GENESIS
MINERALS LIMITED

2025

SUSTAINABILITY REPORT

ACN 124 772 041

Acknowledgement of Country

In the spirit of reconciliation, we acknowledge the Traditional Owners and Custodians of country throughout Australia on which we live and work.

- Darlot
- Kakarra Part A
- Marlinyu Ghoorlie
- Nyalpa Pirniku
- Whadjuk Noongar

We recognise the continuing connection to lands, waters and communities. We pay our respect to the Elders past, present and emerging for they hold the memories, the traditions, the culture and hopes of Aboriginal and Torres Strait Islander Australia.

Letter from the Managing Director

On behalf of the entire organisation, I am proud to present our inaugural Sustainability Report, which details the progress Genesis has made in improving our sustainability performance since we began operations in July 2023.

This report signifies an important milestone for our business, and although we have achieved much in a short time, we are only in the early stages of delivering long-term value for all our stakeholders through safe, socially and environmentally responsible practices.

By providing this report annually, we aim to provide stakeholders with valuable insights into our sustainability performance and how we are managing our most material issues to promote social responsibility, environmental stewardship and robust governance practices. Importantly, it reflects our continued commitment to responsible and sustainable mining practices in Australia.

Sustainability is something that our employees told us is important to them when we developed our core values. Whilst this is clearly represented by including “Sustainable” as a core value, collectively our values reflect our belief that accountable and transparent environmental, social and governance practices are not just a nice-to-have, but are an essential foundation of our business.

This report captures the exceptional work our people are doing throughout Genesis. It is an opportunity to communicate the successes and challenges we experience, while demonstrating the responsible way we approach our activities.

Amid a year of growth and strong operational and financial performance, we made substantial progress in scaling our Health, Safety and Environment and Human Resources systems to support the business. This delivered programs that will support a safer workplace and more connected and informed workforce, whilst also adapting to a changing regulatory environment.

During the year we engaged a range of internal and external stakeholders to conduct a materiality assessment to identify the key environmental, social and governance topics that we will prioritise going forward. This assessment will also guide the development of our future sustainability strategy.

Genesis also invested in strengthening our understanding of how climate change could impact the business under various climate and economic scenarios. This work is ongoing and will help improve our resilience and sustainable performance as we are committed to being a responsible and reliable partner in the Leonora and Laverton region for the long term.

Our People First approach continues to guide our activities. In FY25 we conducted our first employee engagement survey, and I’m especially pleased with our results showing 82% of respondents reporting a positive or very positive experience at Genesis. I’m also particularly proud of the enduring connection we have with the communities in and around Leonora and Laverton, the strong relationships with the Traditional Owners and Knowledge Holders of the lands we operate on and I look forward to strengthening these relationships even further.

On behalf of Genesis, it’s a pleasure to be able to share the many areas of progress and positive performance. This work is ongoing, and with plenty still to be done I look forward to sharing in future the continued improvements throughout our business in all facets of sustainable performance.

Yours Faithfully,

Raleigh Finlayson
Managing Director & CEO

About this Report

This is Genesis Minerals' inaugural Sustainability Report which has been developed to provide stakeholders with insights into our management of material sustainability topics and performance between 1 July 2024 to 30 June 2025 (FY25). It should be read in conjunction with the Genesis Minerals FY25 Annual Report and the FY25 Sustainability Databook, which presents additional sustainability performance data. The Sustainability Report applies to the same entities documented in our Annual Report and consolidated financial statements.

The Global Reporting Initiative (GRI) is the primary disclosure framework for this report. We have adopted elements of the Australian Sustainability Reporting Standard (ASRS) S2 for the climate-related disclosures to prepare for mandatory disclosure from FY26. Supporting data tables are provided in the FY25 Sustainability Databook which is available on our company website.

All content and data in our FY25 Sustainability Report is approved by Genesis' Management and the Board of Directors. It has not undergone independent verification or audit.

We welcome any questions and feedback on this Sustainability Report, which can be directed to investorrelations@genesisminerals.com.au.

Forward-looking statements

Some statements in this report regarding future events are forward-looking statements. They include indications of, and guidance on, future matters. Forward-looking statements include, but are not limited to, statements preceded by words such as "planned", "expected", "projected", "estimated", "may", "scheduled", "intends", "anticipates", "believes", "potential", "could", "nominal", "conceptual" and similar expressions. Forward-looking statements, opinions and estimates included in this report are based on assumptions and contingencies which are subject to change without notice, as are statements about market and industry trends, which are based on interpretations of current market conditions.

Forward-looking statements are provided as a general guide only and should not be relied on as a guarantee of future performance. Forward-looking statements may be affected by a range of variables and risks that could cause actual results to differ from estimated results and may cause Genesis' actual performance and financial results in future periods to materially differ from any projections of future performance or results expressed or implied by such forward-looking statements. These risks and uncertainties include but are not limited to liabilities inherent in mine development and production, geological, mining and processing technical problems, the inability to obtain any additional mine licenses, permits and other regulatory approvals required in connection with mining and third party processing operations, competition for among other things, capital, acquisition of reserves, undeveloped lands and skilled personnel, incorrect assessments of the value of acquisitions, changes in commodity prices and exchange rate, currency and interest fluctuations, various events which could disrupt operations and/or the transportation of mineral products, including labour stoppages and severe weather conditions, the demand for and availability of transportation services, the ability to secure adequate financing and management's ability to anticipate and manage the foregoing factors and risks. These and other factors should be considered carefully and readers should not place undue reliance on such forward-looking information. There can be no assurance that forward-looking statements will prove to be correct.

Our Sustainability Approach & Material Topics

Our sustainability approach begins with identifying the social, environmental and governance topics that are most important to our stakeholders, and that we believe can substantially impact our business performance. In FY25, we conducted our first materiality assessment to determine the sustainability topics of utmost importance to Genesis. The assessment was guided by GRI 3: Material Topics 2021 and included evaluation of 22 topics identified by assessing industry standards, sustainability frameworks, peer disclosures and global trends.

An online survey was completed by a sample of internal and external stakeholders including the Board, Executive team, employees, local government, Indigenous groups, communities, regulatory departments, service providers, and investors. Ten material topics emerged as priority topics for Genesis, with the remaining topics identified as important but lower priority in the context of our business. We consolidated the findings into a matrix of material topics which was validated by the Executive group and approved by the Board's Risk and Sustainability Committee.

The materiality assessment will be reviewed and updated every three years or following any significant changes to the business.

The following material topics were identified are covered in this report:

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Governance

Corporate Governance

We are committed to maintaining high standards in all aspects of our corporate governance and disclosure.

The Board is responsible for the overall governance of Genesis, ensuring the Company is properly managed and operated with integrity whilst monitoring and ensuring compliance with all of Genesis' legal obligations relating to the environment, social responsibility, cultural heritage, and occupational health and safety. The Board also reviews and approves this Sustainability Report prior to publication.

The Board has established a Risk and Sustainability Committee that ensures Genesis adopts a strategic approach to sustainability which aligns with our core values and corporate governance principles. The Risk and Sustainability Committee primarily acts as an advisory body to the Board. It may make recommendations on Genesis' risk management systems relating to non-financial risks, governance, sustainability goals, environmental and community commitments, ethical standards, codes of conduct, and compliance protocols. The Committee currently meets at least three times a year, including at least one visit to our operations.

Details of the Board composition, committee representatives, director skills matrix, and remuneration policies are set out in the Genesis Minerals FY25 Annual Report. Our FY25 Corporate Governance Statement and Appendix 4G are available on our website. These documents provide detailed information about governance and Genesis' compliance with the recommendations in the ASX Corporate Governance Council's Principles and Recommendations (4th Edition).

At the executive team level, accountability for sustainability performance sits with Genesis' Chief Operating Officer. Day-to-day management of sustainability is the responsibility of the General Manager Health, Safety, Environment (HSE) and Sustainability, and related activities are administered by the HSE and Sustainability team. Genesis management provides the Risk and Sustainability Committee with six-monthly updates on our sustainability progress and performance.

Business Ethics and Integrity

Ethical business practices are at the core of our operations and are embedded within the Genesis values. We are committed to conducting all business activities with integrity and adhering to all applicable laws and regulations. This commitment extends to our interactions with contract partners, suppliers, Traditional Owners and community groups, where we value transparency and fairness.

We expect a high standard of behaviour from our people including full compliance with the Genesis Code of Conduct, which sets out the principles and standards our Board, management and employees are expected to strive towards, and abide by, when interacting with each other, shareholders and the broader community.

Genesis has a strict policy of zero tolerance for bribery and corruption which extends to our employees, contractors and Directors. Our Anti-Bribery and Corruption Policy, Whistleblower Policy, and Sponsorships and Donations Policy set clear company expectations for transparency and accountability. Our Whistleblower Policy provides protection against retaliation and helps to foster an environment where whistleblowers feel safe to raise concerns or report misconduct without fear of discrimination. Employees can confidentially report any concerns or misconduct to the Company Secretary, Chairman, their supervisor or a member of management, which will be communicated to the Board.

In FY25 Genesis had zero reported cases of bribery or corruption.

Cybersecurity

Genesis maintains a strong focus on reducing our cyber-related risks in an increasingly complicated cyber landscape. This risk is overseen by the Board via the CFO and is regularly reported on. As our business has grown we have built our systems environment with a 'security first' mindset, ensuring that we balance the needs of our employees and stakeholders alongside securing our assets.

In FY25 we further enhanced our systems by migrating to a new fully managed network, and we increased our investment in new server and storage technologies. This has resulted in increased resilience to cyber events and has enabled enhanced disaster recovery. We continued to partner with recognised industry leaders to provide Managed Security Operation Centre services, and we completed our first full security audit with a leading industry partner.

Genesis had no significant cyber breaches in FY25, but we remain vigilant in this space and will continue to invest through the next financial year with a focus on updating our platforms and systems, and adopting new, fit-for-purpose security initiatives.

Social

Safety, Health & Wellbeing

Our 'People First' value reflects an unwavering commitment to the safety, health and overall wellbeing of our workforce, and is crucial to Genesis' long-term success. We recognise that more work must be done throughout the mining industry to prevent fatalities and life-changing events, and in FY25 we continued to strengthen our proactive approach to managing these risks and improving the safety of work through the implementation of our Fatal Risk Management program.

Our workplace culture is underpinned by our ASPIRE core values, with our People First value 'Protect, Respect, Support' central to everything we do. We continue to strengthen and improve our performance by listening to our people to better understand the realities of work and the conditions under which they operate. This is vital in enabling us to learn more about the complexities of everyday work and where improvements are needed to better support safe outcomes.

In FY25 we made significant progress in improving how we capture, analyse and act on Health, Safety and Environment (HSE) data with the development of our new HSE information management system, GenSafe, which was implemented at the beginning of FY26. Designed with end users in mind, GenSafe provides our teams with a streamlined platform for reporting, incident learning, and sharing HSE performance insights to support data-driven decision-making and improved performance.

Safety and Health Performance

LTIFR **0.8**
FY24: 0.0

TRIFR **7.9**
FY24: 8.3

The Fatal Risk Management program was introduced in November 2024 and by the end of the reporting period, Genesis leaders had conducted 2,250 Fatal Risk Control Verifications against a target of 1,938. These activities play a key role in supporting the understanding of fatal risks by people undertaking tasks and ensuring the critical controls required are in place and working effectively.

In FY25 Genesis recorded a Total Recordable Injury Frequency Rate (TRIFR) of 7.9. This represents a 4.8% improvement from FY24. In FY26, Genesis will strengthen the focus of our injury prevention and begin reporting against Serious Injuries[1].

[1] Serious Injuries include Lost Time Injuries + Restricted Work Injuries

Management Systems

Guided by our Health and Safety Policy, we take a risk-based, practical approach to managing health and safety. We have implemented a comprehensive Mine Safety Management System (MSMS) for all our operations to ensure our processes are effective in managing risk and continuously improving the safety of work. Based on the Plan-Do-Check-Act model, our MSMS outlines the framework for managing health and safety risks from work carried out at our operations. Our MSMS applies to all workers present at our sites, including contractors and visitors.

We believe that workforce consultation and engagement is a fundamental component of an effective health and safety management system. Worker participation in health and safety management is described in the site MSMS and is guided by our procedures and training for our general workforce and leaders. Our processes are also designed to ensure our people understand the hazards and risks in the workplace and empower them to report and take action to manage them appropriately. Health and Safety Representatives play a key role in our engagement processes, and our formal communication channels include health and safety committees, pre-start and toolbox meetings, shift handovers and return to work briefings.

Leaders at all levels, from the frontline to our executive, invest time in the field time to engage our teams and improve their understanding of work practices and what our people need to be successful, improve the safety of work and promote health and wellbeing.

Learning from events is a vital component of Genesis' health and safety framework. Governed by our Incident Management Standard, the objective of our incident management process is to improve our understanding of work practices and where our controls work as intended or require improvement, and to identify actions to improve outcomes. Incidents are investigated to understand the factors that led to the event and what actions are required to improve performance in the future and prevent recurrence. Our investigation processes are tiered to ensure incidents with actual or potentially serious consequences undergo more detailed assessment using the Incident Cause Analysis Method (ICAM). In all forums, our culture fosters open and transparent communication in a psychologically safe environment, with our people empowered to share their insights, concerns and ideas to improve.

Training and Competency

High quality training is essential to embed a safe and productive culture and build the capability of our people to effectively identify and manage risks. Training begins with inductions and onboarding, where all employees and contractors are required to complete site-specific inductions which include our expectations for safe and respectful behaviour, key policies and governance requirements, health and safety standards, emergency response plans, hazard identification, environmental responsibilities, and education on key aspects relating to local community and Aboriginal heritage.

Genesis identifies the specific training needs and qualifications required of each role, which are consolidated into a training matrix and regularly updated to ensure currency. We track training completion status through our Training Management System. Competency for a worker to undertake a hazardous task is controlled through our Authority to Work and Permit to Work systems, high-risk activity procedures and clearly defined roles and responsibilities.

Prevention of Fatalities and Life-Changing Injuries

A key focus for improving safety and health during FY25 was the implementation of our Fatal Risk Management program to improve the management of hazards that could result in a fatality or life-changing injury. This program plays a significant role in strengthening our overall safety culture and performance by ensuring the most critical risks within our operations are systematically identified, assessed, controlled and verified. The program categorises 16 potential fatal risks and the critical controls required to prevent fatalities and life-changing injuries in all areas of work. These controls have been embedded throughout our health and safety system and operational processes through the Fatal Risk Management Standards.

As part of this implementation, we revised and developed additional tools and systems to support the program. This includes training for all levels of the workforce on their responsibilities, verification activities, and action management processes. As we learn through everyday work and our verification activities, our teams share fatal risk control improvements across the organisation to ensure we improve our controls in a resilient and sustainable manner.
In FY26 we will continue to progress this work through field coaching, performance reporting, program effectiveness reviews and implementing corrective actions.

Health and Wellbeing

Genesis is committed to fostering a workplace that supports the physical and mental health and wellbeing of our people. Our approach is underpinned by a health management framework that focuses on education, early awareness and identification or risks, prevention, and recovery. Each site assesses and manages health-related hazards through a Health Management Plan which provides an overview of the specific occupational health hazards, applicable monitoring programs and control measures.

During FY25 we improved our pre-employment medical assessment processes to tailor these more closely to the risks associated with specific roles. By customising this process to the specific demands of each role, we are able to reduce the risk or injury or illness through exposure to hazards associated with work activities, improve employee retention, and ensure we are placing people into roles where they can perform to their optimum capability without risk to their health.

Our sites are supported by qualified paramedics and nurses, and through the support of expert consultants we routinely conduct health monitoring to verify the effectiveness of implemented controls and ensure our people are not exposed to health hazards. When injuries occur, our processes prioritise recovery and rehabilitation to enable a safe return to work. All employees also have access to a third-party Employee Assistance Program which provides them with confidential support for personal and work-related issues.

Emergency Preparedness and Response

Genesis has robust emergency management and response processes, structured to address crisis and emergency management at all levels throughout the organisation. Comprising members of the Executive team, the Crisis Management Team (CMT) is responsible for strategic decision-making during crises and ensuring coordinated responses that protect our people, the environment, assets, local communities and other stakeholders, and facilitate effective cooperation with external agencies. The CMT is prepared to handle large-scale emergencies, drawing on a comprehensive understanding of potential risks and response strategies.

At the site management level, Emergency Management Teams (EMT) focus on localised response planning and execution. These teams are trained and equipped to manage emergency situations specific to the operational environment including mining-related incidents, environmental situations and other operational disruptions. They ensure that emergency plans are tailored to the unique characteristics of each site, and consider factors such as geographical location, operational scope, and local community impact.

At the incident scene level, our Emergency Response Teams (ERT) are the first responders to any emergencies. Across the business we have 62 personnel trained in various aspects of emergency response, including firefighting, medical aid, road accident rescue, vertical rescue and hazardous material response. They work closely with local emergency services and have access to state-of-the-art equipment and resources to manage emergency incidents safely and effectively. Our ERTs conduct regular drills and training exercises to ensure they are prepared to act swiftly and efficiently, protecting our people and mitigating risks to our operations.

In November 2024, Genesis ERT members competed in the WA Chamber of Minerals and Energy Underground Emergency Response Competition in Kalgoorlie, WA. Our Leonora Operations ERT delivered an exceptional performance, taking home top honours as Best Overall Team and Best New Team, alongside several awards for indivual performance in leadership, theory and technical skills. Competing alongside some of the best teams in the industry, the team's success demonstrates Genesis' broader commitment to maintaining the highest standards of emergency preparedness, teamwork, and life-saving skills.

Case Study

PROJECT TALO

In 2025 Genesis launched Project TALO, which stands for “Think and Act Like Owners”. The project provides an avenue for all Genesis employees to submit ideas on ways to improve the business by reducing costs, improving safety, lifting productivity, enhancing reporting or making our operations more sustainable.

Whilst increasing revenue and reducing costs is a key goal of TALO, the initiatives often result in positive environmental and social outcomes through improvements in safety, reductions in materials and energy consumption, and extending the useful life of products.

The best ideas are recognised on a quarterly basis through our TALO award program. A number of initiatives have included reduced energy consumption through optimising underground primary ventilation fans, reducing engine oil consumption by extending oil change intervals for some haul trucks, and several upgrades to equipment and infrastructure that have enhanced the safety of our workplace.

TALO demonstrates how business improvement and optimisation can go hand in hand with improved environmental outcomes and safer working conditions for our people.

CAT

People & Culture

Number of Employees

603

FY24: 331

Local Employees

3.2% **Leonora & Laverton**
FY24: 3.0%

1.8% **Kalgoorlie**
FY24: 2.4%

Guided by our ASPIRE core values and People First Framework, Genesis employees, our business partners and visitors are all essential in contributing to a positive and respectful workplace culture. Our 'people first' approach is underpinned by the Genesis Code of Conduct and corporate policies, including our Diversity, Equality and Inclusion Policy. It is supported by procedures and training programs that promote integration with our culture, our leadership and our overall obligations and responsibilities.

In FY25 we implemented a new Human Resources Information System (HRIS) that enables and supports the entire employee lifecycle including recruitment, onboarding, core HR, performance and talent, remuneration and learning. This has empowered both employees and leaders, provided enhanced insights into our people-related activities and data, and provided a platform for future planned initiatives and growth.

Genesis grew to 603 employees in 2025, almost doubling our 331 employees in FY24. Throughout this period, we have focused on attracting and retaining a talented and diverse workforce required to meet the wide range of positions within our business that spans across remote northern Goldfields to our Perth head office. We regularly review our reward framework to ensure it remains externally competitive and reflective of our Company growth whilst ensuring alignment of incentives with Shareholder returns, with in excess of 88% of employees as Genesis shareholders.

Encouragingly, our inaugural FY25 employee engagement survey found that 82% of respondents rated their overall experience at Genesis as positive or very positive, and 99% of employees aligned with our core values.

A culture where employees feel safe to raise concerns or report misconduct without fear of retaliation is a crucial aspect in ensuring the physical and psychological safety of our people. Robust processes are in place for employees and contractors to confidentially report any concerns, issues or misconduct through several channels including their supervisor or manager, Human Resources, senior management, or where required to the Company Secretary or Chairman of the Board. All reports are taken seriously and investigated thoroughly to ensure that conflicts are resolved constructively, and appropriate actions are taken.

Support systems are available to employees to assist them in their professional and personal domains, including counseling, career advice, and support for personal issues. These processes help to ensure our people can seek confidential support when needed and can continue to thrive both at work and at home.

Diversity and Inclusion

Employee Diversity

23%
Female
FY24: 20%

77%
Male
FY24: 80%

3.3%
Indigenous
FY24: 2.4%

Diversity enriches our work environment by introducing fresh perspectives and enhancing creativity, and we are committed to building a workforce that reflects the diverse communities in which we operate. Our inclusion efforts are integrated into our people-related processes and daily operations, and we take steps to ensure hiring and promotions are fair, and free from bias. We hire and manage people based on qualifications and performance, regardless of their gender, age, nationality, race, religious beliefs, cultural background, sexuality, or other attributes protected by law.

At the end of FY25, our workforce of 603 employees was comprised of 23% female and 77% male. We have set (and have achieved) a target of at least 30% female representation on the Genesis Board, and at the end of FY25 two of our seven Board members were female (29%).

Our People and Culture Committee is responsible for setting annual measurable objectives for achieving diversity and inclusion in the workforce. Currently, this involves setting management incentives to embed diversity alongside the achievement of Genesis' key growth deliverables in our five-year strategic plan. These KPIs include increasing the number of women in management positions (Superintendent level and above) by up to 20% by FY27, increasing female representation in the overall workforce to 25% by FY26, and increasing Aboriginal employment to 3% by FY26. These measures are reported to and monitored by the Board and the People & Culture Committee.

Genesis undertakes an annual gender pay gap analysis in accordance with the Australian Government's Workplace Gender Equality Agency (WGEA) guidelines to locate areas of gender and remuneration imbalance. This data is reported annually to WGEA along with other metrics related to workforce composition, policies relating to flexible work arrangements, and prevention of harassment and discrimination. We recognise that employees at all levels have domestic responsibilities, and we aim to adopt flexible working arrangements to assist employees in maintaining a successful career whilst also fostering healthy personal and family arrangements. We also offer funded parental leave for all permanent employees who have been with Genesis for at least six months.

Talent and Development

Genesis has a 'grow our own' philosophy that focuses on developing our people and prioritising internal promotions wherever possible. Succession planning for key leadership roles and preparing future talent is an ongoing focus area. We provide access to professional development activities and educational assistance for our people to take the next step in their careers and build our talent pipeline. The value of this approach is underscored by our employee engagement survey results which showed that 79% of respondents feel there is potential to grow their career at Genesis.

Our training systems and programs are designed to equip our people with the skills and knowledge needed to perform their jobs effectively and to succeed in their roles. To further strengthen the capability of our people and depth of leadership and talent throughout the organisation we have made it a priority to formalise our talent development processes. This will result in better defined career pathways and development of a dedicated Genesis Leadership Program, with our new HR Information System further supporting the development and deployment of these initiatives into the future.

We believe it is not only of value for Genesis but also an important responsibility to foster the growth and development of the next generation entering the workforce. Genesis supports the development of our early career professionals with 15 graduates, ranging from Accounting, Human Resources, Mine Engineering and Geology working within our business in FY25, all gaining valuable experience across our business. A structured graduate program to maximise learning and development is being implemented and will ensure our pipeline of talent is further strengthened. Our Genesis graduates often start with a structured 12-week vacation program where students in their final year of study can gain valuable insights and exposure to their chosen discipline in real world work situations. The program is designed to set students up for future success and develop their knowledge base and skills with practical work experience. Students are assigned a Genesis mentor who provides them with guidance and support throughout their journey. Additionally, FY26 will see our maintenance teams increasing the focus on trades apprentices, enabling them to gain valuable experience through on-the-job learning, continued education and mentoring by our eperienced leaders and technical experts.

Case Study

ASPIRE CORE VALUES AWARDS PROGRAM

In FY25 we launched our ASPIRE Awards program to recognise individuals or teams who consistently demonstrate exceptional behaviour and live the Genesis core values. The program helps foster a culture in which our people feel that their contribution is valued and are engaged in their work.

Six recipients are recognised every quarter, one for each of our values. This year recipients were recognised for a range of initiatives and activities, including implementing sustainable solutions to address water management challenges, providing assistance to the community, and establishing site recycling programs.

Accountable
We are owners of our commitments.

Sustainable
Responsible actions. Positive impact. Long Term.

People First
Protect. Respect. Support.

Integrity
Doing the right thing even when no-one is watching

Results
We execute. We deliver. We grow.

Empower
Enabling our people to think and act like owners

Indigenous Engagement and Heritage Preservation

Genesis acknowledges the deep cultural, physical and spiritual significance of the land on which we operate. Our projects are situated on the traditional lands of the Darlot, Nyalpa Pirniku, Marlinyu Ghoorlie, and Kakarra Part A Native Title parties, each of whom hold native title determinations or have lodged claims over areas encompassing our tenements. Our head office is located on the lands of the Whadjuk Noongar People. We are committed to fostering respectful, transparent, and mutually beneficial relationships.

Genesis is committed to the protection of Aboriginal Cultural Heritage (ACH) through the development of Cultural Heritage Management Plans and implementation of processes that prioritise genuine consultation and strong relationship building. Genesis engages early, with regular ongoing consultation with Aboriginal stakeholders to incorporate their views into our business decisions and processes. This includes planned consultation activities and ad hoc communication channels available through both Corporate and site-based representatives.

All proposed ground disturbing activities are subject to a preliminary review to assess impact on ACH. Heritage surveys are conducted in collaboration with appropriate Traditional Owners and Knowledge Holders and the results are captured within Company-wide spatial datasets. Genesis is focused on avoiding ACH sites in all mine designs and exploration activities.

Where proposed activities cannot avoid ACH, we engage closely with Traditional Owners and Knowledge Holders to determine appropriate mitigation measures, assess whether the activity should proceed, and seek appropriate approvals. We have established an internal Surface Disturbance Permit procedure which governs all on-ground access from the initial scoping phase through to final permitting. This process requires cross-functional review and approval from the Land and Environment teams, to verify that ACH considerations have been appropriately addressed.

We have also introduced a comprehensive cultural awareness training program for our employees at Leonora, which has enhanced our workforce's understanding of Indigenous culture and heritage. This program equips our employees with the essential knowledge to cultivate strong, respectful, and collaborative relationships with Aboriginal communities. We are in the process of developing an Indigenous Engagement Plan to further define opportunities and methods for meaningful engagement and consultation with Aboriginal peoples.

Genesis is committed to establishing agreements with Traditional Owners on whose country we operate in a proactive and respectful way. We work in partnership with Traditional Owners to identify and pursue opportunities for collaboration that support shared goals and long-term benefits. These relationships are built on trust, transparency, and a genuine commitment to cultural respect and inclusion.

Communities

Community investment

$336,000

FY24: 356,000

Genesis is committed to fostering and maintaining positive and enduring relationships with our local communities. With several operating and developing assets in the Goldfields region, maintaining strong and engaged stakeholder relationships is critical to our success. Our community engagement strategy aims to ensure community views are considered and incorporated into business decisions, support local livelihoods through employment and procurement, and enable our operations to continue and grow.

Some of our projects are located near established towns and communities. We carefully manage the risks and impacts on the community that can arise from mining, including those relating to dust, noise, increased traffic, and accommodating a workforce within town. Genesis considers community complaints and grievances to be an important part of constructive communications. We have implemented a grievance management process which includes multiple avenues to submit complaints and receive input from relevant internal teams. We also periodically host open-invite sundowners so that community views can be heard.

In FY25 we enhanced our approach to community engagement by formalising a Regional Stakeholder Engagement Plan, which is focused on ensuring that potentially affected stakeholders are proactively engaged to understand their perspectives, maintain transparency, and build trust.

Collectively, our operations retain a resource base pointing to many more decades of mine life, presenting opportunities to create long-term positive impact within the community through partnerships and projects. We continue to support important community initiatives and activities that align with our core values and our Sponsorships and Donations Policy. In FY25 our investment in the community totalled $336,000, which includes sponsorships and in-kind donations.

We collaborate with other mining companies with nearby operations to better understand our collective impact on communities, and to identify opportunities for joint initiatives. This includes participation in the Northern Goldfields Inter-Agency which provides a regional forum for community members, government and industry to collaborate on sustainable development challenges and opportunities.

Key community initiatives that we supported in FY25 included:

Warnkarunku Day

An annual event that brings together local service providers and community organisations across the Leonora region to promote Indigenous health and wellbeing. Focusing on youth and young adults, the event is designed to proactively address the gap in Indigenous health by promoting health literacy in a culturally appropriate, accessible, and engaging way. Through event participation, Genesis aims to inspire long-term, positive health outcomes for the region, and empower the next generation with the knowledge and tools to lead healthier lives.

Community Sponsorships

We continued to sponsor prominent community events including the Leonora Cup and the Leonora Golden Gift. We also continued to support Leonora's basketball team, the Blazers, as well as the Shooting Stars program. Genesis' sponsorship has helped the Blazers continue to have a positive impact in providing an avenue for youth to engage in sport, develop skills, and strengthen community connections. Shooting Stars is a school-based engagement program for Aboriginal and Torres Strait Islander girls and young women which has been operating in Leonora since 2018. We are proud to be a supporter of the program which offers advocacy, support, opportunities and the tools and resources that open the door to self-determination, empowering each young woman to reach her full potential.

Mt Margaret Community School

We worked closely with the Mt Margaret Community and Minara Resources to commence restoration of a building that will provide a dedicated space for Sunday school, community training, and any other community events. This project will continue through FY26.

Women's Wellbeing Camp

This is a culturally grounded initiative focused on empowering women and creating a safe space for healing, reflection, and connection. Set out on country, the camp provides an opportunity for women to share stories, support one another, and nurture personal growth and self-love through community and culture. It is led by the local Indigenous women, who hold a deep belief in the importance of healing on country and returning to the land to reconnect with self, spirit and tradition. Genesis is proud to support this meaningful event through sponsorship and participation from women in our workforce.

Human Rights and Modern Slavery

We recognise that the Australian mining industry faces significant modern slavery risks, particularly within its supply chains. These risks arise from the sector's reliance on global suppliers who are often located in regions with weak labour protections. Genesis maintains a zero tolerance of all forms of modern slavery.

We assess modern slavery risks throughout the entire mining cycle, including during due diligence activities associated with any potential corporate transactions. Our modern slavery risk assessments cover both our operations and supply chain, with a focus on the countries of origin, industries, and supply chains involved. Suppliers are surveyed on their modern slavery practices to identify and address specific high-risk areas within the supply chain.

For detailed information on Genesis' management of modern slavery risks, refer to our Modern Slavery Statement, which we submit annually to the Australian government under the Modern Slavery Act 2018.

Sustainable Procurement

Genesis aims to maintain a resilient and responsible supply chain to create sustainable value for our business and the communities in which we operate. Sustainable procurement practices bring economic and social value to the wider community and regions, and we aim to maximise this value as part of our commitment to our wider social responsibilities.

We prioritise the use of local suppliers while mitigating our supply chain risks through our detailed understanding of the current market conditions, strong regional relationships, and active engagement with key suppliers on an ongoing basis. Our procurement team coordinates a supply chain of more than 1,600 suppliers, of whom 68 are local suppliers based near our Leonora and Laverton operations, plus another 179 are nearby in Kalgoorlie. In FY25 we spent $6.7 million with local suppliers and $475.9 million with suppliers elsewhere in Western Australia.

We see mutual value in engaging Indigenous businesses to drive lasting benefits for Indigenous people and communities. Our Indigenous Business Engagement Strategy sets our approach to driving regional development and creating Indigenous employment and training opportunities.

In FY24, we committed to increasing Indigenous business spending by 20% over three years. This target is supported by an Indigenous business capability register of existing and potential suppliers that is applied within the procurement processes. In FY25 our Indigenous procurement spend increased to A$0.9m.

Environment

Climate Change and Energy

Group GHG emissions

Scope 1

174.7kt CO_2-e

FY24: 110.6kt CO_2-e

Scope 2 (location-based)

1.5kt CO_2-e

FY24: 0.6kt CO_2-e

Genesis recognises that climate change is a pressing global issue. We are committed to reducing our greenhouse gas emissions wherever feasible and ensuring that our operations are resilient to a changing climate. In FY25 we developed a roadmap for compliance against Australian Sustainability Reporting Standard S2 and we completed a scenario analysis to qualitatively assess climate-related risks and opportunities faced by the business.

Climate change governance is led by the Board of Directors and supported by the Risk and Sustainability Committee which monitors and assesses the company's strategic and emerging risks in accordance with the Committee Charter. Committee members' climate competencies will be reviewed in FY26 to prepare for new directors' duties and upskilling will take place if necessary. Refer to the Risk Management and Business Continuity section of the Annual Report for further detail on the Committee.

Genesis measures our greenhouse gas emissions in accordance with the Australian National Greenhouse and Energy Reporting Scheme, and we are required to report scope 1 and 2 emissions annually to the regulator. In FY25 our absolute gross GHG emissions were 176.2kt of carbon dioxide equivalent (kt CO_2-e), comprising of 174.7kt CO_2-e scope 1, and 1.5kt CO_2-e location-based scope 2 emissions. GHG emissions increased by 59% from FY24 due to accelerated growth and higher production and output from all our operations. In FY25, initiatives to reduce emissions at Gwalia included trials to ramp down primary ventilation during shift changeovers, adjusting secondary ventilation based on real-time demand, and preferentially selecting lithium bromide chillers over diesel generators at the power station.

Climate Risk and Scenario Analysis

In FY25 Genesis completed a scenario analysis to qualitatively assess the impact of climate-related risks and opportunities on the business. Going forward, climate scenarios will be a key tool for identifying emerging climate risks and understanding the possible impacts to our strategy and assets over different time horizons. The assessment used the International Panel on Climate Change Shared Socioeconomic Pathway scenarios to assess the physical risks of climate change, and the International Energy Agency's World Energy Outlook scenarios to assess transition risks and opportunities of climate change.

Case Study

LASTING BENEFITS FROM EMISSIONS AVOIDANCE TECHNOLOGY AT GWALIA

2025 marked ten years since two lithium bromide absorption chillers were installed at the Gwalia power station. The chillers scavenge heat from exhaust gas of the gas generators and use heat exchange to cool large volumes of chilled water. The chilled water is pumped through heat exchangers to create cooled air for delivery to the underground mine – an industry first at the time of installation. Each chiller generates about 2 MW of cooling capacity via heat recovery, significantly reducing hydrocarbon emissions, typically associated with conventional electricity generation, required to power traditional compressed gas coolant processes.

This year one of the chillers needed replacement. After reviewing the merits of the available technology, including the standard approach of using an ammonia chiller powered by site electricity, our maintenance team once again selected the lithium bromide chiller in order to reduce consumption of site-generated electricity, avoid generator fuel consumption, and lower the site's GHG emissions. Maintaining these lithium bromide chillers demonstrates how investing in new technology can lead to lasting benefits, avoid fuel costs and reduce emissions.

Three time horizons were used to assess risks under each climate scenario: short, medium and long-term, which were set at 2030, 2040 and 2050 respectively. We analysed key physical climate risks including flooding and storms, bushfires, extreme heat and water stress, and drought. These risks have the potential to directly impact on our operations or disrupt them by impeding the transport of supplies and personnel to and from the mine site.

We also assessed key transitional risks including carbon policy and regulation changes, energy and critical mining input costs, and investor and stakeholder expectations on climate action. The findings will inform a quantitative assessment of the financial impact of climate change which is planned for FY26. This work will review the resilience of Genesis' business model and inform any transitional planning activities. Monitoring the climate-related risks identified by the FY25 scenario analysis will occur in accordance with our overarching risk management framework, which is described in the Risk Management and Business Continuity section of Genesis' FY25 Annual Report.

Water Stewardship

Water withdrawal and inputs

2,493ML

across all operations

Water recycled

1,465ML

recovered from tailings

We recognise that water is a shared resource between communities, ecosystems, and industry. Additionally, we recognise the deep cultural, spiritual and enduring connection that Aboriginal peoples have with water. Water is essential for mining and its availability and quality can have a material impact on our business value and performance. Genesis is therefore committed to understanding and managing water-related risks and proactive engagement with stakeholders on water-related issues to ensure a sustainable and responsible approach is taken to managing water.

At our operations we primarily access hypersaline and brackish water from groundwater through borefields and dewatering of mining areas below the water table where water naturally accumulates over time. Supplementary sources include water recovered from tailings, rainfall and runoff. This water supports essential activities such as mining, ore processing, dust suppression, and cooling systems. Reverse osmosis systems operate to improve water quality for potable water and ore processing. Minimal discharge occurs by seepage from pits and tailings storage facilities which is managed in accordance with regulations and licence conditions. Water that is lost to the natural environment and not recovered includes water used for tailings entrainment, evaporation ponds and dust suppression.

Water risks faced by the business include water availability, increased water stress caused by climate change, water surplus and flooding, water quality (hypersalinity), and reputational risks with the community and Traditional Owners. These risks are addressed throughout the mining life cycle by understanding our water needs and water balance, diversifying water sources, ensuring efficient water use and recycling, implementing appropriate engineering and design controls, and regularly consulting with relevant stakeholders on water management.

We apply stringent water management practices through our Water Management Standard, Water Management Plans, and site-specific Environmental Management Plans. All our operations are covered by abstraction licences issued by the Department of Water and Environmental Regulation, which applies strict regulatory guidelines. We track water usage and quality by maintaining site water balances and abstraction flow meters, supported by an extensive monitoring program using bores and surface water sampling. We conserve water by recycling tailings water back through the processing circuit and preferentially using low-quality water sources where possible.

We use the widely adopted WRI Aqueduct Tool and local information to assess water stress at our operations. This tool has identified that the Gwalia, Ulysses and Hub mines are situated in a region classified as 'arid and low water use', meaning there is both naturally low water availability and minimal water consumption across the region.

This classification is largely due to the low population density in the Goldfields and the overall water risk at our Leonora operations is still classified as high. Mt Morgans is situated in a region of low-medium overall water risk, however water security remains important. In FY25 we installed additional bores at Mt Morgans to provide an alternative water source to the existing borefield, reducing the risk associated with access to water and reducing the overall impact of abstraction on the water catchment.

We have completed and continue to undertake extensive work to understand the interconnectedness of our water sources with other stakeholders that depend on water in the region, such as pastoralists, Traditional Owners, neighbouring tenement holders, and local government. We also assess water risks through climate scenario analysis which helps us to plan for changes in water availability over the longer term. This approach ensures we can identify and manage our water risks and opportunities and proactively engage with stakeholders on shared water challenges.

Water performance is reported annually to the Department of Water and Environmental Regulation, detailing water use, management, and compliance with environmental conditions. In FY25 Genesis had no material non-compliances related to water management.

Waste and Resource Efficiency

Gold mining generates mineral waste from the extraction and processing of ore, and non-mineral waste from consumables and capital goods at the end of their usable life. Our main non-mineral waste streams include mixed recycling, tyres and conveyors, used oil, scrap steel, e-waste, general putrescible waste, and decommissioned equipment. Our mineral waste stream is comprised of waste rock, which is rock that is removed but does not contain enough gold to be processed, and tailings, which is the material left over after gold has been extracted from the mined ore. This mineral waste represents the majority of Genesis' total waste by volume.

We implement stringent waste management practices to minimise environmental and social impacts and maintain compliance with regulatory approvals.

Several processes are in place to ensure all waste streams are managed in accordance with Genesis' policies and statutory obligations. Our approach is guided by the waste hierarchy:

- Avoidance – we plan ahead to reduce the amount of waste generated
- Material Recovery – we aim to re-use, recycle, or reprocess any waste generated
- Disposal – waste that cannot be recovered is disposed in on-site landfill facilities, within waste rock dumps or tailings facilities

Our on-site landfill facilities are licensed by the regulator and adhere to strict operating conditions, including maintenance standards, types of waste permitted, and regular reporting.

We engage with waste management contractors to recycle or treat various waste types that cannot be managed on site, such as hazardous waste, e-waste, and recyclables. This ensures responsible disposal and supports compliance with regulatory requirements. During the procurement process, we consider our contractors' ability to meet regulatory, safety, and environmental standards.

Tailings

Tailings storage facilities (TSFs) are an essential part of gold mining as they enable the safe storage of tailings and eventual rehabilitation and closure of the site. Genesis applies strong TSF management practices in accordance with regulatory guides and codes of practice to reduce the risk of structural collapse or environmental contamination. In FY25 Genesis had no material non-compliances related to tailings management.

We manage four active TSFs, two of which are located at our Leonora operations, and two at our Mt Morgans operations. At Gwalia, approximately 650,000 tonnes of tailings are reclaimed and used as backfill paste in the underground mining operation each year, constituting 45% of yearly generated tailings. This method stabilises underground workings while reducing the need for surface storage facilities, and minimising environmental impact.

Each of our operations has designated, suitably qualified individuals responsible for the management of the site's TSFs, supported by onsite technical services teams with additional support at the corporate level. All active TSFs are subject to daily visual inspections by trained and experienced personnel, as well yearly external audits.

Our TSFs are instrumented with vibrating wire piezometers which provide data to assess structural integrity and environmental performance. In addition, groundwater monitoring bores are installed in proximity to the facilities to track groundwater levels, with water samples collected monthly for laboratory analysis. We annually compile and report monitoring data and observations to the relevant regulatory authority.

We are currently developing a Tailings Management Standard to ensure consistent geotechnical engineering practices are applied across Genesis following recent acquisitions. Third party specialists conduct annual audits on our tailings facilities to validate adherence to standards and regulatory requirements.

In FY25, an independent review of the Mt Morgans TSF was undertaken by an external expert engineering group to assess the safety and integrity of the facility as part of recommissioning activities at Laverton. The review concluded that the TSF has been appropriately managed and can continue to be safely operated under the current methodologies and practices. Minor recommendations were also provided to further enhance the facility's safe operation which are currently being implemented at Mt Morgans.

Biodiversity

Mining is intrinsically tied to the natural environment and we recognise that the industry has a responsibility to balance economic needs with environmental stewardship. Genesis is committed to understanding and preserving the biodiversity that is present around our operations.

We operate entirely within the Murchison bioregion of Western Australia. This bioregion covers an expansive area dominated by mulga woodlands, ephemeral grasslands, saltbush, and shrublands. It is considered diverse in both its flora and fauna, although most species are wide ranging and often occur in several adjoining subregions.

Comprehensive baseline flora and fauna studies are undertaken as part of the mining approval process, and prior to any significant disturbance. We minimise our impact on biodiversity by implementing avoidance and minimisation principles at the project design phase, allowing us to assess and manage the potential environmental impacts of all project activities. Our internal Surface Disturbance Permit procedure also requires cross-functional review and approval from the Land and Environment teams to verify that envrionmental considerations have been appropriately addressed.

Genesis' Environmental Management System is designed to ensure compliance with our obligations, responsibilities are allocated at the right level, and continuous improvement principles are followed. Through our land disturbance process we manage key biodiversity risks that arise from land clearing, waste and pollution, and invasive species present in the Goldfields. Internal procedures, forms and checklists are in place to ensure all clearing is in line with existing approvals, and that environment, heritage, and community risks from disturbance activities are identified and addressed.

Our dedicated Environment teams maintain consolidated environmental monitoring data across all operations to track performance, identify trends and enable transparent reporting. During FY25, Genesis maintained strong environmental compliance across all operations with no significant environmental incidents, no material regulatory non-compliances, and no fines.

Closure and Rehabilitation

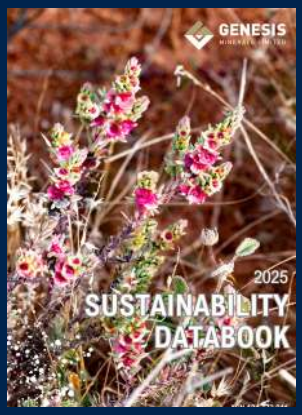
We plan for rehabilitation and closure throughout each project's lifecycle, taking into consideration the environmental and social values of the region. Our standard approach is to progressively rehabilitate disturbed areas by reestablishing native vegetation with the objective of restoring ecosystems as close as practicable to their original condition. This includes exploration areas which are typically rehabilitated soon after activities have ceased. This approach may vary depending on the overall closure objectives.

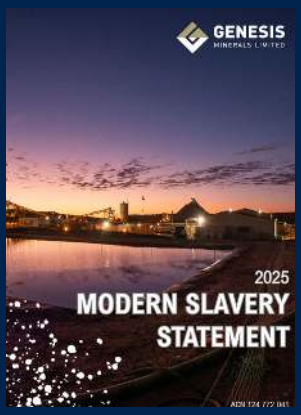
We currently manage 4,227 ha of disturbed land across our projects, with 1,641 ha under rehabilitation. Our Environment teams work cross-functionally to ensure appropriate topsoil and subsoil quantities are retained, and they monitor revegetation success at sites under rehabilitation. Rehabilitation progress is reported annually to the regulator.

Each project has an approved mine closure plan which outlines how our projects will be safely decommissioned, rehabilitated, and returned to a stable condition once mining operations end. These plans identify closure risks and opportunities, the physical works required, and the success criteria to enable safe closure of the mine sites. Community and stakeholder engagement is a vital aspect of mine closure planning, and for each plan we take a collaborative approach that aims to continuously improve mine closure outcomes.

Our plans are supported by closure cost models which are aligned with methodologies described in the International Council on Mining & Metals Mining Guidance on Financial Concepts for Mine Closure (2019), as well as the International Financial Reporting Standards (2011). Plans are reviewed and updated as required to accommodate project changes, new industry standards and cost projections.

Our 2025 Annual Reporting Suite:





Available to view and download at www.genesisminerals.com.au

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