

# ESG Report

25



Leading the way in the  
renewable energy transition



Critical  
Minerals  
Group



## Our Reporting Suite



Annual Report



ESG Report

## Acknowledgement of Country

Critical Minerals Group acknowledges the Traditional Custodians of the lands on which we operate.

We recognise the Miajabi (Mayi-Yapi) and Mycoolon people who are the Traditional Owners of the land on which our vanadium tenements are located in the Julia Creek area, the Yugambah People, Traditional Owners of the Logan City region; and the Turrbal and Jagera Peoples, Traditional Owners of the Brisbane region.

We pay our respects to Elders past, present and emerging.

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## About this Report

Critical Minerals Group (**CMG**) is committed to purposefully including Environmental, Social, and Governance (**ESG**) principles in our operations, positioning and ongoing strategy. To demonstrate our ongoing alignment with ESG the following report has been compiled to reflect on the successful integration of ESG principles and activities during the company's operations in FY25, and also define CMG's principled ESG framework as the company progresses to being operational in the Upstream, Mid-stream, and Downstream business segments.

For further information on the data collected and mapped against ESG reporting frameworks, please refer to the FY25 Databook located on our website.

If you have any feedback or queries, please contact us at [info@criticalmineralsgroup.com.au](mailto:info@criticalmineralsgroup.com.au)



### Our Head Office

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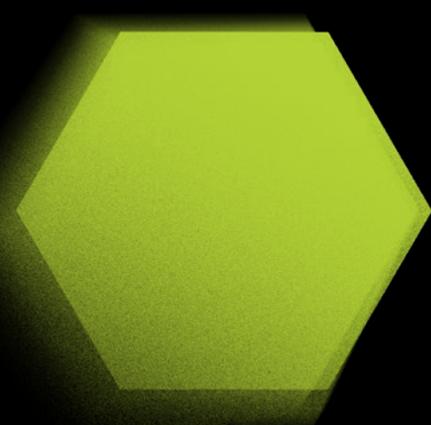
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# Message from the Managing Director

## Dear Stakeholders,

On behalf of Critical Minerals Group, I am pleased to share our second annual ESG Report for FY25, reflecting both the progress we have made and the responsibilities we embrace as a leader in the energy transition. Building on the foundation we established last year, we have made tangible progress in embedding Environmental, Social and Governance (ESG) principles into every part of our business as we advance towards becoming a fully integrated vanadium supply chain operator.

This year, our achievements demonstrate the realisation of strategy into measurable outcomes. Environmentally, we progressed critical studies at the Lindfield Project, laying the groundwork for a low-impact mining and processing operation. We advanced development of our Vanadium Electrolyte Manufacturing Facility in Logan, supported by a \$2 million Queensland Government grant, which will deliver one million litres of electrolyte capacity by 2026, enough to support approximately 20MWh of long duration storage. We also invested in hybrid renewable solutions, including a landmark Lindfield Power design that integrates solar, wind and vanadium flow batteries, reducing reliance on fossil fuels and setting a benchmark for renewable power in mining.

On the social front, we deepened engagement with Traditional Owners, including site visits and planning for a full cultural heritage survey in FY26. We strengthened our partnerships with regional communities through initiatives such as our STEM mentorship program, continued sponsorship of Outback Futures to support rural mental health, and collaboration with the McKinlay Shire Council to deliver a community-based vanadium battery solution. These efforts reflect our commitment to delivering positive outcomes beyond our project boundaries.

In governance, we expanded our corporate strategy to reinforce resilience and transparency, progressed key internal policies including a Human Slavery Policy and community grievance framework, and actively contributed to ESG policy discussions as a member of the Queensland Government's ESG Advisory Panel. These measures strengthen accountability and align our governance practices with global standards as we prepare for Australia's forthcoming mandatory sustainability reporting regime.

We acknowledge the challenges ahead, including navigating complex approvals, ensuring secure upstream supply, and balancing rapid market shifts in renewable energy. Yet, our disciplined approach, stakeholder engagement, and integrated business model provide a clear pathway to mitigate risks and create enduring value.

Looking forward, FY26 will be defined by delivery milestones: completing the Lindfield Project pre-feasibility study, progressing construction of the Logan electrolyte facility, expanding our pipeline of vanadium flow battery deployments, and continuing to prepare for net zero by 2050. These initiatives are designed not only to meet shareholder expectations for returns, but also to advance the global transition to reliable, sustainable energy.

On behalf of the Board and management, I thank you for your continued trust and support. Together, we are demonstrating that responsible resource development and innovation in energy storage can deliver lasting benefits for our shareholders, our communities, and the energy future of Australia.

Sincerely,

**William Scott Winter**

CEO and Managing Director



# ESG Highlights

## ESG Highlights

In FY25, CMG has continued with our ESG roadmap, achieving a number of important goals and evolving our ESG strategy to match the evolution of our overall business strategy and development.

### Environmental

- Development of a Downstream Vanadium Flow Battery (VFB) energy storage business
- Investment into the development of an environmentally sound and economically efficient renewable energy and VFB solution for the Lindfield Project
- Continuation of ecological studies at the Lindfield Project
- Commencement of additional Impact Assessment Studies for the Lindfield Project

### Social

- Partnership with McKinlay Shire Council to develop a VFB Energy Storage solution to support the community's infrastructure and power requirements
- Extensive community and government engagement in Julia Creek, Logan City and Brisbane City
- Sponsorship of Outback Futures – a not for profit allied health service supporting outback communities
- Participation in Queensland Resource Council's Shape our Future campaign
- Participation in a STEM mentorship program
- Participation on the WISER (Women in Sustainable Energy and Resources) Committee

### Governance

- Policy and procedural development in the areas of:
  - Community and stakeholder engagement
  - Supply chain integrity and governance
- Ongoing engagement with the First Nations peoples connected to the lands around CMG's vanadium tenements in Julia Creek
- Participation on the QLD Government ESG advisory panel
- Expansion of CMG's company strategy to develop a sustainable and resilient business model for all stakeholders
- Key industry engagement to achieve appropriate and equitable outcomes for key issues in the Vanadium and Critical minerals sector

## Organisational Achievements FY25

**\$4.8m**  
in grants combined from all levels of government  
**Awarded**

Exploration permits for Lindfield North and Lara Downs  
**Granted**

Vanadium Electrolyte Manufacturing Facility  
**Site secured & FEED stage complete**

Lindfield Pilot plant test work  
**Commenced**

BESS business strategy  
**Established**

Chief Operating Officer & Chief Financial Officer  
**Appointed**

Development of project pipeline for BESS Business  
**Established**

Strategic partnerships for energy solution supply chain  
**Established**

**\$5m**  
Successfully raised

# Company Overview

## About CMG

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Critical Minerals Group (ASX: CMG) is a Brisbane based company uniquely positioned to deliver comprehensive and sustainable energy solutions to communities worldwide. We aspire to be a leading provider of energy solutions for clients seeking to optimise both energy consumption and infrastructure. Our strategy is closely aligned with the ongoing domestic and global energy transition and the opportunities it presents.

To achieve this, CMG is establishing a complete end-to-end vanadium supply chain. This includes developing an energy developer capability in Brisbane, a vanadium mine and processing operation in the Julia Creek region of North Queensland, and a vanadium electrolyte manufacturing facility in South-East Queensland.

CMG was founded on a forward looking vision of global decarbonisation and electrification, firmly embedded in our business strategy and ESG principles. Our focus on vanadium reflects its role as a critical mineral for long duration energy storage and the value created through a strong, efficient supply chain. The rising standard of living in a growing global population is expected to continue driving demand for alternative energy solutions for years to come.

Vanadium and Vanadium Flow Batteries play a pivotal role in enhancing the stability and reliability of renewable energy within the wider energy grid. By providing base load support, they help maintain grid stability as coal and gas fired energy is progressively phased out, complementing existing infrastructure and enabling a smoother transition to renewable energy sources.





*CMG is proud to be an active partner in the QLD Resources Council 'Shape Our Future' Campaign, which is a values-led campaign designed to help young Queenslanders explore careers in minerals and energy that make a difference.*



*CEO, Scott Winter with Mayor of Logan, Jon Raven*



# Company Overview

## Purpose

To support global communities through an energy transition that will deliver a more sustainable and responsible future.

## Vision

We will be known as the leading provider of high-quality reliable energy storage solutions delivering robust returns through our fully integrated and controlled vanadium supply chain.

## Strategy

### Upstream Supply Security

- Vanadium pentoxide ( $V_2O_5$ ) production
- Vanadium electrolyte (VE) manufacturing
- Extract value added through by-products

### Downstream Value Creation

- Vanadium Battery Energy Storage Systems (BESS) solutions
- Integrated supply chain
- Commercial and industrial market

### Sustainable Delivery

- Integrating ESG in business deliverables
- Vanadium BESS powering CMG
- Traditional Owners involvement

## FY25 Objectives

### CMG has achieved its FY25 objectives of:

- Implemented a strategy to participate in the end to end Vanadium Flow Battery (VFB) supply chain
- Commenced the PFS for the Lindfield project including pilot plant testing
- Developed a pathway to vanadium electrolyte manufacturing
- Established an ESG framework and reported on key ESG initiatives

## FY26 Objectives

- Continue establishing a pipeline of VFB potential projects and secure one for installation
- Generate early cashflow from the VFB energy storage solutions
- Complete the PFS for the Lindfield Project and associated pilot test work
- Complete vanadium electrolyte manufacturing capability and pathway for growth

# ESG Vision

Engaging with communities, partners and the environment ethically and responsibly to create positive social impact while meeting the demand for the minerals and energy solutions required to achieve a net zero future.



ESG Pillar	Commitment	Strategic Activity	Progress
<b>E, S</b>	Aligning our operational processes with the goal of sustainable and ethical development of mineral deposits through innovation and integration of our value chain including collaboration with strategic partnerships.	Develop ESG reporting framework and underlying data capture and reporting structures within the business. Review and update annually for all operations. Participate in industry forums and work with strategic partners to identify, test and implement opportunities.	ESG framework in place. FY25 review completed – no changes to structure required for this reporting year. Changes required for upcoming activities identified and planning commenced.
<b>S, G</b>	Respecting the local communities where we operate by fostering strong relationships and embedding trust through exhibiting corporate transparency, accountability and ethical corporate governance.	Create and embed community grievance process. Review and update policy and procedures to incorporate.	Community grievance policy, submission form and procedure created. Human Slavery Policy created and approved.
<b>E, S</b>	Actively engaging our stakeholders, particularly Traditional Owners, to integrate their positions, views and knowledge on material topics, thereby creating an inclusive interaction which drives mutually beneficial and positive outcomes, whilst mitigating and managing inherent risks.	Establish who Traditional Owners are and establish relationship. Develop framework for ongoing relations and eventual establishment of Cultural Heritage Management Plan and ongoing business and employment opportunities.	Initial engagement in July 2024 followed by face-to-face meetings and a site visit to Lindfield. Discussions around cultural heritage and operational engagement opportunities ongoing.
<b>S, G</b>	We operate with ethics and integrity and foster trust through adhering to the promotion of strong values and a culture of support for a diverse, inclusive and equitable workforce, who are enabled and encouraged to pursue further training and education opportunities.	Annual review of policies. Annual review of training and development requirements and opportunities. Annual review of all incidents and grievances.	Policy development. Employment of undergraduate. Conference and summit attendance.
<b>E, G</b>	Striving to achieve maximum efficiency of the use of resources including energy, water, and mineral deposits, by continually improving processes, technology and equipment.	Perform annual review of operational resources consumption – identify and progress opportunities for minimising resource consumption where appropriate.	Comprehensive energy options report for Lindfield completed – hybrid renewables option preferred. Opportunities to reduce water consumption under evaluation. Metallurgical flowsheet optimisation ongoing.
<b>E, G</b>	Mitigating environmental impacts by diligently rehabilitating influenced areas for the conservation and protection of the native, local biodiversity.	Develop comprehensive environmental management plan including progressive rehabilitation targets for relevant projects. Report on progress against target timelines.	No active disturbance occurred.
<b>S, G</b>	Safeguard mineral traceability and ethical supply chain management by forming high quality, strategic partnerships which mitigate human rights risks and incorporate effective chain of custody.	Develop new and review existing relevant policies and procedures as business evolves.	Supply chain policies under development. Human Slavery Policy developed and approved and framework for reporting under development.

# Our Leadership

## Board of Directors

Our board and leadership team includes members with extensive experience across the industries of mining, resources and energy, both domestically and internationally. The board maintain oversight of the Company's operations and ESG commitment, ensuring all team members are aligned with our strategic vision, operate with integrity, and contribute to the delivery of sustainable value for our stakeholders. This governance framework underpins decision-making across the business, fostering accountability, transparency, and a culture of continuous improvement as we advance our projects and expand into downstream energy storage solutions.



### Alan Broome, AM

#### Non-Executive Chair

**Date of appointment:** 18 October 2021

#### Qualifications:

Mr Broome, AM is a fellow of the Australian Institute of Company Directors, the Australian Institute of Mining and Metallurgy and the Institute of Materials, Minerals and Mining and a chartered fellow of the Institute of Directors New Zealand.

#### Experience and expertise:

Mr Broome, AM is a professional director and business advisor with over 40 years of experience in the metals, mining and energy industries. A metallurgist by training, he had an extensive background in steel production before joining the mining industry as managing director of a major Australian coal industry owned group.

Mr Broome, AM has extensive knowledge of the mining industry accumulated through involvement with mining technology companies, government agencies and major international mining companies in promoting Australian mining and developing global trade.

Mr Broome is currently the Chairman Emeritus of Austmine. He is the Non-Executive Chair of New Age Exploration Limited (ASX: NAE), the Deputy Chair & Non-Executive Director for Terramin Australia Limited (ASX: TZN) and is also a Non-Executive Director of North West Phosphate Ltd. He is an Advisor to a number of listed and unlisted Companies, mainly in the Resources sector.

Mr Broome received the Order of Australia (**AM**) for services to mining in 2000, and has received multiple awards during his career.

Mr Broome, AM is an independent director.



### William Scott Winter

#### Chief Executive Officer and Managing Director

**Date of appointment:** 10 July 2023

#### Qualifications:

Mr Winter holds a Bachelor of Engineering – Mining (Honours), a Graduate Diploma – Applied Finance and Investment (Securities Institute Australia) and an MBA from Melbourne Business School.

#### Experience and expertise:

Mr Winter is an experienced mining engineer with over 30 years working in Australia and internationally across all aspects of mining exploration, development, engineering, financing and operations. After early years at MIM, BHP and then managing mining, construction and major projects at Thiess, Mr Winter progressed to C-suite roles including CEO and MD of MACH Energy Australia, COO for Mineral Resources Ltd (ASX: MIN), CEO (Surface) at Perenti Group and Interim CEO and Director at Jupiter Mines Ltd (ASX: JMS).

Mr Winter currently holds the position of Non-Executive Director at Jupiter Mines Ltd as well as Ochre Australia, an indigenous mining services company.

Mr Winter has extensive project and mine development experience which has included early social engagement, financing, construction procurement and operational startup.

Mr Winter is not considered to be an independent director.



## Steven Kovac

### Non-Executive Director

**Date of appointment:** 6 May 2022

**Qualifications:**

Mr Kovac holds a Bachelor of Engineering (Mining) Hons and a Master of Business Administration (Executive). Mr Kovac is also a graduate of the Australian Institute of Company Directors.

**Experience and expertise:**

Mr Kovac is employed by Idemitsu Australia Pty Ltd in the role of Chief Executive Officer. Idemitsu Australia Pty Ltd, through its wholly owned subsidiary Idemitsu Lindfield Pty Ltd is a substantial holder of the Company.

Mr Kovac has over 25 years' experience in the resources sector including more than 15 years in senior management and executive roles. Mr Kovac is Non-Executive Director of Delta Lithium Ltd (ASX:DLI) and Vecco Group Pty Ltd. He serves on the New South Wales Minerals Council Executive Committee, is a Fellow of the Australian Institute of Mining and Metallurgy and is a member of the Mine Managers Association of Australia.

Mr Kovac is not considered to be an independent director.



## Stuart McClure

### Non-Executive Director

**Date of appointment:** 7 December 2022

**Qualifications:**

Mr McClure holds a Bachelor of Business majoring in finance and is a qualified financial adviser holding RG146, ADA 1 & 2. Mr McClure is also a member of the Australian Institute of Company Directors.

**Experience and expertise:**

Mr McClure has over 17 years of finance and corporate advisory experience with a focus on early-stage through to middle-market corporate advisory transactions. Mr McClure is also an experienced resource executive holding positions across several critical mineral exploration companies.

Mr McClure is not considered to be an independent director.

# Our Strategy and Operations

## Delivering VFB Energy Storage Solutions: Market to Mine

### Pentoxide production



#### Vanadium mining and processing

- ✓ Extraction
- ✓ V<sub>2</sub>O<sub>5</sub> processing
- ✓ Transport and logistics

### Electrolyte manufacturing



#### Electrolyte manufacture

- ✓ Electrolyte manufacture
- ✓ Quality testing
- ✓ Storage and logistics

### Upstream demand dictated by BESS project pipeline

#### Upstream supply security

- ✓ Vanadium pentoxide (V<sub>2</sub>O<sub>5</sub>) production
- ✓ Vanadium electrolyte (VE) manufacturing
- ✓ By-products

#### Downstream value creation

- ✓ Vanadium BESS solution
- ✓ Integrated supply chain
- ✓ Commercial and industrial

In the last 12 months CMG has advanced a clear and disciplined strategy to deliver Energy Storage Solutions and drive revenue by 2026. The market-to-mine strategy ensures a balanced supply-demand dynamic and optimal pricing. By prioritising early cash flow and risk mitigation, CMG is protecting shareholder investments while enabling sustainable, demand-led growth.

This strategy is underpinned by CMG’s unique position as one of the few companies progressing activities across the full vanadium supply chain—upstream resource development, midstream electrolyte production, and downstream battery deployment. By integrating these segments, CMG is building a resilient business model that reduces reliance on offshore supply chains, captures greater value within Australia, and positions the company to meet the growing demand for long-duration energy storage.

## Battery Energy Storage System solutions

### Vanadium Flow Battery storage solutions *Developer services*

- ✓ Technical/financial feasibility
- ✓ Battery, hardware and software supply
- ✓ EPC management
- ✓ Hybrid development
- ✓ Microgrid development (rural, remote)
- ✓ Heavy industry and grid scale development
- ✓ Operations and maintenance

## Market-to-mine strategy

### ation

### Sustainable delivery

s

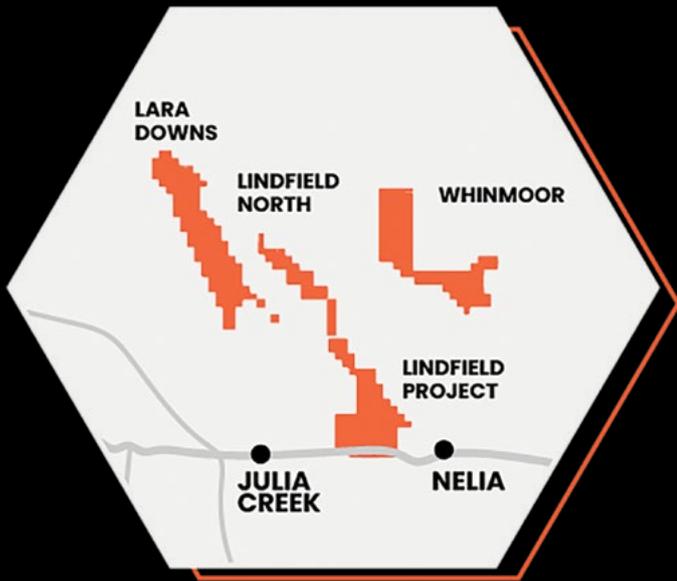
- ✓ Integrating ESG in business deliverables
- ✓ Vanadium BESS powering CMG
- ✓ Traditional Owner involvement

erial market



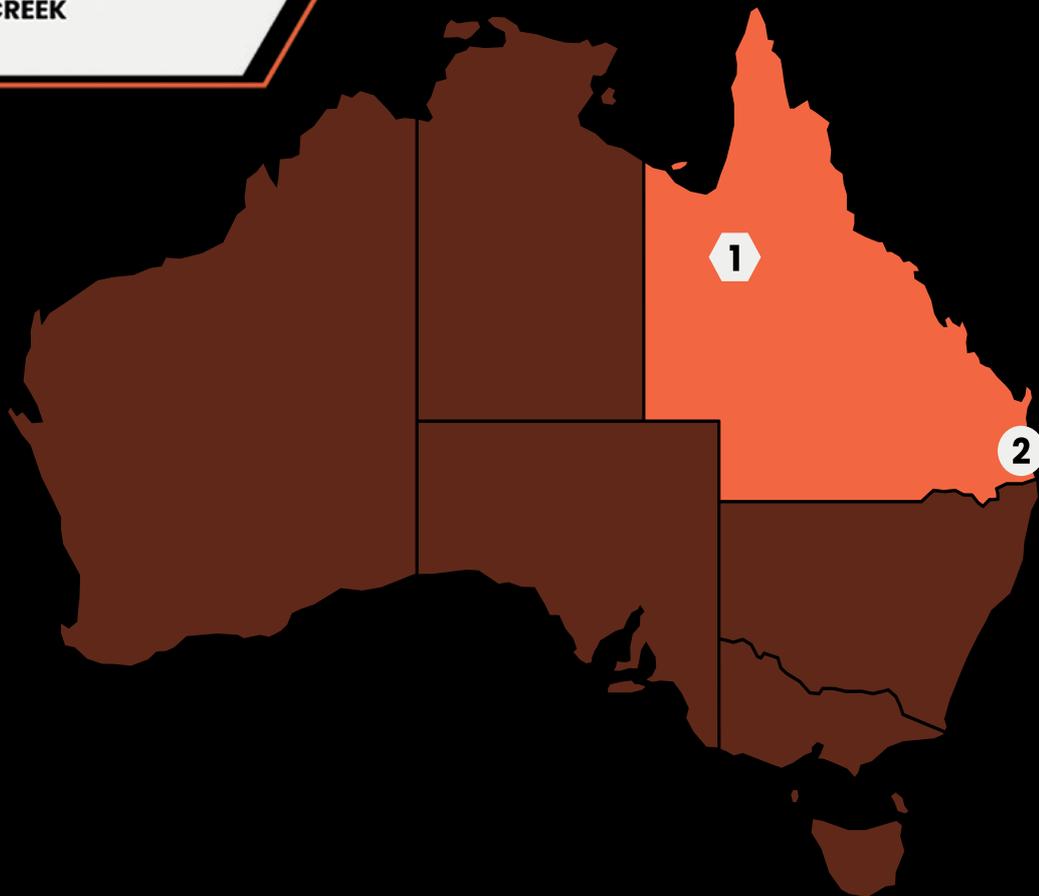
# Our Strategy and Operations

## Upstream: Lindfield Project



**1** Mine and Processing  
Julia Creek

**2** Vanadium Electrolyte  
Manufacturing Plant  
South East Queensland



CMG's upstream mining and vanadium pentoxide processing operations are centred at the Lindfield Project, located in northwest Queensland near the town of Julia Creek. This site forms the cornerstone of the integrated vanadium supply chain, enabling the extraction and processing of high-quality vanadium pentoxide to support both domestic and international energy storage markets. The Lindfield Project reflects CMG's commitment to operational excellence, sustainable resource development, and the delivery of long-term value to our stakeholders.

In FY25, the Company commenced desktop and field studies to collect data and information required for an Environmental Impact Study for the establishment of a mining and processing operation at Lindfield. The field studies were primarily focussed on the collection of baseline data, including the establishment of background noise levels at the main property homestead, soil and land profiles throughout the proposed disturbance area, collection of long-term shallow depth groundwater monitoring data from locations established in 2023, sampling of the local ephemeral waterways, and several ecological surveys for flora and fauna including aquatic ecology.

The desktop surveys included Indigenous and non-Indigenous cultural heritage surveys and commencement of modelling of surface water and flooding. Additional field surveys are planned for FY26, including a comprehensive cultural heritage field survey with the Traditional Owners.

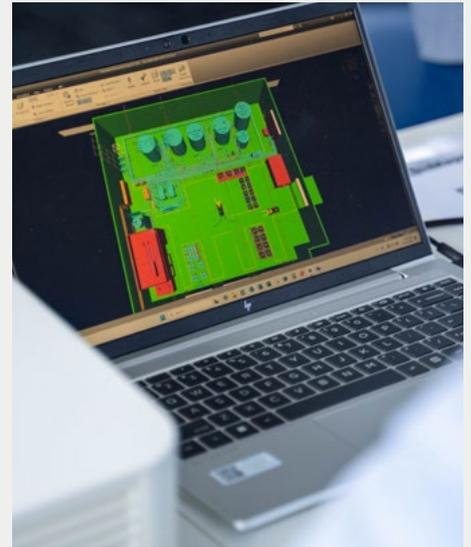
CMG commenced engagement with the Traditional Owners – the **Miajabi (Mayi-Yapi) and Mycoolon** – with meetings occurring throughout the course of the year, including a site visit to Lindfield in late November 2024.



*Lindfield Project groundwater monitoring bore for collection of long-term shallow depth groundwater monitoring data*

# Our Strategy and Operations

## Midstream: Vanadium Electrolyte Manufacturing Facility



CMG's Vanadium Electrolyte Manufacturing facility is under development in the City of Logan, South-East Queensland. Scheduled to commence operations in CY2026, this facility will produce high-purity vanadium electrolyte to supply CMG's downstream battery energy storage projects. By establishing local manufacturing capabilities, CMG strengthens its integrated supply chain, reduces reliance on international imports, and supports the growth of Australia's clean energy sector. The facility also reflects our commitment to sustainable and responsible manufacturing practices, with a focus on safety, efficiency, and environmental stewardship.

Owing to the complexity and development and approvals schedule for the Lindfield Vanadium Project the vanadium electrolyte manufacturing facility will be operational ahead of internal vanadium pentoxide supply from Lindfield, thus an external supply of pentoxide will be required during the initial operation. CMG has commenced the process of certification of vanadium electrolyte produced from this source.

### Highlights

- o \$2M Queensland Government Treasury grant
- o 1 million litres vanadium electrolyte – approx 20 MWhr
- o V<sub>2</sub>O<sub>5</sub> initially sourced from third party supplier, then from CMG Lindfield project production
- o Existing Logan warehouse facility can support expansion up to 5x
- o Major testing, qualification lab on site
- o Production and cashflow anticipated in 2026.

#### Phase One

##### Development and commissioning

- o Design and construct
- o Commissioning plant and early operations.

#### Phase Two

##### Steady state vanadium electrolyte (VE) operations

- o 1 million litre production
- o Sales anticipated to be approximately \$5-7M pa.

#### Phase Three

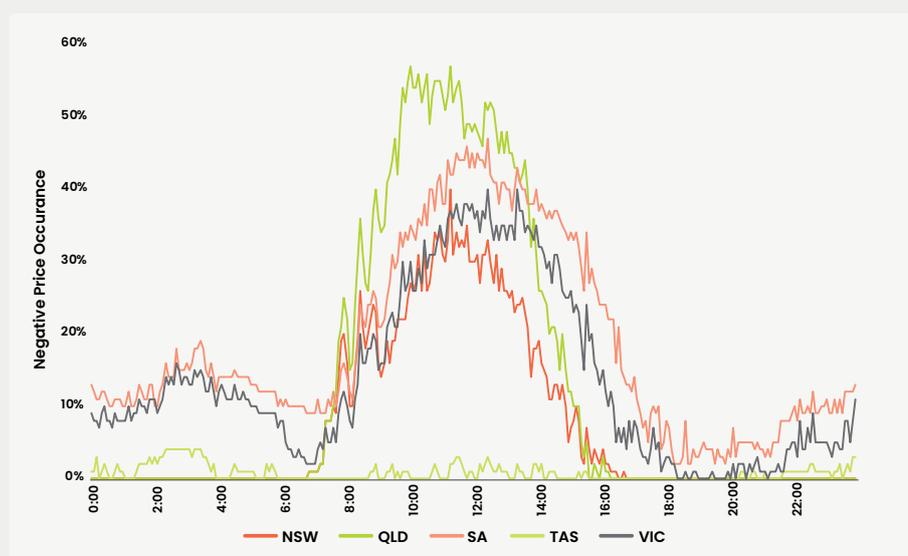
##### Expansion VE operations

- o Planned expansion within three years (market dependent)
- o Expansion to 10 million litres (approx. 200MWh) capacity pa
- o Sales anticipated to be approximately \$50-70M pa.

# Downstream: Vanadium BESS Solutions

CMG has developed a downstream business capability focused on delivering battery energy storage solutions utilising vanadium flow batteries (VFB). This capability spans the full lifecycle of energy storage projects – from securing funding and project development approvals to installation, commissioning, and ongoing operations and maintenance. By integrating these capabilities, CMG is positioned to provide end-to-end solutions that support reliable, scalable, and sustainable energy infrastructure.

CMG have built the capability to design and assess the technical and financial attributes of utilising vanadium flow batteries in potential energy projects ranging from greenfield to brownfield opportunities. The Company has established a framework around the total battery solution from initial customer engagement through to ongoing operation and maintenance of an established facility over the longer term.



The high and increasing uptake of rooftop solar, along with the increasing number of grid scale renewable installations, has resulted in negative power pricing in the NEM, generally during the daylight hours, for significant periods of time, generally increasing year-on-year as the amount of power generated exceeds the overall demand. The solution is long duration energy storage, which transfers this excess renewable power to the peak demand and overnight periods, significantly reducing greenhouse gas emissions and average power pricing over the long term.

## The total battery solution

### Customer engagement

Project origination and commercial agreements

### Project scoping studies

Feasibility, demand forecasting, risk analysis, equipment selection

### Technical design

Energy asset design, battery, and PV

### Economic modelling

Assessing battery size, duration, BMS

### EPC management

Construction and delivery of asset

### Supply items

Vanadium electrolyte, vanadium battery, solar panels, inverter

### Software supplier

Battery management system, energy management system

### Funding/PPA

Funding options – ownership, lease, finance

### Operations & maintenance

Ongoing maintenance of asset

# Our Strategy and Operations

## The Energy Market: Demand and Dynamics

The energy sector is in constant evolution as the energy transition rolls out across the nation and the globe. The changes occurring in the market affect CMG in a positive way. With a lens on Australia the renewable energy development across the nation has been occurring for over ten years with major growth in rooftop solar as well as larger solar and wind investments occurring in regional and remote areas. The initial investments focussed on renewable energy without backup storage however in recent years a significant opportunity in peak time energy trading in the morning and evening has seen increased investment and installation of short duration batteries to take advantage of high returns. These batteries are short in duration with up to two hours in capacity and assist with high energy demand periods however they do not provide energy during the hours of the evening and through to the morning peak at 6 am. The evening demand is still serviced by conventional coal, gas up to 80% with the remainder as hydro generation.

This is where long duration vanadium flow batteries can support the energy transition. Quarterly reporting from the Australian regulator AEMO indicates a recent trend towards longer duration energy storage needs in the NEM and WEM. Long term forecasts indicate that by 2050 88% of energy use will come from long duration energy storage.

A recent report from AEMO targeted at the transmission and distribution network across the NEM highlighted a growing infrastructure issue and that significant investment was required to upgrade poles and wires to distribute renewable energy generation. There is significantly higher curtailment of solar and wind generators resulting from transmission and economic issues resulting in many generators augmenting their investments with energy storage solutions. Vanadium flow batteries solve this issue by integrating the renewable generator with the battery to create a hybrid renewable solution with increased flexibility in energy distribution.

**The graphs below indicate at midday, renewable energy utilisation is rapidly increasing and approaching the government target of 80%, however lack of long duration energy storage results in a sharp drop overnight e.g. at 6pm.**



Source: Greenview Analysis Jul 2025

## The role of VFB's

Vanadium flow batteries are a proven, technically ready, and commercially ready utility scale energy storage solution, developed in Australia approximately 40 years ago. There are VFB installations that have been connected to the grid globally for more than 20 years. They are best suited to longer energy storage durations of greater than four hours but are capable of short-term grid stabilisation and energy arbitrage activities.

VFBs have been employed in a range of duties across the globe including microgrid applications for commercial and industrial facilities and larger residential communities, standalone power stations for remote communities and the resources sector, backup power for large data centres through to grid scale applications to support renewable wind and solar energy installations.

VFBs can provide a very reliable and uninterrupted power supply. The longer the duration, the more compelling the economics, particularly when commercial leasing of the vanadium electrolyte is included as an option for overall cost management.

**49GW / 646GWh** **88%**  
of dispatchable storage required by 2050. of all long duration energy storage (LDES) by 2050.

## What is the Opportunity for Vanadium Flow Batteries?



**Lifespan**  
25+ years  
20,000+ cycles



**Scalability**  
Electrolyte volume



**Price**  
Low LCOS



**Med-Long Duration**  
Best suited to 6+ hours



**Sustainability**  
Battery 98% recyclable



**Recyclability**  
Electrolyte reusable



**Nil Degradation**  
Vanadium electrolyte does not degrade



**Safety**  
Non-flammable and highly stable



**Energy & Power Density**  
Small and large grid applications





# Our ESG Commitment and Progress

During FY25, CMG took meaningful and tangible steps to proactively embed ESG foundations and principles across its operations. Key initiatives included strengthening community and stakeholder engagement to ensure open, transparent, and collaborative relationships; developing and refining policies and procedures that guide responsible business practices; and committing to deliver sound environmental infrastructure solutions that benefit both CMG operations and the broader Australian communities in which we operate.

These actions reflect our dedication to sustainable growth, social responsibility, and long-term value creation, while laying the groundwork for ongoing improvements in environmental performance, governance, and community impact.

## Environmental



CMG's Environmental focus in 2025 has been on advancing renewable energy solutions and driving improved environmental outcomes, particularly through the development of BESS and solar power initiatives.

### Key activities include:

- **Environmental Studies at Lindfield Project:** Comprehensive studies are underway to assess the environmental impact and sustainability of the Lindfield Project, ensuring all operations adhere to rigorous environmental standards and regulatory requirements.
- **Development of a Downstream VFB Battery Storage Business:** CMG is establishing a Vanadium Flow Battery (VFB) energy storage system to support renewable energy infrastructure. This initiative enhances environmental outcomes while promoting the long-term viability of sustainable energy solutions.
- **Investment into Environmentally Sound Battery and Solar Solutions for Lindfield Project:** Allocating resources to develop a sustainable and environmentally responsible battery and solar power solution, minimising carbon footprints while supporting renewable energy goals.
- **Development of Impact Assessment Studies for the Lindfield Project:** Comprehensive impact assessments are being conducted to evaluate and mitigate potential environmental and social risks associated with the Lindfield Project, ensuring responsible project development.

## Social



CTO Nic Semler on a school excursion to the Mutdapilly Koala Offset as part of our STEM support to the Goodna State School.

In 2025, CMG has strengthened its commitment to social responsibility by supporting local communities, promoting mental health, and fostering educational opportunities to encourage youth engagement in industry.

### Key initiatives include:

- **Sponsorship of Outback Futures:** CMG continues to sponsor the not-for-profit organisation Outback Futures, which delivers vital mental health and allied health services to rural and remote communities across Australia.
- **Participation in Queensland Resource Council's Shape Our Future Campaign:** CMG actively engages with the community to inspire young people to explore careers in the mining and resources sector, promoting education, workforce development, and future industry growth.
- **Partnership with McKinlay Shire Council for a VFB Energy Storage Solution:** Collaborating with local government, CMG is delivering a VFB energy storage system to enhance the community's infrastructure and power resilience.
- **Extensive Community and Government Engagement:** CMG has conducted forums, information sessions, webinars, and partnerships across Julia Creek, Logan City, and Brisbane City, ensuring operations align with community needs and government policies.
- **STEM Mentorship Program at Goodna State School:** CMG supports young students in pursuing careers in science, technology, engineering, and mathematics (STEM) through mentorship, helping to cultivate future talent for the renewable energy industry.

## Governance



CEO Scott Winter presenting at the Noosa Power and Energy Conference in June 2025.

CMG's governance focus in 2025 underpins its commitment to maintaining a transparent, ethical, and sustainable business model. This includes strategic development, regulatory compliance, and active industry engagement to deliver equitable outcomes for all stakeholders.

### Key initiatives include:

- **Engagement with Traditional Owners:** CMG commenced active engagement with the Miajabi (Mayi-Yapi) and Mycoolon people who are the Traditional Owners of the land on which our vanadium tenements are situated. This included a preliminary site visit to Lindfield in Q4 2024 and planning for a full cultural heritage site survey in FY26.
- **Expansion of CMG's Corporate Strategy:** CMG continues to refine and expand its corporate strategy, building a resilient and sustainable business model designed to generate long-term value for stakeholders.
- **Key Industry Engagement for Equitable Outcomes:** CMG actively participates in leading industry forums, including the AMEC QLD Advisory Committee and Julia Creek Roundtable meetings, representing the company in discussions to drive appropriate and fair outcomes for issues affecting Vanadium and the Critical Minerals sector.
- **Participation on Queensland Government ESG Advisory Panel:** CMG contributes to policy development and promotes best practice in ESG considerations through active involvement on the advisory panel.
- **Key Policy Development:** CMG has progressed the development and implementation of internal policies and procedures to strengthen governance practices across the organisation. These policies focus on ESG integration, ethical decision-making, risk management, and regulatory compliance, ensuring consistent and accountable business practices across all operations.



# Our ESG Commitment and Progress

## Case Study: Lindfield Project Power Solution

### Overview

The Lindfield Mine Project requires a reliable, sustainable, and scalable power solution to support the future mining operations, processing plant and non-process infrastructure. The site faces energy supply reliability issues, limited grid capacity, and an urgent need to reduce carbon emissions. In response, CMG, in partnership with Arche Energy, is developing a hybrid renewable energy system integrating solar, wind, diesel and Vanadium Flow Battery (VFB) storage technology.

### UN SDG Alignment

 <b>#7</b> Affordable and Clean Energy	 <b>#8</b> Decent Work and Economic Growth
 <b>#12</b> Responsible Consumption and Production	 <b>#13</b> Climate Action

### Approach

The optimised solution for the hybrid power station includes Diesel Generators (providing just 17% of annual energy demand), 9.5 MW of Solar PV, 8 MW of Wind Power (comprising 2 x 4 MW turbines), and 14.8 MWh of VFB BESS (comprising 6 x 2.44 MW units). This integrated energy mix minimises diesel dependency, maximises renewable generation, and enhances energy reliance for 24/7 operations.

### Key ESG Focus Areas

 Community Relations	 Economic Development
 Carbon Emissions	 Infrastructure Longevity
 Environmental Impact	

### Outcomes & Impacts

- Significant carbon emissions reduction through renewable integration
- Enables greater grid decarbonisation
- Strong community engagement with McKinlay Shire Council
- Creation of education pathways and local job opportunities
- Enhanced energy security for regional development
- Collaboration across private and public sectors
- Commitment to responsible infrastructure investment
- Scalable model supporting long-term value creation

### Project Objectives

- Deliver reliable, low-carbon energy solution
- Build market-leading hybrid Infrastructure
- Enable scalable, secure power for evolving site needs
- Reduce long-term reliance on fossil fuels
- Avoid curtailment of rooftop PV systems

### Conclusion

The Lindfield Project Power Solution is a benchmark for renewable energy integration in mining. By adopting a hybrid model combining solar, wind, diesel and VFB storage, it will deliver a secure, sustainable, and low-carbon power system. The project supports the transition to clean energy, advances multiple UN SDGs, and sets a replicable standard for ESG-aligned infrastructure in the resources sector and regional communities.



Various photos from the Lindfield Project including (clockwise from top right) - Data collection from water monitoring bores, drilling, existing Lindfield infrastructure and general field studies.



# Our Reporting

## ESG Reporting Frameworks

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**The ESG reporting framework used by the Company has been designed to adhere to industry best practice and incorporates leading global standards, including the United Nations Sustainable Development Goals (SDGs) and the Global Reporting Initiative (GRI).**

The Australian Sustainability Reporting Standards (**ASRS**) and their mandatory reporting requirements under the *Corporations Act (2001)* were approved in September 2024 and mark a significant shift toward comprehensive, mandatory climate and sustainability reporting for Australian entities, with the intent to drive transparency, accountability, and informed decision-making in capital markets. We do not yet trigger the mandatory reporting aspects of the ASRS, however we are actively preparing the business for when we do, embedding data management and reporting practices as a normal part of how we do business. This also actively prepares the business for when we are operational, setting a firm foundation for reporting requirements at all levels of the business.

Each of the ESG reporting frameworks above have been outlined in more detail and are represented within our accompanying ESG Databook, which can be read in conjunction with this report.

### Sustainable Development Goals and Vanadium Production

The United Nations Sustainable Development Goals (**SDGs**) provide a comprehensive framework for addressing global challenges such as climate change, resource scarcity, and social inequality. For a battery minerals company like ours, these goals are highly relevant and guide our approach to sustainable development.

Vanadium plays a crucial role in advancing SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action) by enabling the development of efficient energy storage solutions, such as VFBs, which support the integration of renewable energy sources, enhancing grid stability and reducing emissions via the use of sustainable energy sources over the use of fossil fuels.

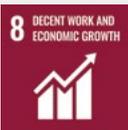
Furthermore, our commitment to responsible mining practices aligns with the SDGs of 3 (Good Health and Well-being), 8 (Decent Work and economic growth) and 12 (Responsible Consumption and Production) by minimising environmental impact, promoting resource efficiency, and ensuring safe and fair labor practices. CMG also recognises our responsibility for operating in an efficient manner which minimises our impact on nature in line with the SDG 15 (Life on Land).

CMG conducted a review of the UN SDGs in early CY2025 and determined that our alignment has not changed, however additional goals are likely to be added once we commence operations in each of our proposed facilities.

By integrating these SDGs into our operations, we aim to contribute to a more sustainable and equitable future while advancing technological solutions that drive the global energy transition. For more information on the alignment between CMG and the goals described above, please see our FY25 ESG databook, found on our website.

# SUSTAINABLE DEVELOPMENT GOALS

## Our contributions and alignment with the United Nations Sustainable Development Goals

Sustainable Development Goal	Sustainable Development Goal specific target	Our alignment and contribution
<b>SDG 3</b> <b>Good Health and Well-being</b> 	<b>Target 3.8</b> Achieve health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.	<p><b>Trust and Ethical Values:</b> CMG aims to foster trust and uphold ethical values in our operations, benefiting both our internal workforce and the local community, including Traditional Owners.</p> <p><b>Safe and Supportive Practices:</b> We are committed to reliable and efficient workplace practices that protect all members from harm, while promoting well-being, education, and continuous improvement in a supportive professional environment.</p>
<b>SDG 7</b> <b>Affordable and Clean Energy</b> 	<b>Target 7.2</b> Increase substantially the share of renewable energy in the global energy mix.	<p><b>Renewable Power Storage:</b> CMG's core business enhances renewable power storage, making renewable energy more accessible, reliable, and affordable.</p> <p><b>Battery Storage Development:</b> We are developing a vanadium electrolyte manufacturing facility and working with energy providers on the installation of vanadium flow batteries to reduce dependence on unsustainable fuel sources, enable better energy modulation, and lower energy costs while increasing the use of renewable sources.</p>
<b>SDG 8</b> <b>Decent Work and Economic Growth</b> 	<b>Target 8.3</b> Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.	<p><b>Inclusive Practices:</b> Where possible, we engage in procurement practices that share economic benefits with local suppliers and communities..</p> <p><b>Investments in Growth:</b> We are investing in an electrolyte facility (downstream value-add), developing vanadium battery installation projects, and actively supporting R&amp;D and initiatives that stimulate demand for supporting industries and expertise, creating professional development opportunities and competitive compensation to enhance skills.</p>
<b>SDG 12</b> <b>Responsible Consumption and Production</b> 	<b>Target 12.2</b> Achieve the sustainable management and efficient use of natural resources.	<p><b>Efficient Resource Use and Waste Management:</b> We optimise our resource extraction processes to minimise waste and maximise resource efficiency. Implementing advanced technologies for mineral processing and adopting best practices for waste management to reduce environmental impact, ensure responsible use of raw materials, and support the creation of sustainable products.</p> <p><b>Sustainable Supply Chain Practices:</b> CMG aims to foster responsible consumption by ensuring that our supply chain follows sustainable practices, including sourcing materials ethically and collaborating with suppliers who adhere to high environmental and social standards. By promoting transparency and accountability throughout our supply chain, we strive to ensure that vanadium production contributes to sustainable development and minimises adverse effects on ecosystems and communities.</p>



# Our Operations

## Our ESG Reporting Frameworks

### Sustainable Development Goal

### Sustainable Development Goal specific target

### Our alignment and contribution

#### SDG 13 Climate Action



**Target 13.1**  
Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

**Renewable Energy Integration:** From the outset of our mine construction planning, CMG has strategically designed infrastructure to integrate where feasible renewable energy solutions, ensuring the long-term sustainability and resilience of our vanadium operations.

**Environmental Impact and Efficiency:** Our vanadium extraction, refinement and manufacturing processes support the production of efficient VFBs with minimal life-cycle environmental impact. This enhances our ability to store energy from renewable sources, thereby reducing emissions.

**Commitment to Energy Efficiency:** CMG is dedicated to energy efficiency and the use of renewable energy in our operations, both of which help reduce emissions associated with our operations and production..

#### SDG 15 Life on Land



**Target 15.1**  
Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.

**Impact on Local Ecosystems:** Mineral extraction unavoidably affects local flora and fauna. CMG will adhere to rehabilitation commitments and required approvals, operating responsibly and efficiently to minimize our environmental impact.

**Resource Efficiency:** We prioritise the efficient use of natural resources, especially water management, to minimize our impact on local ecosystems.



### Global Reporting Initiative

The GRI standards are the most globally recognised framework for ESG and sustainability reporting. Widely adopted across the mining and metals sector, they offer best-practice reporting principles and established guidelines for both qualitative and quantitative ESG data. CMG's GRI Content Index is available for review at the end of this report.

The full GRI index was reviewed at the conclusion of FY25 and it was concluded that no additional indices needed to be added to the current list, however, new indices are expected to be added to the list for the FY26 report as the various aspects of our business move closer to operation.

# Our Stakeholders

**Our stakeholders encompass a diverse group that includes investors, employees, local communities, Traditional Owners, regulatory bodies, suppliers, customers and industry partners.**

Investors are crucial, providing the capital needed for exploration and development, while expecting transparent communication and responsible management. CMG’s employees are key to our success, contributing their expertise and dedication to our projects. Local communities and Traditional Owners are integral to our operations, as we work to ensure our activities positively impact their environment and economic opportunities with long-term sustainable outcomes.

Regulatory bodies set the standards we must adhere to, ensuring compliance and sustainability in our practices. Government agencies play a critical role by setting regulatory standards and ensuring our compliance with environmental and safety requirements. Our customers are key stakeholders, relying on the quality and sustainability of our vanadium products for their own operations. Additionally, industry partners and suppliers play a vital role in supporting our development efforts and advancing technological innovations.

Engaging with and addressing the interests of these stakeholders is fundamental to our commitment to responsible and sustainable vanadium development.

## Key themes of stakeholder groups



### Regulators

Transparency, accuracy, & policing



### Investors

Alignment - strategy, & values, disclosures



### Government

Sustainable development, GHG emissions, economic, & community benefit



### Industry partners & suppliers

Collaboration & support



### Local communities & Traditional Owners

Engagement & impact



### Customers

Performance data, supply chain & climate

# Our Material Topics

## CMG's Material Topics FY25

Our material topics in the ESG area remain unchanged in their key focus areas, however there have been minor changes in content in line with the evolution of the overall company strategy. The key areas are listed below and expanded in the next few pages.

### Environmental

- GHG Emissions & Energy Efficiency
- Environmental Management (Biodiversity & Water)

### Social

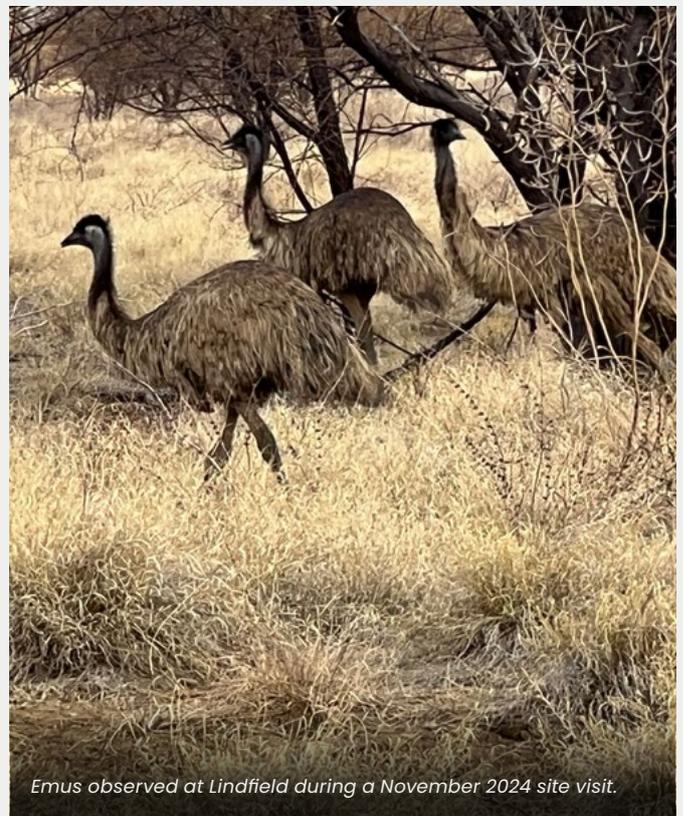
- Health, Safety and Wellbeing
- Local Communities

### Governance

- Ethics, Integrity and Transparency
- Risk Management

Although our overall company strategy has evolved through FY25, our continuous dialogue with stakeholders has not identified a significant shift in the material topics for this reporting period. Through these ongoing interactions, we have gathered critical insights into the issues that are of the highest importance to our stakeholders and that have a significant impact on our business operations. This process has helped us continue to prioritise and address key areas such as environmental impact, community relations, regulatory compliance, and supply chain management.

For a detailed examination of the data and analyses related to these material topics, please refer to our supporting document: CMG ESG Databook, available on our website. This databook provides an in-depth look at the quantitative ESG disclosures CMG reports, illustrating how we address and manage the key issues identified through our stakeholder engagement process. The content of the databook will evolve and expand as our operations develop and our potential impacts increase.



*Emus observed at Lindfield during a November 2024 site visit.*

# Environmental

Our environmental material topics focus on enhancing energy efficiency and reducing GHG emissions through renewable energy use, effective battery storage development (VFB), and stringent environmental management practices, including responsible resource use, water management, and site rehabilitation, all while supporting global decarbonisation and supporting the achievement of net zero by 2050.



## GHG Emissions & Energy Efficiency

CMG is dedicated to enhancing energy efficiency and incorporating renewable energy across our operations to reduce emissions related to both development and operations. Our development of an electrolyte manufacturing facility in the city of Logan and our plans to incorporate renewable energy and a vanadium battery storage facility on our mining operations at Lindfield will decrease reliance on unsustainable fuels and enable more efficient energy use, which will also lower energy costs. Our increased focus on downstream vanadium battery installation opportunities facilities emissions reduction on a broader scale. This combined approach across the whole energy supply chain from mine to energy solutions addresses local and broader community concerns by reducing overall emissions and enhancing security of energy supply.

By facilitating efficient energy storage, we aid global decarbonisation efforts and support energy providers in stabilising energy demands, thereby reducing dependence on non-renewable resources.

Vanadium extraction and refinement are central to producing high-performance, long-life VFBs with minimal environmental impact, enhancing the capacity to store renewable energy and further reducing emissions. Our commitment to supporting the achievement of net zero by 2050 reflects our dedication to decarbonising our operations and supporting global sustainability goals. By producing high-purity vanadium efficiently, we aim to build confidence in critical mineral extraction and demonstrate the benefits of low environmental footprint products.



## Environmental Management (Biodiversity and Water)

Mineral extraction inevitably affects local flora and fauna, and CMG maintains our commitment to minimising these impacts through responsible and efficient operations. We operate on land rich in vital natural resources for local communities and Traditional Owners, and our ESG policy emphasizes ethical resource use and responsible environmental management practices.

We focus on the efficient use of all natural resources to reduce our environmental footprint. We are dedicated to meeting all environmental and resource-based requirements throughout the life cycle of our operations, addressing local community concerns about water and land use. CMG has continued our integration of ESG principles into all aspects of our operations, with an annual review of our entire ESG reporting framework to update the relevant metrics to guide our reporting and ensure alignment with emerging natural capital metrics and standards.

# Our Material Topics

## Social

Our social material topics focus on promoting health, safety, and well-being through reliable workplace practices and a diverse, engaged workforce, while fostering inclusive economic benefits and ethical relationships with local communities and Traditional Owners.



### Health safety and wellbeing

CMG aims to cultivate a rewarding culture that ensures mutual advancement for both the company and its employees. Our key objective is to build a diverse workforce that prioritises safety and well-being and thrives on positive performance and an inclusive and supportive organisational culture. CMG is developing reliable and efficient workplace practices that protect both internal and external members from harm, while promoting well-being, education, and continuous performance improvement in a supportive professional environment.

This approach will enhance our ability to attract and retain talented, respectful, and engaged staff, providing a competitive edge.



### Local communities

Our procurement practices are designed to share economic benefits with local suppliers and communities by sourcing materials from local producers whenever possible, thereby extending the financial value of mineral extraction and processing to the surrounding areas. Additionally, our strategy includes supporting social events and activities and business development opportunities in regional communities to enhance the positive impact of our operations.

CMG is committed to fostering trust and ethical values within our internal workforce as well as with local communities and Traditional Owners. Guided by our management team's extensive experience, we focus on inclusive engagement and representation to build strong, trustworthy relationships. By operating ethically and consistently, we aim to create mutually beneficial partnerships that support both CMG and the broader community for the long term.



Logging core drilled for the Lindfield Project.

## Governance

CMG is dedicated to building trust and upholding ethical values in our operations by engaging responsibly with all stakeholders, including local communities and Traditional Owners, while ensuring transparency and accountability. We manage risks through strategic investments in new projects, industry expertise, and professional development, as well as robust supply chain management for reliable mineral traceability. Proactive stakeholder engagement, governmental support, and strategic partnerships with downstream manufacturers and vanadium industry players further enhance our risk mitigation and streamline the approval process. Regular internal review processes including policy and procedure reviews and updates, and the annual ESG framework review ensure we are monitoring changes to our risk profile and identifying any emerging risks.



### Ethics, Integrity and Transparency

CMG is committed to fostering trust and upholding ethical values in our operations, both for our internal workforce and in our interactions with local communities and Traditional Owners. We prioritise achieving our operational goals responsibly, with the active consultation, cooperation, and consideration for the beliefs and views of material stakeholders. Our approach ensures consistency in our messaging and reinforces our principles of trust, integrity, and accountability.



### Risk Management

By pursuing strategic partnerships for development and ensuring reliable mineral traceability through efficient supply chain management, we mitigate risks in extraction and production. Engaging respectfully with stakeholders helps secure necessary mining approvals, while governmental support aids in streamlining the approval process and enhancing security. Building relationships with key downstream manufacturing partners, such as battery manufacturers and existing vanadium industry players, further supports our strategy and reduces operational risks.



### Table 1: CMG policies

Corporate Governance Statement
Statement of Values
Securities Trading Policy
Diversity Policy
Code of Conduct
First Nations Policy
Privacy Policy
Anti Bribery and Corruption Policy
Continuous Disclosure and Shareholders Communication Policy
Whistleblower Protection Policy
Dividend Policy
ESG policy
Community Grievance Policy
Supplier Engagement Policy
IT Policy

As the Company progresses towards full production and continues to grow, our ESG reporting will also evolve. This year, we have aligned with global ESG standards and reporting frameworks (see Our ESG Reporting Framework) to produce this ESG Report, which transparently communicates our ESG efforts and meets stakeholder expectations.



# Disclosures

## GRI Content Index

<b>Statement of Use</b>	Critical Minerals Group has reported the information cited in this Global Reporting Initiative (GRI) content index for this Reporting Period with reference to the GRI Standards and the Company's approach to the management of its most material topics.	
<b>GRI 1</b>	GRI 1: Foundation 2021	
<b>GRI Standard</b>	<b>Disclosure</b>	<b>Location</b>
<b>GRI 2: General Disclosures</b>	2-1 Organisational details	CMG ESG Report: About CMG
	2-2 Entities included in the organisation's sustainability reporting	CMG ESG Databook
	2-3 Reporting period, frequency, and contact point	CMG ESG Report: About this Report
	2-7 Employees	CMG ESG Databook: Employees
	2-9 Governance structure and composition	CMG ESG Report: Our Leadership
	2-16 Communication of critical concerns	CMG ESG Report: Stakeholder Engagement
	2-22 Statement on sustainable development strategy	CMG ESG Report: Message from the Managing Director
	2-23 Policy commitments	CMG ESG Report: ESG Policy and CMG Policies
	2-27 Compliance with laws and regulations	CMG ESG Databook: Environmental Impacts and Environmental Compliance & Rehabilitation
	2-29 Approach to stakeholder engagement	CMG ESG Report: Stakeholder Engagement
<b>GRI 3: Material Topics 2021</b>	3-2 List of material topics	CMG ESG Report: Our Material Topics
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	CMG ESG Databook: Employees
	201-2 Financial implications and other risks and opportunities due to climate change	CMG ESG Report: Taskforce for Climate-related Financial Disclosures
<b>GRI 202: Market Presence 2016</b>	202-2 Proportion of senior management hired from the local community	CMG ESG Report: Employees
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	CMG ESG Report: ESG Highlights
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organisation	CMG ESG Databook: GHG Emissions & Climate
	302-3 Energy intensity	CMG ESG Databook: GHG Emissions & Climate
<b>GRI 303: Water and Effluents 2018</b>	303-3 Water withdrawal	CMG ESG Databook: Environmental Management (Biodiversity and Water)
	303-5 Water consumption	CMG ESG Databook: Environmental Management (Biodiversity and Water)
<b>GRI 304: Biodiversity 2016</b>	304-3 Habitats protected of restored	CMG ESG Databook: Environmental Management (Biodiversity and Water)



# Disclosures

## GRI Content Index

<b>GRI Standard</b>	<b>Disclosure</b>	<b>Location</b>
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	CMG ESG Databook: GHG Emissions & Climate
	305-2 Indirect (Scope 2) GHG emissions	CMG ESG Databook: GHG Emissions & Climate
<b>GRI 403: Occupational Health &amp; Safety 2018</b>	403-1 Occupational health and safety management system	CMG ESG Databook: Health, Safety and Wellbeing
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	CMG ESG Databook: Health, Safety and Wellbeing
	404-3: Percentage of employees receiving regular performance and career development reviews	CMG ESG Databook: Health, Safety and Wellbeing
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving the rights of indigenous peoples	CMG ESG Databook: Local Communities and Partnerships



# Glossary

<b>ASRS</b>	Australian Sustainability Reporting Standards
<b>BESS</b>	Battery Energy Storage Solution
<b>DCCEEW</b>	Department of Climate Change and Energy
<b>DWER</b>	Department of Water and Environmental Regulation
<b>ESG</b>	Environmental, Social, and Governance
<b>FIFO</b>	Fly-in, fly-out
<b>FSB</b>	Financial Stability Board
<b>GHG</b>	Greenhouse Gas
<b>GRI</b>	Global Reporting Initiative
<b>CMG</b>	Critical Minerals Group
<b>LOM</b>	Life of Mine
<b>LTI</b>	Lost-Time Injury
<b>RAP</b>	Reconciliation Action Plan
<b>SASB</b>	Sustainability Accounting Standards Board
<b>SDG</b>	United Nations Sustainable Development Goals
<b>VFB</b>	Vanadium Flow Batteries





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