Lynas
Rare Earths



2026 Sustainability Report

(voluntary disclosures)



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PHOTO
Cover: Lynas' Mt Weld wind turbines, part of the new 65MW Mt Weld hybrid renewable power station.

FY26 Key Figures and Highlights



2
Operating countries, HQ in Western Australia

1,156
employees globally

6th Modern Slavery Statement
released

99%
of Malaysian employees are local nationals

$124m
paid in employee wages and benefits

$8.8m
paid in taxes and royalties

$977.9m
Sales Revenue

$222.4m
Net Profit after Tax

93%
average renewable content from new Mt Weld hybrid power station (fully operational January 2026)

33%
recycled water used at Mt Weld

$9m
investment in R&D

76%
local suppliers (WA, Malaysia)

$500k
investment in community support and initiatives

92
Lynas Local Giving community grants since 2022

Lynas Rare Earths acknowledges the Traditional Owners of the lands on which we live and work, across Australia.

We acknowledge and value Lynas' Aboriginal and Torres Strait Islander employees, partners and communities and pay respect to their Elders past and present.

Letter from our Board Chair & CEO

Welcome to the Lynas Rare Earths Sustainability Report for the 2026 financial year.

Lynas is proud of our role as an ethical and responsible supplier of light and heavy rare earth materials. The customers we serve, in global manufacturing supply chains, seek high quality rare earth products that are traceable from mine to finished product.

Lynas is proud to offer an assured supply chain from our Mt Weld mine and concentration plant to our Kalgoorlie Rare Earths Processing Facility in Western Australia, and our Lynas Malaysia advanced materials plant in Kuantan, Malaysia.

To meet the growing needs of manufacturers of high tech and green technologies, including new energy technologies, automation and electronics, we have set an ambitious growth vision, *Towards 2030,* which outlines our plans to consolidate capital investments made over the past 5 years and grow our resource, product range, production capacity and downstream rare earths processing and manufacturing.

As we progress our *Towards 2030* growth pillars, we remain committed to ensuring that our people and operations meet the high environmental, social and governance (ESG) standards expected by our communities, customers, investors and other important stakeholders.



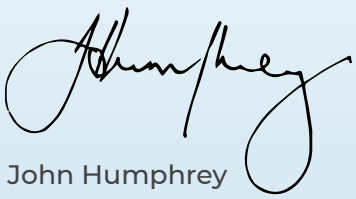
We are therefore pleased to present the 2026 Sustainability Report (voluntary disclosures) which sets out our performance in the 2026 financial year (1 July 2025 – 30 June 2026) and our objectives for the year ahead. This year's Report includes voluntary disclosures on safety, energy use, greenhouse gas, water, air emissions and community. In line with Australia's new AASB S2 mandatory climate-related reporting framework, information on climate-related governance, strategy, risks and opportunities, and metrics and targets, is disclosed in the Group's 2026 Annual Report, available online at: **lynasrareearths.com/investors-media.**

In 2026, Lynas completed construction and commissioning of the Mt Weld expansion project and the new Mt Weld hybrid renewable power station was commissioned and fully operational in January 2026. Pleasingly, in its first six months of operation, the new power station delivered 93% renewable electricity on average, well above the target of 70%. This saved over 870,000 litres of diesel in the first three months of calendar year 2026.

In August 2025, Lynas' *Towards 2030* growth plan was launched and the Group progressed key initiatives during FY26, including a new 12-year availability and supply agreement for Japanese industry, the announcement of an expanded heavy rare earth separation facility at Lynas Malaysia to meet growing customer demand, and agreements related to mineral exploration and metal and magnet making. Recently, on 1 October 2026, Lynas announced its intention to acquire Meteoric Resources Ltd which is developing the world's largest known ionic clay JORC rare earth resource outside China.

From a community perspective, Lynas continues to be an active part of our local communities in Western Australia and Malaysia. We are proud to offer both local employment and procurement opportunities, employing 1,156 people globally and engaging local Western Australian (WA) and Malaysian suppliers for 76% of our procurement. We continue to support a wide range of community programs across our four priority areas: education & training, health & sport, the environment, and vulnerable communities. Since 2022, we have awarded 92 Lynas Local Giving grants to community organisations in WA and Malaysia to support their work across these priority areas.

We are pleased to present our 2026 Sustainability Report and welcome your feedback.



John Humphrey
Chair, Board of Directors



Pol Le Roux
Interim CEO



1. Our Sustainability Reporting

The Lynas Rare Earths (Lynas) 2026 Sustainability Report (voluntary disclosures) outlines the Group's ongoing commitment to report progress on environmental, social and governance initiatives. This Report reflects progress towards the principles of the United Nations Global Compact (UNGC), to which we are a signatory, and towards achieving the UN Sustainable Development Goals. The UN Global Compact is the world's largest corporate sustainability initiative.

The content of this report is also informed by the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines which are referenced in the ASX Corporate Governance Council, Corporate Governance Principles and Recommendations, 4th edition.

This report covers all operating sites and has been prepared with reference to the GRI Standards: Universal Standards (GRI 1, GRI 2, GRI 3), plus the GRI 14: Mining Sector 2024. A copy of the GRI Content Index with links to relevant sections of the document is provided in the Navigation Index (available in the Appendix). This Report also references the World Economic Forum's Four Pillars – Principles of Governance, Planet, People and Prosperity.

Lynas has an excellent track record of compliance with local laws and regulations and adopts international best practices in each operating location.

External verification and sustainability initiatives

Lynas participates in the following external accreditation and sustainability initiatives:

- AASB S2 mandatory climate reporting
- UN Global Compact
- Global Reporting Initiative (GRI)
- ISO Standards 9001, 14001, 45001
- MSCI ESG ratings
- ISS ESG ratings
- S&P Global ESG ratings
- FTSE Russell ESG ratings
- Sustainalytics ESG ratings
- Together for Sustainability (EcoVadis Sustainability Assessment)
- Life Cycle Assessment of our products
- Development of ISO TC 298 Rare Earth
- UN Guiding Principles on Business and Human Rights

SUSTAINALYTICS ESG 2024 INDUSTRY TOP RATED

TOGETHER FOR SUSTAINABILITY

UN GLOBAL COMPACT 2026 PARTICIPANT

Our company is committed to upholding the Ten Principles of the **United Nations Global Compact**. Please refer to our **Communication on Progress.**

The annual ISO surveillance audits were conducted at Mt Weld and Lynas Malaysia during the year and both operating sites were recertified for ISO 9001:2015 (Quality Management), ISO 14001:2015 (Environmental Management) and ISO 45001:2018 (Occupational Health and Safety Management). Mt Weld and Lynas Malaysia have been certified since 2012. Lynas' Kalgoorlie Rare Earths Processing Facility remains in ramp up and as such, ISO certification has not commenced.

In January 2026, the Malaysian Department of Atomic Energy (AELB) undertook its annual compliance audit for the Lynas Malaysia advanced materials plant and the outcome was a ''very satisfactory'' rating. This is the highest possible rating, and reflects the plant's excellent record of regulatory compliance. In March 2026, the Lynas Malaysia operating licence was renewed for 10 years, a longer period than the previous 3-year operating licences.

A summary of Lynas' entities and operations, and the financial and mandatory sustainability reports for 1 July 2025 to 30 June 2026 are available in the FY26 Annual Report available at **lynasrareearths.com/investors-media.**

All references to Lynas, the Group, the Company, refer to Lynas Rare Earths Ltd (ACN 009 066 648) and its subsidiaries. All references to a year are the financial year ended 30 June 2026 (FY26), unless otherwise stated.

Assurance

The process to verify the integrity of this report includes internal controls such as incident tracking, management assurance over compliance obligations and environmental risks which are reviewed annually and as required, and Board oversight. External verification is provided by annual audits of environmental management practices, regulatory monitoring including Department of Environment reporting in Malaysia and Department of Water and Environmental Regulation, Department of Energy, Mines Industry Regulation and Safety reporting, and tailings facility audits.

In FY26, Lynas sought and received an independent auditor's review of selective sustainability information included the Sustainability Report (mandatory) of Lynas Rare Earths and its subsidiaries which formed part the FY26 Annual Report. As required by the Australian Standard of 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), this included a review of governance, strategy (risk and opportunities) and Scope 1 and Scope 2 greenhouse gas (GHG) emissions data. The FY26 Annual Report, including climate-related disclosures included in the Sustainability Report (mandatory), is available at: **lynasrareearths.com/investors-media.**

No additional external assurance has been sought regarding the content of this report.

Lynas participates in external verification initiatives including annual ISO accreditation audits and biennial EcoVadis sustainability assessments.

Feedback

Lynas appreciates any feedback which will help the Group improve future reporting and communication with stakeholders. We invite you to send your comments or suggestions to: **investorrelations@lynasre.com**

2. Our Operations

Lynas Rare Earths Ltd (Lynas) is a publicly listed company incorporated in Australia and headquartered in Perth, Western Australia. Lynas is the only commercial producer of separated light and heavy rare earths outside of China. In FY26, Lynas sourced all of its feedstock from the Group's high grade, long life Mt Weld rare earths deposit in Western Australia.

Lynas was established as a responsible rare earths producer and produces materials that are traceable from mine to finished product. Lynas also offers mine to motor traceability with selected downstream manufacturing partners.

The rare earths concentrate produced at Mt Weld undergoes initial processing at Lynas' Kalgoorlie Rare Earths Processing Facility in Western Australia or at the Lynas Malaysia advanced materials plant in Kuantan, Malaysia. The resulting mixed rare earths are then separated into rare earth products at Lynas Malaysia.

Lynas' rare earth products include Light Rare Earths: Neodymium and Praseodymium (NdPr) used in magnets, Lanthanum (La), Cerium (Ce) as well as Heavy Rare Earth products Dysprosium (Dy), Terbium (Tb), Samarium (Sm); Holmium concentrate; and unseparated SEGH.

Rare earth materials are used in a range of high tech and green tech applications including hybrid and electric vehicles, wind turbines and electronics. The key markets for these materials are manufacturing supply chains in East Asia, North America and Europe.



3. Principles of Governance

3.1 Governing purpose

Lynas aims to be the supplier of choice for our customers and a leader in sustainably produced rare earths. This vision lives through our people and the way we do business. Shared values and a culture which unlocks the potential of our people are fundamental to our success.

Our values

Care

We care for and respect each other, our communities and the environment. We make sure we all go home safe and well.

Achievement

We are resilient and committed. We overcome challenges to achieve our goals.

Expertise

We are driven to be the world's best in Rare Earths and to earn the respect of our customers.

Diversity

We are a multicultural company. We value and embrace diversity.

Sustainability

We are passionate about contributing to a sustainable future and green technologies.

Our vision and values guide our approach to sustainability. We live and work by our values every day.

Our Sustainability approach

PEOPLE

- Health & safety is our #1 priority
- Diverse and engaged workforce
- Protecting human rights and preventing modern slavery

ENVIRONMENT

- Meeting the challenges of climate change
- Nurturing biodiversity
- Conserving water and reducing emissions and waste

COMMUNITIES

- Making a positive contribution to our communities
- Respecting the values and cultural heritage of our communities
- Innovating for environmentally responsible technologies

GOVERNANCE

- Engaging with stakeholders
- Being ethical and compliant
- Managing risks

3.2 Quality of governing body

During FY26, Lynas' Board of Directors had six members – five were independent and the sixth was the Managing Director and Chief Executive Officer (CEO). The Chairman of the Board is an independent Non-Executive Director. The Board has three Committees, each comprising independent Non-Executive Directors, including the Committee Chair. The Board and each Committee has a Charter setting out its responsibilities.



The FY26 Lynas Rare Earths Corporate Governance Statement outlines the skills and experience each Board member contributes, as well as their independence, tenure, responsibilities for the full Board and its committees, and other significant Board positions. For more information on our corporate governance practices, see the Corporate Governance Statement, Constitution and Board Charter which are available on the Lynas website at **lynasrareearths.com/about-us/corporate-governance.**

At a Board level, sustainability is overseen by the Board on recommendations from the Audit, Risk & Environment, Social & Governance (ESG) Committee and the executive. At an executive level, the Lynas Leadership Team is responsible for sustainability. Governance and oversight for climate-related risks and opportunities is outlined in the Sustainability Report (mandatory disclosures) available in the FY26 Annual Report at **lynasrareearths.com/investors-media.**

The Lynas Board has adopted the industry best practice gender diversity target of 40:40:20, which represents 40% women, 40% men, 20% any gender. Performance against this target may vary due to the timing of Board composition changes. On 30 June 2026, 42.9% of the Board of Directors were women. During the year, Lynas's CEO and Managing Director, Amanda Lacaze, announced her intention to retire from the role after 12 years, effective from 30 June 2026. Pol Le Roux was appointed as interim CEO effective from 1 July 2026. Further information on diversity at Lynas is provided in **Section 6.1** ***Dignity & Equality.***

The performance of the Board, its committees and individual Directors is evaluated on a regular basis.

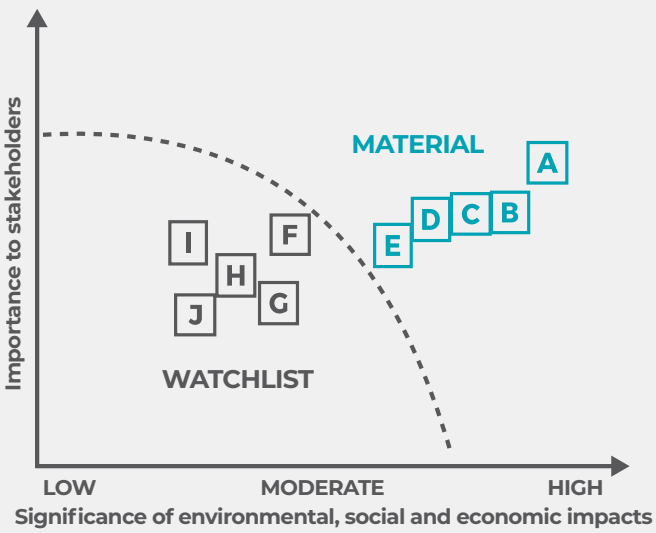
3.3 Stakeholder engagement and material topics

This report covers key sustainability aspects which reflect the material issues of Lynas' operations. Material issues are those where we have a significant effect on the economy, environment and/or society (positive or negative), and which have a substantive influence on the assessments and decisions of stakeholders.

The process for determining FY26 material issues comprised four key steps: research, identification, prioritisation and validation. This process was undertaken with a cross-functional team to ensure that we considered the full scope of the effects of our activities, both within our own operations and through interactions with investors, customers, communities, suppliers, and other stakeholders. Research included material issues guidance from the GRI Mining Sector Standard 2024 and the SASB Metals & Mining Materiality Finder.

The following materiality matrix for FY26 presents material issues for Lynas in FY26, together with an assessment of impact and importance to our stakeholders. These material issues are continued areas of focus for the Company as we drive sustainable value creation.

The materiality assessment is conducted with reference to double materiality i.e. it considers the internal effect on the business as well as the effect on society and the environment from our operations.



MATERIAL

- **A** Health and Safety
- **B** Water and Wastewater Management
- **C** Resource Efficiency and Waste Management
- **D** Product Responsibility and Stewardship
- **E** Cyber/Information Security

WATCHLIST

- **F** Environment and Climate Change
- **G** Innovation and Business Resilience
- **H** Critical Incident Risk Management
- **I** Supply Chain Management
- **J** Diversity and Equal Opportunity

Our material priorities are aligned with the United Nations' Sustainable Development Goals:

Health and Safety	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH
Water and Wastewater Management	6 CLEAN WATER AND SANITATION; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 14 LIFE BELOW WATER; 15 LIFE ON LAND
Resource Efficiency and Waste Management	3 GOOD HEALTH AND WELL-BEING; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 15 LIFE ON LAND
Product Responsibility and Stewardship	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Cyber/Information Security	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

In addition to the materiality assessment, Lynas engages with stakeholders on an ongoing basis – ranging from an annual customer satisfaction survey to regular information sharing and consultation with our local communities and engagement with investors (see **Appendix 1:** ***Stakeholder Engagement***).

We communicate progress to investors though our Annual Report (available in the Investors & Media section of our website **www.lynasrareearths.com**), through financial reports and investor briefings for quarterly, half-year and full-year results and at the Annual General Meeting. We also communicate to a wide range of stakeholders through presentations to meetings and conferences, community consultations and engagements, media interviews, and via annual Sustainability/ESG Reports available on our website at **www.lynasrareearths.com**.

4. Ethical Behaviour

4.1 Anti-corruption

Anti-bribery and corruption risk assessment

In FY26, Lynas had operating sites in Australia and Malaysia. Transparency International's 2025 Corruption Perceptions Index[1] scores countries on the perceived level of public corruption on a scale of 0 (highly corrupt) to 100 (very clean). According to the Index, Australia scored 76 out of 100 while Malaysia scored 52 out of 100, both above the average global score of 42.

Training on ethical behaviour and anti-bribery and corruption

Lynas has zero tolerance for bribery and corruption and the Lynas Rare Earths Code of Conduct and Lynas Rare Earths Anti-Bribery Policy (available at lynasrareearths.com/about-us/corporate-governance) outline the standard for business ethics, integrity and behaviour.

In 2026, Code of Conduct and anti-bribery and corruption training was completed as part of employee inductions.

Lynas employees are required to comply with multiple policies regarding ethical behaviour. This includes the Code of Conduct, available in both English and Bahasa Malay language. Employees who are found to have breached Lynas' Code of Conduct or Anti-Bribery Policy are subject to disciplinary action which may include termination of their employment and referral to relevant authorities.

Lynas continues to identify opportunities to improve the Group's anti-bribery and corruption program.

There were zero confirmed incidents of corruption in FY26. Further information is provided in **Section 9** ***Data Performance Tables.***

4.2 Initiatives and stakeholder engagement to combat corruption

Lynas engages with internal and external stakeholders on anti-bribery and corruption initiatives. In 2026, the new global anti-bribery and corruption supplier assessment questionnaire continued to be implemented as part of supplier onboarding.

4.3 Protected ethics advice and reporting mechanisms

4.3.1 Seeking advice about ethical and lawful behaviour and organisational integrity

Lynas is committed to ensuring that employees, contractors, business associates and community members can raise concerns regarding bribery, corruption or other improper conduct without being subjected to victimisation, harassment or discriminatory treatment, and to have such concerns properly investigated.

There are multiple avenues for employees to raise concerns or report incidents. This includes: raising issues or concerns with a supervisor or manager, Vice President People & Culture, General Counsel, or via an independently operated, confidential Disclosure Line, Lynas SpeakUp. This service is available in both English and Malay. Disclosure line training is provided to all staff.

The Lynas Whistleblower Policy (available on the Lynas website) contains protections and confidentiality provisions for whistleblowers, consistent with applicable legislation, as well as contact details for the Lynas SpeakUp disclosure line.

1 https://www.transparency.org/en/cpi/2025



4.3.2 Reporting integrity concerns

Demonstrating a continued awareness of the Lynas SpeakUp disclosure line, there were three reports to the disclosure line in FY26. A breakdown of the reports is included in **Section 9** ***Data Performance Tables.***

5. Risk and Opportunity Oversight

Lynas takes a proactive approach to risk management. Key risks and opportunities are continually assessed and identified, and the Group's objectives and activities are aligned with these risks and opportunities. The Board is responsible for risk management and the Board's Audit, Risk & ESG Committee oversees the management of Group's key risks and opportunities, with input from the executive and subject matter experts. The Committee undertakes a quarterly review of the Group's key business risks and key controls as well as the performance of key risk indicators established to monitor the key business risks.

Lynas has established a Risk Management Policy and a Risk Management Framework which form part of internal controls and governance and are used to manage risk within the organisation. The Framework encompasses the key principles, oversight structure, risk appetite and processes to manage key risks across the Group and provides consistency in risk management practices and decision making. Lynas adopts the Three Lines of Defence in the risk governance structure.

The FY26 Annual Report (available at **lynasrareearths.com/investors-media**) sets out principal risks and uncertainties that could have a material effect on Lynas' future results, including climate-related risks and opportunities (CRROs).

Further information in relation to risk oversight and management is outlined in the annual Corporate Governance Statement available at **lynasrareearths.com/about-us/corporate-governance.**

5.1 Information security

Governance of information and cyber security risk is overseen by the Board on advice from the Audit, Risk & ESG Committee. At an executive level, the Chief Financial Officer (CFO) oversees Group IT services & operations and is responsible for information security. Updates are provided to the Audit, Risk & ESG Committee.

Lynas undertakes network penetration testing and regular IT audits and cyber security health checks in conjunction with external specialists to confirm compliance with security standards. Lynas continues to work towards applying the standards of our IT security management system under the NIST standard. Group IT services is also responsible for business continuity plans and third party supplier IT requirements.

Lynas has an escalation process to report information security concerns, incidents, vulnerabilities or suspicious activities via Group IT services. This process is included in staff training and communications.

In light of Lynas' unique position in the global rare earths supply chain, Lynas has an internal policy on the use of Generative AI tools. Cyber security awareness training and phishing simulation testing was conducted for all staff during the year.

Social media disinformation remains an ongoing issue for many industries and the June 2022 report by cyber

security firm Mandiant highlighted the extent of this in the rare earths industry. Given the ongoing nature of disinformation campaigns, the only effective long term response is to ensure that all stakeholders have access to accurate information. Lynas continues to work to ensure that factual and scientific information is available to our customers, communities, shareholders, media and other stakeholders. Social media safety and education programs for staff were also completed during the year.

5.2 Critical incident planning

Critical incident planning and emergency management are essential to the Lynas risk management process. Lynas has established operational strategies, organisational structure, and management processes for use by Lynas employees, contractors, and external agencies during an emergency response.

During the year, whole-site and area evacuation drills for Lynas employees and contractors were conducted. Skills training for the site emergency response teams included self-contained breathing apparatus, firefighting, hazardous chemical management, vertical rescue, and road crash rescue.

In FY26, Kalgoorlie operations undertook Incident Management Team training and testing of documented processes. Emergency management processes at all operations are aligned with the Australasian Inter-service Incident Management System (AIIMS).

All mock exercises involved management of single or multiple causalities.

All site evacuations, mock exercises, and desktop exercises conducted are formally reviewed. This review process, including the identification of actions, and tracking of any areas for improvement, ensures that our emergency response processes continue to evolve and improve, instilling confidence in our ability to handle any situation.

Case Study 1: Assisting our community in Emergency Response

This year, the Lynas Malaysia Emergency Response Team (ERT) and Incident Management Team (IMT) assisted the local Kuantan fire brigade (BOMBA) with two emergencies around the Gebeng Industrial Estate.

The first was a bushfire that lasted three days. There were 10 ERT members on Day Shift and 10 ERT members on Night Shift who assisted the local fire brigade during the emergency.

The second emergency was a nearby industrial fire. Five ERT members assisted the local emergency services over a 4-hour period.



5.3 Remuneration

Lynas' remuneration objective is to ensure that shareholder value is maximised by the attraction and retention of talented people. The remuneration framework takes into account the unique skills of our people, the global nature of the rare earths business, the complexity of the critical minerals supply chain and priorities for our operations, customers and shareholders, including climate-related initiatives.

Executive remuneration consists of a fixed pay component and an 'at risk' or performance related component. This comprises a Short Term Incentive (STI) which supports the delivery of annual performance goals selected by the Board considering the budget and Lynas' strategic initiatives, and a Long Term Incentive (LTI) focused on long term performance goals which create sustained value for shareholders. The STI and LTI also include employees in roles that have considerable influence on outcomes associated with capital management, operational leadership and major capacity growth projects or have specialist expertise in strategic areas for Lynas.

Lynas also offers a company-wide employee profit-share scheme (excluding those eligible for STI/LTI) to provide all employees an opportunity to contribute to and benefit from the company's success.

The Lynas Short Term Incentive (STI) rewards performance across financial and non-financial performance measures. In FY26, financial measures were EBITDA and NdPr Operating Costs. Non-financial performance measures included Strategic Plan/Business Plan (including NdPr production); Health, Safety and the Environment (HSE); Sustainability (including climate-related objectives); and People and Culture.

The LTI for the three year period from 1 July 2023 to 30 June 2026 had two components which are designed to be aligned with the creation of sustainable long term shareholder value. The first of these components is Relative Total Shareholder Returns (TSR) assessed over a three year period, relative to other peer group companies. The second component is related to targets aligned with Lynas' strategic growth objectives. Further details are available in the Remuneration Report of the 2026 Annual Report available on our website at **lynasrareearths.com/investors-media.**

5.4 Auditor independence

In Australia, Auditor independence is regulated under the Corporations Act 2001, Australian Auditing Standards issued by the Auditing and Assurance Standards Board and APES 110 Code of Ethics for Professional Accountants (including Independence Standards) issued by the Accounting Professional & Ethical Standards Board (APESB). Audit partner rotation occurs after a maximum of five years. The most recent rotation of Lynas' audit partner was in 2023.

5.5 Public policy development

As the only significant producer of separated rare earths outside of China, Lynas is actively engaged with governments around the world and contributes our expertise to addressing critical minerals supply chain challenges. Governments outside China, including Australia, Malaysia, Japan, the United States, Korea, and the European Union, are taking action to secure a diverse and resilient supply of rare earth materials for industry.

Lynas Rare Earths is a member of the Western Australian Government's Future Battery & Critical Minerals Industry taskforce and the European Raw Materials Alliance (ERMA).

5.5.1 Lobbying activities

2026 reports filed by lobbyists representing Lynas Rare Earths are available from the U.S. House of Representatives at: **lda.gov/system/public.**

5.5.2 Industry associations

As a leader in the Australian critical minerals industry, Lynas is a member of key industry associations. Through these associations, we share and develop industry best practice and contribute to industry and policy discussion and debate.

Lynas' major industry association memberships are with the Minerals Council of Australia (MCA) and the Chamber of Minerals & Energy of Western Australia (CME WA). Both the MCA and CME WA support the Paris Agreement.

Details of memberships of associations can be found in **Appendix 3: *Memberships and Initiatives.***

6. Caring for our People

At 30 June 2026, Lynas had 1156 employees across Malaysia and Australia. Employees and contractors working on Lynas sites are held to the same high safety standards and receive equivalent safety training.

Lynas' company-wide Employee Engagement Survey was most recently undertaken in June 2024. This Survey achieved a participation rate of 87% (up from 59% in 2022). In light of the CEO transition effective 30 June 2026, the 2026 Employee Engagement Survey was postponed until the CEO search process is completed.

6.1 Dignity and equality

6.1.1 Diversity % (age, gender, ethnicity)

Valuing and embracing diversity in all its forms is a core value at Lynas. We set measures to monitor our progress. In FY26, objectives included gender and cultural diversity objectives. The objectives set by the Board are included in **Section 9 Data *Performance Tables*.**

Lynas continues to focus on the development of talent within our business. At the end of FY26, female employees represented 25% of total employees (equal to FY25). The percentage of women in senior executive positions was 25% (defined as all managers and above including CEO, CEO-1, -2, -3).

OUR FY26 ACHIEVEMENT	OUR CY27 TARGET
25%	**30%**
Total female employees	Total female employees

Priorities in FY26 also included increasing the number of women in operations and the employment of indigenous peoples in our business.

The number of First Nations employees in Australia and Malaysia increased in FY26.

Lynas prioritises local employment opportunities in each of the regions in which we operate. In FY26, local employees represented 96% of the workforce and expatriates accounted for 4% of the workforce, including Malaysian team members assisting with the ramp up of the Kalgoorlie Facility.

The median age of employees in FY26 was 30–39 years old. A breakdown of diversity data is provided in **Section 9 *Data Performance Tables*.**

6.1.2 Pay equality

Lynas is committed to gender equality and is working to continue to reduce gender pay gaps in our organisation. We recognise there is work to be done in our organisation and across the critical minerals industry to attract and retain women and we have set a target of 30% women in our workforce for CY27.

In Australia, Lynas Rare Earths reported under the Workplace Gender Equality Act (WGEA) for the year ending 31 March 2026 for Australian operations.

In line with WGEA gender pay gap reporting, in March 2026, Lynas published our gender pay gap results for employees in its Australian operations in line with the Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Act 2023. This data represents an overview of Lynas Rare Earths' Australian operating sites and offices which employed 295 people in the 2024–2025 reporting period. Of these employees, 26% were women and 74% were men. The gender pay gap is the difference in average earnings between women and men in the workforce.

Key figures from the 2024-2025 reporting period showed:

- Average total remuneration gender pay gap of -3.3%, close to zero and well below industry average of 20.6%
- Median total remuneration gender pay gap of 20.6%, below industry median of 21.7%

WGEA public data reports and Lynas' Gender Pay Gap Report are available on our website at **lynasrareearths.com/about-us/corporate-governance** or on the WGEA website at **www.wgea.gov.au.**

6.1.3 Wage level

We value our people and recognise the dignity that comes from fair compensation. All Lynas employees receive pay and entitlements that are consistent with legislative requirements in Australia and Malaysia and applicable legislation including working time and conditions is followed. Lynas also provides benefits, leave and allowances to foster employee wellbeing.

In Malaysia, we offer training, flexible working hours for non-operations employees, maternity leave above statutory requirements, part-time work transition from maternity leave, paternity leave and health schemes. Lynas Malaysia also operates a childcare facility for the children of Lynas Malaysia team members.

In Australia, we offer training and development opportunities for all employees. As a best practice employer, we offer 18 weeks of parental leave for the primary carer of the child (biological or adoption related) and continue to make superannuation payments throughout this period. We also offer full pay for three weeks of parental leave to Lynas employees with 12 months continuous service to provide support to their dependents where an employee's partner, de facto, spouse, has given birth to a child and is the primary caregiver.

Lynas is committed to paying a living wage. Lynas Malaysia monthly wages have been assessed against available living wage data for Malaysia and all employee salaries are at or above the living wage[2].

6.2 Health and wellbeing

At Lynas, safety is our first priority. This means we are focused on production that is safe for our people, safe for our communities, and safe for the environment.

6.2.1 Safety performance

Lynas' safety reporting is aligned with the ISO 45001 (Occupational Health and Safety Management) guidelines for the recording and reporting of occupational injuries and illnesses. Lynas' safety performance data includes both employees and contractors.

The 12-month rolling Lost Time Injury Frequency Rate (LTIFR) as at 30 June 2026 was 0.9 per million hours worked (FY25: 1.8 per million hours worked). The 12-month Total Recordable Injury Frequency Rate (TRIFR) at 30 June 2026 was 4.2 per million hours worked (FY25: 3.6 per million hours worked). While the LTIFR reduced in FY26, the TRIFR increased and Lynas will continue to focus on health and safety programs for improved performance in FY27.

Care and ensuring that everyone working at Lynas goes home safe and well is a core value of our company. Our safety approach includes safety training, audits, behaviours, and meetings.

Lynas has a global safety leader and a Group-wide Safety Council to review and assess safety concerns and priority actions on monthly basis and whenever required.

OUR FY26 ACHIEVEMENT	OUR FY27 TARGET
Implemented formal major incident reporting and investigation training (ICAM) across all operations.	**Contractor Management** **Conduct a minimum of 4-monthly HSE workshops between the operation and Major Contractors.** **In-field Awareness and Assessing Competence** **Implement the use of mobile devices to enable Supervisors to conduct in-field inspections, Safe Act Observations and Supervisor Pre-Task Walkthroughs.**

Health Assessments and Safety Training

In FY26, approximately 2,530 individual in-field health assessments were undertaken, which included atmospheric, noise, and hydration, and 3,707 individual safety assessments or awareness programs were completed by Lynas employees, including training in mental health.

2 https://www.mof.gov.my/portal/en/news/press-citations/glics-adopt-living-wage-policy-for-all-permanent-malaysian-employees



Critical risks and controls to manage them are communicated through the Golden Rules training program in Malaysia and the Life Saving Rules program in Western Australia. In FY26, further improvements were made to standardise high-risk processes used across Lynas' WA operations, including Isolation and Tagging, Permit to Work, and Management of Change. This is vitally important due to the consistent movement of employees and contractors between Mt Weld and the Kalgoorlie Processing Facility.

Key learnings from previous shutdowns were used in the planning and management of major shutdowns across the business, with supervisors working together to deliver the same message and outcome of "Zero Harm", specifically:

- Second half of FY26 saw Mt Weld conduct its two biggest shutdowns in 14 years of operations, both injury-free.
- Lynas Malaysia's major shutdown for FY26 totalled 349,343 hours, involved 719 people and over 30 companies and was conducted with zero injuries.

FY26 saw the rejuvenation of the 7S program at Lynas Malaysia and its rollout at the new Kalgoorlie Processing Facility. The 7 stages of the program are: Safety; Sort; Set In Order; Shine; Standardize; Sustain; and Spirit. Dedicated General Managers have been appointed at Lynas Malaysia and Kalgoorlie to maintain the positive work of the 7S program. Once the final rollout at the Kalgoorlie Facility is completed, Mt Weld will commence the implementation of the 7S program.

6.2.2 Access to non-occupational medical and healthcare services

The health and wellbeing of our people is a priority for Lynas. Health and wellbeing treatment and support is consistently made available to both direct and contract employees. Lynas' operating sites have on-site medical assistance.

An independently operated Employee Assistance Program (EAP) is also available to all staff on a confidential basis.

6.2.3 Emergency Response Program

As noted in 5.2 *Critical incident planning,* all operations' emergency management processes are aligned with key aspects of the Australasian Inter-service Incident Management System (AIIMS), and this process has now been tested at Kalgoorlie, through multiple site mock exercises and desktop exercises utilising the site's Incident Management Team (IMT).

Case Study 2: Q&A with Rozilawati, Manager Global Operation Planning and Control (CAPEX)



What attracted you to the critical minerals industry?

Critical minerals is still a relatively new and evolving industry in Malaysia, especially in the area of rare earths and specialty processing. For me, this makes it an exciting industry to explore, learn from, and contribute to. There is still so much to learn in the rare earth industry, and that is what makes this journey exciting.

Can you tell us a little about your role at Lynas?

I joined Lynas 15 years ago, and my journey has evolved from plant operations and production into Project Management, CAPEX coordination and Cost Control. Today, my role has expanded into global CAPEX Cost Control, supporting projects across Lynas Malaysia, and our Mt Weld and Kalgoorlie operations in Australia. Moving from an operational environment into project and commercial cost control environment has been a completely different challenge. I get to work and coordinate with different teams across the business to ensure that CAPEX decisions are properly supported and this has strengthened both my analytical and strategic thinking.

What inspired you to pursue a PhD in Environmental Engineering, and what area of research are you focusing on?

My time at Lynas inspired me to pursue a PhD in Environmental Engineering, as I have had the opportunity to witness first-hand how the rare earth industry is evolving in Malaysia and globally. Through my different roles at Lynas, I have seen how environmental considerations are becoming increasingly important in business and project decisions. This experience has made me realise that I want to deepen my knowledge beyond practical industry experience and contribute more meaningfully to the sustainability of the rare earth and manufacturing sector.

My research focus is on the impact of ESG standards adoption on sustainability and financial performance in Malaysia's manufacturing sector, with particular interest in rare earths. I am especially interested in how environmental requirements, sustainability practices, Life Cycle Assessment (LCA), carbon emissions and ESG principles can be integrated into project and CAPEX decision-making, while still considering business and financial performance. I hope my research can bridge the gap between academic knowledge and real industrial practices and contribute to the sustainable and responsible growth of Malaysia's manufacturing and rare earth industries.

6.3 Skills for the future

6.3.1 Training provided

At Lynas, we believe our people should have meaningful training and development opportunities. Training and development opportunities are provided to 100% of Lynas Rare Earths employees in Malaysia and Western Australia.

Lynas employees participate in annual performance reviews and each respective department manager works with their team members on development opportunities with support from the People and Culture team. Lynas has a formal talent management process that includes mentoring and succession planning as well as initiatives focused on skills development, such as executive mentoring programs and career advancement programs to develop skills and experience that prepare employees for senior management. Lynas also offers a leadership development program.

Lynas employees in Australia received an average of approximately 27.5 hours of training per employee and employees in Malaysia received approximately 39 hours of training per employee in FY26. The training provided to Lynas employees includes areas such as safety, health and wellbeing, environmental management, technical skills, process training and personal development, in addition to awareness training covering areas such as respectful behaviours, cultural education and IT systems safety (cyber security).

6.3.2 Human rights and preventing modern slavery

Lynas Rare Earths is committed to protecting the human rights of all people with whom we have dealings, including our employees, our business partners, and all people in our host communities. This is reflected in our Human Rights Policy which can be found on our website **lynasrareearths.com/about-us/corporate-governance.**

Our responsibility to protect human rights and manage the risk of modern slavery applies to our own global operations as well as to our supply chains and we take this responsibility seriously. During the year, Lynas released the Group's sixth Modern Slavery Statement in line with the Australian Modern Slavery Act, outlining our commitments and our actions to prevent modern slavery in our organisation and in our supply chains. This Statement and associated policies and codes of conduct are available at **lynasrareearths.com/about-us/corporate-governance.**

Lynas is a signatory to the United Nations Global Compact (UNGC), which includes the protection of human rights and the elimination of all forms of forced and compulsory labour as part of its Ten Principles.

In relation to Children's Rights, the Lynas Human Rights Policy sets out our commitment to never using child labour and Lynas actively supports initiatives related to children's education and health in the communities in which we operate. As stated in the Lynas Code of Conduct, Lynas does not employ any person who is below the minimum legal age for employment and forbids the use of children under the minimum legal working age or fifteen (15) years old; whichever is higher, as labour. Employees under eighteen (18) years of age must not carry out hazardous work. The Lynas Supplier Code of Conduct sets the same expectation for our suppliers.

6.3.3 Human rights issues and grievances

As a lawful and compliant company, Lynas follows applicable laws in the countries in which we operate. Our Human Rights Policy, annual Modern Slavery Statement, and our Supplier Sustainability Policy and Code of Conduct, outline our commitments to upholding human rights and preventing modern slavery. We have an independently operated Disclosure Line that is available to employees, contractors, business associates and members of the community to report any concerns or breaches of our policies.

6.3.4 Use of security guards

Lynas does not operate in high risk jurisdictions. As outlined in our Human Rights Policy, Lynas is committed to ensuring that security at all operations is managed in line with the protection of human rights.

6.3.5 Risk for incidents of child labour, forced or compulsory labour

Lynas has policies and procedures in place to mitigate the risks of modern slavery at our operations and in our supply chains. This includes our Human Rights Policy, employee Code of Conduct, and Supplier Sustainability Policy and Code of Conduct which requires all suppliers to agree to respect the basic rights of employees, implement strong health and safety and environmental protection standards, and not source from civil war zones or other areas with severe human rights infringements (i.e. "conflict minerals"). Our policies and codes of conduct state our commitment not to engage in or support the use of any form of forced, compulsory or illegal labour and expressly forbid the employment of anyone under the minimum legal working age or fifteen (15) years old; whichever is higher.

Lynas has assessed the risk of modern slavery among our people as very low due to the policies and procedures we have in place. This includes prioritising local employment, directly supervising all on-site employees and contractors, and following a process to ensure that no illegal foreign workers are engaged as either employees or contractors at our sites.

Lynas will continue to identify opportunities to strengthen our human rights approach, including through relevant external engagement and initiatives. This includes preventing modern slavery, including forced labour and human trafficking.

In line with the Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities, the Lynas Rare Earths FY26 Modern Slavery Statement will be released prior to 31 December 2026.

7. Caring for our Planet

Lynas aims to minimise effects on the environments in which we operate and to minimise our lasting footprint. As a large energy user, whilst also being a producer of technologies that are essential to a low carbon economy, we understand we have a role to play by actively reducing our Greenhouse Gas (GHG) emissions and efficiently using both energy and water at our sites.

The Lynas Environmental Policy outlines our commitment to care for and minimise our effects on the environments in which we operate. The Lynas Malaysia and Mt Weld operating sites are accredited to the ISO 14001:2015 International Standard for Environmental Management Systems.

Lynas has never been involved in an incident resulting in harm to public health or the environment, reflecting the strength of our processes and policies.

7.1 Greenhouse gas emissions

Climate-related Disclosures

Climate-related disclosures for Lynas Rare Earths Limited and its subsidiaries ('Lynas' or 'the Group') for the year ended 30 June 2026 are available in the Group's Sustainability Report (mandatory) which forms part of the 2026 Annual Report available at: **lynasrareearths.com/investors-media/reporting-centre/annual-reports.** The Sustainability Report (mandatory) was prepared in accordance with the Corporations Act (2001) and AASB S2 Climate-related Disclosures, which is the mandatory Australian Sustainability Reporting Standard (ASRS) issued by the Australian Accounting Standards Board (AASB).

The Lynas Rare Earths Climate Change Policy outlines the Company's approach to the challenges of climate change and includes the Company's ambition to target Net Zero emissions by 2050. It is available at: **lynasrareearths.com/about-us/corporate-governance.**

OUR FY26 ACHIEVEMENT	OUR FY27 GOAL
Completed GHG mapping and integration into enhanced GHG data management platform; site-based GHG reduction initiatives developed for prioritisation and integration into the Group's first Climate Transition Plan.	**Develop Group Scope 1 and Scope 2 GHG reduction target and Climate Transition Plan**

7.2 Energy use

Lynas remains focused on reducing energy use and GHG emissions in our operations. This includes reducing reliance on fossil fuels by investing in clean energy solutions as well as process and product innovation.

Lynas has established a multi-disciplinary Climate Transition Working Group to share knowledge and initiatives across sites.

Our performance

For energy consumption data by site, please refer to **Section 9** ***Performance Data Tables.***

Mt Weld energy use

Lynas' Mt Weld operation generates electricity on site to meet all site needs. Construction and commissioning of the Mt Weld hybrid renewable power station by Lynas' power purchase agreement (PPA) partner Zenith Energy was completed in the first half of FY26. The gas-firmed hybrid renewable power station was fully operational in January 2026. This replaced Lynas' previous diesel fired plant. Average renewable electricity content in the six months to June 2026 was 93%, well ahead of the targeted 70%. See more details in Case study 3 below.

Mt Weld energy use also included diesel fuel for the mining fleet and some stationary equipment.









Case Study 3: Switching on the Mt Weld hybrid power station

Construction and commissioning of Mt Weld's 65MW hybrid power station by Lynas' power purchase agreement (PPA) partner Zenith Energy was completed in the first half of FY26.

The power station has been fully operational since January 2026 and average renewable electricity content in 2H FY26 was 93%, well ahead of the targeted 70%.

The new 65MW Mt Weld hybrid renewable power station replaced Lynas' previous diesel-fired power station and includes:

- 24MW Mt Weld Wind Farm (4 x 6MW wind turbines)
- 7MW Mt Weld Solar Farm (2,376 solar panel sections)
- 12MW/12MWh Battery Energy Storage System (BESS)
- 17MW high efficiency gas fired power station

The gas-firmed hybrid power station enables 'engine-off' operation powered entirely by renewables, when the conditions allow. Following full operation, Lynas has benefited from a significant reduction in diesel fuel requirements, saving over 870,000 litres of diesel in the March 2026 quarter alone, compared to the March 2025 quarter.

Kalgoorlie energy use

The Kalgoorlie Rare Earths Processing Facility continued to ramp up in FY26.

During the year, Lynas used network electricity from the South-West Interconnected System (SWIS) transmission network and replaced liquified petroleum gas (LPG) with piped liquified natural gas (LNG) for use onsite. According to publicly available sources, the SWIS electricity grid connected to Kalgoorlie generated approximately 40% of electricity from renewable sources in 2025[3].

Energy use onsite included gas (LNG) for the kiln and diesel for light vehicles and backup generators.

Kalgoorlie operations experienced power disruptions in the December 2025 quarter. Following works by the external electricity provider, electricity supply stabilised from December onwards. Lynas continues to explore alternative energy solutions including off-grid electricity options.

Lynas Malaysia energy use

The Lynas Malaysia plant primarily uses natural gas and grid electricity. Some diesel is consumed in machines and processes. The 0.75MW rooftop solar array was operational during the year.

In FY26, Lynas Malaysia commenced steam production for heavy rare earths (HRE) processing and began including diesel used by residue management contractors, which increased diesel use recorded for the year.

At Lynas Malaysia, team members have started the process to implement an Energy Management System following ISO 50001. The purpose of ISO 50001 will be to provide Lynas Malaysia with a systematic framework for continually improving energy performance, increasing energy efficiency, and reducing environmental impact. Initiatives to reduce energy use and GHG emissions were implemented at Lynas Malaysia during the year, including enclosed furnaces used in production processes.

7.3 Land use and ecological sensitivity

Lynas' key biodiversity goals are to:

- Protect the environments in which we operate;
- Avoid adverse effects on biodiversity through application of the mitigation hierarchy (avoid, minimise, restore, offset); and
- Achieve zero significant environmental incidents.

According to ICMM guidance, the mitigation hierarchy guides decision-making across the full life of a mine. It shapes how land is selected, developed, managed and eventually rehabilitated[4]:

- Avoidance means preventing harm to species and natural processes, particularly those that cannot recover easily if disturbed.
- Minimisation involves reducing unavoidable impacts, such as by limiting noise and dust or building wildlife underpasses beneath roads to allow species to move freely.
- Restoration refers to regenerating ecosystems after mining, for example by replacing soil and replanting native vegetation to support biodiversity recovery. Together, avoidance, minimisation and restoration are designed to reduce residual impacts as far as possible.
- Offsetting is used only as a last resort. It involves delivering conservation gains elsewhere to compensate for any remaining impact, with the goal of achieving no-net-loss of biodiversity overall.

Lynas does not operate in or adjacent to key biodiversity areas such as Commonwealth or State listed priority ecological communities, threatened ecological communities, or World Heritage areas and in FY26 there were no significant environmental incidents.

3 Source: **https://stateofenergy.wa.gov.au/wa-energy-system/south-west-interconnected-system**

4 Source: **https://www.icmm.com/en-gb/our-work/nature/mitigation-hierarchy**

7.3.1 Biodiversity commitment

The Lynas Environmental Policy outlines the company's commitment to protect biodiversity at operational sites located in, or adjacent to protected areas, or areas of high biodiversity value outside of protected areas, through application of the mitigation hierarchy. The Lynas Leadership Team is responsible for the implementation of the Lynas Environmental Policy which is overseen by the Board of Directors.

Biodiversity risk assessment is Integrated into multi-disciplinary company-wide risk management processes.

7.3.2 Mt Weld monitoring and mine closure plan

The Mt Weld mine and concentration plant operates within a 2,802 hectare site in a remote area of Western Australia in the Murchison Interim Biogeographic Regionalisation for Australia (IBRA) bioregion.

Since 2011, Lynas has engaged experienced biodiversity experts to undertake terrestrial and subterranean ecological surveys to understand the flora, vegetation and fauna (both vertebrate and invertebrate) species on land and below the surface to inform environmental impact assessments. The flora and vegetation of Mt Weld are typical of the region and are dominated by a mulga woodland with some localised mallee and spinifex communities. No rare or geographically restricted plant species are known to occur. No conservation reserves or Ecological Sensitive Areas intersect the project area.

Lynas implements Environmental Management Plans that adopt the mitigation hierarchy which sets objectives and targets for flora, fauna, surface water, and ground water with an appropriate monitoring and reporting program. Annual Rehabilitation Monitoring is undertaken by expert ecologists. After 17 years of vegetation health monitoring, no significant impacts on flora surrounding the Mt Weld site has been recorded. Quarterly ambient groundwater monitoring surrounding Mt Weld's tailings storage facilities is undertaken with water analysis performed by an independent NATA accredited laboratory and results submitted to environmental regulators annually. No groundwater quality impacts have been recorded since operations commenced.

Under Ministerial Statement 1216, Mt Weld submits a Compliance Assessment Report for the purpose of determining whether the implementation conditions are being complied with annually.

A Fauna Management Plan has been developed in accordance with MS1216, with the objective of *'protecting terrestrial fauna so that biological diversity and ecological integrity are maintained'*. The aims of the plan include:

- Minimise disturbance and other environmental impacts on significant fauna habitats;
- Minimise fauna vehicle strikes; and
- Minimise increases in introduced fauna.

Mt Weld has an approved Radiation Management Plan (RMP) as prescribed by the Work Health and Safety (Mines) Regulations, 2022 and with an eleventh iteration approved by Department of Local Government, Industry Regulation and Safety (DLGIRS) in July 2024. The RMP meets the WorkSafe Western Australia (2024) *Managing naturally occurring radioactive material (NORM) in mining and mineral processing guide*[5]. Ongoing monitoring has shown there is no increase in background radiation.

Mt Weld cultural heritage

The Mt Weld area has been subject to several Ethnographic and Archaeological surveys dating back to 1983. A comprehensive Cultural Heritage survey (archaeological and ethnographical surveys) was undertaken in 2022 in conjunction with elders from the Nyalpa Pirniku Traditional Owner group. As a result of this work, 100% of the Mt Weld expanded footprint has now been surveyed.

5 https://www.worksafe.wa.gov.au/publications/managing-naturally-occurring-radioactive-material-norm-mining-and-mineral-processing



Mt Weld rehabilitation and mine closure

The fifth iteration Mine Closure Plan was approved by the WA Department of Mines, Petroleum and Exploration (DMPE) in December 2023 and fulfils the requirements for decommissioning, rehabilitation and closure of the Mt Weld Project, with the aim of progressively rehabilitating and closing the Mt Weld Project so that all closure obligations are met and there is no unacceptable liability to the State of Western Australia and the community.

Lynas anticipates that the post mining land use for most of the Project will be 'Pastoral Land'. We are committed to the rehabilitation of all disturbed areas to the agreed final land use(s). The proposed post mining land use has been discussed with key stakeholders throughout the life of the Project. Further consultation with key stakeholders, including pastoral land holders and the registered body corporate for the native title holders, Wangkatja Tjungula Aboriginal Corporation (WTAC), will take place as the mine progresses to ensure that pastoral use remains the most suitable post mining land use. The Mine Closure Plan includes a closure implementation schedule.

In August 2026, 13 existing transects were monitored using the Ecosystem Functional Analysis method, comprising five analogue and eight rehabilitation sites located on the 2008 and 2020 rehabilitation areas. The 2026 monitoring report is currently being prepared. Historical monitoring has shown that some performance indicators for closure objectives on the 2008 and 2020 rehabilitation sites have been achieved.

The total area rehabilitated at Mt Weld to date is 3.01ha with a view to rehabilitate additional areas as they become available and are no longer needed by operations.

7.3.3 Kalgoorlie monitoring

The Kalgoorlie Facility operates within a 130 hectare site within the Coolgardie bioregion which is characterised by low hills and plains of infertile sandy soil. This is a transition zone between the Mediterranean climate of Australia's south-west coast and the country's dry interior.

A vegetation buffer has been retained around the perimeter of the site and a vegetation monitoring program has been established to monitor for weed introduction and overall health of retained vegetation. Progressive vegetation initiatives will increase the visual amenity of the vegetation buffer and promote growth of native species to improve diversity and density of vegetation.

Lynas implements Environmental Management Plans that adopt the mitigation hierarchy which sets objectives and targets for flora, fauna, surface water, and ground water with an appropriate monitoring and reporting program. Annual Flora Monitoring is undertaken by expert ecologists. After three years of vegetation health



monitoring, no significant impacts on flora within the permitter vegetation buffer have been recorded. Quarterly ambient groundwater monitoring surrounding Kalgoorlie's tailings storage facilities is undertaken with water analysis performed by an independent NATA accredited laboratory and results submitted to environmental regulators annually. No groundwater quality impacts have been recorded since operations commenced.

Under Ministerial Statement 1811, Kalgoorlie submits a Compliance Assessment Report for the purpose of determining whether the implementation conditions are being complied with annually.

Kalgoorlie has an approved Radiation Management Plan (RMP) as prescribed by the Work Health and Safety (Mines) Regulations, 2022.

Kalgoorlie rehabilitation and mine closure plan

In FY26, rehabilitation works largely consisted of weed management and seed collecting in preparation of seeding the vegetation buffer area which will be monitored over the coming years.

The first batch of seedlings grown in partnership with the Kalgoorlie-Boulder Urban Landcare Group (KBULG) nursery were planted in September 2025 as part of the Facility's first Tree Planting Day were monitored with an overall great success rate of established seedlings.

To date, the total area rehabilitated is 1.93ha which reflects the current needs of the Facility to maximise the available footprint within the Development Envelope for operations. In FY26 the team collected 7.34kg seeds, with a total of 12.62kg collected to date. This includes 59 different species, including Eucalyptus, Acacia, Senna, Dodonaea, Saltbushes, Blue Bushes, Silky Pear and Bush Bean and various other flowering plant, grasses and annuals.

In September 2025, the second iteration of the Kalgoorlie Facility's Mine Closure Plan was accepted by DMPE as part of the Mine Development Closure Plan transition to an Approvals Statement. The second iteration proposes an alternate land use from native ecosystem to general industry which reflects the likely land use given the location of the Facility's proximity to Kalgoorlie.

Mt Weld and Kalgoorlie Environmental Reporting

During the year, the Mt Weld and the Kalgoorlie Rare Earths Processing Facility submitted Compliance Assessment Reports (CARs) to the Department of Water and Environment Regulation (DWER). The CAR provides an update on activities taken during the reporting period, including environmental monitoring and rehabilitation activities. The CARs are publicly available in the Operations & Projects page of the Lynas website at: LynasRareEarths.com.

7.3.4 Malaysia monitoring and decommissioning plan

The Lynas Malaysia advanced materials plant is situated on a 100ha site in the Gebeng Industrial Estate, a purpose-designed chemical/petrochemical zone in Gebeng, Malaysia.

In line with our commitment to international environmental best practice, detailed environmental monitoring since the start of Lynas Malaysia's operations in 2012 has consistently demonstrated that there is no environmental impact of Lynas Malaysia's operation on the public and the environment and that Lynas Malaysia is compliant with regulatory requirements and international standards. Information concerning the Company's environmental monitoring programs is available at **www.lynasrareearths.com.**

Lynas Malaysia implements an Environmental Management Plan in line with regulator requirements. This includes environmental monitoring which is conducted in accordance with internationally accepted sampling.

In addition, Lynas Malaysia implements an Environmental Radiological Monitoring Program that includes monitoring at 1 km, 5 km, 10 km and 20 km from the Lynas Malaysia plant. In the over 10 years of monitoring since Lynas Malaysia began operating, there has been no increase in background radiation levels at 1 km, 5 km, 10 km and 20 km from the Lynas Malaysia plant.

Lynas Malaysia lodged a Decommissioning Plan with the Malaysian Atomic Energy Licensing Board in 2011, setting out plans for decommissioning, rehabilitation and closure of the Lynas Malaysia plant at the end of its operating life. The Decommissioning Plan is updated as required.

7.4 Water

Lynas Rare Earths is committed to caring for and minimising our impact on the environments in which we operate.

Clean and sufficient water is a critical resource for society and for Lynas' operations. As part of our focus on continuing to minimise freshwater usage in our operations, all Lynas operating sites have a water management plan that is implemented on site.

Mt Weld uses groundwater and recycled water and has established internal objectives and targets in line with the Lynas Environmental Policy to recycle process water. The percentage of recycled water used at Mt Weld was 33% in FY26.

In conjunction with the Mt Weld Expansion project, a new recycled water treatment plant was constructed. This larger, more efficient water recycling plant will deliver a significant step change improvement in internal water recycling and is expected to increase tailings water recycle yield to up to 90% and significantly reduce groundwater abstraction. The new water recycle plant commenced operation in the second half of FY26.

OUR FY26 ACHIEVEMENT	OUR FY27 TARGET
Achieved 0 significant water related incidents	**0 significant water related incidents**

Mt Weld abstracts groundwater from below the open pit mining activities. As a result, the open cut mine is progressively dewatered and this provides safe geotechnical conditions for mining. The groundwater is brackish in dissolved salts and requires reverse osmosis treatment to produce high quality water to the rare earth separation process. The salty brine water from the reverse osmosis is evaporated. Increasing the recycle of process water will help to reduce the abstraction of groundwater.



In Kalgoorlie, our Rare Earths Processing Facility has been designed to use treated recycled grey water for processing. The recycled grey water is a by-product from the City of Kalgoorlie-Boulder's wastewater treatment facility. It is supplied under a commercial agreement with the City. Potable water for the Kalgoorlie Facility is supplied by the local water authority.

In Malaysia, Lynas uses scheme water (city water) provided by the local water utility provider. Lynas Malaysia has three process water ponds with a total capacity of 38,000m^3 which can supply water to the plant as needed at a rate of approximately 600m^3/hr at 100% capacity. A dedicated water flow meter has been installed to process the incoming city water, enabling our team to precisely monitor water consumption. Research and development into water and chemical recycling at Lynas Malaysia continued during the year.

There were no significant water-related incidents during FY26.

Effluent and wastewater management

Lynas is committed to responsibly managing and reducing effluents. This includes operating zero discharge sites or reducing or recycling effluents where possible. All effluents are monitored and measured.

Lynas' sites in Western Australia, Mt Weld and Kalgoorlie, are zero discharge sites. This means they have on site wastewater management systems and do not discharge wastewater into the environment.

In Malaysia, Lynas operates two wastewater treatment plants which operate in compliance with regulations. Once water has been used in Lynas Malaysia's operations, it is treated and tested to ensure that it meets water quality standards prescribed by the Department of Environment prior to being released. Wastewater quality is strictly governed by Malaysian Industrial regulations and water quality standards. Wastewater quality samples are assessed by Lynas' on-site laboratory and by an accredited independent third party laboratory.

Once the treated water is deemed suitable for release, it is tested at 11 water quality monitoring stations along the Balok River. The Department of Environment has publicly stated that water leaving the Gebeng Industrial Estate is of a higher quality than water entering the Estate due to water treatment undertaken prior to discharge.

7.5 Air quality

Lynas reports on air emissions to the National Pollutant Inventory annually for Australian sites. Air emissions data is available in **Section 9** ***Performance Data Tables.***

Air quality monitoring at Mt Weld included high-volume environmental dust monitoring from several locations across the site as part of the Mt Weld Radiation Management Plan.

Lynas carries out ambient and stack release measurements at Lynas Malaysia and Lynas' Kalgoorlie sites. Additional air quality monitoring equipment was installed at Kalgoorlie during the year.

At Lynas Malaysia, ambient air quality is measured at seven locations within 5km from the Lynas Malaysia plant. Lynas met all emissions standards during FY26.

Radiological air monitoring is also undertaken at Lynas Malaysia via Aerosol Monitoring Systems that measure external radiation and radon-thoron activity concentrations at locations onsite and in the city of Kuantan. In addition, sampling is conducted four times a year at locations onsite and offsite at 1km and 5km from the Lynas Malaysia Plant. Monitoring shows there has been no change to background levels since Lynas Malaysia's operations commenced in 2012.

7.6 Impact of solid waste disposal

Lynas' approach to waste management is reduce, reuse, recycle. Waste management involves numerous systems to control waste management processes and identify the most appropriate methods of disposal as a last resort. All waste materials are stored and disposed of in a safe and responsible manner.

Recycling

Across our Western Australian sites, Mt Weld and Kalgoorlie, and our Perth head office, separation of recycling materials is conducted to facilitate efficient recycling.

We participate in the Containers for Change initiative at both our Mt Weld and Kalgoorlie facilities with funds going to support local not for profit community organisations.

Lynas recycles a range of materials from our sites including:

- Plastic bottles and cans
- Scrap metal
- E-waste
- Used oil
- Batteries
- Aerosol cans
- Fluorescent tubes and globes
- Intermediate bulk containers (IBCs)

Controlled and scheduled waste

Mt Weld operates an onsite licenced landfill and engages licensed third party operators to collect and manage controlled waste. Controlled Waste is traceable via the Department of Water and Environment Regulation (DWER) waste tracking network.

Lynas' Kalgoorlie site engages licenced 3rd parties to collect and disposed of controlled waste to authorised waste facilities within the Kalgoorlie region.

In Malaysia, scheduled wastes generated from operations are managed and stored responsibly in purpose built facilities approved by regulators, or collected by a licensed waste contractor approved by the Department of Environment, Malaysia (DOE).

Mt Weld tailings deposition and consolidation

Rare earths production generates tailings at Mt Weld, composed of the gangue minerals, unrecovered rare earth minerals, and water from the floatation process. In keeping with our 'reduce, reuse, recycle' approach, Mt Weld implements accelerated mechanical consolidation of tailings so tailings water can be recycled and tailings can be stored in Mt Weld tailings storage facilities (TSFs) for future re-processing.

In 2026 there were zero significant incidents at the Mt Weld tailings storage facilities.

Lynas' commitment to maintaining tailings storage facilities in line with industry standards is included in the Lynas Environmental Policy. At an executive level, the Lynas Leadership Team is responsible for the execution of this Policy.

OUR FY26 ACHIEVEMENT	OUR FY27 GOAL
Achieved 0 significant tailings related incidents.	0 significant tailings related incidents causing harm to the environment.

A Geotechnical and Management audit is undertaken on an annual basis by an independent third party. The audit report is submitted to WA DMIRS as an appendix to annual environmental reporting. The annual geotechnical audit of the Mt Weld tailings storage facilities was completed by an independent expert during the year.

Mt Weld manages tailings in accordance with a site specific operations manual that is audited as part of the annual geotechnical and management audit by an independent third party subject matter expert.

Mt Weld monitors tailings storage facilities for safety, stability and impact. This includes routine stability monitoring, routine lateral seepage monitoring, routine groundwater seepage monitoring and monthly storage volume assessment based on production budget. Risk assessments of tailings facilities include a six-monthly internal review of critical controls. Actions are raised for any improvements as required.

Kalgoorlie by-products

The Kalgoorlie Rare Earths Processing Facility produces two by-products, a gypsum and an iron phosphate, as part of its processing. These by-products are non-hazardous, not dangerous goods and while the iron phosphate contains very low level naturally occurring radioactive material (NORM) that is found in our Mt Weld ore, this very low level is not classified as radioactive for transport purposes in Australia.

The Kalgoorlie Facility manages tailings in accordance with the site specific operations manual which is audited as part of an annual geotechnical and management audit conducted by an independent third party subject matter expert. An audit of Kalgoorlie's tailings facilities was completed by an independent expert and submitted during the year.

Lynas Malaysia residues

Our Malaysian operations produce two solid residues as by-products of processing which are stored in dry stacked facilities:

- A magnesium rich gypsum known as NUF (Neutralisation Underflow) which is non-toxic and non-radioactive
- An iron phosphate material known as WLP (Water Leached Purification) that contains very low level Naturally Occurring Radioactive Material (NORM)

An audit of the Lynas Malaysia tailings storage facilities was completed during the year by an independent expert.

NUF has been shown by Golder Associates (2014) and Standards and Industrial Research Institute of Malaysia (SIRIM) (2018) to be a non-toxic and non-hazardous material with negligible human health risk. In addition, its chemical composition showed potential for use in agriculture and the manufacturing of cements. NUF is non-hazardous according to the Globally Harmonised System of classification and labelling of chemicals. NUF is not classified as a dangerous good by the criteria of international air, road and sea transport (UNTDG, IMDG, IATA).

As part of Lynas Malaysia's operating licence, Lynas Malaysia is required to implement an alternative cracking process so that the facility no longer produces WLP residue with an activity concentration above 1 Bq/g after 2 March 2031, with the modification to commence based on an agreed plan by March 2028. Over the past three years, Lynas and local and international academic institutions have undertaken laboratory-scale research into modifications to the cracking process. Lynas is now progressing with plans for an industrial pilot trial, together with trials on the reuse of WLP.

Permanent Disposal Facility for WLP residue

The construction of the Permanent Disposal Facility (PDF) for WLP residue from the Lynas Malaysia plant was completed in FY25. The first two cells have been filled with dry stacked WLP residues and capped. The third cell has been filled and capping is underway and the filling of a fourth cell is ongoing.

8. Caring for our Communities – Building Prosperity

We care for the communities in which we work and live, making it a priority to take an active role in building better communities.

We aim to share the sustainable benefits of our operations by making a positive contribution in our four priority areas:

- Education and training
- Health and sport
- The environment
- Supporting vulnerable communities

The Lynas Community Policy outlines our commitment to employing local people and sourcing from local businesses in each of our operations. We have internship programs at Lynas Malaysia and Mt Weld with a focus on employing local young people.

Lynas acknowledges and respects the Traditional Owners of the lands on which we operate. In Western Australia, we aim to increase training, employment and supplier opportunities for Aboriginal and Torres Strait Islander peoples and enrich our workforce through inclusion, understanding and appreciation of Aboriginal and Torres Strait Islander cultures. In FY23, Lynas' first Reconciliation Action Plan (RAP) was approved by Reconciliation Australia. This Reflect level RAP provides the framework for the development of our reconciliation commitments.

Our approach to local engagement includes information and consultation with local communities as well as partnerships with community organisations and educational institutions. Lynas undertakes a stakeholder identification process and engages and consults with our local communities and other interested parties regarding environmental approvals. Lynas undertakes Economic Impact Assessments for major projects and assessments of the effects of significant changes to our operations on our local communities.

Lynas has a Community Feedback and Grievance Procedure that guides our response to feedback and grievances received from community members.

In FY26, there was continued engagement and consultation with our communities in Malaysia and Western Australia.

In all locations, Lynas participates in local community, business and education activities and meets with members of our local communities. We also participate in community forums and publish information for community members including Frequently Asked Questions (FAQ) and project updates.

Case Study 4: Inspiring the Next Generation at *Bright Futures* STEM Program

In June, Lynas was invited to take part in the Bright Futures STEM program which was held in Kalgoorlie. The program is an initiative of the Australian Resources and Energy Employer Association (AREEA), to engage Year 5 and 6 students in Science, Technology, Engineering, and Mathematics (STEM) through hands-on activities and presentations from industry role models.

Yamini, a Graduate Process Engineer at our Kalgoorlie Facility, represented Lynas and introduced the students to the exciting world of rare earths. Yamini also shared her journey from studying in India to completing her Master's and PhD at Curtin University's School of Mines in Kalgoorlie, showcasing the rewarding opportunities a career in STEM can offer.

Lynas is an active member of our local communities and we are proud to highlight exciting career opportunities in the rare earths industry and the the importance of STEM to our future generations.



8.1 Employment and wealth generation

8.1.1 Absolute number and rate of employment

At June 30 2026, Lynas employed 1,156 people across Malaysia and Australia. Our employees include geologists, engineers, metallurgists, tradespeople, process technicians and others in support functions across all three operating sites (Lynas Malaysia and Mt Weld and the Kalgoorlie Rare Earths Processing Facility in Western Australia) as well as professional and administrative functions undertaken at our offices in Perth, Western Australia and Kuala Lumpur, Malaysia.

In FY26, expatriates accounted for 4% of our employees across our operations. This includes Malaysian employees who are assisting with the ramp up of the Kalgoorlie facility across plant operations, engineering, maintenance and process improvement.

Further detail on employee figures, including turnover, is available in **Section 9** ***Performance Data Tables.***

8.2 Economic contribution

8.2.1 Business resilience

FY26 annual revenue of $977.9m and a Net Profit After Tax (NPAT) of $222.4m was achieved, as the rare earths market prices strengthened during the year, reflecting both increased demand and global government action.

The strong FY26 results reflect the process improvements made to our operations and the continued development of our rare earths product suite, including separated heavy rare earth (HRE) oxides Dysprosium (Dy), Terbium (Tb) and Samarium (Sm).

8.2.2 Direct economic value

In line with our commitment to prioritising local procurement, in FY26, 67% of inputs for Australian operations were procured at the local level (i.e. Western Australia) and 89% of inputs for Malaysian operations were procured at country level (Malaysia). Lynas is a key customer to many local suppliers, including First Nations owned businesses. In FY26, Lynas spent over $40m on contracts with First Nations owned businesses in Western Australia.

See **Section 9** ***Performance Data Tables*** for Lynas' direct economic value generated and distributed in FY26.

Supplier sustainability initiatives

Lynas requires all suppliers to follow the Lynas Group's Supplier Sustainability Policy and Code of Conduct which reiterates and incorporates our commitment to the Ten Principles of the United Nations Global Compact, ILO conventions and the Lynas Business Conduct Standards.

Minimum requirements for suppliers are incorporated into the Supplier Sustainability Policy & Code of Conduct, including respecting the basic rights of employees; implementing health, safety & environmental protection standards; not source from civil war zones or other areas with severe human rights infringements (i.e. "conflict minerals"); not to engaging in or supporting the use of any form of forced, compulsory or illegal labour; and expressly forbidding the employment of anyone under the minimum legal working age or fifteen (15) years old; whichever is higher.

Lynas recognises the risk of suppliers not complying with our Supplier Sustainability Policy and Code of Conduct. To address this, we have a Supplier Management Process that includes due diligence, supplier self-assessments and supplier audits. We continue to assess the efficiency of this process and opportunities for improvement.

8.2.3 Financial investment contribution

In FY26, $178.3m was invested in property, plant and equipment and mine development. Financial income strengthened as a result of increasing cash balances, largely due to the equity raising announced in August 2025.

Lynas did not conduct share buybacks or issue any dividend payments in FY26.

8.3 Innovation of better products and services

Investing in Product & Process Research and Innovation

Rare earths are used in future facing technologies designed to lower emissions and reduce energy consumption, as well as to improve efficiency, performance, speed, durability, and thermal stability. Lynas has an in-house research and innovation (R&I) team that is focused on both continuous improvements and breakthroughs in processing, consumption of resources including energy, water and chemicals, and new product development. Lynas also collaborates with leading universities and research institutions in Australia, Malaysia and around the globe on research projects.

The Lynas R&I team utilises internal and external expertise in product purity, surface and formulation to develop new clean energy technologies. The clean energy technologies require a new generation of catalysts, materials and processes able to facilitate hydrogen generation, transport, storage and distribution as well as capturing and adding value to carbon dioxide. Lynas partners with global players in the energy sector, new equipment makers and leading universities across the world on R&D initiatives.

Lynas invested approximately $9m in R&D in FY26.

Developing industry standards

Lynas has been active in international standards development for Rare Earth supply chain. This includes involvement in the development and publication of ISO traceability standards covering the rare earth supply chain from mine to magnets; participating in working group activities related to Sustainability standard development; and active involvement in the creation of ISO standards for rare earth analytical methods.

Lynas continues to actively participate as a voice for the establishment of international standards based on market and industry needs. This includes championing issues faced by responsible rare earth producers such as Lynas and assisting with the development of tools to ensure that rare earths products entering the supply chain are sourced from legal miners and producers who abide by best practices on environmental stewardship, human rights and sustainability.

8.4 Community and social vitality

8.4.1 Total taxes and royalties paid

Taxes and royalties paid in FY26 totalled $8.8m.

Following the conclusion of the current terms of the pioneer period status (tax holiday) in February 2026, Lynas Malaysia has become a taxpayer for all activities in Malaysia.

8.4.2 Total social investment

The focus of Lynas' social investment is in the areas of sport and health, education and training, the environment, and supporting vulnerable communities.

In FY26, direct community investment and related expenditures across our operations was approximately $0.5m, plus employee volunteering hours and ad hoc sponsorship and donations. Lynas is proud to have awarded 92 Local Giving community grants across Australia and Malaysia since 2022.

Key community investment initiatives for our Western Australian and Malaysian operations are outlined in case study 5 below.

Case Study 5: Supporting communities through local investment initiatives

Lynas makes it a priority to take an active role in building better communities. We aim to make positive contributions by focusing on local initiatives in four key areas; education & training, health & sport, environment, and vulnerable communities.

The table below outlines examples of other key community investment activities in Australia and Malaysia during FY26.

Education and training





Australia

- Renewed 5-year commitment to Curtin University's Moorditj Yorga Scholarship for mature-aged First Nations women to attain an undergraduate degree.
- Lynas booth at the Science After Dark science fair held at the Museum of the Goldfields as part of National Science Week 2025.
- Long term member of the Laverton Cross Cultural Association (LCCA), supporting the Laverton Aboriginal art gallery, Foodbank, youth engagement and community development activities.
- Funding for new classroom for Stars Foundation high school program in Kalgoorlie.
- WA Local Giving Program supporting grass-roots initiatives in the communities where we live and work.
- School and University presentations and student site visits.

Malaysia

- Staff volunteering programs to maintain community facilities; painting and gardening at local schools and preschools.
- Back-to-School program supporting over 400 children across 18 participating schools.
- Lynas Malaysia Local Giving Program, supporting community and education initiatives including educational and sports equipment, STEM programs, sports carnivals and environmental and mental health training.
- University presentations and student site visits.

Case Study 5: Supporting communities through local investment initiatives (continued)

Health and sport





Australia

- Providing flights for Stephen Michael Foundation to deliver youth development programs in Laverton.
- Shade sail for Kalgoorlie primary school playground to provide sunsafe play area.
- 3-year (2024–2026) Hurricane Outrigger Canoe Club.
- WA Local Giving Program.
- Supporting local sporting clubs and events.
- Supported delivery of Foodbank's nutrition program in Laverton.

Malaysia

- Health and optometry checks for community members during bi-monthly recycling programmes with local villages.
- Football, netball, futsal, bowling and badminton games with the community and surrounding community teams.

Environment





Australia

3-year (2023–2026) sponsorship of Kalgoorlie-Boulder Urban Landcare Group (KBULG); staff participation in annual Tree Planting Day.

Malaysia

- Supported EcoSchools Pahang program integrating climate change education within the national curriculum for primary and secondary schools.
- Supported International World Cleanup Day with Lynas volunteers contributing to the cleanup and distributing breakfast and cups of coffee to approximately 11,000 participants.

Vulnerable communities





Australia

- Supported the Kalgoorlie Christmas in the Park lunch, which brings the community together and provides lunch to all attending and a gift for all kids.
- Provided catering for the NAIDOC Week Elders Lunch in Laverton.
- WA Local Giving Program.
- Sponsorship of 2026 NAIDOC Youth Ball, Kalgoorlie.
- Rotary Club of Boulder Charity Auction.
- KBCCI Goldfields Business Awards – Disability & Healthcare Services Award.

Malaysia

- Chinese New Year donations to community, childcare and aged care centres.
- Hari Raya contribution of grocery supplies to 19 local communities.
- Donations of groceries and essential supplies to local community organisations.




Hari Raya

9. Performance Data Tables

Our Operations

	Mt Weld	Kalgoorlie	Malaysia
Country	Australia	Australia	Malaysia
Status	Operational	Ramp up	Operational
Size	2,802 hectares	130 hectares	100 hectares
Certified to ISO 9001:2015 (Quality Management), ISO 14001:2015 (Environmental Management) and ISO 45001:2018 (Occupational Health and Safety Management).	Yes	N/A*	Yes

* *Lynas' Kalgoorlie site was in ramp up phase in FY26*

Anti-corruption

Confirmed incidents of corruption

	Total
Incidents confirmed in FY26 related to previous years	0
Incidents confirmed in FY26 related to the current year	0

View Lynas' anti-bribery policy: lynasrareearths.com/wp-content/uploads/2021/04/Anti-Bribery-Policy.pdf

Reporting unethical behaviour

Concern	Business dealings	Health and safety	Employee conduct
Number of reports	0	0	3

View Lynas' Code of Conduct policy: ***lynasrareearths.com/wp-content/uploads/2023/09/Code-of-Conduct_updated-18-September-2023.pdf***

View Lynas' Human Rights policy: ***lynasrareearths.com/wp-content/uploads/2024/08/Lynas-Human-Rights-Policy_22-August-2024.pdf***

View Lynas' Whistleblower policy: ***lynasrareearths.com/wp-content/uploads/2023/09/Whistleblower-Policy_updated-18-September-2023.pdf***

Dignity and equality

Diversity

Proportion of women (%)	FY22	FY23	FY24	FY25	FY26
Lynas Total Employees	23%	25%	24%	25%	25%
Senior Executives	24%	25%	25%	23%	25%
Lynas Board	50%	43%	33.3%	33.3%	43%

% women employees	30 June 2026	Target for 31 Dec 2027	Target for 31 Dec 2028
The whole organisation	25.3%	30%	30%
Senior Executives*	25%	30%	30%
Lynas Board	43%	40%**	40%**

* *Senior executives defined as all managers and above including CEO, CEO-1, -2, -3*

** *40:40:20% is a best practice gender equality target and represents 40% women, 40% men, 20% any gender. Performance against this target may vary due to the timing of Board composition changes.*

Age structure in FY26	< 30	30–50	>50
Lynas Total (as % of total employees)	18.8%	68.6%	12.6%

View Lynas' Equal Opportunity Policy: ***lynasrareearths.com/wp-content/uploads/2025/06/Lynas-Equal-Opportunity-Policy-June-2025.pdf***

Safety performance

	FY22	FY23	FY24	FY25	FY26
Total Recordable Injury Frequency (TRIF) rate per million hours worked	2.4	3.2	5.0	3.6	4.1
Lost Time Injury Frequency (LTIF) rate per million hours worked	0.8	1.2	1.04	1.8	0.9
Fatalities	0	0	0	0	0

View Lynas' Occupational, Health and Safety policy: ***lynasrareearths.com/wp-content/uploads/2021/04/Occupational-Health-and-Safety-Policy.pdf***

Energy use

Mt Weld energy produced and energy consumed

Reporting Year	FY26*
Energy Consumed Total (incl Energy Produced) GJ	543,666
MWh	*151,018*
Energy Consumed Net GJ	416,488
MWh	*115,691*
Energy Produced GJ	127,178
MWh	*35,327*

* *New energy use reporting system implemented in FY26*

Kalgoorlie Energy produced and energy consumed

Primary energy – Scope 1	FY26*
Natural gas / liquid petroleum gas GJ	196,397
MWh	*54,555*
Diesel GJ	4,063
MWh	*1,129*
Energy Consumed Total GJ	200,460
Total MWh	***55,683***

Secondary energy – Scope 2	
Electricity consumed *MWh*	*30,150*
Total MWh	***30,150***

* *New energy use reporting system implemented in FY26*

Lynas Malaysia primary and secondary energy consumption

Primary energy – Scope 1	FY26*
Natural gas / liquid petroleum gas GJ	916,949
MWh	*254,708*
Diesel GJ	986,154
MWh	*273,932*
Energy Consumed Total GJ	1,903,103
Total MWh	***528,640***

Secondary energy – Scope 2	
Electricity *MWh*	*73,729*
Steam MT	20,422
MWh	*11,943*
Total MWh	***85,672***
Renewable electricity (on site solar) MWh	*921*

* *New energy use reporting system implemented in FY26*

View Lynas' Energy policy: ***lynasrareearths.com/wp-content/uploads/2021/04/Energy-Policy.pdf***

View Lynas' Climate Change policy: ***lynasrareearths.com/wp-content/uploads/2023/11/Lynas-Climate-Change-Policy-28-Nov23.pdf***

Water

FY26 Water summary by site (M^3)	**Site**	**Total water withdrawn**	**Total water consumed**	**Total water recycled**	**Total water used** (consumed + recycled)	**Percent recycled** (total water recycled/total water used)	**FY26 bore abstraction/ tonne ore processed** (Mt Weld)
Malaysia	Lynas Malaysia	5,251,335	4,543,097	259,754 *(neutralized treated water from OUR)*	4,802,851	5.72%	N/A
Australia	Mt Weld	3,074,998	3,074,998	1,484,340	4,559,338	33%	7.3
	Kalgoorlie	647,762*	647,762*	0	647,762	N/A	N/A

* *Includes both treated recycled grey water and potable water.*



Air quality monitoring

Air Quality: Site level (tonnes)	**Sulphur oxides** (SO_x)	**Nitrogen oxides** (NO_x)	**Particulate matter** (PM10)**	**Persistent organic pollutants** (POPs)	**Volatile organic compounds** (VOCs)
Malaysia	Monitored at stack and ambient air	Monitored at stack and ambient air	Monitored at ambient air	–	–
Mt Weld*	0.131	182.325	1,349.318	0.002	10.103
Kalgoorlie*	0.754	14.232	0.952	0.00007	0.519
TOTAL	0.89	196.56	1,350.27	0.00207	10.62

* *Air emissions at Mt Weld and Kalgoorlie are primarily attributed to the combustion of diesel in mining machinery, transport, power generation and processes. Data included is consistent with Australia's National Pollutant Inventory reporting requirements (not applicable for Malaysian operations).*

** *PM10 (dust) excludes emissions from materials handling.*

View Lynas' Environment policy: ***lynasrareearths.com/wp-content/uploads/2024/08/Lynas-Environmental-Policy_22-August-2024.pdf***

Absolute number and rate of employment

Employees	**FY22**	**FY23**	**FY24**	**FY25**	**FY26**
Lynas Total employees	911	1,102	1,117	1,127	1,156
Australia	**151**	**247**	**292**	**272**	**266**
Australian nationals	150 (99%)	241 (98%)	228 (78%)*	250 (92%)	231 (87%)
Malaysia	**760**	**855**	**825**	**855**	**889**
Malaysian nationals	752 (98%)	843 (98%)	814 (99%)	842 (98%)	878 (99%)
Other	0	0	0	0	1

* *FY24 % decrease due to Malaysian employees supporting Kalgoorlie Facility ramp up.*

Employee turnover

Employees	**FY22**	**FY23**	**FY24**	**FY25**	**FY26**
Company-wide turnover rate	**5.0%**	**8.7%**	**10.4%**	**9.8%**	**5.7%**
Gender breakdown of total turnover rate					
Female	N/A*	N/A*	35.9%	35.5%	38.8%
Male	N/A*	N/A*	64.1%	64.5%	61.2%
Large scale redundancies	0	0	0	0	0

* *Turnover by gender was not calculated in FY22 or FY23*



Direct Economic Contributions

FY26 Direct Economic Contributions	AUD
Revenue	$977.9m
Cost of sales	($585.5m)
Total employee costs (wages and other payments)	$124m
Community investment	$0.5m
Tax and royalty payments	$8.8m
Grants received in relation to property, plant and equipment	$6.9m

View Lynas' Community policy: ***lynasrareearths.com/wp-content/uploads/2024/01/231128-Community-Policy.pdf***

Physical or economic resettlement

Number of resettlements required	FY22	FY23	FY24	FY25	FY26
Australia	0	0	0	0	0
Malaysia	0	0	0	0	0

None of our projects have required physical or economic resettlement in the last ten years.

Appendix 1: Stakeholder Engagement

Stakeholders	Engagement
Employees	All Staff Briefings and Q&A with the CEO and executive team (held online) Internal communication channels including daily pre-start meetings, team meetings, Company emails, site notices, intranet and company events and meetings Employee training programs including safety, technical and leadership Employee consultation on operational changes and safety matters Company employee profit share scheme Employee engagement survey
Customers	Regular engagement, including face to face and electronic communication Annual customer satisfaction survey Ongoing R&D and product development Mine to magnet traceability and life cycle analysis conducted in collaboration with customers and downstream partners Visits to customer operations and customer visits to Lynas operations Participation in development of industry ISO standards
Shareholders and Investors	Regular webcast briefings including quarterly, half year and full year results Meetings and briefings with investors including post-result roadshows, conferences, and site visits ASX announcements and email alert systems that allow interested parties to register for automatic notifications Annual General Meeting (in person and online)
Suppliers and contractors	Priority given to development of capable local suppliers Strategic relationships and partnerships developed with contractors and suppliers Meetings, communication and reviews with strategic suppliers and contractors Supplier Sustainability Policy & Code of Conduct and supplier audits

Appendix 1

Stakeholders	Engagement
Government and regulators	Ongoing engagement with government representatives in operating countries and key markets Ongoing reporting to and communication with regulators and government bodies on environmental performance and other key indicators in operating countries Public information including financial results and social contribution Providing site visit opportunities
NGOs	Involvement in UN Global Compact and industry forums Direct engagement with relevant NGOs Reporting, ASX announcements and media releases Maintenance of high environmental and community standards Development of corporate policies
Communities	Ongoing direct engagement with host communities Prioritising local procurement Support for community groups, programs and events Lynas Local Giving Program to support grassroots community organisations with small grants
Educational institutions	Site visits and work placement opportunities Graduate and intern programs Joint research opportunities Participating in employer expos and industry forums Research collaborations with CSIRO, ANSTO, Curtin University, Minerals Research Institute of WA, Japan Oil, Gas and Metals National Corporation (JOGMEC) STEM-focused education programs incl. support for Pahang EcoSchools initiative in Malaysia Participating in wide range of industry forums and events



Appendix 2: Navigation Index

The Index includes indicators from GRI 14: Mining Sector 2024 that are relevant for our business. Unless otherwise noted, all data applies for the year ended 30 June 2026. Disclosures for which we do not provide significant content in this report have been omitted from this table.

GRI Standard	Disclosure	Location
General disclosures		
2-1	Organisational details	Our Operations – Page 6
2-2	Entities included in the organisations sustainability reporting	Our Operations – Page 6
2-3	Reporting period, frequency and contact point	Letter from Our Board Chair and CEO – Page 2
2-4	Restatements of information	Not applicable – no restatement
2-5	External assurance	Our Sustainability Reporting – Page 4
2-6	Activities, value chain and other business relationships	Our Operations – Page 6
2-7	Employees	Caring for our People – Page 15 Employment and wealth generation – Page 31
2-8	Workers who are not employees	Caring for our People – Page 15
2-9	Governance structure and composition	Principles of Governance – Page 7
2-10	Nomination and selection of the highest governance body	Quality of governing body – Page 8
2-11	Chair of the highest governance body	Letter from Our Board Chair and CEO – Page 2 Quality of governing body – Page 8
2-12	Role of the highest governance body in overseeing the management of impacts	Quality of governing body – Page 8
2-13	Delegation of responsibility for managing impacts	Quality of governing body – Page 8
2-14	Role of the highest governance body in sustainability reporting	Quality of governing body – Page 8
2-15	Conflicts of interest	Ethical Behaviour – Page 10
2-16	Communication of critical concerns	Quality of governing body – Page 8 Risk and Opportunity Oversight – Page 12
2-17	Collective knowledge of the highest governance body	Quality of governing body – Page 8

GRI Standard	Disclosure	Location
2-18	Evaluation of the performance of the highest governance body	Quality of governing body – Page 8
2-19	Remuneration policies	Remuneration – Page 14 Pay equality – Page 15
2-20	Process to determine remuneration	Remuneration – Page 14
2-22	Statement on sustainable development	Stakeholder engagement and material topics – Page 8
2-23	Policy commitments	Quality of governing body – Page 8
2-24	Embedding policy commitments	Quality of governing body – Page 8
2-25	Processes to remediate negative impacts	Letter from Our Board Chair and CEO – Page 2 Caring for our Planet – Page 20–29
2-26	Mechanisms for seeking advice and raising concerns	Protected ethics advice and reporting mechanisms – Page 10–11
2-27	Compliance with laws and regulations	Our Sustainability Reporting – Page 4
2-28	Membership associations	Appendix 3: Memberships and Initiatives – Page 52
2-29	Approach to stakeholder engagement	Appendix 1: Stakeholder Engagement – Page 43–44
Material Topics		
3-1	Process to determine material topics	Stakeholder engagement and material topics – Page 8–9
3-2	List of material topics	Stakeholder engagement and material topics – Page 9
3-3	Management of material topics	Stakeholder engagement and material topics – Page 8–9
Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Land use and ecological sensitivity – Page 22–25
304-2	Significant impacts of activities, products, and services on biodiversity	Land use and ecological sensitivity – Page 22–25
304-3	Habitats protected or restored	Land use and ecological sensitivity – Page 22–25
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Land use and ecological sensitivity – Page 22–25
201-1	Direct economic value generated and distributed	Caring for our Communities – Building Prosperity – Page 30–33
201-2	Financial implications and other risks and opportunities due to climate change	Risk and Opportunity Oversight – Page 12
201-4	Financial assistance received from government	Performance Data Tables – Page 37

GRI Standard	Disclosure	Location
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Caring for our People – Page 15
202-2	Proportion of senior management hired from the local community	Caring for our People – Page 15 Employment and wealth generation – Page 31
Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	Caring for our Communities – Building Prosperity – Page 30–33
203-2	Significant indirect economic impacts	Caring for our Communities – Building Prosperity – Page 30–33
204-1	Proportion of spending on local suppliers	Caring for our Communities – Building Prosperity – Page 30–33
205-1	Operations assessed for risks related to corruption	Ethical Behaviour – Page 10
205-2	Communication and training about anti-corruption policies and procedures	Ethical Behaviour – Page 10
205-3	Confirmed incidents of corruption and actions taken	Ethical Behaviour – Page 10
207-1	Approach to tax	Caring for our Communities – Building Prosperity – Page 30–33
207-2	Tax governance, control, and risk management	Risk and Opportunity Oversight – Page 14
Energy		
302-1	Energy consumption within the organisation	Caring for our Planet – Page 20–22
302-3	Energy intensity	Caring for our Planet – Page 20–22
302-4	Reduction of energy consumption	Caring for our Planet – Page 20–22
Water and Effluents		
303-1	Interactions with water as a shared resource	Caring for our Planet – Page 26–27
303-2	Management of water discharge-related impacts	Caring for our Planet – Page 26–27
303-3	Water withdrawn	Caring for our Planet – Page 26–27
303-4	Water discharge	Caring for our Planet – Page 26–27
303-5	Water consumption	Caring for our Planet – Page 26–27

GRI Standard	Disclosure	Location
Emissions		
305-1	Direct (Scope 1) GHG emissions	Caring for our Planet – 20 FY26 Annual Report – 28-45
305-2	Energy indirect (Scope 2) GHG emissions	Caring for our Planet – 20 FY26 Annual Report – 28-45
305-5	Reduction of GHG emissions	Caring for our Planet – 20–23 FY26 Annual Report – 28-45
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	Caring for our Planet – 28 Performance Data Tables – 41
Waste		
306-1	Waste generation and significant waste-related impacts	Caring for our Planet – 28–29
306-2	Management of significant waste-related impacts	Caring for our Planet – 28–29
306-3	Waste generated	Caring for our Planet – 28–29
306-4	Waste diverted from disposal	Caring for our Planet – 28–29
306-5	Waste directed to disposal	Caring for our Planet – 28–29
Supplier environmental assessment		
308-1	New suppliers that were screened using environmental criteria	Caring for our Communities – Building Prosperity – Page 31–32
Employment		
401-1	Total number and rates of new employee hires and employee turnover	Caring for our Communities – Building Prosperity – Page 31–32 Performance Data Tables – Page 38
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Caring for our People – Page 15–16
401-3	Parental leave	Caring for our People – Page 16

GRI Standard	Disclosure	Location
Occupational Health and Safety		
403-1	Occupational health and safety management system	Caring for our People – Page 16–17
403-2	Hazard identification, risk assessment, and incident investigation	Caring for our People – Page 16–17
403-2	Occupational health services	Caring for our People – Page 16–17
403-4	Worker participation, consultation, and communication on occupational health and safety	Caring for our People – Page 16–17
403-5	Worker training on occupational health and safety	Caring for our People – Page 16–17
403-6	Promotion of worker health	Caring for our People – Page 16–17
403-8	Workers covered by an occupational health and safety management system	Caring for our People – Page 16–17
403-9	Work-related injuries	Performance Data Tables – Page 38
Training and Education		
404-1	Average hours of training per year per employee	Caring for our People – Page 18
404-2	Programs for upgrading employee skills and transition assistance programs	Caring for our People – Page 18
404-3	Percentage of employees receiving regular performance and career development reviews	Caring for our People – Page 18
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Principles of Governance – Page 7–8 Caring for our People – Page 15 Performance Data Tables – Page 38
405-2	Ratio of basic salary and remuneration of women to men	Caring for our People – Page 15
Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	Performance Data Tables – Page 37
Child Labour		
408-1	Operations and suppliers at significant risk for incidents of child labour	Caring for our People – Page 19
Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Human rights and preventing modern slavery – Page 19

GRI Standard	Disclosure	Location
Security Practices		
410-1	Security personnel trained in human rights policies or procedures	Use of security guards – Page 19
Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	Caring for our Communities – Building Prosperity – Page 31–34
413-2	Operations with significant actual and potential negative impacts on local communities	Caring for our Communities – Building Prosperity – Page 31–34
Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	Caring for our Communities – Building Prosperity – Page 32
Public Policy		
415-1	Political contributions	Risk and Opportunity Oversight – Page 14





Appendix 3: Memberships and Initiatives

Malaysian memberships:

- Malaysian Australian Business Council

Australian memberships:

- Minerals Council of Australia
- The Chamber of Minerals and Energy of Western Australia
- Kalgoorlie-Boulder Chamber of Commerce and Industry
- Goldfields Aboriginal Business Chamber
- Australian Resources & Energy Employer Association





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