



WE'RE  
SHIFTING  
GEARS

We acknowledge and pay our respects to the Traditional Owners of the land on which Yancoal operates and conducts business. In the spirit of respect and reconciliation, we will continue to support initiatives that strengthen cultural ways of life.



# Powering today, transforming tomorrow

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We strive to be a business that: operates responsibly, safely and ethically; makes positive contributions to the social and economic well-being of communities; and effectively manages ongoing risks and opportunities to enhance business. Sustainability is a critical element of our vision and aspiration to generate lasting value for our stakeholders.

# 2024 Sustainability Statement: Chairman/Acting CEO Joint Message

The 2024 Sustainability Report reviews our first 12-months of performance following the formal adoption of the P4 Change 4 Tomorrow Sustainability Strategy, which aligns Yancoal's corporate sustainability reporting framework with the latest sustainability and climate-related disclosure standards adopted by Yancoal.

Yancoal's vision is to continue to build a world class mining enterprise that provides resources that benefit modern society. We strive to be a business that: operates responsibly, safely and ethically; makes positive contributions to the social and economic well-being of communities; and effectively manages ongoing risks and opportunities to enhance business. Sustainability is a critical element of our vision and aspiration to generate lasting value for our stakeholders.

This Sustainability Report measures our performance in 2024 and demonstrates positive trends in certain key metrics. Some of these highlights included:

- 11% decrease in scope 1 and 2 greenhouse gas emissions intensity from 2023 to 2024;
- 15% female workforce;
- 52% increase of land rehabilitated;<sup>1</sup> and
- 25% increase in funding for the Community Support Program.

Throughout the report, case studies provide insights into how Yancoal and our partners are pursuing and achieving innovative solutions to improve our sustainability performance, such as:

- Ongoing collaboration with six of our key Original Equipment Manufacturers to support decarbonisation initiatives at our operations through upgrading and replacing mining fleets to reduce fuel consumption;

- Supporting research that is focused on developing technology to quantify soil erosion risk during operations and to monitor the extent of erosion across rehabilitated areas;
- Utilising drone seeding, which can be beneficial for mine rehabilitation by removing potential safety hazards and avoiding inefficient methods; and
- Attending partner programs that bring together experts to discuss the impacts of the energy transition and explore how certain products, technology, services and solutions can address operational and sustainability objectives.

A critical part of our sustainability reporting is the collection, management and reporting of our data. During the year we conducted data mapping across all business functions and sites, and identified data sources that will inform our sustainability metrics. Based on this work, we have selected a suitable Sustainability Digital Data Platform (SDDP) and will implement this system in 2025.

Over the next 12 months, Yancoal's focus will be to meaningfully implement the P4 Change 4 Tomorrow Sustainability Strategy through a series of projects and initiatives. A detailed Implementation Plan has been approved and will be rolled out progressively across the business, engaging all functions and sites. This will be an exciting time for Yancoal, as we see our sustainability strategy come to life and transition from aspiration to action.

Yancoal's progress in establishing a business in which sustainability is factored into all decision-making will continue to evolve. We are confident that our workplace culture and the innovation of our workforce will be a constant driver in ensuring Yancoal's business remains profitable, resilient and sustainable.

**Gang Ru**  
Chairman of the Board

**Ning Yue**  
Acting Chief Executive Officer (CEO)

1. The land rehabilitated figure includes land rehabilitation required as per the Company's mining approvals, refer to pages 33 and 41 for further information.

# About this report

**This Sustainability Report for the period 1 January 2024 to 31 December 2024 (the 'reporting period') encompasses Yancoal's owned and operated assets, in addition to operations managed by Yancoal on behalf of its majority shareholder, Yankuang Energy Group.**

This report excludes entities over which Yancoal does not have operational control, such as certain joint venture operations and our shareholdings in three Australian coal export loaders. All information and data presented in this report are on a 100% basis, irrespective of Yancoal's economic interest.

The report is structured by the four pillars of Yancoal's P4 Change 4 Tomorrow Strategy, and not only highlights our current performance across these key areas as they relate to our disclosure obligations, but also serves as a blueprint for continuous improvement.

This year's report also highlights our ongoing progress toward aligning with the Australian Accounting Standards Board's (AASB) mandatory climate-related reporting standards (AASB S2), which will come into effect for Yancoal for the reporting period from 1 January 2025, and the climate-related disclosure requirements contained in the Environmental, Social and Governance (ESG) Reporting Code as set out in Appendix C2 to the Main Board Listing Rules published by The Stock Exchange of Hong Kong Limited (HKEX).

Furthermore, it incorporates elements of the Sustainability Accounting Standards Board (SASB) Coal Operations Standard, reflecting Yancoal's continued commitment to aligning with international industry reporting frameworks.

Disclosure content indices for each respective standard and stock exchange have been included in Appendix A.

Presently, our reporting of Greenhouse Gas (GHG) Emissions, energy production and energy consumption and National Pollutant Inventory (NPI) data aligns with the period of 1 July 2023 to 30 June 2024, in accordance with Australian regulatory requirements. All other disclosure data is based on the 2024 calendar year period.





# Overview of Operations

MOOLARBEN NSW	MOUNT THORLEY WARKWORTH NSW	CAMEBY DOWNS QLD
<p><b>95%</b> Economic Interest</p> <p>Truck and shovel open-cut and underground mining complex producing thermal coal; operated by Yancoal.</p>	<p><b>83.6%</b> Economic Interest</p> <p>Dragline, Truck and shovel open-cut mine producing semisoft coking coal and thermal coal; operated by Yancoal.</p>	<p>Managed by Yancoal. Owned by Yancoal's major shareholder, Yankuang Energy Group</p> <p>Truck and shovel open-cut mine in Surat Basin producing low ash thermal coal for export; operated by Yancoal.</p>
<p><b>1,152</b> Employees &amp; Contractors</p>	<p><b>1,444</b> Employees &amp; Contractors</p>	<p><b>255</b> Employees &amp; Contractors</p>
<p><b>21.2</b> Million Tonnes 2024 ROM Coal Production</p>	<p><b>17.2</b> Million Tonnes 2024 ROM Coal Production</p>	<p><b>3.8</b> Million Tonnes 2024 ROM Coa Production</p>
<p><b>19</b> Million Tonnes 2024 Saleable Coal Production (100%)</p>	<p><b>11.2</b> Million Tonnes 2024 Saleable Coal Production (100%)</p>	<p><b>2.6</b> Million Tonnes 2024 Saleable Coal Production (100%)</p>
<p><b>160</b> Million Tonnes Marketable Reserves (As at 31 Dec 2024)</p>	<p><b>157</b> Million Tonnes Marketable Reserves (As at 31 Dec 2024)</p>	<p><b>59</b> Million Tonnes Marketable Reserves (As at 31 Dec 2024)</p>



YARRABEE QLD	PREMIER WA	ASHTON NSW	STRATFORD-DURALIE NSW
<p><b>100%</b> Economic Interest</p> <p>Truck and shovel open-cut mine producing ultra-low volatile Pulverised Coal Injection (PCI) coal and thermal coal; operated by Yancoal.</p>	<p>Managed by Yancoal. Owned by Yancoal's major shareholder, Yankuang Energy Group.</p> <p>Truck and shovel open-cut mine producing sub-bituminous, low ash and low sulphur coal for domestic power generation and metallurgical applications; operated by Yancoal.</p>	<p><b>100%</b> Economic Interest</p> <p>The Ashton underground longwall mine produces a semi-soft coking coal; operated by Yancoal.</p>	<p><b>100%</b> Economic Interest</p> <p>Truck and shovel open-cut mine producing thermal coal and semi-hard coking coal; operated by Yancoal.</p>
<p><b>469</b> Employees &amp; Contractors</p>	<p><b>502</b> Employees &amp; Contractors</p>	<p><b>352</b> Employees &amp; Contractors</p>	<p><b>61</b> Employees &amp; Contractors</p>
<p><b>2.9</b> Million Tonnes 2024 ROM Coal Production</p>	<p><b>2.8</b> Million Tonnes 2024 ROM Coal Production</p>	<p><b>2.5</b> Million Tonnes 2024 ROM Coal Production</p>	<p><b>0.1</b> Million Tonnes 2024 ROM Coal Production</p>
<p><b>2.2</b> Million Tonnes 2024 Saleable Coal Production (100%)</p>	<p><b>2.7</b> Million Tonnes 2024 Saleable Coal Production (100%)</p>	<p><b>1.3</b> Million Tonnes 2024 Saleable Coal Production (100%)</p>	<p><b>0.1</b> Million Tonnes 2024 Saleable Coal Production (100%)</p>
<p><b>55</b> Million Tonnes Marketable Reserves (As at 31 Dec 2024)</p>	<p><b>11</b> Million Tonnes Marketable Reserves (As at 31 Dec 2024)</p>	<p><b>23</b> Million Tonnes Marketable Reserves (As at 31 Dec 2024)</p>	<p><b>0</b> Million Tonnes Marketable Reserves (As at 31 Dec 2024)</p>

# 2024 Snapshot

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**\$5.4** **BILLION**  
OVERALL  
ECONOMIC  
CONTRIBUTION<sup>2</sup>

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**\$2.08** **MILLION**  
COMMUNITY  
INVESTMENT PROGRAM

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**167** **RECIPIENTS**  
OF COMMUNITY  
INVESTMENT  
PROGRAM FUNDING

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**+25%** **INCREASE IN  
COMMUNITY  
INVESTMENT**  
compared to 2023

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**+5%** **INCREASE IN TOTAL  
PAYMENTS TO LOCAL  
SUPPLIERS**  
compared to 2023

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**15** **KEY EXPORT  
DESTINATIONS**

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**10,643** **ML RECYCLED  
WATER USED  
ACROSS OPERATIONS**  
14% increase compared to 2023

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<sup>2</sup> For further details on how economic contribution is calculated, refer to the Company's Economic Contribution Reports, which are available on the Company's website. The 2024 Economic Contribution Report will be available on the Company's website in June 2025.

24% LAND MANAGED FOR BIODIVERSITY OFFSETS<sup>3</sup>

279 HA OF LAND REHABILITATED<sup>4</sup>  
increase of 52% from 2023

7% INCREASE IN ABSOLUTE SCOPE 1 AND SCOPE 2 EMISSIONS<sup>5</sup>  
from 2023

0.045 tCO<sub>2</sub>-e/ROM TONNE EMISSIONS INTENSITY RATE<sup>6</sup>  
11% decrease from 2023

15% OF THE WORKFORCE ARE FEMALE IN 2024

3. Land allocated for biodiversity offsets is determined by our legal and regulatory obligations for each site.

4. The land rehabilitated figure includes land rehabilitation required as per the Company's mining approvals, refer to pages 33 and 41 for further information.

5. Total scope 1 and 2 emissions calculated in accordance with NGER Act.

6. Emissions intensity is based on total scope 1 and 2 emissions.



# Our business

## Our Vision

Our vision is to build a world class mining enterprise providing resources that benefit modern society.

## Our Mission

At Yancoal we are committed to safely producing a reliable energy source that powers communities around the world. We value the contributions of our employees contractors and embrace close relationships with our local communities, customers and suppliers.

## Our Values

At Yancoal, our core values are People, Safety, Innovation, Excellence and Integrity. These values guide our decisions and form the foundation of all our actions.

## Our Operations

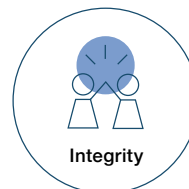
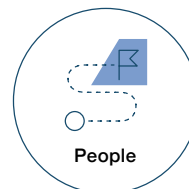
Yancoal is a leading Australian coal producer and exporter providing high-quality coal to the global seaborne market. We produce a mix of coal products including premium thermal, semi-soft coking and Pulverised Coal Injection (PCI).

Our existing Australian assets are core to our business where demand for our high-quality coal will underpin the business for the duration of our mines' operational lives. We are dedicated to operating safely and responsibly for the lasting benefit of our stakeholders.

We are exploring opportunities to diversify into other minerals and sources of alternative energy.

## Operational Metrics

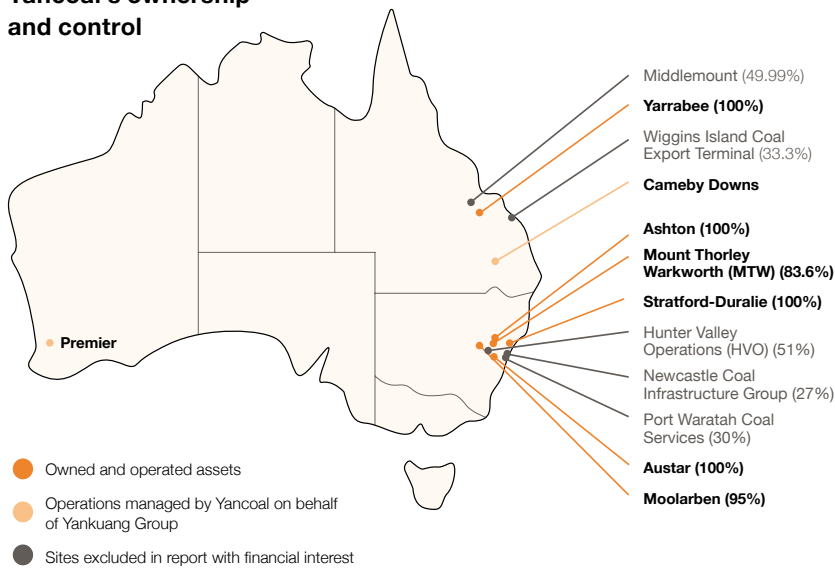
In 2024, we exported Australian coal to 15 markets, with our major customers located across the Asian region. Each year, our thermal coal provides power to millions of households across Asia, and our metallurgical coal assists in the production of steel. In 2024 our mines produced 34.3 Mt<sup>7</sup> of thermal coal and 4.8 Mt of metallurgical coal.<sup>8</sup>



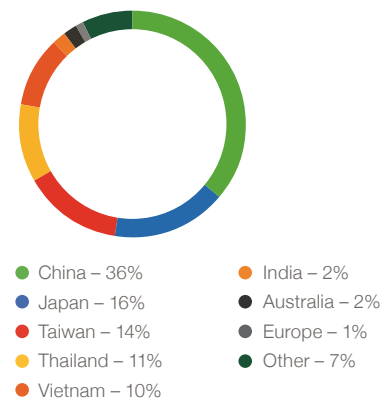
7. Mt is million tonnes.

8. On a 100% basis, excludes Middlemount and HVO.

### Yancoal's ownership and control



### 2024 External sales volumes by destination<sup>9</sup>



### 2024 ROM production across mine sites

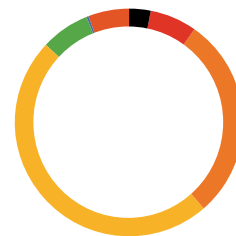
million tonnes



- Ashton – 2.5
- Cameby Downs – 3.8
- MTW – 17.2
- Moolarben – 21.2
- Premier – 2.8
- Stratford – 0.1
- Yarrabee – 2.9

### 2024 saleable production across mine sites

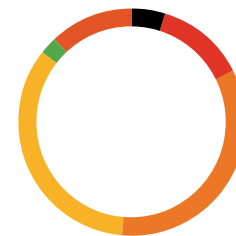
million tonnes



- Ashton – 1.3
- Cameby Downs – 2.6
- MTW – 11.2
- Moolarben – 19
- Premier – 2.7
- Stratford – 0.1
- Yarrabee – 2.2

### Marketable Reserves across mine sites at 31/12/2024

million tonnes



- Ashton – 23
- Cameby Downs – 59
- MTW – 157
- Moolarben – 160
- Premier – 11
- Stratford – 0
- Yarrabee – 55

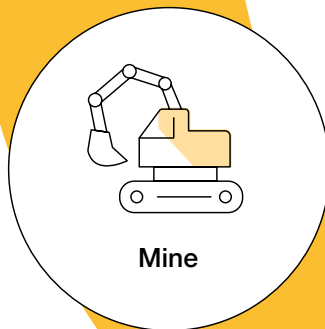
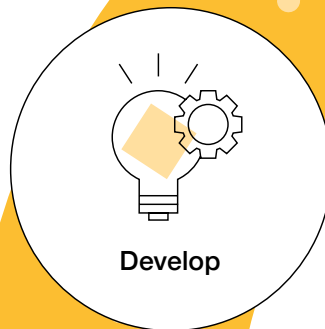
9. Final destination is an internal assessment determined by Yancoal (on a 100% basis, excludes HVO, and Middlemount includes Cameby Downs and Premier).

# Business Model and Value Chain

**Our value chain transcends through the exploration, development, operation and closure of our assets, including how we market our coal products, how these are consumed and how we rehabilitate and manage mine closure.**

To understand the depth of sustainability-related core topics that are relevant and material to our organisation, in 2024 we continued to evaluate how our value chain interacts with the natural environment, society, the economy and our stakeholders. Through understanding the dependencies and impacts associated with our resources and relationships we can better identify sustainability-related risks and opportunities.

We are progressing work to align with the AASB S2 mandatory climate-related disclosures for reporting periods from 1 January 2025. This includes ongoing climate risks and opportunities scenario analysis, as outlined in the climate section of this report.





## Natural Environment

We engage with the complexities of our operations and their impact on the natural environment, embracing a systematic approach to environmental stewardship. Our endeavours to oversee and mitigate our interactions span the entire lifecycle of our operations, commencing with the exploration of geological formations continuing through active operations and through to rehabilitation and closure.

**51,669ML**

Water received from environment (including rainfall)

**3.88 million MWh**

Energy consumed

**631km<sup>2</sup>**

Land area for operations

**150km<sup>2</sup>**

Protected areas



## Society

Open communication, relationship-building and commitment to transparency are foundational principles guiding our interactions with our local communities and the broader social landscape. Further information on our community engagement is set out on pages 52-53. Building trust is paramount. We seek to achieve this by adhering to safety standards and mitigating social impacts.

**\$2.08M**

Community investment

**167**

Recipients



## Economy

We play an active role in enhancing Australia's economic well-being by attracting foreign direct investment and generating foreign exchange earnings through our exports. Our operations provide regional employment, stimulate economic activity and bolster local businesses through our procurement practices. Additionally, we make substantial contributions to government revenues through taxes and royalty payments. We also play a role in economies outside of Australia. While many economies are diversifying their energy mix, high-grade coal remains a vital component for energy security and development during this transitional period. Helping to meet immediate energy needs, while new technologies are developed and deployed.

**\$5.4B<sup>10</sup>**

Direct economic contribution

**\$11.2B<sup>10</sup>**

Direct and indirect economic contribution

**5,000-6,200kcal /kg NAR<sup>11</sup>**

15 year Calorific value range<sup>12</sup>



## Stakeholders

Our key stakeholders are a broad and diverse range of individuals and entities with both direct and indirect connections to our operations. Local communities residing near our sites, Indigenous groups, government regulators, employees and investor shareholders are among them. Suppliers, customers and environmental organisations also play crucial roles. We aim for effective engagement with our stakeholders, with our objective to understand and address their concerns, interests and expectations to help foster positive relationships.

**3,744**

Full time employees

**15%**

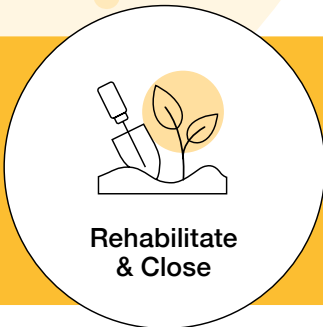
Percentage of women in our workforce

**4%**

Percentage of Indigenous employees

**2,431**

Total suppliers



10. For further details on how economic contribution is calculated, refer to the Company's Economic Contribution Reports, which are available on the Company's website. The 2024 Economic Contribution Report will be available on the Company's website in June 2025.

11. Net as Received (NAR).

12. Yancoal export thermal quality range.



# Our approach to sustainability

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**For Yancoal, sustainability involves the generation of lasting value for stakeholders through our mining activities, all while minimising financial, operational, environmental and social risks.**

Our commitment to sustainability is outlined in the Yancoal P4 Change 4 Tomorrow Strategy, which revolves around four interconnected pillars and has been intentionally crafted to be comprehensive, adaptable and integrated across all of Yancoal's business activities.

In our pursuit of sustainable value for our stakeholders, we strive to be a business that:

- operates responsibly, safely and ethically;
- makes positive contributions to the social and economic well-being of communities; and
- effectively manages ongoing risks and opportunities to enhance business resilience.

As we navigate the evolving market and regulatory landscapes, we monitor emerging trends relevant to Yancoal's operations to help ensure our organisation is well-prepared to respond proactively.

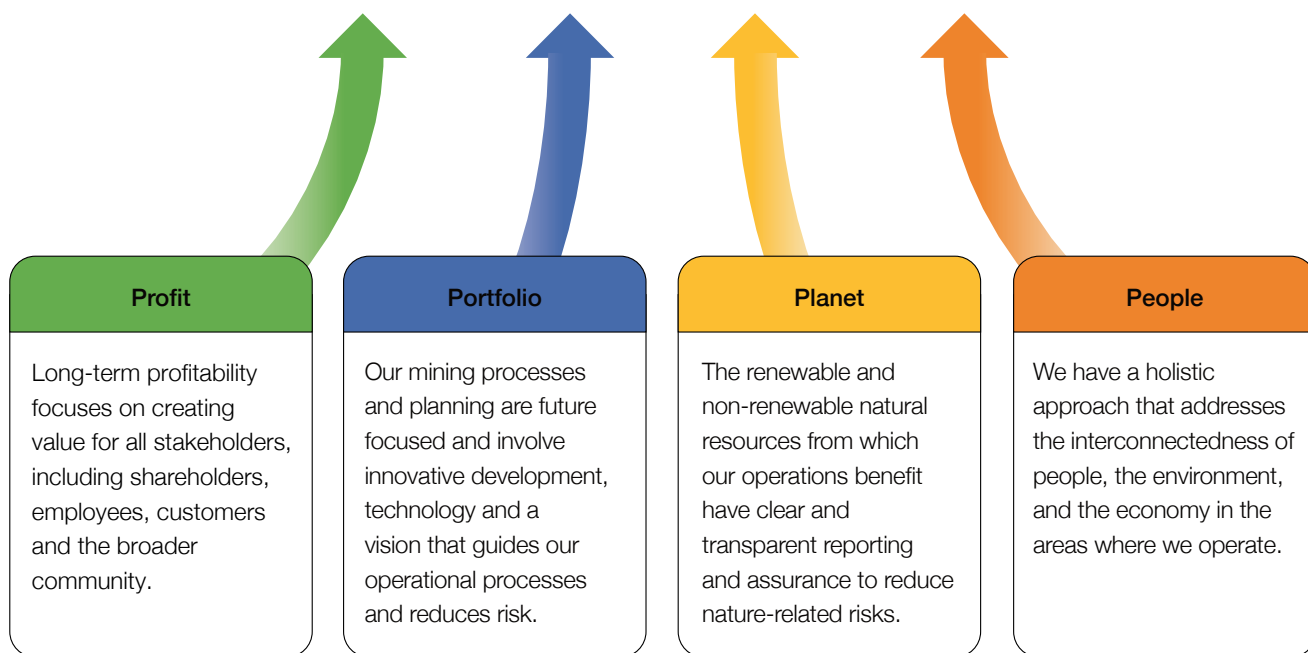
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The Yancoal P4 Change 4 Tomorrow Strategy revolves around four pillars and serves as a blueprint for continuous improvement.



## Our Sustainability Framework

The Yancoal P4 Change 4 Tomorrow Strategy revolves around four pillars and serves as a blueprint for continuous improvement.



# Governance and Compliance

Yancoal has adopted an approach to corporate governance based on international good practice, as well as Australian and Hong Kong legal requirements. Our 2024 Corporate Governance Statement is included in our 2024 Annual Report, and can be found on our website. It describes how we have addressed the corporate governance requirements as set out in the ASX Corporate Governance Council's Principles and Recommendations and the Corporate Governance Code as set out in Appendix C1 to the Hong Kong Listing Rules.

## Our Governance Framework

### a) Oversight and Responsibility

Our Board is responsible for our overall corporate governance and leadership and control of the Company, including directing company affairs, setting and monitoring our risk management strategy (including ESG risks), overseeing the appointment, remuneration and performance of senior executives. It is responsible for oversight of protecting and optimising our performance and building sustainable value for shareholders in accordance with any duties and obligations imposed on it by law and Yancoal's own Constitution, and within a framework that enables risk to be assessed and managed.

The Board is committed to maximising performance, generating appropriate levels of shareholder value and financial return, and sustaining the growth and success of Yancoal over the longer-term.

The Board's role and responsibilities and its delegation of authority to standing committees and senior executives have been formalised in Yancoal's Board Charter, which can be found in the Corporate Governance section of our website. The skills, experience and expertise of each Director and the period that each Director, has held office is disclosed in the 'Information on Directors' section of

the Directors' Report within the 2024 Annual Report, as is the number of meetings held by the Board during 2024 and each Director's attendance at these meetings.

In particular, the Board ensures that:

- The material strategic, operational, financial reporting and compliance risks (including ESG risks) are identified and evaluated.
- Risk management, control and reporting systems are in place to identify, assess, manage, monitor and report on these risks.

The Board may, from time to time, establish appropriate committees to assist in the discharge of its responsibilities. The Board has established four standing committees that have been assigned responsibilities and review matters on behalf of the Board, as set out in relevant Charters. Specifically they:

- refer matters to the Board for a decision, with a recommendation from the Committee; or
- determine matters (where the Committee acts with delegated authority), which the Committee then reports to the Board.

The Board is committed to maximising performance, generating appropriate levels of shareholder value and financial return and sustaining the growth and success of Yancoal over the longer-term.

## Audit and Risk Management Committee (ARMC)

The Board, through the Audit and Risk Management Committee (ARMC), is responsible for satisfying itself that a sound system of risk oversight and management exists, that internal controls are effective, and for setting the risk appetite within which the Board expects management to operate.

The ARMC meets at least four times annually with duties and responsibilities



13. Refer to the Company's 2024 Corporate Governance Statement for further information on the Company's Nomination and Remuneration Committee and Strategy and Development Committee.



that include viewing and evaluating whether the Company has any material exposure to environmental or social risks and, if it does, how Yancoal manages or intends to manage those risks. The Board has ultimate responsibility for the oversight of, setting and monitoring the Company's risk management strategy (including ESG risks).

#### **Health, Safety, Environment and Community (HSEC) Committee**

The Board's Health, Safety, Environment and Community (HSEC) Committee, which meets at least four times annually, assists the Board with:

- Fulfilling its responsibilities in relation to the health, safety, environment and community (collectively HSEC) matters arising from our activities.
- Considering, assessing and monitoring whether or not Yancoal has in place the appropriate policies, standards, systems and resources required to meet our HSEC commitments.

- Providing necessary focus and guidance on HSEC matters across the organisation.

#### **Sustainability Working Group (SWG)**

Following the review of our sustainability governance structure in 2023, we initiated the introduction of a Sustainability Working Group (SWG) in 2024. The purpose of the SWG is to provide oversight and coordination of the sustainability and climate related matters. The SWG is composed of senior leaders from Sustainability, Environmental, Health and Safety, Finance, Legal, Technical Support and People & Culture functions. The SWG is chaired by Yancoal's Executive General Manager – Health, Safety and Sustainability and reports directly to the HSEC Committee.

#### **b) Delegation to Management**

The Board delegates responsibility for the day-to-day management of Yancoal's affairs, and the implementation of the strategy and

policy initiatives set by the Board, to the Chair of the Executive Committee (CEC), the CEO (and Acting CEO) and other Senior Executives. The CEO (and Acting CEO) has overall responsibility for the Company's operations (other than as delegated to the CEC) and undertakes such responsibilities as may be delegated to him by the Board from time-to-time. The CEO (and Acting CEO) is accountable to the Board and reports to the Chairman of the Board and the CEC. In relation to Yancoal's climate-related risks and opportunities in particular, management is accountable for delivering on strategic objectives, managing these risks and opportunities, and providing regular risk management reports to ARMCO and regular sustainability reports to the HSEC Committee, implementation of opportunities and proposed public disclosures. Frontline managers are delegated with the day-to-day responsibility for managing sustainability performance and reporting.

## Senior Leadership Team



**Chair of the Executive Committee (CEC) and Acting Chief Executive Officer (CEO)**

### **MR NING YUE**

Mr Yue was appointed Executive Director, Co-Vice Chairman and Chair of the Executive Committee (CEC) of Yancoal in September 2023. Mr Yue is a senior engineer who graduated from China University of Mining and Technology and has more than 20 years of experience in coal mining operations and management. Before joining Yancoal he held several senior roles with Yankuang Energy, including Head of the Safety Technology Section of the Jinjitan Project Department of the Nantun Coal Mine, Chief Engineer of the Jinjitan Coal Mine and subsequently General Manager of the Jinjitan Coal Mine. Mr Yue is Deputy General Manager of Yankuang Energy.



**Chief Financial Officer (CFO)**

### **MR NING (KEVIN) SU**

Mr Ning (Kevin) Su was appointed CFO in June 2020, following his tenure as the General Manager Treasury since June 2014. With a diversified career spanning over two decades, he possesses extensive expertise in accounting, finance and treasury operations within the manufacturing and mining sectors in China and Australia. Previously, Mr Su served as the financial controller for Acer's Oceanic Region, where he held various accounting and finance positions from 2003 to 2014. He holds a Master of Commerce Degree from the University of Sydney, complementing his Bachelor of Commerce Degree from the University of International Business and Economics in China. He is also a Fellow of CPA Australia (FCPA).



**Company Secretary, Chief Legal, Compliance, and Corporate Affairs Officer**

### **MS LAURA LING ZHANG**

Ms Zhang is one of the founding executives of the Company and has been the Company Secretary since September 2005. She has over 25 years of experience in the mining industry, and has been instrumental in the Company's growth. She oversees the Company's corporate governance, group legal, corporate compliance, corporate initiatives, investor relations and corporate affairs.

Ms Zhang graduated with a BA and MA. Ms Zhang holds a graduate diploma of applied corporate governance and is a Fellow member of the Governance Institute of Australia, and completed foundations of directorship course/certificate of Australian Institute of Company Directors. Ms Zhang completed her EMBA at the Australian Graduate School of Management at the University of New South Wales. Ms Zhang completed the international directors programme and corporate governance certificate of INSEAD.



**Executive General Manager – Operations**

### **MR DAVID BENNETT**

Mr Bennett has over 28 years of mining experience in operations, technical and leadership roles and transitioned to Yancoal in 2017 with the acquisition of the Coal & Allied assets. Mr Bennett was Technical Services Manager at the time of transition and has since held positions as Mining Manager and General Manager at Mount Thorley Warkworth. He holds a Graduate Diploma in Mining Engineering from the University of New South Wales as well as a Diploma in Business Management.



**Chief Commercial Officer  
(CCO)**

**MR MICHAEL NGO**

Mr Ngo joined Yancoal in 2020 and has responsibility for Yancoal's various commercial functions, including strategy, mergers and acquisitions, infrastructure and procurement. He has over 25 years of experience, most of which has been in the resources and energy sector. Previous roles include Senior Vice President – Strategic Planning & Analysis for Banpu PCL, Executive General Manager – Strategy & Development for Centennial Coal and Principal – Transaction Advisory Services for EY.



**Executive General Manager  
– Marketing**

**MR MARK SALEM**

Mr Salem was appointed EGM – Marketing in March 2018, following four years as General Manager of Marketing. Mark has over 35 years of experience in coal marketing, logistic and commercial functions. Mark worked at Xstrata Coal for 14 years, in marketing and commercial positions across Australia, the Asia/Pacific and Switzerland. Mark has also worked in various roles at BP Coal Development Australia, Rio Tinto and Savage Resources.





## Risk Management

Yancoal's Enterprise Risk Management (ERM) Framework links strategic business objectives with risk management activities (including in relation to ESG risks). This framework is overseen by the Board's ARMC.

The Executive General Manager Audit and Risk is responsible for establishing and managing the ERM framework, risk management system and practices. Our risk identification activities are guided by ISO 31000 Risk Management, and are undertaken on a periodic basis, with analysis performed at specific functional and mine-site levels.

Our risk management policies and procedures have been designed and implemented to identify, assess and manage any material exposure to risks, including as related to the ongoing viability of our business.

The Company is subject to a range of sustainability risks, including environmental and social risks. These include, but are not limited to, risks related to:

- operations;
- health & safety;
- regulatory approvals;
- mine closure;
- Aboriginal cultural heritage;

- Native Title / tenements;
- the transition to a lower carbon economy;
- technological change;
- fraud or misconduct;
- change in government support;
- tax / royalties;
- environment; and
- community perception.

Each of these risks are included in our 2024 Corporate Governance Statement, which is published on our website as part of our 2024 Annual Report.

# Metrics and Targets

Our 2023 Sustainability Report marked the beginning of incorporating metrics of the then Australian Sustainability Reporting Standard Exposure Draft (ASRS ED1), as well as the SASB Coal Operations Standard. In 2024, our reporting continued to mature, taking in where possible, the AASB S1 and AASB S2 standards, in preparation for mandatory disclosure under AASB S2 from 1 January 2025.

In this 2024 report, we have applied our Yancoal P4 Change 4 Tomorrow Strategy to demonstrate our performance, ensuring a structured approach to measuring and disclosing key sustainability metrics. Through the implementation of the strategy, we continue to provide information on our performance across operational, environmental, social and governance areas.

Climate-related disclosures remain a focus, with our reporting covering GHG emissions in line with the National Greenhouse and Energy Reporting (NGER) Scheme and where possible, the AASB S2 standard. We acknowledge the growing expectations of stakeholders and regulators regarding emissions-related targets, and continue to assess the implications of climate-related risks and opportunities. Strengthening our data collection and disclosure processes remains a priority as we work towards greater alignment with evolving regulatory requirements.

As the sustainability reporting landscape continues to evolve, Yancoal remains committed to enhancing our reporting practices, improving transparency and ensuring that our approach effectively supports the long-term resilience of our business.

During the year, we commenced a project to identify a solution to improve the collection, management and reporting of our sustainability data. We conducted a data mapping exercise across our business functions and each site to better understand the data sources that inform our sustainability metrics. Based on this work, we selected a Sustainability Digital Data Platform (SDDP), which will be rolled out across the business with our implementation partner in 2025. The SDDP will streamline data collection, improving efficiencies while providing more detailed data. It will serve as a single data source for sustainability reporting, providing an end-to-end solution that integrates with other areas of the business. Importantly, the platform will enhance the overall governance of our sustainability data, support verification processes and facilitate assurance activities.

YANCOAL P4 PILLAR	PERFORMANCE CATEGORIES
<b>Profit</b> Financial Capital	<ul style="list-style-type: none"> <li>Financial results</li> <li>Risk &amp; opportunity management</li> </ul>
<b>Portfolio</b> Mining Capital	<ul style="list-style-type: none"> <li>Resource optimisation</li> <li>'Smart' mining</li> <li>Lifecycle optimisation</li> <li>New business model</li> </ul>
<b>Planet</b> Environmental Capital	<ul style="list-style-type: none"> <li>Environmental stewardship</li> <li>Climate change</li> <li>Mine closure &amp; rehabilitation</li> <li>Waste management</li> </ul>
<b>People</b> Human Capital	<ul style="list-style-type: none"> <li>Health, safety &amp; wellbeing</li> <li>Talent diversity &amp; inclusion</li> <li>Community, culture &amp; Indigenous relations</li> <li>Ethics &amp; conduct</li> </ul>

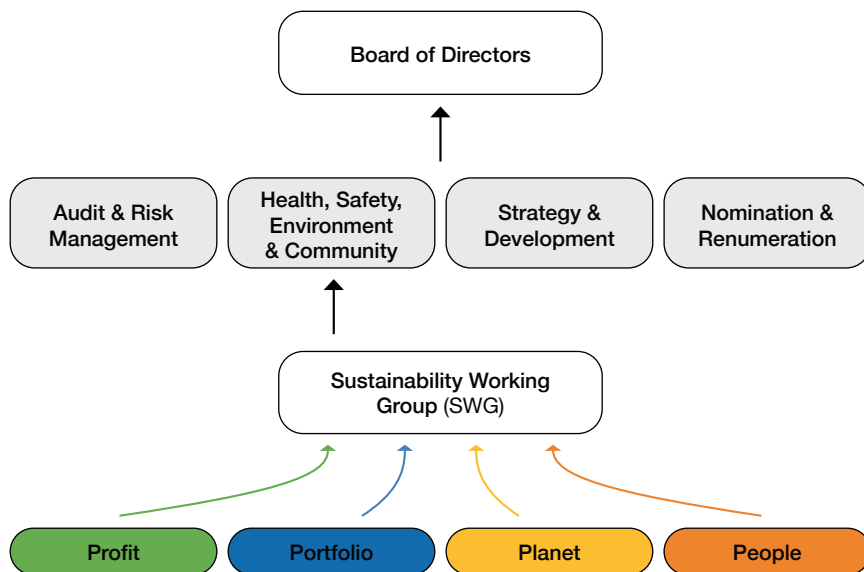
# Strategy and Decision Making

The Yancoal P4 Change 4 Tomorrow Strategy intends to guide our decision-making, ensuring that sustainability-related opportunities align with broader corporate objectives. Our vision is to provide resources that benefit modern society while positioning the business for future opportunities. In the short term, our focus remains on operating efficiently, responsibly and profitably, while aiming to deliver environmental, social and economic value for our stakeholders.

Our mission is to safely produce and manage resources in a way that supports communities, employees and stakeholders, while ensuring long-term business resilience. Our strategy aims to be dynamic in order to adapt to evolving market conditions, regulatory developments and broader stakeholder expectations. We also aim to balance operational efficiency and profitably with our commitments contained in this report.

To ensure effective decision-making and accountability in delivering the strategy and alignment with ASRS reporting requirements in future reporting years, we formalised an enhanced sustainability governance structure in 2024. The Yancoal Sustainability Governance Framework delineates the roles, responsibilities and accountabilities of key business stakeholders across the organisation. Each of the P4 pillars has an assigned Executive Sponsor, with representatives from relevant functional areas to support its implementation. These sponsors and representatives form part of the SWG, which drives sustainability integration across the business.

Further details on our climate-related strategy, including our response to climate risks and opportunities, can be found in section 7.0 Planet (page 30).







## Our Material Sustainability Issues

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Our materiality approach adheres closely to the Global Reporting Initiative (GRI) methodology and incorporates: a current state analysis; examination of market trends; benchmarking against industry peers; evaluation of ESG reporting against regulatory standards; and active engagement with stakeholders. This holistic approach provides a strategy development process that is responsive to the evolving landscape of sustainability reporting.

Our approach to materiality follows the 'double materiality' methodology, which analyses topics through two lenses:

1. Our impact on stakeholders; and
2. Financial impact on the business.

In 2023, we conducted a review of the topics identified in our 2022 materiality assessment to confirm their continued relevance. Our 20 material topics have been segmented into

Through our materiality assessment, we identified six priority material topics that present the highest risks and significant opportunities for Yancoal.

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environmental, social and governance categories, and have been mapped across these three categories to shape the foundation and framework of the Yancoal P4 Change 4 Tomorrow Strategy, including our approach to sustainability reporting. These categories are:

1. Monitor and compliance;
2. Core; and
3. High priority and strategic.

The topics remain current and have guided our focus for this reporting period. A full materiality refresh is scheduled for 2025.

### Immediate Priorities

Through our materiality assessment, we identified six priority material topics that present the highest risks and significant opportunities for Yancoal.

As we continue to mature our sustainability approach, we will work to further understand how these topics reasonably impact our company and our stakeholders, and will strive to develop meaningful metrics for managing, monitoring and reporting our progress. Additionally, we are working to further assess how these issues may reasonably impact the company. This ongoing review process will ensure our priority material topics remain relevant and responsive to our evolving business landscape.





**Yancoal's immediate and emerging priorities for a sustainable business.**



Business model evolution (including possible diversification and downstream emissions)



Operational emissions and decarbonisation



Workforce sustainability, skills, talent attraction and workplace culture, diversity, and inclusion



Environmental and water stewardship



Mine closure and future land use



Shifting regulatory landscape which includes compliance and reporting

# Profit (Financial Capital)

**We are focused on sustainable and long-term profitability to generate enduring value creation for our shareholders, employees, customers and broader society.**

## Financial Results

A comprehensive depiction of Yancoal's economic performance is presented in our financial reports. This overview encapsulates key outcomes as they relate to our economic contributions to Australian and regional economies.

Yancoal supports the economic development of the local communities in which we operate, and is a contributor to local, regional and national economic development through a variety of methods, including:

- payment of rates, taxes and royalties to local, state and federal governments;
- procurement from local business and service providers;
- employing members of local and regional communities; and
- voluntary investment in programs and initiatives that aim to make a genuine positive difference to our local communities.

Yancoal's annual Economic Contribution Report describes the wider indirect economic impacts of our operations, such as those generated by our business supply chain expenditure, and consumption induced spending in our key regions. This report also demonstrates the

comprehensive economic benefits that flow to the communities in which we operate, and to local, state and federal governments.

In 2024, the value of our direct economic contribution was \$5.4 billion (\$7.0 billion in 2023). This reduction is due to lower coal prices impacting revenues, royalties and tax payments. Overall contribution to state and federal government revenues in 2024 declined by 59% compared to 2023, totalling \$1.3 billion.<sup>14</sup>

Employee benefits expense increased by 10% to \$696 million in 2024, primarily due to a 6% increase in headcount, together with wage and salary inflation.

## Capital Prioritisation

Our approach to reserves valuation and capital expenditures reflects a commitment to balancing economic opportunity with the evolving dynamics of global markets and climate policy. Coal price trends, demand fluctuations and climate-related regulations influence our strategies for exploration, development and acquisition of assets.

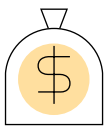
We also assess the sensitivity of our coal reserve levels to future price projection scenarios, including those that incorporate a carbon price, ensuring our decision-making aligns with potential regulatory and market shifts. Additionally, we estimate the GHG emissions embedded in our proven coal reserves for internal evaluation, recognising the environmental context and its implications for long-term resource management. This assessment does not presently include Scope 3 emissions.

Our approach to reserves valuation and capital expenditures reflects a commitment to balancing economic opportunity with the evolving dynamics of global markets and climate policy.

<sup>14</sup> For further details on how economic contribution is calculated, refer to the Company's Economic Contribution Reports, which are available on the Company's website. The 2024 Economic Contribution Report will be available on the Company's website in June 2025.



Yancoal's direct and indirect economic contributions



**\$11.2B**

**Gross value added**

Contributing to the Gross National Product (GNP) for Australia



**\$1.3B**

**State and federal government payments**

Including royalties, stamp duty, payroll tax and land tax



**\$18M**

**Local government payments**

Including rates, developer, and other contributors



**\$3.5B**

**Purchases of goods and services**

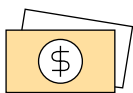
2,431 suppliers and providers, approximately **\$1.4M** spend per supplier



**\$5.5B**

**Direct economic effects**

Plus **\$5.8 billion** in supply chain and consumption effects



**\$696M**

**Wages and salaries**

Representing an average salary level of approximately **\$185,750** per annum



**3,744**

**Full-time employees**

Plus **766** full-time equivalent contract workers engaged



**\$2.08M**

**Voluntary contributions**

To **167** community and environment projects and initiatives across Australia

# Portfolio (Mining Capital)

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**Our mining processes are future focused and involve research in innovative development and leading technologies to improve our operational processes and reduce risk.**

## Resource Optimisation

We recognise that society is moving towards a lower carbon economy, and this presents a significant global challenge. Yancoal is making commitments and changes to our business model as we evolve towards a low-carbon economy.

We are continuing to investigate future land use opportunities for Stratford and Duralie, following the completion of mining that would benefit local communities and the environment. We have completed a technical feasibility study for a potential renewable energy hub at Stratford. Further assessments are needed to explore the project's commercial viability and pathway to development.

## Smart Mining

Smart Mining initiatives involve the integration of innovative and advanced technologies to enhance operational efficiency, safety and sustainability, as well as potentially lowering our GHG emissions profile.

We have already adopted a range of Smart Mining initiatives, including the adoption of devices and sensors to monitor equipment health and to gather real time data on environmental conditions which enable proactive maintenance and enhanced decision-making.

It is also integral for us to have strong cybersecurity protocols in place to protect mining operations from potential cyber threats, and to support the integrity and confidentiality of sensitive data and continuity of operations.

Key Smart Mining opportunities that exist for Yancoal are currently being explored, including automation to improve efficiency and reduce human exposure to hazardous environments. Additionally, we are

considering incorporating smart energy management systems that will assist to optimise energy consumption, reduce costs and minimise the carbon footprint of mining operations.

Digital twins are also being assessed for incorporation into key infrastructure, systems and processes. A digital twin is a virtual representation or model of a physical object, system or process that uses real-time data and simulation to mimic the behaviour, performance and characteristics of its physical counterpart. They allow for better decision-making, improved efficiency and enhanced understanding of complex systems. Creating digital twins of mining operations presents a significant opportunity for our operations, enabling real-time simulations and analysis for better planning, monitoring, and decision making.

## New Business Model

Yancoal continually examines opportunities to grow the business and we are open to expanding or extending the operational profile of our existing assets. We are exploring opportunities to diversify into other minerals and sources of alternative energy. Should suitable opportunities arise any new initiative would be subject to careful evaluation and require Yancoal's Board consideration and approval prior to commencement.

Smart Mining initiatives involve the integration of innovative and advanced technologies to enhance operational efficiency, safety and sustainability, as well as potentially lowering our GHG emissions profile.

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## CASE STUDY

## OEM Engagement — Fleet Optimisation Programs

During 2024, Yancoals' procurement and site teams commenced ongoing collaboration with six of our key Original Equipment Manufacturers (OEMs) to support decarbonisation initiatives at our operations. Through a series of tailored workshops, several projects were initiated to explore methods to reduce fuel consumption, scope 1 emissions and resource use.

Fleet upgrades and replacements play a role in our sustainability initiatives, aiming to reduce environmental impacts and improve site efficiency. In 2025, we have a scheduled delivery of a new excavator at Moolarben, offering a 10% improvement in hydraulic efficiency and reduced fuel burn. There will be a replacement of three excavators at Moolarben with more fuel-efficient models that do not require additional noise suppression equipment. These new models improve efficiency due to their lighter weight and reduced maintenance needs.

Fuel efficiency remains a key focus area and Yancoals is assessing several targeted initiatives to reduce fuel consumption and emissions. In 2025, 10 new fleet units will be introduced at MTW, designed to reduce fuel consumption by 5% compared to existing trucks. In addition, optimised fuel calibration will be implemented across several fleets to improve fuel efficiency. To reduce fuel burn and sound, new fan systems will be installed. Furthermore, advanced monitoring systems are scheduled to be investigated to optimise tyre pressure.

At our Cameby Downs and Moolarben operations, longer oil drain intervals are being trialled to reduce usage and the frequency of service events, to further minimise resource use and environmental impact. Expected environmental benefits include fewer oil changes, leading to a reduced usage of hydrocarbon products which has the potential to decrease scope 1 emissions and waste.

The final component of this project is the formation of a strategic partnership with one of our OEM partners. This includes a focused learning program designed to prepare teams for the energy transition over several years. This partnership is providing our teams with the tools and knowledge to drive energy transition strategies that align with evolving industry demands. It involves practical training and strategy development sessions, which aim to upskill teams to solve complex technical transition and decarbonisation challenges.



## Planet (Natural Capital)

**Under our Planet pillar we focus on four key areas, including: environmental stewardship; climate; mine closure & landform rehabilitation; and waste management.**

### **Environmental Stewardship**

We strive to utilise natural resources as efficiently and responsibly as possible, through the implementation of management practises, particularly related to water resources.

Our corporate Environmental Management System (EMS) is aligned with the ISO 14001 standard. The EMS serves as a governance framework, for environmental management across Yancoal managed operations and projects, including processes for internal and external notification requirements, and the management of assigning and tracking actions in response to the event.

Our EMS has been designed to complement and support each site-specific Environmental Management Strategy or equivalent, which identify site-specific processes and procedures to manage environmental risk areas to drive compliance with statutory approvals and licences.

All operations are required to maintain an environment and community risk register. Relevant controls and other mitigation measures are developed and implemented to assist in the management of these risks. Environment and community related risks are incorporated into each site's broader risk assessments, with significant risks rolled up into the Corporate ERM Register.

Our EMS also prescribes mechanisms for managing and reporting on environmental incidents, requiring each site to have an incident reporting procedure in place that reflects the minimum requirements, set out in the EMS Environmental Incident Management and Reporting Standard.

This includes processes for internal and external notification requirements. All incidents are required to be registered in Yancoal's compliance database for assigning and tracking actions.

Our Environment & Community Relations Policy outlines our objectives for environment and community performance across all operations.

Responsibilities and accountabilities are managed through the EMS "Responsible, Accountable, Consulted and Informed" (RACI) Protocol.

### **Water Management**

Water is an essential resource for our mine sites, playing a crucial role in supporting operations. Effective water management is therefore integral to our environmental stewardship.

We recognise the significance of water as a valuable, shared resource and the risks posed to water resources by our operational



activities. Our water management practises adhere to stringent regulations and compliance with licence conditions, with comprehensive surface and groundwater management plans providing risk-based management systems. These plans govern interactions between our operations and water resources, structured around the mitigation of potential impacts and risks.

Water management at Yancoal is subject to both Federal and State legislation. The Yancoal Water Accounting and Reporting Standard forms part of our EMS and has been developed in accordance with the Minerals Council of Australia Water Accounting Framework (WAF). The WAF provides a consistent approach for water accounting and reporting across our owned and managed operations, supporting compliance with our regulatory obligations.

Baseline Water Stress measures the ratio of total water demand to available renewable surface and groundwater supplies. We do not currently operate any mines in areas with a high or extremely high Baseline Water Stress, as defined by the World Resources Institute's Water Risk Atlas tool.

Each operation is accountable for site water management in accordance with a Water Management Plan (addressing site water balance, surface water and groundwater management).

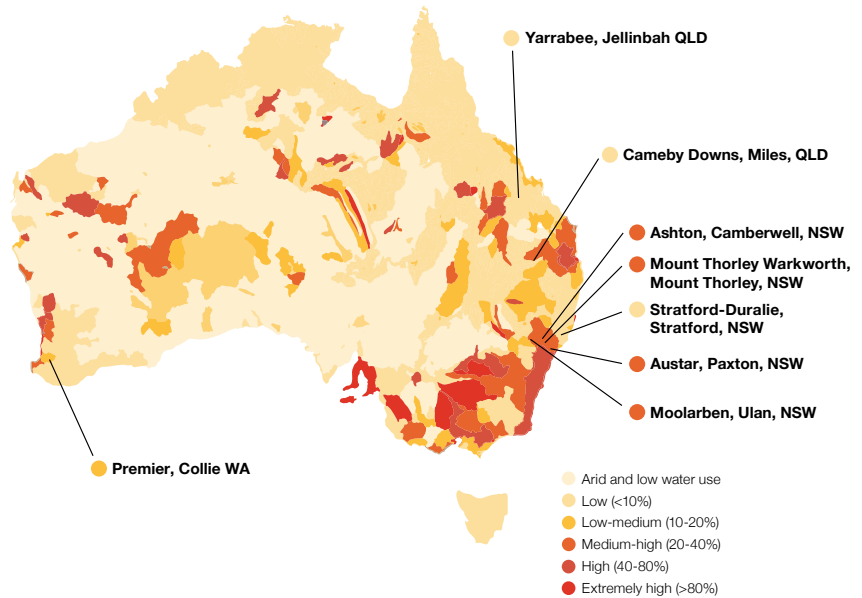
Each site is responsible for carefully managing its water consumption, drawing from diverse sources such as: local surface and ground water bodies (under strict licencing arrangements); storage; onsite water treatment; and reuse and potable water.

Total water withdrawals in 2024 equated to 51,669 ML, a 15% increase when compared with 2023. This increase is largely associated with higher rainfall during 2024 compared to 2023. In addition, Premier commissioned additional groundwater extraction boreholes during 2024, which increased the volume of groundwater extracted from aquifers at that site.

Total water use volumes on site are made up of water used in production, recycled water and change in water storage levels. In 2024, production water, which is the

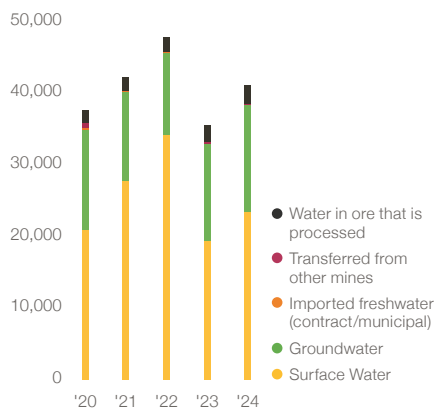
### Australia's Water Stress Map

(Source: Aqueduct 4.0 August 16, 2023)



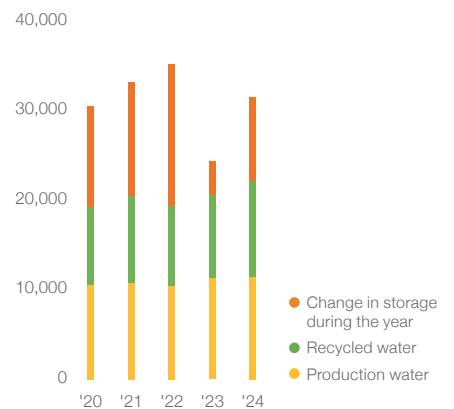
### Total water inputs

million litres



### Total water use

million litres



industrial use of water on site (for example, as part of the coal washing process and for dust suppression) increased 2% from the previous year. Additionally, stored water also increased from 3,745 ML in 2023 to 9,404 ML in 2024, largely due to increased rainfall.

Water released back to surface water, groundwater or to third parties for 2024 equated to 14,189 ML in 2024, compared to 13,907 ML in 2023. This increase was primarily driven by higher water discharge

volumes in 2024 compared to 2023, in particular at Premier and, to a lesser extent, at MTW.

Updates to the WAF have brought it in alignment with the ICMM Water Reporting Good Practice Guide<sup>15</sup>, 2nd Edition. The ICMM definition for water consumption is all water that is removed by evaporation, entrainment (combined in product or waste) or other losses, and not released back to surface water, groundwater, seawater or to

15. The ICMM category consumption is defined as all water (input and OMW) that is removed by evaporation, entrainment (in product of waste) or other losses, and not returned back to surface water, groundwater, sea water or a third party.

a third party. Our overall water consumption intensity measure for the reporting period was 958 ML/Mt ROM, a 13% increase compared to 2023 (845 ML/Mt ROM).

Water is recycled on site, through the reticulation of stored mine water, to reduce the demand for use on other input sources. During 2024, we recycled 10,634 ML of water on site, a 14% increase compared to 2023 (9,298 ML).

All water interaction is licenced and managed in accordance with the water management regime within the jurisdictions that Yancoal operates. Austar, MTW, Moolarben, Donaldson and Premier have discharge licences with quality and volumetric limits.

Regulated discharge to the environment totalled 5,757 ML in 2024, a 35% increase compared to the 2023 reporting period (4,280 ML). This was predominately attributable to Premier having commissioned additional groundwater extraction boreholes.

MTW holds credits to discharge water into the Hunter River during periods of high flow and flood flow under the NSW Government's Hunter River Salinity Trading Scheme (HRSTS). The scheme involves a finite system of credits that industries can buy and trade to discharge water during high flow periods. During the reporting period, MTW discharged 135 ML in accordance with the HRSTS scheme.

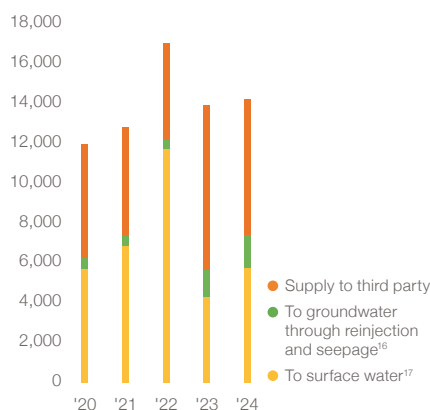
During 2024, there were no compliance matters that resulted in enforcement actions by regulators in respect of water matters.

Acid Mine Drainage (AMD) is a concern regarding mining operations, including coal mines, where exposure of sulphide minerals to air and water can lead to the production of acidic runoff. At Yancoal, we focus on those sites where this poses a risk. AMD risks are generally managed through site specific water management plans to minimise the risk of AMD impacting the receiving environment. These efforts are crucial to maintaining water quality and mitigating the potential ecological impacts associated with acid drainage.



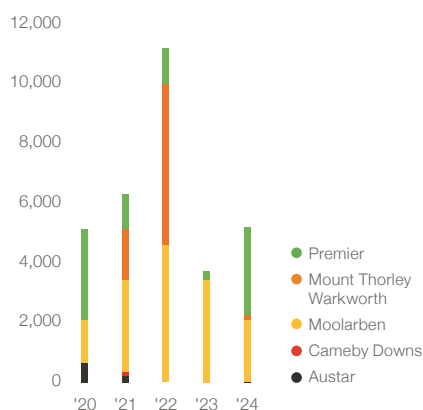
### Total water return

million litres



### Licensed discharge volume

million litres



### Water usage intensity performance for the reporting period

LOCATION	WATER CONSUMPTION (ML)	ROM PRODUCTION (Mt)	WATER INTENSITY (ML/Mt)
Ashton	2,186	3	857
Austar	1,985	No production	N/A
Cameby Downs	3,009	4	1,342
Donaldson	252	No production	N/A
Duralie	2,735	No production	N/A
Moolarben	3,438	21	162
Mount Thorley Warkworth	20,173	17	1,170
Premier	1,666	3	592
Stratford	5,547	Limited production	N/A
Yarrabee	7,395	3	2,518

16. Includes any seepage, reinjection discharge to estuary, discharge to sea/ocean volumes.

17. Includes any licensed discharges and environmental flows.

### Biodiversity

An assessment of land under our stewardship has been completed to quantify the percentage of land allocated for biodiversity offsets. This assessment has identified that of our total land ownership, 24% has been allocated for biodiversity offsets. Land allocated for biodiversity offsets is determined by our legal and regulatory obligations at each site.

Donaldson has the greatest percentage of land allocated for biodiversity offset at 70%, followed by Moolarben 46%, MTW 37% and Stratford/Duralie 21%.

We operate in accordance with respective state and federal approval conditions. There are no associated biodiversity offsets required for Austar, largely due its approvals predating offsetting requirements. Cameby Downs and Yarrabee will require offsets in the future.

During 2024, our operations disturbed a total of 2.9km<sup>2</sup> compared to 4.8km<sup>2</sup> in 2023. We are committed to the responsible practice of rehabilitation and seek to ensure that disturbances are managed

### Land allocated for biodiversity offsets

	SITE	BIODIVERSITY (KM <sup>2</sup> )	TOTAL LAND (KM <sup>2</sup> )	% OF LAND ALLOCATED FOR BIODIVERSITY
NSW	Ashton	1	10	6%
	Austar	0	18	0%
	Donaldson - Abel - Tasman <sup>18</sup>	7	10	70%
	Moolarben	81	177	46%
	Mount Thorley Warkworth	42	115	37%
	Lower Hunter Lands <sup>19</sup>	0	1	0%
	Stratford - Duralie	19	90	21%
QLD	Cameby Downs	0	91	0%
	Yarrabee	0	111	0%
WA	Premier	0	8	0%

and rehabilitated effectively, in line with our legal and regulatory obligations. In 2024, we rehabilitated 2.8km<sup>2</sup> with a cumulative rehabilitation area of 46.6km<sup>2</sup> across the

Company. This represented a 42% ratio of rehabilitation to disturbance, compared to 40% in 2023.

### CASE STUDY

## Rehabilitation Research Partnership

Erosion occurs when soil and rock is carried away by wind or water. Erosion can be exacerbated by the removal of vegetation and alteration of the landscape that occurs during mining. Rehabilitation is important to mitigate erosion by stabilising the soil, reintroducing vegetation, and restoring the land's natural structure.

Yancoal is collaborating with the University of Queensland to support research that focuses on the use of software technology for quantifying soil erosion risk during operations, and monitoring the extent of erosion across rehabilitated areas.

The research project is being undertaken at the Cameby Downs Mine, an open cut operation located in the Surat Basin,

approximately 360 km northwest of Brisbane in southeast Queensland.

Works in 2024 included calibrating the software tool through measuring various soil properties, as well as sediment traps being installed and monitored to understand sediment build up at these locations as a means of measuring erosion extent.

To date, the project has revealed that the rehabilitated areas are performing well, with minimal to no measurable sediment accumulating in the sediment traps during the first eight months of research.

With the recent rehabilitation of an out of pit dump area, the project has been able to expand monitoring activity through different rehabilitation phases from start to finish.

The recently rehabilitated areas are proving that when constructed as per design, they are resistant to erosion during the critical early stages of vegetation reestablishment.

Through this project, Cameby Downs has benefited from detailed rehabilitation monitoring, which has collected meaningful performance data, proactively identified issues, and enabled early repairs. Additionally, the project is enhancing software modelling to support both closure and operational planning.

If the project proves the technology to be suitable and accurate, it will enable Cameby Downs, Yancoal and the industry at large to improve erosion and sediment control planning over the "life of mine".

18. Tasman Extended Offset is on Austar land. This additionally includes the Donaldson OC bushland conservation area and Tasman Compensatory Area.

19. Lower Hunter Lands constitute a package of bespoke non-operational, remnant land areas that are planned for divestment.

## Tailings Storage Facility Management

Tailings management encompasses the handling and storage of the by-products generated during the processing of coal at some of our operations. At Yancoal we recognise the importance of effective tailings management in mitigating environmental impacts and contributing towards the safety and integrity of our operations.

We implement strategies to minimise risks associated with tailings, including containment, monitoring and adherence

to the relevant regulatory standards. We engage independent risk management specialists to undertake annual surveys. Recommendations from these surveys are evaluated and monitored by Yancoal.

Tailings Storage Facilities (TSF's) across our assets are managed in accordance with relevant regulatory obligations. Where appropriate, TSF's are regulated under the Dams Safety Act 2015 in NSW and as regulated structures in Queensland, with associated regular inspections.

## Air and Noise Management

Recognising the importance of minimising the potential effects on both the community and the environment, and in order to comply with our environmental licence and approval conditions, we have implemented measures and monitoring systems to manage noise and air quality.

### CASE STUDY

## Drone-Seeding

Drone seeding is a method used to spread seeds in areas that can be difficult to access or are too large for manual planting. It can be beneficial for mine rehabilitation works, not only supporting the ability to seed large areas but also removing some of the potential safety hazards associated with steep or rough terrain.

Traditionally, seeding has been carried out using tractors, spreaders, helicopters or hand seeding, with drawbacks to each of these methods.

- Tractors can leave wheel tracks that disturb rip lines, which are essential for preventing erosion on rehabilitated slopes.
- Helicopter seeding risks blowing lightweight native seeds off target, leading to loss of seed for the rehabilitation area, unintended growth in surrounding areas, and requires additional safety and logistical planning for landing and fuelling purposes.
- Hand seeding, while precise, involves walking on freshly ripped ground, creating safety hazards like twisted ankles and fatigue, particularly on steep or rough terrain.

In September 2024, our team at the Moolarben mine complex completed drone seeding on over 30 hectares of rehabilitation. The goal was to improve the quality and accuracy of seeding, leading to higher-quality rehabilitation outcomes.

### Challenges

During this project it was observed that drone seeding offered a more efficient alternative, but also came with its own challenges:

- Limited battery life required frequent recharging, a constraint that will be addressed with on-site portable generators in future.
- Navigating around newly installed habitat features required manual adjustments to pre-programmed flight paths.
- Adverse weather could delay operations.



### Successes

Despite the challenges experienced, the drone seeding initiative at Moolarben was considered to be a success:

- The 30-hectare program was completed in under two days.
- The precise calibration of the seeding hopper ensured even distribution of seed.
- The low flying height minimised wind drift and rotor disturbance, enabling accurate application of vegetation communities in line with the revegetation plan.
- A detailed quality assurance report, including flight paths and seed distribution data, was also provided to support rehabilitation records.

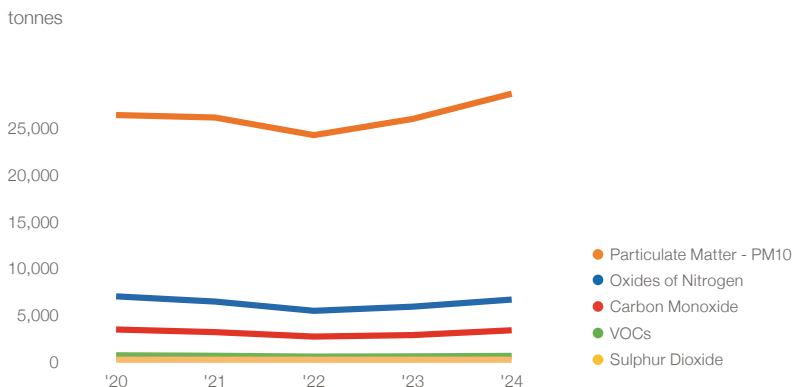
Overall, drone seeding was observed to be safe, efficient and competitively priced, delivering a cost-effective solution compared to traditional methods.

## Air Quality

We recognise the importance of air quality management and are committed to minimising air emissions resulting from our operational activities. Mitigation measures have been implemented across our operations to reduce potential impacts on the general health and amenity of surrounding environments. Site-specific Air Quality Management Plans are in place to guide the day-to-day management of dust-generating activities. To address the risk of offsite dust emissions impacting residential areas and to assist with dust management, real time air quality monitoring and continuous real time meteorological monitoring stations have been established at sites close to population centres. These stations provide real-time data on key weather parameters, such as wind speed and direction, enabling immediate operational adjustments to improve dust management.

At our large open cut sites in close proximity to population centres, weather data is also

## Key pollutants



used in combination with air quality models as a predictive tool to forecast the direction and dispersion of potential particulate emissions from planned mining activities. This enables operational personnel to plan for potential adverse weather conditions, such as high winds or temperature inversions, and to adjust operational activities accordingly to minimise impacts on the amenity of private residences in surrounding areas.

Weather in the second half of 2024 was characterised by hot, dry and windy day conditions, which resulted in a regional decline in air quality. In the Hunter Region, the cumulative impact of industrial activities (including power generation and mining) as well as agriculture has the potential to exacerbate this issue.

This is a well understood risk at MTW, with the site implementing mitigation and management measures in accordance with its Air Quality Management Plan. MTW adapts its operations to reduce dust, including watering unsealed roads, minimising dust-generating activities during windy weather, and progressing rehabilitation.

Yancoal reports its air emissions annually, in line with the Australian Government's National Pollutant Inventory (NPI) regulatory reporting requirements<sup>20</sup>. NPI reports serve as a centralised source of information, offering insights into substance emissions across Australia. Air emissions reported include carbon monoxide (CO), oxides of nitrogen (NOx), particulate matter (PM10), sulphur dioxide (SO<sub>2</sub>) and volatile organic compounds (VOCs).

During Yancoal's 2024 operations, Yancoal has complied with relevant laws and regulations associated with air and greenhouse gas emissions.

Over the past five years, our reportable pollutants are correlated to production levels. For a detailed breakdown of our air emissions data see Appendix B, "Performance Data".

## Noise

Yancoal employs a systematic approach to the management of operational and construction noise, similar to our approach to air quality. This involves implementing site Noise Management Plans and employing appropriate noise mitigation and monitoring measures to support compliance with a suite of site-specific noise criteria. These plans guide our operational personnel in the daily management of noise generating activities.

Where there are potential impacts on nearby sensitive receptors, we have established continuous real-time meteorological and noise monitoring stations. These stations offer early warnings, allowing for prompt operational adjustments to minimise noise emissions within approved limits. We recognise that operational noise emissions can be more distinct at night and therefore we employ additional personnel at designated operations to proactively manage this.

## Mitigation measures

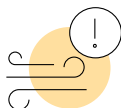
**Water trucks to dampen haul roads**



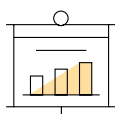
**Rehabilitation to reduce exposed areas**



**Modifications to operations on windy days**



**Data analytics and predictive models**



20. All data reported to the NPI is based on the Australian fiscal year

# Climate

## Climate-related Risks and Opportunities

We regularly monitor regulatory developments to adapt to evolving climate-related frameworks and reporting requirements.

Our ERM framework considers a broad variety of exposures across the company's functions and operations, including physical and transitional climate change risks.

During the previous reporting period, we integrated climate-related risks and opportunities into our ERM framework. At the same time, we initiated a phased approach to climate scenario analysis, including the planned development of a climate risk analysis model. In doing so, we aim to provide an uplift in our climate scenario modelling capability to satisfy the AASB S2 climate-related disclosures ahead of mandatory disclosure requirements in 2025.

Phase 1 focused on building a flexible model with a limited scope of analysis based on a status quo strategy. The model considered two Representation Concentration Pathway (RCP) climate change scenarios against current day conditions.

Key observations indicated that while our mine sites may experience some increase in the frequency and intensity of cyclones relative to current conditions, these events are expected to remain relatively rare. These projections extend beyond the typical lifespan of many existing assets.

The climate risk analysis model also observed that, due to complex long term weather effects, changes in rainfall events are not linearly increasing in the same way as cyclone activity. The model identified that intense extreme rainfall events may become more frequent for some sites, which may increase the impact of long-term disruptions.

The transition risk model applied Yancoal's data to predict future outcomes based on different scenarios. It showed that global coal-fired power demand would decrease in transition scenarios. In high transition scenarios, policies would raise the cost of emitting greenhouse gases.

During 2024 we continued to develop the scope of the model, with detailed bushfire and drought modelling to be undertaken in 2025, alongside detailed market analysis aimed at understanding the impacts of climate-related hazards on Yancoal operated sites as well as the broader Australian coal industry.

Understanding our climate-related risks and opportunities can support capital allocation decision making related to transition risks and opportunities, including: investing in innovative technologies and energy efficiency enhancements; and mitigating site-based hazards and supply chain exposure associated with the physical risks of climate change.

## Climate - Strategy

The Yancoal P4 Change 4 Tomorrow Strategy provides a holistic framework that supports the identified climate-related risks and opportunities being addressed through our ERM.

We recognise that our operational and business resilience depends on our ability to identify, mitigate and adapt to future growth opportunities. To align with this vision, we are actively assessing opportunities.

Our approach towards capital allocation for exploration, development and acquisition of coal assets considers the interplay between coal prices, demand dynamics and evolving climate regulations and carbon markets. The transition risk model we use shows that government policies will likely put pressure on our business. To align with this vision, we are assessing growth and diversification opportunities.

This has direct implications for our approach towards capital allocation, because this will

### Climate Risk

#### Physical risks:

an increase in cyclonic and rainfall conditions



#### Transition risks:

reduced demand for coal fire power stations and increased costs associated with emitting CO<sub>2</sub>

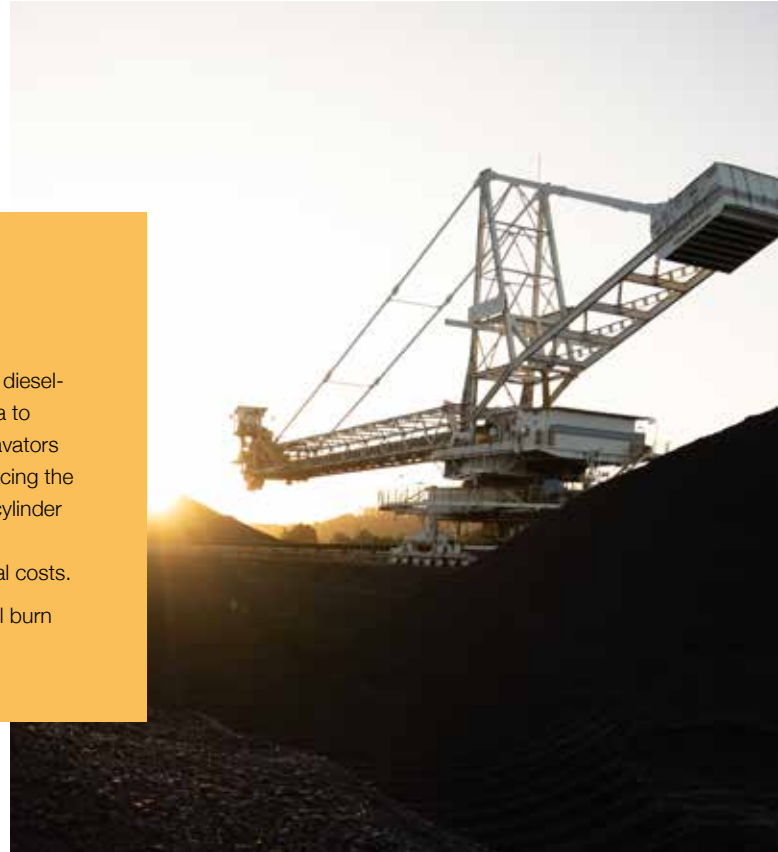




### Liebherr-Australia Repower Initiative

As part of efforts to improve fuel efficiency and reduce diesel-related emissions, we partnered with Liebherr-Australia to complete the world's first repower of two R 9800 excavators operating at our MTW site. The repower involved replacing the existing engines with Liebherr's advanced D9812 12-cylinder engines, delivering improved fuel efficiency, enhanced productivity, and reduced maintenance and operational costs.

Notably, the repowered excavators achieved a 4% fuel burn reduction within the first three months of operation.



need to take into account value creation considerations related to investments in innovative technologies and energy efficiency enhancements, and to limitations to the sustainable viability of coal mining and coal industry assets.

Operational emissions are a key focus area within the Yancoal P4 Change 4 Tomorrow Strategy. Scope 1 emissions are released into the atmosphere as a direct result of an activity, or series of activities at a facility. Our predominant scope 1 emissions are fugitive emissions released during the extraction of coal and diesel fuel combustion. Scope 2 emissions primarily result from the consumption of purchased electricity.

We have subscribed to a leading carbon pricing platform, which provides access to information and analysis on the Australian carbon market. This data has been embedded into our Life of Mine Planning models to ensure carbon cost considerations are integrated into long-term decision making.

It provides current market prices and market movements, as well as forward-looking intelligence including forward curves and pricing forecasts based on market information and policy considerations.

Pricing forecasts are also given in a high/ mid/low scenario.

Over the course of 2025, Yancoal's adopted carbon price forecast will be embedded into our project and cost evaluation processes to inform key decision making.

One of our primary environmental challenges involves addressing fugitive emissions. In response to this critical issue, we have embarked on several investigations across our operations to identify whether there are parts of Yancoal's business that will still have significant fugitive emissions due to a lack of available technology.

We are also focused on diesel emissions, another significant contributor to our operational carbon footprint.

Our corporate procurement team are undertaking sustainability workshops that engage key suppliers to explore emission reduction opportunities. These sessions serve as a platform for suppliers to propose actionable ideas and initiatives that can be integrated into our operations, or to foster partnerships exploring innovative technologies that have the potential to mitigate our scope 1 emissions.

These workshops have also instigated discussions on supplier scope 3 emissions, focusing on the exchange of emission-related data between Yancoal and suppliers. Currently, our workshop initiatives are targeted at Original Equipment Manufacturer (OEM) and Heavy Mobile Equipment (HME) suppliers, and fuel and tyre suppliers.

We have joined Caterpillar's 'Pathways to Sustainability' program, an educational program designed to support extractive industry customers on their energy transition journeys. The Pathways to Sustainability program is a four-year, multi-pronged experience that provides participants with holistic learning opportunities, energy transition project advisement and additional benefits related to sustainable product access.



CASE STUDY

## Caterpillar's 'Pathways to Sustainability'

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Yancoal has joined Caterpillar's 'Pathways to Sustainability' program with a delegation representing key functional areas attending the inaugural learning event at Caterpillar's Tinaja Hills Demonstration and Learning Centre in Tucson, Arizona during November 2024.

Over the next four years, the program aims to bring together experts from across Caterpillar to discuss the impacts of the energy transition and explore how Caterpillar's products, technology, services and solutions can address operational and sustainability objectives.

A range of delegates representing mining companies and associated industries from around the world are participating in the program. Through ongoing collaboration, the program aims to gather and share actionable information to assist in the development of strategies to safely reduce operational greenhouse gas emissions, to improve efficiency and to prepare people, processes, technology and infrastructure for the changes, both now and in the future.





### Ashton Goaf Sealing Project

The Ashton goaf sealing project aims to achieve effective pressure balancing across three active coal seams. Through installing megaseals at select locations, the project is designed to reduce Ventilation Air Methane (VAM) emissions by reducing the volume of emissions from sealed areas that can enter mining areas and the mine ventilation system.

Unlike conventional seals, megaseals are approximately 1.5 metres thick, offering significantly enhanced sealing capability. Without these seals, methane emissions would enter the mine workings and ultimately be exhausted via the ventilation fans. By implementing pressure balancing of the three seams, the project enables methane collection in specific underground locations, improving gas purity for flaring and capture.

Consolidating interfaces around seals further enhances gas capture efficiency. Overall, the project aims to achieve a reduction in the quantity of methane emitted through increased flaring.

### GHG Emissions and Reporting

Our current reporting practices adhere to the Australian Government's *National Greenhouse and Energy Reporting Act 1997* (NGER Act), encompassing the annual disclosure of direct (scope 1) and indirect (scope 2) emissions, as well as energy consumption data.

Yancoal submitted its annual emissions and energy report under Section 19 of the NGER Act (s19 report) for the reporting period of 1 July 2023 – 30 June 2024 (FY24). The s19 report sets out our total scope 1 and scope 2 emissions which are reported by 'facility'. A detailed summary of our FY24 performance is presented on page 40.

The Safeguard Mechanism applies to facilities whose covered scope 1 emissions exceed the Safeguard default threshold of 100,000 tCO<sub>2</sub>-e per year, with any emissions that exceed the facility's baseline to be offset by surrendering either Australian Carbon Credit Units (ACCUs) or Safeguard Mechanism Credits (SMCs).

FY24 was the first year in which Yancoal's assets were subject to the Australian Government's 2023 reforms to the Safeguard Mechanism.

We operate five facilities whose annual emissions are above the 100,000 tonnes CO<sub>2</sub>-e Safeguard threshold, being Ashton,

Moolarben, Premier, Warkworth and Yarrabee. With the exception of Premier, which reports against the default, each facility has a production adjusted baseline approved by the Clean Energy Regulator.

Following the completion of the FY24 s19 report, four facilities were confirmed to have exceeded their FY24 scope 1 baselines.

These facilities were Ashton, Premier, Warkworth and Yarrabee, with a total carbon liability of 420,842 tCO<sub>2</sub>-e. As Moolarben's scope 1 emissions were below its Safeguard baseline, the site generated 4,609 SMCs. SMCs can be used to offset carbon emissions in the future or traded with other Safeguard facilities.

While we are yet to formalise climate-related targets, we recognise the importance of setting meaningful goals to guide and enhance our sustainability efforts.

Developing such targets remains a complex process, particularly regarding the abatement of fugitive emissions. We will continue to explore opportunities to confirm that any future commitments align with industry best practices, stakeholder expectations and our operational priorities.

We are committed to reporting on our climate-related impacts and working towards reducing our GHG emissions. Our approach includes tracking and disclosing key metrics,

such as scope 1 and scope 2 greenhouse gas emissions, energy consumption and emissions intensity. As we further our transition towards meeting the AASB S2 reporting standard and HKEX disclosures, our responsibility will extend to reporting Scope 3 emissions.

The demand for energy across our operations is diverse, covering both essential mining operations and the general infrastructure needed to support a safe and efficient working environment.

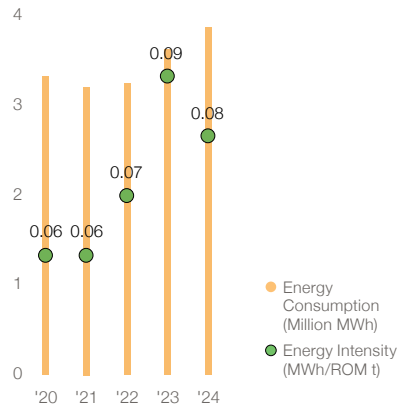
Our energy consumption in FY24 increased in line with a rise in ROM production, driven predominantly by diesel fuel used in our mining operations.

In total, our direct and indirect energy consumption across all sites equated to 3,881,913 MWh, representing a 7% increase when compared to 2023 results of 3,631,933 MWh. A 6% increase in fuel consumption can also be attributed to the overall increase in ROM production. Our energy intensity rate against coal produced was 0.08 MWh/ROMt for the reporting period, which represented a 11% decrease from the previous year.

On an operational control basis, our total GHG emissions for the 12 months ended 30 June 2024 totalled 2,275,884 tonnes of carbon dioxide equivalent (tCO<sub>2</sub>-e). Of this,

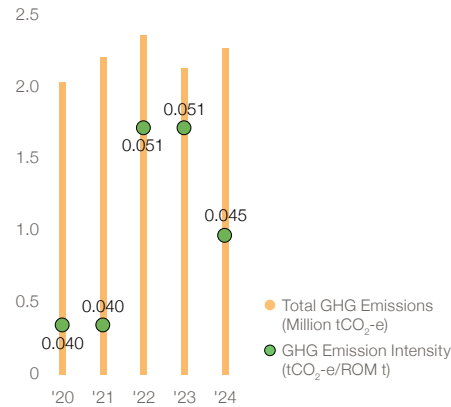
### Direct and indirect energy usage intensity performance<sup>21</sup>

Million MWh, (MWh/ROM t)



### Total GHG emissions and emissions intensity performance

Million tCO<sub>2</sub>-e, (tCO<sub>2</sub>-e/ROM t)



#### Summary Greenhouse Gas Emissions

	2023/2024	2022/2023	% VARIANCE
Scope 1 (tCO <sub>2</sub> -e)	1,988,113	1,858,400	7%
Scope 2 (tCO <sub>2</sub> -e)	287,771	276,623	4%
<b>Total Scope 1 and 2 (tCO<sub>2</sub>-e)</b>	<b>2,275,884</b>	<b>2,135,023</b>	<b>7%</b>
ROM Coal (tonnes)	50,586,652	42,271,829	20%
<b>Emissions Intensity (tCO<sub>2</sub>-e/ROMt)</b>	<b>0.045</b>	<b>0.051</b>	<b>-11%</b>

total scope 1 emissions accounted for 87% at 1,988,113 tCO<sub>2</sub>-e, with the remaining 13% resulting from our Scope 2 emissions of 287,771 tCO<sub>2</sub>-e.

Compared to 2022-2023 (FY23), total scope 1 and 2 emissions increased by 7% in 2023-2024 (FY24). Over the same period, total run of mine (ROM) coal production increased by 20%.

It is important to note that during the reporting period, the Queensland default emissions factor increased for fugitive emissions, resulting in higher emissions estimates at Yarrabee despite a decrease in ROM production compared to the previous year. Ashton recorded an 8% reduction in total emissions due to the water ingress event that impacted production for the first six months of FY24.

Moolarben operations played a substantial role in the overall production increase, with a 34% rise in ROM output due to

increased longwall mining activities and expanded open-cut operations. Increased opencut haulage distances and a higher stripping ratio required additional equipment hours, which contributed to the increase in diesel consumption.

At Premier, stable and consistent operations allowed for a modest increase in production, contributing to overall ROM growth. Warkworth also saw an 18% increase in production.

Despite higher overall GHG emissions in FY24, which were largely the result of a 20% increase in ROM production, we achieved an 11% reduction in emissions intensity compared to FY23, with an FY24 rate of 0.045 tCO<sub>2</sub>-e/ROM tonne.

This emissions intensity reduction reflects greater awareness of emissions management. At Moolarben, increased longwall production contributed to lower intensity by improving energy efficiency

relative to output. At Ashton, the progressive old workings sealing project directly reduces emissions, however this impact was partially offset by a water inundation event. Changes at MTW, including increased mining in the upper seams, influenced a reduced emissions profile in the current reporting period. Meanwhile, the increase at Yarrabee reflects a change in the default calculation methodology (Method 1) rather than changes in operational performance.

21. Energy and Emissions are currently reported on a financial year basis in line with NGER and NPI reporting requirements.

## Mine Closure and Landform Rehabilitation

Mine closure and rehabilitation involves the decommissioning of mining infrastructure, environmental remediation and generation of a beneficial future land use. These activities aim to leave a positive legacy, to minimise environmental impacts and to contribute to community well-being.

At Yancoal, we believe that mining is a temporary land use, with mine closure and rehabilitation being a material sustainability-related priority. Effective pre-closure planning, in conjunction with stakeholder engagement prior to the end of mine life, can present significant mine closure opportunities. We adopt this process to achieve a beneficial future land use that has favourable environmental, social and economic outcomes and to meet our legal and regulatory obligations.

We are in the process of developing comprehensive mine closure plans for

the Austar, Stratford and Duralie mine sites following the commencement of closure activities.

Since coal mining operations ceased in March 2020, Austar has been transitioning through closure towards relinquishment and future land use planning. We continue to develop a comprehensive mine closure plan, with closure activities already underway.

After almost 30 years, coal mining operations at our open-cut Stratford mine ended in 2024. This closure is due to the exhaustion of the mine's approved and commercial reserves. Last coal was extracted at the neighbouring Duralie mine in December 2021 for the same reason. Our employees will continue working at each mine, closing down operations, removing infrastructure and finalising rehabilitation of the site. This will be followed by ongoing monitoring and maintenance of rehabilitated areas. The NSW

Government must assess and sign-off on the closure and rehabilitation works before we can relinquish our mining leases.

As closure and rehabilitation activities progress, we will stage a scaling back of our workforce. Our people are at the centre of everything we do, and we are committed to providing support and assistance in transitioning to other roles within Yancoal or in alternative careers. We will continue to provide information to employees, suppliers and the local community regarding the site's closure and future uses of the site.

To further support the Gloucester community, we are voluntarily continuing our existing local Community Support Program (CSP) until 2028 and will consider capacity building and economic transition projects. Our Education Support Fund also continues until 2027.

### CASE STUDY

## Reflecting 30 Years On

Collie is a town in the southwest region of Western Australia, some 200 kilometres south of the state capital, Perth. Collie has a long history as a coal mining town.

In 1994, the decision was made to cease underground mining at Premier, and to focus on open cut operations. The closure meant that 96 years of continuous underground mining in Collie ceased, along with aged and historic generations of work practices, expertise, and culture.

Closing the underground operations was part of positioning the business for the future and building a large scale efficient open cut operation, the Premier Coal Mine. This change impacted many people, including the workers, their families, and the wider Collie community.



As the underground mine's operations drew to a close, photographer John Bylund, was invited to take photos and capture its final moments.

To mark the 30-year milestone, a series of events and initiatives were undertaken including a photographic exhibition featuring photos by John Bylund at the Collie Art Gallery.

The 'Ghosts of the Underground' photographic exhibition accurately illustrates

underground coal mining operations in Collie, and showcases the human side and glimpses into the tough conditions of underground mining practices and culture.

While underground mining may have ceased in 1994, production increased with the commencement of the Premier Coal Mine in 1996, which continues to employ locals and produce today.

# Waste Management

We acknowledge the significance of effectively managing waste generated by our operations and understand the potential impact on the natural environment if waste is not handled responsibly.

Our waste management approach is defined in the environmental management plans and strategies specific to each site. These plans aim to comply with relevant jurisdictional legislative requirements. In 2024, as expected, we complied strictly with relevant laws and regulations associated with hazardous and non-hazardous waste.

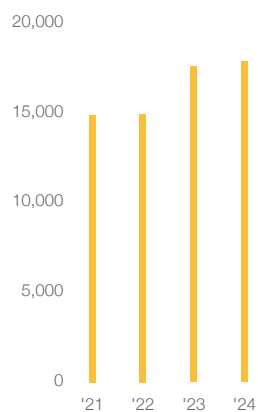
Our EMS Environment and Community Aspects and Impacts Register Standard considers: the production, re-use, recycling and disposal of controlled and contaminated wastes (onsite and offsite); and the storage and management of materials used in, or as a by-product, of operational sites day-to-day activities (including mining waste).

In 2024, total waste generated across Yancoal managed operations totalled 17,896 tonnes<sup>22</sup>, a 2% increase compared to 2023 volumes. This waste includes both hazardous non-mineral waste, primarily effluents and waste oils, and non-hazardous non-mineral waste, such as scrap steel, mixed solid waste and timber. When measured against ROM,



## Total waste generated

tonnes



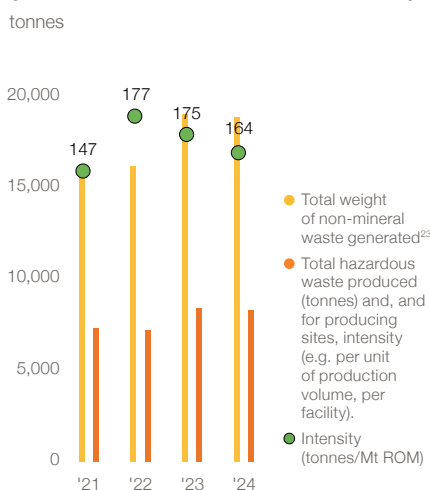
## Total waste generated by individual sites.

SITE	2024 (TONNES)	2023 (TONNES)	2022 (TONNES)	2021 (TONNES)
Ashton	2,044	1,985	1,506	865
Austar	194	78	185	515
Cameby Downs	1,565	1,607	1,392	1,446
Donaldson	42	120	23	63
Duralie	75	522	101	85
Moolarben	4,713	4,158	3,682	3,485
Mount Thorley Warkworth	4,922	4,870	4,080	4,453
Premier	1,986	1,917	1,729	1,377
Stratford	526	485	578	522
Yarrabee	1,829	1,843	1,679	2,090

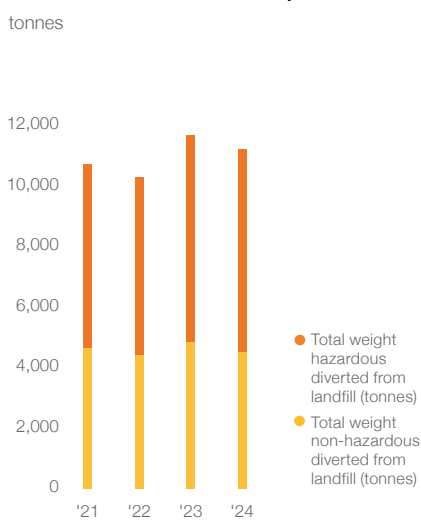
22. We have amended our unit reporting from kg to tonnes for waste data across all years.

The increase in total waste generation was driven primarily by decommissioning activities, higher on-site landfill disposal and increased use of disposal bins.

**Total waste and total hazardous waste generated with hazardous waste intensity**



**Total waste diverted from disposal**



total waste generation amounted to 354 tonnes of waste per Mt of ROM, reflecting a 3% decrease compared to 2023 levels (366 tonnes/ROM Mt).

The increase in total waste generation was driven primarily by decommissioning activities.

We work with third-party providers to manage hazardous and non-hazardous waste through recycling and proper disposal methods. In 2024, total hazardous waste volumes were 1% lower than in 2023. Some sites recorded increases in hazardous waste due to higher waste oil and filter disposal. No significant hazardous waste management incidents occurred during the reporting period. Non-hazardous waste diversion from landfill decreased by 7%, with over 40% of the total non-hazardous

waste generated being diverted. Despite this, 99% of diverted non-hazardous waste was recycled.

Hazardous waste diverted from landfill decreased by 2%, with 69% being recycled and 9% prepared for reuse, while the remainder was managed via other recovery options.

We remain committed to improving waste management practices and are considering targets for future reporting periods.

23. Mineral wastes, such as tailings and course rejects resulting from the mining process, are managed separately in site based Tailings Management Plans.



## People (Human Capital)

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**We promote and aim to sustain our workforce through: worker health, safety and wellbeing; focusing on high standards of ethics and conduct; career development opportunities; attracting and retaining talent; effectively managing labour relations; and fostering diversity and inclusion. Our People pillar extends beyond our own organisation to embrace broader community engagement and contribution, which aim to generate positive impacts beyond our operational boundaries.**

We acknowledge the significance of community engagement, placing a high value on building meaningful relationships and contributing to the well-being of the communities in which we operate. Additionally, our commitment to Indigenous communities is embedded in our P4 Change 4 Tomorrow strategy, with an emphasis on respectful engagement and ensuring that our activities align with their cultural values.

We acknowledge the significance of community engagement, placing a high value on building meaningful relationships and contributing to the well-being of the communities in which we operate.

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# Health Safety and Wellbeing

At Yancoal, the safety and well-being of our people remains our highest priority. Throughout 2024, we continued to strengthen our approach to risk management and safety leadership, implementing targeted safety intervention programs across our operations to reinforce safe work practices.

We are dedicated to maintaining a safe and secure working environment for all and prioritise the well-being and protection of our workforce. In addressing this commitment, our policies are crafted to align with leading practices in occupational health and safety, and to adhere to (and comply with) relevant laws and regulations. All of our workers are covered by the Yancoal WHS management system. During the reporting period, we have complied with relevant laws and regulations that have a significant impact on Yancoal, especially in relation to providing a safe working environment and protecting employees from occupational hazards.

Regular reviews and updates of our policies are continuously conducted to reflect changes in laws and regulations. Our approach encompasses strong safety measures, risk assessments and employee training programs that aim to create an ongoing culture of vigilance. This is demonstrated through our *Safe Way Every Day* Program.

As outlined in our Health and Safety Policy and HSEC Committee Charter, the HSEC Committee collaborates closely with management and plays a pivotal role in guiding our commitment to upholding the highest safety standards and compliance with legislative requirements in the operation of our mines. Each mine then proactively implements strategies to enhance and monitor safety standards, behaviours and reporting, which align operations with our goal of achieving zero harm.

Whenever possible, the HSEC Committee conducts meetings on site, and in 2024 meetings were held at Donaldson, Yarrabee and Moolarben.

During September 2024, an incident occurred during closure operations at the Austar Coal Mine that tragically resulted

in a fatality. The contractor, who was also a former long-standing employee, was working for a contracting company as part of a team conducting the mine closure activities. Our thoughts continue to be with his family, friends and colleagues. The NSW Resources Regulator’s investigation into the incident is ongoing.

In 2024, we experienced a 14% increase in the number of high-consequence work-related injuries and a 9% increase in the rate of these injuries compared to 2023. This increase was largely in line with higher total work hours across our operations. While this context is important, we recognise the need for continued focus on risk management and proactive safety measures to reduce incidents.

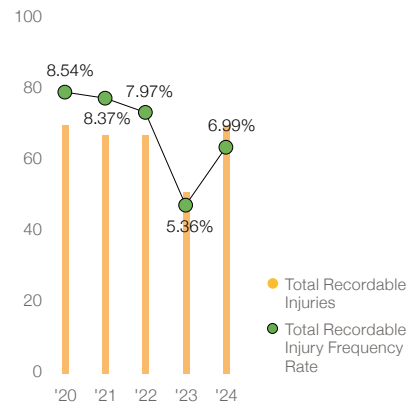
In 2021 we implemented *Safe Way Behaviours* and in 2022 we initiated our Mental Health Program. These structured initiatives have contributed to greater safety awareness, engagement, and leadership development across Yancoal.

The integration of the *Safe Way Every Day* program remains a strong focus across our operations. Strategic measures, such as prominent signboards at entry points, internal and external signage reflecting our *Safe Way Behaviours*, personalised uniforms, and collaboration with OEMs to incorporate our safety messaging on new equipment, have helped reinforce a unified safety culture.

In 2024, we observed an increase in several safety metrics, reflecting both the expansion of operational activities, an increase in total headcount at several sites, and an increase in total work hours. The number of medically treated incidents rose by 50%, while lost time incidents increased by 29%, with the most common causes being slips, trips, manual handling, and line-of-fire injuries involving fingers and hands. Total Recordable Incidents (TRIs) increased by 37%, and the Total Recordable Injury Frequency Rate (TRIFR) rose by 30%, bringing our TRIFR to 6.99, which remains 15% below the industry benchmark of 8.23.

Work-related injuries were primarily associated with strains, sprains, and soft tissue injuries, reinforcing the need for

Number of TRI's and TRIFR



continued emphasis on manual handling and ergonomic risk management. The Near Miss Frequency Rate for direct employees was 22.7 a slight decrease on previous year’s performance and highlighting the importance of early hazard identification and intervention. Lost days due to work injuries increased by 10%, which is largely in line with increased total work hours. Despite this, in 2024 Workers Compensation costs were reduced by 22%.

These results reinforce the need for ongoing focus on high-risk activities and critical risk controls. Strengthening proactive safety interventions, enhancing leadership engagement, and further embedding the *Safe Way Every Day* program will remain key priorities as we work toward improving safety performance and reducing incidents.



## Safety Recognition Awards

Avetta, a leading provider of Supply Chain Risk Management (SCRM) software, announced the Asia Pacific (APAC) winners of the 2024 Avetta Customer Awards during the annual Avetta Summit User Conference. The Avetta Customer Awards celebrate companies and individuals who have made significant strides in safety, health, DEI, and ESG initiatives through program driving improved operational and risk metrics.

Yancoal won three prestigious awards including the:

- Individual Change Maker Award for individuals within large organisations who have created meaningful change within their companies through culture transformations, compliance evangelism, thought leadership and change management programs.

- Digital Transformation Innovator Award for an organisation that has led its industry in digital transformation, through API integrations and innovative technology automation.
- Premier Partner Award for an organisation that has shown great collaboration and co-innovation in its partnership with Avetta to build industry-leading solutions for the supply chain.

These accolades are a testament to our hard work and dedication in driving positive change and transformation in contractor management, training and competence, access control, online learning, workforce planning and worker onboarding system design and functionality.



CASE STUDY

# Mental Health Movement Program

Following its initiation in 2022, our Mental Health Program continued to be implemented throughout 2024.

With an investment of over \$1.5 million and more than 7,500 hours dedicated to mental health related training since 2022, the program is focused on improving mental health outcomes across our workforce.

In partnership with Mental Health Movement, the program provides interactive engagement and connection between training facilitators and our people in order to deliver awareness, education, resilience and supervisor response training. This training ensures our workforce has appropriate information, education, tools, skills and resources to support a mentally healthy and safe workplace.

To date the program has involved over 420 of our frontline leaders completing Mental Health Response training. Other employees have participated in a series mental health awareness and education workshops.

We also completed Site Workplace Check-in audits to assist us in understanding: key contributing factors relevant to mental health challenges across our workforce; and whether there are issues or barriers related to our employees seeking or providing support. The outcomes of these audits are informing the development of ongoing training and awareness modules.

By proactively addressing psychosocial risks we aim to create a safer and healthier work environment, and to safeguard the mental health and wellbeing of our workforce.

Yancoal was nominated as a finalist for the NSW Minerals Council HSEC Awards in the Health Excellence Category for the Yancoal Mental Health Program.

>7,500 HOURS DEDICATED TO MENTAL HEALTH RELATED TRAINING

>\$1.5M INVESTED IN THE MENTAL HEALTH PROGRAM

420 FRONTLINE LEADERS HAVE COMPLETED MENTAL HEALTH RESPONSE TRAINING



# Diversity and Inclusion

Yancoal acknowledges that our people constitute our most valuable asset and are integral to our success. We are dedicated to consistently engaging with our workforce to foster an inclusive workplace, individual empowerment and to promote diversity and inclusion.

This commitment encompasses:

- providing equal employment opportunities;
- adhering to fair employment practices and anti-discrimination laws; and
- ensuring a workplace free from any form of discrimination, harassment or intimidation of employees.

Our Board approved Diversity and Inclusion Policy, seeks to facilitate a more diverse and representative management and leadership structure. The Diversity and Inclusion Policy is available on the Corporate Governance section of the Company's website.

To gauge the efficacy of our Diversity and Inclusion Policy, we have established a set of measurable objectives that will be reviewed annually with the assistance of the Board Nomination and Remuneration Committee. For 2024, we set a suite of eight measurable

objectives. Five of those objectives were focused on enhancing our internal processes, improving employee benefits and fostering a positive work environment. The other three objectives focus on setting quantitative targets to improve female representation and career growth.

As at 31 December 2024, the proportion of women, who were directly engaged as employees was 15%, with 470 of those being full-time employees, 34 part-time and 47 fixed term.

Although we fell short of our 17% target for women in the workforce, we sustained our levels of gender representation when compared to 2023 figures, due to the large number of female new hires across the business.

During the last five years, we have seen a steady increase in the number of new female hires across all regions and our female employee turnover rate has remained relatively steady. While there was a slight increase during 2023, the female employee turnover rate reduced in 2024. There has also been a slight decrease in turnover rates for those employees aged between 30 and 50 years old from 2023 to 2024.

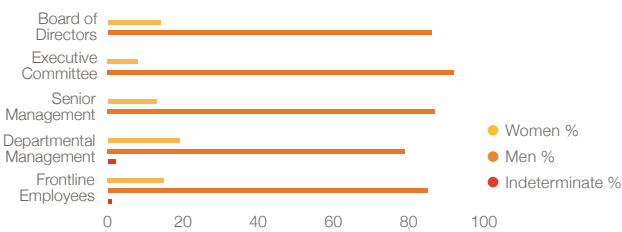
We are an annual Silver Sponsor for the NSW Women in Mining Mentorship program which offered two mentee opportunities in 2024. Our Moolarben site has also established a mentoring program and had eight females participants in 2024.

Following a focused effort throughout the Performance and Development review campaigns, pleasingly in 2024 we recorded a significant increase in the number of female salaried employees with formal development plans, from 39% in 2022 to 67% in 2024.

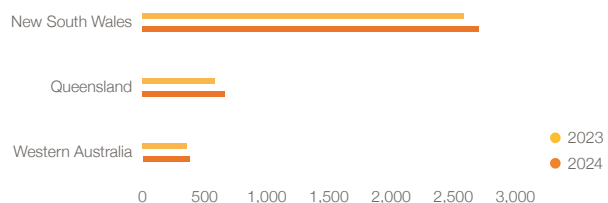
Yancoal has continued efforts to ensure our workplace environment is supportive and inclusive. In 2024, our Workplace Behaviours training has been delivered face-to-face to over 2,800 employees. We will continue to focus on this in 2025, with the development of a new suite of workplace behaviour material to be incorporated into our new starter induction and onboarding.

Following a benchmarking review in 2024, the Yancoal Parental Leave Procedure was updated with an increase in paid Primary Carers Leave from 18 to 20 weeks and an increase in paid Secondary Carers Leave from two to three weeks.

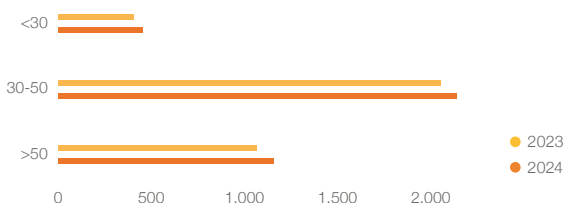
Employment type by gender %



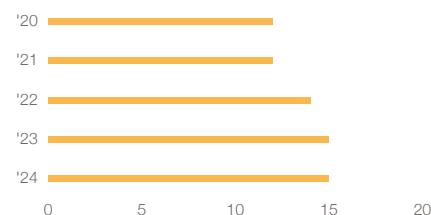
Employee count by geographical region



Employee count by age group



Female employment (for annual reporting period) %





CASE STUDY

## Family Days

In 2024, we hosted a series of Family Days across multiple sites, providing employees, contractors, and their families with the opportunity to participate in fun activities and get a firsthand look at mining operations.

At Moolarben, over 1,900 guests attended Family Days in March, enjoying pit tours, heavy equipment displays, and interactive exhibits. Similarly, Premier welcomed more than 700 visitors in October, where families experienced site tours, kids' activities, and community-focused events. Across both events, local suppliers played a significant role, providing refreshments, fun activities, and demonstrations.

Visitors at each site enjoyed firsthand experiences of mining in action, from viewing large-scale machinery to engaging in activities such as virtual reality tours. There were also family-friendly activities, such as face painting, and competitions.

The company's leadership highlighted the importance of these events in connecting families to the workplace:

"Family days provide a unique opportunity for our workers to invite their family and friends onsite to showcase where mum or dad work every day." — **Moolarben General Manager, Brian Wesley**

"These types of events provide a unique experience where we can open the mine and give our families and friends a little snapshot into the operation and to allow workers to share their work career with their family." — **Premier Operations Manager, Braedon Gaske**

The Family Days emphasise strong partnerships with local businesses and service providers. We collaborated with community organisations, including Mine Rescue Services and charitable groups, and prioritised sustainability by incorporating recycling initiatives and responsible event practices.

During the reporting period, Yancoal has complied with all relevant laws and regulations that have a significant impact on Yancoal relating to compensation and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

A partnership with Grace Papers has also been introduced, offering employees support and guidance on parental leave and return to work planning.

As we continue to work towards improving gender balance in our workplace, we are committed to undertaking the following initiatives:

- Continue our efforts attracting and retaining females to our business, and setting a stretch target to improve the proportion of women in the Yancoal workforce to 17% or higher.
- Include at least one female candidate on the shortlist for new hire roles at Manager/Superintendent level and above, where a female candidate exists within the recruitment talent pool.
- Prioritise developing our female talent pipeline, aiming for 35% of our new graduate positions to be filled by women.
- Leverage the Work180 recruitment platform to increase exposure of our job vacancies in the market and to increase the number of female applicants.
- Provide a workplace that is free from sexual harassment and that promotes inclusivity. We will continue our education and awareness effort focused on Yancoal workplace behaviours and positive duty.
- Provide career growth opportunities, including leadership development and mentoring programs for women to progress their careers with Yancoal.

## Workplace Gender Equality Agency Pay Gap Reporting

In February 2024, the Australian Government's Workplace Gender Equality Agency released gender pay gap data for all non-public sector employers with 100 or more employees, including Yancoal. This followed the introduction of new legislation in 2023 that was designed to accelerate employer action to close the gender pay gap.

The gender pay gap is the difference in average earnings between women and men in the workforce. It is not a reflection of the differences in individual pay between men

and women undertaking the same roles. The gender pay gap is expressed as a total median percentage, which is the number that falls into the middle when everyone's wages are lined up from smallest to largest. Australia's total average remuneration gender pay gap is 21.8%. In 2024, Yancoal's gender pay gap was 9.6%, a 2% reduction compared to 2023. This issue remains an area of focus for improvement.

We remain committed to reducing the Gender Pay Gap by:

- Increasing the proportion of female employees in the workforce.

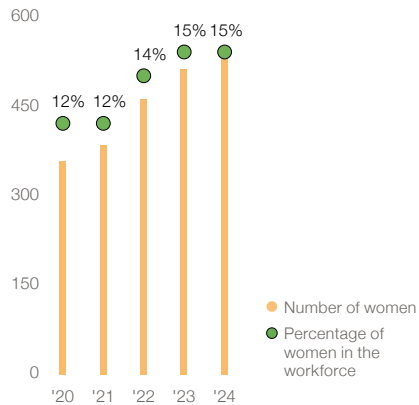
- Increasing the proportion of females across all levels of the organisation, particularly senior roles.
- Ensuring females are paid fairly and in line with market.

### Gender pay gap results

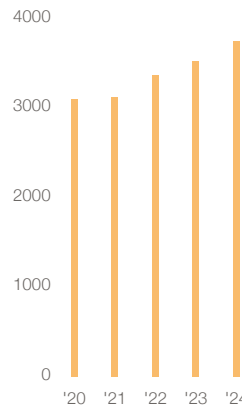
Median Total Remuneration Pay Gap

2024/23	2023/22	2022/21	2021/20
9.6%	11.4%	11.7%	11.8%

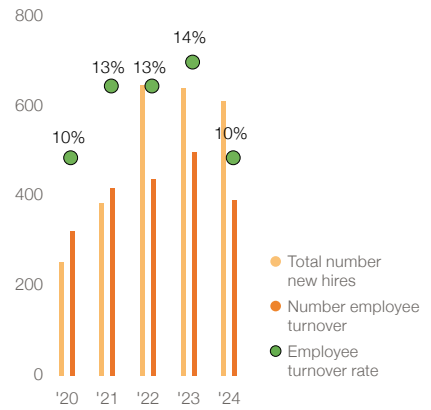
### Percentage of women in the workforce



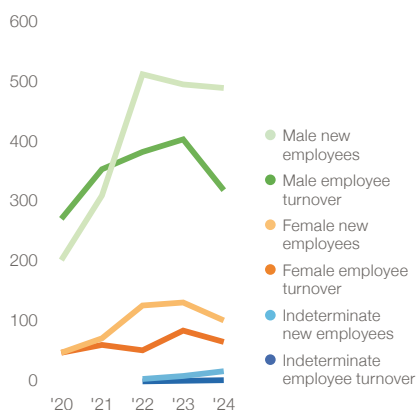
### Total number of employees



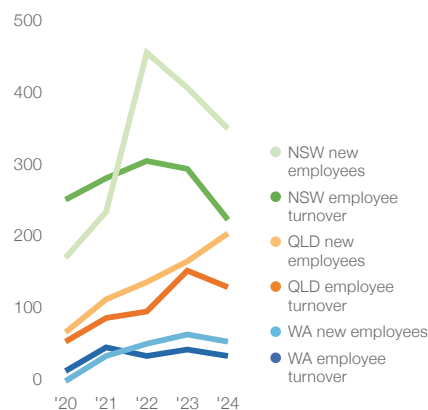
### Total number of new hires & turnover



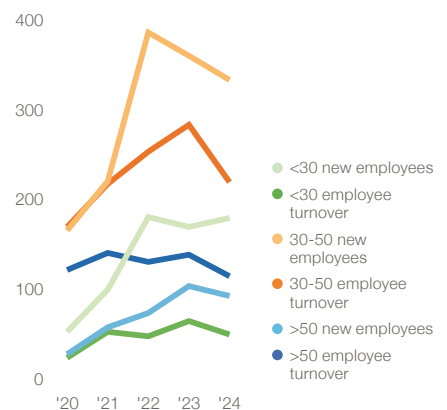
### New employees & turnover by gender



### New employees & turnover by geographical region



### New employees & turnover by age group



# Talent, Attraction and Retention

**Our objective is to attract skilled individuals to our workforce and to foster their commitment by providing engaging roles, continuous training and development, in addition to avenues for advancement within an inclusive workplace environment.**

We provide continuous training and professional development opportunities for our employees, including both internal and external programs.

Additionally, we extend targeted programs and development initiatives specifically designed for frontline leaders and identified high-potential individuals. These efforts aim to assist them to achieve their career objectives while aligning with internal succession plans.

Examples of continuous training and professional development opportunities include the Yancoal Learning Academy ("YLA"), which is a scheduled calendar of short course soft skills training offered to all salaried employees and the Yancoal "LEAD the Way" frontline leadership program, which focuses on developing leadership strength, managing for high performance and building team engagement.

Succession planning is a critical aspect of our strategy, ensuring a seamless changeover of leadership and key roles within Yancoal.

By cultivating an internal pipeline of talent, we can identify and nurture high-potential

## Training performance for the reporting period

	MALE	FEMALE	NOT DISCLOSED
Average hours of training per employee by gender (#hrs)	149	65	128
The percentage of employees trained by gender (%)	96%	90%	75%

## Average hours of training

EMPLOYMENT TYPE	MALE	FEMALE	NOT DISCLOSED
Permanent (#hrs)	150	70	138
Fixed Term (#hrs)	91	55	20
Part time (#hrs)	196	16	—

individuals from within Yancoal, aligning their skills and capabilities with our future needs. This proactive approach not only minimises disruptions during leadership changes, but also fosters a culture of continuous growth and development among our employees.

During 2024, our talent and succession planning process reviewed 149 roles with 250 potential successors identified, 17% of which are female. There was a total of 33 internal promotions, 18% of which were female. Similarly, our workforce grew with 613 new hires, 17% of which were women.

By cultivating an internal pipeline of talent, we can identify and nurture high-potential individuals from within Yancoal, aligning their skills and capabilities with our future needs.

# Community, Culture and Indigenous Relations

We are committed to enduring positive relationships with communities in which our operations are located. Our Environment and Community Relations Policy outlines our commitment to work in consultation with our communities and other stakeholders, and to strive for the creation of trusted relationships.

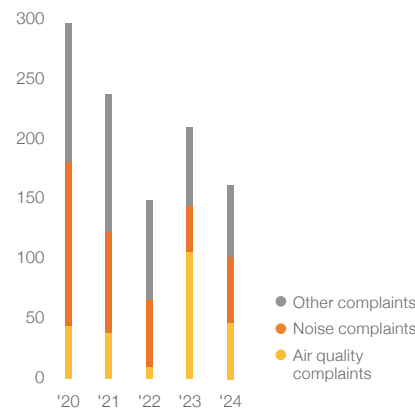
## Commitment to Community

We recognise the need to address stakeholder concerns associated with our operations, as well as opportunities to work constructively with our local communities. Through ongoing dialogue and transparent communication channels, we seek to understand and address community issues as they arise.

By investing in community engagement, infrastructure and social benefit programs, we aim to build trust and contribute positively to the wellbeing of our local communities. Our pledge is to foster a sustainable and harmonious coexistence with our communities.

Aiming to foster positive relations and meet our obligations, each site has its own community engagement processes that provide frameworks for engagement between our organisation and our local communities. We acknowledge that our operations have the potential to impact community amenity. To manage any

Number of complaints by type



grievances arising from our community members in an effective and consistent manner, we have a Community Complaints Management Standard.

This standard applies to all our sites operating under the corporate EMS and directs any complaints to be recorded in a centralised incident database.

In 2024, we recorded a total of 162 complaints, representing a 23% reduction compared to 211 complaints received in 2023. 91% of the total complaints were received by MTW (a similar percentage to 2023 MTW complaints), 4% from Moolarben, 2% from Stratford/Duralie and 1% from Ashton. No other Yancoal managed operations received any community complaints during 2024.

The majority of complaints received in 2024 were attributable to air quality (dust), noise and blasting issues at MTW. While the overall number of complaints decreased in 2024, noise-related complaints increased from 39 in 2023 to 55.

The majority of these complaints were made by several members of the Bulga community.

To improve air quality performance, MTW has made significant capital investments into air quality mitigation measures in 2024, including increased water cart availability, additional water fill points, additional pipelines for improved water movement, and improved dust suppression sprays.

## Aboriginal Cultural Heritage and Indigenous Engagement

Effective engagement is fundamental to building strong and enduring relationships with our Indigenous stakeholders. We recognise the unique cultural fabric of the Australian landscape, and our engagement and assessment of each site is tailored to understand the unique needs of each local Indigenous community.

As part of our corporate EMS, we have developed and implemented an Aboriginal Cultural Heritage (ACH) Management Standard. The standard sets out our minimum expectations for managing Aboriginal Cultural Heritage and defines a suite of principles to promote effective engagement, including the requirement that each mine site has its own ACH Management Plan to govern site-specific matters of heritage significance.

As part of this journey, preparation for Indigenous awareness training took place during 2024, with the program set to be rolled out across the business, commencing in 2025. This initiative will include both corporate and site-based face-to-face training sessions delivered by a third-party cultural training specialist, supporting a deeper understanding of Indigenous perspectives across our workforce, of which 4% has identified as Indigenous.

Engagement principles

 <b>Integrated and ongoing engagement</b>	 <b>Consistent senior representation</b>
 <b>Good-faith negotiations</b>	 <b>Indigenous Participation for mutual benefits</b>
 <b>Clear and accessible communication</b>	 <b>Advance notice for site visits</b>
 <b>Culturally sensitive approach</b>	 <b>Consultation on ACH matters</b>
 <b>Voice priorities and concerns</b>	

We have processes in place for reporting any newly identified cultural heritage matters, as well as for ongoing management of Aboriginal cultural sites or artefacts (refer to the Company’s 2024 Annual Report for further details of these processes).

Our Community Complaints Management Standard provides an avenue for our communities to voice any concerns or grievances. During 2024, there were no incidents, concerns or grievances reported by our Indigenous stakeholders with respect to our complaints management system.

**Community Investment**

We are committed to investing in the communities surrounding our operations. Our Community Support Program (CSP) aims to foster and create positive impact and comprises two fundamental pillars:

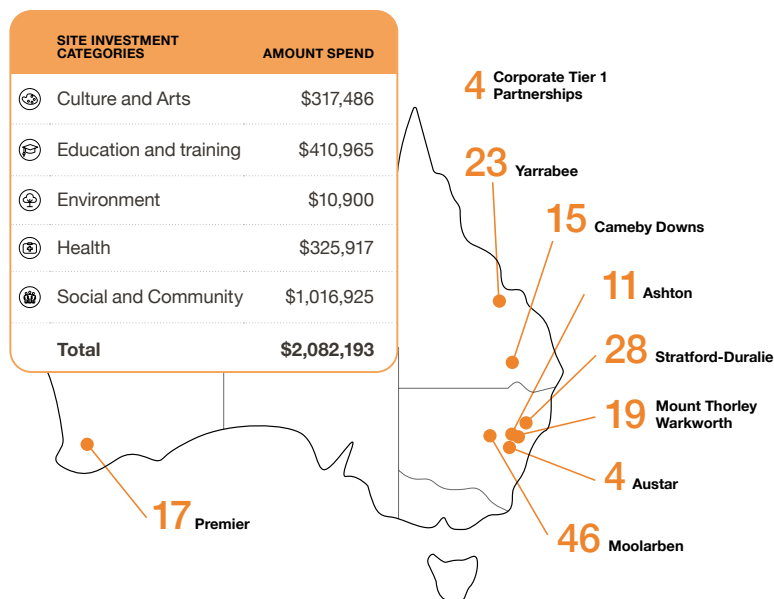
1. Tier 1: Corporate based programs.
2. Tier 2: Community support initiatives.

Our CSP invested \$2.08 million in 2024 (\$1.67 million in 2023). Our Tier 1 programs in 2024 contributed \$1.15 million to support key initiatives focused on education, health, and community well-being:

- Westpac Rescue Helicopter Service: \$500,000;
- Learning For Good: \$250,000;
- The Clontarf Foundation: \$200,000; and
- Queensland University of Technology: \$200,000.

At the site level, our Tier 2 initiatives invested \$932,193 in 2024 across 163 community projects, exceeding the \$771,982 allocated across 157 projects in 2023. While some 2024 projects are still being finalised, this increased investment reflects our ongoing dedication to empowering our local communities.

Number of programs supported by Yancoal



CASE STUDY

# Learning for Good

## Background

Yancoal is a foundation corporate partner with Learning for Good (LFG), an education technology charity that sources and distributes world-leading cultural content and educational resources produced by not-for profit organisations in the arts and cultural sector. We recognise the importance of strong and vibrant regional communities. Through this charity, organisations can connect with regional schools to start, support and develop programs within the community.

As part of this partnership, LFG has successfully onboarded 71 schools in Yancoal's operational region. This aligns with Yancoal's mission to making a genuine and positive difference locally and nationally.

## Key LFG achievements to date



71 schools have been onboarded, with standout engagement from schools in Muswellbrook, Gloucester and Taree.



All schools received access to Discover Learning, Literacy and Numeracy and Discovery Country pilot content, with positive feedback from primary school teachers.



Up to 10 nominated schools were granted access to premium resources, including Sydney Youth Orchestra (SYO) Online, Professional Development tools, and Orchestral Beginners content and learning frameworks. All nominated schools were granted full access to this content to simplify teacher engagement.



Regional NSW schools benefited from access to bespoke content from the SYO's Big West Tour, with updates planned for 2025 featuring the Big Sky Tour.



Programs such as Junkyard Beats and APRA Songwriting have significantly boosted student engagement.



Student scholarships were offered to nominated schools for participation in SYO Summer and Winter School Programs. Currently, three students are enrolled in the Summer School scheduled for January 2025.



2025 will see the launch of Culture College, a new initiative focused on Indigenous learning experiences.

Despite a number of challenges, including resource limitations, we are enthusiastic about the training, support and engagement with new content that this partnership can offer schools. Through this partnership, Yancoal and LFG are supporting

regional communities around our operations that are in need of access to high-quality cultural and creative learning resources. As a result, we are contributing to long-term community and educational benefits.



# Ethics and Conduct

## Labour management is an important element of our operations and we are committed to shaping a positive organisational culture.

As the labour landscape evolves, we will continue to comply with regulatory frameworks. We aim to foster a workplace environment that promotes our employees' well-being, their rights and harmonious relations, through providing for freedom of association and effective conflict resolution mechanisms. Monitoring new hire metrics and turnover rates provides an indicator of our performance in maintaining a healthy and engaging workplace.

### Whistleblower Policy

The Company's Whistleblower Policy encourages any current or former employees or officers, contractors or suppliers (and their employees), associates or certain family members of an individual mentioned above to raise serious concerns of misconduct or an improper state of affairs or circumstances in relation to the Company and report any issues if they have reasonable grounds for suspecting so. Refer to Yancoal's 2024 Corporate Governance Statement on how whistleblowing procedures are implemented and monitored. Yancoal's Whistleblower Policy is available in the Corporate Governance section of the Company's website.

### Anti-Corruption

Yancoal is committed to the highest level of integrity and ethical standards in all business practices, and policies are in place to deter anti-corruption. Our Anti-Corruption and Sanctions Policy strictly prohibits corruption and bribery in all forms. This policy applies to all directors, employees and contractors, as well as business partners, customers, suppliers, intermediaries and related parties.

Anti-corruption training was provided to all Yancoal Board of Directors in December 2024. Relevant staff also received training in September 2024. During the reporting period, Yancoal has complied with all relevant laws and regulations that

have a significant impact on Yancoal relating to bribery, extortion, fraud and money laundering.

During 2024 there were nil open or concluded legal cases regarding corrupt practices brought against Yancoal or our employees.

### Freedom of Association

At Yancoal, we support the freedom of association, including the right of employees to join and participate in unions.

Each of our sites at Yancoal operates under its own enterprise agreement (with the exception of Yarrabee, which has individual contracts). These have been developed in accordance with the applicable labour laws and regulations, including the Fair Work Act 2009, providing mutually agreed-upon employment arrangements, and transparent frameworks for working conditions, remuneration and benefits. In 2024, 61% of our workforce was covered under enterprise agreements.

Establishing positive relationships with unions fosters a collaborative work environment and minimises conflicts. Our strong union engagement has typically ensured operational stability.

In 2024, Yancoal experienced some external disruptions due to protest actions.

A Blockade Australia protest on the Hunter Valley Rail Network resulted in a three-week disruption during June/July, and a separate protest by Rising Tide led to a four-day blockage at the Port of Newcastle.

### Human Rights and Modern Slavery

Upholding human rights and preventing modern slavery across our business and supply chains is an important aspect of our responsibility to uphold the values and expectations of our stakeholders and society, and to meet Australian regulatory requirements.

In January 2019, the Modern Slavery Act 2018 (Cth) was enacted, compelling companies to disclose measures taken to comprehend and assess the risk of modern slavery within their operations and supply chains, describing due diligence activities undertaken. We have in place a Board approved three-year execution plan, which was introduced in 2023. We continue to meet the expectations outlined in the plan.

The Modern Slavery Policy articulates the Company's strategy for identifying and addressing modern slavery risks in both operations and supply chains.

We have a zero toleration policy regarding forced labour and child labour. If any such cases are discovered and confirmed



after investigation, we will pursue appropriate actions, including but not limited to initiating disciplinary actions, commencing legal proceedings and/or reporting to appropriate governmental/regulatory authorities.

Yancoal's Modern Slavery Policy and annual Modern Slavery Statements are accessible via our website.

Our procurement processes and Code of Conduct are aligned with our Modern Slavery Policy to ensure consistency.

In 2024, we complied with all relevant laws and regulations that have a significant impact on Yancoal relating to the prevention of child and forced labour.

The Code of Conduct and other key governance policies are internally promoted on a regular basis and training programs have been developed to instil and reinforce our values, beliefs and expected behaviours under the Code of Conduct and other key governance policies.

### Supply Chains

All of our suppliers are required to adhere to Yancoal's Code of Conduct which imposes obligations in relation to bribery and corruption, equal opportunity and anti-discrimination, and privacy. Given our status as a business serving the global seaborne market, we are mindful of the potential impact that market dynamics, geopolitical factors, and conflicts can exert on our operations, supply chain and customers.

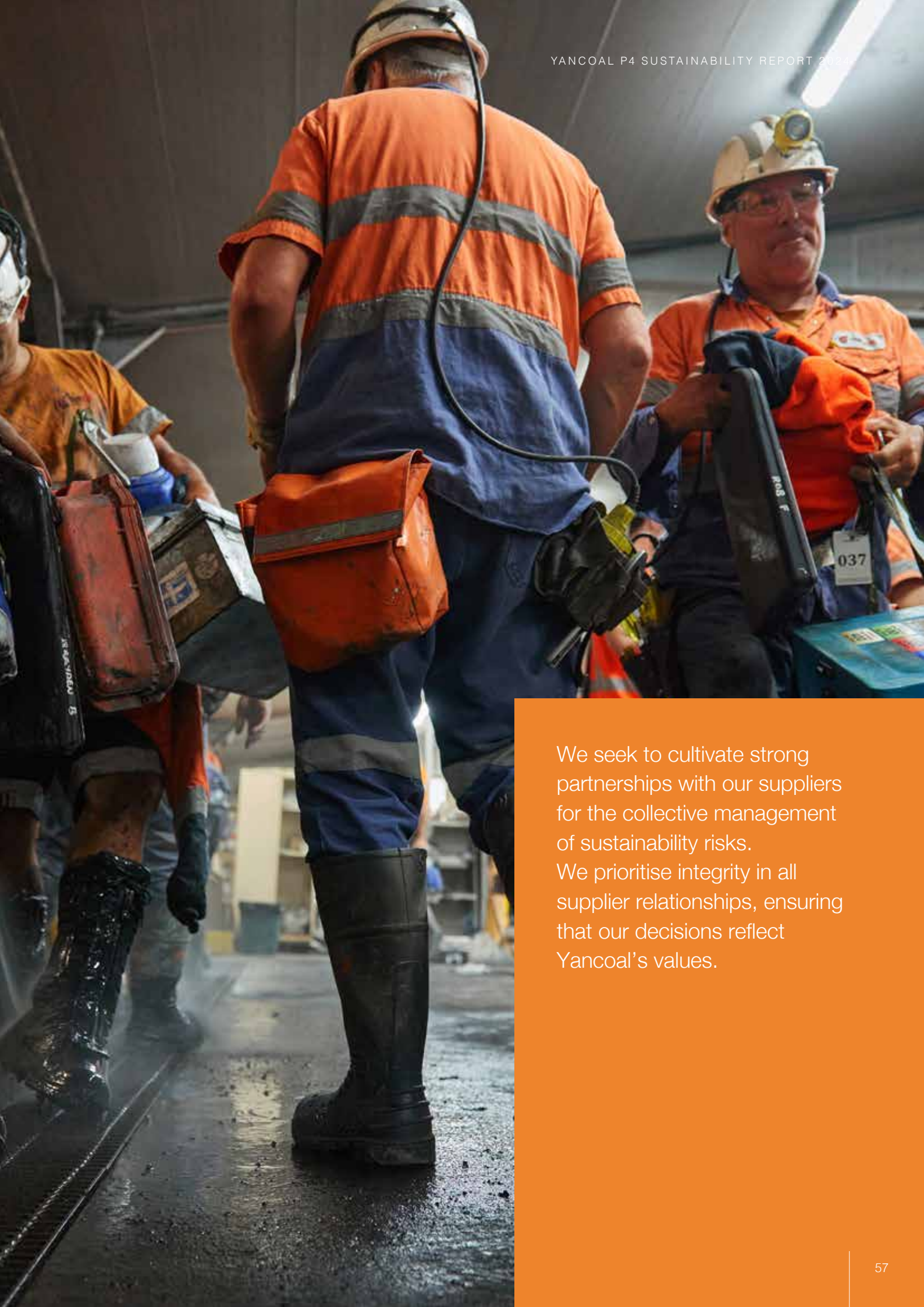
Our procurement process governs the sourcing of all products and services crucial to our mining, processing and coal transportation operations. Essential supply chains encompass our plant and equipment manufacturers, diesel and lubricant suppliers, blasting product and service providers, port and rail service entities, as well as directly and indirectly employed labour, utilities and electricity services. While the majority of our suppliers are based in Australia, certain international suppliers contribute specific services and equipment.

Our sourcing strategy emphasises collaboration with local suppliers, provided they meet the stipulated criteria outlined in our Procurement Policy regarding commercial viability, environmental responsibility, and health and safety standards.

We seek to cultivate strong partnerships with our suppliers for the collective management of sustainability risks. We prioritise integrity in all supplier relationships, ensuring that our decisions reflect Yancoal's values.

In 2024, there was a 4% increase in payments to local suppliers compared to 2023 and an 8% increase in payments to our key suppliers. The number of key suppliers increase by 7%, compared to an overall reduction in suppliers of 7%.





We seek to cultivate strong partnerships with our suppliers for the collective management of sustainability risks. We prioritise integrity in all supplier relationships, ensuring that our decisions reflect Yancoal's values.

# Appendices

- 59 Appendix A: Sustainability Indexes
- 66 Appendix B: Performance Data
- 74 Appendix C: Glossary of Terms

ASHTON - GAS RANGE / WATER TRAP INSPECTION				
Date	Shift	By	Water Yes/No	Comments - Estimate? Minimal, heavy, dirty, clean etc
10/29	210	MP	Y	Clean si tank full
10/29	115	SL	N/A	5:05pm
10/29	015	LQ		7:30am
10/11	015	KU		8:35AM
10/11	9/5	MT		5:45pm
10/21	115	DM		2:40pm

# Appendix A:

## Sustainability Indexes

### SASB COAL OPERATIONS STANDARD

SASB CODE	ACCOUNTING METRIC	YANCOAL RESPONSE
<b>EMISSIONS AND EMISSIONS INTENSITY DATA</b>		
EM-CO-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations (tCO <sub>2</sub> -e, %).	<p>Refer to GHG Emissions and Reporting (page 39) and Performance Table (Energy and Emissions Data) (pages 70-71)</p> <ul style="list-style-type: none"> <li>Yancoal's primary emissions calculation methodology aligns with relevant Australian legislative requirements under the NGERs Act.</li> <li>100% of our Scope 1 GHG emissions are covered under the Australian Safeguard Mechanism, which an emissions-limiting regulation.</li> <li>The majority of Yancoal's Scope 1 emissions relate to fugitive emissions from mining and the combustion of fuel. We do not currently collect separate data related to direct CH4 emissions.</li> </ul>
EM-CO-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	<p>Refer to GHG Emissions and Reporting (page 39)</p> <ul style="list-style-type: none"> <li>Yancoal does not currently have a Scope 1 emissions reduction target.</li> </ul>
<b>WATER MANAGEMENT DATA</b>		
EM-CO-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress.	<p>Refer to Water Management (pages 30-33) and Performance Table (Water) (pages 72-73)</p> <ul style="list-style-type: none"> <li>Yancoal measures water in units of megalitres in alignment with the ICCM's Water Reporting Good Practice Guide.</li> <li>Yancoal does not currently operate any mines in areas with a high or extremely high Baseline Water Stress as defined by the World Resources Institute's Water Risk Atlas tool, Aqueduct.</li> </ul>
EM-CO-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations.	<ul style="list-style-type: none"> <li>There were no incidents that required formal enforcement action or resulted in fines/penalties during the reporting period.</li> </ul>
<b>WASTE MANAGEMENT</b>		
EM-CO-150a.2	Total weight of non-mineral waste generated.	<p>Refer to Total waste and total hazardous waste generated with hazardous waste intensity table (Page 43)</p> <ul style="list-style-type: none"> <li>There were no waste related enforcement actions during the reporting period.</li> <li>Mineral wastes, such as tailings and course rejects resulting from the mining process, are integral components of each site's waste management plan. We currently do not quantify volumes.</li> <li>Data regarding different types of hazardous waste is currently captured across the majority of our sites, however it is not yet reported publicly.</li> </ul>
EM-CO-150a.3	Total weight of tailings produced.	<p>Refer to Tailings Management (Page 34)</p> <ul style="list-style-type: none"> <li>Yancoal reports its tailings dam management however it does not yet report data related to tailings produced.</li> </ul>
EM-CO-150a.4	Total weight of waste rock generated.	Yancoal does not currently report waste rock generated.
EM-CO-150a.5	Total weight of hazardous waste generated.	Refer to Performance Tables (Hazardous/Non-Hazardous Waste), Appendix B (Page 71)
EM-CO-150a.6	Total weight of hazardous waste recycled.	Refer to Performance Tables (Hazardous/Non-Hazardous Waste), Appendix B (Page 71)

## Appendix A: Sustainability Indexes *cont'd*

### SASB COAL OPERATIONS STANDARD

SASB CODE	ACCOUNTING METRIC	YANCOAL RESPONSE
EM-CO-150a.7	Number of significant incidents associated with hazardous waste management.	<ul style="list-style-type: none"> <li>There were zero significant incidents associated with hazardous waste management during the reporting period. Significant incidents are defined as those that exceed the volume and limits of local regulatory requirements.</li> </ul>
EM-CO-150a.8	Description of waste management policies and procedures for active and inactive operations.	<p>Refer to Waste Management (Page 42-43)</p> <ul style="list-style-type: none"> <li>Yancoal's waste management approach is defined in site-specific environmental management plans however these are not publicly available.</li> </ul>

### BIODIVERSITY IMPACTS

EM-CO-160a.1	Description of environmental management policies and practices for active sites.	<p>Refer to Environmental Stewardship (Page 30)</p> <ul style="list-style-type: none"> <li>Each Yancoal operation is required to develop, implement, and maintain an Environmental Management System that address site-level approvals and permits, Aspects and Impacts assessments, Environmental &amp; Community performance metrics, and relevant Environmental Impact Statements.</li> </ul>
EM-CO-140a.2	Percentage of mine sites where acid rock drainage is: <ol style="list-style-type: none"> <li>(1) predicted to occur,</li> <li>(2) actively mitigated, and</li> <li>(3) under treatment or remediation.</li> </ol>	Yancoal does not currently report on acid rock drainage.
EM-CO-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat.	Yancoal publishes an annual Coal Resources and Coal Reserves Statement, which outlines coal reserves held within existing and fully permitted mining leases. This Statement does not currently reference reserves in or near sites with protected conservation status or endangered species habitat.

### RIGHTS OF INDIGENOUS PEOPLE

EM-CO-210a.1	Percentage of (1) proved and (2) probable reserves in or near Indigenous land.	Yancoal publishes an annual Coal Resources and Coal Reserves Statement, which outlines coal reserves held within existing and fully permitted mining leases. This statement does not currently reference reserves in or near Indigenous land.
EM-CO-210a.2	Discussion of engagement processes and due diligence practices with respect to the management of Indigenous rights.	<p>Refer to Community Culture &amp; Indigenous Relations (Page 52-54)</p> <ul style="list-style-type: none"> <li>Yancoal's Cultural Heritage Management Plans directs our approach to engagement with Indigenous communities.</li> <li>Our community complaints system provides an avenue for Indigenous communities to voice concerns or grievances</li> <li>We have identified a future action to develop a RAP or bespoke Indigenous action plan.</li> </ul>

### COMMUNITY RELATIONS

EM-CO-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests.	<p>Refer to Community Culture &amp; Indigenous Relations (Page 52-54)</p> <ul style="list-style-type: none"> <li>Yancoal's Environment and Community Relations Policy directs our approach to the management of environment and community impacts.</li> <li>Our Economic Contribution Report describes the wider indirect economic impacts of operations, while our Corporate Governance Statement 2024 describes our environmental and social risks in relation to communities.</li> </ul>
EM-CO-210b.2	Number and duration of non-technical delays (days).	<p>Refer to Ethics and Conduct (Page 55-57)</p> <ul style="list-style-type: none"> <li>In 2024, Yancoal experienced some external disruptions due to protest actions. A Blockade Australia protest on the Hunter Valley Rail Network resulted in a three-week disruption during June/July, and a separate protest by Rising Tide led to a four-day blockage at the Port of Newcastle.</li> </ul>

## SASB COAL OPERATIONS STANDARD

SASB CODE	ACCOUNTING METRIC	YANCOAL RESPONSE
<b>LABOUR RELATIONS</b>		
EM-CO-310a.1	Percentage of active workforce employed under collective agreements.	Yancoal does not currently publish this information.
EM-CO-310a.2	(1) Number and (2) duration of strikes and lockouts (days).	Yancoal did not experience any strikes or lockouts during the reporting period.
<b>WORKFORCE HEALTH AND SAFETY</b>		
EM-CO-320a.1	(1) All-incidence rate, (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees.	Refer to Health and Safety, Performance Tables, Appendix B (Page 69) <ul style="list-style-type: none"> <li>Yancoal does not currently report all incident frequency rate. Our near frequency rate is reported as 'near miss frequency rate'.</li> </ul>
EM-CO-320a.2	Discussion of management of accident and safety risks and long-term health and safety risks.	Refer to Health, Safety & Wellbeing (Page 45-47) <ul style="list-style-type: none"> <li>Yancoal's WHS management system applies to 100% of workers.</li> <li>Yancoal has emergency preparedness and mitigation controls however this is not currently reported.</li> </ul>
<b>RESERVES VALUATION &amp; CAPITAL EXPENDITURES</b>		
EM-CO-420a.1	Sensitivity of coal reserve levels to future price projection scenarios that account for a price on carbon emissions (Mt).	Yancoal does not currently publish this information.
EM-CO-420a.2	Estimated carbon dioxide emissions embedded in proven coal reserves (tCO <sub>2</sub> -e) that account for a price on carbon emissions.	Yancoal does not currently publish this information.
EM-CO-420a.3	Discussion of how price and demand for coal or climate regulation influence the capital expenditure strategy for exploration, acquisition and development of assets	Yancoal does not currently publish this information.
<b>TAILINGS STORAGE FACILITIES MANAGEMENT</b>		
EM-CO-540a.1	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific Emergency Preparedness and Response Plans (EPRP).	Yancoal does not currently publish this information.
EM-CO-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities.	Yancoal does not currently publish this information.
EM-CO-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities.	<ul style="list-style-type: none"> <li>Yancoal does not currently publish this information.</li> <li>We are currently have site-based Tailings Facilities Management Plans.</li> </ul>
<b>TABLE 2: ACTIVITY METRICS</b>		
EM-CO-000.A	Production of thermal coal (Mt).	Refer to Our business (Page 10) <ul style="list-style-type: none"> <li>Yancoal reports total production across mine sites and 34.3Mt of thermal coal.</li> </ul>
EM-CO-000.B	Production of metallurgical coal (Mt).	Refer to Our business (Page 10) <ul style="list-style-type: none"> <li>Yancoal reports total production across mine sites and 4.8Mt of metallurgical coal (excluding Middlemount and HVO).</li> </ul>

## Appendix A: Sustainability Indexes *cont'd*

### HONG KONG STOCK EXCHANGE

HKEX CODE	ACCOUNTING METRIC	YANCOAL RESPONSE
<b>MANDATORY DISCLOSURE REQUIREMENTS</b>		
Governance Structure	<p>A statement from the board containing the following elements:</p> <ol style="list-style-type: none"> <li>i. a disclosure of the board's oversight of ESG issues;</li> <li>ii. the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and</li> <li>iii. how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.</li> </ol>	<p>Refer to Our Approach to Sustainability, Governance and Compliance, Risk Management, Strategy and Decision Making and Our Material Sustainability Issue (Pages 14-25)</p> <p>Refer to Metrics and Targets (Page 21)</p> <p>Yancoal does not currently have ESG-related goals and targets but will consider the development of metrics and targets as part of our sustainability reporting transition.</p>
Reporting Principles	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report:</p> <ul style="list-style-type: none"> <li>• <b>Materiality:</b> The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.</li> <li>• <b>Quantitative:</b> Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.</li> <li>• <b>Consistency:</b> The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</li> </ul>	<p>Refer to Our Approach to Sustainability, Governance and Compliance, Risk Management, Strategy and Decision Making and Our Material Sustainability Issue (Pages 14-25) and Appendix B.</p>
Reporting Boundary	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.</p>	<p>Refer to About this Report (Page 4)</p>
<b>EMSSIONS</b>		
General Disclosures	<p>General Disclosure Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>Note: Air emissions include NO<sub>x</sub>, SO<sub>x</sub>, and other pollutants regulated under national laws and regulations.</p> <p>Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride.</p> <p>Hazardous wastes are those defined by national regulations.</p>	<p>Refer to Climate and Waste Management (Page 36-40 &amp; 42-43)</p>
KPI A1.1	<p>The types of emissions and respective emissions data.</p>	<p>Refer to Climate and Appendix B (Page 36-40)</p>
KPI A1.2	<p>Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p>	<p>Refer to Climate and Appendix B (Page 36-40)</p>
KPI A1.3	<p>Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p>	<p>Refer to Waste Management and Appendix B (Page 42-43)</p>
KPI A1.4	<p>Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p>	<p>Refer to Waste Management and Appendix B (Page 42-43)</p>
KPI A1.5	<p>Description of emission target(s) set and steps taken to achieve them.</p>	<p>Yancoal does not currently have set emission target(s). Emissions target(s) will be considered as part of our Sustainability Strategy.</p>



## HONG KONG STOCK EXCHANGE

HKEX CODE	ACCOUNTING METRIC	YANCOAL RESPONSE
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Refer to Waste Management (Page 42-43) Yancoal does not currently have set waste reduction target(s). Waste reduction target(s) will be considered as part of our Sustainability Strategy.

### USE OF RESOURCES

General Disclosures	Policies on the efficient use of resources, including energy, water and other raw materials. Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.	
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Refer to Climate and Appendix B (Page 36-40)
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Refer to Water Management and Appendix B (Page 30-33)
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Yancoal does not currently have set energy use efficiency target(s). Energy use efficiency target(s) will be considered as part of our Sustainability Strategy.
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Refer to Water Management (Page 30-33) Yancoal does not currently have set water efficiency target(s). Efficiency target(s) will be considered as part of our Sustainability Strategy.
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not applicable to Yancoal's business.

### THE ENVIRONMENT AND NATURAL RESOURCES

General Disclosures	Policies and procedures relating to minimising impacts on the environment and natural resources.	Refer to Planet (Page 30-43)
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Refer to Environmental Stewardship (Page 30)

### CLIMATE CHANGE

General Disclosures	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Refer to Climate (Page 36-40)
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Refer to Climate (Page 36-40)

### EMPLOYMENT AND LABOUR PRACTICES

General Disclosures	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment, and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Refer to People (Page 44-57)
KPI B1.1	Total workforce by gender, employment type (for example, full or part-time), age group and geographical region.	Refer to Diversity and Inclusion, Ethics and Conduct and Appendix B (Page 48-50 & Page 55-56)
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Refer to People (Page 44-57)

## Appendix A: Sustainability Indexes *cont'd*

### HONG KONG STOCK EXCHANGE

HKEX CODE	ACCOUNTING METRIC	YANCOAL RESPONSE
<b>HEALTH AND SAFETY</b>		
General Disclosure	Information on: (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Refer to Health, Safety and Wellbeing (Page 45-47)
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Refer to Health, Safety and Wellbeing and Appendix B (Page 45-47)
KPI B2.2	Number lost days due to work injury.	Refer to Health, Safety and Wellbeing and Appendix B (Page 45-47)
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Refer to Health Safety and Wellbeing (Page 45-47)
<b>DEVELOPMENT &amp; TRAINING</b>		
General Disclosures	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.  Note: Training refers to vocational training. It may include internal and external courses paid by the employer.	Refer to Health, Safety and Wellbeing and Talent, Attraction and Retention (Page 45-47, 51)
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Refer to Talent, Attraction and Retention section and Appendix B (Page 51)
KPI B3.2	The average training hours completed per employee by gender and employee category.	Refer to Talent, Attraction and Retention section and Appendix B (Page 51)
<b>LABOUR STANDARDS</b>		
General Disclosures	Information on: (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Refer to Human Rights and Modern Slavery (Page 55-56)
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Refer to Human Rights and Modern Slavery (Page 55-56)
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Refer to Human Rights and Modern Slavery (Page 55-56)
<b>SUPPLY CHAIN MANAGEMENT</b>		
General Disclosures	Policies on managing environmental and social risks of the supply chain.	Refer to Sustainable and Ethical Supply Chains (Page 56)
KPI B5.1	Number of suppliers by geographical region.	Refer to Sustainable and Ethical Supply Chains and Appendix B (Page 56)
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Refer to Sustainable and Ethical Supply Chains (Page 56)
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Yancoal does not currently monitor environmental and social risks within its supply chain. Identification and monitoring of environmental and social risks within its supply chain will be considered as part of our Sustainability Strategy.
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Yancoal does not currently monitor environmental and social risks within its supply chain. Identification and monitoring of environmental and social risks within its supply chain will be considered as part of our Sustainability Strategy.

## HONG KONG STOCK EXCHANGE

HKEX CODE	ACCOUNTING METRIC	YANCOAL RESPONSE
<b>PRODUCT RESPONSIBILITY</b>		
General Disclosures	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Disclosure not applicable to Yancoal's business.
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Disclosure not applicable to Yancoal's business.
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Disclosure not applicable to Yancoal's business.
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Disclosure not applicable to Yancoal's business.
KPI B6.4	Description of quality assurance process and recall procedures.	Disclosure not applicable to Yancoal's business.
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Disclosure not applicable to Yancoal's business.
<b>ANTI-CORRUPTION</b>		
General Disclosures	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Refer to Ethics and Conduct (Page 55-56)
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Nil
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Refer to Ethics and Conduct (Page 55-56)
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Refer to Ethics and Conduct (Page 55-56)
<b>COMMUNITY INVESTMENT</b>		
General Disclosures	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Refer to Community, Culture and Indigenous Relations (Page 52-54)
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Refer to Community, Culture and Indigenous Relations (Page 52-54)
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Refer to Community, Culture and Indigenous Relations (Page 52-54)

# Appendix B:

## Performance Data

### COMMUNITY DATA

#### COMMUNITY BENEFIT INVESTMENT

INDICATORS	2024	2023	2022	2021	2020
Total Investment Spend (\$AUD)	2,082,193	1,671,982	1,840,201	1,369,422	691,980
<b>Community Initiatives</b>					
Number of Recipients	167	157	138	136	124
<b>Corporate Partnerships</b>					
The Clontarf Foundation (\$AUD)	200,000	200,000	200,000	100,000	100,000
Westpac Rescue Helicopter Service (\$AUD)	500,000	500,000	500,000	500,000	500,000
Queensland University of Technology (\$AUD)	200,000	200,000	-	200,000	200,000
Learning for Good	250,000	-	-	-	-

#### GRIEVANCES & COMPLAINTS

INDICATORS	2024	2023	2022	2021	2020
Total Complaints Received	162	211	150	238	298

### PROCUREMENT DATA

#### SUPPLIERS BY GEOGRAPHICAL REGION

INDICATORS	2024	2023	2022	2021
Number of Key Suppliers	326	305	271	230
<b>By Region</b>				
New South Wales	199	189	165	140
Queensland	83	70	63	54
Other Australian States	44	46	43	36
Total payments to local suppliers (\$AUD)	1,085,623,919	1,043,639,159	736,637,962	586,980,504
Total payments to all key suppliers (\$AUD)	3,200,191,531	2,966,669,422	2,526,518,384	1,942,485,757

## REHABILITATION DATA<sup>24</sup>

INDICATORS	2024	2023	2022	2021	2020
Total Area (ha) disturbed during the reporting period.	286	482	474	787	452
Cumulative Area (ha) disturbed as of 31 December	11,065	11,058	10,705	10,515	9,944
Total Area (ha) of rehabilitation undertaken during the reporting period.	279	183	95	215	176
Cumulative Rehabilitation Area (ha) disturbed as of 31 December	4,664	4,385	4,210	4,069	3,854
Total Footprint as of 31 December	15,729	15,443	14,915	14,584	13,797
Ratio of Rehabilitation to Total Footprint as of 31 December	42%	40%	39%	39%	39%

## HUMAN RESOURCES DATA

### BREAKDOWN OF EMPLOYEES

EMPLOYMENT	2024	2023	2022	2021	2020
Number of employees	3,744	3,522	3,361	3,114	3,093
<b>By Gender</b>					
Female	551	514	463	386	359
Male	3,172	2,995	2,893	2,728	2,734
Indeterminate	21	13	5	-	-
<b>By Geographical Region</b>					
New South Wales	2,707	2,586	2,470	2,286	2,280
Queensland	660	581	558	514	487
Western Australia	377	355	333	314	325
<b>By Age Group</b>					
Below 30	452	403	373	286	272
30-50	2,137	2,053	2,010	1,892	1,885
Over 50	1,155	1,066	978	936	936
<b>By Employment Type and Gender</b>					
Permanent (Female)	470	462	401	335	313
Permanent (Male)	3,076	2,910	2,828	2,668	2,691
Permanent (Indeterminate)	20	13	5	-	-
Fixed Term (Female)	47	26	39	35	30
Fixed Term (Male)	74	68	57	53	38
Part Time (Female)	34	26	23	16	16
Part Time (Male)	22	17	8	7	5

24. Rehabilitation defined as area(s) shaped, topsoiled, and seeded. Includes areas under ongoing active management (i.e. not relinquished). Minor variances in rehabilitation areas relate to variances in methodologies of determining areas, including survey/mapping variances and methodologies, from year to year.

## Appendix B: Performance Data *cont'd*

### EMPLOYEE DIVERSITY

DIVERSITY	2024	2023	2022	2021	2020
<b>Board</b>	<b>7</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>9</b>
Male	6	7	7	7	8
Female	1	1	1	1	1
Indeterminate	-	-	-	-	-
<b>Executive Committees</b>	<b>13</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>12</b>
Male	12	13	13	13	11
Female	1	1	1	1	1
Indeterminate	0	-	-	-	-
<b>Senior Management</b>	<b>38</b>	<b>36</b>	<b>36</b>	<b>37</b>	<b>26</b>
Male	33	31	31	32	23
Female	5	5	5	5	3
<b>Departmental Management</b>	<b>85</b>	<b>79</b>	<b>76</b>	<b>65</b>	<b>91</b>
Male	67	64	60	53	78
Female	16	15	15	12	13
Indeterminate	2	-	1	-	-
<b>Frontline Employees</b>	<b>3,608</b>	<b>3,393</b>	<b>3,235</b>	<b>2,998</b>	<b>2,948</b>
Male	3,060	2,887	2,789	2,630	2,607
Female	529	493	442	368	341
Indeterminate	19	13	4	-	-

### NEW HIRES

NEW EMPLOYEES	2024	2023	2022	2021	2020
Number of new hires	613	641	648	385	253
Rate of new hires	16%	18%	19%	12%	8%
<b>By Gender</b>					
Female	103	133	128	73	49
Male	492	498	515	312	204
Indeterminate	18	10	5	-	-
<b>By Geographical Region</b>					
New South Wales	352	409	458	236	172
Queensland	206	167	138	114	68
Western Australia	55	65	52	35	-
<b>By Age Group</b>					
Below 30	182	172	183	102	55
30-50	336	363	389	223	168
Over 50	95	106	76	60	30

**EMPLOYEE TURNOVER**

<b>EMPLOYEE TURNOVER</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Employee turnover	391	494	439	418	322
Rate of employee turnover	10%	14%	13%	13%	10%
<b>By Gender</b>					
Female	67	86	53	62	49
Male	321	406	385	356	273
Indeterminate	3	2	1	-	-
<b>By Geographical Region</b>					
New South Wales	225	296	307	283	253
Queensland	131	154	97	88	55
Western Australia	35	44	35	47	14
<b>By Age Group</b>					
Below 30	52	67	50	55	26
30-50	222	286	256	220	172
Over 50	117	141	133	143	124
<b>Average tenure</b>	<b>5.5</b>	<b>6.7</b>	<b>7.2</b>	<b>7.6</b>	<b>9.0</b>

**HEALTH AND SAFETY**

<b>INDICATORS</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Workers covered by an occupational health and safety management system	100%	100%	100%	100%	100%
Main types of work-related injury	Strains/sprains, Soft tissue muscle/tendons	Strains/sprains, Soft tissue muscle/tendons	Soft tissue, Muscle Tendons, Sprains/strains	Soft-tissue Muscle/Tendons	Soft-tissue Muscle/Tendons
Number of hours worked	10,014,267	9,513,993	8,356,245	8,003,875	8,200,754
<b>For All Workers (Employees and Contractors)</b>					
Number of fatalities as a result of a work-related injury	1	0	0	0	0
Rate of fatalities as a result of a work-related injury	0.1	0	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	8	7	11	5	-
Rate of high consequence work-related injuries (excluding fatalities) per 1,000,000 hours	0.80	0.74	1.32	0.62	-
Number of recordable work-related injuries	70	51	67	67	70
<b>Rate of recordable work-related injuries</b>	<b>6.99</b>	<b>5.36</b>	<b>7.97</b>	<b>8.37</b>	<b>8.54</b>
<b>Types of work-related injuries</b>					
Number of First aid incidents	275	239	164	201	251
Number of Medically treated incidents	9	6	19	16	16
Number of Lost-time incidents	31	24	30	34	35
<b>Lost Days due to work injury</b>	<b>4,993</b>	<b>4,525</b>	<b>7,183</b>	<b>6,252</b>	-

## Appendix B: Performance Data *cont'd*

### ENERGY AND EMISSIONS DATA<sup>25</sup>

#### EMISSIONS

INDICATOR UNIT – tCO <sub>2</sub> -e	2024	2023 <sup>26</sup>	2022	2021	2020
Total GHG Emissions (Scope 1 and 2)	2,275,884	2,135,023	2,367,913	2,213,876	2,042,183
Total Direct GHG Emissions (Scope 1)	1,998,113	1,858,400	2,046,795	1,858,895	1,680,466
Diesel	836,397	791,104	688,978	676,592	700,090
Petrol	12	60	61	80	135
Oils/greases	4,983	4,625	4,516	3,322	2,383
Natural gas	0	0	0	42	371
LPG	920	2,066	148	140	91
Other combustion fuel for energy (SF6/Acetylene/ Electricity production - liquid fuels)	34	83	969	699	669
Fugitive Emissions from Mining	1,145,767	1,060,458	1,352,123	1,178,020	976,727
<b>Total Direct GHG emissions (Scope 2)</b>	<b>287,771</b>	<b>276,623</b>	<b>321,118</b>	<b>354,981</b>	<b>361,717</b>
Electricity	287,771	276,623	321,118	354,981	361,717

#### EMISSIONS INTENSITY

INDICATOR	2024	2023	2022	2021	2020
Total ROM production (ROMt)	50,586,652	42,271,829	46,507,466	55,490,929	51,634,141
GHG emissions intensity (tCO <sub>2</sub> -e/ROMt)	0.045	0.051	0.051	0.040	0.040

#### AIR POLLUTANTS

INDICATOR UNIT – kg	2024	2023	2022	2021	2020
NOx, SOx, and other significant air emissions	38,426,800	34,411,406	32,045,794	35,481,078	36,632,304
Carbon monoxide	3,150,942	2,640,418	2,478,523	2,952,186	3,234,170
Oxides of nitrogen	6,432,231	5,673,215	5,228,787	6,217,947	6,774,100
Particulate matter (PM10)	28,422,169	25,725,520	23,992,593	25,876,171	26,138,757
Sulphur dioxide	5,584	4,815	4,426	5,179	5,608
Volatile organic compounds	415,873	367,438	341,465	429,596	479,669

25. Scope 1 and 2 Emissions, Energy Consumption and respective intensities are based on the Australian fiscal year NGER data as submitted to the Clean Energy Regulator

26. Correction of 2023 Reported Figures: Several figures reported in the 2023 report were incorrect due to an administrative error. The following figures were affected:

- 2,135,023 (total GHG emissions, scope 1 and 2), originally reported as 2,136,651
- 1,858,400 (total direct GHG emissions, scope 1), originally reported as 1,860,026
- 791,104 (total GHG emissions, scope 1 and 2), originally reported as 792,735
- 276,623 (total direct GHG emissions, scope 2; electricity), originally reported as 276,625



**ENERGY CONSUMPTION WITHIN THE ORGANISATION**

INDICATOR UNIT – GJ	2024	2023	2022	2021	2020
Total direct and indirect energy consumed within the organisation	13,974,887	13,074,962 <sup>27</sup>	11,726,026	11,582,517	11,996,458
<b>Total direct energy consumed</b>	<b>12,432,827</b>	<b>11,689,048</b>	<b>10,242,224</b>	<b>9,984,918</b>	<b>10,367,890</b>
Fuel consumption	11,964,001	11,326,837	9,817,714	9,642,266	9,983,217
Oils/greases	381,361	353,805	341,644	257,595	188,581
Flaring	285	1,351	14,189	3,207	140,007
Other sources	87,181	6,588	68,677	81,850	56,085
<b>Total indirect energy consumed</b>	<b>1,542,062</b>	<b>1,385,911</b>	<b>1,483,802</b>	<b>1,597,599</b>	<b>1,628,568</b>
Electricity	1,542,062	1,385,911	1,483,802	1,597,599	1,628,568

**ENERGY INTENSITY**

INDICATOR	2024	2023	2022	2021	2020
Total ROM production (ROMt)	50,586,652	42,271,829.00	46,507,466	55,490,929	51,634,141
Energy intensity (GJ/ROMt)	0.28	0.31	0.25	0.21	0.23

**WASTE****WASTE GENERATED**

INDICATOR UNIT TONNES <sup>28</sup>	2024	2023	2022	2021	2020
Total weight of waste generated	17,896	17,586	14,955	14,902	12,964

**WASTE DIVERTED FROM LANDFILL**

INDICATOR UNIT TONNES	2024	2023	2022	2021	2020
Total weight of waste diverted from disposal	10,282	10,285	9,095	9,345	7,404
Total weight of hazardous waste diverted from disposal	6,707	6,842	5,908	6,090	4,003
Total weight of non-hazardous waste diverted from disposal	4,509	4,831	4,394	4,629	3,402

**WASTE DIRECTED TO LANDFILL**

INDICATOR UNIT TONNES	2024	2023	2022	2021	2020
Total weight of waste directed to disposal	7,796	7,304	5,960	5,557	5,560
Total weight of hazardous waste directed to disposal	1,570	1,546	1,278	1,197	1,925
Total weight of non-hazardous waste directed to disposal	6,043	5,758	4,583	4,360	7,037

27. Correction of 2023 Reported Figures: Figure reported in the 2023 report was incorrect due to an administrative error. Reported figure in 2023 was 13,074,960.

28. Waste data is presented in tonnes.

## Appendix B: Performance Data *cont'd*

### WATER METRICS

#### INPUTS

WATER INPUTS (BY SOURCE) UNITS ML	2024	2023 <sup>29</sup>	2022	2021	2020
Surface Water	23,350	13,919	34,163	27,678	20,814
Groundwater	14,881	19,319	11,425	12,427	14,024
Imported freshwater (contract/municipal)	97	83	73	95	193
Transferred from other mines	42	283	0	47	684
Water in ore that is processed	2,665	2,328	2,093	1,830	1,933
<b>Water input (total)</b>	<b>51,669</b>	<b>44,740</b>	<b>56,666</b>	<b>51,678</b>	<b>46,317</b>

#### WATER USAGE

WATER USE ON SITE UNITS ML	2024	2023	2022	2021	2020
Production water	11,434	11,250	10,467	10,792	10,559
Recycled water	10,634	9,298	8,912	9,601	8,670
Change in storage during the year	9,404	3,745	15,764	12,726	11,264

#### WATER RETURNED (BY SOURCE)

WATER USE ON SITE UNITS ML	2024	2023	2022	2021	2020
To Surface Water	5,757	4,280	11,721	6,843	5,674
To groundwater through reinjection and seepage	1,638	1,345	412	472	580
Evaporation	8,139	7,414	7,663	6,968	5,347
Entrained in product of process waste	8,503	8,425	5,754	8,391	7,169
Supply third party water	6,793	8,282	4,885	5,487	5,724
<b>Water output (total)</b>	<b>42,265</b>	<b>40,995</b>	<b>40,903</b>	<b>38,952</b>	<b>35,053</b>

### 2024 ROM BY SITE

#### ROM IN MILLION TONNES

SITE	2024	2023	2022	2021	2020
Ashton	2.5	0.7	2.1	2.6	3.4
Austar	0	0	0	0	0.2
Cameby Downs	3.8	3.5	3	2.9	2.8
Moolarben	21.2	20.4	16.9	20.4	21.7
MTW	17.2	17.2	12.4	16.5	17.5
Premier	3	3	3	3	3.2
Stratford	0.1	0.9	1	1.5	1
Yarrabee	2.9	2.4	2.6	3	3.3
<b>Totals</b>	<b>50.5</b>	<b>48.0</b>	<b>40.7</b>	<b>49.6</b>	<b>53.1</b>

29. Correction of 2023 Reported Figures: Several figures reported in the 2023 report were incorrect due to an administrative error. The following figures were affected:

- 19,319 (surface water), originally reported as 13,919
- 13,428 (Groundwater), originally reported as 19,319

# Appendix C:

## Glossary of Terms

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### **Australian Accounting Standards Board (AASB)**

An independent government agency responsible for developing, issuing, and maintaining accounting standards in Australia. It plays a crucial role in ensuring consistency and transparency in financial reporting by providing guidelines that govern the preparation and presentation of financial statements.

### **Australian Sustainability Reporting Standards (ASRS)**

New standards for assessing and disclosing information about an entity's climate and sustainability-related risks and opportunities. The standards are internationally aligned to ensure consistent and transparent reporting.

**Decarbonisation** The process of reducing or eliminating greenhouse gas emissions, particularly in the context of human activities that contribute to climate change. The goal of decarbonisation is to achieve a net-zero carbon footprint, where the amount of carbon emitted is balanced by the amount removed or offset, that would otherwise contribute to global warming and climate change.

### **Environment and Community Relations Policy**

Highlights Yancoal's commitment to operating as an environmentally and socially responsible corporate entity.

### **Enterprise Risk Management (ERM)**

Yancoal's Enterprise Risk Management (ERM) Framework links strategic business objectives with risk management activities. This framework is overseen by the Board's ARMC.

**Global Reporting Initiative (GRI)** An independent organisation with an international framework and standards for sustainability reporting on an organisation's economic, environmental and social performance. The GRI Standards include mandatory requirements for disclosure. An organisation preparing a report in accordance with the GRI Standards can choose one of two options (Core or Comprehensive), depending on the degree to which the GRI Standards have been applied.

**Greenhouse Gases (GHG)** Gases in the Earth's atmosphere that trap and emit heat, contributing to the greenhouse effect. The major greenhouse gases include carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), and fluorinated gases.

### **International Financial Reporting Standards (IFRS)**

A set of globally accepted accounting standards developed by the International Accounting Standards Board (IASB). IFRS provides a common framework for financial reporting by businesses, ensuring consistency and comparability in financial statements across different countries. These standards are designed to enhance

transparency, accuracy, and understandability of financial information, thereby facilitating international business and investment by providing a common language for financial reporting.

### **International Sustainability Standards Board (ISSB)**

The organisation that sets global standards for sustainability reporting. It aims to provide a framework for companies to disclose transparently and consistently their environmental, social, and governance (ESG) performance. The ISSB seeks to enhance the comparability and reliability of sustainability information, facilitating better decision-making by investors, businesses, and other stakeholders concerned with the long-term viability of economic activities.

### **Materiality**

Materiality in sustainability, as opposed to financial materiality, is the threshold at which an issue or topic becomes important enough to be managed, monitored and reported externally, considering the impact and level of perceived importance from stakeholders.

### **National Greenhouse and Energy Reporting Act 2007 (NGER Act)**

The Australian Government's legislative framework for the mandatory reporting of national greenhouse gas emissions, energy consumption, and other relevant information by corporations and facilities. The primary goal of the NGER Act is to enhance transparency and provide accurate emissions data across significant energy users and emitters.

**Operational Control** Operational control has the same meaning as in the NGER Act.

### **Representation Concentration Pathway (RCP)**

RCPs are prescribed pathways for greenhouse gas and aerosol concentrations, together with land use change, that are consistent with a set of broad climate outcomes used by the climate modelling community.

### **Safeguard Mechanism**

The Australian Government's policy for reducing emissions at Australia's largest industrial facilities. It sets legislated limits known as baselines on the greenhouse gas emissions of these facilities.

**Scope 1 emissions** Emissions released to the atmosphere as a direct result of an activity, or series of activities at a facility level. These emissions typically include those from on-site fuel combustion, such as emissions from company-owned, equipment, and facilities. In coal mining they also include fugitive emissions released from the coal or coal bearing strata that is mined.

## Appendix C: Glossary of Terms *cont'd*

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**Scope 2 emissions** Indirect greenhouse gas emissions, for example those associated with the purchase of electricity.

**Scope 3 emissions** The indirect greenhouse gas emissions that result from the activities of an organisation but occur from sources not owned or controlled by that organisation. These emissions often include those associated with the entire value chain, including suppliers, customers, and other external factors.

**Sustainability Accounting Standards Boards (SASB)** SASB Standards help companies disclose relevant sustainability information to their investors by identifying risks and opportunities over the short, medium and long-term.

**Sustainability Working Group (SWG)**  
The purpose of the SWG is to provide oversight and coordination of the sustainability and climate related matters. The SWG is composed of senior leaders from Sustainability, Environmental, Health and Safety, Finance, Legal & Compliance, Technical Support and People & Culture functions. The SWG is chaired by the EGM – Health, Safety and Sustainability and reports to the HSEC Committee.

**Tier 1 Stakeholders** Are based on the level of interest, influence, and impact these stakeholders may have on operations. Local communities, customers, government authorities, employees, investors and shareholders, as well as some suppliers and service providers are all considered Tier 1 stakeholders.

**Tier 2 Stakeholders** Include the broader network of stakeholders whose opinions and actions can influence the overall reputation and sustainability of the mining operations. These stakeholders include other service providers and suppliers, the media, environmental groups and businesses in areas where Yancoal operates.

**Yancoal Sustainability Strategy** The overarching approach to embed sustainability-driven decision making and activities at Yancoal that consist of short, medium and long-term objectives.



