



RESOURCES

*resourcing the new economy  
for a better tomorrow*

# SUSTAINABILITY FRAMEWORK & ESG STRATEGY

**INCL. 2024 MATERIALITY ASSESSMENT AND  
DECARBONISATION ROADMAP**

**EQ RESOURCES LIMITED**

ABN 77 115 0009 106

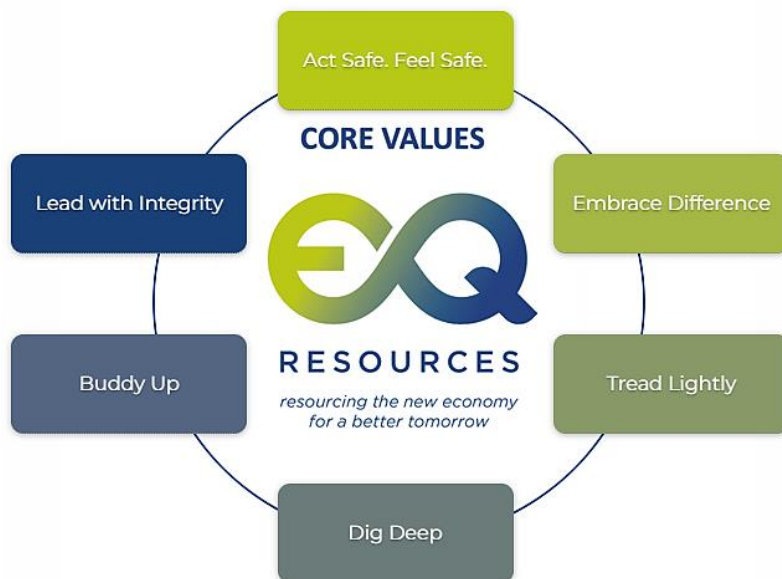
[eqresources.com.au](https://eqresources.com.au)

## 1. SUSTAINABILITY AT EQ RESOURCES

As an early adopter of Environmental, Social, Governance (ESG) practices, EQ Resources is committed to responsible resource development. EQR recognises that by aligning its values with sustainable operations, it can drive economic growth while safeguarding the environment in which it operates.

The EQR ESG strategy is to continue to develop its maturity through its robust ESG program, focusing on those areas that are most material to the business and its stakeholders. The ESG Program and Strategy is underpinned by the Turner and Townsend ESG framework, which aligns to multiple international Sustainability Standards and metrics including ICMM (International Council on Mining and Metals), GRI (Global Reporting Initiative), UN SDGs (United Nations Sustainable Development Goals), Equator Principals as well as emerging Climate Related Financial Disclosures being phased in under the Australian Sustainability Reporting Standards.

The framework provides a structured and systematic approach to evaluating ESG priorities. The program includes a range of both environmental and social stakeholder centric initiatives, as well as an ongoing commitment to developing EQR's outward reporting metrics.



## 2. COPORATE ESG PROGRAM DEVELOPMENT

EQ Resources has established a comprehensive ESG program that aligns with the company's core values and long-term goals. The program is structured around the **Turner & Townsend JukesTodd ESG Categorisation Framework**, which is designed to manage and track the company's ESG efforts, ensuring they are aligned with international standards and best practices.

The framework helps EQR identify, categorise, and prioritise ESG initiatives that are material to the business and its stakeholders, providing a clear structure for measuring and reporting progress.

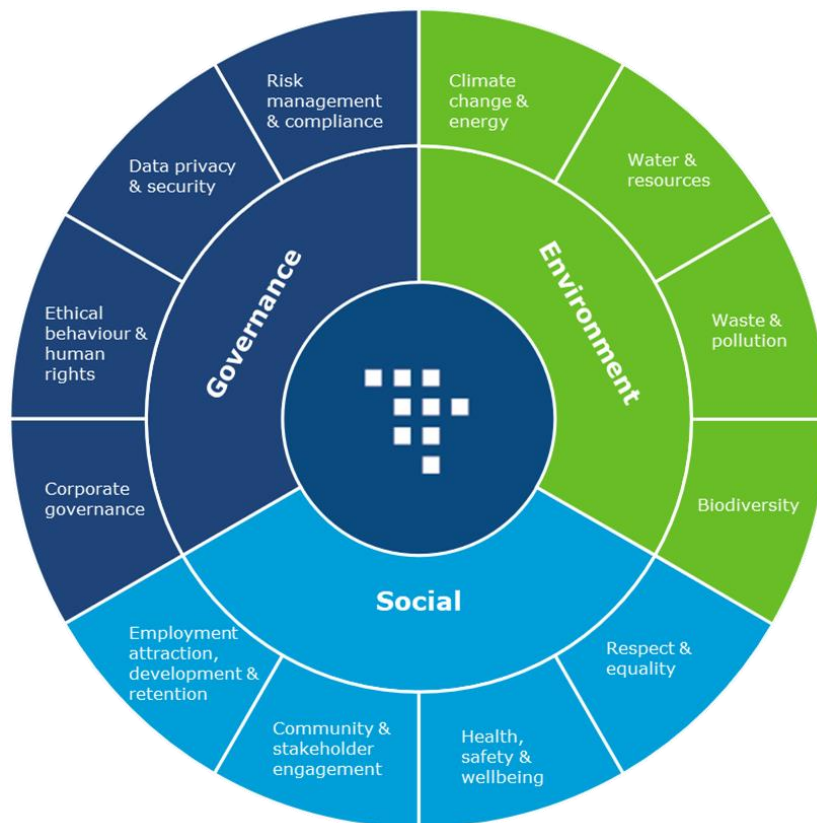
### 2.1. Framework Overview

#### 2.1.1. Turner & Townsend JukesTodd ESG Categorisation Framework

The **Turner & Townsend JukesTodd ESG Categorisation Framework** manages the development of EQR's ESG Program. It aligns the company's ESG efforts with its Core Values and globally recognised sustainability standards, including:

- **ICMM (International Council on Mining and Metals)**
- **GRI (Global Reporting Initiative)**
- **UN Sustainable Development Goals (SDGs)**
- **Equator Principles**
- **ISSB/TCFD (International Sustainability Standards Board / Task Force on Climate-Related Financial Disclosures)**















This categorisation framework ensures that the company's ESG initiatives are aligned with EQR's values and that they are systematically integrated into the company's operations and reporting processes.



Turner & Townsend JukesTodd ESG Categorisation Framework

## 2.1.2.UN Sustainable Development Goals

EQR is dedicated to aligning its operations with the United Nations Sustainable Development Goals. The table below highlights EQR's contributions to these goals in 2024.

SDG	Target	Current Alignment Summary	Alignment with EQR Values	SDG	Target	Current Alignment Summary	Alignment with EQR Values
	2.5	<ul style="list-style-type: none"> <li>Rehabilitation of native flora through partnership with AWC using diversified indigenous seed stock</li> <li>Beehives on mine sites</li> <li>Controlled fires for flora management (reseeding) in partnership with MRWMG</li> </ul>	Tread Lightly		9.4, 9.5	<ul style="list-style-type: none"> <li>TOMRA XRT Waste sorting system</li> <li>Participating in AMECs 'More Resourceful Than Ever' Campaign</li> </ul>	Embrace Different
	3.6, 3.9	<ul style="list-style-type: none"> <li>Health &amp; Safety Policy</li> <li>Promoting physical and psychological wellbeing training of employees through implementation of appropriate wellness programmes</li> </ul>	Act Safe. Feel Safe.		10.2, 10.3, 10.4	<ul style="list-style-type: none"> <li>Modern Slavery Statement, Whistleblower Policy, Human Rights Policy, Diversity &amp; Inclusion Policy, Anti-Bribery &amp; Corruption Policy, Grievance Process Policy,</li> </ul>	Lead with Integrity
	4.4	<ul style="list-style-type: none"> <li>Providing sustainable career paths and mentoring to graduate employees on long term futures in the mining industry.</li> <li>Partnership with JCU to bring on PhD students.</li> <li>Ongoing sponsorship and donations to local state schools</li> </ul>	Embrace Difference Buddy Up		11.4, 11.6,	<ul style="list-style-type: none"> <li>Cultural Heritage Management Policy</li> <li>Waste management plan, Air Quality management plan</li> </ul>	Tread Lightly
	5.5	<ul style="list-style-type: none"> <li>Diversity Policy</li> <li>Bursary offered to female Uni participant</li> </ul>	Embrace Difference		12.4, 12.5, 12.6	<ul style="list-style-type: none"> <li>TOMRA XRT Waste sorting system</li> <li>Stocking piling in quarry barren by- product for sale as aggregated Product</li> <li>Repurposing and delivering material for use in regional road repairs and upgrades.</li> </ul>	Dig Deep Tread Lightly Buddy up
	6.3, 6.4	<ul style="list-style-type: none"> <li>Water management plan</li> </ul>	Tread Lightly		13.1, 13.3	<ul style="list-style-type: none"> <li>Continued participation in pilot GHG tracking program with ARTEH</li> </ul>	Tread Lightly Buddy up
	7.2, 7.3	<ul style="list-style-type: none"> <li>Participation in pilot GHG tracking program- ARTEH</li> <li>Climate change risk position statement</li> <li>Investigation into IPP and solar farm</li> </ul>	Tread Lightly Buddy Up		15.1, 15.2, 15.5, 15.8	<ul style="list-style-type: none"> <li>Managing invasive freshwater aquatic weed species in Frogbit Sentinel Network with Mareeba Shire Council.</li> <li>Australian Wildlife Conservancy (AWC) Partnership</li> <li>Mitchell River Watershed Management Group – invasive animal management</li> </ul>	Tread Lightly Buddy Up
	8.2, 8.4, 8.7	<ul style="list-style-type: none"> <li>TOMRA XRT Waste sorting system</li> <li>Modern Slavery Statement, Whistleblower Policy, Human Rights Policy, Anti-Bribery &amp; Corruption Policy, Corporate Governance Statement</li> </ul>	Embrace Different Tread Lightly Lead with Integrity		16.2, 16.5, 16.6, 16.7	<ul style="list-style-type: none"> <li>Modern slavery statement, Company Constitution, Human Rights Policy, Anti-bribery and Corruption Policy, ESG Policy, Communication &amp; Disclosure Policy, Whistleblower Policy, Code of Conduct</li> </ul>	Lead with Integrity

### 2.1.3.EQR's ESG PROGRAM FRAMEWORK

EQR's ESG Program Framework is aligned to TTJT Categorisation Framework, Global Sustainability Standards, EQR Core Values and Stakeholder Sentiments.

EQR CORE VALUES		ESG FOUNDATIONAL COMMITMENTS	ESG REPORTING METRICS
<b>Act Safe. Feel Safe.</b>	Act safe at work. Care and respect each other. Feel safe to be yourself.	<ul style="list-style-type: none"> <li>Our approach to Health and Safety includes wellbeing and highlights the importance of mental health.</li> <li>H&amp;S programmes focussing on maturing our safety management system, undertaking physical and psychological safety training and continuing to look for opportunities to improve site safety.</li> </ul>	Health & Safety Statistics <ul style="list-style-type: none"> <li>H&amp;S incidents and injury</li> <li>H&amp;S improvements</li> <li>H&amp;S innovations</li> </ul>
<b>Embrace Difference</b>	Diversity of thinking, skills and background creates value and drives innovation.	<ul style="list-style-type: none"> <li>We pride ourselves on our existing diversity: Women and Indigenous workforce participation, as well as diversity of backgrounds and skills mix</li> <li>Looking for opportunities to increase diversity through targeted programs. (E.g., Youth training)</li> </ul>	Diversity & participation statistics <ul style="list-style-type: none"> <li>% Women</li> <li>% Indigenous</li> <li>Training participation</li> </ul>
<b>Tread Lightly</b>	Embed resource efficiency to minimise environmental footprint & deliver positive societal impact.	<ul style="list-style-type: none"> <li>Acknowledgement of climate change and commitment to low carbon future, adoption of technology and GHG Tracking.</li> <li>Investigating opportunities for future renewables uptake</li> <li>Endeavouring to reduce our environmental footprint through adoption of emerging technologies and being more resourceful.</li> </ul>	Environmental Statistics <ul style="list-style-type: none"> <li>Energy use / mix</li> <li>Scope 1, 2 and 3 GHG reporting</li> <li>Water use / recycle stats</li> <li>Waste reduction / reuse / recycle</li> </ul>
<b>Dig Deep</b>	Go one better. Strive to continuously learn and improve. Challenge the status quo.	<ul style="list-style-type: none"> <li>Implementing cost effective measures for recovery, reuse or recycle of energy, natural resources and materials throughout project design, operation and de-commissioning.</li> </ul>	<ul style="list-style-type: none"> <li>Tomra sorting technology</li> <li>Plotlogic mapping technology</li> <li>Other innovation initiatives</li> <li>Decarbonisation collaborations, initiatives</li> </ul>
<b>Buddy Up</b>	Collaboration is key to realising shared value.	<ul style="list-style-type: none"> <li>Prioritising social and cultural collaborations, partnerships and provision of materials with councils, community, industry, university and research institutions and environmental NFP organisations</li> </ul>	Local procurement partnering and engagement statistics <ul style="list-style-type: none"> <li>\$\$ spent and on local procurement</li> <li>% overall procurement purchased locally</li> <li># of community feedback sessions held / attendance or feedback received</li> </ul>
<b>Lead with Integrity</b>	Have courage to do the right thing. Be accountable.	<ul style="list-style-type: none"> <li>Endeavouring to operate openly, ethically and transparently.</li> <li>Senior leadership involvement in ESG Council meetings and internal engagement through employee Sub-committee participation.</li> <li>Participating in authentic stakeholder engagement, taking on feedback</li> </ul>	<ul style="list-style-type: none"> <li>Alignment with UN SDGs (Potential future)</li> <li>Sustainability reporting</li> </ul>

## 2.2. ESG Program Maturity and Foundational Commitments

EQR is committed to continually developing the maturity of its ESG program by focusing on areas that are most material to both the business and its stakeholders. As the company grows and evolves, ESG policies are continuously reviewed and improved to ensure they meet practical applications and stakeholder expectations.

This alignment with core values is reinforced by feedback collected from stakeholder sentiment surveys conducted in 2021 and 2024. These surveys provided valuable insights into the environmental and social issues that are most material to stakeholders and have been integrated into the company's ESG strategy.

## 2.3. Metrics and Reporting

The framework ensures that EQR's ESG initiatives are measured and reported on effectively. Each initiative is tracked using a dedicated workbook that assigns ownership, sets completion forecasts, and ensures accountability through the company's ESG Committee.

EQR's reporting on these initiatives is aligned with emerging sustainability standards in Australia and internationally. This includes preparing for compliance with Australian Climate-Related Financial Disclosure requirements and future sustainability reporting frameworks.

## 2.4. Stakeholder Engagement

The program is further informed by stakeholder feedback through EQR's **Stakeholder Sentiment Surveys**. These surveys are essential in identifying the environmental and social aspects most material to stakeholders, and they are integrated into the company's decision-making process. Stakeholder feedback from the 2021 and 2024 surveys has shaped key areas of focus, ensuring that the ESG program remains relevant and impactful.

## 2.5. Corporate Governance Documents

Please see the Corporate Governance page on EQR's website for relevant documents: [Link](#)



### 3. DECARBONISATION- MT CARBINE

#### 3.1. Net Zero Readiness Assessment

EQR is committed to developing its decarbonisation roadmap, with initial focus being on operational processes and information gathering. Preparation for the roadmap commenced in 2023 with a Net Zero Readiness assessment which was guided by EQR's ESG consultants and developed in line with the recommendations set out by the Task Force of Climate-Related Financial Disclosures (TCFD). The assessment included 23 questions, covering four key indicators – see infographic below. The session helped inform the Company on its current position and begin mapping out the direction of travel on EQR's journey to decarbonisation.

The exercise included criteria across assets, operations and general awareness. The broad scope of the assessment is also helpful for managing wider environmental impacts beyond emissions, which ties in with the work that the Company has already done to establish its ESG approach.



#### 3.2. Emissions tracking and reporting

EQR continue to track and capture relevant operational greenhouse gas emissions data to better inform its emissions baselining and reduction strategies for ongoing site development. Emissions profiling is undertaken in partnership with ARTEH and currently includes scope 1 and 2 emissions and limited categories of scope 3. EQR's current emissions profile does not trigger the thresholds for National Greenhouse and Energy Reporting Scheme (NGERS), or Safeguard Mechanism threshold as shown in the table below.

Facility Threshold	Corporate Threshold	Safeguard Mechanism Threshold
25 kt or more of Scope 1 and 2 emissions and / or production or consumption of 100 TJ or more of energy.	50 kt or more of Scope 1 and 2 emissions and / or production or consumption of 200 TJ or more of energy.	100 kt of more of Scope 1 emissions at the facility.

To align with emerging Australian Climate Related Financial Disclosure requirements, EQR will take a proactive approach in the assurance and disclosure of emissions data, including Scope 3, and is committed to optimising operational decarbonisation opportunities where possible. EQR is continuing to mature its policies and practices to support the evaluation of technology integration over the life of mine.

To support this transition, EQR will be undertaking a further onsite decarbonisation workshop, engaging internal stakeholders on emission reduction opportunities in partnership with our ESG and decarbonisation advisory team. Initially planned for Q3 2024, this workshop has been pushed out to accommodate the operational changes at Mt Carbine, where Mt Carbine is transitioning from contractor-operated to owner-operated. The deferral will allow for effective change management of these critical operational activities. EQR's intention is to take a pragmatic approach to optimising its decarbonised future, implementing practical solutions along the way.

## 4. ESG PROGRAM INITIATIVES

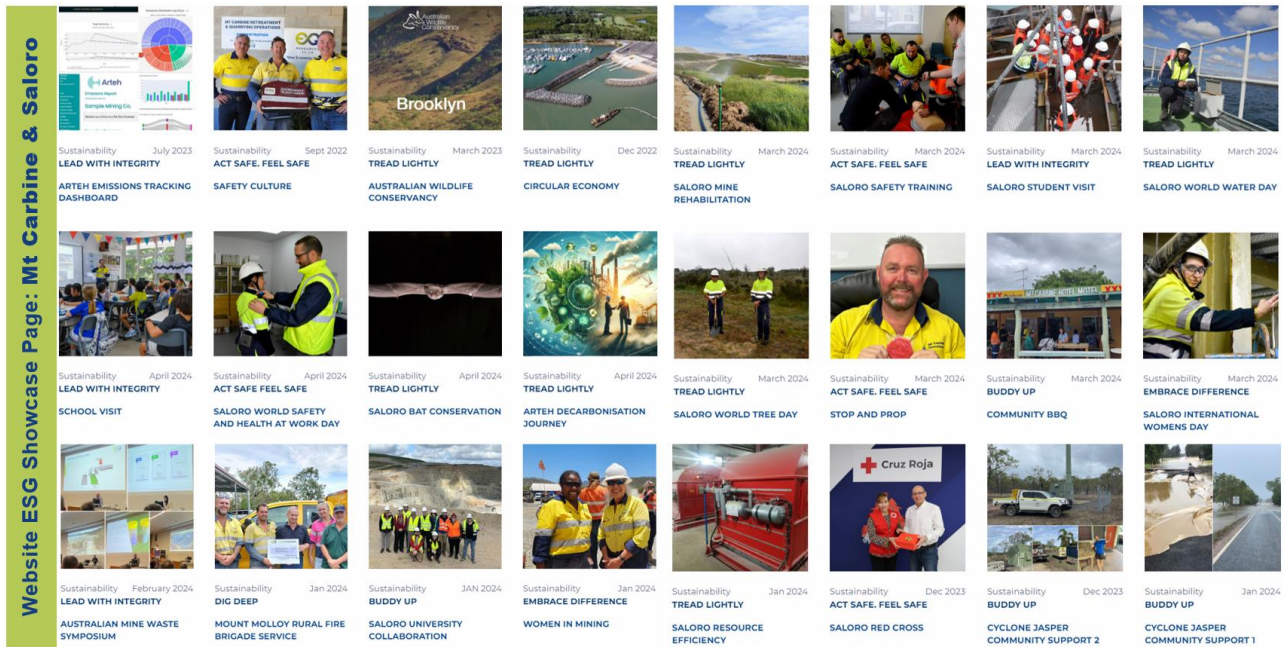
EQR has adopted an initiatives workbook using the Turner and Townsend JukesTodd Categorisation framework. This tracks EQR's ESG initiatives by assigning ownership, adding adoption and completion forecasts, and accountability through EQR's dedicated ESG Committee. Initiatives are also aligned to multiple sustainability frameworks including ICMM, GRI and ISSB/TCFD. This ensures that as EQR's ESG program matures, initiatives can be guided by best practice and supported by reportable metrics and measures. This alignment will also assist EQR in developing its future sustainability reporting in line with emerging disclosure and reporting requirements in Australia.

Below is an example of what EQR's workbook looks like.

ESG INITIATIVES WORKBOOK																		
Theme	Considerations	Initiative	Initiative Comments	Strategic / Operational	Current, Proposed or New	Initiatives endorsed for adoption	Status	Escalate in Priority	Start Date	Forecast Completion	Owner	Initiative adoption by time			Active / Inactive	Next Review (MM / YY)	Initiative Update (comments)	
												12 Months	3 Years	5+ Years				
Climate Change & Energy Use	Greenhouse gas emissions & associated impacts on climate change (incl. Decarbonisation planning)	Climate Change Risk Position Statement Acknowledgement (Corporate Policy)	Climate Change Risk Position Statement Developed	Strategic	Current	Yes	In Progress	3	Oct-22	Nov-22	Ryan M	x			Active	Jul-23	06/06/2023 - To be updated to website - with Risk 4/11/2022 - Climate Risk Position Statement Developed, awaiting board approval	
		Continued participation in pilot GHG tracking program with ARTEM	Participated in ARTEM HUG University Pilot Program for Emissions Tracking. Continuing to use tools to develop Scope 1-3 emissions tracking and reporting	Strategic	Current	Yes	Started	1	Jan-23	Ongoing	Ryan M	x	x			Active	Aug-23	2022/06/25 - Letter and phone call with ARTEM to manage on height as initiative progresses 2022/07/24 - Site visit to ARTEM to discuss 2022/08/01 - Started looking at the ARTEM pilot 06/06/2023 - Partnership still ongoing
		Committing to accelerating transition to a low carbon future (with research for process) (NetZero Commitment)	Achieving NetZero by a particular year through Decarbonisation plan	Strategic	Proposed	Pending	Under Investigation	1		Ongoing	Ryan M			x		Active	Aug-23	06/06/2023 - Principal consultant for T1,1 including in-vitro with decarbonisation Strategy. Net Zero reader assessment completed with T1,1
	Energy usage (Energy intensity, Energy mix)	Investigate independent power provider agreement for access to renewable power or opportunity to build solar farm on mine site (TSF3 Rehabilitation Plan)		Strategic	Proposed	Pending	Under Investigation	1	Nov-22	Ongoing	Ryan M			x		Active	Jan-24	3/08/2022 - Decision to be made pre-tender
		Integrating new technologies to reduce energy usage (labours)		Strategic	Current	Yes	Under Investigation	2		Ongoing	Ryan M			x		Active	Jan-24	KM 18/10/2022 - REP CA received for signature pre-proposal for solar energy uses TB Fuel tracking system in place to be refined to include 1 to monitor fuel usage per equipment / area for costing & potential reduction efficiencies
Water and Resources	Water cost, source, availability, and resilience directly impact the company's ability to operate	Incorporated Water Stewardship statement as part of Water Management Plan	ICRM recommends adoption of a Water Stewardship Practice	Strategic	NEW	Yes	Started	2	Nov-22		Kate	x			Active	Aug-23	06/06/23 - Kate Grundy onboarding to assist with water events initiatives 09/11/2022 - BS launched CIRM Water Stewardship requirements to KPM for inclusion into the updated v1.0 06/06/23 - Kate Grundy onboarding to assist with water events initiatives	
		Enhanced water security to help mitigate extreme weather events (labours)		Strategic	Current	Yes	Under Investigation	2			Kate			x		Active	Aug-23	
		Increased water reuse, storage and stormwater, sediment and erosion best practice		Operational	Current	Yes	Under Investigation	2			Kate						Aug-23	06/06/23 - Kate Grundy onboarding to assist with water events initiatives



Genuine initiatives are driven by EQR's core values and stakeholder sentiment surveys. Highlighted ESG initiatives are displayed on the ESG Showcase page on the EQR website and are updated regularly: [Link](https://www.eqresources.com.au/site/sustainability/esg-showcase)



<https://www.eqresources.com.au/site/sustainability/esg-showcase>

## 5. PROGRAM GOVERNANCE

The ESG Committee meet monthly to review initiatives and commitments. They also discuss best practise within the industry and how EQR can deliver positive sustainability outcomes for the business, the environment and the communities in which it operates. EQR believes in making targeted investment into areas that align with the Company's purpose and values and are material to our stakeholders, while delivering critical minerals to support the transition to a low carbon future.

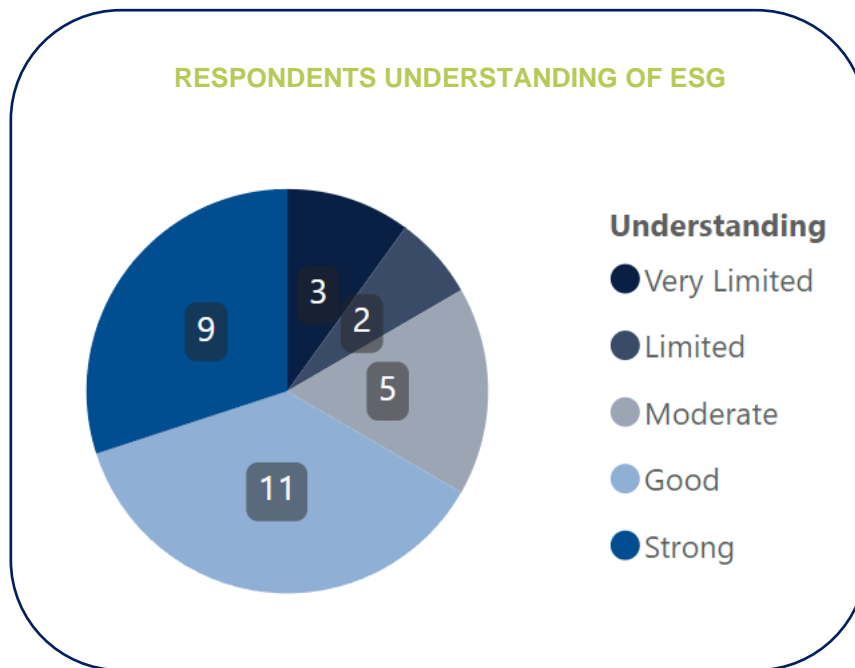
ESG initiatives are showcased on EQR's Website, LinkedIn page and reported on Quarterly and Annually.

## 6. MATERIALITY ASSESMENT: 2024 STAKEHOLDER SENTIMENT SURVEY

### 6.1. ESG Organisational Performance

Stakeholders were asked to rate whether the Company was perceived to be leading or undeveloped across each of the 12 ESG themes. They were asked to do this for current state, as well as for where they felt the Company should be aiming to be, both in the near term (2 years) and longer term (10 years).

Stakeholders' ratings showed they perceive EQR's current position to be Complying to Learning in all themes, with near-term and longer-term aspiration between Learning to Leading.



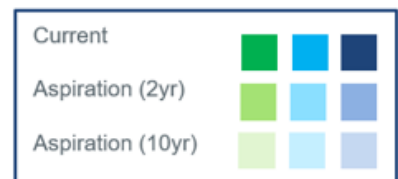
### 6.2. Performance Insights

A comparison between 2021 and 2024 survey results on 'current performance' also showed positive increases in perceived perceptions across all Environmental themes, as well as Data Management, Risk and Compliance and Employee Attraction and Retention.

The largest increase from the 2021 survey performance perception to 2024 was in Waste and Pollution. Awareness of EQR's waste sorting technology and the repurposing and recycling through EQR's quarry is high amongst stakeholders.

Water and Resources was the highest scoring material theme and had an increase in current performance perceptions. Stakeholders' comments referenced changing climate conditions and water security as areas to consider.

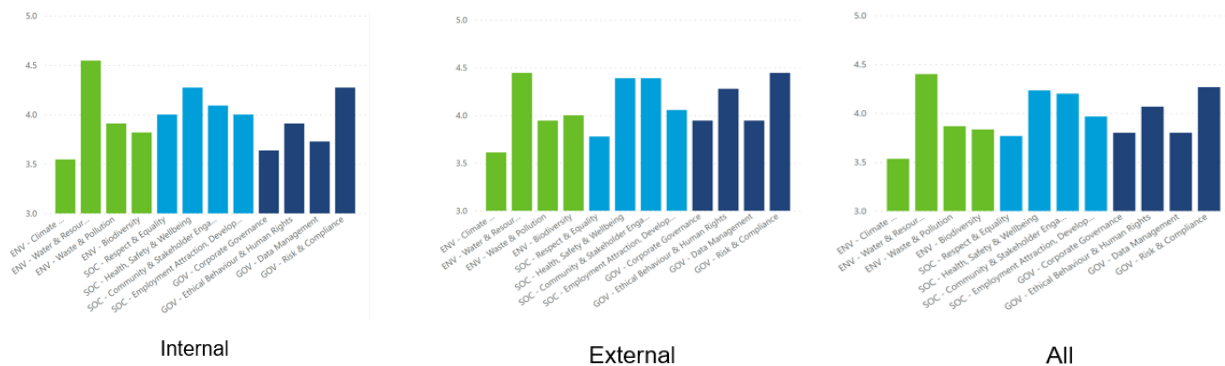
Risk and compliance commentary centred around emerging climate change risks, including mandatory sustainability reporting requirements.



### 6.3. ESG Materiality

Scale of materiality refers to the importance / relevance of the ESG theme to the organisation. Stakeholder participants were asked to rate the organisational materiality of each of the 12 ESG themes from 1 (immaterial) through to 5 (highly material). These graphs show materiality rankings split between internal (EQ Mt Carbine Employee and EQR Mt Carbine Consultant) and external (EQR Board Member, Shareholder, Supplier / Contractor, Financier, Community Members and Nearby Property Owners). The final graph shows the results across all stakeholders.

Across the stakeholder groups, (1) Water & Resources, (2) Risk & Compliance and (3) Health, Safety & Wellbeing were the top 3 material themes, which is a minor position adjustment to 2021 materiality ranking which was (1) Health Safety & Wellbeing, (2) Risk & Compliance, and (3) Water & Resources. In addition to the top 3 themes, external stakeholders also ranked Community and Stakeholder Engagement as highly material.

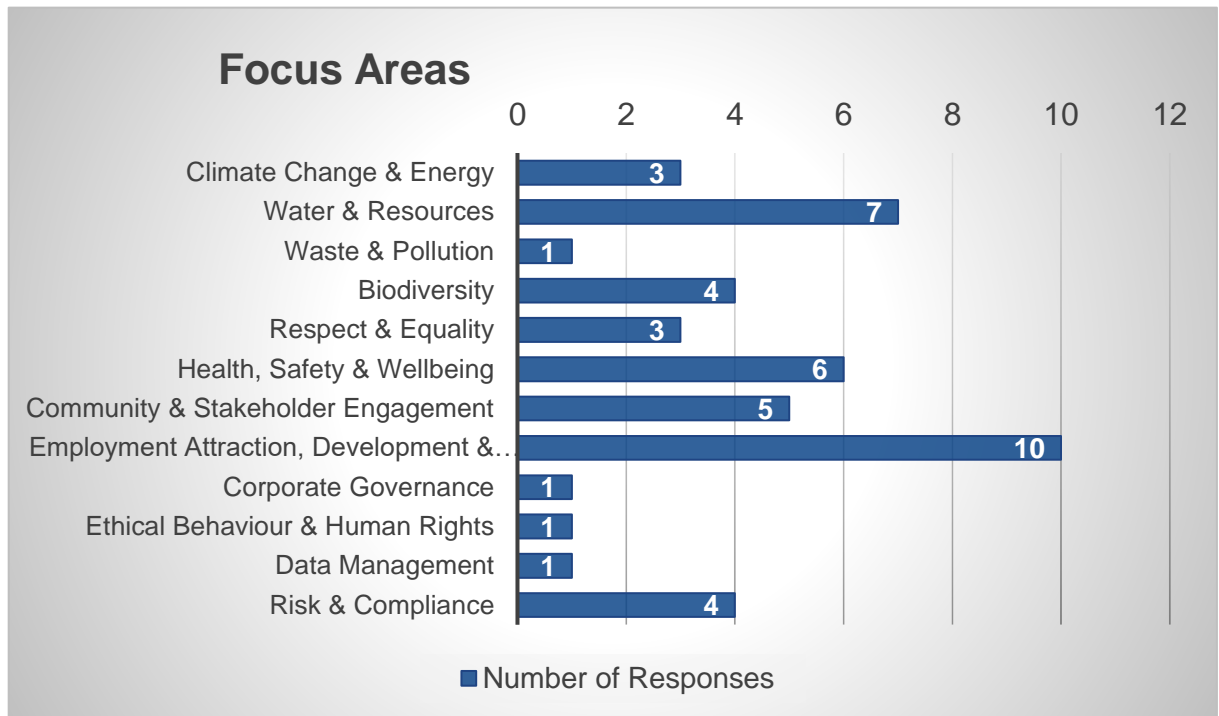


### 6.4. Stakeholder Feedback

“EQR makes themselves available to stakeholders on request” “EQR are improving all the time”  
 “Our tailings dams show how little impact the mine has on the surrounding environment with birds, fish and even fresh water crocodiles.” “EQR sets a good example in an industry that gets a bad rap”  
 “EQR are proactive with community engagement, have a good reputation and should continue building trust with neighbouring landholders, Traditional Owners, local council and community” “EQR has a good reputation in the community. Keep doing what you’re doing” “Very proud of the Company's continued diligence & attention to ESG responsibilities” “Thank you for the opportunity to send our impressions on EQR's ESG commitments” “Being a growing mine, safety culture is always hard to build but I really feel like we are going in the right direction” “I have confidence in the Project leadership team”

## 6.5. ESG Focus Areas

EQR asked Stakeholders, “What would you like to see as the main sustainability outcome at EQ Resources’ Mt Carbine Mine?” to prioritise EQR’s areas of focus for its future ESG initiatives. The Figure below summarises the responses.



EQR is committed to incorporating its stakeholders’ feedback into its future ESG strategy and program. EQR will continue to prioritise areas identified by stakeholders as of ‘material importance’ as well as those areas identified as an ‘opportunity for focused improvement’ in the survey. These include Employment Attraction, Development and Retention initiatives, Water and Resources and Health, and Safety and Wellbeing.

Additional Stakeholder feedback in these areas is summarised below:

### 6.5.1. Employment Attraction, Development and Retention

[Focus on attracting, retaining, and developing top talent through competitive wages, improved facilities, and ongoing skill development to enhance efficiency, innovation, and safety.]

- Ongoing skill development
- Focus on attraction and retention of quality employees
- Attracting and supporting valuable workforce, leading to greater efficiencies, innovation and a better safety record
- Upgrading facilities for employees
- Improvement in wages in line with mining industry average

### 6.5.2. Water and Resources

[Water security requires careful management of availability and recycling, especially as climate change alters rainfall patterns. Building water reserves is crucial to prevent shortages, while adapting to both dry and wet seasons is necessary for overall water resilience.]

- Water security, availability and recycling
- Anticipate future impacts of climate change on annual rainfall



- Address water reserves to prevent dry processing times
- Dry season management for dust management and wet season for cyclone management

#### 6.5.3. Health, Safety and Wellbeing:

[Prioritising mental and physical well-being, enhanced training, and accountability are driving a positive safety culture. Continued focus on these areas will yield improved safety outcomes]

- Mental health and wellbeing to be considered alongside physical health
- Developing a proactive safety culture
- Increased training and education for employees, resulting in better safety outcomes,
- Introduce consequences for lapses in safety practices
- Overall safety culture is tracking in a positive direction and focus can be diverted into other areas

## 7. SUSTAINABILITY PLANS FOR THE FUTURE

### 7.1. Sustainability Reporting

#### 7.1.1. Australia

EQR is continuing to mature its approach to sustainability reporting, including exploring opportunities to collect environmental metrics and social data recommended in voluntary sustainability standards such as the Global Reporting Index (GRI) and the International Council of Mining and Metals (ICMM). Specifically, EQR is actively collecting health and safety, community engagement and diversity metrics and will continue to highlight relevant sustainability data in its Annual Reports.

EQR has also assessed its position against emerging Climate Related Financial Disclosure requirements proposed under the Australian Sustainability Reporting Standards (ASRS), which are currently set to come into effect from January 2025. The standards set out new climate-related financial reporting requirements for entities, which will be phased in starting with a relatively limited group of very large entities that expands to apply to progressively smaller large entities. The size threshold determining the year in which entities are required to commence climate reporting are based on existing concepts in the Corporations Act and Regulations and is a phased approach starting with larger entities first and then expanding to apply progressively to smaller entities (Group 1, 2 and 3).

Based on EQR's current assets, revenue and employee profile as well as National Greenhouse and Energy Reporting Scheme (NGERS) thresholds for emissions and energy (shown in the table below), EQR meet Group 3 requirements with reporting starting on 1 July 2027 under current *proposed* timing. EQR remains committed to understanding the impact of these requirements on the business and is taking proactive steps toward compliance. EQR is focused on continuing to expand the collection of its operational emissions data and will also be undertaking a sustainability risk assessment as a precursor activity to better inform preparation for compliance with ASRS reporting requirements and timing.

First annual reporting periods starting on or after	Large entities and their controlled entities meeting at least two of three criteria:			National Greenhouse and Energy Reporting (NGER) Reporters	Asset Owners
	EOFY Consolidated revenue	EOFY consolidated gross assets	EOFY employees		
<b>1 January 2025</b> Group 1	\$500 million or more	\$1 billion or more	500 or more	Above NGER publication threshold (50 kt Scope 1 and 2 Corporate)	N/A
<b>1 July 2026</b> Group 2	\$200 million or more	\$500 million or more	250 or more	All other NGER reporters	\$5 billion assets under management or more
<b>1 July 2027</b> Group 3	\$50 million or more	\$25 million or more	100 or more	N/A	N/A



### 7.1.2.Spain

As the European Sustainability Reporting Standards (ESRS) framework continues to evolve, with recent delays for certain sectors and non-EU companies, EQR is proactively preparing to meet its requirements. While the full implementation of ESRS may not occur until 2028, EQR is monitoring developments, particularly regarding potential partial applications for non-EU companies and the growing pressure on supply chains to adopt sustainable practices.

In Terms of ESRS, below are the thresholds for non-EU companies: at its current stage of development, EQR and the Saloro Operations will not be impacted until 2028.

- Listed on an EU regulated market with securities like stocks or bonds.
- Generate annual EU revenues surpassing €150 million, with an EU branch annual net turnover of €40 million (the "EU Turnover Test")
- Generate annual EU revenues exceeding €150 million and own an EU subsidiary considered a large company, meeting at least two of the following criteria:
  - more than 250 EU-based employees,
  - a balance sheet exceeding €20 million,
  - or local revenue exceeding €40 million.

### 7.1.3.Wolfram Camp

The award of a 488 km<sup>2</sup> exploration permit at Wolfram Camp, North Queensland, strengthens EQR's position within a key tungsten cluster, highlighting its potential to develop a critical mineral hub. This permit offers an opportunity to sustainably redevelop pre-existing tungsten mines, following EQR's proven approach.

See QLD Government Statement, 18th June 2024 ["Permit granted to unlock critical minerals and jobs at historic Far North Queensland mine site"](#).

An ESG Desktop Analysis identified key areas for the project, highlights include:

- Localised job creation and community initiatives,
- Refurbishment and expansion of the tungsten processing plant, aligned with Mt Carbine operations,
- Application of transferable technologies like TOMRA XRT waste sorting, tailings development, and robust
- environmental practices,
- Programs for employee attraction and retention.

## 7.2. Sustainability Risk Assessment

As part of EQR's proactive approach, it will be undertaking a Sustainability Risk Assessment for Mt Carbine Operations. This activity is currently planned for Q4 of 2024 as a precursor activity to better inform its preparation for compliance with future ASRS reporting requirements and timing. The assessment will involve key management and operational employees and is an important step in understanding EQR's overarching sustainability risk profile including climate change, and areas for development in meeting the emerging climate-related disclosure requirements.

## 7.3. Decarbonisation Roadmap

EQR will also continue to develop its Decarbonisation Strategy planning in Q4 2024, and delivery of a high-level roadmap in Q1 2025. Working with its emissions profiling up to end of 2023-2024 financial year as a baseline, EQR is committed to reducing its forecast emissions through the life of mine. The outcomes of the Sustainability Risk Assessment, particularly with climate change mitigation actions and other opportunities identified in energy and water efficiency, technology adoption and industry best practice will inform the road map for practical implementation.

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