

SUSTAINABILITY POLICY

PanAust is committed to creating enduring value by operating in a manner that is financially resilient, environmentally responsible, socially equitable, and ethically governed. We meet or exceed applicable legal requirements in our host countries, the PanAust Integrated Management System Standards and our commitments under the Minerals Council of Australia's Enduring Value Framework and the International Council on Mining and Metals Sustainable Development Framework.

PanAust commits to the following principles and initiatives:

- **Ethical Business:** Upholding ethical business practices, transparent governance, and accountability, and requiring our employees, contractors and suppliers to act in line with The PanAust Way.
- **Decision Making:** Embedding sustainable development, climate transition planning, and resilience into Group strategy, capital allocation and project approvals across the full mine life-cycle from design through to closure.
- **Human Rights:** Respecting and promoting the UN Guiding Principles on Business and Human Rights and associated commitments set out in our Human Rights Policy.
- **Risk Management:** Identifying and managing sustainability and climate-related risks and opportunities through our Enterprise Risk Management Policy aligned with ISO 31000, COSO and AASB S2.
- **Health and Safety:** Striving for zero harm by providing safe workplaces, protecting host communities, and continually improving our health, safety and emergency management systems.
- **Environmental Performance:** Applying life-cycle stewardship through catchment-based water management, energy efficiency and carbon reduction initiatives, safe waste and tailings management in line with GISTM, minimisation of emissions to air, land and water, and responsible closure planning.
- **Biodiversity and Nature:** Preserving biodiversity using the mitigation hierarchy, aligning activities with designated values of host environments, and progressively integrating TNFD-aligned nature-related risk assessments.
- **Responsible Production:** Driving efficiency and circularity through the recovery, re-use and recycling of energy, natural resources, and materials at every stage of the project lifecycle.
- **Social Performance:** Building lasting community value beyond the life of the operations through community development programs, the protection of cultural heritage, indigenous partnerships, local business development, skills training, health initiatives, and a just transition for employees and communities as we decarbonise.
- **Stakeholder Engagement and Reporting:** Engaging openly with stakeholders, setting time bound ESG and climate targets, disclosing progress annually under recognised global standards (AASB S2, ICMM, GRI), and securing independent assurance over key metrics.



Ms Yuan He

Acting Managing Director and Chief Executive Officer

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