



GRANGE
RESOURCES

SUSTAINABILITY REPORT

2025



GRANGE
RESOURCES

Acknowledgement of Country

Grange Resources would like to pay respects to all Aboriginal people across Tasmania, the traditional custodians of the unceded lands, and waterways, on which we operate and live.

We acknowledge the lowreener (low-ree-nar) people as the traditional owners of purreka (par-rek-ah) and narerbricker (nare-rib-brik-er), also known as the Port Latta area. We recognise the tarkiner (tar-kin-ar) people who would have passed through, utilised resources, and cared for Country around the Savage River area. We also acknowledge the tommeginer (tom-me-g-in-ar) people who would have passed through, utilised resources, and cared for the land around burdelare (bar-de-lair)/Blackman's Point and drilderer (dril-der-eh)/Emu Bay in the Burnie region.

We would like to acknowledge the continual deep cultural connection that the Tasmanian Aboriginal community has with Country, and the care that has been provided to Country over many generations.

We commit to work towards the shared goal of reconciliation by engaging with and listening to the local Aboriginal communities of Tasmania, listening to their history and anguish through truth telling and working with them to the benefit of our whole community.



TABLE OF CONTENTS

02 Introduction

03 Pillar 1: Governance

08 Pillar 2: Planet

10 Pillar 3: People

17 Pillar 4: Prosperity

20 Appendix
– Climate Statement

- 21 Preface and Directors Declaration
- 22 Governance
- 24 Strategy
- 34 Risk Management
- 36 Metrics & targets
- 41 Assurance Report



Introduction

Grange Resources (“GRR” or the “Company”) is committed to the principles of ESG as the most effective means of creating long-term enterprise value and addressing the societal priorities enshrined in the United Nations’ Sustainable Development Goals. In September 2021, we made a commitment to commence reporting on the Environmental, Social, and Governance (ESG) disclosures of the Stakeholder Capitalism Metrics (SCM) of the World Economic Forum (WEF). Grange continues to refine ESG disclosures in the form of a set of universal, comparable ESG metrics focused on people, planet, prosperity and principles of governance that organisations can report on regardless of industry or region.

The 2025 Sustainability Report includes our strategy to address climate related risks and opportunities, how we are working towards our ambition to reduce CO2 emissions and transition through cleaner energy to deliver and drive our long term value. Detailed Climate Disclosures are located in the Appendix.

Pillar	Metric
Principles of Governance	1. Setting purpose 2. Governance body composition 3. Material issues impacting stakeholders 4. Anti-corruption 5. Protected ethics advice & reporting mechanisms 6. Risk & opportunity oversight
Planet	7. Greenhouse Gas (GHG) emissions 8. TCFD implementation 9. Land use & ecological sensitivity 10. Water consumption & withdrawal
People	11. Diversity & inclusion 12. Pay equality 13. Wage level 14. Risk for incidents of child, forced, or compulsory labour 15. Health & safety 16. Training provided
Prosperity	17. Absolute number & rate of employment 18. Economic contribution 19. Financial investment contribution 20. Total R&D expenses 21. Total tax paid



Pillar 1: Governance



Setting purpose

Grange Resources Limited (Grange or the Company), ASX Code: GRR, is Australia's most experienced magnetite producer, with more than 57 years of mining and production from its Savage River mine. Grange produces a high-quality iron ore pellet with low levels of impurities that support reduced environmental impacts for end users through reduced energy requirements in the steel making process.

Grange's operations consist principally of owning and operating the Savage River integrated iron ore mining and pellet production business located in the north-west region of Tasmania. The Savage River magnetite iron ore mine is a long-life mining asset whose projected mine life extends beyond 2035. At Port Latta, on the north-west coast of Tasmania, Grange owns a downstream pellet plant and port facility producing more than two million tonnes of premium quality iron ore pellets annually.

Grange has a combination of spot and contracted sales arrangements in place to deliver its pellets to customers throughout the Asia Pacific region. In addition, Grange owns a major magnetite development project at Southdown, near Albany in Western Australia.

Grange's purpose is the responsible provision of mineral resources to support sustainable development, growth and prosperity.

The formulation of Grange's purpose statement has been undertaken by the collaboration of the Board and Management team. It also included consultation with employee work groups, supervisors and team members across the business.

Governance body composition:

The Company recognises that independent directors are important in assuring shareholders that the Board is properly fulfilling its role and is diligent in holding senior management accountable for its performance.

The Board assesses each of the directors against specific criteria to decide whether they are in a position to exercise independent judgement.

Directors of Grange Resources Limited are considered to be independent when they are independent of management and free from any business or other relationship that could materially interfere with, or could reasonably be perceived to materially interfere with, the exercise of their unfettered and independent judgement.

In 2025, the Board consisted of five members¹, with three independent directors as outlined in Grange's corporate governance statement.

Grange recognises that our employees are our most valuable resource and the means by which we will achieve safe, sustainable, cost effective production. Diversity is one of many elements which helps create sustainable value for our shareholders. Grange takes a broad and all-encompassing view of diversity. Diversity is about accepting, respecting and understanding that each person is unique. Refer the section on Diversity and inclusion on page 11 of this Sustainability Report and our [Diversity & Inclusion Policy](#) on the Grange Resources website.

In 2025, the Company had two female Board members, including the Board Chair. In addition, the Grange Board has cultural diversity with all of the five directors being of overseas origin.

¹ There were 6 board members from 1 Jan 2025 to 10 April 2025.



Material issues impacting stakeholders

Grange is mindful of the importance and the impact our business has on our wide ranging Stakeholder groups. As part of our strategic planning process, the Board have generated a map of our key stakeholders and influencers.

Engagement strategies have been determined for the top 14 stakeholders and management are developing plans to engage with these groups to capture and analyse material issues and provide feedback.

**Our employees
are our most
valuable
resource and
the means by
which we will
achieve safe,
sustainable,
cost effective
production.**

Anti-corruption practices

Grange's anti-corruption commitments and expectations are outlined in our [Code of Conduct](#), our [Anti-Bribery & Corruption Policy](#) and, in our Core Value statement. At Grange, we all lead and act with fairness, integrity, trust and respect.

Our Code of Conduct and Anti-Bribery & Corruption policies seek to ensure employees understand their obligations and do not engage in breaches of Grange policies, procedures and the law. They provide a framework to make decisions and engage in behaviours that are ethical and appropriate for Grange and other employees, directors, contractors or visitors to the workplace.

This reflects Grange's commitment to the highest standards of honesty, integrity and good corporate governance in meeting the needs of Grange and the community we serve, without bribery or corruption, in compliance with the law, and consistently following Grange's policy and procedures.

During the financial year, Grange recorded no corruption-related incidents. This outcome reflects our ongoing commitment to ethical conduct, strong governance, and maintaining a culture of integrity across all operations.

Mechanisms to protect ethical behaviour

At Grange, we encourage people who are aware of wrongdoing to speak up and make a disclosure without fear of retribution or retaliation. Grange's Whistleblower Policy has been reviewed, updated and rolled out to employees across the business in December 2024 to ensure individuals who disclose wrongdoing can do so safely, securely and with confidence that they will be protected and supported.

The policy outlines mechanisms to report and seek advice about ethical behaviour.

Internal disclosures can be made to senior managers and the HR department by email, phone or post with specific contact details noted on the Grange website and as part of the policy.

Disclosures can be made externally and qualify for protection to prescribed Commonwealth bodies or other external parties and in particular:

- a) Australian Securities and Investments Commission (ASIC)
- b) Australian Prudential Regulation Authority (APRA)

To date, only in-house reports have been received, with no requirement involving management level or above.



Enterprise Risk Management:

Risk and opportunity oversight

Risk is inherent in our business. The identification and management of risk are central to achieving the Group's strategic objectives while supporting its corporate responsibilities. Our aim is to embed risk management into all aspects of our operations.

Our Safety and Environment Management System (SEMS) provides risk management standards, offering a common framework for the systematic and structured management of significant business and operational risks and opportunities. This includes hazard identification, risk assessment, and risk mitigation/control measures, to reduce the likelihood and impact of loss events.

Risk Governance and Reporting

Health, Safety, Environmental (HSE), and Business risks are reported to and reviewed by the Board on a monthly basis. Increasing emphasis is being placed on Environmental, Social, and Governance (ESG) risks and opportunities. Grange maintains a corporate enterprise risk register, which has been expanded to encompass economic, environmental, and social issues, including climate change and data stewardship.

The SEMS02 Risk Management Standard and Procedure addresses all aspects of risk management and associated control systems. It covers:



Risk Management Process

The process begins with defining business objectives. Managers regularly review risks in relation to these objectives, considering both internal and external factors such as economic or geopolitical developments, climate change, community and investor expectations, and legislative requirements.

The risk identification process involves the systematic identification of potential threats and uncertainties that could affect business objectives. Relevant stakeholders assess the likelihood and consequence of risks and determine whether they are material to the business.

Risks are reviewed at least monthly, including:

- Re-evaluation of the risk environment
- Assessment of critical control effectiveness
- Review of risk treatment action status

The Board, through the CEO, regularly reviews the risk profile and monitors progress in managing high and extreme risks.

External Factors and Emerging Risks

Through SEMS02, Grange ensures consistent review of external factors influencing risk, including:

- Climate change impacts
- Evolving market conditions
- Psychosocial hazards
- Critical controls for principal mining hazards
- Risk management for contractors and third parties across the enterprise

HSE Strategic Management Plan

Over the past three years, Grange has implemented its HSE Strategic Management Plan. We continue to assess environmental and social risks and opportunities linked to surface and underground mining projects, changes in mining operations, concentrate production, pellet processing, and shipping. Engagement with stakeholders ensures transparency and shared understanding of assessment outcomes.

Commitment to ESG Integration

Grange is committed to proactive identification, assessment, management, and reporting of risks, including ESG factors. Our approach ensures that ESG risks are fully integrated into our enterprise risk management framework, protecting our people, communities, environment, and reputation, and supporting sustainable business performance.



Pillar 2: Planet

Climate Change:

GHG Emissions

The company is required to comply with the mandatory climate related financial disclosure requirements under AASB S2. The disclosures, including details of GHG emissions, are presented in the Appendix.

TCFD implementation

The company is required to comply with mandatory climate related financial disclosure requirements under AASB S2. Accordingly, the disclosures are presented in the Appendix.

Water consumption

Savage River and Port Latta are classified as low risk areas under the Water Resources Institute Aqueduct Water Risk Atlas, both presently and up to 2080, which is the limitation of the model. As such, both sites are classified as the lowest overall water risk.

Water usage is being monitored and measured routinely as part of Grange's internal environmental monitoring. Water consumption data is also disclosed through annual ABS statements and EPA reporting.

Savage River Mine draws water from the Savage River, which is not considered a water-stressed area. There are no other nearby registered users downstream or upstream of the operation. The impact of water extraction at Savage River is deemed to be low by the Department of Natural Resources and Environment (NRE). Over half of the water extracted from the Savage River, is returned to the river only ~8 km south via passively filtered tailings supernatant water.

Savage River Mine has been issued water extraction licence 7075, expiring 30 November 2051, by NRE, and operates comfortably under the permitted extraction volume of 35 ML per day, and 8,400 ML per annum.

Port Latta recycles water supplied as part of the slurry pipeline from Savage River concentrator for process needs and extracts a minor volume from local bores located south of the site for process cooling and site ablutions.

Land use and key biodiversity areas

Significant changes to existing operations require assessment and approval through the state planning and environmental assessment process and may potentially require parallel federal EPBC Approvals.

In Tasmania, the identified Key Biodiversity Area (KBA) "North-West Tasmanian Coast" runs from Rocky Cape around the West Coast to the South Coast opposite Maatsuyker Islands, and appears to primarily focus on birds. Port Latta is positioned within the KBA. High conservation values can include: species rarity, endemism, diversity, seasonal concentrations, landscapes including geological features, ecosystems, habitats, ecosystem services, community needs and cultural values.

Consideration at the Savage River site is given to the five EPBC relevant threatened species, Tasmanian Wedge-Tailed eagle, Spotted-Tailed Quoll, Tasmanian Devil, Tasmanian Azure Kingfisher, and the Australian Grayling, along with species listed in the site ecological reports, such as the Savage freshwater snail, and areas of ideal Grey Goshawk nest habitat.

The Pieman River State Reserve and upstream Savage River ecosystems, old growth forest, mature Tarkine forests areas are other environmental aspects of relevance within the Grange operation. The aspects are governed by environmental permit conditions (both state and federal permits).

Grange conducts [EPBC species monitoring and reporting](#), which is reported internally, and is publicly available via the Grange website.

Grange is exploring the feasibility of transitioning from an open cut mine to an underground mine; part of the approval process for this was an Environmental Impact Statement (EIS) which also considers biodiversity and ecological impact. The EIS was made publicly available on 23rd March 2024.

Government approval was granted for North Pit Underground on 14th August 2024.

A full-page photograph of two workers, a woman on the left and a man on the right, walking towards the camera. They are both wearing white hard hats, safety glasses, and high-visibility orange safety vests over blue work clothes. The woman is wearing blue safety boots, and the man is wearing brown safety boots. They are walking on a dark, paved surface. In the background is a large, dark green industrial building with a gabled roof and several small windows. The sky is blue with some clouds. A white rectangular box with the text 'Pillar 3: People' is overlaid on the upper part of the image.

Pillar 3: People

Employee Well-being:

Diversity and inclusion

Grange recognises that our employees are our most valuable resource and the means by which we will achieve safe, sustainable, cost effective production. Diversity is one of many elements which helps create sustainable value for our shareholders. Grange takes a broad and all-encompassing view of diversity. Diversity is about accepting, respecting and understanding that each person is unique.

The [Diversity and Inclusion Policy](#) was reviewed and approved by the Board in November 2024. The policy highlights that an individual's differences can be along

the lines of race, cultural background, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs or other ideologies.

Diversity can also include an extensive range of individual characteristics and experiences such as communication styles, career path, educational background, family responsibilities and marital status which may influence personal perspectives.

The policy details how Grange supports diversity in its work place. This includes:

- Undertaking recruitment of employees at all levels from as diverse a pool of qualified candidates as reasonably possible;
- Recruiting and selecting on the basis of merit (skills, qualifications, abilities and achievements);
- Providing fair and equal access to employees so that no one person or group of people is treated any less favourably or more favourably than others;
- Providing a positive and safe work environment that promotes job satisfaction and one in which all employees feel they are valued, treated fairly and recognised for their contribution;
- Treating all employees fairly and with respect and dignity as detailed in the Company's values and the Code of Business Ethics and Conduct and Fair Treatment Policy;
- Maintaining a comprehensive range of contemporary policies as part of the Grange management system program covering recruitment, behaviour at work, fair treatment, performance as well as training and personal development;
- Reinforcing a performance oriented and merit based organisational culture in which remuneration practices reward and retain employees equally based on performance and potential regardless of gender;
- Providing training and personal development plans to maximise safety awareness, job performance and productivity, and the opportunity for promotion;
- Complying with anti-discrimination and equal employment legislation;
- Initiating and supporting actions in our communities which foster diversity and equal opportunities; and
- Integrating Board approved diversity targets into business and workforce planning.

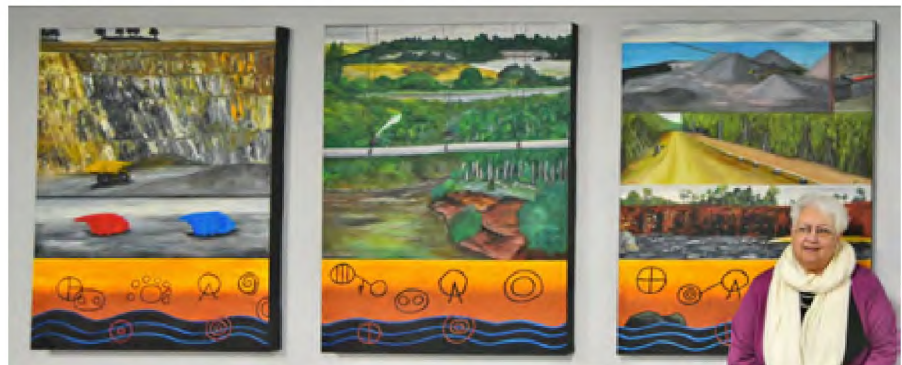
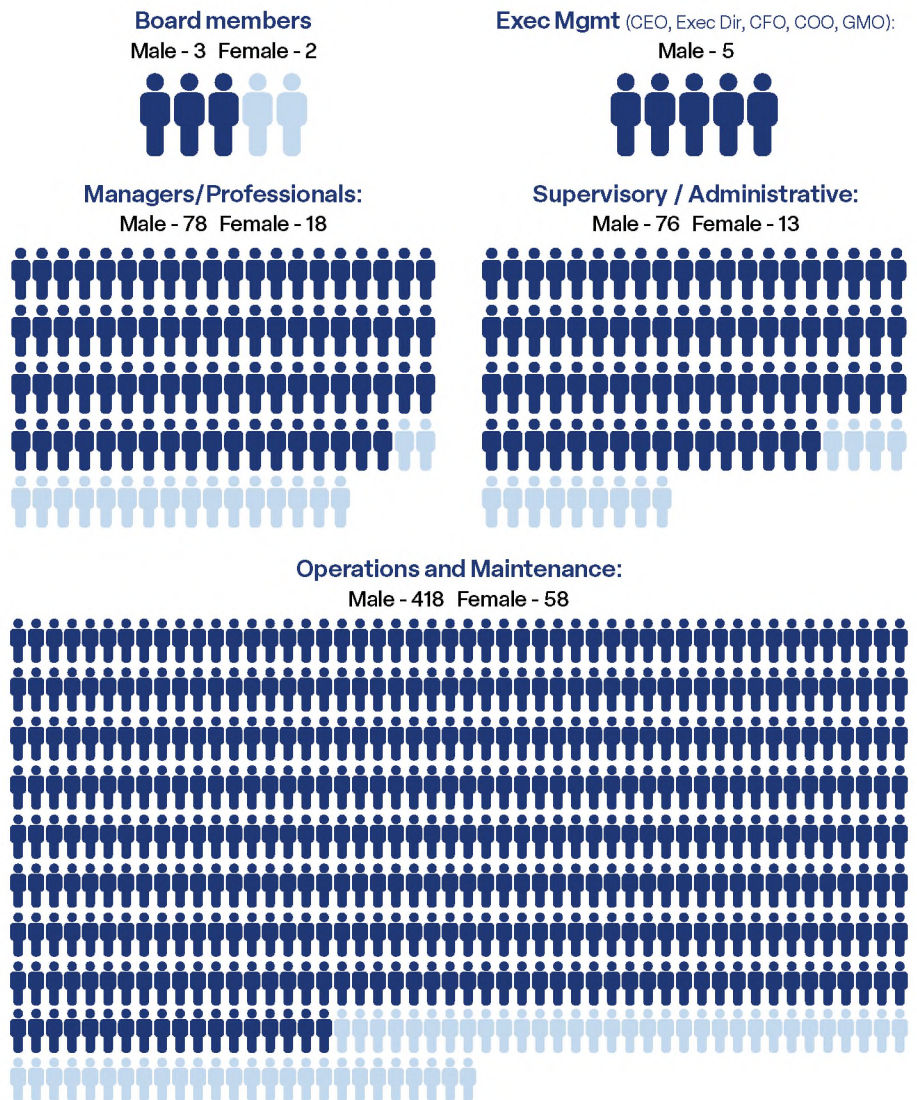
In addition the policy also explains how the Board demonstrates its commitment to diversity. This includes:

- Using professional intermediaries to seek suitably qualified candidates for Board positions;
- Providing translation services and other administrative arrangements to accommodate non-English speaking Board members;
- Assuming responsibility for establishing and reviewing measurable diversity targets (with the assistance of the Remuneration and Nominations Committee);
- Reporting on gender participation in the Annual Report each year;
- Online compliance training provided to employees; and
- Annually reviewing the Diversity Policy.



Grange records various demographic data on its Intranet (Grange HUB). Each employee has the opportunity to add in certain sections of demographic information that Grange utilises to monitor its levels of diversity in alignment with the policy and Board directives.

Grange Resources' diversity breakdown by Gender as at 30 June 2025.:



Reconciliation Action Plan (RAP)

In 2025, Grange registered a RAP with Reconciliation Australia. The Reflect level which is currently underway is designed to engage staff and leaders in understanding the importance of reconciliation, to build relationships with local Aboriginal and Torres Strait Islander stakeholders and identify opportunities to work together.

Pay equality

Pay equality is an important aspect of supporting a diverse and inclusive workplace. This is analysed as part of Grange's annual budget and remuneration review process. Analysis is undertaken by a third party to review equality by gender and socio-economic groups, with a view to ensuring equitable arrangements.

Internal mechanisms are in place to review, identify and address gaps as part of our annual salary review process.

As at 30 June 2025, the overall pay gap presented in the most recent report is 22.8% in favour of male employees. This rate continues to reduce each year. This is something we continue to review and address as we seek pay equality.

Wage level

Grange is committed to ensuring that its remuneration practices provide reasonable remuneration to employees for the services they provide, to attract and retain employees with the skills required to effectively manage the operations and growth of the business; motivate employees to perform in the best interests of the business and its stakeholders; provide an appropriate level of transparency and meet all ASX and ASIC requirements; and ensure a level of equity and consistency across Grange.

Remuneration comprises both Total Fixed Remuneration and performance based remuneration. The proportion of an employee's total remuneration that is performance based will increase with the seniority of the role and with the individual's ability to impact the performance of the Company.

Performance-based elements of total remuneration may comprise both short-term incentives and long-term incentives that align medium and long-term shareholder interests.

Our annual WGEA report outlines the gender breakdown of wages and employee numbers.

For FY2025, the ratio of CEO's Annual Total Compensation and the median of the Annual Total Compensation of employees is 1:4.

The Company's wage practices reflect a commitment to fair compensation within the local context. In the communities where Grange operates, average weekly earnings of \$2,507.75 exceed the local Tasmanian average weekly wage of \$1,745.52 (ABS 2024) by approximately 44%.

Health and Safety

Grange Resources is committed, so far as is reasonably practicable, to enabling work activities to be carried out safely, minimise the risks to health, safety and welfare of workers, contractors, authorised visitors, and anyone else who may be affected by our operations.

We are committed to fulfilling all requirements for safety within the Work Health and Safety Act 2012 and Regulations 2022, the Mines Work Health and Safety (Supplementary Requirements) Act 2012 and Regulations 2025, all applicable Codes of Practice and Australian Standards and including for the avoidance of doubt but not limited to ISO45001, and, ISO45003 2021 covering Psychological Health and Safety at Work. Grange will continue to strive towards ongoing improvement of the safety management systems.

Our Grange Resources safety systems are inclusive of psychological safety risk management, we commit to fulfill all legal and other requirements related to mental health risks and to review this topic on the OHS meeting agenda for ongoing consultation, communication, and monitoring.

Grange has now exceeded 900 days without a Lost Time Injury. Throughout FY25, the company maintained strong safety performance, recording zero Lost Time Injuries across all operational sites.

In addition, our Total Recordable Incident Frequency Rate (TRIFR) remained steady at 1.1, demonstrating the continued effectiveness of our safety systems and risk management practices.

For FY25, our Disabled Incidents or Restricted Work Frequency Rate (DIFR)—which tracks work-related injuries or illnesses preventing employees from performing one or more routine job functions for a full working day following the incident—was 3.3.

This metric serves as a key performance indicator, allowing us to gain valuable insights from incidents and implement proactive return-to-work and rehabilitation programs to help employees regain their pre-injury capabilities.

FY25 also saw the deployment of the new HUB developed by Grange to support and guide informed decision-making and target action on health, safety, and the environment.

The current HSE Strategic Plan involves the ongoing implementation of our Mental Health and Wellness plan.

Our Major Hazards Standards is a cornerstone of our commitment to safety, encompassing essential activities aimed at preventing fatalities and serious injuries. A key focus of the program is the continuous improvement of our processes for identifying, assessing, and mitigating significant risks across the organisation. There are 16 common major hazards across Grange:

- Rules and Work Permits
- Fire Prevention
- Energy Isolations
- Ground Control
- Mobile Plant
- Occupational Health and Hygiene
- Traffic Management & LVs
- Electrical Management
- Explosives Management
- Gas Management
- Machine Guarding and Conveyors
- Cranes and Lifting Equipment
- Pressurised Systems
- Marine Operations
- Site Access and Security
- Mine Planning

Our objective is to maintain compliance, elevate safety performance, and strengthen environmental sustainability. To support these goals, we have established clear focus areas and measurable performance indicators to track progress and drive continual improvement.

Grange's psychosocial plan centres on strengthening education, improving the identification of psychosocial hazards and controls, updating the psychosocial risk and performance standard, and conducting extensive consultation with high-risk workgroups.

The current HSE Strategic Plan involves the ongoing implementation of our Mental Health and Wellness plan, including continuing mental health training and embedding psychosocial risk management into existing operational practices to ensure consistency and long-term effectiveness.

To support this work, we have engaged specialist providers in psychosocial risk to enhance our procedures and reporting methodology. This will enable a more comprehensive understanding of psychosocial hazard exposure, helping us balance organisational controls with targeted, team-based interventions to further improve psychosocial wellbeing across the business.

Health and Safety Committees play a key role in fostering open dialogue and collaboration on workplace health and safety. They bring together workers and health and safety representatives to regularly discuss and address safety concerns. These committees meet quarterly, providing a consistent forum for proactive engagement and continuous improvement in health and safety practices.

Initial OH&S assessment is performed by a qualified industrial hygienist and includes a comprehensive site characterisation and health hazard evaluation to identify and assess the type and level of exposure sources, including all agents (mercury, silica dust, etc.) present in the workplace, their health effects, and Workplace Exposure Limits (WELs).

A pre-employment medical is completed by the Pre-employment Health Service Provider who is familiar with Job Positions at the site and their physical requirements.

Grange supports the health and well-being of our workforce by ensuring employees have access to non-occupational medical and healthcare services. This includes facilitating access to general practitioners through our connection with Wynyard Medical Centre, mental health services, counselling provided by external providers and preventive health programs that extend beyond work-related medical needs based on the workers' details and condition.

By enabling equitable access to these services across our operations, we aim to promote overall well-being, reduce barriers to healthcare, and foster a safer, more resilient workforce. These initiatives demonstrate our proactive approach to employee welfare and our commitment to creating a healthy, supportive workplace environment.



Training provided

Grange adopts a philosophy of continuous learning and sharing of safety experiences. In addition to its highly successful online induction programs, Grange conducts an extensive range of on-site safety training activities including extensive work permit training, energy isolations, site driving and pit driving permits, simulation training for new operators, fire warden and extinguisher training as well as training and refreshers on occupational first aid and road accident rescue entrapment release. Grange also continue to offer a very effective online "Isolations" training package allowing our offsite contract workforce to learn our systems before coming to site.

Training needs are evaluated annually in line with the business planning cycle to enable the development of an annual training plan inclusive of training calendar detailing training courses to be held; time frames and frequency of training courses to be held; schedules of external providers where required; detail of external or internal training facilities where training is carried out.

Induction and Orientation training is carried out for all new employees, contractors and visitors prior to commencement at the operation and provides standard courses for: General site induction; visitor inductions including EPBC; short term work induction; area specific induction; and area specific orientation.

Grange also invests in a number of programs to develop our people including regular training packages delivered like Leadership & Management; Competitive Business Systems including Lean Management principles; first aid and emergency response; mental health first aid; respect at work training; metalliferous mining certification; safety systems and incident investigation training; and other targeted professional development.

During 2025, Grange has incurred a total training cost of \$953k, (not including staff hours and costs of internal online training) and equates to an average cost of \$1,439 per employee.

Human Rights & Labor Practices: Supply chain compliance.

Child, forced or compulsory labour

Grange’s modern [anti-slavery policy](#) was finalised in November 2024 and aligns with recent changes in regulations and reflects Grange’s ESG commitments.

Grange has continued its partnership with external subject matter experts to address our reporting requirements. Grange annually undertakes a modern slavery risk assessment of its supply chains utilising both their subject matter experts and SaaS platform. Most recently, this exercise scrutinized a total of 964 of our direct (first-tier) suppliers using 2024 supplier spend data. Grange is currently undertaking this process again with 2025 spend data.

This sophisticated risk assessment utilizes proprietary technology to analyse a range of factors, all aimed at gauging the potential exposure to modern slavery up to the tenth tier of our supply chain, including:



The [Modern Slavery Statement](#) for the 2024 reporting period was lodged in 2025 after endorsement by the Grange Board and is attached below.

Grange is advancing beyond the initial stages of developing a long-term framework for mitigating modern slavery risks. Our progress is exemplified by the significant measures we’ve already implemented during this reporting period which includes:

- We have conducted our supplier questionnaires on our labour hire contractors and high-risk suppliers.
- We have implemented a new vendor management software, which incorporates our SAQ’s as a mandatory section as part of the vendor onboarding process.
- We attended live webinars by subject matter experts on Modern Slavery, including one specifically on the 2025-28 strategic plan released by the Anti-Slavery Commissioner.
- We have conducted an industry review of best practice codes of conduct, focusing on modern slavery, engaged lawyers to assist with drafting the new Grange Supplier Code of Conduct, rolled out and linked with our Standard Purchase Order terms and conditions.

We are committed to ongoing vigilance and improvement in the fight against modern slavery, and these insights guide our approach to risk mitigation in our supply chains.

Pillar 4: Prosperity



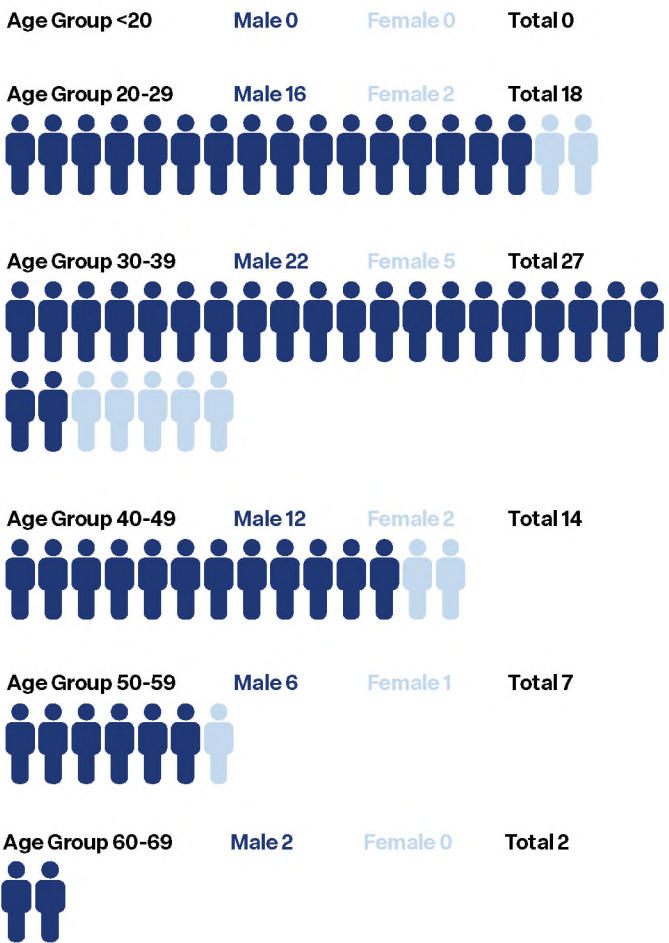


Rate of employment

Grange recognises that people are our most valuable asset. Grange has approximately 662 employees across its worksites and office site. We have a diverse and committed workforce with strong skills and experience base.

We also recognise there is increasing competition for human resources as the industry continues to grow. Grange is implementing retention strategies to retain employees, developing strategies to attract the required skills into the business, and improving the communication of our brand and operation in order to attract talent.

The total number of new hires for 2025 was 68 employees and is split out as below.



The turnover rate for 2025 was 9.7%

Economic contribution

The Company receives Federal & State Government incentives for training of eligible Apprentices and Trainees. In FY2025 the Company received \$257k in training incentives to further the skills of our workforce.

Disclosure of our Economic Value Generated and Distributed (EVG&D) is included in our Annual Financial Report.

FY2025

Revenues	A\$477,854k
Cost of Sales including royalties, employee wages & benefits and contract labour	A\$413,073k
Capex (PP&E and MP&D)	A\$154,429k
Dividends Paid	Nil
Income Tax	A\$20,537k
Government Royalties	A\$10,030k

Community Investment:

In 2025, Grange supported the education sector through hosting site tours for local schools, university groups and community groups such as The Smith Family's Work Inspiration Reach Out program, and sponsoring student awards and educational events such as the Big Science Fair. Grange also offered graduate programs and work experience opportunities for students within our operations. We supported programs that encourage women to explore and build on opportunities in a traditionally male dominated industry, with programs such as 'Step In' and 'GEMS'.

Grange continues to participate in the annual Clean Up Australia Day. In 2025 the Grange 'clean up' crew cleared roadside litter between Savage River and the township of Waratah. Through our partnership with the Tasmanian Government in the Savage River Rehabilitation Program, we have continued to see a reduction in legacy pollution and an improvement to water quality and aquatic life.



Continuous improvement is integral to our business.

In 2025, the Company supported community organisations that enhance the wellbeing of people in our region. This included contributing financially to the Burnie City Mission during their annual Christmas Appeal and providing sponsorship of a local basketball club, assisting these groups to support the community.

Financial investment contribution

The Board regularly reviews the 5 key strategic drivers that underpin the development of Grange's business.

These focus on;

- Developing a sustainable Life of Mine Plan
- Integrating Innovation into all aspects of business
- Building capacity and capability within our workforce
- Developing strategic initiatives for future development and
- Drive shareholder value

Grange reports and discloses capital expenditures driven by these key strategic drivers in our Annual Report, financial report, quarterly reports and market updates.

Dividend payments and shareholder returns are reviewed and assessed each year in line with annual performance and financial reporting. Refer to the Annual Report for those details.

Total R&D expenses

Continuous improvement is integral to our business. Innovation is critical to improving safety and efficiency and reducing cost.

Grange is currently undertaking several R&D projects, including experimentation with the use of alternative energy sources to maintain current and required level of heat into our furnaces and development of a remote operated high wall scaler to enhance safety in open pit mining operations.

The company's R&D Projects are reviewed with our key project managers and an external taxation consultant to identify projects that meet the criteria for R&D.

The total R&D expenditure for FY2025 is being collated. For FY2024 the R&D expenditure was \$4.79 million AUD.

Total tax paid

Grange is committed to meeting all of its tax responsibilities consistent with the following objectives, to:

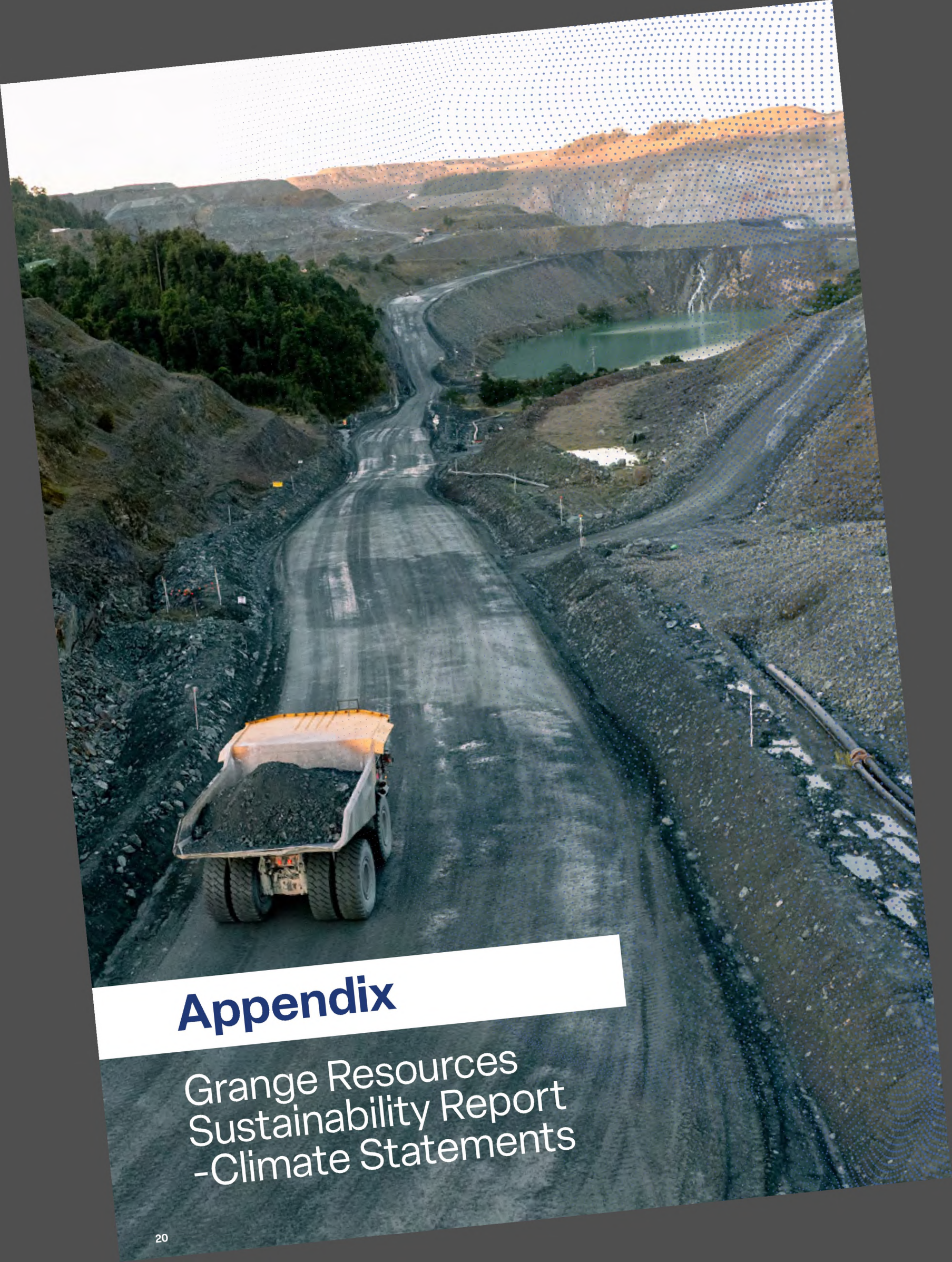
1. Comply with all relevant tax laws, rules, regulations, and reporting and disclosure requirements.
2. Ensure the tax strategy is at all times consistent with the Group's overall vision, its approach to risk, and the Group core values.
3. Apply professional diligence and care in the management of all risks associated with tax matters, and ensure governance and assurance procedures are appropriate.
4. Foster constructive, professional and transparent relationships with tax authorities, based on the concepts of integrity, collaboration and mutual trust.
5. Seek to utilise incentives and reliefs available under applicable laws to minimise the tax costs of conducting its business activities but will not use them for purposes which are knowingly contradictory to the intent of the legislation.
6. Seek external advice where deemed necessary, in relation to areas of complexity or uncertainty to support the understanding of, and compliance with, the tax consequences of commercial and economic activities.
7. Ensure that transactions between related parties are at arm's length and approved by the independent directors.

Taxes and other payments to government include:

- income tax
- payroll tax
- fringe benefits tax
- state government royalties
- property rates & taxes

In 2025, payments to government totalled A\$6.62m.

Our effective income tax rate in FY2025 for the Group was 30.54%.



Appendix

Grange Resources Sustainability Report -Climate Statements

Preface, reporting entity and statement of compliance

Reporting entity and boundary

These climate-related financial disclosures relate to Grange Resources Limited and its controlled entities (the Group) for the year ended 31 December 2025. The disclosures are prepared for the same reporting entity and reporting period as the Group's consolidated financial statements and use the same consolidation boundary.

The Group is an iron ore mining and pellet production business, with operations centred on the Savage River iron ore mine in Tasmania, processing and export activities at Port Latta, and supporting corporate functions. The Group also has exploration activities in Albany, Western Australia

Transition reliefs: For this first year of application, the Group has not disclosed comparative information, consistent with the transition reliefs in Appendix C of AASB S2. The Group has also applied the transition relief that permits entities not to disclose Scope 3 greenhouse gas emissions in the first reporting period.

We have also adopted the AASB 2025-1 amendment permitting the use of AR5 global warming potential (GWP) prescribed by the Australian National Greenhouse Accounts Factors 2025.

Connected information and linkage to financial statements

Basis of preparation and framework

This report presents the Group's climate-related financial disclosures prepared in accordance with AASB S2 Climate-related Disclosures and the Corporations Act.

Climate-related information disclosed is limited to climate-related risks and opportunities that could reasonably be expected to affect the Group's prospects, applying the materiality concepts in AASB S2 Appendix D. In determining what to disclose, the Group has considered the nature and magnitude of potential impacts across the business model and value chain, the likelihood and time horizon over which effects may occur, and the extent to which risks and opportunities could influence strategy, operations, cash flows and asset values.

These climate-related financial disclosures are intended to be read together with the Group's consolidated financial statements for the year ended 31 December 2025. Where relevant, the disclosures cross-reference related information in the Corporate Governance Statement and the financial statements, including notes covering asset carrying values and impairment considerations, provisions (including rehabilitation and closure-related provisions), and the useful lives of assets.

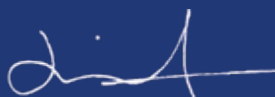
To the extent practicable, the data and assumptions used in preparing these disclosures are consistent with those used in preparing the Group's financial statements. Where differences exist (for example, where climate-related information requires different time horizons or scenario-based assumptions), these are explained in the relevant sections.

Grange Resources Limited
Sustainability Report
FY2025

Directors' Declaration

The directors of Grange Resources Limited declare that, in their opinion, The Company has taken reasonable steps to ensure that the substantive provisions of the Grange Resources Limited's sustainability report for the financial year ended 31 December 2025 set out on pages [21] to [40] are in accordance with the Corporations Act 2001 (C'th) ("the Act") including section 296C of the Act (compliance with applicable sustainability standards such as the Australian Sustainability Reporting Standard AASB S2 Climate-related Disclosures) and section 296D of the Act (climate statement disclosures).

This declaration is made on 26 February 2026 in accordance with a resolution of the board of directors of Grange Resources Limited, and is signed for and on behalf of the board of directors by:



M Li
Chairperson
26 February 2026



Governance

Oversight by the Board and committees

The Board has overall responsibility for governance, strategy oversight and risk management, including climate related risks and opportunities. It delegates certain responsibilities to the Audit, Risk and Sustainability Committee (ARSC) and the Remuneration Committee, and delegates day-to-day management to the Chief Executive Officer (CEO). The Board receives reports from its Committees after each meeting.

Roles, mandates and policies

These responsibilities are embedded in approved governance documents:

- **Board Committee Charter:** overall governance and risk oversight; approval and review of major policies including safety, environment and sustainability; delegation of certain responsibilities to ARSC and Remuneration Committees; reporting from Committees to the Board.
- **ARSC Charter:** purpose includes oversight of governance, risk management, internal control and sustainability; explicit coverage of Climate Change (risks and opportunities, emissions reduction strategy, targets and reporting).
- **Remuneration Committee Charter:** remit over remuneration frameworks, incentive structures and reporting to the Board.

Skills and competencies

ARSC composition requires members to possess financial, business and risk management skills, and the Company provides the Committee with sufficient resources and training to perform its duties. The Board maintains a skills matrix setting out the mix of skills that the board currently has or is looking to achieve in its membership. This matrix includes risk management experience across directors. While climate risk is not shown as a standalone category within the matrix, the Board considers climate-related risk management to be captured within overall risk management capability. Together, these support the competence needed to oversee climate-related risks and disclosures.

As part of its ongoing professional development programme, the Board is considering several options to enhance its climate-related risk, oversight and disclosure capabilities. This includes the AICD Climate Governance for Australian Directors short course, with the aim of ensuring the Board retains the requisite skills to provide effective governance over climate-related risks and opportunities

How and how often the Board is informed

The ARSC meets at least four times per year, keeps minutes, and reports to the Board after each meeting. The Board receives committee reports after each meeting.

Integration into strategy, major decisions and risk management

The Board oversees the risk management framework and major policy approvals, including environment and sustainability. The ARSC reviews climate risks and opportunities as part of the risk framework and sustainability oversight. The Company's [Risk Management Policy](#) requires a system for identifying, assessing, monitoring and managing material risks, financial and non-financial, that is reviewed and updated on a regular basis. This includes quarterly formal risk review workshops and material risks are included in a monthly Board report.

Climate-related considerations are incorporated into strategic decision-making through Board and management review of material capital investments and major operational changes, including consideration of impacts on operational resilience, safety, regulatory compliance, energy use and emissions performance.

Recent examples of decisions where climate-related considerations were taken into account include:

- design and construction of site accommodation with consideration of site conditions and resilience to climate-related weather factors
- a retrofit project for a 100-tonne electric truck to test electrification potential and emissions reduction benefits
- ongoing development of the underground mine with continued consideration of diesel dependency and potential emissions reduction pathways
- upgrades to Port Latta furnace systems to improve efficiency and reduce emissions intensity.

Trade-offs: In 2025, climate-related considerations were evaluated alongside other decision factors such as safety, reliability, operational performance, capital cost, delivery timing and technical feasibility. These considerations informed decision-making and prioritisation. The Group did not undertake a formal, quantified trade-off analysis across all major decisions in 2025.

Oversight of targets and linkage to remuneration

The ARSC oversees climate-related targets and reporting under its “Climate Change” responsibilities. For this reporting period, climate-related considerations are not factored into executive remuneration; the position will be reviewed annually and disclosed each year. Remuneration governance is performed by the Remuneration Committee under its Charter.

Delegation and oversight of a management role

Day-to-day operations are led by management under the direction of the Chief Executive Officer (CEO) role described in Grange’s governance materials, with management responsible for implementing Board-approved strategies and reporting progress to the Board. Responsibility for managing climate-related risks and opportunities is delegated to the CEO, who oversees management’s implementation of climate-related actions and reporting. The CEO regularly reports to the Board through the Audit and Risk and Sustainability Committee (ARSC) on climate-related risks, opportunities and progress against relevant initiatives. Management performs quarterly reviews of business plans and operating targets.

Controls and integration with internal functions

Risk management is embedded across the organisation through Grange’s Safety and Environment Management System (SEMS). The Risk Management Policy and SEMS-02 framework require a structured, integrated business and operational risk management program that captures environmental risks alongside financial, commercial, strategic, operational, legal, and reputational risks.

Climate-related risks and opportunities are addressed within this framework through the identification, assessment and management of environmental and weather-related exposures (including natural threats such as fire, flooding and longer-term infrastructure disruption), and through consideration of air emissions and energy use within operational and environmental risk categories. Risks are recorded in risk registers with defined likelihood and consequence ratings, existing controls, residual risk and priority, with nominated risk owners and accountabilities for control implementation and review.

Operationally, climate-related hazards are managed via team-based risk assessments, Job Hazard Analyses, emergency preparedness assessments, environmental monitoring, inspections and incident investigations, with escalation pathways for significant risks to be considered for inclusion at enterprise level. High and extreme risks require action or continuous improvement plans, and the SEMS approach supports bow tie analysis where a more detailed control review is required.

Controls are reinforced through scheduled governance rhythms and internal functions: significant risks and treatment actions are reviewed quarterly, validated annually as part of the business planning cycle, and used to inform prioritisation and resourcing (including CAPEX and OPEX) for mitigation actions. Risk training is delivered using a layered model across executive, management, supervisor and workforce levels, supported by nominated risk facilitators.



Strategy

Business model and climate context

Grange's business model is a vertically integrated magnetite operation spanning mining at Savage River, concentration and slurry transport via pipeline, pelletising and port operations at Port Latta, and export to international steel customers. This integrated structure creates climate sensitivities across energy, water, logistics, infrastructure reliability, market access and stakeholder expectations. Grange's climate context reflects both physical drivers that can disrupt production and logistics, and transition drivers that can change operating costs, investment requirements, and customer demand for lower-emissions products.

For climate-related disclosures, Grange considers three time horizons. These time horizons are used consistently to assess climate-related risks and opportunities, their potential effects and the Group's responses.

Horizon	Time frame	Description
Short term	0 – 5 years (2025 - 2030)	Annual operating and rolling 3–5 year business planning cycles
Medium term	5 – 20 years (2030 - 2045)	Life-of-mine planning and major decarbonisation investment cycles, including grid connection, electrification and asset refresh
Long term	20+ years (2045 +)	End-of-life, closure and enduring market access considerations

Climate-related risks and opportunities

During FY25 we completed a structured identification and assessment across Savage River and Port Latta. Thirty-seven climate-related risks were assessed against two climate scenarios and our Safety and Environment Management System (SEMS) criteria. Fifteen were rated

material for Year 1 disclosure and are listed in table 2 and 3 below. These risks could affect revenue, operating costs, capital access, insurance costs, compliance obligations, and operational continuity.

Table 2- Material Physical Risks

ID*	Category	Risk Event	Anticipated Risk Impact	Impact Area	Impact Horizon
P04	Chronic	Increased frequency of disruptive weather impacting onsite operations	More days with fog, heavy rain, or high winds may increase downtime and reduce productivity at Savage River mine	Revenue, Production Output	Medium
P07	Chronic	Increased geotechnical instability due to rainfall variability	More intense and erratic rainfall increases slope instability and rockfall risk, impacting mine safety and ore access	Operational Disruption, Slope Stability / Geotech Risk, Revenue, Expenses	Medium
P09	Acute	Extreme weather events impacting site access to Savage River Mine / Port Latta disrupting mine and processing operations	Site inaccessibility disrupts mining, concentrator operations, and port logistics, causing production delays and potential revenue loss	Operational Disruption, Ore Collection, Revenue	Short / Medium
P12	Acute	Bushfire event impacts site safety or requires emergency evacuation	Onsite bushfire or regional events may trigger evacuations, disrupt underground operations, limit workforce access, and elevate safety and continuity risk	Operations, Workforce Safety & Operational Disruption, Revenue	Short / Medium

Table 3- Material Transition Risks

ID*	Category	Risk Event	Anticipated Risk Impact	Impact Area	Impact Horizon
T01	Policy and Legal Risks	Introduction / Increase in carbon pricing and climate-related energy regulations	Higher operational and supply chain costs due to increased energy and carbon-related pricing of operations	Expenses, Compliance, Supply Chain	Short / Medium
T02	Policy and Legal Risks	Stricter safeguard mechanism compliance requirements linked to carbon emissions	Increased costs to meet safeguard mechanism obligations	Expenses, Compliance	Short / Medium
T07	Policy and Legal Risks	Export tariffs and reduced market access due to embodied emissions (e.g., CBAM)	Loss of market access and competitiveness due to embodied emissions tariffs	Revenue, Market Access	Medium / Long
T08	Policy and Legal Risks	Climate-aligned mine closure regulation increases relinquishment obligations	Increased closure costs due to stricter climate-aligned requirements	Expenses, Liabilities, Decommissioning Liability	Medium / Long
T12	Policy and Legal Risks	Increased insurance and financing costs due to climate exposure	Higher premiums and restricted capital access for high-risk assets, impacting profitability and expansion	Capital Access, Insurance & Finance Costs	Medium
T13	Market Risks	Product substitution by lower-emission alternatives in climate-conscious markets	Reduced demand and asset devaluation due to lower-emission alternatives	Revenue, Product Substitution Risk	Medium / Long
T14	Market Risks	Loss of competitive advantage due to rapid adaptation to low-carbon operations from competitors	Loss of market share from faster-adapting competitors	Revenue, Market Competitiveness	Medium
T16	Market Risks	Rising Scope 3 emissions expectations from downstream buyers (e.g. green steel manufacturers)	Failure to provide a transparent and traceable emissions profile across the value chain may lead to customer attrition or contract loss due to non-alignment with decarbonisation procurement standards	Revenue, Customer Procurement Alignment / Retention	Medium / Long
T17	Market Risks	Inability of electricity market to meet growing industrial demand from electrification	Grid capacity constraints may limit Grange's ability to electrify operations, causing delays to decarbonisation plans or increased reliance on high-emissions fuels	Operations, Grid Supply Adequacy / Electrification Constraints, Expenses	Medium / Long
T19	Technology Risks	High capital investment required to replace legacy infrastructure with low-emissions and hydrogen-based technologies	Significant capital and operational risk due to cost and complexity of decarbonisation retrofits	Expenses, Assets, Infrastructure Modernisation	Medium / Long
T20	Technology Risks	Delays to Australia's electrical renewable energy expansion constrain access to clean electricity	Slower availability of low-emissions power may delay attainment of emissions reduction targets and transition strategies resulting increased electricity prices	Expenses, Operations, Compliance, Transition Plan Implementation	Medium

* IDs in the disclosure tables match the supporting documents for one-to-one reconciliation.

Opportunities being tracked

During 2025, workshops highlighted opportunities linked to electrification, renewable supply, and customer demand for lower-emissions pellets that could enhance market access over time. At the reporting date we have not completed a detailed quantification of these opportunities and no opportunities met our materiality threshold based

on reasonable and supportable information available without undue cost or effort. We will expand opportunity evaluation, including financial effects and timing, through the 2026 transition planning program.



Effects on business model and value chain

Upstream, climate-related factors may affect the cost and availability of key inputs and enabling services, including electricity, gas, diesel, water, insurance and finance. Transition-related policy and legal changes may increase compliance requirements and operating costs, with flow-on effects through procurement and contractor-delivered services. Physical hazards can also influence insurance availability and premiums, and may increase scrutiny from lenders and capital providers as climate exposure becomes more material to risk assessments.

Across operations, physical climate hazards may affect continuity and cost performance across the mine, processing plant, pipeline and port. Extreme weather and disruptive conditions can impact site access, production continuity and logistics, while rainfall variability and associated geotechnical instability can increase operational interruptions and maintenance demands. Bushfire and other acute events may create safety risks, require shutdowns, and increase recovery time and costs. These impacts can reduce throughput and create flow-on disruptions across the integrated chain from mine to export.

In parallel, transition drivers may affect operations through the pace and cost of decarbonisation and energy system change. Changes in electricity system reliability and industrial demand may influence the feasibility and timing of electrification and other abatement initiatives. The need to replace, upgrade or retrofit legacy equipment and infrastructure to meet transition expectations may increase capital requirements and place additional pressure on planning and delivery capacity.

Downstream, Grange is exposed to transition-driven market changes as steelmakers decarbonise and increase focus on embodied emissions. Trade or market access measures linked to emissions performance, shifting customer procurement requirements, and increasing expectations for emissions transparency and Scope 3 reporting may influence contract terms, customer retention and competitiveness. Where customers move faster on low-emissions supply chains, there is a risk that suppliers without credible emissions performance and disclosure capability may face reduced demand or increased commercial friction.

Overall, climate-related matters could reasonably affect Grange's enterprise value through changes in input costs and availability, operational disruption and resilience requirements, and market access and revenue impacts driven by customer decarbonisation and emissions transparency expectations. At the same time, these drivers reinforce the strategic importance of operational efficiency, resilience measures, credible emissions reduction pathways, and product and value chain transparency.

Strategy, transition plan and resource allocation

How Grange has responded, and plans to respond, to climate-related risks and opportunities through strategy and decision-making

Grange's strategy and decision-making response to climate-related risks and opportunities is focused on two priorities: maintaining safe, reliable production and logistics across the Savage River to Port Latta value chain, and strengthening competitiveness as the steel value chain decarbonises and expectations on emissions performance and transparency rise. Grange has established Scope 1 and 2 emissions reduction targets (refer to Metrics and Targets) and has commenced a structured program of work to translate climate considerations into practical mitigation and strategic responses.

This response is being progressed through a working transition planning pipeline that consolidates existing controls and identifies additional mitigations and strategic responses. The pipeline is not yet a fully formalised and fully budgeted transition plan, but it provides a clear basis for prioritisation, sequencing, and decision-making as initiatives move from concept to commitment.

Current and anticipated changes to business model and resource allocation

- Increased strategic emphasis on decarbonisation, energy productivity, and reliability of energy supply as core drivers of operating cost management, compliance resilience, and long-term competitiveness.
- Increased focus on capital planning and investment screening for emissions performance and technology readiness, including staged modernisation pathways for legacy infrastructure and processing equipment.
- Increased focus on product and customer positioning in a lower-emissions market, including emissions transparency capabilities to support customer requirements and trade-related obligations.

Direct mitigation and adaptation (current and anticipated)

- Decarbonisation delivery actions that are in progress or being developed, including energy efficiency work programs, electrification business cases (including fleet and fuel substitution options), and progressive changes to electricity procurement to support lower-emissions supply.
- Operational resilience measures to reduce disruption from weather variability and acute events, including strengthening monitoring and trigger-based operating controls, improving logistics and access contingencies, strengthening critical spares and inventory buffers, and enhancing emergency preparedness measures.
- Engineering and design work to improve process efficiency at Port Latta, including actions supporting reduced reliance on anthracite and improved furnace performance.

Indirect mitigation and adaptation (current and anticipated)

- Supply chain and customer engagement measures, including building improved data capability for value chain emissions transparency, progressing Scope 3 baseline and reporting capability, and strengthening supplier engagement to improve emissions data quality and traceability.
- Customer-facing measures to support continued market access and competitiveness, including readiness for embodied emissions requirements and product emissions information needs.

Transition plan information, including assumptions and dependencies

Grange's transition planning pipeline is being developed on the basis of key dependencies that will influence delivery timing and effectiveness, including:

- availability, timing and cost of lower-emissions electricity supply, including grid capacity and renewable build-out
- technology maturity and commercial availability for decarbonisation options relevant to mining and pelletisation (including electrification and alternative heat pathways)
- regulatory and policy settings affecting emissions obligations and compliance mechanisms
- customer, market and trade settings that shape embodied emissions requirements and emissions transparency expectations
- access to funding mechanisms, partnerships and grants that can support higher-capital initiatives.

How Grange plans to achieve its climate-related targets

Grange's pathway to its Scope 1 and 2 targets is being progressed through a staged portfolio of initiatives that prioritises near-term, practical measures (energy efficiency, process improvements, electrification feasibility, procurement strategy) while developing longer-lead options that depend on external infrastructure and technology availability. The transition planning pipeline is designed to be updated as initiatives are defined, assessed, and progressed through approval and budgeting processes.

How Grange is resourcing, and plans to resource, these activities

Grange is resourcing its climate response through a combination of internal capability, structured governance and external support where required. Key resourcing arrangements include:

- cross-functional management involvement to identify, prioritise and develop mitigation initiatives and strategic responses across operations, engineering, procurement, finance and HSE functions
- use of a structured delivery environment (Monday.com) to assign action owners, set indicative timeframes, track status, and flag initiatives expected to be considered through upcoming budgeting cycles
- targeted use of specialist support for defined workstreams such as energy efficiency audits, engineering assessments, emissions measurement and reporting capability uplift, and transition option feasibility studies
- leveraging external funding support where available, including grant-supported initiatives linked to electrification and fuel switching opportunities and process improvements.

Resource allocation decisions are being made progressively as initiatives mature, with higher-capital items expected to proceed through staged definition and internal approval gates to manage delivery risk, technology uncertainty and sequencing constraints.

Progress against plans disclosed in previous reporting periods

This is Grange's first year of AASB S2-aligned disclosure, so there is no prior period AASB S2 paragraph 14 transition plan disclosure to report progress against. Notwithstanding this, Grange has progressed substantive work that underpins the strategy and decision-making response described above, including:

- continued advancement of its emissions reduction roadmap aligned to the 2030 and 2035 targets
- progress on operational efficiency and process improvement initiatives at Port Latta, including work supporting reduced reliance on anthracite
- progression of electrification-related initiatives and associated engineering and feasibility work, supported by external grant funding where applicable
- establishment of a structured mitigation and transition initiative pipeline with defined ownership, indicative timing and implementation tracking mechanisms.

Grange expects to report year-on-year progress against disclosed plans in future reporting periods as initiatives move from development into implementation and performance monitoring.



Current and anticipated financial effects

Grange has assessed the current and anticipated financial effects of climate-related risks and opportunities on its financial position, financial performance and cash flows. The assessment draws on Grange's climate risk and opportunity work program, transition planning pipeline, and internal financial reporting processes. The disclosures below are provided for the reporting period (current year), the next annual reporting period (2026), and the short, medium and long term.

Current year financial effects

For the reporting period, Grange has not identified climate-related financial effects that are separately identifiable from other business drivers within the financial statements. Climate-related matters are managed within normal operating and capital planning processes and, where costs or benefits occur, they are generally embedded within existing expense and capital categories.

Accordingly, Grange is providing qualitative disclosure of the financial statement captions that are likely to be affected by climate-related risks and opportunities, rather than attributing amounts to climate drivers.

Financial impact (current year): No separately identifiable climate-related financial impacts were recognised or disclosed as discrete items in the current year financial statements.

Significant risk of material adjustment in the next annual reporting period

Grange has considered whether any climate-related risks or opportunities give rise to a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities. Based on the information available at the reporting date, Grange does not expect a material adjustment in 2026 that is specifically attributable to climate-related matters.

This conclusion reflects management's review of the principal balance sheet captions that could be sensitive to climate-related triggers (including asset carrying values, provisions and working capital items) and the current status of mitigation initiatives (noting that the transition planning pipeline is being progressively developed and prioritised through business-as-usual governance and budgeting).

Material change in next 12 months: No.

16(c)–(d) Anticipated financial effects over short, medium and long term

Grange expects climate-related risks and opportunities could affect financial position, financial performance and cash flows over the short, medium and long term through a number of pathways. These pathways may influence revenue, operating costs, capital investment requirements, access to finance and insurance, and rehabilitation and closure obligations.

While Grange has provided high-level quantitative anticipated financial effects for short, medium and long term (refer to page 31), we believe there is a significant level of measurement uncertainty involved with these forward looking estimates at this stage. Grange also considered whether it could quantify combined effects of climate-related risks and opportunities with other factors. At this stage, any such combined quantification would still be subject to high uncertainty and would not provide decision-useful information without introducing a level of estimation that is not supported by available evidence.

Grange will continue to uplift data and internal capability and will reassess the appropriateness of quantitative disclosure in future periods as the transition planning pipeline and underlying datasets mature.

Quantitative information approach

Where quantitative information is not provided, Grange has applied a proportional approach consistent with AASB S2. Quantification has been omitted because effects are not separately identifiable and/or are subject to measurement uncertainty such that quantified information would not be decision-useful at this stage.

Qualitative financial effects and the financial statement line items likely to be affected

The table below identifies the line items, totals and subtotals within the financial statements that are likely to be affected (or could be affected) by climate-related risks and opportunities. Risks are grouped by common financial effect pathways.

Table 4: Financial statement linkage table (Refer Financial Statements for further details on current financial effects)

Financial effects pathway group	Linked climate-related risks and opportunities	Financial performance impacts	Financial position impacts	Cash flow impacts
Operational disruption and productivity impacts	P04 Disruptive weather downtime P07 Geotech instability from rainfall variability P09 Extreme weather access disruption (Savage River and Port Latta) P12 Bushfire evacuation and safety disruption	Revenue from operations; Cost of sales; Gross profit; Operating profit (including operating profit before finance costs); Profit before tax; Profit after tax	Inventories; Trade and other receivables; Cash and cash equivalents; Property, plant and equipment; Mine properties and development; Total assets	Receipts from customers; Payments to suppliers and employees; Net cash from operating activities; Payments for property, plant and equipment (if repairs/replacement); Payments for mine properties and development (if remedial works are capitalised); Net increase/decrease in cash; Cash at end of year
Carbon pricing, emissions regulation and Safeguard compliance cost exposure	T01 Carbon pricing and climate-related energy regulations T02 Safeguard Mechanism compliance requirements	Cost of sales; Other expenses (compliance, reporting, assurance); Operating profit; Finance costs (if funding is affected); Profit before tax; Income tax expense; Profit after tax	Provisions (if obligations are recognised); Cash and cash equivalents; Other financial assets (if used for compliance or abatement); Mine properties and development (impairment sensitivity); Property, plant and equipment (abatement investments); Total liabilities (where relevant)	Payments to suppliers and employees (energy and compliance costs); Payments for property, plant and equipment (abatement capex); Payments for mine properties and development (abatement/enabling capex); Income taxes paid (profitability dependent); Net cash from operating activities; Net cash used in investing activities
Market access, demand, competitiveness and customer emissions transparency	T07 Embodied emissions tariffs and market access (e.g. CBAM) T13 Product substitution risk T14 Competitive disadvantage if peers decarbonise faster T16 Downstream Scope 3 expectations and procurement alignment	Revenue from operations; Cost of sales; Gross profit; Other expenses (data, traceability, assurance); Operating profit; Profit before tax; Profit after tax	Trade and other receivables; Inventories (including NRV sensitivity); Cash and cash equivalents; Mine properties and development (impairment sensitivity); Total assets	Receipts from customers; Payments to suppliers and employees (traceability/data uplift); Net cash from operating activities; Payments for property, plant and equipment / mine properties and development (systems and enabling investments, where capitalised)
Energy supply adequacy, electrification constraints and technology modernisation	T17 Grid capacity constraints limiting electrification T19 High capital investment for low-emissions/hydrogen-based technology retrofits T20 Delays to renewable expansion constraining clean electricity access and prices	Cost of sales (energy-driven production costs); Other expenses (planning, studies); Operating profit; Finance costs (if funding is used); Profit before tax; Profit after tax	Property, plant and equipment; Mine properties and development; Cash and cash equivalents; Other financial assets; Borrowings/lease liabilities (if applicable); Total assets	Payments to suppliers and employees (energy costs); Payments for property, plant and equipment (enabling infrastructure); Payments for mine properties and development (modernisation/retrofits); Finance costs paid and/or financing cash flows (if applicable); Net cash used in investing activities
Closure obligations, rehabilitation and relinquishment requirements	T08 Climate-aligned mine closure regulation increases relinquishment obligations	Cost of sales (life-of-mine depreciation/amortisation impacts over time); Other expenses (remeasurement impacts if applicable); Profit before tax; Profit after tax	Provisions (rehabilitation/closure); Mine properties and development (rehabilitation asset component, where applicable); Total liabilities	Payments to suppliers and employees (rehabilitation works); Payments for mine properties and development (closure-related capital works, where applicable); Net cash from operating activities / net cash used in investing activities (depending on classification)
Insurance and financing availability and cost	T12 Increased insurance and financing costs due to climate exposure	Other expenses (insurance); Finance costs; Operating profit; Profit before tax; Profit after tax	Cash and cash equivalents; Other financial assets; Borrowings/lease liabilities (if applicable); Total liabilities	Finance costs paid; Repayment/proceeds of borrowings or leases (if applicable); Net cash from financing activities; Dividends paid (distribution capacity sensitivity)

Banded quantitative assessment of anticipated effects by time horizon

The following assessment uses the Group's risk consequence framework to describe the order-of-magnitude nature of potential effects. These bands are not forecasts and are intended to support consistency with internal risk evaluation and prioritisation.

Band definitions

The bands reflect internal consequence thresholds for risk assessment and are not entity-specific estimates or forecasts.

- Cash flow impact (annual): Insignificant (\$5k–\$50k), Minor (\$50k–\$500k), Moderate (\$500k–\$5m), Major (\$5m–\$50m), Severe (>\$50m)
- Asset valuation impact: Insignificant (\$50k–\$500k), Minor (\$500k–\$5m), Moderate (\$5m–\$50m), Major (\$50m–\$500m), Severe (>\$500m)
- Production effect: up to 24 hours; up to 2 days; ~5 days; ~1 month; ≥3 months (annual production loss)

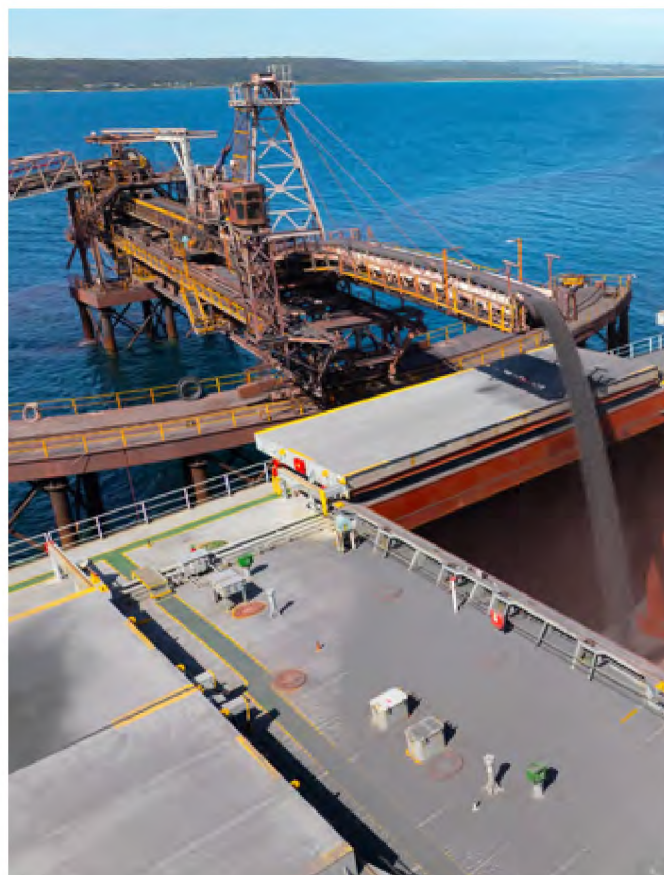


Table 5: Anticipated effects by financial effects pathway group

Financial effects pathway group	Short term (2025–2030)	Medium term (2030–2045)	Long term (2045+)
Operational disruption and productivity impacts	Cash flow: Minor to Moderate (event dependent) Production: up to 2 days to ~5 days (event dependent) Asset valuation: Insignificant to Minor	Cash flow: Moderate to Major (increased likelihood) Production: ~5 days to ~1 month (severe disruption years) Asset valuation: Minor to Moderate	Cash flow: Moderate to Major (conditional on asset life/post-closure exposure) Production: ~1 month to ≥3 months (tail risk) Asset valuation: Minor to Moderate
Carbon pricing, emissions regulation and Safeguard compliance cost exposure	Cash flow: Minor to Moderate Asset valuation: Insignificant to Minor	Cash flow: Moderate to Major Asset valuation: Minor to Moderate (impairment sensitivity)	Cash flow: Evolving (dependent on operations beyond current mine life and policy trajectory) Asset valuation: Evolving
Market access, demand, competitiveness and customer emissions transparency	Cash flow: Insignificant to Minor Asset valuation: Insignificant to Minor	Cash flow: Moderate to Major Asset valuation: Minor to Major (impairment sensitivity)	Cash flow: Evolving (dependent on market structure and operations beyond current mine life) Asset valuation: Evolving
Energy supply adequacy, electrification constraints and technology modernisation	Cash flow: Minor to Moderate Asset valuation: Insignificant to Minor	Cash flow: Moderate to Major (capex and operating cost implications) Asset valuation: Minor to Moderate	Cash flow: Evolving (dependent on pathway and infrastructure maturity) Asset valuation: Evolving
Closure obligations, rehabilitation and relinquishment requirements	Cash flow: Insignificant to Minor Asset valuation: Insignificant to Minor	Cash flow: Minor to Moderate Asset valuation: Minor to Moderate (provision sensitivity)	Cash flow: Minor to Moderate (post-closure tail) Asset valuation: Minor
Insurance and financing availability and cost	Cash flow: Minor (renewal/terms dependent)	Cash flow: Minor to Moderate (could be higher if access tightens)	Cash flow: Evolving

Long-term note: Given the current mine life assumption to approximately 2040, long-term effects are most relevant where there is life extension, new asset development, or material post-closure obligations continuing beyond 2045.

Climate resilience and scenario analysis

Implications for strategy and business model

Grange assessed the resilience of its strategy and business model by testing how plausible future climate conditions could affect the end-to-end operating system that underpins value creation: mining and concentrating at Savage River, slurry pipeline and logistics interfaces, pelletising and export operations at Port Latta, and supporting corporate and supply chain dependencies.

Overall, the assessment indicates that Grange's strategy is resilient in the short to medium term provided the organisation continues to progress its decarbonisation pathway and implements targeted resilience measures that reduce exposure to operational disruption and supply constraints. Over the long-term, resilience cannot be assessed with the same level of confidence, as the assessment horizon extends beyond the life of mine and into post-closure, where the organisation's operating model and the impact of risks are likely to shift. The analysis highlights two different but complementary resilience priorities:

- In a faster transition pathway, the key resilience requirement is maintaining competitiveness and compliance through decarbonisation delivery, electricity supply strategy (availability, price and reliability), and increasing customer and trade-related expectations for emissions transparency. Under this pathway, Grange's operational and commercial strategy remains viable, but is more sensitive to the timing and effectiveness of actions that reduce emissions intensity, avoid emissions lock-in, and strengthen emissions measurement and product-level information for customers.
- In a higher-warming pathway, resilience is driven primarily by the ability to maintain safe, reliable operations and logistics under increasing physical disruption. Under this pathway, Grange's business model remains viable, but becomes more sensitive to chronic productivity losses and acute disruption events affecting site access, geotechnical stability, energy supply interruptions, marine logistics, and emergency response requirements. The operating model benefits from "no regret" measures that improve readiness, redundancy and recovery capability.

Across both pathways, the assessment reinforces the importance of a staged program that prioritises near-term practical measures (operational efficiency, supply strategy, continuity planning) while developing longer-lead options dependent on external infrastructure and technology availability. This approach supports strategic flexibility while reducing the risk of stranded investment or missed competitiveness thresholds.

Significant areas of uncertainty considered

The resilience assessment considered the key uncertainties that could materially influence outcomes, including:

- the pace and design of policy and regulatory change affecting emissions obligations, energy regulation and trade settings
- electricity market outcomes relevant to large-scale electrification, including grid capacity, connection timelines, renewable build-out, firming availability and price volatility
- technology maturity, commercial availability and cost for decarbonisation options relevant to mining and pelletisation (including electrification and alternative heat pathways)
- market and customer requirements, including embodied emissions expectations, procurement standards, and the evolution of demand for lower-emissions inputs in the steel value chain
- physical climate hazard frequency and severity affecting mine access, geotechnical stability, logistics reliability and emergency management requirements
- insurance availability, premiums and deductibles and the extent to which physical risk experience and transition readiness are reflected in underwriting and financing conditions.

These uncertainties are monitored and are expected to be refined over time as external signals strengthen and internal data and project definitions mature.

Capacity to adjust or adapt over time

Grange's capacity to adjust or adapt is supported by three practical levers:

- Financial flexibility and funding options: Grange's approach is to progress resilience and transition initiatives through staged definition and decision gates, allowing capital allocation to be adjusted as external conditions and business priorities evolve. This supports prioritisation of near-term, lower-regret actions while maintaining the ability to accelerate higher-capital initiatives where required. Grange also considers external funding opportunities and partnerships where they improve feasibility or reduce execution risk.
- Ability to redeploy, repurpose, upgrade or decommission assets: Grange's asset base includes long-lived infrastructure that cannot be rapidly replaced without significant planning and investment. Resilience is therefore enhanced by prioritising upgrades and operational changes that improve performance and reduce exposure within existing constraints (for example, process efficiency improvements, fuel switching feasibility, electrification enabling works, and resilience upgrades to access, drainage, monitoring and emergency readiness). The assessment recognises that some decarbonisation options are constrained by external infrastructure and technology readiness, reinforcing the need for a staged pathway and optionality.

- Effect of current and planned investments: Grange has commenced a structured pipeline of mitigation and resilience initiatives, with actions assigned to responsible owners and tracked through an internal delivery environment. This enables progressive implementation of operational resilience measures and transition initiatives, and supports transparency on status, sequencing and dependencies. Over time, this is expected to strengthen resilience under both transition-driven and physical-risk-driven conditions.

Scenario analysis used to assess climate resilience

Grange undertook scenario analysis during the reporting period to inform its climate resilience assessment, focusing on the organisation's material assets and logistics dependencies. The analysis is intended to be repeatable and scalable, and to support annual refreshes of resilience conclusions as conditions and internal plans evolve.

Inputs to the scenario analysis

- Scenario sources and selection: The assessment used reference scenarios from the Network for Greening the Financial System (NGFS) to provide a credible, decision-useful range of plausible futures.
- Range and type of scenarios: Two contrasting scenarios were applied to cover both transition and physical risk dimensions:
 - an orderly, Paris-aligned transition scenario consistent with limiting warming to around 1.5°C, and
 - a higher-warming scenario (around 3°C) reflecting weaker or fragmented transition action and more severe physical impacts.
- Relevance to Grange: These scenarios were selected to test resilience under (1) accelerated policy and market change affecting emissions competitiveness and compliance, and (2) increased physical disruption affecting operational continuity and logistics reliability.
- Time horizons: Short term (2025–2030), medium term (2030–2045), and long term (2045+).
- Scope of operations: The analysis covered Grange's value chain with emphasis on Savage River mining and concentrating operations, Port Latta pelletising and port logistics, and critical enabling dependencies (energy supply, transport access and marine logistics), recognising the integrated nature of the operating system.

Key assumptions and analytical choices

The scenario analysis was undertaken as a qualitative and semi-quantitative assessment using reasonable and supportable information available at the reporting date. Key assumptions and choices included:

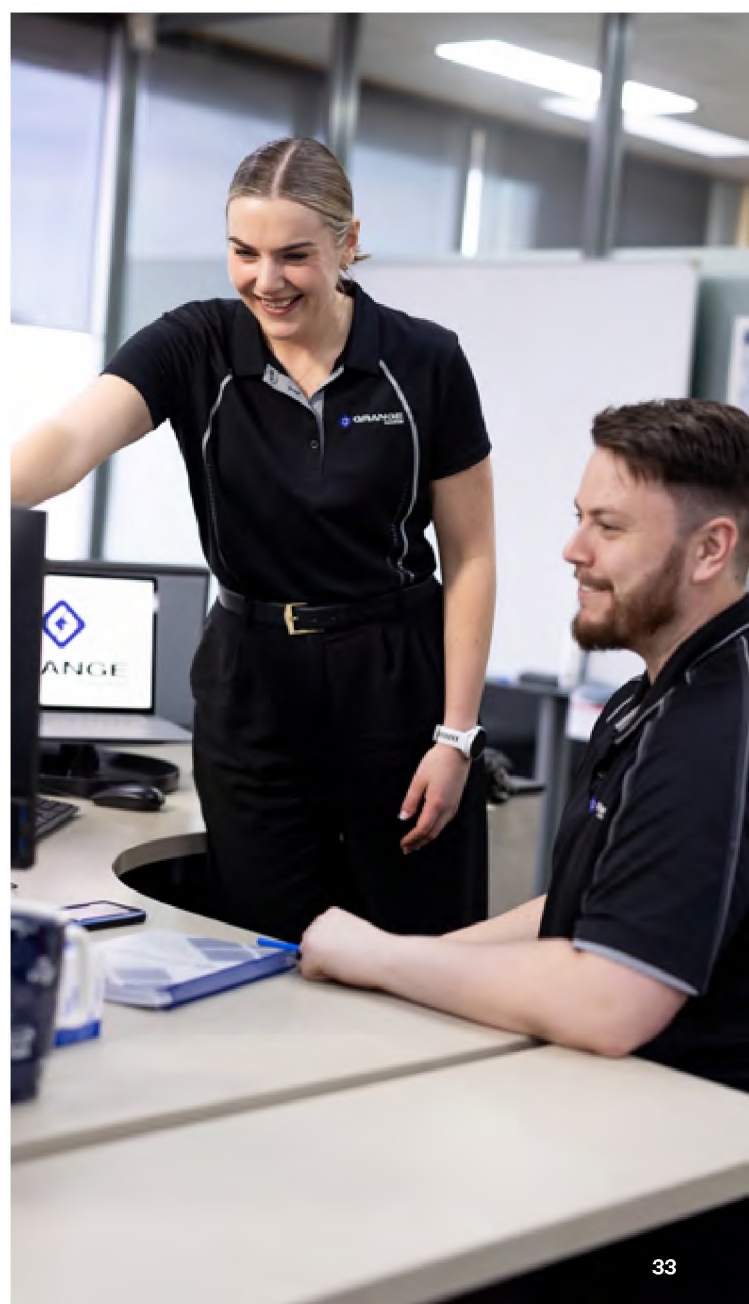
- climate-related impacts were assessed through operational and commercial "impact pathways" (for example: disruption and productivity, energy availability and price, compliance cost exposure, market access and customer requirements, technology readiness and

capital intensity)

- physical impacts were considered through practical operational sensitivities (site access, geotechnical stability, logistics disruption, emergency response readiness), rather than detailed probabilistic hazard modelling at asset level
- transition impacts were considered through plausible changes in policy settings, energy regulation, customer and trade requirements, technology availability and cost trajectories, and capital market expectations, recognising uncertainty in timing and magnitude.

Limitations and planned strengthening

Grange recognises that the current scenario analysis is an initial step and does not quantify financial effects or undertake detailed engineering modelling of physical hazards. Future enhancements are expected to focus on improving asset-level physical risk analysis, strengthening links between operational impacts and financial planning assumptions, and increasing the decision-usefulness of disclosures as internal capability and datasets mature.





Risk management

Processes to identify, assess and manage climate-related risks and opportunities

Inputs and parameters used (including data sources and scope of operations covered)

Inputs and parameters used in Grange's 2025 climate-related risk identification and assessment process are designed to ensure the scope is complete across the business model and value chain and to ground the assessment in both external evidence and internal operational context. The process draws on:

- Scope of operations covered: Grange's value chain, including relevant upstream inputs and dependencies (energy, water, consumables, labour), operations (Savage River mining and concentrating; Port Latta pelletising and export), and downstream logistics and market-facing dependencies (such as transport corridors, communications, insurance and regulatory approvals), as well as relevant corporate functions for governance, compliance and reporting.
- External data sources and evidence base: climate-related science and hazard information, transition policy and regulatory developments (including Australian climate policy and reporting requirements), energy market and decarbonisation infrastructure context, and industry and peer insights relevant to iron ore mining and processing. This external evidence base is used to support completeness of the risk universe and to test relevance of risk pathways for Grange's operating footprint.
- Internal data sources and business inputs: operational plans and business planning assumptions, production and reliability information (including key downtime and disruption drivers), existing enterprise and site risk registers, incident and disruption learnings, and environmental and emissions information available through internal systems and reporting processes.

Application of climate-related scenario analysis to inform identification of climate-related risks

Risks were assessed using a scenario-based approach across three defined time horizons: short term (0–5 years, 2025–2030), medium term (5–20 years, 2030–2045), and long term (20+ years, 2045+). Each risk was evaluated under two reference scenarios to test a range of plausible transition and physical conditions. The assessment applied Grange's likelihood and consequence approach (with targeted adjustments for climate time horizons) to produce an inherent (unmitigated) risk rating for each scenario.

How the nature, likelihood and magnitude of the effects of those risks are assessed

Grange assesses the nature and potential effects of climate-related risks by describing clear impact pathways across operations, safety, logistics, compliance, costs, market access and asset performance. Likelihood and consequence ratings are assigned using Grange's established risk rating framework, supported by SEMS-02 guidance and the likelihood and consequence tables used across the business.

Assessments are primarily qualitative, supported by high-level quantitative assumptions where relevant and available (for example, consequence definitions that reference indicative ranges for production loss, cash flow impacts, asset valuation impacts, and regulatory or safety outcomes). Ratings are determined with reference to:

- expected timing and persistence of impacts across the defined time horizons
- degree of exposure of key assets and activities across the value chain
- presence and effectiveness of existing controls
- extent to which effects could reasonably be expected to influence operational continuity, financial outcomes or strategic options.

Whether and how climate-related risks are prioritised relative to other types of risk

Climate-related risks are prioritised using the same likelihood and consequence framework applied to other material risks, enabling climate risks to be compared on a consistent basis with other strategic, operational, financial, legal and environmental risks.

Materiality was determined using a clear threshold approach: any risk rated Extreme (unmitigated) under either scenario was treated as potentially material for Year 1 disclosure. Potentially material climate-related risks identified through the 2025 assessment are now being actively tracked through Grange's risk management processes. Where relevant, these risks are treated as enterprise-level risks for management attention and escalation, and are progressed into mitigation planning and action allocation. This ensures climate-related risks are prioritised and managed in line with the Group's overall risk appetite and enterprise risk management approach.

How climate-related risks are monitored

Climate-related risks are monitored through Grange's established risk management practices (SEMS-02) and governance rhythm, supported by risk registers and action planning. Risks and related controls are recorded and maintained in risk registers, including risk descriptions, likelihood and consequence rankings, existing controls, residual risk, priority for control, and assigned accountable persons, due dates and review dates where applicable.

Progress of mitigation actions is tracked through an internal delivery environment with actions assigned to responsible owners, supporting visibility of status, sequencing and dependencies (including for transition and resilience initiatives). SEMS-02 risk management practices support consistent review of operational and environmental risks, including those with weather-related exposure, air emissions and natural threat pathways.

Whether and how the processes have changed compared with the previous reporting period

This is Grange's first year of reporting under AASB S2, so there is no prior-period process baseline for comparison. The 2025 process establishes a documented, repeatable foundation that Grange intends to refine over time as internal capability, datasets and transition planning maturity develop.

Processes used to identify, assess, prioritise and monitor climate-related opportunities

Grange identifies climate-related opportunities through the same structured value chain scoping, evidence review and cross-functional engagement used in the 2025 identification phase, with opportunities documented in an opportunity register to support traceability and ongoing review.

In 2025, opportunities were assessed and prioritised through high-level management review and discussion to consider strategic relevance, feasibility, dependencies, timing and the potential to affect Grange's prospects. Based on this review, Grange determined that none of the identified opportunities could reasonably be expected to have financial effects for 2025 that were sufficiently mature or separately identifiable for disclosure.

Grange did not use climate-related scenario analysis to identify or assess climate-related opportunities in 2025. Grange will revisit this approach in future reporting periods as the opportunity pipeline matures and as scenario analysis capability and transition planning are further developed.

Integration with overall risk management

Grange's climate-related risk approach is integrated with its broader enterprise risk management framework through SEMS-02. SEMS-02 establishes consistent requirements for identifying, assessing, prioritising, treating, documenting and reviewing risks, including use of risk registers, standardised matrices and templates, accountable risk owners, and action tracking. Climate risk work leverages these foundations to support internal consistency between climate risk assessments and enterprise-wide risk practices.

In practice, this integration occurs through (1) using the SEMS-aligned risk scales and risk matrix logic to support climate risk ratings, (2) aligning climate risk treatment with standard action planning expectations for High and Extreme risks (including clear ownership and tracking), and (3) connecting climate mitigation planning to business planning and governance rhythms. Transition planning outputs, including mitigation actions, ownership and timing, are being maintained in a structured workflow environment to support implementation tracking and management oversight.

This approach supports a controlled progression from climate risk identification through to treatment planning, monitoring and review, with clear traceability suitable for assurance, and a practical basis for embedding climate considerations into ongoing risk governance over time.

Metrics and targets

Greenhouse gas emissions metrics

Absolute gross greenhouse gas emissions generated during the reporting period

Metric	Emissions (tCO ₂ -e)	Basis
Scope 1 greenhouse gas emissions	210,654	Operational control, gross, location-based inputs for fuels and gases
Scope 2 greenhouse gas emissions	48,876	Operational control, location based, purchased electricity only
Total Scope 1 and Scope 2 greenhouse gas emissions	259,530	Sum of Scope 1 and Scope 2

All greenhouse gas emissions relate to the consolidated accounting group

Measurement approach, inputs and assumptions

The Scope 1 and Scope 2 inventory covers Grange Resources Limited and its controlled entities, with emissions producing activities at:

- Savage River Mine (Tasmania)
- Port Latta pelletising facility (Tasmania)
- Burnie office (Tasmania)
- Perth office (Western Australia)

Grange applies the same organisational and operational boundary as used for its National Greenhouse and Energy Reporting (NGER) Scheme reporting, based on operational control across these facilities. The Basis of Preparation (BoP) has been developed to support disclosure of Scope 1 and Scope 2 emissions under Australian Sustainability Reporting Standard 2 (ASRS-2) and AASB S2.

The measurement approach is aligned with:

- Greenhouse Gas Protocol Corporate Accounting and Reporting Standard
- National Greenhouse and Energy Reporting (Measurement) Determination 2008
- Australian National Greenhouse Accounts Factors 2025 issued by the Department of Climate Change, Energy, the Environment and Water (DCCEE)

Emission sources included

Scope 1 emission sources included in the inventory are:

- Diesel combusted in heavy vehicle and light vehicle fleets
- Unleaded petrol combusted in light vehicles and townsite fuel tanks
- Liquefied petroleum gas (LPG) used in townsite kitchens, forklifts and workshops
- Natural gas combusted in furnaces at Port Latta to produce iron ore pellets
- Anthracite used to heat furnaces at Port Latta
- Petroleum based oils and greases used in heavy machinery
- Fugitive emissions from refrigerant R134a used in vehicles and plant at Savage River

Scope 2 emissions include electricity purchased from the grid for:

- Savage River mine
- Port Latta pelletising facility
- Burnie office
- Perth office

Greenhouse gases and global warming potentials

For fuel combustion, emissions of carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O) are included using combined emission factors from the Australian National Greenhouse Accounts Factors 2025.

For refrigerants, R134a (HFC-134a) is measured using a global warming potential (GWP) of 1,300 in accordance with the Australian National Greenhouse Accounts Factors 2025, as required under the National Greenhouse and Energy Reporting (NGER) Scheme. Consistent with AASB S2 as amended by AASB S2025-1, Grange Resources has applied the jurisdictional relief permitting the use of GWP values mandated by a relevant jurisdictional authority (i.e. NGER).

Electricity consumption is converted to tonnes of CO₂-e using location-based grid average emission factors from the Australian National Greenhouse Accounts Factors 2025 for the relevant jurisdictions. Grange Resources has not entered into any contractual instruments (such as LGCs) during the reporting period.

Activity data, emission factors and key assumptions

Activity data used in the emissions calculations is primarily obtained from:

- Supplier invoices for fuels, gas, LPG, refrigerants and electricity
- Fuel card transaction records
- Gas pipeline delivery reports
- Internal records and reconciliations of stock movements (for example, anthracite stockpiles)
- Enterprise resource planning (ERP) systems and validated spreadsheets used to collate and check energy and emissions data

Key controls include reconciliation of supplier data to invoices and internal records, review of anomalies, and management review of the consolidated emissions inventory.

Emission factors and global warming potentials are sourced from the Australian National Greenhouse Accounts Factors 2025 and the NGER (Measurement) Determination 2008. All greenhouse gas emissions are expressed in tonnes of carbon dioxide equivalent (tCO₂-e). The main assumptions relate to the use of these published emission factors and default parameters (including refrigerant leakage rates) where direct measurement is not practicable.

Reasons for the approach and changes in approach, inputs and assumptions

Grange applies an NGER-aligned approach to measuring Scope 1 and Scope 2 emissions because:

- It is consistent with Australian legislative requirements for entities that report under the NGER Scheme
- It provides an established and transparent basis for selecting emission factors and calculation methods
- It supports consistency and comparability between NGER reporting and climate related financial disclosures under AASB S2 and ASRS-2

For the reporting year:

- The organisational boundary, identification of emission sources and overall measurement approach for Scope 1 and Scope 2 emissions are consistent with those applied for Grange's most recent NGER reporting
- There were no material changes to the methodologies used to calculate Scope 1 and Scope 2 emissions compared with those applied for Grange's most recent NGER reporting
- Updates to emission factors and global warming potentials, where they arise from revised Australian National Greenhouse Accounts Factors, are treated as updates to input data rather than changes in methodology

Exposure to transition and physical risks, and climate-related opportunities

Basis of preparation

For the purposes of paragraphs 29(b)–(d), Grange has used the following bases to determine the amount and percentage of assets and business activities that are vulnerable to climate-related risks, or aligned with climate-related opportunities:

- Assets (amount): measured as the carrying amount of relevant asset classes at the reporting date, consistent with the statement of financial position.
- Assets (percentage): calculated as the relevant asset amount divided by total assets at the reporting date.
- Business activities (amount): measured using revenue from operations as a practical proxy for business activity, given Grange's operating model and financial reporting structure.
- Business activities (percentage): calculated as the relevant activity amount divided by total revenue from operations.

Assets or business activities vulnerable to climate-related transition risks

Grange's exposure to transition risks is concentrated in its operating asset base and revenue-generating activities, reflecting sensitivity to climate policy and regulation, energy market conditions, evolving customer and trade expectations, and technology and capital requirements associated with decarbonisation.

Measure	Amount (A\$'000)	Percentage
Assets vulnerable to transition risks (inventories + property, plant and equipment + right-of-use assets + mine properties and development)	1,054,928	~76%
Total assets	1,395,487	100%
Business activities vulnerable to transition risks (revenue from operations)	477,854	100%

Method note: The asset classes included above represent the core operating asset base used to deliver mining, processing and export activities and are therefore considered vulnerable to transition-related cost, compliance, market access and competitiveness pressures.

Assets or business activities vulnerable to climate-related physical risks

Grange's exposure to physical risks is concentrated in its operating asset base and logistics chain supporting Savage River operations and Port Latta processing and export, reflecting sensitivity to acute and chronic physical hazards that may disrupt operations, access, processing continuity and shipping logistics.

Measure	Amount (A\$'000)	Percentage
Assets vulnerable to physical risks (inventories + property, plant and equipment + right-of-use assets + mine properties and development)	1,054,928	~76%
Total assets	1,395,487	100%
Business activities vulnerable to physical risks (revenue from operations)	477,854	100%

Method note: The same operating asset base underpins operational continuity and revenue generation and is exposed to physical disruption pathways (for example, access constraints, weather disruption, geotechnical instability, and emergency response events).

Assets or business activities aligned with climate-related opportunities

Grange is progressing initiatives that support emissions reduction and operational efficiency and expects these initiatives to strengthen competitiveness and resilience over time. At present, these activities are largely delivered through upgrades and improvements within existing operating assets and do not constitute separately identifiable "opportunity-aligned" asset classes or discrete revenue streams.

Accordingly, Grange has assessed that opportunity alignment is not yet separately identifiable in asset carrying values or revenue lines for the purpose of this metric.

Measure	Amount (A\$'000)	Percentage
Assets aligned with climate-related opportunities	Not separately identifiable	Not separately identifiable
Business activities aligned with climate-related opportunities	Not separately identifiable	Not separately identifiable

Grange will revisit this classification as transition initiatives mature and as it becomes practical to tag capital projects and/or revenue streams against a defined opportunity classification approach.

Capital deployment towards climate-related risks and opportunities

Grange is progressing climate-related initiatives through its operational and capital planning processes, with investment focused on emissions reduction initiatives and measures that strengthen operational resilience. Climate-related capital deployment is not currently tracked or disclosed as a separate category within the primary financial statements and is therefore reported using the financial statement line items that capture capital expenditure and relevant climate-linked financing.

For FY2025, capital expenditure deployed across Grange's operating asset base is reflected in the following investing cash flow line items:

- Payments for mine properties and development: \$110,243m
- Payments for property, plant and equipment: \$44.186m

These capital expenditure categories include sustaining and development investment across Savage River and Port Latta, and may also include enabling works that support Grange's emissions reduction and resilience initiatives (for example, underground mining electrification enablement, energy efficiency and process improvement works). Project-level tagging is required to quantify the portion of the above amounts that is directly attributable to climate-related risks and opportunities.

Climate-related financing support is reflected through government grant funding associated with underground mining and decarbonisation projects, recognised as deferred income and to be released to income over the useful life of the related assets:

- Deferred grants (government grants relating to underground mining and decarbonisation projects): \$1.55m

Internal carbon pricing

Grange does not currently apply an internal carbon price in strategy, investment appraisal, operational decision-making, or risk management. Internal carbon pricing is therefore not applicable for the reporting period.

Remuneration metrics

Grange does not currently use climate-related performance measures in executive or employee remuneration outcomes. Remuneration is therefore not linked to climate-related metrics or targets for the reporting period.

Climate-related targets

Grange has operational control over two designated large facilities (Savage River Mine and Port Latta Pelletising Facility) and is required to comply with the National Greenhouse and Energy Reporting (Safeguard Mechanism) Rule 2015. Grange has successfully applied for an Emissions Intensity Determination and a Multi-Year Monitoring Period for Savage River Mine. The emissions and production data is lodged annually with the Clean Energy Regulator and is published on their website.

Grange has set the following greenhouse gas (GHG) emissions targets for its operations. These targets cover Scope 1 and Scope 2 emissions.

Target 1: Scope 1 and 2 emissions intensity reduction by 2030

- Target type and metric: Emissions intensity target for Scope 1 and 2, expressed as kg CO₂-e per tonne of iron ore products.
- Target outcome: Reduce emissions intensity by 50% by 2030, reducing emissions to 53 kg CO₂-e per tonne of iron ore products.
- Base year: 2023 (baseline intensity year).
- Time period: 2023 to 2030.
- Coverage: Grange operational activities (Scope 1 and Scope 2).
- Target setting, review and monitoring: Progress is monitored through Grange's annual emissions reporting and delivery tracking of emissions reduction initiatives. The target has not been disclosed as third-party validated.
- Gross vs net: The target is stated as gross intensity, before any offsets.
- Performance against target and trends
 - o CY2025 performance: Scope 1 and 2 emissions intensity for CY2025 was 110.41 kg CO₂-e per tonne of iron ore products. Scope 1 emissions intensity for CY2025 was 89.62 kg CO₂-e per tonne of iron ore products.
 - o Progress to 2030: This represents a 4% increase from the 2023 baseline intensity of 106.14 kg CO₂-e per tonne.
 - o Scope 1 trajectory: This represents a 5% reduction from the 2023 baseline intensity of 94.46 kg CO₂-e per tonne.

Target 2: Net zero Scope 1 and 2 emissions by 2035

- Target type and metric: Absolute target for Scope 1 and 2 emissions (tCO₂-e).
- Target outcome: Achieve net zero Scope 1 and 2 emissions by 2035.
- Base year: Not specified in the target statement (target is framed as an end-state by 2035).
- Time period: To 2035.
- Coverage: Grange operational activities (Scope 1 and Scope 2).
- Interim milestones: Not disclosed.
- Carbon credits and offsets: Grange's Decarbonisation Roadmap sets out carbon abatement activities that is expected to achieve net zero emissions at its Tasmanian operations by 2035. These activities will be undertaken before using any required offsets to meet the 2035 net zero target.
- Target setting, review and monitoring: Progress is monitored through annual emissions reporting and transition initiative delivery tracking. The target has not been disclosed as third-party validated.
- Gross vs net: The target is stated as net emissions outcome. Grange has not yet defined the associated gross emissions pathway and any planned use of carbon credits; this will be disclosed as the pathway is finalised.
- Performance against target and trends
 - o FY2025 performance: Scope 1 and 2 emissions for CY2025 were 259,530 tCO₂-e.
 - o Progress to 2035: This represents a reduction of 1.8% compared to the 2023 baseline of 264,265 tCO₂-e.

Judgements, estimates, uncertainties and errors

Preparation of these climate-related financial disclosures requires management judgement and the use of estimates and assumptions. The most significant judgements and sources of estimation uncertainty in Grange's disclosures relate to:

- Material climate-related risks and opportunities: judgement in determining which climate-related risks and opportunities could reasonably be expected to affect Grange's prospects, including judgement on materiality thresholds and the appropriate time horizons for assessing effects.
- Greenhouse gas emissions measurement: estimation uncertainty in Scope 1 and Scope 2 emissions where activity data is derived from operational systems, supplier information and invoices, and where default parameters and published emissions factors are applied.

- Scenario analysis and climate resilience: judgement in selecting scenarios, defining scope and time horizons, and translating scenario conditions into plausible operational and commercial impacts across the Savage River to Port Latta value chain. Key uncertainties include the pace and design of policy and regulation, electricity supply and price outcomes, technology availability and costs, customer requirements and embodied emissions expectations, and the frequency and severity of physical disruption events.
- Current and anticipated financial effects: judgement in assessing whether climate-related effects are separately identifiable within financial statement line items, and estimation uncertainty in assessing anticipated effects over the short, medium and long term. Where Grange has not provided quantitative anticipated financial effects, this reflects the conclusion that impacts are not separately identifiable from other drivers and that forward-looking quantification would be subject to high measurement uncertainty. Qualitative information is provided in the Current and anticipated financial effects section.
- Internal carbon pricing: Grange does not currently apply an internal carbon price in decision-making. As a result, internal carbon pricing assumptions are not used in these disclosures.

Errors and restatements: This is Grange's first year of AASB S2-aligned climate-related financial disclosures. No prior-period climate-related disclosure errors requiring correction or restatement have been identified.



Independent Auditor's Review Report on specified Sustainability Disclosures

To the Members of Grange Resources Limited

Review Conclusion

We have conducted a review of the following specified Sustainability Disclosures in relation to Grange Resources Limited (the Company) and its controlled entities (together, the Group) for the year ended 31 December 2025 disclosed in the Appendix *Grange Resources Sustainability Report – Climate Statements* section of the Grange Resources Sustainability Report 2025 (the Sustainability Report) as required by Australian Standard on Sustainability Assurance ASSA 5010 *Timeline for Audits and Reviews of Information in Sustainability Reports under the Corporations Act 2001* issued by the Auditing and Assurance Standards Board (AUASB):

Specified Sustainability Disclosures	Reporting requirement of Australian Sustainability Reporting Standard AASB S2 <i>Climate-related Disclosures</i> (AASB S2) (including related general disclosures required by Appendix D)	Location in Sustainability Report
Governance	Paragraph 6	Contained within the Governance section on pages 22 to 23
Strategy (risks and opportunities)	Subparagraphs 9(a), 10(a) and 10(b)	The climate-related risks and opportunities are presented within the Strategy section, in the “Material Physical Risks” and “Material Transition Risks” tables on pages 24 to 25. Applicable method and measurement approaches disclosed on pages 34 to 35.
Scope 1 and 2 emissions	Subparagraphs 29(a)(i)(1) to (2) and 29(a)(ii) to (v)	The following emissions disclosures are presented within the Metrics and targets section in the “Absolute gross greenhouse gas emissions generated during the reporting period” table on page 36: • Scope 1: 210,654 tCO₂-e • Scope 2: 48,876 tCO₂-e Applicable method and measurement approaches disclosed on pages 36 to 37.

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The requirements of AASB S2 and applicable method and measurement approaches identified in the table above form the criteria relevant to the specified Sustainability Disclosures and apply under Division 1 of Part 2M.3 of the *Corporations Act 2001* (the Act).

We have not become aware of any matter in the course of our review that makes us believe that the specified Sustainability Disclosures specified in the table above do not comply with Division 1 of Part 2M.3 of the *Corporations Act 2001*.

Basis for Conclusion

Our review has been conducted in accordance with Australian Standard on Sustainability Assurance ASSA 5000 *General Requirements for Sustainability Assurance Engagements* (ASSA 5000) issued by the AUASB. Our review includes obtaining limited assurance about whether the specified Sustainability Disclosures are free from material misstatement. In applying the relevant criteria, we note that subsection 296C(1) of the Act includes a requirement to comply with AASB S2.

Our conclusion is based on the procedures we have performed and the evidence we have obtained in accordance with ASSA 5000. The procedures in a review vary in nature and timing from, and are less in extent than for, an audit. Consequently, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an audit been performed. See the 'Summary of the Work Performed' section of our report below. Our responsibilities under ASSA 5000 are further described in the Auditor's Responsibilities section of this report.

We are independent of the Company in accordance with the applicable ethical requirements of APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* issued by the Accounting Professional & Ethical Standards Board Limited (November 2018 incorporating all amendments to June 2024) (the Code), together with the ethical requirements in the Act, that are relevant to our review of the specified Sustainability Disclosures and public interest entities in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

Our firm applies Australian Standard on Quality Management ASQM 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.



Other Information

The directors of the Company are responsible for the other information. The other information comprises the information included in the Sustainability Report for the year ended 31 December 2025, but does not include the specified Sustainability Disclosures and our auditor's report thereon.

Our conclusion on the specified Sustainability Disclosures does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our review of the specified Sustainability Disclosures, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the specified Sustainability Disclosures, or our knowledge obtained when conducting the review, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities for the specified Sustainability Disclosures

The directors of the Company are responsible for:

- The preparation of the specified Sustainability Disclosures in accordance with the Act; and
- Designing, implementing and maintaining such internal control necessary to enable the preparation of the specified Sustainability Disclosures, in accordance with the Act that are free from material misstatement, whether due to fraud or error.

Inherent Limitations in preparing the specified Sustainability Disclosures

Sustainability data and information may be subject to more inherent limitations than financial data and information, given both its nature and the methods used for determining, calculating, and estimating such data. The precision of different measurement techniques may also vary. The comparability of sustainability information between entities and over time may be affected by inconsistencies in the methods to estimate or measure that information, due to different, but acceptable, methods applied.

In addition, greenhouse gas emissions quantification is subject to inherent uncertainty, which arises because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases

Auditor's Responsibilities

Our objectives are to plan and perform the review to obtain limited assurance about whether the specified Sustainability Disclosures are free from material misstatement, whether due to fraud or error, and to issue a review report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the specified Sustainability Disclosures.

As part of a review in accordance with ASSA 5000, we exercise professional judgement and maintain professional scepticism throughout the engagement. We also:

- Perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify and assess the risks of material misstatements, whether due to fraud or error, at the disclosure level but not for the purpose of providing a conclusion on the effectiveness of the entity's internal control.
- Design and perform procedures responsive to assessed risks of material misstatement at the disclosure level. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Summary of the Work Performed

A review is a limited assurance engagement and involves performing procedures to obtain evidence about the specified Sustainability Disclosures. The nature, timing and extent of procedures selected depend on professional judgement, including the assessed risks of material misstatement at the disclosure level, whether due to fraud or error. In conducting our review, we:

- Inspected the specified Sustainability Disclosures and assessed the completeness and accuracy of these disclosures against the relevant disclosure requirements of AASB S2 and with reference to the knowledge and evidence obtained during the assurance engagement;
- Performed enquiries of management regarding the methodologies, processes and controls for capturing, collating, calculating and reporting the specified Sustainability Disclosures and assessed their alignment with AASB S2 and applicable method and measurement approaches;
- Inspected and assessed, on a sample basis, charters, policies, minutes of meetings regarding the monitoring, management and oversight of climate-related matters, and other underlying evidence supporting the climate-related financial disclosures on governance;

- Performed enquiries of management regarding the approach taken by Group to:
 - Identify climate-related risks and opportunities;
 - Identify material information for disclosure with regards to the Strategy (risks and opportunities) disclosures;
- Performed enquiries of management and examined underlying evidence to assess the completeness and accuracy of the establishment of the organisational boundary, and sources of emissions, in the context of the specified Sustainability Disclosures;
- Performed enquiries of management regarding the assumptions, conversion factors and greenhouse gas emission factors applied within the calculations of the Scope 1 and 2 emissions;
- Applied analytical procedures to evaluate the Scope 1 and 2 emissions and the underlying activity data, and;
- Performed testing over the calculations of the Scope 1 and 2 emissions, including testing the activity data utilised within the calculations to third-party records, and other relevant underlying information, on a sample basis.

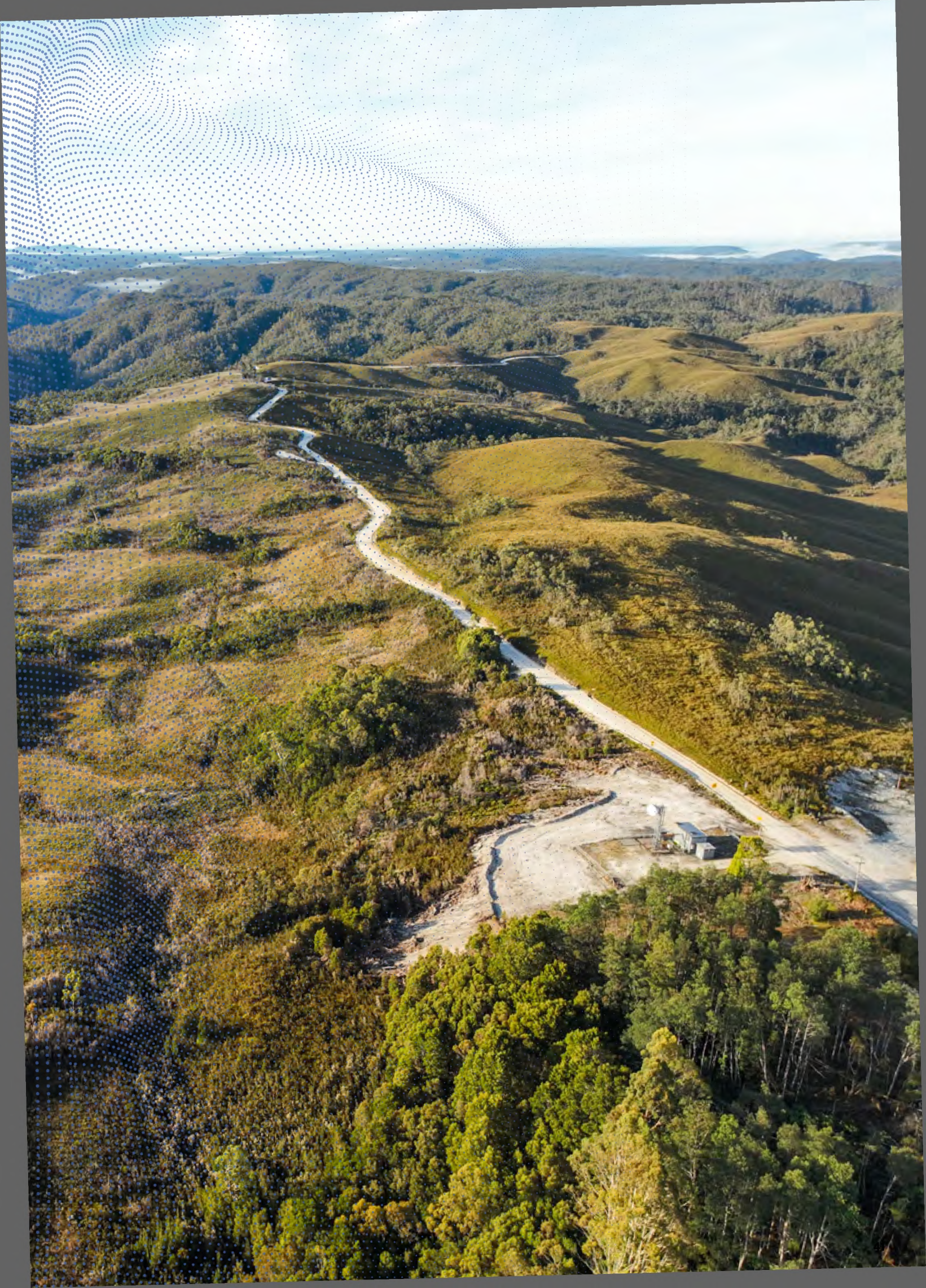
A stylized, cursive signature of the PricewaterhouseCoopers firm name.

PricewaterhouseCoopers

A stylized, cursive signature of Chris Dodd.

Chris Dodd
Partner

Melbourne
26 February 2026





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