



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ABOUT THIS REPORT

Brockman Mining Limited ("Brockman", "Company") is pleased to present its Environmental, Social and Governance Report ("Report", "ESG") for the year ended 30 June 2025, in compliance with applicable code provision of the Environmental, Social and Governance Reporting Guide as set out in Appendix C2 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong ("SEHK").

This Report has been prepared in accordance with the principles of materiality, quantitative approach, balance and consistency, and complies with the mandatory disclosure requirements and the "comply or explain" provisions recommended by the SEHK. The Group's performance is reviewed annually by the Board, Health, Safety, Environmental and Sustainability, and Risk Management Committees, details of which are set out in our "Risk Management and Internal Control" section in the Corporate Governance Statement of the Company's published 2025 Annual Report. This Report can be accessed from the Sustainability section of the Company's website www.brockmanmining.com.

The Company has a robust and comprehensive system of governance that is essential to the ongoing sound operation of the Company, and to balancing the interests of the Company's shareholders, suppliers, governments, and the various communities (collectively the "stakeholders") in which the Group operates.

SCOPE AND PERFORMANCE

With the delay in development of the Marillana Project and the absence of mining activities during the year, the scope of this report covers all activities of the Group, primarily the head office in Hong Kong and its subsidiaries in Australia. The report presents information relevant to the ESG management approach for the financial year from 1 July 2024 to 30 June 2025 (the "Reporting Period").

Statement from the Board of Directors

The Board retains the overall responsibility for the Group's ESG management and is committed to operating in a manner that contributes to the sustainable development of mineral resources through efficient, balanced, long-term management while demonstrating due consideration for the wellbeing of our people and protection of the environment.

The Group recognises its responsibility to protect the environment and minimise the impact of its activities thereon. The Group is committed to developing and implementing practices in environmental management and actively operates to:

- Work within the legal approval framework and operate in accordance with our environmental management systems,
- Identify, monitor, measure, evaluate and minimise our impact on the surrounding environment,
- Give environmental aspects due consideration in all phases of the Group's projects, from exploration to development, operation and final closure, and
- Act systematically to improve the planning, execution and monitoring of its environmental performance.

Refer to the Environmental Compliance section on page 20 of this report for the details on the Group's compliance with relevant laws and regulations that have significant impact on the Group.

Looking ahead, the Board will also conduct timely reviews of the Group's strategic planning and performance. The Board also sets out ESG goals and targets based on relevant Key Performance Indicators ("KPIs") and reviews the results on a yearly basis. We strive to provide a supportive environment and incorporate ESG initiatives into our strategy to reduce the Group's carbon footprint.

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The compilation of the report follows the principles as suggested by the ESG reporting guidelines:

Materiality	Opinions of stakeholders that were gathered from internal and external stakeholders engagement and we have reviewed and determined the material ESG aspects to the Group.
Balance	To provide an unbiased assessment of the Group and report the progress of sustainability development, including future plans.
Quantitative	Quantitative key performance indicators are used to monitor the progress and results of set targets.
Consistency	Unless otherwise stated, the ESG report has adopted consistent methodology.

MATERIALITY ASSESSMENT

The Group defines material stakeholder groups as those who have frequent connections, significant financial and operational influence and form a long term and strategic relationship with the Group.

STAKEHOLDER ENGAGEMENT

Stakeholders and shareholder opinions and engagements are crucial for the continuous improvement of the Group's ESG performance, and the Board recognises the importance of good communication with stakeholders. Information relating to the Group is disseminated to shareholders in a timely manner through several formal channels, including interim and annual reports, announcements, and circulars. These published documents along with updated corporate information and news, are made available on the Company's website under section "Investors and Announcements".



Aspects and KPIs relevant to this report's disclosure are set out as follows:

Stakeholders	Material issues	KPI	Engagement channels
Investors and shareholders	Business operations	General disclosure	Financial reports and announcements
Regulators	Compliance with laws and regulations	General disclosure on aspects A1, B1, B2, B4, B6, B7	On-going compliance review
	Disclosure		Shareholder meetings
	Environmental	Aspects A1-A3 and relevant KPIs	On-going communications
	Anti-corruption	KPI B7.1-3	Training for directors and management
	Labour standards	KPI B4, 1-2	Yearly review and monitoring of latest regulatory updates
	Product Responsibility	General disclosure	A framework for product quality assurance will be developed prior to the delivery of first ore
Suppliers	Supply chain management	KPI B5.1-4	Review of suppliers and procurement procedures
Employees	Remuneration and labour standards	KPI B1.1-2	Yearly review
	Training and development	KPI B3.1-2	Training for directors and management
	Occupational health and safety	KPI B2.1-3	Internal communications and yearly review
Community	Charity work	KPI B8.1-2	Support charity organisations

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL

A.1 EMISSIONS

Reducing energy produced by the consumption of fossil fuels will have significant beneficial environmental impact. In Australia, most of the energy used for electricity generation comes from non-renewable fossil fuels, primarily coal and gas. While renewable energy sources like wind and solar are increasing their share, they still account for a smaller portion of the total energy mix. In Hong Kong, most of the energy, specifically electricity, is generated from natural gas and coal. A small amount of electricity is produced from renewable sources.

Brockman remains committed to the Paris Agreement to limit global warming to less than 1.5 degrees. Metals and minerals are a crucial part of the transition towards net zero in Australia and as such the Group will work within Australia and Hong Kong's present and future frameworks and systemically review and revise its environmental management system and processes to achieve continual improvement in environmental performance.

The Group operates according to specific Environmental Management Plans ("EMP") approved by the environmental authorities in Western Australia, Australia. The EMP

determines the frequency of monitoring and measuring of our various activities.

The foundation for the Group's emission policies, controls, procedures and reporting are derived from the respective environmental approval for each of the Group's exploration activities. The approvals are activity specific and prescribe the relevant operating parameters as defined by the environmental authorities.

During the reporting year, the Group has complied with the relevant standards, laws and regulations that have a significant impact on our activities.

As the emission generating activities are minimal the Group considers the emissions generated would have an insignificant impact. Based on the minimal emission generating activities and hence low emissions, the actual emissions are not quantified or measured. This will be reviewed again in 2026.

Greenhouse Gas emissions (GHG Emissions) for the reporting period are mainly generated from general direct electricity consumption from retained office use.

Relevant KPIs are as shown below:

Target of net decrease		2025	2024
i) Purchased electricity consumption	Target realised	14,815 kWh	17,018 kWh
ii) Scope 1 GHG Emissions	Not significant (*)	Not significant (*)	Not significant (*)
iii) Scope 2 GHG Emissions	Target realised	7,164 kg CO₂	9,951.13 kg CO ₂
iv) Scope 3 GHG Emissions	Not applicable	Not applicable	Not applicable

Note:

Scope 1 emissions come from direct GHG emissions from combustion of fuels in stationary or mobile sources (excluding electrical equipment) to generate electricity, which is not significant in our case as our development and production activities have yet to commenced.

Scope 2 emissions come from indirect GHG emissions from the generation of purchased electricity.

Scope 3 emissions include other indirect GHG emissions that occur outside the Company such as those from employee business travel, paper waste disposed of in landfills, upstream and downstream emissions from the supply chain. These emissions are not significant to the Group as our actual activities in these areas are minimal.

* Emissions for Nitrogen Oxides (NOx), Sulphur Oxides (SOx) and Respirable suspended particulars (RSP) are not disclosed as the amount is insignificant.



The scope during the reporting period covered a gross floor area of 249.10m².

GHG intensity by floor area amounts to 28.76 kg CO₂-e/m² (2024: 39.95 kg CO₂-e/m²).

The Company has practically achieved its emission target for the year, and has implemented the following continued measures to reduce our emissions in relation to office activities:

- Unnecessary business trips and board meetings have been reduced through the use of electronic communications.
- Encouraged employees to switch off lights and air conditioning.
- Procure only electrical appliances with "Grade1" or equivalent energy labels if needed to increase energy efficiency.

During the reporting period, the Company incurred no unnecessary business trips (domestic or overseas), and all board meetings were conducted via electronic communications.

During the reporting period, no material hazardous or non-hazardous waste was generated as our activities are office based and minimal exploration activities were undertaken. Waste generated comprises printer toner cartridges, batteries and obsolete computer and printing equipment. All hazardous waste is disposed of at appropriate facilities licensed for the receipt and treatment of such waste. Non-hazardous waste such as general domestic refuse and printing paper from office activities were considered minimal.

A.2 USE OF RESOURCES

The Group is committed to promoting an environmentally conscious work environment and has focused on measures to minimise waste and electricity consumption, initiate paper and cartridge recycling and promote electronic communications and storage. We promote recycling of office equipment and reduce domestic waste as much as possible. To reduce consumption of paper, the Group prefers using electronic means to disseminate information via electronic devices and electronic communication systems.

We encourage our employees to switch off idle lights, air conditioners and other office equipment. We also remind them to print and photocopy on both sides of paper if printing is unavoidable. Additionally, we also encourage employees to bring their own lunch and reduce purchase of takeaway meals and beverages, thereby minimising the use of plastic disposable utensils. The Group promoted the use of public transportation and carpooling to reduce individual car usage and its environmental impact. As the Group does not own any vehicles, it does not directly produce greenhouse and hazardous gases from cars use.

Our offices are required to maintain in-door temperature at 24 degree Celsius to ensure efficient use of air conditioning.

As stated above, the Group endeavours to continue to target a net decrease in emissions for the upcoming year. Purchased electricity contributes to the majority of our emissions; hence a target of net decrease in yearly energy consumption is set.

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The Group promotes initiatives to mitigate environmental impacts by choosing energy-efficient products by comparing Energy Labels issued by the Electrical and Mechanical Services Department (EMSD)/ Energy Rating Labels issued by the Australian Federal Government. As waste electrical and electronic equipment (WEEE) poses severe harm to the environment, the Group encourages all employees to use the WEEE donation or recycling programs. All employees are responsible and accountable for operating in an environmentally responsible manner.

The total purchased electricity for the year ended amounted to 14,815 kWh (2024: 17,018 kWh) and the electricity usage intensity by floor area amounted to approximately 28.76 kWh/m² (2024: 39.95 kWh/m²).

The Joint Operation with Polaris has developed a water borefield at Marillana, comprising production bores and an array of monitoring bores. Pump and infiltration testing will be incorporated into the groundwater model. The purpose of the water borefield is to improve the knowledge of the water balance and the data from the water monitoring bores is expected to become more detailed in the coming years.

The Group's existing activities do not require significant water consumption. Water usage is limited to drinking water including bottled water.

There is no data for water consumption because it is not feasible to obtain water withdrawal and discharge data as an individual occupant of commercial office leases in Hong Kong and Australia where water supply and discharge are not billed separately by the respective building management. Although data on water usage was not quantifiable, the Group maintains best endeavours to conserve the environment by requiring our employees to report immediately damage to any water facilities and prompt water awareness.

There is no issue in sourcing water that is fit for purpose and the Group targets to have a net decrease in electricity consumption next year by implementing the measures as discussed above.

Due to the nature of our activities, there is no applicable data on packaging material as our activities do not involve their use.

A.3 THE ENVIRONMENT AND NATURAL RESOURCES

The Company is committed to the principles of being a good corporate and environmental citizen, and takes careful consideration of environmental, social responsibility and sustainability issues. The Group aims to minimise its environmental footprint and its disturbance to natural resources. As the activities of the Group change as the Marillana project advances to development, fines residue storage and waste rock management, water use and discharge, and continued land management and rehabilitation are the most important areas of concern to the Group and will closely monitor these aspects, in compliance with its regulatory approvals obtained with key State and Commonwealth Governments. Each year, the Company undertakes an annual compliance review and provides a report to the Office of Environmental Protection Authority to declare its compliance status as required.

Waste rock and tailings that is created during the mining and ore refining process can release toxins into the environment if not stored or disposed of properly. In many cases, waste rock and tailings are left out in the open where they are exposed, and toxins can be washed into water systems by rainfall, or can leach into the soil. To mitigate such risk, a detailed mine plan with enhanced tailings and erosion control structure will serve as part of the mine's water management plan.



The most likely source of impact to the surface water environment from discharge is from unplanned flooding or spillages. However, safeguards are in place to minimise this risk that includes alarms and flashing beacons to warn of failure of mechanical components. In addition, flood protection will be implemented, to ensure floodwaters do not adversely impact water ways.

The Company is proposing to clear up to 3,785 ha of vegetation to mine and transport ore to Port Hedland by a land infrastructure solution. After mine closure and the subsequent rehabilitation of the cleared area, the long-term cleared footprint will be around 60 ha which represents the final open pit void. All other disturbances will be rehabilitated to the satisfaction of the Western Australian Environmental Protection Authority (EPA), Department of Environment and Water (DEW) and Department of Mines, Petroleum and Exploration (DMPE). Most key environmental approvals have been secured. We will adhere to our proposed plan in the event of early works commence and we will endeavour to mitigate any environmental disturbance and implement our monitoring schedule.

The principal environmental incidents that could potentially occur at the Group's exploration sites include hydrocarbon spills; the destruction of local wildlife habitats; water substance levels exceeding permits limits; and other incidents that negatively impact the environment. Any environment incidents are reported, investigated, remedied and monitored by the Group and, where appropriate, reported to the responsible authorities.

Prior to the commencement of exploration activities, certain approvals are required in accordance with the Mining Act 1978 from DMPE:

1. Programme of work submission — to include details of mechanised equipment and potential disruption to the ground during exploration for minerals.

2. Mining proposals — details of the proposed mining operation.
3. Mine closure plans — such plan must be included together with any submission on mining proposals, covering all aspects of mine decommissioning and rehabilitation.

Environmental Sustainability

Central to the Company's ESG approach is our commitment to creating sustained value for all our stakeholders, shareholders, investors and employees. Environmental monitoring and reporting forms part of the Group's proactive approach and includes:

- Contribute to the conservation of biodiversity in the Pilbara region of Western Australia,
- Ground, surface, and discharge water quality, and
- Ensuring contractors support the Company's environmental sustainability policy.

Environmental compliance

Ensuring environmental compliance is integral to the Group's activities. The Group implements environmental management systems and practices, from which we assess and identify potential environmental risks; conduct monitoring; and report the performance results to mitigate the impact of our activities on the environment. The Group strives to promote the efficient use of resources and reduction and prevention of pollution. As a responsible Company we seek to meet, and where possible exceed, the regulatory requirements governing our environmental performance.

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The Group complies with all applicable environmental laws, regulations, and standards as set out in the Mining Act 1978 and other relevant environmental regulations such as the Environmental Protection Act 1986, the Environmental Protection and Biodiversity Conservation Act 1999, the Environmental Protection (Clearing of Native Vegetation) Regulations 2004, the Rights in Water and Irrigation Act 1914, the Native Title Act 1993 and the Aboriginal Heritage Act 1972.

During the year ended 30 June 2025, there were no environmental approval breaches. All approval and permit levels were complied with.

Sustainability Reporting

For financial years commencing on or after 1 January 2025, the Company will be required to prepare and report climate related financial disclosures as part of its 2026 ESG Report. This ESG Report must include, among other elements, a climate statement prepared in accordance with the new sustainability standards, applicable to annual reporting periods beginning on or after 1 January 2025. These requirements are based on the standards issued by The International Sustainability Standards Board (ISSB): IFRS S1 — General Requirements for Sustainability Related Financial Disclosures and IFRS S2 — Climate Related Disclosures.

IFRS S2 requires the Company to disclose information about climate related financial risks and opportunities that could reasonably be expected to affect cash flows, access to finance or cost of capital over the short, medium or long term. The climate related financial disclosure requirements include information about the Company's governance, strategy, risk management and metrics and targets, including information about scenario analysis the Company has undertaken of Scope 1, Scope 2 and Scope 3 greenhouse gas emissions. The 2026 ESG Report will form part of the Company's Annual Report, along with the directors' report, financial statements and Auditor's Report. Among other things, the 2026 ESG Report will need to include the Company's

material climate related financial risks and opportunities; the Company's risk management and strategic approach to managing these climate related metrics and targets; and relevant governance policies and procedures.

The Company is subject to a range of sustainability risks, including climate related, environmental and social risks. These include but are not limited to: climate transitional risks, health and safety, change in government policy, regulatory approvals, Aboriginal culture heritage, native title, tenements, market changes, technological change, transition to a lower carbon economy, fraud or misconduct, tax/royalties and environment risks.

B. SOCIAL

B.1 EMPLOYMENT AND LABOUR PRACTICES EMPLOYMENT

The Group's employment policies are documented in its Code of Conduct (Code), which provides clear guidance on the conduct and behaviour of all employees, including the Board and executives. The Code is designed to encourage and foster a culture of integrity and responsibility with the focus on strengthening the Group's reputation as a valued employer, joint operator, and good corporate citizen. Specifically, the Code provides guidance on the following aspects:

- Compliance with laws, rules and regulations,
- Conflicts,
- Knowledge and information security (including handling of confidential information and disclosure and securities trading),
- Health, safety and environment,
- Employment practices, and
- Whistleblowing and misconduct reporting.



The Code of Conduct is available on the Company's website.

The Group is committed to responsible corporate governance, including implementing measures that encourage employees and representatives of the Group to identify and report in good faith any concerns related to serious misconduct that is, or could potentially be:

- A criminal offence (including theft, drug use/sale, violence or threatened violence and criminal damage to property),
- A breach of a legal obligation,
- Dishonest, fraudulent, or corrupt behaviour,
- A serious risk to the health of an individual, the public, or the environment,
- In breach of any of the Group policies, or
- Designed to conceal business records or other evidence related to any of the factors above.

Recruitment and promotion

The Group recognises, and endeavours to protect, the rights of its employees and is committed to providing equal opportunities. The Group engages in transparent and fair recruitment practices, and fair remuneration and disciplinary decisions without regard to gender, age, family position, or ethnic background. The remuneration package provided to our employees include a basic salary component and other long-term incentives (where appropriate). The Group determines employee remuneration based on qualifications and experience. The Group provides employees with retirement benefits and healthcare benefits (where appropriate) and in accordance with statutory requirements. We motivate employees by promotion and salary increments based on results of regular performance appraisals. Apart from offering employees' competitive salary packages, the Group also provides the grant of share options to eligible participants.

Working hours, rest periods, benefits, compensation and dismissal

A five-day work week arrangement is adopted to facilitate work-life balance. In addition to all rest days and statutory holidays as specified in local laws and regulations, employees are entitled to paid annual, maternity, paternity, marriage and compassionate leave. Employees are also entitled to benefits such as medical benefits, post-employment benefits subject to the Group's human resources management policy. In Hong Kong and Australia an employee dismissal is based on relevant local laws and regulations, as well as the requirements in the employee contracts.

Equal opportunity, diversity and anti-discrimination

The Group invests time and resources to fulfil its obligations under the respective laws of Hong Kong and Australia. The Group has a whistleblower policy that enables an employee to raise concerns about practices and procedures in their workplace. It enables employees to report concerns of fraud, corruption, illegal or immoral misconduct, illegitimate practices or malpractice in a way that will not be seen as being disloyal to colleagues.

Workplace diversity

The Company's recognition of the benefits of diversity where individuals from different gender, ages, ethnicities and cultural backgrounds bring fresh ideas and perspectives that enhance the workplace efficiency is reflected in the Diversity and the Workplace Diversity, Equity and Inclusion Policies, which are available in the corporate governance section of the Company's website. These policies outline specific diversity initiatives designed to facilitate equal employment opportunities and requires the Company to set targets with the aim of reporting the progress towards the metrics in the annual report.

These key metrics include:

- Proportion of women appointed as Non-Executive Directors of the Company;

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- Proportion of women in the workplace;
- Parental leave return rates; and
- Proportion of women in senior management;
- Employee turnover.

The following metrics shows the comparison to historical data. The historical data is as follows:

	2025	2024	2023	2022	2021
Proportion of women appointed as Non-Executive Directors	7%	—	—	—	—
Proportion of women in the workplace	21%	14%	14%	13%	15%
Proportion of women in senior management	14%	7%	7%	7%	8%
Parental leave return rates	N/A	N/A	N/A	N/A	N/A
Employee turnover	14%	—	7%	—	—

The measurable objectives adopted for 2025 and the Company's performance are outlined in the table below:

Objective	Performance
1. We will evaluate our gender balance and improve the proportion of women in the Brockman workforce.	The female representation across the Group has improved from 14% in 2024 to 21% in 2025. This will continue to be an area of focus in 2026.
2. We are committed to providing a workplace that is free from harassment and promotes inclusivity. We will continue to educate our employees on acceptable standards of behaviour and the responsibility of the Company to ensure we are providing a safe place of work.	The Company continued its efforts ensuring our workplace environment is supportive and inclusive. We will continue this into 2026.
3. We will apply a focus on female employees as part of our talent and succession process and aim at creating a strong female talent pipeline for more senior positions.	While representation of women in the Group is at 14% from 7% in 2024, the Group will continue to identify female talent and create opportunities.

The Board is continually looking to achieve diversity and will endeavour to appoint individuals who will provide a mix of experience, perspective and skills appropriate for the Company, including appropriate technical and commercial skills relevant to the resource industry.

In Hong Kong, the employment regulations are governed by the Employment Ordinance, the Minimum Wage Ordinance, and, the Employees' Compensation Ordinance and Mandatory Provident Fund Scheme Ordinance. In Australia, The Fair Work Act 2009 (Cth) governs the employment of the majority of Australian employees, supplemented by other federal, state and territory legislative instruments pertaining to areas such as work, health and safety and non-discrimination.



		2025		2024
TOTAL WORKFORCE		14		14
By nature of work	Australia	Hong Kong	Australia	Hong Kong
Corporate directors	3	5	3	5
Corporate Services	1	3	1	3
Project Development	—	1	—	1
Exploration	1	—	1	—
Total	5	9	5	9
By gender				
Male	4	7	4	8
Female	1	2	1	1
By employee category				
Directors (Executive)	1	2	1	2
Directors (Non-Executive)	2	3	2	3
Management	2	4	2	4
By age group				
31-50	1	4	1	2
50+	4	5	4	7
EMPLOYEE TURNOVER RATE ANALYSIS	Australia	Hong Kong	Australia	Hong Kong
By geographical location	—	22%	—	—
	Male	Female	Male	Female
By gender	18%	—	—	—
	31-50	50+	31-50	50+
By age group	—	18%	—	—

During the year, the Group was not aware of any breaches of the relevant laws and regulations relating to the Group's compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare and had not received any substantial complaints from any individual or authority, nor has it paid or was liable to pay any penalty due to employment breaches.

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HEALTH AND SAFETY

Safety is the Group's top priority. Safeguarding the health and wellbeing of our employees, contractors, and communities is essential. The Group consistently goes beyond what is required to comply with local health and safety legislation.

To operate an effective and sustainable, the Company will:

- Focus on the elimination and management of workplace hazards and risks.
- Act ethically and responsibly in all its interactions.
- Promote a culture that prioritise workplace health and safety among employees, contractors, suppliers and joint operation partner.
- Provide a workplace that is free from bullying or discrimination, and that offers equal opportunities to all employees.
- Actively work across all areas of the Company's activities to minimise both actual and potential environmental impacts.
- Respect the rights of Traditional Owners and value the indigenous cultural heritage associated with the Company's activities.

We will implement systems and ensure that resources are allocated to implement and monitor these commitments and our legal obligations. Our employees and stakeholders will be updated on the Company's progress towards these goals. The policy and the system that support it will be routinely measured to ensure the delivery of our commitments.

The Group's Operational Health and Safety (OHS) Policy and objectives that applies to our activities are summarised as follows:

- Achieve "Zero Harm" to people, the community and the workplace environment;
- Support, encourage and promote efforts to achieve industry-leading occupational health and safety performance;
- Eliminate or manage circumstances which may lead to injury, property damage and business interruption; and
- Achieve health and safety performance consistent with the OHS Policy.

These objectives will be achieved by:

- Providing employees and contractors with the necessary training and resources to assist them to perform their tasks safely and effectively;
- Establishing and enforcing accountabilities for employees and contractors regarding health and safety policies, objectives and performance;
- Complying with all applicable laws, regulations and statutory obligations; and
- Demonstrating effective leadership and management of health and safety through risk assessment and the development and implementation of safe operational procedures and communication in health and safety issues.

During the year, the Group recorded no work-related fatalities or injuries resulting in lost days, consistent with the previous three years (2024: Nil). Furthermore, the Group was not aware of any breaches of the relevant laws and regulations concerning the provision of a safe working environment and protection of employees from occupational hazards.



B.3 DEVELOPMENT AND TRAINING

The Group is committed to fostering a culture of continuous learning. We subsidise our employees for their continuing education, and encourage employees to participate in various workshops and seminars according to their respective areas of interest and job description.

Types of training includes:

- Compliance and regulatory;
- Job specific training;
- Comprehensive safety induction for all newly hired employees; and
- Job and activity specific health and safety is provided to employees and contractors.

During the reporting period the percentage of trained employees and average hours of training received:

	Percentage of trained employees		Average hours of training received during the year	
	2025	2024	2025	2024
By employment type:				
Directors	57%	57%	160	173
Senior management	43%	43%	225	262
By gender:				
Male	79%	86%	200	230
Female	21%	14%	184	205

B.4 LABOUR STANDARDS

Preventing and addressing the Group's involvement in child or forced labour in any of its activities is central to our sustainability efforts and our commitment to operating a safe and responsible business. The Group strictly prohibits the use of child and forced labour and complies with all relevant laws and regulations. Prior to on-boarding of new employees, checks are conducted to ensure the candidate is of legal age of employment. During the year, the Group has not employed any person under the age of 18 and incurrence of child labour is not a significant risk factor.

B.5 RESPONSIBLE SUPPLY CHAIN MANAGEMENT

The Group is committed to upholding human rights and respecting the cultures, customs, and values in all individuals, communities and organisations involved in our activities. The Group strives to implement environmentally and socially responsible supply chain practices by working closely with all stakeholders including suppliers, local community and authorities.

A system is in place to ensure procurement practices are free from unfair business practices and including requirements for new vendors as the Group will evaluate the vendors' performance, reliability and pricing. As part of our internal control on procurement procedures, at least 2 quotations will be obtained for each procurement engagement. Also, consideration of previous performance of the vendor, in terms of creditability and compliance with local regulations are determining factors for supplier selection. Sustainable, fair-trade and environmental products are preferred, and procurement decisions are not solely based on price.

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During the reporting period, the number of suppliers by geographical breakdown is as follows:

By geographical region	Number of suppliers	
	2025	2024
Hong Kong	16	15
Australia	35	39
Total	51	54

The Group engages external parties in its day-to-day activities including environment and process consultants, laboratories services, drilling services and professional services. To assist in maintaining a transparent supply chain, the Group only procures goods and services from suppliers and contractors whose trade, employment practices and company values are aligned to the Group.

Independent internal control consultants are engaged yearly to perform reviews on whether internal control processes are being observed. Compliance is actively monitored and reported by senior management and any necessary action will be completed in a timely manner.

B.6 PRODUCT RESPONSIBILITY AND STEWARDSHIP

We value responsible environmental management, seek continued improvement of our environmental performance, and aspire to be effective environmental stewards.

The Company will ensure all required documentation will be implemented prior to shipment of iron ore. Sinter testwork conducted has provided positive results and confirmation of our product quality and the Group will strive to maintain the product's quality upon future delivery of ore.

Given that production has yet to commence, no complaints from customers nor product recalls have been received for the reporting period. Quality assurance and recall procedures will be duly implemented upon future delivery of iron ore product.

The Company upholds the confidentiality of information relating to customers, prospective customers or business counter parts by implementing confidentiality agreements. These agreements outline the Group's position on data security, privacy and intellectual property rights, including:

- Work related documents are the property of the Company unless otherwise specifically agreed, and
- Destruction of documents containing confidential information must be carried out reliably.

The Company manages data protection and privacy as part of its IT processes and has several policies to manage IT related risks including off-site backup. The Group has set out the treatment of handling and protecting intellectual rights in our Code of Conduct.



During the year, the Group was not aware of any breaches of the relevant laws and regulations relating to the Group health and safety, advertising, labelling and privacy matters relating to its products and services.

B.7 ANTI-CORRUPTION

The Company is committed to responsible Corporate Governance, including the implementation of measures to encourage employees and stakeholders of the Company to identify and report in good faith any concerns relating to serious misconduct which is, or potentially could be, a criminal offence, a breach of legal obligation, dishonest, fraudulent, or corrupt, a breach of the Company's policies (collectively, Inappropriate Conduct). Brockman takes a zero tolerance approach to corruption and bribery and is committed to acting professionally, fairly and with integrity in all our business dealings. Accordingly, the Board have endorsed an anti-corruption and bribery, and whistleblower policies to encourage and foster a culture of integrity and responsibility within the Group. These policies provide the protected disclosure, how to report Inappropriate Conduct, confidentiality and whistleblower protections.

The Company's whistleblower policy encourages employees, suppliers and other representatives known as Eligible Whistleblowers to report Inappropriate Conduct. Where an Eligible Whistleblower is concerned about Inappropriate Conduct observed within the Group, the Eligible Whistleblower can discuss it with the manager or supervisor. Alternatively, they can raise the matter with the Compliance Officer. The Compliance Officer will report and communicate Inappropriate Conduct directly to the Audit Committee. All disclosures made under the whistleblower policy are treated seriously and may be the subject of an investigation. Such investigations will be facilitated in accordance with the steps and processes detailed in Appendix A of the whistleblower policy. The Audit Committee is informed at each meeting of all whistleblower matters and incidents, including information on the

number and nature of disclosures made, the status of investigations underway and outcomes of any investigations completed, and actions taken as a result of these investigations. Material whistleblower matters and incidents are also reported to the Board.

The Company's anti-corruption and bribery, and whistleblower policies are periodically reviewed by the Board.

There were no matters relating to Inappropriate Conduct or corrupt practices brought against the Group or its employees during the year (2024: Nil).

The Company has adopted a Securities Trading Policy which applies, inter-alia, to all directors and executives. The Securities Trading Policy complies with ASX Listing Principles and the Model Code for Securities Transactions by Directors of Listed Issuers (the "Model Code") as set out in Appendix C3 of the SEHK Listing Rules. All directors have confirmed, following a specific enquiry by the Company, that they have complied with the required standard as set out in the Model Code throughout the year ended 30 June 2025.

The Company has adopted the same Securities Trading Policy for Relevant Employees to regulate dealings in securities of the Company by certain employees of the Company or any of its subsidiaries who are considered to be likely in possession of inside information in relation to the Company or its securities.

During the year ended 30 June 2025, reading material regarding "Update on Listing Rules and Corporate Governance Code, review of the Group's anti-corruption and bribery policy and guidance on implementation of climate reporting" was circulated to all directors of the Company.

A copy of the Code of Conduct, Securities Trading, Anti-corruption and Bribery, and Whistleblower Policies are available in the "Corporate Governance" section on the Company's website.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

B.8 COMMUNITY INVESTMENT

The Company is transparent on the need to earn the respect and support of the communities in which it is located and by demonstrating a tangible level of commitment to environmental sustainability.

The Group operates in two regulatory environments (Hong Kong and Australia). While compliance with these regulatory environments is the basis of the Group's environmental management. The Group is committed to the principle of developing and implementing appropriate practices and will actively work to:

- Protect the environment surrounding its activities,
- Give environmental aspects due consideration in all phases of our activities, from exploration and evaluation, development and final closure,
- Act systemically to improve the planning, execution and monitoring of its environmental performance, and
- Respect the rights of the traditional owners and value the indigenous culture heritage.

The Group is committed to operating in a way which contributes to the sustainable development of mineral resources through efficient, balanced and long-term management, while showing due consideration for the wellbeing of people, protection of the environment and the development of local economies.

The Group's Sustainability Policy seeks to ensure it is a constructive partner to advance the social, economic and development of the communities in which it operates. The Group fully acknowledges the rights, cultures, customs, and values of people affected by the development and exploitation of mineral resources.

Brockman maintains its community focus on health and sports, and has sponsored charity runs/marathons for employees, for the purpose of raising employees' awareness on health while giving back to the community.