

25 September 2025

Company Announcements Office
ASX Limited
Exchange Centre
20 Bridge Street
SYDNEY NSW 2001

FY25 SUSTAINABILITY REPORT

Dear Sir/Madam

Please find attached the Imdex Limited Sustainability Report for the year ended 30 June 2025.

Yours faithfully
Imdex Limited



Michael Tomasz
Company Secretary

This announcement has been approved for lodgement by the IMDEX Company Secretary.

ABOUT IMDEXTM

IMDEX is a leading global Mining-Tech company, which enables successful and cost-effective operations from exploration to production.

The ASX listed company (ASX Code: IMD and ABN: 78 008 947 813) develops cloud-connected sensors and drilling optimisation products to improve the process of identifying and extracting mineral resources for drilling contractors and resource companies globally.

IMDEX's unique end-to-end solutions for the mining value chain integrate its leading AMCTM and REFLEXTM brands. Together they enable clients to drill faster and smarter, obtain accurate subsurface data and receive critical information in real-time.

For further information visit www.imdex.com

FURTHER INFORMATION

Philippa Perry

Head of Communications

Mobile: +61 (0) 431 446 364

Email: philippa.perry@imdexlimited.com

IMDEX™

**Sustainability
Report**
2025



[imdex.com](https://www.imdex.com)



Maruia River New Zealand

Our purpose as a leading global mining-technology company is to efficiently and sustainably unlock the earth's value.

We are uniquely positioned to enable customers to find, define and mine orebodies with precision, confidence and speed.

About This Report

This Sustainability Report presents IMDEX Limited's sustainability performance for the 2025 financial year (FY25) from 1 July 2024 – 30 June 2025. It covers all IMDEX subsidiaries and outlines our sustainability strategy, material topics, and performance. The content of this report has been prepared with reference to the Global Reporting Initiative (GRI) Standards and considers relevant Sustainability Accounting Standards Board (SASB) Standards. Unless stated otherwise: 'IMDEX', the 'Group', the 'Company', 'we', 'us' and 'our' refer to IMDEX Limited and its controlled entities. References to a year denote the financial year ending 30 June and references to dollar figures are in AUD currency.

In this report, the terms 'Environmental, Social and Governance' (ESG) and 'sustainability' are used interchangeably. They refer to environmental, social and governance matters and the broader sustainability approach, strategy, and actions.

Download a copy of our FY25 Sustainability Report, along with previous reports, at www.imdex.com/investor/sustainability.

Guide to our Reporting

Our Sustainability Report is part of our annual reporting suite. This report is supplemented by information on our website at [imdex.com](http://www.imdex.com) and our 2025 Annual Report available at <https://www.imdex.com/investor/presentations-reports>.

Forward Looking Statements

This report may include forward-looking statements. Further information can be found on page 71 of this report.

We welcome any questions or feedback about our Company. Please contact us at communications@imdexlimited.com.

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Message from the Chair of the Sustainability Committee

On behalf of the Board and as Chair of IMDEX's Sustainability Committee, I am pleased to present the IMDEX Sustainability Report for the 2025 financial year (FY25).

This year, the Sustainability Committee continued to strengthen its role in providing oversight and accountability for IMDEX's sustainability approach. Sustainability matters are receiving increasing attention at the Board level, and the Committee remains focused on ensuring that governance keeps pace with the Company's growing ambition in this area and to support management in embedding sustainability more deeply across the business.

We were pleased to see further progress in areas of regulatory disclosure. During the year, IMDEX consolidated its modern slavery reporting obligations into a single, streamlined statement. In relation to mandatory climate-related financial disclosure requirements, the Committee sponsored and requested a detailed gap assessment against the Australian Sustainability Reporting Standards (ASRS) AASB S2. Aligning with the standards will help strengthen IMDEX's approach to climate risk management and we look forward to overseeing delivery of the company's compliance requirements in this regard.

The Committee oversaw and endorsed an updated materiality assessment, which represented a step-change in how IMDEX identifies and prioritises material issues. By applying a double materiality assessment approach, the Company now has a clearer view of both its sustainability impacts on the environment and society, and issues with the greatest potential to affect IMDEX's long-term financial success. This insight is helping to guide the strategic approach and ensuring that IMDEX focuses on the areas where it can deliver the greatest impact.

The Committee endorsed the new Sustainability Strategy, which reflects the Company's increasing maturity and provides a structured framework guiding IMDEX's action in environmental, social, and governance areas. The Board recognises the potential for this strategy to strengthen IMDEX's competitive positioning.

We also recognise the potential sustainability outcomes of IMDEX's products and services. Our drilling optimisation technologies, advanced sensing, and data analytics are already being applied by customers to operate more efficiently, reduce environmental impacts, and safely extract critical minerals essential for the global transition to cleaner energy. While these customer use cases illustrate clear benefits, IMDEX is progressing its work in consistently measuring and reporting these benefits to demonstrate value in a credible, evidence-based way. FY25 has been focused on identifying these opportunities and establishing the foundations to capture the relevant data and use cases.

We are confident that these foundations will enable the Company to play an important role in helping the mining and minerals industry operate more efficiently, safely, and sustainably—delivering lasting value for customers, investors, employees, and the wider sector.

I would like to acknowledge the significant contributions of IMDEX's newly established Sustainability function. The team has made great strides in embedding structured processes, improving data collection, and supporting the delivery of the refreshed sustainability strategy, putting the Company firmly on course to realise its sustainability ambitions.

I would also like to extend my sincere gratitude to my fellow Sustainability Board Committee members, Trace Arlaud and Uwa Airhiavbere, for their guidance and commitment, as well as to the ESG Working Group, the Executive Leadership Team, and all IMDEX employees whose dedication continues to bring our sustainability ambitions to life.

Thank you for your continued support as we advance this important journey.



Sally-Anne Layman

*Non-Executive Director and
Chair of the Sustainability Board
Committee*

Message from the Managing Director and Chief Executive Officer

This is IMDEX's fifth Sustainability Report and I am pleased to share the progress we have made in delivering sustainable outcomes for our customers, employees and shareholders. As we continue to grow and expand globally, we understand the importance of ensuring our approach to environmental, social, and governance matters is meaningful, relevant and responds to expectations from our stakeholders.

Sharpening our Approach

This year, we undertook a comprehensive review of our sustainability approach by updating our material priorities through a double materiality assessment and revising our Sustainability Strategy to align it with this new set of priorities.

I'm proud to launch our refreshed Sustainability Strategy in this year's Sustainability Report, including our updated priorities and how we will deliver on them. Our Strategy comprises four core pillars—Product Leadership, Sustainable Customer Solutions, Workforce of the Future, and importantly Strong Foundations, which is fundamental to IMDEX delivering on all of our goals. Our ESG responsibility extends beyond our own operations to the innovation and support we provide to customers and the role we play in the mining value chain. This responsibility is guiding how we focus our efforts to create measurable impact and long-term business value.

Our people are at the centre of our sustainability commitments. We are focused on engaging our workforce to realise our sustainability ambition and equipping them to address ESG challenges and opportunities, for the benefit of our shareholders, planet, and society.

Product Leadership

Our focus is to develop products and solutions to mine smarter and more sustainably. Investment in research and development, and innovation is central to achieving this goal. In FY26 we have committed to spend approximately 8% to 10% of our revenue on research and development (R&D). Our R&D investment has remained a mainstay of our business for many years and is foundational to our success.

Our teams are the innovators, paving the way and embedding sustainability into our product development, our service model design and our operational delivery. We have established the IMDEX Innovation Council to develop new ideas for products and services, and held an ESG Innovation Event in FY25 to explore how we can better support customers' sustainability goals. This has assisted in the identification of the next generation of features that we will bring into market to help our customers improve their own sustainable operations.

Important to our success are industry and government partnerships. We were proud to continue our partnerships and project participation with several industry associations, universities, and research centres to help solve complex mining challenges and drive sustainable innovation.

Sustainable Customer Solutions

When our customers succeed in their sustainability goals, we all win. Technologies like Directional Core Drilling, Solids Removal Units and the ACTx Digital Core Orientation Solution have helped our customers use less water and chemicals, operate more safely and can reduce operational emissions.

We continue to measure these outcomes so we can show the impact of each of our products to demonstrate the tangible effects of solutions we offer.

Workforce of the Future

The strength and future prosperity of our business relies on our people. They care deeply about what IMDEX does, not just for our business, but for the wider mining and minerals industry. We are creating an environment where diverse perspectives foster innovation, where safety is prioritised, and where talent can develop. Our focus is on developing effective global systems and ways of working that allow our employees to collaborate effectively wherever they are. We are aware of the pace of technological change, and we are upskilling our employees in response to technological changes, such as artificial intelligence (AI), which we are using in parts of our business. Our teams are involved in university and research collaboration and funding to create a diverse pipeline of skilled workers to power our success.

Strong Foundations

Strong governance is the cornerstone of everything we do and getting the foundations right is crucial for success. From robust supply chains to data security, we're building systems that will support our growth for years to come. This year we recertified our Information Security Management System (ISMS) to ISO 27001:2022, providing a structured and systematic framework for managing cybersecurity risks.

Conclusion

Thank you to our teams across the globe for their continued commitment and progress towards embedding sustainability at IMDEX. I'm looking forward to seeing us all make strong progress in FY26 on our Sustainability Strategy and continuing our work in creating sustainable outcomes for us, and our customers and shareholders.

Our ambition hasn't changed but our approach has sharpened. We're increasingly better equipped to turn our vision into measurable, lasting outcomes.

I look forward to updating you as we continue to advance IMDEX's sustainability journey.



Paul House

IMDEX Managing Director and CEO

A handwritten signature in dark ink, appearing to read 'Paul House', set against a dark blue background.

About IMDEX

IMDEX is a leading global mining-tech company that enables drilling contractors and resource companies to find, mine, and define orebodies with precision, confidence and at speed.

Our integrated solutions include a broad range of drilling optimisation products, rock knowledge sensors, and real-time data and analytics. This offering is commodity agnostic and can be applied across the mining value chain.

Our four corporate values underpin our actions and help guide our decision making.



Global Game Changers

Our global experience and diverse thinking drive innovative solutions that reduce environmental and social impacts for our global customers. We empower our people and customers through inclusive decision-making, flexible thinking, and by connecting expertise to create lasting value worldwide.



Forever Curious

We shape the future of mining by challenging the status quo and creating innovative technologies driven by our talented people, customer needs, and evolving industry trends. Through curiosity, creativity, and collaboration, we set new benchmarks and push the boundaries of the industry.



Go Beyond

We create exceptional customer experiences by putting their needs at the centre of what we do. Through active listening, collaboration, and innovation, we deliver efficient solutions and lasting value. Strong partnerships and customer involvement drive long-term success and help us deliver on our promises.



Together We Thrive

We are a diverse, global team that empowers each other to be our best. By sharing knowledge across departments and borders, we create a positive, accountable workplace where safety and well-being come first. We take ownership, celebrate success, and work as one united team.

Company Overview

IMDEX is enabling smarter, faster and more sustainable mining through digital innovation.

IMDEX Operations

Business Units



Drill Site
Technologies



Digital Earth
Knowledge



Market Segments



Minerals Exploration
& Resource Definition



Mining Production &
Non-mining Activities

Truly Global

IMDEX sells in 100+ countries, delivers from >40 facilities globally and provides integrated solutions to 150+ drilling contractors and 500+ resource companies across the mining value chain.

Our Global Business

We support customers in more than 100 countries and have more than 40 IMDEX facilities across the globe, including offices, warehouses and calibration centres. Our head office is located in Balcatta, Western Australia.

Our Customers and Industry Partners

Our long-standing customer base includes large drilling contractors and resource companies within the global minerals industry. We are creating a collaborative ecosystem, where we partner with all customers to optimise orebodies and support resource stewardship.





Sustainability at IMDEX

IMDEX helps the minerals industry unlock the earth's value efficiently and responsibly. Our technology enables the minerals industry to work smarter and optimise operations for measurable impact.

As a mining technology company, our opportunity and obligation is to leverage the strength of our R&D capabilities, our geoscience expertise, and our global teams to solve key mining industry challenges. Our intent is to deliver lasting value for our customers, people, and the earth.

Our **Sustainability Policy** outlines IMDEX's commitment to practices, standards, and technologies that support sustainable development. Upholding IMDEX's Sustainability Policy is the responsibility of everyone engaged at the Company and it applies to all directors, officers, employees and contractors. The Chief Executive Officer (CEO) is accountable to the Board for the oversight of all sustainability matters in accordance with this Policy.

To reflect the changing operating landscape and our updated business priorities, in FY25 we completed a double materiality assessment and advanced our sustainability strategy alongside a review of our approach and reporting.

This led to the evolution of our strategy formerly underpinned by five pillars (People, Innovation, Society, Environment and Governance) to one informed by the updated materiality assessment.

Materiality

This year we completed a double materiality assessment to inform continued development of our sustainability strategy. The assessment considers materiality through two lenses: impact materiality and financial materiality.

- Impact materiality assesses the impacts of IMDEX on the economy, environment, and people, including human rights
- Financial materiality assesses the sustainability-related risks and opportunities facing IMDEX that can affect the Company’s financial prospects

The assessment guides us in articulating our sustainability priorities, setting our FY26 targets, and integrating sustainability into our business strategy. It informed our reporting focus for FY25 and will continue to guide our disclosures in future years.

Materiality assessment process



To read about our approach in detail, visit **Appendix 1**.

FY25 Material Topics

Of our ten most material topics, the three bolded topics below were assessed as having the highest double materiality. These ten topics have been endorsed by the Board Sustainability Committee.

Environmental	Social	Governance
Water use and management	Global workforce management	Product innovation and research and development
Materials use and circular economy	Workforce diversity, equity and inclusion	Procurement and supply chain management and practices
Greenhouse gas emissions	Health, safety and wellbeing	Cybersecurity
Environmental compliance	To view our Materiality Assessment Result, visit Appendix 1 .	

Sustainability Strategy

Our updated Sustainability Strategy has been informed by the results of the double materiality assessment and forms a component of our corporate strategy. Structured around four core pillars—product leadership; sustainable customer solutions; workforce of the future; and strong foundations—it outlines what we will prioritise in sustainability and how we will deliver on those priorities.

Our Sustainability Pillars

<p>Product leadership</p>	<p>Sustainable Customer Solutions</p>	<p>Workforce of the Future</p>	<p>Strong Foundations</p>
<p>Developing products and services to mine smarter and more sustainably</p>	<p>Helping our customers achieve their sustainability goals</p>	<p>Developing a skilled and diverse workforce</p>	<p>Evolving governance and processes to achieve our sustainability goals</p>

Our Focus Areas

<p>Agile research & development</p>	<p>Product development focused on sustainable outcomes</p>	<p>Workforce management</p>	<p>Procurement and supply chain</p>
<p>Operational footprint</p>		<p>Health and safety</p>	<p>Data governance and cyber security</p>
<p>Partnerships</p>		<p>People and culture</p>	<p>Disclosure and compliance</p>

Stakeholder Engagement

We engage with a diverse range of stakeholders worldwide and are committed to maintaining transparent, timely communication. Our goal is to foster meaningful relationships that enhance stakeholders' experience with our integrated solutions and business on a global scale.

Our approach to stakeholder engagement involves regular communication and feedback with our customers, employees and investors to ensure we understand and meet their needs. We engage with our stakeholders through various channels including site visits, product training, customer surveys and annual performance reviews, as well as informal opportunities such as employee groups and committees. We prioritise transparency and informed decision-making, providing regular updates on company changes and developments, and engaging with government agencies, industry partners and local communities. By taking a comprehensive and multi-faceted approach to stakeholder engagement, we aim to build trust, drive growth, and create long-term value for our stakeholders.

Read a summary of our stakeholder engagement at **Appendix 2**.

Sustainability Governance

Board oversight of sustainability

The Board of Directors provides oversight of the company's sustainability performance and agenda. The Board delegates certain tasks to the Sustainability Committee including providing direction over sustainability strategy, risks and opportunities, reporting, and sustainability-related incentives. The Committee's accountabilities include:

- Reviewing the Company's Sustainability Report and Modern Slavery Statement and recommending it to the Board
- Compliance with external sustainability and climate-related reporting requirements
- Reviewing the Company's sustainability and climate objectives and targets and recommending them to the Board.

For further information on the structure of our Board and Committees, please refer to our **Corporate Governance Statement** and **Sustainability Committee Charter**.

Sustainability Committee oversight and activities

The Sustainability Committee supports the Board in its oversight by providing detailed review and recommendations on sustainability-related matters. It is responsible for monitoring and overseeing IMDEX's approach to sustainability, including oversight of risks, opportunities, and impacts. Its functions and responsibilities include:

- Overseeing, recommending, and approving policies related to sustainability
- Providing oversight on sustainability-related reporting
- Setting and reviewing sustainability and climate-related objectives for the company, including any emissions targets and frameworks for the company's sustainability activities
- Considering and overseeing existing and emerging sustainability and climate-related risks and opportunities
- Monitoring IMDEX's compliance with applicable sustainability regulatory obligations
- Assessing alignment with the company's Sustainability Policy, Diversity Policy and broader sustainability goals
- Staying informed on and monitoring legislative changes, industry practices, and disclosure requirements
- Monitoring progress toward sustainability commitments

The Committee met three times during the year to review and advance IMDEX's sustainability agenda and report to the Board. Standing agenda items included reviewing IMDEX's progress toward its sustainability commitments, a review of industry changes and developments, and relevant regulatory changes.

Management of sustainability performance

Responsibility for implementing IMDEX's Sustainability Strategy is delegated by the CEO to the Chief People, Communications and Sustainability Officer (CPCSO), who oversees execution and delegates operational responsibilities to the Head of Communications and Sustainability. To support delivery, IMDEX has established an ESG Working Group comprising of representatives from key business units and subject matter experts. This group met monthly throughout FY25 and is responsible for recommending and reporting on the progress of the Company's sustainability targets. Progress is tracked and discussed during the monthly meetings, with outcomes reported by the Head of Communications and Sustainability to the CPCSO.

This year, we introduced governance changes to better deliver on our sustainability agenda:

- During the year, the sustainability function transitioned from the Finance team to the CPCSO's remit.
- IMDEX appointed a Head of Communications and Sustainability to lead the function and enhance strategic delivery.
- The ESG Working Group membership was adjusted to provide alignment between roles and the FY25 sustainability targets. The Group focused on tactical and management initiatives aimed at driving progress toward the FY25 sustainability goals.

Policies and Standards

Our corporate governance framework includes policies which define our approach to sustainability. Aligned with global standards, these policies and statements are designed to be consistent with international and industry best practices, underpinned by transparent management and accountability.

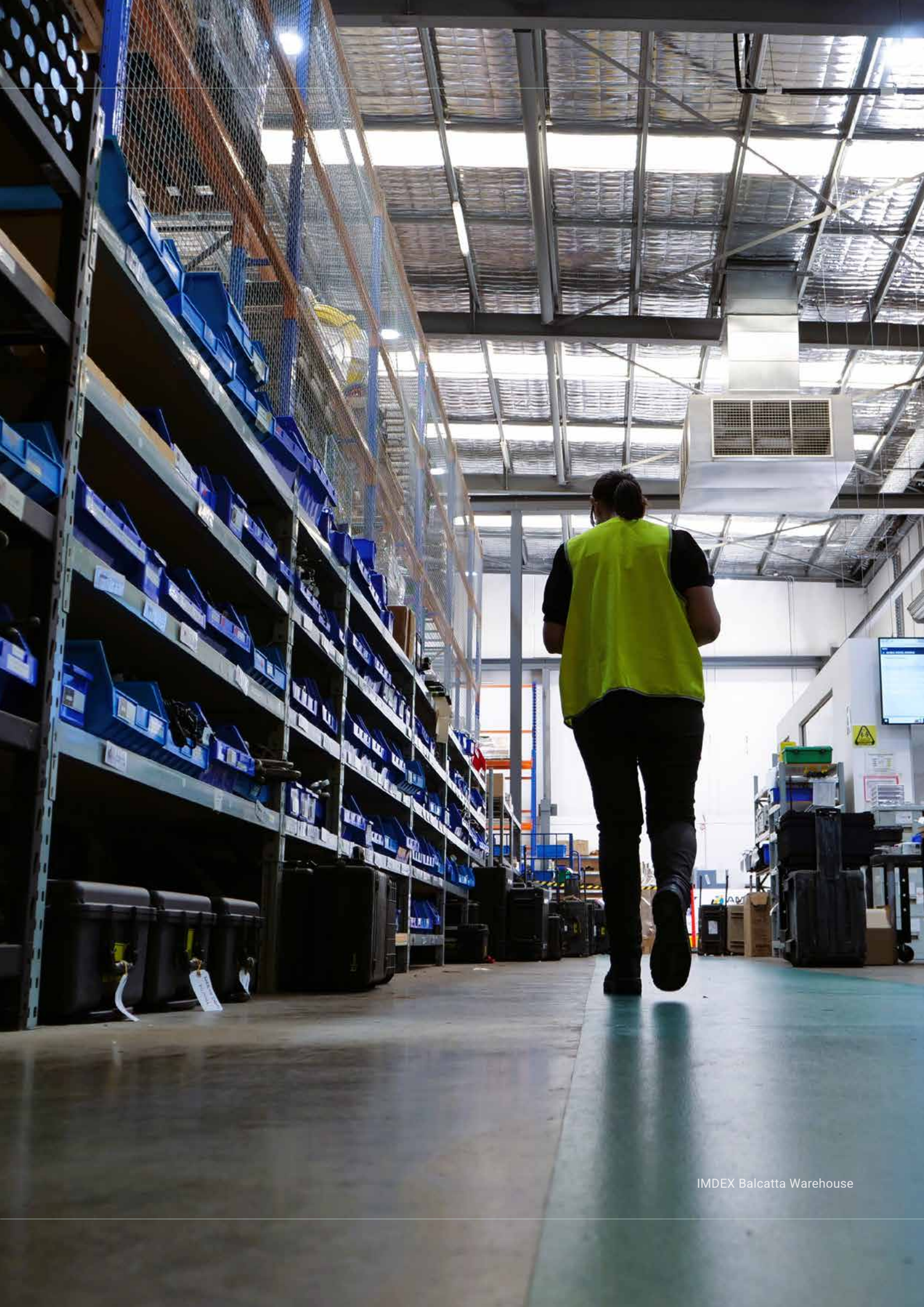
Relevant policies which guide our approach to sustainability include:

- Anti-Bribery and Corruption Policy
- Diversity, Equity and Inclusion (DEI) Policy
- Modern Slavery Statement
- Supplier Code of Conduct
- Sustainability Policy
- Health, Safety and Environment Policy
- Compliance Policy
- Global Code of Conduct
- Remuneration Policy
- Risk Management Policy
- Speak Up Policy
- Continuous Disclosure Policy
- Corporate Governance Statement

In FY25 we updated our Diversity Policy to align with frameworks and best practices from the Australian Human Resources Institute, the Diversity Council of Australia, and the Australian Securities Exchange.

We review our corporate policies and statements regularly to ensure their continued relevance and effectiveness in the global environment in which we operate. Several of our policies are planned for review during FY26.

To access the list of policies above, visit the **Corporate Governance** section of our website.



Our performance

Our sustainability targets are set annually by the ESG Working Group and are approved by our Executive Leadership Team and Sustainability Board Committee.

FY25 Outcomes

	FY25 Target	Performance
People	Enhance the quality of HSE engagement	
	>90% HSE training compliance	
	Update FY25-27 DE&I Strategy	
	Launch ESG Awareness training module	
	Positive shift in female leader representation ¹	
	Update IMDEX's Sustainability Strategy to highlight the Company's people-first approach	
Innovation	Reduce the need for 'hands on steel' with the introduction of a new generation tools ²	
	An ESG focused innovation event	
	Present or publish at least 5 thought leadership articles on sustainability for the industry	
Environment	Scope a project to improve GHG emissions (Scope 1 and 2) data collection	
Society	Meet internal earning growth targets	
	Ongoing investment in R&D	
	Define community partnerships guidelines	
	Teams to engage in volunteering events	
Governance	Update Sponsorship Policy	
	Deploy updated Channel Partners Agreements globally	
	Expand compliance training to channel partners	
	Streamline Modern Slavery and Transparency Reporting	
	Conduction climate-related financial disclosure gap analysis	

 Achieved  Not Achieved

(1) Positive shift in female leader representation was not achieved due to IMDEX's small leadership cohort meaning any female leader's departure disproportionately impacted the data. The FY26 target has been adjusted to measure total female workforce to better reflect the broader gender diversity across the business.

(2) The 'hands on steel' target was aligned with internal targets on the rollout of our ACTx tool, which requires less manual handling of drill rods by a driller. While the rollout is progressing, it did not achieve the internal target of conversion of our core orientation fleet to ACTx globally.

FY26 Targets

For FY26, our targets have been developed to align with the results of the materiality assessment and the Sustainability Strategy. A number of the FY25 targets are not being carried forward as a result of this review.

FY26 Target	
Product Leadership	Maintain ongoing investment in R&D of at least 8% of revenue
	Integrate ESG metrics into IMDEX project prioritisation framework
	Hold ESG innovation events in at least two regions
Sustainable Customer Solutions	Quantify environmental footprint improvement in at least 2 customer operations as a result of using IMDEX products
	Present or publish at least 5 thought leadership articles on sustainability, with at least 2 being customer case studies
Workforce of the Future	Increase in total female workforce participation year on year
	Maintain high level of safety engagements across all levels of the organisation, with a focus on demonstration of safety leadership
	Global standardisation of flexible work offerings for employees within regions and functions
	Assess AI augmented workforce design opportunities with a proof of concept for at least 2 functions
Strong Foundations	Channel partner conformity with training and governance standards maintained at 90% or higher
	Modern slavery audit and living wage awareness training rolled out to 100% of supply chain teams
	Implement Human Rights/Modern Slavery Policy
	High Risk Supplier conformity with code of conduct and audit standards maintained at 90% or higher



Blast Dog on site

Product Leadership

Developing products and services to mine smarter and more sustainably

We are committed to agile product innovation to enable our company growth, while contributing to a more sustainable mining industry.

Agile Research & Development

Product innovation is at the core of our business strategy. Research and development allows us to deliver new technologies for a more efficient minerals industry.

Research and Development Investment

IMDEX invests across Core+ and Core Growth pillars to drive innovation and deliver long-term value. Core Growth focuses on advancing Drilling Optimisation, Rock Knowledge sensors, and Digital Drill Rig technologies to strengthen market leadership. Core+ enhances digital ore body knowledge and data integration, with a focus on expanding into adjacent markets.

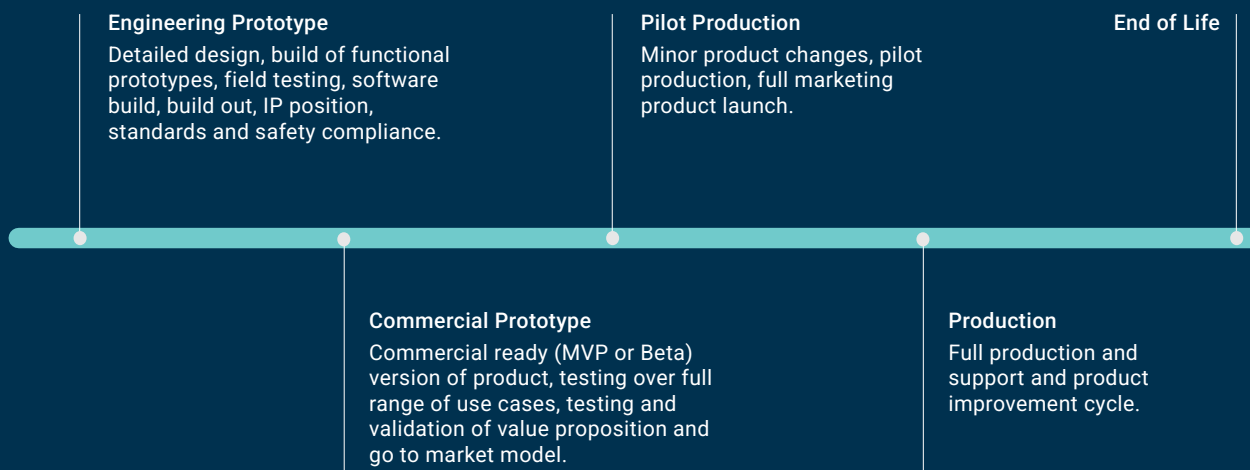
IMDEX allocates investments across three distinct horizons: enhancing existing core products, developing new solutions for both current and adjacent markets, and advancing engineering technologies that drive improvements throughout the global minerals industry. As a growth-focused organisation, IMDEX remains committed to sustained investment in R&D through all market conditions, reinforcing our strategic focus on technology-led value creation.

In FY25, IMDEX allocated 9.4% of total revenue to research and development—an increase of 1.1% from the previous year. This uplift reflects growing industry demand for innovative solutions that enhance productivity and operational efficiency across the mining sector.

9.4% of total revenue allocated to research and development—an increase of 1.1% from the previous year.

Research and Development Process

The R&D process follows a disciplined and agile stage-gate framework, underpinned by stringent technology, operational, and financial criteria. Sustainability impacts are considered for major projects. This approach supports continuous improvement and responsible innovation across all areas of development.



Partnerships

Strategic partnerships and collaboration are fundamental to accelerate technological advancements and optimise the global minerals industry. IMDEX collaborates with government bodies, industry associations, universities, and research centres to solve complex mining challenges and drive sustainable innovation.

During FY25, we were proud to partner with and participate in the following organisations and projects:

<p>AusIMM</p> <p>The peak body for people working in the resources sector, shaping careers, showcasing leadership, creating communities, and upholding standards.</p>	<p>Austmine</p> <p>A leading not-for-profit industry association for the Australian Mining Equipment, Technology and Services (METS) sector, driving the success of members by providing opportunities to build relationships, understand industry needs, and access domestic and international supply chains.</p>	<p>Global Mining Guidelines Group</p> <p>The Group facilitates and drives the application, utilisation, and development of global mining standards and guidelines as positive tools for the global mining industry.</p>
<p>MinEx CRC</p> <p>The world's largest mineral exploration collaboration, bringing together industry, government, and research organisations.</p>	<p>Open Group Exploration, Mining, Metals and Minerals Forum (OSDU)</p> <p>The forum provides a vendor-neutral environment for the development of open standards and utilises the global reach of The Open Group to build awareness, recognition, and adoption.</p>	<p>University of Alberta</p> <p>Computational Geostatistics research group - a group focused on developing the practice of geostatistics through teaching and applied research.</p>
<p>University of British Columbia - Mineral Deposit Research Unit</p> <p>An integrated geological, geochemical, and geophysical research group that solves exploration and mining challenges with applied geoscientific research projects.</p>	<p>University of British Columbia Mineral Deposit Research Unit – Ore Body Knowledge Value of Information project</p> <p>A two-year research project co-led by MDRU and Broadshaw Research Initiative for Minerals and Mining, funded by a Natural Sciences and Engineering Research Council of Canada Alliance Grant, aiming to explore the economics of ore body knowledge and quantify the value of information.</p>	<p>University of Quebec – CONSOREM</p> <p>An applied research partnership that aims to contribute to the success of mineral exploration throughout Quebec.</p>
<p>University of Western Australia – ARC Training Centre in Critical Resources</p> <p>Focuses on training the next generation of geoscientists and engineers to meet the demands of transitioning to renewable energy.</p>	<p>University of Western Australia Data Institute</p> <p>The University of Western Australia Data Institute provides leadership for industry transformation in a digitised world through innovative, discipline-relevant, and responsible data science.</p>	<p>The Australian Automation and Robotics Precinct</p> <p>A 51-hectare, internationally recognised innovation hub providing test beds for developing robotics and automation capability in Australia and across the world.</p>

Case Study

Mining Smarter with xFORM™

During FY25, IMDEX launched xFORM™, a new generation of multifunctional drilling fluids developed through extensive R&D to improve drilling efficiency and sustainability.

In Africa, a customer replaced four additives with xFORM L+, achieving an indicative 20% increase in metres drilled per shift, extended bit life, and elimination of hazardous chemicals and petroleum hydrocarbons. In the United States, another customer moved from a five-additive mud program to xFORM D+, improving core recovery from 40% to circa 95%, drill rates by 138%, and reducing downtime by over 70%.

xFORM demonstrates how IMDEX's R&D pipeline is not just delivering new products, but reshaping mining operations – simplifying drilling, reducing environmental impact, and setting a benchmark for smarter, more sustainable mining.

Read the [media release](#) on our website.

Customer results have been obtained from good faith customer reporting and have not been independently verified. They are not guarantees or predictions of performance. Other applications of products may vary, or may be impacted by factors such as site conditions.

Operational Footprint

IMDEX is dedicated to minimising our environmental footprint and managing the impact of our operations.

We aim to conserve natural resources by reducing energy consumption, use water responsibly, minimise waste generation, and promote sustainable procurement practices. As IMDEX continues to grow, we recognise the importance of building a clearer picture of our operational footprint. We see an opportunity to better understand, measure, and manage our own impacts as part of the industry value chain.

In FY25, we began reviewing the data available across our global operations to better understand our current footprint and the gaps in measurement. This assessment highlighted where additional information and more consistent tracking are needed, providing the foundation to mature our approach to managing energy use, emissions, water, waste, and the lifecycle impacts of our consumables.

Although still in early stages, these efforts mark an important step in our sustainability journey. A more complete view of our footprint will help us to prioritise actions that deliver meaningful reductions in emissions and resource use, align with best practice in sustainability reporting and disclosure expectations, and engage our people and partners in solutions that can have a tangible impact.

Greenhouse Gas Emissions and Energy

Strengthening our greenhouse gas emissions data collection and measurement for Scope 1 and 2 emissions across our global operations was a key focus in FY25.

In our data collection systems, we started work to upgrade existing software platforms to enhance accuracy and implement standardised protocols across global locations. Process improvements included establishing clear criteria for emissions categorisation and quality control measures for data verification. To build our capability, training is being provided to relevant personnel, alongside the development of standardised guidelines for emissions reporting.

Greenhouse Gas Emissions

In FY25 IMDEX's Scope 1 and 2 GHG emissions were 2,831 metric tonnes of carbon dioxide equivalent (tCO₂-e). This included 2,006 tCO₂-e Scope 1 and 825 tCO₂-e Scope 2 (location-based). For FY25, IMDEX has also measured market-based Scope 2 GHG emissions which were 790 tCO₂-e as an alternative method as recommended by the GHG Protocol Scope 2 Guidance.

In FY25 our GHG emissions increased by 674 tonnes from FY24. This increase is due to in part the addition of two new emissions sources captured in FY25:

- Fugitive emissions: Refrigerants estimation (where possible)
- Scope 1 mobile combustion: Fuel consumption from staff expenses and corporate expenses.

It is also due to the addition of inventory from our European operations and an increase in operational emissions from our North American operations, which accounts for 59% of our total emissions.

Our Scope 1 GHG emissions include emissions from fuel used in company vehicles and refrigerants from our operations. Our Scope 2 GHG emissions are from purchased electricity.

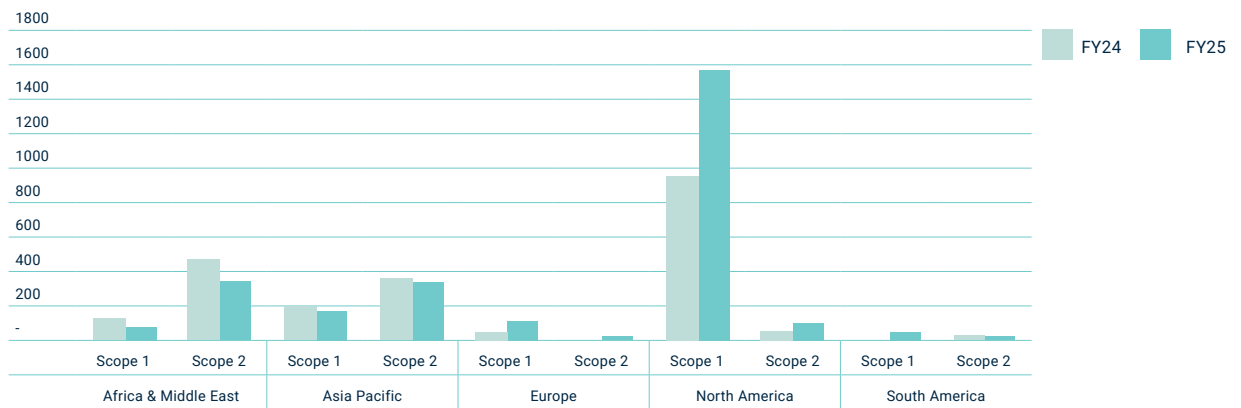
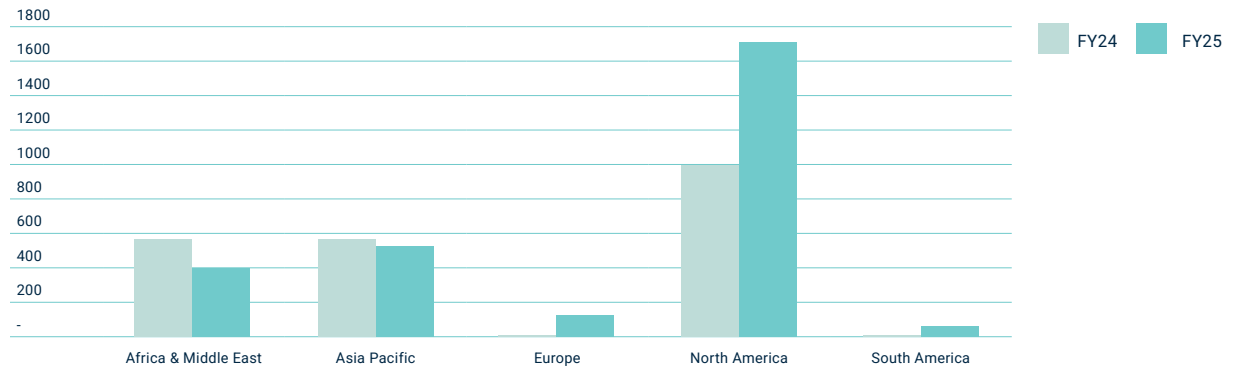
We calculate our emissions for the reporting period in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004). IMDEX applies an operational control consolidation approach to define its organisational boundary for the purposes of calculating its GHG emissions.

Further information about our reporting boundary and methodology for calculating greenhouse gas emissions can be found in **Appendix 3**.

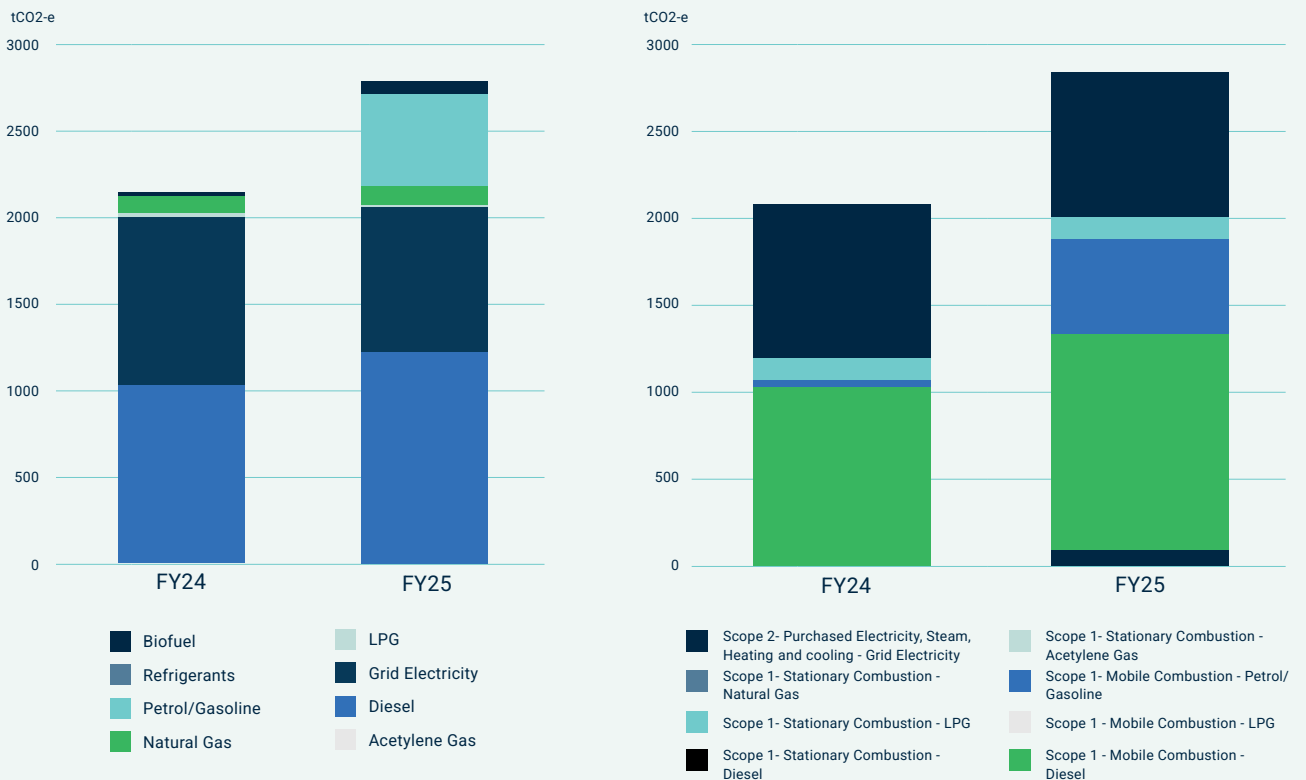
GHG emissions (metric tonnes of CO ₂ -e)	Unit	FY24	FY25
Scope 1 emissions	tCO ₂ -e	1,256	2,006
Scope 2 emissions (location based)	tCO ₂ -e	901	825
Scope 2 emissions (market based)	tCO ₂ -e	-	790
Total Scope 1 + 2 emissions (location based only)*	tCO ₂ -e	2,157	2,831

* Total emissions are presented using the location-based approach. Market-based emissions are also disclosed in line with the GHG Protocol's dual-reporting requirements; however, these are not included in the overall total because market-based emissions estimations were not available in all our countries and jurisdictions; therefore, location-based is the most comprehensive result to present.

FY25 Greenhouse Gas Emissions by Region



FY25 Greenhouse Gas Emissions by Source



Energy

In FY26, a comprehensive energy review will be undertaken at the Balcatta facility to assess usage patterns and identify potential efficiency improvements. This includes plans for a solar infrastructure upgrade to enhance renewable energy capacity. The site's electric vehicle charging infrastructure will be expanded, increasing from three to four charging bays. 18 IMDEX employee vehicles are registered for EV charging at Balcatta representing 7% of the workforce. Additionally, the San Luis Obispo facility is scheduled for the installation of two EV charging stations.

Water and Effluents

The development and manufacture of our drilling optimisation products and rock knowledge sensors do not require significant quantities of water, nor is there a need for wastewater disposal.

Our drilling fluids are shipped to customers in either powder or liquid form. Most of these products are in powder form, which is dissolved in drilling water at the customer's site. The remaining drilling fluids are in liquid form, manufactured at high concentration and added to drilling water to achieve the desired levels.

To minimise environmental impact for our customers, we offer a range of solids removal units. Additionally, we have procedures and oil separation systems in place to ensure the responsible disposal of wastewater generated from cleaning equipment.

Materials and Packaging

IMDEX's drilling optimisation products are primarily made from natural materials, including potassium chloride, bentonite, PHPA, PAC and vegetable oil, with less than 5% containing hydrocarbons. Our drilling optimisation fluids packaging is designed for recyclability, and in FY25 over 95% of that packaging was recyclable. All fluid products with a Dangerous Goods classification have been withdrawn, except for one product supplied to select Australian customers. Recyclable components of our rock knowledge sensors, such as steel and batteries, are reused, and sensors are delivered in durable, reusable Pelican cases.

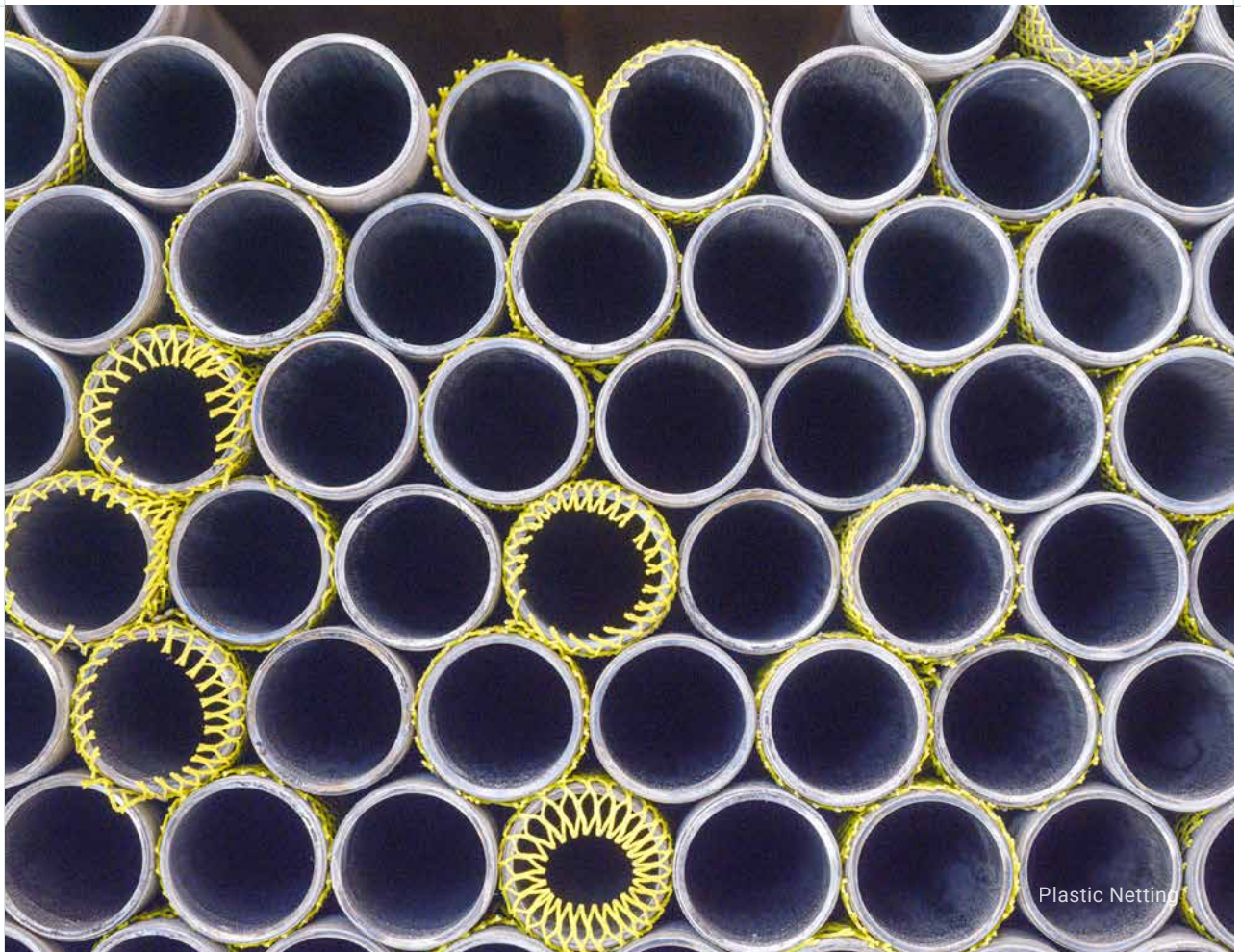
IMDEX is a member of and signatory to The Australian Packaging Covenant Organisation (APCO). APCO is a not-for profit organisation leading the development of a circular economy for packaging in Australia.

Throughout FY25, IMDEX made significant advances in sustainable packaging and materials management, implementing key initiatives to reduce our environmental impact and enhance circular economy practices.

IMDEX uses plastic mesh sleeves to protect machined components from damage. These are typically discarded or sent to recycling after single use. During the year, we implemented a closed-loop recycling program for the plastic mesh sleeves, partnering with a supplier for recycling and material reuse. We also successfully trialed and approved new plastic pails with increased recycled content. These were approved for use in May 2025.

IMDEX advanced recycled content across all primary packaging types during the year:

- Transit cases for survey instruments: Approved new foam inserts with 50% recycled content
- Cubes for drilling fluid supply: Commencing trials with cubes made from 60% recycled materials (10% increase of recycled material)
- Product pails: Maintained 80% recycled content standard.



Case Study

Closing the Loop: Plastic Netting Recycling Program

IMDEX receives thousands of protective plastic netting sleeves from global suppliers, contributing to landfill waste. These durable, flexible sleeves, designed to protect machined components during transit, pose a significant environmental challenge.

IMDEX's Quality Control team initiated a collaborative recycling program with our key supplier. Instead of disposing of the protective netting, IMDEX now returns these materials to that supplier for reuse, incorporating them into existing shipment routes to minimise additional carbon emissions.

Within the first six months of implementation, this simple yet effective program has delivered significant environmental benefits while requiring minimal operational changes:

- 40kg of netting already diverted from landfill
- 150kg annual recycling target
- Zero additional transport emissions
- Reduced waste and costs for both companies.

The initiative demonstrates how challenging conventional practices and fostering supplier collaboration can create practical sustainability solutions. Expansion plans for the program include adding size-based sorting systems, optimising the collection and return process and engaging additional suppliers.



IMDEX Tablet Operators

Sustainable Customer Solutions

Helping our customers achieve their sustainability goals

We are committed to creating products and technologies that improve the sustainability of the minerals extraction industry.

Sustainable Customer Solutions

Our range of solutions is designed to enhance efficiency and productivity while supporting the safety and sustainability of our customers' operations.

Our products and services have the potential to support more sustainable outcomes for customers and the wider industry. Technologies like Directional Core Drilling, Solids Removal Units and the ACTx Digital Core Orientation Solution have helped our customers use less water and chemicals, operate more safely through minimised operator manual handling and can reduce operational emissions. We see clear opportunities in working with our customers to obtain robust, quantitative data to tell this story.

We work with customers to develop case studies that illustrate how our technologies are being applied in practice. This collaboration provides valuable insights and we recognise the need to enhance this work with customers to measure and validate these benefits in a consistent and quantitative way.

We are committed to continuing our work with customers to collect and validate data to demonstrate where and how our products contribute to more sustainable environmental practices. Our FY25 materiality assessment confirmed that robust data and evidence are critical for many stakeholders, reinforcing the need to expand our customer engagement and measurement efforts. This will enable us to report progress with greater confidence and transparency in the coming years.

During the year, IMDEX hosted an internal ESG Innovation Event with cross functional teams to explore how we better support customers' sustainability goals in the global minerals industry. The workshop focused on three areas: quantifying ESG benefits, developing new technologies, and identifying strategic partnerships.

Through collaborative breakout sessions, participants identified opportunities in advanced data analytics, real-time monitoring systems, and automated reporting solutions. The discussions emphasised the importance and opportunity that exists to better measure and communicate the environmental impact of IMDEX's solutions. These insights are now being integrated into IMDEX's FY26 planning, with the ESG Working Group leading implementation. Similar workshops are targeted in two more regions in FY26.



Case Study

Measuring sustainable outcomes: Filo del Sol partnership results

This year, IMDEX partnered with the Filo del Sol mining project in Argentina to measure and quantify the sustainable outcomes of its advanced drilling fluid management technology.

Between February and May 2025, environmental and operational performance metrics were tracked associated with the AMC ULW SRU™ solids removal system. This equipment is designed to help clean and recycle drilling fluids.

The program documented substantial quantifiable sustainability benefits of drilling fluid treatment and recycling processes compared to conventional water-based drilling operations arising from this specific operation:

- Water use: 13,500 cubic metres saved over the assessment period in a water-scarce region, equivalent to 5.4 Olympic-sized swimming pools preserved
- Chemical use: 60% decrease in drilling additives, with precise measurement of reduced AMC GEL AR and AMC CR 650 usage
- Operational efficiency: 56% improvement in drilling performance, with treated fluids achieving 15.8 metres per day compared to 10.1 metres per day using conventional methods
- Cost impact: USD 377,000 in documented savings over the four-month period
- Record achievement: 1,739 cubic metres of water conservation measured during the record-setting FSDH142 borehole operation, which used treated fluids in the most difficult parts of the ground to drill more efficiently.

Customer results have been obtained from good faith customer reporting and have not been independently verified. They are not guarantees or predictions of performance. Other applications of products may vary, or may be impacted by factors such as site conditions.

Case Study

ESG in focus at IMDEX Innovation Council

The IMDEX Innovation Council is an internal initiative that brings together diverse voices from across the global business to shape, test and accelerate new ideas. The Council acts as a forum for collaboration, where employees at all levels can contribute to solving industry challenges and driving continuous improvement.

This year, the IMDEX Innovation Council held a dedicated ESG session focused on water usage, environmental and heritage impact, decarbonisation of value chains and safety. The session produced three promising potential initiatives:

- Development of petroleum hydrocarbon-free drilling fluids using vegetable oil alternatives, targeting the removal of 1.2 million kg of petroleum hydrocarbons annually
- Redesign of product packaging to reduce single-use plastics through innovative solutions that can withstand harsh environmental conditions
- Creation of a comprehensive model to measure and compare environmental benefits of various operational changes, focusing on CO₂ equivalent savings.

Two of these initiatives are now moving into the project pipeline for further development and implementation. As part of the company's FY26 strategic planning, IMDEX's project prioritisation process will be updated to incorporate ESG metrics.



Workforce of the Future

Developing a skilled and diverse workforce

We are committed to investing in our people to develop a skilled, agile and future-ready global workforce. Through targeted investment in capability development, continuous learning, and leadership growth, we are strengthening our talent pipeline to meet evolving market demands. Our approach fosters organisational resilience and ensures we maintain a globally aligned culture that supports innovation, adaptability, and long-term value creation.

Global Alignment & Development

As a global company, we are focused on embedding systems and ways of working that enhance agility, operational efficiency, and long-term competitiveness. We are well-positioned to meet evolving business needs by empowering our people with opportunities for growth and innovation.

Opportunities to Grow

In FY25, we invested an average of 11.28 hours of training per employee, a slight decrease year on year. Five mandatory training modules were completed by our new starters in FY25. These include Better Together, Anti-Bribery and Anti-Corruption, Code of Conduct, Introduction to Cybersecurity, and Personally Identifiable Information. All employees are notified to complete refresher training to maintain compliance with our policies and mitigate potential risks.

We developed sales training which will be rolled out for Technical Sales Representatives. The training will be available for anyone involved in a sales function at IMDEX, primarily operations managers, sales managers, and technical sales representatives. The modules include Introduction to Sales, Identifying High-Potential Opportunities, and Exploring Solutions to Address Challenges.

Building Product Technical Knowledge

Throughout the reporting period, IMDEX has evolved the way we design and deliver online learning through the IMDEX Academy by embedding storytelling, real-world people and interactive activities into our modules. The new elements are making learning more engaging, relevant, and practical for our people to ensure they build both the skills and confidence they need in their roles. As part of this work we established a learning pathway to guide the design of product training modules.

Development is underway for our key product learning initiatives, with foundational modules created and shared with employees and some customers during the reporting period. IMDEX worked closely with subject matter experts in FY25 to ensure our training content is accurate, relevant and aligned with operational needs. Targeted learning pathways for key IMDEX products were developed and enhanced with animations, videos, imagery and interactive games to boost engagement and support learning.

Completion of product training modules increased by 65% from FY24 to FY25 highlighting continuous improvement from our teams to support our customers. Pre-and post-learning surveys were conducted to assess knowledge, skill development and satisfaction, while highlighting areas for enhancement. Early results indicate a clear uplift in both confidence and understanding, with consistently high satisfaction ratings across modules.

In FY26, we will design 'In the Field' and Maintenance training to build out the product learning suite.

Harnessing Leadership Potential

After a successful first year, IMDEX's Insight Programme continued in 2025 and was delivered in a flexible virtual format to increase accessibility for leaders globally. The programme is designed to strengthen leadership capability while encouraging continuous learning and connection between peers. Over 75 leaders participated this year in the foundational module of the 'Manager Insight' programme, designed to provide leaders with opportunities for self-reflection to better understand their leadership style and how it impacts collaboration and team cohesion.

In FY26, additional modules will be launched as part of the 'Manager Insight' programme. A Microsoft Viva Engage group will be created for the management cohort to share leadership experiences and learnings.

Enhancing the Employee Experience

Employee Engagement

One of the requirements for our managers at IMDEX is to create targeted team engagement plans to improve employee experience within their direct teams. An audit of the team engagement plans across the Company identified four key themes around clarity and strategic alignment, ownership and accountability, cross-team and functional collaboration and continuous learning opportunities. Managers collaborated with their teams to address the key themes, with a focus on identifying opportunities to enhance employee engagement and foster a more inclusive workplace culture. IMDEX will complete its biennial employee engagement survey in 2026 to define cultural priorities followed by targeted pulse surveys every six months to measure shift and impact.

Case Study

Launching our Employer Brand & Employee Value Proposition

To support IMDEX's rapid growth and evolution, we invested in a project to define the essence of IMDEX, and what makes us unique in the market compared to other employers. After more than 12 months of development, including surveys and regional workshops, we launched our new Employer Brand and Employee Value Proposition (EVP) to the IMDEX Asia-Pacific (APAC) team in October 2024. Our employer brand is anchored in the concept of 'Polarity of Thinking' – this acknowledges our people are a unique group with many skill sets that could be seen as opposing traits, however, when we truly harness these elements, our teams are harmonious, and there is a dynamic balance that aligns with our values. We believe that at IMDEX, these polarities foster a culture of inclusivity and collaboration and enrich our global workplace – promoting flexibility, resilience and continuous growth.

IMDEX's EVP is the promise made to prospective employees about why they should join IMDEX, as well as the benefits our people experience every day. It is built around five core pillars: Powered by Purpose, Culture of Care, Opportunities to Grow, Strong Connections and Game Changing work. Throughout FY25 we rolled out the EVP globally to all regions and we commenced reviewing benefits and offerings at a local level.



Diversity, Equity and Inclusion

We are investing in diversity, equity and inclusion (DEI) within our workforce to contribute to the best possible business outcomes. Guided by our DEI Strategy, we are working towards including a broad range of perspectives in IMDEX's decision-making processes.

Board and Executive Leadership Team Diversity

Our Board, composed of non-executive members, is evenly split between male and female directors. While there is a balanced gender representation, the current age profile is skewed towards directors over 50 years old, with five members in this category and one in the 30-50 age bracket. This reflects strong experience at leadership level, and highlights opportunities to enhance age diversity in the future.

A total of nine employees made up our Executive leadership team as at 30 June 2025. Following the departure of one executive in July 2025, women now represent three of the eight Executive positions. We remain committed to supporting equitable representation and the advancement of women in leadership roles.

DEI Strategy, Council and Education

Our updated DEI Strategy for FY25 was launched in December 2024. To ensure accountability and track our progress on the strategy, we manage and report on defined DEI metrics. Female representation is tracked on our Workforce Dashboard and reported to the Board each month. Female leadership, a critical strategy focus area, along with average employee age, is also tracked on our Workforce dashboard and provided to the Head of Organisational Development quarterly.

In addition to these metrics, our broader DEI strategy is governed by our DEI Policy and championed by our DEI Council, which meets regularly to guide our initiatives. We also track training hours per employee to support a more inclusive and informed workplace. An annual report is submitted to the Workplace Gender Equality Agency.

Diversity, Equity and Inclusion Initiatives

We take a holistic approach to DEI, focusing on:

- **Recruitment and Retention:** Implementing targeted initiatives to attract, develop, and retain talent from diverse backgrounds
- **Inclusive Workplace Culture:** Embedding psychological safety and belonging through inclusive systems, policies, and programmes
- **Employee Engagement:** Conducting regular employee engagement surveys, with results disaggregated by demographic groups to identify and address disparities.
- **Gender Pay Gap:** Remaining vigilant on closing the gender pay gap, which is currently less than 1% globally for like-for-like roles.

With these key areas of focus in mind, IMDEX pursued several DEI initiatives over the course of the reporting period.

- IMDEX was a corporate partner of SheCodes, sponsoring females to move into STEM fields as a career
- World Day of Cultural Dialogue and Development was celebrated to increase cross-cultural awareness
- IMDEX employees celebrated International Women's Day
- NAIDOC Week was celebrated in our Australian region with external presenters, providing an opportunity to celebrate the spirit of Indigenous communities
- IMDEX sponsored the 'First Nations HOUSE' inaugural Perth Summit, focused on economic

empowerment for Aboriginal and Torres Strait Islanders through entrepreneurship, innovation and digital inclusion

- IMDEX was represented at both the WITWA & WIMWA conferences providing an opportunity for learnings around inclusivity, belonging and job crafting to increase diversity
- As an active member of our DEI Council, our Chief Financial Officer Linda Lim represented IMDEX in July 2024 at the Women in Mining and Resources panel sharing her experiences and insights about how to create a more inclusive and diverse workforce.

Case Study

Accelerating Development of Early Career Women

In line with IMDEX's DEI strategy to foster age and gender diversity, 12 early career women from IMDEX participated in the global First Five Programme facilitated by Trellis Collective. This initiative, which included participants from multiple organisations, is designed to accelerate leadership development and career progression for women in their first five years of employment. IMDEX employees joined cohorts across APAC (8 participants) and Europe (4 participants from South Africa and Norway), with the APAC programme commencing in November 2024 and the European cohort in May 2025.

To support the programme internally, IMDEX facilitated an education session in November 2024 for 21 managers, equipping them with tools to mentor and guide early career women. Additionally, two APAC-based workshops on confidence and career progression were held, attended by 22 women. Participants reported increased confidence, stronger networks, and clearer career direction—highlighting the programmes success in building a more inclusive and supportive workplace culture.

Culture of Care

Parental Leave

Our global parental leave policy provides employees 12 weeks paid parental leave and two weeks paid partner leave. During the reporting period, of our 825 employees entitled to parental leave, 22 employees took parental leave, comprising 15 women and 7 men. All employees who took parental leave returned to work once their leave ended.

Global Family and Domestic Violence Policy

In FY25, we updated our Global Family and Domestic Violence (FDV) Policy to expand beyond the statutory requirement of 10 days FDV leave to offer additional uncapped paid leave at the discretion of management for employees dealing with FDV. The Policy now includes access for employees to Telus Heath's FDV specialist support services, which include risk management, safety planning and referrals.

Wellness Programmes and Initiatives

We are committed to cultivating a psychologically safe and inclusive workplace, where diverse perspectives are welcomed and valued to leverage innovation. As part of Mental Health month in FY25, presentations were delivered on the topic of 'Building Safer Conversations', presented by the National Psychosocial Safety Network. Employees observed R U OK? Day, and the Australian National Suicide Prevention Day which encourages people to have conversations that can help others through difficult times.

All IMDEX regional peer supporters participated in a Refresher Peer Supporter training course to provide them with an opportunity to share experiences and learn more about how to structure wellbeing conversations with other team members. This group met bi-monthly during the reporting period and plays a vital role in fostering a psychologically safe work environment at IMDEX.

Employee Assistance Programme

Our Employee Assistance Programme (EAP) through Telus Health remained a core benefit to support our people through the reporting period. This confidential service is available to support both our employees and their families on anything they wish to discuss, including work or personal issues. It is available 24/7 365 days a year, with employees able to book to speak to a counsellor, obtain referrals or access digital resources.

Wages and Benefits

IMDEX complies with relevant employment legislation in the jurisdictions it operates. IMDEX's part time employees are entitled to the same benefits granted to full time employees. Benefits offered to casual employees are determined with reference to jurisdictional requirements and employment market considerations. IMDEX's wages and compensation are globally competitive and meet legal and industry minimum requirements.

Safety

The health, safety, and wellbeing of our employees is non-negotiable. We are committed to embedding a culture of care so that our people remain protected and able to work safely.

Health, Safety and Wellbeing

Health and Safety Risk Management Framework

In FY25, we proactively applied our Health and Safety Risk Management Framework to operations. By empowering our teams to identify and control potential risks, we're able to prevent incidents and create a safer working environment for everyone. Our systematic approach to risk management, along with robust processes to assess and control risks, provides our people with the tools and support they need to work safely. This commitment to safety is a core part of our culture and we are dedicated to keeping our people safe.

Operational Excellence Management System

At the heart of our commitment to excellence is our Operational Excellence Management System (OEMS), a powerful tool that unlocks the potential of our most important asset: our people. By fostering a culture of continuous improvement, we empower individuals to contribute to the success of our shared business. It is fully aligned with IMDEX's vision, values, and policies, and adheres to internationally recognised standards, including ISO 9001 (Quality Management), ISO 45001 (Occupational Health and Safety), ISO 14001 (Environmental Management), and ISO 27001 (Information Security, Cybersecurity, and Privacy Protection).

Operational Health and Safety Management Systems

At IMDEX, we're dedicated to creating a workplace where every individual can succeed safely. In FY25, we took significant steps to strengthen our approach to health, safety, and environment (HSE) management, with a focus on protecting our people.

This year we introduced a separate Stop Work Policy, giving our people the authority and confidence to prioritise their safety and stop work if they identify a potential hazard. This policy reinforces our culture of safety while providing clear guidance and accountability. Our "I'm Safe 10 Safety Principles" were refreshed and shared across the organisation, serving as a reminder of the importance of safety behaviours in everything we do. These principles are more than just guidelines - they are a promise to our people that we are committed to providing a safe and healthy work environment.

Looking ahead to FY26, we'll continue to prioritise our people's well-being by reviewing our Fatigue Management Standard and Drug and Alcohol Policy. Our people are our greatest

asset, and we're dedicated to creating a workplace where they can feel safe, supported and empowered to succeed.

Hazard Identification

Introduced in FY24, the Energy-Based Hazard Wheel to enhance hazard recognition was expanded globally across IMDEX facilities in FY25.

HSE Engagement

In FY25, we made significant strides in enhancing safety at our operations, with a focus on protecting our people. Our Safe Driving Campaign, launched in 2024, has been a resounding success, resulting in a 20% reduction in vehicle incidents. This achievement is a testament to the power of our people working together to prioritise safety. The introduction of the Global Safe Travel Policy formalises consideration of safety issues when travelling and has strengthened proactive management of employee safety in situations where known risks exist. Chemical Plant Hazard and Operability Studies (HAZOPs) were successfully conducted at the South African Plant as part of commissioning activities for the new facility. In addition to the Safe Driving Campaign, IMDEX commenced both Electrical Safety and Field Services Campaigns as global alignment campaigns in FY25.

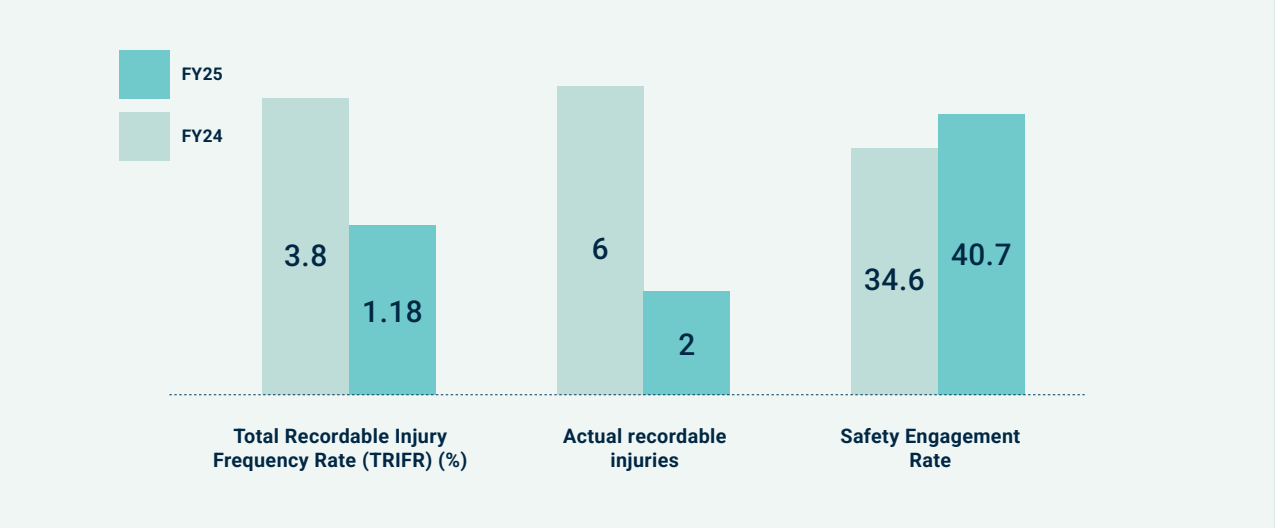
Safety is not just about policies and procedures but about connecting our people. Our targeted HSE Engagement initiatives helped to promote these connections over the reporting period. Leadership Safety Walks included specific activities and measurable targets for different leadership positions, aiming to improve the quality of interactions and reinforce management accountability. These walks focused on increasing engagement between leaders and operational employees on-site.

Occupational Health Services

The APAC Operations Leadership Team, supported by the Global HR Team, launched a Psychological Safety engagement programme to build a high-performing, resilient team. This programme will continue to be implemented throughout FY26.

Safety Performance

IMDEX recorded a significant year-on-year improvement in safety performance, with the Total Recordable Injury Frequency Rate (TRIFR) reducing from 3.8% to 1.18%. Actual recordable injuries decreased from 6 in FY24 to 2 in FY25. IMDEX's Safety Engagement Rate also strengthened during the reporting period, rising to an average of 40.7 engagements per person, compared with 34.6 the previous year.





IMDEX Tablet Operators

Case Study

Increasing Safety with IMDEX's In-Vehicle Management System (IVMS)

In FY25, our organisation installed IVMS in all operational vehicles globally to enhance driver safety and reduce at-risk driving behaviours. The system is designed to protect our people by tracking various driving events, including speeding and other safety-related incidents, providing valuable insights to help us prevent accidents.

The implementation of IVMS has yielded significant improvements in driving behaviours, including:

- A 12-month reduction in 'at risk events' or 'speeding events'
- A reduction in points (severity) per kilometres driven
- Improved driving behaviours.

As we move forward, we'll continue to refine and enhance our IVMS, standardising data and further enhancing the system's benefits.

Strengthening Community Engagement

IMDEX values the communities within which we operate, and we are committed to building strong, respectful and positive relationships.

The IMDEX Community Partnership and Sponsorship Guidelines document was developed in FY25 and will be launched to the Company in FY26. The Guidelines outline our values-based approach to community-based funding, including sponsorship, and facilitates compliance with relevant policies and procedures. It provides a framework for community engagement, outlining key focus areas, partnership and donation considerations, eligibility criteria, and expected mutual benefits. The Guidelines are informed by industry-best practices and tailored to IMDEX's needs, with clear key focus areas.

Global Volunteering Programme

We continued to deliver on the commitments of our Global Community Engagement Policy, launched in FY24 with our Global Volunteering Programme at its core. This programme empowers employees to make a meaningful impact in their local communities by providing one paid day annually to volunteer with approved organisations. The impact of this has been significant, with 847 hours contributed by over 14% of IMDEX's global workforce in FY25.

Throughout the reporting period, team days were organised across our global locations. In Perth, teams volunteered at the Foodbank WA Community Kitchen and Warehouse, while in South Africa, employees volunteered at the Germiston SPCA Animal Shelter, undertaking significant maintenance work and coordinating donations of essential supplies. Other notable volunteering activities include the team in Sofia, who helped cook meals at Food Not War – a communal garden providing meals to vulnerable people.

IMDEX teams in Ghana engaged with a public junior high school, inspiring and motivating students by discussing the importance of completing their schooling and exploring the diverse career opportunities available to them. The students were enthusiastic and interactive, gaining valuable insights into potential career paths and developing a sense of pride and aspiration. In Chile, IMDEX employees volunteered at the Children of the Stars Kindergarten, assisting with a Christmas lunch and event. These initiatives demonstrate our commitment to supporting local communities and making a positive difference through our Global Volunteering Programme.



Strong Foundations

Evolving governance and processes to achieve our sustainability goals

We are committed to continuously updating and evolving our governance and processes to achieve our sustainability goals.

Procurement and Supply Chain

Our global supply chain is critical to the resilience and sustainability of our business. We are committed to our supply chain remaining transparent, diversified, and agile to reduce concentration risk, while integrating social and environmental considerations into our procurement practices.

Our Supply Chain

IMDEX has a complex and extensive global supply chain that supports our diverse product range. Our supply chain spans multiple regions, including Asia-Pacific, North America, South America, Europe, and Africa, and encompasses the procurement of raw materials and components, manufacturing, and delivery of finished products, as well as business support services.

Our supply chain focuses on several critical areas, including:

- Sourcing high-quality raw materials and technical components for our drilling optimisation products and rock knowledge sensors
- Manufacturing and production of our drilling optimisation products and rock knowledge sensors
- Rapid prototyping and engineering services to support our research and development initiatives
- Efficient distribution and logistics systems to respond quickly to changing customer needs
- Global service centres that provide dedicated support to our customers.

Local Procurement

As part of our commitment to responsible and sustainable business practices, we prioritise local procurement wherever technically and commercially viable, sourcing from suppliers that operate within the same country where we manufacture and operate.

In FY25, we improved our local procurement efforts, with 76% of our global procurement budget allocated to local suppliers – an increase from 70% in FY24.



Data Governance and Cybersecurity

Cybersecurity

IMDEX’s cybersecurity programme is designed to protect the confidentiality, integrity and availability of digital assets. Our focus remains on maintaining strong governance, implementing preventive and detective controls, and ensuring regular monitoring and awareness. We are steadfast in our proactive and risk-based approach to identifying and addressing data security risks.

IMDEX’s Information Security Management System (ISMS), certified to ISO 27001:2022, provides a structured and systematic framework for managing cybersecurity risks. This was recertified during the year. As part of our security strategy, we are advancing toward aligning with industry best practices by implementing enhancements to improve our ability to detect, identify, protect, respond and recover.

Our IMDEX **Privacy Policy** can be found on our website.

Case Study

Cybersecurity Exercise

As part of our commitment to resilience and responsible governance, IMDEX conducted a cybersecurity exercise in FY25 to test our preparedness against cybersecurity threats. The exercise was facilitated by an external partner and assessed our strengths in incident response coordination in this type of scenario. The insights gained from the exercise have helped strengthen our cybersecurity framework as well as our business continuity plan. IMDEX intends to conduct further cybersecurity exercises at regular intervals going forward.



Disclosure and Compliance

Climate-related Financial Disclosures

IMDEX is continuing to develop its approach to managing climate-related risks and opportunities, and to strengthen resilience in the face of potential future climate impacts on the business.

Following a detailed gap assessment against the Australian Sustainability Reporting Standards (ASRS) AASB S2 and review in FY25, we recognised opportunities to refine and enhance our climate-related disclosures.

A key step has been the development of a two-year roadmap for alignment with the ASRS S2, with workstreams now underway. The first workstream in FY25 focused on mapping and improving our greenhouse gas emissions accounting approach, which will provide the foundation for future phases of climate risk and opportunity assessment, including scenario analysis.

These foundational activities help enhance IMDEX's evidence-based reporting, ensuring that future disclosures are measurable, comparable and aligned with stakeholder expectations.

Human Rights, Modern Slavery and Geopolitical Risk Management

To meet growing disclosure obligations and simplify reporting, IMDEX consolidated its modern slavery and transparency disclosures this year, aligning statements across Australia, Canada, and Norway. We published our annual **Modern Slavery Statement** in line with jurisdictional reporting periods.

Our Third Party Due Diligence Framework requires consideration of potential risks when onboarding customers, suppliers and third party representatives. This includes modern slavery and forced labour, sanctions exposure, and exclusion of entities involved in military activity.

IMDEX does not operate in areas assessed with high geopolitical risk exposure within the parameters of modern slavery, sanctions and travel risk considerations. IMDEX does operate in some conflict-affected areas, however the risk has been assessed as being residually tolerable. These include Mali and the Democratic Republic of Congo. Our travel safety processes consider, assess and manage any risk associated with travel to potentially conflict-affected areas.

In FY26 we have set objectives to maintain high risk supplier conformity with our Code of Conduct and audit standards at 90% or higher. We will also roll out targeted training with our supply chain teams on IMDEX's supplier processes relating to modern slavery and living wage audit before appointment.

Corporate Governance

Being a leading corporate citizen is a core part of our organisation. To ensure we maintain high standards, we regularly review and assess our corporate governance practices and policies against the requirements of the Corporations Act 2001 (Cth) and the ASX Listing Rules.

Our **Corporate Governance Statement** is reviewed and endorsed by our Board annually.

IMDEX Code of Conduct

Our **Code of Conduct** sets the minimum standard of behaviour for all IMDEX employees, managers, and contractors, promoting a culture of integrity, transparency, and accountability. It outlines our commitment to conducting business in a socially responsible and values-driven manner, while maximising shareholder value and complying with all applicable laws and regulations.

Supplier Code of Conduct

We're committed to transparent, safe, and ethical procurement practices. Our **Supplier Code of Conduct**, aligned with the UN Global Compact, sets out minimum expectations for suppliers. Through strategic engagement with like-minded suppliers, we strive to deliver innovative solutions that drive value for our customers.

Anti-Bribery and Anti-Corruption

We are determined to uphold high standards of integrity, transparency, and ethics in our business practices, guided by our **Anti-Bribery and Anti-Corruption Policy**. We have zero-tolerance towards bribery and corruption and we comply with all applicable laws and regulations in the countries where we operate. Our **Code of Conduct**, promotes honest and ethical business practices. We conduct annual enterprise-wide risk assessments to identify and mitigate any potential bribery and corruption risks, and we are pleased to report that these assessments have not identified any risks. It is compulsory for all IMDEX staff to complete Anti-Corruption training annually.

Speak-Up Policy

Our **Speak Up Policy** encourages employees, contractors, and stakeholders (including suppliers) to report actual or suspected issues, including breaches of our Code of Conduct or laws, without fear of retribution. The policy provides guidance on what to report, how to report confidentially and anonymously, and explains the protections available to those who speak up, including non-retaliation.

We provide multiple channels for reporting concerns, including direct reporting to managers, phone, email, mail, and an anonymous multilingual reporting platform. We are committed to treating all reports with respect and confidentiality, conducting fair and independent investigations, and ensuring that no one suffers for making a report. By fostering a safe, respectful, and inclusive workplace, we promote a culture of transparency, accountability, and integrity. Our Speak Up Policy is available on our website, and we encourage anyone with concerns to reach out to our Speak Up Protection Officer or Chief Legal Officer.

In FY25, 8 reports were received during this reporting period. The majority of these were HR or workplace-related matters.

Conflicts of Interest

IMDEX is committed to maintaining high standards of integrity and transparency in all aspects of its operations. To achieve this, our Managing Conflicts of Interest Procedure has continued to be applied throughout the reporting period. All employees are required to complete an annual Conflicts of Interest Certification. This certification involves declaring any actual or potential conflicts of interest and updating their declaration as circumstances change. By implementing this process, we can identify, disclose, and manage conflicts of interest in a proactive and transparent manner, minimising potential risks and maintaining the trust of our stakeholders.

Risk Management

IMDEX has a robust **Risk Management Policy** in place, which has been rigorously tested and proven effective in navigating complex and evolving challenges, including emerging threats, and changing regulatory landscapes, such as modern slavery risk management disclosures and sanctions.

Our risk management practices and framework remained stable in FY25, with no major updates or revisions. However, we have initiated a significant transformation of our enterprise risk framework, which is currently underway and expected to be completed in FY26. With the continued evolution of our business, this comprehensive overhaul aims to bolster our risk management capabilities, ensuring we are better equipped to identify, assess, and mitigate potential risks. Further information on this initiative, including our approach to managing Critical Risks, can be found in the risk section of our FY25 Annual Report.

In FY25, we prioritised the enhancement of our third-party risk management processes, with a focus on strengthening governance and compliance for our Channel Partners. A key milestone was achieved with the expansion of compliance training to these partners, aligning with our ESG targets for the year. This initiative aimed to improve our management of risks associated with engaging third parties to reach our customers.

Regulatory Compliance

IMDEX maintains a strong regulatory compliance framework, which is designed to identify, manage, and mitigate compliance risks, as the Company meets its regulatory obligations. Regionalised responsibilities are maintained with oversight from the corporate team.



Photo: Paul McGovern



Paul pictured with the BLASTDOG at the Australian Automation and Robotics Precinct. Photo courtesy of *The West Australian*

Performance Data Tables

Table 1: IMDEX's Anti-Corruption Metrics

Metric	Unit of Measure	FY2024	FY2025					
		TOTAL	TOTAL	Africa	Europe	North America	South America	Asia Pacific
Total number of operations assessed for risks related to corruption	Percentage	100%	100%	100%	100%	100%	100%	100%
Total number and nature of confirmed incidents of corruption	Number	0	0	0	0	0	0	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	Number	0	0	0	0	0	0	0
Total number of confirmed incidents where contracts with business partners were terminated or not renewed due to violations related to corruption	Number	0	0	0	0	0	0	0
Policy legal cases regarding corruption brought against the organisation or its employees during the reporting period	Number	0	0	0	0	0	0	0

Table 2: IMDEX's Anti-Corruption Training

Metric	Unit of Measure	TOTAL		Africa		Europe		North America		South America		Asia Pacific	
		FY24	FY25	FY24	FY25	FY24	FY25	FY24	FY25	FY24	FY25	FY24	FY25
Employees who have received anti-corruption training by location ¹	Percentage	100%	95%	100%	100%	100%	98%	100%	97%	100%	98%	100%	92%
	Number	-	823	-	60	-	122	-	165	-	165	-	311

¹ IMDEX requires our employees and fixed term contractors to complete anti-bribery and anti-corruption training every two years. This data incorporates the number of IMDEX employees and fixed term contractors who were compliant with this requirement as at 30 June 2025. The improved data collation processes in FY25 have resulted in more robust representation of the completion of training modules.

Table 3: IMDEX's Employment Metrics¹

Metric	Unit of Measure	FY24		FY25	
		Male	Female	Male	Female
Total employees	Number	829		825	
By contract type					
Full time	Number	630	175	618	179
Part time	Number	9	15	5	22
Permanent	Number	622	177	607	190
Non Guaranteed	Number	9	5	5	4
Temporary	Number	17	13	19	14
By region				Male	Female
Asia Pacific	Number	-	-	204	85
North America	Number	-	-	141	38
South America	Number	-	-	134	42
Africa and Middle East	Number	-	-	43	18
Europe	Number	-	-	101	18
By age				Male	Female
Under 30 years old	Number	-	-	52	19
30–50 years old	Number	-	-	430	131
Over 50 years old	Number	-	-	141	51

¹ The sum of male and female employee figures will not equal the total number of employees. This is due to a portion of the workforce choosing not to disclose their gender.

Table 4: IMDEX's Employees by Gender¹

Metric	Unit of Measure	FY24		FY25	
		Male	Female	Male	Female
Support	Number	216	61	207	64
Supervisory/Professional	Number	218	71	210	70
Management/Senior Professional	Number	151	74	158	56
Senior Management (including General Managers) ²	Number	46	9	42	8
Executive ²	Number	8	2	6	3

¹ The sum of male and female employee figures will not equal the total number of employees. This is due to a portion of the workforce choosing not to disclose their gender.

² The "Executive" category includes employees who report directly to the CEO and hold the title of Executive. In previous years, General Managers were also included in this category. From FY25 onward, General Managers have been reclassified under "Senior Management." Accordingly, data for Executives and Senior Managers has been restated for both FY24 and FY25 to reflect this change.

Table 5: Board Diversity

Metric	Unit of Measure	FY24		FY25	
		Male	Female	Male	Female
Board	Number	3	3	3	3
Under 30 years old	Number	-	-	0	0
30–50 years old	Number	-	-	1	0
Over 50 years old	Number	-	-	2	3

Table 6: IMDEX’s Employee New Hires¹

Metric	Unit of Measure	FY25	
		Male	Female
Overall	Number	74	50
	Rate (%)	11.8	25.8
Asia Pacific	Number	29	20
	Rate (%)	13.7	23.8
North America	Number	16	12
	Rate (%)	11.5	35.2
South America	Number	21	13
	Rate (%)	15.8	32.1
Africa and Middle East	Number	5	1
	Rate (%)	11.9	5.6
Europe	Number	3	4
	Rate (%)	2.9	23.3
Under 30 years old	Number	10	7
	Rate (%)	18.9	40.5
30–50 years old	Number	54	37
	Rate (%)	12.6	29.1
Over 50 years old	Number	10	6
	Rate (%)	6.8	12.2

¹The rate is calculated as the number of employees hired during the period, divided by the average number of employees in the workforce for that same period.

Table 7: Employee Turnover¹

Metric	Unit of Measure	FY24		FY25	
		Male	Female	Male	Female
Overall	Number	131	49	84	34
	Rate (%)	-	-	13.4	17.5
Voluntary	Number	59	24	42	18
	Rate (%)	-	-	6.7	9.3
Involuntary	Number	72	25	42	16
	Rate (%)	-	-	6.7	8.2
Asia Pacific	Number	-	-	42	15
	Rate (%)	-	-	19.8	17.8
North America	Number	-	-	17	7
	Rate (%)	-	-	12.2	20.5
South America	Number	-	-	18	8
	Rate (%)	-	-	13.6	19.8
Africa and Middle East	Number	-	-	4	2
	Rate (%)	-	-	9.5	11.1
Europe	Number	-	-	3	2
	Rate (%)	-	-	2.9	11.6
Under 30 years old	Number	-	-	10	3
	Rate (%)	-	-	18.9	17.4
30–50 years old	Number	-	-	47	25
	Rate (%)	-	-	11	19.6
Over 50 years old	Number	-	-	27	6
	Rate (%)	-	-	18.4	12.2

¹ Turnover rate is calculated as the number of employees who left the company during the period, divided by the average number of employees in the workforce for that same period.

Improved data collection processes in FY25 has resulted in more data disclosures than FY24.

Table 8: Parental Leave¹

Metric	Unit of Measure	FY25	
		Male	Female
Employees entitled to parental leave	Number	623	201
Employees that took parental leave	Number	15	7
Employees that returned to work after parental leave ended	Number	15	7
Return to work and retention rates of employees that took parental leave, by gender.	Number	100%	100%

¹The sum of male and female employee figures will not equal the total number of employees. This is due to a portion of the workforce choosing not to disclose their gender.

Table 9: Employee Training

Metric	Unit of Measure	FY24	FY25
Total hours of employee training	Number	10575.5	9303
Average hours of training per employee	Number	12.76	11.28

Table 10: IMDEX Performance Reviews

Metric	Unit of Measure	FY24		FY25	
		Male	Female	Male	Female
Employees receiving regular performance reviews	Percentage	100	100	100	100

Table 11: Safety Performance

Metric	Unit of Measure	FY2024	FY2025					
		TOTAL	TOTAL	Asia Pacific	North America	South America	Africa and Middle East	Europe
Fatality	Number	-	0	0	0	0	0	0
Total Recordable Injuries	Number	-	2	0	1	1	0	0
Total Recordable Injury Frequency Rate (TRIFR) ¹	Rate	3.8	1.18	0	2.79	2.8	0	0
Lost Time Injury Frequency Rates (LTIFR) ²	Rate	1.27	0.59	0	2.79	0	0	0

¹TRIFR measures the number of total recordable injuries per 1 million hours worked.

²LTIFR measures the number of lost time injuries per 1 million hours worked.

Table 12: GHG Emissions & Energy Consumption

Please visit Appendix 3 for emissions calculation methodology and assumptions

Metric	Unit of Measure	FY24	FY25	FY24	FY25	FY24	FY25	FY24	FY25	FY24	FY25	FY24	FY25
Total emissions		TOTAL	TOTAL	Asia Pacific		North America		South America		Africa and Middle East		Europe	
Scope 1 - Refrigerants	Tonnes of CO2e	-	84	-	31	-	5	-	17	-	20	-	11
Scope 1 - Stationary fuel combustion	Tonnes of CO2e	112	133	-	-	112	123	-	-	-	-	-	10
Scope 1 - Transport fuel combustion	Tonnes of CO2e	1,144	1,788	194	148	836	1,461	2	37	94	47	18	95
Scope 2 - Purchased electricity, Location-based	Tonnes of CO2e	901	825	361	355	51	95	32	22	456	341	-	13
Scope 2 - Purchased electricity, Market-based	Tonnes of CO2e	-	790	-	439	-	84	-	-	-	-	-	266
Total (location-based only)	Tonnes of CO2e	2,157	2,831	555	534	999	1,684	34	76	550	408	18	129
Emissions by source (location-based)													
Acetylene Gas	Tonnes of CO2e	-	-	-	-	-	-	-	-	-	-	-	-
Biofuel	Tonnes of CO2e	-	0	-	-	-	-	-	-	-	-	-	-
Diesel	Tonnes of CO2e	1,120	1,273	180	147	828	942	-	36	94	47	18	101
Grid Electricity	Tonnes of CO2e	901	825	361	355	51	95	32	22	456	341	-	14
LPG	Tonnes of CO2e	15	1	13	0	-	0	2	1	-	-	-	0
Natural Gas	Tonnes of CO2e	112	123	-	-	112	123	-	-	-	-	-	0
Petrol/Gasoline	Tonnes of CO2e	9	523	1	1	8	519	-	-	-	-	-	3
Refrigerants	Tonnes of CO2e	-	84	-	31	-	5	-	17	-	20	-	11
Total	Tonnes of CO2e	2,157	2,831	555	534	999	1,684	34	76	550	408	18	129
Energy by source													
Acetylene Gas	GJ	1	1	1	1	-	-	-	-	-	-	-	-
Biofuel	GJ	-	-	-	-	-	-	-	-	-	-	-	-
Diesel	GJ	14,666	18,461	2,563	2,104	11,760	13,508	-	512	94	672	249	1,666
Grid Electricity	GJ	15,287	7,116	2,107	2,394	832	1,393	418	222	1,715	1,340	10,215	1,767
LPG	GJ	239	25	213	2	-	1	26	21	-	-	-	1
Natural Gas	GJ	2,241	1,418	-	-	2,241	1,401	-	-	-	-	-	17
Petrol/Gasoline	GJ	579	7,839	11	17	564	7,773	-	-	-	-	4	49
Total	GJ	33,013	34,860	4,895	4,518	15,397	24,075	444	755	1,809	2,011	10,468	3,500

Table 13: Compliance with Laws and Regulations¹

Metric	Unit of Measure	FY2024	FY2025					
		TOTAL	TOTAL	Asia Pacific	North America	South America	Africa and Middle East	Europe
Instances of non-compliance resulting in fines	Number	0	0	0	0	0	0	0
Instances of non compliance resulting in non-monetary sanctions	Number	0	0	0	0	0	0	0
Non-compliance with environmental laws and regulations	Number	0	0	0	0	0	0	0
Confirmed incidents of corruption	Number	-	0	0	0	0	0	0
Incidents of violations involving the rights of indigenous peoples	Number	-	0	0	0	0	0	0
Incidents of discrimination	Number	-	0	0	0	0	0	0
Process safety incidents	Number	-	0	0	0	0	0	0
Transport incidents	Number	-	0	0	0	0	0	0

¹Definition of non-compliance relates to substantiated breaches e.g. those that have resulted in sanctions.

Table 14: IMDEX's Procurement Spending

Metric	Unit of Measure	FY2024	FY2025					
		TOTAL	TOTAL	Asia Pacific	North America	South America	Africa and Middle East	Europe
Procurement budget used on local suppliers	Percentage	70%	76%	78%	83%	59%	75%	57%

Table 15: Cybersecurity and Data

Metric	Unit of Measure	FY2025					
		TOTAL	Asia Pacific	North America	South America	Africa and Middle East	Europe
Data breaches	Number	0	0	0	0	0	0
Customer-related data breaches	Percentage	0	0	0	0	0	0
Number of customers affected	Number	0	0	0	0	0	0

Table 15: Product Innovation and Research & Development Data

Metric	Unit of Measure	FY25
Total research & development spend as a percentage of revenue	Currency	In FY25, IMDEX allocated 9.4% of total revenue to research and development

Appendix

1: Materiality Assessment Process

Process to Determine Material Topics

Our FY25 materiality assessment was designed to reflect both impact materiality and financial materiality. We engaged an external consultancy to conduct the materiality process, which has been aligned with key sustainability reporting frameworks such as the Global Reporting Initiative (GRI) Standards and the International Sustainability Standards Board (ISSB) Standards.

The assessment considered impacts, risks and opportunities across IMDEX's value chain to determine a list of prioritised material topics.

The assessment factored in potential and actual positive and negative impacts, risks and opportunities through the assessment of a broad range of inputs, including extensive desktop research, peer assessment, IMDEX's previous materiality assessment, enterprise risk register, and industry standards and practices. The FY25 assessment expanded upon the FY21 assessment, by embedding a double materiality approach, considering both impact materiality and financial materiality.

Materiality Assessment Process

1. Analysis of context and determination of a long-list of material topics
2. Collection of impacts, risks and opportunities
3. Internal and external stakeholder engagement
4. Assessment and scoring of impacts, risks and opportunities
5. Report preparation and validation of the results

Materiality Assessment Process Detail

Analysis of context

- IMDEX defined relevant stakeholder groups, business model and value chain and devised stakeholder engagement pathways.
- A broad range of sustainability topics were considered from IMDEX's previous materiality assessment and enterprise risk register, peer disclosures, and supported by international standards and guidelines.

Collection of impacts, risks and opportunities

- 22 topics of potential materiality were specified for testing in the materiality assessment

Internal and external stakeholder engagement

- Extensive stakeholder engagement was undertaken with 20 stakeholders. Internal stakeholder engagement involved a workshop with business leaders. Internal interviews were conducted with regional leadership as a proxy for stakeholders in the value chain where direct consultation could not take place. External interviews were also conducted with financial stakeholders, customers, suppliers and industry.

Assessment of impacts, risks and opportunities

- A number of impacts, risks and opportunities for each topic were identified and scored to determine each topic's materiality rating.
- The impact assessment focused on IMDEX's impact on customers, the environment and society, whereas the financial materiality assessment took account of the sustainability-related risks and opportunities which can affect IMDEX's financial standing and prospects.

Report preparation and validation of the results of the double materiality assessment

- All risks, opportunities and impacts identified were scored, with a detailed report of outcomes prepared.
- Results were socialised internally at IMDEX to validate findings, including with the Executive Leadership team and the Board.

Results of the materiality assessment were presented and endorsed by the Sustainability Board Committee.

Results of the materiality assessment

In the context of the double materiality assessment, 15 of the 22 topics considered were identified as material.

Determining material topics for reporting

From the results of the double materiality assessment, IMDEX has identified a consolidated list of 10 highly material topics (see page 13). The basis for consolidating topics into strategic themes is for communication purposes, where IMDEX has identified that material topics share similar risks, opportunities, impacts, or stakeholder relevance.

For FY25, material impacts, risks, and opportunities were reported under the applicable topical and sector standards.



FY25 Material Topics and Description

	Name	Description	Risk Opportunity Impact	Time Horizon
1	Recruiting & managing a global, diverse & skilled workforce	Access to skilled talent is critical to operational performance and innovation. Gaps or misalignment in workforce capability can limit growth and service delivery. We are directly responsible for attracting, retaining, and managing a high-performing global workforce.	Impact Risk Opportunity	Current to Medium term
2	Employee working conditions, wages and benefits	Fair and safe working conditions underpin engagement, productivity, and regulatory compliance. Inadequate conditions can lead to harm, industrial disputes, or reputational risk. We are directly responsible for providing competitive remuneration, safe workplaces, and appropriate benefits.	Impact Risk Opportunity	Current
3	Product innovation and research and development	Innovation drives product performance, safety, and sustainability outcomes for clients and the industry. Failure to innovate risks competitiveness and client confidence. We are directly responsible for investing in R&D, our research and development process, developing new technologies, and protecting intellectual property.	Impact Risk	Current
4	Procurement and supply chain management and practices	Our supply chain exposes us to environmental, ethical, and operational risks. Poor management can result in regulatory breaches, reputational harm, or disruption. We are directly responsible for ethical procurement, supplier due diligence, and promoting sustainable practices, while ensuring our supply chain is diversified and prioritises local spend where possible.	Impact Risk Opportunity	Current to Medium term
5	Health, safety and wellbeing	Our operations expose employees and contractors to potential risks, from fieldwork to manufacturing. Incidents can result in harm to people, regulatory action, and reputational impacts. We are directly responsible for implementing robust systems, training, and a culture of care to ensure the safety and wellbeing of our workforce.	Impact	Current
6	Environmental compliance	Non-compliance with environmental regulations risks fines, commercial repercussions, and reputational damage. Maintaining compliance supports long-term sustainability performance. We are directly responsible for monitoring, reporting, and ensuring adherence to all environmental requirements.	Risk	Current
7	Water use and management	Water use can impact ecosystems and host communities if not carefully managed. Inefficient practices increase environmental and regulatory risk. We are directly responsible for efficient use of water in our operations and for supporting customers to achieve positive outcomes through effective solids removal.	Opportunity	Current
8	Materials use and circular economy	Raw materials consumption and disposal can contribute to environmental impacts and resource scarcity. Ineffective management increases waste and reputational exposure. We are directly responsible for optimising materials use, recycling, and supporting circular economy principles.	Opportunity	Current

FY25 Material Topics and Description

	Name	Description	Risk Opportunity Impact	Time Horizon
9	Workforce diversity, equity and inclusion	A diverse and inclusive workforce strengthens innovation, engagement, and long-term performance. Lack of inclusion can limit talent attraction and retention. We are directly responsible for equitable policies, inclusive leadership, and measurable progress on workforce diversity.	Risk	Current
10	Greenhouse gas emissions	Our operations generate GHG emissions through energy use and transport. These emissions contribute to global climate change, with long-term environmental and social consequences. Managing this footprint is essential to meeting stakeholder expectations and regulatory requirements. We are directly responsible for emissions from our facilities, Scope 1 and 2, and indirectly linked to Scope 3 emissions through our value chain.	Risk Opportunity	Medium term
11	Climate change adaptation & mitigation	Climate change presents physical risks (e.g. higher temperatures, heavy rainfall) and regulatory challenges. Proactive adaptation protects assets, communities, and ecosystems, while mitigation reduces our emissions footprint. IMDEX faces increasing stakeholder expectation on climate adaptation & mitigation and related financial disclosures. We are directly responsible for climate strategies and infrastructure resilience planning and disclosures.	Risk	Medium term
12	Waste generation and management	Operational and product-related waste can affect the environment and community perception. Poor management increases regulatory and reputational risks. We are directly responsible for minimising, segregating, and responsibly disposing of all waste.	Impact	Current
13	Employee development, training and education	Investing in employee training and development builds skills, improves safety and productivity, and supports career growth. Lack of development opportunities and gaps may hinder retention and undermine local workforce participation. We are directly responsible for training programmes across our workforce.	Opportunity	Current
14	Cybersecurity	Our digital systems are exposed to cyber threats that can disrupt operations, compromise data, or damage reputation. IMDEX hosts customer data, increasing the criticality of robust cybersecurity. We are directly responsible for protecting IT infrastructure, safeguarding client and employee information, and implementing effective cybersecurity measures.	Risk Opportunity	Current to short term
15	Geopolitical risk management	Global operations are exposed to geopolitical uncertainty, including regulatory changes, trade disruptions, tariffs, and security risks. We are directly responsible for monitoring, assessing, and mitigating geopolitical risks to maintain operational continuity.	Risk	Current

2: Stakeholder Engagement

We place high value on providing all our stakeholder groups with transparent and genuine engagement to enhance and support their experience with our products and business globally.

The table below outlines how we engage and collaborate with our key stakeholder groups and the steps we take to ensure we are listening to and meeting their needs.

Stakeholder	How we engage	What we do
Customers	Regular communication with regional sales and customer facing employees to ensure we understand and are meeting their needs.	<ul style="list-style-type: none"> • Customer surveys and feedback opportunities • Site visits and product training with IMDEX experts • Discuss and collaborate on product improvements and changes • Develop and enhance products based on customer's changing needs
Employees	<p>Comprehensive bi-annual employee performance review and feedback process, with opportunity to define goals and development opportunities.</p> <p>Informal engagement opportunities through employee groups and committees.</p> <p>In FY25, we introduced IMDEX Connect, a monthly newsletter, and revitalised our internal social media platform, Viva Engage, to boost employee engagement.</p>	<ul style="list-style-type: none"> • Bi-annual performance reviews and OKR setting process • Employee recognition awards for exceptional performance • Employee-nominated value-based awards • CEO and Executive employee briefings to all regions • Biennial employee engagement survey • Employee-led DEI Council
Investors	Regular engagement with key stakeholders in investment community.	<ul style="list-style-type: none"> • Full year and half year results briefings • Investor roadshows • Annual General Meetings • Sustainability briefings • Investor conferences • Technical symposium for investors
Suppliers and Distributors	Regular engagement with suppliers and distributors globally, through face-to-face meetings and electronic communication as required.	<ul style="list-style-type: none"> • Legal, Risk and Compliance teams provide ongoing review of global supply and distribution laws and regulations • Continuous monitoring of trade compliance issues, laws and regulations
Government – local, state, national, global	Engagement with all levels of government and regulators as required in all regions that we operate.	<ul style="list-style-type: none"> • Face to face meetings and electronic communication as required

Stakeholder	How we engage	What we do
Industry partners	Regular engagement with industry partners, research bodies, non-government organisations	<ul style="list-style-type: none"> Partnerships with a range of industry committees and research bodies committed to developing and enhancing mining technology and practices globally Representation on industry boards, research bodies and at industry events as thought-leaders, speakers and experts
Community	IMDEX's global volunteering programme ensures regular engagement with the communities in which we operate. We also engage in in-kind and financial sponsorship of selected partners in local communities.	<ul style="list-style-type: none"> Local social media content for each region Commitment to local employment opportunities Partnerships with local Universities to offer internships and employment to emerging talent Monitoring of local political and socio-economic issues Community partnerships to support relevant local organisations Volunteering to contribute to local communities Sponsorship of local community partners

3: Greenhouse Gas Emissions

Greenhouse Gas Protocol emission scopes

- Scope 1 - Direct emissions from activities owned or controlled by the company in the reporting year (e.g. fuel combustion from IMDEX company vehicles) and direct emissions from activities owned or controlled by the company (e.g. fugitive emissions from refrigerants and meters at IMDEX facilities).
- Scope 2 - Indirect emissions associated with the company's consumption of purchased electricity in the base year (e.g. electricity IMDEX buys from the grid for use at our operations).

Organisational and operational boundaries

The FY25 emissions report covers the period from 1 July 2024 to 30 June 2025 and applies an operational control consolidation approach. IMDEX believes that the use of the operational consolidation approach is the most appropriate method to measure the Group's GHG emissions that aligns with the business. This boundary reflects and accounts for emissions from operations all of which IMDEX or one of its subsidiaries has operational control over including warehouses, offices and distribution centres.

This report includes Scope 1 and 2 emissions related to the supply and servicing of mining equipment for the following geographic regions: Australia, New Zealand, Hong Kong, Europe (Bulgaria, Germany, Netherlands, Norway, United Kingdom) North America (Canada, Mexico, USA), South America (Argentina, Brazil, Chile and Peru), Middle East and Africa (Ghana, South Africa).

This year's calculation includes:

- Total scope 1 and 2 emissions independent of any GHG trades such as sales, purchases, transfers, or banking of allowances.
- Scope 1 and 2 emissions for all seven greenhouse gases (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃) as tonnes of CO₂ equivalent (tCO₂-e).

This year’s calculation includes all locations for which complete and reliable data was available. Several locations were excluded due to the unavailability of data, and no estimations have been made for these exclusions. Additionally, for some of the included locations, only partial Scope 1 emissions data has been reported, with Scope 2 data unavailable and therefore not included.

The following sources, facilities, and /or operations have been excluded:

- Lubricant oil, unquantified but estimated to be insignificant (< 1% of total inventory)
- Hydraulic oil, unquantified but estimated to be insignificant (< 1% of total inventory)
- Albion site, QLD electricity consumption due to data unavailability
- Electricity, stationary fuel use and refrigerants for UK, Bulgaria, Netherlands, 12 locations in South America, Mexico excluded due to data unavailability
- Refrigerants for US sites not estimated due to data unavailability.

Emissions data for all seven GHGs separately was not available for grid electricity / Scope 2 emissions.

Methodology for the calculation of GHG emissions

For the calculation of the Scope 1 and 2 GHG emissions, the Group follows the guidelines and methodologies contained in the Greenhouse Gas (GHG) Protocol: Corporate Standard Reporting Standard (2004). IMDEX also refers to the GHG Protocol Scope 2 Guidance in its emissions calculation methodology.

IMDEX follows the directives of the GHG Protocol in its selection of the emissions factors adopted in the calculation of the inventory, whilst the Global Warming Potential (GWP) values considered were taken from the Sixth Assessment Report (AR6) published by the IPCC and the Australian National Greenhouse Accounts Factors published by the Department of Climate Change, Energy, the Environment and Water in 2024.

Scope 1 and 2 emissions are measured by either internal or external data sources, factoring in the uncertainty measurement and data quality.

Scope	Category	Description of emissions	Emissions factor sources used	GHG Protocol Reporting Standard applied	Exclusions	Data sources	Emissions calculation
Scope 1 emissions	Fuel combustion	Direct emissions from activities owned or controlled by the company in the reporting year (e.g. fuel combustion from company vehicles)	2023, Australian National Greenhouse Accounts Factors, Australian Government Department of Climate Change, Energy, the Environment and Water	2004, Greenhouse Gas Protocol - A Corporate Reporting and Accounting Standard, Revised Edition.	Lubricant and hydraulic oil	GHG data from each region emissions	Litres of fuel consumption from fuel card report, adjusted for a portion as stationary use x Government issued emissions factors

Scope	Category	Description of emissions	Emissions factor sources used	GHG Protocol Reporting Standard applied	Exclusions	Data sources	Emissions calculation
Scope 1 emissions	Fugitive emissions	Direct emissions from activities owned or controlled by the company in the base year (e.g. fugitive emissions from refrigerants and meters)	Chapter 7, Supplementary material, Table 7, IPCC AR6 report	2004, Greenhouse Gas Protocol - A Corporate Reporting and Accounting Standard, Revised Edition.	Refrigerants for UK, Bulgaria, 12 locations in South America, Mexico and US sites not estimated	Global Location Register emissions	Total Gross floor area (Air-conditioned m ²) x calculated average refrigerant leakage emissions factor Australia and New Zealand average blend of refrigerants used have been applied to global locations.
Scope 2 emissions	Purchased electricity	Indirect emissions associated with the company's consumption of purchased electricity in the base year	2004, 2023, Australian National Greenhouse Accounts Factors, Australian Government Department of Climate Change, Energy, the Environment and Water and Country or electricity grid specific emissions factor for all other regions.	2015, Greenhouse Gas Protocol - Scope 2 Guidance	Albion site, QLD electricity consumption due to no data provided Also excluded: UK, Bulgaria, Netherlands, 12 locations in South America, Mexico and Ghana	GHG data from each region	Location (state) based emissions factors applied to electricity consumption (kWh) Market-based emissions factors applied to electricity consumption (kWh)

Changes to the measurement of emissions from FY24

In addition to the emissions sources captured in FY24, the following emissions sources were included in FY25:

- Scope 1, Fugitive emissions: Refrigerants estimation (where possible).
- Scope 1, Transport fuel emissions: Fuel consumption from expense claims.

References

- Greenhouse Gas Protocol 2004, *A Corporate Accounting and Reporting Standard – Revised Edition*, World Resources Institute and World Business Council for Sustainable Development, <https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf>
- Greenhouse Gas Protocol 2015, *Scope 2 Guidance: An Amendment to the GHG Protocol Corporate Standard*, World Resources Institute, <https://ghgprotocol.org/sites/default/files/2023-03/Scope%20%20Guidance.pdf>
- Intergovernmental Panel on Climate Change (IPCC) 2021, *AR6 Climate Change 2021: The Physical Science Basis – Chapter 7 Supplementary Material*, Table 7, https://www.ipcc.ch/report/ar6/wg1/downloads/report/IPCC_AR6_WGI_Chapter07_SM.pdf
- Department of Climate Change, Energy, the Environment and Water 2024, *National Greenhouse Accounts Factors 2024*, Australian Government, <https://www.dcceew.gov.au/climate-change/publications/national-greenhouse-accounts-factors-2024>

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GRI Content Index

Statement of Use: IMDEX Limited has reported the information cited in this GRI content index for the period of 1 July 2024 - 30 June 2025 with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation

GRI Standard	Disclosure	Location	Page Number	Comments
GRI 2: General Disclosures 2021	2-1 Organizational details	About This Report; About IMDEX; GRI Index	4; 10-11	Location of headquarters: 216 Balcatta Road, Balcatta Perth Western Australia Australia 6021
	2-2 Entities included in the organization's sustainability reporting	About This Report; GRI Index	4	
	2-3 Reporting period, frequency and contact point	About This Report; GRI Index	4	IMDEX reports an annual sustainability report. The reporting period for Sustainability reporting is the same as IMDEX's financial reporting. For questions about this report please contact communications@imdexlimited.com .
	2-4 Restatements of information			Data for IMDEX's Employees by Gender has been restated from FY24 in FY25. See Performance Data Tables, Table 4, Footnote 2.
	2-6 Activities, value chain and other business relationships	About IMDEX	10-11	
	2-7 Employees	Workforce of the Future; Performance Data Tables	31-39; 48-51	
	2-8 Workers who are not employees	Workforce of the Future; Performance Data Tables	31-39; 48-51	
	2-9 Governance structure and composition	Sustainability at IMDEX, Sustainability Governance	15-16	
	2-10 Nomination and selection of the highest governance body	Sustainability at IMDEX, Sustainability Governance	15-16	
	2-11 Chair of the highest governance body	Sustainability at IMDEX, Sustainability Governance	15-16	
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability at IMDEX, Sustainability Governance	15-16	
	2-13 Delegation of responsibility for managing impacts	Sustainability at IMDEX, Sustainability Governance	15-16	
	2-14 Role of the highest governance body in sustainability reporting	Sustainability at IMDEX, Sustainability Governance	15-16	
	2-15 Conflicts of interest	Disclosure and Compliance	44	
	2-17 Collective knowledge of the highest governance body			https://www.imdex.com/about/board-of-directors
	2-19 Remuneration policies	Annual Report, Remuneration Report	52-73	
	2-20 Process to determine remuneration	Annual Report, Remuneration Report	52-73	
2-22 Statement on sustainable development strategy	Sustainability at IMDEX	12;14		
2-23 Policy commitments	Sustainability at IMDEX, Policies and Standards; Disclosure and Compliance	16; 43-45	https://www.imdex.com/about/corporate-governance	

GRI Standard	Disclosure	Location	Page Number	Comments
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Sustainability at IMDEX, Policies and Standards; Disclosure and Compliance	16; 43-45	
	2-25 Processes to remediate negative impacts	Sustainability at IMDEX, Materiality; Appendix 1: Materiality Assessment Processw	13; 55-58	
	2-26 Mechanisms for seeking advice and raising concerns	Disclosure and Compliance, Speak-Up Policy	44	
	2-27 Compliance with laws and regulations	Performance Data Tables	53	
	2-28 Membership associations	Product Leadership, Partnerships	22	
	2-29 Approach to stakeholder engagement	Sustainability at IMDEX, Stakeholder Engagement; Appendix 2: Stakeholder Engagement	14; 59-60	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability at IMDEX, Materiality; Appendix 1: Materiality Assessment Process	13; 55-58	
	3-2 List of material topics	Sustainability at IMDEX, Materiality; Appendix 1: Materiality Assessment Process	13; 56-58	
GRI 103: Energy 2025	103-2 Energy consumption and self-generation within the organization	Performance Data Tables	54	
	103-5 Reduction in energy consumption	Performance Data Tables	54	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Strong Foundations, Procurement & Supply Chain; Performance Data Tables	53	IMDEX defines local suppliers as those operating (i.e. with an entity) within the same country as the Imdex entity placing the order.
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Disclosure and Compliance; Performance Data Tables	43; 47	
	205-2 Communication and training about anti-corruption policies and procedures	Performance Data Tables	47	
	205-3 Confirmed incidents of corruption and actions taken	Performance Data Tables	47	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Performance Data Tables	52	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Product Leadership, Operational Footprint; Performance Data Tables	23-25; 52	
	305-2 Energy indirect (Scope 2) GHG emissions	Product Leadership, Operational Footprint; Performance Data Tables	23-25; 52	
	305-3 Other indirect (Scope 3) GHG emissions	Product Leadership, Operational Footprint; Performance Data Tables	23-25; 52	
	305-5 Reduction of GHG emissions	Product Leadership, Operational Footprint; Performance Data Tables	23-25; 52	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Performance Data Tables	49-50	
	401-3 Parental leave	Performance Data Tables	51	

GRI Standard	Disclosure	Location	Page Number	Comments
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Workforce of the Future, Safety	36-37	
	403-2 Hazard identification, risk assessment, and incident investigation	Workforce of the Future, Safety	37	
	403-3 Occupational health services	Workforce of the Future, Safety	37	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Workforce of the Future, Safety	36-37	
	403-5 Worker training on occupational health and safety	Workforce of the Future, Safety	36-37	
	403-6 Promotion of worker health	Workforce of the Future, Safety	36-37	
	403-8 Workers covered by an occupational health and safety management system	Workforce of the Future, Safety	36-37	
	403-9 Work-related injuries	Workforce of the Future, Safety	37	
	403-10 Work-related ill health	Workforce of the Future, Safety	37	
	GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Workforce of the Future, Developing a Skilled and Diverse Workforce; Performance Data Tables	31; 51
404-2 Programs for upgrading employee skills and transition assistance programs		Workforce of the future, Developing a Skilled and Diverse Workforce	32-33	
404-3 Percentage of employees receiving regular performance and career development reviews		Workforce of the Future, Developing a Skilled and Diverse Workforce	32-33	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Performance Data Tables	48-49	
	406-1 Incidents of discrimination and corrective actions taken	Performance Data Tables	53	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Modern Slavery Statement		https://www.imdex.com/getmedia/6551d7f9-f7e1-494c-b92d-3d6ca0acc58b/IMDEX-Modern-Slavery-Statement-FY24-v1-0.pdf
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Modern Slavery Statement		https://www.imdex.com/getmedia/6551d7f9-f7e1-494c-b92d-3d6ca0acc58b/IMDEX-Modern-Slavery-Statement-FY24-v1-0.pdf
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Performance Data Tables	53	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Performance Data Tables	53	

Sustainability Accounting Standards Board (SASB) Standards Index

For the year ended 30 June 2025

SASB Topic	Code	Disclosure	Location	Page Number
Workforce Diversity & Engagement	SV-PS-330a.3	Employee engagement as a percentage	Workforce of the Future, Enhancing the Employee Experience	33
Workforce Diversity & Engagement	SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	Performance Data Tables	50
Product Lifecycle Environmental Impacts	CG-AM-410a.3	Description of efforts to manage products' end-of-life impacts	Product Leadership, Materials and Packaging	26
Data Security	SV-PS-230a.3	(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	Performance Data Tables	53
Data Security	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Strong Foundations, Data Governance and Cybersecurity	42
Data Security	SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Risk	42
Workforce Health & Safety	RT-IG-320a.1	(1) Total recordable incident rate (TRIFR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Workforce of the Future, Safety; Performance Data Tables	37; 51





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Forward Looking Statements

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