



Evolution
MINING

20

Sustainability Report

26

**INTEGRATED
INTO EVERYTHING**
we do



Contents

About this Report	3
Overview	4
Chair of the Risk and Sustainability Committee's letter	5
Sustainability performance targets	6
Our business	11
Our approach to sustainability	12
Sustainability governance	13
Stakeholder engagement	16
Our material sustainability topics	18
Governance and assurance	22
Governance and ethics (M)	23
Cyber security (M)	26
Sustainable procurement (M)	27
Modern slavery and human rights (M)	28
Risk management	30
Work health, safety and wellbeing (M)	32
Crisis response (M)	37
People	38
Diversity and inclusion (M)	39
Talent attraction, retention and employee engagement (M)	41
Communities	47
Community and stakeholder engagement (M)	48
Cultural heritage and Indigenous stakeholder outcomes (M)	54
Environment	58
Environmental impacts and waste (including circular economy) (M)	59
Tailings management (M)	61
Water management (M)	63
Land use and biodiversity (M)	64
Mine closure, rehabilitation and legacy (M)	65
Climate	67
Climate risk and resilience (M)	68
Energy and emissions (M)	69
Glossary	70

Useful links

View our FY26 ESG Performance Data at evolutionmining.com/sustainability

View our case studies at evolutionmining.com/sustainability/case-studies

Acknowledgements

We respectfully acknowledge the Traditional Custodians of the lands and waters on which we operate across Australia and Canada.

We pay our respects to Elders past and present and extend that respect to our First Nations partners and Indigenous communities. We recognise their deep knowledge, enduring cultures and continuing connections to Country, land and water.

Through listening, learning and working in partnership, we are committed to protecting and respecting cultural heritage and fostering an inclusive culture grounded in one of our values, respect.

We are thankful to be working and living on the Country, lands and waterways comprising:

- the Wiradjuri people at Cowal;
- the Wiradjuri people of the Upper Bogan River at Northparkes;
- the Mitakoodi and Mayi peoples at Ernest Henry;
- the First Nations Bailai, Gurang, Gooreng Gooreng and Taribelang Bunda peoples at Mt Rawdon;
- the Marlinyu Ghoorlie people and other knowledge holders at Mungari;
- the Wabauskang First Nation and Lac Seul First Nation of Treaty 3 and other knowledge holders at Red Lake in Ontario;
- the Yuggera and Turrbal peoples in Brisbane;
- the Gadigal people of the Eora Nation in Sydney; and
- the Squamish Nation on the north shore of Vancouver.

How to navigate this Report

This interactive PDF allows you to access information easily:

- The (M) denotes a material topic.
- Read our detailed Management approaches on our website: evolutionmining.com/document-centre.
- Navigate to different sections of the Report by using the contents page and upper navigation pane.
- Return to this contents page by clicking 'Sustainability Report' in the top-left navigation pane.
- Click on hyperlinks (denoted by underlined words) to reference content externally or within this Report.

How to provide feedback

- This Report aims to provide a balanced view of Evolution Mining's sustainability efforts.
- We welcome your feedback and questions about our sustainability performance and disclosures. Please direct enquiries to Vice President Sustainability, Fiona Murfitt at esgreporting@evolutionmining.com.



Front cover

Northparkes Operations 2026 artefact repatriation on Wiradjuri – Upper Bogan River Country

About this Report

This Sustainability Report (Report) is a voluntary summary of Evolution Mining Limited (ABN 74 084 669 036) (Evolution, the Company, we, us, our) and its subsidiaries' material sustainability topics and performance for the financial year ended 30 June 2026.

On 19 August 2026, we released our inaugural [Climate Report](#) in accordance with the *Corporations Act 2001* and the Australian Accounting Standards Board (AASB) Australian Sustainability Reporting Standard S2 *Climate-related Disclosures* (AASB S2). It comprises the mandatory disclosures under AASB S2, and makes reference to several voluntary disclosures for a consolidated view of Evolution's climate reporting. All other voluntary disclosures are in this Report and associated environment, social and governance (ESG) Performance Data.

For a consolidated view of our voluntary and mandatory sustainability disclosures, including financial sustainability, this Report should be read in conjunction with the 2026 [Financial Report](#), [Climate Report](#), [Annual Report](#), [ESG Performance Data](#), and [Management approaches](#), aligned with ESG frameworks.

Reporting period

This Report covers the period from 1 July 2025 to 30 June 2026. References to 'year' are to the financial year ended 30 June 2026 unless otherwise stated.

Published date and approval

This Report was published on 22 October 2026 and has been approved for release by the Board of Directors.

Boundary and scope

This Report covers operations at our 100% owned mines in Australia and Canada: Cowal in New South Wales, Ernest Henry and Mt Rawdon in Queensland, Mungari in Western Australia, Red Lake in Ontario and exploration activities in Australia and Canada. It also covers our 51% interest in East Kundana Joint Venture (EKJV) in Western Australia and 80% share of Northparkes in New South Wales. Unless specified, all figures in the Report include the abovementioned operations for the period of ownership. Entities that we do not control, but have significant influence over, are included in the form of disclosures of management approach. The Report does not include data from equity interest projects, such as joint ventures, where we are not an operator.

Reporting frameworks

This Report is structured to reflect our sustainability strategy and materiality. We engage with internal and external stakeholders to ensure we manage and report on material sustainability risks, opportunities and impacts. This Report has been prepared considering the following frameworks:

- AASB S2;
- Global Reporting Initiative (GRI) Standards 2021;
- recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) subsumed within the International Financial Reporting Standards (IFRS) S2;
- United Nations Global Compact (UNGC);
- United Nations Sustainable Development Goals (UNSDGs);
- recommendations outlined by the Task Force on Nature-related Financial Disclosures (TNFD); and
- Australian Securities Exchange (ASX) Corporate Governance Principles and Recommendations, including 7.4 to disclose how Evolution manages environmental and social risks.

Our disclosures are also prepared in line with ESG rating agencies, such as S&P Global, MSCI, ISS ESG and Sustainalytics.

Management approaches and performance

This Report presents FY26 metrics, targets and performance for all material and other topics. The detailed performance sections provide comparative analysis, drivers or challenges. Our management approaches are summarised at the beginning of each section, and detailed further on our website: evolutionmining.com/document-centre.

Information integrity and report audit

We are committed to reporting our sustainability performance annually and consistently improving data and information collection processes to ensure better quality data, transparency and insights. In preparing this Report, we gathered, recorded and analysed quality and relevant information to disclose it in a way

that is readily available for examination. Regulatory emissions reporting is undertaken in line with the National Pollutant Inventory (NPI) and *National Greenhouse and Energy Reporting Act 2007* (NGER Act) requirements in Australia and the National Inventory Report (NIR) and Greenhouse Gas Reporting Program (GHGRP) in Canada. The disclosure requirements of AASB S2 are included in the [Climate Report](#), with external auditors providing limited assurance over selected disclosures. Technical experts have also been engaged to complete a range of internal and third-party audit processes on broader sustainability aspects, including safety, environmental and social performance. This includes the assurance program, total recordable injury frequency (TRIF), material and critical risk management outcomes, and our rehabilitation provisioning.

Transparency and disclosure

We are committed to open and transparent dealings with all stakeholders. We publish information on operational, financial and sustainability performance in a timely manner through several communication channels, including this Report, media releases, ASX announcements, social media, newsletters and community and investor meetings. We respond to stakeholder enquiries and requests for information as required.

Currency references

Currency is expressed in Australian dollars unless otherwise stated.

Glossary

A [Glossary](#) of terms to define uncommon or technical words is provided at the end of this Report.

Forward-looking statements

This Report prepared by Evolution includes forward-looking statements. Often, but not always, forward-looking statements can generally be identified by the use of forward-looking words such as 'may', 'will', 'expect', 'intend', 'plan', 'estimate', 'anticipate', 'continue', and 'guidance', or other similar words and may include, without limitation, statements regarding plans, strategies and objectives of management, anticipated production or construction commencement dates and expected costs or production outputs.

Forward-looking statements inherently involve known and unknown risks, uncertainties and other factors that may cause the Company's actual results, performance and achievements to differ materially from any future results, performance or achievements. Relevant factors may include, but are not limited to, changes in commodity prices, foreign exchange fluctuations and general economic conditions, increased costs and demand for production inputs, the speculative nature of exploration and project development, including the risks of obtaining necessary licenses and permits and diminishing quantities or grades of reserves, political and social risks, changes to the regulatory framework within which the Company operates or may in the future operate, environmental conditions including extreme weather conditions, recruitment and retention of personnel, industrial relations issues and litigation.

Forward-looking statements are based on the Company and its management's good faith assumptions relating to the financial, market, regulatory and other relevant environments that will exist and affect the Company's business and operations in the future. The Company does not give any assurance that the assumptions on which forward-looking statements are based will prove to be correct, or that the Company's business or operations will not be affected in any material manner by these or other factors not foreseen or foreseeable by the Company or management or beyond the Company's control.

Although the Company attempts and has attempted to identify factors that would cause actual actions, events or results to differ materially from those disclosed in forward-looking statements, there may be other factors that could cause actual results, performance, achievements or events not to be as anticipated, estimated or intended, and many events are beyond the reasonable control of the Company. Accordingly, readers are cautioned not to place undue reliance on forward-looking statements within this Report. Forward-looking statements in these materials speak only at the date of issue. Subject to any continuing obligations under applicable law or any relevant stock exchange listing rules, in providing this information the Company does not undertake any obligation to publicly update or revise any of the forward-looking statements or to advise of any change in events, conditions or circumstances on which any such statement is based.

Overview

Evolution Mining is proud to present our ninth Sustainability Report which transparently shares our sustainability performance and stories in the context of a dynamic sustainability landscape.

We work to deliver long-term stakeholder value through low-cost production in a safe, environmentally and socially responsible way.

We seek to deliver against our regulatory obligations, demonstrate our partnership-driven positive impact and highlight the opportunities and risks in creating sustainable value for our stakeholders.

This Report reflects the contribution of all our people in FY26 and is structured to reflect our sustainability strategy and materiality.

89%

Sustainability targets met
(93% in FY25)

19%

Emissions reduction against FY20 baseline. On track to meet our target of 30% reduction by 2030 (-17% in FY25)¹

HIGH APPROVAL

Social Licence to Operate score increased to 4.24 out of 5 in our FY26 Stakeholder Perception Survey (4.19 out of 5 in FY24)

\$4.6 B

Contributed to the Australian and Canadian economies and \$587 million to local and regional businesses and organisations (\$3.7 billion in FY25)^{2,3}

5.85

Strong TRIF performance maintained. While higher than the stretch target, we delivered stable safety performance and continuous improvement initiatives⁴

21%

Female workforce representation delivered just below the target of 22%, consistent with FY25 performance (21%)

¹ Total Scope 1 and 2 emissions for adjusted FY20 baseline estimated using location-based method. FY25 and FY26 performance estimated using market-based method.

² Economic contributions include supplier payments, wages, dividend payments, interest, taxes, royalties, community investment, payments to providers of capital and payments to financial institutions (interest).

³ Local and regional organisations are defined by postcode in relation to geographical proximity to Evolution operations.

⁴ Total recordable injury frequency (TRIF): the frequency of total recordable injuries per million hours worked, reported as a 12-month moving average to 30 June 2026.

Chair of the Risk and Sustainability Committee's letter



Dear stakeholders

It gives me great pleasure to have this opportunity to introduce to you our 2026 Sustainability Report. I am confident that in reading this Report you will agree that our people have continued to demonstrate a focused commitment to ensuring that sustainability is embedded in everything we do. In this Report, it is most gratifying to see that we are continuing to generate a positive impact for all stakeholders.

The way we approach our commitment to sustainability is constantly evolving when you consider the backdrop of shifting social, geopolitical and legislative landscapes linked to increasing community expectations of what good looks like. We have taken these demands as opportunities to improve and deepen our understanding of sustainability risks and opportunities, including potential impacts on all stakeholders. Learnings are integrated into our decision-making and risk management processes, enabling us to improve the way we operate for a healthier and safer workplace. This also helps us to manage risks and opportunities of diversity, climate, nature-related impacts and responsible procurement.

You should take comfort that the results presented here are supported by a comprehensive assurance and governance program. In this way, we ensure that we are executing our work, not only in compliance with our policies and standards, but also in alignment with best practice. By this discipline, we maintain a degree of continuous improvement, ensuring that we learn, adapt and mature across the entire sustainability portfolio.

Our ambition to have our people go home from work better than when they arrived is unconditional. In FY26, we continued to demonstrate strong health and safety performance across our various metrics, some of which were set intentionally high. This supported our continued work to prevent the most serious injuries to our people, enabled by our focus on visible and felt leadership, proactive and enhanced management of material and critical risks, again backed up by ongoing assurance.

We have long talked about making Evolution a highlight of our people's careers. In recognition that our success depends on our people, we work to foster an inclusive, diverse and physically and psychologically safe workplace where they feel valued and heard. This year, we continued to grow our workforce while achieving 87% in overall staff retention, maintaining 21% female workforce representation and achieving ~35% female representation across the Board and Executive Leadership Team. We must acknowledge not reaching our FY26 target of 22% female representation overall and in that sphere, we accept we have more work to do.

We have progressed in climate-related risk management and our commitment to net zero, achieving a ~19% reduction in greenhouse gas (GHG) emissions.⁵ This is supported by renewable energy use, operational efficiencies, innovations and partnerships in energy and technology. We are proud to have released our first [Climate Report](#) in accordance with the *Corporations Act 2001* and AASB S2. It details our assessment, management and resilience against climate-related risks and opportunities. It also demonstrates how climate considerations are embedded through our business and influence decision-making. We will continue to enhance our understanding and management of these risks and opportunities to support our business and workforce to be resilient and capable in an evolving landscape.

During the year, we furthered our environmental and licensing goals, including by building meaningful partnerships with educational institutions. Two key programs of note include rehabilitation and water management, delivering 1,020 ha of rehabilitated land and ~13% reduction in freshwater intensity against the FY20 baseline. We will continue to drive an open-minded innovative approach to the environment, climate change, nature-related risks, water management and their dependent impacts on our business for all associated stakeholders.

We recognise that maintaining our licence to operate and achieving meaningful outcomes in local economic development and reconciliation relies on listening and partnering with our communities. Our biennial FY26 Stakeholder Perception Survey gave us the opportunity to understand our stakeholders' sentiments and aspirations, resulting in an increased 'High Approval' Social Licence to Operate Score of 4.24, compared to 4.19 in FY24. We also progressed our Reconciliation Plan across our Australian and Canadian footprint, with the implementation of a Working Group and Steering Committee. We have targeted projects focused on procurement, awareness, communications and transparency.

Our sustainability performance continues to be recognised by renowned ratings agencies such as the S&P Global Corporate Sustainability Assessment, resulting in our inclusion in the 2026 Sustainability Yearbook, Dow Jones Best-in-Class Australia and Asia Pacific Indices. We reaffirm our alignment and commitment to the Ten Principles of the UNGC, submitting our communication on progress through this Report. I also refer you to our sixth annual [Modern Slavery Statement](#) aligned with Australian and Canadian legislation that reiterates our commitment to proactively identify and mitigate human rights risks.

On behalf of the Board, thank you to everyone who has contributed to our progress this year. We are confident that this Report is factual and balanced, reflecting our transparent commitment to accountability and continuous improvement. We look forward to continuing to adapt to the evolving sustainability landscape and working with our stakeholders to deliver sustainable outcomes.

Yours faithfully

Peter Smith

Lead Independent Director and Chair of the Risk and Sustainability Committee

⁵ Our commitment to net zero is against an FY20 baseline, comprising Scope 1 and 2 emissions. Total Scope 1 and 2 emissions for FY20 baseline estimated using location-based method. FY26 performance estimated using market-based method.

Sustainability performance targets

We set performance targets, aligned with our sustainability strategy, to drive outcomes in the areas with the greatest impact. The FY26 targets established across the operations and functions were linked with our material topics and risks, Sustainability Principles and three-year goals (FY24-FY26). These goals provided a strategic and tactical direction for the business underpinned by the key pillars of sustainability, people, operations, growth and financial outcomes.

Performance

We measure our progress at minimum annually. In FY26, we achieved or exceeded 25 of 28 (89%) of our targets, commitments and performance measures across the sustainability portfolio. Several targets were intentionally ambitious, making this achievement particularly meaningful.

We achieved our governance, risk, environmental and social responsibility targets. We intentionally set an ambitious TRIF target as a leading indicator of our commitment to safety performance. While we did not meet this target, we continue with our commitment to continuous improvement in health and safety, to minimise the most serious injuries, recognising that one injury is one too many.

We are on track to meet our commitment of a 30% reduction in Scope 1 and 2 GHG emissions by 2030 and net zero by 2050 (Net Zero Commitment).

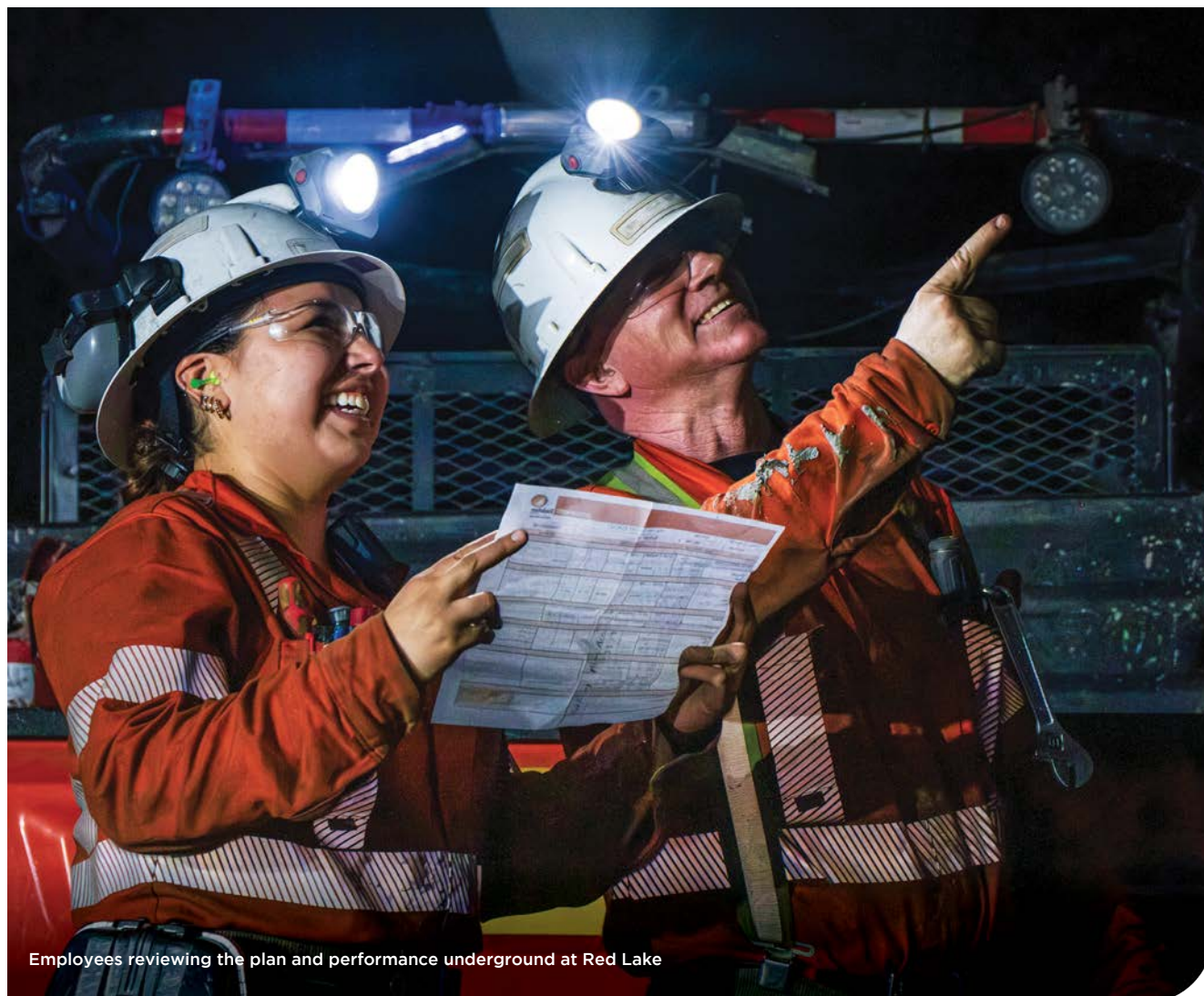
Female representation was maintained at 21% (21% in FY25). While below the FY26 target of 22%, this reflects our ongoing focus on attracting and retaining female employees whilst continuing to grow our workforce.

We continued to positively contribute to local and regional economies, and strengthened our governance in Indigenous relations through the implementation of our Reconciliation Plan. We commit to improving against our other performance targets supported by strategic planning and execution.

See the following table for a summary and the associated sections for more information.

FY27 target setting

During the year, the Board approved sustainability performance targets and stretch elements for FY27. These were developed in consultation with the business consistent with the FY26 target methodology and inputs. In developing the targets, the business considered the management of our climate-related risks and opportunities, emerging global and sectoral challenges, and our commitments to UNGC and Paris Agreement. Components of targets were linked to short-term incentive plan (STIP) payments for employees, the Leadership Team (referred to within AASB S2 as management), general managers and other senior leaders.



Employees reviewing the plan and performance underground at Red Lake

Sustainability performance targets and commitments

Subcategory	Target/Commitment	Timeframe	Performance	Target met	Target not met/In progress	Assured ⁶
Governance and assurance						
ESG disclosures and initiatives	Benchmark against third parties	Ongoing/ FY26	● Participation in third-party performance benchmarking and ESG rating agencies.			
	TNFD alignment	Ongoing/ FY26	● Increasing the capability of our people and further integrating TNFD final recommendations into planning and project processes.			
			● Improved internal requirements and processes for ground disturbance process.			
			● Ongoing studies across our operations to improve water reuse and reduce dependencies on external water.			
Climate-related disclosures	ASRS AASB S1 and S2 alignment	Ongoing/ FY26	● Continued to integrate recommendations from the FY25 ASRS Assurance Readiness Assessment. This included developing a basis of preparation, reassessing the Group transition plan, and improving governance, financial and Scope 3 disclosures.			
			● Scope 3 relevance assessment facilitated by a third party with engagement across Procurement, Treasury and Sustainability.			
			● Published our inaugural FY26 Climate Report in alignment with AASB S2, with external auditors providing limited assurance over selected disclosures.			✓
			● Extended energy audit and climate scenario analysis with qualitative and quantitative climate scenario analysis conducted for all operations aligned with AASB S2.			
	IFRS S1 and S2 alignment (TCFD)	Ongoing/ FY26	● Climate-related risks and opportunities assessment conducted, identifying risks of water security, increased extreme rainfall events, increased carbon price, and opportunities of decarbonisation and increased demand for copper.			✓
			● Third-party validation and benchmarking of our FY22 to FY26 TCFD reporting revealing improvement in strategy and risk management.			
Assurance and audit	100% of whistleblower complaints investigated and addressed	Ongoing/ FY26	● Progressive integration of actions from FY24 third-party assessment of IFRS alignment.			
			● 100% of assurance activity completed against agreed Sustainability and Strategic Planning Standards and material risks.			✓
Business ethics	100% compliance to assurance program	FY26	● 100% of assurance activity completed against agreed Sustainability and Strategic Planning Standards and material risks.			✓
	100% of whistleblower complaints investigated and addressed	Ongoing/ FY26	● 100% of whistleblower complaints (22) investigated and addressed.			
Board diversity	Zero cases of bribery or corruption	Ongoing/ FY26	● Zero reported cases of bribery or corruption.			
	No less than 30% female representation on the Board	Ongoing/ FY26	● Female representation on the Board is 38%.			
Executive management diversity	Increase in executive diversity	Ongoing/ FY26	● With the commencement of Ms Fran Summerhayes (CFO) in September 2026, female representation increased to 33% (25% in FY25).			
Modern slavery and human rights (M)	Modern Slavery Statement compliance	Ongoing/ FY26	● Published our joint 2025 Modern Slavery Statement covering Canada's <i>Fighting Against Forced Labour and Child Labour in Supply Chains Act</i> (S.C. 2023, c9). Preparing the next Statement after assessing 71% of medium- and high-risk suppliers. ⁷			
	Local and regional procurement	Ongoing/ FY26	● \$4.6 billion contribution to the Australian and Canadian economies including \$2.8 billion total procurement spend. ⁸ ● \$587 million to local and regional businesses and organisations including \$524 million in direct spend with local organisations (15% increase in local spend from FY25). ⁹			

⁶ Sustainability data that has been subject to a range of third-party assurance. Refer to the [Climate Report](#) for detail on the limited assurance undertaken on the climate-related disclosure requirements of AASB S2.

⁷ Covers all operations. See [ESG Performance Data](#) for detailed inputs into this figure.

⁸ Economic contributions include supplier payments, wages, dividend payments, interest, taxes, royalties, community investment, payments to providers of capital and payments to financial institutions (interest).

⁹ Local and regional organisations are defined by postcode in relation to geographical proximity to Evolution operations.

Subcategory Target/Commitment Timeframe Performance ● Target met ● Target not met/In progress ● Assured ⁶

Risk management

Work health, safety and wellbeing (M)	Zero fatalities and permanent total disabilities (PTDs)	Ongoing/ FY26	● Zero fatalities.	●
			● Zero PTDs.	●
Hazard identification and mitigation	TRIF per million work hours at or below 5.0	FY26	Maintained strong TRIF performance of 5.85. Ernest Henry was the strongest performing operation at 3.1. ● This did not meet our target of 5.0; however, injury prevention remained a focus and was supported by injury management practices which reduce severity and recovery time.	●
	100% of due actions in targeted Sustainability Improvement Plans completed	Ongoing/ FY26	● 100% of FY26 actions completed.	
	Bowties or equivalent risk assessments completed or reviewed for safety-related material and critical risks	FY26	● 100% completed. ● Group Risk Register reviewed and approved. ● Independent third-party validation of data (line of defence (LOD) 3) with no major gaps.	●
	100% of actions closed out for material and critical risks	FY26	● 100% of actions closed out as per target with independent third-party validation of the data (LOD3). These actions are reviewed weekly and reported monthly, demonstrating a high level of confidence in reporting.	●

People

Diversity and inclusion (M)	22% female workforce representation by end of FY26	FY26	Female workforce representation was maintained at 21% in FY26 (21% in FY25) below the target of 22%. This representation was maintained during a period of increased workforce growth, supported by ongoing and balanced initiatives. Female representation exceeded targets in the executive and Board levels, with 23% female representation in senior leadership roles in FY26, maintaining FY25 performance. ● We saw a positive engagement among female employees in the Your Voice engagement survey, with 21% of respondents being female, reflecting our overall representation. Inclusion and diversity plans at relevant operations continue to support the attraction, development and retention of females across the business. Increasing this representation remains a long-term business priority that will be measured and tracked.	
	85% or more of our people choosing to stay with Evolution	FY26	● 87% of employees are choosing to stay in a tight and competitive labour market (89% in FY25).	
Talent attraction, retention and employee engagement (M)	65% or more of our people participate in the Your Voice engagement survey	FY26	● 81% of people participated in our February 2026 engagement survey, up from 78% in the May 2025 survey.	
	100% of people having meaningful living our values conversations (non-mandatory)	FY26	● 85% of senior leaders have undertaken values conversations. 91% of employees had a meaningful values conversation with a senior people leader other than a direct supervisor or manager. ● The target was not met as it is no longer mandatory nor reflected in annual performance plans. We continue to track the measure as a key part of how we listen to our workforce.	

Subcategory	Target/Commitment	Timeframe	Performance	Target met	Target not met/In progress	Assured ⁶
Communities						
Community and stakeholder engagement (M)	100% of actions in social responsibility (First Nations partner and community) plans completed	FY26	100% of actions in plans completed. - Six First Nations agreements/plans reviewed with active participation by parties. The Collaboration Agreement in Red Lake received the <u>Legacy Builder Award</u> at the <u>2025 Central Canada Resource (Cen Can) Expo</u>.			
Cultural heritage and Indigenous stakeholder outcomes (M)	Zero material cultural heritage incidents	Ongoing/ FY26	Zero material incidents, or community negative impact incidents, with ongoing learning from internal and industry events.			
	Implement a Reconciliation Plan	Ongoing/ FY26	Our Reconciliation Plan is being implemented, supported by a representative Steering Committee and Working Group. Current focus areas are governance, procurement and communications.			
Community investment	Community investment and shared value projects (SVPs) for positive legacies	Ongoing/ FY26	\$6.8 million in direct community investment. - Eight new SVPs approved and committed to in FY26, with \$2.3 million investment that address shortfalls in services or regional infrastructure capability, the challenging topic of domestic violence, the liveability of communities where we operate, Indigenous business capacity building and self-determination and community wellbeing.			
Environment						
Water management (M)	Achieve <0.40kL freshwater demand per dry tonne milled (dtm)	FY26	-13% improvement against baseline (0.40kL/dtm) with 0.35kL/dtm freshwater use intensity. - Our intensity increased from FY25 following periods of extended dry weather with the onset of El Niño weather patterns. We have retained a focus on water security and improving efficiency.			
Environmental management	Zero extreme or major (material) environmental incidents (including tailings)	Ongoing/ FY26	No extreme or major (material) environmental incidents.			
	Retain International Organization for Standardization (ISO) 14001 and International Cyanide Management Code (ICMC) Certification	Ongoing/ FY26	Held during FY26 at existing certified operations.			✓
Climate						
Climate risk and resilience (M)	Progress on Net Zero Commitment ¹⁰	Ongoing, 2030, 2050	-19% reduction in emissions compared to FY20 baseline.¹¹ - Implementation of Cowal and Northparkes Power Purchase Agreements including increased amount of large-scale Generation Certificates (LGCs) through the contracts in 2026. - Additional voluntary LGCs sourced and surrendered for Cowal and Northparkes. - Continued engagement with partners to reduce emissions and improve operational efficiency. - Continued implementation of the business-wide Net Zero Community of Practice. - Establishment of Energy and Strategic Procurement Committee to manage energy and emissions supply challenges. - Annual review and assessment of decarbonisation pathway.			✓ ✓

¹⁰ Net Zero Commitment of 30% emissions reduction by 2030 and net zero emissions by 2050, compared to FY20 baseline. Emissions targets are related to Scope 1 and Scope 2 only.

¹¹ Total Scope 1 and 2 emissions for FY20 baseline estimated using location-based method. FY26 performance estimated using market-based method.

Recognition of our performance

ESG ratings

We engage with multiple ESG rating agencies to benchmark our performance, continuously manage risks and identify opportunities for improvement. Our results based on previous year's disclosures are detailed below.

Evolution's ESG performance as determined by external rating agencies

Agency	Scale (worst to best)	FY26	FY25	FY24	FY23	FY22
S&P Global	0 to 100	68 ¹²	62	54	57	53
MSCI	CCC to AAA	AA	AA	AA	AA	AA
ISS ESG ¹³	10 to 1	Environment (E): 1 Social (S): 2	E: 1 S: 2	E: 1 S: 2	E: 1 S: 2	E: 1 S: 2
Sustainalytics	40+ to 0	29.1 ¹⁴	27.4	27.4	29.8	29.2

S&P Global

S&P Global

Based on our disclosures and the modelling embedded in S&P Global's Corporate Sustainability Assessment (CSA), we achieved an ESG score of 68 (industry average of 32) based on FY24 disclosures. This score bridges the gap between our disclosure-based and model-based scores, reflecting that our disclosures have matured aligned with modelling expectations. Evolution has been recognised for the second year in the 2026 Sustainability Yearbook and on the Dow Jones Best-in-Class Australia and Asia Pacific Indices.



MSCI

We maintained a sector-leading MSCI rating score of 'AA' for resilience to long-term ESG risks. We achieved a weighted score of 6, positioning us well within the industry range of 3.0 to 6.9 and the total scale from 0 to 10 (worst to best). We continue to receive positive third-party feedback regarding community relations and corporate governance.¹⁵



ISS ESG

We maintained low risk ESG scores, including a Level 1 for 'Environment' and 2 for 'Social' in a context of increasing social indicators and requirements.



Sustainalytics

We maintained a 'Medium Risk' rating of 29.1 in FY26, ranking in the top 28th percentile (22/78) globally.^{16,17}

Independent recognition



Australasian Reporting Awards (ARA)

We were recognised again by the region's leading reporting awards with a Gold Award for our FY25 Annual Report and a Silver Award for our FY25 Sustainability Report. We regularly engage the third party to gain feedback, benchmarking, and insights into ESG reporting developments.



Sustainability Advantage

As of FY26, we are a Silver Partner of Sustainability Advantage, a program of the New South Wales (NSW) Department of Climate Change, Energy, the Environment and Water. We are actively progressing our commitment and achievements in sustainability, demonstrated through active participation, leadership and management systems over time.



Australian Association of Graduate Employers (AAGE)

Our early careers program was recognised in the 2026 AAGE Intern Survey. The survey included feedback from our vacation students' experience and satisfaction. It covered over 2,500 interns across 113 organisations nationwide. We were formally recognised nationally across all industries in:

- Top 60 Intern Programs; and
- Top 20 Medium Sized Intern Programs.

Evolution was only one of four mining companies to be recognised in the top 60. This result meaningfully strengthens our employer brand with students, universities and early career talent in a highly competitive market. It validates our recruitment process, onboarding, safe and development-focused culture, time invested by leaders and supervisors, and our early careers strategy.

■ Read more on the [AAGE website](#).

¹² S&P Global ESG score which contains modelling aligns with our disclosure-based S&P Global CSA score of 68. Reported on a year lag as scores released August 2025.

¹³ Final score as of 30 June 2026.

¹⁴ Final score as of 30 June 2026 with mixed assessments over FY24 and FY25 disclosures.

¹⁵ The inclusion of Evolution in any MSCI index, and the use of MSCI logos, Trademarks, service marks or index names herein, do not constitute a sponsorship, Endorsement or promotion of Evolution Mining by MSCI or any of its affiliates. The MSCI Indexes are the exclusive property of MSCI. MSCI and the MSCI index names and logos are Trademarks or service marks of MSCI or its affiliates.

¹⁶ Copyright ©2026 Sustainalytics. All rights reserved. This section contains information developed by Sustainalytics (www.sustainalytics.com). Such information and data are proprietary of Sustainalytics and/or its third-party suppliers (Third Party Data) and are provided for informational purposes only. They do not constitute an endorsement of any product or project, nor any investment advice and are not warranted to be complete, timely, accurate or suitable for a particular purpose. Their use is subject to conditions available at www.sustainalytics.com/legal-disclaimers.

¹⁷ Gold industry.

Our business

Evolution is a leading, globally relevant gold and copper mining company formed in November 2011. Headquartered in Sydney, New South Wales, Evolution is listed on the Australian Securities Exchange (ASX:EVN).

In FY26, our mines produced 715koz of gold and 66kt of copper at an All-in Sustaining Cost (AISC) of \$1,717 per ounce of gold – continuing to place Evolution as one of the lowest-cost producers globally.

This performance is the result of our people operating in line with our purpose, vision, values and strategy which are detailed in our [Annual Report](#).¹⁸

Our operations

Evolution owns and operates six mines in Australia and Canada.

Our operations include Cowal Gold Operations and Northparkes Operations (80% interest) in New South Wales; Mungari Operations in Western Australia; Mt Rawdon Operations and Ernest Henry Operations in Queensland; and Red Lake Operations in Ontario, Canada.

Location of our operations



How we create value

Our value map shows the range of resources and relationships we rely on to create sustainable value for our stakeholders now and in the future.

See our [Annual Report](#) page 8 – 9 for the value map.

¹⁸ AISC calculated for continuing operations excluding Mt Rawdon, which ceased mining operations in FY25. AISC includes C1 cash cost, plus royalties, sustaining capital, general corporate and administration expense, calculated per ounce sold. In line with World Gold Council guidelines.

Our approach to sustainability

At Evolution, sustainability is integrated into everything we do.

Sustainability Principles and strategy

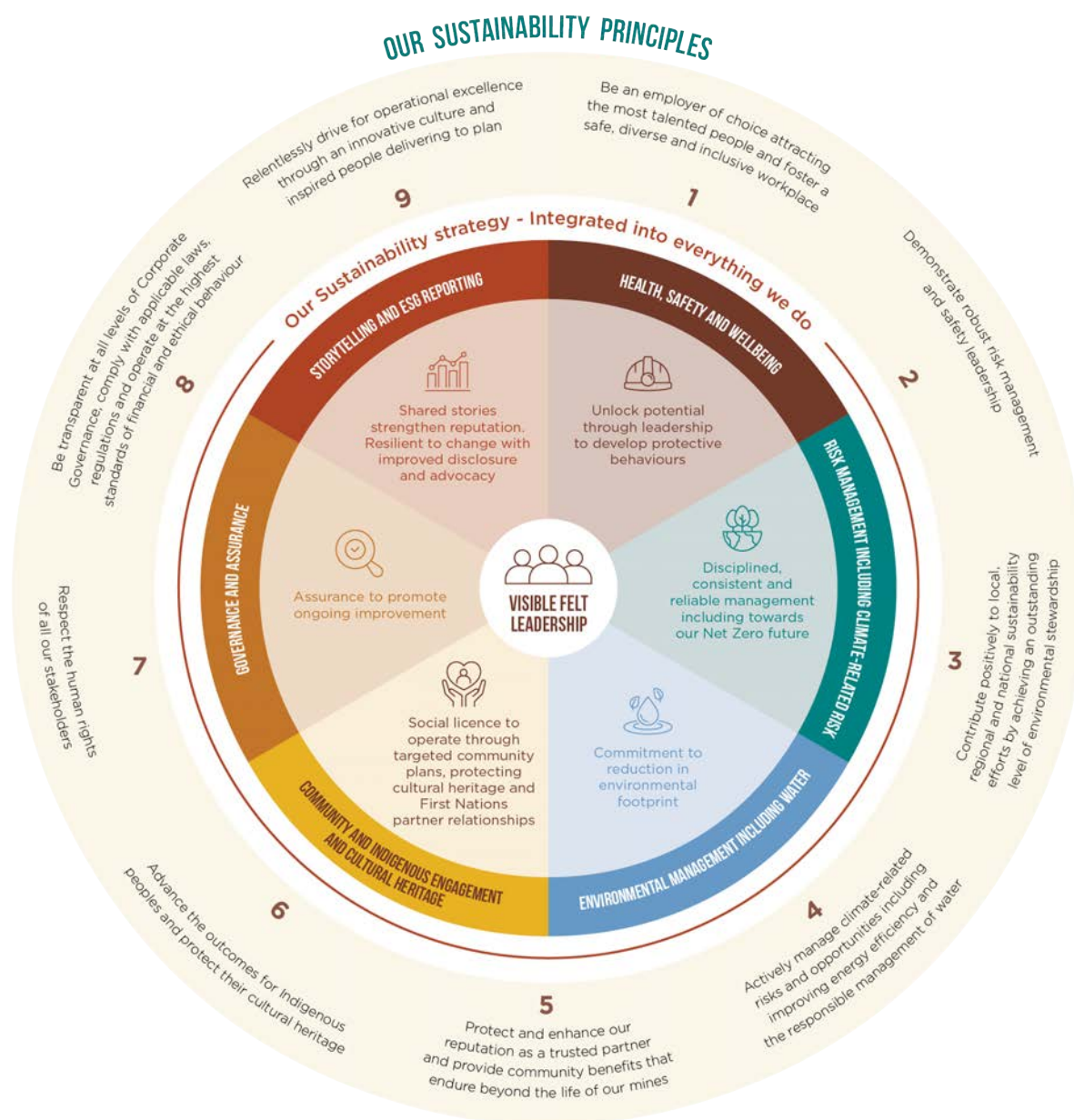
Our sustainability strategy's fundamental approach is that sustainability is integrated into everything we do. Six core elements guide the outcomes with engaged people and visible leadership being integral to this delivery. It is supported by nine principles aligned to specific UNSDGs that have been prioritised for our business.

In implementing our strategy, we deliver continuous improvement through a disciplined approach to managing our operations and risks including health, safety and wellbeing, climate-related, environmental, social responsibility and licence to operate risks. This is enabled by active community, First Nations and stakeholder engagement.

Our governance frameworks and assurance program support our improvement and adaptability in a changing external environment. We are transparent in our disclosures and share stories to continuously learn and demonstrate impact.

We acknowledge that sustainability risks and opportunities have potential impacts on our strategy, financial position, performance, cash flow, investment decisions and broader risk management processes.

Refer to the following graphic demonstrating how our Principles and strategy interact.



Sustainability and Strategic Planning Policy

Our [Sustainability and Strategic Planning Policy](#) outlines how we integrate sustainability into everything we do – focusing on holistic risk and opportunity management and value creation for all stakeholders across the mining life cycle. It applies to all parties working under Evolution's operational control and includes:

- health, safety and wellbeing;
- environmental stewardship including waste management;
- community relations and cultural heritage;
- stakeholder engagement, consultation and communication;
- human rights and Indigenous rights;
- risk-based decision-making;
- reporting, learning excellence, innovation and continuous improvement;
- crisis and emergency management; and
- corporate governance and accountability for risk, sustainability and strategic planning.

Sustainability and Strategic Planning Standards

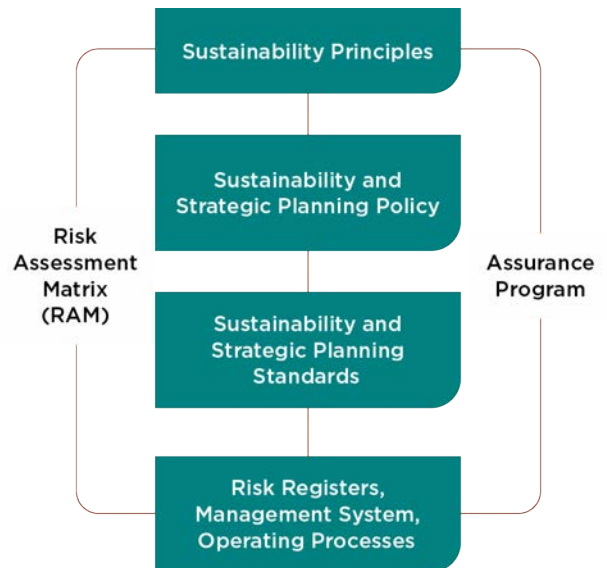
Our [Sustainability and Strategic Planning Standards](#) (Standards) support the [Policy](#), defining the minimum acceptable requirements to be met or exceeded across the business. Our management systems, operating processes and procedures include actions that support delivery of our sustainability strategy. They are mandatory requirements for all parties working under the operational control of Evolution.

Risk management and assurance against our Standards

We implement an annual assurance program to audit the business against the Standards across a multi-year cycle to monitor performance and identify improvement opportunities. Our FY26 assurance program was completed on time and to plan, with reference to three lines of defence (LOD) against agreed Standards and risks. This was conducted by a mix of Evolution employees independent to the operation (LOD2) and third-party review and validation of the methodology and approach (LOD3). Prior to the audits, the operations completed LOD1 activities, including reviews of critical control verifications, self-assessments and inspections. We collected and responded to feedback on the functionality of audit tools and Standards to continuously improve our processes. The review of Standards occurs regularly and is triggered by internal or external incidents, regulatory changes and further assurance activity.

Our Sustainability and Strategic Planning Standards Framework reiterates the supporting principles, systems and procedures that enable our sustainability strategy and risk management to be integrated and validated within the business. Alongside the Integrated Risk Management Framework – comprising our risk assessment matrix, registers and appetites – the Sustainability and Strategic Planning Standards Framework informs our Governance Framework.

Sustainability and Strategic Planning Standards Framework



■ Read more about the frameworks in the '[Risk management](#)' section of this Report and the [Climate Report](#).

Sustainability governance

As per their [Charter](#), the Risk and Sustainability Committee is responsible for the formal review and oversight of risk management, resourcing and performance in health, safety and security; environment and tailings dam governance; community, cultural heritage and social performance; human rights; operational and enterprise risk management; cyber management and legal and regulatory compliance. The Risk and Sustainability Committee has formally reviewed and endorsed this Report for approval by the Board and ensures that all material topics are covered.

As outlined in the [Climate Report](#), operational and Sustainability teams across the Company monitor and manage sustainability-related risks aligned with the Integrated Risk Management Framework and Sustainability and Strategic Planning Standards Framework. The Leadership Team is responsible for implementing sustainability and climate-related risk and opportunity management, supported by functional and operational management teams. The Chief Operating Officer is responsible for operations and the Vice President Sustainability is responsible for sustainability governance and assurance, with both reporting to the Managing Director and Chief Executive Officer. The broader Sustainability team comprises suitably trained and qualified personnel across risk, health, safety, environment, climate, security, emergency response, training, First Nations and social responsibility. Performance is reviewed at minimum monthly at operations and by the Leadership Team, at least three times per year by the Risk and Sustainability Committee and as required by the Board.

■ Read further information on how the Board, Leadership Team and our operations manage climate-related and sustainability-related risks and opportunities in the '[Governance](#)' section of the [Climate Report](#).

Governance framework

Our Governance Framework links Board oversight, Leadership Team and other management accountability, with sustainability and risk management processes.

Governance framework



Linking remuneration to sustainability

Twenty percent of the annual STIP is linked to achieving specific sustainability goals and targets, including key performance indicators (KPIs) for safety and risk management. An additional variable component of a further 20% includes strategic imperatives such as our emissions reduction progress. This reinforces the importance of delivering our sustainability commitments and strengthens the link between the management of sustainability-related risks and remuneration for the Leadership Team, general managers and other senior leaders. All data related to sustainability metrics for STIP payments are validated via third-party audit processes.

■ Read more on our governance and remuneration in the [Corporate Governance](#) section of our website, the 'Governance and assurance' and 'Risk management' sections in this Report, as well as the [Climate Report](#) and [Remuneration Report](#).



Working with Traditional Owner custodians at Northparkes

Disclosures, commitments and participation in sustainability initiatives

We voluntarily align with ESG-related industry frameworks and initiatives to continuously benchmark our performance within the industry and to demonstrate our commitment to elevated standards of ESG expectations beyond compliance.

Evolution's ESG disclosures and participation in industry and international initiatives

Disclosure standards	Industry initiatives	International business initiatives
GRI STANDARDS Reporting ESG performance in accordance with GRI requirements since FY21.	ICMC Cowal and Red Lake certified to ICMC.	UNITED NATIONS GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS (UNGP) Modern Slavery Statement aligned with Australian and Canadian legislation, UNGP and UNGC.
CLIMATE-RELATED DISCLOSURES (AASB S2 AND IFRS INCLUDING TCFD) Reporting in line with TCFD since FY20. 100% coverage against the final recommendations of TCFD since FY24 based on assessment by external consultants. Ongoing work in compliance with IFRS S1 and S2 following FY24 gap analysis which demonstrated ~72% weighted compliance. Published inaugural Climate Report aligned with AASB S2 and recommendations under IFRS and TCFD.	TAILINGS MANAGEMENT STANDARDS Tailings management approach at all operations is based on global industry best practices, including alignment with the principles of Global Industry Standard on Tailings Management (GISTM), Australian National Committee on Large Dams (ANCOLD) 2019 and Canadian Dam Association (CDA) Safety Guidelines 2013. Our approach integrates climate change, stakeholder engagement, emergency management, communities, receiving environment, dam safety and post-mine land use.	UNGC Proud UNGC signatory since FY21, joining a global business community in a commitment to sustainable business practices, aligning our strategies and activities with the UNGC's Ten Principles, UNSDGs and 2030 SDG targets. Member of UNGC Network Modern Slavery Community of Practice. Communication on progress reported to UNGC annually.
TNFD Undertook gap analysis and alignment review with TNFD V0.4 in FY23, and reviewed final recommendations in FY24. Progress made to integrate TNFD throughout the business in FY26, with a focus on water, land and biodiversity.	TAILINGS STORAGE FACILITY MANAGEMENT DISCLOSURE Information disclosed in the Tailings Storage Facility (TSF) Management Disclosure (aligned with the Church of England disclosure), approved by Evolution's Managing Director and CEO. ■ Read more in the Tailings Storage Facility Management Disclosure .	UNSDGS Positively contributing to progress on the UNSDGs most relevant to our operations through our activities and initiatives, aligned with our Sustainability Principles. Collaboration with government, civil society and other businesses.
THE GREENHOUSE GAS PROTOCOL: A CORPORATE ACCOUNTING AND REPORTING STANDARD (GHG PROTOCOL) Scope 1 and 2 emissions disclosed in this Report and the Climate Report in accordance with this standard. Internally tracked Scope 3 emissions calculated in accordance with related GHG Protocol: Technical Guidance for Calculating Scope 3 Emissions.	RECONCILIATION AUSTRALIA FRAMEWORK Referenced in the development of our Reconciliation Plan. This has been supported by our participation in the pilot of the Dhawura Ngilan Business and Investor Initiative to drive continuous improvement.	

Stakeholder engagement

Ongoing and proactive stakeholder engagement informs our strategic objectives and supports our obligations. The [Stakeholder Engagement Standard](#) ensures a consistent approach to engaging with all upstream and downstream stakeholders, including communities, First Nations partners, employees, contractors and suppliers. Each operation implements a systematic stakeholder mapping process in accordance with the standard and periodically conducts independent social impact assessments to identify project impacts, and prioritise stakeholder interests and needs. Our teams regularly update operational management, the Leadership Team and the Risk and Sustainability Committee on significant matters.

The table below summarises the groups we engage with, key areas of interest and concern and our response. It is regularly reviewed, with the most recent review occurring during our participation in a UNGC Business and Human Rights Accelerator (BHRA) in FY26.

■ Read more about our broad stakeholder and community engagement in the [case study](#): Lasting legacy: Mt Rawdon supports innovative projects for First Nations partners, communities and the environment in the lead-up to closure.

Stakeholder	How we listen	What matters	How we respond	Frequency
Employees and contractors See more in the 'People' section.	- Regular feedback sessions, performance reviews and personal development plans - Engagement surveys (Your Voice), onboarding and exit surveys, stay interviews - Living our values conversations - Group meetings and operational quarterly town halls - Communities of Practice (CoP) - Employee support networks including our Whistleblower Policy and supporting framework, Workplace Support Contact Officers, Employee Assistance Program (EAP), Mental Health First Aid Officers - In-field discussions and interactions	- Engaged people that feel like they belong and are at their best - Fostering a values-led culture optimising performance - Safe and healthy people - Inclusive and respectful workplaces - Having the right tools and resources, enabling people to do their job - Receiving regular performance feedback - Recognition and wellbeing - Career and development opportunities - Flexibility and support - Fair remuneration and channels for providing feedback	- Daily and weekly communications - Promoting our values - Ongoing safety, health and wellbeing initiatives - Regular Group huddles - Daily operational pre-start huddles - Quarterly operational town halls and updates - Fortnightly business updates from CEO - Ad hoc Leadership Team updates - Formal and informal management and Board reviews	Daily, weekly, monthly, quarterly, half-yearly and annually
Investors and analysts See more in our Corporate Governance Statement	- Regular meetings with investor representatives and financiers - Requests and invitations for engagement, including our participation in the pilot to implement the Dhawura Ngilan Business and Investor Initiative	- Management of financial and non-financial risks - High-quality corporate governance - Consistent financial returns - Sustainability and climate-related risk management - Health and safety performance - Cultural heritage management	- Investor briefings - Full-year and half-year results briefings - Investor Day and site visits - Annual General Meeting - ASX announcements - Commitment to global best practice ESG reporting frameworks - Targeted meetings	Regular corporate schedule Investor visits As and when required
Government and regulators See more in the 'Governance and assurance', 'Communities', 'Environment' sections and the Climate Report	Ongoing dialogue with regulators, government agencies and a broad range of political stakeholders	- Environmental, cultural heritage, social, human rights, health and safety compliance and performance - Climate change and emissions reduction - Regulatory compliance and transparency, including climate-related disclosures	- Regular engagement with all levels of government - Direct submissions to state and federal governments' consultation processes - Contribute to industry and business associations	Regular schedule of meetings As and when required

Stakeholder	How we listen	What matters	How we respond	Frequency
First Nations partners and Indigenous peoples See more in the ‘Communities’ section	- Regular community and cultural heritage meetings - Stakeholder perception surveys - Social impact assessments - Community grievance mechanisms - Community events and information sessions - Local social and other media channels - Set agreement reviews	- Free, prior and informed consent (FPIC) and meaningful, early engagement - Local employment, training and leadership and development opportunities - Indigenous rights, procurement and economic opportunities - Cultural heritage management and protection - Cost of living and impacts on local services - Cultural safety - Capacity building and recognition - Policy advocacy and legislative changes	- Regular community consultation and communication - Targeted community investment and SVPs - Deliver on cultural heritage, Native Title and other agreements - Regular participation at cultural events - Survey and cultural assessment activity	Regular schedule of meetings and site visits As and when required
Non-government organisations See more in the ‘Environment’ and ‘Communities’ sections	- Input into social and environmental impact assessments - Regular participation in industry forums and associations	- Policy advocacy - Climate change and emissions reduction - Cultural heritage and human rights - Environmental management - Transparency and reporting - Governance	- Engagement on SVPs - Commitment to international human rights and climate initiatives and reporting frameworks - Partnerships for environmental research and industry activity - Engaged in the UNGC	As and when required
Suppliers and contractors See more in the ‘Governance and assurance’ section and in our Modern Slavery Statement	- Supplier networking events - Workshops with local business networks - Regular reciprocal supplier performance reviews - Embedded supplier relationship management with Tier 1 suppliers - Supplier feedback survey - Deep dive sessions	- Supply opportunities for projects - Health, safety and environment advancement - Emissions partnerships - Supporting Indigenous and local contractors - Modern slavery and human rights management - Technology and innovation - Capable and effective employees - Emerging sustainability expectations	- Collaborate to deliver tangible health, safety and environment improvements - Partnership to address emissions - Collaborate to improve Indigenous engagement outcomes - Support programs to develop local business capacity and capability - Engagement on managing modern slavery	Scheduled corporate events, such as supplier networking events and workshops As and when required



Our material sustainability topics

Material sustainability topics are those with the most significant potential for economic, environmental and/or social impacts and risks arising from, and potentially impacting, our operations and value chain. They may have the potential to substantively influence the assessments and decisions of our stakeholders and business. We take a double materiality approach and align with GRI 3: Material Topics 2021 and GRI 14: Mining Sector 2024 V1.1.

The materiality assessment is performed every three years by an independent third party and is internally reviewed annually. The steps involved in the assessment are illustrated in the following graphic.

These assessments identify material topics which represent our priority sustainability risks, opportunities and actions. They support risk and opportunity management, inform our strategy and regular risk reviews, are integrated into risk management systems, operational activities and project feasibility assessments, and ensure we report on the issues that matter most to our stakeholders.

Materiality assessment process

1	UNDERSTAND THE ORGANISATIONAL CONTEXT	Before identifying impacts, we review our activities, business relationships and stakeholders. We also ensure the materiality and risk review is aligned with our sustainability strategy, Integrated Risk Management Framework and frameworks such as GRI.
2	IDENTIFY AND ASSESS ACTUAL AND POTENTIAL IMPACTS	We consider both internal and external factors, including a review of current and emerging sustainability topics, risk assessments, internal and regulatory policy, key reporting frameworks, sector-related investor risk ratings, peer benchmarking, regular internal and external stakeholder engagement, and grievance management. Surveys and interviews with internal and external stakeholders support the identification and assessment of significant impacts.
3	PRIORITISE AND VALIDATE	Topics are ranked based on their importance to the business and external stakeholders. We use the survey and interview data to determine the sustainability and indicative financial materiality for each topic, before prioritising 1 to 4. The prioritisation of topics is tested, validated and approved by our Leadership Team and the Risk and Sustainability Committee. Findings inform subsequent risk and strategy reviews.
4	REPORT AND REVIEW	Additional topics may be disclosed to meet stakeholder expectations and reporting requirements. We identify and assess our impacts internally each year and undertake a full external review every three years.



Ernest Henry incoming voltage lines at sunrise showcasing the importance of energy and emissions management

Outcomes, including the Sustainability double materiality matrix

The content of this Report was determined through our annual internal review as part of the triennial cycle. This review remained informed by the FY24 independent third-party materiality assessment, double materiality approach, and with GRI's quantitative¹⁹ and qualitative assessment methods. It also incorporated inputs from:

- the FY26 annual risk review and updates to our Company Material Risk Register;
- the FY26 biennial Stakeholder Perception Survey and ongoing stakeholder feedback;
- the prioritised climate-related risks and opportunities aligned with AASB S2 in our [Climate Report](#);
- the UNGC BHRA; and
- a review of external risk trend data including [EY's Top 10 business risks and opportunities for mining and metals](#) in 2026.

Since FY24, assessments have revealed that internal and external stakeholders are broadly aligned on what topics are material, with external stakeholders prioritising work health, safety and wellbeing, and community and

stakeholder outcomes. EY's 2026 report emphasised external stakeholder priorities for communities and licence to operate. It also highlighted ongoing considerations around biodiversity, water and climate change management (in recognition of climate change impacts of increased water scarcity), and the opportunities enabled by innovation, data and reporting. This is consistent with community and stakeholder engagement, climate risk and resilience, water management, and land use and biodiversity remaining material topics for Evolution.

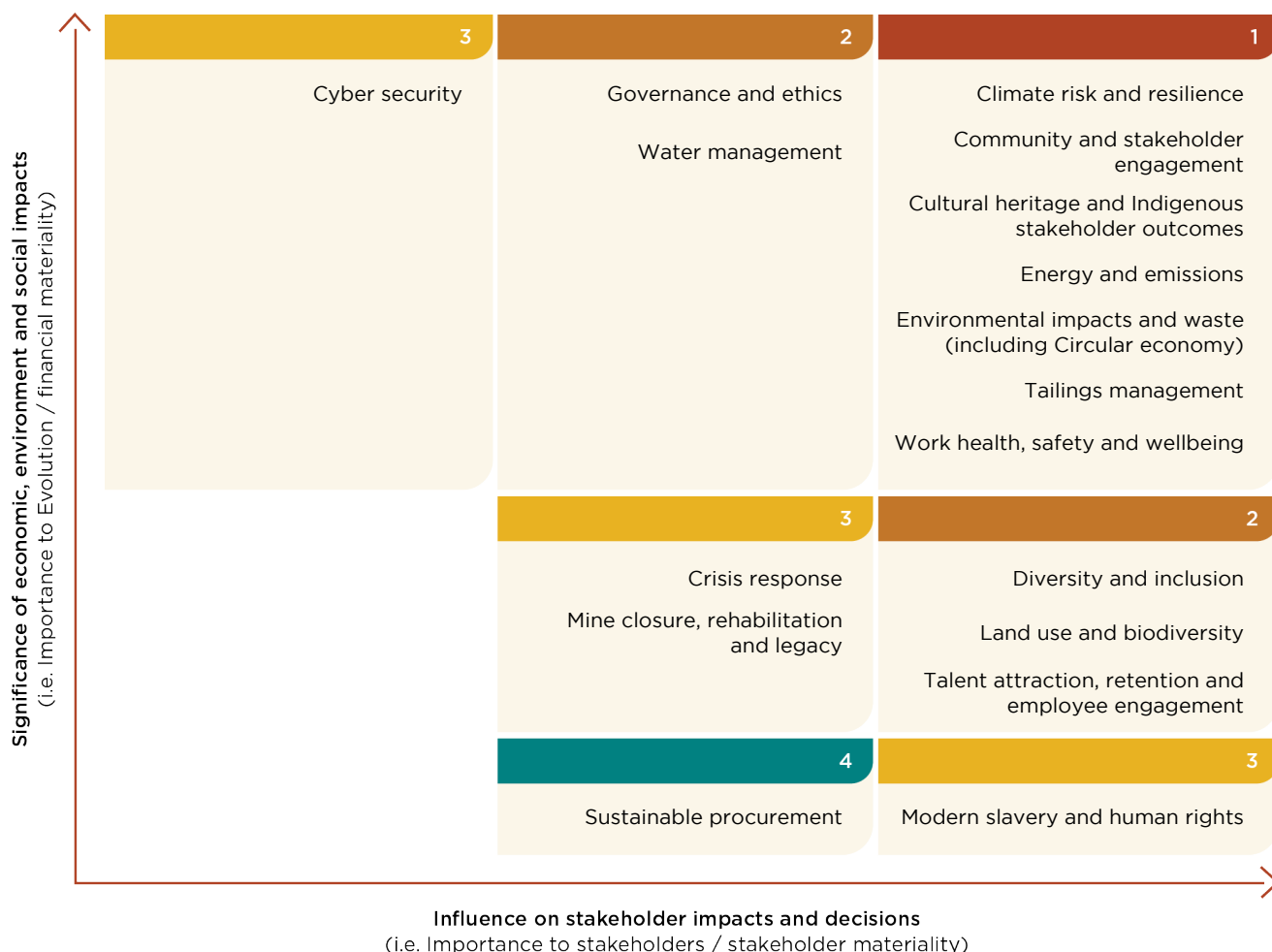
This materiality assessment and review produces a double materiality matrix. It prioritises material topics that are important to us and our stakeholders across areas of direct and indirect influence. While all issues important to our stakeholders are also important to us, several have been prioritised aligned with the following scale.

■ Read more about our material topic and risk management in our [Climate Report](#).

- **Priority 1**
Business critical
- **Priority 2**
Extremely important
- **Priority 3**
Highly important
- **Priority 4**
Important

This Report is structured around these material topics and grouped into governance, social and environment-related sections. Click the topics below for more information.

Our double materiality matrix



¹⁹ Involved quantification of survey results which included indicative financial materiality scoring.

Material topic definitions and alignment to UNSDGs and Evolution's Sustainability Principles

We recognise our role in positively contributing to the global effort of enacting the UNSDGs. They have informed our strategy following the mapping of all 17 UNSDGs to our material topics.

Material topic and definition by location in this Report Click the topic to read more		Relevant UNSDG	Sustainability Principle
Governance	Governance and assurance		
	Governance and ethics Operating with robust governance, ethics and integrity across business activities. This includes maintaining robust policies, Board and executive composition, transparent reporting, and combatting bribery and corruption.	 	8
	Cyber security Implementing controls to reduce internal and external cyber risks which may result in the disruption of critical systems or equipment, fraudulent transaction/impersonation, and the loss, disruption, or exposure of sensitive business information. This includes implementing controls to ensure integrity and protection of data, actively managing and regularly testing the security of our data and operating systems, and monitoring for emerging risks such as artificial intelligence (AI).		2, 9
	Sustainable procurement Integrating sustainability-related considerations and due diligence into our supply chain to ensure the responsible purchasing of goods and services. This includes considerations relating to environmental impacts, Indigenous corporations, security, supplier conduct, and the prioritisation of local procurement where possible.	  	1, 8
	Modern slavery and human rights Upholding the fundamental rights and dignity of all our stakeholders set in international standards and complying with the modern slavery legislation in Australia and Canada. This includes ensuring equitable work hours, fair compensation, and conducting thorough supply chain assessments to identify and mitigate any risks of modern slavery and human rights violations.	  	7
Social	Risk management		
	Work health, safety and wellbeing Protecting the physical, mental and psychosocial health and safety of our people and reducing risks of incidents and hazards are essential to ensure our people are fit to work to safeguard production, and our social and regulatory licence to operate. This includes the management of road transport and safety (e.g. road dust) to minimise road and aviation accidents as well as the use, storage, handling, transport and disposal of hazardous chemicals and upholding process safety measures.	    	1, 2
	Crisis response Maintaining long-term business resilience and preparedness against people-related, environmental and social crises, including reference to climate-related risks of extreme weather and health events.	 	1
	People		
	Diversity and inclusion Promoting a diverse, equitable and inclusive workplace where all employees feel respected, valued and able to contribute. This includes encouraging diversity of thought, providing equitable opportunities for career advancement, recognising and addressing bias, transparently reporting diversity performance, and increasing participation and representation, particularly for women and First Nations employees.	   	1
	Talent attraction, retention and employee engagement Building a capable and sustainable workforce through ongoing investment in attracting and retaining diverse talent, fostering a positive and values-led culture, providing development and career growth opportunities, and prioritising local employment.	   	1, 9

Material topic and definition by location in this Report

Click the topic to read more

Relevant UNSDG**Sustainability Principle****Social****Communities****Community and stakeholder engagement**

Creating positive outcomes for First Nations partners, communities and stakeholders by managing expectations and grievances, delivering mutually beneficial agreements and outcomes, investing in local communities and employment, and maintaining transparent reporting and engagement with stakeholders.



1, 5, 8

Cultural heritage and Indigenous stakeholder outcomes

Working with First Nations communities and partners of the land on which we operate to create positive outcomes, advance rights and protect and preserve places and items of cultural significance. This involves identifying investment and Indigenous employment opportunities. This also includes building cultural awareness, knowledge and competency within our business.



6

Environment**Environment****Environmental impacts and waste (including circular economy)**

Minimising our environmental impacts and complying with environmental regulations through management relating to noise, environmental discharges, air emissions, cyanide, waste rock, effluents and waste (including industrial, organic and inorganic). This includes product stewardship and managing our products through the entire life cycle based on circular economy principles.



3

Tailings management

Protecting the health and safety of employees, contractors and the community by designing, constructing, operating, assuring and closing TSFs in alignment with the suitable standards. Current TSFs are assessed regularly to seek continual improvement and reduce risk of failure.



3

Water management

Ensuring oversight and implementation of practices aiming to ensure the security of water supply, optimising the quality and efficiency of water usage and identifying opportunities for water reuse and recycling. This includes mitigating potential impacts, including climate-related risks of water security, on local communities and the environment.



4

Land use and biodiversity

Protecting and restoring biodiversity and ecosystems, including strategies to manage fire, pests and weeds. This includes pursuing improvements aligned with TNFD and emerging nature-positive commitments.



3

Mine closure, rehabilitation and legacy

Managing the environmental and social considerations relating to mine closure, including restoring land to its natural state or rendering it suitable for future uses such as conservation, agriculture and clean energy.



3, 5

Climate**Climate risk and resilience**

Adapting and responding to the physical and transition impacts of climate change and efforts to build resilience across the organisation.



4, 9

Energy and emissions

Monitoring, management and reduction of GHG emissions including those in the supply chain and downstream of our operations. This also includes the exploration of business opportunities aimed at reducing GHG emissions or contributing to decarbonisation of the grid.



4

GOVERNANCE AND ASSURANCE

"WE CONTINUE TO PRIORITISE OUR PARTNERSHIPS, STRONG GOVERNANCE PRINCIPLES AND DELIVERING VALUE IN AN ETHICAL AND RESPONSIBLE WAY, AMIDST CHANGING LANDSCAPES."

Evan Elstein

Company Secretary, Vice President Information Technology, Communications & Corporate Affairs

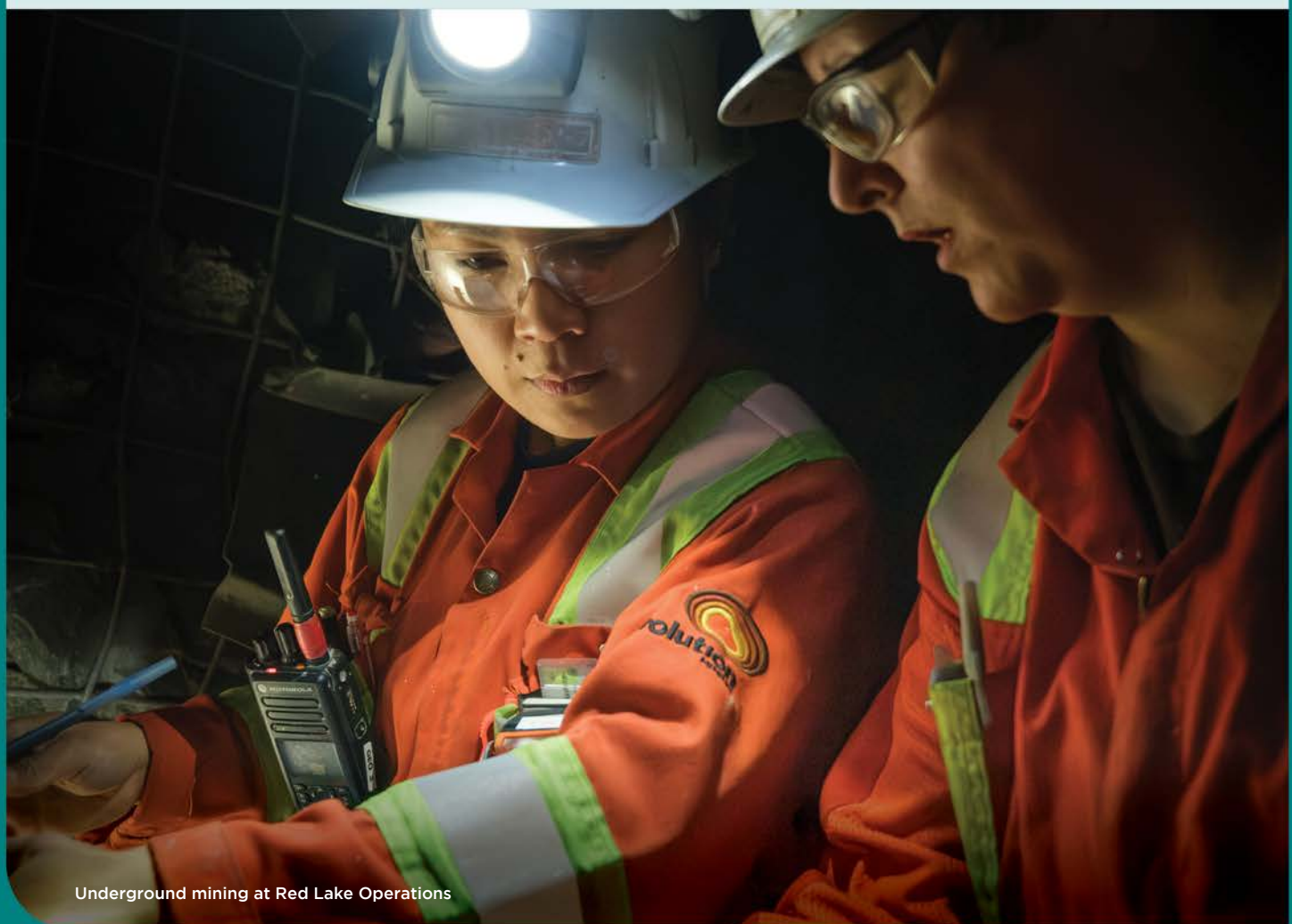
Material topics in this section

Governance and ethics (M)

Cyber security (M)

Sustainable procurement (M)

Modern slavery and human rights (M)



Underground mining at Red Lake Operations



Governance and ethics (M)

ASRS alignment – achieved FY26 deliverables with the first [Climate Report](#) released

100% of operations assured against agreed [Evolution Standards](#) and material risks

Zero cases of bribery or corruption

100% (22) of whistleblower complaints investigated and addressed

38% female representation on the Board

33% female representation on the Leadership Team

Management approach

We commit to meeting our obligations and responsibilities, and adhering to high standards of corporate governance practices, to deliver sustainable value to stakeholders and to manage risks and opportunities. These include the core elements of Board of Directors, diversity, business ethics, anti-bribery and corruption, whistleblowing, assurance, regulatory compliance, industry associations, political parties and organisations, tax transparency and economic performance.

Our ethical practices are governed by our Board of Directors and Board sub-committees as per their charters. They are also guided by our [Code of Conduct](#), [Anti-bribery and Corruption Policy](#), [Whistleblower Policy](#) and Standard and relevant international frameworks. Relevant charters, codes and policies are updated as required and are available to view in the [Corporate Governance](#) section of our website.



Read more about this material topic, sub-topics, policies and risk management in the detailed ['Governance and ethics' Management approach](#).

Performance

Our annual [Corporate Governance Statement](#) reports on our governance and ethics performance aligned with the ASX Corporate Governance Council's Fourth Edition Corporate Governance Principles and Recommendations, including any departures. In line with the Council's Recommendation 7.4, this Report outlines how Evolution manages material environmental and social risks.

Board diversity

Evolution's current Board has 8 members (5 male and 3 female) resulting in 38% female Board representation. This exceeds our target of no less than 30% female representation, aligned with the Australian Government's Workplace Gender Equality Agency (WGEA) and the ASX recommendations.

Jake Klein transitioned from Executive Chair to Non-Executive Chair on 1 July 2025.

Tommy McKeith will retire as Non-Executive Director on 26 November 2026, at the conclusion of the Annual General Meeting, and John Vann will join the Board as a Non-Executive Director effective 1 December 2026.

Business ethics

We regularly review our business ethics performance and governance to ensure we maintain compliance and continuously improve with or above industry standards, regulations, and our local environments.

Throughout the year, we reviewed and ensured compliance with the [Code of Conduct](#), which sets the standard for ethical and lawful conduct of all Evolution and its subsidiaries' personnel. We continued to embed it in mandatory training and performance reviews, consistently applied escalation and incident investigation protocols, and undertook actions in relation to the management of people including Respect@Work.

Following an independent Respect@Work compliance audit, we continued implementing initiatives to strengthen safe, respectful and inclusive workplaces. Initiatives include enhancements to the physical and psychological safety of accommodation villages, ongoing mandatory Respect@Evolution training and improved reporting mechanisms to monitor and address workplace concerns in a more consolidated manner.

These activities were supported by ongoing communication and awareness programs that reinforce expected behaviours and standards of conduct.

Anti-bribery and corruption

We do not operate in, or produce from, any of the 20 lowest-ranked countries in [Transparency International's Corruption Perception Index 2025](#).

In FY26, anti-bribery and corruption training continued to be integrated into the Respect@Evolution training program, [Supplier Code of Conduct](#) and supplier contracts. There were no reported incidents of bribery or corruption, and no corresponding investigation and review.

Whistleblower Policy

We maintained our [Whistleblower Policy](#), Standard and secure and confidential mechanism for all individuals.

During the reporting period, 22 whistleblower reports were received through the Company's reporting mechanisms related to topics including workplace culture, bullying, harassment, sexual harassment and other forms of improper conduct. All reports were investigated and closed in accordance with Evolution's investigation standards and procedures. Appropriately qualified external investigators were engaged, where necessary. From this, 12 reports were unsubstantiated, seven were partially substantiated and three were substantiated.

Where breaches of our Code of Conduct, Company policies and expected behaviours occurred, appropriate and proportionate action was taken. Outcomes included corrective actions, process enhancements, targeted training and education initiatives, and disciplinary measures.

Throughout all processes, disclosers were provided with regular updates through the independent third-party administered whistleblower service.

We continue to focus on supporting an inclusive environment where people feel safe to speak up.

Assurance and audit

The annual assurance program was delivered to plan across all operations. Our teams worked collaboratively to review the outcomes and actions, aligned on the actions with Sustainability Improvement Plans and identified broader areas for improvement. Throughout FY26, we continued to reiterate a focus on strong risk management, field leadership and closing material and critical actions. These are key leading indicators which support incident learnings and prevention. This metric is embedded in annual business planning and directly linked to remuneration across all levels of the organisation. Through diligent management, there were no overdue material or critical actions. This data was independently validated and audited.



Aerial of the Hornet Open Pit, Mungari Operations

Regulatory compliance

There were two work health and safety enforcement actions in FY26 that have been closed:

- On 10 August 2026, a guilty plea was entered in the Western Australian Magistrate's Court for a Category 2 offence. This was related to an event at Mungari where a contract worker broke their arm when guarding was breached while operating equipment. The prosecution did not allege that Evolution's failure caused the worker's injuries. Following the incident, Evolution clarified supervision responsibility arrangements on site and contractors have also implemented controls.
- The Enforceable Undertaking at Northparkes that occurred before the operation was under Evolution ownership has been accepted as closed. This was related to an event where a worker received burns from a small fire caused by an empty intermediate bulk container (IBC).

There are no significant enforcement actions underway by a relevant government authority at the time of reporting. This excludes events that remain under investigation.

Industry associations

We maintain active membership and contribute constructively to industry associations where there are opportunities for dialogue and advocacy, including regarding climate-related risks and opportunities. We may not align with every public policy and position of these associations.

Throughout the year, we maintained representation on industry-associated Boards, committees and working groups across our operational jurisdictions. Associations we engage with are detailed in the following table.

Organisation	Board representation	Health, environment, community or Indigenous relations representation
New South Wales Minerals Council (NSW)	Yes	Yes
Queensland Resources Council (QLD)	Yes	Yes
Chamber of Minerals and Energy of Western Australia, including the related Goldfields Regional Council (WA)	Yes	Yes
Gold Industry Group (Australia)	Yes	Yes
Mount Isa to Townsville Economic Development Zone (MITEZ) (QLD)	No	Yes
Lake Cowal Foundation (NSW)	Yes	Yes
Ontario Mining Association (Canada)	No	Yes
West Wyalong Advocate (NSW)	Yes	N/A
New South Wales Government Sustainability Advantage (NSW)	N/A	Yes
United Nations Global Compact (Global)	No	Yes (Modern Slavery Community of Practice)
Caterpillar Pathways to Sustainability (Global)	N/A	Yes

Political parties and public organisations

In FY26, Evolution did not engage, sponsor, nor make any donations or payments to political organisations.

Tax Transparency Code

We have maintained compliance with relevant legislation, voluntary frameworks, and demonstrated our commitments regarding paying tax in our annual [Tax Governance Policy](#). We have contributed to the economic development of Australia and Canada as detailed in our payments to government, including taxes and royalties, in our [Tax Governance Statement](#) and in the 'Economic performance' section of our [ESG Performance Data](#), both available on our website.

Economic performance

We continuously monitor our performance against stated objectives, assess opportunities and risks, and integrate these insights into our financial strategy. Our FY26 performance and risk management has been detailed in the 2026 [Annual Financial Report](#).



Cyber security (M)

Board endorsed a **multi-year cyber security uplift program**

~81% of our people completed mandatory cyber awareness training

Nil material cyber security incidents occurring during the period

Management approach



Read more about this material topic, sub-topics, policies and risk management in the detailed '[Cyber security Management approach](#)'.

In the context of increased technology-based solutions and the evolving landscape of cyber threats, the Company continuously monitors and manages current and emerging threats to the business, including the material business risk of cyber security and AI. Evolution takes a risk-based approach and integrates cyber security across our business using targeted controls. These include regular cyber awareness training and communications, an established cyber security function with clear roles and responsibilities detailed in our cyber security policies and information technology (IT) strategy.

Our approach is focused on maintaining safe and reliable mining operations, protecting our people and assets, preserving stakeholder trust and supporting business continuity. Effective cyber security supports operational resilience, protects critical systems and information, enables responsible technology adoption and long-term business sustainability.

Performance

Throughout the year, we were strategic, targeted and proactive in our management and investment of cyber security capability.

The FY25 cyber security incident provided significant learnings and outcomes that informed our FY26 activities and performance. Following a cyber security strategic review, we commenced a multi-year program to uplift our cyber security posture. It is aligned to the National Institute of Standards and Technology (NIST) framework and will systematically strengthen our cyber security capability across the Company, spanning our people, processes, technologies and third-party engagement. Focus areas include governance, reviewing standards and policies, third-party risk management and role-based education and awareness.

We have continued to embed activities into our business and identified and implemented targeted initiatives to continuously improve cyber resilience, governance and alignment with enterprise risk frameworks.

Key activities and improvements in FY26 included:

- mandatory cyber awareness training across our workforce, with ~81% completing training and continuous improvements in place to uplift our education programs and completion rates;
- a defence-in-depth layered approach across our IT and operational technology (OT) environments, with regular assurance through independent third-party reviews, audits and vulnerability analysis;
- completion of independent penetration testing, with relevant findings addressed through remediation and response plans;

- ongoing independent cyber risk and maturity assessments, spanning the IT and OT networks and supply chain, which continue to form the basis of our assurance and continuous improvement programs;
- continuous monitoring through our managed 24x7 Security Operations Centre, underpinned by Security Information and Event Management (SIEM) capability, providing threat monitoring, detection, escalation and response across our environment;
- ongoing review of disaster recovery scenarios and disaster recovery arrangements for critical systems;
- continued strengthening of access controls, privileged access management and identity threat detection capabilities;
- ongoing rollout of minimum cyber security requirements into procurement and sourcing processes for IT and online systems, ensuring risk-based evaluations of new technologies; and
- continued cyber education sessions delivered to the Board and Leadership Team.

The Board and Leadership Team have continued to recognise cyber security as a material risk and receive regular reports on cyber security preparedness. It is a standing agenda item at Risk and Sustainability Committee meetings, where updates are provided on the Company's efforts to monitor, prevent and respond to cyber incursions, incidents and emerging threats.

As cyber risks continue to evolve, we remain focused on enhancing visibility, responsiveness, investment and resilience across all operations.



Sustainable procurement (M)

Approximately **\$2.8 billion** in payments to suppliers

\$587 million in local and regional procurement
(\$505 million in FY25)

Management approach

We are intentional and proactive in our approach to provide benefits to our communities in the way we source our goods and services. We positively influence and work closely with our suppliers and partners to ensure sustainability is hardwired into the long-term delivery of all projects and operational activities.

Our sustainable and local procurement activities are conducted in accordance with our [Procurement Statement](#) (to be transitioned to the Procurement Policy), [Supplier Code of Conduct](#), [Sustainability and Strategic Planning Standards](#), including our [Human Rights and Modern Slavery Standard](#) and [Modern Slavery Business Guide](#). Our key focus areas include our emissions reduction targets, modern slavery and human rights, local and Indigenous procurement, and evaluating sustainability in our business tenders.

See more about our value chain in our [Climate Report](#).



Read more about this material topic, sub-topics, policies and risk management in the detailed '[Sustainable procurement](#)' [Management approach](#).

Performance

Sustainability remains a key priority, criteria and performance driver in our procurement processes, in alignment with our policies and standards.

This year, we worked with over 4,400 active suppliers and contributed approximately \$2.8 billion in payments to suppliers. Of this, we spent \$524 million with local suppliers, which is a 15% increase in local spend compared to FY25.²⁰

While making this contribution to local and regional economies, we continued:

- integrating our emissions considerations into procurement, particularly for sourcing power and energy intensive goods, and other major projects;
- exploring opportunities for the use of fuel alternatives such as biofuels and clean energy options with various suppliers;
- internal and external engagement to prepare Scope 3 emissions aligned with AASB S2 disclosures;
- assessing strategies to reduce, recycle and reuse high volume consumables categories;
- partnering with Sustainability Advantage expert panel members to assess opportunities to work with and source from First Nations partners, enhancing Indigenous participation and our Indigenous procurement approach; and
- participating in the UNGC Modern Slavery Community of Practice and completed the UNGC BHRA for deeper understanding of human rights challenges, knowledge sharing, upskilling and identification of continuous improvement opportunities.

Updates to our Procurement Framework and Request for Tender (RFT)

During FY26, Evolution developed and progressed the procurement uplift roadmap. This uplift will continue into FY27. To date, it has incorporated ongoing enhancements to the RFT documentation and evaluation criteria. These enhancements aim to strengthen how sustainability considerations are integrated throughout sourcing activities by improving supplier screening, evaluation and performance assessment processes. This

uplift also ensures our procurement teams are equipped with the tools needed to effectively assess supplier sustainability performance and support informed procurement decision-making.



²⁰ Local and regional organisations are defined by postcode in relation to geographical proximity to Evolution operations.



Modern slavery and human rights (M)

Modern Slavery Statement compliance – completed with 2025 Modern Slavery Statement

No actual or potential human rights incidents identified during FY26

71% of our medium- to high-risk suppliers assessed during the FY26 supplier assessment questionnaire (SAQ)

Management approach

We uphold a zero-tolerance approach to all forms of modern slavery and adverse human rights impacts. We acknowledge our role in eradicating all forms of modern slavery and are committed to operating responsibly and ethically.

Our people, including our suppliers and partners, are expected to operate in alignment with our Code of Conduct, Supplier Code of Conduct and Human Rights and Modern Slavery Standard, with reference to international human rights frameworks. This is supported by our Modern Slavery Business Guide to mitigate risks within our business and supply chains. We maintain reporting and assurance mechanisms to address concerns of actual or potential modern slavery, including our incident management system, LOD2 assurance program, and our risk-based annual modern slavery SAQ.



Read more about this material topic, sub-topics, policies and risk management in the detailed '[Modern slavery and human rights' Management approach.](#)

Performance

Our annual Modern Slavery Statement discloses our efforts to manage modern slavery and human rights risks within our business and supply chains, demonstrates our rigorous risk assessment methodology and provides a reassessment of the multiple tiers of suppliers that form our extended supply chain. In FY26, the Board and Leadership Team endorsed Evolution's sixth Modern Slavery Statement. It provided insights into our top supplier spend in categories ranging from contractors to grinding media, as well as categories that may pose risks including from personal protective equipment to IT.

We contacted 158 medium- to high-risk suppliers identified in our supply chain and invited them to complete the Modern Slavery SAQ, with 71% completing the survey. This sits below our objective of improving this rate year-on-year, but offers opportunities to review the effectiveness of our systems and implementation. No actual or potential incidents or violations of human rights were identified or investigated during FY26, including those relating to the rights of Indigenous peoples, freedom of association, child labour, youth labour with exposure to high-risk work or forced labour involving our workforce. To date, we have not identified any instances of actual modern slavery within our operations or supply chain.

Throughout the year, we strengthened our engagement with and awareness of our people through an updated training program, our assurance program and feedback mechanisms. We also continued to engage with external partners, such as the Australian Council of Superannuation Investors (ACSI), UNGC, industry partners through the UNGC BHRA, and our vendors through deep dives and the supplier relationship management processes.

These engagements enabled us to reflect on our progress, as well as identify opportunities for continuous improvement regarding:

- deeper visibility into our tier 2 and beyond supply chain risk;²¹
- enhancing both qualitative and quantitative measurement and impact reporting;
- strengthening grievance management and remediation processes; and

- improving connection to worker voice and non-government organisations throughout our supply chains.

These areas have been prioritised as we mature our approach in managing complex modern slavery risks.

Other activities in FY26 included the following.

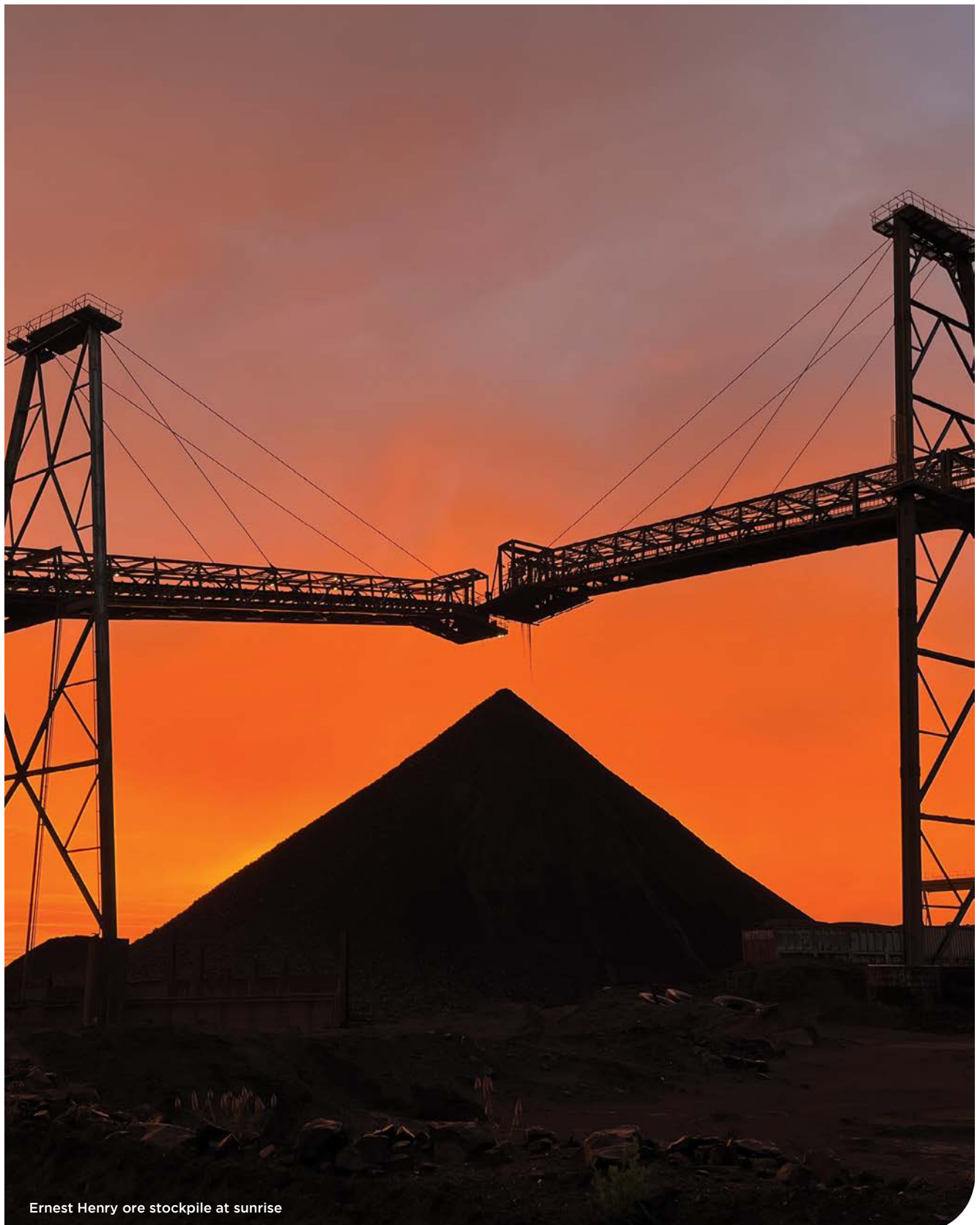
- Continued engagement with third-party provider Ethixbase360 to support the update and rollout of our FY26 SAQ aligned with renowned international frameworks, legal methodologies and specialist expertise.
- Engaged Ethixbase360 in an additional independent review of our previous SAQ responses to prioritise suppliers for targeted deep dives and areas for further due diligence.
- Conducted several modern slavery deep dive engagements with suppliers within mechanical spares, one of our higher-risk categories. These engagements were informed by the findings of Ethixbase360's review and focused on strengthening our understanding of supplier management practices, labour standards and supply chain risks.
- Completed education sessions such as the UNGC BHRA, which enriched our personnel with broader understanding of managing salient human rights risks, impacts on business strategy and risk management, and increased skills associated with international human rights obligations.
- Reviewed our modern slavery approach through a cross-functional assessment of roles, responsibilities, priorities and performance measures, supporting the continuing maturity in our approach and role clarity in our Modern Slavery Working Group.
- Enhanced our vendor onboarding process by embedding modern slavery risk screening controls which expand the assessment of potential modern slavery risks across a broader supplier base.
- Continued to facilitate broad supplier relationship meetings, which can include discussions on modern slavery risk identification and mitigation, and industry learnings.

²¹ Tier 1 suppliers are entities that directly supply goods or services to our business. Tier 2 suppliers are those suppliers that supply to our Tier 1 suppliers, and form part of the upstream supply chain beyond our direct relationships.

- Enhanced our modern slavery training program to strengthen workforce capability to identify and respond to modern slavery risks. This included a risk-based review of our training needs analysis, content updates reflecting evolving legislative and business requirements and more engaging training delivery via face-to-face and online interactive learning modules.

As a result, 326 (98 in FY25) of our employees were trained in targeted mandatory modern slavery training, tailored for their roles and associated responsibilities. Relevant content was also embedded into employee onboarding and induction materials, enabling broader workforce awareness.

■ Read more information in our [Modern Slavery Statement](#).



Ernest Henry ore stockpile at sunrise

RISK MANAGEMENT

"WE CONTINUE TO STRENGTHEN OUR HEALTH, SAFETY AND WELLBEING CULTURE THROUGH VISIBLE LEADERSHIP. THIS WILL SUPPORT US IN OUR ASPIRATION TO HAVE OUR PEOPLE GO HOME BETTER THAN HOW THEY ARRIVED."

Fiona Murfitt

Vice President Sustainability

Material topics in this section

Work health, safety and wellbeing (M)

Crisis response (M)



Mungari Operations team member

Risk management

Management approach

We adopt a proactive approach to risk management – actively reviewing and managing existing and emerging risks that could significantly impact our people, environment, operations and communities.

We manage risks through the Integrated Risk Management Framework, linked with our Sustainability and Strategic Planning Standards Framework. The framework and its supporting management systems and procedures are aligned with the intent of principles in the International Council on Mining and Metals (ICMM) and ISO guidelines.

Our robust framework and internal controls support us to identify, manage and mitigate risks, make informed decisions and execute our strategy. These controls include risk registers and defined accountabilities, risk appetites, evaluations, reporting and oversight.



Read more about this topic, sub-topics, policies and risk management in the detailed '[Risk management](#)' [Management approach](#).

Performance

We continued to embed the Integrated Risk Management Framework across the business to promote a consistent approach in how material and critical risks are managed.

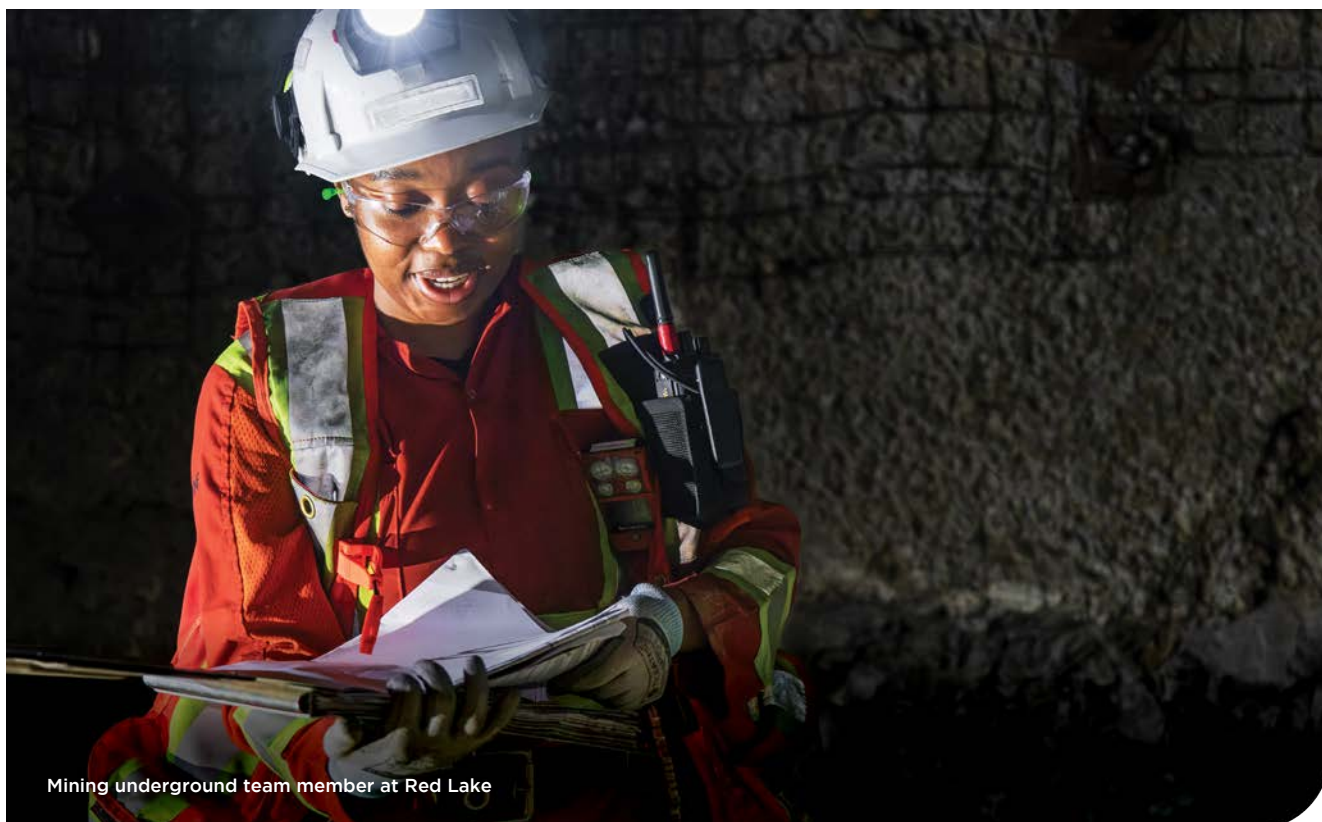
Throughout FY26, both Group and operational risk registers were reviewed at appropriate intervals to ensure risks were managed so far as is reasonably practicable. As well as material and critical risk management, a key focus during the year was improving the quality, consistency and interdependencies of data used in these risk reviews.

In June 2026, the Group Risk Register was approved by the Leadership Team and endorsed by the Risk and Sustainability Committee. Their review was informed by business strategy and objectives, internal and external risk trends and consideration of emerging risks that may influence our risk profile. These emerging risks include AI, data and innovation, and access to capital. The Board then endorsed an updated and simplified Company Risk Appetite Statement.

We also achieved a key risk management deliverable for FY26, with the review of bowties associated with our safety-related material and critical risks across all operations.

During the FY26 assurance program, Enterprise Risk Management was audited across all operations. It identified improvement opportunities as well as some material findings. Appropriate corrective actions have been established for all findings and they will be monitored to closure. The outcomes of these audits have informed our ongoing improvement program, and supported further maturity and embedding of the Integrated Risk Management Framework.

■ Refer to our [Climate Report](#) and our Governance Framework, which is informed by our Integrated Risk Management Framework, in the '[Our approach to sustainability](#)' and '[Governance and assurance](#)' sections of this Report.



Mining underground team member at Red Lake

Work health, safety and wellbeing (M)



Zero fatalities and PTDs

1.44 LTIF per million work hours

100% of due actions completed in targeted Sustainability Improvement Plans and 100% of due actions closed for material and critical actions

TRIF per million work hours remained strong at 5.85 but higher than the target of 5.0

441,996 training hours completed

100% of bowties or equivalent risk assessments completed or reviewed for safety-related material and critical risks

Management approach



Read more about this material topic, sub-topics, policies and risk management in the detailed '[Work health, safety and wellbeing' Management approach](#).

We commit to ensuring the physical and psychological safety, health and wellbeing of our people, employees, contractors and local communities. We adopt a holistic, iterative and integrated approach focused on continuous improvement.

We maintain these commitments and our robust governance structure, from the Board and Leadership Team through to operational general managers, health and safety committees and the broader operation. This is supported by our systems and processes, including the [Sustainability and Strategic Planning Policy](#) and associated [Standards](#). Our safe and capable workforce and culture is supported by several mechanisms, including hazard identification and mitigation, training, communication, contractor and fatigue management.

Performance

We continued to engage and consult with our people regarding health and safety throughout FY26. Feedback from employees and contractors, assurance program outcomes and business strategies have informed Sustainability Improvement Plans implemented at each operation. They support implementation of health and safety practices, systems and controls to minimise risk.

The FY26 plans prioritised:

- embedding felt leadership language, behaviours and coaching mindset in the field;
- validating that controls are effective through assurance activities and material risk reviews;
- strengthening onsite assurance activities; and
- people onboarding and training experience, including contractors.

We measure performance using a combination of lead and lagging indicators, with targets established during the annual business planning cycle linked to remuneration for employees, the Leadership Team, all general managers and other senior leaders. See '[Linking remuneration to sustainability](#)'.

The following performance table reflects a year where targets and metrics were largely delivered on or above set parameters, with clear areas for improvement. When setting these targets, they were considered difficult to achieve but enabled an acute focus on providing a workplace where our people are physically and psychologically safe, healthy and well. Activities associated with our lead and lag indicators are measured monthly and include proactive reporting ratios, training compliance rates, field interactions, investigation closure, hazard reporting and critical and material action close out data. Each operation had varied performance and implemented tailored initiatives to reduce the risk of incidents, injuries and illness. These were supported by regularly measured and tracked improvement plans designed to address site-specific health, safety and wellbeing needs.

We achieved a TRIF of 5.85 which was higher than the target of 5.0. Despite the increase, this performance still represents a sustained improvement over a number of years amongst increased operating and project risk profiles and exposures. We continue to undertake deliberate planning and intentional actions in the field through our Sustainability Improvement Plans to improve safety and risk performance.

While our TRIF includes 65 recordable injuries, with 16 being lost time injuries, we prevented the most serious injuries to our people. We continue to focus on early intervention and increased efforts to support and return our people to meaningful work after recovery. This encourages an improved culture of reporting and critical control management which will continue to support effective prevention of the most serious outcomes.

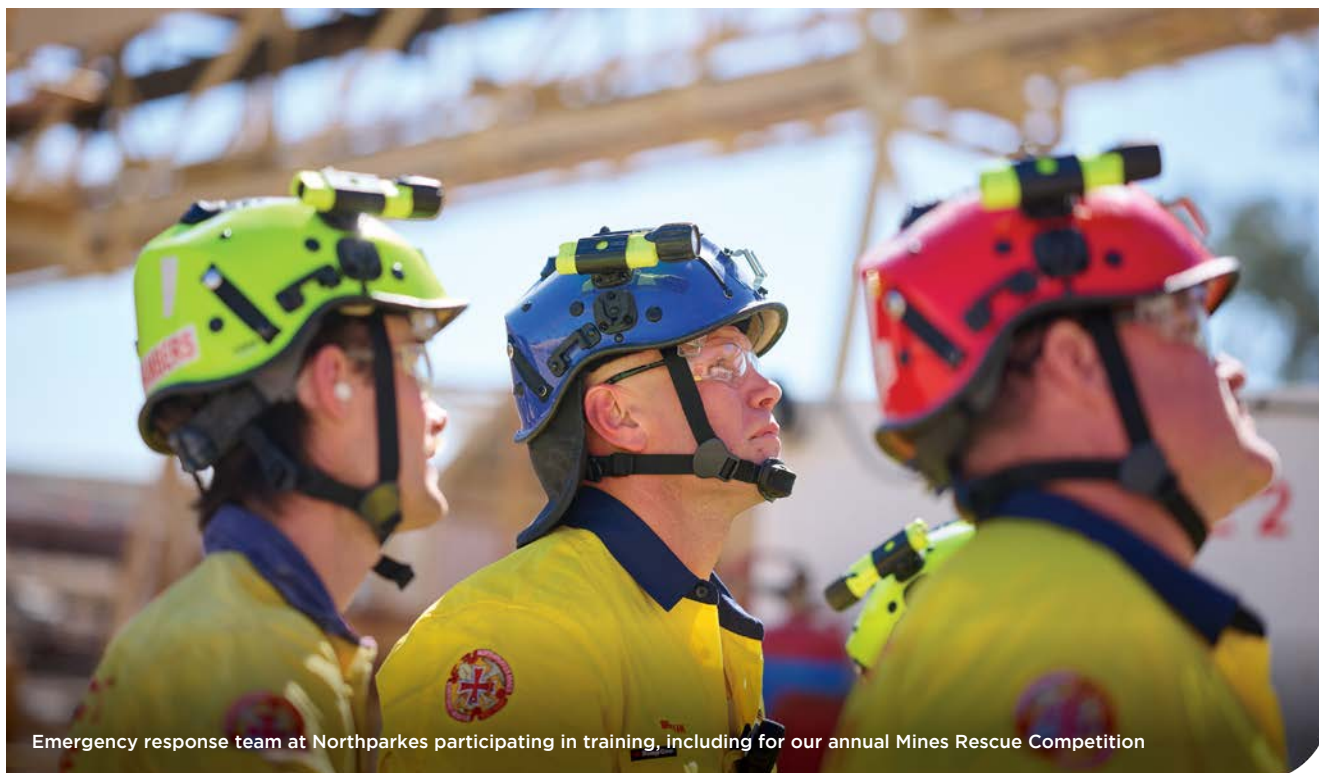
Our FY26 reported data includes known information at the end of the reporting period and excludes events that remain under investigation.

Our proactive learning and continuous improvement culture was strengthened through ongoing material and critical risk management, material risk reviews in the assurance program, weekly Report, Review and Learn sessions and the completed rollout of our Felt Leadership Program. We continue to embed felt leadership through ongoing infield coaching and support, enhance data driven insights, while learning from our incident root cause analysis to reduce risk and support a safe working environment.

■ Read more detail on our health and safety performance in our [FY26 ESG Performance Data](#).

Safety performance ²²	FY26	FY25	FY24 ²³	FY23	FY22
Number of safety interactions	47,939	41,918	36,020	45,541	45,096
Number of hazards reported	40,394	29,881	24,592	28,826	24,607
Significant incidents reviewed with senior management (%)	100	100	100	100	100
Number of significant incident investigations shared with the workforce	129	110			
Proactive significant health and safety incidents ²⁴	54	32	46	42	27
TRIF ²⁵	5.85	4.98	7.37	8.63	10.66
TRIF target	5.00	6.75	7.56	9.33	10.75
LTIF ²⁶	1.44	1.11	1.81	2.24	2.81
Fatalities	0	0	0	0	0
PTDs	0	0	0	0	0
Total hours worked ('000)	11,113	10,834	9,497	8,453	7,128
Training hours (employees and contractors) ('000)	442	359	240	167	128
Training hours in emergency equipment, emergency response or crisis response (employees)	-11,000	-13,500	-4,000		
Number of operational inductions completed ²⁷	9,185	10,297	4,918		

■ Read more about how we have contributed to the safety and wellbeing of those suffering family or gender domestic violence across our communities in the following [case study](#).



Emergency response team at Northparkes participating in training, including for our annual Mines Rescue Competition

²² Safety performance includes both employees and contractors at all operations under our operational control in the respective year.

²³ FY24 data excludes Northparkes from the TRIF target as it was set at the commencement of the financial year prior to acquisition, and so are excluded from associated performance. Note that FY24 TRIF including Northparkes 12-month moving average is 7.69. See the [FY26 ESG Performance Data](#) for more comprehensive data.

²⁴ Proactive refers to where the incident is identified prior to a loss of control/transfer of energy, or where there was still at least one critical control in place.

²⁵ TRIF is calculated as (total number of recordable injuries including fatalities, lost time injuries, restricted work and medical treatment injuries x 1,000,000) / total hours worked aligned with Occupational Safety and Health Administration (OSHA) principles. It is reported as a 12-month moving average to 30 June 2026.

²⁶ Lost time injury frequency (LTIF) is calculated as (total lost time injuries x 1,000,000) / total hours worked aligned with OSHA principles.

²⁷ Includes all operations, including permanent employees, shutdown workers and visitors across Projects, Discovery sites and offices.

CASE STUDY

Evolution and Todaybreak celebrate the launch of Kenora Regional Hub

In FY25, Evolution commenced a three-year \$440,000 partnership with Todaybreak to implement the Safe with Milli Program. The aim is to provide innovative technology to strengthen support for people experiencing domestic and family violence across communities near our Red Lake Operations and Mungari Operations.

We are proud of the ongoing investment and work to equip frontline service providers with access to Cudo, a purpose-built case management platform, and support access to Milli, a free personal safety and wellbeing app for survivors. Underpinning both tools is Todaybreak's Community of Practice model, which brings participating organisations together to build sector capability, strengthen collaboration, and develop more effective and coordinated responses to domestic and family violence.

A year into the partnership, we have celebrated the launch of the Kenora Regional Hub, located in Ontario, Canada. Led by Victim Services of Kenora & Area, it brings together frontline service providers and police with shared tools to coordinate an effective response to domestic and family violence. The launch event in May included a live demo of the program, a cross-sector panel including Treaty Three Police, Red Lake Area Emergency Shelter, Todaybreak and Sandra DeLaronde, Executive Director of Giganawenimaanaanig, as well as an operational working group session.

To date, two of three founding hub partners, Victim Services of Rainy River and Victim Services of Kenora & Area, are now live using Cudo, with Treaty Three Police Service onboarded and building ongoing capacity. Our local Red Lake Area Emergency Shelter is also progressing through onboarding and targeting go-live in September 2026, which builds upon our existing partnership with them. We are proud to see stakeholder networks continuing to develop between service providers, government and emergency response partners.

We look forward to reporting on the continued progress in Ontario and the Goldfields. This partnership builds on our commitment to family and domestic violence support, including the [Hope Project](#) which we supported in FY24.



Evolution and Todaybreak personnel celebrate together at the Kenora Regional Hub Launch

Wellbeing and ways of working

653 EAP sessions accessed
(up 53% from FY25)

76% of our people feel
psychologically safe at work

Ongoing implementation of free
holistic wellbeing services

81% of our people have trust in
their manager

67% of our people experience
positive work-life balance

Management approach

We regularly engage with our workforce and local communities to support their positive social, psychological and physical living conditions. With a focus on prevention, we undertake targeted campaigns and embed activities to promote healthy lifestyles, raise awareness and share practical tools and resources for wellbeing and mental health.

Our people are supported to work in diverse and flexible ways, and are always afforded access to a free and confidential EAP.



Read more about this topic, sub-topics, policies and risk management in the detailed '[Work health, safety and wellbeing' Management approach](#).

Performance

Wellbeing and mental health

We continue to treat mental health and wellbeing as a shared responsibility across the business, promoting open dialogue and encouraging our people to seek support. Throughout the year, we delivered targeted training, communications and initiatives designed to strengthen awareness of mental health impacts and to help our people identify when to reach out for assistance.

We maintain a wellbeing approach, centred on prevention and early intervention, creating environments where people feel safe, engaged and valued. Throughout the year, we continued to promote holistic wellbeing.

- Wellbeing events – supporting initiatives such as R U OK? Day, Lifeline Ball, Run Against Violence, World Mental Health Day, November and the Push-Up Challenge, strengthening awareness and community connection.
- Monthly communications – sharing health and wellbeing practices across the business via emails and a monthly newsletter published on our intranet.
- Health and wellbeing seminars – delivering sessions throughout the year that explore a broad range of holistic health and wellbeing themes.
- Clinical partnerships – at specific operations we collaborated with doctors and specialists to contribute to the health of our workforce and local communities. Read more in our [case study](#): Mungari supports integral community facility through Evolution Mining Stadium and Northparkes encourages local medical and training opportunities.
- Preventative health services – offering free skin checks and seasonal influenza vaccinations.

■ Read more about how Evolution supports and prioritises connection and mental wellbeing of communities near our operations in the [Survivor Golf Series case study in the June 2026 Cowal Newsletter](#). It showcases how Cowal supports mental health and raises funds for disengaged youth through the Survivor Golf Series.

Employee Assistance Program (EAP)

We continued to implement an integrated wellbeing model, which brings together mental, physical and psychosocial health support for person-centred outcomes. The model acknowledges the impact of workplace, personal and social factors on overall wellbeing.

Our people and their families continued to be supported in their wellbeing and mental health, accessing 653 EAP sessions in FY26.²⁸ This represents a -53% increase from FY25, reflecting the ongoing support and uplift of the program to reduce stigma linked to mental health and wellbeing. The newly-launched suite of free wellbeing services for employees, including exercise physiology, nutrition advice, legal assistance and financial counselling has been positively received, with consistent and growing utilisation throughout FY26.

We regularly measure employee engagement and experience through our Your Voice engagement survey. It gives employees the opportunity to share feedback on key workplace factors, including psychological safety, as an important indicator of mental health and protection from psychological workplace risks.

In the February 2026 Your Voice results, 76% of our people continued to feel psychologically safe to voice their ideas and raise grievances across all levels of the business, maintaining the previous May 2025 results. While this result sits below global benchmarking, it reflects a generally positive environment for open communication and wellbeing. Trust in managers remained strong at 81% and work-life balance rated at 67%, which is slightly higher than the previous result of 66%. This suggests that while many employees felt supported, there are still opportunities to support the balance between professional and personal responsibilities.

The Psychosocial Safety Standard was audited in the FY26 assurance program, which identified areas of existing strengths, areas for improvements and actions. These actions will continue to be closed out through FY27, reaffirming psychosocial safety as a key focus for the business.

²⁸ Evolution's annualised usage was -5% and mining and resources sector was -4%. Evolution does not receive individual or identified data on usage.

Transport safety

Management approach



Read more about this topic, sub-topics, policies and risk management in the detailed '[Work health, safety and wellbeing](#)' [Management approach](#).

We recognise that the movement of people, products, goods and equipment related to mining activities can pose transport safety (road and aviation) risks.

Our [Sustainability and Strategic Planning Standards](#) define our key requirements and minimum standards related to transport safety. We require all workers to comply with these minimum standards and their operational Health, Safety and Environment Management Plan or similar, and regularly assure this compliance.

Vehicle collision and rollover and aviation are Company material risks monitored across the business. They require bowtie risk assessments and critical control plans, supported by verification activities to verify critical controls are effective and functioning as designed.

Performance

Vehicle safety

In FY26, our industry experienced several fatalities linked with vehicle interactions and we are committed to learning from them and applying increased scrutiny in our controls. We increased the auditing cycle frequency against our Fixed and Mobile Equipment Standard and conducted action reviews to assess vehicle interaction risks. All (100%) agreed actions from the programs were closed out, which support compliance, promote vehicle safety aligned with our Standards and industry best practice, and enable continuous improvements.

To support this, each operation implemented critical control verifications and effectiveness reviews for vehicle collision or rollover to ensure these risks are appropriately managed. These reviews are tracked and reported through operational risk review meetings, with key findings and learnings shared with relevant groups, CoPs and the broader business.

Throughout the reporting period, we continued to implement technological safety devices across our operations and will trial various innovations in proximity detection in the future.

Aviation

One hundred percent of charter airlines used throughout FY26 were assessed via the required third-party audits, confirming compliance to regulatory and our minimum [Sustainability and Strategic Planning Standards](#). This aviation due diligence was supported by our participation in the Basic Aviation Risk Standard (BARS) Program, and its certification process, and with our engagement with SGS Aviation Compliance for non-commercial or specific aviation consultancy auditing.

There were no aviation-related events during FY26.

Hazardous materials management

Management approach



Read more about this topic, sub-topics, policies and risk management in the detailed '[Work health, safety and wellbeing](#)' [Management approach](#).

We recognise our responsibility to manage hazardous materials safely throughout their life cycle to avoid risk to human health, ecosystems and environmental values.

Their use is regulated by relevant legislation in each jurisdiction, subject to specific licences and approvals, and routinely inspected by the regulator supported by our regular assurance activities. Each operation manages hazardous substances in accordance with the minimum jurisdictional requirements and our Hazardous Materials Standard and Explosives Standard.

Performance

We continued to manage hazardous and explosives material risks and opportunities. This included:

- no material incidents of exposure to hazardous substances;
- proactive risk identification and immediate mitigation of reported unplanned initiation of explosives incidents;
- ongoing management and engagement with regulators on permit or licence compliance or non-compliance for all explosives, dangerous goods, chemicals and radiation devices;
- chemical approval required prior to entering operations including risk assessment;
- emergency response spill scenario training at all operations;
- third-party assurance activities including external bunding and tank integrity audits; and
- sharing information and learnings from the Northparkes Enforceable Undertaking, including at the 2025 NSW Minerals Council Health, Safety, Environment & Community Conference.



Crisis response (M)

190 emergency response team (ERT) members trained to respond to incidents onsite or within the community

ERT across operations participated in local and municipal mines rescue challenges, demonstrating operational capability, teamwork and commitment to public safety and excellence

Evolution's Red Lake Operations crowned District Champions at the Red Lake District Mine Rescue Competition

Management approach

Guided by our Integrated Risk Management Framework, we have an established crisis management and business continuity approach to identify and manage incidents with the potential to disrupt our operations and activities.

We undertake a rigorous review of control measures to ensure we effectively mitigate the risk likelihood and consequence of any potential event. The measures include organisational responsibilities, available internal and external resources, communication, escalation and training requirements. They are supported by clear processes, guidelines and procedures.

All operations maintain risk-based and targeted emergency response programs and plans to ensure we can respond to an incident or emergency. We support communities' resilience through our emergency response volunteers and community investment program.



Read more about this material topic, sub-topics, policies and risk management in the detailed ['Crisis response' Management approach](#).

Performance

Crisis response

During the year, both actual and scenario-based operational activities and exercises were conducted to strengthen our critical response training, with particular focus on leadership roles important to incident command. These exercises highlighted the importance of structure, timely responsiveness, clear communication and team competence during crisis situations.

We gained real-life learnings in incident and crisis management from active and ongoing crisis management efforts in FY26, including the response to the December 2025 Ernest Henry Operations weather-related event. The coordinated activation of the Crisis Management Team (CMT) and Incident Management Team (IMT) showcased the resilience of our systems and the commitment of our people to protecting our workforce, communities and operations.

We continued to partner with specialists to support our response capability and leadership in crisis response through the following actions.

- Partnering with Mettle Global to develop and deliver tailored scenario-based training that enhances preparedness and resilience for potential material incidents. A session was held across senior management to test, challenge and build skills and resilience around crisis management and response. This training helped reinforce best practices and team alignment in high-stress environments.
- Sustainability team members attended master classes in crisis management, facilitated by third-party experts.
- We conducted additional training for people in key crisis management support roles, further strengthening our overall preparedness.

Emergency preparedness

Throughout the year, we continued to enhance our ERT capability by supporting operations and nearby communities throughout the emergency management cycle, including prevention, preparedness, response or recovery for a range of external events.

This was supported by emergency preparedness linked with our climate-related risks and opportunities. Our resilience to extreme weather was supported by regular water level monitoring, extreme weather preparedness training and pre-wet season maintenance at Mt Rawdon and Ernest Henry to ensure effective stormwater management. Each operation also conducted regular emergency scenario drills to prepare for relevant events such as inrush, fire, flood, cyclones and significant hazardous material spills. These activities provided shared learnings and support for communities, local governments, emergency services and neighbouring operations during extreme weather events.

■ Read more about how Evolution contributes to community resilience following crises through the following news articles: [Ernest Henry and Rural Aid support our community following flood events](#) and [Ernest Henry contributes to the North West Queensland community with the opening of the LifeFlight Mount Isa Base](#).

■ Refer to our [Climate Report](#) for additional information on our emergency response and management of climate-related risks of weather and water events.

PEOPLE

"WE WANT WORKING AT EVOLUTION TO BE A CAREER HIGHLIGHT FOR OUR PEOPLE — A WORKPLACE AND A COMMUNITY WHERE THEY FEEL SAFE, HEARD, INCLUDED, RESPECTED, CAPABLE AND INSPIRED."

Paul Eagle

Vice President People & Culture

Material topics in this section

Diversity and inclusion (M)

Talent attraction, retention and employee engagement (M)



Apprentices gather at Northparkes Operations

Our people

Management approach

Our success is enabled by our people. To support a workplace where our people feel included, safe and empowered, we implement strategies focused on diversity and inclusion, talent attraction, retention, employee engagement, development and local employment.

As an equal opportunity employer, we are committed to respecting differences and do not discriminate on the grounds of gender, race, age, ethnicity, nationality, disability, sexual orientation, relationship status, religion or other attributes. This commitment and our expected behaviours are reflected in our policies and programs, including our [Code of Conduct](#), flexible working principles, [Inclusion and Diversity Policy](#) and a range of employee support networks. They are complemented by the [Sustainability and Strategic Planning Standards](#) which guide our community engagement and efforts to build our local workforce.



Read more about this material topic, sub-topics, policies and risk management in the detailed '[Our people](#)' [Management approach](#).

Performance

At 30 June 2026, we employed **3,393** permanent, fixed-term and casual employees, compared to 3,184 as at 30 June 2025.

We continued to prioritise local employment, with **69%** of our employees living local to our operations compared to 70% in FY25. **70%** of our operational management teams live locally.

Diversity and inclusion (M)



21% female workforce representation, slightly below our target of 22%

23% of females in senior leadership positions (maintaining our FY25 performance) and **44%** in graduate uptake

7% overall Indigenous workforce representation, maintaining FY25 performance

17.5% gender pay gap for median total remuneration compared to the gold industry median of 22.6%

85% of senior leaders undertook living our values conversations

91% of employees had a meaningful living our values conversation with a senior people leader other than a direct supervisor or manager

Management approach

We recognise the benefits of having an inclusive and diverse workforce, where people's experiences, perspectives and backgrounds are valued and contribute to our business. We believe in equal pay for work of equal value and work to address any gender pay gaps and drivers.

In line with our commitment to an inclusive and values-driven culture, our key focus areas are building inclusive practices and increasing female and Indigenous participation in our workforce through open dialogue, targeted initiatives and leadership that actively demonstrates our commitment to inclusion. To support this, we have reviewed and established WGEA targets.



Read more about this material topic, sub-topics, policies and risk management in the detailed '[Diversity and inclusion](#)' [Management approach](#).



Performance

Gender mix participation

As of 30 June 2026:

- female workforce representation was 21% (21% in FY25), compared to the Australian mining industry average of 25%.²⁹
- the number of females in senior leadership positions has been maintained at 23% (23% in FY25).
- women represented 44% of Graduate Program participants and 30% of vacation students in the 2026 intake, a decrease from 53% female Graduate Program participants in FY25, but still supporting a diverse future talent pipeline.

Diversity targets and activities

We maintained focus on our target of 22% female workforce representation, in recognition that achieving increased workforce diversity requires sustained effort and a long-term approach. Progress depends on our ability to attract, retain and develop diverse talent, while addressing the structural and industry factors that influence participation and career progression for women in mining.

Our 21% female workforce representation, which is consistent with FY25 performance, comprises analysis of our full workforce female representation rates. Our current site rates sit around the median of the regions in which they are located. For example, Ernest Henry's female participation rate of 15.2% sits within the North West Queensland range of ~11 to 20%.³⁰ We recognise barriers to attracting and retaining female workforce participation, including that operating in remote and regional areas presents additional structural challenges, including for fly-in, fly-out rosters.

We acknowledge that our overall performance sits below the WGEA mining rate of ~23%³⁰ and Australian Resources & Energy Employer Association (AREEA) rate of 25%. However, our performance trends over the years align with industry, with AREEA reporting no change in female representation in nation-wide industry data from FY25 to FY26 (25%).

Throughout the year, we remained focused on female representation while growing our workforce, reflecting the ongoing progress towards building a broader, more diverse and inclusive organisation. We continue to prioritise gender diversity and fostering an inclusive workplace as strategic priorities.

A key lever to support this is our Inclusion and Diversity Framework which continues to focus on attracting, retaining and developing diverse talent, strengthening inclusive leadership capabilities, addressing barriers to diverse workforce participation and career progression and establishing action plans, where relevant. Several operations maintained Inclusion and Diversity plans to support these outcomes.

We have trialled and embedded several short- and long-term initiatives to support our targets and our Inclusion and Diversity Framework.

- Targeted 'stay interviews', focus groups and employee listening activities to better understand engagement and retention drivers, including for those with higher retention risk.
- Internal talent and succession processes designed to support consistent and inclusive development and advancement opportunities.

- Participation in leadership development, mentoring and career growth programs for women and underrepresented groups.
- Ongoing enhancements in family friendly policies, including flexibility, parental leave and domestic violence leave provisions.
- Inclusive recruitment practices, including diverse recruitment panels and gender-balanced shortlists, where practical.
- Diversity and inclusion content embedded in onboarding programs, inductions and leadership development programs, unconscious bias training and resources.
- Ongoing annual Respect@Evolution mandatory training and awareness for all employees, which includes specific content relating to bullying, discrimination, harassment and sexual harassment. It demonstrates our commitment to a safe, respectful and inclusive workplace and reinforces respectful workplace behaviours and expectations.
- In line with the updates to gender diversity targets aligned with WGEA, in FY26, we established three WGEA gender diversity targets for our Ernest Henry Operations (an entity with >500 employees), focused on:
 - increased female representation in people leadership roles, machinery operator and driver roles; and
 - enhanced workplace facilities and support for employees with caring responsibilities.

These targets and initiatives support our commitment to transparency, accountability and meaningful progress towards a more diverse and inclusive workforce.

Inclusion activities

We completed our FY26 annual remuneration review, which included reviewing relevant market benchmarks in Australia and Canada to support pay parity across comparable roles. Our median total remuneration gender pay gap was 17.5%, compared with the Australian median of 16.4%. The WGEA gold ore mining industry benchmark, measured as the mid-point of employer median total remuneration gender pay gaps was 22.6%.³¹ As detailed in the [2025 Gender Pay Gap Statement](#), the gap is driven by several factors, including a larger representation of males in more senior and technical roles with higher remuneration. Increasing female representation in these roles will be a focus area to address this difference.

These robust internal pay parity analyses complement our existing reporting and peer review under WGEA. They assess remuneration outcomes for employees undertaking comparable work within the business, supporting further activities for fair and equitable workplace conditions and remuneration.

This review was supported by key inclusion activities during the year. This included the following.

- We implemented enhanced parental leave benefits in Australia of 18 weeks paid primary carers' leave; three weeks paid secondary carers' leave; up to five days per calendar year for IVF treatment leave; five days of leave for miscarriage; access to parental leave for stillbirths; and additional support for premature births. These entitlements were effective for our Australian employees from 1 July 2025, with Canadian parental leave benefits undergoing review in FY27.

²⁹ AREEA Edition 8 of the Resources & Energy Industry Workforce Insights & Remuneration Report August 2026.

³⁰ WGEA Australia's Gender Equality Scorecard November 2025.

³¹ WGEA Industry Data Explorer 2024-2025.

- We continued manager-once-removed living our values conversations focused on culture, values and inclusion. These discussions were completed by 85% of senior management and 91% of employees. We value our people taking the time to have these conversations, but note that achieving 100% can be challenging given diverse geographies. We remain committed to this activity due to the ongoing value and connection facilitated by these conversations.
- Our Your Voice engagement survey was implemented at an extended nine-month interval and in February 2026 achieved a record 81% participation rate. The February survey involved additional Respect@Evolution psychological safety measures to enable more insights into inclusion in the workplace.
- We continued meaningful career and development conversations to support our people's aspirations and internal mobility within the business.
- We further integrated inclusive leadership and felt leadership coaching and support principles into our suite of leadership development programs.
- We had ongoing implementation of a targeted Leadership Transition Program to support people moving into new leadership roles, including coaching for senior leaders to support wellbeing and an effective transition into new roles.

Diversity and inclusion performance summary

Key metrics	As at 30 Jun 2026	As at 30 Jun 2025	As at 30 Jun 2024	As at 30 Jun 2023	As at 30 Jun 2022	Australian mining industry average 2026
Overall female representation	21 %	21 %	19 %	18 %	19 %	25 % ³²
Management female representation ³³	19 %	13 %	21 %	20 %	20 %	N/A
Non-management female representation	21 %	29 %	19 %	18 %	19 %	N/A
Senior leadership female representation	23 %	23 %	22 %	14 %	10 %	N/A
Junior management female representation ³⁴	19 %					N/A
Overall Indigenous representation	7 %	7 %	7 %	6 %	6 %	N/A

Indigenous participation

Aligned with our Reconciliation Plan, we continue to focus on growing a pipeline of Indigenous candidates, including into leadership positions and proactively identifying skilled and experienced talent.

In FY26, Indigenous people comprised 7% of our workforce, maintaining our FY25 performance.

■ Read more detail about our inclusion and diversity performance including based on age, gender and Indigenous representation in the '[Communities](#)' section of this report and our [FY26 ESG Performance Data](#).

Talent attraction, retention and employee engagement (M)



81% of our people participated in the Your Voice engagement survey, exceeding the 65% target

87% of our people chose to stay with Evolution, exceeding the 85% target

228 Act Like an Owner (ALO) initiatives approved

No identified risks of child, forced or compulsory labour

806 leaders participated in dedicated leadership training programs

52% of our people had development goals in their performance forms and **64%** of our people fulfilled their development goals

³² AREEA Edition 8 of the Resources & Energy Industry Workforce Insights & Remuneration Report August 2026.

³³ Calculation of representation and people inputs are aligned with WGEA reporting from FY24 onwards. The definition of 'Management' for WGEA changed in FY25 resulting in an overall decrease in 'Management' numbers. This moved previously identified 'Management' personnel into the 'Non-management' personnel category. Evolution has formalised its definition and applied a consistent methodology in FY26.

³⁴ First tier of management aligned with S&P Global CSA definitions.

Management approach



Read more about this material topic, sub-topics, policies and risk management in the detailed '[Talent attraction, retention and employee engagement' Management approach](#).

We are committed to attracting, developing and retaining highly skilled individuals who are aligned with our values and contribute meaningfully to our vision. This is underpinned by our aspiration to make Evolution a career highlight for our people.

We invest in the development of our people from early careers into leadership positions. We provide a range of internal and external training, an early careers strategy, education and development opportunities and plans tailored to individual needs, career aspirations and business objectives.

Our Your Voice engagement survey provides feedback for us to use to enhance our people's experience throughout the entire employee life cycle.

Performance

Your Voice engagement survey

Since setting a baseline in October 2023, we have regularly consulted with our employees through a Your Voice engagement survey to assess employee engagement across the organisation. We conducted the most recent survey in February 2026, which showed key metrics have improved since the 2023 baseline, reflecting positive momentum in our people's experience.

Key results include:

73%

of employees are engaged, up from 72% in FY25 and approaching the Qualtrics global average benchmark of 77%. This improvement reflects the success of implementing targeted strategies in communication and engagement.

87%

feel their supervisors demonstrate commitment to safety, exceeding the global benchmark.³⁵

86%

feel there is a commitment to safety throughout the business demonstrated through supervisor actions and comfort in reporting concerns. This aligns to the global benchmark.

85%

feel their supervisor genuinely cares about their wellbeing, exceeding the global benchmark.

We achieved our highest response rate of 81% in our February 2026 Your Voice engagement survey. This increase from 78% in FY25 – coupled with strong engagement, safety and inclusion outcomes – reflects our people's growing levels of trust and willingness to provide feedback, supported by our culture of accountability, reporting and continuous improvement.

Safety remains one of our highest-rated metrics, with 86% of employees reporting a strong commitment to a safe working environment across the business, reinforcing its position as one of our values. Positive outcomes were also received for collaboration, respect and trust in managers. People leader effectiveness was rated at 78%, aligned with the global mining average, and highlighting the benefits of our values-led culture and commitment to employee wellbeing and leadership development. The survey results identified career goals and development opportunities as key drivers for engagement and performance.

The most recent survey introduced an additional Respect@Evolution psychological safety question, enabling deeper insights into workplace inclusion, respect and employee experience. The enriched data has informed targeted actions on leadership capability, psychological safety, communication, consultation and effective change management.

Building on these and previous outcomes, Evolution continued the 'You Said, Together We Did' approach which involved the Leadership Team, functional and operational management reporting back on survey results and establishing clear actions. Local and tailored action plans have been developed across operations and functions with clear accountabilities and timeframes to address themes consistently identified by employees, including:

- career development;
- communication;
- role and purpose clarity;
- reward and recognition;
- collaboration; and
- effective management of change.

Plans are in action across our operations, for example through capability programs at Mungari, and site-based communication and recognition programs. There have also been actions across functions, including enhanced career development and training pathways across Technical Services, targeted engagements on inclusion in Discovery, stakeholder engagement and recognition initiatives within People & Culture and role clarity and leadership coaching programs within Sustainability.

³⁵ Within the Qualtrics platform, while our scoring can exceed the global benchmark, a meaningful increase is usually determined by a six point or above increase.

We report regularly on the outcomes of these plans and actions across the business to inform our business approach to:

- wellbeing;
- safe, inclusive and respectful workplaces;
- capability and development;
- attraction and retention; and
- long-term organisational performance.

■ For additional Your Voice results, see the 'Wellbeing and ways of working' section of this Report.

Attraction, including recognising our people

Throughout FY26, we continued to embed our enhanced approach to employee attraction and recruitment. Our employee value proposition (EVP) was further embedded into internal development processes and external communications. The EVP articulates the benefits of building meaningful career opportunities across our business and beyond. This was complemented by revised onboarding and exit survey processes which proactively collated and addressed feedback on early experiences, what motivates our people and drivers of attrition.

These updates enhanced our internal and external engagement, contributed to our onboarding and placements including:

- 827 people placed into roles; and
- 90 roles filled through internal promotions.

Employee recognition has been emphasised as a key contributor to our people's engagement, purpose, satisfaction and retention through our employee feedback and survey channels. In support of this, we continued to implement our recognition and reward programs, such as:

- our ALO Program, which recognises employee-led initiatives that improve safety, innovation, efficiency and business performance, facilitating a culture where our people treat Evolution as their own business. Throughout FY26, 228 ALO initiatives were generated, contributing to safer outcomes and \$14 million in value to the business;
- our Employee Share Scheme (ESS) which is in its 12th year and offered all eligible Australian-based employees \$1,000 worth of Evolution shares in FY26;
- all of our people participating in annual and mid-year performance and career development reviews, and bonus reviews, to recognise their on-the-job performance and efforts in alignment with organisational objectives, values and broader strategy;
- a short-term incentive or bonus to all employees to encourage shorter-term commitment and performance; and
- a long-term incentive plan (LTIP), available to all superintendents and above, with a three-year vesting period to encourage long-term commitment and performance.

Retention

Our ambition is to make Evolution a career highlight by creating an environment where people feel valued, supported and inspired to do their best. Our efforts in attraction and recognition have supported our ongoing strong performance in retention rates, with 87% of our people choosing to stay with Evolution in FY26. While this is a decrease compared to FY25 (89%), it exceeds our target of 85%.

These outcomes demonstrate our workforce stability in a competitive labour market and reflect how we invest in the long-term success of our people through meaningful development conversations, career pathways, leadership support and opportunities aligned with individual and business aspirations.

Training, education and mentoring

We encourage our people to identify opportunities for training and development and set associated goals in their career and development plans. Training and development goals are often considered in these discussions and plans. This year, 52% of our people had development goals in their performance forms, 64% of our people fulfilled their stated development goals and an average of 79.6 training hours were completed per employee.

Our bespoke leadership development offerings included:

- Leadership Essentials – practical bite-sized learning for all leaders, delivered on site;
- Introduction to Leadership – to support frontline, new and emerging leaders to build the fundamentals of being an effective people leader;
- People leader induction – an online module that all people leaders complete when they commence their leadership role, covering what leadership means at Evolution, their responsibilities, and the expectations of leading a team or function;
- Unconscious bias online module – to support leaders identify and demonstrate inclusive leadership across a range of decision-making scenarios;
- Leadership Transition Program – for all people transitioning into new leadership roles (superintendent and above);
- GOLD Leadership Program – for mid-senior level leaders. This has a focus on innovation and business improvement, while creating leaders who are values driven, resilient, agile, commercially minded, inclusive and delivery focused;
- COPPER Leadership Program – a leader development program aimed at managers or emerging managers that focuses on driving operational performance and culture outcomes through leadership effectiveness; and
- Felt Leadership Program – for senior and middle management leadership groups focused on safety, including psychological safety leadership tools, practical in-field coaching, skills uplift and efficiencies optimised through existing tools, systems and processes.

There were 806 completed leadership enrolments (across employees and contractors) in our dedicated leadership development programs.³⁶

We also continued our focus on and improvement in leadership development and capability building. Throughout the year, we implemented:

- a strategic review of our leadership program pathway, including leadership competencies, resulting in the development of a foundational leadership development program aimed to strengthen frontline leadership capability. This will be updated in FY27.
- delivery of additional and targeted leadership initiatives, including site-based leadership development initiatives focused on local safety and operational needs.
- a continued focus on leadership pipeline continuity, hiring practices and succession planning to strengthen retention and attraction of top talent across management levels.

³⁶ The data inclusions have been updated in FY26 to incorporate various cohorts of the leadership development offerings above. In FY26, this also included site-based leadership development at Mungari, and leadership training conducted with contractors as part of the Northparkes Enforceable Undertaking.

■ Read more about our training inputs and outcomes in the ['Risk management'](#) section of this Report and the ['People'](#) section of the [ESG Performance Data](#).

Vacation program

As part of our early careers strategy, each year we implement a Vacation Program and Graduate Program. Vacation programs are in place at Cowal, Northparkes, Mungari and Ernest Henry, providing university students with industry exposure and experience.

In FY26, 34 vacation students across 10 discipline streams participated in the program, reflecting the breadth of our technical requirements and the scale of our investment in early career talent.

Our Vacation Program ran from December 2025 to February 2026, enabling us to identify and engage high-potential students, while strengthening our employer brand in a competitive market. In 2026, it was recognised by AAGE as one of Australia's Top 60 Intern Programs nationally across all industries, based entirely on vacation student feedback. This recognition highlights the quality of the experience provided and the commitment of our leaders and teams to developing early career talent.

Graduate Program

We welcomed 22 graduates across Australia and Canada, 44% of which were female, reflecting our commitment to diversity from early talent development.

Our graduates are supported by training and development discussions and positively contribute to our business by bringing diverse thinking, modern technical skills and new perspectives. Notably, the Vacation Program is a significant pipeline for our Graduate Program, with 39% of our incoming 2027 graduate cohort sourced from the Vacation Program pipeline. This conversion rate demonstrates the effectiveness of the programs in attracting and retaining high calibre candidates aligned to our operational environment and values.

■ Learn more at evolutionmining.com/careers/ and read more about how we develop our people and the talent pipeline through our [case study](#): Evolution supports continued development of its people.

Mentoring and coaching

We facilitate coaching and mentoring across the business in many ways. Our approach builds off of the success of coaching in our Graduate Program, where second-year graduates are paired with alumni of the GOLD Leadership Program to facilitate cross-functional learning and career development.

Coaching is part of our leadership development programs as a formal component or a mechanism to embed learning in their everyday routines.

We also implement mentoring and coaching initiatives across various functional areas, including Technical Services, Geoscience, People & Culture and Sustainability, and across broader operations and networks. The Leadership Team also supports bespoke talent development plans for identified individuals in leadership roles and undertake their own executive coaching programs. These are guided by internal procedures designed to help employees establish and maintain meaningful mentoring and coaching relationships within and beyond Evolution.

Mentors and mentees across the workforce gained career guidance and built a network of professionals through the Australasian Institute of Mining and Metallurgy (AusIMM) Women in Mining NSW Network (WIMnet), Women in Mining and Resources Queensland (WIMARQ) and Women in Mining WA (WIMWA).

Our people also engaged and were recognised at the NSW Minerals Council Women in Mining Awards. Our Northparkes Operations FlexCrew Program won the Excellence in Diversity Programs and Performance Award for their initiative that removed rostering as a barrier by redesigning operational roles around flexibility rather than fixed patterns. Taleigha Everingham-Potts, MEM Auto Electrician at Northparkes also won the Exceptional Tradeswoman/Operator/Technician Award.

■ Read more in the [case study](#): Evolution celebrates our people, flexible working programs and recognition during International Women's Day.



Mining underground team at Cowal Gold Operations

CASE STUDY

Evolution supports continued development of its people

Our people are our greatest asset and we identify and implement opportunities to build the capacity and capabilities of our workforce, alongside the communities where we operate, to ensure readiness in a dynamic technological, social and environmental landscape.

Across Evolution, our people have participated in education sessions and mentoring opportunities including through WIMARQ, Queensland Resources Council (QRC) and AusIMM WIMnet. These have provided meaningful relationships, development and networking opportunities, and enriched understandings of career progression.

We are proud to partner with local and national education organisations to build a talent pipeline for the mining industry. This year, we joined a group of high school students at the Youth Without Borders Brisbane Spark Engineering Camp's Partnerships Day. Evolution has been a silver sponsor of the camp for three years. The transformative week-long residential program is designed to inspire and equip students with the essential skills, knowledge and networking for their future study. It aims to provide students from non-traditional backgrounds, who may face barriers towards tertiary education, with hands-on experiences to discover science, technology, engineering and mathematics (STEM) pathways and foster critical thinking, collaboration, communication and creative problem-solving skills. During the event, we participated in hands-on activities and provided mentoring to approximately 50 students. Attendees reflected that it was inspiring to watch the students take unique and innovative approaches to mining challenges, and that it was a privilege to share their own journeys and highlight the many rewarding opportunities available within the resources industry.

In FY26, we extended our partnership with AusEarthEd. Partnering with them to deliver earth and environmental science education across New South Wales and Western Australia since 2023, we have increased our support. With a contribution of \$450,000 over three years, the partnership will significantly boost the impact of AusEarthEd by expanding their services from metropolitan to Central West NSW, particularly Parkes, West Wyalong and Orange, near our Cowal Gold Operations and Northparkes Operations. Our contribution will support a dedicated AusEarthEd educator, delivery of hands-on incursions and teacher professional learning for Year 11 and 12 earth and environmental science classes, and program expansion to Years 7-10 earth and space science, providing engaging, curriculum-aligned learning experiences for students and teachers. This contributes to sustaining critical workforce pipelines for Evolution and the mining industry and enhances earth science and environmental skills, education and training across Australia.



Evolution and Youth Without Borders at the 2026 Brisbane Spark Engineering Camp

Employee relations

Management approach



Read more about this topic, sub-topics, policies and risk management in the detailed [‘Talent attraction, retention and employee engagement’ Management approach](#).

Our approach to employee relations is built on open, direct and two-way engagement. We focus on maintaining strong relationships with employees, unions and stakeholders, proactively consulting on workplace change, and ensuring concerns are raised and addressed constructively.

Operating exclusively in Tier 1 jurisdictions with robust legal frameworks, and as an ASX-listed company, we are guided by applicable laws, contractual arrangements, and national and international standards to ensure fair and competitive remuneration, effective management of operational changes, proactive human rights management and a workplace free of discrimination. This is supported by our [Code of Conduct](#), [Inclusion and Diversity Policy](#), and established reporting mechanisms and escalation protocols supported by the People & Culture team and the Leadership Team.

Performance

We effectively managed risks and opportunities associated with employee and labour relations across the life cycle of our operations throughout the reporting period.

In FY26, 22% of our employees were covered by collective bargaining arrangements, including Enterprise Agreements (EA). The Ernest Henry Operations EA bargaining continued to progress with productive bargaining meetings and key areas for improvement identified.

There were no strikes, lockouts or work stoppages at any of our operations during the year.

To support the transition, redeployment and reskilling of employees upon operational changes, such as the cessation of mining at Mt Rawdon, we implemented a support framework. It included clarity on changes, career conversations, interview and resume skills, in-person counselling, outplacement sessions and EAP and wellbeing services for all impacted employees and contractors.

We also enhanced our alignment with required legislative and voluntary obligations associated with non-discrimination. Throughout the year:

- we continued to recognise and uphold our positive duty under the Respect@Work legislation and other associated legislation and obligations; and
- no operations were identified as being at risk for incidents of child labour or having young workers exposed to hazardous work. Similarly, operations are not considered to be at risk for incidents of forced or compulsory labour as detailed in our annual [Modern Slavery Statement](#).

We disclose any breaches of our [Code of Conduct](#), including associated with discrimination.

■ Read more about breaches in the [‘Governance and assurance’](#) section.



Use of technology by our surveyors at Northparkes Operations

COMMUNITIES

“WE TAKE PRIDE IN AND CONTINUE TO LEARN FROM THE TRUSTED RELATIONSHIPS WE HAVE BUILT WITH OUR PARTNERS AND COMMUNITIES. WE AIM TO UNDERSTAND THEIR ASPIRATIONS AND FOCUS ON DELIVERING LONG-TERM REGIONAL, SOCIAL, ECONOMIC AND POSITIVE CULTURAL IMPACTS ALIGNED TO WHAT IS IMPORTANT TO THEM.”

Fiona Murfitt

Vice President Sustainability

Material topics in this section

Community and stakeholder engagement (M)

Cultural heritage and Indigenous stakeholder outcomes (M)



Staff from the Galari Farm on Wiradjuri land near Cowal Gold Operations

Our communities

Management approach



Read more about this material topic, sub-topics, policies and risk management in the detailed '[Our communities' Management approach](#).

Our long-term success relies on maintaining our social licence to operate and strong relationships with communities where we operate. We proactively engage with communities and with our partners to identify and mitigate risks, while also identifying long-term development opportunities. We undertake genuine and effective stakeholder engagement across the mine life cycle with reference to the United Nations Declaration on the Rights of Indigenous Peoples, particularly the principle of FPIC.

Our Social Responsibility teams lead our engagement regarding cultural heritage, community relations and Indigenous relations. They operate in accordance with the [Sustainability and Strategic Planning Standards](#), supported by Social Responsibility Plans and the annual assurance program.

Community and stakeholder engagement (M)



Eight new SVPs approved and a total of **\$2.3 million** in SVP spend

\$6.8 million direct community investment across our diverse impact areas

One report through our grievance mechanisms (100% closed out within the required timeframe)

Management approach



Read more about this material topic, sub-topics, policies and risk management in the detailed '[Community and stakeholder engagement' Management approach](#).

We strive to provide a range of benefits to communities where we operate, including by employing local people, sourcing from national, regional and local suppliers, delivering critical infrastructure to enhance living standards and contributing to broader economic resilience through taxes, royalties and other government payments.

Our operations engage effectively with communities and support local employment guided by our Social Responsibility Plans and [Sustainability and Strategic Planning Standards](#), which outline consistent processes in collaboration, issue resolution, opportunities management, regular communication and reporting mechanisms. Our [Stakeholder Engagement Standard](#) ensures the consistent and meaningful identification, management and engagement of relevant stakeholders, especially local and Indigenous communities.

Performance

We continued to deepen our relationships and engagement with stakeholders through regular feedback and consultation activities, projects on social licence and impact and investment. This included ongoing engagement with non-government conservation organisations through environmental stewardship-related investments, and with local schools to develop work experience programs.

In FY26, we assessed the [Stakeholder Engagement Standard](#) across our operations in the annual assurance program, with no major gaps identified.

- Read more on how we engage with stakeholders, their areas of interest and how we respond in the '[Stakeholder engagement](#)' section of this Report.
- Read more about our local employment in the '[People](#)' section of this Report.

Community consultation

Consulting and engaging with communities as early as possible is critical for safeguarding our social licence to operate and securing approvals and permits required for our operations. We adhere to relevant government

guidelines for formal consultation processes and our [Sustainability and Strategic Planning Standards](#).

Aligned with agreed communication mechanisms, several operations maintain established community consultation committees, such as Cowal's Community Environmental Monitoring and Consultative Committee and Northparkes' regular consultation forums. They provide platforms for regular dialogue with community representatives and other stakeholders around operational environmental management and performance. Minutes are publicly available on our [website](#).

We continued to consult meaningfully on projects such as the Ernest Henry Mine Extension Project and Red Lake permitting. During the period, we commenced planning and scheduling for consultation regarding the Northparkes E44 Mining Project and Continuation Project.

We also continued to share outcomes of our consultation activities with local communities, including providing updates where appropriate, such as our Cowal Open Pit Continuation (OPC) Project.

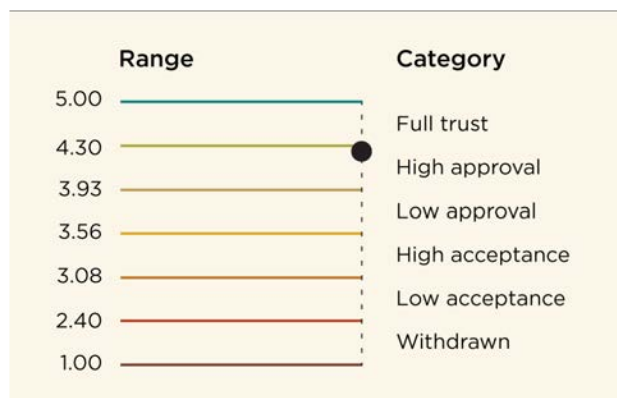
■ Read more about the impacts of our long-term consultation and community engagement in the news article: [Cowal celebrates 20 years at Hearts of Gold Festival](#). In January 2026, the Hearts of Gold Committee won the Community Event of the Year for the Evolution Mining Hearts of Gold Festival at the Bland Shire Australia Day Awards. This is a great example of collaboration and long-term mutually beneficial partnership in action.

■ Read more about these consultations in our [FY26 ESG Performance Data](#).

Stakeholder Perception Survey

We undertook our seventh biennial Stakeholder Perception Survey and increased our 'High Approval' Social Licence to Operate score to 4.24 out of 5 (4.19 out of 5 in FY24). The survey was facilitated by independent third party, Deloitte, with the intent to:

- better understand stakeholder sentiment in our communities regarding reputation, relationship quality and communication effectiveness;
- identify emerging risks, impacts and opportunities for improvement; and
- integrate stakeholder feedback into our Social Responsibility Plans and strategies.



Our operations invited core stakeholders (select stakeholders we have existing relationships with) to complete an online survey and in-depth interview. We also distributed an anonymous survey to the broader community. In total, 187 stakeholders completed the survey and 47 completed in-depth virtual interviews. We engaged with community organisations, local businesses and suppliers, landholders and residents, government organisations, First Nations partners and educational organisations.

Our increased Social Licence to Operate Score within the 'High Approval' range is optimal, reflecting that our stakeholders support Evolution but will also take opportunities to provide feedback and criticism, which is considered healthy for building trusted partnerships. This overarching score is supported by a range of sub-metrics, including trust, social capital, reputation, and direction of our reputation and relationships. We saw an improvement against our FY24 results in all sub-metrics, with particular highlights being:

- positive direction of our reputation, with 43% of stakeholders saying our reputation is improving, compared to 25% in FY24;
- positive direction of our relationships, with 48% of stakeholders finding our relationships are getting better, compared to 41% in FY24; and
- an increase in our trust score to 4.23 out of 5 (4.15 out of 5 in FY24).

These significant results reflect the targeted initiatives and actions taken by our operations to improve communications aligned with stakeholder preferences, undertake improved stakeholder mapping, deepen our relationships with our First Nations partners and review the delivery of our social programs. For example, the FY24 survey revealed that the volunteer program at Northparkes was highly valued by community stakeholders, prompting a refresh of the program. By the end of FY26, 526 hours had been invested into the community through the revived Northparkes Volunteer Program.

The survey also identified areas for improvement associated with our First Nations partner relationships, environmental impacts and support for cost of living and social pressures. In response, our operations are identifying opportunities to review Stakeholder Engagement Plans, Social Responsibility Plans and implement broader social impact projects.



Community investment

Management approach

We have an established tradition of supporting innovative and targeted local initiatives in the communities where we operate, while also contributing to nationally and globally relevant initiatives. Our community investment program is designed to address local challenges or opportunities and catalyse long-term socioeconomic development and local prosperity.

Comprising sponsorships and donations, as well as long-term partnerships (SVPs), our community investment activities are guided by our values, Sustainability Principles, and guiding principles. We maintain targeted and contextual programs for each operation.



Read more about this topic, sub-topics, policies and risk management in the detailed '[Community and stakeholder engagement](#)' [Management approach](#).

Performance

Direct community investment

We regularly review the effectiveness and robustness of our investment processes in delivering tangible, long-term benefits for communities where we operate. At a minimum, we review our investment annually against impact areas derived from the guiding principles outlined in our [management approach](#). The impact areas include infrastructure capability, local economic development, health and wellbeing, community resilience, skills, education, training, environmental stewardship, arts, culture and sport.

In FY26, our total direct community investment was approximately \$6.8 million and supported impact areas as shown in the diagram below.

We monitor and adapt to emerging best practices in impact measurement and reporting, including maturing disclosure and quantification frameworks. Lessons learned from community investments are actively implemented across the business to ensure ongoing impact and continuous improvement.

FY26 direct community investment by impact area³⁷



³⁷ Figures may differ from the data published in the [ESG Performance Data](#) due to rounding.

CASE STUDY

Evolution invests in regional living and infrastructure

To address shared mining industry challenges, Evolution has partnered with organisations and invested in regional living and infrastructure to support the liveability of the communities we operate in. Read more in the specific case studies below:

Mungari supports integral community facility through Evolution Mining Stadium and Northparkes encourages local medical and training opportunities



Ernest Henry and Rural Aid partner to support those impacted by floods



Supporting and improving childcare facilities is integral in regional communities



Ernest Henry contributes to the North West Queensland community with the opening of the LifeFlight Mount Isa Base



Shared value projects (SVPs)

SVPs are implemented across the business with specific criteria to ensure sustainable impacts for our communities. We have continued to develop new projects and mature existing ones as presented below.

SVP	Operation	Purpose	Impact area	FY26 summary and progress
AusEarthEd expansion into the Central West (New in FY26)	Discovery, Cowal, Northparkes	Uplift teaching and student awareness of earth science through AusEarthEd's programs within Central West NSW.	Skills, education and training; environmental stewardship	- Evolution has extended upon our existing partnership with AusEarthEd through a three-year partnership. - Earth science is a critical discipline for many industries, including mining, but has faced shortages of teaching capability and available programs. - Additional resourcing will broaden AusEarthEd's reach and impact from WA and metropolitan NSW to Central West NSW, enhancing students' awareness as well as teaching capability in an underserved discipline. - Planning is underway to conduct education programs at schools near Cowal and Northparkes. - See case study here.

SVP	Operation	Purpose	Impact area	FY26 summary and progress
Land and natural capital project with Burnett Mary Regional Group (BMRG) (New in FY26)	Mt Rawdon	Partner with the BMRG and First Nations partners to incorporate a holistic approach to rehabilitation and post-mine land use.	Environmental stewardship; arts, culture and sport	- Over two years at Swindon Station, the project supports the integration of cultural burning, native seed harvesting and natural capital enhancement into mine rehabilitation and revegetation efforts. - Indigenous knowledge, cultural practices and perspectives will be embedded into land management activities. - Cool burning activities have identified a culturally significant scar tree, highlighting the invaluable contribution of experienced Traditional Owner land managers working on Country. - See case study here.
Paradise Common revitalisation (New in FY26)	Northparkes	Support the revitalisation of the culturally significant Paradise Common in partnership with Peak Hill Local Aboriginal Land Council (PHLALC) and First Nations businesses.	Arts, culture and sport; local economic development	- Northparkes has partnered with the PHLALC and Galari Land and Civil to enable a culturally safe and connected place at the 'Hill' or 'Common' where First Nations families were moved to from missions. - The Common will provide a space for local families to connect with their history, culture and each other by restoring the landscape, building culturally symbolic gathering areas, rehabilitating historical community tracks and undertaking civil works that will allow for future infrastructure. - Civil works are ongoing to support community access and use of culturally significant land, enabling local opportunities aligned with community aspirations.
Battery Project (New in FY26)	Cowal	Celebrates local mining heritage and contributes to local economic development with the restoration and display of a historic gold stamp battery.	Local economic development	- Cowal, the Bland Shire Council, and the West Wyalong Men's Shed have collaborated to restore and display a historic gold stamp battery at Cooida Park Reserve, located between West Wyalong and Wyalong. - Rebuilding works were underway in June 2026 with the Men's Shed. - The battery is set to be installed adjacent to the mining bucket that Cowal Gold Operations donated to the display hub in 2020. With more than eight mining memorabilia items and exhibitions now showcased, the precinct is evolving into a celebration of mining heritage.
Murrin Bridge Community Hub (New in FY26)	Cowal	Supports the Murrin Bridge Local Aboriginal Land Council (LALC) to develop a fit-for-purpose community space.	Arts, culture and sport; local economic development	- This project leverages our established partnership with the Wiradjuri Condobolin Corporation (WCC) and provides a tangible demonstration of Cowal's long-term commitment to First Nations peoples in the Lachlan Shire. - The Murrin Bridge LALC provides services to support the wellbeing of First Nations communities, but there is a clear gap of a safe, welcoming and culturally appropriate public space. - A vacant block in town has been secured and will be transformed by a range of community-led initiatives to enhance local wellbeing and support long-term development priorities.
WCC capacity building (New in FY26)	Cowal	Supports the economic and governance capability of the WCC, with ongoing support for the Business Development Manager role.	Arts, culture and sport; local economic development	- The ongoing partnership strengthens local capability and governance to support sustainable community outcomes. - It enables appropriate roles and resourcing available to support the business development, self-reliance and self-governance of the WCC.
Basketball naming rights (New in FY26)	Mungari	Supports local infrastructure and sports as the naming rights sponsor for the redeveloped Evolution Mining Stadium.	Arts, culture and sport; local economic development	- The three-year partnership with the Goldfields Basketball Association supports community health, wellbeing and connection and increases access to safe and modern sporting infrastructure. - It is a space for hosting a range of cultural, community and sporting events. - Hundreds of students can access sport, education and youth development training and opportunities. - See case study here.
Cultural competency training (New in FY26)	Northparkes	Enhances relationship and engagement with PHLALC and enables a cultural competency program for Northparkes.	Arts, culture and sport	- A collaboration between Northparkes, PHLALC and Hustle Media to produce a suite of cross-cultural training videos that reflect local history, the Wiradjuri people and stories about local waterways, wildlife, sacred places and totems. - It supports deep relationships and storytelling with the PHLALC. - This sets a standard for the development of a culturally sensitive and meaningful cultural competency that is informed by consultation with Traditional Owners.

SVP	Operation	Purpose	Impact area	FY26 summary and progress
Todaybreak Safe with Milli pilot (Commenced FY25)	Group, Mungari, Red Lake	Support of a program utilising innovative technology of a personal safety app and management system to tackle the issue of domestic violence in Australia and Canada.	Community resilience; health and wellbeing	- Evolution participated in the official launch of the Kenora Regional Hub, which manages the implementation of the app and management system amongst communities and service providers in Kenora and nearby Red Lake. - Founding members of the Kenora Regional Hub are live in the system or being onboarded and the Red Lake Area Emergency Shelter is being onboarded. - See the case study here.
LifeFlight Mount Isa base redevelopment (Commenced FY25)	Ernest Henry	Support of a new LifeFlight base in Mount Isa, in a joint facility with the Royal Flying Doctor Service, to enhance emergency medical services in North West Queensland.	Health and wellbeing; community resilience; infrastructure capability	- The maintenance gantry crane was installed at LifeFlight's new hangar in Mount Isa, streamlining maintenance and reducing helicopter downtime. - Increased readiness and first response skills in the community through the First Minutes Matter training program, with approximately 18 sessions run through the year. - See the news article here.
Heart of Parkes GP Program (Commenced FY25)	Northparkes	Enhance the medical and training capabilities within Parkes in partnership with Charles Sturt University (CSU)'s School of Rural Medicine.	Health and wellbeing; local economic development	- The clinical training facility for local CSU medical students opened in July 2025, alongside the new Evolution town office. 12 students have been working in the space. - See the case study here.
InHabitat and Lake Cowal Foundation (LCF) support (Commenced FY25)	Cowal	Strengthen partnerships with the LCF and Lake Cowal Conservation Centre (LCCC) to deliver eco-tourism accommodation and educational sessions.	Environmental stewardship; local economic development	- LCCC continued to conduct environmental education and collaborated with Cowal to produce video communications. - Accommodation opening is being scheduled.
Galari Agricultural Company (Commenced in FY21)	Cowal	Ongoing partnership with the WCC to address youth unemployment within the Lachlan region.	Arts, culture and sport; skills, education and training	- Additional investment ongoing for stock and training resources. Case studies shared regarding the success stories of individuals at the Galari Agricultural Company and Farm below.
Ernest Henry Critical Minerals Industrial Transformation Training Centre (ITTC) (Commenced in FY23)	Group, Ernest Henry	Engage in a collaborative partnership with academic and industry partners to solve industry challenges and opportunities in critical minerals and sustainability.	Skills, education and training; environmental stewardship; local economic development	- A PhD student has been onboarded and completed a sampling visit at Ernest Henry, enabling new thinking, research and methodologies. - Internal and external collaboration on unlocking value streams in critical minerals, reducing environmental footprints, progressing energy efficiency and supporting a clean energy transition.

CASE STUDY

Showcasing the stories of Galari: the company, the farm and the individuals who make it come together

We acknowledge that building relationships and meaningful impacts takes time and trust. We are proud to have been partnering with Indigenous opportunities provider WCC including in the SVP for the Galari Agricultural Company which commenced in 2022. The Galari Agricultural Company SVP started with the goal to provide education, training and an alternative pathway for young Indigenous people who were potentially disengaged. The below individual spotlights showcase the success of the partnership and the students who have been part of it and moved into permanent roles.

We are excited to see the ongoing growth of the WCC and the expansion of its operational capabilities through Galari Land and Civil. The Murrin Bridge Community Hub SVP, approved in FY26 and commencing in FY27, will utilise Galari Land and Civil to undertake key project works, creating further opportunities to build capability and strengthen WCC's long-term sustainability. This aligns with our vision for reconciliation where we work with our partners and support their self-determination and vision for success beyond Evolution.

Levi Johnson – Growing skills and confidence at Galari Agricultural Farm



Jarret Kirby – From trainee to career pathway with Galari



Grievances

Management approach



Read more about this topic, sub-topics, policies and risk management in the detailed '[Community and stakeholder engagement](#)' [Management approach](#).

We have established grievance mechanisms and direct community communication channels at each project, operation and more broadly across the Company, catered to local and cultural needs.

Our mechanisms ensure that all issues and grievances are identified, managed, investigated, remediated and reported in a timely and consistent manner in accordance with relevant legislation, policies, procedures and stakeholder management systems.

Performance

We received one grievance report through our grievance and complaint mechanisms. This was not material, and there were no corresponding delays to production.

Whilst there were no grievance reports regarding physical displacement, there has been an increasing thematic of challenges linked with the application of

current legislative native title frameworks by some Indigenous parties. They are actively being managed.

100% of grievances were responded to and closed out within the required timeframe. In accordance with specific conditions at certain operations, complaints are disclosed on our [Compliance web page](#).

■ Read further detail in our [FY26 ESG Performance Data](#).

Cultural heritage and Indigenous stakeholder outcomes (M)



Zero material cultural heritage incidents

Reconciliation Plan being implemented through Steering Committee and Working Group

Collaboration Agreement between Red Lake, Lac Seul First Nation and Wabauskang First Nation received the [Legacy Builder Award at the 2025 Cen Can Expo](#)

Zero impacts to Indigenous resource rights, including involuntary resettlement

Cultural heritage

Management approach



Read more about this material topic, sub-topics, policies and risk management in the detailed '[Cultural heritage and Indigenous stakeholder outcomes](#)' [Management approach](#).

As the short-term custodians of the land on which we operate, we respect the rights and role of First Nations partners and Indigenous peoples. We are committed to collaborating to identify, protect and preserve Indigenous cultural heritage and promote our First Nations partners and Indigenous peoples' history, culture and outcomes.

We operate in accordance with our Sustainability Principle to 'advance the outcomes for Indigenous peoples and protect their cultural heritage', and our [Sustainability and Strategic Planning Standards](#). They guide responsible engagement in line with FPIC, and meet requirements related to planning, performance, communication, integration of community input, periodic assurance, monitoring, reporting and review.

Performance

Our assessments and surveys during FY26 did not identify any new significant cultural heritage sites where mining activities took place. All existing identified sites were protected.

At our Mungari Operations, we did not seek any Section 18 clearances under the *Aboriginal Heritage Act 1972* (WA), which permits disturbance of cultural heritage sites only where impacts are deemed unavoidable.

We actively engaged with industry working groups, First Nations partners, government departments and subject matter experts to build internal capability and manage

the impacts of legislative reform on our partners, relationships and agreements. For example, in FY26, we contributed to the Australian Law Reform Commission's review of the Future Acts Regime, and the Native Title and Cultural Heritage Processes Review conducted by Glen Kelly, through the WA Chamber of Minerals and Energy and NSW Minerals Council.

A particular highlight for FY26 was the first repatriation of cultural heritage artefacts found on site at Northparkes in partnership with the PHLALC.

■ Read more in the following [case study](#).

CASE STUDY

Northparkes supports Peak Hill Local Aboriginal Land Council for first repatriation of cultural heritage artefacts

Earlier this year, our Northparkes Operations was honoured to work with and learn from the Traditional Owners from the PHLALC in the first repatriation of cultural heritage artefacts found on site. Northparkes maintains ongoing and proactive engagement with Traditional Owners to ensure the management of cultural heritage is aligned with their preferences and aspirations over time.

In line with this engagement and feedback, artefacts previously stored on site or moved for protection from future mining activities were returned to Country. The placement was chosen by the PHLALC. The deeply moving event included a smoking ceremony, cultural dancing and smoking the artefacts before they were placed in the chosen location. Regular consultation with our Traditional Owners and archaeologists was held to ensure it was done in a culturally safe way.

General Manager Northparkes Operations, Thomas Lethbridge reflected, "As a mining operation we are acutely aware that the ground we work on holds far more than resources. It holds stories, history and deep cultural significance that stretch back tens of thousands of years. That is something we actively respect.

"The artefacts we repatriated are part of a living culture. They carry meaning, identity, and connection – to people, to Country and to generations past and future. This repatriation reflects our commitment to working in genuine partnership with our Traditional Owners. Not just in words, but in actions. It is about listening, learning and ensuring that respect for cultural heritage is embedded in everything we do."

The event, and associated Traditional Owner engagement, has been discussed in networks across Evolution as a shared learning for informed, culturally sensitive and consultation-driven cultural heritage management.



Traditional Owners and Evolution team members participate in a smoking ceremony during the repatriation

Indigenous stakeholder outcomes

Management approach



Read more about this material topic, sub-topics, policies and risk management in the detailed '[Cultural heritage and Indigenous stakeholder outcomes' Management approach](#).

Our vision for reconciliation is one where First Nations partners and Indigenous peoples have equitable access to opportunities and resources, are treated equitably in all relationships, and have their cultures and histories celebrated and respected.

We commit to respecting and enhancing the human rights, land and resource rights, interests, concerns, traditional land uses, and cultural activities of our First Nations partners and Indigenous peoples. We aim to design and implement our activities and projects in a way that avoids relocation, resettlement or economic displacement.

Our commitments to enhancing Indigenous stakeholder outcomes are guided by our [Sustainability and Strategic Planning Standards](#), and formalised in our Reconciliation Plan.

Performance

Our Reconciliation Plan

We maintained our vision for reconciliation and matured in our reconciliation journey by commencing our Reconciliation Plan. The Plan encompasses both Australian and Canadian reconciliation journeys and provides a structured approach to advance reconciliation. It is informed by the principles of Reconciliation Australia's Reconciliation Action Plan (RAP) framework and the [Dhawura Ngilan Business and Investor Guides](#). It aims to deliver against our [Standards](#) and internal and external commitments, including Collaboration Agreements, Native Title Agreements and Cultural Heritage Management Plans.

We recognise our role to influence the economic and social outcomes in the communities where we operate, particularly regarding employment and procurement. Our Reconciliation Plan, among broader reconciliation actions, is a key lever to support this. In the first year of implementation, we focused on the governance required to advance outcomes for First Nations partners and Indigenous peoples. This targeted focus enables us to identify opportunities to address structural barriers to meaningful business participation and employment caused by our systems and processes and enhance the leverage, rigour and consistency in our processes.

■ Read more about our progress against our Plan in the following [case study](#).

We acknowledge that reconciliation requires ongoing efforts for continuous improvement. Throughout FY26, we continued to strengthen our commitment to reconciliation by supporting communities where we operate and building internal capability, including:

- partnering with First Nations partners, businesses, communities and schools during significant events such as National Reconciliation Week and NAIDOC Week in Australia, and National Indigenous Peoples Day and National Day for Truth and Reconciliation in Canada.
- the establishment of the Northparkes 'Yarn Up' Indigenous Support Network, which provides a safe space for Indigenous employees onsite to have conversations about life and culture, while sharing a meal. This has seen an ongoing increased attendance. Many participants also attended the repatriation of cultural heritage artefacts on site at Northparkes. Read more in the [case study](#): Northparkes supports Peak Hill Local Aboriginal Land Council for first repatriation of cultural heritage artefacts.
- in partnership with the Shared Spirits Incorporation, Red Lake hosted a Trade Show Workshop, bringing

together First Nations businesses, industry partners and procurement decision-makers for networking and supplier engagement opportunities.

- Red Lake receiving the Legacy Builder Award for exceptional and lasting contributions to the mining industry and communities in which they operate at the 2025 Cen Can Expo. This Award recognised the landmark Collaboration Agreement between Red Lake, Lac Seul First Nation and Wabauskang First Nation, established in FY25. Read more about the impacts of the Collaboration Agreement in the [case study](#): Red Lake Operations' Collaboration Agreement provides valuable learning opportunities.
- facilitating a cultural exchange event between Evolution and Thor Explorations, a West Africa focused gold mining company. The exchange enabled Cowal and Northparkes to meet people from Thor Explorations, share industry challenges, strategies and explore good practices in cultural heritage management and First Nations partner engagement. This included sharing learnings from Cowal and Northparkes' regional forum in FY25 and the First Nations Summit in FY23.
- attending conferences with our First Nations partners, including the Indigenous Leadership Summit in Perth 2026, to foster deeper understanding of Indigenous values in leadership sustainability, enabling meaningful leadership and mentorship, strengthening networks, and building skills that drive long-term positive outcomes for First Nations partners.
- working with industry leaders and investors to review and trial elements of the [Dhawura Ngilan Business and Investor Guides](#).
- embedding best practice cultural heritage monitoring within large-scale on-Country project delivery, while exploring third-party providers to support operational teams and First Nations partners.
- strengthening cultural awareness with new multimedia initiatives at Northparkes and new training at Red Lake.
- continuing well-regarded Indigenous trainee and employment programs, including at Red Lake. Read more in this [case study](#): Red Lake Operations' Collaboration Agreement provides valuable learning opportunities.

CASE STUDY

Progress made in Reconciliation

We are proud of the meaningful relationships we have built and continue to foster with our First Nations partners and the work done to advance outcomes with them. We know there is always more to learn and do to further reconciliation across Australia and Canada.

Our Evolution Mining Reconciliation Plan launched in late 2025, with the inaugural Reconciliation Steering Committee meeting. The committee includes representatives from across senior leadership, Procurement & Supply, People & Culture, Sustainability, Communications & Corporate Affairs and operations. The priorities included aligning on roles and responsibilities and setting deliverables and actions focused on relationships, respect, opportunities and governance. The committee provides strategic focus for the cross-functional working group that is responsible for implementing the plan. Since implementation, the committee and working group have met regularly to progress action.

Throughout the year, key actions have included:

- refining the deliverables and actions;
- assessing innovative ways to monitor, track, report and communicate on plan outcomes; and
- conducting internal consultation regarding business-wide cultural awareness and competency activities, with the aim to build awareness of First Nations cultures, histories, rights and achievements. This was supported by the identification and integration of actions from the FY25 and FY26 Assurance Program against our [Cultural Heritage, First Nation partners and Indigenous Peoples Standards](#). The audit identified training and awareness as an area for improvement. We aim to increase the cultural competency, capability, and professional and personal development of our leaders and First Nations relationship managers.

In line with this, we also commenced a project to support sustainable and Indigenous procurement. We have engaged with SMEC (previously the Snowy Mountains Engineering Corporation), an expert panel member for our existing partner, Sustainability Advantage, a program of the NSW Government's Department of Climate Change, Energy, the Environment and Water. The project involves gap analysis, stakeholder workshops, and case study analysis to identify opportunities for improvement to inform our Indigenous Procurement Approach and Guideline, which will guide local procurement plans and aim to remove barriers to participation. It will inform our collaboration approach with Indigenous joint venture partners to enable their growth, capacity building and additional employment and procurement opportunities across our operations. We also remain committed to increasing Indigenous participation year-on-year through apprentice, trainee, graduate and employment programs, as well as these business development opportunities.

The implementation of the plan will be supported by our new Advisor Indigenous Relations and Community Partnerships and we look forward to sharing updates. We aim to regularly review the plan to ensure it is aligned with Reconciliation Australia and emerging leading frameworks, including through our existing pilot and investor engagement regarding the [Dhawura Ngilan Business and Investor Initiative](#).

Land and resource rights

Throughout the reporting period, no First Nations partners, Indigenous peoples or groups at risk were subject to voluntary or involuntary resettlement or displacement as a result of our activities or projects.

There were no disputes relating to land use, customary rights, or incidents of violations involving rights of local communities and Indigenous peoples.

In the FY26 assurance program, the [Land Access, Acquisition and Resettlement Standard](#) was audited across Exploration and operations, resulting in no material findings. Primary improvement opportunities were associated with training, awareness, and monitoring the obligations outlined in our agreements.

■ Read more about activities conducted in or near areas with Indigenous peoples in our [FY26 ESG Performance Data](#).



ENVIRONMENT

“WE TAKE A PARTNERSHIP AND RISK-BASED APPROACH TO CONTINUOUSLY MATURE IN OUR ENVIRONMENTAL STEWARDSHIP. THIS ENSURES WE EFFECTIVELY MANAGE NATURE, WATER AND BIODIVERSITY, PROTECT OUR ECOSYSTEMS, AND SUPPORT A HEALTHY WORKFORCE AND COMMUNITY.”

Matt O'Neill

Chief Operating Officer

Material topics in this section

Environmental impacts and waste
(including circular economy) (M)

Tailings management (M)

Water management (M)

Land use and biodiversity (M)

Mine closure, rehabilitation and legacy (M)



Galah spotted at Ernest Henry Operations

Our environment

Management approach

Environmental stewardship is a foundational element of our sustainability strategy and is essential to maintaining our licence to operate. We operate beyond legal compliance in line with globally recognised standards, and our Integrated Risk Management Framework.

Guided by our [Sustainability and Strategic Planning Policy and Standards](#), we incorporate environmental management into all areas of the business to manage risks, impacts and opportunities throughout the mine life cycle, from early due diligence through to closure. They include: environmental impacts and waste, tailings management, water management, land use and biodiversity, mine closure, rehabilitation and legacy.



Read more about this topic, sub-topics, policies and risk management in the detailed [‘Our environment’ Management approach](#).

Environmental impacts and waste (including circular economy) (M)



Zero extreme or major (material) environmental incidents, including tailings

Held ISO 14001 and ICMC certification across select operations

Continued investment in environmental stewardship and enhancement projects across local communities

Environmental management

Management approach

Our environmental compliance is supported by effective management of mining-related activities focused on protecting cultural and environmental values, including the rights and interests of local communities.

Each operation is subject to jurisdictional environmental regulations, permitting, approvals, licence provisions and other regulatory compliance, including stringent requirements to support the health and safety of local communities and the environment.

All operations are required to maintain regular monitoring and reporting to demonstrate compliance with legal and other obligations, supported by assurance and risk management.



Read more about this topic, sub-topics, policies and risk management in the detailed [‘Environmental impacts and waste \(including circular economy\)’ Management approach](#).

Performance

In FY26, all operations retained a strong focus on environmental performance, with no material environmental incidents reported across the portfolio. Relevant events were reported to the respective government authority, where required, and appropriate remedial actions were implemented as needed. Cowal completed an ISO 14001 surveillance audit conducted by independent third-party auditors (LOD3), maintaining full compliance with the standard. Our Northparkes Operations plans to complete full ISO 14001 recertification in FY27.

We contributed -14% of our total community investment towards environmental stewardship and enhancement outcomes near our operations.

■ Read more about how our operations have implemented trials and initiatives for outstanding environmental, biodiversity and tailings management in the [case study](#): Our operations test, trial and implement solutions for enhanced biodiversity and tailings management outcomes.

Effluents and waste

Management approach



Read more about this topic, sub-topics, policies and risk management in the detailed [‘Environmental impacts and waste \(including circular economy\)’ Management approach](#).

Waste products and other effluents generated from mining and processing activities are handled, stored and disposed of responsibly to protect our people, local communities and the environment.

Operational waste streams are generally classified as mineral and non-mineral and all waste is managed in accordance with the [Sustainability and Strategic Planning Standards](#), licence conditions and comprehensive site-specific waste management plans. The plans are developed as early as reasonably practicable in the mine life cycle and updated regularly. They ensure responsible waste management, including potential acid and metalliferous drainage management by specifying how different types of waste are to be managed, minimised, recycled and reused. These considerations are also in our inductions.

Performance

Mineral waste

This year, our operations excavated ~28 million tonnes of waste rock to extract ~24 million tonnes of ore. This represents an average waste to ore ratio of 1.15, which is an increase from the waste to ore ratio of 0.60 in FY25.

Lower ratios mean less material is moved to access ore, resulting in a more efficient operation by decreasing total emissions associated with material movement, decreasing land disturbance and reducing the risks associated with storing waste rock. Higher ratios usually occur where there is open cut mining rather than underground mining due to the nature of the mining method.

The waste to ore ratio was driven by:

- commencement of open cut mining at Cowal's E46 pit as part of the open pit continuation; and
- increase in production at Mungari's Castle Hill, Golden Hind and Hornet open cut pits.

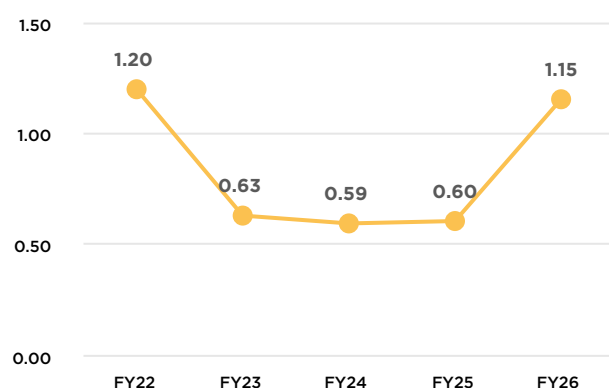
We continued to reuse tailings as pastefill underground at Cowal, Mungari and Red Lake, contributing to circular economy outcomes, repurposing mineral waste and reducing reliance on surface tailings storage.

■ Read more in the [‘Tailings Management’](#) section.

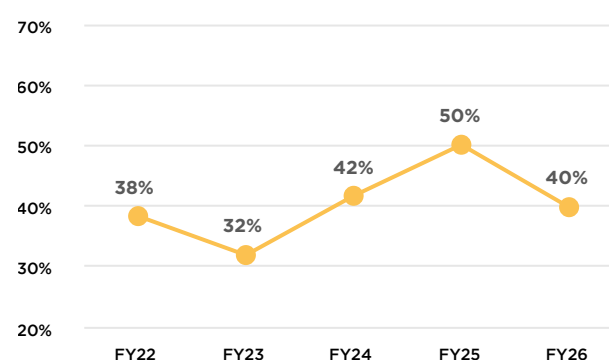
Non-mineral waste

During FY26, ~26,000 tonnes of non-mineral waste was generated across our operations, with 68% classified as non-hazardous waste. This is consistent with previous reporting years. All waste generated was recycled or disposed of following applicable waste regulations and each operation's Waste Management Plan. We also recycled 40% of the total non-mineral waste across our operations.

Waste to ore ratio FY22 – FY26³⁸



Non-mineral waste recycled FY22 – FY26³⁸



³⁸ Data is reported for operations owned in the respective financial year.

Air quality

Management approach

We are committed to monitoring and mitigating the potential impacts of our operations to ensure air emission controls are effective. Our operations comply with strict air quality limits and we manage air emissions in accordance with jurisdictional regulations and licences and our [Sustainability and Strategic Planning Standards](#).

Air quality can be impacted by dust generated from our activities, including vehicle movements, weather, construction and in open areas. We use condition-relevant methods and controls, undertake real-time monitoring, third-party analysis and external reporting as required by environmental licences.



Read more about this topic, sub-topics, policies and risk management in the detailed [‘Environmental impacts and waste \(including circular economy\)’ Management approach](#).

Performance

Our operations continued to monitor and manage air quality, including depositional dust, in accordance with licence requirements and management plans across all operations.

To mitigate potential risks associated with dust generation our operations utilised a range of dust mitigation techniques including the following innovative solutions.

- Use of recycled water for dust suppression, where appropriate.
- Use of a neutral bonding agent on haul roads at Cowal and across the surface of the TSF at Red Lake, which has proven to be highly effective in preventing wind-blown dust.
- Maintaining roughened strips across the TSF surface at Northparkes and Cowal to slow wind speed and reduce dust generation.

- Use of hay bales to slow wind speed and provide wind breaks to reduce airborne dust on TSFs at Cowal.
- Establishment of vegetation trials at Northparkes on an inactive TSF area with the aim of reducing dust risk whilst trialling alternative rehabilitation methodologies. Establishing vegetation into the tailings surface helps reduce the risk of dust being generated from drying TSFs. This is primarily utilised for TSFs unlikely to be active in the short-term.

Learnings from these methods are continually reviewed and investigated for improvement and application across other operations.

■ Read more detailed performance on air emissions in our [FY26 ESG Performance Data](#).

Tailings management (M)



FY26 tailings storage facility (TSF) snapshot

10

active regulated TSFs



Tailings Storage Facility Management Disclosure published for FY26

ZERO

material issues requiring action identified in FY26 dam safety inspections and reviews

~28MT

mineral waste (tailings) discharged to TSFs

~24MT

ore mined from open pits and underground

21%

tailings reuse at Red Lake for paste fill – 160kt

15%

tailings reuse at Cowal for paste fill – 1,043kt

5%

tailings reuse at Mungari for paste fill – 218kt

Management approach



Read more about this material topic, sub-topics, policies and risk management in the detailed '[Tailings management' Management approach](#).

We are committed to responsible tailings management throughout the life cycle, aligned with global best practice for safety, the environment and communities. Our tailings management approach is based on compliance with our [TSF Standard](#) and leading industry practice and guidelines, including alignment with principles of GISTM, ANCOLD and CDA.

Operational tailings assurance activities are conducted quarterly including regular updates from the Engineer of Record. Each operation conducts a performance review focused on impoundment stability, integrity, risk review and planning coordination. Assurance is also provided at the Company level. Operational updates and outcomes of reviews are reported to the Board-appointed TSF Governance Committee, which reports material matters to the Risk and Sustainability Committee.

Performance

A full list of TSFs, current volume, date, findings of recent risk assessments and consequence classifications are available in our [TSF Management Disclosure](#), previously known as the Church of England Disclosure. The disclosure has been developed in line with the Investor Mining and Tailings Safety Initiative, led by the Church of

England Pensions Board and the Swedish Council on Ethics, supporting transparency and responsible tailings stewardship across the industry.

Tailings risk was controlled and further reduced in FY26 through the following activities.



Continued construction of TSF lifts at Ernest Henry, Mt Rawdon and Mungari to increase storage capacity



Progressed planning for two additional in-pit TSFs at Mungari



Completion of deposition in the Campbell Complex at Red Lake and commencement of tailings deposition in the Red Lake facility



Continued internal tailings governance and oversight of operational performance through quarterly TSF Governance Committee meetings



Continued the construction of buttressing at Ernest Henry, improving embankment stability



Facilitation of an Evolution Tailings Forum, with key technical and operational team members sharing learnings and experience

■ Read more in the [case study](#): Evolution's inaugural Tailings Forum sparks collective action



Continued construction of the Integrated Waste Landform at Cowal, significantly reducing the likelihood and impact of a dam failure



Continued compliance improvement to the [Standard](#) as evident in the quarterly compliance reviews and annual internal assurance processes



Continued construction of the infill extension at Northparkes, consolidating facilities and encapsulating embankments, further reducing risks by increasing embankment stability



Continuing partnerships that demonstrate our commitment to innovation in tailings management, such as Mt Rawdon's Trailblazer Agreement in partnership with The University of Queensland and the Commonwealth Government

■ Read more in the [case study](#): Lasting legacy: Mt Rawdon supports innovative projects for First Nations partners, communities and the environment in the lead-up to closure



Completed internal (LOD2) audit against the [TSF Standard](#) at all operations as part of the assurance program





Water management (M)

~13% reduction in freshwater use intensity against FY20 baseline (0.40kL/dtm), but an increase against FY25

Engaged in innovative water research initiatives and partnerships

Improved water treatment outcomes at Red Lake following the construction and commissioning of a new treatment plant and expanded wetland system

Management approach

Access to safe, clean water and sanitation is a basic human right, supporting healthy ecosystems, food production and livelihoods. In a variable water security environment, our strategic approach is to manage water to secure sustainable availability of clean water for all, and to support human health, the environment and long-term operational resilience.

Water-related activities and assessments are governed by our [Water Management Standard](#), relevant legislation in each jurisdiction and are subject to strict quality and quantity thresholds. Operations maintain comprehensive water management plans and a site-wide water balance to enable responsible water use, reuse, improved water security and efficiencies throughout the mine life cycle and in the context of the local catchment. Where applicable, local water-related risks are also included in operational inductions.



Read more about this material topic, sub-topics, policies and risk management in the detailed '[Water management](#)' [Management approach](#).

Performance

We closely monitor water usage across our operations, including water risk exposures and demand on freshwater. None of our operations are experiencing water stress as at the end of FY26.³⁹

We aim to improve water security by decreasing freshwater use intensity below our FY20 baseline of 0.40 kilolitres per dry tonne milled (kL/dtm). In FY26, our freshwater use intensity was 0.35kL/dtm, remaining -13% below the FY20 baseline. However, this was an increase against our freshwater use intensity in FY25 (0.29kL/dtm).

We recognise the overall increasing trend in freshwater use intensity. This primarily reflects the sustained drier weather conditions requiring additional freshwater to be stored on site. We have also increased project development activities while maintaining compliance and operational performance through the use of water for dust suppression and in processing circuits where reused water was not suitable.

Throughout the year, we maintained a strong focus on water management and efficiency with:

- the completion of the LOD2 audit of the [Water Management Standard](#) across operations under the FY26 assurance program;
- continued cross-functional water management working groups at Ernest Henry, Cowal, Mt Rawdon and Red Lake, supporting an integrated approach to water planning, monitoring and stewardship; and
- increased water treatment capacity following the construction and commissioning of a new water treatment plant and expanded wetland system at Red Lake, resulting in improved treatment outcomes.

Following the December 2025 weather-related event, Ernest Henry also reviewed their water strategy and is

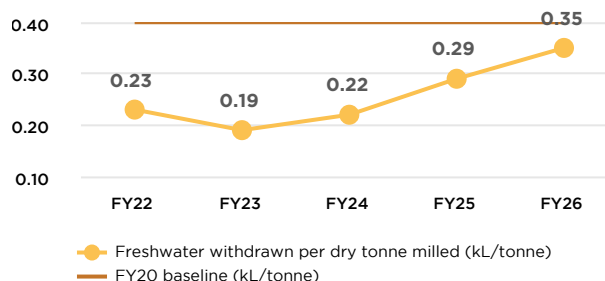
implementing actions to improve resilience, including an update of the site-wide water balance and infrastructure.

Throughout the year, we continued to promote the importance of water management through ongoing education and awareness initiatives, reflected in our inductions, training material and World Water Day recognition.

■ Read more detail on our water withdrawal, discharge and consumption by source and region in our [FY26 ESG Performance Data](#) and our [Climate Report](#).

■ Read more about how we have pursued continuous improvement in water management in collaboration with our partners in the following [case study](#): Lasting legacy: Mt Rawdon supports innovative projects for First Nations partners, communities and the environment in the lead-up to closure.

Water intensity FY22 – FY26⁴⁰



³⁹ This determination of water stress is adapted from definitions set in the frameworks such as ICMM Mining with Principles Water Reporting, CEO Water Mandate, WRI Aqueduct Global Water Tool and Water Footprint Network. The ICMM definition is "The ability, or lack thereof, to meet the human and ecological demand for freshwater. Water stress comprises three primary components: availability, quality and accessibility. Water stress is based on subjective elements and is assessed differently depending on societal values, such as the suitability of water for drinking or the requirements to be afforded to ecosystems." (Source: Adapted from CEO Water Mandate (2014), Corporate Water Disclosure Guidelines Toward a Common Approach to Reporting Water Issues). Note that water stress remains subjective and the inputs into water stress indicators vary between tools and networks.

⁴⁰ Data reported for operations owned in the respective financial year. The FY20 baseline reflects the FY26 portfolio.

Land use and biodiversity (M)



No impact to World Heritage Sites with outstanding biodiversity

2,542 ha of land preserved through Cowal's ongoing Biodiversity Stewardship Agreement

Management approach



Read more about this material topic, sub-topics, policies and risk management in the detailed '[Land use and biodiversity](#)' [Management approach](#).

We are committed to minimising impacts to biodiversity, including forests and our environmental footprint, through risk-based and responsible land and biodiversity management with an ambition of no net loss in biodiversity and ecosystem values.

We operate in alignment with the intent of the TNFD, IFRS and ASRS frameworks. We implement, maintain and review biodiversity management plans across all operations aligned with requirements in our [Biodiversity Standard](#) and local regulations. We mitigate biodiversity risks across all operations through ongoing risk assessments, baselining, field mapping of flora and fauna and land disturbance permitting.

We value local stakeholder knowledge and partnerships to achieve biodiversity outcomes, so we collaborate with local communities and conservation groups to mitigate risks and embed biodiversity in supplier tenders.

Performance

We continued to monitor and manage nature-related risks and opportunities. Throughout the year, we:

- maintained our TNFD alignment across the business;
- continued to apply considerations for risks and impacts to land, water and rehabilitation within early planning phases, annual life of mine planning and budget cycles;
- assessed nature-related risks and opportunities through the development of our [Climate Report](#), climate-related risk and opportunity assessments and transition plan;
- undertook improvements and strengthened controls in internal ground disturbance processes; and
- managed 9,134 ha of disturbed land under mining leases.

■ Read more on the status of disturbed and rehabilitated land in the [FY26 ESG Performance Data](#).

Each operation implemented a Biodiversity Management Plan and participated in conservation and enhancement activities in our communities, including:

- the expansion of the Hillgrove/Myalla offset area from 253 ha to 2,542 ha at Cowal, protecting key habitat for migratory species;
- collaborating with First Nations partners at Mt Rawdon to implement the land and natural capital SVP focused on First Nations-led management of post-closure land use. Read more in the [case study](#): Lasting legacy: Mt Rawdon supports innovative projects for First Nations partners, communities and the environment in the lead-up to closure;

- the enhancement of environmental and revegetation outcomes at Red Lake, through continued water treatment at Balmer Lake and planting of 20,000 native trees in collaboration with Forests Canada;
- expanding the existing [CSIRO wetlands trial](#) and continued rehabilitation cover trials at Mt Rawdon in partnership with the University of Queensland. Read more in the [case study](#) [here](#);
- continuing invasive species eradication at Ernest Henry;
- continuing monitoring of the biodiversity offset and conservation sites including 350 ha of land at Northparkes' Kokoda conservation area;
- the facilitation of Clean-up Australia Day, World Environment Day and National Tree Planting Day events in partnership with local biodiversity conservation groups and community. Read more about our partnerships with conservation and not-for profit organisations in the 'SVP list' in the '[Community and stakeholder engagement](#)' section;
- transforming 17 tonnes of invasive common carp from Lake Cowal into nutrient-rich fertiliser for rehabilitation and regional agriculture. Read more in the [case study](#): Our operations test, trial and implement solutions for enhanced biodiversity and tailings management outcomes; and
- the completion of thorough, planned pre-clearance work at Cowal including implementation of specialist machinery in addition to fauna spotter-catching to minimise impacts to wildlife.

Mine closure, rehabilitation and legacy (M)



Managed **1,020 ha of rehabilitated land** at the close of FY26 (1,025 ha in FY25)

Completed **~50 ha of progressive rehabilitation at Mungari**

Progressed detailed closure planning and trials at Mt Rawdon

Management approach

We are committed to supporting positive legacies in the communities where we operate. Our mine closure plans are designed to ensure that the environment in which we operate is restored or transformed to a long-term sustainable state. We have obligations and commitments to make operational and financial provisions throughout the life of mine to ensure mine closure plans, rehabilitation and remediation activities are completed aligned with stakeholder engagement outcomes.

The Rehabilitation and Mine Closure Standard and regulatory requirements outline a responsible approach to land management, including progressive rehabilitation and planning during the life of the mine. We regularly report progress, and annually assure (LOD3) our financial provisions to ensure adequacy and alignment with international financial standards.



Read more about this material topic, sub-topics, policies and risk management in the detailed '[Mine closure, rehabilitation and legacy'](#) [Management approach](#).

Performance

During FY26, we managed 1,020 ha of rehabilitated land. This is a minor decrease from FY25 mainly attributable to previously rehabilitated sections of waste rock dumps being reused as suitable construction material for operational and safety improvements at Ernest Henry's and Cowal's TSFs. This approach of reusing existing mineral waste stockpiles avoided additional land disturbance and minimised our disturbance footprint. This is in line with our approach to land use, biodiversity, waste and circular economy.

We implemented a range of mine closure and rehabilitation activities, including:

- continued monitoring of revegetation success in rehabilitated areas, including vegetation trials at Northparkes;
- further detailed closure planning at Mt Rawdon, which included progressing the construction and

instrumentation of landform capping trials to support rehabilitation objectives. Read more in the following [case study](#): Lasting legacy: Mt Rawdon supports innovative projects for First Nations partners, communities and the environment in the lead-up to closure;

- progressive rehabilitation activities across ~50 ha at Mungari, including the reshaping, capping and seeding of waste rock dumps and establishment of instrumented capping trials; and
- continued reclamation activities at Red Lake for the treatment of legacy arsenic trioxide materials from underground workings.

We confirmed ~\$539 million⁴¹ in government-registered financial assurance as at 30 June 2026 (\$516 million in FY25).

Overview of rehabilitation liabilities as of end of FY26

	Cowal	Ernest Henry	Northparkes	Red Lake	Mungari	Mt Rawdon
Type of government surety	Performance bond	Levy	Performance bond	Letter of credit	Levy	Levy
Total government registered financial assurance	\$128M	\$132M	\$81M	C\$63M	\$64M	\$70M



⁴¹ Red Lake's rehabilitation liability converted from Canadian to Australian dollars using exchange rate at the close of 30 June 2026.

CASE STUDY

Lasting legacy: Mt Rawdon supports innovative projects for First Nations partners, communities and the environment in the lead-up to closure

Evolution commits to responsible environmental stewardship and sustainable legacies for communities throughout the mine life cycle. Mt Rawdon Operations is showcasing this commitment through diverse initiatives as it transitions towards closure.

In late 2026, in partnership with the Burnett Mary Regional Group and First Nations partners, Mt Rawdon commenced a land rehabilitation and natural capital enhancement shared value project. It aims to support the integration of cultural burning, native seed harvesting and natural capital enhancement as part of the mine's rehabilitation and revegetation efforts. This will occur over a two-year period at Swindon Station, the property adjacent to the mine. There has been a series of environmental and cultural assessments, cultural burning and cool burning. During recent work, Traditional Owner land managers identified a culturally significant scarred tree, which enabled connection to culture and stories, and showcased the importance of embedding Indigenous knowledge, cultural practices and perspectives into land management and closure.

Mt Rawdon also engaged third-party facilitator Red Earth Community Foundation to prepare the Mount Perry Action Plan. It aims to create a shared vision for the Mount Perry community following the closure of Mt Rawdon. Informed by a series of stakeholder engagement sessions, the Plan sets out the key interests, priorities and capabilities of local stakeholders, outlining different project and funding opportunities. In line with the outcomes of the plan, Mt Rawdon has contributed \$60,000 to support swimming lessons for local children for years to come. Read more in this [news article](#).

Mt Rawdon was proud to progress their partnership under the Australian Federal Government's [Resources Technology and Critical Minerals Trailblazer Program](#) and the Trailblazer Agreement with The University of Queensland. One year into a three-year agreement, the primary objectives include developing an innovative time- and cost-effective process for scaling up tailings rehabilitation so we can assess the performance of tailings storage vegetation cover, building on work completed in partnership with CSIRO (see previous case study [here](#) and [CSIRO 'Mine waste water treatment' page](#)). Paul Wright, Sustainability Manager, and Paul Dielemans, Senior Advisor Environment and Mine Closure, from our Mt Rawdon Operations, visited the laboratory and glasshouse trials at The University of Queensland Sustainable Minerals Institute (SMI). After reviewing the vegetation trials under controlled conditions and collecting learnings for the operation regarding vegetation and weed management, our people reflected that "The facilities are very impressive, and it is inspiring to watch innovative and young people doing great things for sustainable mining." On site, full-scale trials comprising engineered 'store and release' cover designs have been constructed and various sensors are in place to measure performance.

These initiatives and programs enable us and the industry to set a benchmark for legacy-focused rehabilitation and closure.



Evolution and The University of Queensland team members review vegetation trials at SMI

CLIMATE

“AS WE APPROACH OUR INTERIM 2030 TARGET TO REDUCE OUR EMISSIONS BY 30%, WE REFLECT ON OUR COMMITMENT AND EFFORTS TO BUILDING EFFECTIVE PARTNERSHIPS AND STRENGTHENING OUR PEOPLE’S CAPABILITIES, AS THEY HELP SHAPE OUR READINESS FOR THE FUTURE.”

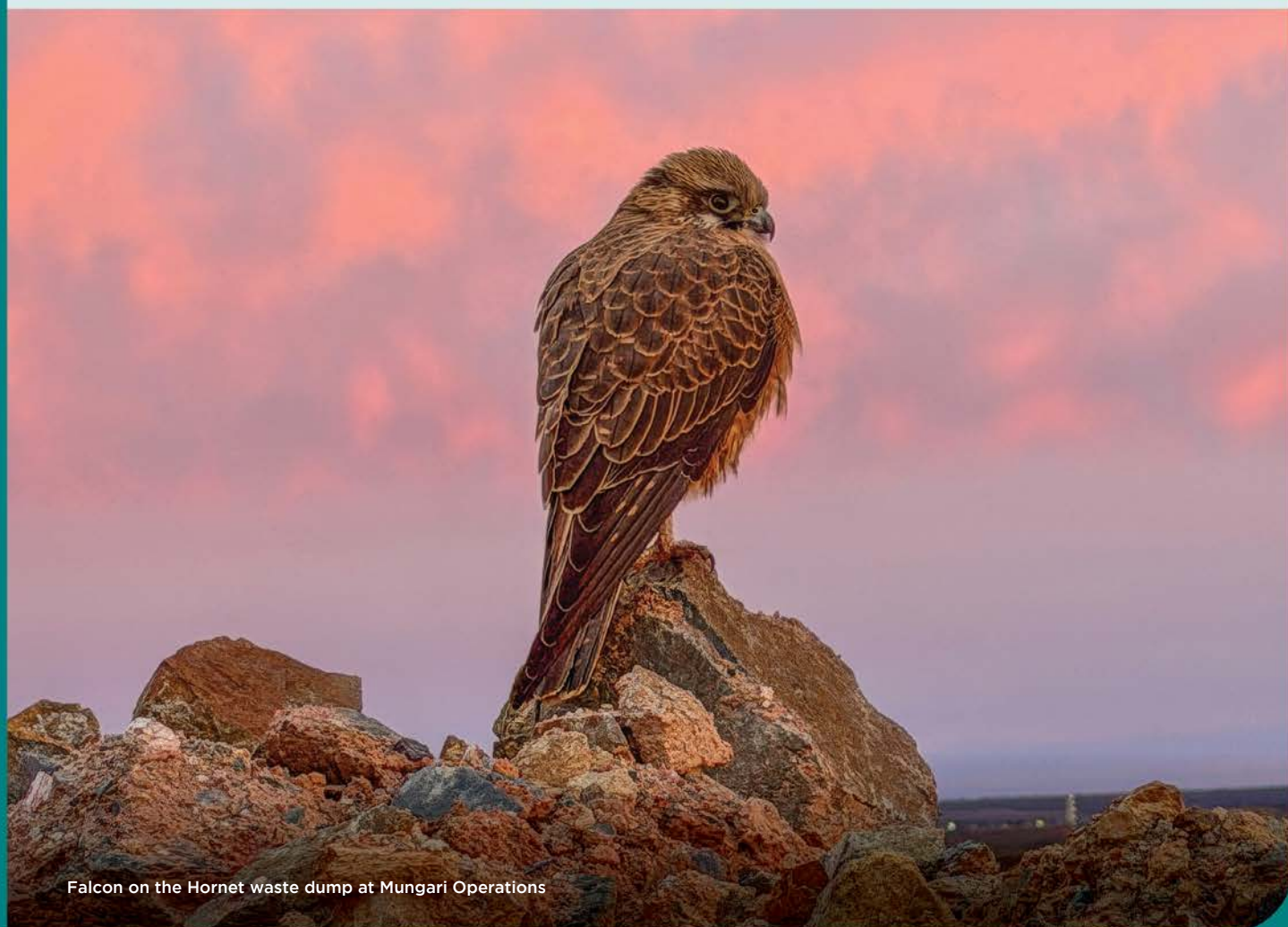
Fiona Murfitt

Vice President Sustainability

Material topics in this section

Climate risk and resilience (M)

Energy and emissions (M)



Falcon on the Hornet waste dump at Mungari Operations

Climate risk and resilience (M)



Released **inaugural Climate Report** aligned with AASB S2

~19% reduction in Scope 1 and 2 emissions against FY20 baseline⁴²

Implementation of emissions reduction activities across operations, including ventilation on demand at Cowal

Management approach



Read more about this material topic, sub-topics, policies and risk management in our [Climate Report](#) and detailed '[Climate risk and resilience](#)' [Management approach](#).

Climate change is a material issue for our operations, stakeholders and investors – many of whom are actively managing climate-related impacts within their own portfolios.

We have a strategic commitment to manage climate-related risks and opportunities in our business and value chain aligned with our [Sustainability and Strategic Planning Policy](#) and [Climate Risk Position Statement](#).

Aligned with AASB S2, we disclosed our climate-related governance, risk management, strategy, metrics and targets in a separate [Climate Report](#) which should be read in conjunction with this section.

Performance

We take proactive steps to enhance compliance with voluntary frameworks such as IFRS S1 and S2, including TCFD, and in alignment with stakeholder and investor expectations. We regularly review our disclosures against TCFD, and other defined and emerging sustainability disclosures, supported by third-party experts.

Climate change continued to be determined as a material risk to the business by the Board and was evaluated as 'Well controlled'. There were no material emissions, water and extreme weather events at our operations this year.

We managed the December 2025 Ernest Henry weather-related event, as well as other events at or near our

operations, aligned with operational trigger action response plans, procedures and emergency response protocols.

We continuously identify and leverage opportunities, where feasible, regarding decarbonisation, resource efficiency, renewable electricity procurement and other market opportunities, electrification and innovation.

■ Read more about how we have leveraged these opportunities in our [Climate Report](#) and the following [case study](#).

CASE STUDY

[Net zero progress update: Cowal's ventilation on demand and Caterpillar Pathways to Sustainability Program](#)

To achieve our broader emissions reduction strategy, our teams actively assess and implement initiatives that enable operational efficiencies, emissions reductions and safer ways of working.

At our Cowal Gold Operations, we have implemented a retrofitted ventilation on demand system that dynamically adjusts airflow and fan speeds in response to real-time environmental monitoring data. With ~\$12 million investment since FY24 at Cowal and more expected over the life of mine, the system will be progressively implemented throughout Cowal's underground levels. The ventilation on demand equipment will be recovered and redeployed as levels open and close, reducing capital requirements.

The system has enabled real-time monitoring and verification of environmental data, real-time focusing of air where it is needed, reduced costs associated with leakage reduction, reduced energy consumption and emissions, and supported the safety of our people by reducing harmful air emissions. Over a 16-month period, Cowal reduced electricity consumption by ~43GWh, electricity costs by ~\$5 million, and Scope 2 emissions.

Overall, the current performance exceeds our projections of cumulative savings.

The system has also enhanced the capability of our people to meet the growing need for future-ready skills in climate and technology. Employees and contractors collaborated to deliver training as the system was implemented, with training embedded in procedures and in a maintenance hub to ensure ongoing awareness and sustainability of the system. Cowal is continuously improving the system, including the tracking of vehicle beacons.

We are also supporting operational efficiencies through our involvement in the Caterpillar Pathways to Sustainability Program, including participation in global learning events, early access to new technology and advisement of operational efficiency opportunities through simulation of Ernest Henry. Read more in the news article: '[Partnering with Caterpillar to reduce emissions](#)'.

We aim to leverage the learnings from these projects to enable efficiencies at our other operations.

⁴² Total Scope 1 and 2 emissions for adjusted FY20 baseline estimated using location-based method. FY26 performance estimated using market-based method, including LGCs attributable to FY26.

Energy and emissions (M)



Management approach

Our energy and emissions management focuses on reducing GHG emissions and climate-related impacts. We recognise our direct and indirect contributions to emissions across the value chain.

We use a range of standardised metrics to track emissions performance, emissions intensity and energy consumption. Performance is reported on a financial year basis, aligned with international standards and regulatory requirements, and validated by a third party.



Read more about this material topic, sub-topics, policies and risk management in the detailed '[Energy and emissions](#)' [Management approach](#).

Performance

Scope 1 and 2 emissions

Energy and emissions performance is regularly tracked and reported in accordance with our [Sustainability and Strategic Planning Standards](#) and regulatory requirements.

We submitted our FY25 annual NGER reporting for all Australian operations, which was prepared by an external specialist and submitted to the Clean Energy Regulator. We also delivered our annual emissions report for our Canadian operation, Red Lake, to Environment and Climate Change Canada.

We have continued to reduce Scope 2 emissions through a focused approach on renewable electricity partnerships, with the continued implementation of Power Purchase Agreements at Cowal and Northparkes. In FY26, we increased our proportion of renewable energy use across the Company to 44% (up from 37% in FY25).

Scope 3 emissions

We continue to calculate and manage our Scope 3 emissions, and we disclose to select agencies. We are partnering with third-party and internal subject matter experts to prepare for increased AASB S2 disclosures from FY27.

Emissions intensity

Emissions intensity refers to the emission rate relative to production components of our mining process. We use voluntary intensity metrics to analyse operation-specific and organisation-specific energy efficiency and emissions performance over time.

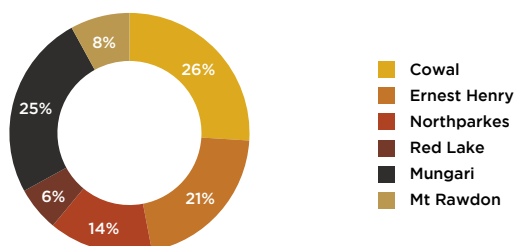
As our operating profile and mix of open cut and underground operations has evolved, so has our emissions intensity. In FY26, our emissions intensity per tonne material mined decreased from FY25 and remained 19% below the FY20 baseline. Our intensity per tonne ore processed reduced by 33% from FY20.

The FY26 emissions intensity performance compared to FY20 is presented in the following table.

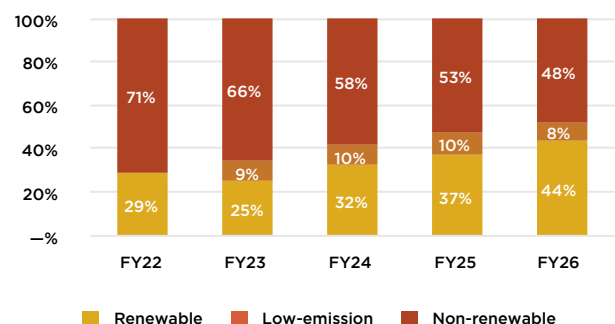
GHG emissions intensity (total Scope 1 and 2 tCO ₂ -e)	FY26 ⁴³	FY20 (baseline) ⁴⁴	Change (%)
Per tonne material mined	0.0141	0.0175	-19.4
Per tonne ore processed	0.0246	0.0369	-33.3

■ Read more detail on FY26 emissions performance and management in the following charts, our [Climate Report](#) and in our [FY26 ESG Performance Data](#).

FY26 proportion of total Scope 1 and 2 emissions (tCO₂-e) by operation⁴³



Proportion of electricity consumption by category FY22-FY26⁴⁵



⁴³ FY26 Scope 2 emissions estimated using market-based method.

⁴⁴ FY20 emissions baseline for current assets validated in accordance with the GHG Protocol, using location-based method.

⁴⁵ Data reported for operations owned in the respective financial year.

Glossary

\$	All amounts are expressed in Australian dollars unless stated otherwise.
'AA' rating	Rating credibility used in the MSCI review. The lowest rating of 'CCC' to the highest rating of 'AAA'.
AAGE	Also known as the Australian Association of Graduate Employers. They are the peak industry body for the graduate recruitment and development market in Australia, providing surveys and research to support employers.
AASB S2	The Australian Accounting Standards Board (AASB) is an Australian Government agency under the <i>Australian Securities and Investments Commission Act 2001</i> focused on developing and maintaining high-quality financial reporting standards for all sectors of the Australian economy. AASB issued AASB S2 Climate-related Disclosures.
ALO	Act Like an Owner. An internal ongoing recognition program that rewards our employees for their supportive behaviour and good ideas.
ANCOLD	Australian National Committee on Large Dams. A national member-based organisation advancing excellence in dams technical practice and the management of dams in Australia.
AREEA	Also known as Australian Resources & Energy Employer Association. The national association for resources, energy industry and supply chain employers, supporting sustainable workforce and industrial relations outcomes for the industry.
ASRS	Australian Sustainability Reporting Standards. Sets the mandatory climate-related financial reporting requirements for Australian entities.
B	Billion. The number equivalent to one thousand million.
BARS	Basic Aviation Risk Standard. An International Aviation Safety Program which uses BARS Standards to review aircraft operators supporting companies in their risk oversight of contracted aviation activities.
Bowties	A risk assessment and visualisation method used to understand the causal pathways that could lead to a material unwanted event and the potential consequences that could result. It identifies preventive and mitigative controls along these pathways and supports the identification of critical controls that are essential for preventing the event or minimising its impacts.
BMRG	Burnett Mary Regional Group. The peak body for natural resource management within the Burnett Mary region and a not-for-profit regional body linking the community and various programs procured by Government and other funding sources.
CDA	Canadian Dam Association. A Canadian group of owners, operators, regulators, consultants, suppliers and academics interested in dams and reservoirs, and committed to dam safety, public safety and the protection of the environment.
CMT	Crisis Management Team. The CMT provides support through management of crisis level issues.
CoP	Community of Practice.
CO ₂ -e	Carbon dioxide equivalent. A standard unit for measuring carbon footprints.
CSA	Corporate sustainability assessment. A scoring methodology that companies and investors can review on a company's ESG performance.
CSIRO	Commonwealth Scientific and Industrial Research Organisation. An Australian government agency responsible for scientific research.
DCCEEW	Department of Climate Change, Energy, the Environment and Water. Australian Government department responsible for national policy on environmental protection, climate change, sustainable energy and water resource management.
Dewatering	The act of taking water from an operating mine.
DJSI	Dow Jones Sustainability Indices. These are a family of indices evaluating the sustainability performance of thousands of companies globally. They have been renamed as 'Best-in-class' Indices.
dtm	Dry tonnes milled. A common metric in mining and mineral processing industries.
EA	Enterprise Agreement. A negotiated, legally binding collective workplace agreement that sets out the minimum terms and conditions of employment for a specific entity.
EAP	Employee Assistance Program. This is available to employees and their families to use to assist with their health and wellbeing.
EKJV	East Kundana Joint Venture. The joint venture comprises the underground operations, Raleigh and RHP. The participating interests are with Rand Mining Limited and Tribune Resources Limited.
ERT	Emergency Response Team. Teams built at each operation to support both our operations and assist communities through significant incidents or threatening situations.
ESG	Environmental, social and governance. The three key factors when evaluating the sustainability and ethical impact of an investment in a company or country.
ESS	Employee Share Scheme. A scheme introduced by Evolution that supports the issuing of shares to our full and part-time employees to ensure they share in Evolution's success.
FairCall (KPMG)	Whistleblower reporting service provided by KPMG.
Free, Prior and Informed Consent	Also known as FPIC. A principle protected by international human rights standards, such as the United Nations Declaration on the Rights of Indigenous Peoples, originating from and reinforcing the right to self-determination.
GHG	Greenhouse gas. Compound gases that trap heat or long-wave radiation in the atmosphere.
GHG Protocol	Greenhouse Gas Protocol provides the world's most widely used greenhouse gas accounting standards for companies.
GHGRP	Greenhouse Gas Reporting Program. Since 2004, the program has collected information on greenhouse gas emissions from mandatory and voluntary facilities across Canada.
GISTM	Global Industry Standard on Tailings Management. Through an integrated approach, the standard aims to prevent catastrophic failure and enhance the safety of mine tailings facilities across the globe.
GRI	Global Reporting Initiative. Independent, international organisation that provides the world's most widely used standards for sustainability reporting.
ICMC	International Cyanide Management Code. It intends to promote and help ensure the safe and environmentally responsible management of cyanide used within the gold and silver mining industries.
ICMM	International Council on Mining and Metals. An international organisation whose purpose is to promote and advance a safe, fair and sustainable mining and metals industry.
IFRS	International Financial Reporting Standards. Set a comprehensive global baseline for sustainability disclosures through IFRS S1 and S2.
IMT	Incident Management Team.
Integrated waste landform	A contemporary mine waste management approach that integrates waste rock and tailings into an engineered structure, enabling waste and water efficiencies.
ISO 31000:2018	ISO 31000 Risk Management Guidelines provide principles, a framework and a process for managing risk.
ISO 14091:2021	ISO 14091 Adaptation to climate change – Guidelines on vulnerability, impacts and risk assessment provides guidelines for assessing risks and impacts of climate change.
ISSB	International Sustainability Standards Board. An independent standard-setting body created by the Trustees of the IFRS Foundation to establish a global baseline for corporate sustainability reporting.
ISS ESG	Institutional Shareholder Services (ISS). ISS ESG is a business that provides corporate and company ESG research and ratings.
ITTC	Industrial Transformation Training Centre. A scheme funded by the Australian Research Council to enable research partnerships between university-based researchers and those in industry.
IVF	In vitro fertilisation.

kL	Kilolitre. Measurement equivalent to 1,000 litres.
kt	Kilotonne. Measurement equivalent to 1,000 tonnes.
LCCC	Lake Cowal Conservation Centre. A community educational facility where school students, land managers and community members can learn about and experience a variety of issues associated with natural resource management.
LCF	Lake Cowal Foundation. A not-for-profit Environmental Trust established in June 2000 to protect and enhance Lake Cowal, a nationally significant wetland located 45km north of West Wyalong, New South Wales.
LGCs	Large-Scale Generation Certificates. A tradable certificate and financial incentive for generating renewable energy.
LOD	Line of Defence. Refers to the levels of assurance wherein LOD1 involves self-assurance in the Internal Audit Program, LOD2 involves the Management System and Standards Audit, and LOD3 involves third-party assurance.
Lost time injury	Also known as LTI. An occupational injury or illness which results in a person being diagnosed by a registered medical practitioner as totally incapacitated for work for one or more rostered day(s) or shift(s) subsequent to that on which the event occurred.
LTIF	Lost time injury frequency rate. Refers to the number of lost time injuries per million hours worked.
LTIP	Long-term incentive plan.
M	Million. Number equivalent to the product of one thousand times one thousand.
ML	Megalitre. Measurement equivalent to one million litres.
MSCI	Morgan Stanley Capital International. An investment research firm.
Net Zero Commitment	Our commitment to a net zero emissions future by 2050, made via ASX release on 1 July 2021, with commitments to: reducing GHG emissions by 30% by 2030 and achieving net zero GHG emissions by 2050 (or earlier) (Scope 1 and 2 emissions from a FY20 baseline).
NGER	National Greenhouse and Energy Reporting. A national framework for reporting and disseminating company information and greenhouse gas emissions, energy production and energy consumption.
NGOs	Non-governmental organisation. A non-profit, citizen-based group that functions independently of government.
NIR	National Inventory Report. Canada's official annual compilation and inventory of GHG emissions and removals.
NIST	National Institute of Standards and Technology. Founded in 1901, NIST is one of the United States' oldest physical science laboratories; they released a cyber security framework that integrates industry standards and best practices to help organisations manage cyber security risks.
NPI	National Pollutant Inventory. NPI provides the community, industry and government with information about substance emissions in Australia.
Operational control	An organisation boundary set for accounting for and reporting emissions aligned with the GHG Protocol. A company has operational control if it has the full authority to introduce and implement its operating policies at the operation.
OSHA	Occupational Safety and Health Administration. A government agency of the United States of America focused on ensuring workers have safe and healthy working conditions.
PHLALC	Peak Hill Local Aboriginal Land Council. Traditional Owners at our Northparkes Operation.
PPA	Power Purchase Agreement. A long-term contract between an electricity generator and a customer.
PPE	Personal protective equipment. Anything used or worn on our employees to minimise risk to their health and safety.
PTD	Permanent total disabilities.
Recordable injuries	Also known as RIs. Include lost time injuries, restricted work injuries and medical treatment injuries.
S&P Global	Company that provides data, research, news and analytics to customers including institutional investors and corporations.
SA	Sustainability Advantage. New South Wales Government program encouraging and accelerating the sustainability of medium to large businesses.
SAQ	Supplier assessment questionnaire.
Scope 1	Category of greenhouse gas emissions. Scope 1 is sometimes referred to as direct emissions and refers to emissions released to the atmosphere as a direct result of an activity.
Scope 2	Category of greenhouse gas emissions. Scope 2 refers to emissions released to the atmosphere from the indirect consumption of an energy commodity.
Scope 3	Category of greenhouse gas emissions. Scope 3 refers to emissions from indirect sources along the value chain.
SFAIRP	So far as is reasonably practicable.
Shared value projects	Also known as SVPs. Evolution Mining SVPs are future-focused legacy projects that deliver community and environmental outcomes locally, regionally and nationally.
SIEM	Also known as Security Information and Event Management. It is a security solution that collects and correlates security data from across an organisation's systems in real time, helping teams detect and respond to potential threats and vulnerabilities before they disrupt business operations.
SRMs	Supplier relationship meetings.
STIP	Short-term incentive plan.
t	Tonnes. A metric unit of mass equal to 1,000 kilograms.
TARP	Trigger Action Response Plan. Consists of a set of documented and known workplace hazards that need to be continuously checked for.
TCFD	Task Force on Climate-related Financial Disclosures. An organisation that was established in December 2015 with the goal of developing a set of voluntary climate-related financial risk disclosures which may be adopted by companies. The standard has been superseded and integrated into IFRS and AASB S2 disclosures.
TNFD	Task Force on Nature-related Financial Disclosures. An organisation launched in June 2021 with the goal of developing a set of voluntary nature-related financial risk disclosures which may be adopted by companies.
TRIF	Total recordable injury frequency. Usually forms part of the acronym TRIFR and refers to the number of fatalities, lost time injuries, alternate work, and other injuries requiring medical treatment per million hours worked.
TSF	Tailings storage facility. Reservoir or dynamic structure designed to safely store materials left from ore processing.
UNGC	United Nations Global Compact. It is a non-binding United Nations pact to encourage businesses and firms worldwide to adopt sustainable and socially responsible policies, and to report on their implementation.
UNGP	United Nations Guiding Principles on Business and Human Rights. They are a set of guidelines for States and companies to prevent, address and remedy human rights abuses committed in business operations.
UNSDGs	United Nations Sustainable Development Goals. These are global goals adopted by all United Nations Member States as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030.
Ventilation on demand	An improved ventilation system where air is delivered where and when it is needed, reducing energy costs, and enabling real-time mine conditions to ensure safe working conditions.
WCC	Wiradjuri Condobolin Corporation, a First Nations partner at our Cowal Gold Operations.
WGEA	Workplace Gender Equality Agency. An Australian Commonwealth government agency established by the <i>Workplace Gender Equality Act 2012</i> focused on promoting and improving gender equality in Australian workplaces.



Level 26, 85 Castlereagh Street
Sydney NSW 2000

+61 2 9696 2900
+61 2 9696 2901

evolutionmining.com