



Sustainable Practices Review 2026

Extract from
Annual Report 2026

Coal.
Energy.
Agriculture.
Responsibly.
Reliably.

Sustainable Practices Review

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This report has been prepared with the Annual Report and forms part of the Group's 2026 annual reporting suite, to provide our shareholders and other users of this report with sustainability-related information alongside our core financial reporting. The report should be read alongside the Group's annual reporting suite including the broader Annual Report, Corporate Governance Statement and Modern Slavery Statement.

All data disclosed in this review refers to the Group's financial year from 1 August 2025 to 31 July 2026 unless otherwise stated within the report. Currency is reported in Australian Dollars and rounded off to the nearest thousand dollars. Where a measurement or reporting methodology differs, this is stated in the relevant section. Further information regarding assumptions, estimates or material restatements (if any) made is set out in the Group Sustainability Databook 2026 available from the Group's website.



Overview

Our objective is to operate responsibly and reliably, consistent with stakeholder expectations to ensure the long-term resilience of our business.

Sustainability is embedded in our business strategy. A vital aspect of our strategy to operate responsibly, efficiently and safely is to understand the impacts of our business and activities on the economy, people and environment surrounding our operations. We are committed to operating in a responsible and sustainable manner that reflects the Group's values. In achieving this commitment we aim to support positive economic and social outcomes for our stakeholders, and reducing shareholders, people and communities, and manage environmental risks to prevent and reduce potential impacts on the environment and nature caused by our operations.

Our activities have different impacts on a wide range of stakeholder groups with varying interests, objectives and concerns. When we make decisions about our business and operations, we consider the impacts of these decisions on people, including our employees, suppliers, local community and government; the environment where our operations are located, and the broader economy, including both the local economies where we operate and the global market for coal where our product is sold. This approach allows us to develop and progress sustainability initiatives that are integrated into our business, reflecting our strategy, objectives and risk appetite, to ensure we are resilient and continue to create shareholder value.

This year, we are reporting our statutory and non-statutory sustainability-related disclosures separately for the first time.

Our non-statutory sustainability related disclosures are set out in this Sustainable Practices Review, which provides information on how New Hope Corporation Limited and its subsidiaries (collectively 'New Hope' or the 'Group') manage the environmental, social and economic impacts arising from our activities and how we manage these impacts. Statutory climate-related financial disclosures prepared under section 296D of the Corporations Act 2001 (Cth) which apply the recently introduced Australian Sustainability Reporting Standard AASB S2 'Climate-related disclosures' are separately set out in the Sustainability Report at page 98.

Consistent with our reporting approach in previous years, these disclosures have been prepared with reference to the Global Reporting Initiative (GRI) Universal Standards 2021 and covers relevant topics from the GRI 12: Coal Sector Standard (GRI 12). Topic-specific disclosures have been reported where they relate to New Hope's material topics and activities. The sustainability-related metrics for the 2026 financial year are further supported by the Group Sustainability Databook 2026, available on our website. These documents are accessible from the Group's website and together provide a comprehensive overview of New Hope's financial and non-financial performance for sustainability-related matters for the reporting period.¹ A topic index that maps relevant sector and topic disclosures under GRI 12 is included at the end of these disclosures on page 58.

This document may contain forward-looking statements. These forward-looking statements reflect the Group's current views, expectations and assumptions and involve both known and unknown risks and uncertainties which may affect actual future results, performance and outcomes. The Group makes no representations and gives no assurance or guarantee of the fulfilment of any forward-looking statements, expressed or implied, and, except as required by law, disclaims any responsibility to update or revise any forward-looking statements contained in this document.

Queries regarding disclosures in this Sustainable Practices Review can be directed to the Group Company Secretary at cosec@newhopegroup.com.au or through our website.

Reporting framework and boundary

Each year we review our activities against environmental, social and governance metrics that reflect our business and operations, to understand the impacts of these matters on our business and stakeholders.

These disclosures adopt the aligned Version 1.1 of GRI 12. Consistent with reporting on management of material topics under GRI 12, the reporting boundary includes the Group's operations and activities of New Hope Corporation Limited. Material topics are determined in accordance with the GRI Standards reflecting where our most significant actual and potential impacts occur, being mining, port, agricultural² and corporate activities and where relevant, across the value chain. Material disclosures are prioritised according to the significance of actual and potential impacts.

1. The Group's website is available www.newhopegroup.com.au. Documents referenced as part of the annual reporting suite are available on the Group's website at <https://newhopegroup.com.au/results-and-reports/>.
2. Our agricultural activities are reported against specific disclosure requirements under the GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022 standard where relevant, noting that these disclosures are largely aligned with GRI 12.

Sustainable Practices Review continued

Overview continued

The Group reviews reporting boundaries annually as part of its sustainability reporting process to incorporate changes in operations, ownership, reporting standards and stakeholder expectations.

Our agricultural businesses operate alongside our mining operations allowing us to take an integrated approach to identifying and managing environmental impacts. Environmental impacts associated with land use, biodiversity and water are principally managed and disclosed in alignment with the Group's mining operations, with reference to GRI 12, because these matters are governed through shared environmental management systems, risk management frameworks and reporting processes. In some cases, environmental approvals, legislative requirements and permits apply to the land used across both mining and agricultural operations equally. Agricultural-specific matters, including pesticide use, soil health, livestock and cropping practices, are addressed with reference to the GRI 13: Agriculture, Aquaculture and Fishing Sectors Standard.

The Group divested its oil and gas operations shortly after the start of the reporting period and accordingly the GRI 11: Oil and Gas Sector 2021 standard is no longer applied and sustainability disclosures regarding these operations have been removed from this report.

Our approach to sustainability reporting

The Group determines the disclosure of sustainability topics using an impact based materiality approach. Consistent with the reporting principles set out in GRI 1: Foundation 2021 and the process described in GRI 3: Material Topics 2021, our approach focuses on identifying, assessing and prioritising the actual and potential economic, environmental and social impacts arising from our activities on our key stakeholders.

Our approach is underpinned by three reporting principles:

- **Materiality:** appropriately reflecting the topics that our key stakeholders consider as having a material environmental, economic and/or social impact;
- **Consistency:** applying data, definitions and methodologies that are repeatable and clear to enable meaningful comparison of performance across reporting periods; and
- **Transparency:** addressing relevant topics factually and completely, with appropriate verification, to support accountability and informed decision making by users of our disclosures.

The outputs of this assessment are consolidated into a materiality matrix that plots the relative significance of each topic against internal and external stakeholder perspectives, enabling comparison against the prior assessment and identification of new or emerging issues. Where significant variation between internal and external

views are observed, these gaps inform the refinement of reporting boundaries and extent of disclosure.

Material topics are reviewed annually as part of the Group's sustainability reporting cycle and are formally reassessed on a periodic basis every two years with support from third party expert consultants. In interim years we conduct an internal review of material topics and continuously monitor changes in operational, financial, reputational and regulatory factors that impact our business and strategy to ensure our disclosures continue to reflect the impacts most relevant to our stakeholders.

Stakeholder engagement

We have identified key stakeholder groups as those who are materially impacted by our operations and activities. This includes shareholders, employees, customers, suppliers, local communities surrounding our operations, and local, state and federal government and regulatory bodies. These stakeholders are included in the materiality assessment process.

The Group recognises that identifying material topics requires meaningful engagement with those most affected by, and most interested in, our activities. Stakeholder input was gathered through multiple channels and formats to ensure a representative range of perspectives, including internal and external stakeholders, including surveys, interviews, community needs assessments, investor engagement, and feedback received through community engagement processes including two-way

Key stakeholders

Customers

We provide our domestic and global customers with quality thermal coal crucial for reliable energy generation.

Shareholders

We provide our shareholders with valuable, long-term financial returns by effectively managing costs and maintaining our focus on disciplined capital management.

Employees

We provide our employees with a strong employee value proposition and a safe workplace that promotes wellbeing, stability and growth opportunities, aiming for high employee retention.

Communities

We aim to support our communities located nearby our operations through local employment, investment and engagement initiatives, to foster positive relationships and minimise adverse impacts on the local community and environment.

Suppliers

We engage with our suppliers and infrastructure providers to foster stable partnerships and to ensure reliable supply of goods and services required to operate our assets.

Government

We contribute to our local economy and ensure compliance with commitments and statutory obligations owed to local, state and federal government bodies.

community engagement forums, 24 hour environmental hotlines, and direct dialogue with regulators, industry bodies and near neighbours.

Material topics

We identify potential material topics through a structured review process that considers our organisational context, operations, existing disclosures and relevant sustainability reporting standards.

Inputs to the identification of potential material topics includes a review of industry-specific sustainability reporting frameworks, including relevant GRI Sector Standards, GRI Topic Standards and SASB Sector Standards, as well as statutory frameworks, including State and Federal environmental reporting requirements such as the National Greenhouse and Energy Reporting Scheme and National Pollutant Inventory, modern slavery risk reporting under the Modern Slavery Act 2018 (Cth), climate-related financial disclosures under AASB S2, and corporate governance disclosures under the Corporations Act 2001 (Cth) and ASX

regulations. We also conduct market and peer benchmarking against methodology policies set by external ESG and sustainability research and ratings providers that cover the Company and relevant peers.

During the reporting period the Group undertook a refreshed impact materiality assessment to identify, assess and prioritise the sustainability topics most relevant to New Hope's actual and potential impacts on people, environment and economy.

The assessment built on the Group's 2024 materiality assessment and considered changes in the Group's operating context, stakeholder expectations, sustainability reporting standards and strategic priorities. The assessment was facilitated by a third party independent consultant and was prepared in alignment with the GRI framework to ensure benchmarking and consistency with the industry approach. Inputs were consolidated through a structured scoring process to evaluate the relative significance of impacts and develop a materiality matrix.

A stakeholder survey was conducted for the materiality assessment with feedback sought from the Group's key stakeholder groups. The stakeholder survey received 107 responses and was supplemented by interviews with internal operational and corporate leaders and external representatives from community, advisory, insurance and government relations organisations. The assessment confirmed the continued relevance of the Group's existing material topics with no significant change to material impacts reported in the previous assessment. Material topics disclosed for the current reporting year remain consistent with the previous reporting period.

The outcomes of the materiality assessment are integrated into the Group's sustainability strategy and broader business planning processes. Outcomes from both the materiality assessment and stakeholder engagement processes outlined in the section above are used to determine the Group's material topics for sustainability reporting.



2026 Material topics disclosed

Safety management Safety performance Occupational health and wellbeing Workforce metrics Attraction and retention	Training and development Diversity and inclusion Appropriate workplace behaviour Enterprise bargaining	People			
Environmental management Water Waste and tailings Air emissions and quality	Progressive rehabilitation Biodiversity and land use Cultural heritage Operational emissions	Environment and climate			
			Community	Local communities Community engagement Local investment Skills development Infrastructure and services	In-kind contributions Community amenity impacts First Nations and Traditional Owner relations
			Governance and ethics	Responsible business practices Raising concerns and grievances Human rights and modern slavery Anti-bribery and corruption	Anti-competitive behaviour Tax Industry and policy Privacy and data Legal and regulatory

People

The Group’s objectives are to:

- Promote safety and support the physical and mental wellbeing of our people and stakeholders and prevent serious harm.
- Build a skilled, engaged and resilient workforce by investing in talent attraction, retention and succession.
- Foster an inclusive and diverse workplace where people feel safe, respected, valued and supported to succeed.

The health, safety and wellbeing of our workforce is fundamental to how we operate. As at the end of the reporting period, 1,339 people worked across our operations, with 153 joining during the year. With more than 90% per cent of our workforce living locally, we are committed to everyone returning home safely, every day.

0	3.89	3.59	1,339
Fatalities	TRIFR	HPEFR	Total employees
8%	18%	75%	
Turnover rate	Female participation	Employee engagement rate	

Our approach to safety management

Delivering on our business strategy starts with protecting our people by providing a safe workplace and operations. We recognise that we operate within a high-risk industry, where our employees across the Group’s mining, port and agricultural activities can be exposed to inherent risks to their physical and psychosocial health. We continue to work to eliminate work-related hazards and improve the health and wellbeing of our people. For those working at our sites, this means taking the time to plan work, identifying hazards, responding to changing conditions and speaking up when something does not look right or could be better.

During the reporting period, New Hope continued to strengthen how we manage critical health and safety risks, with a key focus on progressing a standardised approach to critical controls for principal hazards and Material Unwanted Events (MUEs) across our operations. This included aligning key definitions and classifications, risk assessment methodologies and critical control verification processes. We also provided practical on-site guidance and support to operational personnel to clarify verification responsibilities and checks on activities used to confirm that critical controls are implemented and operating as intended. Critical control verification provides information on the condition and performance of critical controls, supporting earlier identification of potential weaknesses, more targeted corrective action and improved oversight fatal risk management.

The Group also strengthened how it responds where events or assurance findings indicate that existing risk controls or assumptions require deeper examination. During the year, escalation arrangements were formalised so that repeat High Potential Events and other material findings can trigger broader risk review, additional Executive oversight and, where appropriate, independent technical or subject matter expertise. This increases the level of challenge as uncertainty or evidence of recurrence increases, rather than treating each event in isolation.

Our approach to managing occupational health and safety is underpinned by site-specific management systems, supported by Group standards, governance requirements and common risk management principles. These arrangements reflect the different

legislative and operating environments across our mining, port and agricultural businesses while providing a common basis for preventing work-related injury and ill health, meeting legal obligations, managing risk through the hierarchy of controls, supporting worker participation, reporting and assurance. The systems draw on AS/NZS ISO 45001:2018, AS ISO 31000:2018 and relevant industry guidance.

All New Hope employees, contractors and visitors are covered by the site safety and health management system. Contractors must comply with applicable legislation, contractual requirements, site health and safety requirements, inductions, risk-management processes and operational controls. Where specialist activities are not directly covered by the system, workers may apply their own procedures on site, subject to approval by the appropriate senior site representative.

The system is developed in conjunction with the workforce. Broadbrush risk assessments, informed by a hazard inventory and industry hazard databases, identify hazards for each site activity and determine applicable controls using the Workplace Risk Assessment Control (WRAC) tool, aligned with ISO 31000. Each site has developed standard operating procedures documenting how work is to be completed, addressing identified hazards and controls in line with legislative requirements.

Hazard identification and risk assessment are undertaken through a layered risk management process, from operational risk assessment through to task-level assessment and point-of-work review.

Hazards and unwanted events are identified through risk assessments, workplace inspections, worker interactions, hazard reporting, incident investigations and other assurance activities. Hazards for which fatality is a credible outcome are classified as critical risks, with defined critical controls, performance requirements and verification activities.

Risk assessments are undertaken by health and safety professionals, with specialist input from occupational hygienists, physicians and other qualified professionals where required. Competency is supported through statutory qualifications, internal training, training-needs analysis, competency-management systems, and internal and external assurance. Findings from assessments, inspections, exposure monitoring, audits and investigations inform action plans, control improvements and system updates.

Incidents are investigated at site level and recorded in a Group-wide database. Investigation depth and governance response are informed by the Maximum Reasonable Consequence of the event, with High Potential Events subject to Group quality review. Investigations examine the circumstances of the event, relevant hazards, control performance and organisational factors, with actions directed at the weaknesses identified and selected in accordance with the hierarchy of controls. Repeat events or recurring findings may trigger broader risk review and additional governance rather than being treated as isolated occurrences. Learnings are shared across operations through alerts, operational forums and Group-wide lessons learned

forums. Workers can report hazards, near misses, incidents and unsafe conditions through site reporting processes and the electronic health and safety database, or raise matters directly with supervisors, safety representatives or committees, and through the Group's anonymous whistle-blower disclosure system, Stopline, at any time. Workers have the right to remove themselves from work situations they believe could cause injury or ill health, without reprisal, and are supported to do so.

Employees and contractors receive health and safety training appropriate to their role, workplace and hazard exposure. All new workers complete site induction and health and safety awareness training before commencing work. Training needs are determined through legislative and competency requirements, role requirements, risk assessments and training-needs analysis.

The Group's Sustainability Committee assists the New Hope Board with oversight and management of health, safety and wellbeing performance (among other matters, as detailed under the 'Governance' section at page 57). The Committee conducts an on-site review of critical control verification processes and activities annually, overseeing the implementation and effectiveness of critical controls verification processes described above. Findings from these reviews are reported to the Board and inform updates to critical control standards and verification activities.

Strengthening principal hazards management

The Group continues to review and enhance processes to identify hazards, assess risk and verify the effectiveness of critical controls for its principal hazards and Material Unwanted Events (MUEs). During the reporting period, we progressed a structured program to formalise the identification, management and verification of these critical controls across our mining operations.

At New Acland Mine in Queensland, this program was directed at meeting the requirements applicable under Queensland coal mining safety and health legislation and associated guidance (including Guidance Note QGN 35), under which a formal Critical Control Management system was to be integrated into the site's Principal Hazard Management Plans. In response to this requirement, New Acland has completed a readiness review and aligned its framework with the applicable Queensland legislation and QGN 35 guidance, with defined performance standards and critical control verification processes established across its principal hazards and critical risks. The framework is

documented in the site's Critical Control Management Plan and extends beyond the statutory principal-hazard scope to include additional single-fatality MUEs identified through New Hope's integrated risk assessment process.

At Bengalla Mine, we continued to mature the site's established critical control program toward the common group approach, informed by independent assessment and operational experience.

Implementation was supported by governance oversight and independent assurance, including internal audit, an independent maturity review, and annual on-site reviews of critical control verification processes by the Sustainability Committee. During the reporting period, the Committee attended on-site demonstrations at both mining operations focusing on risks related to control of energy, geotechnical and strata management and vehicle interactions.

People continued

Safety performance

In response to evolving industry practice and consistent with recommendations from the safety regulatory authorities, we have shifted the emphasis of our safety performance reporting away from injury frequency rates as the primary measure toward leading indicators of fatal-risk management.

During the reporting period, our primary safety performance measure was the High Potential Event Frequency Rate (HPEFR). A High Potential Event (HPE) is an unplanned event with the potential for fatal consequence or serious harm to a person. This is complemented by leading information, including hazard reporting and critical control verification, which helps identify hazardous conditions and control weaknesses before serious harm occurs. The Group's HPEFR was 3.59 at the end of the reporting period, with 12 HPEs reported across the Group during the period.

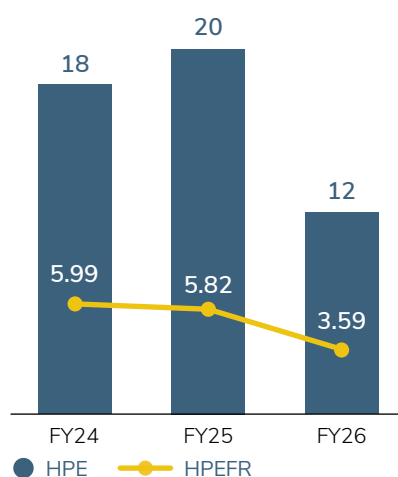
We continue to monitor and report our Total Recordable Injury Frequency Rate (TRIFR) and All Injury Frequency Rate (AIFR). These measures remain an important part of our safety performance framework, supporting external benchmarking and comparability with industry peers, providing long-term trend information, and helping to inform and validate the effectiveness of our broader risk management and harm prevention activities. During the reporting period, the Group's TRIFR was 3.89 and AIFR was 30.83. The increase in injury frequency reflected a higher number of predominantly low-energy, routine work-related injuries across the Group. Most injuries were managed through early intervention and appropriate support, enabling employees to either remain at work or return to normal duties within a relatively short period.

While injury frequency rates remain an important measure of workplace health and safety performance, they are considered alongside indicators that provide insight into exposure to fatal and serious risks and the effectiveness of the controls intended to prevent them. Together, this suite of leading and lagging indicators provides a more complete view of safety performance, enabling us to manage both the frequency of injuries and the potential for catastrophic outcomes.

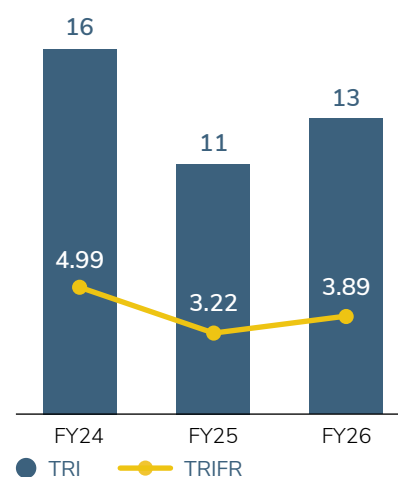
There were no fatalities at any Group operations during the period.

Safety metrics

Number of HPEs and HPEFR



Number of TRIs and TRIFR



Health and wellbeing

We recognise the importance of mental health and wellbeing as contributors to physical health. We take a holistic approach integrating occupational health and hygiene, fitness for work, and wellbeing initiatives into our risk management processes. Our approach is guided by the Group's Health and Wellbeing Standard, which sets requirements for managing occupational health risks and promoting wellbeing across all operations.

We aim to identify and eliminate, or otherwise minimise as far as reasonably practicable, harmful occupational exposures across our operational sites.

All sites operate in accordance with occupational health and safety management systems designed consistent with relevant standards, industry guidelines and state-specific work health and safety legislation. All workers, including contractors and visitors, are covered by an occupational health and safety management system. A Group safety, health and environment management plan overlays site-specific systems to support alignment across operations and facilitate workforce participation in hazard identification, risk assessment and system review, recognising that effective performance depends on active involvement at every level of the organisation. Where training is not legislated but hazards are identified, tailored awareness programs are developed, alongside practical training in emergency evacuation, fire response and first aid.

Health and hygiene monitoring programs are undertaken with support from qualified occupational hygienists. Exposure monitoring is used to characterise workplace exposure to hazards such as dust, noise, fumes and whole-body vibration, assess the effectiveness of controls, and identify where further intervention may be required.

Cases of work-related ill health are identified through health surveillance, medical assessment, incident and injury management processes, with work-relatedness determined using relevant medical and occupational information. Occupational health risks across our operations include physical, chemical, ergonomic, biological and psychosocial exposures.

We promote collaborative and inclusive workforce engagement on worker health and hygiene monitoring and management. Meetings between on-site management and worker representatives occur periodically, providing a forum for elected worker representatives to raise hazards, review incidents and inform control improvements. A Group Wellbeing Committee is established to provide a cross-operational forum for wellbeing-related matters, and provides an opportunity for collaborative learning across sites.

During the reporting period, 9 cases of work-related ill health were recorded, with cases predominantly affecting musculoskeletal disorders (78 per cent of all cases recorded).

There were no fatalities arising from work-related ill health among employees or contractors during the period.

We support both our employees and contractors in accessing non-occupational health and wellbeing services to promote a safe work environment, physical fitness and psychological readiness for work, and supporting overall health, including through initiatives that promote healthy lifestyles and personal wellbeing. Wellbeing programs provide education, resources, and events for employees through:

- Preventative health measures and initiatives such as annual influenza vaccinations and health and skin screenings;
- Healthy lifestyle support options including subsidised private health insurance and fitness memberships to encourage ongoing wellbeing; and
- Personal wellbeing support including access to confidential services such as the Employee Assistance Program (EAP) to provide guidance and support to employees and immediate family.

New Hope Group supports and encourages employees to participate in workplace, community and industry initiatives that promote health, wellbeing and healthy lifestyle choices. Participation in these programs complements the Group's broader wellbeing framework by supporting physical health, social connection and personal wellbeing.

Together, these measures support a balanced approach to workplace, lifestyle, and personal wellbeing, supporting our people to stay healthy and resilient at work and beyond.

Our workforce

Our people are essential to the safe, responsible and efficient operation of our business. We seek to attract, retain and develop a capable and diverse workforce by providing fair employment conditions, competitive remuneration, employee benefits, development opportunities and a working environment where people are treated fairly and with respect.

The Group's approach is supported by applicable employment legislation, enterprise agreements and internal policies and procedures, including the Code of Conduct and policies relating to diversity and inclusion, appropriate workplace behaviour, parental leave, flexible work and learning and development. We comply with applicable employment legislation.

The Sustainability Committee assists the Board with oversight of impacts on our people, including organisational culture, employee engagement, industrial and workplace relations, skills and leadership development, and diversity

and inclusion initiatives. The management and performance of these matters is reported to the Sustainability Committee at least annually through an annual review and planning program which presents a summary of performance outcomes and forward strategic planning.

Workforce attraction and retention

We seek to attract and retain employees with the skills and experience required to support safe operations, operational performance and the long-term resilience of the business. Our recruitment and selection approach is based on merit, equal opportunity, diversity and inclusion, and fair, transparent and objective decision-making. Our workforce includes permanent, fixed-term and casual employees, supplemented by contractors where specialist capability or operational flexibility is required.

Our employment and retention approach is supported by the Group's employee value proposition.



Our Employee Value Proposition

- **Established and diversified ASX-listed company** providing multiple career paths in coal mining, port operations and agriculture.
- **Collaborative and diverse teams** that are recognised by talent programs and supported to succeed.
- **Highly competitive remuneration and bonuses** that reward each individual's contribution.
- **Generous benefits program** offering professional development along with health and wellbeing support, additional paid leave, and cost of living discounts.
- **Community-focused residential operations** prioritising local employment, community investment and environmental care.

People continued

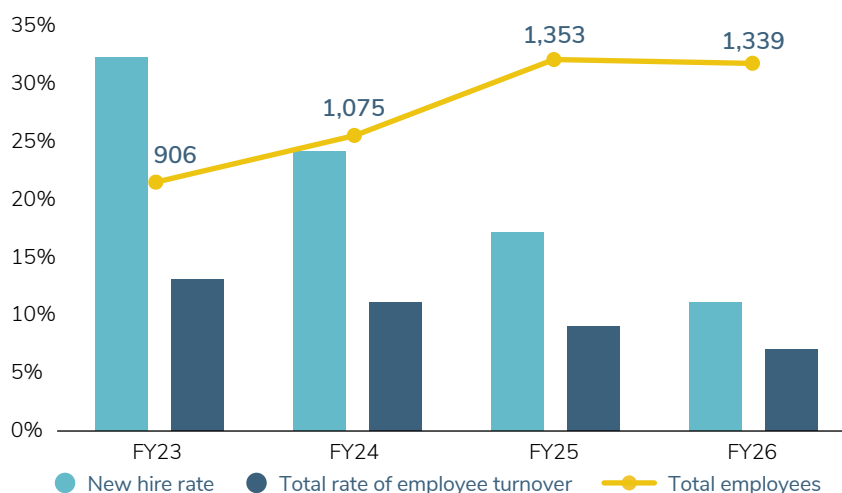
Our employee value proposition offers competitive remuneration and benefits, industry development and further education opportunities, internal mobility and cross-business transfers, flexible work arrangements, paid parental leave, and lifestyle health and wellbeing support. We also support local employment and future workforce capability through apprenticeships, traineeships, scholarships and cadetship pathways connected to our operations and surrounding communities. Together, these initiatives support a fair, inclusive and capable workforce, strengthen attraction and retention.

During the year, the Group hired 153 new employees, representing a new employee hire rate of 11.4 per cent. The Group turnover rate for the same period was 7.5 per cent, further decreased from 9.0 per cent. in the previous year and lower than the industry average of 21 per cent., reflecting the effectiveness of the Group's employee engagement and retention initiatives. The higher new hire rate primarily reflected planned workforce growth at Bengalla and New Acland, rather than replacement of departing employees. Together, these movements indicate that the Group expanded its workforce while improving retention, supporting operational ramp up, continuity of site-based capability, knowledge retention and more stable employment in the communities strengthening its operations.

The Group conducts an annual talent management and succession planning process to identify, engage and develop employees. This approach aims to build succession pathways, retain key talent (including statutory coverage) and maintain organisational capability to support future growth, while informing employee development and leadership capability programs throughout the year. In succession planning the Group also considers our ageing workforce profile, supporting planned workforce transition, retention of experienced employees and continuity of operational capability.

We proactively engage with our people to better understand employee experience, identify organisational strengths and inform areas for improvement. The most recent employee engagement survey was conducted in mid-2025 with responses received from an average of 69 per cent of employees across all sites and operations.

Total employee turnover and new hire rate, and total employees (by % and headcount)



This was a significant increase on the 33 per cent participation rate for the prior survey conducted in 2022, which is notable given the increase in total employees between 2022 and 2025 due to the ramp up of New Acland Mine. The average engagement score recorded was 75 per cent, which reflected an improvement on the 2022 result (67 per cent) and was above the industry benchmark (72 per cent).¹ Higher scoring items related to work health and safety, including having the skills and resources to work safely and the provision of a safe working environment.

The Sustainability Committee and Board considered the survey outcomes and endorsed a program of actions to maintain and improve employee engagement. Actions implemented during the reporting period included the implementation of refreshed awareness and guidance on performance rating and expectations and management coaching, career development training for emerging leaders, expanded leadership development training at frontline levels, and refreshed offerings and awareness of the Group's Flexible Work Arrangement Guideline and Parental Leave policy. The Group continues to implement and review the effectiveness of these actions through two-way communication with employees as part of the Group's ongoing approach to employee engagement.

All employees receive statutory employment entitlements applicable to their employment arrangements. Additional benefits may be available depending on employment category, length of service, applicable enterprise agreement and the eligibility requirements of the relevant policy. Benefits may include paid parental leave, subsidised private health insurance, employee share participation, flexible working arrangements, wellbeing programs, study assistance and additional leave arrangements.

We offer a range of employee benefits in response to the needs of our employees across different sites and operating environments in our business. Employee benefits may vary by location, with eligibility varying by employment type, tenure and other applicable requirements. These tailored benefit structures seek to provide a balanced range of benefits across the Group's workforce, to support a fair and balanced offering for employees across the Group.

1. Culture Amp 'Construction & Heavy Industry (APAC)' median engagement rate was 72% in 2025.

Employee benefits

Pursue Your Wealth

Smart Saver discount program providing access to discounts and cashback deals with hundreds of retailers

Novated leasing and salary packaging options

Salary sacrificing arrangements and salary continuance insurance

Corporate discounts with lifestyle, health and travel providers

Financial education and support programs with Westpac and St George

Pursue Your Career

Education Assistance program, offering financial assistance and additional leave for relevant studies

Industry Mentoring Programs, supporting participation in role or industry specific mentoring programs

Supporting inter-Group transfers to secondment or permanent roles across the business, including relocation support

Pursue Your Health

Employee Assistance program, providing 24/7, confidential support to employees and family

Annual health offerings including skin checks, flu vaccinations and Senior Leader health program

Up to two Wellness Days annually, providing flexibility to take time off to focus on mental or physical health, promoting work-life balance

Annual fitness subsidy up to \$800

Prescription safety glasses

Annual private health insurance subsidy up to \$5000

Pursue Your Time

Paid parental leave up to 20 weeks

Purchased Leave up to two weeks annually through salary sacrificing arrangements

Community Service Leave

Flexible Working Arrangements

People continued

Training and development

We provide training and development opportunities to build workforce capability, support employee career development and meet operational, regulatory and competency requirements. Opportunities may include role-based training, professional development, internal recruitment, secondments, mentoring, apprenticeships, scholarships and education assistance.

Through the Learning and Development Guideline, eligible employees may receive financial assistance and study leave for formal qualifications relevant to their role or career pathway. The Group also supports participation in selected industry development and mentoring programs. During the year, the Group supported 26 employees through further study.

This year New Hope continued to invest in employee capability through tailored programs in leadership development and career planning. 34 employees were supported through these programs, which provided participants with leadership and career planning skills. These programs form part of the Group's broader talent and succession framework and supports the development of future leaders, workforce capability and organisational resilience.

We also encourage and support our people to gain exposure and experience beyond our business through participation in industry events and initiatives, and training and mentorship opportunities. This year, the following number of employees participated in select industry development programs:

- 2 participants (100 per cent male) in the Asia Pacific Carbon Connect Emerging Leaders program,
- 7 participants (100 per cent female) in the Queensland Resources Council and Women in Mining and Resources Queensland Mentoring Program,
- 1 participant (male) in the Financial Executives Institute Mentoring Program, and
- 26 participants (100 per cent male) in the Deloitte Supervisor Mentoring Program.

These opportunities support individuals' career progression but also strengthen our leadership pipelines and foster more inclusive and resilient workplaces by building networks across the industry, supporting knowledge sharing, and creating a cycle of professional development as mentees return to these programs as mentors.

Locally, we support skills development and employment through our apprenticeship, traineeship, work experience and scholarship programs for people living in the local areas surrounding our operations. At Bengalla, talent pipelines are developed through a scholarship program across multiple disciplines, an apprenticeship program and a dump truck traineeship program. At New Acland, we offer school-based work experience placements, apprenticeships and traineeships, cadetships and scholarship programs. This year, we supported the following educational programs in the local communities surrounding our mining operations:

- 29 apprenticeships,
- 3 traineeships, including a school-based traineeship,
- 18 internships, and
- 36 work experience programs.

Supporting the next generation of leaders at Bengalla Mine

Emma joined Bengalla in April 2020 as a Mining Engineer in Short Term Planning (0 to 6 week mine planning timeframe), having begun her career as a geologist. In the years since joining, she moved on to working in the Mid-Term Planning team, leading to a secondment opportunity in the Production Department which turned into a permanent role. As this new role opened up her perspective on how a mine is run, she wanted to learn more about how the operation is run from the ground up. Bengalla Mine supported Emma's goals, and she spent time operating on crew before stepping into full time supervision.

Today she leads a Production team, coordinating crews operating haul trucks, graders, dozers and excavators. But Emma's thirst for knowledge hasn't stopped there. Emma is now completing her Open Cut Examiner (OCE) Certificate of Competence with the NSW Resources Regulator, a statutory qualification held by those who supervise production areas and ensure compliance with legislation and the site Safety Management System.

Becoming an OCE is no easy feat. With minimum requirements for formal study and on-site experience, as well as multiple exams, the process can take years. Support from Bengalla Mine has helped Emma work towards the certification. Emma has benefitted from a supportive team around her, allowing flexible working arrangements to complete her Certificate IV studies and attending written examination preparation courses.

Bengalla also supported Emma in her transition across site teams, providing her with hands-on, practical experience and knowledge across the areas she is studying. Emma credits the practical mentoring of her crew and site leaders as central to her development.



Looking back on her studies so far, Emma notes, "The OCE process has elevated my perspective. I now see my work, and the work of Bengalla, in a context beyond our immediate site to the broader industry and legislation we are bound by."

Emma's experience reflects the breadth of career pathways available in mining and the value of supporting employees to move between technical and operational roles. Building statutory capability from within strengthens Bengalla's supervisory resources, supports safe and compliant operations, and helps grow the pipeline of women in operational leadership across the industry.

Diversity and inclusion

We aim to foster a workplace culture reflecting our core values of integrity, respect, responsibility, wellbeing, resilience and collaboration. We seek to provide workplaces where employees and contractors feel safe, included and respected and have the opportunity to contribute and succeed.

Our Diversity and Inclusion Statement confirms the Group's commitment to merit-based employment practices, equal opportunity and fair and respectful treatment. It recognises that different backgrounds, perspectives, values and experiences contribute to improved collaboration, employee engagement and business decision-making.

The Group monitors gender representation across the business to measure the effectiveness of our commitment to diverse and equal employment opportunity.

For the financial year ended 31 July 2026, at New Hope women represented:

- 29 per cent of the New Hope Corporation Limited Board of Directors,
- 12.5 per cent of senior management roles, including our Executive Leadership Team,
- 11.9 per cent of all management positions,
- 13 per cent of frontline operational roles,
- 18.2 per cent of the total employee workforce, and
- 28.8 per cent of new employee hires.

We seek to remunerate employees fairly and competitively, having regard to the requirements of their roles, relevant skills and experience, internal relativities, market conditions, applicable industrial instruments and legal obligations.

The Group provides superannuation contributions in accordance with Australian law, including changes implemented during the reporting period to ensure compliance with the Payday Super requirements introduced on 1 July 2026 under the *Treasury Laws Amendment (Payday Superannuation) Act 2025*. From this date, superannuation contributions are paid at the same time as wages and received by employees' superannuation funds within the required timeframes.

The Group submits annual reporting under the *Workplace Gender Equality Act 2012 (Cth)* ('WGEA'), capturing workforce composition, remuneration outcomes and key people metrics including recruitment, attrition, parental leave and supporting policies.

The Group's average gender pay gap for total remuneration was 8 per cent with a median of 1.8 per cent. This represents an improvement on the prior reporting period, which reported a gap of 11.6 per cent with a median of 4.6 per cent and is below the national gender pay gap of 21.1 per cent¹.

1. As reported in the most recently available WGEA Australia's Gender Equality Scorecard for the 2024-25 reporting period.

Sustainable Practices Review continued

People continued

This year, the Group developed and implemented gender equality targets, required to apply to employees at Bengalla Mining Company under WGEA regulations. In consultation with WGEA the Group selected three targets including to increase the representation of women in technician roles (machinery operators and drivers); increasing the number of men accessing primary carer's parental leave; and expanding employee consultation on gender equality through engagement surveys, exit interviews and employee consultation groups. Following the setting of targets, New Hope is required to meet or demonstrate improvement against each target at the end of the three year target cycle in 2029. These targets apply only to Bengalla Mining Company employees based on the entity's number of employees.

Further information regarding workplace gender equality is provided in the Group's latest WGEA report, which is available on our website.

Our Parental Leave Policy aligns with the Group's diversity and inclusion goals by supporting employees of all genders to balance work and caring responsibilities, promoting equitable workforce participation, retention and engagement. The policy applies to eligible permanent full-time and part-time employees and certain fixed or maximum-term employees who meet the applicable service requirements. During the year, 6.1 per cent of eligible employees took parental leave, with 80.3 per cent of those who took up parental leave arrangements being male. We welcomed 65 employees back to work after parental leave, with the return to work rate of 85.5 per cent.

Appropriate workplace behaviour

We do not tolerate bullying, harassment, discrimination or other inappropriate workplace behaviour. The Group's expectations are established through direct communication and engagement with employees and suppliers, and supported by our Code of Conduct, Appropriate Workplace Behaviours Policy and Diversity and Inclusion Statement.

Employees may raise workplace concerns through their manager, the People team, applicable grievance processes or the Group's Speak Up arrangements. The Group's independent Speak Up service permits concerns to be raised confidentially or anonymously. Reports are assessed and investigated in accordance

with applicable policies and procedures, with corrective or remedial action taken where appropriate. No incidents of discrimination were reported during the period.

All employees receive Code of Conduct training covering ethical conduct, anti-corruption, human rights, and appropriate workplace behaviour, including prevention of bullying, harassment, and discrimination.

The Group continued to identify and manage psychosocial hazards and risks through workplace engagement, risk assessment and action planning. During the year, 49 actions arising from psychosocial risk assessments were completed, including implementation of Mental Health First Aid training, development of awareness resources and increased visibility and promotion of support services and pathways available to workers. Completion of these actions and continued progress on embedding psychosocial hazard reporting into operational systems and risk management processes significantly strengthened the Group's psychosocial risk management capability, delivering outcomes including enhanced governance, improved workforce and leadership capability, and strengthened worker support and respectful workplace arrangements.

The Group also continued to implement actions arising from its workplace sexual harassment risk assessments. These assessments were undertaken using a risk-management approach informed by the Respect@Work framework to identify workplace-specific risks, existing controls and opportunities for improvement. The Group's approach is informed by the positive duty requirements for employers to take proactive and meaningful steps to prevent these behaviours from occurring. Effectiveness is monitored through training completion, employee feedback, grievance and incident trends, assessment action plans and periodic policy review.

Freedom of association and collective bargaining

Enterprise bargaining is an established practice across the mining industry in Australia, supported by industrial relations laws and policy. We respect employees' rights to form, join or not join worker organisations and to participate in lawful collective bargaining without interference or disadvantage.

Enterprise bargaining is an established feature of employment arrangements at the Group's mining and port operations. We engage with employees, employee representatives and unions through consultation and bargaining processes established under applicable legislation and enterprise agreements, and undertake enterprise bargaining negotiations in good faith.

As at 31 July 2026, 923 employees were covered by collective bargaining agreements representing 68.9 per cent of the Group's total employee workforce.

Employees who are not covered by a collective bargaining agreement are employed under individual arrangements supported by Group policies and applicable legal requirements.

During the year, there were no recorded incidents of industrial action and no substantiated complaints concerning interference with employees' freedom of association or collective bargaining rights.

Employees and employee representatives may raise industrial-relations concerns through consultation procedures under applicable enterprise agreements, directly with management or the People team, or through the Group's Speak Up arrangements.

The Group consults employees affected by significant operational or organisational changes in accordance with applicable legislation and industrial instruments. Enterprise agreements include consultation requirements for major workplace changes and require the Group to give prompt and genuine consideration to matters raised by affected employees and their representatives.

The Group monitors developments in industrial relations legislation to ensure employment and contractor arrangements comply with applicable legal requirements. During the year, this included responding to 'Same Job, Same Pay' orders affecting parts of the workforce. The Group implemented the required arrangements and continued to review workforce and contractor arrangements to support compliance with applicable industrial relations requirements and operational continuity.



Community

The Group’s objectives are to:

- Be a responsible neighbour and create long-term, positive community outcomes.
- Build strong relationships and support community needs through employment, training, social development, procurement and investment

We seek to maintain constructive, long-term relationships with the local communities surrounding our operations. We engage openly and proactively to identify the impacts of our activities on local stakeholders, assessing and managing actual and potential community impacts. We are committed to supporting regional employment, procurement and skills development, and investing in initiatives that respond to identified local community needs.

90%

Local employees

36%

Local suppliers

\$222m

paid in local wages and benefits

\$2.4m

Community investment

Our local communities

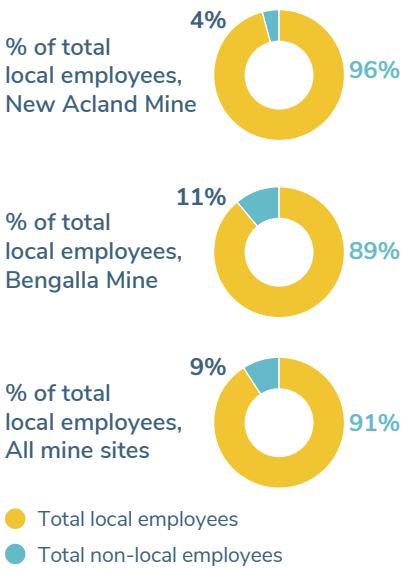
The disclosures in this section relate predominantly to Bengalla Mine and New Acland Mine, which together account for 90.2 per cent of the Group’s workforce, and the most significant land disturbance and community impacts among New Hope Group’s operations. The Group’s port, agricultural and corporate sites are referenced where appropriate.

We define the local communities for our mining operations by reference to the local government areas surrounding the areas where our mines are located, where people live or work and are affected, or could be affected, by each operation’s activities. For Bengalla Mine, the local community is centred on Muswellbrook and includes the Muswellbrook, Singleton and Upper Hunter local government areas. For New Acland Mine, the local community is centred on the towns of Oakey, Jondaryan and Acland and includes the Toowoomba, Western Downs, Southern Downs, South Burnett and Lockyer Valley local government areas.

Both of our mining operations engage with a broad range of stakeholders, including near neighbours, private landholders, lessees, First Nations and Traditional Owners and their representatives, local and State councils, community groups, schools, local clubs and associations, local businesses and suppliers, contractors, and neighbouring industries.

These local communities are vital to our ability to operate, providing us with many of our employees, contractors and suppliers. We are committed to developing and maintaining strong, long-term relationships and continue to focus on and support the needs of these communities through local employment, procurement and investment. As at 31 July 2026, more than 90.3 per cent of our mining workforce lived in these local communities.

Percentage of local workforce, Bengalla Mine and New Acland Mine (by % of headcount)



A residential workforce, rather than a fly-in fly-out model, represents direct employment that supports regional population levels. Our operations prioritise local procurement and invest in essential infrastructure and access to services. Through both formal community engagement programs and informal activity, given our people live in the areas surrounding our mining operations, we also contribute to social cohesion in these communities.

Community engagement

Our approach to local community engagement is informed by site-specific community strategic plans, which outline the strategic focus, metrics and initiatives for stakeholder engagement. This includes both informal and formal community consultation through community needs assessments, social baseline studies, environmental monitoring, complaints and feedback processes, and direct engagement with key local stakeholders. These processes are used to understand community priorities, assess actual and potential impacts, guide social investment and community development programs.

Both mines regularly hold community consultation meetings, to provide a forum for two-way communication with members of the community:

- **Bengalla Mine:** The Community Consultative Committee (CCC) operates as a forum for constructive dialogue between the mine and community stakeholders. The CCC comprises representative groups including nearby landholders, community businesses and organisations and First Nations representatives.
- **New Acland Mine:** The Community Reference Group (CRG) is an independent, voluntary advisory forum that provides structured and ongoing engagement with the local community. The CRG provides recommendations and advice to the operation in identifying local needs, concerns and opportunities, ensuring community perspectives inform investment planning and funding priorities.

These consultation forums provide the community with updates on operations, and allows the community to directly address concerns, opportunities, and provide recommendations, including on community investment decisions. Feedback and outcomes from these meetings help to inform our decision-making when considering impacts on our communities.

This year New Acland established a second, further targeted local community body, the Jondaryan Community Consultative Committee (JCCC). The JCCC is a locally-based advisory body that provides a dedicated forum for community engagement within Jondaryan. Comprised of six community representatives from key local sectors such as education, agriculture, business and emergency services, and chaired by a New Acland representative, the JCCC provides place-based insight that complements the broader regional perspective of the CRG. The JCCC helps identify local priorities, opportunities and issues associated with New Acland's operations, while facilitating information sharing between the mine and the broader community.

These formal consultation processes are supported by multiple additional channels that allow local communities to access information, provide feedback and raise concerns. These include community information sessions, newsletters, local advertising, local and social media, scheduled mine tours, online, phone and in-person enquiries, attendance at regional community events and shows, and direct engagement with landholders, near neighbours, schools, businesses and community groups.



Sustainable Practices Review continued

Community continued

New Acland's Community Information Centre in Oakey is open during business hours and staffed by the Community Team, while both mine sites operate 24-hour hotlines for community feedback and complaints. Bengalla also maintains a dedicated line for community enquiries about blasting schedules.

Our coal export terminal, Queensland Bulking Handling (QBH), is a representative member of the Port of Brisbane Community Consultative Committee. These meetings provide us with the opportunity to be informed on the port's current and planned developments, as well as understand the impact on neighbouring communities. This engagement also assists QBH to build and maintain relationships with the surrounding community members. QBH also engages with the Bulimba Creek Catchment Coordinating Committee (B4C), attending events to assist with clean up and revegetation of the Bulimba Creek Catchment, which flows northward into the Brisbane River and is impacted by urban development from various operations surrounding the catchment area.

Local investment

The Group contributes to local and regional economies through direct employment, local workforce participation, procurement, royalties, rates and other government payments, community partnerships, sponsorships, donations, scholarships, training pathways and infrastructure contributions.

As at 31 July 2026, there were 847 employees at Bengalla Mine, with 88.1 per cent residing locally in the Muswellbrook, Upper Hunter and Singleton local government areas. New Acland Mine has 361 employees, with 56 new employees starting during the year as the operation ramps up, and 95.6 per cent locally based across the Darling Downs, South Burnett and Lockyer Valley local government areas. During the period, over \$222 million in wages was distributed, paid to employees living in communities local to our mining operations. Local employment, training and workforce development are key focus areas of social impact management at both operations, given their role in enhancing regional economic impacts.

Local procurement supports regional economic participation, business resilience and employment outcomes in the communities surrounding our operations. For the reporting period, the Group local procurement represented 26.7 per cent of its total procurement spend, contributing over \$286.7 million to suppliers based locally. The Group's procurement policies and procedures support local procurement and encourage the use of local and Indigenous small to medium enterprises where they can competitively offer quality goods and services. During the year, we spent over \$533,600 with Indigenous businesses local to our Queensland operations.

The payment of statutory taxes, including coal mining royalties, represents a significant portion of our overall economic contribution. During the year the Group paid \$164.7 million in coal royalties. Further details on our approach to tax are set out in the Tax Transparency Report from page 60.

Both mines manage sponsorship, donation and community development programs throughout the year.



Each operation considers community investment specific to local context, informed by ongoing engagement with local stakeholders and assessments of local community needs and potential impacts. The diagram below summarises the principal mechanisms through which Bengalla Mine and New Acland Mine support their local communities.

At Bengalla Mine, the Community Development Fund (CDF) is a dedicated community investment mechanism established to build local community capacity, address development challenges, and help the community take advantage of emerging opportunities. The CDF funds a range of initiatives, including local community events, educational programs, community support initiatives, and sponsorship of local organisations and charitable initiatives.

During the reporting period, the CDF contributed \$297,000 to 24 local community recipients, continuing its focus on the long-term sustainability of the local community by targeting issues, needs and opportunities identified as priorities by residents.

Bengalla Mine also supports the local community through its Community Support Team (CST). The CST focuses on regular, event-based investment opportunities supporting local charities, sporting clubs, community groups and schools. For the reporting period, over \$186,000 was contributed through CST sponsorships and donations, supporting 73 projects across 56 community recipients.

During the reporting period, Bengalla Mine conducted Community Needs Analysis surveys to understand community areas of concern and support, and guide community engagement strategies. Feedback was received from 211 local community members, with over 77 per cent of responses from community members across Muswellbrook, Scone, Denman and Singleton. Identified priorities for community investment were local skills development, health and wellbeing, community infrastructure and youth engagement initiatives, which will inform the mine's community engagement and investment approach.

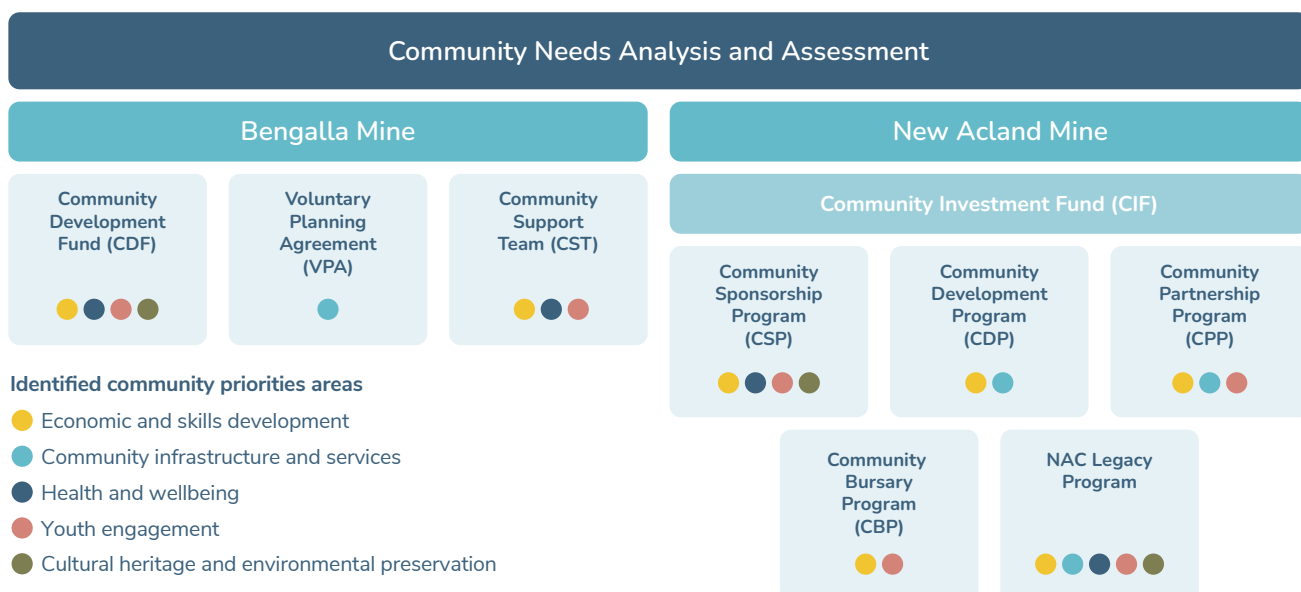
At New Acland Mine, community investment is managed through a structured engagement and assessment approach designed to align funding decisions with identified local community priorities. The Community Investment Fund (CIF) is the operation's primary community investment mechanism and is informed by ongoing engagement with local stakeholders, intended to provide benefits for local communities. The CIF provides structured and transparent pathways for investment in community initiatives that support long-term regional wellbeing, economic development, and social cohesion.

An updated Community Needs and Resources assessment completed in 2026 informed the operation's Social Investment Plan by identifying local community priorities, existing community resources regional strengths and areas

where targeted investment contributes to longer-term social value. The assessment identified five community priority areas, being regional skills development and economic diversification, community infrastructure and connectivity, health and wellbeing, youth and community engagement, and environmental and heritage preservation. These outcomes were largely aligned with the findings from the Community Needs Analysis surveys conducted at Bengalla Mine during the same period.

In response to findings from the assessment, funding under the CIF is applied across the five priority areas. Applications for funding through the Community Sponsorship, Partnership, Legacy and Bursary Programs are assessed through the New Acland Coal Community Investment Fund Committee. Community Development Program applications are reviewed and recommendations provided by the Community Reference Group (CRG) and Jondaryan Community Consultative Committee (JCCC) where relevant for local economic development or community infrastructure needs. Funding proposals are assessed against defined eligibility and assessment criteria, including alignment with identified community priorities, anticipated community benefit and the applicant's capacity to deliver the proposed initiative. During the FY26 reporting period, the CIF contributed \$818,000 to 62 local community recipients.

Community investment funding mechanisms



Sustainable Practices Review continued

Community continued

Skills development

In addition to direct investment through employment, community development and sponsorship, we are committed to creating wider economic impacts on local productivity, including increased local employment and skills development, which collectively influence the longer-term economic resilience of the communities around our mines. Both of our mining operations facilitate educational programs include apprenticeships, undergraduate mining scholarships, school mine tours, work experience, careers events, apprentice information sessions, and other school and student engagement initiatives. These initiatives support local education and workforce pathways.

During the year, New Acland commenced a two-year partnership with Outback Instincts, committing \$300,000 over two years through the CIF. Outback Instincts is a Goombungee-based, farm-based youth program supporting young people experiencing disengagement and isolation, with the funding expected to enable an additional 50 young people to participate in the program. The partnership responds to priorities identified through New Acland's Community Needs and Resources Assessment, including regional skills development, health and wellbeing, and youth and community engagement. Learn more about New Acland's engagement with Outback Instincts here: <https://newhopegroup.com.au/new-acland-coal-community-investment-fund-awards-300k-to-outback-instincts/>.

Bengalla supports a range of scholarship opportunities which are reviewed, assessed and granted separately to the funding provided under the CDF. This includes funding of local undergraduate scholarships to students across Muswellbrook, Aberdeen and Scone secondary schools and one employee child to pursue the degree

of their choosing. This supports local students continuing their education in fields such as nursing, teaching, construction management and psychology. These scholarships have supported over 100 students since commencement, with 8 scholarships awarded during the reporting period.

Scholarships are also awarded under the Bengalla Undergraduate Mining Program (BUMP) for students studying across a range of disciplines related to mining, including health and safety, engineering and geology. As part of this scholarship students spend up to 10 weeks onsite for vacation work in their related discipline and gain valuable onsite practical experience over 4 years. During the period, 18 BUMP scholarships were supported.

Infrastructure and services

Both operations also contribute to community infrastructure and services through local government contribution arrangements (excluding royalties).

During the period, Bengalla Mine contributed \$655,000 under its Voluntary Planning Agreement contributions to Muswellbrook Shire Council ('MSC'), which are valued based on the volume of coal production annually. These contributions support community investment outcomes as well as funding towards maintenance of local roads and a dedicated environmental officer resource for the MSC.

New Acland's CIF Community Development Program supported \$134,000 in community projects contributing to improvements in local infrastructure and services.

Following approved changes to the New Acland Mine project conditions by the Queensland Office of the Coordinator-General in October 2025, New Acland

entered into an agreement to continue to deliver regional community benefits throughout the life of the Stage 3 project, including enhanced financial and in-kind community benefits that responds to identified community needs.

In-kind contributions

Both Bengalla Mine and New Acland Mine provide in-kind support to local communities through education and skills development. This support includes the contribution of employee time, expertise, and resources to deliver community engagement initiatives. These initiatives help build regional skills, strengthen workforce pathways and improve awareness of our operations and their impacts on the local community and economy.

Bengalla Mine's apprenticeship program also contributes in-kind support through annual apprentice-led community projects delivered for local schools, community groups and organisations. During the year, 29 apprentices at Bengalla Mine led a project involving the planning, redesign and upgrade of outdoor play areas at Denman Childcare Centre, transforming it into a brighter and safer space for children.

This year both Bengalla Mine and New Acland Mine have seen increased engagement and interest from local schools, with additional mine tours, careers events and engagement with teachers and students interested in learning more about coal mining, to build understanding of our operations and our role in the community. At Bengalla Mine this year, we welcomed over 220 members of the public across 13 tours, including 130 students and teachers from 4 schools. At New Acland, we held 13 tours for members of the public, welcoming over 530 attendees.



FY26 Regional impact – New Acland Mine



\$818,200

spent in the local community with 62 community recipients



\$238,000

spent with First Nations and Indigenous organisations in the local community



361

employees with 96% living locally to operations



\$68.2m

paid in local wages and salaries



\$69.5m

spent with local suppliers

Note: Local to New Acland is defined as employees or suppliers based in the following Local Government Areas: Toowoomba, Western Downs, South Burnett, Lockyer Valley, Southern Downs.

FY26 Regional impact – Bengalla Mine



\$878,000

spent in the local community with 82 community recipients



68

educational opportunities supported through internships, apprenticeships and vacation programs



847

employees with 88% living locally to operations



\$153.5m

paid in local wages and salaries



\$185.9m

spent with local suppliers



\$158.8m

in coal royalties paid to the NSW government

Note: Local to Bengalla is defined as employees or suppliers based in the following Local Government Areas: Muswellbrook, Upper Hunter, Singleton.

Sustainable Practices Review continued

Community continued

First Nations and Traditional Owner relations

We have respectful relationships with First Nations peoples and Traditional Owners, and engage through cultural heritage management, community investment, community wellbeing programs and supplier engagement.

At Bengalla Mine, engagement occurs through actions approved under the mine's Aboriginal Cultural Heritage Management Plan, consultation with Registered Aboriginal Parties, and initiatives supporting Indigenous community wellbeing and participation, including support for the Polly Farmer Foundation's Follow the Dream Project, and the Dreampath Indigenous Operator Traineeship.

At New Acland Mine, First Nations engagement progressed with objectives under the First Nations Engagement Framework, with focus areas across education and training, employment, community and wellbeing, land management and partnerships, and cultural heritage. New Acland's Community Engagement Team maintained regular dialogue with the Western Wakka Wakka Group and the Oakey Yarn Up Group, extending engagement through on-site consultation meetings held at the mine.

During the period, support for First Nations initiatives in the New Acland region totalled approximately \$238,000 through funding of grants and sponsorship, and an additional \$9,735 through in-kind support. This year we continued our partnership with the Clontarf Foundation for the third year in a row, supporting school engagement, leadership development and career readiness for First Nations young people

across the Dalby, Toowoomba and Warwick academies. Support was also provided to local Indigenous community-led and youth sports initiatives and sponsorship of economic initiatives, including the Toowoomba and Surat Basin Enterprise First Nations Women in Business program, South West Indigenous Network and Toowoomba NAIDOC Awards.

There were no reported incidents of violations involving the rights of Indigenous peoples at Bengalla Mine or New Acland Mine during the reporting period. This assessment is based on grievance register records, cultural heritage consultation processes and direct engagement with registered Aboriginal parties and Traditional Owner groups at each operation.

Further information on cultural heritage management is set out in the 'Environment and climate' section at page 44.

NAIDOC Week at New Acland

During NAIDOC Week 2026, New Acland Mine supported a number of activities designed to celebrate culture, strengthen relationships and recognise First Nations contributions across the Toowoomba Region.

The New Acland Community Team hosted a NAIDOC Afternoon Tea, providing an opportunity for employees and community guests to come together, share yarns and celebrate the cultures, achievements and contributions of First Nations peoples. During the event New Acland was presented with a commissioned artwork titled New Acland Coal – Connections from local artist Pearl Hood of Pearl Hood Artwork. The artwork reflects New Acland Mine's connections with the local community, Traditional Owners and First Nations communities, acknowledges Ancestors who walked the land, honours cultural heritage and connection to Country, and includes themes of rehabilitation, regional growth and community connections. The artwork is displayed in the front reception area at New Acland, providing a visible and enduring acknowledgement of First Nations culture and connection at the operation.

The commissioning of New Acland Coal – Connections formed part of a broader program of NAIDOC Week 2026 activities.

This included an information session hosted by New Acland, highlighting the operation's history, current activities, future plans and significant rehabilitation efforts, and providing an opportunity for connection with representatives from the Queensland Department of State Development, Infrastructure and Planning and the Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism.

New Acland also sponsored the TSBE First Nations Women in Business event, where New Acland HR & Community Manager Ben Day presented the opening address, and was the primary sponsor of the NAIDOC Awards Ceremony, highlighting New Acland's approach to First Nations inclusion and its work in the local community.

Congratulations to Chelsea Lucas, New Acland Coal Mine Community Advisor, who received the Community Champion of the Year award at the NAIDOC Awards Ceremony, recognising her contribution to the broader First Nations community outside her role with New Hope.



Community amenity impacts

Mining operations can create actual or potential negative impacts for neighbouring landholders and local communities, including in relation to noise, blasting, dust, air quality, traffic, water, land use, visual amenity, rehabilitation, post-mining land use and cumulative regional impacts.

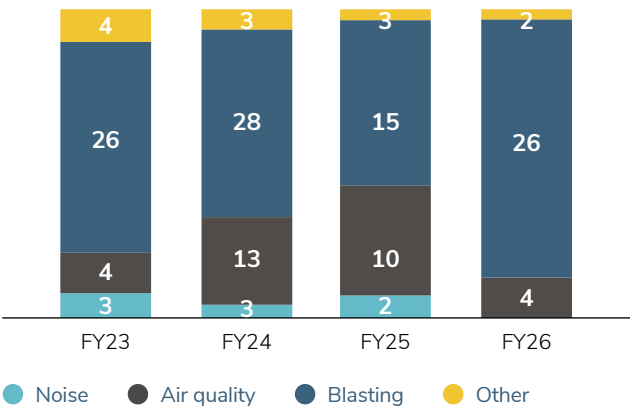
Each mine operates a 24-hour environmental hotline for community feedback and maintains a public complaints register, and Bengalla Mine has a dedicated line for the community to enquire about the mine’s blasting schedule. Members of the public can also contact the Group

directly online or by phone. During the reporting period, the Group received 31 complaints across both mining operations, with the majority of complaints relating to blasting activities (83.8 per cent). We investigate all complaints and aim to respond to and resolve any concerns raised in a timely manner.

Bengalla Mine and New Acland Mine are the Group’s operations with potential for such significant impacts on local communities. Both operations manage these matters through environmental management plans consistent with regulatory approvals, ongoing monitoring and reporting obligations, progressive rehabilitation planning, direct near-neighbour and landholder engagement,

community complaints procedures and targeted community development programs. Both mines collaborate with their respective agricultural operations to implement quarterly feral animal management campaigns, delivered in partnership with external contractors and neighbouring landholders to promote coordinated and targeted approaches to reduce pest numbers and improve agricultural, environmental and biosecurity outcomes in the locality.

Total community complaints received, by topic



Community continued

Bengalla Community Open Day Brings the Community Together

The Bengalla Community Open Day, held on 12 September at Muswellbrook Showground, once again brought the Upper Hunter together for a day of discovery, exploration and family fun, welcoming over 8,000 attendees to experience Bengalla firsthand and celebrate the strong relationships we share with our local community.

With more than 150 volunteers, and 120 vendor stalls from local community organisations, businesses and exhibitors showcasing interactive displays, this year's event placed a strong focus on hands-on experiences for children and families. From face painting, mining simulators and rock art to a live magician and remote-controlled LEGO mining equipment, there was no shortage of opportunities for young visitors to explore, create and learn while gaining a greater understanding of the mining industry and the organisations that support our region.

Free food and entertainment throughout the day created a welcoming atmosphere where families could relax and enjoy time together. A community barbecue, proudly operated by the Rotary Club of Muswellbrook with assistance from the Red Door Community Kitchen, highlighted the collaborative spirit that sits at the heart of the event and showcased the strength of our local partnerships.

A standout feature once again was the popular Bengalla Mine Tours. Due to overwhelming demand, the number of available tour seats was doubled this year, allowing over 1,700 people to experience our operations firsthand. Despite the additional capacity, every tour sold out. For many visitors, the opportunity to step onto site and witness the scale and complexity of a modern mining operation remains one of the most memorable parts of the day. The tours provide a unique opportunity to build understanding of our operations while fostering transparency and meaningful engagement.

The continued growth of the Bengalla Community Open Day is something we are incredibly proud of. What began as a family day for our employees has grown into one of the Upper Hunter's most anticipated community events, reflecting the strong relationships Bengalla has built with local organisations, volunteers and residents over many years.

The success of the day is made possible by the dedication and enthusiasm of our employees, who generously volunteer their time to coordinate and deliver the event. Their willingness to share their workplace and give back to the community is at the heart of what makes the Bengalla Community Open Day such a memorable experience each year.

By opening our doors and bringing together local organisations, businesses and families, the Bengalla Community Open Day continues to strengthen relationships, foster greater understanding of our operations and celebrate the community we are proud to be part of.

The Open Day forms part of Bengalla's ongoing commitment to supporting the local community, encourage local talent into the mining industry, and ensuring our activities deliver lasting benefits for Muswellbrook and the Upper Hunter region.





Environment and climate

The Group's objectives are to:

- Appropriately manage environmental impacts and meet regulatory requirements as a minimum.
- Promote environmentally responsible outcomes and progressively restore disturbed land to improve rehabilitation and post-mining land use outcomes.

We are committed to operating in a responsible and sustainable manner and promoting environmentally responsible business outcomes. We proactively work to understand, assess and manage environmental risks, to prevent and reduce potential impacts on our surroundings.

25.1%

of water used in mining operations sourced from third-party recycled waste water

35%

Ratio of total land area rehabilitated against total land area disturbed by active mining operations, in hectares

0.044

Emissions intensity ratio for mining activities (tCO₂e/ROMt)
Based on ROMt for mining operations

Nil

Environmental non-compliances

Environmental management approach

Our operations in open-cut coal mining, coal processing and export, and agricultural activities, have the potential to impact the environment and nature. Activities impacting the environment and nature are managed and monitored to ensure compliance with legislation, policy and approvals to minimise adverse impacts on both the environment and people.

These impacts are managed through site-specific environmental management systems and management plans that address compliance requirements under State and Federal regulatory approvals, environmental licences and associated statutory obligations.¹ Site teams use monitoring, inspections, incident reporting, corrective-action processes, regulator engagement and periodic review to assess the effectiveness of controls and respond to changing operational or environmental conditions. Each plan sets out management objectives and performance measures, monitoring programs, trigger levels and

corrective actions, and reporting, review and audit requirements, consistent with the conditions of the relevant approval. The New Hope Board of Directors receives regular updates on environmental management and compliance at least monthly.

Environmental management at our mining operations is governed by the conditions required under State and Federal environment and planning project approvals and is implemented through site-specific management plans. Both mines have established progressive rehabilitation and closure provisioning and planning in accordance with relevant State and Federal requirements. Our export terminal Queensland Bulk Handling, located at the Port of Brisbane, is similarly managed through environmental management systems under a State environmental approval.

We also incorporate effective environmental risk management methods into our business practices to maintain regulatory compliance with our environmental approvals.

Water

Water is a key resource used for a range of activities across our mining, port and agricultural operations. These activities draw from surface water in nearby natural water bodies, groundwater extracted from underground formations, and in some cases third-party water from municipal water supply.

Water is used principally in the coal handling and preparation plant and for dust suppression to minimise impacts from air emissions on employees and persons within close vicinity of our operations. We manage these impacts through a site-specific water management plan prepared in accordance with its environmental approvals, which require water-related impacts to be considered in operational planning and through engagement with regulators, local communities and other users of shared water resources.

1. Environmental management plans and reports referenced in this section are available from the Group's website at <https://newhopegroup.com.au/general-reporting/>.

At Bengalla Mine, water is primarily drawn from the Hunter Regulated River System, within the Hunter River catchment located approximately 1,000 metres from the mine. The mine is allocated water under a water access licence by Water NSW following assessment by the Department of Climate Change, Energy, the Environment and Water of water availability under a regulated water sharing plan. This plan prioritises the protection of the water source and its dependent ecosystems and grants water rights through licences accordingly.

New Acland Mine primarily draws recycled water from the Wetalla Water Reclamation Facility (WWRF) under a purchasing arrangement with Toowoomba Regional Council under a long-term contract. The WWRF transports treated wastewater from Toowoomba through a purpose-built pipeline directly to our operations. Using predominantly recycled water reduces our dependence on natural water sources and provides ongoing revenue to Toowoomba Regional Council. During the reporting period 72.4 per cent of total water drawn was sourced from the WWRF for use at New Acland Mine for mining activities.

New Acland Mine also has an associated water licence granted by the Queensland Government to ensure water security for our operations. The licence allows groundwater to be drawn from our operations for dewatering activities subject to strict environmental conditions. No groundwater was used for operational mining activities during the period and was used for potable water only.

Operations can also intercept groundwater, capture rainfall and runoff and generate mine-affected water requiring storage, reuse, treatment or controlled discharge. This source is dewatered to the mine water system for reuse in processing and dust suppression within the operation. To minimise the impacts of our mining activities on existing water systems, clean water is captured and re-directed around the active mining area through water diversion levees. Potable water is delivered to site by a third party cartage contractor for use on-site in administrative buildings and workshops for domestic purposes.

Wastewater (including effluents) generated from our mining activities are treated and managed on site and not discharged into water bodies. Effluent quality requirements are monitored and managed in accordance with relevant environmental approvals and regulatory standards.

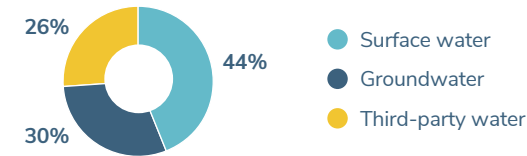
No non-compliance with water-withdrawal permits or standards was recorded at either mine during the period.

Bengalla Mine has an onsite discharge dam with a 700ML capacity to store and manage operational water. Under the Hunter River Salinity Trading Scheme (HRSTS) the mine can discharge surplus water into the Hunter River to maintain operational storages. During the period Bengalla Mine discharged 124ML of water from the licensed discharge point to manage on-site water inventory. The discharge, which occurred in August 2025, was opportunistic when the site water inventory was elevated following heavy rainfall across the prior six months and the conditions under the HRSTS being satisfied.

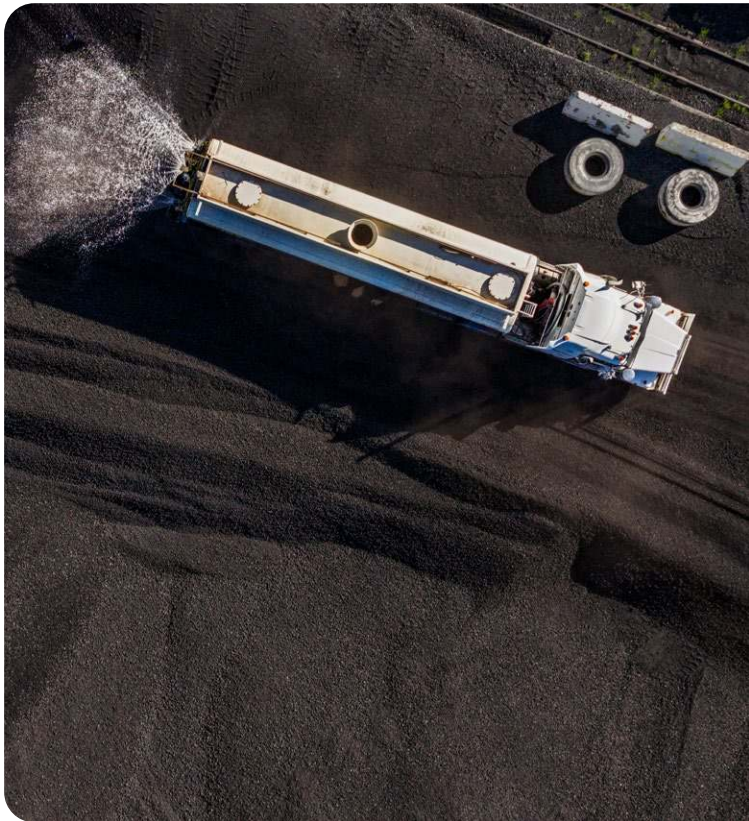
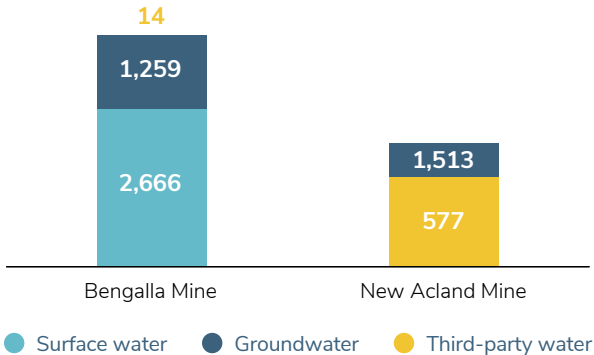
No unauthorised discharge or exceedance of discharge criteria was recorded during the reporting period.

During the reporting period, New Acland identified minor groundwater-monitoring quality exceedances, which were reported to the relevant environmental regulatory body and closed out without further query. These results did not relate to an unauthorised discharge or exceedance of a discharge limit.

Total water withdrawn (used) by mining and port operations, by source type



Total water withdrawn (used) by mining operations, by source type (in Megalitres)



Sustainable Practices Review continued

Environment and climate continued

Our coal export operations at QBH use potable mains water supplied through the Port of Brisbane and Urban Utilities, principally for fire suppression sprinkler systems on the conveyors, dust suppression, washdown and domestic purposes. Water is supplied to the site by the Port of Brisbane through Urban Utilities's water supply. QBH does not withdraw surface water, groundwater or seawater for its operations. Water captured through on-site dams is not used in operations. Stormwater is directed through site drains to an engineered sedimentation dam and then a bioretention dam. These structures are designed to allow materials in the water to settle and improve water quality before release through the discharge point. Water release is into the Brisbane River from a licensed discharge point is managed in accordance with environmental approvals.

QBH routinely monitors dam water levels and available storage capacity to manage discharges against approved limits.

Our pastoral operations use water for cropping, stock watering, irrigation and domestic purposes. Water is sourced through the same offtake arrangements from the adjacent mine and managed

under the relevant mine's water management plan. No groundwater is used in operations.

Water operational efficiency initiatives are investigated to improve use between irrigation, cropping and livestock-watering activities and trialling of agricultural products to improve water-use efficiency. During the period, Bengalla Agricultural Company trialled soil amelioration product AgSolution's NatraMin Cal-S as a soil conditioner to test improvements in soil structure and increase moisture retention.

In September 2025, the Group divested its oil and gas operations (formerly Bridgeport Energy). As the divestment occurred within a month of the reporting period commencing the data collected is immaterial compared to the Group volumes and water volumes and water quality data associated with those activities are not reported.

Waste and tailings

Mining generates large volumes of mineral waste, principally overburden, waste rock, coarse rejects and fine tailings, together with smaller operational waste streams such as waste oil, oily water, tyres, batteries, scrap metal, timber, cardboard,

sewage waste and general waste. If not effectively managed, these materials can contribute to land or water contamination, erosion, and long-term rehabilitation risks. Waste is managed through site waste management plans and procedures and the hierarchy of avoidance, reduction, reuse, recycling, recovery and disposal. Regulated and hazardous wastes are segregated, stored, transported and treated or disposed of through authorised processes and appropriately licensed contractors.

During the year, the Group generated approximately 193.3 million tonnes of waste, with 99.9 per cent comprising mineral waste from overburden removal and rehandling and processing activities and approximately 5.5 tonnes of non-mineral waste primary comprised of landfill. Mineral waste was placed within operational landforms and emplacement areas in accordance with mine planning and rehabilitation requirements.

Non-mineral waste is managed in accordance with state-specific requirements and follows a waste management hierarchy that prioritises waste reduction, reuse, and recycling before disposal. We use third party specialist waste treatment and resource recovery sub-contractors to collect and process hazardous and non-hazardous waste off-site at licensed waste disposal facilities. This minimises risks of improper waste handling and maximises recovery through compliance collection, transport and treatment strategies. The exception to this approach is the disposal of scrap tyres in pit in accordance with environmental approval conditions. No waste-management or hazardous-waste incidents were identified during the period.

At New Acland Mine, non-mineral waste is prioritised for recycling, including scrap steel, batteries, oils and cardboard. Recovery and recycling initiatives for non-mineral waste included scrap metal and battery recycling, and donation of timber pallets for repurposing in the local community.



Tailings management

At New Acland Mine, residual mineral waste left over after extraction and processing, known as tailings, is managed and disposed of on site in mined out open-cut voids, referred to as tailings storage facilities. This material is inert and does not cause degradation to the areas where it is stored, and poses a lower structural integrity risk to the environment than engineered tailings storage structures. Tailings structures are remediated and then covered with topsoil and growth medium in preparation for rehabilitation processes. These in pit tailings processes are managed in accordance with environmental approval conditions. Further information regarding the Group's approach to progressive rehabilitation of disturbed mining areas is set out in the 'Progressive rehabilitation' section at page 48.

Bengalla does not use tailings storage facilities. Tailings are processed through its coal handling and preparation plant by separating the material from washed coal before it is treated, dewatered, and placed in reject cells within the overburden emplacement area. This material is co-disposed of on site with overburden and rock waste, in preparation for future rehabilitation processes. Water extracted from the separation process is used on site as appropriate.

Non-mineral waste generated at QBH is managed under a site-specific waste management protocol. Waste at QBH is primarily generated through maintenance of conveyor systems and mobile equipment used in coal-handling activities. QBH engages the same licensed third-party contractor as New Acland to collect and manage waste off site.

Air emissions and quality

Our mining operations create particle and dust emissions that have the potential to affect air quality in the environment surrounding the mine. Our operations' primary air emissions arise from open-cut mining and coal handling and processing, including overburden removal, haulage, blasting, wind erosion of exposed surfaces and stockpiles, and diesel combustion. These impacts are managed under approved air quality management plans,

in accordance with relevant environmental approvals and regulatory requirements. Significant emissions are measured and reported annually through the Australian Government's National Pollutant Inventory.¹

Actions to minimise air emissions and impacts include dust suppression on haul roads and work areas, management of exposed surfaces and stockpiles, modifying blasting during adverse weather; minimising material drop heights; using water carts on mine roads and exposed work areas; and establishing vegetation and progressively rehabilitating land behind the active pit. At New Acland Mine, veneering occurs off-site on coal at the Jondaryan Rail Loading Facility before being transported by rail.

No incidents involving significant air emissions or air quality incidents or exceedances were recorded during the reporting period.

Noise management

New Acland Mine seeks to minimise noise impacts on neighbouring communities and other stakeholders through a combination of operational controls, monitoring and compliance programs. Noise management is undertaken in accordance with the site's Environmental Authority and environmental management plans, which establish requirements for monitoring, assessment and response to potential noise impacts. Operational activities with the potential to generate elevated noise are planned and managed having regard to weather conditions, proximity to sensitive receivers and applicable regulatory requirements.

Throughout the year, the site continued to implement noise mitigation measures including equipment maintenance programs, operational planning and monitoring of mining activities to support compliance with approved noise limits. Noise monitoring results are regularly reviewed to identify trends and inform operational decision-making where required. New Acland Mine employs a dedicated team to monitor noise performance 24/7 and adjust operations as required. Learn more about how our noise control team monitors impacts here: https://youtu.be/TZio_mra7k4.

Our mine sites have a 24-hour environmental hotline for community feedback related to mining operations and the Bengalla Mine has a dedicated line for the community to enquire on the mine's blasting schedule. We also use dust and noise monitoring equipment on site that provides real-time data on air quality levels. Noise and air quality data is published in monthly environmental monitoring reports on our website.

Community feedback mechanisms also provide an opportunity for local stakeholders to raise concerns regarding operational impacts, including noise, enabling investigation and responsive management where necessary. Further information on how we receive and handle complaints related to amenity impacts is detailed in the 'Community' section at page 34.

1. Significant emissions' are defined under GRI 305: Emissions 2016 as air emissions regulation under international conventions, national laws and regulations. Relevantly, the Group reports on 'significant emissions' that are identified as priority substances with potential impacts on health and environment under the National Pollutant Inventory.

Environment and climate continued

Progressive rehabilitation

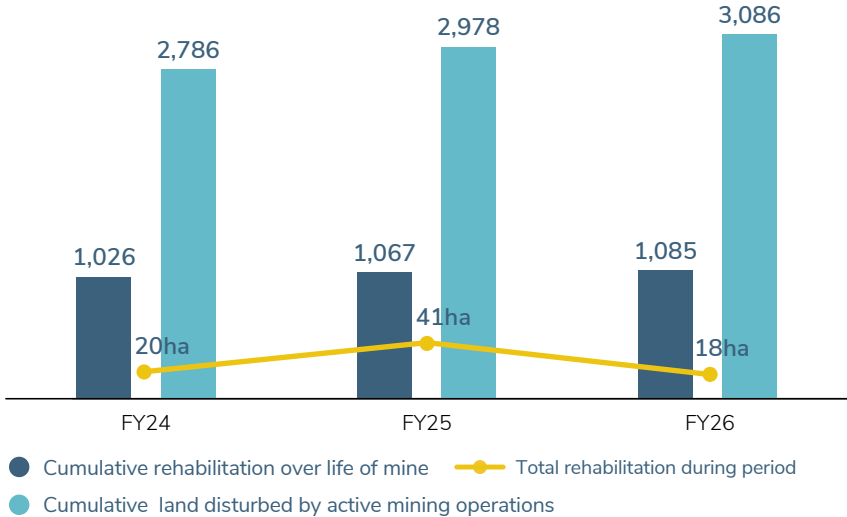
Open-cut mining disturbs land and can affect landform stability and future land use. New Hope Group seeks to reduce these impacts by integrating rehabilitation and closure requirements into mine planning and progressively rehabilitating disturbed areas where practicable. Rehabilitation is undertaken against site-specific regulatory requirements, rehabilitation objectives, final land-use requirements and monitoring criteria. Closure planning addresses the management of residual environmental and social impacts, including landform stability, water, waste, infrastructure and post-mining land use.

To minimise the extent of our impact on the environment, we progressively rehabilitate mined land no longer required for mining activities in compliance with rehabilitation and closure plans approved under State environmental regulations.

Rehabilitation is undertaken in accordance with the approved rehabilitation objectives that are consistent with the mine's development consent and approvals. These objectives are supplemented by an approved rehabilitation strategy and rehabilitation management plan which define the phases and requirements of rehabilitation and sets out a rehabilitation quality assurance process, monitoring program and trigger action response plan. Rehabilitation progress under environmental approval conditions are reported annually and published on the Group's website.

During the year, rehabilitation activities were undertaken across 50 hectares, representing 46.7 per cent of total land disturbed by active mining operations

Land disturbed and rehabilitated (in hectares)



during the period. 18 hectares of land achieved completed rehabilitation objectives bringing the Group's cumulative life-of-mine rehabilitation as at 31 July 2026 to 1,085 hectares.

At Bengalla Mine, rehabilitation progressed in the northern section of the Overburden Emplacement Area, together with ongoing weed and feral animal control, consistent with the management plan.

At New Acland Mine, the proposed post-mining land uses are grazing and cropping, with rehabilitation activities progressed on the Willeroo Pit and South Pit during the period.

No incidents related to or involving rehabilitation obligations were recorded during the period.

New Acland works collaboratively with Acland Pastoral Company to support rehabilitation outcomes suitable for proposed agricultural post-mining land uses. During the year, this included trials using different machinery and management techniques to address prolific Black Wattle growth in rehabilitated grazing areas. The trials were intended to inform practical, longer-term management approaches and support the establishment and maintenance of productive grazing land.

Learn more about Acland Pastoral Company's operations and the interaction with our rehabilitation program here: <https://youtu.be/MFxnPjkPJLs>.

Land use and biodiversity

Land clearing and disturbance for mining activities can affect native vegetation, habitat connectivity, threatened ecological communities and fauna habitat. We manage biodiversity impacts through site-specific biodiversity and offset management plans, which apply the mitigation hierarchy of avoidance and minimisation through mine design and operational controls, rehabilitation of disturbed land, and approved biodiversity offsets.

Each site has developed biodiversity, conservation-zone and offset management plans which establish offset monitoring actions. This includes ecological management and weed and pest control. Annual performance against biodiversity and offset management plan commitments are reported in accordance with Federal compliance obligations under both mine's environmental approvals and is published on our website.

Where our activities may result in the conversion of natural ecosystems, we record the location, extent and type of ecosystem affected so impacts can be managed through the mitigation hierarchy of avoidance, minimisation, restoration and offset.

We implement feral animal management programs at both of our mines as part of our biodiversity and land management approach. Managing feral animal populations helps protect vegetation communities, supports the establishment of rehabilitation areas and improves habitat conditions for native species and other biodiversity values present within and surrounding the operation. This approach to biodiversity management is implemented jointly between our agricultural and mining operations, who work collaboratively to ensure any culling program meets environmental management and compliance requirements and supports the long-term ecological condition of land areas used for mining, rehabilitation and agricultural activities.

To offset adverse biodiversity impacts from our mining operations, we own and manage biodiversity offset properties consistent with Federal and State environmental regulations. These offset areas are maintained to minimise loss outcomes for affected habitats, with these areas monitored through ongoing ecological surveys of identified flora and fauna. Regular inspections are undertaken to ensure effective weed management, fencing maintenance and checks for

unauthorised presence of stock or pest animals. As at the end of the reporting period, the Group holds approximately 6,400 hectares of land for environmental biodiversity offsets, as biodiversity offset areas.

Our port and coal-handling operations at QBH have the potential to cause disturbance to biodiversity. QBH manages its biodiversity impacts through environmental approvals, regulatory permitting and a Biosecurity Incident Response Plan. During the year, employees participated in two native vegetation planting activities to maintain vegetative screening along the site boundary, an initiative seeking to improve the site's interface with the surrounding port environment and provide incidental habitat and ecological benefits.

No biosecurity or biodiversity-related incidents were recorded during the reporting period.



Sustainable Practices Review continued

Environment and climate continued

Agricultural operations

Our agricultural operations, Acland Pastoral Company and Bengalla Agricultural Company, undertake cattle grazing and cropping activities on land in the locality of the Group's mining operations. These operations use rehabilitated land or land not actively used for mining operations, integrated into land management processes with our mines. This approach ensures that land we own is productively managed to preserve long-term value in the land beyond productive mining operations. These co-aligned operations also act as a physical buffer between our operations and near neighbours in the local community. Consistent with our mining operations, we employ locally for our agricultural businesses to draw on existing farming knowledge and expertise in the region.

Grazing or cropping management practices may contribute to compaction, nutrient depletion, soil loss and runoff, while fertilisers and pesticides may affect soil structure and health. We manage soil health through site-based grazing and cropping practices. Both of our operations regularly undertake soil testing to understand and manage soil health by engaging third party experts for specialist agronomic advice.

We currently implement rotational grazing, crop rotation and soil testing in response to site conditions and specialist advice. External agronomists are engaged to assess soil and plant nutrition and advise on appropriate agricultural inputs. During the period, Bengalla Agricultural Company introduced inoculated legumes within its cropping program to support biological nitrogen fixation and soil fertility. Similar practices were established at Acland Pastoral Company in the prior reporting period. This year, Acland Pastoral Company participated in field trials relating to soil nutrition and biological seed treatments. The trials supported agricultural research and evaluation of alternative practices, findings will be reviewed to understand performance improvements and potential for continued application.

To promote land and livestock health at our agricultural operations, we implement actions to manage pests and weeds found in areas where we conduct agricultural operations. These pest and weed management plans are designed in collaboration with the relevant mine's environmental management planning to implement strategic management and mitigation initiatives and comply with relevant environmental and biosecurity regulations.



We engage expert third-party agronomists to identify fit for purpose chemicals that are less hazardous to the land, our employees and contractors, and train our employees on how to apply pesticides safely in accordance with industry standards. We are conscious of the impacts of fertilisers and pesticides on soil health. We do not use any 'Extremely hazardous' pesticides as classified under World Health Organisation standards and aim to minimise use of 'Highly hazardous' pesticides.²

Pest and weed management actions include controlled grazing, manual removal, herbicide application, baiting, trapping and shooting. Pest and weed management activities are recorded and periodically reviewed to assess their effectiveness. During the period, aerial culling activities were carried out by appropriately licensed and accredited third-party contractors to

manage feral pig populations across both operations. The program was undertaken in accordance with applicable legal, safety and animal-welfare requirements in each local jurisdiction.

Both agricultural operations utilise digital farm-management systems to record and analyse livestock, pasture and cropping information. These systems support operational decision-making, improve monitoring of land and livestock performance, strengthen data quality for sustainability reporting and assist with efficient management of grazing, cropping and environmental outcomes.

2. The World Health Organisation recommended classification of pesticides by hazard and guidelines to classification, 2019 edition. Paraquat 360 and Methomyl 225 are used in operations and identified to include class 1b active ingredients."



Cultural heritage

We respect the connections of Traditional Owners and custodians with the lands where we operate, and recognise that sites, objects and artefacts of cultural significance must be proactively identified and protected. We manage cultural heritage obligations and responsibilities in accordance with approved cultural heritage management plans. We consult and engage with traditional owner group representatives at each of our mining operations, being Wanaruah Local Aboriginal Land Council (WLALC) at Bengalla Mine and the Western Wakka

Wakka People (WWWP) at New Acland Mine. A representative of the WLALC is an active member on the Bengalla Mine Community Consultative Committee. We continue to engage with representatives of the WWWP to ensure any proposed ground disturbance at New Acland for Stage 3 operations considers impacts on cultural heritage and action to avoid harm, or where harm cannot reasonably be avoided, minimise harm to cultural heritage. We aim to embody the principle of free, prior and informed consent in our engagement with traditional custodians to ensure our impacts on cultural heritage are managed respectfully and sustainably.

During the reporting period the Group did not receive any complaints related to the rights of Indigenous people or Traditional Owners.

Further information on the Group's engagement with Traditional Owners and Indigenous groups who live, work and are connected to the lands surrounding our operations is set out in the 'Community' section at page 34.

Sustainable Practices Review continued

Environment and climate continued

Operational emissions

Energy and greenhouse gas emissions

We recognise the energy and emissions intensive nature of our mining operations, and the impacts of greenhouse gas emissions on the climate. Our operations consume significant amounts of energy and in turn generate greenhouse gas emissions. The major sources of emissions at our operations including fugitive emissions released during coal extraction and diesel burned by mobile mining equipment and vehicles. Emissions are also generated from electricity we

purchase for use in mining and business operations and emissions released from blasting activities on site. We manage and monitor our energy use and for Scope 1 and Scope 2 greenhouse gas emissions (operational emissions) under applicable Federal requirements through the National Greenhouse and Energy Reporting ('NGER') Scheme and the Safeguard Mechanism.

During the reporting period, climate-related financial disclosure requirements were introduced for large companies under the *Corporations Act 2001* (Cth). The Group's disclosures required under this regime are set out in the Sustainability Report at page 98.

We continue to monitor material regulatory developments through sustainability governance processes. These included the review of the Safeguard Mechanism, amendments to the NGER measurement framework and emerging New South Wales EPA climate-change licensing requirements relevant to large emitters. We continue to monitor emerging requirements, such as the New South Wales EPA policy guidance on climate change and emissions reporting, mitigation and adaptation, which introduces reporting requirements for Bengalla Mine during the 2027 financial year.

Total operational emissions, categorised by source

	FY26	FY25	FY24
Scope 1 GHG emissions			
All operations	788,371	760,889	667,497
Fugitive methane gas	498,161	490,466	435,220
Diesel combusted	273,927	252,468	230,208
Other sources	16,283	34,707	2,069
Scope 2 GHG emissions			
All operations	68,753	67,200	60,641
Electricity purchased	68,753	67,200	60,641
Total operational emissions (Scope 1 and Scope 2)			
All operations	857,124	828,089	728,138

Total operational emissions intensity for mining operations, using ROM tonnes mined activity metric

	FY26	FY25	FY24
Emissions intensity ratio per ROM tonnes (tCO ₂ e/ROMt)			
All mining operations	0.044	0.043	0.048
Bengalla Mine	0.061	0.059	0.054
New Acland Mine	0.012	0.012	0.013

Fugitive methane abatement opportunity

This year, Bengalla Mine continued to investigate opportunities to reduce fugitive methane emissions through potential gas drainage initiatives. The assessment focused on identifying areas with the greatest potential for methane recovery and evaluating technologies that may be suitable for the operational and geological characteristics of the mine.

As part of this work, the Group assessed a range of potential gas drainage approaches and undertook preliminary technical studies to better understand their practical application within an active open-cut mining environment. The assessment identified a number of technical challenges associated with methane capture at open-cut coal mines, including geological conditions, operational constraints and infrastructure requirements.

The studies indicated that certain gas drainage technologies may offer potential future emissions reduction opportunities and warrant further evaluation. Accordingly, technical

assessments have progressed to improve understanding of resource characteristics, technology options, implementation requirements and potential emissions reduction outcomes. Further investigation is required to determine technical feasibility, economic viability and regulatory requirements before progressing with any methane drainage project.

The Group will continue to assess fugitive emissions reduction opportunities as part of its broader operational decarbonisation programme and will monitor developments in methane management technologies that may be applicable to its operations.

At New Acland Mine, the nature and scale of the operation currently limit the feasibility of fugitive emissions capture opportunities. The Group nevertheless continues to monitor technological developments and assesses emissions reduction opportunities that may be applicable to its operations.

Operational decarbonisation

New Hope recognises that the decarbonisation of mining operations remains a key focus for the coal mining sector and presents a significant operational and technological challenge. The Group's operating mines have approved mine lives extending into the mid to late 2030s. Application of available technologies for emissions abatement is considered and investigated in the context of operational feasibility, emissions reduction potential and economic viability of decarbonisation initiatives are assessed in the context of each operation's remaining life, operating conditions and available technologies.

The Group's Scope 1 greenhouse gas emissions target is set by the Australian Government through the Safeguard Mechanism. The majority of the Group's

Scope 1 emissions are generated through the release of fugitive emissions in the extraction of coal, and consumption of diesel in vehicles and equipment. Fugitive emissions are the Group's primary source of operational greenhouse gas emissions (also referred to as Scope 1 emissions), representing 63.2 per cent of total Scope 1 emissions during the reporting period. The volume and characteristics of fugitive emissions vary depending on geological conditions, coal resource properties and mining methods.

The Group acknowledges the technical challenges associated with capturing fugitive emissions at open-cut coal operations, where emissions are typically diffuse and dispersed over a broad mining area. Any future fugitive emissions capture project would remain subject to further technical assessment, economic evaluation and regulatory approvals.

Diesel consumption by heavy mining equipment and vehicles is the second largest source of operational emissions. Total diesel consumption represented 34.7 per cent of total Scope 1 emissions during the reporting period. To improve operational efficiency and reduce fuel consumption, mine schedules are regularly reviewed and optimised, including through haulage, equipment utilisation and mine design improvements.

We monitor fuel consumption, analyse fleet performance and identify opportunities to improve efficiency where economic and operationally feasible.

Further information on the Group's approach to operational emissions reduction and emissions metrics and targets is disclosed separately in the Sustainability Report from page 98 of the Annual Report 2026.



Ethics and compliance

The Group's objectives are to:

- Uphold responsible business practices and engage suppliers and partners who align with our values and business objectives.
- Ensure effective governance and efficient operations through right-sized and robust systems, processes and technology.

We are committed to upholding and promoting responsible business practices in our value chain. We partner with suppliers, community and other external stakeholders aligned with our values to foster long-term, mutually beneficial relationships and responsible business practices in our supply chain.

Responsible business practices

We expect our people, suppliers and business partners to conduct business in a responsible and ethical manner, and we set out these expectations in our Code of Conduct. The Code of Conduct reinforces the Group's core values and guides the daily actions and decisions for all those who interact with our business. The Code of Conduct is available on our website and applies across all Group entities and controlled operations, including to Directors, officers, employees and contractors, and, where required by contract or policy, to suppliers, agents, advisers and other business partners acting for or on behalf of the Group.

Responsible business practices are embedded in our business through the Code of Conduct and associated policy documents established under our Enterprise Governance Framework. These include policies regarding whistleblowing rights and protections, anti-bribery and corruption, modern slavery, diversity and inclusion, and health,

safety, wellbeing and environmental management. The Code of Conduct requires all employees, contractors and suppliers to adhere with these policies, including through contractual obligations.

The Board approves the Group's statement of values, Code of Conduct and governance policies, and is notified of material breaches. Day-to-day responsibility for the Group's responsible business practices, including modern slavery and anti-bribery and corruption compliance, sits with the Executive General Manager & Company Secretary, supported by the Legal, Human Resources, Procurement and Risk functions. We provide annual training for our people on expectations and responsibilities under the Code of Conduct, as well as in onboarding processes for employees, contractors and suppliers.

During the year we introduced mandatory annual compliance training on specific topics under the Code of Conduct, including bribery and corruption, anti-competitive conduct and modern slavery risk management.

Our supplier onboarding process requires all new suppliers to provide declarations regarding their awareness of the Code of Conduct and related policies listed above. We also require new suppliers to complete an onboarding questionnaire including responses and attestations regarding relevant sustainability topics, including health, safety and environmental management, labour rights and practices, bribery and corruption, anti-competitive practices, conflicts of interest and compliance policy approach. Where a response is inconsistent with our expectations, further enquiries are made regarding the supplier's controls before a decision is made to proceed with onboarding.

Raising concerns and grievances

We provide mechanisms for our workforce and suppliers to raise concerns about misconduct or other issues without fear of reprisal, dismissal or discriminatory treatment, as outlined in our Speak Up – Whistleblower Policy. Concerns may be raised through our whistleblower hotline. The hotline is maintained by an independent third party, Stopline, offers both phone and online lodgement methods, and allows for anonymous disclosures. It is available to employees, contractors, suppliers, former employees and their relatives, and is promoted through the Code of Conduct, policy documents, our website and supplier communications.

Stopline acts as a mechanism to report actual or potential misconduct and facilitate constructive dialogue without fear of reprisal, enabling the identification of concerns, and providing constructive mitigation measures to prevent potential adverse impacts on stakeholders. Disclosures are assessed by Stopline, and where a formal investigation is appropriate an independent investigator is appointed. The investigation process is conducted in accordance with whistleblower protection regulations and privacy policy requirements. Disclosures and grievances are reviewed quarterly by the Audit and Risk Committee, with material matters escalated to the Board. During the reporting period, disclosures received through Stopline and other grievance reporting channels were investigated and resolved with outcomes reported to the Audit and Risk Committee. No disclosures reported were identified as protected disclosures under the Group's whistleblower procedures.

Human rights and modern slavery

Upholding responsible business practices in our value chain includes identifying, assessing and mitigating the risk of modern slavery in our operations and supply chain. For an organisation like ours, relevant risks of modern slavery arise in the form of forced labour, child labour, and deceptive recruiting for labour or services. These practices are a violation of human rights, that are not only against Australian law, but also completely at odds with the Group's Values.

The Group's Modern Slavery Policy is built on a foundation of respecting human rights and outlines our stance on these practices. Our Speak Up – Whistleblower Policy also specifically encourages disclosure of any suspected instances of forced labour, human trafficking or slavery-like offences. New Hope is required under federal legislation to report on the identification and management of modern slavery risks in our operations and supply chain in accordance with the Modern Slavery Act 2018 (Cth). The Board maintains oversight of modern slavery risk under the Enterprise Risk Management Framework and approves the annual Modern Slavery Statement, with the Executive General Manager & Company Secretary identified as the senior role ultimately responsible for this risk. Further detail is available in our Modern Slavery Statement 2026, published annually alongside this Annual Report and available from our website. The Modern Slavery Statement has also been lodged for publication on the Australian Government's Modern Slavery Statements Register.

In addition to the contractual assurances we require from our suppliers, we also undertake annual due diligence on identified suppliers who fall within selected industry and business categories. We consider the risk of modern slavery practices in our operations and the first tier of our supply chain to be low, as our workforce and operations are located in Australia and the majority of procurement expenditure is directed to domestic goods and services. We acknowledge that risks may exist in deeper tiers of our upstream supply chain, particularly for goods procured from outside Australia, and we continue to review these risks and consider measures to address them proportionate to the likelihood and extent of risk exposure in our operations.

This year our due diligence process screened 85 selected suppliers, with no reported instances of actual or perceived modern slavery risk identified.

Further information regarding our approach to identifying, addressing and measuring the effectiveness of our management actions regarding modern slavery risks in our business are set out in the Modern Slavery Statement.

Anti-bribery and corruption

The Group has zero tolerance for bribery and corruption in our business. Our Anti-Bribery and Corruption Policy prohibits our people, suppliers and applicable joint venture and business partners from giving or receiving money or other benefits to secure improper influence or benefits. There is no exception for transactions commonly known as 'facilitation payments'. Benefits received over a value of \$250 require approval from the Executive General Manager & Company Secretary and are recorded in a register that is reported to the Audit and Risk Committee quarterly. All conflicts of interest and potential conflicts of interest involving employees, Directors or officers require formal declaration.

Following the introduction of a 'failure to prevent foreign bribery' offence in Australia in September 2025, we reviewed and have implemented actions to strengthen our internal processes and procedures to identify, address and mitigate foreign bribery risk. There were no reported incidents of bribery or corruption involving the Group during the year.

Anti-competitive behaviour

We compete fairly and independently in the markets in which we operate. Our Code of Conduct prohibits anti-competitive conduct, including cartel conduct, price fixing, market sharing, bid rigging and the exchange of competitively sensitive information with competitors. There were no legal actions pending or completed during the year regarding anti-competitive behaviour or violations of anti-trust and monopoly legislation in which the Group or any of its wholly owned subsidiaries was identified as a participant.

Sustainable Practices Review continued

Ethics and compliance continued

Tax

The Group's objectives and key principles in its approach to tax are set out in our Tax Policy, which is approved by the Board and applies to all Group entities. Accountability for compliance with the Tax Policy rests with the Chief Financial Officer, with oversight by the Audit and Risk Committee, and tax risks are identified and managed within the Enterprise Risk Management Framework.

Further information on our tax contributions during the year, including taxes and royalties paid, and our approach to tax are set out in the Tax Transparency Report on page 60.

Industry and policy

New Hope participates as a member of industry associations across the coal industry and broader resources industry:

- Minerals Council of Australia,
- Queensland Resources Council,
- Coal Australia, with the Group's CEO being Chair of the organisation,
- Low Emissions Technology Australia,
- New South Wales Mineral Council, and holding a role on its Executive Committee, and
- FutureCoal.

These industry bodies advocate on behalf of their members in the minerals and resources sectors. In general, we support the positions put forward by these associations. From time to time, we also directly contribute to policy development through industry meetings and forums, and legislative and regulatory consultation processes.

Political donations must be approved by the New Hope Board and must be disclosed in compliance with applicable laws. No political donations, whether monetary or in-kind, were made directly or indirectly by the Group during the year.

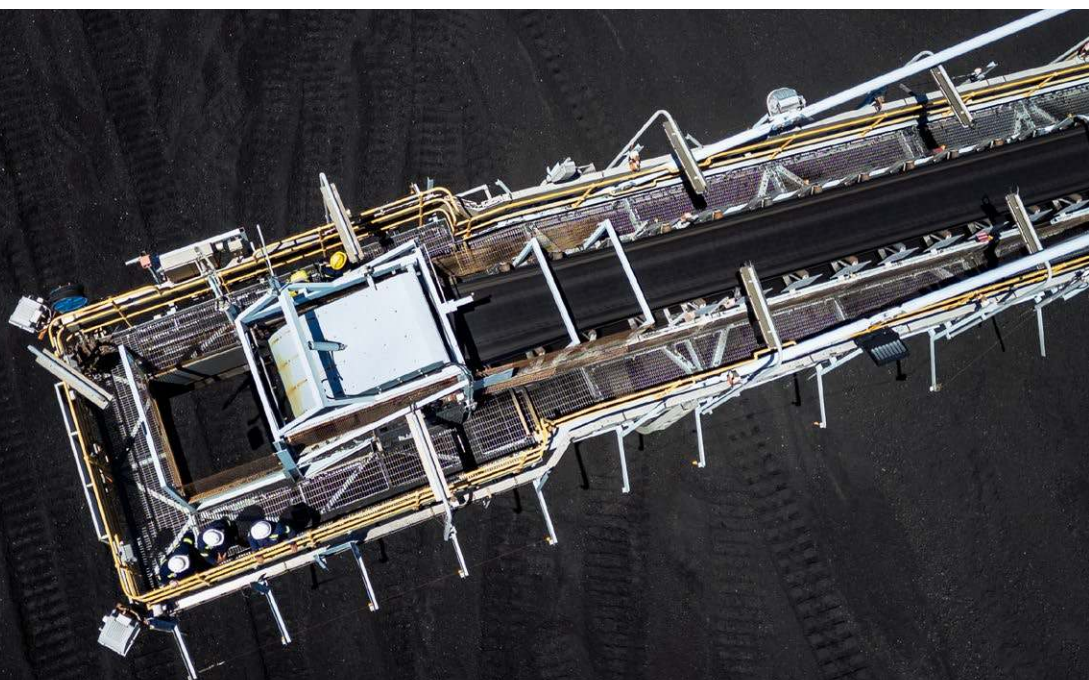
Privacy and data

We are committed to protecting the privacy of all individuals and maintaining the integrity and security of data and information across all business units. We manage data and personal information in accordance with our Code of Conduct, Privacy Policy and applicable Australian laws.

The Group has adopted internationally recognised information technology frameworks to guide both technical and operational improvements throughout the organisation.

Compliance

We determine an instance of non-compliance with laws and regulations to be significant where it results in a fine, penalty infringement notice, formal caution, enforceable undertaking or other sanction from a regulator, or where the underlying conduct is material to the Group's licence to operate.¹ During the 2026 financial year, the Group did not record any significant non-compliance actions or proceedings.



1. The Group reports any confirmed breach of a statutory, regulatory or licence obligation which is sanctionable by fine, penalty, cancellation of a licence (or similar authorisation) or order for cessation or rectification by a government, court or statutory authority. Excluded are breaches of a solely administrative nature where fines or penalties are less than \$5,000.

Governance

The Board is the Group's highest governance body and has overall responsibility for the strategic direction, governance and oversight of New Hope's activities. The Board monitors the Group's performance and oversees how material impacts, risks and opportunities are identified, managed and reported across the business. This includes oversight of sustainability-related matters that affect, or may affect, our people, local communities, the environment, shareholders and other stakeholders. To support effective governance and informed decision-making, the Board is assisted by three independent standing Committees. Each Committee operates under a Board-approved charter and provides focused oversight, review and recommendations within its area of responsibility.

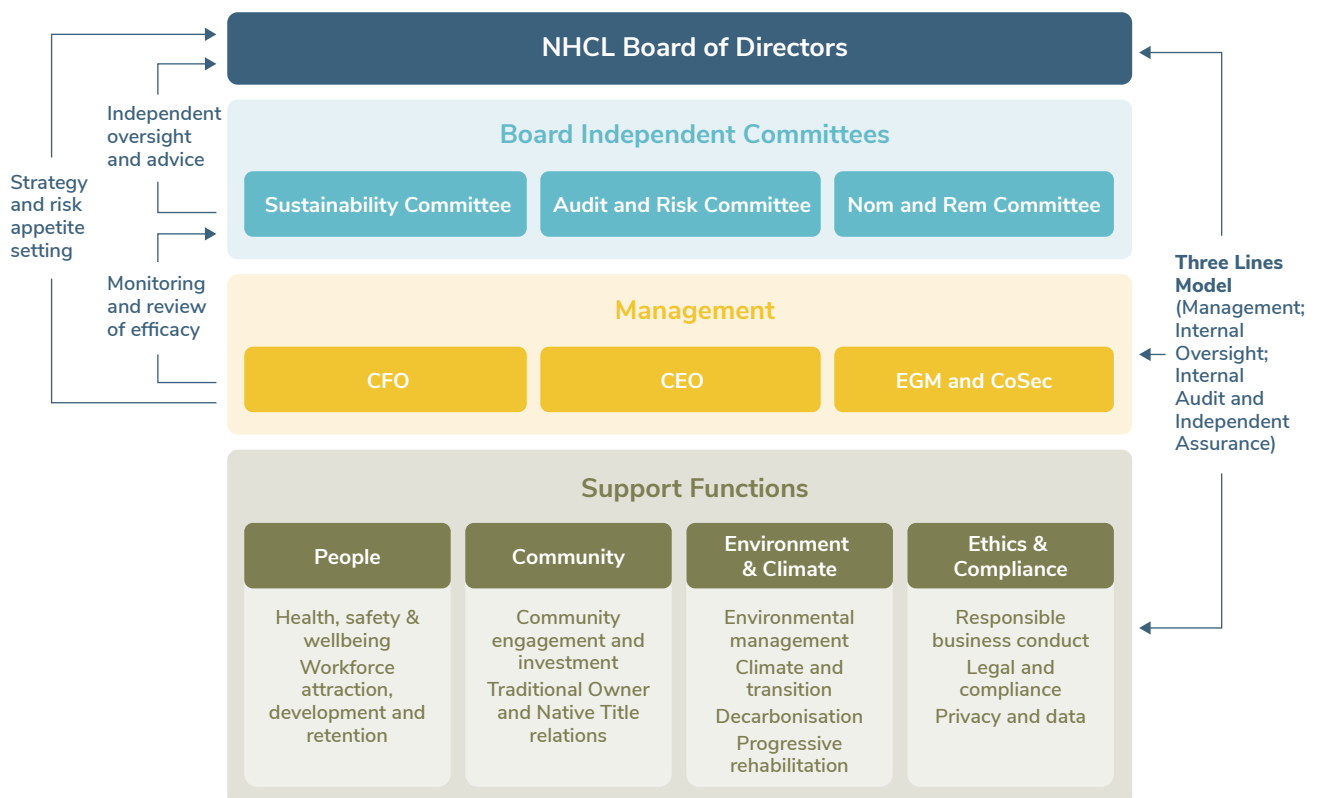
The Sustainability Committee's primary objective is to assist the Board in discharging its sustainability-related responsibilities arising from social and environment impacts from Group activities, including health, safety, environment, community and people matters.

The Sustainability Committee oversees and monitors the Group's implementation and performance towards the following objectives:

- **Health, safety and wellbeing:** Promote safety, support the physical and mental wellbeing of our people and stakeholders, and prevent serious harm.
- **Environment:** Manage environmental impacts, meet regulatory requirements as a minimum, promote environmentally responsible outcomes and deliver progressive rehabilitation objectives.
- **Sustainability:** Operate responsibly and reliably, consistent with stakeholder expectations to ensure the long-term resilience of our business.
- **People:** Build a skilled, engaged and resilient workforce by investing in attraction, retention and succession. Foster an inclusive and diverse workplace where everyone feels safe, respected, valued and supported to succeed.
- **Communities:** Be a responsible neighbour and create long-term, positive community outcomes. Build strong relationships and support community needs through employment, training, social development, procurement and investment.

The Audit and Risk Committee assists the Board in oversight of risk management and internal control measures to support sound management practices in sustainability initiatives. The Committee provides oversight of the Group's approach to risk management and risk profile, including reviewing and approving the Group Risk Appetite Statement and Enterprise Risk Management Framework.

The Nomination and Remuneration Committee provides recommendations to the Board regarding the Board's composition, the assessment of annual performance measures and the remuneration policy and practices of the Group, including performance metrics linked to sustainability measures. Further detail is available in the Remuneration Report, from page 73 of this Annual Report.



1. The Group reports any confirmed breach of a statutory, regulatory or licence obligation which is sanctionable by fine, penalty, cancellation of a licence (or similar authorisation) or order for cessation or rectification by a government, court or statutory authority. Excluded are breaches of a solely administrative nature where fines or penalties are less than \$5,000.

Sustainable Practices Review continued

GRI Content Index

Likely material topics disclosed

GRI 2			
Disclosure	Disclosure title	Location	Page
The organization and its reporting practices			
2-1	Organizational details	See the Annual Report, Group overview	4
2-2	Entities included in the organization's sustainability reporting	Reporting framework and boundary	21
2-3	Reporting period, frequency and contact point	Introduction	21
2-4	Restatements of information	Introduction	20
2-5	External assurance ¹		
Activities and workers			
2-6	Activities, value chain and other business relationships	See the Annual Report, How we create value	6
2-7	Employees	Our workforce See Group Sustainability Databook 2026	27
2-8	Workers who are not employees	Our workforce See Group Sustainability Databook 2026	27
Governance			
2-9 to 2-20	Governance structure, composition, knowledge, roles, and remuneration.	Ethics and compliance, Governance	57
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	Governance Also see Sustainability Report at page 98	57
2-23 to 2-28	Policy commitments, Embedding policy commitments, Processes to remediate negative impacts, Mechanisms for seeking advice and raising concerns, Compliance with laws and regulations, Membership associations	Ethics and compliance	54
Stakeholder engagement			
2-29	Approach to stakeholder engagement	Stakeholder engagement	22
2-30	Collective bargaining agreements	Freedom of association and collective bargaining	32

1. Disclosures in the Sustainable Practices Review have not gone through an external assurance process. This will be considered for future reports.

GRI 12				
Disclosure	Topic title	Relevant Topic Standard	Location	Page
12.1	GHG emissions	GRI 302: Energy; GRI 305: Emissions (305-1, 305-2, 305-4, 305-5)	Operational emissions Also see Sustainability Report, 'Targets and metrics' at page 124	52
12.2	Climate adaptation, resilience, and transition	GRI 201-2	Operational emissions Also see Sustainability Report at page 98	52
12.3	Closure and rehabilitation	GRI 402; GRI 404	Progressive rehabilitation	48
12.4	Air emissions	GRI 305: Emissions (305-7)	Air emissions and quality	47
12.5	Biodiversity	GRI 304: Biodiversity 2016	Land use and biodiversity	49
12.6	Waste	GRI 306: Waste 2020	Waste and tailings	46
12.7	Water and effluents	GRI 303: Water and Effluents 2018 (303-1 to 303-5)	Water	44
12.8	Economic impacts	GRI 201; GRI 202; GRI 203; GRI 204	Local investment	36
12.9	Local communities	GRI 413: Local Communities	Our local communities	34
			Community engagement	35
12.10	Land and resource rights	GRI 413	Our local communities	34
			Community amenity impacts	41
12.11	Rights of indigenous peoples	GRI 411: Rights of Indigenous Peoples	First Nations and Traditional Owner relations	51
12.13	Asset integrity and critical incident management	GRI 306-3 Significant spills	Our approach to safety management	24
12.14	Occupational health and safety	GRI 403: Occupational Health and Safety 2018 (403-1 to 403-10)	Health and wellbeing	26
12.15	Employment practices	GRI 401: Employment; GRI 402; GRI 404: Training and Education	Our workforce	27
12.17	Forced labor and modern slavery	GRI 409: Forced or Compulsory Labor	Human rights and modern slavery	55
12.18	Freedom of association and collective bargaining	GRI 407: Freedom of Association and Collective Bargaining	Freedom of association and collective bargaining	32
12.19	Non-discrimination and equal opportunity	GRI 405: Diversity and Equal Opportunity; GRI 406: Non-discrimination	Diversity and inclusion	31
			Appropriate workplace behaviour	32
12.20	Anti-corruption	GRI 205: Anti-corruption	Anti-bribery and corruption	55
12.21	Payments to governments	GRI 201-1; GRI 207: Tax 2019	Tax Also see Tax Transparency Report at page 60	56
12.22	Public policy	GRI 415: Public Policy	Industry and policy	56

GRI 13				
Topic	Topic title	Related GRI Topic Standard disclosure(s)	Report heading	Page
13.3 to 13.7	Biodiversity, Natural ecosystem conversion, Soil health, Pesticides use, Water and effluents	GRI 101: Biodiversity 2024; GRI 304, GRI 303: Water and Effluents 2018	Agricultural operations	50

Topics not disclosed

GRI 12			
Topic	Topic title	Related GRI Topic Standard disclosure(s)	Statement on omission
2-21	Annual total compensation ratio	Governance	Not publicly reported by the Group.
12.16	Child labor	GRI 408: Child Labor	The Group operates under Australian employment regulations and laws. No material child labour impacts have been identified by the Group.
12.12	Conflict and security	GRI 410: Security Practices	The Group's operations are located in Australia and are not in areas of conflict. No material conflict or security-related human rights impacts have been identified by the Group.

