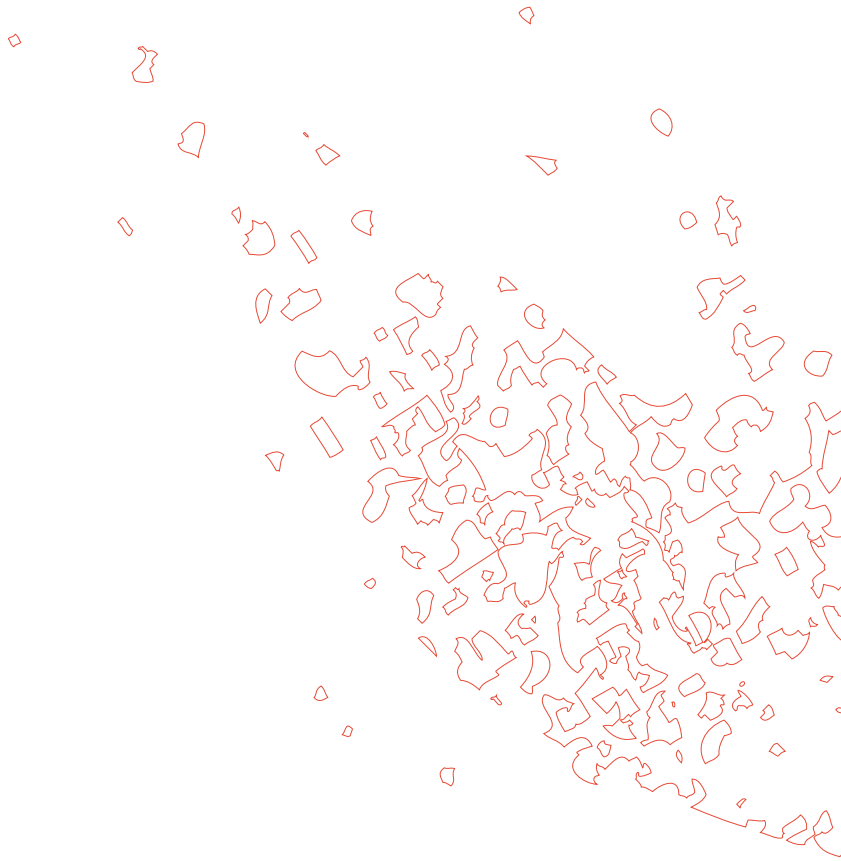
Sandfire

Sustainability Report

2024



We mine copper sustainably to energise the future

About this report

Sandfire is committed to open and transparent engagement with its stakeholders.

This FY24 Sustainability Report (the report) has been prepared by Sandfire Resources Limited (Sandfire) and details Company performance against material sustainability topics during FY24 (1 July 2023 to 30 June 2024). The report has been approved for release by Sandfire's Board of Directors.

The report forms part of our annual reporting suite and should be read in conjunction with our FY24 Annual Report, Sustainability Databook and Corporate Governance Statement, available on www.sandfire.com.au as well as with disclosure announcements lodged with the Australian Securities Exchange.

Reporting boundary

The report applies to Assets that are wholly owned and operated by Sandfire including the Motheo and MATSA Operations. The report also includes an update on the Black Butte Copper Project, where Sandfire's interest in the Project is held via an 86.89% equity stake in TSX-listed Sandfire Resources America[1]. Sandfire America owns 100% of the Black Butte Copper Project and is run as a separate entity that is operated independently from the Group[2].

The report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and the GRI 14 Mining Sector 2024. The climate change section has been guided by the recommendations of the Taskforce for Climate-related Financial Disclosures (TCFD).

Unless otherwise stated, references to 'Sandfire', the 'Company', the 'Group', 'our business', 'organisation', 'Assets', 'we', 'us', 'our' and 'ourselves' refer to Sandfire Resources Limited and its controlled entities. Monetary amounts in this report are expressed in US dollars unless otherwise stated.

Assurance

Independent limited assurance on Scope 1 and 2 GHG emissions and an assurance readiness assessment of health and safety data (in preparation for limited assurance next year), has been provided by Deloitte. The independent assurance statement is available on page 30 of this report. The data in the report and the accompanying Databook has been verified through an internal process.

Feedback

We welcome all feedback from our stakeholders. Please visit the Contact us page of our website to provide feedback on the report and our sustainability performance.

Acknowledgement

Sandfire acknowledges the Traditional Custodians of the land on which we are headquartered, the Whadjuk people of the Noongar Nation, as well as the First Nations peoples of the lands on which Sandfire conducts its business. We pay our respects to their Elders, past, present and emerging.

1 See FY24 Annual Report page 141 for company structure details.

2 Sandfire Resources America has its own Code of Conduct and Health and Safety management process and procedure. It is not managed by the Group entity.

Message from the Chair of our Risk and Sustainability Committee

As Chair of the Board's Risk and Sustainability Committee, I am pleased to share our FY24 Sustainability Report with you, our stakeholders. The report highlights our sustainability performance as we strive to maximise the production of copper to support global decarbonisation while having a positive impact on people, communities, and the environment.

This year we were pleased to welcome Cath Bozanich to the Executive Leadership Team as our first Chief Sustainability Officer. The Board recognises the importance of sustainability and having this role at the executive level ensures a focus on sustainability from the highest levels of Sandfire.

The management of climate-related matters, including risks and opportunities, remains one of the Board's priorities. In FY23 Sandfire set a target to have 50% of electricity supplied from renewable sources by FY30 and a decarbonisation pathway. The Board was particularly pleased to see that this year 73% of our electricity needs were supplied by renewable sources. Renewables will remain a continuing focus for the Board and in FY25 we will work to further develop our decarbonisation pathway.

As stakeholder expectations and legislative requirements grow, we look forward to supporting our teams in this important work. I'd like to thank our team members across the globe, who champion our sustainability initiatives, and our stakeholders, who challenge us to do better.

Robert Edwards
Chair of Risk and Sustainability Committee

Message from our Chief Sustainability Officer

As stakeholder expectations and regulatory requirements in sustainability continue to evolve, we are reviewing how we report performance and define success.

Highlights from FY24 include updates to our Human Rights and Environmental policies, the release of a Climate Change Policy and the introduction of three new sustainability standards. The policies reinforce our commitment to sustainability and detail the actions we will undertake as we work to meet them. I am happy to report that this year we met the 40:40:20 diversity target at both Board and Executive level and that we continue to collaborate with communities as we strive to create enduring benefits where we work.

As we commence FY25, I am excited by the challenges and opportunities that lie ahead for Sandfire. As new climate-related disclosure legislation comes into effect, we will focus on improving our understanding and management of climate risks and opportunities and the financial impacts these have on our business. We are also looking to increase our focus on due diligence across our value chain and identifying our direct impacts on biodiversity and water as we consider the Recommendations of The Taskforce on Nature-related Financial Disclosure. With these evolving expectations there is also a need for us to review our Sustainability Framework and goals.

I look forward to working with the Sandfire team and our stakeholders as we contribute to a more sustainable future.

Cath Bozanich
Chief Sustainability Officer

Sandfire produces a range of publications, which can be viewed at www.sandfire.com.au

Annual Report

Sustainability Report

Corporate Governance Statement

Sustainability Databook

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Letter from our CEO

Guided by our purpose, our approach to sustainability must permeate everything we do and every decision we make – from the way we ensure our people are safe, to the work we do with our local communities. This approach is fundamental to our future success.

This year we reported the historical disturbance of artefact scatters at our now closed Monty Mine, which primarily occurred in 2017 and 2018. We are deeply sorry for the distress caused through our failure to protect these artefact scatters prior to the construction of the Monty Mine in 2017 and, while we cannot undo what has been done, we can make sure we do the right thing as we seek to rebuild our relationship with the traditional owners, the Yugunga-Nya. Our new framework agreement has been designed to map issues, steps and relationships that will lead to the ongoing protection of cultural heritage at our DeGrussa Operation, which included the Monty Mine, and we are working with the Yugunga-Nya to deliver on our various commitments.

Throughout the year, we also reaffirmed our commitment to respect internationally recognised human rights, with the launch of our revised Human Rights Policy. This policy includes a commitment to respect the rights of Indigenous Peoples (as articulated in the UN Declaration on Rights of Indigenous People and Indigenous and Tribal Peoples, 1989) and to strive to obtain the free, prior, and informed consent of Indigenous Peoples.

Furthermore, we have increased our focus on human rights due diligence to identify, prevent, mitigate and account for the human rights impacts of our activities, and those of our partners and suppliers.

We are steadfast in our commitment to embed sustainability practices at the foundations of our ways of working and we recognise the critical importance of reducing our carbon intensity to respond to the global risk posed by climate change. This year, we published our first Climate Change Policy, which details our commitment to reduce our greenhouse gas (GHG) emissions and build climate resilience in our business and the community. With the rollout of this policy, we have also reaffirmed our commitment to achieve our Net Zero GHG target by 2050, and our interim targets in support of this commitment.

One of the steps we have taken to reduce our carbon intensity has been to sign an agreement with Endesa for the construction of a dedicated solar facility at our MATSA operations, which will supply approximately 25% of the operation's electricity requirements progressively from CY25. This facility will further reinforce the low carbon credentials of MATSA's metal concentrates and we are continuing to evaluate options that will provide Motheo with emissions-free, renewable energy.

The mining industry has reached another critical juncture, as we work quickly to supply the metals the world desperately needs to electrify and decarbonise the global economy. Our purpose is clear, we mine copper sustainably to energise the future. With the implementation of The Sandfire Way, we will seek to safely and sustainably maximise the production of copper and zinc to support global decarbonisation and electrification efforts, while investing in our people, protecting the environment and making a positive impact on our host communities.

Thank you to the Sandfire team for their ongoing commitment and hard work throughout the year. This is an exciting time and I feel privileged to be leading Sandfire into this next phase of growth.

Kind regards,

Brendan Harris
Chief Executive Officer and Managing Director

FY24 Highlights

Safety:
maintained a TRIF of
1.6

40:40:20
Gender diversity:
Board and ELT

25.5%
Females employed globally

31.9%
Females in senior leadership positions

Water Accounting Framework
Developed

73%
Of electricity sourced from renewables

Scope 1 and 2
GHG emissions baseline set

Scope 3
GHG emissions estimated

Overview

Our business

Sandfire is one of the largest copper-focused miners on the Australian Securities Exchange (ASX).

Critical to achieving our strategy is our commitment to foster a strong safety mindset. Nothing is more important than the health, safety and wellbeing of our people. We are dedicated to continuously improving, ensuring we have the right values and behaviours, systems and processes to be successful.

We are focused on maximising the strategic value of our modern processing hubs and landholdings in highly prospective regions. Focused exploration is a key component of our strategy, particularly near-mine programs that have the potential to extend the lives of our modern processing hubs.

FY24 Sustainability performance

Over the past two years, our company has undergone significant change with the acquisition of MATSA, an underground mining complex in Southern Spain, and the successful construction and ramp-up of our newest open-pit mining complex, Motheo, in Botswana. With these changes, Sandfire has been transformed from a single Asset company in Australia to a global company with strong growth credentials.

This transition necessitates a review of our Sustainability Framework to ensure it remains both relevant and appropriately challenging. For this reason, our five year goals and milestones are under review and will be updated during FY25 to meet growing stakeholder expectations. The following table, which illustrates our achievements to date, should be considered within this new, global context and the work we have underway to enhance our approach.

Further information on our business and financial performance is available in our FY24 Annual Report.

Our people

5-Year Goal	Milestone	FY24 performance	FY25/26 plan
Zero fatalities, and prevention of serious incidents and occupational diseases.	Reduce TRIF year on year.	TRIF of 1.6	Ongoing
	Deliver the Sandfire Safety Leadership and Capability Development program globally.	Developed The Sandfire Way	Deliverable
	Optimise Principal Hazard Program at each operating Asset.	Completed at Motheo	Deliverable for MATSA and Exploration
	Extend our community health and wellbeing programs and establish partnerships to address SDG 3.		Under review
Workforce composition reflects the communities in which we work, and equal opportunity is provided to all our people.	Implement multi-year global Inclusion and Diversity Program. Baseline established and targets in place at each Asset to improve diversity.	In progress	Deliverable
	Implement actions from Respect @ Work audit undertaken in 2023.	Initiated	Ongoing
	Invest in community development programs which provide equitable access to technical, vocational, and tertiary education supporting pathways to mining.	Ongoing – see case studies	Ongoing
	Leadership teams to be reflective of the community composition by 2028.	31.9% females in senior leadership positions	Ongoing
Attract, retain, and motivate our employees with a compelling employee value proposition.	Create a meaningful connection for internal and external stakeholders to Sandfire's purpose.	Achieved	Focus on external stakeholders
	Multi-year program to continually enhance and invest in a compelling employee value proposition.	Achieved	Ongoing
	Measurable year-on-year improvement in employee engagement on key priority indicators.	Achieved	Ongoing
Enable our people to reach their full potential at Sandfire, now and into the future.	Multi-year integration of psychosocial safety into leadership and wellbeing programs at Sandfire.	Initiated	Deliverable
	Expand and embed our career and skills pathways and development program across the business.	Initiated	Deliverable
	Embed our 'Don't Walk Past' philosophy at all Assets.	Ongoing	Ongoing

Biodiversity

5-Year Goal	Milestone	FY24 Performance	FY25/26 plan
No net loss of key biodiversity values at legacy assets and deliver a net gain in key biodiversity values at greenfield sites.	Biodiversity baseline established and key biodiversity values identified for each site.	Ongoing	Deliverable
	Assets commence publication of key biodiversity values.		Deliverable
	Each Asset to have in a place a Biodiversity Action Plan (BAP) to manage impacts to key biodiversity values.	Achieved for Motheo In-progress for MATSA	Deliverable
	Demonstrated progress against BAP by each Asset.		Ongoing
Pursue alignment with an appropriate global biodiversity disclosure framework.	Conduct gap analysis of available appropriate frameworks.	Achieved	
	Demonstrate progressive alignment with selected framework.		Under review
Drive adoption of digital solutions for collecting and sharing of biodiversity data with research institutions, governments, and NGOs where beneficial conservation outcomes are identified.	All Assets have a plan for managing digital biodiversity data.		Under review
	Demonstrated use of digital data sharing external to Sandfire.		Under review

Water

5-Year Goal	Milestone	FY24 Performance	FY25/26 plan
Drive continual improvement in water use efficiency at all operations.	A documented water accounting framework is implemented at each Asset.	Completed for MATSA	Deliverable for Motheo
	Set public, site-specific water management targets for each of our Assets.		Under review
	Incorporate water efficiency and reuse/recycling metrics at all operating Assets.		Under review
	Establish programs to improve water use efficiency at all Assets.		Under review
Establish a global water stewardship framework accounting for site operational contexts and implement across all operations.	Site-specific Water Management Plans incorporate requirements and risks relevant to communities and catchments.		Deliverable
	Develop community engagement programs on all aspects of water use, demand, emissions, and management.	In progress	
	Develop programs to use excess water for community benefit, or return to aquifers where other beneficial use is not viable.	In progress	

Business integrity

5-Year Goal	Milestone	FY24 Performance	FY25/26 plan
Sandfire's strong values, Code of Conduct and policies guide our people to act with integrity and work within the law everywhere we do business.	Continue to strengthen our Speak Up Programs ensuring equitable access.	Ongoing	Ongoing
	Global governance framework embedded at all Assets.	Initiated	Deliverable
	Demonstrate year on year that employees understand how to apply our Code of Conduct and business integrity requirements and associated frameworks in their work.		Under review
	Demonstrate that our people are aligned with our purpose, values and Code of Conduct and that our frameworks are effective in achieving a global Sandfire standard.	Ongoing	Ongoing
Sandfire creates positive change in its value chain by working collaboratively with business partners to uphold human rights and boost sustainability outcomes.	Globalise Sustainable Procurement Framework.		Under review
	Continue to strengthen our systems for detecting and addressing potential human rights risks in our supply chain.	Ongoing	Ongoing
	Implement modern slavery audit program for high-risk suppliers.	Ongoing	Ongoing
Sandfire responsibly produces the metals required for the transition to a net zero economy.	Undertake a global gap analysis against recognised responsible mining standard in 2024.	Achieved	
	Achieve third-party responsible mining certification at all operating Assets by 2028.		Under review

Climate change

5-Year Goal	Milestone	FY24 Performance	FY25/26 plan
Achieve net zero emissions (Scope 1 and 2) by 2050.	Development of Net Zero emissions pathway.	Achieved	
	Undertake studies identified in Net Zero Pathway to close knowledge gaps.	Ongoing	Ongoing
	Establish clear links between emission reduction and capital allocation process.		Deliverable
	Commence implementation of Net Zero pathway and report progress annually.	Achieved	
Source 50% of all electricity from renewable sources by 2030.	Identify and implement long-term renewables-based power purchase agreements where available through grid supply.	Achieved	
	Identify and execute opportunities for renewable energy projects at all Assets.	Ongoing	Ongoing
	Disclose tonnes of CO_2e abated on our pathway to achieving the 2030 renewable electricity target.	Ongoing	Ongoing
Deliver a 35% reduction in our Scope 1 and 2 emissions by 2035 from our 2024 baseline, which includes Motheo.	Emissions align with modelling on pathway to 2035.	Ongoing	Ongoing
	Low emissions initiatives implemented to reduce emissions.	Ongoing	Ongoing
Develop a program to systematically reduce Scope 3 emissions.	Define sources of material Scope 3 emissions across all Assets.	Achieved	
	Establish data collection process, calculation methodologies and assurance processes for Scope 3 emissions.	Achieved	
	Work with supply chain to develop a reduction pathway focused on key Scope 3 emissions.		Under review

Communities

5-Year Goal	Milestone	FY24 Performance	FY25/26 plan
Collaborate with host communities to generate enduring socio-economic benefit, beyond the life of our mines.	Targets in place at each Asset to increase local employment and development of skills and capabilities.		Under review
	Programs in place to demonstrate the growth of sustainable income sources independent of mining.		Under review
Support the development of thriving communities by partnering to provide sustainable social, economic and environmental benefit.	Community investment plans identifying community needs and aspirations through external consultation at each Asset.	Ongoing	Ongoing
	Long-term multi-stakeholder programs developed to address community needs and align with Sandfire pillars and our priority UNSDGs.		Under review
	Participatory monitoring and reporting programs demonstrating social, economic, and environmental benefits.		Under review
Build strong and mutually beneficial relationships with Indigenous, Land Connected and Tribal Peoples across our value chain to deliver positive economic, social, and cultural outcomes.	Strengthen processes to identify and address needs of Indigenous, Land connected and Tribal Peoples, ensuring their participation in decisions affecting them aligned with global best practice.	Ongoing	Deliverable
	Representation of Indigenous, Land Connected and Tribal Peoples across Sandfire's value chain reflects the composition of host community.		Under review
Secure ongoing broad-based support from our host communities.	Strengthen and embed a Stakeholder Engagement Standard and a Social Impact Assessment Standard globally.	Achieved	
	Embed social dimensions into priority decision-making processes.		Under review

Our purpose, strategy and values

Our purpose

We mine copper sustainably to energise the future

Our strategy

- **Deliver safe, consistent, and predictable performance**
- **Reduce our carbon intensity**
- **Increase our reserves**
- **Demonstrate capital discipline**

We deliver our purpose by remaining focused on the five pillars of our intentionally simple strategy, with our unwavering commitment to SUSTAINABILITY permeating everything we do.

Our operating model and way of working

The Sandfire Way

Empower our people and define clear lines of accountability

- Fit for purpose and simple by design
- Scalable for the future
- Decisions are made where the work is done

Our values

Our values guide our behaviours – they define how we work together and inform every decision we make to achieve our purpose. They guide us to act responsibly and ensure we embed sustainability into everything we do, while fostering our inclusive culture that values diversity.

Honesty

We act with integrity in all of our dealings. We speak up and are authentic and open to feedback and viewpoints. We ensure that we do as we say we will.

Respect

We respect the reputation we have earned and our social licence to operate. We empower and trust one another and communicate effectively within an inclusive culture that sees real value in diversity.

Collaboration

We work for our shared purpose and collaborate within and across teams. We are open to new information, ideas and approaches and invest the time to build strength in our relationships. We are curious, we ask questions, and we challenge, explore and think together.

Accountability

We don't walk past safety, cultural, operational or strategic risks. We own our tasks, successes and mistakes and we learn to improve. We are dependable and take responsibility for our actions and behaviours.

Performance

We excel in planning and execution, and we are clear on our targets. We bring energy and resilience to our work, and we work together to deliver on our shared goals. We understand that strong results are fundamental to our success.

Our value chain

Demand for copper

Our inputs

People
Employees and contractors that provide the skills and expertise vital to our business.

Society
The consent and acceptance provided by our host community.

Physical
Our Assets, including open cut and underground mines as well as areas of exploration.

Economic
The financial capital provided by banks and shareholders.

Environment
Ore bodies as well as the natural resources we consume and impact, including water, energy and land.

Supply chain
Our supply chain, including small businesses local to our operations, global suppliers and service providers.

Our value chain

1. Exploration
2. Develop / acquire
3. Process
4. Move and market
5. Closure and rehabilitation

Our outputs

People
We develop, engage and reward those that work for us, and seek to contribute to their overall wellbeing.

Society
We secure broad-based community consent and seek to make a positive contribution to our host communities.

Physical
We mine copper, which is used in all aspects of modern life and is vital to the transition to a low carbon economy.

Economic
We contribute to local and national economies by paying taxes and royalties, local procurement and employment.

Environment
We seek to use the natural resources we consume responsibly. We actively invest in programs to minimise our impact.

Supply chain
We seek to create positive outcomes in our supply chain by prioritising local procurement, working together to minimise environmental impact.

Downstream production

Shipping
Our product is shipped by third parties to customers across the globe.

Refining and smelting
Copper cathode is produced by smelting, converting and electrorefining.

Manufacturing
About 60-70% of copper cathode is converted into wire rod.

End use of copper
- Infrastructure
- Construction
- Transportation
- Industrial machinery
- Electronics and communications

Recycling
Recycling of copper makes a big contribution to the worldwide demand for copper.

Value from copper

Our approach to sustainability

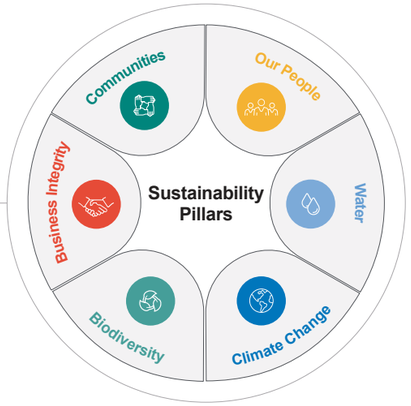
Sustainability is integral to the achievement of our purpose. We believe non-financial performance is connected to long-term value creation and can only be realised when sustainability is firmly embedded throughout our business.

Copper is a critical enabler of a low carbon economy and our purpose is to mine copper sustainably to energise the future.

Our Sustainability Framework

Our Sustainability Framework is built on a foundation of six pillars that inform our business strategy and guide us as we work to contribute to the achievement of the United Nation's Sustainable Development Goals (SDGs). Each pillar has goals and milestones that focus our efforts.

Additional information on our Sustainabiltiy Framework can be found at www.sandfire.com.au/sustainability



Supporting the UN Sustainable Development Goals

In developing our sustainability goals, we considered the SDG's, how they apply to the communities in which we operate and identified where we believe we can have the greatest impact. We have prioritised 10 SDGs. This report includes information on how we have contributed to the SDGs in FY24.

Ten SDGs where Sandfire can have the greatest impact:

Materiality

In FY24, we conducted an internal materiality assessment by building on last year's comprehensive assessment, testing the validity of the topics identified in FY23 against emerging issues. The assessment considered current and evolving issues in the mining sector, including those covered in the media and peer disclosures, as well as those raised through company grievance mechanisms. Interviews were conducted with employees, the Executive Leadership Team and the Board to validate the results.

Eleven material topics were identified for FY24. Cultural heritage was added as a material issue for the first time this year, following the identification of the historic disturbance of artefact scatters at our now closed Monty Mine.

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Governance

We believe good governance underpins our social licence to operate and the long-term sustainability of our business. Our Board is responsible for establishing the Corporate Governance Framework, with every one of our employees and contractors being responsible for its implementation.

Our Governance Framework supports our people, the delivery of our strategy and enables responsible decision-making and business conduct. The Code of Conduct (Code) is the foundation of our governance approach, as it guides our behaviours and reinforces the importance of conducting our work responsibly.

Further information on corporate governance, as well as copies of our Board and Committee Charters and Code of Conduct, can be found on our website at www.sandfire.com.au

Sustainability governance

Our Board is responsible for providing oversight of all sustainability matters, including the implementation of our sustainability strategy and the management of climate change risk and impacts.

The Risk and Sustainability Committee is the primary committee that assists the Board in fulfilling its responsibilities for risk, sustainability, including health, safety and wellbeing.

The CEO has overall accountability for sustainability. This is delegated to the Chief Sustainability Officer (CSO), who is responsible for delivery through the functional mandate.

The Group Sustainability function supports Asset functions to implement standards and to mitigate and manage sustainability related risks and impacts. The Group Function is responsible for second line assurance, ensuring Assets perform in accordance with the Board approved policies and Group Standards.

The following sustainability related policies were updated and approved by the Board in FY24 and can be accessed on our website:

- Health, Safety and Wellbeing Policy
- Human Rights Policy
- Environmental Policy
- Climate Change Policy

Executive remuneration

We recognise that the use of meaningful sustainability related Key Performance Indicators (KPIs) alongside financial indicators can drive action on critical issues. Sustainability KPIs are embedded within our remuneration framework as part of both the short-term and long-term incentive programs for our executives. See Sandfire's Remuneration Report, in our FY24 Annual Report, for more information.

Stakeholder engagement

We consider a range of stakeholders when developing and executing our sustainability approach. A person or organisation which has the potential to interact with, influence or be impacted by our business may be considered a stakeholder. Each Asset, including our corporate office, maps their stakeholders and develops Asset stakeholder engagement plans. Open and honest dialogue with our stakeholders builds trusting relationships and enhances our licence to operate. We tailor our engagement approach to stakeholder's needs, interests and preferred method of engagement.

Local communities
To secure ongoing broad-based support from our host communities and generate enduring socio-economic benefit, beyond the life of our mines.

Indigenous, Traditional and Tribal peoples
To build strong and mutually beneficial relationships with Indigenous, Traditional and Tribal peoples.

Employees and contractors
To attract, retain, and motivate our employees and contractors.

Business partners
To create positive change in our value chain by working collaboratively to uphold human rights and promote sustainability.

Industry associations
To promote continuous learning, sustainable development, and the adoption of best practices within the mining industry.

Governments and regulators
To access resources, ensure legal and regulatory compliance, and foster economic and employment opportunities.

Investors and financial institutions
To share our financial, operational and sustainability performance.

Health, safety and wellbeing

SDGs

Deliver safe, consistent and predictable performance

FY24 Highlights

1.6
Total Recordable Injury Frequency

Principle Hazard Program rolled out at Motheo

We are committed to protecting the health, safety, and wellbeing of our people as we strive to create a positive, safe and inclusive workplace culture.

Our inclusive culture is founded on our commitment to continually improve and take individual and collective ownership of our own safety and that of our team members. Our 'Don't Walk Past' philosophy empowers our people to speak up and stop work if they don't believe it is safe, identify hazards, raise concerns, and take appropriate measures to rectify issues. Targeted work programs are designed to deliver continuous improvement in our safety performance at each of our Assets.

FY24 performance

In FY24, there were no work-related fatalities at our Assets and our Total Recordable Injury Frequency (TRIF) was 1.6.

During FY24, we recorded 28 High Potential Incidents (HPI), an increase from 16 in FY23. While this increase did result in specific intervention being taken at MATSA, we are encouraged by the strong reporting culture.

We are continuing to implement our Principal Hazards Program[3] across the business. In FY24, we completed the implementation of the program at Motheo. An important part of this initiative is the assurance program to ensure critical controls are being implemented effectively. Work is underway to develop and implement a tailored program at MATSA during FY25.

Case Study

Safety incident at DeGrussa in May 2020

On 21 May 2020, a fall of ground incident occurred at our DeGrussa Copper Mine, which resulted in injuries to a contractor working on our site.

The affected person was an underground explosives operator, who was working from an elevated basket when the ground above him collapsed and he became trapped. He was freed by his co-workers 20 minutes later.

While this incident resulted in minor injuries, there was potential for a more serious outcome. To ensure we were able to prevent this incident from occurring again, we worked with the regulator and other relevant parties to conduct a thorough investigation into the incident.

The investigation identified multiple geological structures had created an unstable wedge at the location, and while the ground support was adequate for the conditions that were understood to be in the area, it was inadequate for the conditions present. The Company was fined $364,472 for the breach. The fine was a reduced amount given our early guilty plea, DeGrussa's longstanding good safety performance and Sandfire's quick response to implement additional controls.

3 Principal hazards are those considered to have the potential to cause fatalities. For each principal hazard, a set of critical controls is identified through a bow tie risk assessment. Critical controls are those identified as directly interrupting the causal pathway between the principal hazard and an unwanted event. Critical controls are assigned to responsible persons for implementation and management.

Wellbeing

The last decade has seen a concerning increase in the diagnosis of mental health illness globally within the mining sector. The nature of rosters and the remoteness of work often requires time away from family. Remote workers are also required to work long hours and undertake physically demanding tasks. This combination can create a challenging work environment which can impact an individual's mental and emotional wellbeing. Through education and training we encourage our people to reach out for help when needed and have equipped our teams to recognise the signs that could indicate a colleague may need help.

We provide regular mental health and wellness training that is focused on raising awareness of mental health matters in the workplace and sharing strategies to manage mental wellbeing.

Our employees and their immediate family members also have access to our Employee Assistance Program (EAP), a free, professional and confidential 24/7 service that supports, guides and counsels people.

In FY24 we launched new first aid courses for communities neighboring MATSA. The residents of El Cerro de Andévalo and La Zarza-Perrunal (in the province of Huelva) received training on first aid and CPR techniques from the company, Huelva Asistencial, and the head of our Mining Rescue Brigade. The attendees were trained to start emergency care in the event of an accident, choking, cardiorespiratory arrest or injury.

Refined Principal Hazard Program at Motheo

Case Study

Our Principal Hazard Management Program was updated and rolled out at our Motheo Operations in January 2024. Motheo identified 15 principal hazards during the development phase of the program and, with the implementation of a critical control verification (CCV) schedule, has enabled each department to test whether specific principal hazard critical controls are in place and working as intended.

Non-compliance reporting

In FY24 we received four safety related regulatory non-compliance notices across our Assets.

Non-compliance	Jurisdiction	Fine ($)	Consequences	Corrective action
Failing to provide a safe workplace to ensure workers were not exposed to hazards (Mines Safety and Inspection Act 1994 section 13).	Western Australia	364,472	Restricted Work Duties	Assigned responsibility for the development, validation and management of the structural modelling to the Geology Manager Operations. Developed a procedure detailing how structural information is managed and communicated.
Failure to appoint a competent person (person-in-charge) who shall always make safe or cause to be made safe all working places where people are working under his supervision.	Botswana	1.50	6 day LTI + site visit from Dep. Of Mines	Appointed a second supervisor to each crew to ensure adequate supervision for all shifts.
Failure to make available adequate First Aid personnel to assist workers when injured (MQWM)[4].	Botswana	1.50	6 day LTI	Trained over 15% of the Asset workforce (including contractors) in First Level First Aid.
Failure to develop safe work procedures (SWP) for the task of opening and closing the rougher conditioning tank inspection door.	Botswana	1.50	6 day LTI	The SWP for the task that led to the incident has been developed and all workers in this area have completed training.

4 Mines, Quarries, Works and Machinery Act (Botswana). Legislation containing requirements on structural safety in mines, ventilation and dust control, electrical equipment safety, use and storage of explosives and health surveillance.

People and culture

SDGs: 3 Good health and well-being; 4 Quality education; 5 Gender equality; 8 Decent work and economic growth; 10 Reduced inequalities

Empower our people and define clear lines of accountability

FY24 Highlights

40:40:20 Gender diversity: Board and ELT

84% Participation in employee survey

We are committed to fostering an inclusive culture that values diversity, where our people are empowered and accountable, and can achieve their full potential. This is underpinned by our steadfast commitment to develop a physically and psychologically safe environment.

As a global company with a footprint across four continents, we benefit from the diverse backgrounds and experiences of our people. Our strategic pillar, 'Empower our people and define clear lines of accountability', focuses our efforts as we seek to build an inclusive culture that values diversity, where our people are empowered and accountable, and can achieve their full potential.

The Sandfire Way

In FY24, we developed the systems and structures necessary to support our strategy, and manage our newly expanded business. This includes the development of The Sandfire Way, a new way of working that is guided by a robust governance framework that includes policies, standards, and procedures, capability development and enabling systems. This new way of working also defines accountabilities and provides assurance to ensure our standards are met wherever we work.

As of 30 June 2024, our workforce comprised 1,236 direct employees. Female employment in our direct workforce as of 30 June 2024 was 25.5%, with female employment in Spain at 22% and Botswana at 24% which is above the mining industry averages in those regions of 9.1% and 12.5%, respectively. In our corporate office, 52% of positions are held by females.

Females make up 31.9% of our senior leadership positions globally[5]. In FY23, we set ourselves the target to achieve 40:40:20 at our Board and Executive Leadership Team. This target has been achieved at both levels with three of the seven Directors being female and three of the seven executive members being female[6]. Throughout the year, we employed 3,749 contractors on average per day, across four countries.

Inclusion and diversity

In FY23, we launched a global Inclusion and Diversity Program which aims to define the pathway for our business to realise our inclusion and diversity ambitions.

In FY24, we completed the rollout of this program at each of our operating Assets, and each Asset now has an Inclusion and Diversity (ID) Committee to drive implementation of I&D priorities in FY25.

At MATSA, we have appointed a Diversity Manager and committed to inclusive language in all communications and are prioritising measures to ensure LGBTIQ+ members feel safe to be themselves at work.

At Motheo, we have a Gender Based Violence (GBV) policy that aims to create a respectful workplace and break down the societal and structural barriers to women entering and remaining in the workforce. The GBV policy forms a key part of the induction process for all our direct employees and major contracting partners. We also contribute to and participate in community programs raising awareness of GBV.

Key initiatives undertaken in Australia during FY24 include increasing our Australian parental leave entitlements for primary and secondary care givers to 18 weeks leave, implementation of a formal policy for flexible working arrangements and provision of a "family room" in our Perth office to enable our staff to care for children in the office.

Gender pay gap

Sandfire offers equal remuneration for all our employees, reflective of the type of job, years of experience and the period for which employees have held their position. We conduct annual independent reviews of employee earnings by gender and level, to provide assurance that our employees' remuneration remains fair, equitable and in line with market trends.

We are also required to report gender pay equality annually through Spain's Equality Pay Royal Decree and Australia's *Workplace Gender Equality Act 2012*.

Respect@Work

We recognise our duty to take all reasonable steps to prevent sexual assault and sexual harassment in our business. We believe everyone has the right to feel and be safe at work. In FY24, prior to the introduction of the Positive Duty obligation in the *Sex Discrimination Act 1984 (Cth)* in Australia, we undertook a gap analysis of our governance framework against the legislative requirement. While the Positive Duty legislation is only applicable within Australia, we consider this good practice and are considering the application of this standard across all Assets.

Employee engagement

We conduct an annual People Survey that allows employees to confidentially share their feedback on the culture of the organisation, how the company is being led, and other factors that contribute to overall engagement. In FY24, 84% of employees participated in the People Survey, an increase from 73% participation in FY23, and our engagement score remained at a very healthy 84%. Insights and data from the FY24 People Survey are being used by Asset leaders to implement improvement actions in our workplace.

Spain – Local Female Employment

Case Study

In FY24, MATSA implemented its mining skills program which focuses on increasing local and female employment through vocational skills training. The program was delivered over four months and involved 20 participants of whom 16 (80%) were female. The program is fully funded by MATSA and provides theory and practical training on rock bolting and underground loader operations.

Participants were selected from towns in the immediate vicinity of MATSA's Operations. Although there is no guarantee of employment at the conclusion of training, given very low employee turnover rates, it is expected that the program will improve participant employability within the mining industry as a whole. A previous program hosted by MATSA and collaborating companies resulted in employment opportunities for almost 70% of graduates.

There is no certified training program for mining machinery operators and we are working with stakeholders to promote changes to industry training. We believe by investing in programs like this we can help to create a more diverse and inclusive mining industry.

5 Senior leadership positions include the Executive Leadership Team (ELT) and senior leaders.

6 Brendan Harris is counted in both the Board and Executive Leadership Team.

Human rights

SDGs

8 DECENT WORK AND ECONOMIC GROWTH

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

Deliver safe, consistent and predictable performance

FY24 Highlights

Completed

Salient Human Rights Assessment

We are committed to respecting internationally recognised human rights as set out in the Universal Declaration of Human Rights, the United Nations (UN) Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work.

Our Human Rights Policy governs our approach to human rights. The Group Sustainability function sets the strategy and standard for social performance and human rights. The Global People function is responsible for upholding the rights to freedom of association and non-discrimination of our workforce. Assets are responsible for the health, safety and wellbeing of employees, contractors and host communities. Managing human rights in the supply chain is governed by Group Finance with support from Group Legal.

In FY23, we committed to aligning the business with the United Nations Guiding Principles on Business and Human Rights. This work will continue into FY25. In FY24, we drafted our first Group Standard: Human Rights and Social Performance, which includes minimum requirements for Indigenous engagement and the management of cultural heritage. We recommend this section of the report is read in conjunction with our annual Modern Slavery Statement.

Salient human rights issues

In FY24, we completed a companywide human rights saliency assessment. Our salient human rights issues are the human rights that are at risk of being most severely impacted through our activities or business relationships[7]. The severity of each issue is defined as the risk or impact to a person or people (rights holder).

The assessment included the following actions:

- Desktop review of potential human rights issues in our countries of operation and those associated within the mining industry.
- Peer review and interviews with external and internal stakeholders.
- Workshop with internal subject matter experts.
- Validation by our Executive Leadership Team.

A three-year Human Rights Action Plan is under development to address these issues, including those identified in our supply chain. The salient human rights risks are now being incorporated into our enterprise risk management system.

For more information see www.sandfire.com.au/investor/reports/

7 Most severe is defined in the UN Guiding Principles on business and Human Rights (UNGPs) as those impacts that would be greatest in terms of:
a) Their scale: the gravity of the impact on the human right(s).
b) Their scope: the number of individuals that are or could be affected.
c) Their remediability: the ease with which those impacted could be restored to their prior enjoyment of right(s).

Human rights in the supply chain

Our commitment to respecting human rights is conveyed to our suppliers through our Supplier Code of Conduct. With global supply chains it can be challenging to identify and assess the risks of modern slavery beyond Tier 1 and 2 suppliers. We will continue to work through our procurement processes to identify and mitigate human rights risks in our supply chain.

Our annual Modern Slavery Statement, prepared in accordance with Australia's *Modern Slavery Act (2018)* and approved by our Board, details the due diligence activities we implement to address the risks of modern slavery in the supply chain. Our FY24 Modern Slavery Statement will be released before 31 December 2024.

Indigenous Peoples

We support the United Nations Declaration on the Rights of Indigenous Peoples and the Indigenous and Tribal Peoples Convention, 1989.

We recognise that respecting the rights, cultures and interests of Indigenous Peoples is fundamental to our business. Our approach is governed by our Human Rights Policy as well as related policies and standards. Our updated Human Rights Policy includes a commitment to respect the rights of Indigenous Peoples as set out in the International Labor Organisation Convention 169 and the UN Declaration on the Rights of Indigenous Peoples.

It also commits us to seek the free, prior, and informed consent of Indigenous Peoples where significant adverse impacts are likely.

Through stakeholder mapping and engagement, we identify Indigenous Peoples within those areas where we operate, including:

- Mid West region, Western Australia: We have tenure on the lands of Native Title determination groups Yugunga-Nya People Part A, the Gingirana People and the Ngarlawangga People. We also have tenure on lands subject to an overlapping undetermined native title claim between traditional owner groups the Yugunga-Nya People #2 and the Gingirana #4. A number of agreements are in place across our tenure that contemplate native title rights, access and heritage.

  As we progress mine closure activities at our DeGrussa Copper Operation we are committed to the ongoing protection of the cultural heritage of Indigenous Peoples and will engage with our traditional owners to ensure this occurs.
- Ghanzi District Botswana: The Ghanzi District of Botswana has a complex mix of ethnic and cultural groups. Barsarwa People, otherwise known as the Koi San People, reside, traverse and undertake traditional customs in tribal areas. We acknowledge our mining operations may exacerbate the vulnerability of the Barsarwa people including through an influx of people entering the district from other regions.
- Montana, USA: The Black Butte project, in central Montana, is the historical homeland of the Blackfeet Nation, one of the 10 largest tribes in the United States[8]. There are four additional reservations that have historical claim to the area, including the Assinoboine and Gros Venture, the Crow, the Northern Cheyenne, and the Confederated Salish and Kootenai.

We recognise the important historical connection First Nation Americans have to the land and continue to engage with the Blackfeet and Blackfeet archaeologists on Black Butte developments.

Grievance mechanism

We have two main grievance mechanisms: a community grievance mechanism, for local communities or people in close proximity to our Assets to report concerns, complaints or grievances; and a 24-hour confidential business conduct hotline open to the workforce (employees, contractors and their families).

Our Human Rights and Social Performance Standard requires all Assets to have a formal, localised community grievance mechanism that is aligned to the United Nations Guiding Principles on Business and Human Rights.

This standard also requires Assets to:

- Seek stakeholder involvement in the design of the grievance mechanism ensuring it is accessible and equitable.
- Communicate the availability of the mechanism and how to access it.
- Record and remedy grievances within a set timeframe.
- Disclose the number of grievances including those that have been resolved.

In FY25, we will develop a remediation protocol to guide the consistent resolution of grievances across the business.

8 www.blackfeetnation.com

Cultural heritage

SDGs

Deliver safe, consistent and predictable performance

FY24 Highlights

Updated
Human Rights Policy

We know we must do better to protect and manage cultural heritage and are committed to learning from the confirmed historical disturbance of artefact scatters at our now closed Monty Mine, that formed part of the DeGrussa Operation.

Consistent with the recommendations of the external investigation into the disturbance of the artefacts scatters, we have committed to an extensive program of work designed to ensure the protection of cultural heritage across all Assets including:

- Adopting a simple organisational design that defines clear accountabilities, including for Aboriginal Heritage where Sandfire's Chief Sustainability Officer will set minimum standards and provide assurance that these standards are being met.
- Undertaking a review of our spatial data and document management systems.
- Reviewing our Heritage Management Plan.
- Reviewing our land disturbance processes and procedures, to ensure heritage risks are comprehensively assessed and appropriately managed before approvals are sought or any ground disturbance activities take place.
- Working with the Yugunga-Nya to ensure the Company delivers on the commitments embedded within our new framework agreement.

The requirements for preventing adverse impacts to cultural heritage are prescribed in our new Human Rights and Social Performance Standard. This standard applies to all Assets. Compliance with cultural heritage requirements will be a focus of our internal assurance program for FY25.

Indigenous Peoples' Rights have been identified as one of our salient human rights issues. We are developing a specific action plan for this salient issue to further raise the profile of Indigenous cultural heritage. In FY25, we will launch mandatory cultural heritage training to raise awareness and improve practices across our global workforce.

Case Study

DeGrussa: Disturbance of Artefact Scatters

On 30 November 2023, we made an ASX announcement advising of the historic disturbance of artefact scatters at our now closed Monty Mine and the commencement of an external investigation into those disturbances, their root causes and the time taken to notify the traditional owners, the Yugunga-Nya. This disturbance primarily occurred in 2017 and 2018.

Prior to the announcement, we engaged with the Yugunga-Nya to inform them of the disturbance and to apologise for the distress this had caused them. The disturbance was also self-reported to the Department of Planning, Lands and Heritage in Western Australia.

On 22 December 2023, we jointly announced with the Yugunga-Nya the signing of a framework agreement that was designed to map the issues, steps and relationships that will lead to the ongoing protection of cultural heritage at our DeGrussa operation. This agreement was possible because the Yugunga-Nya invited our CEO and members of the Board to meet them on country.

This, and other on country meetings, have allowed us to listen to the Yugunga-Nya's concerns, better understand their wishes and respond to their needs. We are now working with the Yugunga-Nya to ensure we deliver on the various commitments we have made in this agreement.

On 4 June 2024, the external investigation was completed and the report was released publicly. The report can be accessed on our website. In summary, the investigation found that the historical disturbances occurred 'in error due to ignorance and process failings within Sandfire' that included a failure to appreciate the potential importance of the scatters. The investigation also determined that Sandfire was not historically organised in a way that would ensure such disturbances could not occur.

We recognise the magnitude of these findings, and based on the conclusions and recommendations of the investigation, are confident that The Sandfire Way will create the necessary systems, processes, and assurance activities required to effectively manage a growing global company.

We have accepted these findings and all recommendations in the external investigation report, and have committed to a program of work to ensure the protection of cultural heritage across all our operations.

Partnering with communities

SDGs

FY24 Highlights

$822.9M
Total economic contribution

$535,959
Total voluntary contribution

Social performance

At Sandfire, social performance includes community and stakeholder engagement, social investment and grievance management.

Each of our Assets has community liaison teams responsible for community engagement including negotiating land access agreements, implementing community development programs and managing grievances. Each Asset also has a Procurement and Human Resources Team that works to provide employment, training and business opportunities for local people.

One way we invest in the community is through voluntary financial in-kind contributions and we work with the community to identify projects that meet their needs. In FY25, we will develop a needs-based investment framework to help target funds towards specific developmental needs and ensure optimum socio-economic outcomes.

Global contribution

We contribute to economic development by employing local people, paying taxes, and shareholder payments, and procuring goods and services from contractors and suppliers. A summary of our global economic contribution is provided below.

FY24 global economic contribution	$M
Government royalties	12.4
Total corporate income tax paid (net)	3.8
Native Title royalties (Australia)	0.2
Employee wages and superannuation	100.5
Payments to contractors and suppliers	705.5
Social investment total	0.5
Total economic contribution	822.9

Our corporate income tax payments in FY24 are lower than in previous years. This is largely due to the cessation of DeGrussa mining activities in FY23 and the commencement of Motheo Operations in FY24 which resulted in tax losses during its development phase.

Case Study

Survivor Economic Empowerment Initiative: Women's Garden Project

The Survivor Economic Empowerment Initiative Project (SEE) aims to support survivors of gender based violence (GBV) in the Ghanzi district by providing training and a venue to grow horticultural products and enjoy collegial support in a safe space.

The program encourages participants to gain valuable skills, build self-confidence, and generate income to support themselves and their families. SEE also offers economic empowerment as survivors develop new streams of income through the sale of vegetables. While some participants are eager to generate an income from this initiative, part of the harvest will be consumed by their households. With restrictions on fresh vegetable imports to Botswana, there is strong local demand for SEE produced spinach, onions, tomatoes, carrots and green peppers.

With direct investment and support from our Motheo operations, a total of 15 women from our local community (predominantly San, Kgalagadi and Herero tribes) will benefit from this two-year program. To date, nine participants have completed training through the program.

The project is run in conjunction with the Botswana Gender Based Violence Prevention and Support Centre (BGBVC). SEE is aligned to the Motheo community framework pillar of Women's Empowerment and the Gender Based Violence Policy as well as UNSDG Goal Number 1, 'No Poverty' and UNSDG 2 'Zero Hunger'.

Business integrity

SDGs

Empower our people and define clear lines of accountability

FY24 Highlights

Updated
Speak Up Policy

Elevated
Legal and Compliance to Executive Leadership Team

We are committed to fostering an inclusive culture that values diversity, where ethical behaviour, good corporate governance and our values are at the heart of every decision we make.

In FY23, we joined the United Nations Global Compact (UNGC), demonstrating our commitment to responsible business practices.

We have also established policies, standards and procedures that actively promote ethical and responsible decision-making. These set out our expectations in relation to how we will conduct our business and behave towards each other. Our values and Code of Conduct guide acceptable standards of behaviour for the business.

In FY24, our Board approved a new Business Conduct Policy. It replaces the previous standalone Anti-bribery and Corruption Policy that covers fundamental business integrity issues (including anti-bribery and corruption).

Our Code of Conduct outlines expectations for employees and contractors to uphold company policies and acceptable behaviour. Both the policy and the Code do not tolerate corruption or bribery in any form. Training provided to employees reinforces the requirements of the Code.

In FY24, 19 cases of alleged misconduct or inappropriate behaviour were reported, with some of these investigations resulting in dismissal.

This year we also updated our Privacy Policy, and replaced the Whistleblower Policy with a Speak Up Policy which includes an Australian Whistleblower Addendum. The new Speak Up Policy is applicable to our Directors, employees and contractors across our global Assets, and allows for country-specific legal requirements. The Australian Whistleblower Addendum provides additional information required by Australian whistleblower protection laws. These laws provide protections for 'Eligible Whistleblowers'. These policies and the Addendum are available on our website.

Tax transparency

The taxes and royalties we pay to national and local governments contribute to local economic development. Our approach to tax is to have an open, transparent and engaging relationship with tax regulators in the countries in which we operate.

Sandfire is classified as a Significant Global Entity under Australian tax guidelines. This classification requires us to provide detailed country-by-country reporting and analysis to global tax authorities. Our first report under these guidelines was lodged on 1 July 2024. In FY24, we updated our Tax Risk Management and Governance Framework (TRMFG) and internal processes to better reflect stakeholder expectations. Further information on taxes and royalties paid by us is available in the FY24 Annual Report.

Public policy advocacy

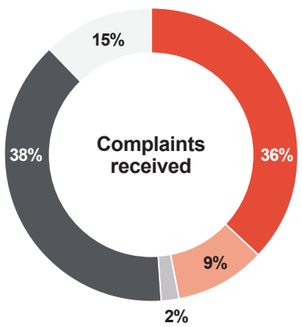
We engage with government and regulatory officials in all our operating regions to provide regular updates on our activities and to discuss public policy development.

As an example, in FY24 we continued to engage with the Botswana Government on a policy framework that supports future investment in solar generation.

Industry associations

We belong to the following industry associations:

- Chamber of Minerals and Energy (WA) (CME)
- The Association of Mining and Exploration Companies (AMEC)
- Port Hedland Industries Council
- CEO's for Gender Equity
- Australian Shareholders Association
- International Copper Association Australia
- Electric Mine Consortium (EMC)
- AMIRA (formerly Australian Mineral Industry Research Association)
- Business Botswana (BB)
- Chamber of Mines Botswana
- Botswana Accountancy Oversight Authority (BAOA)
- AMINER | Página de Inicio
- Confederación de Empresarios de Andalucía – CEA - Confederación de Empresarios de Andalucía
- Federación Onubense de Empresarios (foe.es)



Nature of complaints received in FY24

- Misconduct or inappropriate behaviour (including sexual harassment)
- Conflicts of Interest
- Misuse of company assets
- Environmental health and/or safety regulations
- Other (including labor issues, land access and information integrity.)

Climate change

SDGs

Reduce our carbon intensity

FY24 Highlights

73%
of electricity sourced from renewables

Established
GHG emissions baseline

We are committed to reducing our greenhouse gas (GHG) emissions and building climate resilience in our business and the community.

Responding to climate change presents both a challenge and an opportunity for Sandfire as copper will play a critical role in the future decarbonisation of the global energy system.

Company climate-related targets	FY24 performance
Achieve net zero (Scope 1 and 2) emissions by 2050.	Scope 1 and 2 baseline established. Tracking of Scope 1 and 2 emissions integrated into business planning for implementation in FY25.
Deliver 35% reduction in Scope 1 and 2 emissions by FY35 on FY24 baseline.	Power Purchase Agreement at MATSA to deliver 100% green electrons. Permitting process commenced for 33.3MWp Solar PV at MATSA.
Source 50% of all electricity from renewable sources by 2030.	100% renewable power at MATSA. 73% of electricity sourced from renewables.

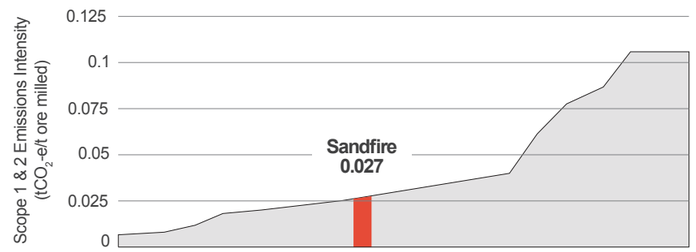
Reducing our emissions intensity

MATSA produces a low carbon emission intensity product by sourcing 100% renewable power. Our global carbon emissions intensity remains low relative to our peers with a FY24 carbon intensity of 0.027tCO_2-e/t ore milled. This is slightly higher than FY23. Our FY24 carbon intensity is driven by three main factors:

- Low carbon intensity at MATSA of 0.008, as the Asset sources 100% renewable energy and has comparably lower diesel consumption as an underground mine.
- The increasing contribution of Motheo, at an intensity of 0.047 as a result of higher energy consumption associated with open pit mining and stationary power provided by a coal fired grid.
- Decreased contribution from DeGrussa as it moved into care and maintenance and produces no product but continues to emit a marginal amount of Scope 1 emissions.

In FY25, we expect our carbon intensity to increase slightly as Motheo ramps up its level of activity.

Our emissions intensity benchmarked vs peers



Benchmark data from Australia Cu/Au and Global Cu mines, where data is publicly available. Based on 16 sites.

Governance

This year we published our Group Climate Change Policy. The policy guides our activities as we work to achieve our targets. We continue to include a 'climate' key performance indicator (KPI) in our Long-Term Incentives (LTI) for our leadership team. The intent of these KPI's is to align company leadership with the expectations of our stakeholders. Further details on remuneration are available in our FY24 Annual Report.

Our Board is responsible for overseeing the management of all climate-related matters including climate risk mitigation through the Risk and Sustainability Committee. The Committee is provided with regular updates on climate-related matters and the Board approves items such as performance outcomes in relation to emission reduction targets, decarbonisation pathways and climate-related disclosure.

Strategy

In FY23, we announced a Group Decarbonisation Strategy and Pathway. In FY24, we have improved the integration of carbon emissions forecasting and decarbonisation pathways into the integrated planning process and our Life of Mine (LOM) plans. We continue to work with our Assets to develop and progress site-based decarbonisation initiatives.

In FY24, we conducted a benchmarking study on internal carbon prices in the sector which will lead to the adoption of an internal carbon price in FY25, which is likely to reflect consensus ranges.

FY24 emissions

Our FY24 total Scope 1 and 2 emissions[9] are 238,628tCO_2-e. This is a 61% increase from FY23. This increase in emissions is due to the ramp up of operations at Motheo, plus the impact of using the most recent grid factor for electricity in Botswana[10] which has increased total emissions from 69,725tCO_2-e in FY23 to 197,868tCO_2-e in FY24. The appropriate inclusion of Exploration and Black Butte emissions for a holistic outcome has also increased Group emissions from the levels stated previously.

Stationary power accounts for approximately 49% of energy supplied to our Assets and we are focusing our decarbonisation efforts on increasing the amount of renewable electricity we source.

The relatively short mine life of our Assets currently presents a financial barrier to implementing owned and operated, decentralised and scalable renewable power, and the replacement of existing fleet with electric vehicles. Our multi-year exploration program is designed to address this constraint.

This is particularly pertinent for Motheo, which currently relies on electricity that is sourced from coal-fired generators on the national grid. The purchase of renewable power from a third party, including the government, is being investigated, together with the construction of a dedicated solar facility that would meet a portion of the site's electricity requirements.

Renewable energy

In FY24, we sourced 73% of all electricity from renewable sources across the group. This is an increase from last year (64%).

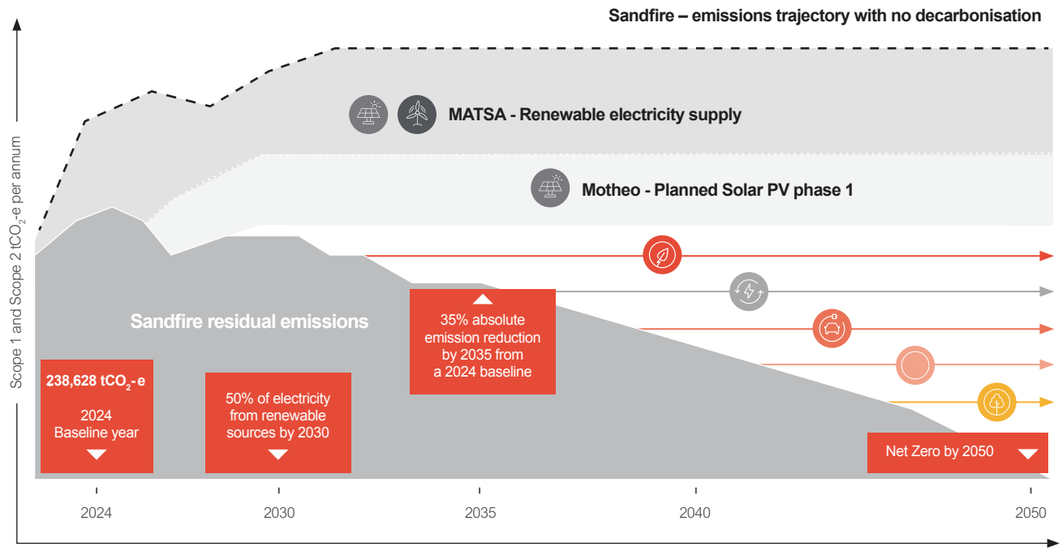
In FY24 we achieved our goal to have greater than 50% of electricity sourced from renewable sources. Retaining this level of renewables supply will require continued effort as Motheo expands into full production and our business grows.

We sourced 73% of electricity from renewable sources

9 Sandfire's Total GHG Scope 1 and 2 emissions are comprised of 'Total Scope 1 GHG Emissions of 108,303 tCO_2-e + 'Total Scope 2 GHG Emissions (location based) of 203,597tCO_2-e which has been adjusted to account for MATSA's (market based emissions) reducing emissions by 73,272 tCO_2-e due to purchasing of green power to offset total Scope 2 emissions. This results in Total GHG Scope 1 and 2 emissions of 238,628 tCO_2-e. Deloitte has provided limited assurance over Sandfire's Total GHG Scope 1 Emissions, Total GHG Scope 2 Emissions (location based) and MATSA's (market based) as detailed in Deloitte's Assurance statement.

10 UNFCC source for IFI default grid factor (2021) of - 1.486kg/kWh up from South African Power Pool of 0.987/kWh.

Decarbonisation pathway



Strategy elements for decarbonisation

Initiatives in place or planned	Energy efficiency	Renewable electricity supply	Heavy vehicle, Light vehicle, Fleet electrification	Alternate fuels and technology	Offsets
MATSA – Renewable electricity supply in place . Solar PV plant phase 1 at Motheo (Planned).	Initiatives to reduce emissions through energy efficiency could include plant monitoring, smart blasting, hybrid machines, mill efficiency programs and vent efficiency programs.	Evaluate all options to secure, procure or build renewable electricity sources that might include additional solar capacity and battery electric storage systems.	Future electrification of mining fleet, heavy vehicles, light vehicles and other diesel fuelled ancillary equipment.	Evaluate and adopt proven alternative fuels to displace hydrocarbon fuels where available.	Implement high quality carbon offset strategies for hard to abate residual emissions.

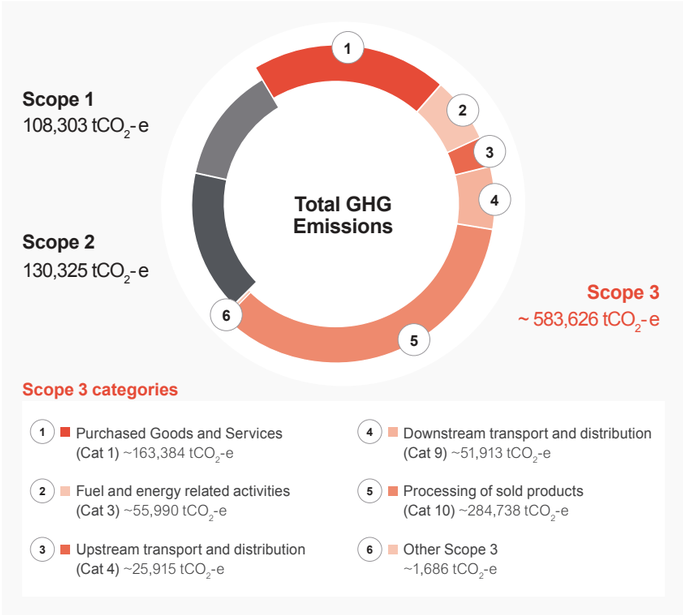
Increasing commercial and technical readiness

This graphic is intended as a stylistic representation of the Sandfire Net Zero Pathway. Initiatives are subject to feasibility assessment, availability of technology, future availability of capital and mine life extension. Please refer to cautionary notes on page 42.

Scope 3 emissions

This year we estimated our Scope 3 emissions for the first time using the GHG protocol for Value Chain (Scope 3) Accounting and Reporting. Emissions under each material category are provided in the Databook, with the most significant categories being:

- Processing of sold products (Category 10): Estimated[11] to be 49% of total Scope 3 emissions. This includes emissions from smelting and refining of copper, lead and zinc. Zinc smelting accounts for 53% of this category.
- Purchased goods and services (Category 1): Estimated to be 28% of total Scope 3 emissions. A spend-based factor to estimate the contribution from supplier spend was applied. Notable contributions are cement at MATSA (31%), used for underground mining and mining support services at 31%.



Climate change risk

This year we updated our climate-related risks and opportunities. The updates were undertaken to account for changes to our operating landscape and Asset level risk and opportunity assessments. We also reviewed the climate change scenarios[12] disclosed in our FY23 Sustainability Report which were updated to reflect our expanded jurisdictional presence. In FY24, we also incorporated our emission reduction targets and decarbonisation strategy into our transitional risk review.

In FY25, we will consider the resilience of our portfolio, strategies and financial planning against these updated scenarios.

Sandfire's climate scenarios

Scenario 1
Consistent with Paris Agreement
SSP1-RCP1.9
1.0C° - 1.8C°

Scenario 1 envisions a sustainable world with low greenhouse gas emissions, aiming to limit global warming to 1.5°C above pre-industrial levels,

In this scenario, significant efforts are made globally to reduce emissions, improve energy efficiency, and adopt renewable energy sources, leading to net-zero carbon dioxide emissions by 2050. This pathway aligns with the goals of the Paris Agreement to keep global temperature rise well below 2°C and pursue efforts to limit it to 1.5°C.[12,13]

Scenario 2:
Business as usual
SSP2-RCP4.5
2.1C° - 3.5C°

Scenario 2 envisions a future where trends continue without major deviations. This means moderate challenges in both mitigation and adaptation to climate change. This scenario assumes that greenhouse gas emissions peak around 2040 and then decline.

This scenario represents a world with moderate climate policies and efforts, leading to a stabilisation of emissions but not achieving net-zero before 2100.[12]

Scenario 3:
Extreme climate change
SSP3-RCP7.0
2.8C° - 4.6C°

Scenario 3 envisions a fragmented world with strong regional identities and a focus on national interests. This scenario assumes continued reliance on fossil fuels and limited climate policies.

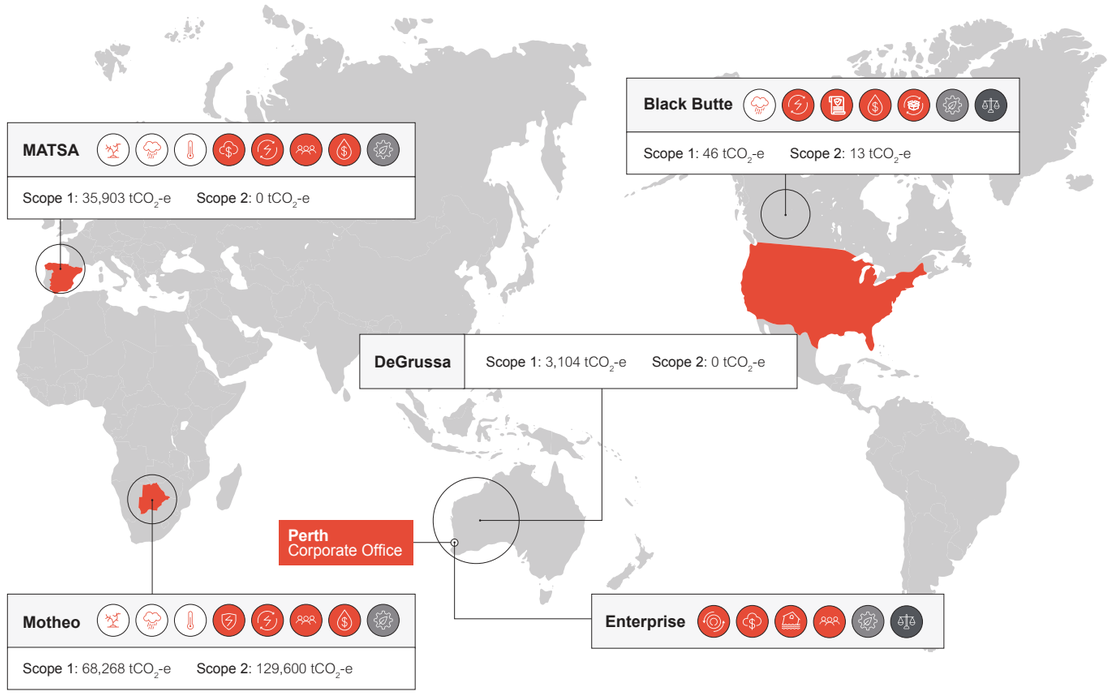
This scenario represents a world with significant challenges in both mitigation and adaptation to climate change, leading to high greenhouse gas emissions and substantial global warming.[12]

11 The level of Carbon intensity data available from our customers, commodity trading partners and smelters is limited. Global averages and assumptions have been sourced from a combination of AME database, Trafigura public reports and academic journals for Smelters. For Category 1 we used NAICS Supply Chain Greenhouse Gas Emission Factor database. For sea freight we used UK Government Conversion Factors and for fuel we used NGA Factors 2023, IPCC and MITECO.

12 The scenarios combine baseline socio-economic narratives (the shared Socio-economic Pathway (SSPs) with different emissions trajectories (based on the Representative Concentration Pathways (RCPs) as defined by the IPCC.

13 https://sos.noaa.gov/catalog/datasets/climate-model-sea-surface-temperature-change-ssp1-sustainability-2015-2100/.

Sandfire climate-related risks and opportunities



Exploration Assets: *(USA + Botswana + Spain + Portugal)*	Scope 1: 982 tCO_2-e Scope 2: 650 tCO_2-e

Asset performance

MATSA

- Asset level energy efficiency projects such as ventilation system optimisation initiatives, onboard compressor trials to remove site wide compressed air, business case modelling for electric fleet vs diesel fleets, planning for electric Volvo truck trial and hybrid underground LHD trial in FY25.
- A Water Accounting Framework is in place and reporting against ICMM aligned minimum reporting metrics has commenced at MATSA.

Motheo

- We continue to consult with stakeholders and government on solar options at Motheo.
- Motheo Hub Water Stewardship Committee is operating and engages with stakeholders on water stewardship matters.
- A managed aquifer recharge trial has been conducted at Motheo to return excess water to local aquifers. Regulatory permitting for a full-scale MAR is progressing.

Corporate

- In FY24, we progressed work on an internal carbon price for implementation.
- Implementation of centralised GHG monitoring and reporting system.

Legend

Physical Risks
- Water stress / drought
- Storms / extreme rainfall events
- Heat / increase in max daily temps

Opportunities
- Low emission Asset development

Liability Risks
- Legal action by stakeholders / Litigation against company directors

Transitional Risks
- Decarbonisation strategy realisation
- Cost of carbon
- Energy security
- Renewable energy supply
- Asset stranding (lack of water)
- Policy uncertainty
- Loss of SLTO
- High water related costs
- Supply chain availability

Biodiversity

SDGs

FY24 Highlights

Completed
Biodiversity Action Plan for Motheo

Protecting biodiversity in our area of influence is part of our contribution to the global goal to halt and reverse biodiversity loss by 2030.

We acknowledge that our activities and operations may impact the natural environment. We seek to minimise adverse impacts and optimise positive outcomes.

We have set ourselves the aspirational goal to achieve net biodiversity gains for new projects and no net loss at legacy Assets. We recognise the connectivity between climate change and biodiversity and will partner with Indigenous Peoples, local communities, peers and governments as we work to achieve our environmental goals.

The Taskforce on Nature-related Financial Disclosures (TNFD) has developed disclosure recommendations to guide the assessment, reporting and action on nature-related dependencies, impacts, risks and opportunities. In FY25, we will develop a pathway to report in accordance with TNFD recommendations.

Motheo Operations

In FY24, we completed a critical habitat assessment for each of the African Savannah Elephant, African Wild Dog, Martial Eagle, Bateleur, Lappet-faced Vulture, White Backed Vulture and Secretarybird at our Motheo Operations. Of these species, only the White Backed Vulture *(Gyps africanus)* was identified as having critical habitat within the 2,120km^2 study area. No critical habitat for any species of conservation significance was identified within the direct Motheo Operations footprint.

Following the completion of these critical habitat assessments, a Biodiversity Action Plan (BAP) for the White Backed Vulture was developed and is now being implemented. The BAP is a key component of Motheo's Environmental and Social Management System, which sets out the Asset's biodiversity strategy and is aligned with International Finance Corporation (IFC) Performance Standard 6: Biodiversity Conservation and Sustainable management of Living Natural Resources.

MATSA Operations

In FY24, we commenced a multi-season biodiversity study to update our knowledge of the regional ecology. The study is focused on areas surrounding the Aguas Teñidas, Magdalena and Sotiel mines in the Andalucia region where we operate. To date this study has covered 482km of transects and included over 304 hours of fieldwork by technical experts.

A number of high conservation value species have been identified in the region including the Black Stork *(Ciconia nigra)*, which frequently nests in abandoned mining pits, and the endemic Erica andevalensis, a plant species native to the Iberian Peninsula that only occurs in a small area between south-eastern Portugal and south-western Spain. The species is unusual in that it mostly occurs in metal contaminated soils, often in mining areas, thriving in the acidic soils and waterways. Once the study is complete, we will develop a BAP to contribute to these species being protected.

Our approach to biodiversity is guided by our Environmental Policy which is available at www.sandfire.com.au

Triturus pygmaeus (commonly known as the southern marbled or pygmy marbled newt) observed during biodiversity field surveys at our MATSA operations in the Huelva province of southwestern Spain.

Water stewardship

SDGs

FY24 Highlights

Completed
Water Accounting Framework

We are committed to water stewardship throughout the mining life cycle.

Water availability and reliable access is critical to our operations. For these reasons, we demonstrate water stewardship throughout the mining life cycle by taking a catchment-based approach to managing surface and groundwater at all our Assets.

We recognise global water supply and predictability of precipitation patterns will be impacted by climate change in the future, and we seek to address this challenge in our climate change risk assessments. Our approach to managing water is governed by our Environmental Policy.

Assets are required to assess water requirements and scarcity, seek water efficiency opportunities and implement systems to ensure water is used responsibly and accounted for.

Water across our Assets

Each of our Assets is located in areas with unique climate and water challenges requiring a context specific approach to the identification and management of impacts. Context-specific considerations are summarised below.

Asset or Project	Water source	Climate conditions	Water-related risks and impacts			
			Water stress	Dewatering	Quality	Watershed challenges
DeGrussa (care and maintenance)	Ground water	Arid Low rainfall and regular drought.	Not defined due to low population and water demand		X	X
Motheo (operational)	Ground water	Semi-arid Hot, humid wet season and a long dry season	Not defined due to low population and water demand	X		X
MATSA (operational)	Surface water	Mediterranean with mild winters and hot, dry summers	Extremely High		X	X
Black Butte (feasibility)	Ground water	Semi-arid Very cold winters and warm summers.	Medium/High		X	X

Water resources are managed in collaboration with other users where together we identify impacts, risks and opportunities to ensure a sustainable water supply for all users.

In FY24, we developed a Water Accounting Framework. This was a first step towards developing performance metrics to improve our water management and track the effectiveness of improvement projects. This will provide a consistent accounting approach across our Assets. In FY25, we will develop a business wide Water Stewardship Framework. This will improve our ability to track performance and measure improvement over time.

Motheo

After two years of construction and development Motheo is working towards full operation, and water use has increased with higher plant throughput. The operations are located in a semi-arid environment with all water sourced from a groundwater aquifer.

A monitoring program is implemented to verify groundwater modelling and to manage impacts of the mine on the aquifer. In FY23, we trialled the use of a Managed Aquifer Recharge (MAR) facility to manage surplus water. While the MAR approach is not commonly used in Botswana, the trial has demonstrated that the facility could meet the modelled infiltration rate and has allowed us to optimise the final facility design.

Additional detail on the MAR is available at www.sandfire.com.au

The Motheo Water Stewardship Committee, a multistakeholder group which includes landowners and farmers, was established in 2023 to oversee regional ground water use and monitoring. The Committee meets quarterly to discuss water monitoring results, address community concerns and agree on actions where required.

We use local and regional monitoring bores to monitor water levels, quality and abstraction in accordance with permit conditions. In FY24, we exceeded our licensed groundwater abstraction limit by 6ML. We also withdrew 892ML of water from unlicensed bores. Applications for abstraction from these bores have been submitted to the regulator. Non-compliance issues were reported to Botswana regulators via the Annual Ground Water Reporting process.

MATSA

MATSA continues to operate with a high level of water efficiency. In FY24, MATSA decreased the rate of offsite discharge, recirculating 96% of water across its operations.

MATSA is continuing to innovate and identify water management improvement opportunities. In October 2023, MATSA completed the Remine Water Project, an experimental project to advance water treatment and reuse in the mining industry. The project was designed to test new technology to minimise offsite water discharge, maximise water availability for re-use and maximise by-product recovery at our Aguas Tenidas Operation.

At an experimental scale the project successfully improved water quality for reuse within the processing plant and identified the potential to reduce future offsite discharge. This work will add to the body of knowledge on mine water treatment and will be shared with our industry peers and project partners.

DeGrussa

Our DeGrussa Operations are in care and maintenance with minimal water abstraction required to support site activities. In 2022, underground dewatering was stopped at the Asset and in FY24, we observed the recovery of groundwater levels at the mine site and in regional monitoring bores. Water quality monitoring indicates that parameters remain within historical ranges and with no evidence of significant changes in chemical composition.

Black Butte

Protecting the Smith River Valley watershed at Black Butte is a priority for Sandfire America and its stakeholders. We are currently analysing hydrological baseline data to develop a hydrological model for the project and have established 78 water monitoring wells to support this model. The Meagher Stewardship Council, an independent stakeholder group, oversees environmental performance at the project, including the management of water.

For more information on Sandfire America's approach to water, see https://sandfireamerica.com

Tailings

SDGs

FY24 Highlights

Completed
Dam Safety Review at MATSA

Sandfire recognises the importance of the safe management of tailings facilities to ensure the protection of people and the environment.

We have committed to aligning all tailings facilities with the ICMM's Global Industry Standard on Tailings Management (GISTM) and to conform by the end of 2026.

Each Asset's water, mine waste and tailings facilities are unique and tailings facilities have been designed to account for this as well as site-specific factors including local physiography, climate, land rehabilitation considerations, geological, seismic and hydrologic conditions, as well proximity to people and/or infrastructure.

As of 30 June 2024, we have:

- Two active tailings facilities: one at our MATSA Operations (moving into closure by 2026 and being replaced by a new facility) and one at our Motheo Operations.
- One inactive tailings facility under care and maintenance at our now closed DeGrussa Operations.
- One facility in the permitting phase for our MATSA Operations.

We prioritise the safety of tailings storage facilities throughout the life cycle of our Assets, from design through to construction, operation, and closure.

Risks are managed through strong governance practices, with an in-house Responsible Tailings Facility Engineer (RTFEs), and an Engineer of Record (EOR) appointed for each operating facility. All engineering designs comply with the relevant national regulations and meet the requirements of the Australian National Committee On Large Dams (ANCOLD) 2019 and GISTM 2020. Our tailings operations are also assured by an external Independent Technical Review Board (ITRB) and Accountable Executive (AE). The AE is Sandfire's Chief Operating Officer. The ITRB includes a person who is skilled and focusses on social impacts and risks.

We continue to work towards meeting our voluntary commitment to align with the GISTM by 2026. In FY24, we nominated the roles and responsibilities required by GISTM. We also updated the Group Standard for Tailings, Mine Waste and Process Water Storage Facilities to reflect GISTM requirements, including consolidating planning and reporting practices while establishing the requirements for 'community engagement', 'emergency response and long-term recovery' and 'public disclosure and information access'.

While working towards conformance with GISTM our initial focus has been on dam safety and integrity.

In FY24, an independent third party completed a Dam Safety Review at MATSA followed by an ITRB meeting. In FY25, we will undertake an independent Dam Safety Review at Motheo.

We have also updated our internal management systems and our operations teams are working to integrate their Tailings Management Systems (TMS) with environmental and social requirements.

Consequence classification of tailings facilities

Tailing facility	Location	Status	Classification
DeGrussa	Australia	Inactive	ANCOLD - Significant (during operation) GISTM - High
Motheo	Botswana	Active	ANCOLD - High A GISTM - Very High
MATSA	Spain	Active	GISTM - Very High

Inspections and audits

We implement internal monitoring and surveillance programs of our tailings facilities including daily, fortnightly, monthly and quarterly visual inspections, and instrumentation surveillance monitoring and alarm systems. A "Dam Safety Inspection" is conducted by the (external) EOR every twelve months. A "Dam Performance Review" is also undertaken by the RTFE every six months. All inspections are consolidated in an annual performance review, which is signed by the EOR.

Mine closure

SDGs

We integrate mine closure and progressive rehabilitation into the life cycle of our Assets to effectively address our environmental legacies and promote a safe, stable, non-polluting, self-sustaining, agreed end land use.

We have closure plans in place for each of our operating Assets. We review plans and closure cost estimates regularly and monitor our compliance with local regulatory requirements. Closure cost estimates are integrated into long-term financial planning and independent external consultants periodically review our closure provisioning.

DeGrussa

Our DeGrussa Operation has an approved closure plan that describes rehabilitation strategies for the site. Analytical work to complement this plan includes a review of flora species. This work will inform targeted seed collections, and methodologies for seed storage, treatment, and use.

Landscape rehabilitation in arid environments is a slow process and highly dependent on rainfall patterns. To monitor the progress of rehabilitation efforts, we use a combination of remote sensing and on-ground techniques to assess performance against each site's completion criteria. This work will continue in FY25 along with assessments of topsoil viability and strategies to enhance flora species, germination and recruitment on rehabilitated areas.

Appendices

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Conclusion for Limited Assurance on Sandfire Resources Limited's FY2024 Sustainability Report selected sustainability disclosures for the year ended 30 June 2024

Conclusion

We have undertaken a limited assurance engagement on Sandfire Resources Limited's ('Sandfire') selected sustainability disclosures ('Subject Matter Information') included in the table below, and disclosed in the Sandfire 2024 Sustainability Report for the period 1 July 2023 to 30 June 2024 (the "Sandfire 2024 Sustainability Report").

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Subject Matter Information is not prepared, in all material respects, in accordance with the Reporting Criteria for the period 1 July 2023 to 30 June 2024.

Site/Level	Selected Sustainability Disclosures ("Subject Matter Information")	Reporting criteria	Emissions in tCO2-e	Disclosure location
Sandfire Group	Group Total Scope 1 GHG Emissions	Sandfire's methodology and assumptions as disclosed within Sandfire's 2024 Databook	108,303	2024 Sustainability Databook
	Group Total Scope 2 GHG Emissions (Location based)		203,597	2024 Sustainability Databook
MATSA	MATSA Total Scope 2 GHG Emissions (Market based)		0	2024 Sustainability Databook

Basis for Conclusion

We conducted our limited assurance engagement in accordance with Australian Standard on Assurance Engagements ASAE 3000 *Assurance Engagements Other than Audits or Reviews of Historical Financial Information* ("ASAE 3000"), issued by the Australian Auditing and Assurance Standards Board.
We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.
Responsibilities of the Directors of Sandfire

The Directors of Sandfire are responsible for:

- ensuring that the Subject Matter Information is prepared in accordance with the Reporting Criteria;
- confirming the measurement or evaluation of the underlying subject matter against the Reporting Criteria, including that all relevant matters are reflected in the Subject Matter Information;
- designing, establishing and maintaining an effective system of internal control over its operations and financial reporting, including, without limitation, systems designed to assure achievement of its control objectives and its compliance with applicable laws and regulations; and
- the electronic presentation of the Subject Matter Information and our limited assurance report on Sandfire's website.

Liability limited by a scheme approved under Professional Standards Legislation.

Member of Deloitte Asia Pacific Limited and the Deloitte organisation.

Deloitte.

Our Independence and Quality Management

We have complied with the independence and other relevant ethical requirements relating to assurance engagements, and applied Auditing Standard ASQM 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements* in undertaking this assurance engagement.

Assurance Practitioner's Responsibilities

Our responsibility is to express a limited assurance conclusion on Sandfire's Subject Matter Information as evaluated against Reporting Criteria based on the procedures we have performed and the evidence we have obtained. ASAE 3000 requires that we plan and perform our procedures to obtain limited assurance about whether, anything has come to our attention that causes us to believe that the Subject Matter Information is not prepared, in all material respects, in accordance with the Reporting Criteria.

A limited assurance engagement in accordance with ASAE 3000 involves identifying areas where a material misstatement of the Subject Matter Information is likely to arise, addressing the areas identified and considering the process used to prepare the Subject Matter Information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not express a reasonable assurance opinion about whether the Subject Matter Information has been prepared, in all material respects, in accordance with Reporting Criteria.

Our procedures included:

- Interviewing the key process and data owner(s) to understand the approach for collating, calculating and reporting of Subject Matter Information;
- Undertaking walkthroughs of key systems and processes used and relied upon to compile the Subject Matter Information;
- Assessing the process documentation developed to support the collation, calculation and reporting process in accordance with the Reporting criteria;
- Performing analytical review procedures over material data streams to identify any material anomalies and investigated further where required;
- Undertaking sample testing of data to source documentation;
- In the case of GHG data, assessing the appropriateness of the conversion and emissions factors used to calculate reported data;
- Agreeing the overall data sets for the Subject Matter Information to final data disclosed in the Sandfire 2024 Sustainability Report.

Inherent Limitations

Because of the inherent limitations of an assurance engagement, together with the inherent limitations of any system of internal control there is an unavoidable risk that it is possible that fraud, error, or non-compliance with laws and regulations, where there has been concealment through collusion, forgery and other illegal acts may occur and not be detected, even though the engagement is properly planned and performed in accordance with Standards on Assurance Engagements.

Emissions quantification is subject to inherent uncertainty because incomplete scientific knowledge has been used to determine emissions factors and the values needed to combine emissions due to different gases.

Additionally, non-financial data may be subject to more inherent limitations than financial data, given both its nature and the methods used for determining, calculating and sampling or estimating such data.

Appendix A - Assurance Certificate

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Restricted use

This report has been prepared for use by the directors for the purpose of providing assurance over selected sustainability disclosures included in the Sandfire 2024 Sustainability Report for the year ended 30 June 2024. We disclaim any assumption of responsibility for any reliance on this report to any person other than the directors of Sandfire, or for any purpose other than that for which it was prepared.

Deloitte Touche Tohmatsu

DELOITTE TOUCHE TOHMATSU

Chi Mun Woo
Partner
Chartered Accountants
Sydney, 29 August 2024

Appendix B - Misstatements and restatements

For the first time this year we implemented an internal assurance process for sustainability data. As a result, the below statements require changes. The implementation of The Sandfire Way, a new way of working through a robust governance mechanism, capability development and enabling system will improve data integrity going forward.

Topic	Original statement	Restatement
Health and Safety	FY23 Sustainability Report (page 44): 13 High Potential Incidents (HPI) reported. This metric was not included in our data tables.	As the procedure for identifying incidents as high potential has been updated across our Assets during the reporting period, the HPI total has been updated to 16.
	FY23 Sustainability Databook (page 23): Zero high consequence injuries reported.	In June 2023, a contractor working at our MATSA operations sustained a leg injury. At the time, the injury was classified as a high potential injury however, as the injury resulted in lost time over six months, this incident has been reclassified as a high consequence injury.
	FY23 Sustainability Databook (page 24): FY23 group total occupational illness was reported as 3.	A review of data from previous years has resulted in the number of reported occupational illnesses for FY23 being revised to 6.
	FY23 Annual Report (page 54): FY23 TRIF for USA was reported as 4.66.	The FY23 Total Recordable Incident Frequency (TRIF) for the USA was initially reported based on the Occupational Safety and Health Administration (OHSA) guidelines, using the formula: TRIF = (Number of OSHA/MSHA recordable incidents) x 200,000/ (Total number of hours worked over calendar year). The TRIF for FY23 has been reassessed using the group standard methodology and is now restated as 4.5.
	FY23 Sustainability Databook (page 23): FY22 TRIF was reported as 3.8	The FY22 Group TRIF reported in the FY23 data tables has been revised to 4 due to a classification error regarding one recordable injury.
Water (MATSA)	FY23 Sustainability Databook (page 36): FY23 MATSA water consumption was reported as 3,597ML.	FY23 MATSA water consumption was 2,075ML.
Renewable energy	FY23 Sustainability Report, (page 40): In FY23 we reported we abated more than 82,000 t CO_2e using renewable energy and that 56% of our electricity energy requirements came from renewable sources.	An error was made in calculating the percentage of electricity sourced from renewable sources. The correct figure is that 64% of our electricity needs were supplied by renewable sources.
GHG Emissions and Energy	FY23 Sustainability Databook (page 9): FY22 emissions reported as: • Scope 1: 130,233 tCO2-e • Scope 2: 73,684 tCO2-e • Total: 203,917 tCO2-e • Carbon intensity ratio: 0.033 tCO2-e/t ore milled This included MATSA emissions.	FY22 GHG data should have excluded MATSA as it was not under Sandfire control for the full year. FY22 emissions should have been reported as: • Scope 1: 96,835 tCO2-e • Scope 2: 92 tCO2-e • Total: 96,927 tCO2-e • Carbon intensity ratio: 0.058 tCO2-e/t ore milled.
	FY23 Sustainability Databook (page 12): FY22 energy usage reported as 1,299,473 GJ and energy intensity reported as 0.44 GJ/ tonnes ore milled. This is DeGrussa only and does not include Motheo.	FY22 energy should have included Motheo, which was in construction. FY22 energy should have been reported as 1,463,684 GJ and energy intensity as 0.77 GJ/ tonnes ore milled.
Land disturbance	FY23 Sustainability Databook (page 44): FY23 Motheo land disturbance reported as 923ha FY23 MATSA land disturbance reported as 342ha	FY23 Motheo land disturbance was 802ha. FY23 MATSA land disturbance was 317ha
Economic performance	FY23 Sustainability Databook (page 30): Taxes and royalties paid to government was reported as $72.8 M.	In the FY23 Sustainability Databook, 'Taxes and royalties paid to government' were reported as $72.8 M, which included government royalties, income tax, and native title royalties. However, because native title royalties were also reported separately, they were counted twice. The correct value for 'Taxes and royalties paid to government' is $71.4M.

Appendix C - Glossary of terms

Term	Definition
ABC	Anti-bribery and corruption.
ANCOLD	The Australian National Committee on Large Dams.
CDA	Canadian Dam Safety Association.
Complaint	Communication received through the Grievance Mechanism that can be used individuals, workers or communities to express dissatisfaction.
Contractors	An employee of a company contracted by the employer to do work on its behalf and under its control with respect to location, work practices and application of health and safety standards.
Control (Operational)	The organisation or one of its subsidiaries has the full authority to introduce and implement its operating policies at the operation.
Control (Financial)	The organisation has the ability to direct the financial and operating policies of the operation with a view to gaining economic benefits from its activities.
Corruption	An act, promise, inducement or omission for an improper or unlawful purpose, which involves the abuse of a position of trust or power.
Cu	Copper.
CNMC	The national commission for markets and competition in Spain.
DEMIRS	Department of Energy, Mines, Industry Regulation and Safety (Western Australia).
Direct Emissions	Emissions from sources that are owned or controlled by the reporting company (as per GHG Protocol).
DBA	Dam Break Assessment.
Emissions Base year	A historic datum (a specific year or an average over multiple years) against which a company's emissions are tracked over time.
Emissions Factor	A coefficient that describes the rate at which a given activity releases greenhouse gases (GHGs) into the atmosphere.
Employees	All people directly employed by Sandfire.
EOR	Engineer of Record.
EPRP	Emergency Planning and Response Plan.
ESG	Environmental, social governance.
Executive Leadership Team (ELT)	Chief Executive Officer, Chief Financial Officer, Chief Operations Officer, Chief Sustainability Officer, Chief People Officer, Chief Development Officer, and Chief Legal and Compliance Officer.
GDO	Guarantee of origin.
GHG Emissions	Greenhouse gas for our reporting purposes are the combined anthropogenic emissions of carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), perfluorocarbons (PFCs) and sulphur hexafluoride (SF6). They are measured in carbon dioxide equivalent (Co2e). • Scope 1 emissions are GHG emissions from our own operations, including the electricity we generate at our Assets (onsite). • Scope 2 emissions are indirect emissions from the generation of purchases electricity. • Scope 3 emissions are GHG emissions in the value chain.
GHG Protocol	A Corporate Accounting and Reporting Standard and the GHG Protocol Project Quantification Standard.
GISTM	Global Industry Standard on Tailings Management.
Grievance	A grievance is a type of community issue involving interaction between the community and Sandfire that has risen to a degree of concern that it becomes a source of resentment and / or one that is more formally registered by Sandfire.

Appendix C - Glossary of terms

Term	Definition
GWP	Global Warming Potential is the radiative forcing impact (degree of harm to the atmosphere) of one unit of a given GHG relative to one unit of CO2.
High Consequence Injury	High consequence injury is a work-related injury that results in a fatality or an injury from which the worker cannot, does not or is not expected to recover fully to pre-injury health status within six months.
HDPE	High-density polyethylene.
High Potential Incident (HPI)	An incident that may result in an actual or potential risk rating of ≥ 18, or as determined by senior management.
Human rights	Human rights are universal and inalienable rights and freedoms that every person is entitled to regardless of race, sex, nationality, ethnicity, language, religion or any other status. Human rights recognise the inherent value of each person, based on principles of dignity, equality and respect. We are committed to respecting all internationally recognised human rights as set out in the International Bill of Human Rights (comprising the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work.
ICMM	International Council on Mining and Metals.
ICOLD	International Commission on Large Dams.
Indirect Emissions	Emissions that are a consequence of the operations of the reporting company but occur at sources owned or controlled by another company.
Intergovernmental Panel Climate Change (IPCC)	International body of climate change scientists. The role of the IPCC is to assess the scientific, technical and socio-economic information relevant to the understanding of the risk of human-induced climate change.
Modern slavery	Modern slavery includes serious human exploitation such as human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour, and deceptive recruiting for labour or services.
mRL	Meters relative level.
Native Title (Australia only)	The communal, group or individual rights and interests of Aboriginal and Torres Strait Islanders in relation to land and waters, possessed under traditional law and custom, by which those people have a connection with an area which is recognised under Australian law (s 223 NTA).
Native title claim group (Australia only)	Indigenous party who has made an application for the legal recognition of native title rights and interests held by Indigenous Australians.
Native title determination group (Australia only)	Indigenous party whose right to native title has been established by an Australian court or other recognised body.
Net Zero	Net zero greenhouse gas emissions are reached when anthropogenic emissions of greenhouse gases to the atmosphere are balanced by anthropogenic removals over a specified period.
Occupational Illness	A chronic condition which occurs as a result of repeat exposures to the work environment or activity.
Operational Boundaries	The boundaries that determine the direct and indirect emissions associated with operations owned or controlled by the reporting company.
Pb	Lead.
Principal hazard	Principal hazards are potential fatality risks.
Recordable injury	The combination of fatalities, lost time injuries, restricted work injuries and medically treated injuries.
Renewable Energy	Energy taken from sources that are inexhaustible, e.g. wind, water, solar, geothermal energy, and bioenergy.
RTFE	Responsible Tailings Facility Engineer.
Stationary Combustion/Energy	Burning of fuels to generate electricity, steam, heat, or power in stationary equipment such as boilers, furnaces etc.
SLTO	Social Licence to operate

Appendix C - Glossary of terms

Term	Definition
Tailings	The left-over materials that remain after the target mineral is extracted from ore.
The Sandfire Way	Our way of working, which frames everything we do and every decision we make.
Tailings storage facility (TSF)	A purpose-built facility to store tailings for the life of mine.
TMF	Tailings Management Facility.
t	Metric tonnes.
tCO2-e	Tonnes of Carbon Dioxide Equivalent. The universal unit of measurement to indicate the global warming potential (GWP) of each of the six greenhouse gases, expressed in terms of the GWP of one unit of carbon dioxide. It is used to evaluate releasing (or avoiding releasing) different greenhouse gases against a common basis.
Total recordable injury frequency (TRIF)	Total number of recordable injuries for the 12-month period/ total hours worked for the 12-month period multiplied by 1,000,000 hours.
United Nations Framework Convention on Climate Change (UNFCC)	Signed in 1992 at the Rio Earth Summit, the UNFCCC is a milestone Convention on Climate Change Convention treaty that provides an overall framework for international efforts to mitigate climate (UNFCCC) change. The Kyoto Protocol is a protocol to the UNFCC.
United Nations Guiding Principles on Business and Human Rights (UNGPs)	A set of guidelines for States and companies to prevent, address and remedy human rights abuses committed in business operations.
Value chain emission	Emissions from the upstream and downstream activities associated with the operations of the reporting company.
Waste Rock	Waste rock is material that contains minerals in concentrations considered too low to be extracted at a profit.
Workforce	All employees and contractors working on any Sandfire Asset in the world.
Zn	Zinc.

Appendix D - Reporting Frameworks

GRI

Sandfire's FY24 Sustainability Report has been prepared in accordance with the GRI Standards for the period 1 July 2023 to 30 June 2024.

GRI 1: Foundation 2021 used. Applicable GRI Sector Standards – GRI 14 Mining Standard.

General Disclosures		Location and response	Omissions
2-1	Organisational details	About this report, inside cover of this report	
2-2	Entities included in the organisation's sustainability reporting	About this report, inside cover of this report	
2-3	Reporting period, frequency and contact point	About this report, inside cover of this report	
2-4	Restatements of information	Appendix B- Mistatements and Restatements, p 33	
2-5	External assurance	About this report, inside cover of this report Appendix A – Assurance statement, p 30	
2-6	Activities, value chain and other business relationships	Our value chain, p 8	
2-7	Employees	FY24 Sustainability Databook, People and culture	
2-8	Workers who are not employees	FY24 Sustainability Databook, People and culture	
2-9	Governance structure and composition	Corporate Governance Statement	
2-10	Nomination and selection of the highest governance body	Corporate Governance Statement	
2-11	Chair of the highest governance body	Corporate Governance Statement	
2-12	Role of the highest governance body in overseeing the management of impacts	Governance, p 10	
2-13	Delegation of responsibility for managing impacts	Governance, p 10	
2-14	Role of the highest governance body in sustainability reporting	Governance, p 10	
2-15	Conflicts of interest	Business integrity, p 18	
2-16	Communication of critical concerns	FY24 Annual Report, p 24	
2-17	Collective knowledge of the highest governance body	Corporate Governance Statement	
2-18	Evaluation of the performance of the highest governance body	Corporate Governance Statement	
2-19	Remuneration policies	FY24 Annual Report, p 70	
2-20	Process to determine remuneration	FY24 Annual Report, p 70	

GRI (continued)

General Disclosures	Location and response	Omissions
2-21 Annual total compensation ratio	Omitted	Reason: Not applicable Explanation: Sandfire Assets are in different countries with varying remuneration requirements. Our remuneration is P50 and the upper quartile of the relevant markets in which we operate.
2-22 Statement on sustainable development strategy	Overview, p 3-6	
2-23 Policy commitments	Governance, p 10 Human rights, p 14	
2-24 Embedding policy commitments	Governance, p 10 Human rights, p 14	
2-25 Processes to remediate negative impacts	Human rights, p 15 2023 Modern Slavery Statement	
2-26 Mechanisms for seeking advice and raising concerns	Human rights, p 15	
2-27 Compliance with laws and regulations	Business integrity, p 18	
2-28 Membership associations	Business integrity, p 18	
2-29 Approach to stakeholder engagement	Governance, p 10	
2-30 Collective bargaining agreements	FY24 Sustainability Databook, People and culture	

Material topics	Location and response	Omissions
Health, safety and wellbeing		
3-3 Management of material topics	Health, safety and wellbeing, p 11	
403-3 Occupational health services	Health, safety and wellbeing, p 12	
403-5 Worker training on occupational health and safety	FY24 Sustainability Databook, People and culture	
403-9 Worker-related injuries	FY24 Sustainability Databook, Health, safety and wellbeing	
People and culture		
3-3 Management of material topics	People and culture, p 13	
401-1 New employee hires and employee turnover	FY24 Sustainability Databook, People and culture	
401-3 Parental leave	FY24 Sustainability Databook, People and culture	
404-1 Average hours of training per year per employee	FY24 Sustainability Databook, People and culture	
404-3 Percentage of employees receiving regular performance and career development reviews	FY24 Sustainability Databook, People and culture	
405-1 Diversity of governance bodies and employees	FY24 Sustainability Databook, People and culture	
405-2 Ratio of basic salary and remuneration of women to men	FY24 Sustainability Databook, People and culture	

GRI (continued)

Material topics	Location and response	Omissions
Human rights		
3-3 Management of material topics	Human rights, p 14	
Human Rights Training	FY24 Sustainability Databook, Social performance	
Cultural heritage		
3-3 Management of material topics	Cultural heritage, p 16	
411-1 Incidents of violations involving rights of Indigenous Peoples	Case study, DeGrussa: Disturbance of Artefact Scatters, p 16	
Partnering with communities		
3-3 Management of material topics	Partnering with communities, p 17	
202-1 Ratio of standard entry level wage by gender compared to local minimum wage	FY24 Sustainability Databook, People and culture	
202-2 Proportion of senior management hired from the local community	FY24 Sustainability Databook, People and culture	
204-1 Proportion of spending on local suppliers	FY24 Sustainability Databook, Social performance	
14.10.4 Grievances	FY24 Sustainability Databook, Social performance	
Business integrity		
3-3 Management of material topics	Business integrity, p 18	
201-1 Direct economic value generated and distributed	Partnering with communities, p 17 FY24 Sustainability Databook, Social performance	
205-2 Communication and training about anti-corruption policies and procedures	FY24 Sustainability Databook, Business integrity	
205-3 Confirmed incidents of corruption and actions taken	FY24 Sustainability Databook, Business integrity	
207-1 Approach to tax	Business integrity, p 18	
207-2 Tax governance, control, and risk management	Business integrity, p 18	
Decarbonisation		
3-3 Management of material topics	Climate change, p 19	
302-1 Energy consumption within the organisation	FY24 Sustainability Databook, Climate change	
302-3 Energy intensity	FY24 Sustainability Databook, Climate change	
302-4 Reduction of energy consumption	FY24 Sustainability Databook, Climate change	
305-1 Direct (Scope 1) GHG emissions	FY24 Sustainability Databook, Climate change	
305-2 Energy indirect (Scope 2) GHG emissions	FY24 Sustainability Databook, Climate change	
305-3 Other indirect (Scope 3) GHG emissions	FY24 Sustainability Databook, Climate change	
305-4 GHG emissions intensity	FY24 Sustainability Databook, Climate change	

GRI (continued)

Material topics		Location and response	Omissions
Climate change mitigation and adaptation			
3-3	Management of material topics	Climate change, p 19	
201-2	Financial implications and other risks and opportunities due to climate change	Climate change, p 19	Omitted: ii, iii Reason: information unavailable/ incomplete Explanation: In FY25, we will further develop our climate risk and opportunity assessment, and address the financial implications and costs associated with climate related risks and opportunities.
Biodiversity			
3-3	Management of material topics	Biodiversity, p 24	
101-1	Policies to halt and reverse biodiversity loss	Biodiversity, p 24	
101-2	Management of biodiversity impacts	Biodiversity, p 24	
101-5	Location with biodiversity impacts	FY24 Sustainability Databook, Biodiversity	
101-6	Direct drivers of biodiversity loss	FY24 Sustainability Databook, Biodiversity	
Water stewardship			
3-3	Management of material topics	Water stewardship, p 25	
303-3	Water withdrawal	FY24 Sustainability Databook, Environmental performance	
303-4	Water discharge	FY24 Sustainability Databook, Environmental performance	
303-5	Water consumption	FY24 Sustainability Databook, Environmental performance	
Waste and tailings			
3-3	Management of material topics	Tailings, p 27	
14.6.2	Report the tailings disposal methods used by the organisation	FY24 Sustainability Databook, Tailings	
14.6.3	List the organisations tailing's facilities, and report the name, location, and ownership status, including whether the organisation is the operator.	FY24 Sustainability Databook, Tailings	
306-3	Waste generated	FY24 Sustainability Databook, Environmental performance	
Mine closure			
3-3	Management of material topics	Mine closure, p 28	

Cautionary notes and disclaimers

Forward-Looking Statements

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

The forward-looking statements in this report must be considered in the context of these factors and the Company cautions against undue reliance on any forward-looking statement. This report does not purport to contain all of the information that its recipients may need to make an informed decision about the Company's sustainability performance and recipients should rely on their own independent enquiries, investigations and advice regarding the information contained in this report. Past performance cannot be relied on as a guide to future performance. The Company makes no representation, assurance or guarantee as to the accuracy, completeness or likelihood of fulfilment of any forward-looking statement, any outcomes expressed or implied in any forward-looking statement or any assumptions on which a forward-looking statement is based.

There are also inherent limitations with respect to scenario analysis which is discussed in this report, and it is difficult to predict which, if any, of the scenarios might eventuate. Scenarios do not constitute definitive outcomes or probabilities, and scenario analysis relies on assumptions that may or may not be, or prove to be, correct and may or may not eventuate. Scenarios may also be impacted by additional factors to the assumptions disclosed. Except as required by applicable laws or regulations, the Company does not undertake to publicly update or review any forward-looking statements.

To the fullest extent permitted by law, the Company and its affiliates and their respective officers, directors, employees and agents, accept no responsibility for any information provided in this report, including any forward-looking statements, and disclaim any liability whatsoever (including for negligence) for any loss howsoever arising from any use of this report or reliance on anything contained in or omitted from it or otherwise arising in connection with this report.

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Corporate information

Directors

John Richards	Independent Non-Executive Chair
Brendan Harris	Managing Director and Chief Executive Officer
Robert Edwards	Independent Non-Executive Director
Paul Harvey	Independent Non-Executive Director
Sally Langer	Independent Non-Executive Director
Sally Martin	Independent Non-Executive Director
Jennifer Morris OAM	Independent Non-Executive Director

Company Secretary

Victoria Twiss	Company Secretary

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ABN

55 105 154 185

ASX Code

Sandfire Resources Limited shares are listed on the Australian Stock Exchange (ASX) (ASX:SFR).

Sandfire produces a range of publications, which can be downloaded or viewed at our website.

Annual Report

Corporate Governance Statement

Sustainability Report

Sustainability Databook

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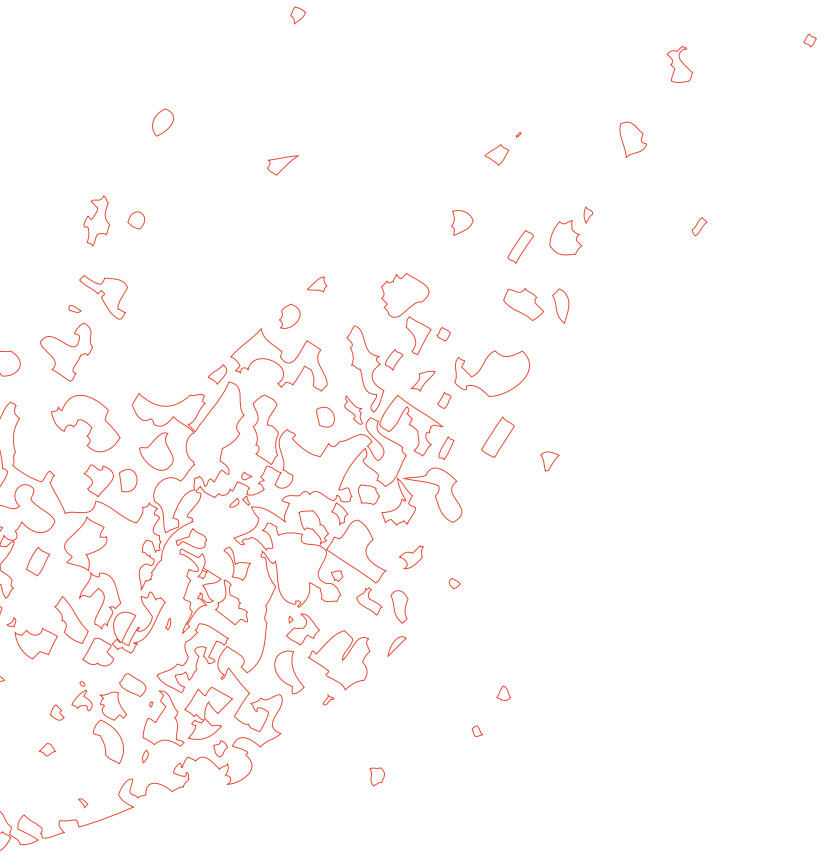

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