

OUR STAKEHOLDER GROUPS AND ENGAGEMENT MECHANISM

STAKEHOLDER GROUP	ENGAGEMENT MECHANISM	FREQUENCY OF ENGAGEMENT	KEY ISSUES RAISED
Employees	<ul style="list-style-type: none"> • Management committees • Stakeholder engagement committee • Performance reviews 	Annual	<ul style="list-style-type: none"> • Health and safety • Training • Sustainability issues
Customers	<ul style="list-style-type: none"> • Contractual agreements 	Monthly	<ul style="list-style-type: none"> • Maintaining relationships
Contractors/suppliers	<ul style="list-style-type: none"> • Meetings • Site visits 	Monthly	<ul style="list-style-type: none"> • Fair and open procurement practices
Local communities	<ul style="list-style-type: none"> • Stakeholder visits and meeting • Management meetings 	Monthly and as required	<ul style="list-style-type: none"> • Community impacts • Social investment • Water use
Native Title Claimant groups	<ul style="list-style-type: none"> • Aboriginal Engagement Coordinator • Meetings held pursuant to the heritage agreements and Native Title agreements 	<ul style="list-style-type: none"> • Quarterly and as required • Meetings held pursuant to the heritage agreements and Native Title agreements 	<ul style="list-style-type: none"> • Employment • Environmental impacts
Shareholders	<ul style="list-style-type: none"> • Quarterly results reporting • Half yearly reporting • Annual reporting • Annual General Meeting • ASX announcements • Website • Investor roadshows, briefings and forums 	Quarterly and as required	<ul style="list-style-type: none"> • Economic performance • ESG considerations
Government and Regulators	<ul style="list-style-type: none"> • Meetings • Reports • Site visits 	Quarterly	<ul style="list-style-type: none"> • Economic performance • Environmental impacts • Community impacts
Industry associations	Meetings	Annually	<ul style="list-style-type: none"> • Economic performance • Environmental impacts • Community impacts
Investment community	<ul style="list-style-type: none"> • ASX announcements • Website • Investor roadshows, briefings and forums 	Quarterly and as required	<ul style="list-style-type: none"> • ESG performance
Solar partners	<ul style="list-style-type: none"> • Meetings • Reports • Site visits 	Monthly and as required	<ul style="list-style-type: none"> • Performance of the solar facility • Promotion of the solar facility as an example of renewables in mining