

Safety Performance (employees and contractors)

Incident Category	2022	2023	2024
Serious Accidents	0	1	2
Occupational Fatal injury	0	0	0
Lost Time Injury	4	5	14
Restricted Work Injury	0	6	5
Medical Treatment injury	1	6	11
First Aid Injury	132	195	166
Total injuries	137	212	196
Number of Hours Worked (Employees and Contractors)	3,381,891	5,304,739	6,742,960
Occupational Illnesses	2022	2023	2024
Fatalities due to occupational illness	N/A	N/A	0
Lost Time Illnesses	N/A	N/A	9
Restricted Work Illnesses	N/A	N/A	3
Medical Treatment Illnesses	N/A	N/A	1
First Aid Illnesses	N/A	N/A	41
Total occupational illnesses	N/A	N/A	54
Performance Frequency Rates per 1,000,000 hours worked	2022	2023	2024
Total Recordable Injury rate (TRIFR)	1.5	3.2	4.4
Serious Accident Frequency Rate (SAFR)	0	0.19	0.30
Fatality frequency rate (FFR)	0.0	0.0	0.0
Lost time injury frequency rate (LTIFR)	1.2	0.9	2.1
Total Recordable Occupational Illness Frequency Rate (TROIFR)	N/A	N/A	1.9

Workforce

Total Employees and Contractors	2022	2023	2024
Employee headcount			
Male	577	619	636
Female	141	148	155
Total Employees	718	767	791
Total Contractors			1,635
Total Workforce (Employees + Contractors)	718	767	2,426

Employment by type (# of)	2022	2023	2024
Contract type			
Permanent - Male			630
Permanent - Female			137
Temporary - Male			6
Temporary - Female			18
Employment type			
Full-time - Male			630
Full-time - Female			140
Part-time - Male			6
Part-time - Female			15
Casual - Male			0
Casual - Female			0
Leadership Roles			
Male			158
Female			23

Employee Hire and Turnover Number and Rate	2022	2023	2024
New Employees			
Male		164	99
Female		48	34
Total		212	133
Hire Rate (%)		28.6	16.8
Departing Employees			
Male		122	83
Female		44	25
Total		166	108

Turnover Rate (%)	22.4	13.7
Voluntary employee turnover (%)		10.8
Average length of service (years)		5.4

Age profile of employees 2024

< 30 years, male	56
< 30 years, female	27
30-50 years, male	348
30-50 years, female	87
> 50 years, male	232
> 50 years, female	41

Industrial Relations 2024

Number of collective bargaining agreements	2
Employees covered by collective bargaining agreements (%)	46.11

Training Hours 2022 2023 2024

Employees			
Male		19,825	25,373
Female		2,592	4,896
Total Employees	30,515	22,420	30,269
Total Contractors	153,801	122,540	148,554

Board diversity 2022 2023 2024

Male	7	6	6
Female	1	1	2

Employees by Region 2024

Central Queensland	701
South East Queensland	90

	Permanent employees - female	Permanent employees - male	Temporary employees - female	Temporary employees - male	Total female	Total male	Total
Employees by Region, contract type, and gender							
Central Queensland	118	582	1	0	119	582	701
South East Queensland	31	52	5	2	36	54	90
	Full-time - female	Full-time - male	Part-time - female	Part-time - male	Casual - female	Casual - male	Total
Employees by Region, employment type, and gender							
Central Queensland	112	578	7	4	0	0	701
South East Queensland	28	52	8	2	0	0	90

Employees by age group, gender and region	< 30 years, male	< 30 years, female	30-50 years, male	30-50 years, female	> 50 years, male	> 50 years, female
Central Queensland	50	21	316	64	216	34
South East Queensland	6	6	32	23	16	7

New employees by age group, gender and region	< 30 years, male	< 30 years, female	30-50 years, male	30-50 years, female	> 50 years, male	> 50 years, female
Central Queensland	17	8	54	12	19	3
South East Queensland	3	2	5	7	1	2

Employees turnover by age group, gender and region	< 30 years, male	< 30 years, female	30-50 years, male	30-50 years, female	> 50 years, male	> 50 years, female
Central Queensland	7	8	45	9	24	2
South East Queensland	3	1	2	3	2	2

Pay ratio of CEO to median employee compensation	2024
Annual total compensation for CEO to median for all employees	23:1
Percentage increase in annual compensation CEO to median for all employees	11:1

Entry level wage compared to minimum wage	2024
Entry level wage compared to minimum wage	1.69:1

Parental Leave provided to employees	Male	Female	Total
Parental Leave Figures			
Number of employees who were entitled to Parental Leave	714	180	894
Number of employees who took Parental Leave	15	7	22
Number of employees that returned to work in the reporting period after parental leave ended	12	3	15
Employees that returned to work in the reporting period after parental leave ended that were still employed 12 months after their return to work	N/A	N/A	0
Return to work rate of employees that took parental leave ¹	100%	100%	100%
Retention rate of employees that took parental leave ²	100%	100%	100%

1: Some employees are still on Parental Leave as at 31 Dec 2024 so have been excluded from this calculation.

2: Employees who took Parental Leave and returned to work have not surpassed 12 months within the reporting period.

Economic Value

All values in AUD\$

Economic value generated, distributed, and retained (US\$m)		2022	2023	2024
Economic value generated (revenue)	Revenue			2,495.4
Economic value distributed	Total			1,988.3
	Operating Costs			1,303.2
	Employee wages and benefits			144.6
	Payments to providers of capital			143.0
	Royalties			316.7
	Tax			80.8
Economic value retained	Value retained			507.1
Philanthropic and Community Contributions (AUD\$)		2022	2023	2024
Education & Skill Development		19,500	11,000	54,131
Community Health and well-being		90,936	48,500	123,355
Innovation, Research and Infrastructure		12,000	30,000	41,516
Environmental Protection		4,500	20,000	30,000
Others		106,068	43,346	33,100
Total		233,004	152,846	282,102
Economic Contributions (AUD\$)		2022	2023	2024
Local Vendor Spend ¹		78,449,339	222,706,546	239,224,649
First Nations Spend		5,139,173	3,780,462	5,168,404

1: Includes First Nations spend where they are a Local Vendor.

Australian Tax Jurisdiction entities	Principal Activity
Stanmore Resources Limited	Coal exploration & mining
Comet Coal & Coke Pty Limited	Coal exploration
Belview Coal Pty Ltd	Coal exploration
Mackenzie Coal Pty Limited	Coal exploration
Stanmore Coal Custodians Pty Ltd	Coal exploration & mining
Emerald Coal Pty Ltd	Coal exploration
New Cambria Pty Ltd Coal exploration Australia 100 100	Coal exploration
Kerlong Coking Coal Pty Ltd	Coal exploration & mining
Stanmore Surat Coal Pty Ltd	Coal exploration
Theresa Creek Coal Pty Ltd	Coal exploration
Stanmore Wotonga Pty Ltd	Coal exploration & mining
Stanmore IP Coal Pty Ltd	Coal exploration & mining
Stanmore IP South Pty Ltd	Coal exploration & mining
Stanmore Bowen Coal Pty Ltd	Coal exploration & mining

Isaac Plains Coal Management Pty Ltd	Coal exploration & mining
Isaac Plains Sales & Marketing Pty Ltd	Coal exploration & mining
Stanmore SMC Holdings Pty Ltd	Coal exploration & mining
Stanmore NextGen Pty Ltd	Renewable energy
Dampier Coal (Queensland) Pty Limited	Coal exploration & mining
Stanmore SMC Pty Limited	Coal exploration & mining
Red Mountain Infrastructure Pty Ltd	Coal exploration & mining
MetRes Pty Ltd	Coal exploration & mining
Stanmore Corporate Holdings Pty Ltd	Coal exploration & mining
MetRes Invest Pty Ltd	Coal exploration & mining
Echo QLD Coal Pty Ltd	Coal exploration
Boomerang QLD Coal Pty Ltd	Coal exploration
Eagle Downs Coal Management Pty Ltd	Coal exploration

Australian Tax Jurisdiction Information

Number of Employees (headcount basis as at 31 December 2024)	791
Revenue from third-party sales	\$2,495.40 US\$M
Revenues from intra-group transactions with other tax jurisdictions	\$0 US\$M
Profit/loss before tax	\$270.92 US\$M
Tangible assets other than cash and cash equivalents;	\$2,883.50 US\$M
Corporate income tax paid on a cash basis	-\$253.60 US\$M
Corporate income tax accrued on profit/loss	-\$80.80 US\$M

Guernsey Tax Jurisdiction entities

Principal Activity

Windmill Insurance Company Limited	Insurance
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Guernsey Tax Jurisdiction Information

Number of Employees (headcount basis as at 31 December 2024)	0
Revenue from third-party sales	\$0.00 US\$M
Revenues from intra-group transactions with other tax jurisdictions	\$2.40 US\$M
Profit/loss before tax	-\$0.01 US\$M
Tangible assets other than cash and cash equivalents;	\$0.00 US\$M
Corporate income tax paid on a cash basis	\$0.00 US\$M
Corporate income tax accrued on profit/loss	\$0.00 US\$M

GHG Emissions

t CO ₂ -2e	FY2022	FY2023	FY2024 ¹
Scope 1	582,483	797,805	997,048
Scope 2 (location-based)	114,865	109,674	111,075
Scope 1 by Source			
Fugitive Emissions		379,952	482,583
Diesel		416,684	503,413
Other		1,169	11,052
Scope 1 by Mine			
South Walker Creek		363,688	474,299
Poitrel Complex		283,973	298,489
Isaac Plains Complex		150,144	202,683
Millennium		N/A	21,577
Scope 2 by Mine			
South Walker Creek		55,621	53,973
Poitrel Complex		28,014	31,333
Isaac Plains Complex		26,039	25,316
Millennium		N/A	453
Emissions Intensity			
Scope 1 emissions intensity (t CO ₂ -e/ROM t)	0.035	0.043	0.053
Scope 1 and 2 emissions intensity (t CO ₂ -e/ROM t)	0.042	0.048	0.059
ROM Production (kt)	16,718	18,757	18,810
Carbon Credit Units			
FY2022	FY2023	FY2024 ²	
Number of Carbon Credit Units (ACCUs and SMCs) surrendered	0	67,608	287,484
Net Scope 1 Emissions	582,483	730,197	709,564
Net Scope 1 Emissions Intensity (t CO ₂ -e/ROM t)	0.035	0.039	0.038
Potential Emissions from Proven and Probable Reserves³			
	2023	2024	
Proved Reserves (million tonnes CO ₂ -e)	386	1,031	
Probable Reserves (million tonnes CO ₂ -e)	261	381	
Total	647	1,412	

1: Includes Millennium.

2: Surrender occurred in early 2025 in line with Safeguard Mechanism requirements. Includes surrender of ACCUs against previous year's safeguard requirements in line with multi-year monitoring period requirements.

3: This represents the potential emissions should all our coal reserves be combusted. These values have been calculated using the tonnes of coal published in our 2024 Annual Coal Resources and Reserve Summary (JORC report) and emission factors as published by the Australian National Greenhouse Account Factors 2024.

Land Rehabilitation and Disturbance

Total Land Rehabilitated (ha)	2022	2023	2024
Isaac Plains Complex	276	202	42
South Walker Creek	-	29	252
Poitrel	9	51	16
Total	285	282	310
Total Land Disturbed (ha) ¹	2022	2023	2024
Isaac Plains Complex	326	203	0
South Walker Creek	10	221	248
Poitrel	0	51	7
Total	336	475	255
Land Use (ha)	2022	2023	2024
Land owned ²	71,325	71,325	71,325
Land leased to others ³	62,146	61,176	62,146
Land managed for Biodiversity ⁴	4,604	5,574	9,091

1: This represents new disturbance and is not cumulative.

2: Stanmore Resources or a subsidiary company owns the title to the property.

3: Includes Mining Lease land with grazing agreements and buffer land.

4: Area occupied by Stanmore Offset Area Management Plans and subject to EPBC and State offset agreement approvals.

Energy Use

GJ of Energy by Source	FY2022	FY2023	FY2024 ¹
Combusted liquid fuels ²	4,544,365	5,967,855	7,468,387
Electricity and non-combusted liquid fuels ³	469,252	795,776	741,229
Total Energy Consumed	5,013,617	6,763,631	8,209,616
Combusted Liquid Fuels by Site			
South Walker Creek			3,160,634
Poitrel Complex			2,829,363
Isaac Plains Complex			1,338,196
Millenium			140,194
Electricity and non-combusted liquid fuels by site			
South Walker Creek			379,973
Poitrel Complex			223,610
Isaac Plains Complex			135,369
Millenium			2,277
Energy Intensity (GJ/ROM t)	0.300	0.361	0.436

1: Includes Millenium Mine.

2: Liquid fuels includes diesel, oils, greases, and other minor amounts of liquids that are combusted.

3: Includes electricity produced onsite where measured.

Water

Figures in Megalitres (ML) unless otherwise specified.

Water Withdrawal (ML)	2023¹	2024
Surface water (mine water runoff)	6,781	7,428
Third-party water	1,004	759
Ground water	1,073	1,360
Produced water	0.07	0.09
Seawater	-	-
Total water withdrawal	8,858	9,547

Water Discharge (ML)	2023	2024
Total water discharged	1,303	

Water Used (ML)	2023	2024
CHPP (gross)	4,667	1,766
Dust suppression	2,946	1,919
Other	39	252
Total water used	7,652	3,937
Total water shared to external parties	157	0
Water Recycled	1,200	1,076

1: The Produced water value has been corrected as last year it was misreported.

2: Data for 2022 not available.

Water sources and destinations

Surface water

Surface water run off captured via mine site stormwater systems and ponds, is used for coal handling and processing activities, dust suppression purposes, and rehabilitation and revegetation of closure areas, across all our operations.

Groundwater

Groundwater captured from the coal seam, through the process of pit dewatering, is captured ahead of mining and used by the sites for coal handling and processing activities, dust suppression purposes, and rehabilitation and revegetation.

Seawater

Third party water

Produced water

Water obtained from the sea.

Water provided by a third party via commercial agreement.

Water produced onsite using air-to-water capture technology.

Waste and Recycling

Mineral waste (kBCM)	2022	2023	2024
Overburden (waste rocks)	132,773	141,837	174,918
Non-mineral waste	2022	2023	2024
Bulk Oil (kL)	2,128	2,490	3,162
Oily Water (kL)	244	249	88
Other regulated waste ¹ (tonnes)	907	875	1,690
Recycled Waste (tonnes)	121	81	260
General Waste (tonnes)	2,171	1,841	1,534
Septic Tank Waste (kL)	574	801	1,839

1: Includes grease, waste oil, chemicals, oil filters, among other minor items.

Environmental Compliance

Enforcement actions received	2023	2024
Penalty Notices	3	1
Enforceable undertakings	0	0
Prosecutions	0	0
Others	0	0
Pending matters	0	0
Total Enforcement actions	3	1
Value of fines and prosecutions (\$AUD)	2023	2024
Value of fines and prosecutions	\$42,535	\$15,480

Air Emissions (excluding GHG emissions)

	2023	2024 ¹
Sulphur oxides (SOx) emissions	2.0	5
Nitrogen oxides (NOx) emissions	2,631	8,125
Carbon Monoxide (CO)	2,076	3,460
Particulate Matter less than 10 Microns (PM10)	13,253	38,719
Dust PM10 24-hour Average (µg/m3)	2023	2024
Isaac Plains Complex	14.44	17.59
South Walker Creek	13.79	10.39
Poitrel	3.5	6.68

1: Includes Millenium Mine.

