Appendix A: Sustainability Performance Data 2026

Transparency and accountability underpin Neometals' approach to voluntary sustainability reporting. Our disclosures are prepared with reference to the Global Reporting Initiative (GRI) Standards 2021 and are informed by the principles of the United Nations Global Compact and the United Nations Sustainable Development Goals. As outlined in the Boundary & Scope section of the Sustainability Report 2026, the scope of our sustainability performance data reflects Neometals' current business structure and is aligned with our financial reporting boundary. This may result in differences in the coverage and comparability of some data between reporting periods. Unless otherwise stated, workforce data includes contractors.

The disclosures provided in this Appendix and the voluntary Sustainability Report 2026 relate to Neometals' Australian entities only. Greenhouse gas emissions (GHG) 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.

Environmental performance

Environmental compliance & incidents (Number)	FY26	FY25	FY24	FY23	FY22
Significant environmental incidents	0	0	0	0	0
Significant oil or chemical spills	0	0	0	0	0

Energy and emissions

Energy use	FY26	FY25	FY24	FY23	FY22
Total energy use (Gigajoule)	2,346	1,041	868	3,242	2,099
Primary source of energy used (Percentage)					
Electricity	11%	26%	60%	43%	58%
Diesel	88%	69%	28%	55%	39%
Petrol	1%	5%	12%	2%	3%
Natural Gas	-	-	-	-	-
Total	**100%**	**100%**	**100%**	**100%**	**100%**
Greenhouse gas (GHG) emissions (Tonnes CO2 equivalent)					
Scope 1 - direct emissions	146	54	25	130	62
Scope 2 - indirect emissions	35	39	77	254	241
Total	**181**	**93**	**102**	**384**	**303**
Sources of GHG emissions (Percentage)					
Electricity	19%	42%	74%	66%	80%
Diesel	80%	54%	18%	33%	19%
Petrol	1%	4%	7%	1%	1%
Natural Gas	-	-	-	-	-
Total	**100%**	**100%**	**100%**	**100%**	**100%**

* As classified by the Government of Western Australia Department of Mines, Industry Regulation & Safety.
- Data not measured, reported and/or applicable during the reporting period.
Some figures may vary due to rounding.

Social performance

People

FY26 Workforce by employment type and age		Under 30	30 - 50	Over 50
Board	Count	0	0	5
Leadership (excl CEO/MD)	Count	0	2	3
Managers	Count	0	2	5
Professional/Operational	Count	1	3	4
Total workforce (excl. contractors & casuals)	Count	**25**		

Workforce gender diversity by level	Metric	FY26 Women	FY26 Men	FY25 Women	FY25 Men	FY24 Women	FY24 Men	FY23 Women	FY23 Men	FY22 Women	FY22 Men
Board (incl. CEO/MD)	Count	1	4	1	4	2	4	2	4	2	4
	Percentage	20%	80%	20%	80%	33%	67%	33%	67%	33%	67%
Leadership (excl. CEO/MD)	Count	0	5	0	2	0	4	1	3	1	3
	Percentage	0%	100%	0%	100%	0%	100%	25%	75%	25%	75%
Managers	Count	0	7	0	4	3	8	6	13	3	11
	Percentage	0%	100%	0%	100%	27%	73%	32%	68%	21%	79%
Professional / operational support	Count	3	5	4	6	4	5	8	9	7	6
	Percentage	38%	63%	40%	60%	44%	56%	47%	53%	54%	46%
Total workforce (excl. Board, contractors & casuals)	Count	3	17	5	16	9	21	15	25	11	20
	Percentage	20%	80%	24%	76%	30%	70%	38%	62%	35%	65%
	Total	**20**		**21**		**30**		**40**		**31**	

Employee hires and turnover		FY26 Under 30	FY26 30 – 50	FY26 Over 50	FY25 Under 30	FY25 30 – 50	FY25 Over 50
New starters (Count)	Women	1	0	1	0	1	0
	Men	0	0	0	0	1	2
	Total	2			**4**		
Departures (Count)	Women	1	1	0	0	4	1
	Men	0	0	0	1	6	4
	Total	**2**			**16**		
Growth (Rate)	Total	-4.8%			-15%		
Turnover rate (Rate)	Total	9.8%			46.8%		

Employee parental leave (Count)	FY26	FY25	FY24	FY23	FY22
Employees that took parental leave	0	1	1	1	0
Employees who returned from parental leave	0	1	0	1	0

Training and development	FY26	FY25	FY24	FY23	FY22
Amount spent on training ($AUD)	$6,950	$24,617	$54,000	$58,000	$33,200
Average training per employee (Hours)	14.9	13	17	13	11
Total training and development (Hours)	298	273	521	513	349
Compliance with internal training requirements (Percentage)	100%	95	73	88	97

Health and safety

Safety performance (employees)	FY26	FY25	FY24	FY23	FY22
Fatalities	0	0	0	0	0
Total recordable injuries (TRI)	0	0	0	0	0
Total recordable incident frequency rate (TRIFR)	0	0	0	0	0
Lost time injuries (LTI)	0	0	0	0	0
Lost time injury frequency rate (LTIFR)	0	0	0	0	0
Medical treatment injuries (MTI)	1	0	0	0	0
First aid and minor injuries leading to restricted work	0	0	0	0	0
Safety fines and prosecutions	0	0	0	0	0
Total hours worked	34,287	40,216	-	-	-

Safety performance (contractors)	FY26	FY25	FY24	FY23	FY22
Fatalities	0	0	0	0	0
Total recordable injuries (TRI)	1	1	0	0	0
Total recordable incident frequency rate (TRIFR)	169.5	217.6	0	0	0
Lost time injuries (LTI)	1	1	0	0	0
Lost time injury frequency rate (LTIFR)	169.5	217.6	0	0	0
Medical treatment injuries (MTI)	1	0	0	0	0
First aid and minor injuries leading to restricted work	0	0	0	0	0
Safety fines and prosecutions	0	0	0	0	0
Total hours worked	5,900	4,596	-	-	-

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.

Health performance (Number)	FY26	FY25	FY24	FY23	FY22
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
H&S Training (incl emergency response training)					
Total hours of H&S training - Employees	66	44	-	-	-
Total hours of H&S training - Contractors	57	50	-	-	-
Average hours of health and safety training for employees and contractors	4.7	2.4	-	-	-

Total hours of training undertaken (hours x attendees)/total number of employees & contractors
- Data not measured, reported and/or applicable during reporting period.

Communities and economic contribution

Social incidents and complaints (Number)	FY26	FY25	FY24	FY23	FY22
Total community/public complaints	0	0	0	0	0
Total social incidents (incl. violations of rights of Indigenous peoples)	0	0	0	0	0
Social investment ($AUD million)					
Community investment and charitable giving	0.028	0.03	0.08	0.13	0.14
Economic contribution ($AUD million)					
Market capitalisation	14.9	50.0	53.6	273.6	496.3
Revenue	0.0	0.0	0.0	0.0	0.0
Government and other paid and payable (taxes, rents and rates)	0.56	0.59	1.1	1.4	0.7
Earnings per share (dividend payments to shareholders)	0.0	0.0	0.0	0.0	0.0
Payments to suppliers for purchase of goods and services	8.9	5.9	8.4	17.1	25.1
Wages, salaries and benefits	5.1	6.4	10.0	10.0	7.6

Governance performance

Business conduct and compliance

Ethics and compliance training (Percentage)	FY26	FY25	FY24	FY23	FY22
Employees that received anti-bribery and corruption training	100%	93%	74%	98%	97%
Business conduct					
Confirmed incidents of corruption (Number)	0	0	0	0	0
Confirmed incidents of corruption where employees were dismissed (Number)	0	0	0	0	0
Confirmed incidents of corruption resulting in termination or non-renewal of contracts with business partners (Number)	0	0	0	0	0
Legal actions pending or completed regarding anti-competitive behaviour and violations of anti-trust (Number)	0	0	0	0	0
Operations assessed for risks related to corruption (Number)	0	1	1	5	5
Percentage of operations assessed for risks related to corruption	-	100%	100%	100%	100%
Fines and prosecutions for non-compliance with laws and regulations					
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