

The background of the report cover is a photograph of a man in a white hard hat, sunglasses, and a high-visibility yellow and blue work shirt standing in front of a massive industrial turbine. The turbine's internal components, including large curved blades and a circular structure with many small holes, are visible. The image is overlaid with a pattern of concentric red and grey lines that create a sense of depth and movement. Several small blue circles are scattered across the image, adding a decorative element.

SUSTAINABILITY IMPACT REPORT **2025**

austineng.com

about this report

Purpose

This Sustainability Impact Report (‘this report’) provides information on Austin’s Environmental, Social and Governance (ESG) performance. This report covers the year ending 30 June 2025 (‘FY25’) and is a supporting document to our Annual Report 2025. In certain sections throughout this report, we have included data relating to periods prior to FY25 where such data is relevant or provides useful context.

In preparing this report, we have been guided by the Global Reporting Initiative’s (GRI) Sustainability Reporting Standards (see <https://www.globalreporting.org/standards/>).

For further details on our responses to selected GRI disclosures, please refer to the ‘Content Index’ at the back of this report.

Feedback

Please forward any comments or requests for additional information to:

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important information

This Sustainability Impact Report (‘this report’) has been prepared by Austin Engineering Limited (ABN 60 078 480 136) (‘Austin’ or the ‘Company’). The information in this report has been prepared by Austin in good faith and with due care but no representation, warranty, or assurance, express or implied is given or made as to the fairness, accuracy, adequacy, completeness, or reliability of any statements, estimates or opinions, conclusions or other information contained in this report.

Certain statements in this report are or may be ‘forward-looking statements’ and represent the Company’s intentions, projections, expectations, or beliefs concerning, among other things, the Company’s future performance or future operating results. Any forward-looking statements in this report are subject to inherent risks and uncertainties that include factors and risks specific to the businesses of Austin as well as general economic and financial market conditions. The Company’s actual performance, results and achievements in future periods may differ materially from any expressed or implied estimates or projections. Information in this document should be read in conjunction with other announcements made by the Company to the Australian Securities Exchange and available at austineng.com or <https://www2.asx.com.au/>

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FY25 sustainability snapshot

Austin is committed to embedding sustainability principles throughout our operations and decision-making processes. Our proactive approach focuses on environmental stewardship, responsible product development, ethical supplier relationships, and positive community impact across our global footprint. This commitment aligns with and is guided by our Core Values, which form the foundation of our business culture and operations.

environment

- Austin manufactured its 500th tray in the high-performance range, which uses less steel, reducing fuel usage, tyre wear, energy use and GHG emissions.
- Austin recycled 94% of waste generated globally in FY25.
- GHG emissions managed through reduction of night shifts and increasing production efficiency.
- Recycling of any metal by-products enabled through scrap deposit bins on all sites.
- Austin Perth's plastic welding wire spool recycling increased to 3.6 tonnes (from 1 tonne in FY24).
- Equipment health monitored with austIQ software, enabling more precision over replacement needs.

social

- Increased reporting and monitoring under our Critical Risk Controls program for SHE to address increase in safety performance lagging indicators.
- Total workforce increased by 12%, reflecting growth of the business.
- Female representation increased in most of our business units.
- Slight overall increase in female representation at 7.55% across total global workforce.
- Continued to offer apprenticeship, training and development programs to all staff globally, with 48 individuals participating. 37 apprentices, 11 trainees.
- Launched a new specialised Weld School in Casper, Wyoming.
- Widened our sponsorship of Clontarf Foundation to support career pathways for young Indigenous men across Australia.
- Supported local communities near our operations through sponsorships and contributions totalling \$75K in FY25, including:
 - Living Stone Foundation Inc t/a Lifeline WA - \$50,000
 - Clontarf Foundation - \$12,500

governance

- Ongoing reinforcement of the Company's Whistleblower Policy throughout the organisation.
- No breaches of laws or regulations were reported in FY25 and no matters were raised under our Anti-Bribery and Anti-Corruption Policy.
- Maintained regular engagement with key stakeholders to identify their priority ESG focus areas and guide our strategic direction.
- Continued updates to IT policies, procedures and practices, including those relating to company information usage, personal storage devices, IT systems and security.
- Cyber security training delivered to employees, where applicable.

FY25 financial highlights

Strong annual revenue growth.

Revenue

\$376.7m

up 22.2% from \$308.3m

Order Book

\$146.9m

down 21.3% from \$186.7m

EBITDA¹

\$41.7m

down 4.2% from \$43.5m

Operating Cashflow

\$2.6m

Net Debt

\$12.8m

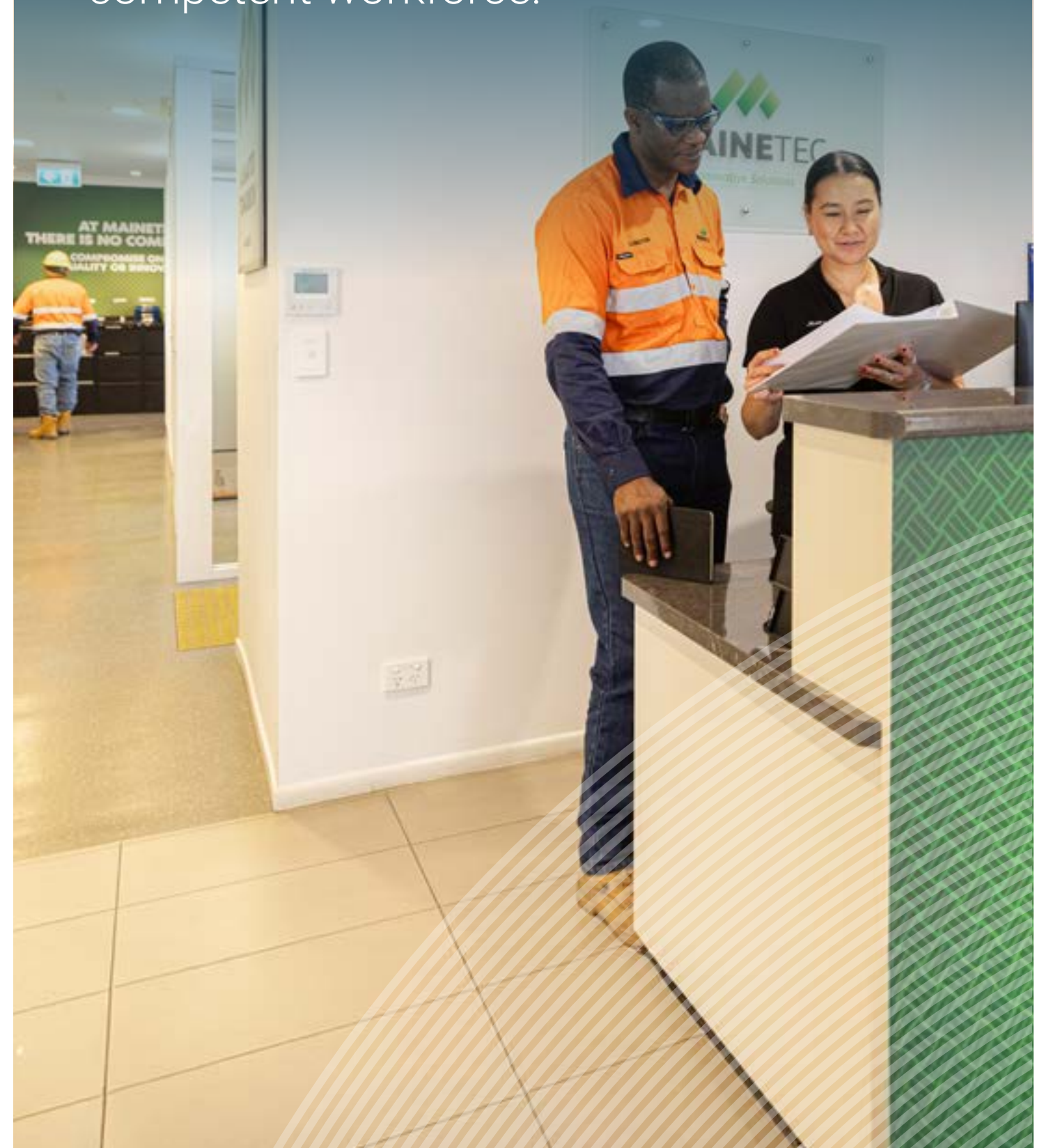
NPAT¹

\$26.3m

up 8.5% from \$24.3m

¹ Financial numbers presented are statutory and from continuing operations.

Sustainability is considered in every aspect of our business and how we operate. Austin is a truly global business with a diverse and competent workforce.



message from the CEO and managing director



I am pleased to present our fourth annual report on our sustainability performance, and my first report as Austin's CEO and Managing Director.

This report reflects our ongoing commitment to environmental, social, and governance (ESG) practices across our global operations, which remain fundamental to our business strategy and Core Values.

FY25 has been a year of significant progress for our sustainability journey, marked by strategic operational improvements and innovative solutions that benefit both our customers and the environment. Our global team continues to demonstrate exceptional commitment to sustainable practices while maintaining our position as an industry leader in mining equipment solutions.

Our safety performance lagging indicators increased in FY25 reflecting in part, improved reporting of events using our newly developed reporting system. We have also established specific targets and objectives for each business unit and are focusing on ensuring we have controls in place to mitigate against safety incidents across our sites, and this is one of my priorities in FY26.

Our workforce diversity continues to strengthen, with increased female representation across both operational and corporate roles. While total female representation increased only marginally, we have reported a year-on-year increase in females in our workforce in most of our business units.

We've continued to run our apprenticeship and training programs creating pathways for skill development and future leadership opportunities



within our organisation. This includes the opening of a new Austin welding school in Casper, Wyoming, from which the first round of apprentices has recently graduated.

Our engineering teams continue to advance our product innovation, particularly in developing lightweight solutions that reduce environmental impact. Notably, our High Performance Tray (HPT) range has now surpassed 500 trays in operation and on order. Our efficient designs deliver measurable benefits, including reduced steel usage, improved payload capacity, and decreased fuel consumption, which contribute to lower carbon emissions per tonne of ore carried. Our welding spool recycling program has continued to grow over the past 12 months, with over 3.6 tonnes of plastic being transformed into new, usable materials, saving thousands of kilograms of waste.

I would like to draw attention to our Austin Excellence Award recipient, Jamie Hall, who has been a part of the Austin group for more than three decades. Jamie has been key to Austin's growth and commitment to sustainable operations and was fundamental in leading the development of our HPT range. Jamie's commitment to the Austin mission makes him a well-deserving recipient of the award.

I am proud to say that Austin has continued its partnership with the Clontarf Foundation throughout 2025, further supporting the mission of improving education, self-esteem, life skills and employment prospects for young Aboriginal and Torres Strait Islander men. This year we were proud to have Clontarf alumni Mitchell Mead join our Perth welding team. Clontarf's growth has been a significant success, with more than 11,000 young members benefiting from its mission, to which we are proud to contribute support.

Looking ahead to FY26, we will continue to further invest in sustainable manufacturing practices and innovative solutions that contribute to a more sustainable future for our industry and meet the ongoing requirements of our customers.

Our community engagement remains strong, with ongoing investments in local initiatives near our operational sites. These relationships are vital to our success and reflect our commitment to being a responsible corporate citizen in the communities where we operate.

I want to acknowledge the dedication of our global team in integrating sustainability practices across all aspects of our business. Their commitment to our Core Values and strategic objectives continues to drive our progress in this crucial journey.

As I begin my tenure as CEO and Managing Director, I am committed to building upon our sustainability achievements while identifying new opportunities for growth and improvement.

Sy Van Dyk
CEO and Managing Director



about austin

core values

Our Core Values are integral to the working lives of our employees and operations.

**safety**

First and foremost, always.
It's in our hands.

**integrity**

We are honest, ethical
and genuine.

**quality**

In everything we do.

**innovation**

Using technology to deliver
for our customers.

**accountability**

We are responsible for our
actions and results.

**teamwork**

Together we make the
difference.

Austin Engineering is an ASX-listed engineering firm that designs and manufactures customised dump truck bodies, buckets, water tanks, tyre handlers, and other ancillary products used in the mining industry. Using its IP, Austin partners with mining companies, contractors, and Original Equipment Manufacturers (OEMs) to create innovative design and engineering solutions that deliver efficiency and safety improvements in open cut and underground mining operations.

Austin's range of products includes off-highway dump truck bodies, dipper and excavator buckets, water tanks and related attachments for multiple applications and commodities.

Austin's products deliver high returns on investment to customers through performance enhancement compared with OEM products. Austin is the largest global producer of customised truck bodies and is developing strong growth in the mining buckets sector that delivers similar performance improvements.

Austin's products enable more sustainable mining operations by delivering the lowest cost per tonne to end users, reducing fuel usage per material carried. Austin provides a complete service through a product's life cycle, offering on and off-site repair and maintenance, and spare parts.

Headquartered in Australia, Austin has operations in key global mining areas across four continents. Austin's operations are located in Australia, Indonesia, the US, and Chile.

The Company also has several partnerships for final equipment assembly and delivery, and parts manufacture, enabling greater customer reach across the globe.

who we are

40+ yrs

Engineering and manufacturing
mining equipment

89%

Recurring revenue stream

6

Operating sites across
four continents

13

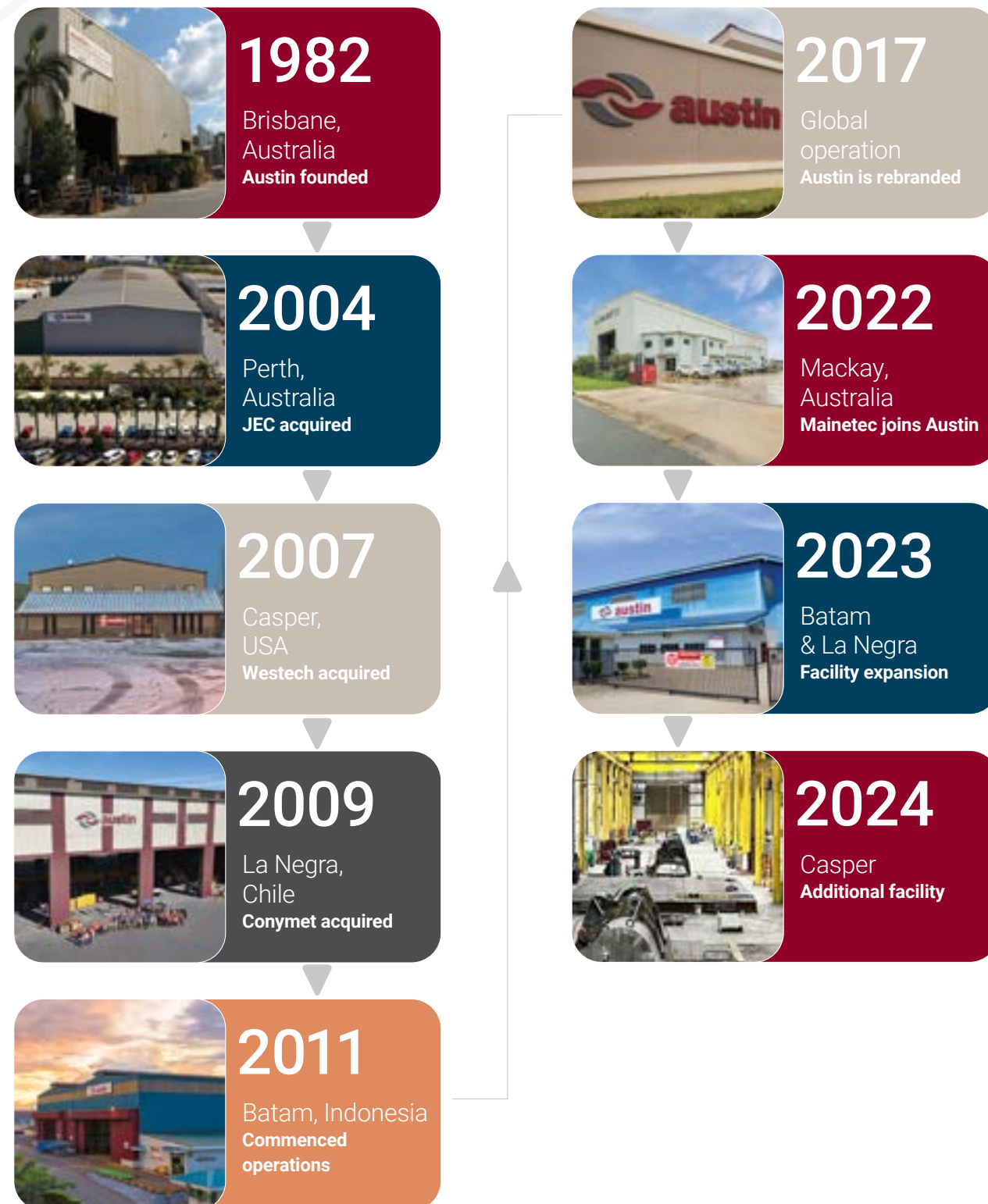
Partner final assembly
companies

1,616

Employees (1,312) and
contractors (304) worldwide

our 40 year journey

Founded in Australia in 1982, Austin has grown to become a global market leader in loading and hauling solutions with operations in the world's major mining jurisdictions.



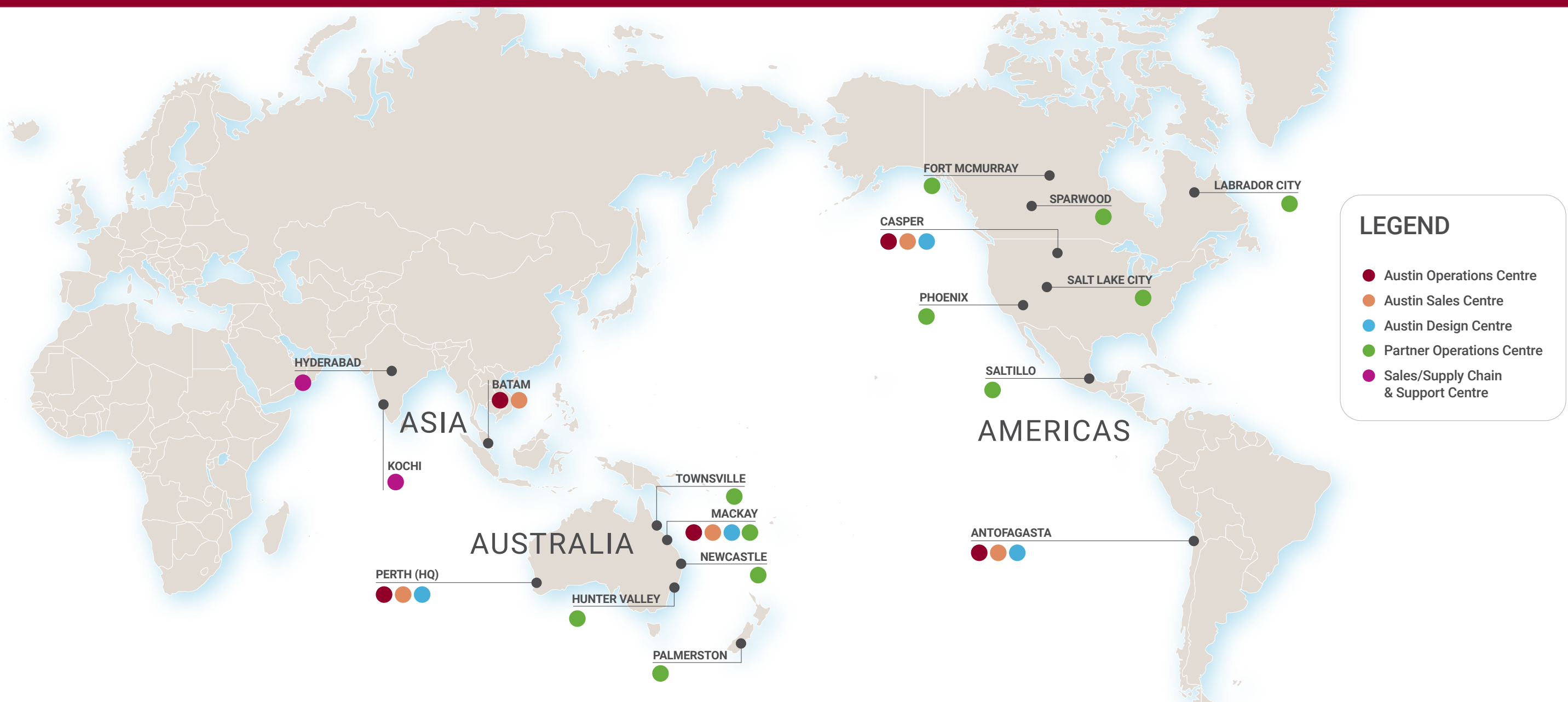
our approach to sustainability

- ▶ To be a market leader in economic and sustainable loading and hauling solutions for the mining industry.
- ▶ To use the best in engineering, design, innovation, and technology to enable customers to simultaneously improve efficiencies and meet decarbonisation strategies.
- ▶ To drive and adopt sustainable solutions within our own corporate and manufacturing operations.
- ▶ To create a safe and secure place to work for our people across the globe.
- ▶ To promote a strong culture where employees are valued and given opportunities.
- ▶ To support the communities that support us and foster strong relationships with our suppliers and stakeholders.

We are headquartered in Perth, Western Australia, and have manufacturing sites located across Australia, North America, Indonesia and South America.

We are the industry's leading manufacturer of customised off-highway truck trays and buckets. We have the largest global footprint of manufacturing facilities of any dedicated customised off-highway truck body and bucket provider, and an extensive global partner network to ensure the delivery of exceptional customer service.

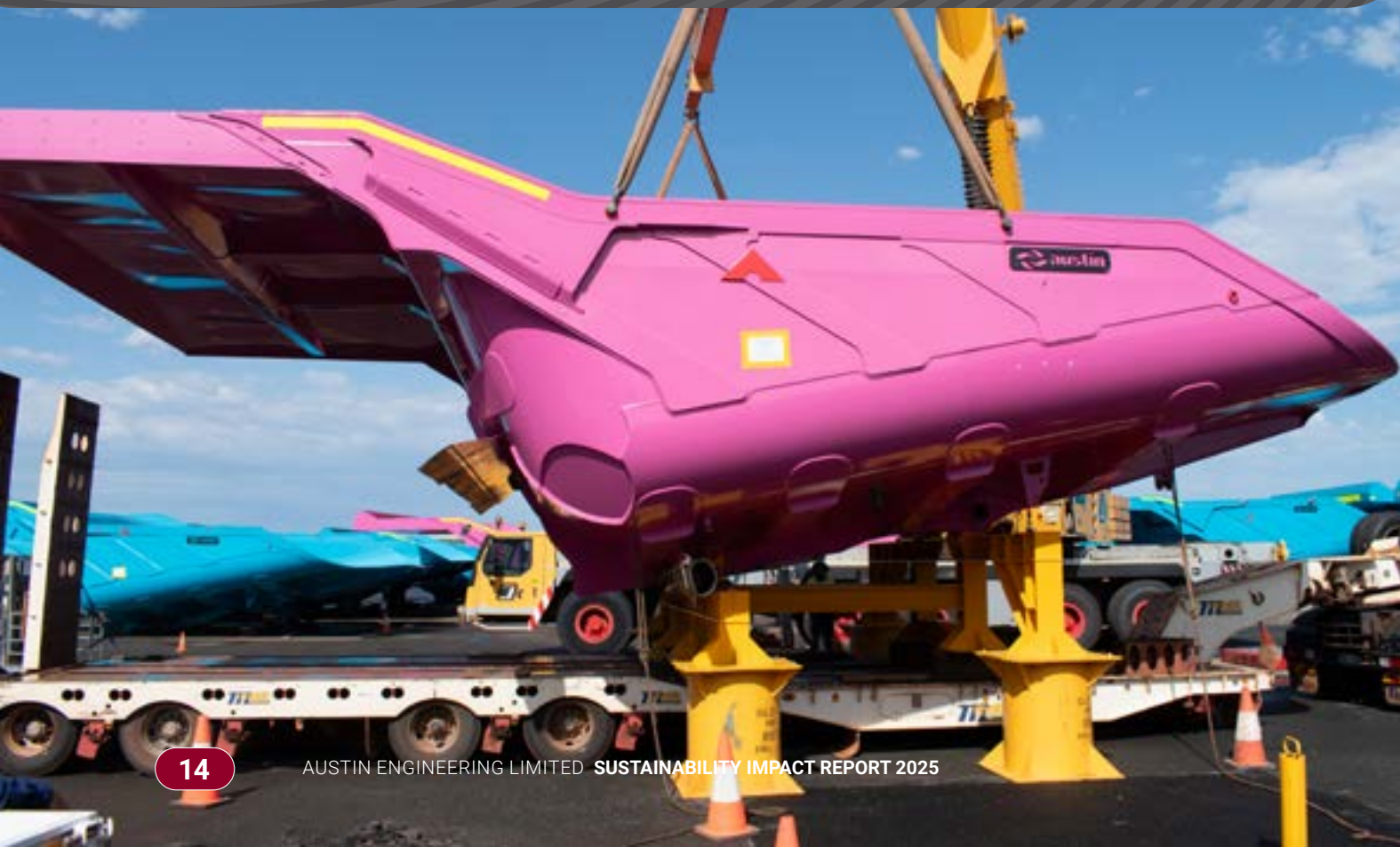
**FY25 Total Workforce
(employees and contractors)**



supply chain

Austin utilises globally based suppliers to procure goods and services across the following categories:

- Steel and related steel product consumables.
- Labour – whether direct employees or via labour hire service providers.
- Equipment maintenance services.
- IT products and services.
- Business services and supplies including legal, marketing and financial services.
- Freight and logistics.
- Utilities.



case study

Austin Engineering awarded Craig Senger Excellence in Export Award

As part of the Austmine and AusIMM Industry Leaders & Awards held in May 2025, Austin Engineering was honoured with the Craig Senger Excellence in Export Award.

The awards night is held annually as part of the Global Resources Innovation Expo in Brisbane. It brings together industry leaders to highlight the achievements of individuals and organisations that are shaping the future of the resource sector, from driving forward to expanding Australia's global footprint.

The Craig Senger Excellence in Export Award is one of the event's five major award categories, granted for demonstrating outstanding export growth, impact in global markets and the successful transfer of Australian expertise to international operations.

As the 2025 winner, Austin was recognised for its strategic international expansion, including our established facilities in Batam, Indonesia and Antofagasta, Chile, as well as our new operations across North America.



This prestigious acknowledgement highlights our success in delivering practical, high-performance mining solutions worldwide.

This recognition aligns with former Austrade Commissioner Craig Senger's vision of strengthening national capability through excellence in exports.

Austin Engineering continues this legacy by developing innovative solutions that enhance mining efficiency, predictability, and sustainability. We extend our gratitude to award sponsor, Austrade, along with our global clients, and our dedicated teams across all regions for their contribution to this achievement.

Austin is committed to minimising the risk of modern slavery practices in our supply chain. To do this, we have identified the most significant risks of modern slavery practices with respect to manufacturers of steel, particularly manufacturers that operate and/or produce goods in sovereign states that do not have globally accepted standards of labour practices or the appropriate regulatory mechanisms in place to monitor and remedy breaches of those standards.

Austin procures commercial and operating services for each of its facilities and operations in each region. These services are obtained domestically within its operating regions, with suppliers bound by domestic employment and other laws.

To mitigate the risk of modern slavery practices more generally, Austin requires its suppliers to provide contractual warranties assuring Austin that the supplier does not engage in modern slavery practices, and that the supplier is not aware of such practices existing in its supply chain. In addition, all of Austin's suppliers are bound by the Austin Code of Conduct, which expressly requires suppliers to comply with international and domestic regulations relating to modern slavery.

Modern slavery and human rights are addressed in the Supplier Code of Conduct, which has been developed and implemented across all business units.

Austin's procurement teams ensure compliance with supply chain governance procedures, including regular and competitive tendering procedures, to ensure supplier performance is continuously assessed.

Through an ongoing supplier risk assessment procedure, Austin assesses its suppliers to identify any supplier having a high risk of engaging in modern slavery practices.

Key considerations under the supplier assessment framework include the geographical location of the supplier's production facilities, the source of materials, the policies and procedures the supplier already has in place, and any known history of modern slavery or related practices.

Where a supplier is identified as 'high risk' and fails to implement processes to address the risk of modern slavery practices, Austin will cease dealings with the supplier if satisfactory remediation actions are not undertaken.

materiality

Materiality approach and material topics

We conducted a targeted materiality assessment to identify and prioritise material topics to include in this report. The material topics reflect our most significant impacts on the economy, environment, and people across our activities and business relationships. In determining our material topics, we considered our sustainability impacts and risks, the global context in which we operate, peer sustainability reporting, and investor and stakeholder interests. Our material topics are listed below with an explanation of why they are material.

Material Topic	Why is it material?	Page
Environment topics		
Energy use and greenhouse gas emissions	We use technology and innovation to deliver products that contribute towards reducing global greenhouse gas emissions.	20
Material efficiency and waste management	Our products are designed to increase our customers' operational efficiency and decrease their environmental footprint.	21
Environmental compliance	We comply with environmental laws and regulations across the jurisdictions in which we operate to safeguard the environment.	23
Social topics		
Health, safety and wellbeing	Conducting our work in a safe manner and environment is a core Austin value.	25
Employee management	We value our employees and their technical skills and experience that underpins our business operations and performance.	29
Diversity and Inclusion	We strive to ensure diversity across our staff base and remain an equal opportunity employer.	30
Human rights and modern slavery	Ensuring human rights are fundamental to Austin's business conduct and our supply chain.	31
Community partnerships and investment	We support local initiatives and economies through jobs and opportunities for suppliers.	32
Governance topics		
Corporate governance	Committed to high standards of ethical behaviour through Core Values and Code of Conduct.	39
Business ethics and transparency	We ensure compliance with laws across the various countries we operate in.	40
Risk management and cyber security	Risk is managed under our Enterprise Risk Management Standard, reviewed by the Board, and includes cybersecurity systems.	40

Stakeholder engagement

Stakeholder engagement is fundamental to our ESG strategy and success. Through regular dialogue and collaboration with our stakeholder groups, we identify and address key sustainability concerns while strengthening our relationships. This engagement process shapes our ESG approach and initiatives. The following table outlines our key stakeholder groups, their primary areas of interest, and our established engagement methods.

Stakeholders	Key Interests	FY25 Engagement
Regulators	Corporate governance, and safety and environmental reportable incidents and breaches.	<ul style="list-style-type: none">• Australian Securities Exchange (ASX)• Applicable safety and environmental departments (Department names vary across different business units and the direct relationship is often with the client depending on jurisdiction)
Communities	Potential environmental and social impacts associated with operations.	<ul style="list-style-type: none">• Community consultation and engagement• Community sponsorship• Social investment
Clients	Reliability, quality, cost and delivery.	<ul style="list-style-type: none">• Regular communications and meetings• Site visits and presentations• Senior management involvement
Employees	Company restructuring, health and safety, working conditions, organisational culture, benefits and career development opportunities.	<ul style="list-style-type: none">• Staff briefings with the CEO• Performance reviews• Personal development plans• Formal and informal reward and recognition• Pre-starts and toolbox talks• Return to work meetings• Various training courses including health and safety, wellbeing and cybersecurity
Investors	Delivery of financial returns, mitigation and management of financial and non financial risks, and ESG reporting.	<ul style="list-style-type: none">• Regular meetings and contact with financiers, institutional shareholders and investor representatives (brokers and analysts)• Annual General Meetings• ASX announcements• Regular printed and electronic communications, including investor presentations
Industry groups	Collaboration to ensure outcomes from the industry, for example the coordination of safety data for the benefit of the industry.	<ul style="list-style-type: none">• Australia, member of:<ul style="list-style-type: none">- The Chamber of Commerce and Industry WA- Austmine• Indonesia, member of:<ul style="list-style-type: none">- APINDO (Asosiasi Pengusaha Indonesia)- DMC - Djakarta Mining Club• North America, member of:<ul style="list-style-type: none">- Wyoming Mining Association- Nevada Mining Association- SME (Society of Mining Engineers)- CIM (Canadian Institute of Mining, Metallurgy and Petroleum)- Wyoming Engineering Society- Casper Area Chamber of Commerce- National Mining Association (NMA)• South America, member of:<ul style="list-style-type: none">- Antofagasta Industrial Association (AIA)- Australian-Chilean Chamber of Commerce (Auscham)

environment

Austin demonstrates environmental stewardship through management and continuous improvement of our environmental impacts across all of our global facilities, operations, products, and corporate offices. Our carbon footprint monitoring and reduction initiatives are guided by industry best practices, regulatory compliance requirements, and stakeholder commitments.



Product innovation – sustainable equipment design

We have continued to invest in sustainable product design and manufacturing processes. We continue to collaborate with our customers to deliver equipment solutions that blend operational efficiency and environmental performance.

Our High Performance (HP) range of trays and buckets are designed to deliver multiple environmental benefits including a reduction in steel due to the products' lighter weight, increased ore-carrying capacity, lower fuel consumption, reduced tyre wear and decreased greenhouse gas (GHG) emissions.

Our innovative High Performance Tray (HPT) technology has gained significant market traction in FY25, with more than 500 trays collectively in the field or on order. Some of the key benefits of our HPT include:

- 25% reduction in tyre sidewall wear.
- 17% increase in payload capacity.
- 10% improvement in operational efficiency.

Our sustainable designs span our entire product portfolio, including excavator buckets, dipper buckets, back hoes, wheel loaders, hydraulic loading shovels, underground buckets and Armadillo rope shovel dipper.

Our [austlQ](#) software is a market leader in equipment lifecycle management and is available on trays and buckets. This technology provides real-time monitoring of equipment condition, which:

- Enables data-driven wear assessment.
- Optimises equipment replacement timing, avoiding premature replacement.
- Extends equipment lifespan beyond conventional maintenance schedules.
- Reduces unnecessary resource consumption and capital expenditure.
- Supports optimal asset utilisation.

Steel usage

We endeavour to use all of our steel across the business.

Our steel utilisation across the business is at a rate of circa 75%.

case study

Driving innovation and efficiency with high-performance truck trays (HPTs)

Austin reached a significant milestone in FY25 with 500 High-Performance Truck Trays (HPTs) in operation and on order. This achievement underscores our commitment to delivering cutting-edge solutions that enhance mining efficiency and productivity on a global scale.

This achievement of 500 HPTs reflects not only our technical expertise but also our commitment to supporting mining operations worldwide.

Introduced in 2023, the HPT is our lightest and most advanced tray design to date. Engineered for durability in the toughest conditions, the HPT has proven its longevity through real-world mining operations, consistently driving payload efficiency for our customers worldwide. The trays demonstrate improved strength, weight, stability, and efficiency while reducing emissions and using less steel.

With over 14,000 trays built across our full product range, Austin continues to lead the industry in mining tray innovation. The success of the HPT is a testament to our dedication to providing solutions that not only meet but also exceed the evolving needs of the mining sector.



environment

(continued)

Energy use

Energy use is calculated based on electricity consumption only and does not include the variety of welding gases that are consumed. Many of the welding gases are used as inert shielding gas that improves weld quality and are not generally consumed as part of the welding process. Small volumes of gas are used to preheat steel as part of the preparation for welding, however the combustion of this gas has not been captured. Changes in FY25 energy use are consistent with increases in production related to growth in global sales.

Global Energy Use	FY23	FY24	FY25
Total Energy Consumption (GJ)	30,245	36,017	39,032

Greenhouse gas emissions

Our Scope 1 and Scope 2 emissions from energy sources that are controlled by Austin are shown in the table below. FY25 increases in greenhouse gas emissions reflect growth related production increases offset in part by outsourcing some aspects of production and energy reduction initiatives, such as replacement of the halogen globes with LED lighting in our Chile facilities. Person-hours worked for FY25, a proxy for production, increased by 22% which compares favourably with the 15% increase in emissions.

Global GHG emissions	FY23	FY24	FY25
Scope 1 (tonnes CO2-e ¹)	2,394	2,967	3,737
Scope 2 (tonnes CO2-e)		8,651	9,671
Total (tonnes CO2-e)		11,618	13,408

Energy use and greenhouse gas emissions data for the majority of the business is actual for July 2024 to May 2025, with June 2025 being an estimate based on the average of the previous 11 months.

The greenhouse gas (GHG) emissions are assessed in accordance with internationally recognised methodologies, with primary reference to the GHG Protocol. Scope 1 emissions, representing direct emissions from owned or controlled sources, are measured using activity data such as fuel consumption records and financial invoices in conjunction with applicable emission factors. Scope 2 emissions, which pertain to indirect emissions from purchased electricity, steam, heating, and cooling, are calculated by applying either the location-based method-utilising monthly invoice data from July 2024 through May 2025 and estimating June 2025 usage based on average consumption, which incorporates country-specific emission factors. Relevant emission factors are generally obtained from the Greenhouse Gas (GHG) Emissions Calculator to ensure consistency, transparency, and accuracy throughout the reporting process.

1. The GHG emissions related to fuel (e.g. LPG, nat gas, diesel, petrol, propane, etc) + company-owned vehicle fuel (exclude welding gases this year, same as last year)

Material efficiency and waste management

Austin is committed to improving its environmental performance through proactive management of our environmental footprint and the implementation of sustainable business practices.

Our approach aligns with both our strategic objectives and the expectations of our stakeholders in the communities around our operations.

We operate under a comprehensive Global Environmental Sustainability Policy that guides our efforts.

This policy framework encompasses:

- Preventive measures to mitigate potential environmental impacts.
- Strategic initiatives to enhance environmental performance.
- Resource conservation programs.
- Waste minimisation strategies.
- Regular environmental impact assessments.
- Community engagement and transparency.

Under this we aim for continuous improvement of environmental management practices while supporting sustainable business growth and meeting community expectations.

Our [Global Environmental Sustainability Policy](#) provides detailed information about our environmental commitments and procedures.

case study

Welding wire spool recycling program continues to grow

One way we demonstrate our commitment to sustainable practices is through our welding wire spool recycling program in Perth. Building on the success of its 2024 initiative, the program has shown further growth and impact in 2025.

The Perth operations facility generates over 12,000 plastic welding wire spools annually during manufacturing processes, equivalent to approximately 8,400kg of potential plastic waste. Previously, these spools, often containing residual welding wire, were destined for landfill, consuming valuable waste bin space and incurring additional disposal costs.

However, in partnership with a local Perth-based plastics recycler, we established a recycling program that transforms used plastic welding wire spools into new, practical plastic products.

These products include plastic packers for Ute canopy installation spacers, plastic drainage grates, and packaging materials and components.

This circular economy approach has proven highly successful, with 3,600kg (3.6 tonnes) of plastic successfully recycled in 2025, which is a significant increase from 1 tonne in the inaugural year of the program in FY24.

The 2025 recycling efforts have delivered substantial environmental benefits through significant reduction in landfill usage, decreased land and water pollution, reduced energy consumption in new plastic production, and conservation of natural resources, including water, petroleum, and natural gas.



environment

(continued)

Material efficiency and steel utilisation

We have implemented a circular economy approach in aspects of our operations, prioritising the direct reuse of materials over recycling whenever possible. Our steel management strategy aims to reuse materials from fabrication, maintenance, and repair activities, reducing the energy-intensive recycling process. In FY25, we achieved a circa 75% steel utilisation rate across our operations.

Innovative recycling initiatives

A notable achievement in FY25 was the expansion of our welding wire spool recycling initiative at our Perth facility that was commenced last year. Over FY25 we successfully diverted 3,600kg of plastic spools from landfill. These materials were transformed into alternative products, including:

- Floor drains.
- Mounting hardware.
- Other industrial components.

We are proud to have built on this initiative, which demonstrates a practical approach to circular economy principles and our commitment to reducing waste across our operations.

Waste management

We endeavour to reuse where possible to minimise metal recycling. For waste metal by-products left over we are able to send it to recycle. Scrap deposit bins are allocated at all of our sites for recycling.

In FY25, we recycled 94% of the waste generated at our manufacturing facilities, including:

- Ferrous metal.
- Concrete (only limited amounts).
- Timber.
- Gyprock (occasionally).
- Paper.
- Cardboard.
- Plastic.
- Some plastics (including welding spools).
- Paper.
- Cardboard.

Under its current program, Austin recycles:

- Steel.
- Concrete.
- Timber.
- Some plastics (including welding spools).
- Paper.
- Cardboard.

Global waste data

Overall recycling (94%) was in line with FY24 (95%).

Global Waste Data Emissions	FY23	FY24	FY25
Total waste generated (Tonnes)	4,259	5,234	6,101
Waste recycled (Tonnes)	3,932	4,952	5,717
Waste recycled (%)	92%	95%	94%

Environmental compliance

We have implemented and maintained the following certifications:

- ISO 9001:2015 for Quality Management System.
- ISO 14001:2015 for Environmental Management System.
- ISO 45001:2018 for Occupational Health and Safety Management System.

Certifications may vary by business unit based on regional requirements.

Environmental compliance performance

Our [Global Environmental Sustainability Policy](#) states we will:

“Comply with all applicable laws, regulations and standards; uphold the spirit of the law; and where laws do not adequately protect the environment, apply standards that minimise any adverse environmental impacts resulting from our operations, products or services.” Our management systems are designed to identify, control, and monitor environmental risks that may arise from our operations.

There were no fines or non-monetary sanctions across the organisation in FY25.



social

Austin is dedicated to the wellbeing of its employees and workplace safety while fostering an inclusive environment that allows our employees to grow their careers.

Our global presence spans Australia, Indonesia, North and South America, where we actively contribute to local communities through employment opportunities, supplier engagement, and strategic social investments.



Health and safety

We have a comprehensive Safety, Health and Environment (SHE) program, which encompasses our commitment to ensure the safety and wellbeing of all our employees, contractors and site visitors.

We are committed to sustainable business practices and social responsibility, creating long-term value for all stakeholders while maintaining the highest standards of safety and inclusion.

As an engineering and manufacturing company, we insist that safety is everyone's priority and responsibility and ensure that staff are adequately trained and given the tools to ensure a safe workplace at all times.

Our SHE program implements industry-leading practices through:



Risk management, monitoring and reporting

We undertake daily safety protocols for employees, contractors, and visitors such as inductions and daily toolbox meetings. We implement proactive hazard identification and mitigation strategies at all of our facilities. To measure SHE performance, we report monthly on the effectiveness of our SHE Critical Risk Controls and assess for continuous improvement. We also have monthly performance monitoring and reporting. Our LIFE Saving Controls are used for serious injury prevention via reduction in exposure to hazards.

Our safety awareness training programs and daily safety checks, instil a safety culture in the firm. We encourage employee-driven safety initiatives through processes and in some of the equipment we have engineered to make manufacturing safer. We have regular safety performance recognition across our teams like our Safety Worker of the Month awards.

We ensure workplace safety through leadership and training, including:

- Continuous learning environment.
- Active operational learning protocols.

Safety standards and compliance

- Standardised SHE protocols.
- Regular facility and equipment maintenance to maintain appropriate safety standards.
- Prompt incident reporting to responsible Company personnel and appropriate government and regulatory compliance.
- Hazard identification and removal.

Performance monitoring

- Monthly SHE effectiveness reviews.
- Critical Risk Controls assessment and learnings.
- Incident investigation and learnings.
- Continuous improvement tracking.

Health and safety performance

While we have improved our safety incident reporting lines in FY25, our Safety, Health & Environment (SHE) performance showed an increase on both our lagging indicators, LTIFR and TRIFR rates.

Throughout the year, we centralised safety reporting systems across the business from previous regional reporting systems and have significantly improved data collection around incidents and data analysis. We are focusing on safety improvements across our operations to reduce the risk of incidents. Reducing safety incidents and injuries is a priority for the business in FY26.

Snapshot of Lost Time Injury Frequency Rate (LTIFR) and Total Recordable Injury Frequency Rate (TRIFR).

Global Health and Safety	FY23	FY24	FY25
LTIFR rate (%)	1.7	3.0	4.1
TRIFR rate (%)	7.1	9.6	13.3

Key initiatives:

- Austin conducts monthly monitoring and reporting on the effectiveness of its Critical Risk Controls program, ensuring a proactive approach to risk management.
- The development of lead indicators enables the measurement of safety performance across the business, providing valuable insights for continuous improvement.
- Our staff are empowered to drive ongoing enhancements in safety practices, fostering a culture of responsibility and accountability.

Regular SHE activities include:

- All staff safety briefings.
- LIFE Saving Controls, JHA and Take-5 Training.
- SHE supervisory training.
- Equipment safety briefings.
- Working at heights briefings.
- Incident prevention training.
- Fatigue checks.
- Alcohol testing.
- Body harness inspection.
- Lighting intensity measurement.

- Hazardous waste disposal.
- Fire extinguisher inspection.
- Signage area checks.

Our Critical Risk Controls and Life Altering Injuries and Fatal Event (LIFE) Saving Controls programs are underway. As we continue to grow, maintaining these high safety standards remains a top priority.

Our Critical Risk Controls and LIFE Standards form our common practice framework across the global organisation for managing the key identified risks. The LIFE Standards apply at all Austin Engineering-controlled sites and controlled activities, and to all employees, contractors and visitors when involved in controlled activities.

The LIFE Saving Controls program focuses on six key risk areas identified through current and historical risk profiling. These focus areas include:

- Fundamentals.
- Working at heights.
- Confined space entry.
- Vehicles and mobile equipment.
- Handling materials.
- Energy source.

case study

Product innovation: advanced tray stand solution

We constantly look for ways to improve safety features in our equipment and operations. In FY25, we developed an advanced tray stand system, significantly improving safety and efficiency in mining truck tray handling operations.

The new design eliminates the risk of uncontrolled movement associated with traditional trestles while enabling self-loading capabilities that remove the need for crane assistance during transport.

The system has delivered substantial cost savings through reduced equipment requirements and streamlined logistics. The design also enables pre-assembly work to be completed at our Batam workshop, minimising on-site installation time.

Operational advantages of the new design include enhanced safety through improved stability, elimination of crane requirements during transport, and reduced logistics costs.

The system's ability to support increased workshop pre-assembly capabilities and streamline the installation process demonstrates Austin Engineering's commitment to developing practical solutions that combine safety improvements with operational efficiencies for our clients.



Employee wellbeing

At Austin, we maintain a commitment to foster a safe, inclusive, and supportive workplace environment for all employees and contractors. Our comprehensive approach to human capital management focuses on safety, professional development, and employee engagement.

Employee development and retention

we invest in our workforce through:

- Structured career advancement programs, including apprenticeships and traineeships across all of our facilities. Our trainees are offered employment opportunities.
- Professional and corporate development opportunities.

Employee benefits and recognition

- Our ongoing 'Buckets, Bodies and Benefits' (BBB) employee benefit program features retail partnerships and offers for our employees.
- Global recognition programs including:
 - Austin Excellence Awards.
 - Worker of the Week recognition.

- Safety Worker of the Month awards.
- Employee Assistance Program (EAP) providing confidential support services to employees and their immediate family members.

Flexible work arrangements

We promote work-life balance through:

- Remote work options where operationally feasible.
- Compressed work week programs for trade-based employees.

This approach to employee wellbeing and professional development reinforces our commitment to maintaining a diverse, inclusive, and engaging workplace culture while supporting long-term talent retention.

case study

Austin launches USA Weld School to support next generation

In FY25, we launched a specialised Weld School in Casper, Wyoming, marking a significant investment in local manufacturing capability and workforce development.

This hands-on training facility aims to develop skilled welding professionals to support the next generation. The school's grand opening in May 2025 was attended by guests, including the Mayor of Mills, local school representatives, and program leaders who gathered to learn about the initiative.

The comprehensive curriculum focuses on essential industry skills, including safety protocols and personal protective equipment (PPE) requirements, blueprint interpretation, and advanced welding techniques such as GMAW-Pulse and FCAW. Students also receive training in setting up and maintaining proper equipment.

This strategic initiative enhances Austin Engineering's regional manufacturing capabilities while offering valuable career opportunities to residents. The inaugural class of 10 students commenced on 27 May 2025 and graduated on 7 July 2025. Successful trainees will be considered for employment with Austin Engineering.

The establishment of this Weld School creates a dedicated pipeline of skilled welders, demonstrating Austin Engineering's commitment to both industry excellence and community development.



case study

Austin supports the Clontarf Foundation Employment Forum

In June 2025, Austin attended the Clontarf Foundation Employment Forum in Perth, Western Australia, as part of our sponsorship of the Clontarf Foundation.

Held at Optus Stadium, the event was attended by 120 Indigenous students in years 11 and 12 from across the Perth and outer Perth regions.

The students attended information sessions with Clontarf alumni, who discussed apprenticeships, traineeships, and future career options. Austin and other potential employers held mock interviews with the attendees so they could practice, experience, and navigate the pressure of an interview environment.

Approximately 30 companies and government departments were represented, providing an opportunity to display and promote their employment opportunities.

Austin was represented on the day by Group Marketing Officer, Lucas Jacob, and Welder and Clontarf alumni, Mitchell Mead. National Human Resources Lead, Bob Davis, conducted mock interviews with attendees, providing feedback on their interview techniques, the quality of their answers, and body language.

As part of our apprenticeship program, we aim to secure three apprentices in our 2025-2026 intake, along with a possible office administration position for a graduate seeking to enter a Traineeship in Certificate III in Business.



Employee profile

At 30 June 2025, our total workforce (employees and contractors) was 1,616, an increase of 12% on FY24 reflecting the growth of the Austin business globally.

There has been a slight increase in female representation across our global workforce, and we are pleased to see a lift in female employees in most regions. In Western Australia, females as a percentage of total employees has grown to more than 25%.

Pleasingly, we successfully improved our retention of key talent in FY25. Total employee turnover decreased by 12% with significant reductions in voluntary turnover in particular, from 25% in FY24 down to 15% in FY25.

Total Workforce

	FY23			FY24			FY25		
	M	F	Total	M	F	Total	M	F	Total
Total workforce (#)	1,031	83	1,114	1,342	104	1,446	1,494	122	1,616
Total employees (#)	860	66	926	1,061	86	1,147	1,213	99	1,312
Total contractors (#)	171	17	188	281	18	299	281	23	304

Global employees by employment type

	FY23			FY24			FY25		
	M	F	Total	M	F	Total	M	F	Total
Full-time (#)	854	66	920	1,059	84	1,143	1,209	97	1,306
Part-time (#)	6	0	6	1	1	2	2	2	4
Casual (#)				1	1	2	2	0	2

Employee turnover and new hires

	FY23			FY24			FY25		
	M	F	Total	M	F	Total	M	F	Total
Employee turnover (#)	198	32	230	480	25	505	473	30	503
Employee turnover (%)	23%	48%	25%	48%	25%	47%	42%	32%	47%
New hires (#)	352	21	373	609	41	650	627	43	670
New hires (%)	41%	32%	40%	57%	48%	57%	48%	3%	51%

Diversity and inclusion

We value the diversity of our workforce, and we are committed to creating a safe and inclusive work environment that reflects the communities we serve. We believe that diversity is essential to driving business success and a culture we are proud of that celebrates our differences.

We recognise our diversity in the unique blend of skills, abilities, experiences, and cultural backgrounds at Austin that enable our employees to achieve in their chosen field. We acknowledge that a diverse workforce brings numerous benefits, including improved performance, innovation, and competitiveness.

Austin provides a workplace that is free of discrimination and hostility on the basis of gender, race, religion, ethnicity, national origin, age, disability, marital status, family responsibilities, pregnancy, sexual orientation, political conviction, or trade union membership.

Every Austin employee is responsible for promoting and maintaining an inclusive environment that values diversity and respects individual differences.

Our [Global Inclusion and Diversity Policy](#), available on our website, outlines our commitment to diversity and inclusion. The policy supports the Board in setting and reporting against measurable diversity targets, including gender diversity targets.

The table below summarises our gender diversity results as of 30 June 2025:

Group	Actual 2023	Actual 2024	Actual 2025
Female Directors	20%	20%	20%
Female managers as a percentage of all managers*	23%	20%	21%
Percentage of female employees across the organisation	6.70%	7.5%	7.55%

*2024 female manager % has been restated to ensure consistent definition of manager used in accordance with the global banding system implemented in 2025.

A considerable proportion of Austin's wider operations centre around medium to heavy engineering activities in workshop environments that require trade qualifications, such as boiler making, welding and fabrication. Participation rates of females in these trades are traditionally low. Austin's policy is to provide opportunities for women wherever possible through internal promotion and external recruitment across all levels but ensure that equal employment treatment is to be given without regard to gender.

Austin Indonesia has increased its number of female staff, including apprentices, welders, QCs and office staff, by 29% from FY24. In North America, the number of females in the total workforce increased by 54% and South America recorded a 21% lift. Austin Chile is also growing female talent within the business unit's facilities and on client mine sites through professional development, training, and promotions.

The Company is a 'relevant employer' under the Workplace Gender Equality Act 2012 (Cth) and discloses its 'Gender Equality Indicators' to the Workplace Gender Equality Agency ('WGEA') annually. The Company's 'Gender Equality Indicators' are available for access on the Company's website.

case study

Austin Excellence Award recognises innovation leadership

We celebrated the remarkable achievements of Innovation Manager Jamie Hall, recipient of a Gold Tier Austin Excellence Award in 2025. This recognition honours Jamie's exceptional contributions to Austin across innovation and product development throughout his extensive career with the company.

Jamie's journey with Austin Engineering began in 1991, marking the start of a career that has fundamentally shaped the company's product strategy and technological advancements. His engineering approach has been instrumental in developing solutions that continue to define the industry.

A significant achievement in Jamie's career has been leading the development of the High Performance Tray (HPT), which stands as Austin's most technologically advanced and lightweight tray design to date, with more than 500 units now operating across international mining operations.

Throughout his career spanning more than three decades, Jamie has consistently pushed the boundaries of engineering, securing multiple patents and driving key product breakthroughs. His unwavering commitment to enhancing performance, maximising efficiency, and ensuring reliability in mining equipment has significantly contributed to Austin's position as an industry leader.

This Gold Tier Austin Excellence Award not only recognises Jamie's technical expertise but also celebrates his dedication to advancing Austin Engineering's innovative capabilities and maintaining its competitive edge in the global mining equipment sector.



Human rights and modern slavery

Austin condemns all human rights abuses, including modern slavery practices in all of its forms, and we recognise our role in protecting the human rights of all people.

Respect for human rights is an important baseline expectation for all businesses.

We acknowledge that the nature of Austin's industry means companies in the sector are particularly exposed to human rights-related risks. We are committed to always respecting and protecting human rights, including those relating to just, safe, and fair conditions of work, right to health, right to life and security of person, and freedom of association, freedom from slavery, forced and child labour. The expectations of our employees relating to human rights are set out within our Code of Conduct.

A framework of Company policies and procedures underpins our commitment to uphold human rights and assess and manage modern slavery risks in our operations and supply chains.

We are committed to conducting purchasing activities in a fair, objective, and transparent manner that satisfies the requirements of accountability and internal controls. Emphasis is placed on selecting suppliers and service

providers that demonstrate recognisable environmental, sustainability and business integrity standards, including respect for human rights. Our Whistleblower Policy is designed for employees and others to make disclosures without fear of retaliation. We encourage all our employees, customers, and business partners to report any modern slavery concerns related to our direct activities or supply chains. This includes any circumstances that may give rise to an enhanced risk of modern slavery or human trafficking.

Austin's policies and programs

Key policies that address human rights and modern slavery include our:

- Code of Conduct.
- Global Environmental Sustainability Policy.
- Global Inclusion and Diversity Policy.
- Global Safety and Health Policy.
- Whistleblower Policy.
- Supplier Code of Conduct.

We also published on our website and submitted to the Australian Border Force a public Modern Slavery Statement in accordance with the Commonwealth Modern Slavery Act 2018 (Cth).

The Statement was authorised and approved by the Austin Board in December 2024.

case study

Celebrating three decades of excellence: Steve Clift's retirement

In February, we celebrated the retirement of Senior Supervisor Steve Clift, marking the end of an exceptional 30-year+ journey with Austin Engineering. Throughout his tenure, Steve has been an integral part of Austin's growth and success, demonstrating outstanding dedication and expertise across many facets of the Perth-based business.

Starting as a Welder in 1994, Steve progressed to a Senior Supervisor role where he's been responsible for the management of key projects, ensuring they run on time. His roles have included workforce management and liaising with a number of stakeholders including contractors and labour hire firms.

Steve's contributions at our Perth-based operations have helped shape Austin Engineering's reputation for excellence in the industry. His commitment to quality and professional approach has set high standards that continue to influence our operations today.

As Steve began his well-deserved retirement, we celebrated his remarkable career and the lasting impact he has made on our organisation. His legacy will continue to inspire future generations at Austin Engineering.

The entire Austin team extends their warmest wishes to Steve and an enjoyable retirement, thanking him for three decades of invaluable service and dedication.



In FY25, activities included:

- Lodgement of Austin's third annual Modern Slavery Statement 2024.
- Implementation of a Supplier Code of Conduct applicable to all procurement activities.
- Ongoing supplier risk assessment within each business unit.
- Implementation of rolling internal supply chain audits to assess compliance with supply chain governance procedures.

Modern slavery and human rights are addressed in the Supplier Code of Conduct, which has been developed and implemented across all business units.

Community partnerships and investment

Austin maintains active engagement with communities near its operational facilities around the globe, and takes pride engaging with local communities through engagement and sponsorships that give back to the communities we operate in. We select community partnerships that both serve local needs and reflect Austin's Core Values, creating meaningful impact where we operate.

In FY25, Austin demonstrated its commitment through financial contributions, in-kind support, and dedicated project funding. Across the APAC region, Austin provided \$75,000 in support to several impactful organisations, including:

- Living Stone Foundation Inc t/a Lifeline WA - \$50,000.
- The Clontarf Foundation - \$12,500.

We also supported:

- Cancer Council of Australia.
- WA Blind and Vision Impaired Golf Association .
- Wyoming high schools educational outreach program (Austin-led initiative).
- City of Mills Summer Fest community event.
- Boys and Girls Club of Central Wyoming.

Support Austin gives to community organisations include:

- Sponsorship for projects or programs that aim to meet a specific community need and align with one or more of its Core Values.
- Support for local sporting or community organisations in locations where Austin has operations.
- In-kind support for community organisations in locations where Austin has operations; and
- Support for employees' community fundraising activities.

This year, we've increased our association with the Clontarf Foundation that supports and improves education, skills, employment opportunities for young Aboriginal and Torres Strait Islander men.

Under our sponsorship, we have provided opportunities for skills development, work experience opportunities at our operations, and employment pathways for students into Austin. We are thrilled to have Clontarf alumni, Mitchell Mead, join the Austin team in Perth.

Additionally, our Employee Assistance Provider, Access Wellbeing, is a social enterprise that returns all operating surplus into community welfare initiatives to support local community programs throughout Western Australia, tackling homelessness, family and relationship breakdown, financial difficulties, substance misuse and domestic violence.

case study

Supporting career pathways for young Indigenous men

We were proud to continue our support of the Clontarf Foundation through an annual contribution of \$12,500, supporting Clontarf's mission to improve education, self-esteem, life skills, and employment prospects for young Aboriginal and Torres Strait Islander men. The Foundation's network partners with 162 schools across Australia, reaching over 11,000 young Indigenous members.

Clontarf's staff mentor and counsel students on various behavioural and lifestyle issues, while partner schools deliver essential educational support. This integrated approach, combined with corporate partnerships, provides students with valuable exposure to professional environments and diverse career opportunities in the industrial sector.

While the partnership has a national scope, Austin Engineering focuses its impact on the Belmont and Swan View Academies in Western Australia and the Mackay Academy in Queensland. The company has implemented structured work experience programs and regular career development days across these locations. The success of this initiative is exemplified by Clontarf alumni Mitch Mead, who has successfully transitioned into a welding role at Austin.

Austin is committed to fostering a diverse and inclusive workplace across its operations globally and we are proud to support Clontarf as it creates meaningful employment pathways where Indigenous youth can thrive and succeed in their chosen careers.



case study

Austin supports Cancer Council of Australia

Demonstrated our commitment to community health and wellbeing, we hosted a successful fundraising event in June 2025 to raise funds Cancer Council of Australia. The highlight of the day was a multicultural lunch celebration at our Perth-based operations, which brought together employees from across the organisation.

Austin's team came together to share their signature dishes, creating an impressive international buffet. The menu featured an array of cuisines, from Italian classics such as traditional spaghetti bolognese and wood-fired pizza, to Indonesian specialties like nasi goreng ayam. The spread also included fresh Mediterranean options, such as gourmet wraps and seasonal salads, complemented by homemade desserts, including chocolate brownies, carrot cake, and chocolate cake.

The fundraising initiative demonstrated strong employee engagement, resulting in \$1,628 in donations. This achievement reflects Austin Engineering's values of community involvement and social responsibility while fostering team unity through shared experiences.

The event's success highlights how corporate social responsibility initiatives can effectively combine team building, cultural celebration, and charitable giving to create a meaningful impact within the community.



case study

Austin Engineering promotes mental health awareness through R U OK? Day

Our Perth and Mainetec Queensland bases demonstrated their commitment to mental health awareness by hosting comprehensive R U OK? Day events across their facilities in September 2024.

R U OK? is a national suicide prevention charity and registered public health promotion that encourages people to stay connected and have conversations that can help others through difficult times.

We transformed our workshops and offices with vibrant displays of balloons, posters, and flags encourage and promote open dialogue about mental health.

The events featured informative presentations from representatives of the company's Employee Assistance Program (EAP), who provided valuable insights into maintaining good mental health in the workplace. Several employees courageously shared their personal experiences, fostering an environment of trust and understanding. Their stories were met with strong support from colleagues, reinforcing the culture of empathy and open communication.

To complement the day's activities, staff members contributed to morning tea celebrations. These informal gatherings provided an excellent opportunity for team members to connect and continue meaningful conversations about mental health in a relaxed setting.

The success of these events highlights Austin Engineering's commitment to promoting mental health awareness and fostering a supportive workplace culture where employees feel comfortable discussing their wellbeing and seeking help when needed.



case study

Lyle Harmon's contribution to building generations of welders

For the past 20 years, Austin Engineering's Quality Assurance & Continuous Improvement Manager, Lyle Harmon, has had the privilege of co-founding and managing the SkillsUSA Wyoming State Welding Competition. What started as a modest effort with just him and a couple of helpers has grown into a robust, multi-location operation backed by a community of more than 30 volunteers from the mining and education sectors. The shared goal is to support and inspire the next generation of skilled tradespeople.

In the beginning, Lyle managed the entire welding competition almost entirely on his own. Today, he serves on a seven-person welding committee made up of professionals from both industry and education.

The Wyoming State SkillsUSA Welding Competition is held annually for high school and college students currently enrolled in welding programs. It features approximately 52 welding booths across four locations in Casper during a two-day event. Each year, we see incredible talent, and some students go on to represent Wyoming at the national and even world levels, bringing home top honours—including gold medals.

There are multiple categories in the welding competition, each emphasising safety, precision, and real-world application. These include fabrication, individual welding (novice, intermediate and advanced)

Austin Engineering has proudly donated 80%-90% of the materials for the individual competitions for two decades. Lyle has personally designed many of the blueprints used in these events. While other sponsors have stepped in to provide materials for the fabrication portion, Austin remains a constant pillar of support.

Austin's involvement in SkillsUSA has directly contributed to the workforce at Austin Engineering. We have had the opportunity to hire some of the best and brightest from the SkillsUSA pipeline, including Jake in our QA department, a former competitor who now excels on our team.

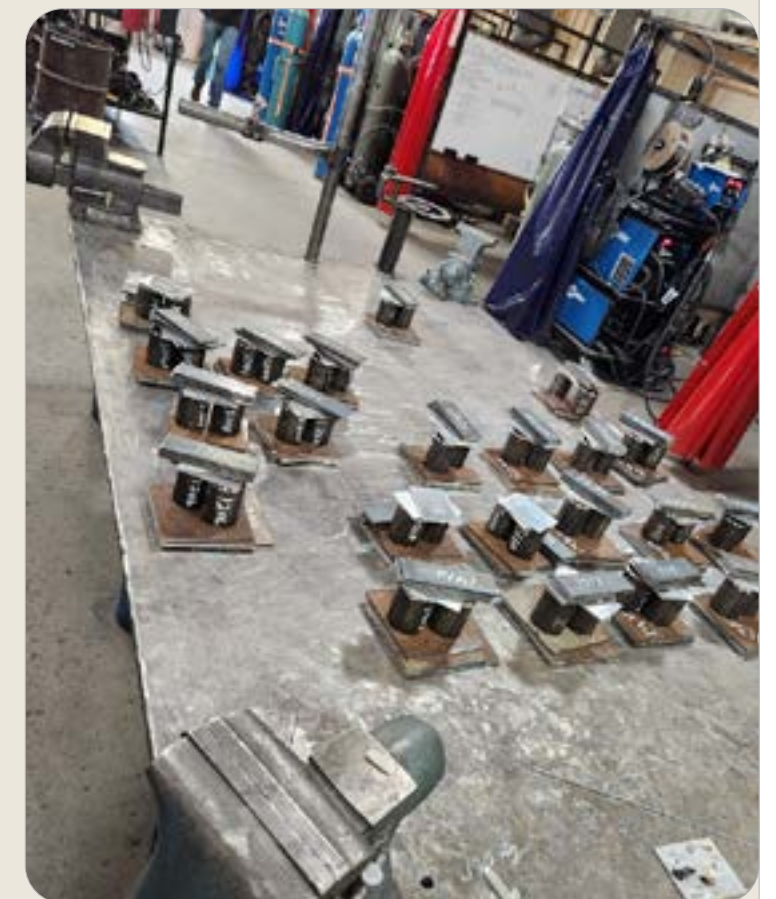
The impact of this partnership was clearly seen during the 2025 Wyoming State Competition. Casper College students took home nine gold medals in areas such as automated manufacturing, architectural and technical drafting, electrical construction wiring, and, of course, welding fabrication. One standout team comprising of Jackson Berg, Chloe Pruitt, and Ashur Logan, won gold in welding fabrication. Each began welding in high school and continued their training at Casper College, exemplifying how early exposure and sustained education create skilled professionals.

These students, along with others like Michael Baker, who participated in dual enrollment electrical classes at Pathways Innovation Center, are the reason we do this. SkillsUSA is more than a competition; it's a launchpad for the future workforce.

Looking around at the welding booths, the focused faces of students under the glow of their helmets, and the collaboration among judges and volunteers, Lyle feels immense pride. This competition isn't just about welding. It's about opportunity, community, and building something that lasts far beyond a two-day event in Casper. It's about legacy.



Wyoming State SkillsUSA Welding Competition volunteers.



case study

Austin Engineering Cup: promoting inclusivity through golf

Now in its third year, the Austin Engineering Cup continues to strengthen its partnership with the WA Blind and Vision Impaired Golf Association (WAGBA), demonstrating Austin's commitment to community inclusion and social responsibility. The annual event, held at Wembley Golf Course, brings together Austin employees and WAGBA members for a day of sport and camaraderie.

The event, spearheaded by Austin's Head of AustBuy, Gerry Tessier, in collaboration with the SOS Golf Group, has grown into a significant fixture on Austin's calendar.

This year's tournament welcomed 45 golfers and their caddies for an 18-hole competition, followed by a celebratory BBQ at the Wembley Golf Club.

"Austin is thrilled to sponsor the Austin Engineering Cup and support the work WAGBA does in helping its members enjoy the sport of golf," says Gerry Tessier. "This unique



event means a lot to Austin and WAGBA. Everyone had a wonderful time this year, and I'm in awe watching the WAGBA golfers play."

The success and growth of the Austin Engineering Cup demonstrate how corporate initiatives can create a lasting impact in the community while promoting inclusive sport and recreation opportunities for all.

case study

Educational outreach program

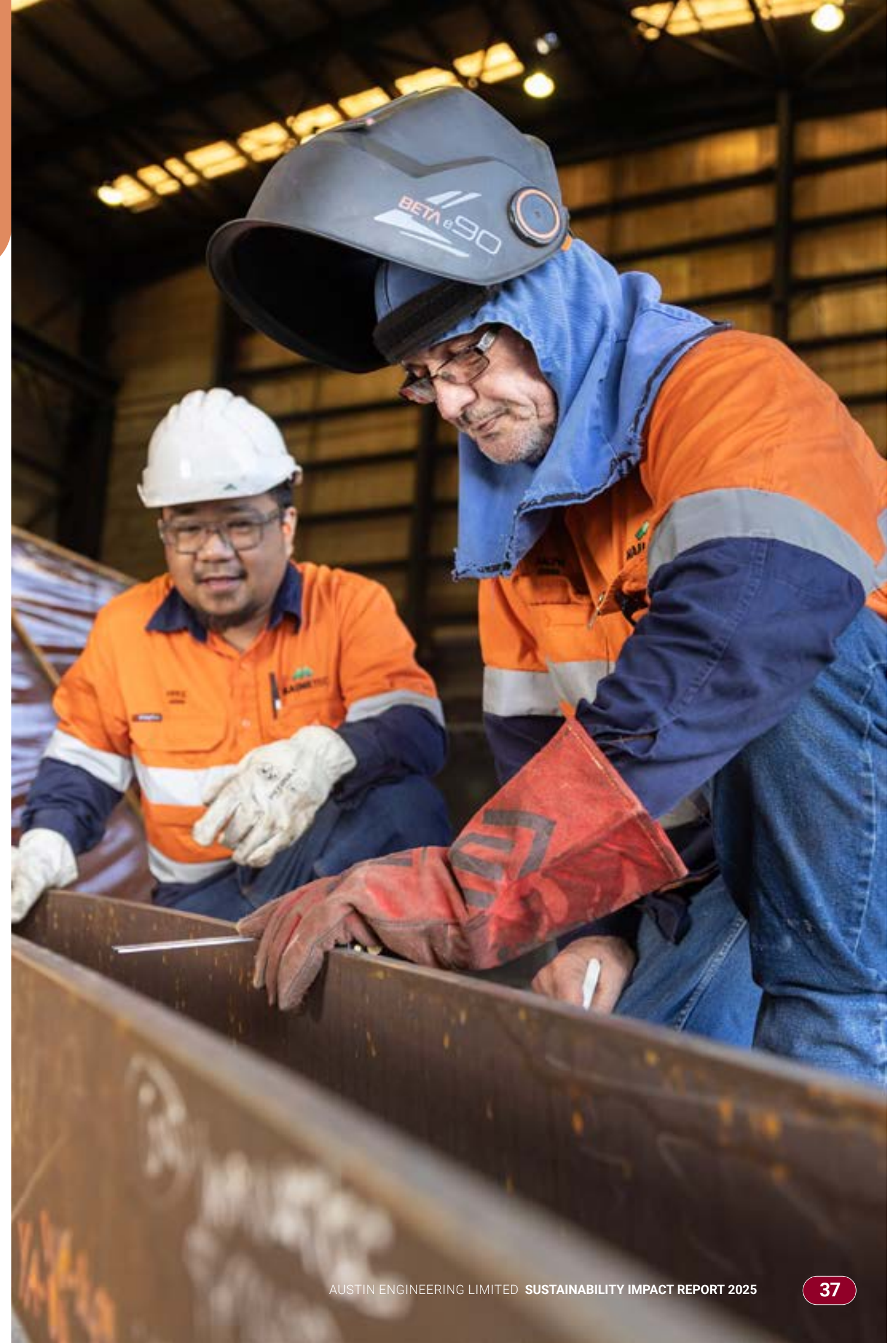
We have launched an education initiative through a comprehensive school engagement program across Wyoming. This multi-faceted initiative combines material donations, technical expertise, and hands-on learning experiences to foster the next generation of skilled trades professionals.

At the core of this program is Austin's contribution of several thousand pounds of steel to Wyoming high schools and colleges to provide support to their welding programs. This donation ensures students gain practical experience working with industry-standard materials, the same steel types they would encounter in professional settings. This approach not only enhances the learning experience but also strengthens the relationship between Austin Engineering and local educational institutions.

The program is supported by the involvement of Austin's Lyle Harmon, our Quality Assurance and Continuous Improvement Manager, who provides specialised instruction on Professional Qualification Records (PQRs) and Welding Procedure Specifications (WPS) to high school welding students. The mentorship from Lyle ensures students receive relevant, practical training that aligns with current industry standards and practices.

Austin has also begun participating in elementary school career days. These sessions introduce students to the fundamentals of steel fabrication and welding, emphasising the importance of manufacturing in mining equipment production.

These educational outreach programs are fundamental to Austin Engineering's long-term commitment to community development and workforce preparation. By investing in education at multiple levels, Austin helps create a sustainable pipeline of skilled professionals while strengthening community relationships, supporting local economic development and inspiring the next generation of skilled trades professionals in Wyoming.



governance

Austin is committed to upholding the highest standards of corporate governance – the cornerstone of stakeholder trust and confidence in our business.



Corporate governance

The Company's 2025 Corporate Governance Statement reports on fundamental governance principles and practices. Throughout the reporting period ended 30 June 2025, the Directors believe that the Company's governance arrangements have been consistent with the fourth edition of the *ASX Corporate Governance Council's Corporate Governance Principles and Recommendations*.

The Board is ultimately responsible for approving and updating Austin's purpose, Core Values or mission statements, strategies, policies, and goals related to economic, environmental, and social topics. The Board is also the body that formally reviews and approves Austin's Sustainability Impact Report.

We are guided by the following corporate governance policies:

- Code of Conduct.
- Share Trading Policy.
- Anti-Bribery and Anti-Corruption Policy.
- Continuous Disclosure Policy.
- Shareholder Communications Policy.
- Disclosure of Interest Policy.
- Global Inclusion and Diversity Policy.
- Whistleblower Policy.
- Enterprise Risk Management Policy.
- Global Environmental Sustainability Policy.
- Global Safety and Health Policy.

These policies were reviewed in FY25 by the Board. Austin requires all employees and contractors to comply with relevant policies and procedures, supported through mechanisms, such as onboarding and induction processes, mandatory cyber training, and ongoing communication with relevant employees and stakeholders.

Copies of these policies are available on the Company's website:

<https://www.austineng.com/>

The Austin Board

The Board of Austin recognises its ultimate responsibility to shareholders for the strategic direction and performance of the Company. Board members take this responsibility seriously and are committed to acting legally, professionally, and in accordance with Austin's Core Values and best-practice governance.

Austin's Board Charter clearly defines the roles, powers, and responsibilities of both the Board and senior management. It is reviewed regularly to ensure alignment with evolving commercial, legal, and social expectations, and to reflect developments in corporate governance practices.

The Board comprises six directors, with a majority being Independent, Non-Executive Directors, including the Chair of the Board. The roles of Chair and Chief Executive Officer (CEO) are held by separate individuals. The current Chair is Mr Jim Walker. His professional background and qualifications are available on the Company's website at <https://www.austineng.com/>

To support effective governance, the Board has established the following committees:

- Audit and Risk Committee.
- Nomination and Remuneration Committee.
- Safety Committee.

Details of each committee's composition are provided in the 2025 Corporate Governance Statement, available on the Company's website. Sustainability and ESG matters are considered at both Board and Committee levels.

Austin's Disclosure of Interest Policy, available on the Company's website, outlines how conflicts of interest are identified and managed.

Whistleblower policy

Austin has published a *Whistleblower Policy* on its website, in compliance with the Corporations Act 2001 (Cth). The policy applies to all Directors, managers, and employees and ensures that the Board, via the Audit & risk Committee, is informed of any disclosures made under that policy.

No breaches of laws or regulations were reported in 2025. No matters were raised under the Anti-Bribery and Anti-Corruption Policy. The Company maintains a Group-level *Gift and Hospitality Register* in accordance with that policy.

Stakeholders may report suspected unethical, unlawful, or irresponsible behaviour confidentially via a dedicated Austin email address.

Executive roles and delegation

Day-to-day management of Austin's operations is delegated to the CEO, who is accountable to the Board, except for matters reserved under the Board Charter. Delegations are reviewed periodically to remain fit-for-purpose.

governance

(continued)

As part of its commitment to sustainability, Austin has appointed a Global Head of HR & Sustainability to lead environmental and social initiatives, employee wellbeing, and related programs. Executive remuneration is aligned with long-term value creation and includes performance metrics for sustainability and safety.

Further detail is provided in the Remuneration Report within the 2025 Annual Report.

Membership of associations

Austin is also a member of the following associations globally:

- Australia: Chamber of Commerce and Industry WA and Austmine.
- Indonesia: Member of APINDO (Asosiasi Pengusaha Indonesia) and the DMC - Djarkarta Mining Club.
- North America: Member of the Wyoming Mining Association, Nevada Mining Association, SME (Society for Mining Engineers), CIM (Canadian Institute of Mining, Metallurgy and Petroleum), Wyoming Engineering Society, Casper Area Chamber of Commerce, and National Mining Association (NMA).
- South America: Member of the Antofagasta Industrial Association (AIA) and the Australian-Chilean Chamber of Commerce (Auscham).

Business ethics and transparency

Integrity is one of Austin's six Core Values. Directors and employees are expected to act with integrity, accountability, and transparency at all times, guided by the Corporate Code of Conduct and Anti-Bribery and Anti-Corruption Policy, which are available on the Company's website <https://www.austineng.com/>

Risk management

The Board, through the Audit and Risk Committee, oversees the Company's risk management framework to ensure sound systems of risk oversight and internal control.

The Committee operates under a formal Audit and Risk Committee Charter, accessible via the Company website, <https://www.austineng.com/>.

The Company operates various policies and procedures to identify, assess and manage business and operational risks, and is guided by the Austin's Enterprise Risk Management Standard which sets the Company's risk management framework. Responsibility for risk management is shared across the organisation.

The Board is responsible for overseeing the establishment of and approving Austin's risk management strategies, policies, procedures and systems. Austin's management team is responsible for establishing Austin's risk management framework.

The Board has delegated responsibility to the Audit and Risk Committee to review and monitor Austin's risk management framework, ensuring that major business risks are effectively identified, consistently assessed, and appropriately managed. Under its charter, the Committee is also required to conduct a formal, organisation-wide review of the risk management framework in collaboration with management at least annually, to confirm its ongoing adequacy and effectiveness.

During the reporting period, a comprehensive review of both the risk management framework and risk register was completed. Findings were shared with both the Audit and Risk Committee and senior management. This process is centrally governed by Austin's Enterprise Risk Management Standard and is supported by policies and procedures across key functional areas including Finance, Safety, Health & Environment (SHE), Marketing, Operations, Information Technology, and Governance.

Austin's senior management provided the Board, via the Audit and Risk Committee, with an assessment of how material business risks were managed throughout FY25. Following this review, the Audit and Risk Committee concluded that Austin's risk management framework remains sound and effective in supporting risk identification, assessment, and mitigation strategies.

Key risk areas include those outlined in the Company's 2025 Annual Report.

- Economic risk.
- Cyber security and IT risk.
- Health and safety risk.
- Regulatory and compliance risk.
- People risk.
- Innovation risk.
- Strategic risk.
- Supply chain risk.

Cyber security

Austin maintains robust internal systems to safeguard its intellectual property and protect the data of customers, suppliers, and employees worldwide. With growing global cyber threats, protecting the business from cyber-attacks, data breaches, financial theft, and IP loss is essential to Austin's operational stability.

Austin has implemented a comprehensive set of IT policies, procedures, and practices that govern the use of company information, personal storage devices, IT systems, and cyber security protocols. These are regularly reviewed and updated to reflect evolving threats and best practices.

To reduce cyber risk:

- Mandatory cyber security training is completed by all users accessing Austin IT services.
- Monthly global cyber awareness training is conducted for all employees.
- A data breach response and recovery plan and a business continuity plan are in place to be activated immediately in the event of a cyber incident.

The Board is regularly briefed on cyber security matters, ensuring oversight at the highest level.

Austin also conducts targeted training among relevant employees to enhance the detection of suspected theft or misconduct and encourages safe reporting through the Company's Whistleblower Policy.

Cyber threat management is governed by the Austin Engineering Global IT Framework, Policy and Standards, which sets the policies and controls used across all business units globally. These standards enable consistent management of data loss prevention, system monitoring, incident response, and remediation.

Austin aligns with globally recognised standards and frameworks:

- ISO 27001 guides the development and implementation of IT policies.
- NIST Cybersecurity Framework underpins our cyber maturity model.
- Essential Eight is employed as the baseline for regulatory alignment and operational control.

In FY25, Austin continued to advance its IT and network infrastructure to remain ahead of a constantly evolving cyber threat landscape. These improvements are part of a proactive internal monitoring and continuous improvement approach.

There were no data breaches or reportable incidents in FY25.

glossary

austiQ - condition management software

Critical Risk Controls – specific, actionable measures designed to prevent or mitigate the consequences of high-risk events, particularly those that could lead to serious injury or fatality

Dipper bucket – a dipper bucket is used for hard digging and truck loading and the shovel consists of a heavy, relatively short boom, and a dipper stick.

EAP – Employee Assistance Program

ESG – Environmental, Social and Governance

Ferrous metal – metals that contain iron as their main element

HPT – High Performance Tray

HSE – Health, Safety and Environment

IP – Intellectual property

IT – Information technology

JHA – Job Hazard Analysis

LED – light-emitting diode

LIFE saving controls – measures designed to prevent fatalities and serious injuries

LTIFR – Lost Time Injury Frequency Rate

OEM – Original Equipment Manufacturer

Payload – the carrying capacity of a truck or other vehicle

PPE – Personal Protective Equipment

Sidewall – the side of a tyre

SHE – Safety, Health and Environment

TRIFR – Total Recordable Injury Frequency Rate

Welding wire spool – a cylindrical coil that holds welding wire designed to be mounted on a welding machine for feeding the wire during the welding process

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Appendix A – GRI Content Index

GRI Standard	GRI Disclosure	Location
GRI 2: General Disclosures 2021		
1. The organisation and its reporting practices		
2-1	Organisational details	About Austin
2-2	Entities included in the organisation's sustainability reporting	About this Report
2-3	Reporting period, frequency and contact point	About this Report
2-4	Restatements of information	As identified
2-5	External assurance	No external assurance
2. Activities and workers		
2-6	Activities, value chain and other business relationships	Where we operate, Supply chain
2-7	Employees	Employee profile
3. Governance		
2-9	Governance structure and composition	Corporate governance
2-10	Nomination and selection of the highest governance body	Corporate governance
2-11	Chair of the highest governance body	Corporate governance
2-12	Role of the highest governance body in overseeing management	Corporate governance
2-13	Delegation of responsibility for managing impacts	Corporate governance
2-14	Role of the highest governance body in sustainability reporting	Corporate governance
2-15	Conflicts of interest	Corporate governance
2-19	Remuneration policies	Corporate governance
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Message from the CEO
2-23	Policy commitments	Corporate governance
2-24	Embedding policy commitments	Corporate governance
2-26	Mechanisms for seeking advice and raising concerns	Corporate governance
2-27	Compliance with laws and regulations	Corporate governance
2-28	Membership associations	Corporate governance

GRI Standard	GRI Disclosure	Location
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	Stakeholder engagement
GRI 3: Material topics 2021		
3-1	Process to determine material topics	Materiality approach and material topics
3-2	List of material topics	Materiality approach and material topics
GRI 205: Anti-corruption 2016		
3-3	Management of material topic – Anti-corruption	Corporate governance
205-3	Confirmed incidents of corruption & actions taken	Corporate governance
GRI 302: Energy 2016		
3-3	Management of material topic – Energy	Energy use
302-1	Energy consumption within the organisation	Energy use
GRI 305: Emissions 2016		
3-3	Management of material topic – Emissions	Greenhouse gas emissions
305-1	Direct (Scope 1) GHG emissions	Greenhouse gas emissions
305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse gas emissions
GRI 306: Waste 2020		
3-3	Management of material topic – Waste	Waste management
306-3	Waste generated	Waste management
306-4	Waste diverted from disposal	Waste management
GRI 403: Occupational Health & Safety 2018		
3-3	Management of material topic – Occupational Health & Safety	Health and safety
403-1	Occupational health and safety management system	Health and safety
403-2	Hazard identification, risk assessment and incident investigation	Health and safety
403-4	Worker participation, consultation, and communication	Health and safety
403-5	Worker training on occupational health and safety	Health and safety
403-9	Work-related injuries	Health and safety

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Appendix A – GRI Content Index (continued)

GRI Standard	GRI Disclosure	Location
GRI 404: Training & Education 2016		
3-3	Management of material topic – Training & Education	Employee wellbeing
404-2	Programs for upgrading employee skills	Employee wellbeing
GRI 405: Diversity & Equal Opportunity 2016		
3-3	Management of material topic – Diversity & Equal Opportunity	Diversity and inclusion
405-1	Diversity of governance bodies and employees	Diversity and inclusion
GRI 413: Local Communities 2016		
3-3	Management of material topic – Local Communities	Community partnerships and investment
413-1	Operations with local community engagement, impact assessments, and development programs	Community partnerships and investment



