What matters today.
What endures tomorrow.

P4 Report 2025

YANCOAL
克煤澳大利亚有限公司

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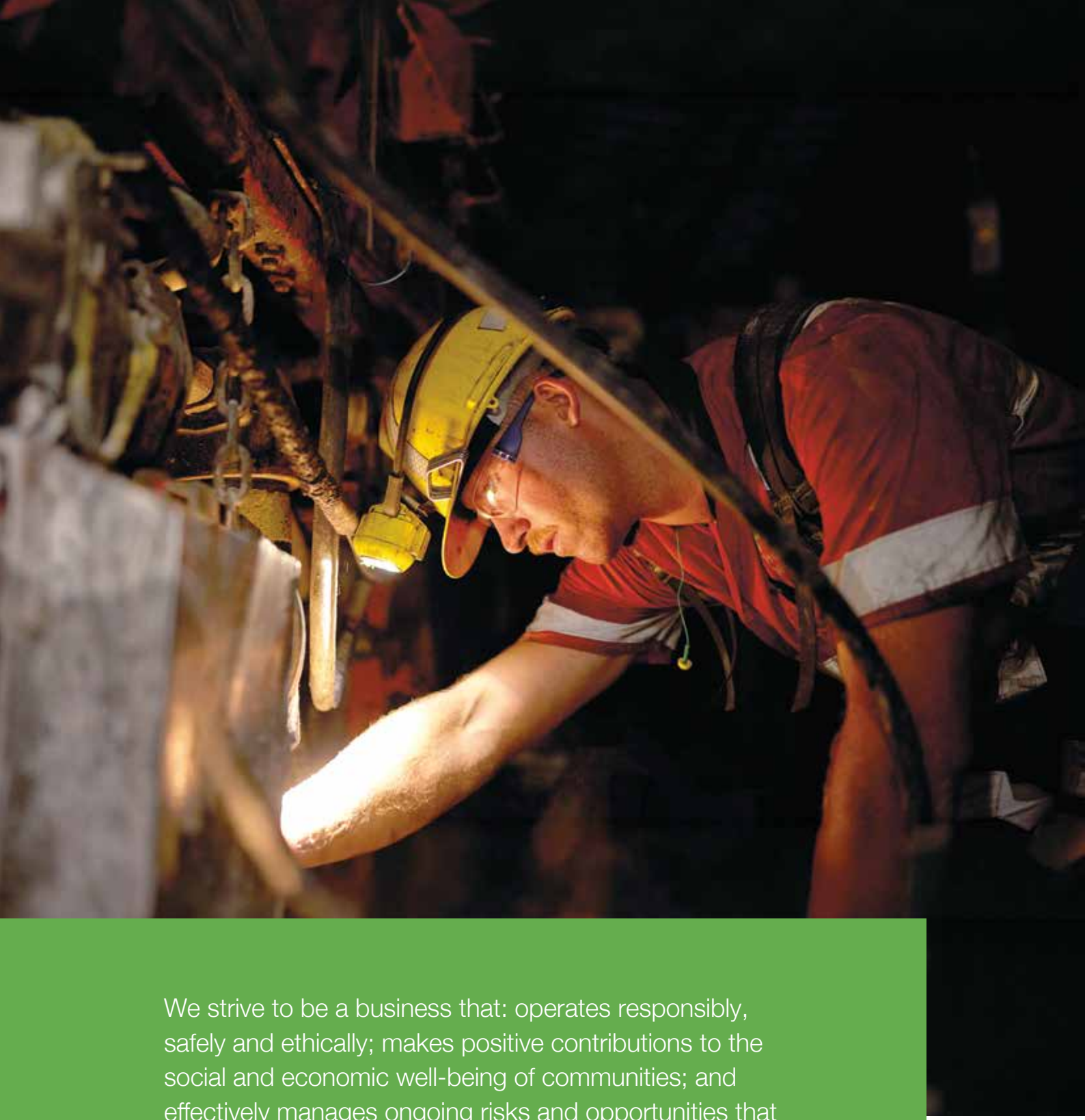
We acknowledge and pay our respects to the Traditional Owners of the land on which Yancoal operates and conducts business. In the spirit of respect and reconciliation, we will continue to support initiatives that strengthen cultural ways of life.

Yancoal's approach to sustainability is grounded in responsible, safe and ethical operations, with a disciplined focus on managing impacts and supporting long-term resilience.



We strive to be a business that: operates responsibly, safely and ethically; makes positive contributions to the social and economic well-being of communities; and effectively manages ongoing risks and opportunities that are critical to ongoing business resilience.

Sustainability is a critical element of our vision and aspiration to generate lasting value for our stakeholders.

2025 Sustainability Statement: Chairman/CEO Joint Message

This 2025 Yancoal P4 Report marks the second full year of reporting under our *P4 Change 4 Tomorrow Sustainability Strategy* and represents a significant step forward in embedding sustainability across Yancoal's business. Over the past 12 months, we have focused on shifting from planning to execution - strengthening our governance, improving data quality, and advancing the practical initiatives that support long-term resilience and value creation.

Yancoal's purpose remains unchanged: to operate a world-class mining enterprise that delivers the resources essential for modern society, while managing our operations responsibly, safely and ethically. Our commitment is supported by the four pillars of the *P4 Change 4 Tomorrow Sustainability Strategy* – Profit, Portfolio, Planet and People – that continue to guide the integration of climate-related risks and sustainability considerations into our business. In response to the evolving expectations of governments, investors, communities and customers, this report has a clear focus on how Yancoal manages risks and opportunities.

These steps have improved organisational capability and will enable sustainability factors to be increasingly embedded in our strategic decision-making.

We also made material progress on the foundations required for high-quality reporting. In 2025, we completed detailed data mapping across our operations, improved internal processes, and expanded the scope of climate-related modelling to include drought, bushfire, extreme rainfall and cyclone assessments for applicable sites. These insights will inform ongoing mitigation and adaptation planning to address identified climate-related physical and transitional risks.

Operationally, Yancoal continued to demonstrate resilience despite variable climatic conditions and an increasingly complex regulatory environment. Enhanced water-management systems, refined operational controls and proactive planning helped maintain operational continuity through significant rainfall events and supply chain disruptions. At the same time, we continued to invest in rehabilitation, progressive closure planning and engagement with equipment manufacturers to explore potential decarbonisation pathways, including fleet efficiency, electrification and low-carbon fuels. Over time, these initiatives will support cost-effective emissions reduction in line with our regulatory obligations.

We are proud of the progress made in 2025, but we recognise there is more to do. Looking ahead, our continued implementation of the *P4 Change 4 Tomorrow Sustainability Strategy* will include further strengthening of our transparency, supporting long-term climate resilience and ensuring we remain ready to respond to policy, market and technological shifts.

Yancoal's future success depends on the commitment, capability and innovation of our people. We thank our workforce, partners, communities and shareholders for their continued support as we work to ensure Yancoal remains profitable, resilient and sustainable for the years ahead.

Gang Ru
Chairman of the Board

Sharif Burra
Chief Executive Officer (CEO)

About this report

The P4 Report for the period 1 January 2025 to 31 December 2025 (the 'reporting period') is a report of progress against our *P4 Change 4 Tomorrow Sustainability Strategy*. It encompasses Yancoal's directly owned and operated assets, in addition to operations managed by Yancoal on behalf of its majority shareholder, Yankuang Energy Group.

The report excludes entities where Yancoal does not have operational control, such as joint venture operations and our shareholdings in three Australian coal export loaders. All information and data presented in this report are on a 100% basis, irrespective of Yancoal's economic interest.

This year marks a change from previous years, with sustainability reporting now delivered across two separate reports.

This P4 Report continues to act as a key communication tool, structured around the four pillars of Yancoal's *P4 Change 4 Tomorrow Sustainability Strategy* (Profit, Portfolio, Planet and People). It provides transparent reporting on annual environmental, social, governance and risk management performance, highlighting progress against Yancoal's strategic priorities.

In parallel, Yancoal's mandatory 2025 Sustainability Report was prepared in accordance with the *Corporations Act 2001 (Cth)*, applying the new Australian Accounting Standard AASB S2 for Climate-related Disclosures. This new standard, which is aligned with the international ISSB S2, requires entities to disclose decision-useful information about their climate-related risks, opportunities and associated business impacts and strategies, and anticipated financial effects. The Sustainability Report was released on 25 February as part of the Financial Statements and forms part of the Annual Report. The Sustainability Report applies the same organisational boundary as the Yancoal Financial Statements which is different to the P4 Reporting boundary described above. This means that climate-related information stated in the Sustainability Report and this P4 Report may be different.

Together, our P4 Report and our Sustainability Report reflect Yancoal's commitment to transparent, considered and evolving sustainability information and communication. The P4 Report has not been subject to external assurance.

As a company listed on both the Australian Securities Exchange (ASX) and the Stock Exchange of Hong Kong (HKEX), Yancoal's 2025 P4 Report continues to include relevant non-financial related information and disclosures required by both exchanges. Under the HKEX ESG Reporting Code, Part C sets out the general ESG disclosure requirements, while Part D outlines additional climate-related disclosures aligned with the International Financial Reporting Standard (IFRS)/ISSB S2 framework. The P4 Report responds to the ESG-related provisions under Part C. Climate-related disclosures under Part D are not included in the P4 Report; instead, these disclosures are addressed in the 2025 Yancoal Sustainability Report. For reference and ease of navigation, the Part D requirements have been mapped in Appendix A.

Consistent with previous years, Yancoal also reports against the Sustainability Accounting Standards Board (SASB) Coal Operations Standard, reflecting its ongoing commitment to aligning with international sector-specific reporting frameworks. Disclosure content for SASB has also been included in Appendix A.

Greenhouse Gas (GHG) Emissions, energy production and energy consumption and National Pollutant Inventory (NPI) data are reported for the period of 1 July 2024 to 30 June 2025, in line with Australian regulatory requirements. All other disclosure data are based on the 2025 calendar year period, unless otherwise noted.

This report includes forward-looking statements. These statements reflect our current expectations and assumptions, based on currently available information as at the date of this report.

To the maximum extent permitted by law, Yancoal makes no representation, assurance or guarantee in connection with, and disclaims all responsibility for the accuracy, completeness or likelihood of fulfillment of any forward-looking statement included in this disclosure, any outcome expressed or implied in such forward-looking statement or any assumptions on which a forward-looking statement is based.

How Yancoal Reports on Sustainability in 2025

	P4 REPORT	SUSTAINABILITY REPORT
Purpose	Communicates Yancoal's sustainability performance and progress against the *P4 Change 4 Tomorrow Sustainability Strategy* (Profit, Portfolio, Planet, People).	Provides climate-related financial disclosures in accordance with regulatory reporting requirements.
Key Frameworks	• HKEX ESG Reporting Code - Part C (general ESG disclosures) • Sustainability Accounting Standards Board (SASB) Coal Operations Standard	• HKEX ESG Reporting Code - Part D (climate disclosures) • AASB S2 Climate-related Disclosures
Scope of Information	Environmental, social, governance and operational sustainability performance across Yancoal's operations.	Climate-related disclosures related to the governance, strategy, and risk management of climate-related risks and opportunities along with associated metrics and targets.
Location in Reporting Suite	2025 P4 Report	Annual Financial Report for the year ended 31 December 2025; also included in the Annual Report

Overview of Operations

MOOLARBEN NSW	MOUNT THORLEY WARKWORTH NSW	CAMEBY DOWNS QLD
98.75% Economic Interest	**83.6%** Economic Interest	Managed by Yancoal. Owned by Yancoal's major shareholder, Yankuang Energy Group.
Truck and shovel open-cut and underground mining complex producing thermal coal; operated by Yancoal.	Dragline, Truck and shovel open-cut mine producing semisoft coking coal and thermal coal; operated by Yancoal.	Truck and shovel open-cut mine in Surat Basin producing low ash thermal coal for export; operated by Yancoal.
1,186 Employees & Contractors	**1,420** Employees & Contractors	**250** Employees & Contractors
21.6 Million Tonnes 2025 ROM Coal Production	**17.7** Million Tonnes 2025 ROM Coal Production	**3.8** Million Tonnes 2025 ROM Coal Production
19.1 Million Tonnes 2025 Saleable Coal Production (100%)	**11.8** Million Tonnes 2025 Saleable Coal Production (100%)	**2.7** Million Tonnes 2025 Saleable Coal Production (100%)
141 Million Tonnes Marketable Reserves (As at 31 Dec 2025)	**145** Million Tonnes Marketable Reserves (As at 31 Dec 2025)	**56** Million Tonnes Marketable Reserves (As at 31 Dec 2025)

YARRABEE QLD	PREMIER WA	ASHTON NSW
100% Economic Interest	Managed by Yancoal. Owned by Yancoal's major shareholder, Yankuang Energy Group.	**100%** Economic Interest
Truck and shovel open-cut mine producing ultra-low volatile Pulverised Coal Injection (PCI) coal and thermal coal; operated by Yancoal.	Truck and shovel open-cut mine producing sub-bituminous, low ash and low sulphur coal for domestic power generation and metallurgical applications; operated by Yancoal.	The Ashton underground longwall mine produces a semi-soft coking coal; operated by Yancoal.
518 Employees & Contractors	**506** Employees & Contractors	**383** Employees & Contractors
3.6 Million Tonnes 2025 ROM Coal Production	**3.0** Million Tonnes 2025 ROM Coal Production	**1.1** Million Tonnes 2025 ROM Coal Production
2.7 Million Tonnes 2025 Saleable Coal Production (100%)	**2.7** Million Tonnes 2025 Saleable Coal Production (100%)	**0.5** Million Tonnes 2025 Saleable Coal Production (100%)
52 Million Tonnes Marketable Reserves (As at 31 Dec 2025)	**10** Million Tonnes Marketable Reserves (As at 31 Dec 2025)	**10** Million Tonnes Marketable Reserves (As at 31 Dec 2025)

2025 Snapshot

$5.2 **BILLION** OVERALL ECONOMIC CONTRIBUTION[1]

$2.68 **MILLION** COMMUNITY INVESTMENT PROGRAM

185 **RECIPIENTS** OF COMMUNITY INVESTMENT PROGRAM FUNDING

28% **INCREASE IN COMMUNITY INVESTMENT** compared to 2024

3% **INCREASE IN TOTAL PAYMENTS TO ALL SUPPLIERS** compared to 2024

5.85 **TRIFR, 23% BELOW THE INDUSTRY BENCHMARK**

10,064 **ML RECYCLED WATER USED ACROSS OPERATIONS** 5% decrease compared to 2024

1. For further details on how economic contribution is calculated, refer to Yancoal's Economic Contribution Reports, which are available on Yancoal's website.

23% LAND MANAGED FOR BIODIVERSITY OFFSETS[2]

430 HA OF LAND REHABILITATED[3]
increase of 54% from 2024

12 KEY EXPORT DESTINATIONS

0.054 tCO_2-e/ROM TONNE EMISSIONS INTENSITY RATE[4]
20% increase from 2024

15.5% OF THE WORKFORCE ARE FEMALE IN 2025

2. Land allocated for biodiversity offsets is determined by our legal and regulatory obligations for each site.
3. The land rehabilitated figure includes land rehabilitation required as per Yancoal's mining approvals.
4. Emissions intensity is total scope 1 and scope 2 emissions per ROM tonne of coal.

Our business

Our Vision

Our vision is to build a world class mining enterprise that provides resources that benefit modern society.

Our Mission

We are committed to safely and reliably producing a resource that powers and builds communities around the world. We value the contributions of our employees, contractors and their families, and embrace close relationships with our local communities, customers and suppliers.

Our Values

People, Safety, Innovation, Excellence, and Integrity are the core values that guide our decisions and form the foundation of all our actions.

Our Operations

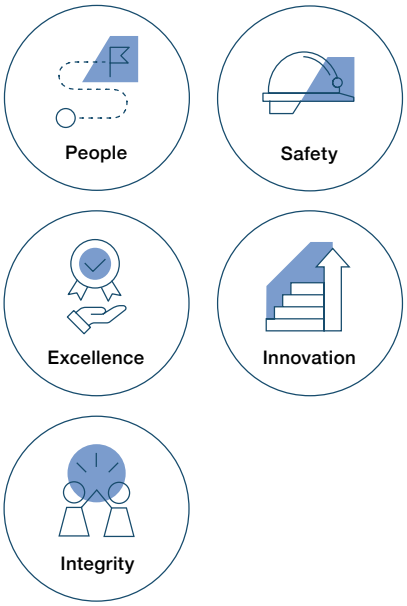
Yancoal is a leading Australian coal producer and exporter providing high-quality coal to the global seaborne market. We produce a mix of coal products including premium thermal, metallurgical, semi-soft coking and Pulverised Coal Injection (PCI).

Our existing Australian assets are core to our business and demand for our high-quality coal will underpin the business for the duration of our mines' operational lives. We are dedicated to operating safely and responsibly for the lasting benefit of our stakeholders.

We are exploring opportunities to diversify into other minerals and sources of alternative energy.

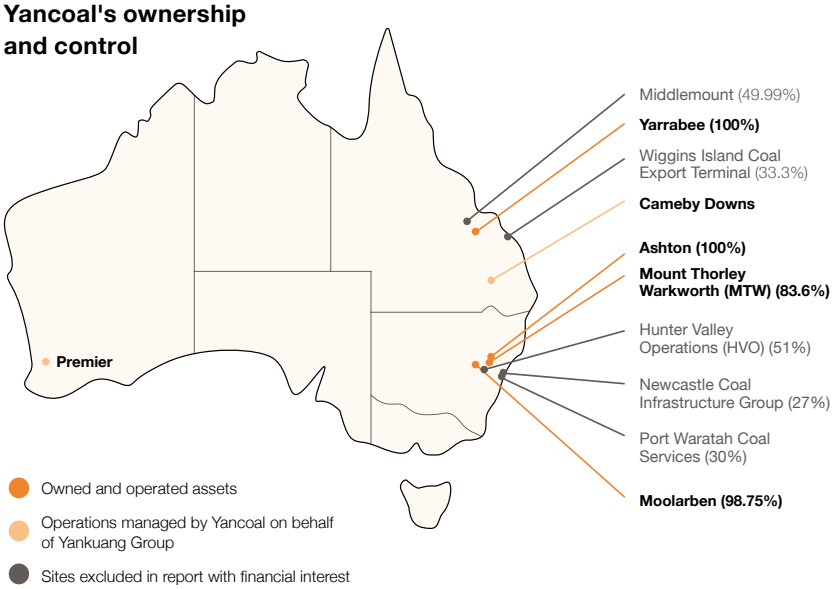
Operational Metrics

In 2025, we exported Australian coal to 12 markets, with our major customers located across the Asian region. Each year, our thermal coal provides power to millions of households across Asia, and our metallurgical coal assists in the production of steel. In 2025, our mines produced 34.0 Mt[5] of thermal coal and 5.5 Mt of metallurgical coal.[6]



5. Mt is million tonnes.
6. On a 100% basis, excludes Middlemount and HVO.

Yancoal's ownership and control

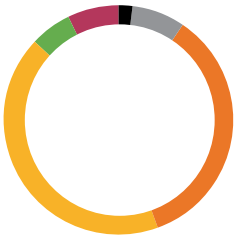


2025 External sales volume by destination[7]

- China – 29%
- Japan – 22%
- South Korea – 12%
- Taiwan – 11%
- Thailand – 10%
- Australia – 7%
- Sth East Asia – 2%
- Vietnam – 2%
- India – 1%
- Europe – <1%
- South America – <1%
- Other – 3%

2025 ROM production across mine sites

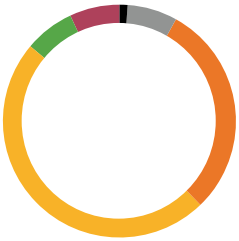
million tonnes



- Ashton – 1.07
- Premier – 3.00
- Cameby Downs – 3.78
- Yarrabee – 3.62
- MTW – 17.71
- Moolarben – 21.59

2025 saleable production across mine sites

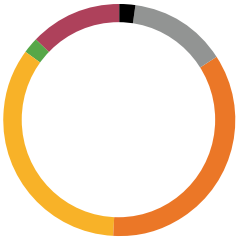
million tonnes



- Ashton – 0.5
- Premier – 2.7
- Cameby Downs – 2.7
- Yarrabee – 2.7
- MTW – 11.8
- Moolarben – 19.1

Marketable Reserves across mine sites at 31/12/2025

million tonnes



- Ashton – 10
- Premier – 10
- Cameby Downs – 56
- Yarrabee – 52
- MTW – 145
- Moolarben – 141

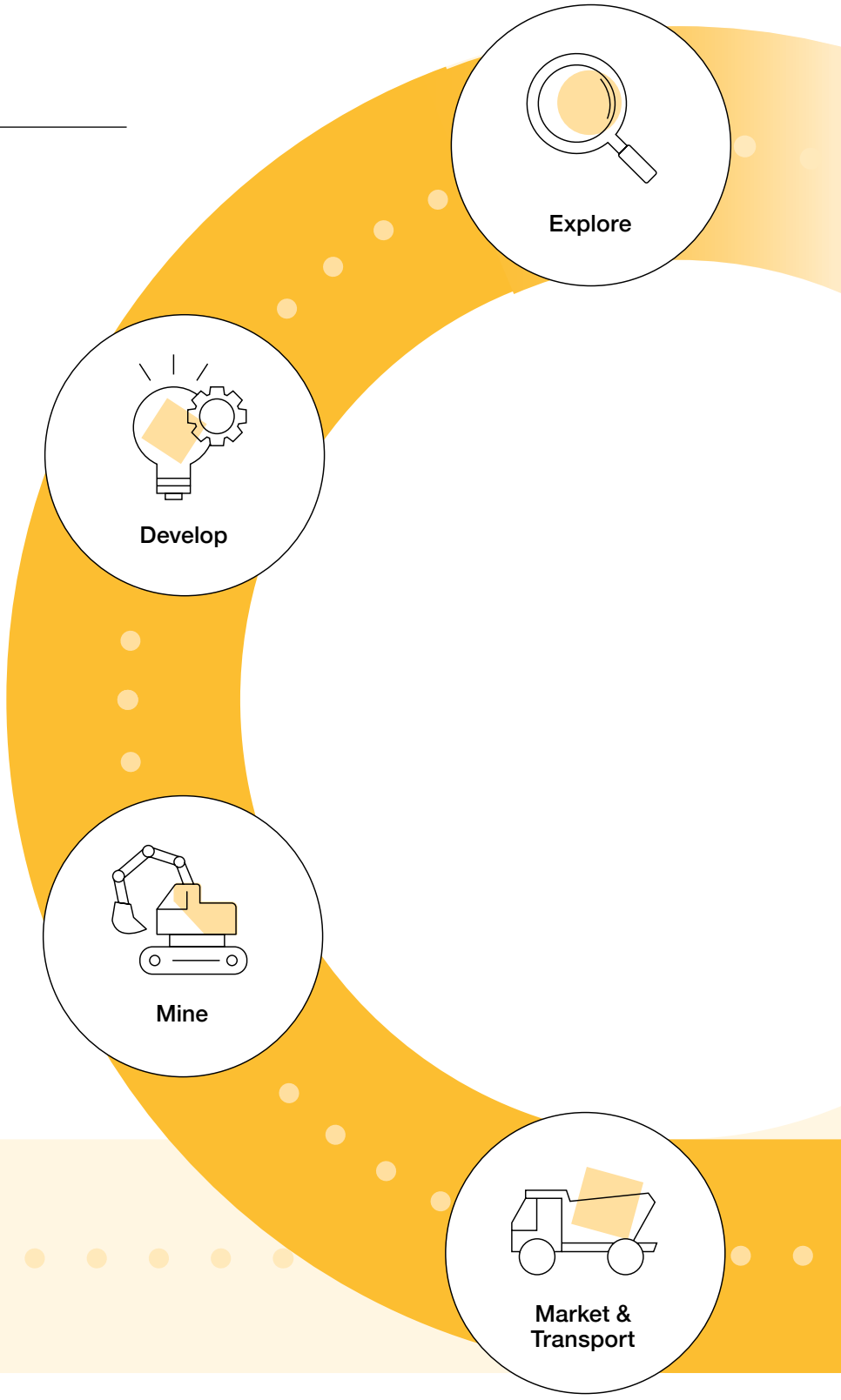
7. Final destination is an internal assessment determined by Yancoal (on a 100% basis, excludes HVO, and Middlemount includes Cameby Downs and Premier).

Business Model and Value Chain

Our value chain transcends through the exploration, development, operation and closure of our assets, including how we market our coal products, how these are consumed, and how we rehabilitate and manage mine closure.

Understanding how each stage of the value chain interacts with the natural environment, society, the economy and our stakeholders is fundamental to identifying sustainability-related matters that are most relevant to our business.

Throughout 2025, we continued to apply insights from our most recent materiality assessment and ongoing engagement with operational teams and stakeholders. These activities help us maintain visibility over how our resources and relationships influence, and are influenced by, each stage of the value chain, supporting our understanding of sustainability-related impacts, dependencies, risks and opportunities.



Natural Environment

Our operations are complex. We manage their impact on the natural environment by adopting a systematic approach to environmental stewardship. Our endeavours to oversee and mitigate our interactions span the entire lifecycle of our operations, commencing with the exploration of geological formations and continuing through active operations to rehabilitation and closure.

62,923ML
Water received from environment (including rainfall)[8]

3.98 million MWh
Energy consumed

619km²
Land area for operations

143km²
Protected areas

Society

Open communication, relationship-building and commitment to transparency are foundational principles guiding our interactions with local communities and other external stakeholders. Building trust is an imperative.

$2.68M
Community investment

185
Recipients

Economy

We play an active role in Australia's economic well-being through investment and generating earnings through our exports. Our operations provide regional employment, stimulate economic activity and support local businesses through our procurement practices. We also make substantial contributions to government revenues through taxes and royalty payments.

Beyond Australia, our activities contribute to the economies of the countries we supply. While many regions are diversifying their energy mix, high-grade coal remains a vital component for energy security and development.

$5.2B
Direct economic contribution

$10.8B[9]
Direct and indirect economic contribution

5,000-6,200 kcal/kg NAR[10]
15 year Calorific value range

Stakeholders

Our key stakeholders represent a broad and diverse range of individuals and entities with both direct and indirect connections to our operations. These include employees, customers, the local communities surrounding our sites, Indigenous groups, government regulators, shareholders, investors, suppliers and environmental organisations.

We aim to engage effectively with all these stakeholders and to foster positive and constructive relationships.

3,909
Full time employees

15.5%
Percentage of women in our workforce

4%
Percentage of Indigenous employees

2,362
Total suppliers

8. Reported in accordance with the Water Accounting Framework (WAF) developed by the Minerals Council of Australia.
9. For further details on how economic contribution is calculated, refer to Yancoal's Economic Contribution Reports, which are available on the Yancoal website.
10. Net as Received (NAR). Represents Yancoal's export thermal coal quality range over a 15-year period.

Our approach to sustainability

For Yancoal, sustainability involves the generation of lasting value for stakeholders through our mining activities, all while minimising financial, operational, environmental and social risks.

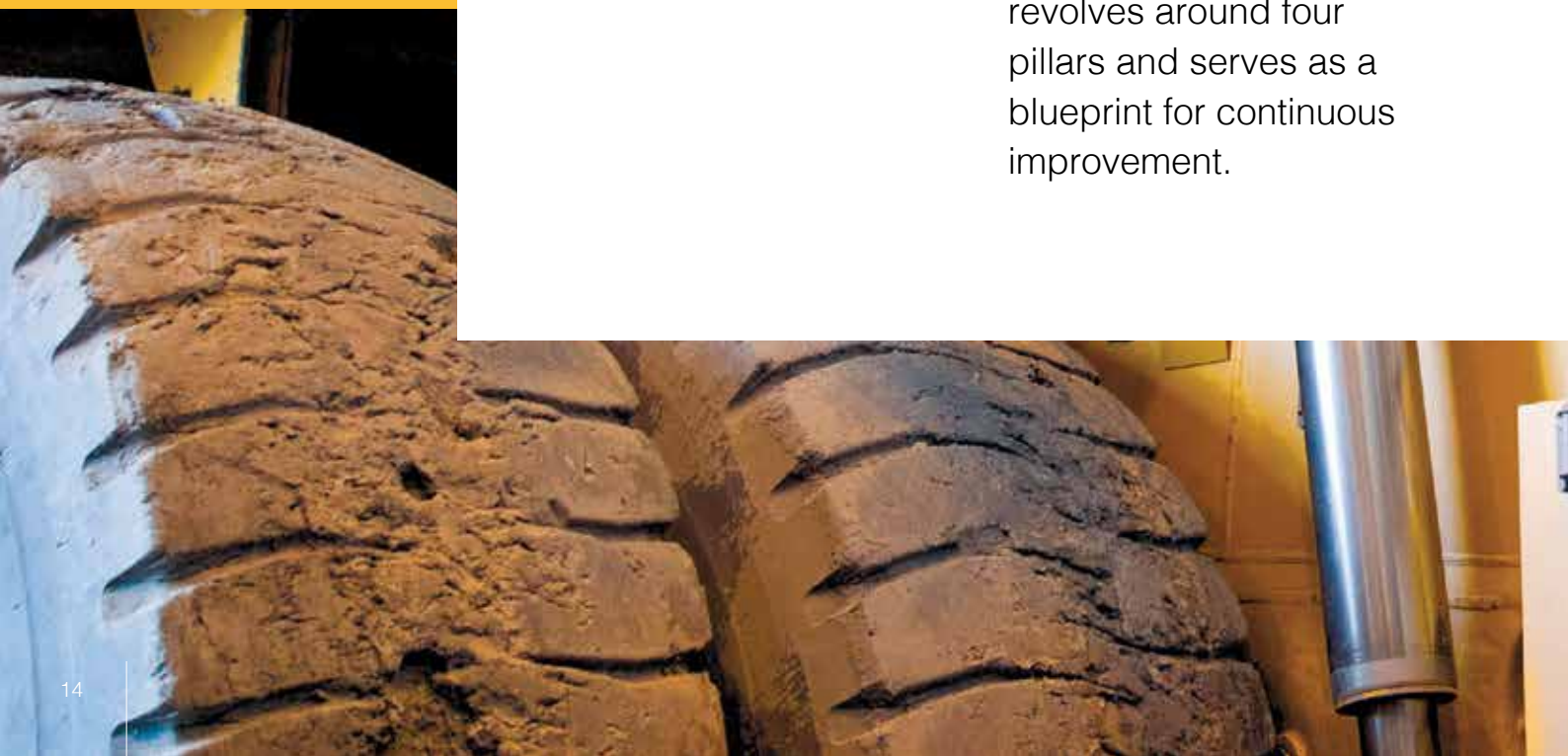
Our commitment to sustainability is outlined in the *Yancoal P4 Change 4 Tomorrow Sustainability Strategy*, which revolves around four interconnected pillars and has been intentionally crafted to be comprehensive, adaptable and integrated across all of Yancoal's business activities.

In our pursuit of sustaining value for our stakeholders, we strive to be a business that:

- operates responsibly, safely and ethically;
- makes positive contributions to the social and economic well-being of communities; and
- effectively manages ongoing risks and opportunities to enhance business resilience.

As we navigate the evolving market and regulatory landscape, we monitor emerging trends relevant to Yancoal's operations.

The Yancoal P4 Change 4 Tomorrow Sustainability Strategy revolves around four pillars and serves as a blueprint for continuous improvement.



Our Sustainability Framework

Yancoal P4

Profit	Portfolio	Planet	People
Long-term profitability focuses on creating value for all stakeholders, including shareholders, employees, customers and the broader community.	Our mining processes and planning are future focused and involve innovative development, technology and a vision that guides our operational processes and reduces risk.	The renewable and non-renewable natural resources from which our operations benefit have clear and transparent reporting and assurance to reduce nature-related risks.	We have a holistic approach that addresses the interconnectedness of people, the environment, and the economy in the areas where we operate.

Governance and Compliance

Yancoal has adopted an approach to corporate governance based on international good practice, as well as Australian and Hong Kong legal requirements. Our 2025 Corporate Governance Statement is included in our 2025 Annual Report, and can be found on our website. It describes how we have addressed the corporate governance requirements as set out in the ASX Corporate Governance Council's Principles and Recommendations and the Corporate Governance Code as set out in Part 2 of Appendix C1 to the Hong Kong Listing Rules.

Our Governance Framework

Our Board is responsible for our overall corporate governance and leadership, including directing company affairs, setting and monitoring our risk management strategy (including climate-related risks and opportunities), and overseeing the appointment, remuneration and performance of senior executives. It is responsible for oversight of protecting and optimising our performance, and building sustained value for shareholders in accordance with any duties and obligations imposed on it by law and Yancoal's own Constitution, and within a framework that enables risk to be assessed and managed.

The Board is committed to maximising performance, generating appropriate levels of shareholder value and financial return, and sustaining the growth and success of Yancoal over the longer-term.

The Board's role and responsibilities and its delegation of authority to standing Board committees[11] and senior executives have been formalised in Yancoal's Board Charter, which can be found on the Corporate Governance section of our website. The skills, experience and expertise of each director, and the period that each director has held office is disclosed in the 'Information on Directors' section of the Directors' Report within the 2025 Annual Report, as is the number of meetings held by the Board during 2025 and each director's attendance at these meetings.

In particular, the Board ensures that:

- the material strategic, operational, financial reporting and compliance risks are identified and evaluated; and
- risk management, control and reporting systems are in place to identify, assess, manage, monitor and report on these risks.

The Board may, from time-to-time, establish appropriate committees to assist in the discharge of its responsibilities. The Board has established four standing committees that have been assigned responsibilities and review matters on behalf of the Board, as set out in relevant Charters. Specifically they:

The Board is committed to maximising performance, generating appropriate levels of shareholder value, financial return and sustaining the growth and success of Yancoal over the longer-term.

- refer matters to the Board for a decision, with a recommendation from the Committee; or
- determine matters of focus (where the Committee acts with delegated authority), which the Committee then reports to the Board.

11. Refer to Yancoal's 2025 Corporate Governance Statement for further information on Yancoal's Nomination and Remuneration Committee and Strategy and Development Committee.

Audit and Risk Management Committee (ARMC)

The Board's Audit and Risk Management Committee (ARMC), assists the Board in relation to the reporting of financial and sustainability information, with satisfying itself that a sound system of risk oversight and management exists, that internal controls are effective, and for setting the risk appetite within which the Board expects management to operate.

The ARMC meets at least four times annually with duties and responsibilities that include reviewing and evaluating whether Yancoal has any material exposure to business risks, including financial and non-financial risks (including climate-related risks), environmental risks, social risks and, if it does, how Yancoal manages or intends to manage those risks. The Board has ultimate responsibility for the oversight of setting and monitoring Yancoal's risk management strategy (including ESG and climate risks).

Health, Safety, Environment and Community (HSEC) Committee

The Board's Health, Safety, Environment and Community (HSEC) Committee, which meets at least four times annually, assists the Board with:

- Fulfilling its responsibilities in relation to the health, safety, environment and community (collectively HSEC) matters arising from Yancoal's activities.
- Considering, assessing and monitoring whether or not Yancoal has in place the appropriate policies, standards, systems and resources required to meet our HSEC commitments.
- Providing necessary focus and guidance on HSEC matters across the organisation.
- Assess whether Yancoal has any material exposure to environmental, social and climate change risks, considering climate-related matters and issues, including climate-related risks and opportunities (CRROs) and evaluating and determining the Company's HSEC-related risks and opportunities.
- Monitoring the implementation of *Yancoal's P4 Change 4 Tomorrow Strategy*.

Sustainability Working Group (SWG)

Reporting to the HSEC Committee, the Sustainability Working Group (SWG) supports Yancoal to integrate strategic sustainability priorities into core operations, and to develop, implement and monitor sustainability initiatives. The scope of the SWG includes several climate-related matters such as energy and resource efficiency and emissions abatement (including mitigation and offsets). The SWG meets quarterly and is comprised of representatives from various departments and levels within Yancoal. The SWG reports its activities and progress regularly to the HSEC Committee and other relevant stakeholders.

Senior Leadership Team

Chair of the Executive Committee (CEC)

MR NING YUE

Mr Yue was appointed Executive Director, Co-Vice Chairman and Chair of the Executive Committee (CEC) of Yancoal in September 2023. Mr Yue is a Professorate Senior Engineer who graduated from China University of Mining and Technology and has more than 20 years of experience in coal mining operations and management. Before joining Yancoal he held several senior roles with Yankuang Energy, including Head of the Safety Technology Section of the Jinjitan Project Department of the Nantun Coal Mine, Chief Engineer of the Jinjitan Coal Mine and subsequently General Manager of the Jinjitan Coal Mine. Mr Yue is Deputy General Manager of Yankuang Energy.

Chief Executive Officer (CEO)

MR SHARIF BURRA

Mr Sharif Burra was appointed CEO of Yancoal Australia in September 2025. Sharif has 28 years' experience in the mining sector across open-cut and underground mining; business improvement and technical studies; and due diligence and asset valuation. He has a mining engineering degree from Auckland University and a Master of Business Administration degree from Oxford University. Sharif was previously Yancoal Australia's Executive General Manager – Health, Safety and Sustainability and a member of the Executive Committee. He started his employment at Yancoal in various managerial positions at the Austar mine and has served as: GM Operation Services; GM Procurement and Major Contracts; and GM Operations Improvement/Business Improvement.

Chief Financial Officer (CFO)

MR NING (KEVIN) SU

Mr Ning (Kevin) Su was appointed Chief Financial Officer in June 2020, having originally joined Yancoal as General Manager Treasury in June 2014. Mr Su brings over 25 years of extensive experience in accounting, finance, treasury and M&A across the mining and manufacturing sectors in both Australia and China. Prior to joining Yancoal, he spent 11 years at Acer, where he held several finance positions, including Financial Controller for the Oceanic Region. He holds a Master of Commerce from the University of Sydney and a Bachelor of Commerce from the University of International Business and Economics in China.

Company Secretary, Chief Legal, Compliance, and Corporate Affairs Officer

MS LAURA LING ZHANG

Ms Zhang is one of the founding Yancoal executives and has been Company Secretary since September 2005. She has over 25 years of experience in the mining industry, and has been instrumental in Yancoal's growth.

Ms Zhang graduated with a BA and MA. She also holds a Graduate Diploma of Applied Corporate Governance and is a Fellow of the Governance Institute of Australia. Ms Zhang completed the Foundations of Directorship course with the Australian Institute of Company Directors and completed her EMBA at the Australian Graduate School of Management, University of New South Wales. In addition, Ms Zhang completed the international Directors Programme at INSEAD in 2024 and the Oxford Leading Sustainable Corporations Programme in 2025.

Executive General Manager – Operations

MR DAVID BENNETT

Mr Bennett has over 29 years of mining experience in operations, technical and leadership roles and transitioned to Yancoal in 2017 with the acquisition of the Coal & Allied assets. Mr Bennett was Technical Services Manager at the time of transition and has since held positions as Mining Manager and General Manager at Mount Thorley Warkworth. He holds a Graduate Diploma in Mining Engineering from the University of New South Wales as well as a Diploma in Business Management.

Executive General Manager – Marketing

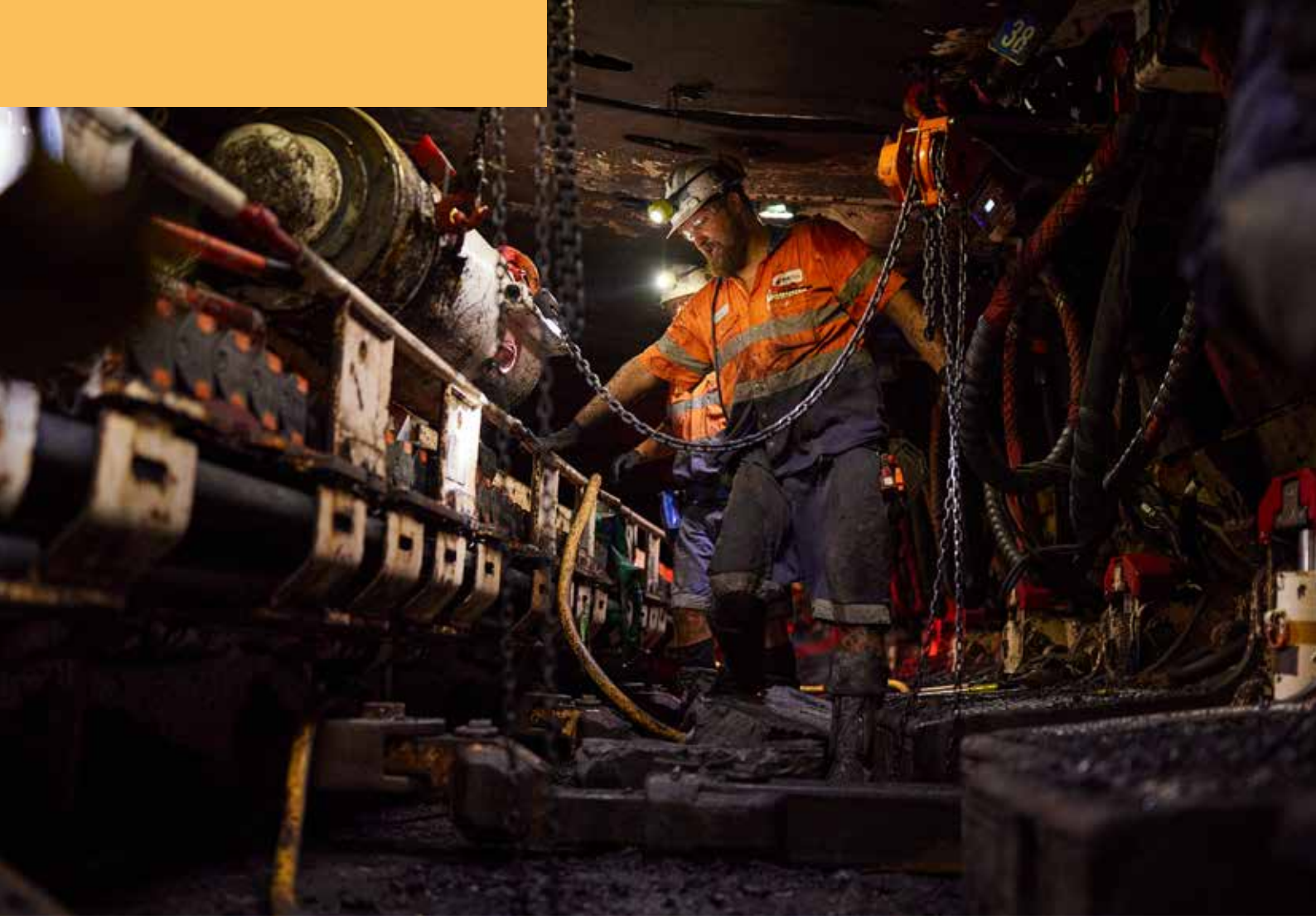
MR MARK SALEM

Mr Salem was appointed EGM - Marketing in March 2018, following four years as General Manager of Marketing. Mark has over 35 years of experience in coal marketing, logistic and commercial functions. Mark worked at Xstrata Coal for 14 years, in marketing and commercial positions across Australia, the Asia/Pacific and Switzerland. Mark has also worked in various roles at BP Coal Development Australia, Rio Tinto and Savage Resources.

Chief Sustainability, Technology, Innovation & Development Officer

MR FRANK FULHAM

Mr Fulham has over 35 years of executive leadership across operations, strategy, major capital projects and mine closure. He has led technical support and development functions, delivering feasibility studies and project execution, and pioneering intelligent mining, automation and world-first remote technologies to manage geotechnical risk. He supports Yancoal's sustainability planning and decarbonisation initiatives with OEM partners. Frank holds a Senior Executive MBA (Melbourne Business School), is a Graduate of the Australian Institute of Company Directors (GAICD), is a Director with Australian Coal Association Research Program (ACARP) and has completed an Oxford University Saïd Business School's Leading Sustainable Corporations program.



Risk Management

Yancoal's Enterprise Risk and Opportunity Management Framework (EROMF) establishes a link between business objectives, strategy and risk, and opportunity management activities. It provides the foundation for managing uncertainty through a structured and consistent approach. The framework sets out the minimum requirements for identifying, assessing and managing risks and opportunities across the business, including those related to ESG and climate.

The Audit and Risk Management Committee (ARMC) annually reviews Yancoal's risk management framework to satisfy itself that it continues to be sound and that the entity is operating with due regard to the risk appetite set by the Board. The ARMC annually reports on this review to the Board.

Our risk identification activities are guided by ISO 31000 Risk Management, and are undertaken on a periodic basis, with analysis performed at specific functional and mine-site levels.

Our risk management policies and procedures have been designed and implemented to identify, assess and manage any material exposure to risks.

Yancoal is subject to a range of sustainability risks, including climate-related, environmental and social risks. These include, but are not limited to, those related to:

- operational and coal production;
- health & safety;
- changes in government policy, legislation or regulation;
- regulatory approvals;
- mine closure;
- Aboriginal cultural heritage;
- Native Title and Aboriginal land rights;
- tenements;
- transition to a lower carbon economy;
- climate-related risks;
- technological change;
- fraud and misconduct;
- taxation;
- royalties;
- environment;
- litigation.

Each of these risks are included in our 2025 Corporate Governance Statement, which is published on our website as part of our 2025 Annual Report.

Disclosures

Our approach to disclosures is informed by mandatory compliance requirements, as well as best practices reporting standards. This includes sustainability reporting under the *Australian Corporations Act 2001* in accordance with AASB S2 and the ESG disclosure requirements of the Hong Kong Stock Exchange (HKEX) and SASB Coal Operations Standard, which support consistent and comparable year-on-year reporting.

In this year's P4 Report, we again apply our Yancoal *P4 Change 4 Tomorrow Sustainability Strategy*, together with these reporting frameworks, to structure our disclosures and demonstrate progress across the topics most material and relevant to our people, stakeholders and business. This approach supports consistent and transparent disclosure reporting aligned with our operational, environmental, social and governance priorities.

Climate-related information remains an important component of our broader sustainability performance. We continue to report our GHG emissions in line with the National Greenhouse and Energy Reporting (NGER) Scheme. Our detailed climate-related disclosures are now presented separately in our annual Sustainability Report (in line with AASB S2 disclosure requirements). We remain focused on strengthening our understanding of climate-related risks and opportunities, and improving the quality and completeness of our emissions data.

As reporting expectations continue to evolve, Yancoal remains committed to enhancing our practices and improving transparency.

During 2025, we implemented our Sustainability Digital Data Platform (SDDP), following the data mapping and system selection work undertaken in 2024. As an end-to-end solution, the platform captures sustainability data from across the business and prepares it for disclosure as part of the P4 Report.

The SDDP will provide:

- a single, centralised source of truth;
- enhanced data security, auditability and governance;
- direct mapping to key sustainability reporting frameworks.

YANCOAL P4 PILLAR	PERFORMANCE CATEGORIES
Profit Financial Capital	• Financial results • Risk & opportunity management
Portfolio Mining Capital	• Resource optimisation • 'Smart' mining • Lifecycle optimisation • New business model
Planet Environmental Capital	• Environmental stewardship • Climate change • Mine closure & rehabilitation • Waste management
People Human Capital	• Health, safety & wellbeing • Talent diversity & inclusion • Community, culture & Indigenous relations • Ethics & conduct

Strategy and Decision Making

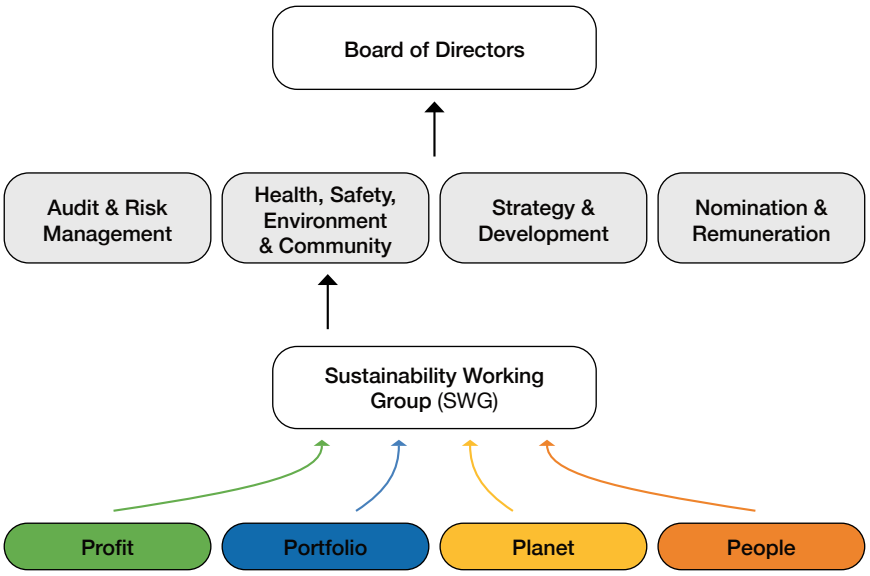
The *Yancoal P4 Change 4 Tomorrow Sustainability Strategy* intends to guide our decision-making, ensuring that sustainability-related opportunities align with broader corporate objectives. Our vision is to provide resources that benefit modern society while positioning the business for future opportunities. On a day-to-day basis, our focus remains on operating efficiently, responsibly and profitably, while aiming to deliver environmental, social and economic value for our stakeholders.

Our mission is to safely produce and manage resources in a way that supports communities, employees and stakeholders, while ensuring long-term business resilience. Our strategy aims to be dynamic in order to adapt to evolving market conditions, regulatory developments and broader stakeholder expectations. We also aim to balance operational efficiency and profitably with our commitments contained in this report.

To support effective decision-making and accountability in delivering the *P4 Change 4 Tomorrow Sustainability Strategy*, and to meet good governance standards, our Yancoal Sustainability Governance Framework delineates the roles, responsibilities and accountabilities of key business stakeholders across the organisation.

Each of the P4 pillars has an assigned Executive Sponsor, with representatives from relevant functional areas to support its implementation. Together, these sponsors and representatives form part of the SWG. The Sustainability Governance Framework is intended to strengthen how sustainability-matters inform strategic planning, operational decision-making and performance monitoring.

Further details on our climate-related strategy, including our response to climate risks and opportunities, can be found in the Planet section and in the 2025 Yancoal Sustainability Report.



Our Material Sustainability Issues

Our materiality approach adheres closely to the Global Reporting Initiative (GRI) methodology and incorporates: a current state analysis; examination of market trends; benchmarking against industry peers; evaluation of ESG reporting against regulatory standards; and active engagement with stakeholders. This holistic approach provides a strategy development process that is responsive to the evolving landscape of sustainability reporting.

Our approach to materiality follows the 'double materiality' methodology, which analyses topics through two lenses:

1. Our impact on stakeholders; and
2. Financial impact on the business.

Through our materiality assessment, we identified six priority material topics that present the highest risks and significant opportunities for Yancoal.

Our 20 material topics are segmented into environmental, social and governance categories, and have been mapped across these three categories to shape the foundation and framework of the Yancoal *P4 Change 4 Tomorrow Sustainability Strategy*, including our approach to sustainability reporting. These categories are:

1. Monitor and compliance;
2. Core; and
3. High priority and strategic.

These topics have guided our focus for this reporting period. Following the introduction of AASB S2 in 2025, a full materiality review is planned for 2026 to leverage learning from the introduction of mandatory climate-related reporting and two-years implementing the *P4 Change 4 Tomorrow Sustainability Strategy*.

Immediate Priorities

Our six priority material topics present the highest risks and significant opportunities for Yancoal.

As our sustainability approach continues to mature, we will review and refine these topics to better understand their impacts on our business and stakeholders. This process aims to ensure the continued relevance of our priority material topics.

Yancoal's immediate and emerging priorities for a sustainable business.

- Business model evolution (including growth and possible diversification)
- Operational emissions and decarbonisation
- Workforce sustainability, skills and talent attraction, and workplace culture, diversity and inclusion
- Environmental and water stewardship
- Mine closure and future land use
- Shifting regulatory landscape, which includes compliance and reporting

Profit (Financial Capital)

We are focused on sustainable and long-term profitability to generate enduring value creation for our shareholders, employees, customers and broader society.

Financial Results

This overview encapsulates key outcomes as they relate to our economic contributions to Australian and regional economies. Yancoal's Annual Report presents a comprehensive account of the company's financial performance.

Yancoal supports the economic development of the local communities in which we operate, and is a contributor to local, regional and national economic development through a variety of methods, including:

- payment of rates, taxes and royalties to local, state and federal governments;
- procurement from business and service providers;
- employing members of local and regional communities; and
- voluntary investment in programs and initiatives that aim to make a genuine positive difference to our local communities.

Yancoal's annual Economic Contribution Report describes the wider indirect economic impacts of our operations, such as those generated by our business supply chain expenditure, and consumption-induced spending in our key regions. This report also demonstrates the comprehensive economic benefits that flow to the communities in which we operate, and to local, state and federal governments.

In 2025, the value of our direct economic contribution was $5.2 billion ($5.5 billion in 2024). This reduction is due to lower coal prices impacting revenues, royalties and tax payments. Overall contribution to state and federal government revenues in 2025 decreased by 30% compared to 2024, totalling $0.9 billion.[12]

Employee benefits expense increased by 7% to $743 million in 2025, primarily due to a 4% increase in headcount, together with wage and salary inflation.

Capital Prioritisation

Our approach to reserves valuation and capital expenditures reflects a commitment to balancing economic opportunity with the evolving dynamics of global markets and climate policy. Coal price trends, demand fluctuations and climate-related regulations influence our strategies for exploration, development and asset planning.

During 2025, we enhanced this process through the use of a carbon-pricing analytics platform, which provides market data and forward-looking insights to support Life of Mine planning and internal project evaluation. This information is considered alongside scenario-based price projections, including those that incorporate a carbon price.

Our approach to reserves valuation and capital expenditures reflects a commitment to balancing economic opportunity with the evolving dynamics of global markets and climate policy.

We also estimate the GHG emissions embedded in our proven coal reserves for internal evaluation, recognising the environmental context and its implications for long-term resource management.

12. For further details on how economic contribution is calculated, refer to Yancoal's Economic Contribution Reports, which are available on the Yancoal website.

Yancoal's direct and indirect economic contributions

$10.8B

Gross value added

Contributing to the Gross National Product (GNP) for Australia

$0.9B

State and federal government payments

Including royalties, stamp duty, payroll tax and land tax

$16.1M

Local government payments

Including rates, developer, and other contributors

$3.6B

Purchases of goods and services

2,362 suppliers and providers, approximately **$1.5M** spend per supplier

$5.2B

Direct economic effects

Plus **$5.6 billion** in supply chain and consumption effects

$743M

Wages and salaries

Representing an average salary level of approximately **$191,000** per annum

3,909

Full-time employees

Plus **747** full-time equivalent contract workers engaged

$2.7M

Voluntary contributions

To **185** community and environment projects and initiatives across Australia

Portfolio (Mining Capital)

Our mining processes are future focused and involve research in innovative development and leading technologies to improve our operational processes and reduce risk.

Resource Optimisation

We recognise that society is moving towards a lower carbon economy, and this presents a significant global challenge. Yancoal is evolving our business model to align with this transition.

Smart Mining

Smart Mining initiatives involve the integration of innovative and advanced technologies to enhance operational efficiency, safety and sustainability, as well as potentially lowering our GHG emissions profile.

We have already adopted a range of Smart Mining initiatives, including the adoption of devices and sensors to monitor equipment and to gather real time data on environmental conditions, which enable proactive maintenance and enhanced decision-making.

Key Smart Mining opportunities that exist for Yancoal are currently being explored, including automation to improve efficiency and reduce human exposure to hazardous environments, as well as the use of Artificial Intelligence (AI) to support operational safety, process efficiency, and the performance of fixed infrastructure and mobile assets. Additionally, we are considering incorporating smart energy management systems that will assist to optimise energy consumption, reduce costs and minimise the carbon footprint of mining operations.

Digital twins are also being assessed for incorporation into key infrastructure, systems and processes. A digital twin is a virtual representation or model of a physical object, system or process that uses real-time data and simulation to mimic the behaviour, performance and characteristics of its physical counterpart. They allow for better decision-making, improved efficiency and enhanced understanding of complex systems. Creating digital twins of mining operations presents a significant opportunity for our operations, enabling real-time simulations and analysis for better planning, monitoring, and decision making.

It is also integral for us to have strong cybersecurity protocols in place to protect mining operations from potential cyber threats, and to support the integrity and confidentiality of sensitive data and continuity of operations.

Smart Mining initiatives involve the integration of innovative and advanced technologies to enhance operational efficiency, safety and sustainability, as well as potentially lowering our GHG emissions profile.

Lifecycle Optimisation

Following the exploration of AI initiatives in fixed plant infrastructure during 2025 to enhance efficiency, reduce unplanned downtime, and improve predictive maintenance outcomes, a pilot was approved for implementation in 2026 to further understand these capabilities in an operational environment and inform potential broader deployment.

Similar AI initiatives for mobile assets, particularly for heavy mobile equipment (HME), were also explored in 2025 and will undergo pilot testing in 2026. These initiatives aim to extend the life of mobile assets beyond what is achievable through traditional reactive condition-monitoring practices. AI aims to achieve this by combining operational data from machine telemetry and fleet management systems with maintenance history and Internet of Things (IoT) sensor data (e.g. anomaly detection on engine vibration data) to provide actionable insights and more precise diagnosis of failure modes and root causes, such as those leading to engine failures.

Early detection of component degradation reduces the risk of catastrophic failures (e.g. braking, steering, structural components) that could result in safety and/or environmental incidents.

Extending component and whole-asset life, while reducing damage events, defers major overhauls and replacements, which in turn frees capital for other strategic initiatives.

Overall, these improvements may enable the same material movement using fewer trucks, leading to reductions in diesel generated GHG emissions and lower costs.

Alongside AI-enabled optimisation work, several lifecycle-related initiatives were progressed during the year.
A group-wide strategy and Cost-Out Program was implemented with our

CASE STUDY

Moolarben Water Treatment Plant

Previously, potable water used across the Moolarben mine complex was sourced from the local council water supply and transported to site by bulk tankers, resulting in higher costs and dependence on external suppliers. The potable water system was incorporated into the early design of the Water Treatment Plant, with provision made to enable future potable use. Following construction, additional equipment was installed and NSW Health department approvals were received to allow the plant to achieve and maintain potable quality standards according to the Australian Drinking Water Guideline. Today, the system produces an average of 4–5 tanker loads of potable water per day, equating to 100–120 kilolitres, representing around half of the system's available capacity. This impacts positively on operating efficiency, water security and cost management.

"Investments like the Moolarben Water Treatment Plant demonstrate how operational innovation can deliver clear commercial benefits. By improving water self-sufficiency and reducing external dependencies, projects like this strengthen our resilience while supporting our sustainability commitments."
- **Sharif Burra, CEO**

"We recognised an opportunity to reduce costs and make better use of mine water. Being able to treat water to a standard suitable for use on site has delivered real operational benefits and shows what is possible when innovation is supported and encouraged."
- **Aaron Munks, Water Treatment Plant Superintendent**

$1M
Annual cost savings

100-120KL
Potable water produced daily

Awarded 2nd
Best tasting Water in NSW
in 2024 by Water Industry Association of Australia (WIOA)

Idea to Impact Timeline

1 **2018**
Early design – potable capability identified within Water Treatment Plant planning.

2 **2020**
Construction – potable system integrated during overall plant construction.

3 **2024**
Approvals – additional equipment and documentation completed for potable compliance.

4 **2025**
Operational – potable water now supplied across Moolarben complex and continual improvements are being pursued.

CASE STUDY

Fleet Decarbonisation & Efficiency: Caterpillar's 'Pathways to Sustainability'

During 2025, we advanced fleet decarbonisation planning with Caterpillar, applying optimisation modelling at one of our open-cut operations to quantify and test efficiency improvement options. The four-step technical assessment covered: baseline emissions' analysis; short-term operational optimisation; route and cycle-time calibration; and decarbonisation opportunity simulations. These assessments reinforced that fleet operational factors - payload, rolling resistance, cycle times, roadway design and grade – materially influence fuel burn (emissions) and productivity. The next phase will run scenario analyses for key enabling infrastructure and models that could support decarbonisation pathways, including implications for equipment selection, maintenance processes and energy consumption. Scenario outputs may inform future recommendations to management to guide Heavy Mining Equipment strategies and mine planning decisions.

"Collaborations with OEMs like Caterpillar demonstrate how decarbonisation efforts can sharpen our performance. By combining rigorous modelling with practical fleet insights, we are investigating opportunities to reduce diesel use while sustaining productivity - proof that disciplined sustainability investments can create long-term value for our business." - **Sharif Burra, CEO**

"Pathways to Sustainability has shown us where energy inefficiencies and operational improvements have the potential to lower the emissions profile of our heavy mining equipment fleet. The modelling showed how factors such as payload size, rolling resistance and cycle-time choices can compound to affect diesel consumption rates. These insights can now frame our future decarbonisation opportunities."
- **Frank Fulham, Chief Sustainability, Technology, Innovation & Development Officer**

Project Timeline

1

NOV 2024

Joined Caterpillar *Pathways to Sustainability*; delegation attended Tinaja Hills learning event.

2

Q1 2025

Baseline emissions analysis and short-term operational optimisation at a Tier 1 open cut site.

3

Q2-Q3 2025

Route and cycle time calibration; decarbonisation opportunity simulations and options testing.

4

Q4 2025

Scenario analysis for infrastructure options; recommendations to management to guide HME strategy and mine planning.

major OEMs to continuously analyse condition-monitoring reports. This review was focused on achieving full lifecycle from critical components, as well as extending component life by comparing and assessing actual condition against current time-based changeout intervals and industry benchmarks.

At Moolarben, the scheduled delivery of a new excavator offering an estimated 10% improvement in hydraulic efficiency and reduced fuel burn was completed in 2025. In addition, three older excavators were replaced with more fuel-efficient models that do not require additional noise-suppression equipment. At MTW, the planned introduction of 10 new fleet units, designed to reduce fuel consumption by approximately 5% compared to existing trucks, was also completed.

Fuel-calibration optimisation also continued during 2025, following trials in 2024 that achieved an approximate 2% reduction in fuel burn. The updated calibration settings were rolled out across both MTW and Moolarben during the year.

At Moolarben, work to improve cooling-system performance progressed, with a modified fan hub and updated controller and software installed in 2025. Early results continued to indicate improvements in fuel-burn performance, with a recent adjustment to fan-control logic expected to deliver a further reduction of around 2%.

Investigations into advanced tyre-pressure monitoring technologies also continued at MTW during 2025, with the work focused on maintaining optimal tyre pressure to support fuel efficiency and reduce unnecessary tyre wear. At Cameby Downs, extended oil-drain intervals were implemented during 2025 to reduce resource use and the frequency of service events. At MTW, oil-life extension trials are in progress to evaluate similar opportunities.

A strategic collaboration with one of our OEM providers also continued to progress during 2025. This relationship includes a structured learning and capability-building program designed to equip teams with the skills needed to support emerging transition technologies that align with evolving industry demands. Through practical training and development sessions, the program is helping to build internal capability to identify, assess and manage technical challenges associated with decarbonisation and lifecycle optimisation.

New Business Model

Yancoal continually examines opportunities to grow the business and we are open to expanding or extending the operational profile of our existing assets. We are exploring opportunities to diversify into other minerals and sources of alternative energy should suitable opportunities arise. Any new initiative would be subject to careful evaluation and require Yancoal's Board consideration and approval prior to commencement.

Planet (Natural Capital)

Under our Planet pillar we focus on four key areas, namely environmental stewardship, climate, mine closure & landform rehabilitation, and waste management.

Environmental Stewardship

We strive to utilise natural resources as efficiently and responsibly as possible, through the implementation of management practices, particularly related to water resources.

Our Environmental Management System (EMS) is aligned with the ISO 14001 standard. The EMS serves as a governance framework for environmental management across Yancoal managed operations and projects, including processes for internal and external notification requirements, and the management of assigning and tracking actions in response to any environmental events.

Our EMS has been designed to set minimum standards for each site-specific EMS or equivalent. Each site-specific EMS identifies specific processes and procedures to manage environmental aspects and to drive compliance with statutory approvals and licences.

Our Environment & Community Relations Policy outlines our objectives for environment and community performance across all managed operations.

All operations are required to maintain an environment and community risk register. Relevant controls and other mitigation measures are developed and implemented to assist in the management of these risks. Environment and community related risks are incorporated into each site's broader risk assessments, with significant risks captured in the Corporate Enterprise Risk Management Register.

Our EMS also prescribes mechanisms for managing and reporting on environmental incidents, requiring each site to have an incident reporting procedure in place that reflects the minimum requirements set out in the Yancoal EMS Environmental Incident Management and Reporting Standard.

This includes processes for internal and external notification requirements. All incidents are required to be registered in Yancoal's compliance database for assigning and tracking actions.

Responsibilities and accountabilities are managed through the Yancoal EMS "Responsible, Accountable, Consulted and Informed" (RACI) Protocol.

Water Management

Water is an essential resource for our mine sites, playing a crucial role in supporting operations. Effective water management is therefore integral to our environmental stewardship.

We recognise the significance of water as a valuable, shared resource and the potential impacts posed to water resources by our operational activities.

Our water management practices adhere to stringent regulations and compliance with licence conditions, with comprehensive surface and groundwater management plans providing risk-based management systems. These plans govern interactions between our operations and water resources, structured around the mitigation of potential impacts and risks.

Water management at Yancoal is subject to both Federal and State legislation. The Yancoal Water Accounting and Reporting Standard forms part of our EMS and has been developed in accordance with the Minerals Council of Australia Water Accounting Framework (WAF). The WAF provides a consistent approach for water accounting and reporting across our owned and managed operations, supporting compliance with our regulatory obligations.

Baseline Water Stress measures the ratio of total water demand to available renewable surface and groundwater supplies. We do not currently operate any mines in areas with a high or extremely high Baseline Water Stress, as defined by the World Resources Institute's Water Risk Atlas tool.

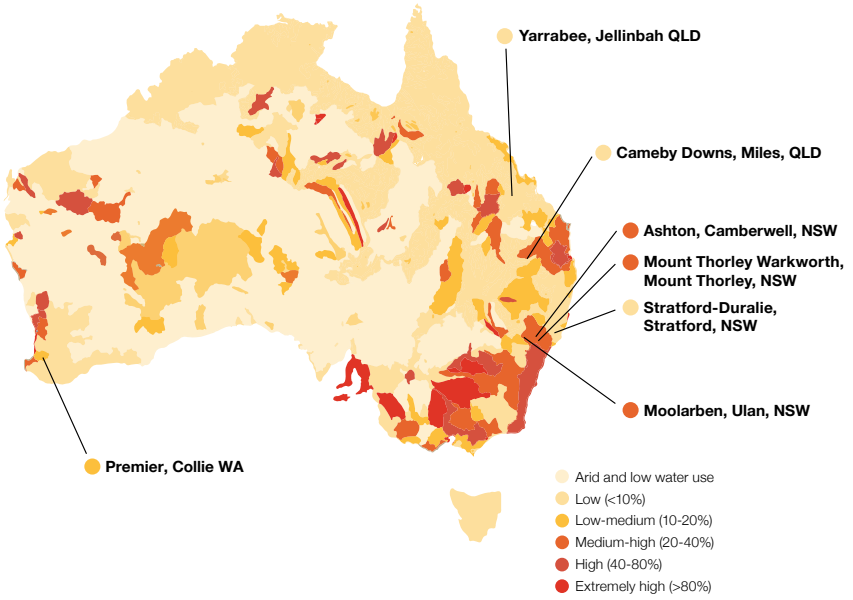
Each operation is accountable for site water management in accordance with a Water Management Plan (addressing site water balance, surface water and groundwater management).

Each site is responsible for carefully managing its water consumption, drawing from diverse sources such as: local surface and ground water bodies (under strict licensing arrangements); storage; onsite water treatment; and reuse and potable water.

Total water withdrawals, which represent the primary external water inputs to operations, in 2025 equated to 62,923 ML, a 22% increase when compared with 2024. This increase was primarily driven by higher rainfall across most sites during the year.

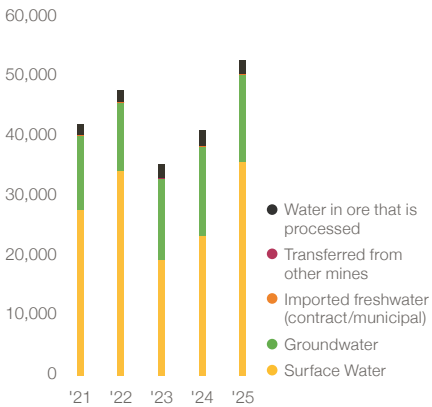
Australia's Water Stress Map

(Source: Aqueduct 4.0 August 16, 2023)



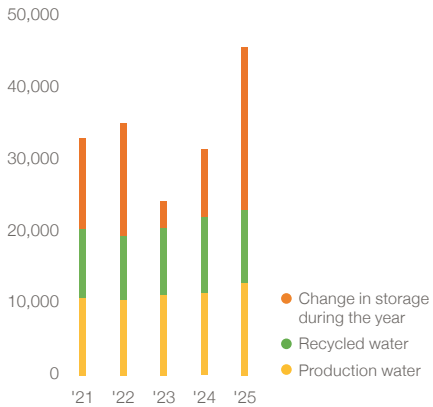
Total water inputs

million litres



Total water use

million litres



Water used on site comprises production water (industrial use), recycled water and changes in water storage levels, reflecting the movement and reuse of water within site water systems. In 2025, production water, which is the industrial use of water on site (for example, as part of the coal washing process and for dust suppression), increased by 13% compared with the previous year. This increase was primarily driven by an improvement update to Cameby Downs' Water Balance Model. Stored water volumes also increased from 9,405 ML in 2024 to 22,746 ML in 2025, largely due to higher rainfall.

Water released back to surface water[13], groundwater[14] or to third parties for 2025 equated to 15,872 ML in 2025 compared to 14,188 ML in 2024. The increase was primarily driven by higher licensed discharge volumes at Stratford following

13. Includes any licensed discharges and environmental flows.
14. Includes any seepage, reinjection discharge to estuary, discharge to sea/ocean volumes.

significant rainfall events in May 2025. There was also an increase in licensed discharge at MTW, as well as a higher supply of third-party water from the site.

The WAF is aligned with the International Council on Mining and Metals (ICMM) Water Reporting Good Practice Guide, 2nd Edition. The ICMM definition for water consumption is all water that is removed by evaporation, entrainment (combined in product or waste) or other losses, and not released back to surface water, groundwater, seawater or to a third party. Our overall water consumption intensity measure for the reporting period was 1,325 ML/Mt ROM, a 39% increase compared to 2024 (955 ML/Mt ROM)[15]. This increase reflects higher ROM coal production in 2025 and the associated increase in coal washing activities compared with the prior year.

Water is recycled on site, through the reticulation of stored mine water, to reduce the demand for other input sources. During 2025, we recycled 10,064 ML of water on site, a 5% decrease compared to 2024 (10,634 ML).

All water interaction is licensed and managed in accordance with the water management regime within the jurisdictions that Yancoal operates. Austar, MTW, Moolarben, Donaldson, Premier and Stratford have discharge licences with quality and volumetric limits.

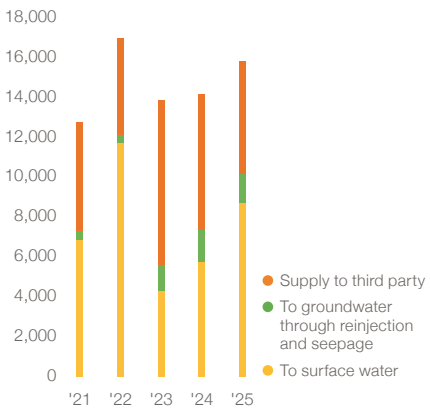
Regulated discharge to the environment totalled 8,700 ML in 2025, a 51% increase compared to the 2024 reporting period (5,757 ML). The increase reflects higher licensed discharge volumes associated with increased rainfall in 2025 compared to 2024. Three unlicensed discharge events occurred at the Austar site during 2025. No regulatory action was taken in relation to these events.

MTW holds credits to discharge water into the Hunter River during periods of high flow and flood flow under the NSW Government's Hunter River Salinity Trading Scheme (HRSTS). The scheme involves a finite system of credits that industries can buy and trade to discharge water during high flow periods. During the reporting period, MTW discharged 1,239 ML in accordance with the HRSTS scheme. During 2025, eleven (11) water-related incidents were reported to regulatory authorities, with the majority of these relating to intense rainfall events in NSW during May and August.

Acid Mine Drainage (AMD) is a concern regarding mining operations, including coal mines, where exposure of sulphide minerals to air and water can lead to the production of acidic runoff. At Yancoal,

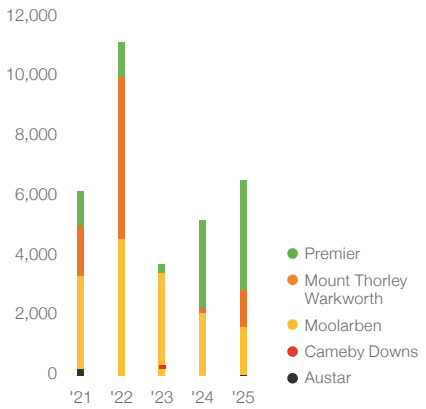
Total water return

million litres



Licensed discharge volume

million litres



Water usage intensity performance for the reporting period

LOCATION	WATER CONSUMPTION (ML)	ROM PRODUCTION (Mt)	WATER INTENSITY (ML/Mt)
Ashton	3,275	1	3,064
Austar	1,184	No production	N/A
Cameby Downs	2,339	4	618
Duralie	5,276	No production	N/A
Moolarben	5,009	22	232
Mount Thorley Warkworth	22,459	18	1,268
Premier	6,593	3	2,199
Stratford	8,763	No production	N/A
Yarrabee	12,382	4	3,418

15. The 2024 intensity figure has been updated to reflect CY ROM production. The 2024 Sustainability Report used Australian FY ROM totals, resulting in a previously reported intensity of 958 ML/Mt ROM.

Land allocated for biodiversity offsets

	SITE	BIODIVERSITY (KM^2)	TOTAL LAND (KM^2)	% OF LAND ALLOCATED FOR BIODIVERSITY
NSW	Ashton	0.7	8	8%
	Austar	0	18	0%
	Abel - Tasman[16]	0	0	0%
	Moolarben	81	177	46%
	Mount Thorley Warkworth	42	115	37%
	Lower Hunter Lands[17]	0	1	0%
	Stratford - Duralie	19	90	21%
QLD	Cameby Downs	0	91	0%
	Yarrabee	0	111	0%
WA	Premier	0	8	0%

we focus on those sites where this poses a risk. AMD risks are generally managed through site specific water management plans to minimise the risk of AMD impacting the receiving environment. These efforts are crucial to maintaining water quality and mitigating the potential ecological impacts associated with acid drainage.

In 2025, to the best of our knowledge, we complied with all relevant laws and regulations associated with discharges into water.

Biodiversity

An assessment of land under our stewardship has been completed to quantify the percentage of land allocated for biodiversity offsets. This assessment has identified that of our total land ownership, 23% has been allocated for biodiversity offsets. Land allocated for biodiversity offsets is determined by our legal and regulatory obligations at each site.

Moolarben has the greatest percentage of land allocated for biodiversity offset (46%), followed by MTW (37%) and Stratford/Duralie (21%).

We operate in accordance with respective State and Federal approval conditions. There are no associated biodiversity offsets required for Austar, largely due its approvals predating offsetting requirements. Cameby Downs and Yarrabee will require offsets in the future.

During 2025, our operations disturbed a total of 3.0 km^2 compared to 2.9 km^2 in 2024. We are committed to the responsible practice of rehabilitation and seek to ensure that disturbances are managed and rehabilitated effectively, in line with our legal and regulatory obligations. In 2025, we rehabilitated 4.3 km^2 with a total rehabilitation area of 50.9 km^2 across Yancoal. This represented a 47% ratio of rehabilitation to disturbance, compared to 42% in 2024.

Tailings Storage Facility Management

Tailings management encompasses the handling and storage of the by-products generated during the processing of coal at some of our operations. At Yancoal, we recognise the importance of effective tailings management in mitigating environmental impacts and supporting the safety and integrity of our operations.

We implement a range of controls to minimise risks associated with tailings, including containment, monitoring and adherence to the relevant regulatory standards. We engage independent risk management specialists to undertake annual surveys, and recommendations from these surveys are evaluated and monitored by Yancoal.

Tailings Storage Facilities (TSF) across our assets are managed in accordance with relevant regulatory obligations. Where appropriate, TSF's are regulated under the *Dams Safety Act 2015 (NSW)* and as regulated structures in Queensland, with associated regular inspections.

In 2025, our operations produced 2,233,068 tonnes of tailings. These volumes are stored within our TSF infrastructure and managed in line with our established controls and regulatory requirements.

16. Tasman Extended Offset is on Austar Land. This additionally includes the Tasman Compensatory Area.
17. Lower Hunter Lands constitute a package of bespoke non-operational, remnant land areas that are planned for divestment.

Air and Noise Management

Recognising the importance of minimising potential effects on both the community and the environment, and to comply with environmental licence and approval conditions, we have implemented measures and monitoring systems to manage noise and air quality.

Air Quality

We recognise the importance of air quality management and are committed to minimising air emissions resulting from our operational activities. Mitigation measures are in place across our operations to reduce potential impacts on the health and amenity of surrounding environments. Site-specific Air Quality Management Plans are in place to guide the day-to-day management of dust-generating activities.

To address the risk of offsite dust impacts and assist with dust management, real-time air quality and continuous meteorological monitoring stations have been established at sites located in close proximity to population centres. These stations provide real-time data on key weather parameters such as wind speed and direction, enabling immediate operational adjustments when required.

At our large open cut sites in close proximity to population centres, this weather data is used alongside air quality modelling as a predictive tool to forecast the direction and dispersion of potential particulate emissions from planned mining activities. This enables operational personnel to anticipate adverse weather conditions, such as high winds or temperature inversions, and adjust accordingly to minimise impacts on residences in surrounding areas.

Weather conditions in the second half of 2025 were generally drier than those experienced earlier in the year across parts of New South Wales, while conditions varied across other regions in which we operate. Such conditions can contribute to regional air quality impacts, including through increased dust and bushfire activity. In the Hunter Region, the cumulative impact of industrial activities (including power generation and mining) as well as agriculture, has the potential to exacerbate this issue.

This is a well understood risk at MTW, where mitigation and management measures are implemented in accordance with the site's Air Quality Management Plan. MTW adapts its operations to reduce dust by watering unsealed roads, minimising dust-generating activities during windy weather, and progressing rehabilitation.

Yancoal reports its air emissions annually, in line with the Australian Government's National Pollutant Inventory (NPI) regulatory reporting requirements[18]. NPI reports serve as a centralised source of information, offering insights into substance emissions across Australia. Air emissions reported include carbon monoxide (CO), oxides of nitrogen (NOx), particulate matter (PM10), sulphur dioxide (SO_2) and volatile organic compounds (VOCs).

During Yancoal's 2025 operations, to the best of our knowledge, we complied with relevant laws and regulations associated with air quality and emissions.

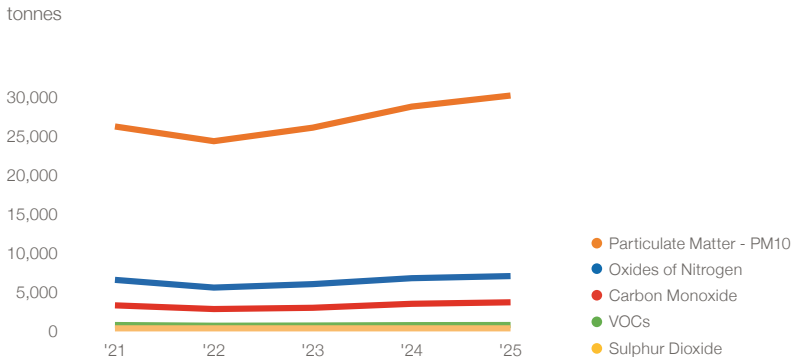
Over the past five years, our reportable pollutants have shown a moderate positive correlation with production levels. For a detailed breakdown of our air emissions data see Appendix B, "Performance Data".

Noise

Yancoal employs a systematic approach to the management of operational and construction noise, similar to our approach to air quality. This includes implementing site-specific Noise Management Plans and applying appropriate mitigation and monitoring measures to support compliance with relevant noise criteria. These plans guide our operational personnel in the day-to-day management of noise generating activities.

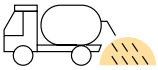
Where there is potential for impacts on nearby sensitive receptors, we have established continuous real-time meteorological and noise monitoring stations. These stations provide early warnings and enable prompt operational adjustments to minimise noise emissions and maintain compliance within approved limits. We recognise that operational noise emissions can be more distinct at night, and additional personnel are engaged at designated operations to proactively manage noise during these periods.

Key pollutants



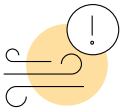
Mitigation measures

Water trucks to dampen haul roads

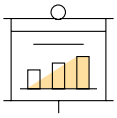


Rehabilitation to reduce exposed areas

Modifications to operations on windy days



Data analytics and predictive models



18. All data reported to the NPI is based on the Australian fiscal year

CASE STUDY

MTW Regent Honeyeater Conservation

The Goulburn River Biodiversity Area (GRBA) at Mount Thorley-Warkworth (MTW) was identified in 2016 as an important breeding location for the critically endangered regent honeyeater. In response, Yancoal partnered with ecological specialists to implement a long-term conservation program focused on protecting breeding habitat and managing over-abundant noisy miners, a key threatening species. The program received external recognition in 2022 for its innovative approach to threatened species management. Since then, annual monitoring and targeted noisy miner control have continued, resulting in sustained suppression of noisy miner populations, increased woodland bird abundance and repeated regent honeyeater breeding attempts within the offset area, reinforcing its national conservation significance.

"The continued success of the regent honeyeater program at MTW shows the value of Yancoal's long-term commitment to biodiversity outcomes. While recognition for this program in 2022 was welcome, it is more important that our positive results continue to demonstrate how effective partnerships and adaptive management can make a real difference."

- **Sharif Burra, CEO**

"This program has continued over many years, and the results we are now seeing reflect Yancoal's persistence in pursuing positive biodiversity outcomes. Continued monitoring and adaptive management are critical, and it is rewarding to see MTW offsets recognised as being important breeding areas for regent honeyeaters."

- **Douglas Fenton, Senior Environment & Community Advisor - Offsets Program Lead**

Critically endangered species protected

Noisy miner numbers suppressed

Repeated breeding activity recorded

Idea to Impact Timeline

1

2016

GRBA identified as key regent honeyeater breeding habitat

2

2017

Targeted noisy miner management program commenced

3

2021

Program wins NSWMC Sustainability Award

4

2025

Breeding attempts continue and increased bird abundance recorded

Climate

Climate-related Risks and Opportunities

Climate change is a core performance category within Yancoal's Planet pillar of the *P4 Change 4 Tomorrow Strategy*, and we continue to manage climate-related risks and opportunities (CRROs) as part of our broader strategic and risk management approach. With the introduction of AASB S2, the P4 Report now provides a high-level summary of this work. The detailed climate-related disclosures are presented separately in the Sustainability Report. This structure ensures the P4 Report remains focused on performance against strategy, while the Sustainability Report supports compliance with AASB S2.

CRROs are managed through our Enterprise Risk and Opportunity Management Framework (EROMF), which integrates climate considerations into the broader enterprise approach to identifying, assessing and responding to risk.

During the year, we enhanced our understanding of CRROs in line with AASB S2. This included progressing our phased Climate Scenario Analysis program, supported by external experts, to help assess the potential impacts of both physical and transition-related risks across a range of hypothetical future scenarios.

Our Climate Scenario Analysis aligns with the latest international agreement on climate change, covering both 1.5°C and 2°C warming scenarios directly required by AASB S2 and reflecting the temperature goals of the Paris Agreement.

The Climate Scenario Analysis was undertaken during the 2023–2024 period.

Further detail on this work, including the underlying methodology, assumptions and the full set of CRROs, is provided in the Sustainability Report.

From an EROMF perspective, our assessment indicates that Yancoal's most material climate-related exposures relate to transitional risks associated with the move toward a lower-carbon economy. These include policy and regulatory changes, carbon pricing, evolving market demand, access to finance and insurance, and broader energy system dynamics. Opportunities relating to electrification and fuel switching were also identified through this assessment. Physical risks, including increased frequency and severity of extreme rainfall, storms, flooding and drought, remain relevant for some operations and are being monitored through our Climate Scenario Analysis work.

Understanding these risks and opportunities supports strategic decision-making and capital allocation, including opportunities to improve operational efficiency, deploy new technologies and strengthen resilience across our asset base and supply chain.

Climate-related Strategy

In line with new disclosure obligations under AASB S2, the detailed climate-related strategy information of how climate considerations influence long-term resilience, strategic planning and capital allocation is now presented in the Sustainability Report, while the P4 Report provides a higher-level overview.

Our capital allocation processes incorporate an assessment of factors such as coal demand outlook, regulatory developments and carbon cost implications.

Operational emissions remain a key focus area within the Yancoal *P4 Change 4 Tomorrow Sustainability Strategy*. Scope 1 emissions are released into the atmosphere as a direct result of an activity, or series of activities at a facility. Our predominant Scope 1 emissions are fugitive emissions released during the extraction of coal and diesel fuel combustion. Scope 2 emissions primarily result from the consumption of purchased electricity.

Climate Risk

Physical risks:
more frequent and severe extreme weather events

Transition risks:
changes in policy, carbon costs, market demand and access to finance

Carbon market data and forward-looking pricing insights continue to inform long-term planning. In 2025, Yancoal's adopted carbon price prediction was informed by data from a leading carbon pricing platform and considered within Life-of-Mine Planning models. This information, including current ACCU market prices, forward curves, and high/mid/low pricing scenarios, supported carbon cost considerations and was applied in project and cost evaluation processes.

One of our primary environmental challenges involves addressing fugitive emissions. In response to this critical issue, we have embarked on several investigations across our operations operations to identify technologies and processes that can reduce fugitive emissions and whether there are parts of Yancoal's business that will still have significant fugitive emissions due to a lack of available technology in the medium to long term.

We are also focused on diesel emissions, another significant contributor to our operational carbon footprint.

Supplier engagement also forms part of our approach. Sustainability workshops with key suppliers continue to explore emissions reduction opportunities and emerging technologies. Yancoal also remains a participant in Caterpillar's Pathways to Sustainability program, which provides industry insights on potential future energy transition pathways.

GHG Emissions and Reporting

Yancoal reports its greenhouse gas (GHG) emissions and energy consumption in accordance with the Australian Government's *National Greenhouse and Energy Reporting Act 2007 (Cth) (NGER Act)*.

Yancoal submitted its annual emissions and energy report under Section 19 of the NGER Act (s19 report) for the reporting period of 1 July 2024 - 30 June 2025 (FY25)[19]. The s19 report sets out our total Scope 1 and Scope 2 emissions, which are reported by 'facility' having regard to those facilities that Yancoal has operational control of.

To the extent that total Scope 1 and total Scope 2 emissions referenced in this P4 Report are different to those included in the Sustainability Report, those differences reflect the organisational boundaries applied to each report and the reporting periods applied.[20]

- Scope 1 emissions arise directly from operational activities, including fugitive emissions from coal extraction and emissions from fuel combustion.
- Scope 2 emissions represent indirect emissions associated with purchased electricity.

Total Scope 1 and Scope 2 emissions for the 12-month period ending 30 June 2025 totalled 2,763,249 tonnes of carbon dioxide equivalent (tCO_2-e), representing a 21% increase compared with the previous year (FY24). Of this, total Scope 1 emissions accounted for 90% at 2,476,890 tCO_2-e, with the remaining 10% resulting from our Scope 2 emissions of 286,360 tCO_2-e. Over the same period, total run of mine (ROM) coal production increased by 1%, resulting in an emissions intensity of 0.054 tCO_2-e/ROM tonne, a 20% increase from FY24.

Supplier engagement also forms part of our approach. Sustainability workshops with key suppliers continue to explore emissions reduction opportunities and emerging technologies.

The increase in Scope 1 emissions was principally driven by mining in higher gas zones at Ashton and MTW, as well as increased ROM production at Yarrabee.

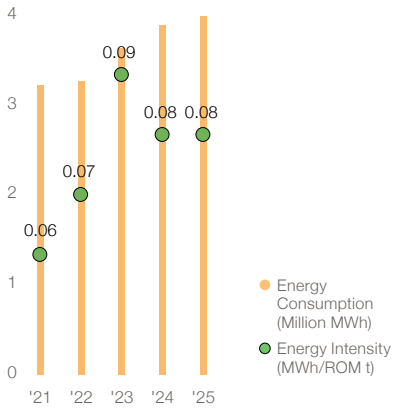
At Ashton, the increase in emissions was primarily driven by development activities shifting into higher-gas domains. This also reflects production returning to more typical levels following water ingress that affected the first 6 months of FY24, resulting in a 32% increase in ROM.

The Safeguard Mechanism applies to facilities whose covered Scope 1 emissions exceed the Safeguard default threshold

19. Energy and Emissions are currently reported on an Australian financial year basis in line with NGER and NPI reporting requirements.
20. The Sustainability Report, consistent with Financial Reports, reflects emissions on an equity share basis across the calendar year (1 January to 31 December). The P4 Report reflects emissions on an operational control basis in line with the NGER reporting year (1 July to 30 June), with all information and data presented on a 100% basis, irrespective of Yancoal's economic interest.

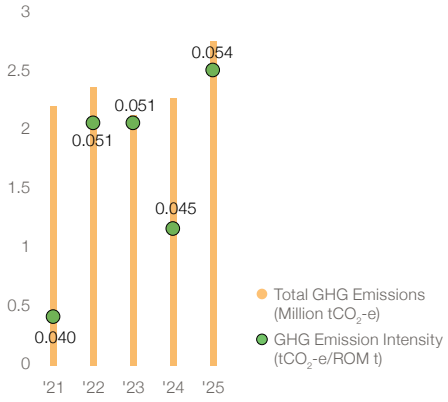
Direct and indirect energy usage intensity performance

Million MWh, (MWh/ROM t)



Total GHG emissions and emissions intensity performance

Million tCO_2-e, (tCO_2-e/ROM t)



Summary Greenhouse Gas Emissions[21]	2024/2025	2023/2024	% VARIANCE
Scope 1 (tCO_2-e)	2,476,890	1,998,113	24%
Scope 2 (tCO_2-e)	286,360	287,771	0.5%
Total Scope 1 and 2 (tCO_2-e)	**2,763,249**	**2,275,884**	**21%**
ROM Coal (tonnes)	**51,126,351**	**50,586,652**	**1%**
Emissions Intensity (tCO_2-e/ROMt)	**0.054**	**0.045**	**20%**

of 100,000 tCO_2-e per year, with any emissions that exceed the facility's baseline to be offset by surrendering either Australian Carbon Credit Units (ACCUs) or Safeguard Mechanism Credits (SMCs). In FY25, with the exception of Moolarben, all Yancoal-managed Safeguard facilities exceeded their baselines. This resulted in total exceedances of:

- Ashton: 488,761 tCO_2-e
- Premier: 6,030 tCO_2-e
- Warkworth: 301,673 tCO_2-e
- Yarrabee: 40,317 tCO_2-e

Yancoal has surrendered sufficient ACCUs to meet its compliance obligations under the Safeguard Mechanism for FY25. Moolarben generated 39,794 SMCs, which may be used to offset future emissions obligations or sold to other Safeguard entities.

We continue to work towards reducing Scope 1 and Scope 2 absolute emissions across our operations including, where technically and economically feasible, targeting fugitive and diesel consumption based emissions. We are working to map and define our Scope 3 emissions profile.

In addition to reporting Scope 1 and Scope 2 emissions, Yancoal continues to monitor energy use across its operations. Energy demand is diverse, supporting both essential mining operations and the broader infrastructure needed to maintain a safe and efficient working environment.

Total energy consumption in FY25 increased in line with a rise in ROM production, driven predominantly by diesel fuel used in our mining operations. Direct and indirect energy consumption across all sites totalled 3,976,601 MWh, representing a 2% increase when compared with FY24 (3,881,913 MWh). This increase is consistent with the 2% rise in fuel consumption over the same period.

Energy intensity for the reporting period was 0.08 MWh/ROMt, remaining consistent with the previous year.

Collectively, these emissions and energy outcomes reflect the operational conditions across Yancoal's portfolio during the reporting period, including increased production, higher gas exposure at certain sites and changes in fugitive emissions estimation. While we have not set emissions reduction targets, we continue to manage Scope 1 emissions through operational controls, monitoring of fugitive emissions, and efficiency measures associated with fuel and energy use. This approach supports the ongoing management of emissions intensity over time in line with operational, regulatory and safety considerations.

21. The Sustainability Report, consistent with Financial Reports, reflects emissions on an equity share basis across the calendar year (1 January to 31 December). The P4 Report reflects emissions on an operational control basis in line with the NGER reporting year (1 July to 30 June), with all information and data presented on a 100% basis, irrespective of Yancoal's economic interest.

Mine Closure and Landform Rehabilitation

Mine closure and landform rehabilitation involve the decommissioning of mining infrastructure, environmental remediation and generation of a beneficial future land use. These activities aim to minimise environmental impacts, and leave a positive long-term legacy following the completion of mining operations.

At Yancoal, we recognise mining as a temporary land use, with mine closure and rehabilitation representing a material sustainability-related priority. Effective pre-closure planning, undertaken alongside early and ongoing stakeholder engagement, is critical to identifying closure opportunities and achieving future land use with favourable environmental, social and economic outcomes, while meeting our legal and regulatory obligations.

In 2025, mine closure and rehabilitation activities are focused on progressing detailed planning, approvals and on-ground works across the Austar, Stratford and Duralie.

At Austar, where coal mining operations ceased in March 2020, closure activities continue as the site transitions toward relinquishment and future land use planning. The primary focus during the reporting period has been the completion of a full Feasibility Study, incorporating detailed investigations and engineered designs. This work commenced in early 2024 and is expected to continue through to the end of 2026, supported by staged early-works demolition activities across multiple Closure Management Areas.

Following almost 30 years of operation, coal mining at Stratford concluded in 2024 due to exhaustion of approved and commercial reserves, while last coal was extracted at the neighbouring Duralie mine in December 2021. Closure and rehabilitation efforts are centred on integrated planning linked to the finalisation of Duralie's Detailed Mine Closure Plan, alongside early-works demolition activities at Stratford. Completion of the Detailed Mine Closure Plan will enable confirmation of final closure cost estimates for both sites and support the progression of rehabilitation activities.

We are continuing to progress government approvals for the Stratford Renewable Energy Hub, a future land use opportunity for Stratford Mine that would see some of the land beneficially reused for a pumped hydro energy storage system and supporting solar facility. In parallel, Yancoal is assessing the commercial pathway for the hub, including how it would integrate with ongoing mine closure activities. The hub represents a significant opportunity to contribute to NSW's energy transition while delivering meaningful economic benefits to the region.

As closure and rehabilitation activities progress, we will stage a scaling back of our workforce. Our people are at the centre of everything we do, and we are committed to providing support and assistance in transitioning to other roles within Yancoal or in alternative careers. We will continue to provide information to employees, suppliers and the local community regarding the site's closure and future uses of the site.

At Yancoal, we recognise mining as a temporary land use, with mine closure and rehabilitation representing a material sustainability-related priority.

To further support the Gloucester community, we have elected to extend our local Community Support Program (CSP) until 2028 and will consider capacity building and economic transition projects. Our Education Support Fund also continues until 2027.

Waste Management

We acknowledge the significance of effectively managing waste generated by our operations and understand the potential impact on the natural environment if waste is not handled responsibly.

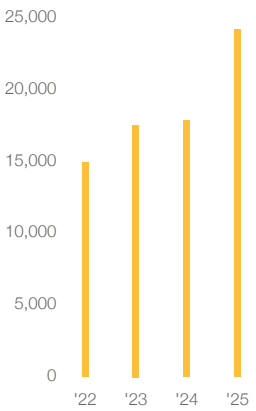
Our waste management approach is defined in the environmental management plans and strategies specific to each site. These plans aim to comply with relevant jurisdictional legislative requirements. In 2025, to the best of our knowledge, we complied with all relevant laws and regulations associated with discharge into land and generation of hazardous and non-hazardous waste.

Our EMS Environment and Community Aspects and Impacts Register Standard considers: the production, re-use, recycling and disposal of controlled and contaminated wastes (onsite and offsite); and the storage and management of materials used in, or as a by-product, of operational sites day-to-day activities (including mining waste).

In 2025, total waste generated across Yancoal managed operations totalled 24,221 tonnes, a 35% increase compared to 2024 volumes. This waste includes both hazardous non-mineral waste[22], primarily effluents and waste oils, and

Total waste generated

tonnes



Total waste generated by individual sites.

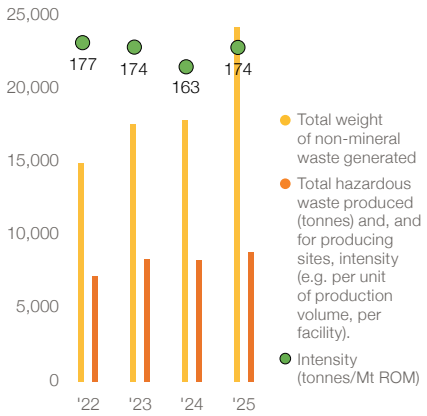
SITE	2025 (TONNES)	2024 (TONNES)	2023 (TONNES)	2022 (TONNES)
Ashton	2,156	2,044	1,985	1,506
Austar	4,391	194	78	185
Cameby Downs	1,568	1,565	1,607	1,392
Duralie	110	75	522	101
Moolarben	4,338	4,713	4,158	3,682
Mount Thorley Warkworth	5,155	4,922	4,870	4,080
Premier	3,585	1,986	1,917	1,729
Stratford	901	526	485	578
Yarrabee	2,017	1,829	1,843	1,679

22. Mineral wastes, such as tailings and course rejects resulting from the mining process, are managed separately in site based Tailings Management Plans.

The increase in total waste generation was driven primarily by decommissioning activities, higher on-site landfill disposal and increased use of disposal bins.

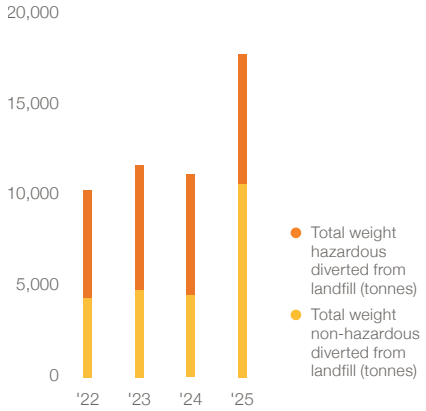
Total waste and total hazardous waste generated with hazardous waste intensity

tonnes



Total waste diverted from disposal

tonnes



non-hazardous non-mineral waste, such as scrap steel, mixed solid waste and timber. Non-hazardous waste volumes increased by 46% compared to 2024, contributing to the overall increase in non-mineral waste generation.

When measured against ROM, total waste generation amounted to 477 tonnes of waste per Mt of ROM, reflecting a 35% increase compared to 2024 levels (353 tonnes/ROM Mt).

The increase in total waste generation was largely driven by higher waste volumes at Austar, which is currently progressing decommissioning activities. Additional increases were observed at Premier, due to a higher volume of scrap steel being taken offsite in 2025 as part of laydown yard clean-up works.

In addition to non-mineral waste streams, our operations also produce significant volumes of mining-related waste. In 2025, total waste rock produced across Yancoal-managed operations was 391 Mt. Waste rock is managed separately to non-mineral waste and is not included in the total waste generation figures reported above.

We work with third-party providers to manage hazardous and non-hazardous waste through recycling and proper disposal methods. In 2025, total hazardous waste volumes were 7% higher than in 2024. Some sites recorded increases in hazardous waste due to higher waste oil and filter disposal. No significant hazardous waste management incidents occurred during the reporting period.

Non-hazardous waste diversion from landfill increased by 137% in 2025, with 69% of the total non-hazardous waste generated being diverted. Of the diverted waste, 90% was recycled. The increase in diversion reflects improved waste management practices to reduce landfill disposal and increase recycling, including higher volumes of scrap metal recycled during the year.

Hazardous waste diversion from landfill increased by 6%, with 66% recycled and 12% prepared for reuse.

We remain committed to improving waste management practices and are considering targets for future reporting periods.

People (Human Capital)

We aim to support and sustain our workforce by prioritising worker health, safety and wellbeing; upholding high standards of ethics and conduct; providing career development opportunities; attracting and retaining talent; effectively managing labour relations; and fostering diversity and inclusion. Our People pillar also extends beyond our own organisation to encompass broader community engagement and contribution, aiming to generate positive impacts beyond our operational boundaries.

We recognise the importance of meaningful community engagement and place a high value on building strong relationships and contributing to the wellbeing of the communities in which we operate.

We acknowledge the significance of community engagement, placing a high value on building meaningful relationships and contributing to the well-being of the communities in which we operate.

Health Safety and Wellbeing

The safety and well-being of our people remains our highest priority. Throughout 2025, we continued to strengthen our approach to risk management and safety leadership, implementing targeted safety intervention programs across our operations to reinforce safe work practices.

We are dedicated to maintaining a safe and secure working environment for all and prioritise the well-being and protection of our workforce. In addressing this commitment, our policies align with leading practices in occupational health and safety, and adhere to (and comply with) relevant laws and regulations. All of our workers are covered by the Yancoal WHS management system. During the reporting period, to the best of our knowledge, we complied with relevant laws and regulations, especially in relation to providing a safe working environment and protecting employees from occupational hazards..

Regular reviews and updates of our policies are conducted to reflect changes in laws and regulations. Our approach encompasses strong safety measures, risk assessments and employee training programs that aim to create an ongoing culture of vigilance. This is reinforced through the continued implementation of our *Safe Way Every Day* program.

There were zero work-related fatalities during the report period.

As outlined in our Health and Safety Policy and HSEC Committee Charter, the HSEC Committee collaborates closely with management and plays a pivotal role in guiding our commitment to upholding the highest safety standards and compliance with legislative requirements in the operation of our mines. Each mine proactively implements strategies to enhance and monitor safety standards, behaviours and reporting, which align operations with our goal of achieving zero harm.

Whenever possible, the HSEC Committee conducts meetings on site, and in 2025 meetings were held at Ashton, Moolarben, MTW and Austar. There were zero work-related fatalities during the reporting period.

Since the introduction of Safe Way Behaviours in 2021 and the Mental Health Program in 2022, these structured initiatives have contributed to greater safety awareness, engagement, and leadership development across Yancoal.

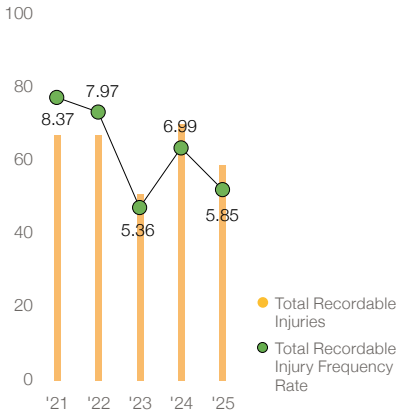
The integration of the *Safe Way Every Day* program remains a strong focus across our operations. Strategic measures, such as prominent signboards at entry points, internal and external signage reflecting our Safe Way Behaviours, personalised uniforms and collaboration with Original Equipment Manufacturers (OEMs) to incorporate our safety messaging on new equipment, have helped reinforce a unified safety culture.

In 2025, we recorded 10 high-consequence work-related injuries, representing a 25% increase compared to 2024. The rate of high-consequence work-related injuries rose to 0.99, a 24% increase from the prior year. While this increase highlights the need for continued focus on critical risk controls and high-risk activities, it should be considered in the context of broader safety performance trends.

Overall safety performance in 2025 showed a mixed but encouraging trend. Frequency-based safety metrics improved year-on-year, while some severity-related indicators increased, highlighting areas requiring continued focus. Total Recordable Injuries (TRIs) decreased by 16%, and the Total Recordable Injury Frequency Rate (TRIFR) also decreased by 16% to 5.85. This result remains 22.5% below the industry benchmark of 7.55, reflecting a safety performance that continues to outperform industry standards. These improvements were achieved despite an increase in workforce numbers and a modest rise in total hours worked, underscoring the effectiveness of ongoing safety initiatives.

Medically treated incidents increased by 44%, while lost time injuries decreased by 13%, indicating that although more incidents required medical attention, fewer resulted in time away from work. This shift suggests earlier intervention and improved incident management, but also highlights the need to further reduce injury occurrence.

Number of TRI's and TRIFR



The Near Miss Frequency Rate for direct employees was 36.1, representing a 59% increase from 2024. This increase reflects a stronger emphasis on early hazard identification and reporting, supporting proactive risk management and prevention activities. Ongoing focus remains on the quality of near-miss reporting to ensure meaningful insights and effective control implementation.

Lost days due to work injuries increased by 89%, driven primarily by a small number of cases with extended recovery periods rather than an increase in injury frequency. Workers compensation costs showed a modest increase of less than 1% in 2025.

Strengthening proactive safety interventions, enhancing leadership engagement, and further embedding the *Safe Way Every Day* program will remain key priorities as we work toward improving safety performance and reducing incidents.

Diversity and Inclusion

We recognise that people are our most important asset and we are committed to the maintenance and promotion of diversity and inclusion in the workplace at all levels of the organisation. Diversity drives our ability to attract, retain and develop the best talent, create an engaged workforce, and deliver the highest quality services to our customers and continue to grow our business.

We are an equal opportunity employer and welcome people from a diverse set of backgrounds and at all stage of life.

Our commitment encompasses:

- providing equal employment opportunities;
- adhering to fair employment practices and anti-discrimination laws; and
- ensuring a workplace free from any form of discrimination, harassment or intimidation of employees.

Our Board approved Diversity and Inclusion Policy, seeks to facilitate a more diverse and representative management and leadership structure. The Diversity and Inclusion Policy is available on the Corporate Governance section of our website.

To gauge the efficacy of our Diversity and Inclusion Policy, we have established a set of measurable objectives that will be reviewed annually. For 2025, we set a suite of eight measurable objectives. Six of those objectives were focused on enhancing our internal processes, improving employee benefits and fostering a positive work environment. The other two objectives focus on setting quantitative targets to improve female representation and career growth.

As at 31 December 2025, the proportion of women, who were directly engaged as employees was 15.5%, with 520 of those being full-time employees, 40 part-time and 51 fixed term.

Although the 17% target for women in the workforce was not fully achieved, representation increased to 15.5%, up from 15% from each of the two previous years. This reflects continued progress in gender representation, supported by female recruitment across the business.

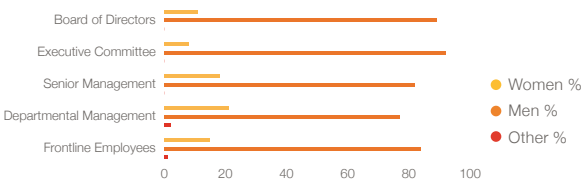
Over the last five years, the number of new female hires has fluctuated across reporting periods, reflecting changes in workforce demand and recruitment activity. Female employee turnover has also varied over this period but has stabilised in more recent years.

In the broader workforce, overall recruitment activity decreased in 2025, with total new hires totalling 518 compared to 613 in 2024. Despite lower hiring volumes, overall workforce turnover improved, declining from 10% in 2024 to 9% in 2025. These changes formed part of the overall workforce dynamics during the reporting period.

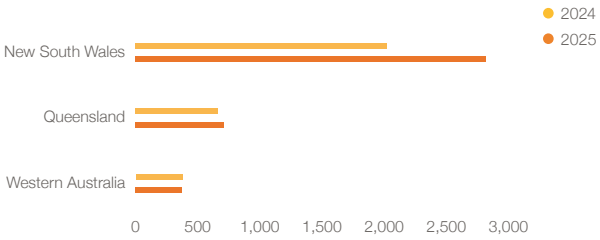
We are an annual Silver Sponsor for the NSW Women in Mining Mentorship program which offered two mentee opportunities in 2025. In addition, our internal Women@ Yancoal Mentoring Program was established pairing 17 mentees with 17 mentors from across the business.

Following a focused effort throughout the Performance and Development review campaigns, pleasingly in 2025 we recorded a significant increase in the number of female salaried employees with formal development plans from 39% in 2022 to 72% in 2025.

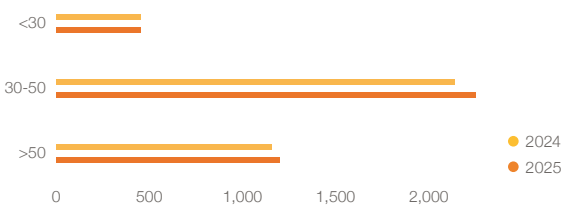
Employment type by gender %



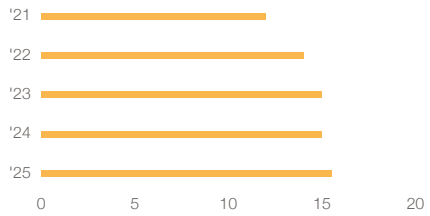
Employee count by geographical region



Employee count by age group



Female employment (for annual reporting period) %



Yancoal continues efforts to ensure our workplace environment is supportive and inclusive. Since 2024, our Workplace Behaviours training has been delivered face-to-face and online to over 3,555 employees.

To strengthen understanding and consistency of expected workplace behaviours, Yancoal has developed a suite of bespoke learning modules. Purpose-built for our operating environment, the modules use practical scenarios, case studies and embedded assessments to drive meaningful learning and confirm understanding. It has been integrated into all new starter induction and onboarding processes. Since its launch in September 2025, 1,148 employees and contractors have completed the online training.

Following a benchmarking review in 2024, the Yancoal Parental Leave Procedure was updated with an increase in paid Primary Carers Leave from 18 to 20 weeks and an increase in paid Secondary Carers Leave from 2 to 3 weeks.

In 2025, to the best of our knowledge, we complied with all relevant laws and regulations that have a significant impact on Yancoal relating to recruitment, compensation, promotion and dismissal, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

Our partnership with Grace Papers continued in 2025, offering employees support and guidance on parental leave and return to work planning.

The following actions support the delivery of our Board-approved Gender Measurable Objectives.

- Continue our efforts to attract and retain females to our business and set a stretch target to improve the proportion of women in the Yancoal workforce to 17% or higher.
- Prioritise developing our female talent pipeline, aiming for 35% of our new graduate positions to be filled by women.
- Provide a workplace that is free from sexual harassment and that promotes inclusivity. We will improve mechanisms for reporting to the Board and Executive on sexual harassment.
- Strengthen and promote domestic and family violence support, ensuring employees experiencing or at risk of domestic and family violence are aware of, and able to access, appropriate support and workplace protections.

Workplace Gender Equality Agency Pay Gap Reporting

In February 2024, the Australian Government's Workplace Gender Equality Agency (WGEA) released gender pay gap data for all non-public sector employers with 100 or more employees, including Yancoal. This followed the introduction of new legislation in 2023 that was designed to accelerate employer action to close the gender pay gap.

The gender pay gap is the difference in average earnings between women and men in the workforce. It does not reflect differences in pay for men and women performing the same role. WGEA reports both average (mean) and median remuneration gaps to provide an indication of how women and men are distributed across different role levels and job families.

In 2024-2025, Australia's total average remuneration gender pay gap was 21%.[23] Yancoal's average gender pay gap for the same period was 11.4%, representing a 0.8 percentage point reduction compared to 2023-2024.[24] For median remuneration, Australia recorded a gender pay gap of 16.4% in 2024-2025. Yancoal's median gender pay gap for the same period was 8.1%, improving by 1.5 percentage points compared to 2023-2024.

23. WGEA reporting is based on the reporting period 1 April 2024 to 31 March 2025, in accordance with Workplace Gender Equality Agency requirements.
24. The previously reported 9.6% gender pay gap relates to Yancoal's median remuneration gap for 2023–2024. The average total remuneration gap for the same period was 12.2% (WGEA), which is the basis for the 0.8 percentage point reduction.

Increasing female representation across all levels of our organisation is a key enabler in reducing Yancoal's gender pay gap over time. Pay disparity within the organisation is largely influenced by the under-representation of women in higher-paid leadership, technical and operational positions. Yancoal will continue to focus on improving female participation through initiatives aimed at strengthening attraction, retention and progression, which in turn supports greater gender balance across the workforce and contributes to ongoing improvement in gender pay outcomes.

We remain committed to reducing the Gender Pay Gap by:

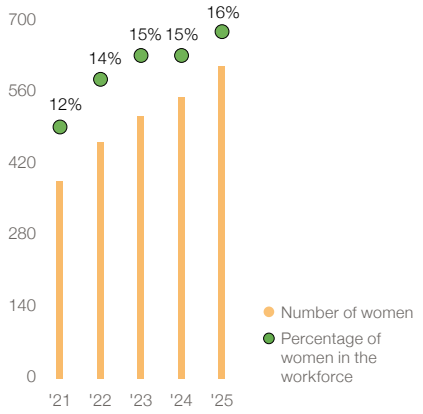
- Increasing the proportion of female employees in the workforce.
- Increasing female representation at all levels of the organisation, particularly senior roles.
- Ensuring remuneration practices support equitable and market-aligned pay outcomes.
- Setting measurable objectives relating to gender at senior executive and leadership levels.
- Broadening the field of potential candidates for all roles, including senior executive and Board appointments.

Gender pay gap results

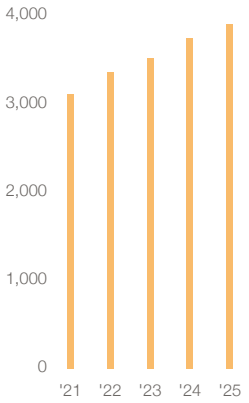
Median Total Remuneration Pay Gap

2025/24	2024/23	2023/22	2022/21
8.1%	9.6%	11.4%	11.7%

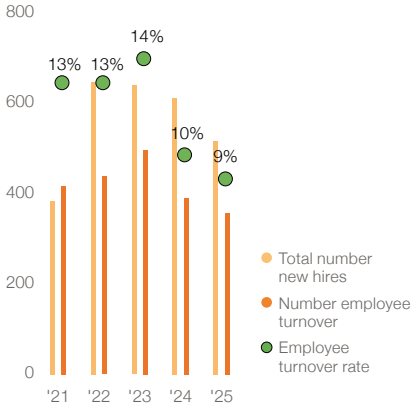
Percentage of women in the workforce



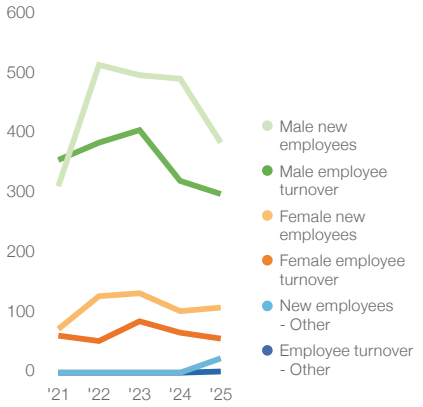
Total number of employees



Total number of new hires & turnover

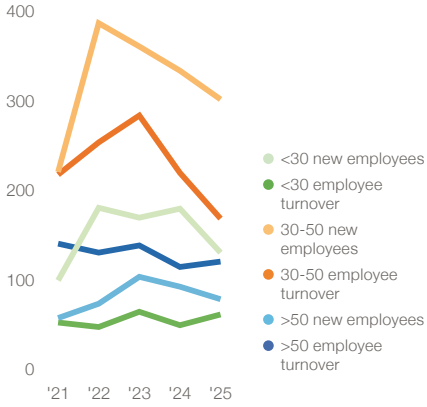


New employees & turnover by gender



New employees & turnover by geographical region

New employees & turnover by age group



Talent, Attraction and Retention

Our objective is to attract skilled individuals to our workforce and to foster their commitment by providing engaging roles, continuous training and development, in addition to avenues for advancement within an inclusive workplace environment.

We provide continuous training and professional development opportunities for our employees, including both internal and external programs.

Additionally, we extend targeted programs and development initiatives specifically designed for frontline leaders and identified high-potential individuals. These efforts aim to assist them to achieve their career objectives, while aligning with internal succession plans.

Examples of continuous training and professional development opportunities include the Yancoal Learning Academy (YLA), which is a scheduled calendar of short course training offered to all salaried employees. The Yancoal "LEAD the Way" frontline leadership program focuses on developing leadership strength, managing for high performance and building team engagement.

Succession planning is a critical aspect of our strategy, ensuring a seamless changeover of leadership and key roles within Yancoal.

By cultivating an internal pipeline of talent, we can identify and nurture high-potential individuals from within Yancoal, aligning their skills and capabilities with our future needs. This proactive approach not only minimises disruptions during leadership changes, but also fosters a culture of continuous growth and development among our employees.

During 2025, our talent and succession planning process reviewed 158 roles with 204 potential successors identified, 18% of which are female. There was a total of 43 internal promotions, 23% of which were female. Similarly, our workforce grew with 518 new hires, 21% of which were women.

Training performance for the reporting period

	MALE	FEMALE	NOT DISCLOSED
Average hours of training per employee by gender (#hrs)	122	79	141
The percentage of employees trained by gender (%)	95%	89%	83%

Average hours of training

EMPLOYMENT TYPE	MALE	FEMALE	NOT DISCLOSED
Permanent (#hrs)	123	79	160
Fixed Term (#hrs)	75	85	31
Part time (#hrs)	174	73	—

By cultivating an internal pipeline of talent, we can identify and nurture high-potential individuals from within Yancoal, aligning their skills and capabilities with our future needs.

Community, Culture and Indigenous Relations

We are committed to building enduring positive relationships with communities in which our operations are located. Our Environment and Community Relations Policy outlines our commitment to work in consultation with our communities and other stakeholders, and to strive for the creation of trusted relationships.

Commitment to Community

We recognise the need to address stakeholder concerns associated with our operations, as well as opportunities to work constructively with our local communities. Through ongoing dialogue and transparent communication channels, we seek to understand and address community issues as they arise.

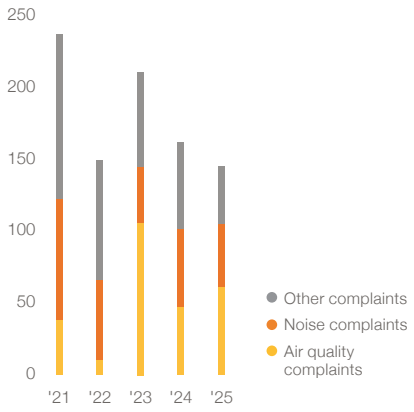
By investing in community engagement, infrastructure and social benefit programs, we aim to build trust and contribute positively to the wellbeing of our local communities. Our pledge is to foster a sustainable and harmonious coexistence with our communities.

Each site maintains its own community engagement processes, providing a structured framework for engagement between our organisation and our local communities. Where appropriate, Community Consultative Committees are established to support regular engagement with community members. These processes are complemented by robust compliance and assurance activities, including inspections, risk management and auditing, to support effective oversight of community impacts.

We acknowledge that our operations have the potential to impact community amenity. To manage any issues arising from community members in an effective and consistent manner, we have a Community Complaints Management Standard.

This standard applies to all our sites and requires any complaints to be recorded in a centralised complaint management system.

Number of complaints by type



In 2025, we recorded a total of 146 complaints, representing a 10% reduction compared to 162 complaints received in 2024. This continues a downward trend in the number of complaints reported over recent years.

Reductions were observed across key complaint categories, including noise-related complaints, which decreased from 55 in 2024 to 44 in 2025, and air quality (dust) complaints, which reduced from 47 to 41 over the same period. Complaints relating to air quality (dust), blasting and noise remained the most commonly reported issues.

Out of the total number of complaints in 2025, 94.5% were received by MTW, 2.7% from Moolarben, 1.4% from Stratford/Duralie and less than 1% from Ashton and Cameby Downs.

Given the close proximity of active mining at MTW to the village of Bulga, that site received the largest number of community complaints in relation to its operations.

To support improved air quality outcomes, MTW continued to implement and strengthen dust management measures during 2025, building on prior year investments. Actions during the year focused on embedding effective operational controls, strengthening employee and contractor dust management competencies, completing further upgrades to water delivery infrastructure, and progressing designs for additional dust suppression systems planned for installation from 2026.

Aboriginal Cultural Heritage and Indigenous Engagement

Effective engagement is fundamental to building strong and enduring relationships with our Indigenous stakeholders. We recognise the unique cultural fabric of the Australian landscape, and our engagement and assessment of each site is tailored to understanding the unique needs of each local Indigenous community.

Engagement with Indigenous stakeholders is undertaken on a site-by-site basis and across all stages of the mine lifecycle. Indigenous engagement generally occurs in accordance with each site's Stakeholder Engagement Plan and is designed to be ongoing and routine. This approach supports the early identification and ongoing management of Aboriginal Cultural Heritage matters.

As part of our corporate EMS, we have developed and implemented an Aboriginal Cultural Heritage (ACH) Management Standard. The standard sets out our minimum expectations for managing Aboriginal Cultural Heritage and defines a suite of principles to promote effective engagement, including the requirement that each mine site maintains its own site-specific ACH Management Plan to govern matters of heritage significance.

The ACH Management Standard applies to employees and contractors operating on Yancoal sites. Cultural heritage requirements are embedded into site induction processes and supported by targeted Indigenous cultural awareness training to promote consistent understanding and application across the workforce.

We have processes in place for reporting any newly identified cultural heritage matters, as well as for ongoing management of Aboriginal cultural sites

or artefacts (refer to Yancoal's 2024 Annual Report for further details of these processes). Our Community Complaints Management Standard also provides an avenue for our communities to voice any issues.

In 2025, we launched Indigenous Cultural Awareness Training for all employees, with the program scheduled to continue throughout 2026. This bespoke training program was developed in collaboration with DENAT, a First Nations owned business, and is tailored to reflect the unique nature of our operations. As at the end of the reporting period, 4% of Yancoal's workforce has identified as Indigenous.

In 2026, we will further strengthen its approach to wellbeing by embedding psychosocial risk management into day-to-day operations. This will include the introduction of new reporting and incident management modules, supported by organisation-wide training, and complemented by ongoing participation in the Mental Health Movement program.

Community Investment

We are committed to investing in the communities surrounding our operations. Our Community Support Program (CSP) aims to foster and create positive impact and comprises two fundamental pillars:

1. Tier 1: Corporate based programs.
2. Tier 2: Site-based initiatives.

Our CSP invested $2.68 million in 2025 ($2.08 million in 2024). Our Tier 1 programs in 2025 contributed $1.6 million to support key initiatives focused on education, health, and community wellbeing, including:

- Westpac Rescue Helicopter Service: $500,000;
- Learning For Good: $250,000;
- The Clontarf Foundation: $500,000;
- Queensland University of Technology: $250,000; and
- Cessnock VRA - Rescue Truck: $100,000.

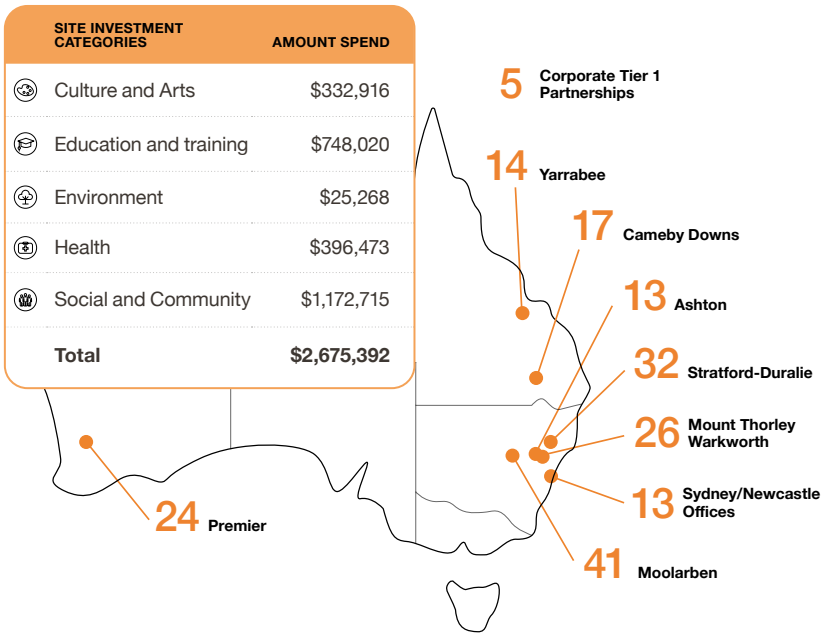
At the site level, our Tier 2 initiatives invested $1,075,392 in 2025 across 180 community projects, exceeding the $932,193 allocated across 163 projects in 2025.

Engagement principles

- Integrated and ongoing engagement
- Consistent senior representation
- Good-faith negotiations
- Indigenous Participation for mutual benefits
- Clear and accessible communication
- Advance notice for site visits
- Culturally sensitive approach
- Consultation on ACH matters
- Voice priorities and concerns

Number of programs supported by Yancoal

SITE INVESTMENT CATEGORIES	AMOUNT SPEND
Culture and Arts	$332,916
Education and training	$748,020
Environment	$25,268
Health	$396,473
Social and Community	$1,172,715
Total	**$2,675,392**



CASE STUDY

Indigenous Cultural Awareness Training

Yancoal's ICAT was developed as a bespoke, organisation-wide program in partnership with specialist advisors, following an internal assessment of Indigenous engagement opportunities. The two-hour, face-to-face training is delivered in small groups to promote meaningful discussion and engagement. A pilot and practice sessions were undertaken at multiple sites before the formal rollout commenced in 2025. During the year, 25 sessions were delivered across corporate and operational sites, with strong participation and positive feedback. ICAT forms the first stage of Yancoal's broader Indigenous engagement approach and provides a practical foundation for building an inclusive workplace that values respect, understanding and cultural awareness across all levels of the organisation.

"ICAT is an important step in strengthening our culture and ensuring our workplaces are respectful and inclusive. The positive engagement we've seen across sites reinforces the value of investing in meaningful learning that supports both our people and our broader responsibilities." - **Sharif Burra, CEO**

"The success of ICAT reflects the commitment shown by our workforce to learn, listen and engage. Delivering the training face-to-face has enabled honest conversations and helped build understanding that extends beyond the workplace and into everyday interactions."
- **Mark Jacobs, EGM, Environment & External Affairs**

25
Sessions delivered across 2025

325
Participants across sites

96%
Positive content rating

Idea to Impact Timeline

1 2 3 4

2023
Indigenous engagement needs assessment initiated across the organisation

2024
ICAT program designed with specialist partners and site consultation

2025
Rollout commenced with sessions across corporate and operational sites

2026
Continued delivery and development of online training modules planned

Ethics and Conduct

Labour management is an important element of our operations and we are committed to shaping a positive organisational culture.

As the labour landscape evolves, we will continue to comply with regulatory frameworks. We aim to foster a workplace environment that promotes our employees' well-being, their rights and harmonious relations, through providing for Freedom of Association and effective conflict resolution mechanisms.

Whistleblower Policy

Yancoal's Whistleblower Policy encourages any current or former employees or officers, contractors or suppliers (and their employees), and associates to raise concerns of misconduct or an improper state of affairs or circumstances in relation to Yancoal and report any issues. Yancoal's Whistleblower Policy is available in the Corporate Governance section of our website, while the 2025 Corporate Governance Statement describes how whistleblowing procedures are implemented and monitored.

Anti-Corruption

Yancoal is committed to the highest level of integrity and ethical standards in all business practices, and policies are in place to deter anti-corruption. Our Anti-Corruption and Sanctions Policy strictly prohibits corruption and bribery in all forms. This policy applies to all directors, employees and contractors, as well as business partners, customers, suppliers, intermediaries and related parties.

In 2025, Yancoal's Legal Team facilitated annual bribery, corruption and sanctions training, which was delivered online and was mandatory for all Yancoal personnel who regularly interact with customers, suppliers, joint ventures and/or government officials.

During the reporting period, to the best of our knowledge, we complied with all relevant laws and regulations that have a significant impact on Yancoal relating to bribery, extortion, fraud and money laundering.

During 2025 there were no open or concluded legal cases regarding corrupt practices brought against Yancoal or our employees.

Freedom of Association

Yancoal supports Freedom of Association, including the right of employees to join and participate in unions.

Each of our sites operates under its own Enterprise Agreement (with the exception of Yarrabee, which has individual contracts). These have been developed in accordance with the applicable labour laws and regulations, including the Fair Work Act 2009 (Cth), providing mutually agreed-upon employment arrangements, and transparent frameworks for working conditions, remuneration and benefits. In 2025, 72% of our workforce was covered under Enterprise Agreements.

Establishing positive relationships with unions fosters a collaborative work environment and minimises conflicts. Our strong union engagement has typically ensured operational stability.

During 2025, Yancoal experienced external disruptions associated with protest activity. Protest action in the Hunter Valley coal chain vicinity resulted in supply chain impacts between 27 November and 4 December.

Human Rights and Modern Slavery

Upholding human rights and preventing modern slavery across our business and supply chains is an important aspect of our responsibility to uphold the values and expectations of our stakeholders and society, and to meet Australian regulatory requirements.

The Modern Slavery Act 2018 (Cth) compels companies to disclose measures taken to comprehend and assess the risk of modern slavery within their operations and supply chains, describing due diligence activities undertaken. We have in place a Board approved three-year execution plan, which was introduced in 2023. We continue to meet the expectations outlined in the plan.

The Modern Slavery Policy articulates Yancoal's strategy for identifying and addressing modern slavery risks in both operations and supply chains.

Yancoal's Modern Slavery Policy and annual Modern Slavery Statements are accessible via our website.

We have a zero toleration policy regarding forced labour and child labour. If any such cases are discovered and confirmed after

investigation, we will pursue appropriate actions, including but not limited to initiating disciplinary actions, commencing legal proceedings and/or reporting to appropriate governmental/regulatory authorities.

Our procurement processes and Code of Conduct are aligned with our Modern Slavery Policy to ensure consistency.

In 2025, to the best of our knowledge, we complied with all relevant laws and regulations that have a significant impact on Yancoal relating to the prevention of child and forced labour.

Our Code of Conduct and other key governance policies are internally promoted on a regular basis and training programs have been developed to instill and reinforce our values, beliefs and expected behaviours.

Supply Chains

All of our suppliers are required to adhere to Yancoal's Code of Conduct which imposes obligations in relation to bribery and corruption, equal opportunity and anti-discrimination, and privacy. Given our status as a business serving the global seaborne market, we are mindful of the potential impact that market dynamics, geopolitical factors, and conflicts can exert on our operations, supply chain and customers.

Our procurement process governs the sourcing of all products and services crucial to our mining, processing and coal transportation operations. Essential supply chains encompass our plant and equipment manufacturers, diesel and lubricant suppliers, blasting product and service providers, port and rail service entities, as well as directly and indirectly employed labour, utilities and electricity services. While the majority of our suppliers are based in Australia, certain international suppliers contribute specific services and equipment.

Our sourcing strategy emphasises collaboration with local suppliers, provided they meet the stipulated criteria outlined in our Procurement Policy regarding commercial viability, environmental responsibility, and health and safety standards.

We seek to cultivate strong partnerships with our suppliers for the collective management of sustainability risks. We prioritise integrity in all supplier relationships, ensuring that our decisions reflect Yancoal's values.

In 2025, there was a 3% decrease in payments to local suppliers compared to 2024 and a 3% increase in payments to our key suppliers. The number of key suppliers increased by 1%, compared to an overall reduction in suppliers of 3%.

We seek to cultivate strong partnerships with our suppliers for the collective management of sustainability risks. We prioritise integrity in all supplier relationships, ensuring that our decisions reflect Yancoal's values.

Appendices

57 Appendix A: Sustainability Indexes

71 Appendix B: Performance Data

78 Appendix C: Glossary of Terms

Appendix A:

Sustainability Indexes

SASB COAL SECTOR STANDARD

SASB CODE	ACCOUNTING METRIC	YANCOAL RESPONSE
EMISSIONS AND EMISSIONS INTENSITY DATA		
EM-CO-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations (tCO_2-e, %).	Refer to GHG Emissions and Reporting (Pages 39-40) and Performance Table (Energy and Emissions Data) (Pages 75-76) • Yancoal's primary emissions calculation methodology aligns with relevant Australian legislative requirements under the NGERs Act. • 100% of our Scope 1 GHG emissions are covered under the Australian Safeguard Mechanism, which an emissions-limiting regulation. • The majority of Yancoal's Scope 1 emissions relate to fugitive emissions from mining and the combustion of fuel. We do not currently collect separate data related to direct CH4 emissions.
EM-CO-110a.2	Discussion of long- and short-term strategy or plan go manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	Refer to GHG Emissions and Reporting (Pages 39-40) • Yancoal does not currently have a Scope 1 emissions reduction target.
WATER MANAGEMENT DATA		
EM-CO-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress.	Refer to Water Management (Pages 32-34) and Performance Table (Water Metrics) (Pages 76-77) • Yancoal measures water in units of megalitres in alignment with the ICCM's Water Reporting Good Practice Guide. • Yancoal does not currently operate any mines in areas with a high or extremely high Baseline Water Stress as defined by the World Resources Institute's Water Risk Atlas tool, Aqueduct.
EM-CO-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations.	Refer to Water Management (Pages 32-34) • There were 11 events relating to the management of water during 2025 that resulted in notifications to regulatory agencies. • No formal enforcement action occurred during the reporting period.
WASTE MANAGEMENT		
EM-CO-150a.2	Total weight of non-mineral waste generated.	Refer to total waste generated table (Page 42) • There were no waste related enforcement actions during the reporting period. • Mineral wastes, such as tailings and course rejects resulting from the mining process, are integral components of each site's waste management plan.
EM-CO-150a.3	Total weight of tailings produced.	Refer to Tailings Storage Facility Management (Page 35)
EM-CO-150a.4	Total weight of waste rock generated.	Refer to Waste Management (Pages 42-43)
EM-CO-150a.5	Total weight of hazardous waste generated.	Refer to Performance Tables (Hazardous/Non-Hazardous Waste), Appendix B (Page 76)
EM-CO-150a.6	Total weight of hazardous waste recycled.	Refer to Performance Tables (Hazardous/Non-Hazardous Waste), Appendix B (Page 76)
EM-CO-150a.7	Number of significant incidents associated with hazardous waste management.	There were zero significant incidents associated with hazardous waste management during the reporting period. Significant incidents are defined as those that exceed the volume and limits of local regulatory requirements.
EM-CO-150a.8	Description of waste management policies and procedures for active and inactive operations.	Refer to Waste Management (Pages 42-43) Yancoal's waste management approach is defined in site-specific environmental management plans however these are not publicly available.

SASB COAL SECTOR STANDARD

SASB CODE	ACCOUNTING METRIC	YANCOAL RESPONSE
BIODIVERSITY IMPACTS		
EM-CO-160a.1	Description of environmental management policies and practices for active sites.	Refer to Environmental Stewardship (Page 32) Each Yancoal operation is required to develop, implement, and maintain an Environmental Management System that address site-level approvals and permits, Aspects and Impacts assessments, Environmental & Community performance metrics, and relevant Environmental Impact Statements.
EM-CO-140a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation.	Yancoal does not currently report on acid rock drainage.
EM-CO-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat.	Yancoal publishes an annual Coal Resources and Coal Reserves Statement, which outlines coal reserves held within existing and fully permitted mining leases. This Statement does not currently reference reserves in or near sites with protected conservation status or endangered species habitat.
RIGHTS OF INDIGENOUS PEOPLE		
EM-CO-210a.1	Percentage of (1) proved and (2) probable reserves in or near indigenous land.	Yancoal publishes an annual Coal Resources and Coal Reserves Statement, which outlines coal reserves held within existing and fully permitted mining leases. This statement does not currently reference reserves in or near indigenous land.
EM-CO-210a.2	Discussion of engagement processes and due diligence practices with respect to the management of indigenous rights.	Refer to Community Culture & Indigenous Relations (Pages 50-52) • Yancoal's Cultural Heritage Management Plans directs our approach to engagement with indigenous communities. • Our community complaints system provides an avenue for indigenous communities to voice concerns or grievances. • We have identified a future action to develop a RAP or bespoke indigenous action plan.
COMMUNITY RELATIONS		
EM-CO-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests.	Refer to Community Culture & Indigenous Relations (Pages 50-52) • Yancoal's Environment and Community Relations Policy directs our approach to the management of environment and community impacts. • Our Economic Contribution Report describes the wider indirect economic impacts of operations, while our Corporate Governance Statement 2025 describes our environmental and social risks in relation to communities.
EM-CO-210b.2	Number and duration of non-technical delays (days).	Refer to Ethics and Conduct (Pages 53-55) • During 2025, Yancoal experienced external disruptions associated with protest activity. Protest action in the Hunter Valley coal chain vicinity resulted in supply chain impacts between 27 November and 4 December.
LABOUR RELATIONS		
EM-CO-310a.1	Percentage of active workforce employed under collective agreements.	Yancoal does not currently publish this information.
EM-CO-310a.2	(1) Number and (2) duration of strikes and lockouts (days).	Yancoal did not experience any strikes or lockouts during the reporting period.

SASB COAL SECTOR STANDARD

SASB CODE	ACCOUNTING METRIC	YANCOAL RESPONSE
WORKFORCE HEALTH AND SAFETY		
EM-CO-320a.1	(1) All-incidence rate, (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Refer to Health, Safety & Wellbeing (Page 45) and Performance Tables, Appendix B (Page 74) • Yancoal does not currently report an all-incident frequency rate.
EM-CO-320a.2	Discussion of management of accident and safety risks and long-term health and safety risks.	Refer to Health, Safety & Wellbeing (Page 45) • Yancoal's WHS management system applies to 100% of workers. • Yancoal has emergency preparedness and mitigation controls however this is not currently reported.
RESERVES VALUATION & CAPITAL EXPENDITURES		
EM-CO-420a.1	Sensitivity of coal reserve levels to future price projection scenarios that account for a price on carbon emissions (Mt).	Yancoal does not currently publish this information.
EM-CO-420a.2	Estimated carbon dioxide emissions embedded in proven coal reserves (tCO_2-e)that account for a price on carbon emissions.	Yancoal does not currently publish this information.
EM-CO-420a.3	Discussion of how price and demand for coal or climate regulation influence the capital expenditure strategy for exploration, acquisition and development of assets.	Yancoal does not currently publish this information.
TAILINGS STORAGE FACILITIES MANAGEMENT		
EM-CO-540a.1	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific Emergency Preparedness and Response Plans (EPRP).	Yancoal does not currently publish this information.
EM-CO-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities.	Refer to Tailings Storage Facility Management (Page 35)
EM-CO-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities.	• Yancoal does not currently publish this information. • We are currently have site-based Tailings Facilities Management Plans.
TABLE 2: ACTIVITY METRICS		
EM-CO-000.A	Production of thermal coal (Mt).	Refer to Our business (Page 10) • Yancoal reports total production across mine sites and 34.0Mt of thermal coal.
EM-CO-000.B	Production of metallurgical coal (Mt).	Refer to Our business (Page 10) • Yancoal reports total production across mine sites and 5.5Mt of metallurgical coal (excluding Middlemount and HVO).

HONG KONG STOCK EXCHANGE - PART C
(Environmental, Social and Governance Reporting Code)

HKEX CODE	ACCOUNTING METRIC	YANCOAL RESPONSE
MANDATORY DISCLOSURE REQUIREMENTS		
Governance Structure	A statement from the board containing the following elements: i. a disclosure of the board's oversight of ESG issues; ii. the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and iii. how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	Refer to Our Approach to Sustainability, Governance and Compliance, Risk Management, Strategy and Decision Making and Our Material Sustainability Issues (Pages 14-25) Refer to Disclosures (Page 21) Yancoal does not currently have ESG-related goals and targets but will consider the development of metrics and targets as part of our sustainability reporting transition.
Reporting Principles	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: • Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement. • Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed. • Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.	Refer to Our Approach to Sustainability, Governance and Compliance, Risk Management, Strategy and Decision Making and Our Material Sustainability Issue (Pages 14-25) and Appendix B.
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	Refer to About this Report (Page 4)
EMISSIONS		
General Disclosures	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations. Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Hazardous wastes are those defined by national regulations	Refer to Air and Noise Management (Page 36), GHG Emissions Reporting (Pages 39-40), and Waste Management (Pages 42-43)
KPI A1.1	The types of emissions and respective emissions data.	Refer to GHG Emissions Reporting (Pages 39-40), and Appendix B
KPI A1.2	[Repealed 1 January 2025]	Climate-related and greenhouse gas disclosures are now addressed under Part D – Climate-related Disclosures of the HKEX ESG Reporting Code.
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Refer to Waste Management (Pages 42-43), and Appendix B
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Refer to Waste Management (Pages 42-43), and Appendix

HONG KONG STOCK EXCHANGE - PART C
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HKEX CODE	ACCOUNTING METRIC	YANCOAL RESPONSE
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Yancoal does not currently have set emission target(s). Emissions target(s) will be considered as part of our Sustainability Strategy.
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Refer to Waste Management section (Pages 42-43) Yancoal does not currently have set waste reduction target(s). Waste reduction target(s) will be considered as part of our Sustainability Strategy.
USE OF RESOURCES		
General Disclosures	Policies on the efficient use of resources, including energy, water and other raw materials. Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc	Refer to Environmental Stewardship (Page 32), Water Management (Pages 32-34), and GHG Emissions Reporting (Pages 39-40)
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Refer to GHG Emissions Reporting (Pages 39-40), and Appendix B
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Refer to Water Management (Pages 32-34), and Appendix B
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Yancoal does not currently have set energy use efficiency target(s). Energy use efficiency target(s) will be considered as part of our Sustainability Strategy.
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Refer to Water Management (Page 32-34) Yancoal does not currently have set water efficiency target(s). Efficiency target(s) will be considered as part of our Sustainability Strategy.
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not applicable to Yancoal's business.
THE ENVIRONMENT AND NATURAL RESOURCES		
General Disclosures	Policies and procedures relating to minimising impacts on the environment and natural resources.	Refer to Planet (Pages 32-43)
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Refer to Environmental Stewardship (Page 32)
CLIMATE CHANGE		
General Disclosures	[Repealed 1 January 2025]	Climate-related and greenhouse gas disclosures are now addressed under Part D – Climate-related Disclosures of the HKEX ESG Reporting Code.
KPI A4.1	[Repealed 1 January 2025]	Climate-related and greenhouse gas disclosures are now addressed under Part D – Climate-related Disclosures of the HKEX ESG Reporting Code.
EMPLOYMENT AND LABOUR PRACTICES		
General Disclosures	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment, and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Refer to People (Pages 44-55)
KPI B1.1	Total workforce by gender, employment type (for example, full or part-time), age group and geographical region.	Refer to Diversity and Inclusion (Pages 46-47), Workplace Gender Equality Agency Pay Gap Reporting (Pages 47-48), and Appendix B
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Refer to Workplace Gender Equality Agency Pay Gap Reporting (Pages 47-48), and Appendix B

HONG KONG STOCK EXCHANGE - PART C
(Environmental, Social and Governance Reporting Code)

HKEX CODE	ACCOUNTING METRIC	YANCOAL RESPONSE
HEALTH AND SAFETY		
General Disclosure	Information on: (a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Refer to Health, Safety and Wellbeing (Page 45)
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Refer to Health Safety and Wellbeing (Page 45), and Appendix B
KPI B2.2	Number lost days due to work injury.	Refer to Health Safety and Wellbeing (Page 45), and Appendix B
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Refer to Health Safety and Wellbeing (Page 45)
DEVELOPMENT & TRAINING		
General Disclosures	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Note: Training refers to vocational training. It may include internal and external courses paid by the employer.	Refer to Health Safety and Wellbeing (Page 45), and Talent, Attraction and Retention (Page 49)
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Refer to Talent, Attraction and Retention (Page 49), and Appendix B • Training data is disclosed by gender. Training data by employee category is not available due to current data capture and reporting practices.
KPI B3.2	The average training hours completed per employee by gender and employee category.	Refer to Talent, Attraction and Retention (Page 49), and Appendix B
LABOUR STANDARDS		
General Disclosures	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Refer to Ethics and Conduct (Pages 53-55)
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Refer to Ethics and Conduct (Pages 53-55)
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Refer to Ethics and Conduct (Pages 53-55)
SUPPLY CHAIN MANAGEMENT		
General Disclosures	Policies on managing environmental and social risks of the supply chain.	Refer to Ethics and Conduct (Pages 53-55)
KPI B5.1	Number of suppliers by geographical region.	Refer to Ethics and Conduct (Pages 53-55), and Appendix B
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Refer to Ethics and Conduct (Pages 53-55)

HONG KONG STOCK EXCHANGE - PART C
(Environmental, Social and Governance Reporting Code)

HKEX CODE	ACCOUNTING METRIC	YANCOAL RESPONSE
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Yancoal does not currently monitor environmental and social risks within its supply chain. Identification and monitoring of environmental and social risks within its supply chain will be considered as part of our Sustainability Strategy.
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Yancoal does not currently monitor environmental and social risks within its supply chain. Identification and monitoring of environmental and social risks within its supply chain will be considered as part of our Sustainability Strategy.
PRODUCT RESPONSIBILITY		
General Disclosures	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Disclosure not applicable to Yancoal's business.
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Disclosure not applicable to Yancoal's business.
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Disclosure not applicable to Yancoal's business.
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Disclosure not applicable to Yancoal's business.
KPI B6.4	Description of quality assurance process and recall procedures.	Disclosure not applicable to Yancoal's business.
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Disclosure not applicable to Yancoal's business.
ANTI-CORRUPTION		
General Disclosures	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Refer to Ethics and Conduct (Pages 53-55)
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Nil
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Refer to Ethics and Conduct (Pages 53-55)
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Refer to Ethics and Conduct (Pages 53-55)
COMMUNITY INVESTMENT		
General Disclosures	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Refer to Community Culture & Indigenous Relations (Pages 50-52)
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Refer to Community Culture & Indigenous Relations (Pages 50-52)
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Refer to Community Culture & Indigenous Relations (Pages 50-52)

HONG KONG STOCK EXCHANGE - PART D (Climate-Related Disclosures)

All references in the index below correspond to pages in the Yancoal Australia Ltd (Yancoal) 2025 Sustainability Report, which forms part of the Yancoal 2025 Annual Financial Report. Note: The reporting boundaries of the Yancoal 2025 P4 Report and the Yancoal 2025 Sustainability Report differ. The Sustainability Report excludes entities that are operated but not controlled by Yancoal, in order to align with the reporting boundaries of the consolidated financial statements. Accordingly, while Yancoal holds operational control over facilities owned by Premier Coal Pty Ltd (Premier Coal Mine) and Yancoal Energy Pty Ltd (Cameby Downs Mine), the information contained in the index below and related cross references does not apply to those specific facilities.

	ACCOUNTING METRIC	YANCOAL RESPONSE
GOVERNANCE		
19.	An issuer shall disclose information about:	Pages 157-161
a)	the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about:	Pages 157-161
(i)	how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;	Page 159
(ii)	how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities;	Page 159
(iii)	how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities;	Pages 159-160
(iv)	how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 37 to 40), including whether and how related performance metrics are included in remuneration policies (see paragraph 35); and	Page 160
(b)	management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:	Pages 160-161
(i)	whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and	Pages 160-161
(ii)	whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	Page 161
STRATEGY		
20.	An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall:	Pages 168-173
a)	describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term;	Pages 168-173
b)	explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk;	Page 168

HONG KONG STOCK EXCHANGE - PART D
(Climate-Related Disclosures)

	ACCOUNTING METRIC	YANCOAL RESPONSE
c)	specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and	Page 154
d)	explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.	Page 154
BUSINESS MODEL AND VALUE CHAIN		
21.	An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose:	Pages 155-156
a)	a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain; and	Pages 168-173
b)	a description of where in the issuer's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	Pages 155-156
STRATEGY AND DECISION-MAKING		
22.	An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose:	Pages 169-173
a)	information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about: (i) current and anticipated changes to the issuer's business model, including its resource allocation, to address climate-related risks and opportunities; (ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect); (iii) any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer's transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan; and (iv) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 37 to 40; and	Overall business model at Pages 174-175. Individual CRRO level captured as part of the mitigation and adaptation activities at Pages 168-173.
b)	information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a).	Pages 176, 181-182
23.	An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a).	Not disclosed as requires prior period reporting.
FINANCIAL POSITION, FINANCIAL PERFORMANCE AND CASH FLOWS - CURRENT FINANCIAL EFFECT		
24.	IAn issuer shall disclose qualitative and quantitative information about:	
a)	how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period;	Page 174
b)	the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	Pages 168-174

HONG KONG STOCK EXCHANGE - PART D
(Climate-Related Disclosures)

	ACCOUNTING METRIC	YANCOAL RESPONSE
	Note 1: Issuers should account for climate-related matters in the financial statements in accordance with the requirements under HKFRS, IFRS, CASBE or the alternative overseas financial reporting standard acceptable to the Exchange. Note 2: Where the quantitative information disclosed pursuant to paragraph 24 is not expressed as a line item in the financial statements, the issuer shall explain how such information is reflected in its financial statements (e.g. identifying the relevant financial item).	AASB S2 does not prescribe specific requirements regarding quantitative information being disclosed in financial statements, however it does require an entity to provide information in a manner that enables users of general purpose financial reports to understand connections both between the items to which the information relates and between disclosures provided by the entity in its general purpose financial reports.
FINANCIAL POSITION, FINANCIAL PERFORMANCE AND CASH FLOWS - ANTICIPATED FINANCIAL EFFECT		
25.	The issuer shall provide qualitative and quantitative disclosures about:	
a)	how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:	Page 174
i)	its investment and disposal plans; and	
ii)	its planned sources of funding to implement its strategy; and	
b)	how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.	Pages 168-173
CLIMATE RESILIENCE		
26.	An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose:	Pages 174-176
a)	the issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of:	Pages 174-176
i)	the implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis;	
ii))	the significant areas of uncertainty considered in the issuer's assessment of its climate resilience; and (iii) the issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term	Page 155
b)	how and when the climate-related scenario analysis was carried out, including:	Pages 164-165
i)	information about the inputs used, including: (1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios; (2) whether the analysis included a diverse range of climate-related scenarios; (3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks; (4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change; (5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties; (6) time horizons the issuer used in the analysis; and (7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis);	

HONG KONG STOCK EXCHANGE - PART D
(Climate-Related Disclosures)

	ACCOUNTING METRIC	YANCOAL RESPONSE
ii)	the key assumptions the issuer made in the analysis; and	
iii)	the reporting period in which the climate-related scenario analysis was carried out	
RISK MANAGEMENT		
27.	An issuer shall disclose information about:	Pages 162-164
a)	the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about:	Pages 162-164
i)	the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes);	Pages 162-164
ii)	whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks;	Pages 162-164
iii)	how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria);	Pages 162-164
iii)	how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria);	Pages 162-164
iv)	whether and how the issuer prioritises climate-related risks relative to other types of risks	Pages 162-164
v)	how the issuer monitors climate-related risks; and	Pages 162-164
vi)	whether and how the issuer has changed the processes it uses compared with the previous reporting period;	Pages 162-164
b)	the processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and	Pages 162-164
c)	the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.	Page 162
METRICS AND TARGETS- GREENHOUSE GAS EMISSIONS		
28.	An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO2 equivalent, classified as:	Page 177
a)	Scope 1 greenhouse gas emissions;	Page 177
b)	Scope 2 greenhouse gas emissions; and	Page 177
c)	Scope 3 greenhouse gas emissions.	In accordance with the Australian ASIC Regulatory Guide RG 280.107, reporting entities have transitional relief from the requirement to disclose Scope 3 emissions and comparative information in the first annual reporting period in which they apply. As such Yancoal has not reported its Scope 3 emissions for 2025. It will report on its Scope 3 GHG emissions in the next annual reporting year, consistent with the regulatory requirements.
29.	An issuer shall:	Not disclosed as requires prior period reporting.
a)	measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;	Pages 177-178

HONG KONG STOCK EXCHANGE - PART D
(Climate-Related Disclosures)

	ACCOUNTING METRIC	YANCOAL RESPONSE
b)	disclose the approach it uses to measure its greenhouse gas emissions including:	Page 178
i)	the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions;	Page 178
ii)	the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and	Page 178
iii)	any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;	Page 178
c)	for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to	Not applicable as market-based Scope 2 emissions are not being reported in addition to location-based.
d)	for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).	In accordance with the Australian ASIC Regulatory Guide RG 280.107, reporting entities have transitional relief from the requirement to disclose Scope 3 emissions and comparative information in the first annual reporting period in which they apply. As such Yancoal has not reported its Scope 3 emissions for 2025. It will report on its Scope 3 GHG emissions in the next annual reporting year, consistent with the regulatory requirements.
CLIMATE-RELATED TRANSITION RISKS		
30.	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	Page 181
CLIMATE-RELATED PHYSICAL RISKS		
31.	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	Page 181
CLIMATE-RELATED OPPORTUNITIES		
32.	An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	Page 181
CAPITAL DEPLOYMENT		
33.	An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities	Page 176
34.	An issuer shall disclose:	Pages 170, 174
a)	an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and	Page 176
b)	the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; or an appropriate negative statement that the issuer does not apply a carbon price in decision-making	Omitted due to commericial constraints.
REMUNERATION		
35.	An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv).	Page 160

HONG KONG STOCK EXCHANGE - PART D
(Climate-Related Disclosures)

	ACCOUNTING METRIC	YANCOAL RESPONSE
INDUSTRY-BASED METRICS		
36.	An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.	Yancoal reports in accordance with the Australian Corporations Act 2001 (Cth), complying with the new Australian Accounting Standard AASB S2 Climate-related Disclosures. The AASB S2 Standard does not require disclosure of industry-based topics, however Yancoal voluntarily reports against the Sustainability Accounting Standards Board (SASB) Coal Operations Standard, where able and applicable. See also, Appendix A: SASB Coal Sector Standard Index.
INDUSTRY-BASED METRICS		
36.	An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.	Yancoal reports in accordance with the Australian Corporations Act 2001 (Cth), complying with the new Australian Accounting Standard AASB S2 Climate-related Disclosures. The AASB S2 Standard does not require disclosure of industry-based topics, however Yancoal voluntarily reports against the Sustainability Accounting Standards Board (SASB) Coal Operations Standard, where able and applicable. See also, Appendix A: SASB Coal Sector Standard Index.
CLIMATE-RELATED TARGETS		
37.	An issuer shall disclose:	Page 182
a)	the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets	Page 182
b)	the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);	Not applicable.
c)	the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region);	Not applicable.
d)	the period over which the target applies;	Page 182
e)	the base period from which progress is measured;	Page 182
f)	milestones or interim targets (if any);	Page 182
g)	if the target is quantitative, whether the target is an absolute target or an intensity target; and	Page 182
h)	how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	Page 182
38.	An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:	Page 182
a)	whether the target and the methodology for setting the target has been validated by a third party;	Page 182
b)	the issuer's processes for reviewing the target;	Page 182
c)	the metrics used to monitor progress towards reaching the target; and	Page 182
d)	any revisions to the target and an explanation for those revisions.	Page 182
39.	An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	Page 181. Trend analysis not disclosed as requires prior period reporting.

HONG KONG STOCK EXCHANGE - PART D
(Climate-Related Disclosures)

	ACCOUNTING METRIC	YANCOAL RESPONSE
40.	For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose:	Page 182
a)	which greenhouse gases are covered by the target;	Page 182
b)	whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;	Page 182
c)	whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;	Page 182
d)	whether the target was derived using a sectoral decarbonisation approach; and	Page 182
APPLICABILITY OF CROSS-INDUSTRY METRICS AND INDUSTRY-BASED METRICS		
41.	In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).	Yancoal reports in accordance with the Australian Corporations Act 2001 (Cth), complying with the new Australian Accounting Standard AASB S2 Climate-related Disclosures. The AASB S2 Standard does not require disclosure of industry-based topics, however Yancoal voluntarily reports against the Sustainability Accounting Standards Board (SASB) Coal Operations Standard, where able and applicable. See also, Appendix A: SASB Coal Sector Standard Index.

Appendix B:

Performance Data

COMMUNITY DATA

COMMUNITY BENEFIT INVESTMENT

INDICATORS	2025	2024	2023	2022	2021
Total Investment Spend ($AUD)	**2,675,392**	**2,082,193**	**1,671,982**	**1,840,201**	**1,369,422**
Community Initiatives					
Number of Recipients	185	167	157	138	136
Corporate Partnerships ($AUD)					
The Clontarf Foundation	500,000	200,000	200,000	200,000	100,000
Westpac Rescue Helicopter Service	500,000	500,000	500,000	500,000	500,000
Queensland University of Technology	250,000	200,000	200,000	—	200,000
Learning for Good	250,000	250,000	—	—	—
Cessnock VRA – Rescue Truck	100,000	—	—	—	—

GRIEVANCES & COMPLAINTS

INDICATORS	2025	2024	2023	2022	2021
Total Complaints Received	146	162	211	150	238

PROCUREMENT DATA

SUPPLIERS BY GEOGRAPHICAL REGION

INDICATORS	2025	2024	2023	2022	2021
Number of Key Suppliers	**329**	**326**	**305**	**271**	**230**
By Region					
New South Wales	200	199	189	165	140
Queensland	83	83	70	63	54
Other Australian States	46	44	46	43	36
Total payments to local suppliers ($AUD)	**1,049,594,409**	**1,085,623,919**	**1,043,639,159**	**736,637,962**	**586,980,504**
Total payments to all key suppliers ($AUD)	**3,302,857,826**	**3,200,191,531**	**2,966,669,422**	**2,526,518,384**	**1,942,485,757**

REHABILITATION DATA[25]

INDICATORS	2025	2024	2023	2022	2021
Total Area (ha) disturbed during the reporting period.	299	286	482	474	787
Cumulative Area (ha) disturbed as of 31 December	10,938	11,065	11,058	10,705	10,515
Total Area (ha) of rehabilitation undertaken during the reporting period.	430	279	183	95	215
Cumulative Rehabilitation Area (ha) disturbed as of 31 December	5,089	4,664	4,385	4,210	4,069
Total Footprint as of 31 December	16,028	15,729	15,443	14,915	14,584
Ratio of Rehabilitation to Total Footprint as of 31 December	47%	42%	40%	39%	39%

HUMAN RESOURCES DATA

BREAKDOWN OF EMPLOYEES

EMPLOYMENT	2025	2024	2023	2022	2021
Number of employees	**3,909**	**3,744**	**3,522**	**3,361**	**3,114**
By Gender					
Female	611	551	514	463	386
Male	3,276	3,172	2,995	2,893	2,728
Other	22	21	13	5	—
By Geographical Region					
New South Wales	2,821	2,707	2,586	2,470	2,286
Queensland	712	660	581	558	514
Western Australia	376	377	355	333	314
By Age Group					
Below 30	454	452	403	373	286
30-50	2,253	2,137	2,053	2,010	1,892
Over 50	1,202	1,155	1,066	978	936
By Employment Type and Gender					
Permanent (Female)	520	470	462	401	335
Permanent (Male)	3,170	3,076	2,910	2,828	2,668
Permanent (Other)	19	20	13	5	—
Fixed Term (Female)	51	47	26	39	35
Fixed Term (Male)	78	74	68	57	53
Part Time (Female)	40	34	26	23	16
Part Time (Male)	28	22	17	8	7

25. Rehabilitation defined as area(s) shaped, topsoiled, and seeded. Includes areas under ongoing active management (i.e. not relinquished). Minor variances in rehabilitation areas relate to variances in methodologies of determining areas, including survey/mapping variances and methodologies, from year to year.

EMPLOYEE DIVERSITY

DIVERSITY	2025	2024	2023	2022	2021
Board	**9**	**7**	**8**	**8**	**8**
Male	8	6	7	7	7
Female	1	1	1	1	1
Other	—	—	—	—	—
Executive Committees	**13**	**13**	**14**	**14**	**14**
Male	12	12	13	13	13
Female	1	1	1	1	1
Other	—	—	—	—	—
Senior Management	**39**	**38**	**36**	**36**	**37**
Male	32	33	31	31	32
Female	7	5	5	5	5
Other	—	—	—	—	—
Departmental Management	**94**	**85**	**79**	**76**	**65**
Male	72	67	64	60	53
Female	20	16	15	15	12
Other	2	2	—	1	—
Frontline Employees	**3,763**	**3,608**	**3,393**	**3,235**	**2,998**
Male	3,160	3,060	2,887	2,789	2,630
Female	583	529	493	442	368
Other	20	19	13	4	—

NEW HIRES

NEW EMPLOYEES	2025	2024	2023	2022	2021
Number of new hires	518	613	641	648	385
Rate of new hires	13%	16%	18%	19%	12%
By Gender					
Female	109	103	133	128	73
Male	385	492	498	515	312
Other	24	18	10	5	—
By Geographical Region					
New South Wales	340	352	409	458	236
Queensland	145	206	167	138	114
Western Australia	33	55	65	52	35
By Age Group					
Below 30	133	182	172	183	102
30-50	304	336	363	389	223
Over 50	81	95	106	76	60

Appendix B: Performance Data *cont'd*

EMPLOYEE TURNOVER

EMPLOYEE TURNOVER	2025	2024	2023	2022	2021
Employee turnover	358	391	494	439	418
Rate of employee turnover	9%	10%	14%	13%	13%
By Gender					
Female	57	67	86	53	62
Male	299	321	406	385	356
Indeterminate	2	3	2	1	-
By Geographical Region					
New South Wales	235	225	296	307	283
Queensland	92	131	154	97	88
Western Australia	31	35	44	35	47
By Age Group					
Below 30	64	52	67	50	55
30-50	171	222	286	256	220
Over 50	123	117	141	133	143
Average tenure	**6.2**	**5.5**	**6.7**	**7.2**	**7.6**

HEALTH AND SAFETY

INDICATORS	2025	2024	2023	2022	2021
Workers covered by an occupational health and safety management system	100%	100%	100%	100%	100%
Main types of work-related injury	Strains/sprains, Soft tissue muscle/tendons	Strains/sprains, Soft tissue muscle/tendons	Soft tissue, Muscle Tendons, Sprains/strains	Soft-tissue Muscle/Tendons	Soft-tissue Muscle/Tendons
Number of hours worked	10,080,259	10,014,267	9,513,993	8,356,245	8,003,875
For All Workers (Employees and Contractors)					
Number of fatalities as a result of a work-related injury	–	1	–	–	–
Rate of fatalities as a result of a work-related injury	–	0.10	–	–	–
Number of high-consequence work-related injuries (excluding fatalities)	10	8	7	11	5
Rate of high consequence work-related injuries (excluding fatalities) per 1,000,000 hours	0.99	0.80	0.74	1.32	0.62
Number of recordable work-related injuries	59	70	51	67	67
Rate of recordable work-related injuries	**5.85**	**6.99**	**5.36**	**7.97**	**8.37**
Types of work-related injuries					
Number of First aid incidents	238	275	239	164	201
Number of Medically treated incidents	13	9	6	19	16
Number of Lost-time incidents	27	31	24	30	34
Lost Days due to work injury	**9,455**	**4,993**	**4,525**	**7,183**	**6,252**

ENERGY AND EMISSIONS DATA[26]

EMISSIONS

INDICATOR UNIT – tCO_2-e	FY25	FY24	FY23	FY22	FY21
Total GHG Emissions (Scope 1 and 2)	**2,763,249**	**2,275,884**	**2,135,023**	**2,367,913**	**2,213,876**
Total Direct GHG Emissions (Scope 1)	**2,476,890**	**1,998,113**	**1,858,400**	**2,046,795**	**1,858,895**
Diesel	853,015	836,397	791,104	688,978	676,592
Petrol	16	12	60	61	80
Oils/greases	5,379	4,983	4,625	4,516	3,322
Natural gas	–	–	–	–	42
LPG	1,088	920	2,066	148	140
Other combustion fuel for energy (SF6/Acetylene/ Electricity production - liquid fuels)	38	34	83	969	699
Fugitive Emissions from Mining	1,617,354	1,145,767	1,060,458	1,352,123	1,178,020
Total Direct GHG emissions (Scope 2)	**286,360**	**287,771**	**276,623**	**321,118**	**354,981**
Electricity	286,360	287,771	276,623	321,118	354,981

EMISSIONS INTENSITY

INDICATOR	FY25	FY24	FY23	FY22	FY21
Total FY ROM production (ROMt)	51,126,351	50,586,652	42,271,829	46,507,466	55,490,929
GHG emissions intensity (tCO_2-e/ROMt)	0.054	0.045	0.051	0.051	0.040

AIR POLLUTANTS

INDICATOR UNIT – kg	FY25	FY24	FY23	FY22	FY21
NOx, SOx, and other significant air emissions	40,327,033	38,426,800	34,411,406	32,045,794	35,481,078
Carbon monoxide	3,342,562	3,150,942	2,640,418	2,478,523	2,952,186
Oxides of nitrogen	6,703,342	6,432,231	5,673,215	5,228,787	6,217,947
Particulate matter (PM10)	29,843,722	28,422,169	25,725,520	23,992,593	25,876,171
Sulphur dioxide	5,874	5,584	4,815	4,426	5,179
Volatile organic compounds	431,533	415,873	367,438	341,465	429,596

ENERGY CONSUMPTION WITHIN THE ORGANISATION

INDICATOR UNIT – GJ	FY25	FY24	FY23	FY22	FY21
Total direct and indirect energy consumed within the organisation	**14,315,762**	**13,974,887**	**13,074,962**	**11,726,026**	**11,582,517**
Total direct energy consumed	**12,734,667**	**12,432,827**	**11,689,048**	**10,242,224**	**9,984,918**
Fuel consumption	12,169,305	11,964,001	11,326,837	9,817,714	9,642,266
Oils/greases	412,412	381,361	353,805	341,644	257,595
Flaring	16,379	285	1,351	14,189	3,207
Other sources	136,571	87,181	6,588	68,677	81,850
Total indirect energy consumed	**1,581,094**	**1,542,062**	**1,385,911**	**1,483,802**	**1,597,599**
Electricity	1,581,094	1,542,062	1,385,911	1,483,802	1,597,599

26. Scope 1 and 2 Emissions, Energy Consumption and respective intensities are based on the Australian fiscal year NGER data as submitted to the Clean Energy Regulator

ENERGY INTENSITY

INDICATOR	FY25	FY24	FY23	FY22	FY21
Total FY ROM production (ROMt)	51,126,351	50,586,652	42,271,829	46,507,466	55,490,929
Energy intensity (GJ/ROMt)	0.28	0.28	0.31	0.25	0.21

WASTE

WASTE GENERATED

INDICATOR UNIT TONNES	2025	2024	2023	2022	2021
Total weight of waste generated	**24,221**	**17,896**	**17,586**	**14,955**	**14,902**

WASTE DIVERTED FROM LANDFILL

INDICATOR UNIT TONNES	2025	2024	2023	2022	2021
Total weight of waste diverted from disposal	17,795	10,282	10,285	9,095	9,345
Total weight of hazardous waste diverted from disposal	7,129	6,707	6,842	5,908	6,090
Total weight of non-hazardous waste diverted from disposal	10,666	4,509	4,831	4,394	4,629

WASTE DIRECTED TO LANDFILL

INDICATOR UNIT TONNES	2025	2024	2023	2022	2021
Total weight of waste directed to disposal	6,426	7,796	7,304	5,960	5,557
Total weight of hazardous waste directed to disposal	1,707	1,570	1,546	1,278	1,197
Total weight of non-hazardous waste directed to disposal	4,719	6,043	5,758	4,583	4,360

WATER METRICS

INPUTS

WATER INPUTS (BY SOURCE) UNITS ML	2025	2024	2023	2022	2021
Surface Water	35,728	23,350	19,319	34,163	27,678
Groundwater	14,553	14,881	13,428	11,425	12,427
Imported freshwater (contract/municipal)	58	97	83	73	95
Transferred from other mines	73	42	283	0	47
Water in ore that is processed	2,447	2,665	2,328	2,093	1,830
Water input (total)	**62,923**	**51,669**	**44,740**	**56,666**	**51,678**

WATER USAGE

WATER USE ON SITE UNITS ML	2025	2024	2023	2022	2021
Production water	12,890	11,434	11,250	10,467	10,792
Recycled water	10,064	10,634	9,298	8,912	9,601
Change in storage during the year	22,746	9,404	3,745	15,764	12,726

WATER RETURNED (BY SOURCE)

WATER USE ON SITE UNITS ML	2025	2024	2023	2022	2021
To Surface Water	8,700	5,757	4,280	11,721	6,843
To groundwater through reinjection and seepage	1,458	1,638	1,345	412	472
Evaporation	7,286	8,139	7,414	7,663	6,968
Entrained in product of process waste	4,129	8,503	8,425	5,754	8,391
Supply third party water	5,714	6,793	8,282	4,885	5,487
Water output (total)	**40,177**	**42,265**	**40,995**	**40,903**	**38,952**

2025 CALENDAR YEAR PRODUCTION ROM BY SITE

ROM IN MILLION TONNES

SITE	2025	2024	2023	2022	2021
Ashton	1.1	2.5	0.7	2.1	2.6
Austar	—	—	—	—	—
Cameby Downs	3.8	3.8	3.5	3.0	2.9
Moolarben	21.6	21.2	20.4	16.9	20.4
MTW	17.7	17.2	17.2	12.4	16.5
Premier	3.0	2.8	2.9	2.7	2.7
Stratford	—	0.1	0.9	1.0	1.5
Yarrabee	3.6	2.9	2.4	2.6	3.0
Totals	**50.8**	**50.7**	**48.2**	**40.7**	**49.6**

Appendix C:

Glossary of Terms

Australian Accounting Standards Board (AASB)
An independent government agency responsible for developing, issuing, and maintaining accounting standards in Australia. It plays a crucial role in ensuring consistency and transparency in financial reporting by providing guidelines that govern the preparation and presentation of financial statements.

Australian Sustainability Reporting Standards (ASRS)
New standards for assessing and disclosing information about an entity's climate and sustainability-related risks and opportunities. The standards are internationally aligned to ensure consistent and transparent reporting.

Climate-related Risks and Opportunities (CRROs)
Climate-related risks refers to the potential negative effects of climate change on an entity. These risks are categorised as climate-related physical risks and climate-related transition risks.

Climate-related opportunities refers to the potential positive effects arising from climate change for an entity. Efforts to mitigate and adapt to climate change can produce climate-related opportunities for an entity.

Decarbonisation
The process of reducing or eliminating greenhouse gas emissions, particularly in the context of human activities that contribute to climate change. The goal of decarbonisation is to achieve a net-zero carbon footprint, where the amount of carbon emitted is balanced by the amount removed or offset, that would otherwise contribute to global warming and climate change.

Environment and Community Relations Policy Highlights Yancoal's commitment to operating as an environmentally and socially responsible corporate entity.

Enterprise Risk Management (ERM)
Yancoal's Enterprise Risk Management (ERM) Framework links strategic business objectives with risk management activities. This framework is overseen by the Board's ARMC.

Global Reporting Initiative (GRI)
An independent organisation with an international framework and standards for sustainability reporting on an organisation's economic, environmental and social performance. The GRI Standards include mandatory requirements for disclosure. An organisation preparing a report in accordance with the GRI Standards can choose one of two options (Core or Comprehensive), depending on the degree to which the GRI Standards have been applied.

Greenhouse Gases (GHG)
Gases in the Earth's atmosphere that trap and emit heat, contributing to the greenhouse effect. The major greenhouse gases include carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), and fluorinated gases.

International Financial Reporting Standards (IFRS)
A set of globally accepted accounting standards developed by the International Accounting Standards Board (IASB). IFRS provides a common framework for financial reporting by businesses, ensuring consistency and comparability in financial statements across different countries. These standards are designed to enhance transparency, accuracy, and understandability of financial information, thereby facilitating international business and investment by providing a common language for financial reporting.

International Sustainability Standards Board (ISSB)
The organisation that sets global standards for sustainability reporting. It aims to provide a framework for companies to disclose transparently and consistently their environmental, social, and governance (ESG) performance. The ISSB seeks to enhance the comparability and reliability of sustainability information, facilitating better decision-making by investors, businesses and other stakeholders concerned with the long-term viability of economic activities.

Materiality
Materiality in sustainability, as opposed to financial materiality, is the threshold at which an issue or topic becomes important enough to be managed, monitored and reported externally, considering the impact and level of perceived importance from stakeholders.

National Greenhouse and Energy Reporting Act 2007 (NGER Act)
The Australian Government's legislative framework for the mandatory reporting of national greenhouse gas emissions, energy consumption and other relevant information by corporations and facilities. The primary goal of the NGER Act is to enhance transparency and provide accurate emissions data across significant energy users and emitters.

P4 Report
Yancoal's annual sustainability report structured around the four pillars of the *P4 Change 4 Tomorrow Sustainability Strategy* — Profit, Portfolio, Planet and People. The report communicates the company's environmental, social and governance (ESG) performance and progress against strategic priorities, and includes disclosures aligned with the HKEX ESG Reporting Code (Part C) and the SASB Coal Operations Standard.

Safeguard Mechanism
The Australian Government's policy for reducing emissions at Australia's largest industrial facilities. It sets legislated limits known as baselines on the greenhouse gas emissions of these facilities.

Scope 1 emissions
Emissions released to the atmosphere as a direct result of an activity, or series of activities at a facility level. These emissions typically include those from on-site fuel combustion, such as emissions from company-owned, equipment and facilities. In coal mining they also include fugitive emissions released from the coal or coal bearing strata that is mined.

Scope 2 emissions
Indirect greenhouse gas emissions, for example those associated with the purchase of electricity.

Scope 3 emissions
The indirect greenhouse gas emissions that result from the activities of an organisation but occur from sources not owned or controlled by that organisation. These emissions often include those associated with the entire value chain, including suppliers, customers, and other external factors.

Sustainability Accounting Standards Boards (SASB)
SASB Standards help companies disclose relevant sustainability information to their investors by identifying risks and opportunities over the short, medium and long-term.

Sustainability Report
Yancoal's climate-related disclosure report prepared in accordance with AASB S2 Climate-related Disclosures, aligned with the ISSB / IFRS S2 framework. The report provides information on climate-related governance, strategy, risks and opportunities, and anticipated financial impacts, and includes disclosures aligned with the HKEX ESG Reporting Code (Part D). The Sustainability Report is published within the Annual Financial Report for the year ended 31 December 2025, and is also included in the Annual Report.

Sustainability Working Group (SWG)
The purpose of the SWG is to provide oversight and coordination of the sustainability and climate related matters. The SWG is composed of senior leaders from Sustainability, Environmental, Health and Safety, Finance, Legal & Compliance, Technical Support and People & Culture functions.

YANCOAL
兖煤澳大利亚有限公司