



METRO MINING ESG STRATEGY AND ROADMAP

2025-2026

Acknowledgement of Country

Metro Mining works on the land and waters of the Ankamuthi People at the Bauxite Hills Mine at Skardon River.

Metro Mining acknowledges the Traditional Custodians of Country throughout Australia and we recognise the continuing connection to lands, waters and communities.

We pay our respects to Aboriginal and Torres Strait Islander peoples and to Elders past, present, and emerging.

Aboriginal and Torres Strait Islander peoples should be aware that this document may contain images or names of people who have passed away since publication.

Forward

A values-driven approach to sustainable development

Metro Mining (Metro) is a growth-oriented resources company dedicated to building a strong portfolio of bauxite assets in Australia.

Established in 2014, our company benefits from a management team with extensive expertise in developing and operating efficient, high-value mining assets. As a young company, we have had the advantage of embedding core values across our operations: safety, our paramount principle, along with a commitment to delivery, transparency, and responsibility, which guide every decision and action. It is this last value - responsibility - that fuels our drive for sustainable practices.

As a resource company we acknowledge the potential impact of our activities on both the environment and the communities where we operate. Our Environment, Social and Governance Strategy and 2025-26 Roadmap identifies potential environmental and social impacts, outlines steps we have taken to manage them to-date and highlights the areas where we strive for improvement in the future.

Our operations

Metro's flagship project is the Bauxite Hills Mine, which is a single operating mine located 95 kilometres (km) north of Weipa in Western Cape York in Far North Queensland, with a total tenement package covering approximately 1,500km². As of January 2024, the Bauxite Hills Mine has an estimated Reserve of 83.2 million tonnes (Mt) and a total Resource of 118.7Mt and has been operating since April 2018. Ore from the Bauxite Hills

The primary focus of our Environment, Social and Governance Strategy and 2025-26 Roadmap is the Bauxite Hills Mine, located on the western coast of Cape York, Queensland. Nevertheless, this sustainability approach also extends to our exploration sites and corporate offices.

Our Environment, Social and Governance (ESG) Committee, established in 2022 and comprising all members of the Board, will oversee the implementation of the Environment, Social and Governance Strategy and 2025-26 Roadmap. Metro will report progress against our ESG initiatives annually, within our Annual and Sustainability Reports as it has done since its first Sustainability Report in 2019.

Mine is shipped by ocean going vessels to meet Asia Pacific's growing bauxite market, where Cape York bauxite is well known and highly regarded.

In addition to the Bauxite Hills Mine operations, Metro has a portfolio of exploration projects in Cape York.

Introduction

Delivering sustainable mining operations

At Metro, our mission is to sustainably produce and deliver bauxite required to support the transition to a low-carbon economy and positively impact our local community. We will realise this mission by prioritising best-practice rehabilitation, waste, water and biodiversity management initiatives and improving our operating and supply chain practices to reduce our carbon emissions.

We will maintain effective oversight and governance systems that ensure that we work together with our local and regional communities and other relevant stakeholders to create opportunities and grow shared value. As we progress through the ESG Roadmap, Metro will continue to mature our systems and prioritise continuous improvement, in-line with stakeholder and community expectations and evolving guidelines and standards.

Integrating sustainability into Metro's governance framework

Metro has established a solid corporate governance framework through its established ESG Committee, corporate policies, and risk management processes. Metro will leverage this existing framework

to further integrate sustainability into Metro's corporate strategy and to execute sustainability initiatives by integrating outcomes into policies, processes, capital allocation and management.



Our ESG vision and purpose

Our vision is to be a safe and efficient, low cost, bauxite producer, providing long-term benefits to our stakeholders. Our purpose is to provide low-cost bauxite to market, operating with respect and integrity towards our host communities, and in partnership with our clients, employees, suppliers and customers, striving to generate value to our stakeholders and importantly our shareholders. Underpinning our vision and purpose are our values.

OUR VALUES	THE METRO WAY
One Team	<p>We are one team, one community who support, encourage and respect each other.</p> <p>We celebrate our wins and encourage each other to grow.</p> <p>We are courageous and curious in our approach.</p>
Safety Citizenship	<p>We go above and beyond as Metro Safety Citizens to ensure safe outcomes for each other, our team, family and community.</p> <p>Safety is the priority in everything we do, always complying and holding each other to account with legislation, policies, standards and the golden rules.</p>
Respect the Environment and Community	<p>We value and respect our sensitive ecological environment, the rich cultural history and landscape.</p> <p>We are all accountable to minimise environmental harm and to nurture mutually beneficial community relationships.</p>
Be Ethical and Trust each other	<p>We behave ethically and with integrity in everything we do.</p> <p>We value diversity and differences, equal opportunity and inclusiveness while ensuring we meet our obligations to comply with all legislation, agreements, policies and standards.</p> <p>We strive to be accountable, open, consistent and reliable. We commit to "Doing what we say we will do."</p>
Improvement through Agility	<p>Our ongoing cycle of positive change through employee ideas, involvement and rapid decisions creates a culture where an error or mistake is an opportunity to learn.</p> <p>We make the effort to improve product, services and processes. We constantly risk assess, trial and modify ideas based on their sustainability, efficiency and effectiveness.</p>

Our Environment, Social and Governance Strategy and 2025-26 Roadmap

Approach

Our approach centres on building strong partnerships with our value chain and key stakeholders, enabling us to maximize sustainable impact and deliver shared value.

By formalizing our stakeholder engagement program and aligning our governance framework with our sustainability goals, we aim to deliver on our commitments with transparency and accountability.

Guided by our ESG Committee and the Board, we continue to develop and evolve our sustainability roadmap, policies, and governance practices, to meet our ESG aspirations. Our roadmap is brought to life through a combination of site-level initiatives that promote sustainable mining and supply chain practices, initiatives that enhance the positive impact of Metro's operations on regional communities and strategic initiatives which focus at balancing our sustainability aims.

Our approach is built on three core pillars:

- **Future-Proofing:** We focus on long-term strategy and positioning to ensure sustainable impact. This includes forward-thinking initiatives aimed at emissions reduction, resource conservation, and innovative mining practices that align with evolving sustainability expectations.
- **Sustainable Mine and Supply Chain:** We prioritize making our mining and supply chain operations more sustainable, from day-to-day activities to the physical impacts of our operations. This includes implementing measures to reduce environmental footprint, enhance resource efficiency, and uphold best practices in responsible sourcing and transport.
- **Regional Alignment and Positive Impact:** We emphasize alignment with the needs and values of the communities and workforce around our operations. This includes investing in local development, fostering community partnerships, and promoting safety and wellbeing among our employees and nearby communities.

The Premier Bauxite Supplier



Futureproofing initiatives with a business case are integrated for operational integration.

Future Proofing

'How we will pursue longer term strategy and positioning activities to deliver sustainable impact'

We will set Key Performance Indicators to allow us to assess the effectiveness of our sustainability initiatives and aspirations, refining our ability to measure and report on sustainability impacts, and enhancing our capacity to embed future sustainability projects within our operations. These efforts are shaping our priorities for 2026 and beyond, ensuring that we continue to progress toward meaningful, measurable impact in all aspects of our business.

Environment

Bauxite through aluminium plays a crucial role in the global transition to clean energy. Metro is committed to supporting sustainable aluminium production worldwide.

Aluminium is a versatile, widely used, and abundant metal. The unique combination of properties of aluminium, including its strength, ductility, conductivity and being highly recyclable, makes it a valuable material increasingly in demand for a wide range of applications across various industries, including transportation, packaging, construction, consumer goods, and electrical and electronics.

Our focus is to minimize our environmental impact while working to reduce our reliance on diesel and the resulting greenhouse gas (GHG) emissions, addressing climate change risks and sustainably managing water security and waste.

The Bauxite Hills operation, located in far north Queensland, faces climate-related challenges that could impact our operations and supply chain. Climate risks, especially extreme weather, and rising sea levels, also pose potential impacts on the well-being of neighbouring western Cape York communities. To address climate change risks, we are committed to reducing our operational environmental impact, including lowering our carbon footprint per tonne of product shipped.

Due to its remote location, the Bauxite Hills operation currently cannot access sustainable energy from the grid. Metro has recently procured new more efficient, generators to replace the aging equipment onsite, with commissioning planned for early 2025. We continue to explore alternative energy solutions and storage technologies to reduce GHG emissions per tonne of bauxite shipped.

Metro recognizes the importance of managing water security risks effectively. Whilst being located in an area of seasonally influenced water variability, the Bauxite Hills Mine is not situated in an area of high or extremely high baseline water stress, as defined by the World Resources Institute. We achieve responsible water management through our environmental authorities and a Regulator-approved Water Management Plan.

Metro upholds responsible practices for handling, storing, and disposing of waste, product materials, and effluents from mining activities. Our waste streams are classified as mineral and non-mineral. Given the nature of our operations and our commitment to progressive rehabilitation, no material mineral waste is generated. Overburden and topsoil are stripped to expose the bauxite, then returned to areas we have mined, usually within the same mining year. This approach eliminates the need for permanent mineral waste dumps or piles.

All non-mineral waste generated is either recycled or disposed of in compliance with our Waste Management Plan. Waste segregation is standard onsite, and recyclable materials are transported by barge to licensed facilities for proper recycling or disposal. Regulated wastes, such as contaminated diesel, oils, and greases, are collected separately and stored in designated containers. Licensed contractors manage the removal and disposal of regulated wastes, ensuring they are taken to appropriate facilities for recycling or disposal.



Our goal: To preserve our minimal environmental footprint in the local area

Our priority is to minimise our current and legacy impact on the local environment to the greatest extent possible. We are aiming to do this by further strengthening our environment monitoring and risk management systems while also continuing to explore new ways of improving water consumption efficiency.

Our Bauxite Hills Mine Progressive Rehabilitation and Closure Plans outline the commitments we have made to ensure the land we are operating on is returned as close as possible to its previous state and use.



Our goal: To further reduce energy consumption and greenhouse gas emissions

Metro acknowledges that there is a significant challenge to accelerate the reduction of energy consumption and emissions. The issue is one of our principle materiality issues and is a priority for our sustainability action over the coming years.

At Metro, our Scope 1 and Scope 2 emissions are calculated in accordance with the Australian Government methodology required by the National Greenhouse and Energy Reporting Act 2007 (Cth) and the National Greenhouse and Energy Reporting Scheme. Our emissions data is reported in our Annual Report.

Importantly, we have mapped our Scope 1 and Scope 2 GHG emissions and will continue to do so. We have used the data to begin planning to reduce our emissions per tonne shipped from the Bauxite Hill operations over the near term. This process will include establishing short-term and medium-term plans to drive site efficiencies and reductions in GHG emissions.



ESG PILLAR	BASELINE/CURRENT ACTION	OUR 2025/26 COMMITMENTS	OUR LONG-TERM GOALS
Climate change			
Futureproofing	Consideration of climate change implications for site operations, expansion planning and growth strategy.	<p>Formalise our commitment to mitigating our impacts on climate change through this Environment, Social and Governance Strategy and 2025-26 Roadmap</p> <p>Commence implementation of actions arising from the Climate Change Risk Assessment.</p>	Complete full Climate Change Risk Assessment to inform disclosures and meet statutory reporting obligations.
Energy use and GHG emissions			
Sustainable mine and supply chain	Initial scoping of renewable energy transition at Bauxite Hills operations.	<p>Maintain Scope 1 and Scope 2 emissions reporting annually and explore pathways for Scope 3 reporting.</p> <p>Continue planning for a reduced emissions environment at the Bauxite Hills operations.</p> <p>Continue planning options for transitioning from diesel to renewable power at the Bauxite Hills operations.</p> <p>Review options for battery-electric mobile mining equipment.</p> <p>Commission new generator technology to reduce diesel usage.</p>	<p>Establish Scope 1 and Scope 2 emissions reduction strategy for the Bauxite Hills Mine operations.</p> <p>Complete and implement reduced emissions environment strategy for the Bauxite Hills Mine operations.</p> <p>Adopt comparable GHG emissions reduction approach to any new operational assets that are acquired or developed.</p>
Biodiversity and Conservation			
Sustainable mine and supply chain	<p>Annual implementation of the Receiving Environment Monitoring Program and Integrated Marine Monitoring Program.</p> <p>Biosecurity management procedures to prevent introduction and spread of weeds and feral animals.</p>	<p>Meet or exceed all environmental regulatory obligations.</p> <p>Annual implementation of Progressive Rehabilitation and Closure Plans.</p>	<p>Successful rehabilitation of disturbed land.</p> <p>Ensure our exploration and mining operations have no permanent adverse impacts on biodiversity.</p>

ESG PILLAR	BASELINE/CURRENT ACTION	OUR 2025/26 COMMITMENTS	OUR LONG-TERM GOALS
Water management and conservation			
Sustainable mine and supply chain	<p>Surface Water Management Plan updated.</p> <p>Surface Water and groundwater monitoring programs updated and implemented.</p> <p>Annual ecological monitoring in aquatic ecosystems undertaken as part of the Receiving Environment Monitoring Program.</p>	<p>Maintain and enhance control of mine-impacted water and prevent any adverse impacts on local water quality and biodiversity.</p> <p>Evaluate water monitoring data and identify opportunities to increase recycled water usage and improve water efficiency.</p> <p>Integrate improvement opportunities into the Water Management Plan.</p>	Ensure our mining operations and exploration have no adverse impacts on the local water quality.
Waste			
Sustainable mine and supply chain	Continue to explore waste, recycling, and circular economy opportunities at the Bauxite Hills Mine.	<p>Introduce a waste policy and framework.</p> <p>Set clear targets for year-on-year progress.</p>	Prioritise circular economy opportunities in operations and eventually through the value chain.
Environmental Risk Management			
Sustainable mine and supply chain	Environmental Risk Management system integrated into the Bauxite Hills Mine operations management system.	Environmental Risk Management System consistent with 14001 Environmental Management System established and implemented.	Maintain or exceed conformance to relevant Environmental Risk Management regulatory requirements across mining operations and exploration programs.
Environmental Reporting			
Futureproofing	Improve our system capabilities to allow improved environmental management systems and reporting	Improve internal management systems and take preparatory actions to meet all statutory reporting requirements.	Engage with stakeholders on continuous improvement of reporting systems.

Social

Metro prioritizes close collaboration with the communities in which we operate, placing a high value on open and transparent communication with our stakeholders.

Our approach to community engagement is built upon a foundation of trust and mutual respect, emphasizing the importance of cooperation, clarity, collaboration, understanding, and integrity. By prioritizing honest, transparent, and respectful interactions, we aim to ensure that our activities bring positive outcomes for all involved.

We are committed to fostering positive, respectful relationships with our Ankamuthi stakeholders and the broader communities of western Cape York. We deeply honour the cultural significance, environmental stewardship, and traditional lifestyles upheld by the Ankamuthi People and other Indigenous groups in the area.

Metro is dedicated to creating employment opportunities and delivering tangible economic and social benefits for the Indigenous communities near our projects. Our commitment to diversity and inclusion extends to all employees, recognizing and valuing the unique qualities each person brings - whether related to gender, age, language, ethnicity, cultural heritage, sexual orientation, religious beliefs, family roles, educational background, life and work experiences, socioeconomic circumstances, personality, or marital status. We believe these diverse perspectives and experiences enrich our workplace and drive meaningful engagement within the communities we serve.



Our goal: Build constructive and collaborative relationships with our Indigenous stakeholders

Metro respects the cultural heritage, customs and traditions of the Ankamuthi People, the Traditional Owners of the lands upon which we are privileged to operate. We are committed to building cultural awareness and strengthening our relationships with the Ankamuthi People, creating partnerships to generate economic benefits for Aboriginal communities underpinned in our agreements with the representatives of the Ankamuthi People.

In 2024 Metro finalised its Reflect Reconciliation Action Plan to commit as a company and as individuals to ensure the wider contribution of our activities are of real value to Aboriginal and Torres Strait Islander peoples.





Our goal: Proactively connect with key stakeholders and build meaningful partnerships

Our approach to broader stakeholder engagement is a pragmatic reflection of the remoteness of our operations. The Bauxite Hill Mine operations is approximately 30 km from the township of Mapoon and 95 km from Weipa. Our exploration programs are also located in remote locations on Cape York.

Since recommencing operations in 2021, we have identified and established relationships with our key stakeholders who include the Seven Rivers Aboriginal Corporation, Old Mapoon Aboriginal Corporation and Mapoon Aboriginal Shire Council. Metro will continue its efforts enhance our engagement approach, which will include strengthening operational engagement and developing further channels for community feedback.

Metro has also provided targeted support to community initiatives where we can contribute meaningful value. During 2025 we will finalise our community partnerships program with the intent to optimise our approach to investment in community programs, increasing local hiring and increasing responsible sourcing.



Our goal: Prioritise an inclusive environment for our personnel and ensure their health, safety and wellbeing

Looking after the health and safety of our employees and site contractors is our highest priority. Our comprehensive Safety Management System provides the framework for all health and safety controls and meets all legislative and regulatory requirements within the state in which we operate. We recognise there is more work to be undertaken by Metro and we are continually seeking improvement in the pursuit of zero harm.

Over the next year we will update our Safety Management System to fully integrate our offshore operations and review the integrated system against industry best practice. Metro will continue to provide ongoing training for leaders and the workforce and strengthen our safety culture through our risk management program.

The diversity of gender and experience of our company at the Board, management and workforce levels is an essential component of our long-term sustainability. It enhances decision making, innovation and effectiveness. Like other mining companies who rely on a fly-in fly-out (FIFO) workforce, we recognise the challenge of attracting a diverse workforce.

To ensure we can attract and retain a talented and diverse workforce, within the next 12 months we will review our attraction, retention and succession planning practices and processes. By prioritising work-life balance, offering competitive benefits and providing a supportive, inclusive workforce, we will empower our employees to thrive and grow within the organisation. Our commitment to diversity and inclusion will be a focus in every aspect of our operations, creating a workplace where all individuals can reach their full potential.

ESG PILLAR	BASELINE/CURRENT ACTION	OUR 2025/26 COMMITMENTS	OUR LONG-TERM GOALS
Community consultation			
Delivering regional alignment and positive impact	<p>All key stakeholders to the Bauxite Hills Mine operation identified and engaged. Engagement register up-to-date and maintained.</p> <p>Exploration programs use a practical engagement approach with key stakeholders.</p> <p>Indigenous engagement meets regulatory and Ancillary Agreement* requirements, including implementing Cultural Heritage requirements as set-out in the Cultural Heritage Management Agreement.</p> <p>Dedicated Community Engagement and Development Manager appointed.</p>	<p>Develop a formalised, consistent company-wide engagement and consultation framework, informed by key stakeholders.</p> <p>Explore mutually beneficial partnerships and engagement and capacity building needs with stakeholder communities.</p> <p>Develop further channels for community members to provide feedback, ask questions and raise concerns about Metro's operations.</p>	<p>Embed best practice engagement approaches for Indigenous and other stakeholders into Metro's ethos.</p> <p>Advance reconciliation by supporting Indigenous peoples to explore, prioritise, lead, and achieve sustainable community and economic benefits in ways that are relevant for each group.</p> <p>Foster shared value in Metro and its operations amongst communities where we operate to support sustainability and social licence and provide near- and long-term benefits to local communities.</p> <p>Undertake cultural awareness training across all levels of management.</p>
Local employment			
Delivering regional alignment and positive impact	<p>A range of working options to attract and retain local employees, including the prioritisation of local Indigenous Peoples consistent with our obligations within the Bauxite Hills Mine Ancillary Agreement.</p> <p>Engagement with local workforce support agencies.</p>	<p>Further develop a local procurement policy for implementation where viable.</p> <p>Increase community engagement to better understand work conditions and roster structures that will attract local employees.</p>	<p>Scope potential to build local capacity through partnerships with regional education and vocational training institutions.</p>
Socially responsible procurement			
Delivering regional alignment and positive impact	<p>Board approved Modern Slavery Policy is in-place.</p> <p>Contracts include modern slavery prevention provisions.</p> <p>Modern slavery working group established and detailed analysis of our supply chain undertaken.</p>	<p>Undertake an assessment of a sample of suppliers to assess Modern Slavery due diligence.</p> <p>Develop and implement a Modern Slavery Response Plan.</p>	<p>Enhance supplier due diligence oversight through audits, prioritizing high-risk suppliers or regions.</p>

*Note: The Ancillary Agreement was established between Metro, the Traditional Owners – the Ankamuthi People and the Northern Cape York #1 People – and OMAC (the trustee landowner). The Ancillary Agreement sets out the undertakings of the parties and a regime for the implementation of those undertakings, and has the effect of streamlining administration and ongoing monitoring.

ESG PILLAR	BASELINE/CURRENT ACTION	OUR 2025/26 COMMITMENTS	OUR LONG-TERM GOALS
Socially responsible procurement <i>continued...</i>			
	<p>Annual Modern Slavery Statement submitted to the Attorney-General's Department.</p> <p>Long term relationships with regional contractors and suppliers.</p>	<p>Develop and implement a Supplier Code of Conduct.</p> <p>Develop and implement a Supplier Sustainability Policy.</p>	<p>Increase visibility into the supply chain by identifying sub-suppliers and conducting deeper tier analyses.</p>
Work health, safety, and wellbeing			
Delivering regional alignment and positive impact	<p>Comprehensive Safety and Health Management System in place for mining operations.</p> <p>Class approved safety management system for marine operations.</p> <p>Implementation of a critical risk program of work.</p> <p>Improved rosters, production, technical services, and transshipping crews working a 14/14 roster, with management working an 8/6 roster.</p>	<p>Integration of our marine and mining safety management systems.</p> <p>Conduct an external audit of our Safety and Health Management System to ensure it continues to satisfy regulatory and legislative requirements and accords with industry best practice.</p> <p>Maintain and improve HPI reporting against current performance baseline and disclose annually in Annual and Sustainability report.</p> <p>Develop and implement a Prevention Plan to manage risks to the health or safety of workers and other persons from sexual harassment.</p>	<p>Implement a safety management system at the Bauxite Hills Mine that is consistent with ISO45001 principals.</p>
Diversity and inclusion			
Delivering regional alignment and positive impact	<p>Diversity Policy established.</p> <p>Diversity statistics tracked and reported to Board monthly.</p> <p>Annual reporting to the Workplace General Equality Agency (WGEA).</p> <p>Flexible work practices implemented where suitable and operationally permitted.</p>	<p>Establish short- and long-term gender balance targets at the Board and management levels in line with industry benchmarks.</p> <p>Continue Workplace Gender Equality Agency (WGEA) reporting.</p> <p>Review and strengthen our talent and succession planning practices and processes, including Diversity Policy.</p> <p>Review mine site facilities and infrastructure to enable a more diverse and inclusive work environment.</p> <p>Explore ways to build organisation capacity and create conditions to attract and retain a talented and diverse workforce.</p>	<p>Continually strengthen organisational capacity, culture, and environment to attract and retain a talented and diverse workforce.</p> <p>Diverse representation across all levels including Board, management, and the workforce.</p>

Governance

At Metro, we are committed to upholding the highest standards of integrity, guided by ethical business practices, and supported by a robust governance framework.

We prioritize transparency, accountability and responsibility in every aspect of our operations, ensuring our actions meet regulatory and legislative requirements but also align with our culture and values.



Our goal: to ensure our governance framework supports transparency, accountability and ethical decision-making across all levels of the organisation

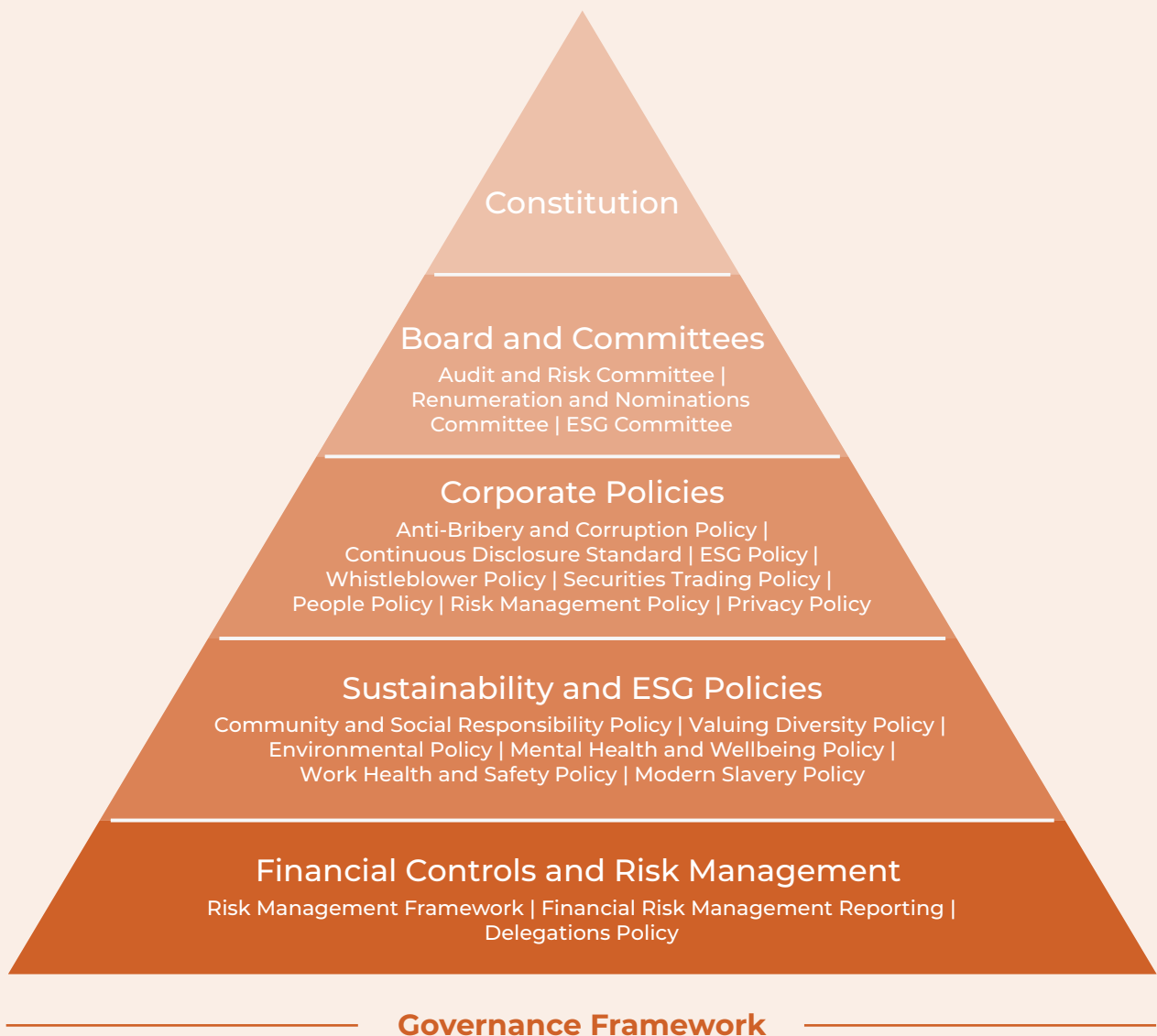
As an ASX-listed company, we adhere to all corporate governance requirements and report against the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (fourth edition) ('ASX Corporate Governance Principles and Recommendations'). Where possible, we have adopted the ASX Corporate Governance Principles and Recommendations within our governance framework, with only limited deviation to take account of our operating environment and business requirements.



Our goal: to ensure our risk management framework effectively mitigates risks whilst maximizing opportunities for growth and success

Metro recognises that effective risk management strengthens a governance framework by ensuring transparency, accountability and informed decision-making which enhances organisational resilience and stakeholder trust. By proactively identifying and managing risks, we aim to safeguard our assets, whilst also ensuring compliance with regulatory and legislative requirements and building long-term value. Metro's strategic risk register includes sustainability-related risks (e.g. climate change (transition and regulatory risk), licence to operate, exposing the environment to unauthorised harm through our operations). Moving forward, as we continue to mature our risk management system, we will ensure that sustainability objectives are informed by risk management insights to avoid unintended consequences and enhance resilience. We will also evaluate whether we should align ourselves to an external standard / framework to keep pace with evolving expectations and support a more structured approach to ESG issues.

Third party auditors will be used from time to time to identify gaps in strategy execution, verify compliance with regulatory requirements and assess the true impact of sustainability efforts. Independent review will enhance transparency, build stakeholder trust, and will help Metro align its practices with relevant sustainability standards and drive continuous improvement in its sustainability performance.



ESG PILLAR	BASELINE/CURRENT ACTION	OUR 2025/26 COMMITMENTS	OUR LONG-TERM GOALS
Governance and oversight			
Futureproofing	<p>Comprehensive governance framework in place with key ESG policies implemented, including an ESG Policy and Modern Slavery Policy.</p> <p>Appropriate Board and Committee structures in place.</p>	<p>Finalise the Environment, Social and Governance Strategy and 2025-26 Roadmap.</p> <p>Review and where necessary, clarify, the roles and responsibilities of the Board and its Committees in respect of ESG matters.</p>	<p>Continue to develop and mature Metro's approach to sustainability with oversight from the ESG Committee, with a focus on future-proofing the operation of the Company and its assets.</p>
Reporting			
Futureproofing	<p>Improve our system capabilities to allow improved environmental management systems and reporting</p>	<p>Improve internal management systems and take preparatory actions to meet all statutory reporting requirements.</p>	<p>Engage with stakeholders on continuous improvement of reporting systems.</p>
Transparency and disclosure			
Futureproofing	<p>Corporate governance policies publicly available, up to date and approved by the Board.</p> <p>Alignment with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (fourth edition).</p>	<p>Commence implementation of Australian Sustainability Reporting Standards (ASRS) Gap Assessment / Roadmap.</p> <p>Consider alignment to / adoption of an external standard / framework</p>	<p>Ensure Company has completed the ASRS Roadmap in preparation for the commencement of the mandatory climate related financial disclosure regime.</p>

Delivering our strategy

The Metro Mining Board has reviewed and approved our Environment, Social and Governance Strategy and 2025-26 Roadmap, setting us on a clear path to achieving our near-term targets.

We are actively implementing actions to meet these immediate goals, while also laying the groundwork for our larger, long-term strategic objectives—particularly in emissions reduction and responsible resource use.

Our commitment is to drive a sustainability strategy that makes a positive, tangible impact on the communities and environments where we operate, while creating long-term value for our business, our stakeholders, and investors. We will report our progress and our performance against these sustainability objectives and goals through our Annual Report. This reporting will provide transparency on our actions and achievements and allow us to assess our performance against our goals and the actions and activities of our peers. Through this approach, we aim to ensure Metro continues to implement and embed our sustainable aims while remaining responsive to evolving best practices.

In the medium term, Metro Mining is committed to setting clear, measurable sustainability targets that align with our core values and the expectations of our stakeholders. Importantly, however,

performance against our Environment, Social and Governance Strategy and 2025-26 Roadmap is measured and is already linked to executive remuneration through ESG related Key Performance Indicators embedded within the Short-Term Incentive Program.

Our approach is to continue to assess our sustainability risks and opportunities within our operations, allowing us to identify key focus areas for improvement. These may include reducing carbon emissions, water conservation and enhancing community engagement.

We will implement a robust monitoring and reporting framework, using data to track progress and independent third-party audits, where appropriate, to ensure transparency. To continuously improve our sustainability performance, we will regularly review and refine our strategies, integrating innovative technologies, industry better practices, and stakeholder feedback.

We will review this Plan when necessary and no later than December 2026.

Contact

Mark Imber

Manager Environment, Communities and Tenements
07 3009 8000 | mimber@metromining.com.au

www.metromining.com.au

