



Sustainability

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We acknowledge our role in building a sustainable and responsible future for the industries in which we operate and for the State.

As a Government Trading Enterprise and a key partner in the precious metals sector, The Perth Mint supports the Western Australian Government's commitment to positive environmental, social and governance (ESG) outcomes and the UN Sustainable Development Goals (SDGs).

The organisation maintains an approach of continuous improvement as we embed sustainability principles into our operation. An enhanced approach to tracking our performance and outcomes will enable more transparent reporting to our stakeholders.

In 2024-25 we refreshed our sustainability strategy through a materiality assessment. Details of our refreshed strategy can be found over the following pages.

We also conducted a gap analysis against the Australian Sustainability Reporting Standards (ASRS) and will work towards implementing the findings in the next 18 months, noting that government entities are expecting imminent guidance from the WA Treasury with regards to climate-related disclosures.

A first pass qualitative climate risk assessment was conducted, supported by the Department of Water and Environmental Regulation using the interim climate change risk management guide as a reference.

In the Mint's refreshed corporate strategy sustainability is linked to all the strategic enablers and detailed under the Maximising community and social value enabler, with the key initiative to address our sustainability goals.

Embedding our sustainability approach into our strategy enables us to build trust and resilience for our business, community and across our value chain.

We continue to strengthen our reporting with reference to the ASRS and Global Reporting Initiative (GRI) Standards to enable comparable and credible sustainability reporting.

The past year was the first of a three-year roadmap to implement our strategy and build reporting capability. This will enable us to establish reliable data points and measure our progress in a more meaningful, and transparent way.

This sustainability report, included in The Perth Mint annual report, provides an overview of our approach to sustainability, and our performance across our two operational sites in East Perth and the refinery in 2024-25.

We welcome feedback from our stakeholders on our sustainability report and any other aspect of our performance. Contact us at sustainability@perthmint.com.

Our approach

In 2024-25, we prepared for the refresh of our sustainability strategy through extensive stakeholder consultation and taking into consideration the evolving sustainability landscape at local and global levels. The strategy was informed by the GRI Standards, aligning with the UN SDGs, WA Government Goals and, where appropriate, frameworks, strategies and policies for government agencies.

Our approach to sustainability is anchored in three pillars:

- Planet
- People and partnerships
- Performance and prosperity

These pillars and supporting topics will guide our actions and initiatives. Progress against our initiatives and targets will be reported through various channels, including this annual report.

Our strategy will set out the Mint's priorities for the next three years to create long-term value for all stakeholders. It reflects a commitment to operate responsibly, understanding and managing the economic, social and environmental impact of our operations, while addressing and managing the risks and opportunities within the precious metals value chain.



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Message from the chair



Over the past year, The Perth Mint has made considerable progress in embedding sustainability principles in our organisation as sustainability targets were adopted as a key component in our refreshed corporate strategy.

Our sustainability commitments are at the forefront of how the Mint manages relationships with our customers, employees, other stakeholders and our ultimate owners, the people of Western Australia.

Our stakeholders are diverse, reflecting the breadth of the Mint's operations across refining, manufacturing, retail, tourism and precious metal trading.

They have different expectations ranging from managing environmental impact, to modern slavery and maintaining our social licence to operate.

We are based in Western Australia however we have a global footprint so we are always conscious of our broader responsibilities in the precious metals value chain.

I acknowledge the public debate over the past year in relation to shifting priorities around adherence to some of these sustainability pillars, notably climate change and workplace diversity and inclusion. We have also seen simplification around reporting obligations in Europe. Against this backdrop, it is important that we restate our commitment to all elements of our sustainability approach. Our focus on doing the right thing by our people, our partners and our planet is resolute.

We need to keep pace with the commitments and expectations of all our stakeholders, in particular the gold producers who are placing an increasing emphasis on climate-related disclosures and other voluntary frameworks such as the task force of nature-related disclosures.

Our commitment to the responsible and ethical sourcing of gold is pivotal to us meeting our obligations to our stakeholders and owners. We take seriously our responsibility to ensure that all precious metal that is sent to our refinery meets our standards and expectations in the way it is sourced, and is free of the risk of money laundering, terrorism financing and human rights abuses.

We will continue to work hard to implement policies to attract and retain people with the right skills and aptitude for our diverse and complex operations. This includes investing in our employees to enable them to prosper and progress in their careers at the Mint.

Looking to the year ahead, we will launch our refreshed Sustainability Strategy which will set out our activities and ambitions to measure and improve our sustainability performance.

Sustainability reporting is an opportunity to demonstrate and provide a view of our progress, translating our ambition into tangible outcomes that make positive impacts in the communities where we operate.

We are committed to transparent and accountable reporting. With a clear plan now established, we look forward to sharing our journey with all our stakeholders.

Sally Langer

Chair, Sustainability Committee

TOPIC

Planet

We manage our environmental impact and use natural resources efficiently



Greenhouse gas emissions and energy

Water and effluents

Waste and materials

Air quality

Climate change

People and partnerships

We foster a safe, supportive, inclusive and healthy workplace, building strong partnerships and empowering people and stakeholders to create lasting value in our local communities



Health, safety and wellbeing

Employee engagement and development

Responsible supply chain

Stakeholder engagement

Diversity, equity and inclusion

Local communities

Performance and prosperity

We uphold excellence through robust governance, guided by ethics, values and transparency in every interaction



Cybersecurity, data and privacy

Ethics, values and transparency

Anti-money laundering and counter terrorism financing

Heritage

State batteries

INITIATIVES	2025-26 TARGETS
<ul style="list-style-type: none"> Decarbonisation pathway 	<ul style="list-style-type: none"> Develop decarbonisation plan, including emissions targets Energy efficiency and management – understanding and optimisation of energy consumption Voluntary reporting of greenhouse gas emissions and limited assurance
<ul style="list-style-type: none"> Water efficiency management plans 	<ul style="list-style-type: none"> Understand our water usage and identify opportunities for efficiency
<ul style="list-style-type: none"> Waste management project 	<ul style="list-style-type: none"> Develop and implement waste management plans for each site Establish and monitor KPIs for all waste streams
<ul style="list-style-type: none"> Stack and ambient testing 	<ul style="list-style-type: none"> Continue to conduct ambient and stack testing Continue compliance with National Pollutant Inventory reporting obligations
<ul style="list-style-type: none"> Climate risk assessment Australian Sustainability Reporting Standards gap analysis 	<ul style="list-style-type: none"> Integrate climate-related risks and opportunities into our enterprise risk management framework, including adaptation and mitigation measures
<ul style="list-style-type: none"> Integrated health and safety and environment management system Psychosocial and Gallup surveys 	<ul style="list-style-type: none"> Embed health, safety and wellness lead indicators Establish integrated health, safety and environment management system 100% training completion rate
<ul style="list-style-type: none"> Employee value proposition Whole-of-business talent plan 	<ul style="list-style-type: none"> Maintain an engaged workforce, achieve and set targets to measure effectiveness of all employee-related initiatives
<ul style="list-style-type: none"> LBMA Responsible Sourcing Program Modern slavery roadmap and working group 	<ul style="list-style-type: none"> Implement sustainability considerations into the sourcing to contract cycle.
<ul style="list-style-type: none"> Development of stakeholder engagement plans and reputational enhancement 	<ul style="list-style-type: none"> Continue to develop and implement stakeholder engagement plans for state batteries, refinery, sustainability, East Perth site and tourism
<ul style="list-style-type: none"> D,E & I strategy, Gender Equity Action Plan (GEAP) and Disability, Accessibility and Inclusion Plan (DAIP) 	<ul style="list-style-type: none"> Reaffirm relationships with marginalised stakeholders through employment, training and employee engagement initiatives
<ul style="list-style-type: none"> Reconciliation Action Plan Community focus groups and feedback surveys – Social Impact 	<ul style="list-style-type: none"> Establish KPIs for social impact and baseline
<ul style="list-style-type: none"> ISO 27001 gap analysis and implementation plan Privacy reinforcement program 	<ul style="list-style-type: none"> Implement ISO 27001 action plan and recommendations from gap analysis Conduct closure privacy assessment
<ul style="list-style-type: none"> Conduct a maturity assessment using the integrity framework self-assessment tool 	<ul style="list-style-type: none"> Conduct a maturity assessment using the integrity framework self-assessment tool
<ul style="list-style-type: none"> Integrate processes into customer experience and prepare for change in legislative requirements 	<ul style="list-style-type: none"> Integrate processes into customer experience and prepare for change in legislative requirements
<ul style="list-style-type: none"> Conservation and heritage management plans Visitor experience project 	<ul style="list-style-type: none"> Continue implementation of recommendations in heritage buildings conservation management plans Develop collection management procedures and infrastructure for heritage collection items
<ul style="list-style-type: none"> State batteries program 	<ul style="list-style-type: none"> Complete essential safety works Establish a transition framework

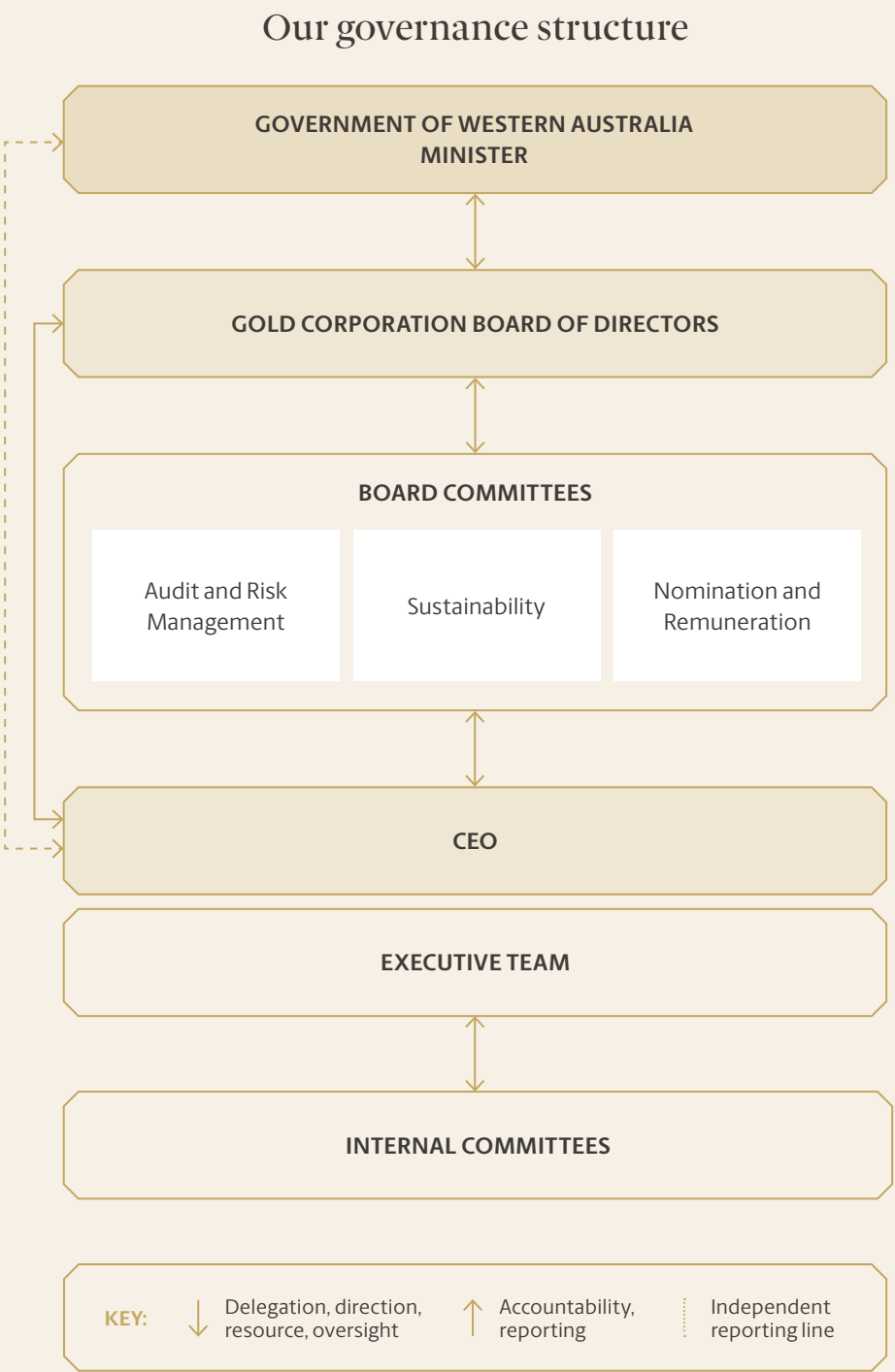
Sustainability governance

Responsibility for sustainability is held by the Chief Executive Officer supported by the Executive team. Reporting to the CEO is the Chief Operating Officer, who has accountability for the Mint's sustainability strategy. The sustainability and environment team are responsible for developing and executing the strategy and providing updates to the business.

The Gold Corporation Board oversees the strategic direction of the Mint and has overall responsibility for sustainability governance and risk management. Our directors understand current governance requirements and practices and are up to date with emerging trends and stakeholders' expectations.

In 2024-25, through the materiality assessment, the Board skills matrix was reviewed. This informed the Board education plan, which covered sustainability-related topics such as cybersecurity, data and privacy, state batteries and health, safety and wellbeing.

The Board delegates business activities relating to sustainability governance to the Sustainability Committee. The committee, which meets quarterly, is chaired by Sally Langer. Committee meetings are attended by executive members and employee subject matter experts. The committee oversees the detail of physical and psychosocial safety, sustainability and environmental strategies, reviews performance including progress against targets and disclosures, and reviews systems and procedures to maintain compliance with our policies and legislative and voluntary obligations.



Risk management

OPERATIONAL RESILIENCE

The Perth Mint is committed to maintaining operations that can withstand and adapt to disruptions, so the business can maintain continuity, safety and sustainability. Through proactive risk management, crisis preparedness and continuous improvement, we safeguard our people, assets and the communities where we operate.

Our business continuity approach is aligned with global standards, including Australian Standards ISO 22301:2020 Business Continuity Management Systems and the Business Continuity Institute's Good Practice Guide 7.0. This alignment supports a proactive and structured response to external risks and operational demands.

We incorporated the state batteries program into our business continuity planning and conducted crisis management training and exercises to strengthen organisational preparedness.

In 2025-26 we will work towards enhancing communication and alert mechanisms with our internal stakeholders.

We conducted two sustainability-related risk assessments of modern slavery and climate change. Risks will be validated in the coming year and actions developed to guide business continuity and resilience.

COMPLIANCE MANAGEMENT

The strengthening of our compliance management framework included embedding obligation tracking across all key legislative instruments and enhancing our system capabilities to support more effective monitoring and reporting.

Further enhancements to our compliance system will support a more integrated view of obligations, controls, risks and incidents.

MATERIALITY ASSESSMENT

We conducted a qualitative double materiality assessment to identify the sustainability topics most significant to our operations and stakeholders, including assessing the impacts of our business on the environment and society.

The purpose of double materiality is to consider together financial perspectives and impacts on people and environment to provide a holistic view of how sustainability issues might affect business resilience and how business activities might impact people and the planet.

The assessment involved reviewing our existing sustainability framework, industry trends and peer practices.

Internal and external stakeholder consultation exercises ensured a variety of insights were captured, aligned with GRI 3 Material topics 2021.

Context analysis

Through a context analysis we identified our actual and potential impacts. We conducted the analysis internally, involving a review of internal and external documents to gain insights into our operations and value chain impacts. It included desktop research, a benchmarking exercise against peers, GTEs and competitors, and reference to other sustainability frameworks such as SASB: Metals and Mining and GRI14: Mining Sector 2024.

Impact assessment

Risks and opportunities were identified using a double materiality approach and following the format of our enterprise risk framework.

Stakeholder engagement

Understanding the expectations of our stakeholders informs us how we can better connect and communicate with people locally and globally. Our engagement framework is based on the principles of collaboration, consistency and accountability.

External and internal stakeholders were invited to complete an online survey to share their views on our sustainability performance and areas of priority. Interviews were conducted with internal SMEs to gather feedback on market expectations, challenges, risks and opportunities.

KEY STAKEHOLDER ENGAGEMENT APPROACH:

Stakeholder group	Key area of interest	How we engage
Board of directors	<ul style="list-style-type: none"> Integration of sustainability into business strategy Governance, compliance and ethical conduct Stakeholder management 	Face-to-face briefing, Board meetings and reports, governance committee meetings
Employees	<ul style="list-style-type: none"> Employee engagement and development Health and safety Compliance 	Meetings, briefings, emails, intranet articles, project updates, grievance mechanism, employee reference groups, employee activations, training and development
Mining producers	<ul style="list-style-type: none"> Health and safety Ethics, values and transparency Cybersecurity, data and privacy GHG emissions and energy 	Face-to-face briefing, emails Operational/site visit tours Company website Annual report and sustainability report
Contractors and suppliers	<ul style="list-style-type: none"> GHG emissions and energy Employee engagement and development Supply chain management and responsible sourcing 	Emails, meetings, supplier code of conduct, grievance mechanism, site host engagement, company website
Government and industry	<ul style="list-style-type: none"> Integration of sustainability into business strategy Keeping abreast on industry advancement and trends Visibility and active participation Diversity, equity and inclusion Heritage conservation 	Face-to-face meetings, participation in working groups, committees, briefings, emails, attendance at conferences and events
Customers: –Wholesale –Retail –Shop & Exhibition –Distributors –Depository	<ul style="list-style-type: none"> Cybersecurity, data and privacy Anti-corruption and anti-bribery Anti-money laundering and counter terrorism financing Health and safety Ethics, values and transparency 	Face-to-face meetings, conference, media, emails, surveys, company website, annual report and sustainability report
Local community	<ul style="list-style-type: none"> Health and safety Ethics, values and transparency Cybersecurity, data and privacy Air quality Employee engagement and development 	Media, emails, events/activations social media, partnerships and collaboration, tours and events

MATERIAL TOPICS

Material topics are areas that have a significant impact on the long-term performance of our business and on the economy, environment and people, including human rights.

Seven material topics were identified following a qualitative prioritisation process to determine whether an impact, risk or opportunity was material to us. The final seven material topics were endorsed by Executive, Sustainability Committee and the Board:



Anti-money laundering and counter terrorism financing

Applying robust processes and systems to ensure ethical business practices.



Cybersecurity, data and privacy

Implementing robust cybersecurity and data privacy measures through effective management systems and IT infrastructure.



Employee engagement and development

Attracting, developing and retaining a skilled and diverse workforce and providing opportunities for professional growth.



Ethics, values and transparency

Implementing and maintaining systems and procedures to ensure ethical business practices and financial integrity.



Greenhouse gas emissions and energy

Reducing carbon emissions, enhancing energy efficiency and harnessing renewable energy solutions.



Health, safety and wellbeing

Maintaining high safety standards and supporting the physical and psychosocial health of workers.



Responsible supply chain

Applying due diligence processes to identify, manage and mitigate sourcing risks across the supply chain to enable collaborative partnerships with suppliers.

The materiality assessment process informed our refreshed sustainability strategy, allowing us to focus on the issues that reflect our impacts and matter the most to our stakeholders. This includes identifying emerging issues.

We will review the material topics annually with internal subject matter experts. External stakeholders will be engaged every three years to revisit the material topics and address changing priorities and emerging issues.

The order of this sustainability report follows the result of our materiality assessment, including material topics and emerging topics, framed under our three pillars: Planet, People and Partnerships, and Performance and Prosperity.



Planet



We manage our environmental impact
and use natural resources efficiently



Environmental stewardship is key to our operations. We aim to actively manage our environmental impacts and use natural resources efficiently.

We reviewed our environmental impacts and aspects register during 2024-25. We have aligned operational controls with the three lines of defence model to ensure management and implementation are efficient and in proportion to risk.

In 2024-25, we reported three environmental incidents to relevant stakeholders. One incident relating to air emissions was reported to Perth Airport and two water management incidents were reported to Water Corporation. These were investigated and corrective actions established. We maintain regular communication with our refinery leaseholder Perth Airport and other stakeholders, and provide reporting of incidents and joint management action.

Certification to ISO 14001:2015 Environmental Management Systems was maintained for the refinery and a gap analysis to extend the scope of the certification to include our East Perth site was completed. We are implementing the recommendations and intend to obtain whole-of-organisation certification by August 2026.

Scope 1 and scope 2 emissions are voluntarily reported to the WA Government. This will help to enhance the accuracy of the whole-of-government emissions estimate and in monitoring and tracking progress against the WA Government's 2030 target.

We have also started onboarding in the WA Government reporting platform for scope 1 and scope 2 emissions reporting.

During 2025-26, we will focus on embedding environmental responsibility into decision-making and operations.



AIR QUALITY

Monitoring and managing air quality within our operations is essential to promote workplace safety, support sustainable development and maintain our social licence to operate.

We are committed to minimising emissions and managing our environmental impact through a structured, transparent approach. Our air quality management is guided by three key objectives:

- Compliance with the National Environment Protection (National Pollutant Inventory) Measure (NPI NEPM).
- Identification and mitigation of ambient air quality risks to our facilities, people and surrounding communities.
- Fulfilment of all statutory and voluntary reporting obligations, including National Pollutant Inventory.

Air quality is managed through stack monitoring of emissions. We enhanced air scrubber systems at our East Perth and refinery sites, improving the accuracy and effectiveness of our pollutant monitoring capabilities.



CLIMATE CHANGE

We recognise the importance of identifying climate change risks and opportunities and have embedded this approach into our work.

To understand our vulnerabilities and opportunities, informed by the WA Climate Adaptation Strategy and WA Climate Change risk management guide (interim), we conducted a first pass qualitative climate change risk assessment to identify physical and transitional risks and opportunities.

The assessment was conducted separately for East Perth and the refinery as they are exposed to different climate variables given their location and at organisational level one for transitional risks.

During 2025-26, the identified risk and opportunities will be validated with internal stakeholders and response and controls will be established, including integration with our enterprise risk framework. We will also embed climate-related governance and develop our approach to addressing climate-related risks and opportunities.

Australia's sustainability reporting landscape underwent a big shift with the introduction of mandatory climate-related disclosures under ASRS.

These changes came into effect from 1 January 2025 for organisations that fall under the *Corporations Act* chapter 2M.

Gold Corporation operates under the *Gold Corporation Act 1987* and therefore is not subject to this new mandate. However, WA Treasury and the Department of Water and Environmental Regulation have been working on a Climate Risk Framework that will enable the Government and public agencies to assess, manage and report on the implications of climate change on the State's finances, infrastructure physical assets and service delivery.

A two-year pilot program commenced in 2023, and once available the results of this program will inform a whole-of-government disclosure framework that will be aligned with the International Financial Reporting Standards (IFRS) and the ASRS.

We have taken a proactive approach to climate-related financial disclosures and completed a gap analysis against the ASRS during 2024-25. We will address the findings over the next 18 months.

To maintain integrity and transparency, we are committed to aligning our disclosures with credible frameworks that are subject to internal and external scrutiny. We have an internal verification process that ensures our actions and claims are measurable and based on evidence.



GREENHOUSE GAS EMISSIONS AND ENERGY

Our scope 1 and scope 2 emissions are reported following the Australian National Greenhouse and Energy Reporting (NGER) methodology as a measurement framework. GHG emissions are reported in tonnes of CO2-equivalent (tCO2-e), with the National Greenhouse Accounts Factors (NGAs) and/or NGER Measurement Determination.

During 2024-25, we completed an energy audit at the refinery to identify operational efficiencies and significant energy use as part of our broader strategy to reduce our emissions and understand our electricity consumption. We also included electricity monitoring on some key equipment at East Perth and started regular measurement and monitoring of our scope 2 performance.

In 2025-26, we will establish emissions intensity metrics across both sites to track progress against implemented initiatives.

As part of the refreshed corporate strategy, and to inform investment decisions, energy efficiency, alternative fuels and low-carbon technology are considered as part of our capital allocation process.

We apply an operational control approach to set our emissions reporting boundary. This means our scope 1 and scope 2 emissions comprise activities over which we have direct operational control. For the purpose of carbon accounting, we have deemed our state battery sites outside of our operational control.

Significant energy use within our scope 1 profile includes transport and stationary combustion of diesel, liquified petroleum gas, natural gas and unleaded petroleum.

Our scope 2 emissions refer to purchased grid electricity for our operational sites. We have engaged Bureau Veritas to perform independent limited assurance over our scope 1 and scope 2 emissions data which is explained in the independent assurance report on page 60.

Our overall carbon footprint (scope 1 and scope 2 emissions) has decreased. Our scope 1 emissions have risen as a result of increased diesel use. Scope 2 emissions have reduced after the introduction of energy efficient equipment.

Our scope 1 and scope 2 emissions have been calculated using 2024 NGAs, since at the time of preparation, the 2024-25 emissions factors were not available.

Greenhouse Gas Emissions (tCO2-e)	2022-2023	2023-2024	2024-2025
Total emissions	6,893	6,998.2	6,530
Scope 1 emissions	248	329.1	451
Scope 2 emissions	6,645	6,669.1	6,079

Scope 3 emissions are upstream or downstream of our value chain and outside of our direct control but represent the largest portion of our emissions and are crucial to understanding our total carbon footprint.

We will conduct a scope 3 relevance assessment in 2025-26 in line with the Greenhouse Gas Protocol to identify the categories relevant to us and their contribution. This will enable us to concentrate our efforts with suppliers and customers to drive innovation and strengthen our supply chain resilience.



WASTE AND MATERIALS

Our approach focuses on reducing waste generation through avoidance, reuse and recycling and, where possible, using materials that minimise environmental harm through their lifecycle.

Our sites implement sustainable waste sorting practices to ensure the responsible separation of mixed recyclables, organic waste, general waste and specialised streams such as Containers for Change, batteries, toner cartridges and other recoverable materials.

The refining and processing of precious metals involves the use of hazardous materials and generates hazardous and non-hazardous waste.

We prioritise the safe handling and disposal of hazardous waste – including chemicals and other potentially harmful substances – through strict adherence to environmental and safety protocols. Our commitment is to prevent any adverse impacts on human health and to avoid contamination of soil and water, ensuring our operations remain safe, responsible and environmentally sound.

Our sustainability and environment team launched a business-wide waste project to improve waste management. The completed first stage of the project focused on identifying the types and volumes of waste generated and mapping material flows.

The next stage of the project in 2025-26 will develop a waste management strategy aimed at enhancing efficiency, reducing waste and improving environmental outcomes.

Training and promotion will help employees adopt new practices and embed sustainable habits.

For future monitoring and reporting, we will define metrics for waste, specifically focused on measuring waste generation, in alignment with GRI 306: Waste and SDG 12 Responsible Consumption and Production.

Sustainable packaging

We have reduced the use of protective foam and plastic bags in bulk (secondary) protective packaging.

These materials have been largely replaced with more sustainable cardboard and paper alternatives, which in some cases has also allowed us to reduce overall box sizes.

The Mint was recognised for best sustainability initiative for our sustainable packaging at the Mint Directors Conference in Cape Town, South Africa in May 2025. See more details in the Review of Operations section of the annual report.

Looking ahead, we will expand use of FSC-certified materials and introduce new designs that improve packaging efficiency and durability, including improvements to our coin-to-case ratio to maximise storage and transport efficiency.





CASE STUDY

Giving furniture a second life

An office refurbishment at our East Perth site left us with a surplus of furniture.

Recognising the environmental and social opportunity for repurposing the furniture rather than disposing of it, we teamed up with GreenChair – a program run by Bateup Consulting.

GreenChair was founded by Bateup director Gordon Bateup to reduce waste in the corporate fit-out industry by diverting unwanted furniture to not-for-profits, charities and community groups which need to fit out an office but don't have the budget.

"Essentially, GreenChair is about diverting unwanted furniture from demolition projects and connecting it to not-for-profits, charities and community groups who need to fit out an office but don't have the budget," Gordon said.

The Mint donated 40 pieces of furniture including desks, chairs, filing cabinets, benches and couches.

This initiative supported 10 groups including WA Forest Alliance, Many Rivers, Behaviour Change Collab, Trillion Trees, Zonta House and the West Coast Team Roping Association.

The donation diverted 529kg of material from landfill and achieved carbon emissions savings of 1.9 tonnes of CO₂ equivalent.

Image: Trade assistant Ko Ko Win with Lara Sheldon from GreenChair and some of the donated furniture.



WATER AND EFFLUENTS

Our objective is to monitor and manage water consumption and discharge to ensure responsible water stewardship.

Both our sites have water efficiency management plans, which are monitored and reported monthly to the Water Corporation. Discharges are managed through treatment processes to ensure compliance with regulatory standards and permits and safeguard local ecosystems.

Our groundwater remediation plan has progressed in consultation with Perth Airport.



Groundwater monitoring near the refinery.

We have made progress on upgrading the stormwater storage system at the refinery. Two tanks have been replaced and are fully operational, holding stormwater prior to controlled release to the sewer.

The final phase of the upgrade will be completed in 2025-26, with the installation of a new control system and pumps designed to increase flow rates, improving resilience and environmental performance.

For future monitoring and reporting, in 2025-26 we will define metrics for water management, focused on measuring and managing our overall water consumption and discharge.



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is an opportunity to
demonstrate and provide
a view of our progress.



People and partnerships



We foster a safe, supportive, inclusive and healthy workplace, building strong partnerships and empowering people and stakeholders to create lasting value in our local communities



Our people are our greatest asset. We work to maintain a safe, inclusive and supportive workplace where individuals can thrive and make a valuable contribution.

This commitment is reflected in our efforts to promote physical and psychological safety, support professional development and create an environment where diverse talents and experiences are recognised and nurtured.

Our achievements reflect a year of progress in building a more inclusive, engaged, and safe workplace.

We improved our employee engagement and participation scores in the annual Gallup survey, launched the bystander training program, supported 16 employees through our study assistance program, and achieved an 18% reduction in our Total Recordable Injury Frequency Rate.

The Mint also became a member of the sustainability sub-committee of the Mint Directors Association and adopted its sustainability charter, hosted the Committee for Perth's Gold Dinner, and established a three-year maturity roadmap to guide our approach to modern slavery.



DIVERSITY, EQUITY AND INCLUSION

Our diversity, equity and inclusion program includes:

- Diversity, Equity and Inclusion Strategy
- Reconciliation Action Plan
- Disability Access and Inclusion Plan
- Gender Equity Action Plan

Our employees are encouraged to contribute to shaping an inclusive workplace through participation in employee resource groups (ERG). These groups offer supportive spaces for employees to share experiences, provide feedback and help drive meaningful change.

They include:

- Reconciliation Action Plan (RAP) Working Group
- Culturally and Linguistically Diverse
- Pride
- Mental Health and Wellbeing
- Disability and Neurodiversity
- Gender Equity

We have delivered all elements of our two-year DE&I Strategy 2023-25.

The diversity of our workforce is reflected in the table below. Fluctuations in demographic metrics are expected and we recorded a decline in representation in several areas. We attribute this partly to external market, political and social factors, including increased negative sentiment around DE&I and a reluctance by some individuals to disclose. Internally, our First Nations Engagement and Advisor Diversity and Inclusion positions were reduced to 0.6FTE, leading to reduced capacity to engage with employees and build support for DE&I initiatives.

DE&I METRICS 2022-25:

Diversity Cohort	Representation at 30 June 2022	Representation at 30 June 2025	Target in the strategy (2023-25)
Aboriginal and Torres Strait Islander	2%	0.7%	4%
Culturally and Linguistically Diverse	33.1%	30%	30%
LGBTQIA+	5.3%	4.6%	5%
Disability, Mental Health or Neurodiverse Condition	8.4%	6.9%	10%
Gender	47% women 52% men 1% unspecified	48% women 51.7% men 0.3% non-binary	50:50



View video of how we celebrated Diwali in East Perth with our visitors.

2023-25 DE&I STRATEGY KEY DELIVERABLES

Focus Area	Status achieved	Key achievements
DE&I Strategy	100%	<ul style="list-style-type: none"> Progress Pride flag raised at our sites. Equal Opportunity Policy and Procedure endorsed by First Nations consultant. Recognition as a Work180 endorsed employer and the only Perth-based organisation on Work180's Top 101 Places to Work for Women. Recognition as an AWEI Silver Employer 2024-25.
RAP Innovate	88% Not meeting the 100% completion target was largely attributed to the Advisor First Nations Engagement role being vacant for an extended period	<ul style="list-style-type: none"> Established new partnerships and increased procurement spend with First Nations organisations Launched dual-named meeting rooms to include Nyoongar representation consultation with senior Nyoongar advisor. Included Acknowledgement of Country and First Nations artwork in tour and exhibition. Maintained Indigenous coin series, along with donations to local First Nations organisations to the value of \$30,000.
Disability Access and Inclusion Plan	100%	<ul style="list-style-type: none"> Flexible work arrangements launched. Peer Support Officers and Mental Health First Aid Officers Network established Celebrated days of significance such as International Day of People with Disability, R U OK? Day and World Mental Health Day, World Autism Awareness Day. Public consultation for DAIP 2025-27 including lived experience feedback from people with disability.

In 2025-26, we will refresh our DE&I strategy, supported by three key plans – the revised Disability Access and Inclusion Plan, the next Reconciliation Action Plan and the new Gender Equity Action Plan.

Aboriginal and Torres Strait Islander people

To celebrate NAIDOC Week in 2024, we hosted collaborative dot painting workshops at our East Perth and refinery sites, led by local Indigenous artist Bev Egan from Creative Native. Three artworks are now on display at our sites.

We renamed meeting rooms with Nyoongar names as part of our Innovate RAP. This initiative was delivered in conjunction with a senior Nyoongar advisor and embeds culture and language into our daily operations.

Culturally and linguistically diverse

With 30% of our employees identifying as culturally and linguistically diverse, celebrating a calendar of cultural events is a meaningful way to foster belonging, respect and cultural understanding across the organisation.

Key highlights included the celebration of Diwali, a partnership with Perth Zoo to celebrate the Lunar New Year and hosting Chinese calligraphy workshops with Culture Care.

Disability and neurodiversity

Collaborations with Autism WA, Down Syndrome WA and Edge employment have been maintained, offering job pathway and engagement opportunities that lead to long-term employment. We continued membership with the Australian Network on Disability.

Key awareness events included International Day of People with Disability and Walk for Autism, reinforcing our focus on wellbeing and inclusion. Public consultation remains central to our approach, with accessibility and inclusion matters assessed during reviews of our Disability Access and Inclusion Plan.

Gender equity

We have advanced gender equity through a range of initiatives including gender pay gap analysis and expanding our flexible work offerings which are now accessed by 60% of employees. Inclusive policies such as our Family and Domestic Violence Policy and Procedure have been created in consultation with the Gender Equity ERG.

The development of a new Gender Equity Action Plan has commenced to align with legislative changes and strengthen our focus on pay parity and equitable career progression. We were recognised as the only Perth-based organisation in Work180's Top 101 Places to Work for Women.

LGBTQIA+ inclusion

The Mint achieved silver tier status in the Australian Workplace Equality Index. This national benchmark reflects our progress in fostering an inclusive environment for LGBTQIA+ employees. This achievement highlights collective efforts to ensure every team member feels safe, supported, and empowered to thrive.

CASE STUDIES



Flying the flag for inclusion

In May 2025, The Perth Mint raised the Progress Pride flag at the East Perth and refinery sites, coinciding with the International Day Against Homophobia, Biphobia and Transphobia.

This initiative, developed with input from LGBTQIA+ employees and the Pride ERG, reflects the Mint's commitment to fostering a workplace where diversity and inclusion thrive.

The flag now flies daily alongside the Australian, Aboriginal and Torres Strait Islander flags, serving as a powerful symbol of support for the LGBTQIA+ community.

Michelle Griffith, coordinator commercial administration in the depository and a long-standing member of the Pride ERG, led the initiative.

Michelle's background as a social worker and her experience supporting marginalised communities – including her own LGBTQIA+ family members – fuelled her passion for creating visible change.

She said the flag represented love, solidarity and hope. "Every time I walk through the courtyard or see it from the street, it brings me joy that my workplace is an advocate and visually stating that," Michelle said.

Image: Pride ERG member Holly Lee and Pride ERG executive sponsor James Sawyer prepare to raise the flag at the East Perth site.



Parental leave offers family flexibility

The Perth Mint's enhanced parental leave program, introduced in 2023, provides both parents with up to 14 weeks of paid leave and six weeks of paid secondary carer leave.

Erica Mariane, senior process engineer in our coining division, and Pierre-Yves Flore, manager and architect information security in the business technology team, were the first employees to use the policy following the birth of their daughter Anya in 2024.

When Anya was born, Erica took 28 weeks of paid parental leave at 50% pay, while Pierre took six weeks of full-time paid secondary carer leave. This allowed them to navigate the early stages of parenthood together.

As Erica returned to work part-time, Pierre took on the role of primary carer, using his remaining eight weeks of paid parental leave. This flexibility has allowed him to bond with Anya and actively participate in her development, experiences often less accessible to fathers.

Their story highlights the importance of equal access to parental leave for both parents and has reinforced Erica's decision to work at the Mint. With flexible hours and a manager who has tailored her role to suit her new routine, she has returned to work feeling valued and supported.

Image: Erica, Pierre and their baby Anya at The Perth Mint's 125-year anniversary celebrations.



EMPLOYEE ENGAGEMENT AND DEVELOPMENT

We are committed to attracting, developing and retaining a skilled and diverse workforce by fostering a culture that supports professional growth, engagement and long-term career development.

The annual Gallup culture survey helps us to measure how well our workplace culture is aligned with our values. We rose to the 37th percentile compared with other Australian organisations, while employee participation increased to 89%. Our employee engagement score of 3.93 was up from 3.83 in 2024.

Result	2022-23	2023-24	2024-25
Participation	72%	84%	89%
Engagement Score	3.8	3.83	3.93
Percentile Rank	39th	39th	37th

In response to the survey, we implemented actions to strengthen employee engagement and support cultural change. General managers were assigned key performance indicators to ensure team-level action planning. A corporate strategic pillar – evolution of culture – was established.

A new performance framework was piloted with executives and the senior leadership team, with implementation in 2025-26.

We will also focus on strengthening engagement, operational efficiency and employee experience, including upskilling.

Reward and recognition

Golden Stars, our employee reward and recognition program, celebrates employees and teams who demonstrate our RISE values – Responsible, Integrity, Safety and Excellence. Over the 12 months, 387 nominations were received.

Learning and development

Employees are supported through an annual corporate training plan, informed by a training needs analysis. Individual training needs are identified between employees and their managers during career and development planning discussions. We offer mandatory and recommended training to support compliance, capability building and continuous improvement. Some examples of these include:

- Providing study assistance
- Introducing bystander training
- Launching a new Leadership Development Program, in partnership with the Australian Institute of Management
- Forty employees earning change agent credentials
- Face to face respectful workplace training focusing on our values, our equal employment opportunity policy and discrimination, harassment and bullying.

In 2025-26, we will use the GRI 404 Training and Education standard as a reference to develop metrics to provide visibility on our achievements on learning and development.



HEALTH, SAFETY AND WELLBEING

Guided by the principle “Safe people. Safe workplace. Safely home,” we have a strong focus on the physical and psychological wellbeing of employees, contractors and visitors.

We are guided by our management system aligned to ISO 45001:2018 Occupational Health and Safety Management, which supports our commitment to creating a safe and healthy workplace through risk-based thinking and continuous improvement.

Employees are empowered to identify and report hazards early so risks can be addressed before they escalate into incidents. Employees submitted 1,091 hazard reports through our management system. Trend analysis informs our focus areas.

The following initiatives have supported and enhanced our safety culture:

- Critical rules rollout – 10 critical rules designed to address our most significant hazards related to the 12 critical risks identified within our operations
- Working With Molten Metal and Handle With Care, Be Hazardous Substance Aware safety campaigns to strengthen protection for employees working in higher-risk production areas
- Wearable sensor technology used to identify high risk areas for repetitive injuries with almost 40 tasks assessed.

Looking ahead, we will work towards an integrated management system and aim to achieve certification to ISO 45001:2018.



The molten metal safety campaign was aimed at our higher risk work areas.

OUR SAFETY PERFORMANCE

Our Total Recordable Injury Frequency Rate (TRIFR) at the end of 2024-25 was 5.92, a reduction of 18% on the previous year and just within our target of 6 or less. We also achieved improvements in hazard reporting. Our Significant Incident Frequency Rate increased from 0 to 2.54.

Our focus in 2025-26 will be on enhancements to the critical risk management program, further targeted campaigns and uplifting safety culture.

OUR METRICS

Metric	2023-24	2024-25	Target
Total Recordable Injury Frequency Rate (TRIFR) per million hours worked	7.22	5.92	<6
Lost Time Injury Frequency Rate (LTIFR) per million hours worked	1.61	1.69	0
Significant Incident Frequency Rate (SIFR) per million hours worked	0	2.54	<2
Total hours worked (employees and contractors)	1,245,952	1,182,836	N/A

A Lost Time Injury is an injury that results in a person's inability to work for at least one full shift.

The Total Recordable Injury Frequency Rate includes the LTI as well as restricted work injuries (where the injured person is unable to perform a routine function for at least one shift) and medical treatment injuries (which require treatment but don't result in lost time).

A Significant Incident is an incident that has the potential to cause a fatality or life-changing disability.

Psychosocial safety

After the introduction of a psychosocial safety program in 2023-24, we partnered with PerMentis to continue to strengthen our approach by launching a comprehensive psychosocial hazard and positive duty survey via the Gallup platform. Insights from the 312 survey participants highlighted strong performance in key protective areas while identifying opportunities for improvement in workplace fairness, culture and job security.

Building on this insight, focus groups using the psychosocial interactive risk assessment methodology were held to further explore and address psychosocial risks. An action plan has been developed and another survey will be conducted in 2025-26 to assess progress.

Psychosocial training has now been rolled out for leaders, providing tools for how to recognise, respond and engage support for employees experiencing psychosocial safety issues.

Mental health

As of 30 June 2025, the Mint has 51 designated certified Mental Health First Aid (MHFA) Officers including nine MHFA officers who have received specific training to support Aboriginal and Torres Strait Islander employees. More than 135 leaders have completed the MHFA for leaders and managers module.

We have introduced peer support officers, maintained recognition as an advanced mentally healthy workplace by Mental Health First Aid Australia and in November, were recognised with the Psychosocial Health Award at the WHS Foundation WHS Awards for our leadership in promoting mental and emotional wellbeing in the workplace. See more details in Our People section of the annual report.

Wellbeing

As part of our employee benefits and support program we offer a range of health and wellness benefits to foster physical and mental wellbeing. Employees have access to a variety of flexible work options, and we introduced the right to disconnect and an out-of-hours allowance for applicable roles. These changes promote work-life balance and reinforce respectful workplace boundaries.



LOCAL COMMUNITIES

The Perth Mint combines a tourism and corporate event offering with the responsibility for stewardship of heritage-listed buildings and artefacts. Our commitment to local communities is reflected in meaningful engagement and collaboration, including with First Nations people, through partnerships, sponsorships, and donations. These efforts are designed to create shared social and economic value while honouring our cultural heritage and strengthening community connections.

We hosted 13 events in our East Perth heritage buildings and grounds, including corporate, stakeholder engagement and marketing events such as Boorloo Heritage Festival, 125-year anniversary staff event, a luxury jewellery evening and the Committee for Perth gold members dinner.

Annual community events included Perth Royal Show and a collaboration with Perth Zoo to celebrate the Lunar Year of the Snake.

Local community partnerships, education and sponsorships

We supported five organisations through our employee volunteer program. Our employees receive one paid volunteer day per year to support a selected charity. Activities have ranged from sorting and reassembling e-waste for Sam's Spares, preparing meals for The Salvation Army and sorting clothing for Dress for Success.

The program also included Foodbank and Ronald McDonald House, contributing a total of 280 employee volunteer hours.

We donated 45 desktop computers to Sam's Spares, with another 40 provided to individuals and organisations in need.

We also donated 63 computers to Danjoo, an Indigenous-owned technology company. Through this partnership, 59 computers were distributed among three Aboriginal organisations that support cultural and educational development.

We tailor our gold tours for special interest groups, reflecting our commitment to inclusivity and education.

Through our membership of the Gold Industry Group, our employees have participated in gold class sessions that educate school students on the value of the gold sector.

In 2025-26, we will adopt a new community giving framework.



RESPONSIBLE SUPPLY CHAIN

We work continually to strengthen our responsible sourcing practices across all supply chains, including precious metals and other materials. Through the application of robust due diligence processes, we work to identify, manage and mitigate sourcing risks.

Precious metals

In 2024-25, we enhanced our risk matrix. Our sourcing assessment evaluates suppliers based on supply, location and material type risks. We also revised our policies and procedures to embed these risk criteria and address modern slavery.

Nearly 99% of the gold doré processed at our refinery originates from large-scale mining operations. We refine about 71% of the total volume of newly mined gold in Australia.

Approximately 87% of the gold doré we refine is sourced from low-risk jurisdictions including Australia, New Zealand and the United States. The other 13% is from mines in Africa and Papua New Guinea.

For suppliers identified as high risk, enhanced due diligence is performed to ensure their operations meet our sustainability standards and requirements including security, transparency, traceability, ethics and responsibility.

Our supply chain governance is overseen by dedicated teams reporting to the Audit and Risk Management Committee, with policies aligned to LBMA Responsible Gold and Silver Guidances and a dedicated compliance officer. These are audited annually, reviewing our doré deposits end-to-end.

Supplier selection prioritises cost, quality and sustainability, with support for local sourcing where possible. Internal and external audits reaffirmed our compliance, with findings to be addressed in 2025-26. Staff completed mandatory training, with additional LBMA-specific compliance training for key personnel.

Looking ahead, we will focus on our readiness for imminent disclosure changes and participation in the revised version of the LBMA gold guidance.

Non precious metals

Regulatory compliance and transparency are elevated throughout our non metals sourcing activities, guided by a structured management approach and due diligence processes in alignment with the *WA Procurement Act*.

A new three-year plan will guide improvements, ensuring public funds are spent responsibly and with full accountability. To support this strategy, all procurement policies and guidelines were updated.

We marked a milestone with the launch of a new source to contract system. The platform enhances procurement transparency, streamlines contract management and enables thorough supplier assessments through the third-party due diligence process.

We remain committed to inclusive procurement, particularly through our First Nations Business Commitment. By the end of 2024-25, we had awarded almost 14.9% of our total contracts valued at more than \$50,000 to registered Aboriginal businesses (RABs). Processes have been simplified to reduce barriers for RABs and Australian Disability Enterprises, with support from Supply Nation, Noongar Chamber of Commerce and Industry and Waalitj Hub.

In 2025-26, we will develop performance metrics and reporting processes to better understand and manage risk across the non-precious metal supply chain.

Further enhancements to supplier profiling, modern slavery risk management, and auditability will ensure our procurement practices remain ethical, transparent, and aligned with government policy and community expectations.

Modern slavery and human rights

Progress to embed modern slavery provisions across our operations included the establishment of a working group to provide guidance and help integrate improved processes and controls into business practices.

A milestone was the development of a three-year maturity roadmap, with a framework to strengthen our modern slavery response. We conducted targeted risk assessment workshops, published our 2023-24 Modern Slavery Statement and reviewed key policies, including human rights, whistleblowing, grievance mechanisms and procurement documentation to ensure they reflect modern slavery considerations.

All new suppliers which fall into priority one categories are now required to complete a self-assessment questionnaire with 100% compliance achieved.

Existing suppliers are being screened against 11 priority one categories. Engagement is tailored to support small and mid-tier organisations that may be less familiar with modern slavery obligations.

We reviewed our mandatory employee training to ensure relevance across roles, developed a modern slavery risk assessment framework, and evaluated recruitment practices to align with human rights expectations.

No grievances related to modern slavery were reported through our whistleblower line during 2024-25.



STAKEHOLDER ENGAGEMENT

We continue to strengthen our position within the precious metals and broader business and tourism community through strategic collaborations and partnerships.

We maintain close ties with gold producers and industry groups, while expanding our network through new initiatives and events.

In 2025-26, we will deepen engagement across the tourism industry with the development of a tourism stakeholder framework.

Conferences and events

By attending coin fairs and gold industry events and other conferences, our representatives promoted our products and services and cultivated relationships that support collaboration, market insights and long-term growth.

Key events included:

- American Numismatic Association convention, Chicago
- Asia Pacific Precious Metals Conference, Singapore
- Assaying and Refining Conference, London
- Beijing Coin Show
- Diggers and Dealers Mining Forum, Kalgoorlie-Boulder
- India Gold Conference, Bengaluru
- International Jewellery Fair, Hong Kong
- LBMA Global Precious Metals Conference, Miami
- Melbourne Money Expo
- Mint Directors Annual General Meeting, Germany
- Mint Directors Conference, Cape Town
- Perth Money Expo
- Perth Stamp and Coin Show
- RIU Explorers Conference
- RIU Sydney Resources Round-Up
- Singapore Coin Show
- Sustainability Leaders Forum, Melbourne
- World Money Fair, Berlin



Performance and prosperity



We uphold excellence through robust governance, guided by ethics, values and transparency in every interaction



As a Government Trading Enterprise, we have a responsibility to uphold the standards expected by the WA Government and community. We strive to earn and maintain the trust of our customers and stakeholders by acting in an open and ethical way and aligned with public expectations. Guidance from the Public Sector Commission enables our approach to ethical behaviour and financial integrity to reflect best practice principles.

Our governance frameworks and oversight mechanisms are continuously refined to meet these expectations and deliver value responsibly.



ANTI-MONEY LAUNDERING AND COUNTER TERRORISM FINANCING

We maintain a robust approach to anti-money laundering and counter-terrorism financing (AML/CTF), guided by policies aligned with legal and regulatory obligations. These policies are embedded through codes of conduct, employee handbooks and supplier agreements, providing a consistent understanding among employees and external partners.

Governance oversight is comprehensive, with accountability supported at all levels – from the Board and the Audit and Risk Management Committee to executive leadership and financial crime, risk and compliance teams. Periodic internal audits assess the effectiveness of controls and processes, ensuring continuous improvement.

Risk assessment and due diligence are central to our AML/CTF framework. We actively monitor compliance risks across operations and apply enhanced due diligence to high-risk customers, business partners and third parties. Monitoring and reporting mechanisms, including confidential whistleblower channels, support transparency and accountability.

Training and awareness programs are tailored to roles with elevated exposure to compliance risks, such as procurement, legal and executive functions. These are delivered through online modules and facilitator-led sessions, with periodic refreshers to reflect legislative and industry changes.

We launched a platform that integrates customer and transaction data to enhance AML efforts and streamline customer onboarding. This was part of the wider AML Remediation Program, which achieved successful remediation of 69,971 customer records to improve data accuracy and compliance.

We also implemented risk management software as part of an ongoing process to strengthen our AML/CTF capabilities.

Ongoing internal audits and independent assessments will support program integrity. In preparation for the AML/CTF legislative reforms coming into effect in 2026, we contributed to the first round of public consultations and will continue to engage, embedding any required changes into our operations and governance frameworks.



CYBERSECURITY, DATA AND PRIVACY

Cybersecurity, data and privacy are integral to The Perth Mint's commitment to safeguarding customer and employee information, ensuring regulatory compliance and supporting operational resilience.

Oversight of privacy and cybersecurity is embedded with senior management, who monitor risks and responses.

Cybersecurity

Our cybersecurity controls are aligned with key industry benchmarks – Australian Cyber Security Centre (ACSC) Essential 8, the 2024 WA Government Cyber Security Policy (WACSP), and the US National Institute of Standards and Technology Cyber Security Framework – which form the foundation of our protective architecture. We provided our annual implementation report to the Department of Premier and Cabinet.

Governance oversight for cybersecurity rests with the Chief Information Officer supported by a dedicated Information Security team, with regular reporting to the Audit and Risk Management Committee and the Executive Risk Committee.

Employee training is delivered through compulsory online modules and supported by awareness campaigns.

We are addressing areas identified in the 2023-24 ISO 27001 gap analysis, including policy and standard refinements while working towards certification.

Data and privacy

We updated our Privacy Policy and distributed it to more than 120,000 customers and published it on our website. We also strengthened our Data Breach Response Framework.

Governance oversight is led by the privacy officer and supported by the data analytics privacy team, with regular reporting to the Audit and Risk Management Committee. Our risk management approach includes privacy impact assessments for vendors and internal projects, and our data processing agreements meet international standards, including GDPR compliance. No data breaches were reported.

We invested \$3 million in a program to strengthen data security and enhance customer privacy protections. This initiative reviews how personal information is collected, handled and stored and aims to minimise data retention and empower customers to exercise their privacy rights. These efforts recognise privacy laws that operate across 137 countries.

We also introduced a privacy enquiries email and updated our website, perthmint.com/privacy, to support customers and stakeholders. Our contract formation processes have been uplifted and updated data protection agreements are now in place with key vendors.

As part of our engagement with the Department of Premier and Cabinet through the Privacy and Responsible Information Sharing (PRIS) Champions Network, we are tracking at or above target across all 18 implementation areas.

In 2024-25, we processed 380 customer privacy requests.

Looking ahead to 2025-26 we plan to further embed privacy governance across operations, enhance vendor oversight, and maintain strong performance in the PRIS Champions Network.



ETHICS, VALUES AND TRANSPARENCY

Our values – Responsible, Integrity, Safety and Excellence – are the foundations of our culture and central to our sustainability strategy.

The strong ethical foundation is maintained through internal codes of conduct, policies, and procedures that promote ethical behaviour and financial integrity. Our systems are designed to ensure compliance with legislative requirements and to support continuous improvement through regular monitoring and review.

Our governance is strengthened through alignment with best-practice principles such as leadership commitment, clear accountability, risk-based controls and open reporting mechanisms.

We encourage employees, contractors, officers, suppliers and customers to raise concerns if they suspect any form of misconduct through one of the channels available to make a confidential disclosure.

We plan to use the WA Government's Integrity Framework Self-Assessment Tool to benchmark our current practices and identify areas for improvement. In addition, we will establish a fraud and corruption risk register to help us continue to manage and mitigate integrity risks.



HERITAGE

The Perth Mint operates on a site of significant historical and cultural value. The original East Perth buildings are listed on the State Heritage Register as well as the municipal register of the City of Perth. The buildings are also classified by the National Trust.

Preserving and maintaining our heritage buildings and artefacts is embedded in our governance approach and reflects our respect for Western Australia's history.

Heritage management is guided by conservation policies and oversight from relevant authorities, including the Heritage Council of WA. Our approach integrates heritage values into daily operations and long-term planning, ensuring that impacts are considered and managed in line with our custodial responsibilities.

A collaborative relationship with the Royal Australian Mint (RAM) has opened new opportunities for shared learning in heritage tourism and cultural engagement. A site visit by RAM's curatorial and visitor services team enabled the exchange of best practices in museum curation, education and retail integration.

Engineering works in the coining division uncovered original rolling mill driving gears which had been covered over by subsequent upgrades. The gears are undergoing restoration and will feature in a new visitor experience project.

In 2025-26, we will continue to strengthen our heritage management practices including implementing a museum-standard collections management system.



STATE BATTERIES

The state batteries program aims to maintain and restore this part of Western Australia's gold mining heritage.

Work is underway to gain an understanding of issues and opportunities associated with operations at each of the 22 sites under the Mint's management, including any potential future impacts.

The key areas of focus include:

- Transition planning for all 22 sites to establish a positive value for the State's future use.
- Strategic assessment of technical, legal and stakeholder feasibility across program workstreams.
- Stakeholder engagement to support regulatory, community and Traditional Owner approvals
- Development of risk management plans for preferred site options.

The Mint has commenced geotechnical and safety works at 11 sites, selected for their location, heritage value and operational needs.

Alongside this, a program was launched to assess environmental conditions and develop tailored management plans.

With more than a century of history embedded in these sites, the program recognises the importance of engaging meaningfully with people whose lives and stories are connected to this legacy.

To support this, we have implemented a project stakeholder engagement framework that meets regulatory obligations and community expectations. It is built around five key outcomes: trust and transparency, cultural respect, community safety, heritage preservation, and collaborative governance.

STATE BATTERY SITES



INDEPENDENT ASSURANCE STATEMENT



To the Stakeholders of The Perth Mint

Limited Assurance Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe the scope 1 and scope 2 GHG emissions ("Subject Matter Information"), including associated methods, assumptions, and estimation uncertainty, presented in The Perth Mint's FY25 Annual Report for the period of 1st July, 2024 to 30th June, 2025 ("the Report"), is not fairly presented and prepared, in all material respects, in accordance with the Reporting Criteria, within the scope of our limited assurance engagement.

Scope of the Assurance Engagement

We have undertaken a limited assurance engagement over the following Subject Matter Information, as presented on page 44 and 45 of the Report, applicable to the facilities under The Perth Mint's operational control: 300 Hay Street, East Perth, WA 6004, Australia and 131 Horrie Miller Drive, Perth Airport WA 6105, Australia (Refinery).

Subject Matter Information	Assured Figure
Scope 1 GHG emissions	451 tCO ₂ -eq.
Scope 2 GHG emissions (location based)	6,079 tCO ₂ -eq.
Total scope 1 and 2 GHG emissions	6,530 tCO ₂ -eq.

Our assurance engagement does not extend to any other information included in the Report or information from earlier periods. We have not performed any procedures on the excluded information and, therefore, do not express any conclusion on it.

Reporting Criteria

The Subject Matter Information was prepared in accordance with the Australian National Greenhouse and Energy Reporting Act 2007 (NGER Act), and the calculation methodology disclosed on page 44 and 45 of the Report.

The Perth Mint's Responsibilities

Management of The Perth Mint was responsible for:

- Selecting and establishing suitable reporting criteria for preparing the Subject Matter Information subject to assurance.
- Preparing and presenting the Subject Matter Information in accordance with the Reporting Criteria.
- Designing, implementing, and maintaining internal controls relevant to the preparation of the Subject Matter Information that is free from material misstatement whether due to fraud or error.
- Advising us of any known or suspected issues related to the Subject Matter Information.

Inherent Uncertainty in preparing GHG disclosures

The GHG quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Our Responsibilities

Bureau Veritas was responsible for:

- Planning and performing the engagement to obtain the intended level of assurance about whether the Subject Matter Information is free from material misstatement, whether due to fraud or error.
- Forming an independent conclusion based on the procedures performed and evidence obtained.
- Reporting our conclusion to the Directors of The Perth Mint.

Bureau Veritas was not involved in the drafting of the report and our independence has not been compromised.



INDEPENDENT ASSURANCE STATEMENT

**Summary of Work Performed**

Our limited assurance engagement was conducted in accordance with ISAE 3000 *Assurance Engagements other than Audits or Reviews of Historical Financial Information*, ISAE 3410 *Assurance Engagements on Greenhouse Gas Statements* issued by the International Auditing and Assurance Standards Board (IAASB), and informed by Bureau Veritas' standard procedures and guidelines for external verification and assurance of ESG Information and Sustainability Reports.

Our work was planned and executed in a manner designed to produce the intended level of assurance and to provide a sound basis for our conclusions.

The procedures we performed were based on our professional judgement and included enquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records. In undertaking our assurance engagement, our procedures comprised:

- Review of the suitability and application of the Reporting Criteria used as the basis for preparing the Subject Matter Information.
- Enquiries of The Perth Mint representatives to gain an understanding and evaluate implementation of processes, systems and internal controls to collect, aggregate, calculate, analyse and report the Subject Matter Information.
- Enquiries of personnel responsible for the performance of the processes and preparation of the Subject Matter Information.
- Review of documentary evidence produced by The Perth Mint representatives.
- Comprehensive performance data testing, involving source verification for emissions sources and emissions factors, as well as mathematical accuracy of the calculations pertaining to the Subject Matter Information.
- Assessment of whether The Perth Mint's methods for developing estimates are appropriate and had been consistently applied.
- Review of the presentation and disclosure of the Subject Matter Information within the Report.
- Site visits at both locations.
- Request of Management Representation Letter on key assertions.

The scope of a limited assurance engagement is significantly narrower than a reasonable assurance engagement. This includes fewer risk assessment procedures, a more limited understanding of internal controls, and less extensive responsive testing. Consequently, the level of assurance obtained in a limited engagement is substantially lower than a reasonable assurance. Even a reasonable assurance engagement, while providing a high level of assurance, does not guarantee the detection of all material misstatements, should they exist.

Inherent Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined reporting period.
- Statements of commitment to, or intention to undertake future actions by The Perth Mint.
- Statements of position, opinion, belief and/or aspiration by The Perth Mint.
- Financial data audited by an external third party.
- Other sites and/or activities not included in the scope.

This independent assurance statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

Statement of Independence, Impartiality, Competence

Bureau Veritas is a global leader in Testing, Inspection and Certification ("TIC") services. Bureau Veritas' mission is to support its clients complying with regulations, managing risks and improving performance to meet the challenges of quality, health, safety, hygiene, environmental protection and social responsibility. Leveraging its renowned expertise, as well as its impartiality, integrity and independence, Bureau Veritas has helped build trust between companies, public authorities and consumers for nearly 200 years (<https://group.bureauveritas.com/>).

Bureau Veritas operates a quality management system across its activities and has implemented a robust Code of Ethics to maintain high ethical standards among its personnel and business partners in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with The Perth Mint, its Directors or Managers beyond that required of this assignment. We have conducted this assurance engagement independently and there has been no conflict of interest.

The assurance team was selected based on its extensive industry sector knowledge and experience in conducting independent verification, validation and assurance of Environmental Social and Governance (ESG) information and associated systems and processes.

Bureau Veritas Australia Pty Ltd
5th September 2025

Jeremy Leu
 General Manager, Perth, Australia

Bureau Veritas

