BOSS ENERGY

Fuelling a sustainable future

Sustainability Report 2024

bossenergy.com/sustainability

Introduction

Acknowledgement of Country

Boss Energy would like to acknowledge and pay our respects to the Ngadjuri, Adnyamathanha & Wilyakali Native Title Aboriginal Corporation, upon whose land our Honeymoon uranium mine in Australia is situated. We acknowledge their strong and longstanding cultural connections to their ancestral lands, and we pay our respect to Elders, past, present and emerging.

About this Report

This Sustainability Report has been prepared by Boss Energy Limited (ABN: 38 116 834 336) and, unless otherwise stated, is referred to as 'Boss Energy', 'the Company', 'we', or 'our' refer to Boss Energy Limited. This report is to provide our stakeholders with an understanding of how we are managing our material sustainability topics and the progress the Company is making towards a positive contribution towards sustainability. This Report should be read in conjunction with our Annual Reports and other periodic and continuous disclosure announcements lodged with the ASX, which are also available on our website at www.bossenergy.com. The reporting period for this report is 1 July 2023 to 30 June 2024.

Monetary amounts in this Report are reported in Australian dollars unless otherwise stated.

Disclaimer

This Report contains forward-looking statements, including statements of current intention and expectation. These forward-looking statements are based on information available at the date of this Report.

While these forward-looking statements discuss Boss Energy's expectations at the date of this Report, they are not guarantees or predictions of future performance, and by their nature, are subject to significant uncertainties, many of which are beyond Boss Energy's control.

Actual results and developments may differ materially from those expressed in this report and Boss Energy cautions readers against reliance on any forward-looking statements or guidance.

Except as required by applicable laws or regulations, Boss Energy does not undertake to publicly update or review any forward-looking statements, whether as a result of new information or future events.

Our Purpose

Fuelling a sustainable future for our stakeholders and the communities that they serve.

Boss Energy has a strong commitment to deliver sound Environmental, Social and Governance (ESG) outcomes, recognising that instilling ESG values not only creates economic value, but long-term value for society by addressing its needs and challenges.

Our Values

Our values guide how Boss Energy works together with internal and external stakeholders.

Supporting behaviours:

- Decency and honesty
- Speaking up when necessary
- Accountability
- Responsibility
- Owning up to mistakes
- Listening to other opinions
- Accepting others
- Creating a welcoming and safe environment
- Responding respectfully
- Being punctual and prepared
- Participation
- Contribution
- Support
- Giving feedback
- Offering assistance

Message from the Chief Executive Officer

Boss Energy is pleased to provide its first Sustainability Report, which serves to inform stakeholders of relevant information as it progresses with the implementation of its Sustainability Framework and Roadmap.

Boss Energy has a strong commitment to deliver sound Environmental, Social and Governance (ESG) outcomes, recognising that instilling ESG values creates value for the Company's stakeholders such as customers, suppliers and communities which in turn drives long-term business success and is fundamental to maintaining Boss' social license to operate.

We have developed a sustainability framework and roadmap to guide us to act and report on ESG topics that we have identified being relevant to our business and our stakeholders. This will guide our recent commencement of mining operations on the Honeymoon Uranium Project.

This is part of our strong commitment to sustainability, which forms part of our aim of being a best-in-class uranium mining company.

Duncan Craib,
Chief Executive Officer

“ We have developed an ESG framework and roadmap to guide us to act and report on ESG topics that we have identified as being relevant to our business and our stakeholders.”

Boss Energy at a Glance

Boss Energy is a global multi-mine uranium oxide concentrate (U_3O_8) producer. As an ASX-listed uranium company, Boss is ramping up uranium production at its Honeymoon Uranium Project in South Australia to 2.45Mlbs of U_3O_8 annually, and also owns 30% of the Alta Mesa Project in Texas, USA, which is ramping up to 1.5Mlbs of U_3O_8 yearly.

Honeymoon and Alta Mesa are two of the uranium projects globally that have come on-stream in the early stages of the uranium bull market, with first production achieved in 2024. Boss Energy has achieved a number of significant industry milestones, becoming South Australia's third operating uranium mine and for that matter Australia's newest uranium producer in the past decade, and then with the Alta Mesa mine becoming the first in recent times to be an international multi mine uranium producer on the ASX.

Boss has a world-class team of highly skilled and experienced people who can help ensure we maximise our huge opportunities, with a proven track record in the uranium industry.

With the ramp up at Honeymoon proceeding so well, Boss is also advancing the company's strategy to grow the group's inventory, production rate and mine life.

Learn more about our Project and our Company by following this link to our website: www.bossenergy.com

There is more than a 20 year history of compliance based assessments, approvals and operational plans at the Honeymoon mine. Some of the key milestones are summarised opposite.

Figure 1 Compliance milestones at the Honeymoon mine

2001

The Honeymoon Uranium Project Environmental Impact Statement (EIS) approved in 2001. Mining Lease (ML) 6109 was granted shortly thereafter.

2008

Approval of the Construction Mining and Rehabilitation Program for the Honeymoon Uranium Project was submitted and approved by the SA government departments PIRSA and DEM.

2010

Operational Mining and Rehabilitation Program (MARP) was developed and approved under the Mining Act 1971 (PIRSA, 2010).

2011

A Program for Environmental Protection and Rehabilitation (PEPR) replaced the requirement for a MARP, in line with the amendments to the Mining Act 1971. Ground water quality is monitored in line with the PEPR.

2021-2022

A revised PEPR was prepared to detail proposed changes to the processing method and to ensure compliance with DEM's released Determination Terms of Reference for In Situ Recovery Operations.

2024

The Honeymoon Annual Compliance Report (2023/24) confirmed compliance with lease conditions, including to:

- Ensure no contamination/pollution occurs to natural water drainage systems.
- Ensure no contaminated water leaves the Lease area.
- Ensure no water runoff from the Lease causes flooding of adjacent areas.
- Maintain compliance with groundwater quality and drawdown limits, and liquid disposal volumes and quality limits.

Resourcing a Global Low Carbon Economy

Two of the most confronting challenges affecting our world today are mitigating climate change and solving the global energy crisis.

The global energy transformation away from fossil fuels to a net-zero carbon emission world is one of the greatest challenges our generation will face which in turn is driving growth in nuclear power. This need for clean energy independence is driving near term policy change with governments worldwide and reversing early closures of nuclear power plants on ideological grounds.

Nuclear energy itself is one of the largest sources of reliable global clean energy which has an incredibly low greenhouse gas (GHG) emissions intensity considering the Lifecycle GHG emissions for different energy sources and technologies. One kilogram of enriched Uranium can release about 24 million kilowatt hours (kWh) of energy through nuclear fission, which is equivalent to burning approximately 3,000 tons of coal. Nuclear energy's benefits also span environmental performance, energy security, economics and employment. It is a very low-carbon energy and heat source with the added advantage of reliability.

Boss Energy is now supplying uranium to nuclear energy facilities world-wide to ensure reliable, consistent, decarbonised and dependable 24/7 baseload power for our customers and their communities.

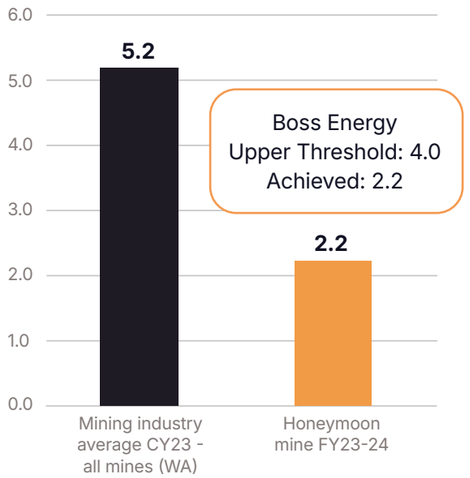
“ Boss Energy is now supplying uranium to nuclear energy facilities world-wide to ensure reliable, consistent, decarbonised and dependable 24/7 baseload power for our customers and their communities.”

Sustainability Snapshot — achievements in 2024

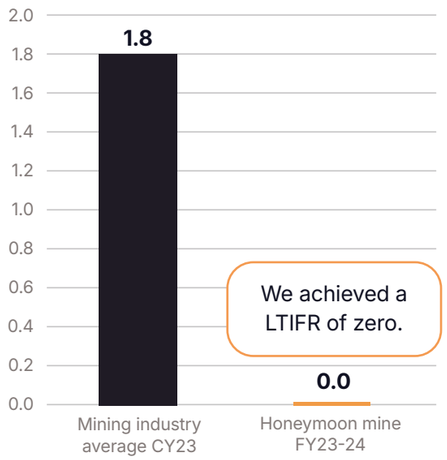
Safety

Total Recordable and Lost Time Injury Frequency Rates

TRIFR 2.2*



LTIFR 0.0



Execution of our health and safety management system (based on the AS/NZS ISO 4801 Safety Management Systems standard) and procedures helped to minimise other key incidents.

Fatalities

Serious injuries or illnesses

Dangerous or high potential incidents

0

Governance, Ethics & Transparency

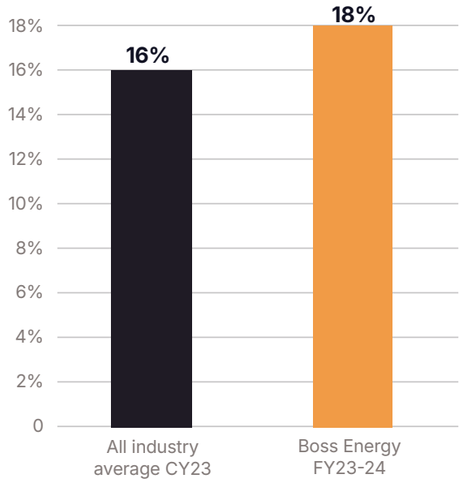
100% alignment
with all 35 of the ASX Corporate Governance Council's Principles and Recommendations

First Sustainability Report
Delivered

* The TRIFR of 2.2 resulted from one minor injury which required medical treatment and the team member safely returned to work the same day. Source: Boss Energy 2024; and the Department of Energy, Mines, Industry Regulations and Worksafe WA - Quarterly Performance Snapshots for the Western Australian minerals sector CY2023, which are used in the absence of 2024 mining sector benchmark data being obtainable for SA. Includes lost time injuries and restricted work injuries. Note that mining operations at the Honeymoon mine commenced part way through the financial year.

Inclusivity & Diversity

% of females employed*



We recognise and strongly endorse the value of having a diverse and inclusive workforce at all levels of the organisation. Our representation of female team members was slightly higher than the mining sector's gender equality average in 2023, with 18% of total workforce (25 female team members) compared to 16% industry average.

Our diverse and inclusive workforce includes:

139
Team members

4%
First Nations representation of our team members

50%
3 out of 6 Female Executives and Managers

Climate change

The Honeymoon mine utilises In-Situ Recovery (ISR) mining, a proven and cost-effective extraction process that delivers a range of important environmental benefits including minimal, temporary ground disturbance within mining areas compared to conventional mining.

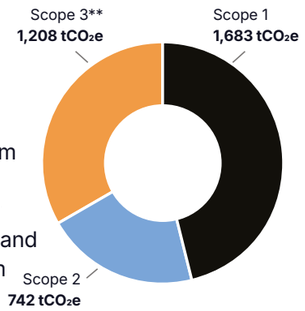
Benefits of the in-situ recovery process compared to conventional mining

19-28%
Reduction in energy requirements

17-32%
Of the greenhouse emissions

GHG emissions

Boss Energy's estimated greenhouse gas (GHG) emissions for the 2023/24 financial year are shown across. Our site incurred emissions mostly come from diesel usage, electricity consumption, employee air transport, food, packaging and sewage waste; and calcium carbonate under leach.



Environment

During 2023/24 Boss Energy strengthened systems and processes for environmental management and complied with all regulatory requirements. Boss Energy have a fully paid Environmental Mine Closure & Rehabilitation bond with the South Australian to financially cover the closure and rehabilitation of Honeymoon upon the end of mine life.

Environmental Mine Closure & Rehabilitation bond value

$13.37M

Only low-level radioactive waste or below this level is produced at the Honeymoon mine, which is managed in compliance with national and state government legislation. There were no reportable waste-related environmental incidents in 2023/24.***

Recycling of non-radioactive waste locally in Broken Hill

25m³

* Source: Australian Government's Workplace Gender Equality Agency, 2023, ** Scope 3 GHG emissions apply simple scope 3 emissions factors, including those provided in the National Greenhouse Accounts Factors 2023. A scope 3 value-chain assessment has not yet been conducted to further estimate value-chain scope 3 emissions, although this is planned in Boss Energy's Sustainability Roadmap. *** Compliance requirements includes to monitor existing radioactive waste cells for subsidence annually, and manage the storage of the low-level waste. In 2023/24 we commenced filling one radioactive waste cell which is expected to be closed during 2024/25.

Our Sustainability Roadmap

Our Sustainability Report details FY 2023/24 achievements and plans for 2024/25 and beyond, including the development of a climate change policy, decarbonisation strategy, and targets, as summarised below:

Our FY2023/24 Achievements	Our Plans for FY2024/25+
Strategy	
Disclosed ESG Framework and Roadmap on our website (as per this Sustainability Report). Established annual sustainability reporting on material ESG topics. Committed to participating in the Towards Sustainable Mining (TSM) initiative with a self assessment planned in 2023/24.	Consider ESG issues and performance on the agenda for future Board meetings. Consider climate related disclosure requirements and reporting in accordance with our ESG framework. Complete a year 1 gap analysis and annual self assessments under the Towards Sustainable Mining initiative.
Governance	
Compliance with all 35 Principles and Recommendations of the ASX Corporate Governance Council. Achieved female gender balances of 18% for all team members, and 50% for combined Executives and Managers. Grew the size of our business, including crucial teams such as our environment and radiation team.	Prepare a Code of Conduct. Identify and deliver training needs for team members and the Board on key ESG topics. Prepare a procurement policy to consider material ESG issues, and a modern slavery policy.
Environment	
We disclosed: • Scope 1 and 2 GHG emissions and commenced reporting of basic Scope 3 emissions. • Performance against suitable water metrics. • A summary of waste and hazardous materials that will be generated from mining, and planned disposal methods. • A summary of the approach for secure transportation management of uranium product/radioactive substances. • The number of reportable environmental and radiation incidents. . We also investigated renewable energy options for electricity.	We plan to: • Quantify our scope 3 value chain GHG emissions. • Prepare a climate change position statement/policy. • Develop a decarbonisation plan and targets to 2030 and 2050. • Conduct an analysis of climate scenarios and potential impacts to Boss Energy. • Refine our measurement of residual risks and consequences of reportable environmental and radiation events. • Continue to strengthen our environmental and Waste Management systems and processes.
Social	
A First Nations cultural heritage management plan was applied to our exploration projects, which is intended to educate team members and external contractors on the company's commitment to protecting First Nations cultural heritage within its areas of operation. We reported on key safety statistics such as injury frequency rates and fatalities; and the use of health and safety policy and procedures.	Continue to engage with our key stakeholders and support and celebrate First Nations cultural initiatives such as for NAIDOC week. Develop or support training/recruitment initiatives to help to increase representation of First Nations and female staff. Develop a community investment and corporate giving plan, for support and contribution to local communities. Achieve our annual health and safety targets.

Key Stakeholders

Boss Energy's key stakeholders are listed below. This informs our material ESG topics and our approach to reporting on ESG metrics.

Suppliers includes:

- Suppliers of goods
- Consultants

Regulators and authorities includes:

- SA Environment Protection Authority
- The Department for Energy and Mining (DEM)
- Federal Department of Climate Change, Energy, the Environment and Water
- Australian Safeguards and Non-Proliferation Office (ASNO)
- Department of Industry, Science and Resources (DISR)

Shareholders includes:

- Domestic Institutions
- International Institutions
- Private Stakeholders/Shareholders
- Exchange Traded Funds
- Based mostly in Australia, North America, Europe and the UK

Communities and landholders includes:

- The Adnyamathanha, Wilyakali and Ngadjuri first nations
- Local/regional communities
- Local pastoralists/landholders

Customers and other influential stakeholders includes:

- Fuel buyers
- Uranium industry agencies
- International Atomic Energy Agency
- Media organisations
- Industry peers

Internal stakeholders includes:

- Team Members
- Board of Directors
- Executive Committee

“ We have a strong commitment to sustainability, utilising in-situ recovery to lower energy requirements, reduce carbon emissions and minimise ground disturbance. We are proud to be engaged with the local Ngadjuri, Adnyamathanha and Wilyakali (NAW) first nations, through the NAW Native Title Aboriginal Corporation, and that 4% of our employees are First Nations and 18% are female.”

Duncan Craib,
Chief Executive Officer

Materiality Matrix

A list of ESG topics were scored and placed on the materiality matrix below. This results in seven priority topics for Boss Energy for future reporting.

Additional ESG topics that are being progressed are:

- Waste and Hazardous Materials management
- Business Ethics and Conduct
- Biodiversity and Land Conservation
- Training and Development
- Preventing Child and Forced Labour
- People, Culture, Inclusion and Diversity
- Closure and Rehabilitation

Key showing category of ESG topic for all topics listed above:

Environment

- Climate Change and GHG Emissions
- Biodiversity and Land Conservation
- Water Stewardship
- Waste and Hazardous Materials Management
- Closure and Rehabilitation

Social

- Community and Landholder Relationships
- Health, Safety and Well-being
- Critical Incident Management
- Preventing Child and Forced Labour
- People, Culture, Inclusion and Diversity
- Training and Development

Sustainability Framework

Our Sustainability framework aims to gradually align our annual report information to leading ESG standards. This begins with the application of our sustainability framework and roadmap, with initiatives to address our material ESG topics and report on progress in our annual Sustainability Report. We aim to report in accordance with the Australian Sustainability Reporting Standards mandatory requirements, the GRI standards and Towards Sustainable Mining (TSM) initiative. As the Australian regulatory landscape evolves we will continue to refine our roadmap.

	2023-24 First Sustainability Report and ESG Roadmap	2024-25 Integration of disclosure standards	2025-26 Compliance with disclosure standards	2026-27 Longer term reporting to include:
TSM **Focus:** Managing key environmental and social risks. **Audience:** Broad range of external stakeholders (Stakeholder Value).	• Plan to formally begin participation in TSM.	• Completion of TSM year 1 gap analysis, implementation and training.	• Completion of TSM year 2 self assessment, aggregate level reporting. • MCA members expected to publicly report TSM results.	• Completion of TSM year 3. • Self-assessment and public facility level reporting (2026). • Followed by TSM External verification self-assessment (2027).
GRI **Focus:** External impacts of a company's activities (Economic, Environmental, Social). **Audience**: Broad range of external stakeholders, including customers (Stakeholder Value).	• Prepare a sustainability report from 2024. • Commence implementation of the Sustainability roadmap.	• Prepare sustainability report using GRI standards as a guide. Focused on the material ESG topics. • Implement Boss Energy's Sustainability roadmap.	• Prepare sustainability report in accordance with the GRI standards. Including use of the GRI Mining Standard. • Prepare GRI content index, statement of use in Sustainability Report. • Notify GRI.	• Refresh materiality assessment. • Prepare sustainability report in accordance with the GRI standards. • Notify GRI.
Australian Government Australian Accounting Standards Board **Focus:** Sustainability issues expected to have financially material impact on the business. **Audience**: Shareholders and other providers of financial capital (Enterprise Value).	• Commence risk assessment in line with the Australian Sustainability Reporting Standards - Climate related Financial Disclosures.	• Prepare sustainability report considering Australian Sustainability Reporting Standards (ASRS) as a guide. Focused on the material ESG topics.	• Prepare sustainability report in accordance with the mandatory ASRS standards. • Consider to communicate relevant information and targets for Shareholders in Annual Report.	• Refresh financial materiality assessment. • Prepare sustainability report in accordance with the mandatory ASRS standards.

Social

Health and Safety

We are committed to the health, safety and wellbeing of our workforce, contractors, and visitors and to performing every job in a safe manner, free of injury and illness. We believe that sound work health and safety practices are in the best interests of our team members, the communities in which we operate and our shareholders.

Boss Energy's health and safety management system is based on the AS/NZS ISO 4801 Safety Management Systems standard, and features defined plans, procedures and instructions to satisfy our overall health and safety vision and goals to systematically help our business to manage the health and safety or all our employees, contractors, and visitors. This has been achieved through consultation, design, hazard & risk management, training and finally implementation & review. This system-based management approach is our way of protecting our team members and our workplace.

Incident management

Boss Energy's approach to health and safety risk management involves a four-step process: identify the hazards, assess the risks, control the risks, and monitor and review the level of safety. This approach is communicated upon commencement to all personnel who are engaged to work at the Honeymoon mine site.

As indicated in the Figure below the total recordable injury frequency rate, with only one minor injury, was 2.2 which is below mining industry averages.

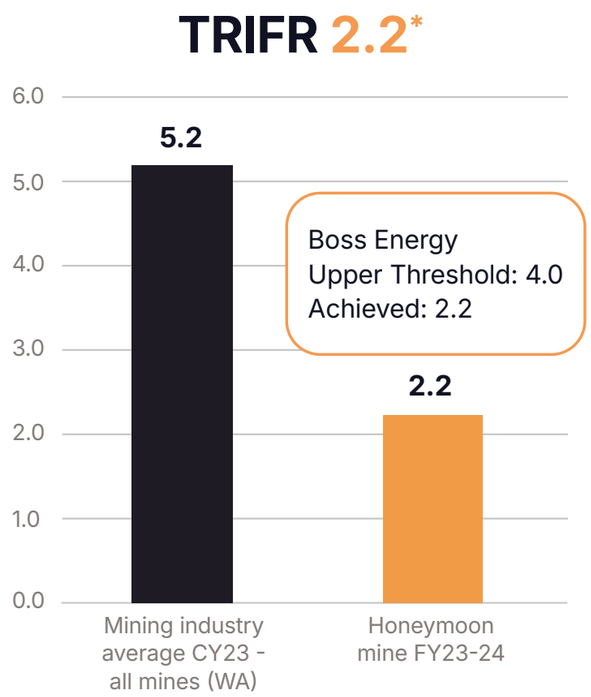
Figure 2 Health and Safety Metrics

Fatalities (number of)	0
Serious injuries or illnesses (number of) reportable to SA government	0
Dangerous or High potential incidents (number of) reportable to SA government	0
Total hours worked	445,766
Medical treatment injury (worker returned to work same day, although sutures put this in an MTI category)	1
Total recordable injury frequency rate (TRIFR) - recordable injuries per million hours worked during a single financial year	2.2
Lost time injuries (number of)	0
Lost time injury frequency rate (LTIFR) - measures the number of lost-time injuries per million hours worked during a single financial year	0

Note: TRIFR records recordable injuries per million hours worked during a single financial year. LTIFR measures the number of lost-time injuries per million hours worked during a single financial year.

We successfully met our Upper Threshold TRIFR limit of 4.0 as indicated in the Figure below.

Figure 3 Total recordable injury frequency rate



Next steps

As set out in Sustainability Roadmap, we plan to continue strengthening our Health and Safety systems and processes as the Honeymoon site transitions from a development project status to operations.

* Source: Boss Energy 2024; and the Department of Energy, Mines, Industry Regulations and Worksafe WA, Quarterly Performance Snapshots for the Western Australian minerals sector CY2023 - used in the absence of 2024 mining sector benchmark data being obtainable for SA. Includes lost time injuries and restricted work injuries.

Community Relations

We value long-term relationships with our local communities, First Nations peoples and suppliers.

First Nations

Boss Energy recognises the traditional rights of First Nations peoples, and their enduring right to maintain their cultures and customs, and meaningful access to their traditional lands. We consider First Nations peoples to be key stakeholders and that to thrive as a business, we need to maintain enduring trust-based relationships.

Local stakeholders to the Honeymoon operations include several pastoral leases (including Kalkaroo, Yarramba and Mulyungarie) and three First Nations owner groups including NAWNTAC (Ngadjuri, Adnyamathanha & Wilyakali Native Title Aboriginal Corporation) and the Wilyakali.

Australia also has a regulated system of assessing heritage values before any ground disturbing activity is undertaken. Boss Energy ensures compliance with this system by completing First Nations heritage surveys and approvals before conducting exploration and mining activities.

Our First Nations Cultural Heritage Management Plan guides our exploration activities and projects. The Plan also helps to educate team members and external contractors on the company's commitment to protecting First Nations cultural heritage within its areas of operation.

We currently have 6 team members of First Nations origins which represents 4% of the workforce. We are striving to increase First Nations representation on Honeymoon where possible.

Our site First Nations representatives actively arrange and host the National Aboriginal and Islanders Day Observance Committee (NAIDOC) week activities on the Honeymoon mine site. This includes organisation of a cultural awareness presentation event with all team members, and a dinner with a traditional barbeque consisting of local meats cooked over an open fire, followed by traditional ice cream flavoured by native flora.

Local communities

The regional city of Broken Hill is the closest major population centre to the Honeymoon mine, with several small towns located within 100km of the mine including Cockburn, Olary and Manna Hill. Boss Energy also interacts with numerous other stakeholders across its exploration operations including pastoral lease holders, local townships and First Nations peoples.

Boss Energy's Sustainability Roadmap describes Boss Energy's approach to the provision of support and contribution to local communities. This includes the development of a community investment plan.

Local procurement

Boss Energy aims to use local employment and contractors as much as possible. We use four local contractors from Broken Hill and Mildura for civil and construction works, along with procurement of consumable products. Our Sustainability Roadmap includes the goal to prepare a procurement policy to consider material ESG issues, and a modern slavery policy.

Next steps

Our Sustainability Roadmap sets out plans to:

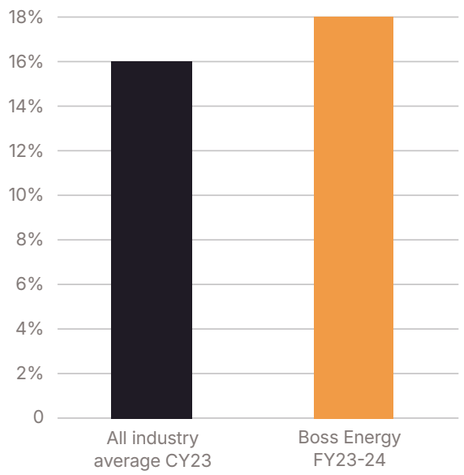
- Continue to engage with our stakeholders and support and celebrate First Nations cultural initiatives such as for NAIDOC week.
- Develop or support training/recruitment initiatives to help to increase representation of First Nations team members.
- Develop a community investment plan, for support and contribution to local communities.
- Develop a procurement policy to consider material ESG issues, and a modern slavery policy.

An Inclusive and Diverse Workforce

We are proud that 50% of our combined Executives and Managers are females.

We employ 25 females in total which represents 18% of the workforce. This compares to the mining industry average of 16% in 2023.

Figure 4 Boss Energy team members that are women*



First Nations team members represent 4% of our workforce, and we aim to increase such employment where possible.

Figure 5 First Nations employment

4%

* Source: Australian Government's Workplace Gender Equality Agency, 2023

The majority of our team members are full-time in the form of permanent team members and max-term contractors, as summarised in the Figure below.

Figure 6 Types of employment

Staff (direct hired)	Number	%
Max-term contractors	66	48%
Permanent	63	45%
Casual	9	6%
Part time	1	1%
Total	139	100%

Environment

Environment and Radiation

Boss Energy is committed to the protection of the environment and human health for current and future generations. Our objectives are to minimise any impact to the air, land, water and human health associated with the construction, operation and closure of the Honeymoon mine, to the lowest reasonably achievable levels.

This is delivered through our Radiation Policy, Environmental Policy and various plans which includes:

- The Program for Environment Protection and Rehabilitation (PEPR)
- Radiation Management Plan and Radioactive Waste Management Plan and Relevant Environment Protection Agency (EPA) licences for uranium mining and processing.
- In addition, our Operational Waste Management Plan is used for the management of EPA listed wastes.

During 2023/24 we recruited additional team members into our Environment and Radiation team to ensure Boss Energy meets its commitments and objectives.

Key elements of our Environmental Policy and Radiation Policy

- Complying with all applicable laws, regulations, licences and government approved programs for environmental protection and rehabilitation, radiation protection and radioactive waste management.

- Establishing and maintaining clearly defined environmental management programs and systems to guide our operations.
- Reviewing environmental objectives and targets and reviewing operations to monitor and continually improve environmental performance.

- Applying and practicing the Waste Management hierarchy of controls.
- Ensuring that only waste that has no approved further use or ability to be recycled will be disposed of within the Honeymoon mine non-radioactive waste repository.
- Working cooperatively with government agencies, local communities, suppliers and others to achieve sustainable handling, use and disposal of all our materials, resources and products

- Construct, operate and decommission all facilities in accordance with approved radiation management plans and radioactive waste management plans.

- Monitor employee and contractor ionising radiation doses to ensure that they do not exceed any statutory limits.
- Monitor all environmental radiation levels in line with regulatory requirements.
- Provide all employees and contractors with sufficient levels of training in radiation protection necessary to control their exposure to ionising radiation.

Reporting

Boss Energy has met all applicable regulatory and other compliance obligations and holds all applicable approvals, registrations, permits and licences across the Company's operations.

Key reporting to the Department for Energy and Mining (DEM) and EPA includes:

- Quarterly Environmental & Occupational Radiation Report (compliance against the PEPR and Radiation Management Plan).
- Annual compliance report as per the conditions of the Honeymoon Uranium Mine (Honeymoon Mine) mining lease and associated miscellaneous purpose licences.
- Annual environmental and occupational radiation report.
- Reporting associated with EPA licence for prescribed activities
- Annual Significant Environmental Benefit (SEB) assessments and associated payment made into the SEB fund to offset all planned vegetation clearance.

Training

Training is an important element of our environment and radiation plans, which includes:

- Site induction training for all new employees, contractors and visitors, including how to report environmental incidents.
- Additional onsite radiation training for employees and contractors to ensure that they are aware of site protocols and their legal obligations.
- Mandatory radiation equipment scanning checks.
- Workgroup training is undertaken for task specific procedures and where there have been learnings from incidents.

Incidents

Boss Energy has a positive reporting culture and works in accordance with the EPA and DEM requirements around incident management and notification. Incidents are managed according to our Incident Reporting and Management Procedure, which includes preventative measures such as hazard reporting, risk assessments and a Radiation Work Permit Procedure.

Our procedure for recording environmental and radiation incidents includes documenting incident details, investigation and corrective actions to be undertaken by environmental personnel.

Three reportable environmental incidents related to a hydrocarbon spill were recorded in 2023/24 that featured immediate commencement of clean up, disposal of hydrocarbons or contaminated materials in an appropriate and licensed landfill facility. The incidents were closed out with no residual, measurable impact to the environment or people. We apply a continual improvement process to incorporate learnings from such incidents to further develop our risk management procedures.

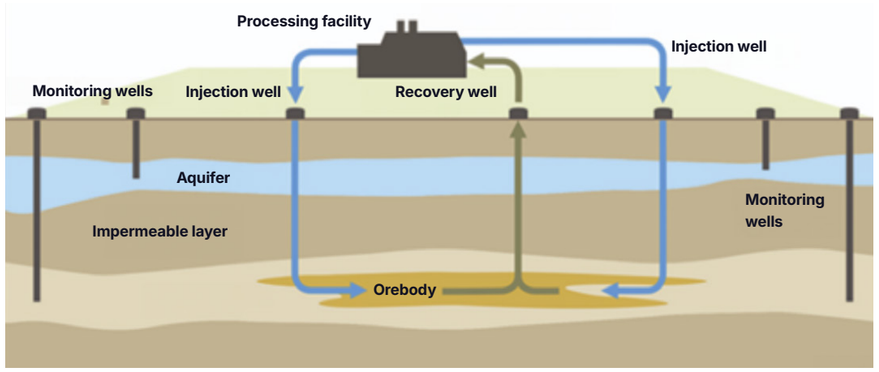
Monitoring

We conduct routine environmental, groundwater, soil, flora/fauna, air quality, heritage, waste, radiation and occupational/personal radiation exposure monitoring as per the Radiation Management Plan and the Program for Environment Protection and Rehabilitation (PEPR) commitments. We have a custom-built database to help us manage environmental and radiation data, which helps us with reporting requirements and assessing compliance.

Next steps

We plan to continue to monitor and manage our environment and radiation performance and compliance. This includes to refine our measurement of residual risks and consequences of reportable environmental and radiation events – as set out in our Sustainability Roadmap.

Best practice, minimal disturbance mining: the in situ recovery method



Since in situ recovery mining involves the circulation of fluid rather than the movement of rock, there is very little surface disturbance or generation of noise, dust or vibration. This can deliver considerable environmental benefits compared to open cut or underground mining.

Uranium ore at Honeymoon exists in an underground aquifer and is extracted by in situ recovery (ISR), the chemical process of extracting minerals from the host rock underground through the utilisation of specially designed wellfields.

Oxygen and a weak acid mining solution is pumped through the ore body to dissolve the uranium minerals. The dissolved uranium is pumped to the surface, processed via ion exchange, dried and packaged for export.

Water is then treated for reinjection to the wells. Analysis of local and regional groundwater levels during and following historical trial leach operations, together with groundwater modelling and operational monitoring, indicate that water use is unlikely to have a measurable impact on water levels in the Eyre Formation aquifer. A routine regional monitoring program demonstrates that regional water levels are unaffected by mining operations.

The South Australian and Commonwealth governments have been regulating in situ recovery mining operations since the late 1990s and are a leading contributor to global regulatory practice for the development, operation and closure of in situ recovery mining operations. This includes them publishing the ‘In situ recovery uranium mining best practice guide’.

Whilst to-date in situ recovery is commonly only used in Australia for mining uranium, and in large scale operations across the globe for mining potash, salt, uranium and copper; global interest is growing in its use for other minerals such as nickel, silver, zinc, and cobalt. Research organisations such as Australia’s CSIRO are partnering with government and industry to explore further opportunities for the safe and successful use of in situ recovery mining around the world.

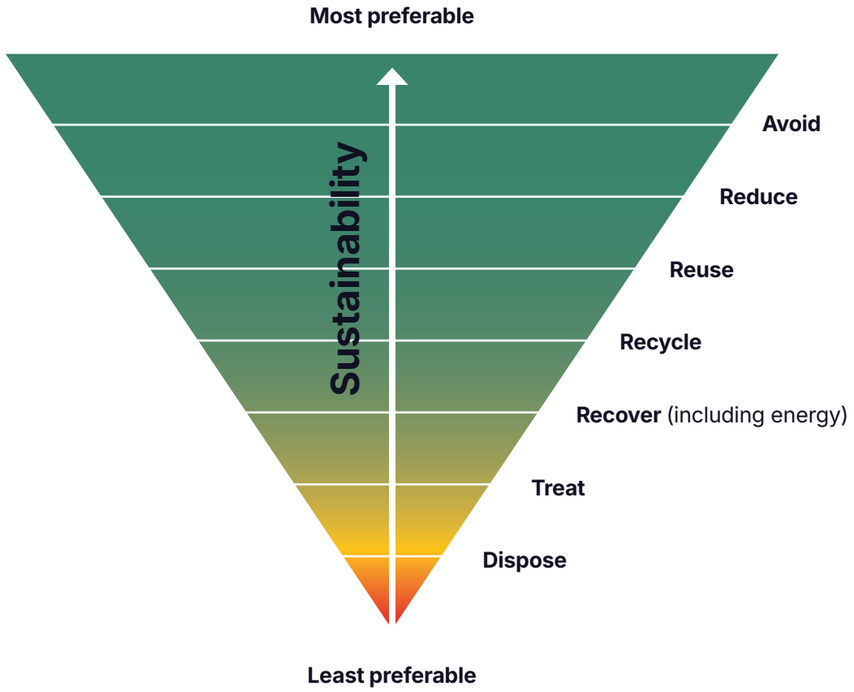
Waste Management

Overview

Boss Energy's Waste Management Plan applies to all Non-Radioactive Waste streams and Low Level Radioactive Waste (LLRW) produced at the Honeymoon Mine Site for the duration of the life of mine. This is further supported by Boss Energy's Radiation Management Plan and Radioactive Waste Management Plan.

The Waste Management Plan adopts the waste management hierarchy of controls as shown in the Figure below. Under the hierarchy, avoidance of waste generation is most preferable followed by waste reduction, reuse, recycling, recovery and treating. Disposal should only occur where other waste management options are not possible, such as due to radiological clearance limits not being met (limits of 0.4 becquerel (Bq)/ cm2), reuse not being feasible or recycling not being a viable option.

Figure 7 Waste management hierarchy of controls



The circular economy

Boss Energy seeks to reuse and circulate materials wherever possible, and our Waste Management Plan adopts a circular economy framework of three design-based principles: eliminate waste and pollution, keep products and materials in use and regenerate natural systems. This has been incorporated into the design of the new process plant, whereby a lot of existing infrastructure has been repurposed and modified. The preventative maintenance that is scheduled for plant and equipment is an important component to ensure the longevity of both existing and new plant and equipment. Where equipment cannot be reused or repaired, equipment will be recycled if radiological clearance is compliant with the Radioactive Waste Management Plant requirements.

Waste types

There are four main types of waste at the Honeymoon mine site as shown below.

Figure 8 Waste at the Honeymoon mine

1 .General waste to landfill

This consists of approximately 1,100 m^3 of camp food, paper and cardboard waste.

2. Recyclable non-radioactive waste

This includes 25 m^3 of recyclable material sent to Broken Hill for recycling.

3. Hazardous non-radioactive wastes

This is sent offsite for processing as per the South Australian EPA requirements.

4. Low-level radioactive waste

This type of waste is described further under the 'Radioactive Waste' heading in this report.

Radioactive waste

Boss Energy carefully manages radioactive waste to ensure no contamination through the application of our Radiation Policy, Radioactive Waste Management Plan and operational Waste Management Plan.

There are six classes of radioactive waste as indicated in the Figure below. Most of Honeymoon's waste is in the 'Low level waste', and 'Exempt waste' categories.

Figure 9 Illustration of radioactive waste types

High level waste

Contains high levels of long-lived radionuclides, typically arising from 'burning' of uranium fuel in a nuclear reactor. Requires cooling, shielding and disposal in stable geological formations at depths of several hundred metres.

Intermediate level waste

Contains long-lived radionuclides which requires some shielding and a degree of containment and isolation. It typically comprises resins, chemical sludges, metal fuel cladding, and contaminated materials from reactor decommissioning.

Low level waste

Typically generated from industry including the mining of uranium, hospitals and the nuclear fuel cycle. Contains limited amounts of long-lived radionuclides but requires robust isolation and containment for up to a few hundred years in engineered near surface facilities. Generally requires minimal shielding during handling, transport and storage. It comprises 90% of the volume but only 1% of the radioactivity of all radioactive waste.

Very low level waste

Contains low levels of radioactive materials. Disposal in existing near surface, industrial or commercial landfill type facilities with limited regulatory control.

Very short-lived waste

Contains very short lived radioactivity. Can be safely stored for short time periods and then disposed of the same way as non-radioactive waste.

Exempt waste

Contains very low levels of radioactivity where safety measures are not required. Can be safely disposed of in the same way as non-radioactive waste.

Source: The Australian Radiation Protection and Nuclear Safety Agency (ARPANSA), 2020, 'Guide for Classification of Radioactive Waste', adapted from the IAEA 2009; ARPANSA, 2024, 'Radioactive waste in Australia'; and World Nuclear Association, 2022, 'Radioactive Waste Management'.

Low-level radioactive waste is the most relevant type of radioactive waste at the Honeymoon mine, which is managed in compliance with national and state government legislation. Regarding this waste:

- Low-level radioactive waste is stored onsite in solid form, in approved above ground locations, before being disposed of in low level waste repository cells, where radioactivity levels gradually decay over time.
- In 2023/24 we commenced filling one radioactive waste repository cell which is expected to be closed during 2024/25. Existing radioactive waste repository cells are monitored for subsidence annually.
- There were no reportable waste-related environmental incidents in 2023/24.

Next steps

We plan to continue to operate in accordance with our waste management plans and procedure, with a focus on the management of low level radioactive waste storage and segregation; and seizing opportunities to reduce waste to landfill through the recovery and recycling of waste.

Transport Management

Boss Energy will commence the transport of uranium in the 2024/25 financial year. Boss Energy's Uranium Oxide Concentrate (UOC) Transport Management Plan (TMP) has been endorsed by the South Australian government to detail the safe, effective, and efficient transport of the Concentrate, produced at the Honeymoon mine, via approved transport routes to the Port of Adelaide for export. The TMP describes the roles of all organisations involved, the responsibilities of individuals within those organisations, and the interactions between each organisation. The TMP applies to all Boss Energy UOC transport activities, and all Boss personnel, contractors and organisations associated with the transport of Honeymoon UOC within South Australia.

The development and implementation of the Transport Management Plan ensures that Boss meet its regulatory obligations under the:

- Nuclear Non-Proliferation (Safeguards) Act 1987
- Permit to Possess Nuclear Material (PN146A) permit requirements
- Code for the Safe Transport of Radioactive Material 2019
- Radiation Protection and Control Act 2021 and Regulations
- The International Maritime Dangerous Goods (IMDG) code and other relevant International, Commonwealth, and State legislative requirements.

No transport related events/ incidents as defined in the TMP were identified during the 2023/24 financial year given that there was no transportation of UOC in the year.

Next steps

As we commence the transportation of uranium from financial year 2024/25, we will be actively applying our relevant plans and procedures to help to achieve safe transportation of product.

Climate Change

Our approach to climate change

Boss Energy's Board of Directors recognise the risks posed by climate change and is committed to identifying and addressing them in our business. Our ESG Framework aligns our reporting to best practice GRI standards and the required Australian Sustainability Reporting Standards – Mandatory Climate related Financial Disclosures.

We aim to promote sustainable business practices by identifying climate-related risks and opportunities and addressing the required disclosure requirements that apply to our business in Australia.

In 2024 we commissioned a third party specialist consultant to commence the assessment of climate-related financial risks considering future scenarios, and plan to progress this work in line with our ESG Roadmap.

Our greenhouse gas emissions

Boss Energy's greenhouse gas (GHG) emissions for 2023/24 are summarised in Figure 10 below, and further detailed in Figure 11. We have been able to contain our scope 1 and 2 emissions at the Honeymoon mine through the application of in-situ recovery from wells in the orebody, instead of open cut or underground mining. This typically achieves savings of 19-28% reduction in energy requirements and produces 17-32% of the greenhouse emissions of conventional mining.

Figure 10 Boss Energy's GHG emissions over 2023/24

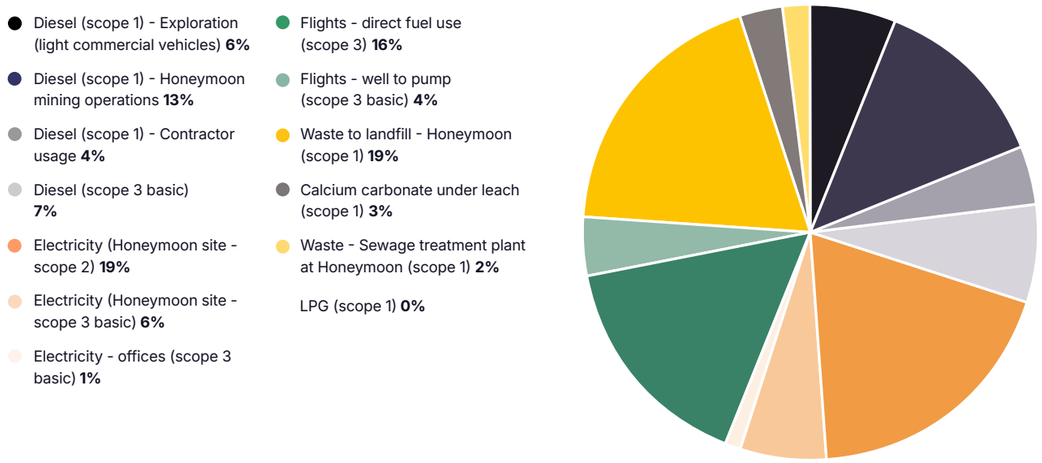
GHG emissions scope	GHG emissions (tCO2e)
1	1,683
2	742
3*	1,208
Total	**3,633**

Note: GHG emissions scopes are defined in line with the GHG Protocol Corporate Standard. *Scope 3 GHG emissions use simple scope 3 emissions factors such as those provided in the National Greenhouse Accounts Factors 2023. A scope 3 value chain assessment has not yet been conducted to further estimate scope 3 emissions, although this is planned in Boss Energy's ESG Roadmap.

Our GHG emissions mostly come from diesel use (scope 1), electricity (scope 2), flights and waste (scope 3). We have been progressively switching from diesel-based power generation to connection to the electricity grid which has a considerably lower emissions factor.

While absolute GHG emissions may increase as we increase our production up to FY 2026, we expect our emissions intensity of production to become lower. We also expect our future annual GHG emissions to be below the 100,000 tCO2e emissions threshold for reporting under the Safeguard Mechanism.

Figure 11 Boss Energy's GHG emissions over 2023/24*



Next steps

We will continue to strengthen our reporting and actions on climate-related matters. This will include development of our decarbonisation strategy and the identification and disclosure of climate related financial risks and opportunities. This is captured in our Sustainability Roadmap along with plans to develop a Climate Change Policy and associated GHG emissions reduction targets.

* Note: We have applied simple scope 3 emissions factors, including those provided in the National Greenhouse Accounts Factors 2023. A scope 3 value-chain assessment has not yet been conducted to further estimate value-chain scope 3 emissions, although this is planned in Boss Energy's Sustainability Roadmap.

Water

Boss Energy is committed to using water in a sustainable way to ensure shared users and the environment are not adversely impacted. While we operate in accordance with all regulatory requirements, we aim to go beyond compliance through application of best practice in situ mining techniques that minimises water consumption and environmental impacts.

Operations at the Honeymoon mine

The only source of water to the Honeymoon operation is groundwater sourced from bores on the mine lease. A proportion of this is desalinated where fresh water is required.

Wastewater is discharged back into the aquifer at an approved site. Minor quantities of sewage are generated at the mine camp and mine ablutions, which is treated and discharged to an approved native vegetation irrigation area.

Figure 12 Water withdrawn, consumed and discharged

Metric	kL	Comments
Groundwater Withdrawn	122,209	Includes all water pumped out of the aquifer. This comprises: • Water pumped from water supply bores that are used to supply all the water needs for the plant and camp. • Net volume of water that is extracted from the leaching wellfield.
Groundwater Consumed / Stored	16,352	Accounted for as either a change in storage in the ponds on site, and /or water lost to evaporation.
Groundwater Discharged	105,857	Includes all water discharged to the environment in some way. This comprises: • Water produced from the camp potable RO plant which eventually is discharged as sewage waste from the STP. • Waste water injected into Liquid Waste re-injection bores.

Water is managed sustainably at the Honeymoon mine site through the use of an In Site Recovery (ISR) mining process which results in very little water loss. Raw water for the operation is obtained from the existing ground water wellfield and infrastructure. A Reverse Osmosis (RO) plant is used to meet the desalinated water demand for mining production purposes. Water for human use is produced by a second RO plant and reticulated around the site as required.

Water abstraction, use and discharge is regulated and, as such, monitoring is undertaken to ensure that Boss Energy volumes and discharges are operated within the required and prescribed limits. Monitoring also allows us to ensure all water-related infrastructure complies with mining lease requirements and is maintained to minimise the risk of unintended impacts to the environment.

In South Australia, wellfields are operated in accordance with the conditions of the Mining Lease and subordinate operational management plans, including the Honeymoon Uranium Mine Program for Environment Protection and Rehabilitation (PEPR).

Figure 13 Summary of Compliance with PEPR Outcomes and Lease Conditions

Outcome or Lease Condition	Outcome Measurement Criteria	Measurement	Compliant or Non-compliant?
PEPR Outcome No. 1: No compromise to the environmental values of the Eyre Formation aquifer outside the mining lease.	A) Groundwater quality at any boundary compliance monitoring well does not exceed two or more excursion control limits: • pH < 5.6 • SO4: >2.6g/L • U: > 1.6mg/L	Groundwater quality parameters: • pH • Conductivity • Sulphate • Uranium Groundwater samples will be collected using a low-flow groundwater sampling system and analysed in-house (with QA/QC samples sent to a NATA- accredited laboratory) and/or at a NATA-accredited laboratory.	Compliant
Lease Condition ML 6109: Second Schedule:1C, 1D, 2, 8	b) Regional groundwater drawdown is kept within 1.5 m of baseline ranges.	Static water levels (SWL) measured using a water level meter or pressure probe	Compliant
	c) Wellfield natural attenuation field monitoring undertaken, and model verification progress reported.	Natural attenuation groundwater quality parameters: • pH • Conductivity • Sulphate • Uranium • Total recoverable hydrocarbons Groundwater samples will be collected using a low-flow groundwater sampling system and analysed in-house (with QA/QC samples sent to a NATA- accredited laboratory) and/or at a NATA-accredited laboratory.	Compliant
	d) Liquid disposal fluid and groundwater monitoring undertaken, and natural attenuation model verification progress reported.	Liquid disposal volumes (m3) and average daily flow rates (m3/s). Disposal volumes will be measured from a flow meter on the liquid disposal pipeline.	Compliant
		Liquid disposal fluid quality: • pH • Conductivity • Sulphate • Uranium • Total recoverable hydrocarbons Disposal fluid quality will be measured by sampling the pond at a sample point on the liquid disposal pond or a grab sample directly from the pond.	Compliant

Source: The Honeymoon Annual Compliance Report (2023/24)

Next steps

Boss Energy will continue to monitor and manage our compliance with lease conditions, and continue to assess ways to improve our water management. We also plan to continue an application for a Drinking Water Management Plan (with the Government of South Australia - Department of Health) to guide the use of drinking water at Honeymoon, after completing modifications to the reverse osmosis plant.

Biodiversity

Boss Energy monitors incidents related to biodiversity as part of its Environmental and Radiation Incident Reporting procedures. Boss Energy's Honeymoon operations have a focus on pest and weed management, since these are identified risks from the environmental impact assessment studies and mitigations contained within the Program for Environmental Protection and Rehabilitation (PEPR), and relevant Boss Energy plans that are detailed below.

Surveys are undertaken annually at control and impact sites, with routine weed and pest management activities in line with our commitment to maintaining and conserving biodiversity values.

There were no new activities during FY 2023/24 that resulted in biodiversity disturbance, and there were no reportable incidents involving biodiversity as per the Program for Environmental Protection and Rehabilitation (PEPR) outcomes criteria.

Sensitive flora

The Purplewood Wattle is listed as endangered under south Australia's National Parks and Wildlife Act 1972 and nationally under the Environment Protection and Biodiversity Conservation Act 1999 due to its restricted natural distribution, very slow growth and the rarity of production of viable seed. The Purplewood Wattle is on the mining lease but not in the Honeymoon project area. We operate a Native Vegetation Management Plan which includes relevant contingencies to protect sensitive flora.

Native Vegetation Management

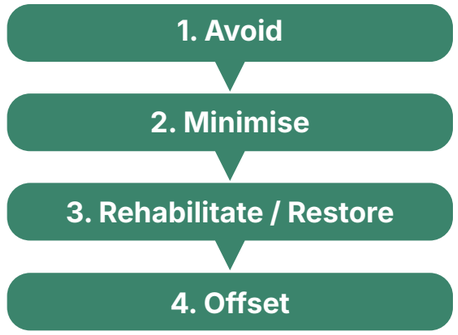
Boss Energy manages native vegetation through the detailed and government endorsed Native Vegetation Management Plan and Program for Environmental Protection and Rehabilitation (PEPR). The PEPR features impact assessments and management strategies that detail the management of key environmental, social and economic aspects identified at the Honeymoon mine through the life cycle of the project. Environmental aspects include:

- Landscape (soil and soil contamination).
- Flora (native vegetation, weeds and plant pathogens.
- Fauna (native species and pest vertebrates).

For each environmental aspect identified, an impact assessment has been undertaken to identify potential credible impacts (both positive and negative) resulting from the operation of the mine. The corresponding avoidance, mitigation or management measures are then described followed by an assessment of the residual risk, with an assumption that management and control measures are implemented.

Native vegetation clearance required as part of future operational phases of the Honeymoon mine will follow the native vegetation Mitigation Hierarchy (NVC, 2017) to avoid, minimise, rehabilitate or restore, and offset adverse impact on native vegetation or ecosystems. See the publicly available PEPR report for more information.

Figure 14 Native Vegetation Mitigation Hierarchy



Native Vegetation Fund

Boss Energy maintains a covenant with the South Australian Government to remediate and rehabilitate the land upon eventual closure of the mine site. This is partly facilitated by the Native Vegetation Fund.

The Native Vegetation Act 1991 (and regulations) is administered by the Native Vegetation Council (NVC) and provides incentives and assistance to landowners in relation to the preservation and enhancement of native vegetation and regulates the clearance of native vegetation. Operations authorised under the Mining Act are exempt from the Act provided that clearance is undertaken in accordance with an approved native vegetation management plan.

The approved Program for Environment Protection and Rehabilitation (PEPR) sets out the progressive and final rehabilitation strategies for the Honeymoon operation. A requirement of each PEPR is to provide an estimate of the rehabilitation and decommissioning costs at any time during the scope of the operations.

The Department of Primary Industries and Resources South Australia (PIRSA) approves the native vegetation plan as the delegated authority with respect to mining operations. PIRSA must be confident that the management plan will provide either a significant environmental benefit (SEB) on the site or within the same region of the state, or a payment has been made to the NVC sufficient to achieve a SEB elsewhere in the state.

Source: Native Vegetation Council and Government of South Australia, 2017, Understanding the Mitigation Hierarchy

In order to offset the impact of native vegetation clearance, and with no on ground offsets available, Boss Energy has nominated to pay into the Native Vegetation Fund for additional native vegetation clearance for future phases of the project.

Boss Energy have a fully paid Environmental Mine Closure & Rehabilitation bond valued at $13.370M. The next bond will be submitted to the Department for Energy and Mining in April 2025.

The bond is required by the Government of South Australia's Department for Energy and Mining, which is the principal regulator for mining operations under the Mining Act 1971. This includes the assessment of mining proposals, approval of mining lease conditions of operation and monitoring of compliance.

Site closure, decommissioning and reclamation

It is a regulatory requirement within Australia that all ground disturbing activity is rehabilitated after being disturbed, except for amenities that are needed for the length of tenure, such as camp sites and access roads.

Boss Energy's activities are managed to ensure minimal impact on the surrounding environment, and rehabilitation activities will be undertaken to restore the physical condition of the site as closely as possible to the original surrounding landscape.

Australia also has a regulated system of assessing heritage values before any ground disturbing activity is undertaken. Boss Energy ensures compliance with this system and will undertake additional environmental baseline studies prior to any new development proposal, should it be warranted. Boss Energy will continue to ensure any areas impacted by ground disturbing activities are rehabilitated in accordance with the regulations.

The Honeymoon Uranium Mine PEPR report (Section 8 Mine Closure) sets out Standards, Impacts, Outcomes, Measurement Criteria and Closure Strategies related to mine closure, across relevant aspects of the mine site (for example infrastructure, soil, flora & fauna, groundwater, health and safety, and visual amenity). Site closure, decommissioning and reclamation is also covered throughout the PEPR report.

Next steps

We will continue to apply our relevant plans to sensitively manage biodiversity and heritage resources where we work.

Governance

Corporate Governance

Corporate governance policies

Boss Energy's values are reflected in our Corporate Governance policy, which includes the value of 'integrity'. This is supported by our Diversity Policy, and our Whistleblower policy which is located on our website. These policies guide how we govern the business.

Alignment with the Principles and Recommendations of the ASX Corporate Governance Council

Throughout FY 2023/24 Boss Energy complied with all 35 Principles and Recommendations of the ASX Corporate Governance Council.

Diversity

We aim for diversity in gender, skillset, background and tenure to provide a diversity of perspectives in decision-making. Over FY 2023/24 female Board participation was at 25% and Non-Executive Directors was at 33%.

Remuneration governance

Our remuneration governance delivers Executive pay that fairly attracts and retains talent, and rewards performance that creates sustainable value consistent with the long-term interests of shareholders. More details can be found in our 2024 Annual Report.

In 2023/24 the Upper Thresholds for ESG related Short Term Incentives (STIs) of the CEO and executives included the following:

Figure 15 Short term incentives (upper thresholds)

Company-wide 4.0 TRIFR limit
100% environment & radiation compliance
Launch ESG framework and roadmap, formally participating in the TSM initiative

These incentives were met for the TRIFR limit and partially met for the remaining incentives.

Business ethics and conduct

Boss Energy promotes a corporate culture with ethical business practices, compliance with the law and alignment with our values of Integrity, Respect and Team work. Team members who suspect or see unethical, illegal or improper behaviour within the Company are encouraged to report it. They are protected under our Whistleblower Policy which provides for a confidential, anonymous and retaliation-free process for people to report their concerns.

Next steps

As set out in our Sustainability Roadmap, our aims for 2024/25+ include to:

- Extend our existing policies into the preparation of a Code of Conduct for team members.
- Prepare a procurement policy to consider material ESG issues, and modern slavery policy.
- Identify and deliver training needs for team members and the Board on key ESG topics.

Glossary

ABN
Australian Business Number.

ASRS
Australian Sustainability Reporting Standards.

ASX
Australian Securities Exchange, trading as ASX.

ASX Corporate Governance Council Principles and Recommendations
Principles and Recommendations (4th edition) of the ASX Corporate Governance Council on the corporate governance practices to be adopted by ASX listed entities and which are designed to promote investor confidence and to assist listed entities to meet shareholder expectations.

CO2-e
Carbon dioxide equivalent.

DEMIR
Department of Energy, Mines, Industry Regulations (WA).

DEM
Department for Energy and Mining (SA).

Environmental incidents
Boss Energy's Incident Reporting and Management Procedure for Environment and Remediation identifies reportable environmental incidents as spills which are classified as any release of fluid or material within an area not classified as a primary bund (i.e., to soil) at the Honeymoon Mining Lease (ML) or Miscellaneous Purpose Licence (MPL), that is not treated i.e. RO water. All spills to soil constitute an internal reportable spill, however raw water spill volumes should be significant >100L, or be repeat spills at the same point, thereby leading to salt loading of the soil. The procedure identifies regulatory reporting requirements for Reportable Incidents to include the Mining Act 1971 & Regulations (SA), Bachman Reporting Criteria (SA), Radiation Protection & Control Act 2021 & Regulations (SA) and Safe Drinking Water Act 2011.

EPA
Environmental Protection Agency.

FY
Financial Year.

GHG
Greenhouse gases.

GRI
Global Reporting Initiative.

Dangerous or high potential incidents
According to Safework SA, a dangerous incident means an incident in relation to a workplace that exposes a worker, or any other person, to a serious risk to a person's health or safety emanating from an immediate or imminent exposure to:

- uncontrolled escape, spillage or leakage of a substance
- uncontrolled implosion, explosion or fire
- uncontrolled escape of gas, steam or a pressurised substance
- electric shock
- fall or release from a height of any plant, substance or thing
- collapse, overturning, failure or malfunction of, or damage to, any plant that requires authorisation for use in accordance with the Work Health and Safety Regulations 2012 (SA)
- collapse or partial collapse of a structure
- collapse or failure of an excavation or any shoring supporting an excavation
- inrush of water, mud or gas in workings, an underground excavation or tunnel
- interruption of the main system of ventilation in an underground excavation or tunnel
- unplanned loss of control of heavy earthmoving machinery, including brake or steering failure, at a mine

Lost Time Injury Frequency Rate (LTIFR)
The Boss Energy Incident Reporting and Investigation Procedure HSS-PRO-005 defines LTIFR to mean:

- Any work-related injury or illness certified as unfit by a medical practitioner for at least one scheduled shift, following the shift when the injury occurred. To meet the requirement of an LTI the injury must be compensable under Worker Compensation legislation and have met the criteria of being a Medical Treatment Injury. A period of 72 hours post the incident shall be allowed for diagnostic purposes prior to a LTI being recorded. Note: a fatality and a permanent disability shall be recorded as 180 workdays lost.

Medical Treatment Injury (MTI)
Safework SA and the Boss Energy Incident Reporting and Investigation Procedure HSS-PRO-005 defines MTIs to be: The management or care of a patient including:

- the suturing of a wound
- the treatment of fractures
- the treatment of bruises by drainage of blood
- the treatment of second and third-degree burns

Medical treatment does not include diagnostic procedures, observation, counselling, first aid or therapeutic measures taken solely for preventative purposes.

Recordable injury (Source: SafeWork Australia definition)
SafeWork Australia define Recordable work-related injuries and illnesses as those that result in one or more of the following: medical treatment beyond first aid, one or more days away from work, restricted work or transfer to another job, diagnosis of a significant injury or illness, loss of consciousness, or death.

Restricted work injury
SafeWork Australia define a Restricted Work Injury (RWI) to be a work-related injury or illness (physical or psychological) that results in an employee being kept by their employer, or by recommendation of a registered/licensed physician or health care professional, from performing one or more of their routine job functions or from working a full shift they would otherwise have worked but not including the day of injury/ illness occurrence.

Note: Prior to an injury being recorded as a Restricted Work Injury it has to meet the criteria of a Medical Treatment Injury.

SA
South Australia.

Scope 1 Emissions
Emissions released into the atmosphere as a direct result of an activity, or series of activities at a facility level.

Scope 2 Emissions
Emissions released to the atmosphere from the indirect consumption of an energy commodity.

Scope 3 Emissions
Indirect greenhouse gas Emissions other than Scope 2 Emissions that are generated in the wider economy. They occur as a consequence of the activities of a facility, but from sources not owned or controlled by that facility's business. This report includes the following scope 3 GHG emissions within the emissions boundary: Diesel, Electricity and LPG (National Greenhouse Accounts 2023); Flights (Corporate Traveller 2024); Waste (National Greenhouse Accounts 2023 and internal estimates 2024).

Serious injuries or illnesses
A serious injury or illness of a person is defined by SafeWork SA and the Boss Energy Incident Reporting and Investigation Procedure HSS-PRO-005. This includes:

- immediate treatment as an in-patient in hospital for any duration, even if the stay is not overnight or longer.
  - Immediate treatment for:
  - amputation of any body part
  - serious head
  - eye or burn injury
  - degloving or scalping
  - spinal injury
  - loss of bodily function
  - serious lacerations
- Medical treatment within 48 hours of exposure to a substance, and includes any other injury or illness prescribed by the regulations but does not include an illness or injury of a prescribed kind.

Total Recordable Injury Frequency Rate (TRIFR)
The Boss Energy Incident Reporting and Investigation Procedure HSS-PRO-005 defines TRIFR to mean:

Total recordable injuries are the total sum of fatalities, lost time injuries, restricted work injuries and medical treatment injuries. To calculate the TRIFR for Boss Energy, we divide the number of recordable injuries in a 12-month period, by the number of hours worked by all staff in the same 12-month period, then multiply this figure by one million. The final number is the rate of total recordable injuries.

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BOSS ENERGY

Fuelling a sustainable future