tables continued

B3: Significant air emissions (NPI Reporting Period 1 July 2020 – 30 June 2023)

		Capricorn Copper			Golden Grove		
		2021	2022	2023	2021	2022	2023
Nitrogen Oxides	Kilogram	77,680	110,781	80,621	193,270	153,655	161,951
Sulphur Oxides	Kilogram	58	98	71	172	142	148
Volatile organic compounds	Kilogram	4,539	8,667	10,287	16,406	11,916	12,615
Particulate matter 10µm	Kilogram	5,368,826	541,949	440,331	1,070,109	1,020,727	1,073,662
Particulate matter 2.5µm	Kilogram	5,303	7,554	5,686	13,288	10,288	10,825

B4: Water management

		Capricorn Copper			Golden Grove		
		2021	2022	2023	2021	2022*	2023
Water withdrawn							
Surface water	Megalitres	686	964	314	0	0	0
Borefield	Megalitres	0	0	0	347	317	605
Dewatering	Megalitres	428	528	446	910	693	1,137
Third-party water	Megalitres	0	0	0	0	0	0
Water returned to the environment							
Surface water	Megalitres	0	1,060	227	320	259	87
Managed aquifer recharge	Megalitres	0	0	0	0	0	0
Third-party water	Megalitres	0	0	0	0	0	0
Water consumed							
Ore processing facilities	Megalitres	743	668	219**	910	693	1,137
Dust suppression and construction	Megalitres	0	55	77	0	47	37
Water recycled within the process facility							
Water treatment plant	Megalitres	1,570	1,952	1,000	134	0	0
Mine water clarifier	Megalitres	0	0	0	149	1,318	1,408
Reverse osmosis	Megalitres	335	340	28	0	0	0
Water reused from tailings within the process							
Tailings decant return	Megalitres	0	0	0	2,768	2,803	2,481

* 2022 water consumption and recycling data for Golden Grove has been restated to align with updated data sources from flowmeters.

** Additional 55ML water used in the paste plant and for underground.

B5: Waste management

		Capricorn Copper			Golden Grove		
		2021	2022	2023	2021	2022	2023
Mining waste							
Total waste mined	Tonnes	337,662	300,501	130,227	1,014,468	868,661	567,308
Solids in tailings	Tonnes	1,676,460	1,630,181	431,257	1,245,943	1,335,631	1,368,044
Total mineral waste generated	Tonnes	2,014,122	1,930,682	561,484	2,260,411	2,204,292	2,761,325
Total mineral waste re-used	Tonnes	62,136	183,367	33,773	833,705	647,433	541,253
Percentage of mineral waste re-used	Percent	3%	9%	6%	37%	29%	20%
Non-hazardous waste							
Class A water	Kilolitres	0	0	0	134,200	149,660	142,367
General waste to offsite landfill	Meters ³	3,300	0	0	0	0	0
General waste to onsite landfill	Tonnes	0	486	475	450	348	1,257
Glass	Tonnes	0	0	0	5	0	0
Cardboard	Tonnes	0	0	0	33	2	2
Steel	Tonnes	290	350	0	151	89	57
Aluminium	Tonnes	0	0	0	6	6	3
Hazardous waste							
Oil	Litres	85,000	21,000	23,663	15,000	5,720	3,080 (kg)
Grease	Litres	0	5,000	7,000	70	0	5 (kg)
Batteries	Count	0	0	0	147	107	2,360 (kg)
Hydrocarbon contaminated waste	Grams/meters ³	0	2	5	2.17 m ³	10,887 kg	12,020 (kg)
Sanitary and clinical waste	Meters ³	0	2	1	0	0	5
Septic	Litres	0	1,800,000	1,076,000	0	0	0

B6: Mine closure and rehabilitation

		Capricorn Copper			Golden Grove		
		2021	2022	2023	2021	2022	2023
Land Use							
Mining lease area	Hectare	1,293	1,293	1,293	926	12,917	12,917
Disturbance	Hectare	245	245	245	626	712	723
In progress rehabilitation area	Hectare	0	0	0.3	246	0	0
Completed rehabilitation area	Hectare	15.5	15.5	15.5	0	1.3	0

Appendix B: data performance tables continued

B7: Hygiene management

		Capricorn Copper			Golden Grove		
		2021	2022	2023	2021	2022	2023
Hygiene Monitoring							
RCS exceedances	Number	19	29	3	8	9	5
Noise exceedances	Number	46	21	5	19	6	10
Diesel particulate matter exceedances	Number	0	0	0	0	0	0
Inhalable dust exceedances	Number	0	2	0	1	3	1
Lead and inorganic compounds, dust and fumes exceedances	Number	0	0	0	2	1	0

B8: Workforce data

Workforce		Capricorn Copper				Golden Grove				Head office			
		2022		2023		2022		2023		2022		2023	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total employees	Number	163		133		247		233		21		25	
Full time	Number	137	25	110	23	215	31	203	27	14	6	15	8
Part time	Number	1	0	0	0	0	1	1	1	0	1	0	1
Permanent	Number	135	25	103	21	208	29	197	25	14	7	15	9
Fixed term	Number	2	0	7	2	7	3	7	3	0	0	0	0
Temporary	Number	1	0	0	0	0	0	1	0	0	0	0	1

		Group					
		2021		2022		2023	
		Male	Female	Male	Female	Male	Female
By employee category and gender							
Board (inc MD & CEO)	Number	3	2	3	2	4	3
Management (inc Executives, MD & CEO)	Number	16	3	19	5	25	7
Professional & Supervisory	Number	110	18	194	50	145	32
Skilled Labour	Number	46	3	99	9	139	12
Semi-skilled Labour	Number	39	15	31	0	13	10
Unskilled Labour	Number	16	5	21	0	8	0

		Group		
		2021	2022	2023
Employee new hires				
Male	Number	70	195	85
	Rate (%)	26	45	78
Female	Number	18	34	24
	Rate (%)	63	8	22
Under 20	Number	0	2	2
	Rate (%)	0	0	2
20-29	Number	22	43	27
	Rate (%)	19	10	25
30-49	Number	44	124	53
	Rate (%)	19	29	49
50-59	Number	12	46	23
	Rate (%)	15	11	21
Over 60	Number	10	14	4
	Rate (%)	28	3	4
Capricorn Copper	Number	19	124	23
	Rate (%)	35	29	21
Golden Grove	Number	56	96	72
	Rate (%)	29	22	66
Head office	Number	13	9	14
	Rate (%)	0	2	13

		Group		
		2021	2022	2023
Employee turnover				
Male	Number	62	90	112
	Rate (%)	23	21	83
Female	Number	14	16	23
	Rate (%)	44	4	17
Under 20	Number	0	1	0
	Rate (%)	0	0	0
20-29	Number	17	17	23
	Rate (%)	31	4	17
30-49	Number	33	53	70
	Rate (%)	22	12	52
50-59	Number	17	25	25
	Rate (%)	19	6	19
Over 60	Number	9	10	17
	Rate (%)	28	2	13
Capricorn Copper	Number	18	41	53
	Rate (%)	33	10	39
Golden Grove	Number	58	64	71
	Rate (%)	31	15	53
Head office	Number	0	1	11
	Rate (%)	0	0	8

Appendix B: data performance tables continued

B9: Health and Safety

		Capricorn Copper			Golden Grove		
		2021	2022	2023	2021	2022	2023
Work related ill health							
Fatalities as a result of work-related ill health for employees	Number	0	0	0	0	0	0
Cases of recordable work-related ill health for employees	Number	0	0	0	41	12	13
Fatalities as a result of work-related ill health for non-employee workers	Number	0	0	0	0	0	0
Cases of recordable work-related ill health for non-employee workers	Number	0	0	0	0	0	0

		Capricorn Copper			Golden Grove		
		2021	2022	2023	2021	2022	2023
Safety							
Fatality	Number	0	0	0	0	0	0
Total Recordable Injuries	Number	15	8	4	21	21	13
Total Recordable Injury Frequency Rate (TRIFR)	Rate	14.1	7.0	5.6	11.5	11.3	7.1
Lost Time Injury Frequency Rates (LTIFR)	Rate	1.9	1.8	1.4	0	1.6	1.6
Permanent Incapacitated Injury	Number	0	0	0	0	0	0
	Days lost	0	0	0	0	0	0
Lost Time Injury (up to 7 days)	Number	0	0	0	0	2	0
	Days lost	0	0	0	0	8	0
Lost Time Injury (> 7 < 21 days)	Number	2	1	1	0	0	0
	Days lost	29	14	19	0	0	0
Lost Time Injury (> 21 days)	Number	0	1	0	0	1	3
	Days lost	0	66	0	0	35	144
Restricted Work Injury (up to 7 days)	Number	0	1	0	2	1	1
	Days lost	0	1	0	12	4	5
Restricted Work Injury (> 7 days)	Number	0	2	0	16	12	11
	Days lost	0	38	0	671	776	533
Medical Treatment Injury	Number	13	3	4	3	5	2
First Aid Injury	Number	48	66	57	94	88	80
Significant Potential Incident	Number	8	4	4	21	13	11

B10: Stakeholder engagement

		Capricorn Copper			Golden Grove		
		2021	2022	2023	2021	2022	2023
Community consultation							
Regular formal engagement events	Number	2	2	4	10	10	2
Informal engagement events	Number	0	6	8	5	3	5
Formal meetings	Number	2	3	6	20	8	7
Informal meetings	Number	5	2	11	10	5	4

B11: Direct and indirect economic benefit

Procurement practices		Capricorn Copper			Golden Grove		
		2021	2022	2023	2021	2022	2023
Local spend							
Donations	\$AUD	5,000	7,775	4,091	380,000	48,884	112,500
Goods purchased locally	\$AUD	4,114,604	2,204,924	1,514,787	1,501,239	5,577,344	5,397,937
Local contractors	\$AUD	12,774,440	17,417,240	12,313,901	35,657,899	7,933,080	5,777,573
Local training costs	\$AUD	8,550	0	1,650	12,209	12,990	61,763
Salaries and wages (local employees)	\$AUD	305,992	1,702,153	1,891,978	5,678,734	6,051,687	7,272,519
Total	\$AUD	17,208,586	21,332,093	15,726,407	43,230,081	19,623,985	18,622,292
Other							
Salaries & wages not included in local spend	\$AUD	9,415,489	21,912,884	23,628,583	33,235,064	32,743,481	35,654,960
Royalties expenses	\$AUD	12,792,285	12,964,609	4,910,811	18,366,780	20,833,394	17,082,737
Government agencies	\$AUD	181,662	2,699,589	2,730,726	776,996	882,265	901,439
Total	\$AUD	22,389,436	37,577,082	31,270,121	52,378,840	54,459,139	53,639,136
Taxes							
Payroll	\$AUD	509,711	1,164,218	1,335,147	2,224,159	2,091,549	2,164,658
Income tax paid	\$AUD	4,481,631	0	0	22,571,817	2,981,639	0
Income tax refund	\$AUD	0	0	0	0	-18,023,673	0
Total	\$AUD	4,991,342	1,164,218	1,335,147	24,795,976	-12,950,485	2,164,658
Origin supplier costs							
Local area	\$AUD	16,902,594	19,877,887	13,961,424	37,551,347	13,547,043	11,261,149
Host state	\$AUD	72,403,332	78,863,472	50,610,498	247,086,482	246,505,864	319,437,834
Rest of Australia	\$AUD	140,945,413	134,835,760	104,065,840	48,527,039	64,537,938	47,898,401
International	\$AUD	1,644,887	28,794,213	222,321	7,908,838	19,371,160	13,348,640
Total	\$AUD	231,896,226	262,371,332	168,860,083	341,073,706	343,962,006	391,946,025
Proportion total spend							
Australian suppliers	%	99	89	99.9	98	94	97
Host state	%	31	30	30	83	72	82
Host region	%	7	8	8	11	4	3

B12: Reportable incidents

Compliance		Capricorn Copper			Golden Grove		
		2021	2022	2023	2021	2022	2023
Non-compliance with environmental laws and regulations	Number	15	5	6	3	5	3
Confirmed incidents of corruption	Number	0	0	0	0	0	0
Incidents of violations involving the rights of indigenous peoples	Number	0	0	0	0	0	0
Incidents of discrimination	Number	0	0	0	0	0	0

Appendix C: GRI content index

GRI Standard/ Other source	Disclosure	Location	Omission/notes
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-1 Organisational details	2023 S&ESG Report – About this report, Page 1	29Metals' registered office is Level 2, 150 Collins Street, Melbourne VIC 3000 Australia
	2-2 Entities included in the organisation's sustainability reporting	2023 S&ESG Report – About this report, Page 1	
	2-3 Reporting Period, frequency and contact point	2023 S&ESG Report – About this report, Page 1	
	2-4 Restatements of information	2023 S&ESG Report – Responsible environmental stewardship – Responsible use of natural resources – Water, Page 25 2023 S&ESG Report – Safety – Lagging safety indicators 2023, Page 15 2023 S&ESG Report – Appendix B: B4	
	2-5 External assurance	-	No external assurance has been sought for 2023.
	2-6 Activities, value chain and other business relationships	2023 Annual Report – About 29Metals, Page 8	There were no significant changes during the Reporting Period regarding 29Metals' size, structure or supply chain.
	2-7 Employees	2023 S&ESG Report – Appendix B: B8	
	2-9 Governance structure and composition	2023 S&ESG Report – Governance, Page 5 2023 Corporate Governance Statement	
	2-10 Nomination and selection of the highest governance body	2023 Corporate Governance Statement	
	2-11 Chair of the highest governance body	2023 Corporate Governance Statement	
	2-12 Role of the highest governance body in overseeing the management of impacts	2023 S&ESG Report – Governance, Page 5 2023 Corporate Governance Statement	
	2-13 Delegation of responsibility for managing impacts	2023 S&ESG Report – Governance, Page 5 2023 Corporate Governance Statement	
	2-14 Role of the highest governance body in sustainability reporting	2023 S&ESG Report – Governance, Page 5 2023 Corporate Governance Statement	
	2-15 Conflicts of interest	2023 Corporate Governance Statement	
	2-16 Communication of critical concerns	Whistleblower Policy Workplace Behaviour Policy	
	2-17 Collective knowledge of the highest governance body	2023 Corporate Governance Statement 2023 Annual Report – Directors' Report, Page 81	
	2-18 Evaluation of the performance of the highest governance body	2023 Corporate Governance Statement	
	2-19 Remuneration policies	2023 Annual Report – Remuneration Report, Page 110	
	2-20 Process to determine remuneration	2023 Annual Report – Remuneration Report, Page 110	
	2-22 Statement on sustainable development strategy	2023 S&ESG Report – <i>Our Approach to Sustainability & ESG</i> , Page 3	
	2-23 Policy commitments	2023 S&ESG Report – Governance, Page 5 2023 Corporate Governance Statement	
	2-24 Embedding policy commitments	2023 S&ESG Report – Governance, Page 5 2023 Corporate Governance Statement	

GRI Standard/ Other source	Disclosure	Location	Omission/notes
GRI 2: General Disclosures 2021 (continued)	2-25 Processes to remediate negative impacts	2023 S&ESG Report – Governance, Page 5 2023 Corporate Governance Statement Whistleblower Policy Workplace Behaviour Policy Anti-Bribery and Corruption Policy Code of Conduct	
	2-26 Mechanisms for seeking advice and raising concerns	Whistleblower Policy Workplace Behaviour Policy	
	2-27 Compliance with laws and regulations	2023 S&ESG Report – Appendix B: B12 2023 S&ESG Report – Responsible environmental stewardship – Environmental performance, Page 24	
	2-28 Membership associations	-	29Metals does not have a significant role in any membership associations outside of routine membership dues.
	2-29 Approach to stakeholder engagement	2023 S&ESG Report – Materiality, Page 10, Partnering with stakeholders, Page 32, and Appendix A (stakeholder engagement)	
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2023 S&ESG Report – Materiality, Page 10	
	3-2 List of material topics	2023 S&ESG Report – Materiality, Page 10	
Economic performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 S&ESG Report – Partnering with stakeholders – Direct and indirect economic benefits, Page 35 2023 Annual Report – Operating and financial review, Page 88	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2023 Annual Report – Operating and financial review, Page 88 2023 Annual Report – Consolidated statement of cash flows, Page 139 2023 S&ESG Report – Appendix B: B11	
	201-3 Defined benefit plan obligations and other retirement plans	2023 Annual Report – Remuneration Report, Page 110	
Procurement practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 S&ESG Report – Partnering with stakeholders – Direct and indirect economic benefits, Page 35 2022 Modern Slavery Statement Modern Slavery Policy	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	2023 S&ESG Report – Appendix B: B11	
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 S&ESG Report – Governance, Page 5 2023 Corporate Governance Statement Anti-Bribery and Corruption Policy	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		This GRI requirement is considered not applicable as there is a low risk of corruption operating in Australian jurisdiction.

Appendix C: GRI content index continued

GRI Standard/ Other source	Disclosure	Location	Omission/notes	
GRI 205: Anti-corruption 2016 (continued)	205-2 Communication and training about anti-corruption policies and procedures		This GRI requirement is considered not applicable as there is a low risk of corruption operating in Australian jurisdiction.	
	205-3 Confirmed incidents of corruption and actions taken	2023 S&ESG Report – Appendix B: B12		
Tax				
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 Annual Report – Notes to the consolidated financial statements, Page 140		
GRI 207: Tax 2019	207-1 Approach to tax	2023 Annual Report – Notes to the consolidated financial statements, Page 140, 2022 Tax Transparency Report		
	207-2 Tax governance, control, and risk management	2023 Annual Report – Notes to the consolidated financial statements, Page 140, 2022 Tax Transparency Report		
	207-3 Stakeholder engagement and management of concerns related to tax	2023 Annual Report – Notes to the consolidated financial statements, Page 140		
	207-4 Country-by-country reporting	2023 Annual Report – Notes to the consolidated financial statements, Page 140		
Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 S&ESG Report – Responsible environmental stewardship – Action on Climate Change, Page 30		
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	2023 S&ESG Report – Appendix B: B2		
	302-3 Energy intensity	2023 S&ESG Report – Appendix B: B1 and B2		
Water and effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 S&ESG Report – Responsible environmental stewardship – Water, Page 25 Environment Policy		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	2023 S&ESG Report – Responsible environmental stewardship – Water, Page 25		
	303-2 Management of water discharge-related impacts	2023 S&ESG Report – Responsible environmental stewardship – Water, Page 25		
	303-3 Water withdrawal		2023 S&ESG Report – Responsible environmental stewardship – Water, Page 25	
			2023 S&ESG Report – Appendix B: B4	
	303-4 Water discharge	2023 S&ESG Report – Appendix B: B4		
303-5 Water consumption	2023 S&ESG Report – Appendix B: B4			
Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 S&ESG Report – Responsible environmental stewardship – Mine closure and rehabilitation, Page 27		
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	2023 S&ESG Report – Responsible environmental stewardship – Biodiversity, Page 26		
		2023 S&ESG Report – Responsible environmental stewardship – Mine closure and rehabilitation, Page 27		
	304-2 Significant impacts of activities, products and services on biodiversity	–	No significant impacts of activities, products and services on biodiversity were identified in 2023.	
	304-3 Habitats protected or restored	–	No habitat areas are required to be protected or restored in 2023.	
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	2023 S&ESG Report – Responsible environmental stewardship – Biodiversity, Page 26			

GRI Standard/ Other source	Disclosure	Location	Omission/notes
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 S&ESG Report – Responsible environmental stewardship – Action on Climate Change, Page 30 Climate Change Position Statement	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2023 S&ESG Report – Appendix B: B1 and B2	
	305-2 Energy indirect (Scope 2) GHG emissions	2023 S&ESG Report – Appendix B: B1 and B2	
	305-4 GHG emissions intensity	2023 S&ESG Report – Appendix B: B1 and B2	
	305-6 Emissions of ozone-depleting substances (ODS)		This GRI requirement is considered not applicable as 29Metals does not generate significant amount of ozone-depleting substance.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2023 S&ESG Report – Appendix B: B3	
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 S&ESG Report – Responsible environmental stewardship – Waste management, Page 28 Tailings Management Position Statement Environment Policy	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	2023 S&ESG Report – Responsible environmental stewardship – Waste management, Page 28	
	306-2 Management of significant waste-related impacts	2023 S&ESG Report – Responsible environmental stewardship – Waste management, Page 28	
	306-3 Waste generated	2023 S&ESG Report – Appendix B: B5 2023 S&ESG Report – Responsible environmental stewardship – Waste management, Page 29	
	306-4 Waste diverted from disposal	2023 S&ESG Report – Appendix B: B5	
	306-5 Waste directed to disposal	2023 S&ESG Report – Appendix B: B5	
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 S&ESG Report – Governance, Page 5	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2023 S&ESG Report – Appendix B: B8	

Appendix C: GRI content index continued

GRI Standard/ Other source	Disclosure	Location	Omission/notes
Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 S&ESG Report – Safe and inclusive workplace – Safety, Page 14 Health and Safety Policy	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	2023 S&ESG Report – Safe and inclusive workplace – Safety, Page 14	
	403-2 Hazard identification, risk assessment, and incident investigation	2023 S&ESG Report – Safe and inclusive workplace – Safety, Page 14	
	403-3 Occupational health services	2023 S&ESG Report – Safe and inclusive workplace – Hygiene, Page 17	
	403-5 Worker training on occupational health and safety	2023 S&ESG Report – Safe and inclusive workplace – Safety, Page 14	
	403-6 Promotion of worker health	2023 S&ESG Report – Safe and inclusive workplace – Physical and mental health and wellbeing, Page 16	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2023 S&ESG Report – Safe and inclusive workplace – Safety, Page 14	
	403-8 Workers covered by an occupational health and safety management system		All of 29Metals' employees are covered by HSEC Management System. Refer 2023 S&ESG Report – Governance – Health, Safety, Environment and Community Management System, Page 7.
	403-9 Work-related injuries	2023 S&ESG Report – Appendix B: B9	
	403-10 Work-related ill health	2023 S&ESG Report – Appendix B: B7 and B9	
	Diversity and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 S&ESG Report – Safe and inclusive workplace – Inclusion and diversity, Page 19 Inclusion and Diversity Policy	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2023 S&ESG Report – Appendix B: B8	
Non-discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 S&ESG Report – Safe and inclusive workplace – Safety, Page 14 Workplace Behaviour Policy	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	2023 S&ESG Report – Appendix B: B12	

GRI Standard/ Other source	Disclosure	Location	Omission/notes
Rights of Indigenous Peoples			
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 S&ESG Report – Partnering with stakeholders – First Peoples, Page 34 Community Policy	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	2023 S&ESG Report – Appendix B: B12	
Local communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 S&ESG Report – Partnering with stakeholders – Community partnerships, Page 34	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		29Metals' engagement method with local community is stated in Appendix A: stakeholder engagement. Information about percentage of operations with implemented local community engagement, impact assessments or development programs are not available.
	413-2 Operations with significant actual and potential negative impacts on local communities		29Metals' does not have operations with significant actual and potential negative impacts on local communities during the Reporting Period.

Important information

Forward-looking statements

This Sustainability & ESG Report contains certain forward-looking statements and comments about future events, including in relation to 29Metals' businesses, plans and strategies, and expected trends in the industry in which 29Metals currently operates. Forward looking statements can generally be identified by the use of words such as, "expect", "anticipate", "likely", "intend", "should", "could", "may", "predict", "plan", "propose", "will", "believe", "forecast", "outlook", "estimate", "target" and other similar words. Indications of, and guidance or outlook on, future earnings or financial position or performance are also forward looking statements.

Forward-looking statements involve inherent risks, assumptions and uncertainties, both general and specific, and there is a risk that predictions, forecasts, projections and other forward-looking statements will not be achieved. A number of important factors could cause 29Metals' actual results to differ materially from the plans, objectives, expectations, estimates, targets and intentions expressed in such forward-looking statements, and many of these factors are beyond 29Metals' control. Statements or assumptions in this Sustainability & ESG Report as to future matters may prove to be incorrect, and circumstances may change and the contents of this Sustainability & ESG Report may become outdated as a result.

Further, forward-looking statements speak only as of the date of this Sustainability & ESG Report, and except where required by law, 29Metals does not intend to update or revise any forward-looking statements, or to publish prospective financial information in the future, regardless of whether new information, future events or any other factors affect the information contained in this Sustainability & ESG Report.

Nothing in this Sustainability & ESG Report is a promise or representation as to the future, and past performance is not a guarantee of future performance. 29Metals nor its Directors make any representation or warranty as to the accuracy of such statements or assumptions.

Corporate directory

29Metals Limited (ABN 95 650 096 094)

Directors

Mr Owen Hegarty OAM (Chair)

Mr Peter Albert (MD & CEO)

Ms Fiona Robertson AM

Ms Jacqueline (Jacqui) McGill AO

Mr Martin Alciaturi

Ms Tamara Brown

Mr Francis (Creagh) O'Connor

Company secretary

Mr Clifford Tuck

2024 Annual general meeting

21 May 2024

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Stock exchange listing

29Metals Limited fully paid ordinary shares are
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Website

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