



ILUKA

2025

SUSTAINABILITY DATA BOOK
(non mandatory disclosures)





Home

2025 Sustainability Data Book (non-mandatory, non-climate disclosures) (Data Book)

This Data Book outlines key non-mandatory related sustainability performance information of Iluka Resources' and its subsidiaries' operations and activities for 2025 and historical reporting periods. It accompanies the 2025 sustainability (non-mandatory, non-climate related) disclosures in Iluka's Annual Report and other periodic and continuous disclosure announcements lodged with the ASX, available at www.iluka.com. A complete set of climate-related financial disclosures, required under AASB S2, is covered separately at page 66 in the section "Sustainability Report (Climate-related Financial Disclosures)".

Notes on data

This Data Book has been prepared based on Iluka's reporting year (1 January to 31 December). Unless stated otherwise, all data presented relates to calendar years and parameters are reported for Iluka's Group-wide businesses and include all exploration, construction, operations, rehabilitation and corporate activities.

Iluka reports using guidance from the GRI Standards, for the period 1 January 2025 to 31 December 2025, in addition to the requirements of other select reporting frameworks and standards. Refer to the GRI content index in this Data Book.

Where relevant, prior reporting period figures have been restated when more accurate data becomes available or when there have been material changes to the data calculation methodologies.

Currency is expressed in Australian dollars (AUD) unless otherwise stated.

Forward-looking statements

Iluka's 2025 Annual Report and this Data Book contain certain statements which constitute forward-looking statements. For information relating to forward-looking statements refer to page 173 of the 2025 Annual Report.

The information contained in this report is provided for informational purposes only and has not been prepared as financial or investment advice.



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Sustainability at Iluka

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Iluka's approach to sustainability

Iluka's goal is to be a safe, responsible and sustainable supplier of critical minerals. To achieve this, Iluka prioritises:

- Our people and communities: Engaging and building the capability of Iluka's workforce, prioritising health, safety, and wellbeing, and maintaining open, respectful and consistent relationships with the communities where Iluka operates.
- Our environment: Being cognisant of the environmental impact of Iluka's operations, through land disturbance, water usage and treatment of waste and maximising operational efficiency.

Iluka integrates sustainability into everyday business practices and seeks to continuously improve performance. This commitment is supported by transparency, ethical behaviour, and adherence to high standards of corporate governance through fit-for-purpose systems and processes. The company's sustainability approach is aligned with recognised principles and frameworks and contributes to the United Nations Sustainable Development Goals.

The Iluka Board Sustainability Committee assists the Board in reviewing progress made against, and monitoring effectiveness of, company strategies, policies, and standards as they relate to sustainability. Responsibilities include oversight of performance, compliance with legislation, and management of health, safety, environmental, social and governance risks and impacts.

A complete set of climate-related financial disclosures, required under AASB S2, is covered separately at page 66 of the 2025 Annual Report in the section "Sustainability Report (Climate-related Financial Disclosures)".

United Nations Sustainable Development Goals

At the United Nations Sustainable Development Summit in New York in September 2015, 193 Member States, including Australia, agreed to *The 2030 Agenda for Sustainable Development* with a set of Sustainable Development Goals (SDGs) at its core. The SDGs are 17 global goals with 169 targets focused on addressing the most urgent economic, social and environmental challenges by 2030.

Iluka seeks to contribute to the fulfillment of the goals through:

- Direct business activities: Minerals produced, the way in which the company operates.
- Economic and social contributions: Payment of taxes and royalties, direct and indirect employment opportunities created, spending on goods and services, and community investments made to support the business.

While Iluka's business activities contribute to all 17 goals, the company has focused on 10 goals where its activities make a more substantial impact.

Goal	Description	Demonstrating Iluka's contribution
3. Good health and well-being	Ensure healthy lives and promote wellbeing for all at all ages	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Health, safety and wellbeing, page 24
4. Quality education	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – People, page 25
6. Clean water and sanitation	Ensure availability and sustainable management of water and sanitation for all	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Environmental management and compliance, page 27
8. Decent work and economic growth	Promote sustained, inclusive and sustainable economic growth, full productive employment and decent work for all	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – People, page 25 2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Communities and Indigenous relations, page 26
9. Industry, innovation and infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialisation, and foster innovation	2025 Annual Report – Strategy and business model, page 13 2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Communities and Indigenous relations, page 26 2025 Data Book – Partnerships and collaborations tab
11. Sustainable cities and communities	Make cities and human settlements inclusive, safe, resilient and sustainable	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – People, page 25 2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Communities and Indigenous relations, page 26
12. Responsible consumption and production	Ensure sustainable consumption and production patterns	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Environmental management and compliance, page 27 2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Product stewardship, page 29
13. Climate action	Take urgent action to combat climate change and its impacts	A complete set of climate-related financial disclosures, required under AASB S2, is covered separately at page 66 of the 2025 Annual Report in the section “Sustainability Report (Climate-related Financial Disclosures)”. The additional information disclosed in this Data Book on Energy and Emissions is provided on a voluntary basis. It is not required to be disclosed under AASB S2 Climate related Disclosures. This information is presented to enhance users’ understanding of the Group’s greenhouse gas (GHG) profile but does not form part of the entity’s mandatory climate statements for the purposes of the Corporations Act 2001 or AASB S2.
15. Life on land	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Environmental management and compliance, page 27 2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Rehabilitation and closure, page 28
17. Partnerships for the goals	Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development	2025 Data Book – Stakeholders tab 2025 Data Book – Partnerships and collaborations tab



Stakeholders

As an international supplier of critical minerals, Iluka has a diverse range of stakeholders with varying interests, expectations and concerns. Guided by the Iluka Code of Conduct, Social Performance Standard and associated procedures, the company's objective is to meaningfully engage with all stakeholders across the different geographies and markets in which Iluka operates. Information obtained through continuous engagement enables Iluka to understand stakeholder concerns, identify and manage risk and material issues, and seek opportunities to add value. It also provides input to the company's annual sustainability materiality assessment. All Iluka sites and projects are required to maintain stakeholder engagement plans, which include stakeholder mapping that is regularly reviewed in terms of issues, impact and influence. Planned engagement activities are shaped by business activities, identified social risks, and the needs and interests of stakeholders.

Stakeholder	Purpose of engagement	Engagement approach	Frequency of engagement
Customers	<p>Engagement with companies and markets that buy Iluka's products.</p> <p>Topics of interest include:</p> <ul style="list-style-type: none"> - Product quality, consistency, competitive cost, contracts and reliability - Ethical and responsible sourcing - ESG, including human rights, approaches, performance and impacts - Research and development - Opportunities to partner long-term - Business continuity 	<ul style="list-style-type: none"> - Site visits, meetings and personal communications - Tenders and contract negotiations - Participation in research, benchmarking assessments, surveys and questionnaires - Iluka website 	Frequently through a regular schedule and as required
Employees and contractors	<p>Engagement with employees is focused on information sharing and engagement in the business.</p> <p>Topics of interest include:</p> <ul style="list-style-type: none"> - Ensuring a safe, healthy, respectful and inclusive work environment - Remuneration, benefits, recognition and career development - Workplace conditions and rosters - Purpose and strategic direction of the business - Responsible business practices 	<ul style="list-style-type: none"> - Iluka Code of Conduct, values, corporate plan, policies and standards - Iluka intranet, emails and web-based forums such as Teams - Conversations between leaders, managers and employees - Meetings, presentations and forums - Iluka training and development programs - Performance review process and engagement surveys - Social events, fundraisers and volunteering 	Daily, weekly, monthly, quarterly, half-yearly and annually depending on the engagement channel
Financial community including shareholders, creditors, new investors and analysts	<p>Engagement with the financial community to ensure fair market valuation of Iluka Resources Limited, confidence in investment decisions, and long-term viable market opportunities.</p> <p>Topics of interest include:</p> <ul style="list-style-type: none"> - Responsible business practices - Business strategy and risk management - Delivery of safe, consistent and positive financial returns - Capital allocation and growth - Operational and ESG performance, impacts and disclosures - Climate change responses 	<ul style="list-style-type: none"> - Iluka's corporate reporting suite - Quarterly and half-yearly reports, ASX announcements, share registry information - Site visits, meetings, roadshows, briefings, industry and conference presentations, and personal communications - Participation in benchmarking assessments and questionnaires 	Frequently through a regular schedule and as required
Governments and regulators including national, state and territory, regional and local jurisdictions	<p>Engagement with governments and regulators to build and maintain relationships and ensure a mutual understanding of policy, regulation and development implications. Also in shared interests in project development.</p> <p>Topics of interest include:</p> <ul style="list-style-type: none"> - Regulatory and legal compliance - Responsible business conduct - Occupational safety - Socio-economic contributions and investment - Environmental and cultural heritage protection - Climate change responses - Employment and procurement - Shared arrangement with Australian Government on the Eneabba rare earths refinery project 	<ul style="list-style-type: none"> - Site visits, briefings, meetings and personal communications - Conformance audits - Regulatory filings and responses to requests for information - Participation in legislation and policy developments 	Frequently through a regular schedule and as required
Industry peers and associations	<p>Engagement with peers and industry associations to share lessons, build knowledge and contribute to best practices.</p> <p>Topics of interest include:</p> <ul style="list-style-type: none"> - Policy and global developments - ESG practices and product stewardship - Industry reputation and legacy 	<ul style="list-style-type: none"> - Participation in industry committees, working groups, forums and conferences - Regular meetings and personal communications 	Frequently through a regular schedule and as required

Local communities	<p>Engagement with local communities that have interests in or are impacted by Iluka's business activities.</p> <p>Topics of interest include:</p> <ul style="list-style-type: none"> - Safe and healthy operations - Employment, procurement and business development opportunities - Socio-economic and environmental impact management - Community investment - Engagement, complaints and grievance management 	<ul style="list-style-type: none"> - Face-to-face interactions, telephone conversations - Community meetings and forums, community-based initiatives - Newsletters and web-based information via Iluka website iluka.com/community-engagement - Participation in social and environmental impact assessments, regional strategies and reviews - Complaints and grievance mechanisms 	Frequently through regular schedules and as required
Non-government organisations, special interest groups and civil society	<p>Engagement with non-government organisations, special interest groups and civil society on specific issues relevant to their interests and information needs.</p> <p>Topics of interest include:</p> <ul style="list-style-type: none"> - Responsible business conduct - ESG approaches, performance and impacts - Partnership opportunities 	<ul style="list-style-type: none"> - Iluka's corporate reporting suite - Quarterly and half-yearly reports, ASX announcements - Face-to-face interactions, telephone conversations, meetings, community events - Participation in social and environmental impact assessments, regional strategies and reviews - Complaints and grievance mechanisms 	Quarterly, half-yearly and annually depending on the engagement channel, and as required
Research, development and educational partners	<p>Engagement with research, development and educational partners to further understanding, build capability, and adopt best practices.</p> <p>Topics of interest include:</p> <ul style="list-style-type: none"> - Research, development, partnership, collaboration and investment opportunities - Financial and in-kind support - Training and scholarship sponsorships - Placement opportunities for graduates and apprentices 	<ul style="list-style-type: none"> - Face-to-face interactions, telephone conversations, meetings - Attendance at conferences and events - Sponsorship of the Iluka Chair position at Murdoch University 	Frequently and as required
Suppliers	<p>Engagement with suppliers to secure reliable supplies of goods and services.</p> <p>Topics of interest include:</p> <ul style="list-style-type: none"> - Fair and competitive terms and conditions and prompt payment - Responsible business conduct - Ethical and responsible sourcing - Employment and procurement opportunities - Business continuity 	<ul style="list-style-type: none"> - Out to market approaches, discussions and briefings - Contractual agreements - Participation in surveys and questionnaires 	Frequently and as required
Traditional Owners and Indigenous peoples	<p>Engagement with Traditional Owners and Indigenous peoples who have interests in and are impacted by Iluka's business activities.</p> <p>Topics of interest include:</p> <ul style="list-style-type: none"> - Agreements, land access and land management - Community health and safety - Cultural heritage and environmental protection - Socio-economic and environmental impact management - Community investment - Employment, procurement and business development opportunities - Engagement, complaints and grievance management 	<ul style="list-style-type: none"> - Face-to-face interactions, telephone conversations - Community meetings and forums, community-based initiatives - Newsletters and web-based information via Iluka engagement portal at iluka.com/contact_us - Participation in social and environmental impact assessments, regional strategies and reviews - Complaints and grievance mechanisms 	Frequently through a regular schedule and as required



Agreements with Traditional Owners in Australia

Iluka acknowledges the diversity of Indigenous cultures and uses the terminology Indigenous peoples' territories, cultures and histories when talking in a global context. Iluka's Australian operations are located on the traditional lands of seven different Traditional Owner groups. Iluka currently has two formal agreements in place with Traditional Owners and a number in development.

FAR WEST COAST NATIVE TITLE HOLDERS

Iluka maintains an ongoing relationship with the Traditional Owners at its Jacinth-Ambrosia operations in South Australia. The relationship is underpinned by the Native Title Mining Agreement (NTMA) with the Far West Coast (FWC) Native Title holders which has been in place since December 2007.

The FWC Native Title Holders and communities are represented by the FWC Liaison Committee. The Committee meets quarterly to discuss all NTMA-related engagement, operational updates for the Jacinth-Ambrosia mine, any community visits and regular engagement activities. Iluka's Managing Director maintains a close relationship with the FWC, alongside the Jacinth-Ambrosia mine Operations Manager. Meanwhile, Iluka's Indigenous Relations Officer for the Jacinth-Ambrosia mine plays a leading role in the engagement of Aboriginal employees and contractors on site.

YUED PEOPLE

In Western Australia, Iluka enjoys a formalised partnership with the Yued People, including a voluntary co-operation agreement in place for Iluka's Cataby mine. The agreement was first established in 2019 and demonstrates a relationship built on consultation, cooperation and understanding. Iluka has undertaken numerous Aboriginal cultural heritage surveys in partnership with the Yued People at Cataby, and Iluka continues to seek out opportunities to develop its understanding of the local cultural landscape in greater detail.



Partnerships and collaborations

Initiative	Iluka's engagement focus
ACS Foundation, Australia	Since 2018, Iluka has partnered with the ACS Foundation, an initiative of the Australian Computer Society, to provide career opportunities and guidance for aspiring technology professionals. Iluka's four ACS foundation graduates are embedded in Iluka's IT function, providing students with experience in a dynamic corporate environment, developing business networks and learning new skills. In turn, Iluka benefits from the students' talent and fresh ideas, while providing opportunities to enhance their careers.
Chamber of Minerals and Energy Western Australia (CMEWA), Western Australia	As a member of the CMEWA, the peak resources sector representative body in Western Australia, Iluka participates in various working groups and committees.
Clontarf Foundation, Australia	Iluka has enjoyed a proactive partnership with the Clontarf Foundation throughout 2025, continuing to build on a relationship that was first established in 2011. Throughout the year, Iluka has engaged with a number of Clontarf Academies in Western Australia, South Australia, Victoria and New South Wales and has attended a range of Foundation events. These have included a number of Employment Forums, Sporting Carnivals, the annual Wadjemup Football Carnival and Awards Nights. Iluka's long-standing partnership with the Clontarf Foundation has supported improved education and employment outcomes for young Aboriginal men, while also enriching Iluka's workforce through meaningful cultural engagement across our operations.
Cooperative Research Centre for Transformations in Mining Economies (CRC TiME), Australia	The CRC TiME was initiated in early 2020 and supports sustained research and stakeholder collaboration towards improving mine closure outcomes. Iluka continued its participation with TiME, supporting the project 'Broadening NPV through a multi-criteria optimisation framework' in 2025.
FAWNA Inc. (Fostering and Assistance for Wildlife Needing Aid), Western Australia	Iluka continues to support FAWNA's efforts to care for native fauna requiring aid such as the threatened Western Ringtail Possum by providing access to land and facilities at the Capel Wetlands.
Foodbank, Western Australia	Giving back to the communities in which it operates, Iluka has supported Foodbank WA since 2020, enabling the Geraldton branch to materially increase its food distribution services across the Mid West region. Iluka employees also volunteer in the kitchen and warehouse facilities at Foodbank's Centre for Hunger Relief in Perth.
Future Female Leaders, Western Australia	Iluka joined the Future Female Leaders program to mentor female high school students in Western Australia, providing essential knowledge and skills to enable effective leadership and future career success. Iluka's mentors work in STEM roles at various locations across the business.
Harry Butler Institute, Murdoch University, Western Australia	Iluka has partnered with Murdoch University's Harry Butler Institute since 2019 to conduct biodiversity and ecological research projects, such as the Carnaby Cockatoo project in the Cataby region and an aquatic assessment of the Capel Wetland's ecological values. The partnership also involves sponsorship of the Iluka Chair in Vegetation Science and Biogeography renewed and continuing until 2027. The Chair is occupied by Professor Laco (Ladislav) Mucina. Iluka's ongoing sponsorship of the Iluka Chair continues to yield scientific knowledge in biodiversity through postgraduate student training and scientific publications. Three PhD students are currently enrolled on Iluka Chair projects, and two more students are being recruited.
Heavy Industry Low-carbon Transition Cooperative Research Centre (HILT-CRC)	In 2024, Iluka joined the Heavy Industry Low-carbon Transition Cooperative Research Centre to derisk decarbonisation in heavy industry. Iluka's primary interest in this collaboration lies in exploring hydrogen use and its associated supply chain. Additionally, the partnership extends to investigating potential lower-carbon solutions for industrial process heating, aligning with our commitment to reducing carbon emissions.

Human Rights Resources and Energy Collective (HRREc)	The HRREc is a group of companies in the energy and resources sector that are collaborating to share knowledge and develop practical tools to identify and address human rights, including modern slavery and labour exploitation in supply chains. Iluka has been a part of HRREc since 2020.
Kings Park Science, Botanic Gardens and Parks Authority (BGPA), Western Australia	Iluka has ongoing research projects with Kings Park Science at Kings Park including the provenance effect of seed collection for restoration with changing climate, a long-term project that Iluka has been collaborating for more than a decade.
NSW Minerals Council, New South Wales	As a member of the NSW Minerals Council, an industry association representing the minerals industry in New South Wales, Iluka participates in various working groups and committees.
Rare Earths Industry Association (REIA)	The REIA represents the global rare earth elements industry, providing a forum for the cooperation and exchange of information and innovations. Iluka joined REIA in 2022.
South Australian Chamber of Mines and Energy (SACOME), South Australia	As a member of SACOME, the peak industry body representing companies with interests in the South Australian minerals, energy, extractive and petroleum sectors, Iluka participates in various working groups and committees.
The University of Western Australia (UWA)	Iluka maintains links with researchers and PhD students at UWA's School of Biological Sciences and School of Agriculture and Environment on projects related to mine rehabilitation. Guest lectures are given to a number of UWA courses by Iluka staff, and undergraduate students classes are hosted at Iluka's Eneabba site to assess the ecophysiology of Iluka's rehabilitation.
University of Reading, United Kingdom	Iluka has partnered with leading University of Reading researchers on a project investigating the nutritional sustainability of post-mining soils with native revegetation at the Eneabba site. This collaboration has produced scientific publications on leading practice in rehabilitation, particularly on fertiliser use and its legacy.
Virginia Tech, Virginia	Iluka has maintained a cooperative research partnership with the Department of Crop and Soil Environmental Sciences at Virginia Tech (formerly Virginia Polytechnic Institute and State University) since 2004. Research has included: management and analysis of crop rotation, yields and farming practices; native species revegetation trials; post-mining soil reconstruction research; and a trial to determine the net effects of mining on post-disturbance water quality.
WA Mining Club, Western Australia	Iluka has partnered with the WA Mining Club since 2020 to offer scholarship opportunities in metallurgy, chemical engineering and mechanical / electrical engineering. As well as receiving financial assistance towards their last year of study, the scholarship recipients are provided with exposure to the critical minerals industry at Iluka's operational sites and are mentored by Iluka's production metallurgists and experienced engineers.
Zircon Industry Association (ZIA)	Iluka is a foundation member of the ZIA, which provides a forum for the cooperation and exchange of ideas and information on scientific and technical matters related to the zircon value chain.

2025 Materiality assessment and topics

Iluka completes a sustainability materiality assessment every year to determine what is most important to Iluka's stakeholders and business, and to ensure the company focuses on these material topics in its public reporting. Guided by the GRI Reporting Principles, the 2025 assessment combined feedback from internal Iluka subject matter specialists and senior leaders, together with an understanding of stakeholder expectations and the consideration of external influences. The assessment results were reviewed and endorsed by the Iluka Executive and Board Sustainability Committee. The table below presents the 2025 material topics.

2025 Material topic (listed in alphabetical order)	Importance to the Iluka business	Reference location in publicly available Iluka sources
Biodiversity	Iluka protects biodiversity and ecosystems by managing impacts across exploration, development, operations, and rehabilitation. Iluka systematically address risks including air quality, pollution, waste, water, climate targets, and protected species and areas.	2025 Annual Report – Sustainability at Iluka (non-mandatory, non climate related disclosures) - Environmental management and compliance, page 27 2025 Data Book - Biodiversity and closure tab
Business integrity	Iluka's governance and responsible practices maintain trust with our people, partners, and stakeholders by upholding integrity, accountability, and transparency.	2025 Corporate Governance Statement 2025 Annual Report – Directors' report, page 35 2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures), page 23 2025 Data Book – Conduct and compliance tab https://www.iluka.com/sustainability/
Business strategy	Iluka must deliver its business and growth strategies efficiently to ensure a sustainable, reliable product supply. The focus is on business resilience amid global and regional challenges.	2025 Annual Report – Chairman's and Managing Director's review, page 8; Strategy and business model, page 13
Climate strategy	A complete set of climate-related financial disclosures, required under AASB S2, is covered separately at page 66 of the 2025 Annual Report in the section titled "Sustainability Report (Climate-related Financial Disclosures)". The additional information disclosed in this Data Book on Energy and Emissions is provided on a voluntary basis. It is not required to be disclosed under AASB S2 Climate-related Disclosures. This information is presented to enhance users' understanding of the Group's greenhouse gas (GHG) profile but does not form part of the entity's mandatory climate statements for the purposes of the <i>Corporations Act 2001</i> or AASB S2.	
Community and Indigenous relationships	Building strong, lasting relationships allows Iluka to engage communities, manage impacts, and pursue growth. This covers operations, stakeholder agreements, local procurement, recruitment, and cultural heritage to support business now and in the future.	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate-related disclosures) – Communities and Indigenous relations, page 26 2025 Data Book – Traditional Owner agreements tab 2025 Data Book – Social and economic tab https://www.iluka.com/sustainability/
Cybersecurity	Iluka is focused on maintaining robust cybersecurity and information management systems to safeguard against information security breaches and disruptions. Proactive strategies employed provide internal and external stakeholders confidence we are managing potential threats.	2025 Annual Report - Business Risk Management, page 30
Environmental management and compliance	Iluka ensures responsible environmental stewardship through strong governance and systems, continuously assessing and minimizing impacts to protect biodiversity and sensitive ecosystems. Iluka is committed to achieving full environmental compliance, integrating regulatory requirements into all operations to uphold sustainability and legal standards.	2025 Annual Report – Sustainability at Iluka (non-mandatory, non climate related disclosures) – Environmental management and compliance, page 27 2025 Data Book – Biodiversity and closure tab https://www.iluka.com/sustainability/
Financial performance	The resources we mine are a significant source of value for Iluka, our workforce, and the regions we operate in. Stakeholders look to the distribution of economic value generated from our activities.	2025 Annual Report – Financial statements, page 99 2025 Annual Report – Sustainability at Iluka (non-mandatory, non climate related disclosures) – Communities and Indigenous relations, page 26 2025 Data Book – Social and economic tab
Health, safety and wellbeing	The health and safety of Iluka's people and operations is paramount. A healthy and safe workforce ensures business continuity, and contributes to engagement and productivity. Iluka continues to focus on reducing exposures to health and safety risks, and improving wellbeing.	2025 Annual Report – Sustainability at Iluka (non-mandatory, non climate related disclosures) – Health, safety and wellbeing, page 24 2025 Annual Report – Sustainability at Iluka (non-mandatory, non climate related disclosures) – People, page 25 2025 Data Book – Health and safety tab https://www.iluka.com/sustainability/
Human rights	Iluka respects human rights, aiming to prevent negative impacts and enhance positive ones in all operations. Stakeholder interest remains in our due diligence processes and mitigation strategies, especially across the supply chain.	2025 Annual Report – Sustainability at Iluka (non-mandatory, non climate related disclosures) – Communities and Indigenous relations, page 26 Modern Slavery Statement https://www.iluka.com/sustainability/
Product stewardship	Iluka promotes safe and responsible production and use and disposal of its products and co-products throughout their lifecycle. Customers and investors continue to seek assurance of responsible sourcing of minerals in supply chains, and are showing preferences for trusted business partners.	2025 Annual Report – Sustainability at Iluka (non-mandatory, non climate related disclosures) – Product stewardship, page 29 https://www.iluka.com/products-markets/
Radiation	Iluka maintains a solid understanding of and system for managing the radiation-related risks of its products and communicates transparently with stakeholders, who expect competency in materials handling and managing exposures.	2025 Annual Report – Sustainability at Iluka (non-mandatory, non climate related disclosures) – Radiation, page 29 https://www.iluka.com/sustainability/
Regulatory landscape	The regulatory landscape in which Iluka operates continues to evolve across environmental, social and governance areas. It is essential that Iluka keeps pace with increasing compliance and stakeholder expectations necessary to deliver on the business strategy, maintain operational excellence and support its licence to operate.	2025 Annual Report – Sustainability at Iluka (non-mandatory, non climate related disclosures), page 23 2025 Data Book - Conduct and compliance tab https://www.iluka.com/sustainability/
Rehabilitation and closure	The way in which Iluka plans for and executes progressive rehabilitation and final closure activities of its assets must consider financial, socio-economic, environmental and legacy matters that meet stakeholder expectations. This is essential to Iluka's reputation and continuing licence to operate, especially as new local stakeholders interact with the company.	2025 Annual Report – Sustainability at Iluka (non-mandatory, non climate related disclosures) – Rehabilitation and closure, page 28 2025 Data Book – Biodiversity, rehabilitation and closure tab https://www.iluka.com/sustainability/

Tailings management	Stakeholders continue to seek reassurance that Iluka manages tailings storage facilities and waste to the highest standards. Iluka is focused on maintaining transparency about risks, integrity controls and performance.	2025 Annual Report – Sustainability at Iluka (non-mandatory, non climate related disclosures) – Tailings, page 28 2025 Data Book – Tailings facilities tab https://www.iluka.com/sustainability/
Technology	Iluka leverages new technologies to support strategic growth, unlock ore reserves, and advance decarbonisation. These innovations help reduce environmental and social impacts, reinforcing our commitment to responsible mining and stakeholder engagement.	2025 Annual Report – Strategy and business model, page 13 2025 Annual Report – Project overview, page 21
Water	Iluka's operational performance depends on reliable access to quality water and the ability to responsibly manage available water sources. Water is a valuable resource and the company's management practices are of interest to communities, governments and regulators.	2025 Annual Report – Sustainability at Iluka (non-mandatory, non climate related disclosures)– Environmental management and compliance, page 27 2025 Data Book – Water tab https://www.iluka.com/sustainability/
Workforce capability	Iluka's success is dependent on its people. Fostering an engaged, cohesive, diverse and inclusive work environment improves talent attraction and retention. Building the capability and skills of the workforce is essential to achieve Iluka's purpose and business strategy.	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – People, page 25 2025 Data Book – People tab https://www.iluka.com/sustainability/



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Health and safety

Workforce safety overview - Iluka Resources Limited

Reactive metrics - Iluka Resources Limited	2025	2024	2023	2022	2021
Number workplace fatalities from safety incidents - Employees	0	0	0	0	0
Number workplace fatalities from safety incidents - Contractors	0	0	0	0	0
Total Recordable Injury Frequency Rate (TRIFR) - Total (employees and contractors)	3.4	3.8	2.4	6.9	5.1
Total Recordable Injury Frequency Rate (TRIFR) - Employees	1.12	3.08	2.1	2.3	5.9
Total Recordable Injury Frequency Rate (TRIFR) - Contractors	2.24	4.45	2.6	11.2	4.4
Number recordable injuries	18	16	10	25	16
Number of lost time injuries	3	2	4*	8	4
Lost Time Injury Frequency Rate (LTIFR) - Total (employees and contractors)	0.6	0.5	0.7	2.2	1.3
Lost Time Injury Frequency Rate (LTIFR) - Employees	0	0	0.5	1.1	1.3
Lost Time Injury Frequency Rate (LTIFR) - Contractors	0.6	0.9	0.9	3.2	1.3
Number of Medical Treatment Injuries (MTI)	15	14	6	17	11
Medical Treatment Injury Frequency Rate (MTIFR) - Total (employees and contractors)	2.8	3.3	1.4	4.7	3.5
Number of first aid and minor injuries upgraded to restricted work case injuries	0	0	1	0	1
Number of Serious Potential Incidents	3	14	15	18	22
Serious Potential Incident Frequency Rate (SPIFR) - Total (employees and contractors)	0.6	3.3	3.6	4.9	7
Serious Potential Incident Frequency Rate (SPIFR) - Employees	0.2	4.1	2.6	2.8	3.3
Serious Potential Incident Frequency Rate (SPIFR) - Contractors	0.37	2.7	4.4	6.9	10.6
Severity (number of days lost to injury)	18	173	192*	484 ^(a)	8
Severity rate - Total (employees and contractors)	3.37	41.2	43.3	132.7	2.6
Number of psychosocial Level 3 and above incidents - Total (employees and contractors)	7	1	2	5	

(a) The severity result is attributed to two long-term shoulder strains that occurred early in 2022 and an increase in lost time injuries relating to sprains/strains and fractures

*Lost time injury that occurred in Dec 2023 escalated into an LTI June 2024

Australian operations safety proactive metrics	2025	2024	2023	2022	2021
Total number of safety visits	28,452	31,944	33,799	30,772	27,435
Rate of planned workplace inspections per employee per month	0.2	0.2	0.4	0.3	0.52
Number of hazards reported	6,491	5,613	5,555	5,045	5,405
Critical Control Verifications Ratio (CCC:CCFV)	1.91:1	1.92:1	2:1	2:1	

Safety injury types (percentage)	2025	2024	2023	2022
Fractures/dislocations	N/A	1%	23%	11%
Open wound/cut/graze	18%	18%	23%	32%
Sprains/strains	39%	46%	31%	36%
Contusion/bruising	16%	8%	8%	7%
Crush	7%	5%	N/A	10%
Concussion	2%	N/A	8%	N/A
Chemical contact	6%	9%	8%	N/A
Foreign body	5%	3%	N/A	4%
Shock	2%	1%		
Burn	3%	5%		
Irritation/Allergies	2%	4%		
Total	100%	100%	100%	100%

Workforce health reactive metrics	2025	2024	2023	2022	2021
Number workplace fatalities from health incidents (number) - Employees	0	0	0	0	0
Number workplace fatalities from health incidents (number) - Contractors	0	0	0	0	0
Total Recordable Occupational Illness Frequency Rate (TROIFR) - Total (employees and contractors)	0	0	0	9.3	3.2
Number confirmed occupational illness cases ^(a) - Total (employees and contractors)	0	0	0	32	10
Number of occupational exposure level exceedances - Australian operations	61	41	62	62	68

(a) Occupational illness include employee malaria or typhoid cases recorded as work-related if the employee or contractor contracted the illness while undertaking short-term assignments at international locations other than their usual place of work



People

2025 workforce distribution by Iluka country of presence

Country	Employee headcount ^(a)	Headcount distribution (%)	Women (count)	Men (count)	Under 30 age group (count)	30-50 age group (count)	51-60 age group (count)	Over 60 age group (count)
Australia	897	97.4%	208	689	110	525	211	51
United States of America	16	1.7%	2	14	2	6	3	5
Other ^(b)	8	0.9%	4	4	0	6	1	1
Total	921	100%	214	707	112	537	215	57

(a) Employee headcount is for direct Iluka Resources employees as at 31 December of the relevant reporting year

(b) Other includes Iluka employees based in China and Spain

2025 workforce by employment type^(a) and gender

Australia	Women	Men	Total
Permanent - Total	206	683	889
Permanent - Full-time	174	675	849
Permanent - Part-time	32	8	40
Temporary ^(b)	2	6	8
Total count	208	689	897
Percentage	23%	77%	100%

United States of America	Women	Men	Total
Permanent - Total	2	14	16
Permanent - Full-time	2	14	16
Permanent - Part-time	0	0	0
Temporary ^(b)	0	0	0
Total count	2	14	16
Percentage	13%	88%	100%

Other ^(c)	Women	Men	Total
Permanent - Total	4	4	8
Permanent - Full-time	4	4	8
Permanent - Part-time	0	0	0
Temporary ^(b)	0	0	0
Total count	4	4	8
Percentage	50%	50%	100%

(a) Employment contract type is for direct Iluka Resources employees only

(b) Temporary workforce includes fixed term and casual direct employees

(c) Other includes Iluka employees based in China and Spain

2025 workforce gender diversity by employee category

Total Iluka Resources Limited	Women (count)	Men (count)	Women (%)	Men (%)	Under 30 age group (count)	30-50 age group (count)	51-60 age group (count)	Over 60 age group (count)
Iluka Resources Board	3	3	50%	50%	0	0	3	3
Executives and General Managers ^(a)	2	13	13%	87%	0	8	6	1
Senior Management	10	55	15%	85%	0	30	27	8
Functional/Technical/Operational	199	636	24%	76%	112	499	179	45
Total Iluka Resources Limited	214	707	23%	77%	112	537	215	57

Australia	Women (count)	Men (count)	Women (%)	Men (%)	Under 30 age group (count)	30-50 age group (count)	51-60 age group (count)	Over 60 age group (count)
Iluka Resources Board	3	3	50%	50%	0	0	3	3
Executives and General Managers ^(a)	2	13	13%	87%	0	8	6	1
Senior Management	10	49	17%	83%	0	29	25	5
Functional/Technical/Operational	193	624	24%	76%	110	488	177	42
Total Iluka Australian workforce	208	689	23%	77%	110	525	211	51

United States of America	Women (count)	Men (count)	Women (%)	Men (%)	Under 30 age group (count)	30-50 age group (count)	51-60 age group (count)	Over 60 age group (count)
Iluka Resources Board	0	0	0%	0%	0	0	0	0
Executives and General Managers ^(a)	0	0	0%	0%	0	0	0	0
Senior Management	0	4	0%	100%	0	1	1	2
Functional/Technical/Operational	2	10	17%	83%	2	5	2	3
Total Iluka United States of America workforce	2	14	13%	88%	2	6	3	5

Other ^(b)	Women (count)	Men (count)	Women (%)	Men (%)	Under 30 age group (count)	30-50 age group (count)	51-60 age group (count)	Over 60 age group (count)
Iluka Resources Board	0	0	0%	0%	0	0	0	0
Executives and General Managers ^(a)	0	0	0%	0%	0	0	0	0
Senior Management	0	2	0%	100%	0	0	1	1
Functional/Technical/Operational	4	2	67%	33%	0	6	0	0
Total Iluka Other workforce	4	4	50%	50%	0	6	1	1

(a) Excludes Managing Director

(b) Other includes Iluka employees based in China and Spain

Iluka Board gender diversity ^(a)	2025	2024	2023	2022	2021	2020
Percentage of women on the Board	50%	60%	50%	50%	43%	29%
Number of women on the Board	3	3	3	3	3	2
Number of men on the Board	3	2	3	3	4	5

(a) Board composition as at 31 December of the relevant reporting year

Employee gender diversity representation in Australian workforce (percentage)	2025	2024	2023	2022	2021	2020
Women in senior leadership ^(a)	1.3%	1.6%	1.5%	1.6%	2.3%	1.9%
Women in total Australian workforce	23.2%	24.2%	24.2%	24.2%	21.8%	23.0%

(a) Senior leadership includes Executives, General Managers and Senior Management. Excludes the Board of Directors

Indigenous Australian representation (percentage)	2025	2024	2023	2022	2021	2020
Aboriginal and Torres Strait Islander peoples in total Australian workforce	4.0%	4.2%	4.2%	4.6%	5.7%	6.9%

2025 new employee hires by Iluka country of presence

Country (percentage)	Women	Men	Under 30 age group	30-50 age group	51-60 age group	Over 60 age group	Total hiring rate
Australia	46	213	49	155	41	14	28.9%
United States of America	0	1	1	0	0	0	6.3%
Other ^(a)	0	0	0	0	0	0	0.0%
Total	46	214	50	155	41	14	28.2%

(a) Other includes Iluka employees based in China and Spain

2025 employee turnover by Iluka country of presence^(a)

Country (percentage)	Women	Men	Under 30 age group	30-50 age group	51-60 age group	Over 60 age group	Total turnover rate
Australia	73	263	64	184	59	29	37.5%
United States of America	1	5	2	1	2	1	37.5%
Other ^(b)	0	1	0	0	0	1	12.5%
Total	74	269	66	185	61	31	37.2%

(a) Turnover includes voluntary initiated

(b) Other includes Iluka employees based in China and Spain

2025 employee parental leave by Iluka country of presence

Australia	Women	Men
Number of employees who took parental leave during 2025	8	10
Number of employees who returned from parental leave during 2025	7	8

United States of America	Women	Men
Number of employees who took parental leave during 2025	0	0
Number of employees who returned from parental leave during 2025	0	0

Other ^(a)	Women	Men
Number of employees who took parental leave during 2025	0	0
Number of employees who returned from parental leave during 2025	0	0

(a) Other includes Iluka employees based in China and Spain

2025 employee training and development

Employee training	2025	2024
Percentage of compliance with Iluka's training requirements	92%	89%
Percentage of Operations Leaders completed safe production leadership training	84%	88%
Percentage of employees completed psychosocial safety training (total) ^(a)	93%	91%

(a) Iluka's psychosocial safety training comprises behavioural expectations, cultural competency and mental health awareness



Business conduct and compliance

Whistleblower case activity	2025	2024	2023	2022	2021
Number of reports received	6	3	1	0	1
Number of substantiated claims	0	1	0	0	0

Whistleblower cases by type (percentage)	2025	2024	2023	2022	2021
Business integrity	0%	33%	100%	0%	100%
Personnel	100%	66%	0%	0%	0%
Safety and health	0%	0%	0%	0%	0%

(a) Substantiated claim

Ethics and compliance training	2025	2024	2023	2022
Percentage of employees Iluka's anti-bribery and corruption policies and procedures have been communicated to	100%	100%	100%	100%
Percentage of Iluka Board and Executive members' compliance with Iluka's anti-bribery and corruption training requirements	100%	89% ^(a)	100%	100%

(a) The percentage of non-compliance reported pertains to one individual, who is scheduled to attend the next compliance training session in March 2025

Ethics and compliance training	2025	2024	2023	2022
Number of employees completed face-to-face training on anti-bribery and corruption ^(a)	48	72	53	71
Number of employees completed online training modules on anti-bribery and corruption ^(a)	293	294	293	337

(a) Employees have different training requirements based on their roles. Not all employees are required to complete specific training courses

Business conduct	2025	2024	2023	2022
Number of confirmed incidents of corruption	0	0	0	0
Number of confirmed incidents in which employees were dismissed or disciplined for corruption	0	0	0	0
Number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0	0	0
Public legal cases regarding corruption brought against Iluka or its employees	0	0	0	0
Number of legal actions pending or completed regarding anti-competitive behaviour and violations of anti-trust	0	0	0	0

Fines and prosecutions for non-compliance with laws and regulations	2025	2024	2023	2022
Number of safety fines and prosecutions	0	0	0	0
Value of fines and prosecutions - Safety (\$AUD)	0	0	0	0
Number of environmental fines and prosecutions	1	0	0	0
Value of fines and prosecutions - Environment (\$AUD)	21,550	0	0	0

Environmental incidents	2025 ^(a)	2024	2023	2022	2021
Number of Level 3 environmental incidents	3 ^(b)	13	6	5	6
Number of Level 4 environmental incidents	0	1	2	6	1
Number of Level 5 environmental incidents	0	0	0	0	0
Total Level 3-5 environmental incidents	3	14	8	11	7

(a) Based on the updated incident classification guideline, effective January 1 2025, the 2024 incidents have been reclassified resulting in 6 Level 3 and 1 Level 4 incident.

(b) The 3 incidents relate to, a saline water spill into remnant native vegetation, an offsite spillage of mineral containing NORM and a recurring incident at Level 2 classification for fugitive dust emissions. Incidents resulted in minor environmental impact.

Community complaints and social incidents	2025	2024	2023	2022	2021
Number of public complaints - Australia and other Iluka sites	9	8	9	6	5
Number of Level 3 social incidents	0	0	0	0	0
Number of Level 4 social incidents	0	0	0	0	0
Number of Level 5 social incidents	0	0	0	0	0
Total Level 3-5 social incidents	0	0	0	0	0



Social and economic contributions

Distribution of community investment contributions by type (A\$)	2025	2024
Education partnerships	173,250	383,506
Community donations and sponsorships	984,679	906,542
Total	1,157,929	1,290,048

Economic contributions - Iluka Resources Limited	2025	2024	2023	2022	2021
Underlying Group EBITDA (A\$ million)	329.3	498.8	609	946	652
Net profit/(loss) after tax (A\$ million) - Reported	-288.4	231.3	343	589	366
Net profit/(loss) after tax (A\$ million) - Underlying	78	230.6	343	597	315
Net cash/(debt) at year end (A\$ million)	-1056.6	-114.6	225	489	295
Free cash flow (A\$ million)	887.78	-288.1	-160	444	300
Earnings per share (A cents)	-67.3	54.1	81	139	87
Capital expenditure (A\$ million)	862.10	433.9	282	81	37
Projects, exploration and innovation (A\$ million)	37	40	61	37	45
Mineral sands revenue (A\$ million)	975.6	1129	1,238	1,727	1,486
Wages, salaries and benefits (A\$ million)	213	218.2	212	240	221
Government and other royalties paid and payable (A\$ million)	33.5	35.1	47	48	38
Payments made to suppliers, employees and contractors for the purchases of goods and services (A\$ million)	938.8	923.8	931	964	858



Energy and emissions

The following information is provided on a voluntary basis. It is not required to be disclosed under AASB S2 Climate-related Financial Disclosures. This information is presented to enhance users' understanding of the Group's greenhouse gas (GHG) profile but does not form part of the entity's mandatory climate statements for the purposes of the Corporations Act 2001 or AASB S2

Total energy use	2025	2024	2023	2022	2021
Total energy use (petajoule)	5.6	5.5(b)	6.5(b)	5.9	4.9
Energy intensity (megajoules per tonne of product) ^(a)	9.9	11.1	10.2	10.0	7.7

(a) Includes zircon, synthetic rutile, rutile and monazite products

(b) Includes energy consumption from renewables

2025 total energy use by site (petajoule)	Jacinth-Ambrosia	Narngulu	Eneabba	Cataby	North Capel	Balranald	Other ^(b)	Total
Energy use from non renewable sources (petajoule)	0.7	0.5	0.1	0.9	3.1	0.11	0.1	5.4
Energy use from renewable sources (petajoule) ^(a)	0.02	xx	xx	0.09	xx	xx	xx	0.12
Total energy use	0.7	0.5	0.1	1.0	3.1	0.1	0.1	5.6

(a) Includes renewable energy sourced from Iluka managed solar hybrid farms

(b) Other includes exploration, project development and rehabilitation sites, and office locations

Primary sources of energy used (percentage)	2025	2024	2023	2022	2021
Coal	55.8%	52.9%	55.4%	56.7%	52.9%
Natural gas	11.7%	12.1%	13.0%	14.2%	15.2%
Liquified petroleum gas	0.01%	0.02%	0.01%	0.01%	0.02%
Diesel	32.1%	34.4%	30.9%	28.5%	31.3%
Petrol	0.03%	0.03%	0.1%	0.1%	0.1%
Fuel, oil and greases	0.4%	0.6%	0.6%	0.5%	0.5%
Total^(a)	100%	100%	100%	100%	100%

(a) Some total figures may vary due to rounding

Total greenhouse gas emissions	2025	2024	2023	2022	2021
Scope 1 emissions (kilo tonnes of CO2 equivalent)	395	392	454	421	348
Scope 2 emissions (kilo tonnes of CO2 equivalent)	61	71	102	88	82
Total scope 1 and scope 2 emissions	456	464	556	509	430
Greenhouse gas emissions intensity (tonnes of CO2 equivalent per tonne of product) ^(a)	0.81	0.93	0.87	0.86	0.67

(a) Emissions intensity includes scope 1 and scope 2 emissions. Includes zircon, synthetic rutile, rutile and monazite products

(b) Some total figures may vary due to rounding

2025 greenhouse gas emissions by site	Jacinth-Ambrosia	Narngulu	Eneabba	Cataby	North Capel	Balranald	Other ^(a)	Total
Scope 1 emissions (kilo tonnes of CO2 equivalent)	48	19	4	48	264	8	4	395
Scope 2 emissions (kilo tonnes of CO2 equivalent)	0.04	19	3	32	6	0.24	1	61
Total scope 1 and scope 2 emissions	48	38	7	79	270	8	5	456

(a) Other includes exploration, project development and rehabilitation sites, and office locations

(b) Some total figures may vary due to rounding

Sources of total greenhouse gas emissions (percentage)	2025	2024	2023	2022	2021
Coal	55.1%	51.6%	51.8%	53.8%	49.7%
Net purchases of electricity	13.4%	15.4%	18.4%	17.3%	19.0%
Natural gas and liquified petroleum gas	6.6%	6.8%	7.0%	7.7%	8.1%
Diesel	24.8%	26.2%	22.7%	21.1%	23.0%
Petrol	0.02%	0.02%	0.1%	0.1%	0.1%
Fuel, oil and greases	0.1%	0.1%	0.1%	0.1%	0.1%
Total^(a)	100%	100%	100%	100%	100%

(a) Some total figures may vary due to rounding

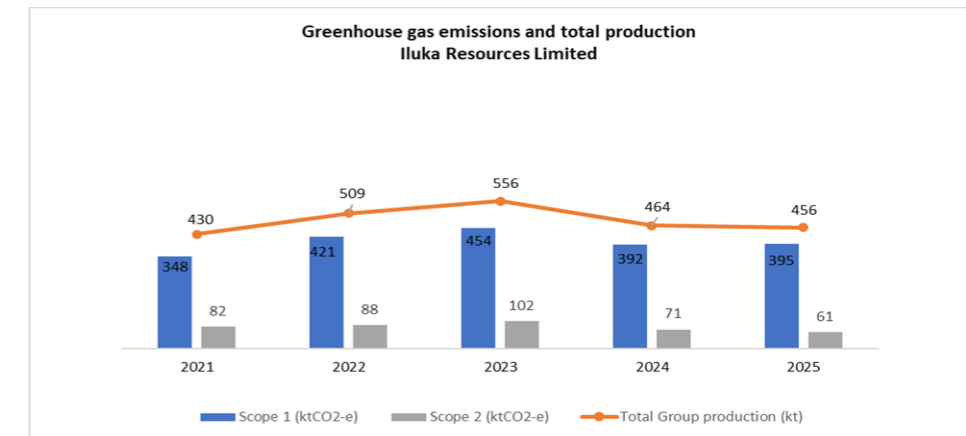
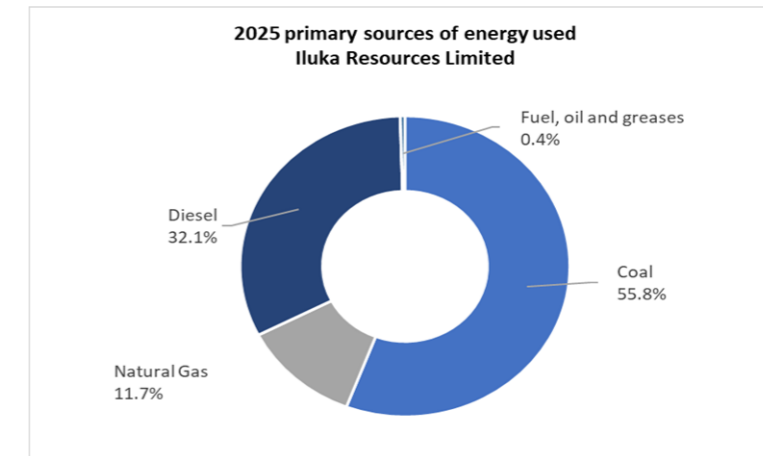
Total other air emissions (tonnes) ^(a)	2025	2024	2023	2022 ^(a)	2021 ^(a)
Methane (CH ₄)	128	121	141	124	115
Nitrous Oxide (N ₂ O)	642	730	761	601	739
Hydrofluorocarbons (HFCs)	0	0	0	0	0
Perfluorocarbons (PFCs)	0	0	0	0	0
Sulphur Hexafluoride (SF ₆)	40	32	50	29	29

(a) Figures are reported for financial period (01 July to 30 June) of each year in accordance with the NGER Act 2007

2025 total other air emissions (tonnes) ^(a)	Jacinth-Ambrosia	Narngulu	Eneabba	Cataby	North Capel	Balranald	Other ^(b)
Methane (CH ₄)	43	35	4	15	24	6	0
Nitrous Oxide (N ₂ O)	222	18	18	313	9	39	23
Hydrofluorocarbons (HFCs)	0	0	0	0	0	0	0
Perfluorocarbons (PFCs)	0	0	0	0	0	0	0
Sulphur Hexafluoride (SF ₆)	8	0	0	11	6	3	12

(a) Figures are reported for financial period (01 July to 30 June) of each year in accordance with the NGER Act 2007

(b) Other includes exploration, project development and rehabilitation sites, and office locations





Biodiversity, rehabilitation and closure

Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	2025
Areas adjacent to land managed by Iluka's operations (number)	44
Areas on land managed by Iluka's operations (number)	45
Size of owned, leased or managed land in the area or containing portions of designated protected areas (hectares)	19,163

Designated protected areas per Iluka country presence	Areas adjacent to land managed by our operations (number)	Areas on or containing portions of land managed by our operations (number)	Size of owned, leased or managed land in the area or containing portions of designated protected areas (hectares) (a)
Australia			
Terrestrial	17	11	18,884
Freshwater	2	1	61
Maritime/estuarine	0	0	0
United States of America			
Terrestrial	0	4	151
Freshwater	22	26	66
Maritime/estuarine	0	0	0
Total for Iluka Resources Limited			
Terrestrial	17	15	19,035
Freshwater	27	30	128
Maritime/estuarine	0	0	0

(a) The area (hectares) represents the extent of protected land that coincides with Iluka's operational footprint, comprising Iluka owned land, development areas and rehabilitation areas.

IUCN Red List species and national conservation list species with habitats in areas affected by Iluka's operations (number) (a)	Critically endangered	Endangered	Vulnerable	Near threatened	Least concern
Australia	1	3	16	12	271

(a) Includes Cataby, North Capel, Narngulu and Jacinth-Ambrosia operations, the Eneabba refinery site and Balranald project development area. Excludes Iluka's rehabilitation sites. Figures are from the IUCN Red List as of 2025

Total land footprint (hectares)	2025	2024	2023	2022	2021
Total land disturbed and not yet rehabilitated (open area)	4,309	4287 ^(a)	4,444	4,508	5,069
Total land newly disturbed during reporting period	294	430	213	237	238
Newly rehabilitated land during reporting period	272	403	353	574	616

a) Open area value updated to correct an error identified during this year's data review.

2025 biodiversity and rehabilitation activities by site	Jacynth Ambrosia	Narngulu	Eneabba	Cataby	North Capel	Balranald
Biodiversity management plan implemented, where required ^(a)	Yes ⁱ	N/A	Yes ⁱⁱ	Yes ⁱⁱⁱ	N/A	Yes ^{iv}
Rehabilitation and closure plan in place	Yes	Yes	Yes	Yes	Yes	Yes
Total land disturbed (open area) (hectares)	1221	297	444	1379	377	273
Total land newly disturbed during reporting period (hectares)	69	0	13	94	0	117
Newly rehabilitated land during reporting period (hectares)	16	0	0	69	0	0

(a) All sites have a ground and vegetation disturbance permit procedure in place

(i) Native Vegetation, Fauna and Pest Species management plans in place

(ii) Phytosphthora Dieback Management Plan in place

(iii) Vegetation and flora, Carnaby's Cockatoo, groundwater dependent ecosystems and dieback management plans in place

(iv) Biodiversity management plans in place



Water management

Total water use (megalitres)	2025	2024	2023	2022	2021
Consumption	14,594	17,767	13,365	12,880	11,018
Recycled/reused ^(a)	19,938	27,219	32,778	41,304	41,310

(a) The basis of the calculation methodology applied was aligned to the GRI definition from 2018

Water withdrawals by source (megalitres)	2025	2024	2023	2022	2021
Surface water	94	274	219	0	0
Groundwater	16,895	19,813	15,706	14,065	12,202
Seawater	0	0	0	0	0
Municipal	516	491	503	571	520
Total	17,505	20,578	16,428	14,636	12,722

Water withdrawals by quality (megalitres)	2025	2024	2023	2022
Fresh	12,066	15,196	11,686	9,926
Other	5,439	5,382	4,742	4,710
Total	17,505	20,578	16,428	14,636

(a) Other includes exploration, project development and rehabilitation sites

Water discharges by destination (megalitres)	2025	2024	2023	2022	2021
Surface water	2,912	2,811	3,063	1,756	1,702
Groundwater	0	0	0	0	1
Seawater	0	0	0	0	0
Municipal	0	0	0	0	1
Total	2,912	2,811	3,063	1,756	1,704

Water discharges by quality (megalitres)	2025	2024	2023	2022
Fresh	1,780	1,758	1,260	599
Other	1,132	1,052	1,803	1,157
Total	2,912	2,811	3,063	1,756

(a) Other includes exploration, project development and rehabilitation sites

2025 water data by site (megalitres)	Jacinth Ambrosia	Narngulu	Eneabba	Catby	North Capel	Balranald	Other ^(a)	Total
Total water consumption	5,289	495	559	7,023	1,084	110	34	14,594
Total water withdrawal	5,290	495	559	8,792	2,154	110	106	17,505
Total water discharge	1	0	0	1,769	1,070	0	72	2,912

(a) Other includes exploration, project development and rehabilitation sites

(b) Some total figures may vary due to rounding



Waste management

Mineral waste by type (kt)	2025	2024	2023	2022	2021
Non-hazardous	40,728	50,188	55,245	39,681	38,624
Hazardous	32	34	34	750	752 ^(a)
Total	40,760	50,222	55,279	40,431	39,376

(a) Figures restated from previous reporting period.

Non-hazardous mineral waste by composition (kt)	2025	2024	2023	2022
Overburden	22,337	31,238	35,391	21,154
Rock (oversized material)	1,449	1,306	1,823	1,685
Tailings	16,942	17,643	18,031	16,842
Total^(a)	40,728	50,188	55,245	39,681

(a) All non-hazardous mineral waste is either backfilled or stockpiled for rehabilitation purposes.

Mineral waste by disposal location (kt)	2025	2024	2023	2022
Onsite	40,760	50,222	55,279	40,431
Offsite		0	0	0
Total	40,760	50,222	55,279	40,431

Non-mineral waste by type (kt)	2025	2024	2023	2022
Non-hazardous	2.5	2.6	3.2	3.1
Hazardous	0.6	0.7	0.8	0.6
Total^(a)	3.1	3.4	4.0	3.7

(a) Some total figures may vary due to rounding.

Non-mineral waste by disposal location (kt)	2025	2024	2023	2022
Onsite	0	0	0	0
Offsite	3.1	3.4	4.0	3.7
Total	3.1	3.4	4.0	3.7

Reuse/recycle waste by disposal location (kt)	2025	2024	2023	2022
Onsite	40,728	50,188	55,245	39,681
Offsite	1.7	1.9	2.4	2.4
Total^(a)	40,730	50,190	55,247	39,683

(a) Some total figures may vary due to rounding

Reuse/recycle waste by type (kt)	2025	2024	2023	2022
Non-hazardous	40,729	50,189	55,247	39,683
Hazardous	0.5	0.6	0.6	0.4
Total	40,730	50,190	55,247	39,683



Tailings storage facilities and management

Iluka utilises tailings storage facilities (TSFs) situated within mine voids (in-pit) or external to mine pits (ex-pit) to manage process waste. This waste comprises of clay, silt and sand-sized tailings.

On occasions, in-pit TSF may comprise engineered embankments to separate tailings disposal and active work areas.

Iluka applies a risk-based approach to minimise or mitigate the potential impacts of TSFs on its workforce, local communities and the environment. Tailings management practices are regularly reviewed and independently audited to ensure applicable standards are met, and improvement actions identified and completed.

Guided by Iluka's Group Standard - Tailings Management, the company's management system is aligned with the industry-recognised guidelines of the Australian National Committee on Large Dams (ANCOLD, 2019). Iluka may also look to the Global Industry Standard on Tailings Management (GISTM) to inform its management practices.

US properties containing TSF were divested to Atlantic Strategic Minerals in 2023, and land ownership and permit responsibility transferred to them.

This register captures TSFs at Iluka Resources Limited's operational sites as of 31 December 2025.

Iluka Resources Limited Operations by region	1. Operational site	2. Location (Latitude, Longitude)	3. Ownership	4. Status	5. Date of initial operation	6. Are TSF operated or closed as per a currently approved design?	7. Raising method (where applicable)	8. Maximum height (m)
Australian operations	Jacinth-Ambrosia mine	-30.907,132.22	Owned and operated	Active: 3 x In-pit TSF Decommissioned: 1 Ex-pit TSF (rehabilitated) and 14 x In-pit TSF	2009	Yes	Downstream construction.	25 m (in-pit TSF)
	Cataby mine	-30.75,115.75	Owned and operated	The site was idled on 1 December 2025. At this time, TSF comprised: Active: 2 x In-pit TSF (1 x Sand tailings, 1 x Modified Co-Disposed [ModCod] tailings) Decommissioned: 6 x In-pit ModCod TSF, 6 x In-pit Sand tailings TSF, 1 x Ex-pit Sand Tailings TSF (i.e. a sand stack).	2019	Yes	Downstream construction.	Ex-pit TSF: 35 m (sand stack above natural surface). In-pit TSF: 40 m (from pit floor, but not extending above the natural surface).
	Narngulu Mineral Separation Plant (MSP)	-28.82,114.67	Owned and operated	Active: 9 x TSF Decommissioned: 12 x TSF	1986	Yes	Downstream construction.	5 m (above ground)
	North Capel MSP	-33.51,115.60	Owned and operated	Active: 12 x TSF	1991	Yes	All but one TSF, comprises downstream-type embankments. Upstream or centreline raises were undertaken at IO4/IO5.	8 m (above ground)
	Eneabba (Currently a concentrator fed predominantly by external feedstock, with a Rare Earth Element [REE] refinery under construction)	-29.88,115.27	Subsidiary, fully-owned and operated	Active: 1 x In-pit TSF Inactive: 1 In-pit TSF Constructed, but yet to receive tailings: 1 x In-pit TSF with partial perimeter embankment	2020 (Restart date)	Yes	Downstream construction.	Active and Inactive: Up to ground level (in-pit) Constructed, but yet to receive tailings: circa 5 m.

9. Volume of stored tailings (Mm ³)	10. Estimate of stored tailings volume in 5 years (Mm ³)	11. Most recent independent expert review	12. Availability of relevant, full and complete engineering records relating to design, construction, operation, maintenance and/or closure	13. Consequence category (highest shown)	14. Consequence categorisation guidelines
9.4 Mm ³ (active in-pit TSF)	All TSF will be inactive from Quarter 2, 2028, in line with end of mine. Approximately 14 Mm ³ of tailings will be deposited in the period between 1 January 2026 and the cessation of mining.	An annual inspection was undertaken by the Responsible Technical Person (RTP) in October 2025, which at this site is a Technical Services (Perth; TSP) employee who is independent of the operational team. An external consultant inspected the site in 2022.	Iluka holds all material, relevant engineering records. To align with record keeping recommendations under modern tailings management guidance (i.e. ANCOLD 2019 and Iluka's updated Group Tailings Management Standard), expert external consultants are required to support the maintenance of these records.	High C	ANCOLD (2019)
3.2 Mm ³ (Active ModCod TSF) 0.9 Mm ³ (Active Sand tailings TSF) 6.4 Mm ³ (Decommissioned sand stack) 9.9 Mm ³ (Decommissioned in-pit sand tailings TSF) 18.6 Mm ³ (Decommissioned ModCod TSF)	24.9 Mm ³ In-pit TSF - ModCod-type (1.3 t/m ³ ; assumed) 18.7 Mm ³ In-pit TSF - Sand tailings-type (1.5 t/m ³ ; assumed)	August 2025 (CMW Geosciences; RTP)	Iluka holds all material, relevant engineering records. To align with record keeping recommendations under modern tailings management guidance (i.e. ANCOLD 2019 and Iluka's updated Group Tailings Management Standard), expert external consultants are required to support the maintenance of these records.	High C	ANCOLD (2019) Western Australian Department of Mines, Industry Regulation and Safety
3.6 Mm ³ (lined TSFs)	3.6 Mm ³ (lined TSFs)	December 2025 (ATC Williams; RTP)	Iluka holds all material, relevant engineering records. To align with record keeping recommendations under modern tailings management guidance (i.e. ANCOLD 2019 and Iluka's updated Group Tailings Management Standard), expert external consultants are required to support the maintenance of these records.	Significant	ANCOLD (2019) Western Australian Department of Mines, Industry Regulation and Safety
2.5 Mm ³ (lined TSFs)	2.5 Mm ³ (lined TSFs)	June 2025 (ATW Williams; RTP)	Iluka holds all material, relevant engineering records. To align with record keeping recommendations under modern tailings management guidance (i.e. ANCOLD 2019 and Iluka's updated Group Tailings Management Standard), expert external consultants are required to support the maintenance of these records.	High C	ANCOLD (2019) Western Australian Department of Mines, Industry Regulation and Safety
<0.2 Mm ³ (estimated)	Currently Active and Inactive: 0.2 Mm ³ Constructed, but yet to receive tailings: 1 Mm ³ (estimated; currently due for commissioning Quarter 4, 2027)	August 2025 (CMW Geosciences; RTP for Active and Inactive TSF). Coffey TetraTech have been appointed Engineer of Record (EoR) for the constructed, but yet to receive tailings, TSF.	Iluka holds all material, relevant engineering records. To align with record keeping recommendations under modern tailings management guidance (i.e. ANCOLD 2019 and Iluka's updated Group Tailings Management Standard), expert external consultants are required to support the maintenance of these records.	High C	ANCOLD (2019) Western Australian Department of Mines, Industry Regulation and Safety

15. Has any facility, at any point in its history, failed to be confirmed or certified as stable, or experienced notable stability concerns, as identified by an independent engineer (even if later certified as stable by the same or a different firm)?	16. Do you have internal/in-house engineering specialist oversight of this facility? Or do you have external engineering support for this purpose?	17. Has a formal analysis of the downstream impact on communities, ecosystems and critical infrastructure in the event of catastrophic failure been undertaken and to reflect final conditions? If so, when did this assessment take place?	18. Is there a) a closure plan in place for this dam, and; b) does it include long-term monitoring?	19. Have you, or do you plan to assess your tailings facilities against the impact of more regular extreme weather events as a result of climate change, e.g. over the next two years?	20. Additional relevant information and/or supporting documentation
No.	Both. External engineering support is provided by ATC Williams and Iluka's TSP team. An RTP from TSP has been appointed.	No. The now-rehabilitated ex-pit TSF has been reprofiled and rehabilitated. There are no communities or ecosystems downstream of in-pit TSF. Risk assessments and stability analyses support the design and operation of all TSF, including those of in-pit type.	Yes	Yes	None
Yes.	Both. The ex-pit TSF showed signs of instability, a response to high phreatic levels induced by cyclone-based stacking. A geotechnical study was undertaken by an external expert, this supported by field and laboratory testing and the installation of monitoring infrastructure. Risks have been addressed, this confirmed independently via inspections and analyses undertaken by the RTP. Engineering support is provided by TSP, Golder, CMW Geosciences and Red Earth Engineering. An RTP has been appointed from CMW Geosciences. Where they undertake design work, deliverables are independently reviewed by TSP.	No. The ex-pit TSF has been re-profiled. There are no communities or ecosystems downstream of in-pit TSF. Risk assessments and stability analyses support the design and operation of all TSF, including those of in-pit type.	Yes	Yes	None
No.	Both. Engineering support is provided by TSP and ATC Williams, the latter also acting as RSP. Where ATC Williams undertake design work, deliverables are independently reviewed by TSP.	No. Risk assessments and stability analyses support the design and operation of all TSF, including those of in-pit type. A Dam Safety Review (DSR) was undertaken in 2024.	Yes	Yes	None
No.	Both. Engineering support provided by TSP, ATC Williams, and Red Earth Engineering. Where ATC Williams undertake design work, deliverables are independently reviewed by TSP. ATC Williams are the RTP.	Yes. Risk assessments and stability analyses support the design and operation of all TSF. Dam break assessments were completed in July 2022 and 2024. A DSR was undertaken in 2024.	Yes	Yes	None
No.	Both. The now-Inactive TSF was brought back into service in 2020 after appropriate design checks and buttressing works were completed. External engineering support provided by TSP and CMW Geosciences, the latter also acting as RTP. Where CMW Geosciences undertake design work, deliverables are independently reviewed by TSP.	For Active and Inactive TSF, no. For the TSF that has been constructed, but yet to receive tailings, yes. Risk assessments and stability analyses support the design and operation of all TSF, including those of in-pit type. Risks associated with accessing in-pit stockpiles downstream of the Inactive In-pit TSFs embankment have been assessed.	Yes	Yes	None



Additional disclosures

Reference documents
GRI content index
Glossary of terms

Data Book tab

[References](#)
[GRI content index](#)
[Glossary](#)



Iluka publicly available disclosure references

Title	Link	Type
Annual Report 2025	https://www.iluka.com/investors-media/asx-releases	Report
Anti-bribery and Corruption Policy	https://www.iluka.com/about-iluka/governance	Policy
Audit and Risk Committee Charter	https://www.iluka.com/about-iluka/governance	Charter
Board Charter	https://www.iluka.com/about-iluka/governance	Charter
Code of Conduct	https://www.iluka.com/about-iluka/governance	Policy
Continuous Disclosure and Market Communications Policy	https://www.iluka.com/about-iluka/governance	Policy
Corporate Governance Statement and 2024	https://www.iluka.com/about-iluka/governance	Report
Diversity and Inclusion Policy	https://www.iluka.com/about-iluka/governance	Policy
Health, Safety, Environment and Community Policy	https://www.iluka.com/about-iluka/governance	Policy
Human Rights Policy	https://www.iluka.com/about-iluka/governance	Policy
Indigenous Peoples Policy	https://www.iluka.com/sustainability/transparency-hub	Policy
Intellectual Property Policy	https://www.iluka.com/about-iluka/governance	Policy
Marketing and Quality Policy	https://www.iluka.com/about-iluka/governance	Policy
Modern Slavery Statement	https://www.iluka.com/investors-media/asx-releases	Report
Modern slavery in supply chains - Questionnaire	https://www.iluka.com/sustainability/transparency-hub	Document
Nominations and Governance Committee Charter	https://www.iluka.com/about-iluka/governance	Charter
People Policy	https://www.iluka.com/about-iluka/governance	Policy
People and Performance Committee Charter	https://www.iluka.com/about-iluka/governance	Charter
Risk Management Policy	https://www.iluka.com/about-iluka/governance	Policy
Procurement Policy	https://www.iluka.com/about-iluka/governance	Policy
Securities Trading Policy	https://www.iluka.com/about-iluka/governance	Policy
Supplier Code of Conduct	https://www.iluka.com/sustainability/transparency-hub	Policy
Sustainability Committee Charter	https://www.iluka.com/about-iluka/governance	Charter
Tax Transparency Report	https://www.iluka.com/sustainability/transparency-hub	Report
Workplace Gender Equality Report	https://www.iluka.com/sustainability/transparency-hub	Report
Whistleblower Policy	https://www.iluka.com/about-iluka/governance	Policy



GRI content index

Statement of use

Reporting has been guided by the GRI Standards (GR1: Foundation 2021, GR3: Material Topics and GRI 14: Mining Sector Standard) for the period 1 January 2025 to 31 December 2025.

GRI Standard	Disclosure	Location of Iluka's response
General disclosures		
GRI 2: General Disclosures 2021	2-1 Organisational details	2025 Annual Report – About Iluka Resources, page 1
	2-2 Entities included in the organisation's sustainability reporting	2025 Annual Report – About this report, inside cover
	2-3 Reporting period, frequency and contact point	Annual, for calendar year 01 January 2025 to 31 December 2025 www.iluka.com/contact-us
	2-4 Restatements of information	Stated accordingly where applicable
	2-5 External assurance	2025 Annual Report – Sustainability Report (Climate-related Financial Disclosures) – KPMG Independent Auditor's Review Report, page 94
	2-6 Activities, value chain and other business relationships	2025 Annual Report – About Iluka Resources, page 1; Our critical minerals, page 4; Our product applications, page 5; Our locations, pages 2-3
	2-7 Employees	2025 Data Book – People tab
	2-8 Workers who are not employees	Iluka records the number of workers who are not direct employees on a monthly basis and include contract partner companies. There is a contractual requirement for all contract companies to supply the total number of personnel and hours worked to Iluka. This data is combined with the Iluka employee data to develop data on performance, such as frequency rates. Iluka measures the Total Recordable Injury Frequency Rate, The Lost Time Injury Frequency Rate, Medically Treated Injury Frequency Rate, First Aid Injury Frequency rate and the Serious Potential Incident Frequency rate based on these combined hours worked for employees and workers who are contractors (not direct employees).
	2-9 Governance structure and composition	2025 Corporate Governance Statement – Iluka's Board of Directors, page 5; Board Committees, page 14 2025 Annual Report – Board of Directors and Committees, pages 36 to 37; Directors' report, page 35
	2-10 Nomination and selection of the highest governance body	Nominations and Governance Committee Charter – Responsibilities, page 5 2025 Corporate Governance Statement – Director selection and succession planning, page 12; Director appointment, induction and continuing education, page 12 2025 Annual Report – Directors' report, page 35
	2-11 Chair of the highest governance body	Board Charter – The Chair, page 10 2025 Corporate Governance Statement – Board composition, election and re-election, page 7
	2-12 Role of the highest governance body in overseeing the management of impacts	Board Charter – Powers / Duties, page 5 Sustainability Committee Charter
	2-13 Delegation of responsibility for managing impacts	Board Charter – Powers / Duties (Sustainability), page 8; Authority delegated to senior management, page 11 Sustainability Committee Charter 2025 Annual Report – Directors' report, page 35
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Committee Charter – Responsibilities, page 4 2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures), page 23 2025 Data Book – 2025 Materiality tab
	2-15 Conflicts of interest	Code of Conduct – Our relationships, page 6 2025 Corporate Governance Statement – Independence of directors, page 11
	2-16 Communication of critical concerns	2025 Annual Report – Directors' report, page 35
	2-17 Collective knowledge of the highest governance body on sustainable development	Nominations and Governance Committee Charter – Responsibilities, page 5 2025 Corporate Governance Statement – Board skills, page 8
	2-18 Evaluation of the performance of the highest governance body	2025 Corporate Governance Statement – Performance evaluation and remuneration, page 19
	2-19 Remuneration policies	2025 Corporate Governance Statement – Performance evaluation and remuneration, page 19 2025 Annual Report – Remuneration report, page 41
	2-20 Process to determine remuneration	2025 Corporate Governance Statement – Performance evaluation and remuneration, page 19 2025 Annual Report – Remuneration report, page 41
	2-21 Annual total compensation ratio	Iluka currently does not disclose this information.
	2-22 Statement on sustainable development strategy	2025 Annual Report – Chair's and Managing Director's Review, page 8 2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures), page 23
	2-23 Policy commitments	2025 Corporate Governance Statement https://www.iluka.com/about-iluka/governance (Corporate governance reports, statements, policies and standards)
	2-24 Embedding policy commitments	Iluka embeds policy commitments for responsible business conduct throughout each level of the company. Iluka has a Charter for its Board and each of its four Committees: People and Performance; Nominations and Governance; Audit and Risk; and Sustainability. Policy commitments are embedded in Iluka's procedures, guidelines and standards, which guide Iluka's activities and operations. Iluka requires business partners and counterparties to align their activities and behaviours with Iluka's policies through its standard supply and procurement terms and vendor onboarding processes.
	2-25 Processes to remediate negative impacts	All Iluka sites must have a locally-appropriate grievance mechanism, which is described in Iluka's Grievance Management Procedure and meets the UN Guiding Principles on Business and Human Rights. All complaints are taken seriously and investigated, and all grievances of a medium to high-level classification are reported to Iluka's Board as part of their monthly Sustainability Performance Report. To provide feedback or register a grievance, email: communities.support@iluka.com

2-26 Mechanisms for seeking advice and raising concerns	Whistleblower Policy External independent whistle-blower service STOPLine https://ilukaresources.stoplinereport.com
2-27 Compliance with laws and regulations	2025 Annual Report – Directors' report, page 35 2025 Data Book – Conduct and compliance tab
2-28 Membership associations	2025 Data Book – Partnerships and collaborations tab
2-29 Approach to stakeholder engagement	2025 Data Book – Stakeholders tab
2-30 Collective bargaining agreements	Iluka is committed to fostering an engaged and collaborative relationship with its employees. Iluka respects the rights of employees to freedom of association, including the right of each individual to join a union. Iluka does not inquire into employees' union membership and does not keep union membership statistics. Iluka recognises the rights of employees to collective bargaining. In each operational region in Australia, Iluka reviews its Enterprise Agreements ahead of the nominal expiry dates and bargains with employee representatives. Currently, approximately 32% of Iluka's employees are covered under the scope of Enterprise Agreements.

Material topics	Disclosure	Iluka's response
GRI 3: Material Topics 2021	3-1 Process to determine material topics 3-2 List of material topics	2025 Data Book – 2025 Materiality tab 2025 Data Book – 2025 Materiality tab

Sector Standards	Disclosure	Iluka's response
GRI 14 Mining Standard	14-0-1 Operational mine sites material topics	At present, Iluka does not aggregate site-level data on material topics. All material topics are determined through a structured materiality assessment. Information on our operational, exploration, and rehabilitation sites can be accessed at www.iluka.com .

Artisanal and small-scale mining	Disclosure	Iluka's response
GRI 14 Mining standard 2024	14-13-1 to 14-13-1 Artisanal and small-scale mining	Iluka does not operate in regions where artisanal or small-scale mining is present or intersects with its activities. Therefore, this topic is not material to our operations.

Biodiversity	Disclosure	Iluka's response
GRI 3: Material Topics 2021 GRI 14: Mining Standard 2024 GRI 101: Biodiversity 2024	3-3 Management of material topics	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures), page 27 https://www.iluka.com/sustainability/
	14-4-1, 101-1 Policies to halt and reverse biodiversity loss	While Iluka does not currently have a standalone Group Biodiversity Management Plan, biodiversity requirements are embedded within our broader environmental planning processes. These requirements are documented in closure and relinquishment plans, rehabilitation plans, and other key project frameworks.
	14-4-2, 101-2 Management of biodiversity impacts	Impact assessments are undertaken during the approvals phase, supported by offset management plans where required. We publicly disclose our biodiversity offsets through government platforms such as the EPBC website, ensuring transparency and accountability. Compliance reviews have also been completed for selected offset sites. 2025 Data Book - Biodiversity and closure tab
	14-4-3, 101-3 Access and benefit-sharing	Iluka shares all environmental data gathered during the approvals, operation and rehabilitation phases.
	14-4-4, 101-4 Identification of biodiversity impacts	During operational phases, biodiversity considerations extend beyond initial approvals. We use vegetation as a surrogate for biodiversity and maintain strict adherence to conditions that demonstrate biodiversity impact management throughout the life of each project. 2025 Data Book - Biodiversity and closure tab
	14-4-5, 101-5 Locations with biodiversity impacts	Currently, Iluka does not collate sufficient data to fully meet disclosure requirements.
	14-4-6, 101-6 Direct drivers of biodiversity loss	Currently, Iluka does not collate sufficient data to fully meet disclosure requirements.
	14-4-7, 101-7 - Changes to the state of biodiversity	Currently, Iluka does not collate sufficient data to fully meet disclosure requirements.
	14-4-8, 101-8 Ecosystem services	Iluka's current operations have limited interaction with critical ecosystem services.

Business strategy	Disclosure	Iluka's response
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Annual Report – Chairman and Managing Director's review, page 8; Strategy and business model, page 13

Climate strategy	Disclosure	Iluka's response
GRI 3: Material Topics 2021 GRI 14: Mining standard 2024 GRI 302: Energy 2016 GRI 305: Emissions 2016	3-3, 14-2-1 Management of material topics	2025 Data Book - Performance - Energy and emissions tab
	14-2-2, 14-3-2 Financial implications and other risk and opportunities due to climate change	A complete set of climate-related financial disclosures, required under AASB S2, is covered separately at page 66 in the section Sustainability Report (Climate-related Financial Disclosures).
	14-1-2, 302-1 Energy consumption within the organization	2025 Data Book - Performance - Energy and emissions tab
	14-1-3, 302-2 Energy consumption outside the organization	Currently, Iluka does not collate sufficient data to fully meet disclosure requirements.
	14-1-4, 302-3 Energy intensity	2025 Data Book - Performance - Energy and emissions tab
	14-1-5, 305-1 Direct (scope 1) GHG emissions	2025 Data Book - Performance - Energy and emissions tab
	14-1-6, 305-2 Energy indirect (scope 2) GHG emissions	2025 Data Book - Performance - Energy and emissions tab
	14-1-7, 305-3 Other indirect (scope 3) GHG emissions	Currently, Iluka does not collate sufficient data to fully meet disclosure requirements.
	14-1-8, 305-4 GHG emissions intensity	2025 Data Book - Performance - Energy and emissions tab
	14-1-9, 305-5 Reduction of GHG emissions	2025 Data Book - Performance - Energy and emissions tab
	302-4 Reduction of energy consumption	2025 Data Book - Performance - Energy and emissions tab
	302-5 Reductions in energy requirements of products and services	2025 Data Book - Performance - Energy and emissions tab
	305-6 Emissions of ozone-depleting substances (ODS)	2025 Data Book - Performance - Energy and emissions tab
	305-7 Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	2025 Data Book - Performance - Energy and emissions tab

Closure and legacy management	Disclosure	Iluka's response
GRI 3: Material Topics 2021 GRI 14: Mining Standard 2024	3-3, 14-8-1 Management of material topics	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Rehabilitation and closure, page 28 https://www.iluka.com/sustainability/

14-8-2 Minimum notice periods regarding operational change.	Where Iluka is making significant operational changes, we provide timely disclosure and consult with employees in accordance with mechanisms under relevant industrial instruments. Through consultation we take into account employees' circumstances and needs, and all reasonable measures are taken to mitigate any adverse effects of the changes on employees.
14-8-3 Programs for upgrading employee skills and transition assistance programs	During employment Iluka employees have a training profile that sets out the mandatory inductions and training that allow them to carry out their roles safely and effectively. In addition to Iluka's Leadership programs and professional development opportunities, Iluka employees can request access to LinkedIn Learning licences, giving them access to over 12,000 on-demand courses across a range of topics and skills. Professional development opportunities include 360° feedback processes, external leadership coaching and mentoring opportunities. Iluka also offers an Education Assistance procedure to support the costs of external education programs. In the event of redundancy impacted employees are provided with outplacement services to support their transition to future employment.
14-8-4 to 14-8-7 Closure and Rehabilitation for operational sites	All of Iluka's current operational sites have active Environmental Management and Closure/Rehabilitation plans in place. These plans are developed with guidance from, and approved by, the relevant authorities in each jurisdiction.
14-8-8 to 14-8-9 Financial Provisions for rehabilitation and closure, per mine site.	All rehabilitation provisions are disclosed in an annual financial statement as an aggregate figure.
14-8-9 Non-financial provisions made by the organisation to management local communities socioeconomic transition.	2025 Annual Report - Sustainability at Iluka (non-mandatory, non-climate related disclosures) - Communities and Indigenous relations, page 26

Community and Indigenous relationships

GRI 3: Material Topics 2021 GRI 14: Mining Standard 2024 GRI 204: Procurement Practices GRI 308: Supplier Environmental Assessment 2016 GRI 411: Rights of Indigenous Peoples 2016 GRI 413: Local Communities 2016 GRI 414: Supplier Social Assessment 2016	3-3, 14-10-1, 14-11-1 Management of material topics	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Community and Indigenous relations, page 26 https://www.iluka.com/sustainability/
	14-10-2, 413-1 Operations with local community engagement, impact assessments and development programs	2025 Data Book, Partnerships and Collaborations & Traditional Owner Agreements tabs
	14-10-3, 413-2 Operations with significant actual and potential negative impacts on local communities	Iluka conducts annual site-specific management, health, and environmental monitoring to safeguard local communities. These programs are designed to minimize risks and impacts across critical areas such as air quality and dust, water quality, noise and vibration, and traffic and road safety.
	14-10-4 Local community grievances	2025 Data Book - Conduct and compliance tab
	14-11-2, 411-1 Incidents of violations involving rights of Indigenous Peoples	2025 Data Book - Conduct and compliance tab
	14-11-3 Presence of Indigenous Peoples, by mine site.	2025 Data Book - Traditional Owner agreements tab
	14-11-4 Free, prior and informed consent from Indigenous Peoples for operations.	Iluka's Indigenous Peoples Policy sets out Iluka's approach to engagement with Traditional Owners
	204-1 Proportion of spending on local suppliers	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Community and Indigenous relations, page 26 https://www.iluka.com/sustainability/
	308-1 New suppliers that were screened using environmental criteria	100%
	308-2 Negative environmental impacts in the supply chain and actions taken	Iluka currently does not collect this information.
	414-1 New suppliers that were screened using social criteria	100%
	414-2 Negative social impacts in the supply chain and actions taken	The reporting of modern slavery risk and impact within Iluka's supply chain will be disclosed in Iluka's 2025 Modern Slavery Statement.

Critical Incident Management

GRI 14 Mining Standard 2024	14-15-1 Management of material topics	Iluka does not currently meet the requirements for the additional disclosure under GRI 14.
	14-15-2 Significant spills	All spills within the reporting period were recorded within compliance software and if required, reported to relevant authorities. 2025 Data Book, Conduct and compliance tab
	14-15-3 Critical incident reporting and actions taken to remediate	2025 Data Book - Health and safety tab 2025 Data Book - Conduct and compliance tab
	14-15-4 Emergency preparedness and response plans in place per mine site	Iluka had emergency preparedness and response plans for all operational and exploration sites for 2025.

Economic performance

GRI 3: Material Topics 2021 GRI 14: Mining Standard 2024 GRI 201: Economic Performance 2016 GRI 203: Indirect Economic Impacts 2016 GRI 207: Tax 2019	3-3, 14-9-1, 14-23-1 Management of material topics	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Community and Indigenous relations, page 26
	14-9-2, 14-23-2, 201-1 Direct economic value generated and distributed	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Community and Indigenous relations, page 26 2025 Data Book - Performance - Communities and economic tab
	14-9-3, 203-1 Infrastructure investments and services supported	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Community and Indigenous relations, page 26 2025 Data Book – Performance - Communities and economic tab
	14-9-4, 203-2 Significant indirect economic impacts	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Community and Indigenous relations, page 26 2025 Data Book – Communities and economic tab
	14-9-5 Proportion of spending on local suppliers	Modern Slavery Statement Iluka doesn't currently disclose this in detail. Aggregate spend can be found 2025 Data Book - Social and economic tab
	14-9-6 Proportion of workers hired from local communities at mine-site level, by gender	Iluka currently does not disclose this information.
	14-23-4, 207-1 Approach to tax	Approach to Tax Statement Tax Transparency Report
	14-23-5, 207-2 Tax governance, control and risk management	Tax Transparency Report
	14-23-6, 207-3 Stakeholder engagement and management of concerns related to tax	Tax Transparency Report
	14-23-7, 207-4 Country-by-country reporting	Tax Transparency Report
	14-23-8 Mineral purchases	Iluka currently does not disclose this information.
	201-2 Financial implications and other risks and opportunities due to climate change	2025 Annual Report – Business risk management, page 30
	201-3 Defined benefit plan obligations and other retirement plans	Post-employment benefit obligations, Note 29 Post-employment Benefit Obligations
	14-23-3, 201-4 Financial assistance received from government	No financial assistance was received in 2025

Ethics and integrity

GRI 3: Material Topics 2021 GRI 14: Mining Standard 2024 GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive Behaviour 2016 GRI 415: Public Policy 2016 GRI 418: Customer Privacy 2016	3-3, 14-22-1, 14-24-1, 14-25-1 Management of material topics	2025 Corporate Governance Statement 2025 Annual Report – Directors' report, page 35 2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate-related disclosures) – Sustainability at Iluka, page 23 https://www.iluka.com/sustainability/
	14-22-2, 205-1 Operations assessed for risks related to corruption	Iluka routinely carries out risk assessments on potential business partners, and more broadly across its business for bribery and corruption risk. In 2025, there were occasions where Iluka did not proceed to engage with potential counterparties because of risks identified through the risk assessment.
	14-22-3, 205-2 Communication and training about anti-corruption policies and procedures	2025 Data Book – Conduct and compliance tab
	14-22-4, 205-3 Confirmed incidents of corruption and actions taken	2025 Data Book – Conduct and compliance tab
	14-22-5 Contract transparency	Iluka currently does not disclose this information.
	14-22-6 The organizations beneficial owners	Iluka is publicly listed on the Australian Stock Exchange
	14-24-2, 415-1 Political contributions	Iluka did not make any financial or in-kind political contributions. Iluka maintains a gift and entertainment register, in accordance with the Iluka Anti-Bribery and Corruption Procedure.
	14-25-2 Conflict-affected and high-risk areas	Iluka does not operate in conflict-affected or high-risk areas. As such, disclosures under this topic are not applicable.
	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	2025 Data Book – Conduct and compliance tab
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Nil
Human rights		
GRI 3: Material Topics 2021 GRI 14: Mining Standard 2024 GRI 406: Non-discrimination 2016 GRI 408: Child Labor 2016 GRI 409: Forced or Compulsory Labor 2016 GRI 410: Security Practices 2016	3-3, 14-14-1, 14-18-1, 14-19-1 Management of material topics	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Community and Indigenous relations, page 26 Modern Slavery Statement https://www.iluka.com/sustainability/ Following the demerger of Sierra Rutile Limited, Iluka no longer operates in regions where security-related human rights risks are present. As such, this topic is no longer material to Iluka's operations.
	14-14-2 Security personnel trained in human rights policies or procedures-	Modern Slavery Statement
	14-18-2, 408-1 Operations and suppliers at significant risk for incidents of child labour	Modern Slavery Statement Iluka operates in jurisdictions with strong labour protections and has robust policies and controls in place.
	14-18-3, 14-19-3 New suppliers that were screened using social criteria	Modern Slavery Statement
	14-19-2, 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Modern Slavery Statement
	406-1 Incidents of discrimination and corrective actions taken	2025 Data Book – Conduct and compliance tab
	410-1 Security personnel trained in human rights policies or procedures	Iluka does not operate in conflict-affected or high-risk areas. As such, disclosures under this topic are not applicable.
Land and resource rights		
GRI 14: Mining Sector 2024	14-12-1 Management of material topics.	2025 Annual Report - Sustainability at Iluka (non-mandatory, non-climate related disclosures) - Community and Indigenous relations, page 26
	14-12-2 to 14-12-13 Voluntary resettlement and conflicts/ violations of land.	There were no resettlements undertaken during 2025 and there are no physical resettlement projects underway.
Occupational health, safety and wellbeing		
GRI 3: Material Topics 2021 GRI 14: Mining Standard 2024 GRI 403: Occupational Health and Safety 2018	3-3, 14-16-1 Management of material topics	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Health, safety and wellbeing, page 24 https://www.iluka.com/sustainability/
	14-16-2, 403-1 Occupational health and safety management systems	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Health, safety and wellbeing, page 24 https://www.iluka.com/sustainability/
	14-16-3, 403-2 Hazard identification, risk assessment and incident investigation.	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Health, safety and wellbeing, page 24
	14-16-4, 403-3 Occupational health services	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Health, safety and wellbeing, page 24
	14-16-5, 403-4 Worker participation, consultation, and communication on occupational health and safety	Iluka has Health and Safety Committees across its operations, comprising elected representatives, management, and contract partners where applicable. The committees review safety performance, raise concerns, and guide improvements. At the corporate level, Iluka's Executive and Board Sustainability Committees oversee strategic health, safety, and sustainability priorities.
	14-16-6, 403-5 Worker training on occupational health and safety	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Health, safety and wellbeing, page 24
	14-16-7, 403-6 Promotion of worker health	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Health, safety and wellbeing, page 24
	14-16-8, 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Health, safety and wellbeing, page 24
	14-16-9, 403-8 Workers covered by an occupational health and safety management system	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Health, safety and wellbeing, page 24
	14-16-10, 403-9 Work-related injuries	2022 Data Book – Health and safety tab
	14-16-11, 403-10 Work-related ill health	2022 Data Book – Health and safety tab
Organisational capability and engagement		
GRI 3: Material Topics 2021 GRI 14: Mining Standard 2024 GRI 202: Market Presence 2016	3-3, 14-17-1, 14-20-1, 14-21-1 Management of material topics	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – People, page 25 https://www.iluka.com/sustainability/
	14-17-2, 202-1 Ratios on standard entry-level wage by gender compared to local minimum wage.	Iluka currently does not disclose this information.
	14-17-3, 401-1 New employees hires and employee turnover	2025 Data Book – Performance – People tab

14-17-4, 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees-	All standard benefits are provided to full-time and part-time employees at Iluka. Temporary employees, defined as casual employees at Iluka, receive benefits and entitlements aligned with the National Employment Standards and are excluded from participation in the short-term incentive program. Temporary employees are paid an additional loading within their pay in lieu of leave entitlements, except for paid family and domestic violence leave.
14-17-5, 14-21-3, 401-3 Parental leave	2025 Data Book – Performance – People tab Refer to the WGEA Gender Pay Gap Statement website for Iluka's information.
14-17-6, 402-1 Minimum notice periods regarding operational change	Where Iluka is making significant operational changes, we provide timely disclosure and consult with employees in accordance with mechanisms under relevant industrial instruments. Through consultation we take into account employees' circumstances and needs, and all reasonable measures are taken to mitigate any adverse effects of the changes on employees.
14-17-7, 14-21-4, 404-1 Average hours of training per year per employee	In 2025, a total of 18,340 training courses comprising both face-to-face and online were completed across Iluka's workforce. This training equates to an average of 29 hours training per employee.
14-17-8, 404-2 Programs for upgrading employee skills and transition assistance programs	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate-related disclosures) – People, page 23 https://www.iluka.com/sustainability/ In all roles, across operational and corporate locations, Iluka employees have a training profile that sets out the mandatory inductions and training that allow them to carry out their roles safely and effectively. In addition to Iluka's Leadership programs and professional development opportunities, Iluka employees can request access to LinkedIn Learning licences, giving them access to over 12,000 on-demand courses across a range of topics and skills. Professional development opportunities include 360° feedback processes, external leadership coaching and mentoring opportunities. Iluka also offers an Education Assistance procedure to support the costs of external education programs.
14-17-9 New suppliers that were screened using social criteria	Modern Slavery Statement 100% of new suppliers were screened using social criteria in the 2025 reporting year.
14-17-10 Negative social impacts in the supply chain and actions taken	Modern Slavery Statement
14-20-2 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Iluka is committed to fostering an engaged and collaborative relationship with its employees. Iluka respects the rights of employees to freedom of association, including the right of each individual to join a union. Iluka does not inquire into employees' union membership and does not keep union membership statistics. Iluka recognises the rights of employees to collective bargaining. In each operational region in Australia, Iluka reviews its Enterprise Agreements ahead of the nominal expiry dates and bargains with employee representatives.
14-20-3 Strikes or lockouts	Nil strikes or lockouts during the 2025 reporting period.
14-21-2, 202-2 Proportion of senior management hired from the local community	Iluka currently does not record this information.
14-21-5, 405-1 Diversity of governance bodies and employees	2025 Data Book - Performance - People tab
14-21-6, 405-1 Ratio of basic salary and remunerations of women to men	Iluka reviews gender pay equity annually and adjusts any identified unexplainable gaps. Refer to the WGEA Gender Pay Gap Statement website for Iluka's information.
14-21-7 Incidents of discrimination and corrective actions taken	Iluka reviews gender pay equity annually and adjusts any identified unexplainable gaps. Refer to the WGEA Gender Pay Gap Statement website for Iluka's information.
404-3 Percentage of employees receiving regular performance and career development reviews	During 2025, 96% of Iluka's Australian workforce and 94% of the United States workforce participated in the annual performance review and development planning process. Employees participate in an annual performance review process. Objectives are set at the beginning of each year, aligned to the Iluka corporate plan. Feedback is provided throughout the year and formal mid-year and full year reviews are conducted. Employee performance plans include a development planning component. Training and professional development is planned specifically for each individual and can encompass a variety of formal and informal routes to learning and growth.
Product stewardship	
GRI 3: Material Topics 2021 GRI 301: Materials 2016 GRI 417: Marketing and Labelling 2016 GRI 416: Customer Health and Safety 2016	3-3 Management of material topics 2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Product stewardship, page 29 https://www.iluka.com/products-markets/product-stewardship/
	301-1 Materials used by weight or volume Iluka currently does not collect this information.
	301-2 Recycled input materials used Iluka currently does not collect this information.
	301-3 Reclaimed product and their packaging materials 2025 Data Book – Water and Waste tabs
	417-1 Requirements for product and service information and labelling Iluka applies industry accepted safe handling, transport and storage practices. All Iluka products and co-products sold into global markets have associated Safety Data Sheets; detailing product specifications on chemical and radiological elements, and information on possible hazards, safe storage, handling and disposal of those materials.
	417-2 Incidents of non-compliance concerning product and service information and labelling Nil
	417-3 Incidents of non-compliance concerning marketing communications Nil
	416-1 Assessment of the health and safety impacts of product and service categories All Iluka products and co-products sold into global markets have associated Safety Data Sheets; detailing product specifications on chemical and radiological elements, and information on possible hazards, safe storage, handling and disposal of those materials.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services Iluka currently does not collect this information.
Radiation	
GRI 3: Material Topics 2021	3-3 Management of material topics 2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Radiation, page 29 https://www.iluka.com/sustainability/
Tailings management	
GRI 3: Material Topics 2021 GRI 14: Mining Standard 2024 GRI 306: Waste 2020	3-3, 14-5-1, 14-6-1 Management of material topics 2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Tailings, page 28 2025 Data Book - Tailings facilities tab https://www.iluka.com/sustainability/ Iluka is guided by the Australian National Committee on Large Dams (ANCOLD, 2019) standard for all tailings facilities.
	14-5-2, 306-1 Waste generation and significant waste-related impacts Throughout the lifecycle of Iluka's operations process and non-process waste is generated and managed in accordance with site-specific waste management plans. The majority of waste generated by Iluka's operations is inert, comprising of sand tailings, overburden, clay materials and oversize rock which is progressively backfilled and rehabilitated. Other process waste generated is re-used where possible or disposed in designated onsite waste storage facilities.

14-5-3, 306-2 Management of significant waste-related impacts	Each of Iluka's operations manages its waste in accordance with a waste management plan. We aim to manage our waste and product materials through mining and processing to ensure they are handled, stored and disposed of appropriately.
14-5-4, 306-3 Waste generated	2025 Data Book – Water and Waste tabs
14-5-5, 306-4 Waste diverted from disposal	2025 Data Book – Water and Waste tabs
14-5-6, 306-5 Waste directed to disposal	2025 Data Book – Water and Waste tabs
14-6-2 to 14-6-3 Active tailings management methods per mine site.	2025 Data Book - Tailings Facilities

Technology

GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Annual Report – Business risk management, cybersecurity, page 31; Project overview, Balranald, page 21; Sustainability at Iluka, product stewardship, rare earths, page 29
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Water

GRI 3: Material Topics 2021 GRI 14: Mining Standard 2024 GRI 303: Water and Effluents 2018	3-3, 14-7-1 Management of material topics	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate-related disclosures) – Environmental management and compliance, page 27 https://www.iluka.com/sustainability/
	14-7-1 Management of material topics	Iluka continued to apply geochemical and acid sulphate soil assessments, site-specific management plans, and routine water monitoring across Cataby, Eneabba, and Jacinth-Ambrosia mines, confirming that the risk of sulphide-related acidity or heavy metal impacts on groundwater and adjacent receptors remains negligible to low.
	14-7-2, 303-1 Interactions with water as a shared resource	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Environmental management and compliance, page 27
	14-7-3, 303-2 Management of water discharge related impacts	2025 Annual Report – Sustainability at Iluka (non-mandatory, non-climate related disclosures) – Environmental management and compliance, page 27
	14-7-4, 303-3 Water withdrawal	2025 Data Book – Water and waste tab
	14-7-5, 303-4 Water discharge	2025 Data Book – Water and waste tab
	14-7-6, 303-5 Water consumption	2025 Data Book – Water and waste tab

Glossary of terms

Term	Definition
Biodiversity	Biodiversity encompasses the variability of organisms living in terrestrial, marine, and aquatic ecosystems, as well as the ecological complexes they form. It comprises the genetic diversity within species, the variety of species in an area, and the distinct features of entire ecosystems
Carbon emissions	For Iluka's reporting purposes, these are the aggregate carbon dioxide equivalent (CO ₂ -e) emissions of carbon dioxide (CO ₂), methane (CH ₄), and nitrous oxide (N ₂ O). Global warming potential for non-CO ₂ emissions are as stipulated under the National Greenhouse and Energy Reporting Regulations 2008. Iluka measures emissions according to the World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol, which includes: _Scope 1 carbon emissions that are direct carbon emissions from Iluka's own operations, including the electricity generate at the company's sites. _Scope 2 carbon emissions that are indirect carbon emissions from the generation of purchased electricity. _Scope 3 carbon emissions that are indirect carbon emissions not included in energy indirect (scope 2) GHG emissions that occur outside of the organisation, including both upstream and downstream emissions
Catchment	Area of land from which all surface runoff and subsurface water flows through a sequence of streams, rivers, aquifers and lakes into the sea or another outlet at a single river mouth, estuary or delta.
Community investment	Community investment includes direct contributions in community infrastructure and services, sponsorships and donations. It excludes payments made to suppliers and contractors; wages, salaries and benefits; and government and other royalties paid and payable.
Contractor	Any organisation or individual (other than an Iluka employee) who provides labour to Iluka pursuant to a contract of service.
Critical Control Management	Employee assessment for critical controls prior to commencing a task
Dark Diversity	Is the set of species absent from a particular site even though they could occur there because they are present in the region and suit the particular site's ecological conditions.
Employee	Any person directly employed by Iluka in full-time, part-time or casual employment on a temporary or permanent basis pursuant to a contract of service.
Environmental incidents	Level 3, 4 or 5 incidents as defined by Iluka's HSEC Guideline Hazard, Incident and Emergency Classification. Level 5 incidents have an environmental consequence that represents serious long-term environmental impairment of the ecosystem function.
Fatality	A health or safety event where an injury or occupational illness has caused the death of one or more person(s).
Freshwater	Water with concentration of total dissolved solids equal to or below 1,000 mg/L.
Global Warming Potential	Value describing the radiative forcing impact of one unit of a given GHG relative to one unit of CO ₂ over a given period of time.
Greenhouse gas (GHG)	For Iluka's reporting purposes, these are the aggregate anthropogenic carbon dioxide equivalent (CO ₂ -e) emissions of carbon dioxide (CO ₂), methane (CH ₄), and nitrous oxide (N ₂ O). These are measured according to the National Greenhouse and Energy Reporting Regulations 2008 and the World Resources Institute/ World Business Council for Sustainable Development Greenhouse Gas Protocol.
GRI	GRI is an international independent organisation that has established an international framework and standards for sustainability reporting. Iluka reports in accordance with the GRI Standards.

Groundwater	Water that is being held in, and that can be recovered from, an underground formation.
Human rights	Rights inherent to all human beings, which include, at a minimum, the rights set out in the United Nations International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.
Injury	An injury is temporary or permanent damage to tissue, muscle or bone typically caused by an identifiable event.
IUCN Red List of Threatened Species	The International Union for Conservation of Nature's (IUCN) Red List of Threatened Species is a comprehensive global information source on the extinction risk of animals, fungi and plants. The Red List is a critical indicator of the health of the world's biodiversity and indicates how close a species is to becoming extinct. The nine categories are Extinct, Extinct in the Wild, Critically Endangered, Endangered, Vulnerable, Near Threatened, Least Concern, Data Deficient and Not Evaluated.
Lost time injuries	Any work-related injury that results in: _The injured worker being absent from work, as a result of the seriousness of the injury, for one full shift or longer; or _A mild/moderate permanent disabling injury.
Materiality	Materiality is a standard process that supports corporate sustainability reporting. Applied annually, the materiality process aims to establish the sustainability topics most material to a business, defining priority topics that: _Reflect the importance of economic, social and environmental impacts of the business; and _Substantively influence the assessments and decisions of stakeholders.
Medical treatment injuries	Any work-related injury that requires treatment, or under the specific order of, a medical practitioner or any injury that could be considered as being one that would normally be treated by a medical practitioner.
Mineral waste	Waste materials removed from the mine void that are separated from the valuable minerals over various processing stages. These are handled, stored and disposed of according to their properties, environmental factors and regulations. Iluka handles non-hazardous and hazardous materials generated from mining and processing activities. _Non-hazardous mineral materials include tailings, overburden and rock (oversized material). _Hazardous mineral materials include char, slimes, neutralised unused acid and contaminated demolition materials.
Non-mineral waste	Iluka handles non-hazardous and hazardous non-materials waste that are not a by-product from mining and processing activities. _Non-hazardous non-mineral materials include general waste, co-mingled, tyres, scrap metal, timber and plastics. _Hazardous non-mineral materials include batteries, electronic, laboratory, medical, fluorescent bulbs, ink cartridges, waste oil/grease and hydrocarbon contaminated soil.
Occupational illness	An abnormal work-related condition or disorder including both acute and chronic illnesses, such as, but not limited to, a skin disease, respiratory disorder, hearing loss or poisoning. Occupational illnesses may be caused by exposure to agents, toxins, pathogens or other factors which may be the result of inhalation, absorption, ingestion or direct contact.
Occupational Exposure Limit (OEL)	Represents the maximum airborne concentration of a toxic substance to which a worker can be exposed over a period of time without suffering any harmful consequences.
Permanent disabling injuries/illnesses	The degree to which an illness is classified as disabling is based on the American Medical Association's Guide to the Evaluation of Permanent Impairment, 5th Edition (AMA5) and Safe Work Australia's National Permanent Impairment Guide.
Psychosocial safety	Psychosocial safety refers to the psychological and social conditions of the workplace that have the potential to cause harm, which can be mental or physical. Psychosocial hazards and risk factors can include stress, fatigue, bullying, violence, aggression, harassment and burnout.
Recordable injuries	A recordable injury case is a new case of sufficient severity that it requires medical treatment beyond first aid or results in the worker's inability to perform his or her routine work function on the next calendar day.
Restricted work case injuries	An occupational injury that results in an worker on or after the next calendar day after the injury being: _assigned alternate or restricted duties; _unable to perform one or more of their routine functions; or _unable to work a full day of normal duties.

Serious potential incident (SPI)	Any incident which has the potential consequence as Major (Level 5) as defined by Iluka's HSEC Guideline Hazard, Incident and Emergency Classification.
Severity	The degree to which an injury is classified as disabling based on the American Medical Association's Guide to the Evaluation of Permanent Impairment. Severity frequency rate is calculated by: days Lost to Injury per one million man hours worked per annum
Social incidents	Social incidents as defined by Iluka's HSEC Guideline Hazard, Incident and Emergency Classification. Level 5 incidents have an stakeholder consequence that represents very serious widespread social impacts and/or irreparable damage to highly valued items.
Sulphur oxides	Are a group of molecules made of sulphur and oxygen atoms, such as sulphur dioxide (SO ₂) and sulphur trioxide (SO ₃).
Surface water	Water that occurs naturally on the Earth's surface in ice sheets, ice caps, glaciers, icebergs, bogs, ponds, lakes, rivers and streams.
Tailings	The residue or wastes that come out of the 'tail' end of a processing plant, generally a fine-grained product. The processes themselves are generally water-based and the tailings, are, for the most part, produced as a slurry of solid particles suspended in water.
Total Recordable Injury Frequency Rate (TRIFR)	Frequency rate is calculated by: Total recordable injuries multiplied by one million man hours divided by the total hours worked per annum
Total Recordable Occupational Illness Frequency Rate (TROIFR)	Frequency rate is calculated by: Total occupational illnesses multiplied by one million man hours divided by the total hours worked per annum
Underlying Group EBITDA	Underlying Group earnings before interest, tax, depreciation and amortisation (EBITDA) excludes non-recurring adjustments including impairments and changes to rehabilitation provisions for closed sites which are non-cash in nature.
Water consumption	Sum of all water that has been withdrawn and incorporated into products, used in the production of crops or generated as waste, has evaporated, transpired or been consumed by humans or livestock, or is polluted to the point of being unusable by other users, and is therefore not released back to surface water, groundwater, seawater, or a third party over the course of the reporting period.
Water quality	Water quality parameters include: _ Fresh with a concentration of total dissolved solids equal to or below 1,000 milligrams per litre _ Other with a concentration of total dissolved solids above 1,000 milligrams per litre