

## Sustainability Performance Data FY24

Transparency and accountability are fundamental to our sustainability strategy. We report with reference to the Global Reporting Initiative (GRI) 2021 and the guiding principles of the United Nations Global Compact and Sustainable Development Goals. As detailed in the Boundary & Scope section of the Sustainability Report FY24, we have scaled back our sustainability performance data to more accurately reflect the Company's evolving business structure. This change may account for the differences in data that can be seen across some disclosures. The revised scope is consistent with our financial reporting. Unless specified, all classifications under the workforce data include contractors.

All disclosures presented in this Appendix and Sustainability Report address Neometals' Australian entities only. Emissions are reported against the Australian National Greenhouse and Energy Reporting Act 2007, the GHG Protocol Corporate Accounting and Reporting Standard and the Australian National Greenhouse Accounts Factors (2023).

### Environmental performance

Environmental compliance & incidents (Number)	FY24	FY23	FY22	FY21	FY20
Significant environmental incidents	0	0	0	0	0
Significant oil or chemical spills	0	0	0	0	0

### Energy and emissions

Energy use	FY24	FY23	FY22	FY21	FY20
Total energy use (Gigajoule)	868	3,242	2,099	3,200	3,083
Primary source of energy used (Percentage)					
Electricity	60%	43%	58%	57%	-
Diesel	28%	55%	39%	54%	-
Petrol	12%	2%	3%	-	-
Natural Gas	-	-	-	19%	-
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>-</b>
Greenhouse gas (GHG) emissions (Tonnes CO2 equivalent)					
Scope 1 - direct emissions	25	130	62	150	89
Scope 2 - indirect emissions	77	254	241	104	290
<b>Total</b>	<b>102</b>	<b>384</b>	<b>303</b>	<b>254</b>	<b>379</b>
Sources of GHG emissions (Percentage)					
Electricity	74%	66%	80%	41%	-
Diesel	18%	33%	19%	47%	-
Petrol	7%	1%	1%	-	-
Natural Gas	-	-	-	12%	-
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>-</b>

\* As classified by the Government of Western Australia Department of Mines, Industry Regulation & Safety  
Some figures may vary due to rounding.

- Data not measured, reported and/or applicable during reporting period.

## Social performance

### People

Workforce by employment type and gender		Under 30		30 - 50		Over 50	
		Women	Men	Women	Men	Women	Men
Permanent - Full time	Count	1	1	2	11	5	7
Permanent - Part time	Count	0	0	1	1	0	1
Temp (incl. contractors & casual)	Count	0	0	1	1	0	2
<b>Total workforce (excl. contractors &amp; casu-als)</b>	Count	<b>30</b>					

Workforce gender diversity by level		Metric	FY24		FY23		FY22		FY21		FY20	
			Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Board (incl. CEO/MD)	Count	2	4	2	4	2	4	2	4	2	5	
	Percentage	33%	67%	33%	67%	33%	67%	33%	67%	29%	71%	
Leadership (excl. CEO/MD)	Count	0	4	1	3	1	3	0	4	0	4	
	Percentage	0%	100%	25%	75%	25%	75%	0%	100%	0%	100%	
Managers	Count	3	8	6	13	3	11	2	7	2	8	
	Percentage	27%	73%	32%	68%	21%	79%	22%	78%	20%	80%	
Professional / operational support	Count	4	5	8	9	7	6	5	2	4	2	
	Percentage	44%	56%	47%	53%	54%	46%	71%	29%	67%	33%	
<b>Total workforce (excl. Board, contractors &amp; casu-als)</b>	Count	7	17	15	25	11	20	7	13	6	14	
	Percentage	30%	70%	38%	62%	35%	65%	35%	65%	30%	70%	
	<b>Total</b>		<b>24</b>		<b>40</b>		<b>31</b>		<b>20</b>		<b>20</b>	

Employee hires and turnover		FY24			FY23		
		Under 30	30 – 50	Over 50	Under 30	30 – 50	Over 50
New starters (Count)	Women	0	1	0	0	3	2
	Men	0	2	1	1	4	0
	<b>Total</b>	<b>4</b>			<b>10</b>		
Departures (Count)	Women	0	6	3	0	1	0
	Men	1	5	4	0	1	0
	<b>Total</b>	<b>19</b>			<b>2</b>		
Growth (Rate)	Total	-25%			25%		
Turnover rate (Rate)	Total	54% <sup>1</sup>			6%		

Employee parental leave (Count)	FY24	FY23	FY22	FY21	FY20
Employees that took parental leave during FY24	1	1	0	-	-
Employees who returned from parental leave during FY24	0	1	0	-	-

<sup>1</sup> This adjustment reflects the necessary restructure to match the scope and scale of the new business strategy. For more information, please refer to Strategy Updates in our ASX Announcements.

<b>Training and development</b>	<b>FY24</b>	<b>FY23</b>	<b>FY22</b>	<b>FY21</b>	<b>FY20</b>
Amount spent on training (\$AUD)	\$54,000	\$58,000	\$33,200	-	-
Average per employee (Hours)	17	13	11	-	-
Total training and development (Hours)	521	513	349	-	-
Compliance with internal training requirements (Percentage)	73	88	97	-	-

## Health and safety

<b>Safety performance* (Number)</b>	<b>FY24</b>	<b>FY23</b>	<b>FY22</b>	<b>FY21</b>	<b>FY20</b>
Fatalities	0	0	0	0	0
Total recordable incident frequency rate (TRIFR)	0	0	0	0	23.6
Lost time injuries (LTI)	0	0	0	0	1
Lost time injury frequency rate (LTIFR)	0	0	0	0	23.6
Medical treatment injuries (MTI)	0	0	0	0	1
First aid and minor injuries leading to restricted work	0	0	0	0	0
Safety fines and prosecutions	0	0	0	-	-
<b>Health performance (Number)</b>					
Workplace fatalities from health incidents (employees and contractors)	0	0	0	0	0
Confirmed occupational illness cases (employees and contractors)	0	0	0	0	0

## Communities and economic contribution

<b>Social incidents and complaints (Number)</b>	<b>FY24</b>	<b>FY23</b>	<b>FY22</b>	<b>FY21</b>	<b>FY20</b>
Total community/public complaints	0	0	0	0	0
Total social incidents (incl. violations of rights of Indigenous peoples)	0	0	0	0	0
<b>Social investment (\$AUD million)</b>					
Community investment and charitable giving	0.08	0.13	0.14	0.19	0.25
<b>Economic contribution (\$AUD million)</b>					
Market capitalisation	53.6	273.6	496.3	261.8	87.1
Revenue	0.0	0.0	0.0	0.0	0.0
Government and other paid and payable (taxes, rents and rates)	1.1	1.4	0.7	5.5	0.5
Earnings per share (dividend payments to shareholders)	0.0	0.0	0.0	0.0	10.9
Payments to suppliers for purchase of goods and services	8.4	17.1	25.1	13.0	18.7
Wages, salaries and benefits	10.0	10.0	7.6	5.5	5.0

TRIFR: Total recordable injury frequency. The frequency of total recordable injuries per million hours worked.  
 LTIFR: Total recordable injury frequency. The frequency of lost time injuries per million hours worked.  
 - Data not measured, reported and/or applicable during reporting period.

## Governance performance

### Business conduct and compliance

<b>Ethics and compliance training (Percentage)</b>	<b>FY24</b>	<b>FY23</b>	<b>FY22</b>	<b>FY21</b>	<b>FY20</b>
Employees that received anti-bribery and corruption training	74%	98%	97%	0	0
<b>Business conduct</b>					
Confirmed incidents of corruption (Number)	0	0	0	0	0
Confirmed incidents of corruption where employees were dismissed (Number)	0	0	0	0	23.6
Confirmed incidents of corruption resulting in termination or non-renewal of contracts with business partners (Number)	0	0	0	0	1
Legal actions pending or completed regarding anti-competitive behaviour and violations of anti-trust (Number)	0	0	0	0	23.6
Operations assessed for risks related to corruption (Number)	1 <sup>2</sup>	5	5	5	5
Percentage of operations assessed for risks related to corruption	100%	100%	100%	100%	100%
<b>Fines and prosecutions for non-compliance with laws and regulations</b>					
Environmental fines and prosecutions (Number)	0	0	0	0	0
Value of environmental fines and prosecutions (\$AUD)	0	0	0	0	0
Safety fines and prosecutions (Number)	0	0	0	0	0
Value of safety fines and prosecutions (\$AUD)	0	0	0	0	0

<sup>1</sup> The decrease reflects the reduced number of sites in the scope of this report.  
 - Data not measured, reported and/or applicable during reporting period.