

EMPLOYER STATEMENT



At Yancoal we recognise that people are our most important asset and we are committed to the maintenance and promotion of diversity and inclusion in the workplace at all levels of the organisation.

Diversity drives our ability to attract, retain and develop the best talent, create an engaged workforce, deliver the highest quality services to our customers and continue to grow our business.

We are an equal opportunity employer and welcome people from a diverse set of backgrounds and at all life stages.

GENDER PAY GAP

Yancoal has a median Gender Pay Gap of 8.1%. This has reduced over the past four years and remains an area of focus for improvement.

	2024-2025	2023-2024	2022-2023	2021-2022
Average Total Remuneration Pay Gap	11.4%	12.2%	12.7%	11.6%
Median Total Remuneration Pay Gap	8.1%	9.6%	11.4%	11.7%

At Yancoal we pay employees with reference to both internal and external market data. We do not pay employees differently based on their gender. The coal mining industry is comprised of 21% females and at Yancoal 15.5% of our workforce are females. The gender pay gap is related to having a lower proportion of female employees across all levels of the organisation, in particular at senior levels.

OUR COMMITMENT

We have a strong commitment to gender diversity including to ensure the adequate representation of females in senior executive positions and on the Board. We have strategies in place to achieve this, including:

- Setting measurable objectives relating to gender at all senior executive and leadership levels; and
- Broadening the field of potential candidates at all levels including for senior executive and board appointments.

DIVERSITY AND INCLUSION AT YANCOAL

The Yancoal Diversity and Inclusion strategy aims at building clear actions to increase diversity, but also build inclusion. These factors go hand in hand to ensure that Yancoal can not only attract diverse candidates, but also retain them.

We are focused on diversity and inclusion and making consistent progress through:

- Connecting with empathy (diversity)- engaging with our people to reflect and respect each-others unique perspectives and experiences.
- Inclusive leadership (inclusion) – embracing different cultures, ethnicities, genders and sexual orientations.
- Building career pathways (belonging) – Creating a work environment that fosters growth, recognition and opportunity.



OUR ACTIONS

The following actions support the delivery of Yancoal's Board-approved Gender Measurable Objectives, which are reviewed annually by the Nomination and Remuneration Committee as part of the Diversity and Inclusion Policy.

These objectives are designed to address the structural drivers of gender imbalance across our workforce by improving the attraction, retention and progression of women into operational, leadership and senior management roles.

Increasing female representation across all levels of the organisation is a key enabler in reducing Yancoal's gender pay gap over time, noting that pay disparity within the organisation is largely influenced by the under-representation of women in higher-paid leadership and technical positions.

- We will continue our efforts to attract and retaining females to our business and set a stretch target to improve the proportion of women in the Yancoal workforce to 17% or higher
- We will prioritise developing our female talent pipeline, aiming for 35% of our new graduate positions to be filled by women
- We are committed to providing a workplace that is free from sexual harassment and promotes inclusivity. We will improve mechanisms for reporting to the Board and Executive on sexual harassment
- We will strengthen and promote domestic and family violence support, ensuring employees experiencing or at risk of domestic and family violence are aware of, and able to access, appropriate support and workplace protections

Yancoal will continue to focus on improving female participation in the workforce through initiatives aimed at increasing attraction, retention and progression, which in turn supports greater gender balance across all organisational levels and contributes to the ongoing reduction of the Company's gender pay gap.

