ASX Release 28 October 2026

2026 Sustainability Report

Boss Energy Limited (ASX: BOE; OTCQX: BQSSF) has today released its 2026 Sustainability Report.

The 2026 Sustainability Report can be downloaded from the Boss Energy website:

www.bossenergy.com/sustainability

This ASX announcement was approved and authorised by the Board of Boss Energy Limited.

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2026 Sustainability Report

BOSS ENERGY

Disciplined in-situ recovery. Responsible uranium production.

Guided by The Boss Way, our ambition is to build a business that creates lasting value through the responsible production of uranium.

Acknowledgement of Country

Boss Energy Limited's (**Boss Energy**) South Australian mining and exploration tenure is located on the traditional lands of the Adnyamathanha, Ngadjuri and Wilyakali peoples.

Boss Energy acknowledges the Traditional Owners and custodians of these lands and waters and recognises their enduring connection to Country, culture and community.

We pay our respects to Elders past and present of the Adnyamathanha, Ngadjuri and Wilyakali peoples, and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Scan the code to learn more about Boss Energy



ABOUT THIS REPORT

This report describes Boss Energy's management and performance on material sustainability matters for the year ended 30 June 2026. Unless stated otherwise, sustainability performance data relates to Boss Energy's operated Australian activities only. The reporting boundary and approach are summarised in the table below.

More detailed information on methodologies, estimates, boundaries and limitations is provided in the Reporting basis section at the end of this report.

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Item	Reporting position
Reporting period	1 July 2025 to 30 June 2026
Reporting frequency	Annual
Primary reporting boundary	Boss Energy-operated Australian activities
Principal operation	Honeymoon Uranium Operation, South Australia
Non-operated interest	30% interest in the producing Alta Mesa Uranium Project, Texas, which is managed by enCore Energy Corp.; excluded from Boss Energy's consolidated operational sustainability metrics and identified separately where referenced
Strategic investment	19.9% shareholding in Laramide Resources Ltd; outside Boss Energy's operated asset base and excluded from consolidated operational sustainability metrics
Reporting approach	Prepared with reference to selected GRI Standards. This report has not been prepared in accordance with the GRI Standards.
GRI standards used	GRI 1: Foundation 2021; selected disclosures from GRI 2: General Disclosures 2021, GRI 3: Material Topics 2021 and relevant GRI Topic Standards. GRI 14: Mining Sector 2024 was used as a sector reference in reviewing Boss Energy's material sustainability topics and associated disclosures.
Sustainable Development Goals	Selected United Nations Sustainable Development Goals (SDGs) and targets are referenced where Boss Energy's material topics, activities and reported evidence have a clear and supportable connection.
Board approval	Approved by the Board of Boss Energy on 26 October 2026
Sustainability reporting enquiries	Please contact kwalker@bossenergy.com with sustainability reporting enquiries.

IMPORTANT NOTICES

Status and scope of this report

This FY2026 Sustainability Report is a voluntary corporate report covering the period from 1 July 2025 to 30 June 2026. Unless expressly stated otherwise, information contained in this report has not been subject to independent external assurance. Unless otherwise stated, it reports on Boss Energy's operated Australian activities only.

Certain market, industry and economic data contained in this report has been obtained from publicly available sources that Boss Energy considers to be reliable as at the date of publication. While reasonable care has been taken in compiling such information, Boss Energy does not represent that third-party information is complete, accurate or current.

This Sustainability Report should be read together with Boss Energy's FY2026 Annual Report, financial statements, Corporate Governance Statement and ASX announcements. Information contained in this report should be read subject to any subsequent announcements released to the ASX by Boss Energy, which may update the information contained in this report.

The information in this report that relates to the Mineral Resource Estimates for the Honeymoon Deposit, Gould's Dam, and Jason's Deposit was reported in accordance with the 2012 Edition of the 'Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves' (**the JORC Code**) and is extracted from the following public market announcements:

- the announcement entitled Honeymoon NFS confirms continued economic production released on 27 August 2026 (Competent Person: Mr Guillaume Lorilleux); and
- the announcement entitled Gould's Dam and Jason's Deposit Mineral Resource and Permitting Update released on 19 March 2026 (Competent Person: Mr Ingvar Kirchner).

These announcements are available to view on the company's website at www.bossenergy.com and on the ASX announcements platform.

Boss Energy confirms that it is not aware of any new information or data that materially affects the information included in the original market announcements and that all material assumptions and technical parameters underpinning the estimates in the relevant market announcements continue to apply and have not materially changed. Boss Energy confirms that the form and context in which the Competent Persons' findings are presented have not been materially modified from the original market announcements.

Mineral Resource estimates are imprecise and depend on interpretations, geological assumptions and statistical inferences. Actual quantities, grades, continuity and recoverability may differ as further drilling, technical assessment and operating information become available.

This report does not replace or amend Boss Energy's continuous disclosure obligations under the ASX Listing Rules.

Forward-looking statements

This report contains forward-looking statements concerning Boss Energy's plans, priorities, objectives, strategies and expectations, including development, production, wellfield performance, implementation of the New Feasibility Study and life-of-mine plan, potential development of satellite deposits, environmental management, rehabilitation and closure, climate-related work and future reporting. Forward-looking statements may be identified by words such as "aim", "expect", "intend", "may", "plan", "potential", "target" and similar expressions, although not all forward-looking statements contain these terms.

These statements reflect information available and assumptions Boss Energy considers reasonable at the date of publication. They are not guarantees or predictions of future performance. Actual outcomes may differ materially as a result of risks, uncertainties and changes in circumstances, including geological and hydrogeological conditions, Mineral Resource estimates, wellfield and operating performance, uranium recovery, regulatory approvals, development timing, market conditions, commodity prices, infrastructure and supply-chain availability, weather and climate events, workforce availability and changes in law or regulation.

Except as required by law or the ASX Listing Rules, Boss Energy does not undertake to publicly update or revise forward-looking statements after the date of this report.

Non-financial information, estimates and uncertainty

Non-financial information is drawn from operational and corporate systems, statutory reports, controlled spreadsheets, workforce records, environmental and radiation databases, finance records and other supporting sources.

Some measures involve estimates, assumptions, modelling or professional judgement. Material assumptions, limitations and estimation uncertainty are identified where relevant to interpretation. Comparative information may be restated where boundaries, source data or calculation methods change, with material changes explained where applicable.

Figures may be rounded and totals may therefore not sum exactly. Maps, diagrams and process illustrations are schematic unless expressly stated otherwise.

Climate-related information

Climate-related information included in this report has been prepared for the purposes of this voluntary Sustainability Report and should be considered in that context.

Climate risk assessment, scenario analysis, greenhouse gas measurement and estimates of future effects involve uncertainty; scenarios are analytical tools rather than forecasts or predictions.

Unless expressly stated, this Sustainability Report has not been prepared in accordance with the Australian mandatory climate-related financial reporting framework or as an AASB S2-compliant sustainability report. Climate-related disclosures will continue to evolve as Boss Energy develops its governance, data, methodologies and reporting processes.

Mineral Resource information

The information in this report relating to the Mineral Resource Estimates for Gould's Dam and Jason's Deposit, and the updated Honeymoon Mineral Resource Estimate, is extracted from Boss Energy's relevant ASX announcements, for which Competent Persons' consents were obtained. Boss Energy confirms that it is not aware of any new information or data that materially affects the information included in those announcements and that all material assumptions and technical parameters underpinning the Mineral Resource Estimates continue to apply and have not materially changed.

Mineral Resource estimates are estimates and actual quantities, grades, continuity and recoverability may differ as further drilling, technical assessment and operating information become available.

Non-operated and third-party information

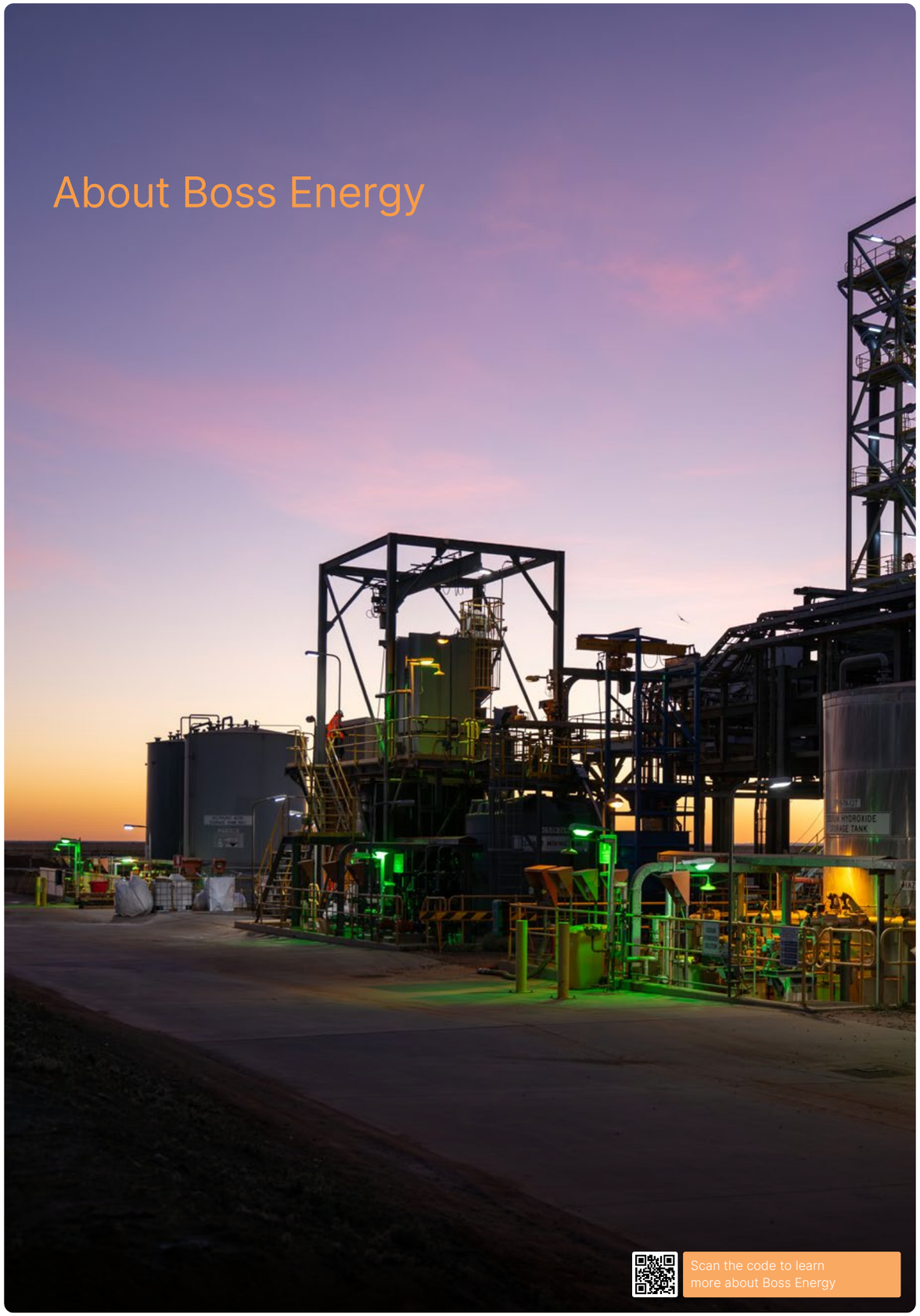
Information relating to non-operated interests and strategic investments including the 30% interest in the Alta Mesa Uranium Project and the 19.9% shareholding in Laramide Resources Ltd, is based solely on information published or provided by the respective operator or entity and is identified separately. While Boss Energy reviews such information against publicly available source material where considered appropriate, it does not control the underlying operational, environmental or corporate reporting systems used in its preparation.

No offer or financial product advice

This report is provided for general information and does not constitute financial product advice, personal investment advice, an offer, invitation, solicitation or recommendation to acquire, hold or dispose of Boss Energy securities.

The report does not take into account the investment objectives, financial situation or particular needs of any person. Investors should consider this report together with Boss Energy's other public disclosures and obtain professional advice appropriate to their circumstances before making an investment decision.

About Boss Energy



Scan the code to learn more about Boss Energy

BOSS ENERGY IS A MULTI-MINE URANIUM PRODUCER, WITH THE 100% OWNED HONEYMOON URANIUM OPERATION IN SOUTH AUSTRALIA AND A 30% INTEREST IN THE ALTA MESA URANIUM PROJECT IN SOUTH TEXAS.

Who are we

Boss Energy is an ASX-listed uranium producer with producing interests in Australia and the United States. Our flagship asset is the 100%-owned Honeymoon Uranium Operation in South Australia, where we use in-situ recovery (ISR) to produce uranium oxide concentrate (U_3O_8). During FY2026, Honeymoon produced 1.41 million pounds of drummed U_3O_8.

During the year, we deepened our understanding of Honeymoon through operating experience and technical studies. Following the reporting period, we completed a New Feasibility Study and updated Mineral Resource Estimate (as announced to the ASX on 27 August 2026), establishing a revised life-of-mine development pathway based on a wide-spaced wellfield design.

We are advancing technical studies, permitting and environmental assessments for Gould's Dam and Jason's Deposit to evaluate their potential development as additional production sources. Development remains subject to the completion of required studies, regulatory approvals and investment decisions.

Our people, our values and The Boss Way underpin how we operate. They guide how we work together, make decisions and take responsibility for our actions—from protecting the safety and wellbeing of our people to caring for the environment and building respectful relationships with Traditional Owners and local communities.

Together with our uranium operating experience and specialist technical expertise, they provide the foundation for responsible operations and long-term value creation.

Boss Energy also holds a 30% non-operated interest in the producing Alta Mesa Uranium Project in Texas, operated by enCore Energy Corp., and a 19.9% strategic shareholding in Laramide Resources Ltd. These interests fall outside the operated Australian activities covered by this Sustainability Report and are identified separately where relevant.

Our values

The Boss Way is our statement of values and the behaviours we expect of everyone working at Boss Energy, including employees and contractors. It sets a common standard for how we plan and carry out work, make decisions, raise concerns and hold ourselves accountable. In a year of rapid growth and change at Honeymoon, it has provided a consistent foundation for how we operate. The Boss Way is built on five values.

Do What's Right

Respect for everyone. Integrity in every call. Care in action.

All In Together

We share the load, share the goal, and share the win.

Own, Deliver & Celebrate

We aim high, own the outcome, and when we hit the mark, we celebrate it.

Break New Ground

Standing still isn't in our DNA. Every day we push to be better than yesterday.

Think Big, Act Bold

We back our convictions, take the brave step, and lift our eyes to what's next.

Our operating footprint

South Texas

North America

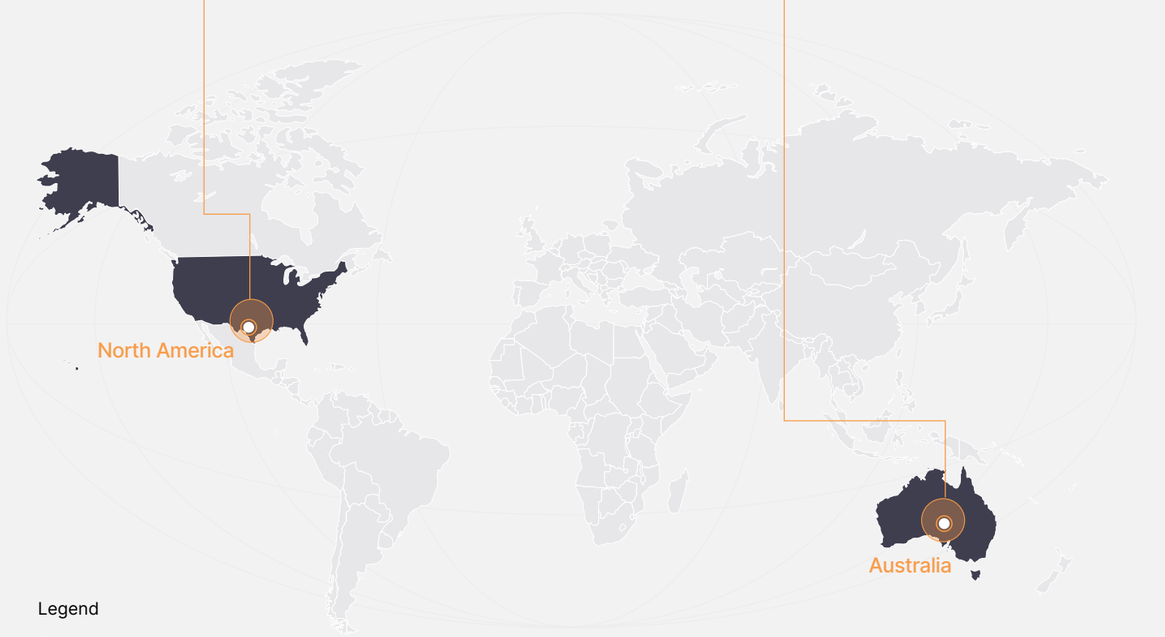
The Alta Mesa Operation is a 30/70 joint venture, with enCore Energy Corp (TSX.V:EU; NYSE:EU) (enCore) acting as the manager, in-situ recovery (ISR) operation in South Texas. The Operation hosts a fully licensed and constructed Central Processing Plant with operational wellfields and associated exploration projects. This Operation is currently focused on permitting and bringing on new wellfields to increase production.

South Australia

Australia

Located approximately 80 km north-west of Broken Hill in South Australia, the Honeymoon Uranium Operation is Boss Energy's flagship producing asset. Since operations recommenced in April 2024, Honeymoon has produced over 2.3 Mlb of U_3O_8. The operation utilises in-situ recovery (ISR) mining to produce uranium oxide concentrate (U_3O_8) and comprises wellfields, a central processing plant and supporting infrastructure. Boss is currently progressing the transition to a wide-spaced wellfield design, which is expected to enhance operational efficiency and support future production.

Gould's Dam and Jason's Deposit are proximal satellite deposits to Honeymoon, with studies and permitting now being advanced. These deposits will leverage Honeymoon's existing infrastructure and operating capabilities. Together, these deposits contain a combined JORC Mineral Resource of approximately 45 Mlbs U_3O_8, providing a significant opportunity to extend mine life and support future production growth.

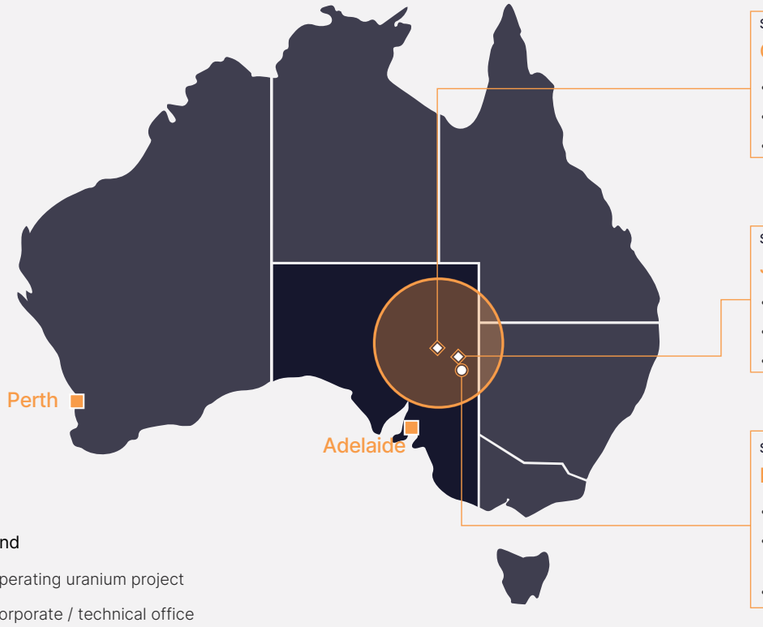


Legend

- Operating uranium project

AUSTRALIA'S ONLY ASX-LISTED PURE-PLAY URANIUM PRODUCER WITH DOMESTIC PRODUCTION.

The Company's focus is on safe, reliable production in South Australia through its existing operations at Honeymoon while also bringing its satellite deposits into production.



South Australia

Gould's Dam

- 100%
- Satellite deposit
- 33.1 Mlbs U_3O_8

South Australia

Jason's Deposit

- 100%
- Satellite deposit
- 12.0 Mlbs U_3O_8

South Australia

Honeymoon

- 100%
- Producing Mine – 2.3Mlbs drummed U_3O_8 since April 2024
- 20.8 Mlbs U_3O_8

Legend

- Operating uranium project
- Corporate / technical office
- Satellite deposit





Our role in a changing energy system

Meeting growing electricity demand while reducing greenhouse gas emissions is a central challenge for the global energy system. The International Energy Agency's Global Energy Review 2026[i] reports that global electricity demand increased by approximately 3% in 2025 — around 2.3 times faster than total energy demand — driven by growth across buildings and industry, electrification and increasing demand from data centres and other digital infrastructure.

Nuclear power plays an important role in the global electricity system, providing reliable, low-emissions electricity alongside renewable generation. Global nuclear generation reached a record level in 2025. Together, renewables and nuclear provided more additional electricity than the total increase in global generation during the year, while electricity generation from fossil fuels declined slightly.

Investment in new nuclear capacity is also continuing. The IEA reports that 78 GW of nuclear capacity is under construction across 15 countries — one of the highest levels seen in the past 30 years. Bringing this capacity into operation will require successful project delivery and reliable supply across the nuclear fuel cycle, including uranium production.

Boss Energy contributes to this supply chain through the production of uranium, the raw material subsequently processed into fuel for nuclear electricity generation. Responsible and reliable uranium production supports the broader fuel cycle required for nuclear power to contribute to meeting electricity demand while reducing greenhouse gas emissions.

The following graphic places Boss Energy within the nuclear fuel cycle, distinguishing our direct activities from downstream processing, fuel manufacture and electricity generation undertaken by others.

i International Energy Agency (IEA) (2026), Global Energy Review 2026, IEA, Paris, pp. 9, 28–29 and 34.

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BOSS ENERGY'S ROLE IN THE NUCLEAR FUEL CYCLE

Boss Energy produces uranium oxide concentrate. Subsequent conversion, enrichment, fuel fabrication and electricity generation are undertaken by other organisations.

Where Boss Energy sits in the nuclear fuel cycle

Boss Energy

Uranium mining and recovery

Honeymoon Uranium Operation
South Australia

FY2026 production

1.41 Mlb U_3O_8

Boss Energy operational responsibility

Conversion
U_3O_8 is converted into a form suitable for enrichment.
Downstream activity

Enrichment
The proportion of uranium-235 is increased for use in nuclear fuel.
Downstream activity

Fuel fabrication
Enriched uranium is manufactured into nuclear fuel.
Downstream activity

Electricity generation
Nuclear fuel is used to generate electricity.
Downstream activity

Boss Energy operational boundary-direct operational responsibility

Downstream nuclear fuel cycle undertaken by other organisations

Responsibilities across the value chain

Boss Energy's direct responsibilities

- Safe and reliable uranium recovery, processing and product handling
- Controls over radiation, groundwater, well integrity, process fluids and waste
- Meeting regulatory requirements, progressive rehabilitation and closure planning

Direct operational accountability.

Downstream activities

- Conversion, enrichment and fuel fabrication
- Nuclear electricity generation
- Used-fuel and radioactive-waste management

Outside Boss Energy's operational control; separate regulatory frameworks.

Illustrative

≈24 TWh

Illustrative electricity-generation potential associated with Boss Energy's FY2026 uranium production.

Methodology

Based on 1.41 Mlb of U_3O_8 produced and drummed during FY2026, equivalent to approximately 638 tonnes of U_3O_8 and approximately 541 tonnes of contained uranium. The estimate applies an illustrative generation factor of 44 GWh per tonne of natural uranium. Not a measure of greenhouse gas emissions avoided by Boss Energy. Source: World Nuclear Association.

How ISR works at Honeymoon

In-situ recovery (ISR) extracts uranium from permeable, uranium-bearing geological formations using a network of injection and extraction wells. A controlled mining solution, or lixiviant, is injected into the mineralised zone through injection wells, where it mobilises uranium into solution. The uranium-bearing solution is then recovered through extraction wells and transferred to the processing plant. Uranium is removed from the solution, which is conditioned and returned to the wellfield for reuse.

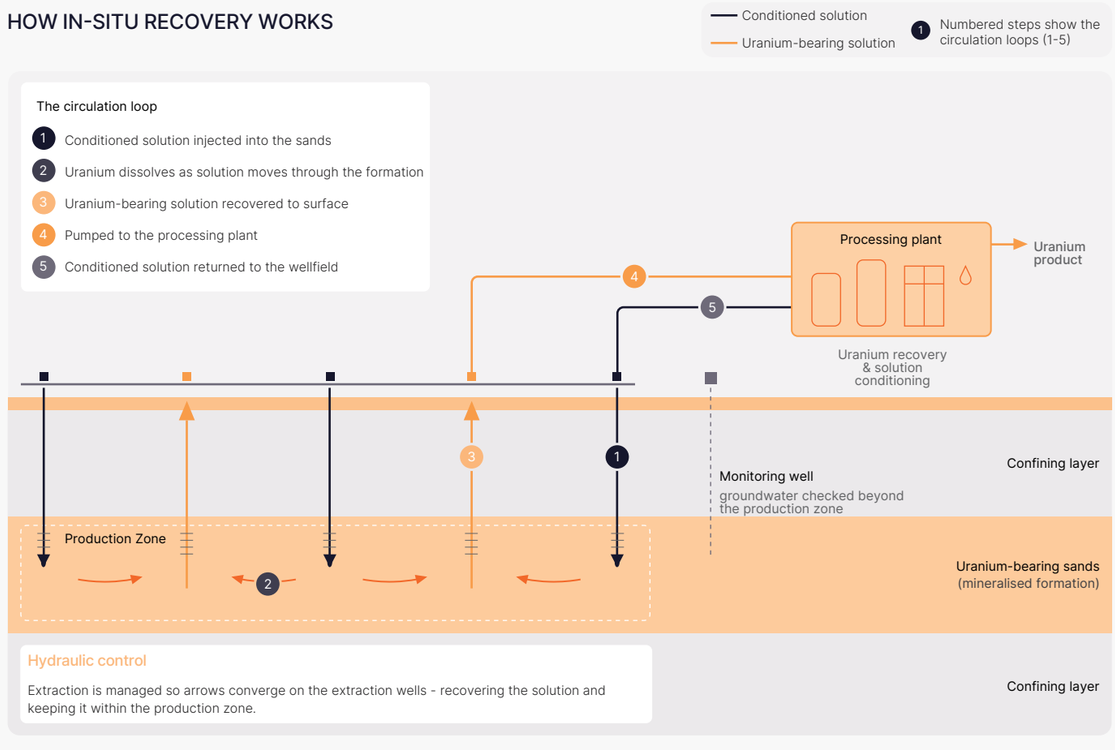
ISR recovers uranium without excavating the host rock. This avoids the need for bulk excavation, waste rock dumps and a conventional tailings storage facility. The process nevertheless requires careful management of groundwater, well integrity, process solutions, radiation and residues, together with planning for rehabilitation and closure.

Our approach to groundwater protection, well integrity, process-fluid containment, waste management and closure is described in Environmental stewardship. Radiation protection is addressed in Protecting our people and building capability.

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HOW IN-SITU RECOVERY WORKS



Hydraulic control

Extraction is managed so arrows converge on the extraction wells - recovering the solution and keeping it within the production zone.

- No open pit or underground mine
- No waste rock dumps or conventional tailings storage facility
- Groundwater, well integrity and process-fluid containment are actively monitored and managed

Growth in nuclear generation would require corresponding investment across the nuclear fuel cycle, including uranium mining, conversion, enrichment and fuel fabrication.

A CONTROLLED SOLUTION RECOVERS URANIUM WITHOUT EXCAVATING THE HOST ROCK.

Our strategy

Boss Energy's strategy is to build a reliable, lower-cost, long-life uranium business, underpinned by safe and reliable operations, specialist ISR capability and responsible development of our resource base. Our people, our values and The Boss Way guide delivery, supported by disciplined wellfield development, resilient infrastructure and effective environmental and radiation management.

Following year end, the Honeymoon New Feasibility Study established a revised life-of-mine pathway based on a wide-spaced wellfield design. Implementation and ongoing optimisation will draw on production performance, drilling, geological and hydrogeological information, reactive-transport modelling and operating experience.

We are also progressing studies and permitting for Gould's Dam and Jason's Deposit as potential additional production sources for Honeymoon. This approach provides an opportunity to use established infrastructure to support growth, with environmental assessment and stakeholder engagement informing development planning. Future investment remains subject to technical and economic assessment, environmental and safety requirements, regulatory approvals, funding, market conditions and Board approval.

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BUSINESS STRATEGY

Honeymoon - An organic pipeline of deposits with established infrastructure

DELIVER AND OPTIMISE HONEYMOON	Safe, reliable and predictable production from the wide-spaced wellfield design, underpinned by operational excellence.
BUILD THE REGIONAL PRODUCTION HUB	Produce from Jason's Deposit and Gould's Dam, leveraging Honeymoon's installed processing infrastructure — three deposits, one plant.
GROW THE RESOURCE & DISCOVERY PIPELINE	Increase the known Mineral Resource and systematically explore for new ISR-amenable deposits across the region to further leverage established infrastructure.

Beyond Honeymoon

MAXIMISE AND OPTIMISE THE EXISTING PORTFOLIO	Ensure other assets in the portfolio achieve an acceptable return on capital.

Key enablers	Our People | Our Technical & Operational Expertise | Our Culture

A RELIABLE, LOWER-COST, LONG-LIFE URANIUM BUSINESS, UNDERPINNED BY SAFE AND RELIABLE OPERATIONS, SPECIALIST ISR CAPABILITY AND RESPONSIBLE DEVELOPMENT OF OUR RESOURCE BASE.

FY2026 snapshot



FY2026 performance

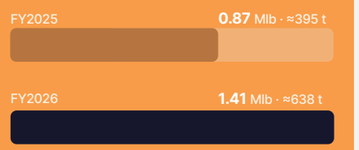
Production — U_3O_8 drummed

1.41 Mlb U_3O_8

+61% on FY2025

Approximately 638 tonnes of uranium oxide concentrate was drummed at Honeymoon as production ramp-up and wellfield development continued.

FY2025 → FY2026 drummed



Mlb U_3O_8 drummed.

Protecting our people and building capability

Safety performance

19.66 TRIFR[1]
Total recordable injury frequency rate
FY2025: 12.8

9 Total recordable injuries

0 Fatalities

6 Emergency exercises and drills

≈1,150 Hours of emergency response and first-aid training

FY2026 results reinforce the focus on field execution, contractor integration and verification of critical controls.

Protecting our people and building capability

Workforce

140 Direct employees[2]
At 30 June 2026

17.9% Women in the workforce
Honeymoon site 7.4% · Adelaide and Perth offices 53.1%

60% Women on the Board (3 of 5)

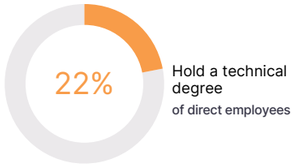
4.3% Aboriginal and/or Torres Strait Islander employees[3]

Building specialist capability and broader participation remains important as Honeymoon develops.

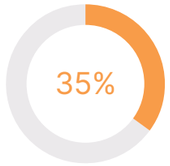
Protecting our people and building capability

Building technical capability

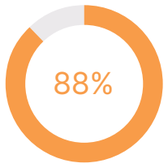
At 30 June 2026



Hold a technical degree of direct employees



Prior ISR or uranium experience



Based in South Australia

Technical qualifications and ISR experience support wellfield, processing and environmental management as Honeymoon develops.

1 Frequency rates per one million employee and contractor hours worked. FY2026 hours worked: 457,777.
2 Employee measures are at 30 June 2026 and exclude non-executive directors unless stated otherwise.
3 Based on voluntary self-identification. FY2025: 1.6%

Environmental stewardship

Wellfield water circulation

10,027 ML Extracted through production wells

10,020 ML Reinjected

FY2025 - FY2026 (ML)

FY2025: 4,768 ML extracted · 4,743 ML reinjected

FY2026: 10,027 ML extracted · 10,020 ML reinjected

Environmental stewardship

Land & rehabilitation

22.82 ha Native vegetation cleared under approved arrangements[1]

3.40 ha Land rehabilitated or stabilised

No unauthorised native vegetation clearance was identified.

Progressive rehabilitation included completed exploration drill sites and other smaller disturbed areas no longer required for operations.

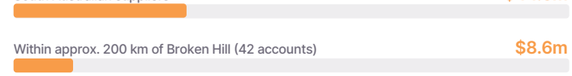
Respecting culture and strengthening communities

Regional participation and value

$132.7 million

Supplier and contractor expenditure across Boss Energy's operated Australian activities

No unauthorised disturbance to Aboriginal heritage was recorded during the reporting period.



Responsible growth and operational resilience

Scope 1 and scope 2 emissions



Scope 1
1,796 t CO_2-e · 32%

Scope 2[2]
3,789 t CO_2-e · 68%

Responsible growth and operational resilience

Emissions and energy intensity

8.8 t CO_2-e / t U_3O_8
Scope 1 and 2 emissions intensity

78,263 GJ
Energy consumed

122.7 GJ/t
Energy intensity per tonne of U_3O_8

Operating with integrity

2 Whistleblower reports received; neither substantiated

Nil Substantiated bribery or corruption matters

During FY2026, Boss Energy refreshed its whistleblower, anti-bribery and corruption, securities dealing and continuous disclosure frameworks, and established a Human Rights Policy.

1 Applicable Honeymoon statutory compliance reporting period.
2 Scope 2 emissions are location-based.

CEO message



Matt Dusci
Managing Director & CEO

FY2026 was a year of progress, learning and significant change for Boss Energy. We increased production at Honeymoon, strengthened our people and technical capability, and made important decisions to establish a more robust foundation for the operation's future.

Our ambition is to build a business that creates lasting value through the responsible production of uranium. Achieving this depends on safe and reliable operations, care for the environment, respectful relationships and the capability and commitment of our people.

Honeymoon produced 1.41 million pounds of uranium oxide concentrate (U_3O_8) during the year as new wellfield capability came online and our operating experience increased. That experience also challenged assumptions underpinning the previous development plan. In December 2025, we withdrew the 2021 Enhanced Feasibility Study and undertook further technical work to establish a pathway grounded in current operating evidence.

Completed after year end, the New Feasibility Study and updated Honeymoon Mineral Resource Estimate provide a stronger basis for wellfield development and long-term planning. The revised pathway incorporates a wide-spaced wellfield design informed by drilling, modelling and operating experience. Our focus is now on disciplined implementation, testing performance against the plan and continuing to improve as we learn.

Our people have been central to this work. We are proud of the commitment shown across the business during a demanding period and the progress made in building specialist ISR knowledge and operating capability. Through The Boss Way, we are strengthening a culture of accountability, collaboration and disciplined execution, where people raise concerns, share knowledge and take responsibility for outcomes.

Our safety performance requires improvement. Reported injury frequency rates increased during FY2026, and we recognise the impact workplace injuries have on people and their families. We strengthened safety systems, incident and hazard reporting and operational risk management during the year, but these improvements must translate into better outcomes. Our priorities are stronger contractor integration, consistent safe work practices and effective verification of controls for high-consequence risks.

Groundwater management, radiation protection and well integrity remain fundamental responsibilities at Honeymoon. Monitoring and operating arrangements expanded alongside wellfield development, helping us identify and respond to changing conditions. As the operation develops, we must maintain effective controls over mining solutions, process residues and environmental impacts, with rehabilitation and closure considered throughout planning and operations.

The year also reinforced the importance of resilience. Heavy and prolonged rainfall disrupted site access and essential reagent deliveries, affecting wellfield development and production. These events highlighted the importance of access planning, supply continuity, critical inventories and infrastructure resilience in supporting safe and reliable operations.

Our relationships with Traditional Owners, pastoral stakeholders and regional communities are essential to the future of the business. Heritage surveys and clearances continued ahead of disturbance, cultural heritage responsibilities remained part of workforce training, and internal accountability for heritage management was strengthened. We will continue to listen, honour our commitments and work towards practical opportunities for participation and regional benefit.

We also progressed the governance, data and reporting systems needed to support a maturing operating business. This included preparation for future mandatory climate-related financial disclosure and improvements to the traceability and control of sustainability information. Better information supports more informed decisions and enables clearer reporting of our performance and progress.

FY2027 will be a transition year as we implement Honeymoon's revised development pathway. Our priorities are to improve safety outcomes, maintain effective groundwater and radiation management, strengthen operational resilience and continue developing our people. We will also advance cultural heritage and participation arrangements and improve the quality of our environmental, workforce and value-chain information.

We recognise that trust is earned through our actions and consistent delivery. We are committed to reporting openly on our progress, acknowledging where improvement is required and following through on our commitments.

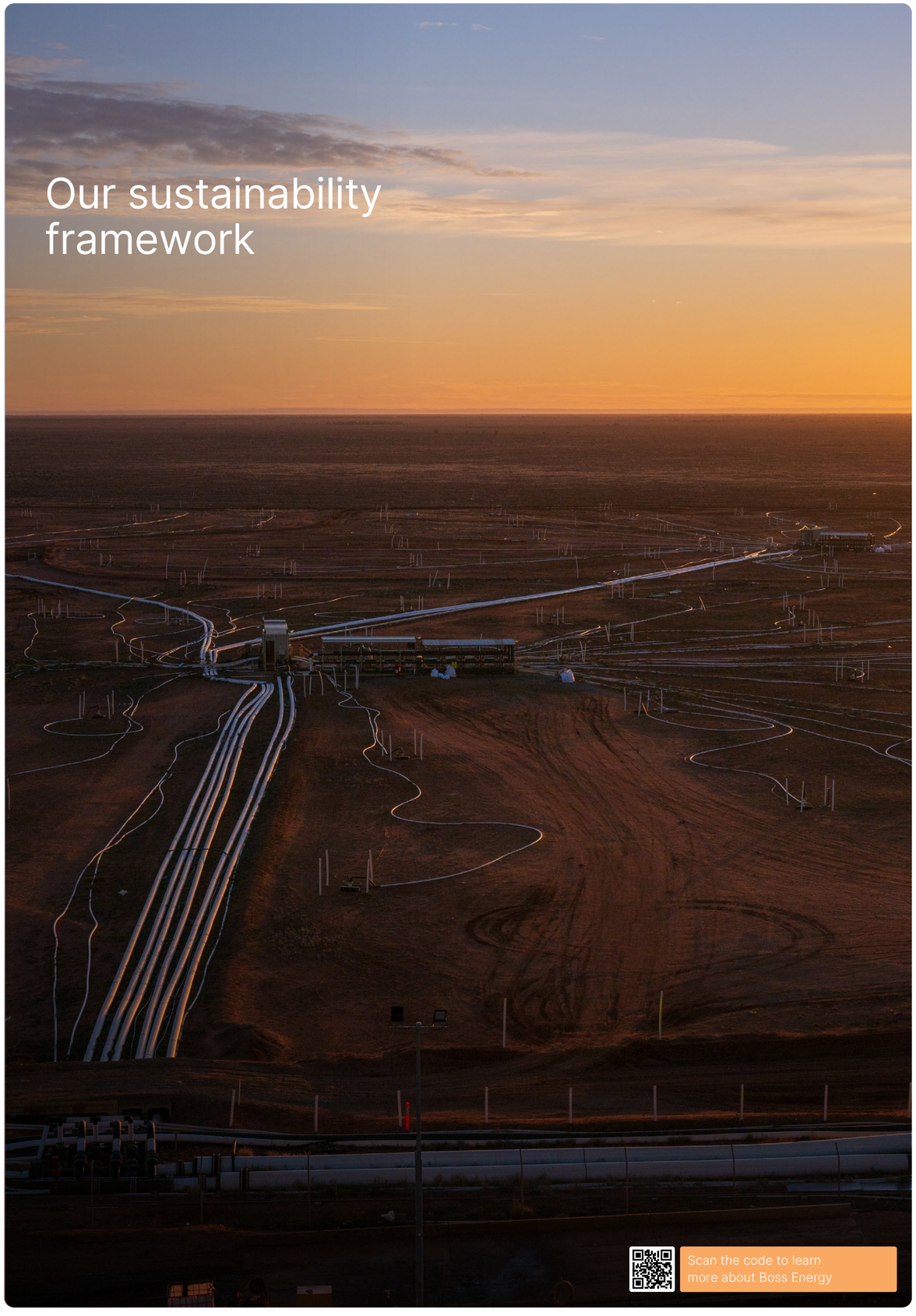
We thank our employees and contractors for their contribution throughout the year, and Traditional Owners, communities, regulators and shareholders for their continued engagement. Together, we are building the capability and relationships needed for a safer, more reliable and responsible operation.



Matt Dusci
Managing Director and
Chief Executive Officer



TOGETHER, WE ARE BUILDING THE CAPABILITY AND RELATIONSHIPS NEEDED FOR A SAFER, MORE RELIABLE AND RESPONSIBLE OPERATION.



Our sustainability framework

Scan the code to learn more about Boss Energy

THE BOSS WAY GUIDES HOW OUR PEOPLE WORK ACROSS ALL FIVE FOCUS AREAS.

Responsible uranium production means protecting people, managing groundwater and other environmental responsibilities, respecting culture and stakeholders, supporting disciplined growth and operating with integrity.

Boss Energy's sustainability framework brings these responsibilities together across five interconnected focus areas. Each area reflects matters that are important to long-term value creation and operational resilience, including safe and reliable operations, regulatory performance, trusted relationships, specialist capability, disciplined growth and effective governance.

The Boss Way guides how our people work across all five focus areas. Delivery is supported by regulatory approvals, management systems, technical and operational capability, monitoring and data, and clear oversight and accountability.

Our sustainability framework

How to read this framework

Purpose
Responsible uranium production

Focus
Five interconnected focus areas

How we work
The Boss Way
Applies across all five focus areas

Delivery
Our operating foundations



Our operating foundations

Regulatory compliance	Management Systems	Monitoring and data	Oversight and accountability

HOW THE FRAMEWORK IS USED

The framework is not a substitute for the Company's risk, approvals or management systems. It provides a clear line of sight from each focus area to the operating risks, opportunities and obligations that influence performance and long-term value.

Together, the five focus areas show how responsible uranium production supports Boss Energy's ability to operate reliably, strengthen specialist ISR capability and assess future development opportunities responsibly.

How our sustainability focus areas support long-term value

Each focus area brings together the responsibilities, risks and capabilities that support responsible uranium production and long-term value.

Five sustainability focus areas

01 Protecting our people and building capability

Core responsibility	Value contribution
Safety, radiation protection, emergency readiness, capability, leadership and participation.	Reliable operations, workforce capability and reduced disruption.

02 Environmental stewardship

Core responsibility	Value contribution
Groundwater control, well integrity, process-fluid containment, environmental monitoring, land, biodiversity, waste, rehabilitation and closure.	Regulatory standing, operational continuity and long-term environmental and closure outcomes.

03 Respecting culture and strengthening communities

Core responsibility	Value contribution
Traditional Owner relationships, heritage protection, participation, landholders, communities and regional value.	Trusted relationships, responsible land access and stakeholder confidence.

04 Responsible growth and operational resilience

Core responsibility	Value contribution
Wellfield development, technical capability, infrastructure resilience, energy, emissions and climate readiness.	Production reliability, informed development decisions, operational resilience and long-term asset planning.

05 Operating with integrity

Core responsibility	Value contribution
Governance, risk management, compliance, ethics, human rights, procurement and credible reporting.	Accountability, regulatory confidence and reliable decision-making and disclosure.

Reporting frameworks

Boss Energy's sustainability framework provides the organising structure for this report. Selected Global Reporting Initiative (GRI) Standards have been used as a reference for identifying and mapping relevant disclosures. GRI 14: Mining Sector 2024 was also used as a sector reference when reviewing the completeness of the Company's material sustainability topics.

The information identified in the GRI content index for the period 1 July 2025 to 30 June 2026 has been prepared with reference to the GRI Standards cited in that index. This report has not been prepared in accordance with the GRI Standards.

A detailed mapping of Boss Energy's reported information against the selected GRI Standards, including identified omissions and partial disclosures, is provided in Appendix A – GRI content index.

Selected Sustainable Development Goals (SDGs) and targets are used as a contextual reference where there is a clear and supportable connection to Boss Energy's material sustainability topics, activities and reported evidence. The relevant SDG connections are identified in Global context for our material sustainability topics and within the performance chapters that follow.



Sustainability risks, responsibilities and management approach

Sustainability risks and responsibilities are integrated into Boss Energy's enterprise risk management, regulatory and operational management systems. The summary to the right highlights the matters most relevant to people, the environment, operational continuity, regulatory confidence and long-term value, with further detail provided across the performance chapters.

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Sustainability risks and responsibilities

Focus area	Principal matters	Management approach	Value & resilience outcome
01 Protecting our people and building capability	Work health and safety; radiation protection; workforce capability	Critical risk and radiation controls; employee and contractor safety and wellbeing; leadership and culture; targeted recruitment, training and development	→ Outcome **Supports safe, reliable operations and organisational resilience**
02 Environmental stewardship	Groundwater and hydraulic control; well integrity and process-fluid containment; land and biodiversity; waste; rehabilitation and closure	Groundwater and water management; well integrity and containment controls; monitoring and response; biodiversity and waste management; rehabilitation and closure planning	→ Outcome **Supports environmental performance, regulatory confidence and closure readiness**
03 Respecting culture and strengthening communities	Cultural heritage, land access and regional participation	Traditional Owner and community engagement; heritage protection; landholder consultation and access commitments; community feedback; local employment and procurement	→ Outcome **Supports enduring relationships, responsible access and regional value**
04 Responsible growth and operational resilience	Operational and supply-chain resilience; climate-related risk; resource development	Disciplined operating and investment planning; infrastructure maintenance and reliability; technical validation; supply-chain management; climate risk assessment; business continuity planning	→ Outcome **Supports production reliability, informed development decisions, operational resilience and long-term asset planning**
05 Operating with integrity	Governance and risk management; regulatory compliance; business ethics; human rights and responsible procurement	Board and management oversight; clear accountabilities; risk and compliance systems; assurance and disclosure controls; ethical conduct; supplier due diligence; grievance pathways	→ Outcome **Supports accountability, regulatory confidence and reliable decision-making and disclosure**

Detailed topic-level disclosure, including individual material topics and report references, is provided separately in Material sustainability risks and management.

How we reviewed our material sustainability topics

Boss Energy's FY2025 materiality assessment identified and prioritised 12 sustainability topics considered significant to the Company and its stakeholders. These topics remain the foundation of the FY2026 sustainability framework and have been mapped to the five sustainability focus areas to provide a clearer reporting structure.

The FY2026 review was not a new materiality assessment. It considered whether the existing topics remained relevant in light of Boss Energy's operations and development activities, stakeholder engagement, regulatory and approval obligations, enterprise and operational risks, and performance during the reporting period.

GRI 14: Mining Sector 2024 was used as a sector reference to test the completeness of the existing topic set and support disclosure mapping. It did not replace the FY2025 materiality assessment or create a new set of material topics.

Each material topic was assigned to a primary sustainability focus area, with more detailed FY2026 reporting subtopics used to reflect how these matters arise across Boss Energy's activities. Where matters intersect with more than one focus area, relevant disclosures are cross-referenced.

The graphic below shows how the FY2025 material topics, FY2026 reporting subtopics and relevant GRI 14 topics are organised within the five-focus-area framework.

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Boss Energy's FY2025 material topics remain the foundation of the FY2026 sustainability framework. GRI 14 was used as a sector reference to test completeness and support disclosure mapping.

ESTABLISHED BASIS

FY2025 Materiality Assessment

Boss Energy's 12 material sustainability topics, identified and prioritised through the FY2025 assessment.

\+

SECTOR REFERENCE

GRI 14: Mining Sector 2024

Sector impacts and topics identified by GRI as likely to be material for organisations in the mining sector.

FY2026 sustainability framework

Focus area	FY2025 material topics	FY2026 Reporting Subtopics		Relevant GRI 14 topics
01 Protecting our people and building capability	Health, safety and wellbeing	Work health and safety	Critical risk management and control verification	Occupational health and safety
	People, culture, inclusion and diversity	Radiation protection	Emergency preparedness	Critical incident management
	Attracting, developing and retaining talent	Capability and leadership	Diversity and inclusion	Employment practices Non-discrimination and equal opportunity
02 Environmental stewardship	Groundwater stewardship	Groundwater and hydraulic control	Well integrity and process-fluid management	Water and effluents
	Environment and biodiversity management	Environmental and radiological monitoring	Land, biodiversity and biosecurity	Biodiversity Waste
	Waste and hazardous material management	Process residues, waste and resource use	Rehabilitation and closure	Closure and rehabilitation Critical incident management
03 Respecting culture and strengthening communities	Traditional Owner engagement and relationships	Cultural heritage	Traditional Owner relationships	Local communities Rights of Indigenous Peoples
	Community and landholder relationships	Pastoral and community engagement	First Nations employment and procurement	Land and resource rights
		Regional employment and procurement	Feedback and issue resolution	Economic impacts
04 Responsible growth and operational resilience	Climate change and decarbonisation	Energy use and greenhouse gas emissions	Climate-related risks and opportunities	Climate change Economic impacts
		Scenario analysis and disclosure readiness	Operational resilience and infrastructure	Critical incident management
		Responsible project and wellfield development	ISR innovation	
05 Operating with integrity	Business ethics and conduct	Board and executive oversight	Regulatory compliance and risk	Anti-corruption Public policy
	Governance and risk management	Ethics, anti-bribery and whistleblowing	Human rights	Payments to governments
	Responsible supply-chain management	Responsible procurement	Sustainability and climate governance	Human rights and supply-chain impacts

The FY2026 review was not a new materiality assessment. The FY2025 material topics were retained and mapped to Boss Energy's five sustainability focus areas. GRI 14 was used as a sector reference to test completeness and support disclosure mapping. Individual GRI 14 topics may relate to more than one focus area.

Stakeholder engagement

Boss Energy engages with stakeholders through its operational, regulatory, workforce, land access, cultural heritage, community, supplier, customer and investor activities. The form and frequency of engagement vary according to the relationship, stage of activity and whether consultation, notification, participation, disclosure or response is required.

Stakeholder perspectives inform operational planning, risk management, approval processes and the review of sustainability topics. For FY2026, Boss Energy considered relevant engagement, feedback and commitments arising through its existing business activities. Boss Energy did not undertake a separate external consultation process solely for preparation of this report.



Global context for our material sustainability topics

The United Nations Sustainable Development Goals (SDGs) provide a global reference point for considering economic development, social inclusion and environmental protection. Boss Energy does not treat the SDGs as company-level operating targets or as a substitute for its materiality, risk management or performance frameworks.

Selected goals and targets are used to place the Company's material sustainability topics and FY2026 disclosures in a broader context. The mapping is limited to areas with a clear connection to Boss Energy's activities, impacts and reported evidence.

Inclusion does not indicate that Boss Energy achieves an SDG or target in full, contributes positively to every aspect of a selected target, or offsets other impacts associated with its operations.

The strongest connections are in areas where Boss Energy has direct operational responsibilities and can provide supporting evidence, including worker health and safety, radiation protection, groundwater and waste management, cultural heritage protection, workforce participation, technical capability, ethical conduct and sustainability reporting.

Boss Energy focus area	Selected SDG targets	Relevance to Boss Energy	FY2026 evidence in this report
Protecting our people and building capability	3.9 · 5.5 · 8.8	Worker safety, radiation protection, participation and leadership representation.	Injury and hours data; critical controls; radiation monitoring and dose information; workforce and Board composition.
Environmental stewardship	6.3 · 12.4 · 15.1	Groundwater-quality protection, well integrity and process-fluid containment, chemical and waste controls, land and biodiversity management, and rehabilitation.	Groundwater monitoring and hydraulic control; well integrity and containment controls; hazardous material and waste controls; repository, disturbance, biodiversity and rehabilitation information.
Respecting culture and strengthening communities	10.2 · 11.4	Aboriginal participation and inclusion, Traditional Owner relationships and cultural heritage protection.	Participation data; Traditional Owner engagement; heritage surveys, clearances, governance, training and protection measures.
Responsible growth and operational resilience	9.5 · 13.1	Technical development and modelling, operational resilience, and assessment of climate-related risks.	Wellfield trials; reactive-transport modelling; technical review and validation; climate risk, scenario analysis and resilience work.
Operating with integrity	12.6 · 16.5	Sustainability reporting, ethical conduct, anti-bribery controls, accountable governance and reliable disclosure.	Board and executive responsibilities; corporate policies; anti-bribery and whistleblower arrangements; compliance and disclosure controls.



How material topics are managed

The following performance chapters report Boss Energy's priority sustainability topics under the five focus areas. Each chapter explains the relevant impacts and risks, the policies and approved frameworks that guide Boss Energy's response, accountabilities and controls, actions undertaken during FY2026, how effectiveness is monitored and the priorities established for FY2027. Cross-references are used where topics intersect.

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THE FRAMEWORK THAT GUIDES BOSS ENERGY'S RESPONSE, ACCOUNTABILITIES AND CONTROLS, ACTIONS UNDERTAKEN DURING FY2026, HOW EFFECTIVENESS IS MONITORED AND THE PRIORITIES ESTABLISHED FOR FY2027.

Protecting our people and building capability

- Health and safety
- High-consequence risks and critical controls
- Radiation protection
- Emergency readiness
- Workforce capability and leadership
- Workforce participation

Environmental stewardship

- Groundwater and hydraulic control
- Well integrity and process-fluid containment
- Environmental and radiological monitoring
- Land, biodiversity and biosecurity
- Waste and process residues
- Progressive rehabilitation, closure and financial assurance

Respecting culture and strengthening communities

- Traditional Owner relationships and agreements
- Cultural heritage
- Aboriginal participation
- Pastoral stakeholders
- Community engagement and issue resolution
- Regional employment, procurement and economic contribution

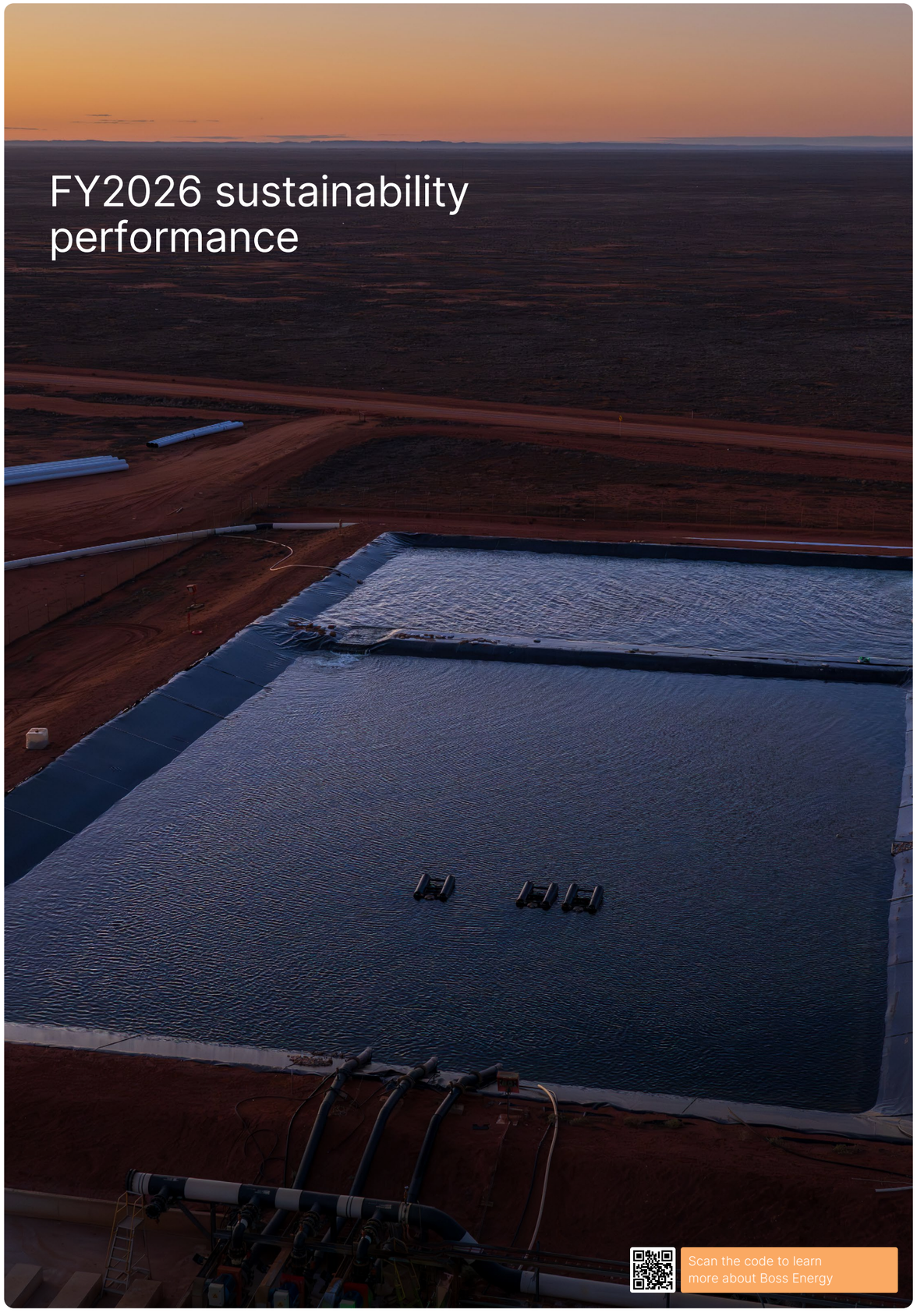
Responsible growth and operational resilience

- Responsible wellfield development
- ISR technical capability and wellfield design
- Operational resilience and infrastructure
- Long-term resource and operational planning
- Energy and greenhouse gas emissions
- Climate-related risks and disclosure readiness

Operating with integrity

- Governance and accountability
- Regulatory compliance and risk management
- Ethical conduct and speaking up
- Human rights and responsible procurement
- Sustainability and climate governance
- Disclosure controls and assurance readiness

The topics above form the reporting structure for the five sustainability performance sections. Some matters intersect more than one focus area and are cross-referenced where relevant.



FY2026 WAS A YEAR OF PROGRESS, LEARNING AND SIGNIFICANT CHANGE FOR BOSS ENERGY.

Progress against FY2025 priorities

Boss Energy's FY2025 Sustainability Report set out planned actions for FY2026 across people, environmental management, Traditional Owner and community relationships, governance and climate-related reporting. The table below summarises progress, including work completed, ongoing initiatives and areas reprioritised as business and reporting requirements evolved.

FY2025 priority and planned action	Evidence of FY2026 progress	Status
Health, safety and operational risk — Continue embedding the online Hazard and Incident Management System, apply learnings from FY2025 risk assessments and improve employee and contractor capability.	Hazard and incident reporting, operational risk review and corrective-action management continued to develop. Greater emphasis was placed on field execution, contractor integration and verification of high-consequence controls through safety-critical risk assessments and controls.	Progressed
Workforce capability and training — Further embed the Learning & Development Standard, identify ESG training needs and strengthen workforce capability.	Operational, safety, radiation and emergency-response capability continued to develop through role-specific training and competency requirements. Incident and Crisis Management training was delivered and implementation commenced. Further sustainability and governance training remains ongoing.	Progressed
Code of Conduct and speaking up — Update and embed the Code of Conduct and Whistleblower Policy and procedure.	The Code of Conduct was updated and whistleblower arrangements were adopted, together with updated anti-bribery and corruption, securities dealing and continuous disclosure frameworks. Two reports were received through the whistleblower service; neither resulted in a substantiated finding.	Delivered / ongoing
Governance and Board oversight — Strengthen governance arrangements, including Board consideration of ESG matters and oversight of climate-related risks.	Governance arrangements were strengthened through refreshed policies and clearer accountabilities. The Climate Change Policy assigns formal Board, management and CEO responsibilities.	Delivered / ongoing
Environmental and waste management — Strengthen environmental and waste-management systems through improved risk management and plant and wellfield design, while maintaining low-level radioactive-waste controls.	Environmental, radiation and waste-management arrangements continued to develop alongside operations. Monitoring, incident investigation, corrective actions and plant and wellfield controls were strengthened. Applicable statutory environmental outcomes and lease conditions were assessed as achieved.	Progressed
Groundwater stewardship and wellfield management — Maintain groundwater monitoring and compliance while continuing to improve water and wellfield management.	Monitoring and operating arrangements expanded with wellfield development, with groundwater results assessed alongside hydraulic and operational information to support control and early response.	Progressed
Plant reliability and preventative maintenance — Implement preventative-maintenance programs and continue strengthening plant and wellfield systems.	Preventative-maintenance schedules commenced, documented and tracked in a Computerised Maintenance Management System (Obzervr), critical spares were procured and key equipment was maintained or upgraded. NIMCIX Columns 4 and 5 were commissioned and supporting infrastructure expanded.	Progressed
Traditional Owner engagement and cultural heritage — Update heritage-management arrangements, meet land-access obligations and maintain Traditional Owner engagement and heritage protection.	Heritage surveys and clearances continued ahead of disturbance, cultural heritage remained part of workforce awareness and the Cultural Heritage Coordinator role was formalised.	Progressed

FY2025 priority and planned action	Evidence of FY2026 progress	Status
First Nations and regional participation — Increase First Nations employment and continue supporting local employment and regional participation.	Six direct employees identified as Aboriginal and/or Torres Strait Islander, representing approximately 4.3% of the workforce. Supplier and contractor expenditure was approximately $132.7 million, including $44.6 million with South Australian suppliers and $8.6 million within approximately 200 km of Broken Hill.	Progressed
Corporate giving and community support — Develop a Corporate Giving Plan for local stakeholders and communities.	Community engagement, regional procurement and stakeholder-support activities continued. A formal Corporate Giving Strategy was not completed and has been reprioritised for FY2027.	Reprioritised
Climate Change Policy and governance — Implement the Climate Change Policy and establish governance for material climate-related risks and opportunities.	The Climate Change Policy was established with defined Board, management and CEO responsibilities, providing the governance basis for climate risk and disclosure work.	Delivered / ongoing
Climate risk and scenario analysis — Progress climate risk assessment and scenario analysis consistent with emerging disclosure requirements.	A qualitative climate risk and scenario analysis was completed for Honeymoon, linking physical risks to operational dependencies, impact pathways, ownership, controls and potential financial effects.	Delivered / ongoing refinement
Financial effects of climate-related risks — Build information to understand how climate risks may affect operations and future financial reporting.	A qualitative climate scenario analysis assessed potential physical climate risk pathways across key operational dependencies. Further qualitative and quantitative refinement is planned as supporting data improve and integration with financial planning matures.	Progressed
Energy, carbon forecasting and emissions controls — Continue updating forecast emissions and strengthen supporting climate-reporting information.	FY2026 energy and emissions reporting was supported by a controlled NGER model with source-data registers, calculation modules, assumptions, QA/QC checks and audit-trail controls.	Delivered / ongoing
Scope 3 value-chain emissions — Quantify Scope 3 emissions in line with the climate-disclosure roadmap.	All 15 GHG Protocol Scope 3 categories were screened for applicability and preliminary materiality, with data sources, methodologies, assumptions and boundaries documented. A data plan and FY2027 implementation roadmap were also developed. A complete inventory was not reported for FY2026.	Progressed
Renewable energy and decarbonisation pathways — Investigate renewable power options and continue developing the Company's emissions-reduction approach.	Energy and emissions analysis continued, but no completed decarbonisation strategy or public emissions-reduction target is presented for FY2026. The focus remains on reliable baselines, methodologies, governance and credible implementation pathways.	Ongoing
Responsible procurement and supplier screening — Prepare a Procurement Policy, progress supplier screening and strengthen oversight of material supply-chain issues.	A Human Rights Policy was established and work commenced on a more structured responsible procurement and supplier due diligence approach. Structured supplier human rights and modern slavery assessments were not undertaken during FY2026.	Progressed / ongoing
Modern slavery — Prepare a Modern Slavery Statement in accordance with applicable requirements.	Governance and policy foundations were strengthened, including establishment of the Human Rights Policy. The first Modern Slavery Statement is planned for FY2027 with a risk-based supplier due-diligence approach.	Carried forward
Sustainability reporting and GRI alignment — Continue implementation of the Sustainability Roadmap, with further GRI alignment and a materiality refresh.	The FY2026 report was prepared with reference to selected GRI Standards, using GRI 14 as a sector reference. Reporting boundaries, methodologies, data ownership and review controls were strengthened. The FY2025 materiality assessment was reviewed rather than replaced.	Repositioned / progressed
Towards Sustainable Mining (TSM) — Complete a Year 1 gap analysis and annual self-assessment during FY2026.	TSM implementation was not progressed. Boss Energy instead prioritised preparatory work for mandatory climate-related financial reporting, including governance, scenario analysis, emissions controls, Scope 3 screening and disclosure readiness.	Reprioritised
Climate-related financial disclosure readiness — Progress towards mandatory Australian climate-related financial disclosure across governance, strategy, risk management and metrics and targets.	Climate governance, qualitative scenario analysis, emissions controls, Scope 3 screening and a structured disclosure-evidence framework were developed during FY2026. This voluntary report is not presented as a complete AASB S2 disclosure.	Progressed

Performance chapters and reporting references

The following chapters present Boss Energy's FY2026 performance across the five sustainability focus areas. Selected Sustainable Development Goals (SDGs) provide context for the material topics addressed in each chapter, with target-level mapping provided in Global context for our material sustainability topics. Relevant GRI disclosures are identified in the GRI content index.

Focus area	Selected SDG connections	Related GRI Standards
Protecting our people and building capability	SDGs 3, 5 and 8	GRI 401, 403, 404 and 405
Environmental stewardship	SDGs 6, 12 and 15	GRI 101, 303 and 306
Respecting culture and strengthening communities	SDGs 10 and 11	GRI 201, 204, 411 and 413
Responsible growth and operational resilience	SDGs 9 and 13	GRI 201, 302 and 305
Operating with integrity	SDGs 12 and 16	GRI 2, 3, 205, 206, 308, 406, 408, 409 and 414



Protecting our people and building capability



FY2026 HIGHLIGHTS

Nil
Applicable radiation dose limits exceeded

6
Emergency response exercises and drills

Dec 2025
Radiation Management Plan and Radioactive Waste Management Plan updated and approved



WHY IT MATTERS

A safe, capable and engaged workforce supports reliable operations, continuous improvement, organisational resilience and the specialist capability required to deliver Boss Energy's long-term strategy.

MANAGING HIGH-CONSEQUENCE RISKS DEPENDS ON CRITICAL CONTROLS BEING CLEARLY DEFINED, OWNED AND CONSISTENTLY APPLIED IN THE FIELD.

OUR APPROACH

Our people are central to Boss Energy's ability to operate safely and reliably, improve performance and deliver its long-term strategy. Boss Energy brings workplace health and safety, radiation protection, emergency readiness and workforce capability together through defined accountabilities, risk-based controls, competency requirements and leadership oversight.

Developing and retaining capable people, strengthening leadership and supporting an engaged workforce are integral to operational performance and Boss Energy's longer-term growth.

Employees and contractors are expected to identify hazards, understand and apply relevant controls, and report incidents, hazards and control deficiencies. Leaders are responsible for ensuring work is appropriately planned, people are competent and material issues are escalated.

During FY2026, the focus increasingly shifted from establishing systems to strengthening their application in the field, including incident and hazard reporting, operational risk review, corrective-action management and verification of controls for high-consequence risks. Safety, radiation and workforce information is reviewed through site and executive governance arrangements, with material matters escalated in accordance with internal requirements.

HEALTH AND SAFETY

During FY2026, Boss Energy recorded nine total recordable injuries across 457,777 employee and contractor hours worked. This resulted in a total recordable injury frequency rate of 19.66 per million hours worked, compared with 12.8 in FY2025.

The relatively low total hours base makes injury frequency rates sensitive to small changes in injury numbers. Nevertheless, the increase in injuries reinforces the need for stronger field execution, effective work planning, contractor integration, learning from incidents and consistent application and verification of critical controls.

Honeymoon continued its transition from construction and commissioning into sustained operations, with employees and contractors undertaking wellfield development, processing, maintenance, construction and supporting activities. This mix of work requires clear accountabilities, effective coordination and consistent safety expectations.

During FY2026, Boss Energy strengthened document control, operational risk assessment, superintendent accountability, corrective-action tracking and escalation, and the use of leading safety indicators. An enhanced online hazard and incident management system was introduced to improve the visibility and consistency of reporting. Hazard reporting increased strongly during the year, together with increased reporting of incidents and other lead safety indicators. This reflects a stronger reporting culture, a strengthened safety team and greater management focus on investigating issues and assigning actions, with more safety issues being raised early and made visible to the business. Incidents requiring notification were reported to SafeWork SA in accordance with statutory obligations.

Boss Energy also continued developing its health and safety management system with reference to ISO 45001, as part of Honeymoon's broader integrated management system.

Employees have access to confidential support through the Converge International Employee Assistance Program for work and personal matters, including workplace issues, critical incidents, change, family and relationships, and health and wellbeing. This service forms part of Boss Energy's broader approach to supporting worker health, wellbeing and psychosocial safety.

Learning from incidents

Incident and hazard information is captured through Boss Energy's reporting and management processes, with investigations, corrective actions and close-out tracked through assigned accountabilities. Findings and emerging themes are used to inform operational risk reviews, work planning and control improvements, with material matters escalated through site and executive governance arrangements. During FY2026, incident performance reinforced the need for stronger field execution, contractor integration and verification of critical controls.

FY2026 safety performance

FY2026 safety profile

0
Fatalities

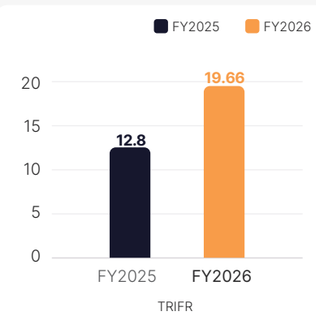
9
Total recordable injuries

457,777
Employee and contractor hours worked

8
Lost-time injuries

Total recordable injury frequency rate (TRIFR)

per million employee and contractor hours worked



Frequency rates are calculated per one million employee and contractor hours worked.

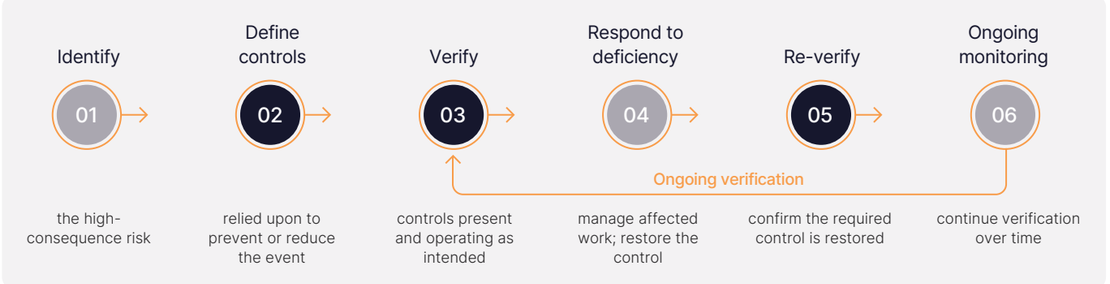
CRITICAL CONTROLS

Managing high-consequence risks depends on critical controls being clearly defined, owned and consistently applied in the field.

During FY2026, Boss Energy commenced implementation of its Safety Critical Risk Management Framework, including a comprehensive review and redevelopment of the Principal Mining Hazard Management Plan. The work strengthened the identification, ownership and verification of controls relied upon to prevent fatal and life-altering events or reduce their severity.

The FY2027 focus is consistent application across employees and contractors, including verification at the required frequency and timely action where a control is unavailable or ineffective. Progress will be monitored through planned verifications, control deficiencies, repeat failures and corrective-action close-out.

The critical control verification cycle



Critical controls are those relied upon to prevent a fatal or life-altering event, or reduce its potential severity.

Where a required critical control is unavailable or ineffective, affected work is managed in accordance with approved arrangements until the required control condition is restored or otherwise appropriately managed

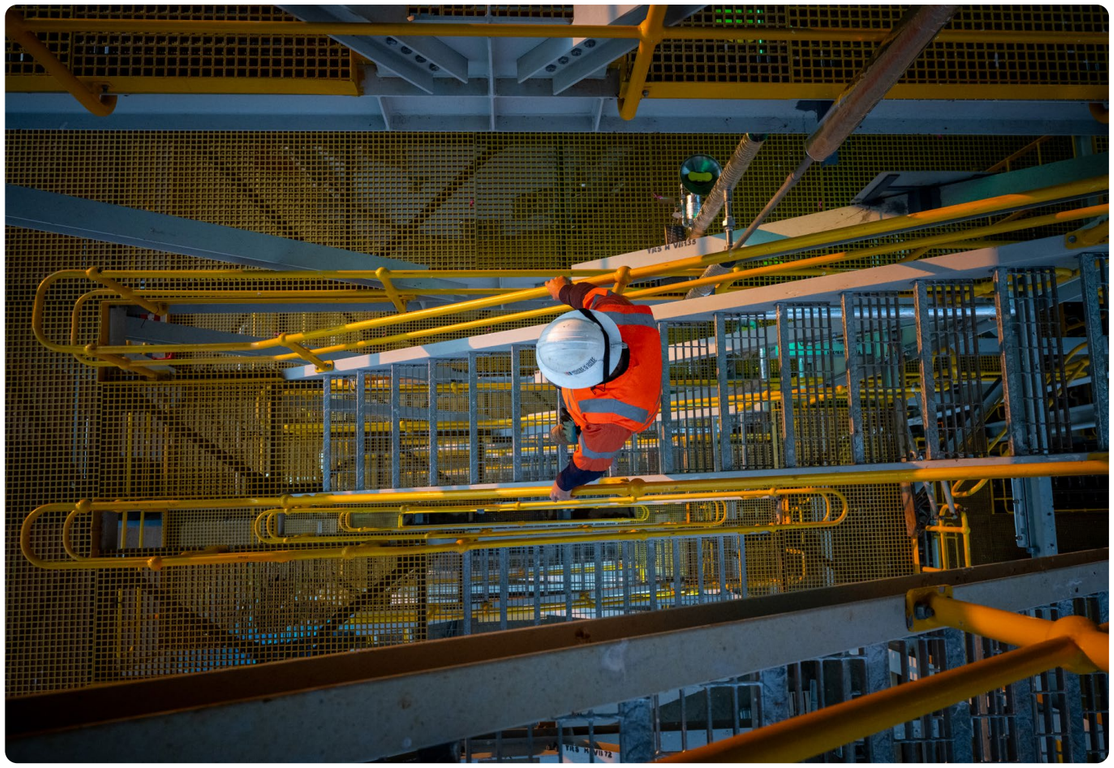


Figure 1 – Safety by design at the Honeymoon processing plant

RADIATION PROTECTION

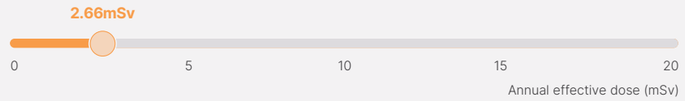
Maximum worker exposure

2.66mSv

Maximum individual worker dose

CY2025

13% of the 20 mSv occupational dose-limit reference level*



No applicable occupational dose limit exceeded

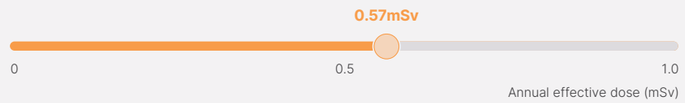
*The occupational effective dose limit for radiation workers is 20 mSv per year, averaged over five consecutive years, with an effective dose not exceeding 50 mSv in any single year

Public-exposure indicator

0.57mSv

Administration and Camp workgroup annualised average

57% of the 1 mSv public dose criterion



Below the 1 mSv public dose criterion

Reported as a conservative indicator of potential public exposure, because this workgroup operates outside supervised and controlled areas.

Protecting workers and members of the public from radiation exposure is a core operational priority at Honeymoon.

Radiation risks are managed through applicable licences and approvals and Boss Energy's approved Radiation Management and Radioactive Waste Management Plans. Controls include designated work areas, training, risk assessment, radiation work permits where required, personal dosimetry, workplace and airborne monitoring, contamination control and clearance, worker hygiene, and investigation of unexpected exposure results or incidents.

CY2025 represents the latest complete and verified annual radiation dose dataset available for this report. Final dose assessment incorporates monitoring results requiring laboratory analysis and subsequent review, resulting in a lag between monitoring and finalisation of the annual dose dataset.

In CY2025, the highest individual worker dose was 2.66 mSv, representing 13% of the 20 mSv occupational dose-limit reference level. No applicable occupational dose limit was exceeded.

The annualised average effective dose for the Administration and Camp workgroup was 0.57 mSv. This assessment incorporates airborne radionuclide, radon decay product and gamma dose monitoring. These personnel work outside supervised and controlled areas and are located adjacent to operational areas. The nearest occupied residences from the main plant are the Yarramba Homestead, approximately 10 km away, and the Kalkaroo Project Camp, approximately 14 km away. As the Administration and Camp workgroup is located substantially closer to operational areas, its assessed dose provides a conservative proxy for potential public exposure. The reported dose is also conservative because naturally occurring background radiation has not been subtracted. The result remained below the 1 mSv annual public dose criterion, providing an indication that potential public exposure remained within the applicable limit.

The Radiation Management Plan and Radioactive Waste Management Plan were updated and approved by the South Australian Environment Protection Authority in December 2025.

The update extended designated-area arrangements and radiation controls to support development of the East Kalkaroo wellfields.

Boss Energy reviews individual, workgroup and workplace monitoring results to assess control effectiveness, identify emerging trends and investigate anomalous or non-representative results. Internal leading indicators are used to prompt early review and response and are not statutory dose limits. Where an internal trigger is reached, monitoring results, work activities and potential exposure pathways are assessed, with additional monitoring, review of controls and proportionate actions implemented where required. Monitoring outcomes are also used to inform ongoing improvements to risk assessments, procedures, training and work practices.

EMERGENCY READINESS

Honeymoon's remote location requires onsite emergency-response capability appropriate to its operational risks.

During FY2026, Honeymoon completed six emergency response exercises and drills and recorded approximately 1,150 hours of emergency response and first-aid training. The Emergency Response Team includes personnel trained to Certificate III Mines Rescue level, with back-to-back team coverage supporting remote-site response capability.

Operational improvements during the year included fire-system maintenance and pump upgrades, gas-suppression systems in electrical switchrooms, and maintenance and modification of the Drying and Packing emergency-stop system.

The Emergency Management Plan remained under review during FY2026 to align it with the operation's Incident Management and Crisis Management Plans.



Figure 2 – Emergency response team during a routine drill

WORKFORCE CAPABILITY AND LEADERSHIP

At 30 June 2026, Boss Energy employed 140 people, with most employees based at Honeymoon and additional corporate and specialist capability in Adelaide and Perth. Approximately 88% of employees were based in South Australia, 22% held a technical degree and 35% had prior ISR or uranium industry experience.

The workforce includes specialist expertise in hydrogeology, geology, metallurgy, process and chemical engineering, wellfield operations, maintenance, radiation protection, environmental management, laboratory services, health and safety, cultural heritage management and emergency response. Integration across these disciplines is particularly important for ISR production, where geology, groundwater behaviour, wellfield performance, process control and environmental and radiation management are closely connected.

During FY2026, Boss Energy continued role-based induction, operational and technical training, safety and radiation protection training, environmental and cultural heritage training, emergency response training and refresher activities. Training is supported by role-based competency requirements.

Supervisors and managers are responsible for translating management-system requirements and risk controls into field performance, including setting expectations, developing workforce capability, verifying controls and ensuring material issues and corrective actions are addressed. The Boss Way provides a common foundation for ownership, collaboration and continuous improvement.



Figure 3 – Laboratory analysis forms part of Honeymoon's operational monitoring and quality control processes

FY2026 workforce profile

140
Direct employees
FY2025: 125

17.9%
Women — direct employees
FY2025: 18.4%

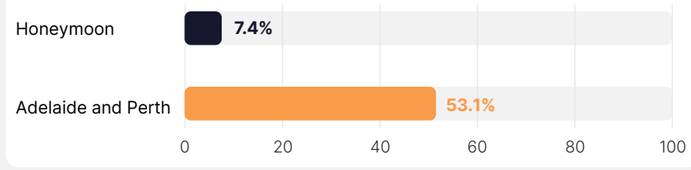
60%
Women — Board
FY2025: 60%

4.3%
Aboriginal and Torres Strait Islander employees*
FY2025: 1.6%

*Direct employees; based on voluntary self-identification. Percentages rounded

Women by work location

Share of direct employees identifying as women, by location. Percentages only; location headcounts not shown.



Employee figures exclude non-executive directors. Board representation includes all directors. Percentages have been rounded to one decimal place.

FY2027 PRIORITIES

Priority	FY2027 action	Evidence of progress
Safety performance	Improve injury performance and strengthen use of leading indicators to identify and manage risk earlier	Injury trends, hazard and near-miss reporting and action close-out
Critical controls	Embed critical-control verification across employees and contractors, with clear ownership and timely resolution of deficiencies	Planned verifications, deficiencies identified, repeat failures and close-out
Radiation protection	Strengthen radiation monitoring, procedures and controls, improve radiation hazard reporting and rectification, and use monitoring results and investigations to drive ongoing improvement	Radiation monitoring trends, hazard and incident reporting, investigation close-out and completed control improvements
Workforce capability	Continue role-based competency and leadership development and targeted participation initiatives	Competency completion, leadership activities and participation measures
Management-system integration	Further integrate health, safety, emergency management, training, risk and compliance arrangements across Honeymoon	Integrated procedures, governance reviews and completed implementation actions

WORKFORCE PARTICIPATION

Boss Energy is focused on building a workforce that provides access to the skills and experience required to operate and develop Honeymoon.

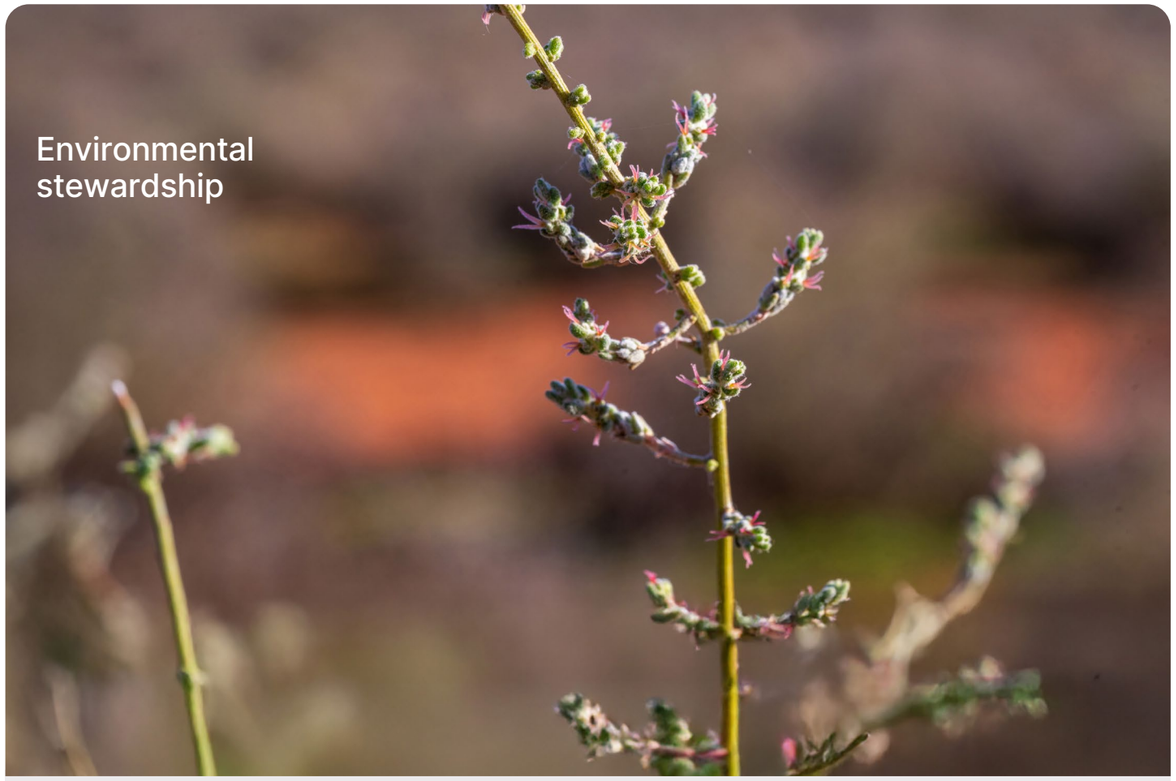
At 30 June 2026, Boss Energy employed 140 people, of whom 17.9% were women. Women held three of the five Board positions, representing 60% of Board membership.

Six employees voluntarily identified as Aboriginal and/or Torres Strait Islander, representing approximately 4.3% of direct employees, compared with approximately 1.6% in FY2025.

Representation varies across the business. Women represented 7.4% of employees based at Honeymoon and 53.1% of employees based in the Adelaide and Perth offices. This reflects differences in workforce composition, occupational mix and labour availability across operational and corporate locations.

Supporting greater participation over time requires continued attention to recruitment and retention, workplace culture, career development and the practical conditions that support long-term employment.

WOMEN HELD THREE OF THE FIVE BOARD POSITIONS.



Environmental stewardship

Nil
Confirmed groundwater excursions

Nil
Unauthorised native vegetation clearance

Expanded
Groundwater monitoring to support new wellfield development

WHY IT MATTERS

Environmental performance is fundamental to Honeymoon's regulatory standing, operating continuity and ability to develop its resource base responsibly. For an ISR operation, the principal environmental responsibilities include groundwater protection, process-fluid containment, minimising land disturbance, waste management, rehabilitation and closure.

Maintaining effective controls as the wellfield footprint expands supports reliable operations, future development and disciplined management of environmental liabilities.

GROUNDWATER MANAGEMENT IS CENTRAL TO HONEYMOON'S ENVIRONMENTAL PERFORMANCE AND REGULATORY OBLIGATIONS.

OUR APPROACH

Honeymoon's environmental management framework is primarily established through the approved Program for Environment Protection and Rehabilitation (PEPR) under the *Mining Act 1971* (SA). This is supported by other environmental and radiation licences, approvals and management plans, including requirements under the *Environment Protection Act 1993* (SA) and the *Radiation Protection and Control Act 2021* (SA), as well as relevant Commonwealth approvals and obligations. Together, these instruments establish the environmental outcomes, operating controls, monitoring requirements and reporting obligations applying to the operation.

Performance is assessed against approved measurement criteria, supported where applicable by leading indicators designed to provide early warning of emerging conditions. Monitoring results are reviewed alongside operational information to assess control performance and determine whether further investigation, contingency response or corrective action is required. This approach supports early intervention and ongoing review of the effectiveness of environmental controls.

Groundwater, wellfield integrity, process-fluid containment, land disturbance, biodiversity, waste facilities and rehabilitation are managed as connected elements of the operation. During FY2026, monitoring and control arrangements continued to expand as additional wellfields were developed.

Environmental incidents, monitoring exceedances, non-conformances and other material issues are investigated and assigned to accountable personnel for action. Corrective actions are recorded and tracked through to close-out, with completion and, where appropriate, effectiveness reviewed before closure. Management is accountable for ensuring actions are progressed within required timeframes and that material, recurring or unresolved matters are escalated through site and executive governance arrangements. Regulatory notification and reporting are undertaken where required by applicable approvals and statutory obligations.

GROUNDWATER AND HYDRAULIC CONTROL

FY2026 groundwater circulation

10,027 ML
Extracted through production wells
FY2025: 4,768 ML

10,020 ML
Reinjected
FY2025: 4,743 ML

Extraction and injection volumes indicate the scale of groundwater circulation through the production wellfields. Hydraulic control is assessed using wellfield operating information and groundwater monitoring against approved criteria; similar aggregate extraction and injection volumes should not be interpreted independently as evidence of environmental performance.

Groundwater outcomes

NIL
Confirmed groundwater excursions
Applicable statutory compliance period

Within 1.5 m
Regional groundwater drawdown criterion
From baseline ranges

Achieved
Approved groundwater outcome
Applicable statutory compliance period

Leading indicators provide early warning of changes requiring investigation or contingency action and are distinct from confirmation of a groundwater excursion.

Groundwater management is central to Honeymoon's environmental performance and regulatory obligations. Within active wellfields, injection and extraction are managed to maintain hydraulic control of mining solution within the production aquifer. Hydraulic conditions, groundwater quality and regional water levels are monitored to assess wellfield performance, identify emerging changes and evaluate performance against the approved groundwater outcome of no compromise to the environmental values of the Eyre Formation aquifer outside the mining lease. Wellfield circulation increased substantially during FY2026 as additional wellfields were brought online. Approximately 10,027 ML was extracted through production wells and 10,020 ML reinjected, compared with 4,768 ML and 4,743 ML, respectively, in FY2025.

During the statutory compliance reporting period, the approved groundwater outcome was assessed as achieved. No compliance monitoring location identified any lateral groundwater excursion (i.e., loss of containment within a production wellfield that results in movement of mining solutions outside the tenement boundary). Regional groundwater drawdown also remained within the approved 1.5 m criterion relative to baseline ranges, as established in the PEPR.

The PEPR defines criteria for identifying excursions and uses leading-indicator triggers to support early identification of emerging groundwater conditions.

The groundwater monitoring network was expanded to support wellfield development at East Kalkaroo during FY2026.



Figure 4 – Flow monitoring instrumentation within the Honeymoon ISR wellfield

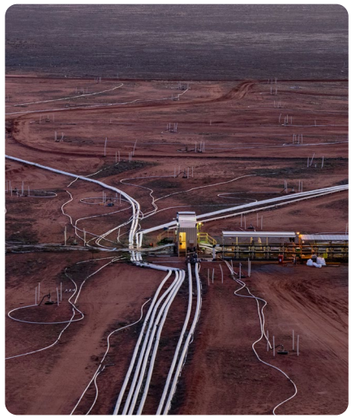


Figure 5 – ISR wellfield reticulation, showing trunklines, spiderlines and associated wellhouse infrastructure

MINING SOLUTION CONTROL

Maintaining control of mining solution relies on complementary subsurface and surface controls. Hydraulic control manages the movement of solution within the production aquifer, while well integrity, pipelines and process infrastructure are managed to prevent unintended pathways or releases. Wells are subject to construction standards and integrity testing to confirm they remain fit for purpose and do not provide a pathway for unintended movement of groundwater or mining solution. Testing is undertaken following construction and after relevant maintenance, with records maintained in accordance with PEPR requirements.

Pipeline and process-infrastructure controls include design and commissioning requirements, pressure testing, inspection and planned maintenance, operating limits, secondary containment and defined response arrangements.

During FY2026, these controls were extended across new wellfields and supporting infrastructure as development progressed. Field inspections, operational monitoring and planned maintenance were undertaken across wells, wellhouses, pipelines, process vessels, ponds and containment areas.

Where defects or loss-of-containment events are identified, affected systems are isolated and assessed, with repair and corrective actions recorded and tracked through site management systems.

ENVIRONMENTAL AND RADIOLOGICAL MONITORING

Environmental and radiological monitoring provides evidence to assess whether controls are working as intended and approved environmental outcomes are being achieved.

Monitoring covers groundwater, air quality, radiation, soil, land disturbance, biodiversity, biosecurity, waste facilities and rehabilitation. Results are assessed against approved criteria, historical trends and relevant operating information to identify emerging changes and support timely action.

Groundwater monitoring is a key component of the environmental monitoring program and includes regional, operational and compliance monitoring across the Honeymoon wellfields and liquid-disposal areas. Monitoring is used to establish baseline conditions, assess groundwater levels and quality, verify containment of mining solutions and disposal fluids, and assess performance against approved groundwater outcomes and compliance criteria.

Air quality and radiological monitoring includes long-lived alpha airborne radionuclide monitoring, high-volume air sampling, baghouse stack sampling, radon and decay product monitoring and gamma radiation surveys. Gamma surveys are undertaken to establish pre-operational dose rates, monitor operational conditions and verify closure dose rates.

The approved air quality and public protection outcome was achieved during the applicable statutory compliance reporting period. Detailed occupational radiation-exposure results are reported in Protecting our people and building capability to avoid duplicating workforce monitoring information.

Air emissions from the processing plant are also subject to monitoring and verification requirements. As part of this program, particulate stack testing of the Drying and Packing Building baghouse was undertaken under normal operating conditions in July 2025. Average particulate emissions were less than 0.5 mg/Nm^3, compared with the applicable regulatory limit of 100 mg/Nm^3, while uranium concentrations were measured at 0.02 mg/Nm^3. The results confirmed compliance with the relevant EPA licence requirements at the time of testing.

Open and closed waste facilities are routinely inspected and monitored to assess condition, verify containment and control effectiveness, and identify maintenance or corrective actions.

Where monitoring identifies an unexpected result, exceedance or emerging change, the result is assessed in the context of operational conditions to determine whether further investigation or action is required. Resulting actions are managed through the corrective-action and escalation process described in Our approach.

During FY2026, environmental and radiological monitoring arrangements within the Honeymoon ML were expanded to support development of East Kalkaroo and the growing operating footprint. This included expansion of the groundwater monitoring program to provide baseline and compliance monitoring coverage and enable performance against approved groundwater outcomes to be assessed. The Radiation Management Plan and Radioactive Waste Management Plan were also updated and approved to incorporate East Kalkaroo and associated radiation controls. Monitoring results also inform the investigation and management of operational incidents. In South Australia, certain incidents must be reported to regulators when prescribed notification criteria are met. These reporting requirements are separate from environmental performance criteria and may apply regardless of whether environmental harm has occurred or an approved environmental outcome has been exceeded.

During the statutory compliance period, five operational incidents met statutory notification criteria and were reported to the relevant regulators. Each incident was investigated and remediated, with follow-up monitoring used to confirm the effectiveness of response actions. Approved environmental outcomes and public safety criteria were assessed as achieved for the period, as reported in Honeymoon's Annual Compliance Report.

LAND, BIODIVERSITY AND BIOSECURITY

Land management performance

22.82 ha
Native vegetation cleared under approved arrangements
Applicable statutory compliance period

3.40 ha
Land rehabilitated or stabilised
Reporting period

Native vegetation clearance and rehabilitation are reported as separate land-management measures and should not be interpreted as a rehabilitation percentage or direct offset relationship.

Land and biosecurity outcomes

NIL
Unauthorised native vegetation clearance

NIL
New feral animal species identified within the mining lease

NIL
Sustained increase in pest abundance relative to adjoining pastoral land

Land and biosecurity outcomes relate to the applicable statutory compliance reporting period.

Land disturbance at Honeymoon is managed under the Native Vegetation Management Plan, which applies a hierarchy of controls to avoid native vegetation clearance where practicable, minimise residual impacts, rehabilitate or restore disturbed areas, and offset remaining impacts through the Significant Environmental Benefit (SEB) framework.

Honeymoon's surface footprint develops progressively as new wellfields and supporting infrastructure are brought into operation. Ground disturbance is managed through a formal internal clearance and approval process, with measures to minimise the area disturbed. These include optimising infrastructure locations and layouts, co-locating infrastructure within shared corridors, using existing tracks and previously disturbed areas, and limiting broadscale clearing or grading.

During the statutory compliance period, 22.82 ha of native vegetation was cleared to support wellfield development in accordance with approved clearance requirements under the Native Vegetation Act 1991 (SA). Native vegetation clearance is tracked and reconciled against the approved disturbance footprint, with the remaining SEB balance reviewed against forecast future disturbance. Associated offset obligations were met through South Australia's native vegetation offset framework, and no unauthorised vegetation clearance was identified.

Progressive rehabilitation was also undertaken in disturbed areas no longer required for operational purposes. Further information is provided under Progressive rehabilitation, closure and financial assurance.

Biodiversity and biosecurity are managed through routine area inspections, fauna incident reporting, pest-animal surveillance, weed monitoring and targeted control programs.

Fauna interactions with operational infrastructure are monitored, with hazards and incidents recorded and investigated and practical controls implemented where appropriate.

During the last statutory compliance period, no new feral animal species were recorded within the mining lease, and monitoring did not identify a sustained increase in pest abundance relative to adjoining pastoral land. The annual weed survey identified no new declared weed species or plant pathogens at established monitoring sites and recorded lower weed abundance overall within and adjacent to the mining lease. Control activities during the year included further removal of African boxthorn and treatment of Bathurst burr.

WASTE, RESOURCE RECOVERY AND RESIDUE MANAGEMENT

FY2026 materials recovered for recycling

42.04t	14.30t	6m³
Scrap metal	Cardboard	Aluminium cans

Materials recovered for recycling during FY2026.

Waste and process residues at Honeymoon are managed to minimise waste generation, maximise resource recovery where practicable and ensure materials requiring long-term containment are managed through approved storage and disposal pathways.

Waste streams are managed according to their characteristics and associated risks. General waste, recyclable materials, hazardous and controlled wastes, process residues and low-level radioactive waste are segregated and directed to appropriate reuse, recycling, storage, treatment or disposal pathways. Materials generated within radiation supervised or controlled areas are subject to radiological assessment and clearance requirements before they can be reused, recycled or managed as non-radioactive waste.

Operational management plans establish requirements for waste avoidance, minimisation, segregation, storage and disposal, together with controls for onsite waste and residue facilities. For non-radioactive waste facilities, these include controlled filling and compaction, secure access, waste cover, stormwater and leachate management, routine inspection and progressive closure of waste cells.

Waste requiring onsite disposal is directed to dedicated facilities appropriate to its classification and characteristics. All onsite waste disposal occurs through appropriately licensed or approved disposal pathways.

General non-radioactive waste is disposed of in dedicated landfill cells, while low-level radioactive waste and process residues, including gypsum, are managed in separate repositories designed for long-term containment. These facilities incorporate controls appropriate to the material being managed and are progressively closed once they are no longer required for operation.

During the statutory compliance period, selected waste repository cells reached capacity and were closed or advanced through closure, while new waste cells were constructed or brought into operation to maintain appropriate disposal capacity to support ongoing operational requirements. Closed waste cells continue to be monitored for safety and stability, including the condition of final cover, leachate, erosion and settlement.



Figure 6 – Lined gypsum repository supporting process-residue management at Honeymoon

PROGRESSIVE REHABILITATION, CLOSURE AND FINANCIAL ASSURANCE

Progressive rehabilitation enables disturbed areas and redundant infrastructure to be rehabilitated during operations as new areas are developed. This helps limit the overall disturbance footprint, can reduce the extent of future closure work and associated liabilities, and allows rehabilitation methods to be refined over time.

Closure planning for an ISR operation also considers the long-term behaviour of groundwater affected by mining. Groundwater monitoring and modelling are used to assess post-mining groundwater behaviour, including the movement and attenuation of mining-related constituents, and to inform closure planning against applicable PEPR requirements.

At Honeymoon, rehabilitation may include removing redundant infrastructure, restoring landform contours, replacing topsoil, preparing surfaces for natural regeneration and closing completed waste facilities, consistent with PEPR requirements.

During the reporting period, 3.40 ha of land was rehabilitated or stabilised. Works included completed exploration drill sites and other smaller disturbed areas and involved re-establishing natural landform contours, respreading topsoil and light ripping to support surface stability, rainfall infiltration and natural regeneration. The rehabilitation schedule was also reviewed to identify areas no longer required for operational purposes and plan future works.

Experience from completed rehabilitation informs future rehabilitation methods, closure planning and cost estimates. Closure planning and monitoring continue throughout the operating life of the mine, with the PEPR providing for progressive rehabilitation during operations and continued monitoring following decommissioning before lease relinquishment.

Boss Energy also reviews Honeymoon's rehabilitation liability annually as the operating footprint, infrastructure, waste inventories, planned development and underlying closure assumptions change.

The 2026 review resulted in an increase in Honeymoon's rehabilitation bond from $16.22 million to $17.68 million, approximately $1.46 million or 9%. The increase primarily reflected development of the East Kalkaroo wellfields and associated infrastructure, anticipated rehabilitation and closure liabilities associated with planned development over the following 12 months, and updated infrastructure, disturbance and waste assumptions.

The bond provides financial assurance for estimated rehabilitation and closure obligations and is updated annually to reflect changes in the operation and associated rehabilitation liability.

Rehabilitation and closure lifecycle

01	02	03	04
Baseline and planning	**Operations**	**Decommissioning**	**Post-mining monitoring and closure verification**
Environmental baseline, monitoring design and closure assumptions	Operational control, monitoring and wellfield development	Removal or closure of infrastructure no longer required	Monitoring, performance verification and completion of closure requirements

Progressive rehabilitation

Areas no longer required for operational purposes are progressively rehabilitated during the life of the mine.

Monitoring and closure planning

Monitoring results, rehabilitation experience and operating changes inform closure planning and future liability estimates.

Rehabilitation bond

2025	2026	Change
$16.22m	$17.68m	+$1.46m
Rehabilitation bond	Rehabilitation bond	~9%
		Increase from 2025

Principal drivers of the 2026 review

East Kalkaroo development

Expansion of wellfields and associated infrastructure

Planned development

Anticipated rehabilitation liabilities associated with development over the following 12 months

Updated assumptions

Changes to infrastructure, disturbance and waste assumptions

The rehabilitation bond provides financial assurance against estimated rehabilitation and closure obligations and is updated as the operating footprint and underlying assumptions change.

FY2027 PRIORITIES

During FY2027, Boss Energy will focus on strengthening the environmental controls, information and forward planning that support reliable production, regulatory compliance and disciplined management of long-term liabilities.

Priority	FY2027 focus	Evidence of progress
Groundwater and wellfield integrity	Maintain hydraulic control, integrate new wellfield development into monitoring and response arrangements, and complete planned well-integrity verification.	Wellfield balances, groundwater trends, inspection completion and timely corrective-action close-out.
Integrated environmental monitoring and response	Improve integration of groundwater, radiation, asset condition and operating data to support earlier identification and management of emerging risks.	Documented trend reviews, data-quality checks and accountable actions.
Land and biodiversity management	Strengthen reconciliation of approved clearance, actual disturbance, offsets and rehabilitation while maintaining weed, pest and fauna controls.	Verified spatial records, consistent hectare measures and completed management actions.
Waste and closure capacity	Maintain reliable waste inventories and sufficient repository capacity, progress closure of completed facilities and strengthen the evidence base for final closure.	Capacity forecasts, current repository status and completed closure documentation.
Rehabilitation and financial assurance	Continue progressive rehabilitation and update closure assumptions, liability estimates and financial assurance as the operating footprint changes.	Rehabilitation progress and reconciliation of closure liabilities with regulatory and financial reporting.

Respecting culture and strengthening communities



FY2026 HIGHLIGHTS

Feb 2026

Cultural Heritage Coordinator role formalised

Included

Cultural heritage requirements in site induction and workforce training



WHY IT MATTERS

Traditional Owner rights and interests and cultural heritage must be respected and protected throughout Boss Energy's activities. These responsibilities also intersect directly with land access, project planning and the development pathway for Honeymoon and its satellite deposits.

Honeymoon operates within a remote pastoral and cultural landscape shared with Traditional Owners, pastoral landholders, regional communities and other users of regional infrastructure. Exploration, future wellfields and satellite development may require additional tenure, regulatory approvals, cultural heritage surveys and clearances, land-access arrangements and engagement with affected parties. The timing and effective management of these processes can influence project sequencing and development certainty.

Boss Energy manages these matters through applicable native title and other agreements, statutory approvals, heritage and land-access controls, defined internal accountability and ongoing engagement with Traditional Owners, pastoral landholders and other affected stakeholders.

CULTURAL HERITAGE ASSESSMENT AND CLEARANCE ARE REQUIRED BEFORE RELEVANT GROUND-DISTURBING WORK PROCEEDS AT HONEYMOON.

OUR APPROACH

Boss Energy's approach brings together Traditional Owner engagement, native title and cultural heritage arrangements, statutory obligations, pastoral land-access requirements and internal work controls. The requirements applied depend on the location and nature of the activity, the rights and interests involved and the potential effects on others.

Before relevant ground-disturbing work proceeds, proposed work areas are defined spatially, checked against known heritage and land-access constraints and subject to the required assessment, clearance and internal authorisation. Applicable conditions, exclusion areas and other requirements are communicated to the personnel responsible for the work.

Relationships with Traditional Owners, pastoral landholders and other affected stakeholders are managed through the relevant agreement, land access and engagement processes. Matters raised and agreed commitments are assigned to responsible personnel and followed through using Boss Energy's internal processes.



Figure 7 – Stone artefact identified during an Aboriginal cultural heritage survey

TRADITIONAL OWNER RELATIONSHIPS AND CULTURAL HERITAGE

Boss Energy's South Australian mining and exploration tenure around Honeymoon lies within areas in which the Adnyamathanha, Ngadjuri and Wilyakali peoples hold cultural and native title rights and interests.

Native title and cultural heritage arrangements applying to Boss Energy's eastern tenure continued following the 2018 Federal Court consent determination. Relevant interests are represented through the Ngadjuri, Adnyamathanha and Wilyakali Native Title Aboriginal Corporation (NAWNTAC).

Boss Energy maintains arrangements with Traditional Owners that establish processes for consultation, cultural heritage assessment and clearance, and the management of agreed commitments.

During FY2026, engagement supported ongoing operations, exploration and wellfield development, proposed ground disturbance, cultural heritage activities and longer-term development planning. The timing and form of engagement reflected the location and nature of proposed activities, applicable agreement and heritage requirements, and matters raised by Traditional Owners.

Boss Energy recognises that the Adnyamathanha, Ngadjuri and Wilyakali peoples hold distinct rights, interests, cultural authority and knowledge. Engagement is therefore undertaken through the relevant representative and agreement processes, rather than treating Traditional Owners as a single stakeholder group. Confidential agreement terms, culturally sensitive knowledge and restricted heritage information are not publicly disclosed unless authorised or required by law.

Cultural heritage protection in practice

Cultural heritage assessment and clearance are required before relevant ground-disturbing work proceeds at Honeymoon. Depending on the activity and location, this may include review of existing heritage information, engagement with Traditional Owners, field survey, spatial assessment and the establishment of clearance conditions, exclusion areas or other protection measures.

Boss Energy's heritage records show a long history of archaeological and anthropological survey across the Honeymoon project area, extending back to 1979. During FY2026, this work included a NAWNTAC archaeological survey of the East Kalkaroo wellfield.

Proposed access tracks and drill sites are checked against Boss Energy's Aboriginal heritage spatial information before relevant work proceeds. The Honeymoon PEPR establishes an outcome of no disturbance to Aboriginal sites, objects or remains of significance without prior approval under the *Aboriginal Heritage Act 1988*.

Employees and contractors are required to stop work and report potential Aboriginal heritage material. Work may recommence only after the matter has been assessed and any required authorisation obtained.

During drilling preparation at East Kalkaroo, Boss Energy personnel identified a previously unrecorded area of potential heritage sensitivity. Work was kept outside the area, the location was recorded in Boss Energy's heritage system and the constraint was incorporated into project planning.

RELATIONSHIPS WITH TRADITIONAL OWNERS, PASTORAL LANDHOLDERS AND OTHER AFFECTED STAKEHOLDERS ARE MANAGED THROUGH THE RELEVANT AGREEMENT, LAND ACCESS AND ENGAGEMENT PROCESSES.

HERITAGE GOVERNANCE AND CULTURAL AWARENESS

Effective heritage protection depends on clear accountability across operational, exploration, project and contractor teams.

During FY2026, Boss Energy formalised the Cultural Heritage Coordinator role, with the position appointed in February 2026. The role coordinates heritage surveys and clearances, maintains heritage records and spatial information, communicates applicable conditions and follows up heritage actions.

Accountability for heritage protection remains with the managers, supervisors, employees and contractors responsible for the work. Relevant teams must confirm that required heritage clearance and internal authorisation are in place and that applicable conditions and exclusion areas are understood before work begins.

Cultural heritage requirements are incorporated into site induction and relevant role- and task-based training. Heritage locations, clearance areas and conditions are maintained through Boss Energy's Heritage Site Register and spatial information systems, while identified and marked Aboriginal heritage sites are subject to annual inspection for unauthorised disturbance.



Figure 8 – East Kalkaroo heritage survey

Building cultural awareness

Cultural awareness at Honeymoon extends beyond formal heritage controls.

During NAIDOC Week, Honeymoon held a site-based cultural awareness event led by the Cultural Heritage Coordinator. The event included the preparation of local Indigenous foods and a presentation on bush tucker for employees and contractors.

The event provided an opportunity for the workforce to learn more about Aboriginal culture and connection to Country and complemented Boss Energy's formal heritage management, induction and training arrangements.

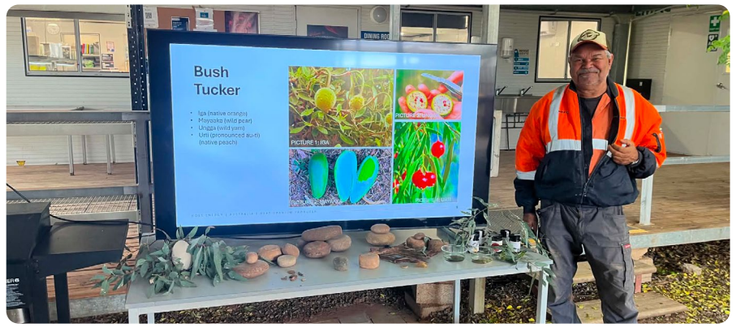


Figure 9 – Bush tucker presentation during NAIDOC Week

PASTORAL LANDHOLDERS AND COMMUNITY RELATIONSHIPS

Honeymoon operates within the Kalkaroo pastoral lease and forms part of a remote landscape shared with pastoral businesses, regional communities and other users of regional infrastructure.

Boss Energy maintains relationships with nearby pastoral landholders, including Yarramba and Mulyungarie stations, and engages with Billeroo West Station in relation to the Gould's Dam satellite deposit.

Day-to-day engagement covers practical matters including land access, road conditions, planned exploration and wellfield activities, environmental monitoring, biosecurity, infrastructure and emergency arrangements. The Honeymoon PEPR also provides for regular discussion with local landholders on access roads, shared resources and pastoral matters.

Where proposed activities may affect pastoral operations or access, Boss Energy seeks to provide information early enough for relevant interests and concerns to be considered in planning and delivery.

Feedback, concerns and commitments are assigned to the responsible business function, escalated where required and followed through using the relevant internal process.

PARTICIPATION AND REGIONAL VALUE

FY2026 regional economic contribution

$132.7m
Supplier and contractor expenditure

85%
$113.1m
Australian-addressed suppliers

$44.6m
South Australian supplier spend

$8.6m
Regional supplier spend
42 supplier accounts within approximately 200 km of Broken Hill

Supplier geography is based on addresses recorded in Boss Energy's supplier records. Geographic categories overlap and should not be added together.

Boss Energy's activities create regional economic value through employment, contracting and procurement.

During FY2026, approximately $132.7 million was spent with suppliers and contractors across Boss Energy's operated Australian activities.

Approximately $113.1 million, or 85%, was spent with suppliers recorded with Australian addresses, including approximately $44.6 million with South Australian suppliers.

The regional supply chain around Honeymoon also provides goods and services used by the operation. Approximately $8.6 million was spent across 42 supplier accounts identified as being within approximately 200 kilometres of Broken Hill, the nearest major regional centre to Honeymoon.

Regional suppliers provided engineering, fabrication, industrial supplies, equipment hire and other goods and services supporting the operation and development of Honeymoon.

First Nations participation

At 30 June 2026, six direct employees voluntarily identified as Aboriginal and/or Torres Strait Islander, representing approximately 4.3% of Boss Energy's direct workforce.

Boss Energy does not currently report a verified Aboriginal and Torres Strait Islander supplier-spend measure. Supplier identification and measurement controls are being improved before such a measure is reported publicly.

FY2026 heritage and community outcomes

4.3%
First Nations employees
of direct employees · voluntary identification

NIL
Aboriginal heritage sites impacted

NIL
Unauthorised disturbances to Aboriginal heritage

3
Concerns raised by pastoral neighbours

Feb 2026
Cultural Heritage Coordinator role formalised

RAISING CONCERNS AND FEEDBACK

Boss Energy's Community Policy provides for communities and other affected stakeholders to raise questions, concerns and complaints. Matters received through engagement, land access and other stakeholder channels are assigned to the responsible business function, escalated where required and followed through using the relevant internal process. During FY2026, three concerns were raised by neighbouring pastoral landholders, relating to fence and gate damage and radio interference. Each was followed up, with two resolved and one subject to ongoing follow-up at year end. Boss Energy does not currently operate a separate community grievance mechanism; the effectiveness of existing arrangements will continue to be reviewed as stakeholder engagement and development activities evolve.

FY2027 PRIORITIES

Priority	FY2027 action	Evidence of progress
Traditional Owner engagement and cultural heritage	Continue early, activity-specific engagement for exploration, development and ground-disturbing activities; maintain heritage survey, clearance and protection controls; and continue embedding the Cultural Heritage Coordinator role.	Engagement and clearance records, completed actions, inspections, training, heritage outcomes and unresolved material matters.
Participation and supplier measurement	Improve Aboriginal and Torres Strait Islander employment pathways and establish reliable identification and measurement of Aboriginal and Torres Strait Islander supplier participation.	Workforce participation and retention measures, verified supplier classifications and reconciled expenditure.
Pastoral, community and regional value	Maintain processes for engaging with pastoral landholders and other affected stakeholders, recording and resolving matters raised, and improving the consistency of regional employment and procurement measures.	Response and close-out status, unresolved material concerns, community complaints and comparable regional-value measures.



FY2026 HIGHLIGHTS

1.41 Mlb
U_3O_8 drummed, up 61% on FY2025

3
Additional wellfields entered production

2
Additional NIMCIX ion-exchange columns commissioned



WHY IT MATTERS

Growth creates durable value when resource development, wellfields, processing capacity and supporting systems progress together. At Honeymoon, this means aligning development with technical evidence, operating readiness, infrastructure, approvals and the controls needed to manage operational and long-term liabilities.

OUR FOCUS IS NOW ON DISCIPLINED IMPLEMENTATION, TESTING PERFORMANCE AGAINST THE PLAN AND CONTINUING TO IMPROVE AS WE LEARN.

OUR APPROACH

Responsible growth at Honeymoon means developing production capability alongside the people, infrastructure and controls needed to operate safely and reliably while taking account of stakeholder interests.

Development decisions integrate geological and hydrogeological knowledge, engineering, regulatory approvals, operating capacity and commissioning evidence with key dependencies including infrastructure, power and reagent supply, processing capacity, monitoring, workforce capability, waste capacity and closure obligations. This allows production requirements, operating risk, capital deployment and long-term responsibilities to be considered together.

During FY2026, the focus remained on strengthening the capability supporting Honeymoon's ramp-up as wellfield and processing capacity increased. Development readiness was considered across technical, operational and corporate functions, with growth proposals subject to the Company's operational, technical and investment-governance processes.

Future development is assessed against environmental, safety and compliance requirements, technical performance and a robust financial business case, together with funding, market conditions and required regulatory and Board approvals.

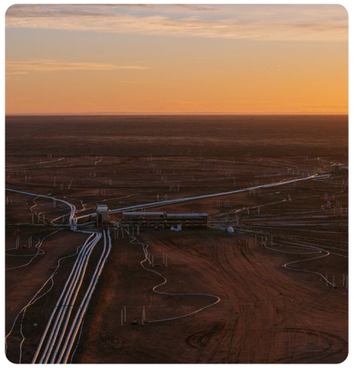


Figure 10 – Honeymoon wellfield infrastructure at sunset

RESPONSIBLE WELLFIELD DEVELOPMENT

Honeymoon's wellfields are developed progressively so that development can be sequenced with production requirements and informed by operating and monitoring evidence.

Each stage moves from geological and hydrogeological assessment and wellfield design through required clearances, construction, integrity testing, connection to processing infrastructure and commissioning. Monitoring and response arrangements are established before mining solution is circulated through a new production area. Detailed groundwater, radiation and cultural heritage controls are addressed in the Environmental stewardship, Protecting our people and building capability, and Respecting culture and strengthening communities chapters.

During FY2026, three additional wellfields entered production, increasing the total to six producing wellfields at year end. Drilling and development also progressed across future wellfield areas. Supporting works included completion of the East Kalkaroo trunkline, extension of high-voltage power infrastructure into East Kalkaroo, completion of the East Kalkaroo groundwater-monitoring network and drilling of two new raw-water bores.

East Kalkaroo development included the required environmental and radiation assessment, cultural heritage clearance and monitoring arrangements. Compliance-monitoring wells were installed before mining commenced, extending the monitoring framework alongside the new operating area.

An independent review also determined that the existing natural-attenuation modelling framework remained applicable to East Kalkaroo based on relevant geological, hydrogeological, mineralogical and geochemical similarities.

The staged approach allows operating and monitoring evidence from existing wellfields to inform subsequent development while aligning capital deployment with wellfield readiness and supporting infrastructure.

ISR TECHNICAL CAPABILITY AND WELLFIELD DESIGN

ISR technical capability is important to Boss Energy's ability to operate Honeymoon responsibly. Wellfield design decisions influence groundwater control, mining solution containment, reagent use, surface infrastructure, land disturbance, rehabilitation and long-term closure planning.

During FY2026, Boss Energy continued work to improve its understanding of Honeymoon's geology, hydrogeology, permeability and wellfield performance. This included production analysis, resource-definition drilling, groundwater and geochemical assessment, reactive-transport modelling and engineering review.

This work found that aspects of the assumptions underpinning the 2021 Enhanced Feasibility Study no longer reflected the operation. Boss Energy withdrew that study in December 2025, and at 30 June 2026 the New Feasibility Study remained in progress.

Subsequent to year end, Boss Energy completed the New Feasibility Study and updated Honeymoon Mineral Resource Estimate. The New Feasibility Study selected a wide-spaced wellfield design, with 49 m injector-to-extractor spacing, as the base-case development pathway. Compared with the previous wellfield approach, the wider spacing enables a greater mineralised area to be accessed with fewer wells and less associated surface infrastructure, providing a stronger basis for managing groundwater, land disturbance and closure obligations. Actual performance may differ from modelled outcomes because of variability in mineralisation, permeability, hydraulic connectivity and other reservoir characteristics.

Boss Energy will continue to monitor the performance of the initial wide-spaced wellfields against modelled outcomes through commissioning and production. Consistent with the Honeymoon PEPR, operating data will be used to test and refine groundwater and reactive-transport models and to inform future wellfield design, sequencing and controls.

OPERATIONAL RESILIENCE AND INFRASTRUCTURE

Honeymoon's remote location creates operating dependencies that can directly affect production and development.

The operation relies on regional road access, grid electricity, communications, water systems, reagents, fuel, specialist equipment, maintenance support and a fly-in, fly-out workforce. During FY2026, heavy rainfall disrupted site access and the delivery of essential reagents, affecting wellfield development and operations. Limited onsite storage for some critical inputs and reliance on a relatively small number of suppliers for certain reagents and materials increase the importance of supply and logistics planning.

Resilience measures include increases in onsite reagent storage, inventory and critical-spares planning, contingency arrangements, supplier and transport-route diversification where practicable, and monitoring of road, weather and logistical conditions.

Electricity is supplied through a dedicated transmission line connected to the network near Broken Hill, with backup generation supporting selected plant and wellfield requirements.

FY2026 also marked completion of a significant phase of investment in Honeymoon's initial operating platform. Commissioning of NIMCIX Columns 4 and 5 brought the total number of operating ion-exchange columns to five, while associated processing infrastructure, the East Kalkaroo trunkline and extension of high-voltage power infrastructure expanded the capability supporting wellfield development.

With much of this initial infrastructure in place, development is increasingly focused on wellfield delivery, plant reliability, operating performance and implementation of the revised life-of-mine pathway.

Preventative-maintenance schedules also commenced during the year, critical spares were procured, critical plant and wellfield equipment was maintained or upgraded, and communications and operational-control systems were improved. Emergency-response capability was strengthened through accredited mines-rescue training and continuous response-team coverage, with further detail provided in Protecting our people and building capability.

Process performance also continued to mature. The operating ion-exchange circuit achieved its designed flow capacity, with adsorption and elution performance meeting expected recovery levels. Automation and instrumentation improvements within the precipitation circuit supported greater operating control and improved recovery performance.



Figure 11 – Honeymoon's processing plant at dusk

LONG-TERM RESOURCE AND OPERATIONAL PLANNING

Long-term planning connects Boss Energy's resource base with the wellfields, infrastructure, approvals, operating capability and capital required to implement the life-of-mine plan.

As Honeymoon moves beyond the initial operating-platform build, capital deployment is increasingly directed towards wellfield development and the infrastructure required to implement the revised development pathway. Planning considers wellfield sequencing and recovery assumptions, processing and infrastructure capacity, power, water and reagent requirements, workforce capability, regulatory approvals, environmental and cultural heritage requirements, waste and closure obligations, capital requirements and commercial conditions.

The revised life-of-mine pathway provides the current basis for Honeymoon wellfield development and production planning. It includes future development of Brooks Dam North, subject to obtaining the additional tenure and regulatory approvals required for the Honeymoon Mine Extension. Implementation requires coordinated delivery of resource definition drilling, wellfields, processing and supporting infrastructure, approvals, procurement and workforce capability. Production and technical information will continue to inform design, sequencing and operating decisions as development progresses. Gould's Dam and Jason's Deposit remain potential longer-term satellite development options, with their proximity to Honeymoon providing potential to use existing processing and supporting infrastructure.

During FY2026, Boss Energy advanced permitting, baseline flora and fauna studies and groundwater modelling for Gould's Dam and Jason's Deposit, and released an updated Mineral Resource Estimate for the deposits in March 2026. This work is informing the technical, environmental and approval pathways required to assess their potential development as satellites to Honeymoon.

Neither deposit is treated as committed production or an approved mine-life extension. Development remains subject to technical studies and performance, regulatory and environmental approvals, land access and cultural heritage requirements, infrastructure, capital allocation, market conditions and investment decisions.

Long-term development planning

01 Resource base	02 Technical and operating Inputs	03 Enabling requirements	04 Development and life-of-mine planning
Honeymoon Current Honeymoon resource base	• Resource definition • Wellfield sequencing • Recovery assumptions • Processing capacity • Power, water and reagents • Operating performance	• Regulatory approvals • Environmental requirements • Cultural heritage requirements • Workforce capability • Procurement and supply • Capital requirements • Waste and closure obligations	• Wellfield development • Processing and supporting • infrastructure • Production planning • Capital deployment • Life-of-mine sequencing

Potential longer-term development options

Gould's Dam + Jason's

≈ 45 Mlb U_3O_8 combined Mineral Resource

Potential future satellite development options that may be able to utilise existing Honeymoon processing and supporting infrastructure.



ENERGY AND GREENHOUSE GAS EMISSIONS

Energy use increased during FY2026 as production and wellfield activity expanded. Honeymoon's principal source of purchased energy is grid electricity supplied through the dedicated transmission connection from the Broken Hill area. Diesel and other fuels are used for vehicles, mobile equipment, backup generation and selected operational and support activities.

Scope 1 emissions arise principally from fuel combustion and estimated process emissions associated with reactions between sulphuric acid and carbonate minerals in newly leached wellfields. Scope 2 emissions arise from purchased electricity.

FY2026 Scope 1 emissions were approximately 1,796 tonnes of carbon dioxide equivalent and location-based Scope 2 emissions were approximately 3,789 tonnes.

Combined Scope 1 and Scope 2 emissions were approximately 5,585 tonnes, compared with approximately 9,282 tonnes in FY2025.

The reduction primarily reflected a lower FY2026 estimate of acid–carbonate process emissions and should not be interpreted as evidence of reduced operating activity or electricity consumption. Scope 2 emissions increased as electricity demand grew during ramp-up. The Reporting basis explains the estimation basis and uncertainty associated with the wellfield process-emissions estimate.

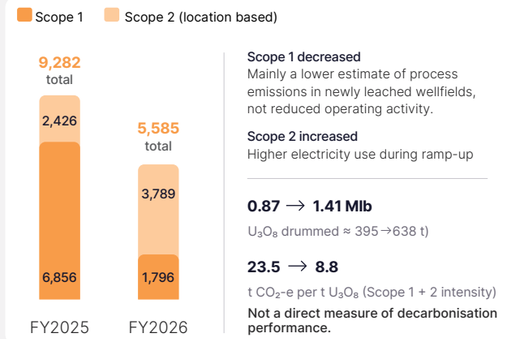
Production increased from approximately 395 tonnes of U_3O_8 in FY2025 to 638 tonnes in FY2026. Combined Scope 1 and Scope 2 emissions intensity decreased from approximately 23.5 to 8.8 tonnes of carbon dioxide equivalent per tonne of U_3O_8.

The change reflects increased production together with changes in process-emissions estimates and the timing and characteristics of wellfield development. It is therefore not a direct measure of underlying decarbonisation performance.

Energy consumption includes fuels and purchased electricity consumed within Boss Energy's operated Australian activities during FY2026. Fuel and electricity quantities have been converted to gigajoules using applicable National Greenhouse and Energy Reporting energy content and conversion factors. Total FY2026 energy consumption was approximately 78,263 GJ.

FY2026 energy intensity was approximately 122.7 GJ per tonne of U_3O_8 produced.

Scope 1 and Scope 2 emissions t CO_2-e, FY2025 and FY2026



Figures are approximate. The process-emissions estimation basis and uncertainty are described in the Reporting basis

FY2026 Energy consumption

78,263 GJ Total energy consumption



Purchased electricity	Diesel	LPG / other
79.0%	20.9%	0.1%
61,849 GJ	16,329 GJ	85 GJ

Nil consumption: petrol, renewable fuels, heating/cooling/steam and energy sold.

Energy quantities have been converted to gigajoules using published National Greenhouse and Energy Reporting (NGER) energy-content and conversion factors, as applicable. Includes the Honeymoon Uranium Operation and the Adelaide and Perth offices.

CLIMATE-RELATED RISKS AND DISCLOSURE READINESS

Honeymoon is exposed to climate-related physical and transition risks that may affect operational continuity, infrastructure reliability, costs, development planning and financial performance.

Physical risks include extreme heat, intense rainfall, regional flooding, road-access disruption, power reliability, workforce logistics and supply-chain interruption. Honeymoon is not an open-pit operation and does not have a conventional tailings storage facility, giving it a different physical-risk profile from many conventional mining operations.

Its remote location and dependence on transport, power and other critical infrastructure nevertheless create operating sensitivities that require ongoing planning and resilience measures.

The FY2026 access disruption described earlier in this report illustrates Honeymoon's exposure to weather-related disruption. Boss Energy has not attributed that particular event to climate change. Operational-resilience measures include operational and emergency planning, inventory and supply-chain management, critical-spares planning, backup arrangements, and monitoring of road, weather and logistical conditions.

These measures will continue to be reviewed and refined as climate-related risk assessment and operating experience develop.

Transition-related matters include changes in energy markets, regulation, technology, investor and stakeholder expectations, customer requirements and mandatory climate-related financial reporting.

During FY2026, Boss Energy undertook climate risk and qualitative scenario analysis to better understand potential operational and financial implications for the business.

This work is informing risk management, planning and preparation for mandatory climate-related financial disclosure. Progress was also made on governance and accountability, integration of climate-related matters into enterprise risk processes, energy and emissions data controls, reporting methodologies and external-disclosure controls.

Governance responsibilities for climate-related risks and opportunities are established through the Company's Climate Change Policy.

Further detail on sustainability and climate governance is provided in Operating with integrity.

The next phase will deepen assessment of potential financial effects, including implications for operating costs, infrastructure, supply-chain resilience, asset planning and financial assumptions. This work will strengthen the evidence base supporting business planning, Board oversight and future mandatory climate-related financial disclosure.

Boss Energy continues to strengthen the emissions data, governance frameworks and analytical capabilities needed to support robust decision-making and transparent external reporting. While the Company has not yet established a public emissions-reduction target, it is progressing the development of its Scope 3 emissions inventory, including the refinement of reporting boundaries, data sources and methodologies. This work will support the Company's approach to future climate-related financial disclosures and emissions management initiatives.



Figure 12 – Honeymoon's remote operating environment

FY2027 PRIORITIES

Priority	FY2027 action	Evidence of progress
Wellfield development	Align staged wellfield development with approvals, monitoring, commissioning, infrastructure and operating capacity.	Readiness reviews, approved clearances, infrastructure delivery and commissioning evidence.
Technical evidence	Monitor initial wide-spaced wellfields through commissioning and production and use operating data and reactive-transport modelling to refine future wellfield design, sequencing and operating parameters.	Wellfield performance and reconciliation, model validation and documented updates to design, sequencing or operating assumptions.
Operational resilience	Strengthen preventative maintenance, critical-spares management, site inventory, supply resilience and infrastructure contingencies.	Maintenance completion, critical-inventory settings, updated contingency arrangements and action close-out.
Long-term planning	Integrate the revised Honeymoon pathway and satellite options with required wellfield and supporting infrastructure, approvals, environmental and radiation controls, cultural heritage and land-access requirements, waste capacity and closure obligations.	Development-stage decisions, permitting progress, infrastructure planning and integration of environmental and closure requirements.
Energy and emissions	Strengthen energy and emissions calculations, ownership and methodology controls.	Reconciled source data, documented methods and review evidence.
Climate readiness	Progress climate risk, scenario analysis and disclosure work required for mandatory climate-related financial reporting.	Updated risk assessment, scenario-analysis outputs, documented methodologies, risk integration and disclosure controls.



FY2026 HIGHLIGHTS

4 New corporate policies adopted

Corporate Governance, Human Rights, Whistleblower and Privacy

Nil

Substantiated bribery or corruption matters

Updated

Code of Conduct, anti-bribery and corruption, securities dealing and continuous disclosure frameworks



WHY IT MATTERS

Effective governance supports disciplined decision-making, protects regulatory standing and helps ensure that material risks, incidents and concerns are identified, escalated and addressed promptly.

Investor confidence also depends on reliable information. Sustainability and climate information must be clearly defined, supported by traceable evidence, owned by accountable people and subject to appropriate review before external disclosure.

OPERATING WITH INTEGRITY REQUIRES CLEAR ACCOUNTABILITY, EFFECTIVE CONTROLS, ETHICAL CONDUCT AND RELIABLE INFORMATION ACROSS THE BUSINESS.

OUR APPROACH

Operating with integrity requires clear accountability, effective controls, ethical conduct and reliable information across the business.

The Boss Way provides the behavioural foundation for this approach, supported by policies, management systems and governance arrangements covering business conduct, regulatory compliance, risk management, human rights, procurement, sustainability and disclosure.

Responsibilities are assigned across Board, executive, operational and functional levels, with specialist functions providing advice, monitoring and support. Material risks, incidents, concerns and disclosure matters are escalated through the relevant governance processes, with actions tracked to completion.

During FY2026, Boss Energy continued to strengthen these arrangements through policy updates, clearer accountabilities and improved reporting and disclosure controls. The focus is increasingly on demonstrating that these frameworks operate effectively in practice and are supported by reliable, traceable information.



Figure 13 – Clear accountability and effective governance support responsible decision-making across our Honeymoon operation

GOVERNANCE AND ACCOUNTABILITY

Boss Energy's governance framework connects formal Board and executive responsibilities with operational ownership of risks, controls and performance.

Management is responsible for implementing the Company's direction, maintaining appropriate controls and ensuring that significant risks, incidents and disclosure matters are escalated through the relevant governance arrangements. Operational leaders remain accountable for performance within their activities, supported by specialist functions across health and safety, environmental management, radiation protection, people and culture, finance, legal and governance, procurement and stakeholder engagement.

During FY2026, Boss Energy refreshed its corporate policy framework. New policies included a Corporate Governance Policy, a Human Rights Policy, a Whistleblower Policy and supporting Standard (October 2025) and a Privacy Policy (June 2026). The Code of Conduct was updated, together with policies and frameworks covering continuous disclosure, securities dealing, anti-bribery and corruption, health, safety and wellbeing, environment, community, people and climate change. The intent is to provide a clearer basis for accountability, decision-making and escalation as the business matures.

Material incidents, emerging risks, potential non-compliances and significant disclosure matters are assessed and escalated through the applicable management and governance processes. The continuing focus is on evidence that these arrangements operate effectively in practice, including clear ownership, timely action close-out and reliable information for decision-making.



Figure 14 – Operational activities at Honeymoon are supported by defined accountabilities, management systems and field-based controls

REGULATORY COMPLIANCE AND RISK MANAGEMENT

Enterprise risk management provides the broader framework for identifying, assessing and managing risks that may affect Boss Energy's strategy, operations, financial performance and long-term value. Management is responsible for maintaining appropriate risk controls and escalation processes, with the Board providing oversight of the Company's risk management framework.

At Honeymoon, this broader framework operates alongside a comprehensive regulatory regime covering mining, environmental management, radiation protection, work health and safety, Aboriginal cultural heritage, transport, security and other operational requirements.

The approved Program for Environment Protection and Rehabilitation (PEPR) is the principal operational environmental management and compliance document for Honeymoon under the Mining Act framework.

It applies to Mining Lease 6109 and Miscellaneous Purposes Licences 15 and 92 and establishes environmental outcomes, measurement criteria, control strategies, monitoring requirements and reporting obligations used to assess environmental performance. Leading indicators provide early warning where controls may require review before an approved outcome is compromised.

These requirements are implemented through Boss Energy's Safety, Health, Environment and Radiation Management System, supported by policies, procedures and work instructions, defined roles and responsibilities, inspections, operational and compliance monitoring, internal audits, management review and regulatory reporting. Compliance obligations and commitments are incorporated into operational controls and monitoring programs, with performance and emerging issues regularly reviewed to support early intervention and continual improvement.

Potential non-compliances and material issues are assessed, controlled and escalated as appropriate, with notification requirements determined and corrective actions tracked to close-out.

For the statutory reporting period from 8 February 2025 to 7 February 2026, Honeymoon's Annual Compliance Report assessed performance against the approved PEPR outcomes and measurement criteria together with applicable lease conditions. All environmental outcomes and lease conditions examined for the period were assessed as achieved.

Boss Energy maintained or renewed the environmental, mining and radiation licences required for Honeymoon. The rehabilitation bond review was also completed, with financial assurance maintained in accordance with regulatory requirements. Boss Energy maintains ongoing engagement with relevant regulators through statutory reporting, regulatory submissions, site inspections and meetings.

FY2026 Regulatory and compliance

Achieved

PEPR environmental outcomes and lease conditions

All outcomes and conditions examined for the statutory reporting period

Nil

Regulatory penalties

Maintained

Environmental, mining and radiation licences

Maintained or renewed as required

PEPR compliance outcomes relate to the applicable statutory reporting period, not the full FY2026 reporting year.



ETHICAL CONDUCT AND SPEAKING UP

Boss Energy expects directors, employees, contractors and others acting on its behalf to act lawfully, ethically and consistently with the Boss Way.

The Code of Conduct establishes expectations for responsible conduct, confidentiality, conflicts of interest and compliance with the law. During FY2026, the broader conduct framework was strengthened through the adoption of the Whistleblower Policy and supporting Standard and updates to anti-bribery and corruption, securities dealing and continuous disclosure arrangements.

The Anti-Bribery and Corruption Policy prohibits bribery, facilitation payments, kickbacks and secret commissions and requires actual or potential conflicts of interest to be disclosed. It also establishes expectations for appropriate care when third parties act on Boss Energy's behalf. The Whistleblower Policy and supporting Standard provide confidential reporting channels, protection from detrimental treatment and arrangements for investigation, practical support and escalation.

Concerns may be raised through Boss Energy's Speak Up service or directly with an eligible recipient.

Two reports were received through the Speak Up service during FY2026. One was assessed as falling outside the scope of the Whistleblower Policy and was managed through the appropriate internal process. The other related to an alleged breach of the Code of Conduct and, following assessment, was not substantiated.

HUMAN RIGHTS AND RESPONSIBLE PROCUREMENT

Boss Energy's standalone Human Rights Policy commits the Company to respecting internationally recognised human rights in a manner consistent with the United Nations Guiding Principles on Business and Human Rights. The Policy also commits Boss Energy to identifying, preventing and addressing potential adverse human-rights impacts, including within supply chains and through third-party relationships.

Honeymoon relies on contractors, labour providers, logistics operators, equipment and maintenance suppliers, and chemical and reagent suppliers. Practices within this supply chain can affect workforce standards, continuity of supply and Boss Energy's wider risk profile.

During FY2026, Boss Energy established the Human Rights Policy and began developing the governance and systems required for a more structured approach to human rights and responsible procurement. Supplier human rights and modern slavery assessments were not undertaken during the year, and no substantiated human rights concerns were identified.

During FY2027, Boss Energy plans to develop its first Modern Slavery Statement in accordance with applicable requirements and establish a proportionate, risk-based approach to supplier due diligence. This will include improving visibility of higher-risk goods, services and jurisdictions and developing processes for screening, onboarding, contractual expectations and escalation.

Boss Energy does not claim that its supply chain is free from modern slavery or other human rights risks. The focus is on improving visibility and strengthening controls as the framework develops.

FY2026 human rights and modern slavery position

Yes	Nil	Nil	FY2027
Human Rights Policy adopted	Suppliers assessed for human rights or modern slavery risk	Substantiated human rights concerns	Modern Slavery Statement To be developed and submitted



SUSTAINABILITY AND CLIMATE GOVERNANCE

Responsibility for sustainability performance and information is assigned according to the nature of the risk, activity and data being managed. Operational and functional leaders remain accountable for matters within their areas, supported by specialist advice and management review.

The Climate Change Policy establishes formal governance responsibilities for climate-related risks and opportunities. The Board is responsible for governing the Policy and monitoring the effectiveness of Boss Energy's approach to meeting its climate-related commitments.

Management is responsible for implementation, with the CEO accountable to the Board for implementation of the Policy.

During FY2026, Boss Energy undertook climate risk and qualitative scenario analysis and continued to strengthen the governance supporting sustainability and climate-related reporting. Work included clarifying accountabilities, assigning ownership of priority sustainability information and improving reporting methodologies and review controls.

The qualitative scenario work supports risk identification and planning but is not presented as quantified financial effects analysis or a complete mandatory climate disclosure.

Reliable disclosure requires clear definitions, consistent reporting boundaries, accountable data owners, traceable source information and proportionate review. These controls are being developed across material sustainability information as Boss Energy prepares for mandatory climate-related financial reporting.

FY2026 sustainability and climate governance

Yes	Completed	In progress
Climate Change Policy adopted	Internal qualitative climate risk and scenario analysis (Honeymoon)	Preparation for AASB S2 reporting

FY2027 PRIORITIES

During FY2027, Boss Energy will focus on embedding the governance frameworks strengthened during FY2026 and improving the evidence used to demonstrate that key controls are operating effectively.

Priority	FY2027 action	Evidence of progress
Policy implementation and ethical conduct	Embed the Code of Conduct, whistleblower, anti-bribery and corruption, human rights and related policies through communication, role-based training and accessible reporting channels.	Training and awareness records, declarations, reporting-channel reviews and policy implementation evidence.
Compliance and control effectiveness	Improve monitoring, escalation and close-out of actions arising from incidents, audits, compliance reviews and management-system assessments.	Action registers, closure evidence, overdue-action reporting and management review.
Human rights and modern slavery	Develop Boss Energy's first Modern Slavery Statement and establish a proportionate, risk-based supplier due diligence approach.	Statement preparation, documented risk assessment, supplier-screening arrangements and procurement-control updates.
Sustainability information	Strengthen ownership, methodologies, reporting boundaries and review controls for material sustainability data.	Assigned data owners, documented methods, reconciled source data and management review evidence.
Climate reporting	Progress the governance, risk, scenario analysis, data and disclosure work required for mandatory climate-related financial reporting.	Documented responsibilities, updated risk and scenario analysis, controlled methodologies and disclosure-review evidence.

THE CLIMATE CHANGE POLICY ESTABLISHES FORMAL GOVERNANCE RESPONSIBILITIES FOR CLIMATE-RELATED RISKS AND OPPORTUNITIES.

Reporting basis

This section explains the reporting boundary, data sources, methodologies and limitations that support the information presented in this report.



REPORTING PERIOD AND BOUNDARY

This report covers the period from 1 July 2025 to 30 June 2026, unless another reporting period is stated.

Unless otherwise indicated, sustainability information relates to Boss Energy's operated Australian activities, comprising the Honeymoon Uranium Operation and its Australian corporate offices.

Boss Energy holds a 30% non-operated interest in the Alta Mesa Uranium Project in Texas. Alta Mesa is outside Boss Energy's operational control and is excluded from consolidated operational sustainability metrics. Information relating to Alta Mesa is identified separately where referenced and is not consolidated with Honeymoon performance.

Boss Energy also holds a 19.9% strategic shareholding in Laramide Resources Ltd. This investment is outside Boss Energy's operated asset base and is excluded from consolidated operational sustainability metrics. Information relating to Laramide Resources is identified separately where referenced.

DATA SOURCES AND PREPARATION

Information in this report is drawn from operational systems, statutory reports, controlled spreadsheets, payroll and human-resources systems, environmental and radiation databases, finance records and other supporting source documents.

Relevant technical and business owners review material information, methodologies, reporting boundaries, assumptions and supporting evidence before publication. These reviews form part of Boss Energy's internal reporting controls but do not constitute independent assurance.

Some measures involve estimates, assumptions, modelling or professional judgement. Material assumptions, methodological limitations and sources of estimation uncertainty are identified where they are important to understanding the reported information.

Boss Energy continues to strengthen the systems, definitions and controls supporting non-financial reporting. The completeness, consistency or precision of some measures may therefore improve as these arrangements mature.

COMPARATIVES, ESTIMATES AND RESTATEMENTS

Comparative information is presented where reporting boundaries, methodologies and source data are sufficiently consistent to support meaningful comparison.

Where a methodology, assumption, reporting boundary or source record changes, Boss Energy considers whether prior-period information should be restated. Material restatements and limitations affecting comparability are identified and explained.

Figures may be rounded and totals may therefore not sum exactly.

GREENHOUSE GAS EMISSIONS

Scope 1 and Scope 2 greenhouse gas emissions are prepared using methodologies and emission factors aligned, where applicable, with Australia's National Greenhouse and Energy Reporting framework. FY2026 greenhouse gas and energy results have been reconciled against Emissions and Energy Reporting System (EERS) reporting outputs. Underlying source records and calculations retain greater precision than the whole-number values reported through EERS, and minor differences may therefore arise from statutory input and reporting precision.

FY2026 Scope 1 emissions include estimated process emissions associated with acid–carbonate reactions in newly leached wellfields. The estimate is based on the assessed mass of carbonate associated with wellfields brought under leach during the year, the proportion assumed to react and the stoichiometric relationship between carbonate reaction and carbon dioxide generation. The estimate is sensitive to carbonate characterisation and the timing and extent of wellfield development.

Onsite solid-waste disposal was assessed against the applicability provisions for landfill emissions under the NGER Measurement Determination. The source was assessed as substantially below the applicable 10,000 t CO_2-e threshold and is therefore not included in FY2026 statutory Scope 1 emissions. The screening assessment is retained in supporting working papers.

Changes in the wellfield process-emissions estimate may materially affect year-on-year Scope 1 emissions and should not be interpreted in isolation as evidence of a change in underlying operational activity.

SAFETY

Total recordable injury frequency rate is calculated per one million hours worked.

Safety measures include employees and contractors where consistent information is available. Injury classifications, hours worked and calculation methodologies are applied consistently before comparative results are presented.

RADIATION

Radiation information is reported using the period applicable to the relevant monitoring or exposure-assessment program. This may differ from Boss Energy's financial-year reporting period.

Where results relate to a calendar year or another monitoring period, the applicable period is stated. Dose results, regulatory limits, approved outcome criteria and internal leading indicators are separately identified and should not be interpreted as interchangeable.

WORKFORCE

Unless otherwise stated, workforce information is based on direct employees as at 30 June 2026.

Contractor numbers, average workforce measures and full-time-equivalent information are reported only where a consistent and reliable methodology is available.

Information relating to Aboriginal and Torres Strait Islander identity and other diversity characteristics may be based on voluntary self-identification and should be interpreted in that context.

GRI REPORTING POSITION

Boss Energy Limited has reported the information cited in the GRI content index for the period 1 July 2025 to 30 June 2026 with reference to the GRI Standards.

Boss Energy used GRI 1: Foundation 2021 as the basis for its reporting approach and reported selected disclosures from GRI 2: General Disclosures 2021, GRI 3: Material Topics 2021 and relevant GRI Topic Standards. GRI 14: Mining Sector 2024 informed the review of likely material mining-sector topics and the selection of relevant disclosures.

The GRI content index identifies the disclosures reported and the principal locations of the relevant information. It should be read together with Boss Energy's FY2026 Annual Report, Corporate Governance Statement, Board and committee charters and publicly available corporate policies where those documents are cited.

Appendix A – GRI content index identifies the disclosures reported, the principal location of relevant information and, where applicable, the scope of selected information or an explanation of omission.

SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (SDGs) have been used as a contextual reference.

Boss Energy has mapped selected goals and targets to the Company's material sustainability topics, reported activities and FY2026 evidence where there is a clear and supportable connection. The mapping does not imply comprehensive alignment with an SDG, contribution to every target beneath a selected goal, or that Boss Energy's activities alone achieve the relevant goal or target.

ASSURANCE, REVIEW AND APPROVAL

This report has not been subject to external assurance.

Material information in this report is reviewed internally by relevant management, technical, legal, finance and governance personnel. These processes support disclosure quality but do not constitute independent assurance.

The final Sustainability Report, including the material sustainability topics presented in the report, is reviewed and approved by the Board of Boss Energy Limited before publication. The FY2026 Sustainability Report was approved by the Board on 26 October 2026.

TERMINOLOGY

This report generally uses the terms Traditional Owners, First Nations peoples and Aboriginal and Torres Strait Islander peoples, depending on context and unless referring to the approved name of an organisation, agreement or representative body.

Technical, operational and reporting terms and abbreviations used throughout this report are defined in Appendix B – Glossary.

Appendices



APPENDIX A

GRI content index

Statement of use	Boss Energy Limited has reported the information cited in this GRI content index for the period 1 July 2025 to 30 June 2026 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Sector context	GRI 14: Mining Sector 2024 (V1.1) informed the review of likely material mining-sector topics and the selection of relevant disclosures.
Coverage approach	This index identifies disclosures for which Boss Energy reports the disclosure, selected information from the disclosure, or an explanation of an omission. 'Selected information' means that one or more components are reported and does not imply that every requirement of the disclosure has been addressed.

GRI Standard	Disclosure	Location of Boss Energy's response and/or omission
GRI 2	2-1 Organisational details	Sustainability Report: About this report; About Boss Energy – Who we are; Our operating footprint. FY2026 Annual Report: About this report; About BOE; Operations; Corporate Directory.
GRI 2	2-2 Entities included in the organisation's sustainability reporting	Sustainability Report: About this report; Reporting basis – Reporting period and boundary.
GRI 2	2-3 Reporting period, frequency and contact point	Sustainability Report: About this report; Reporting basis – Reporting period and boundary. FY2026 Annual Report: About this report; Corporate Directory.
GRI 2	2-4 Restatements of information	Sustainability Report: Important notices – Non-financial information, estimates and uncertainty; Reporting basis – Comparatives, estimates and restatements. Material changes to reporting boundaries, methodologies, estimates or prior-period information affecting comparability are identified where relevant.
GRI 2	2-5 External assurance	Sustainability Report: Reporting basis – Assurance, review and approval.
GRI 2	2-6 Activities, value chain and other business relationships	Sustainability Report: About Boss Energy – Who we are; Our operating footprint; Our role in a changing energy system; Our strategy; Operating with integrity – Human rights and responsible procurement. FY2026 Annual Report: About BOE; Operations; Operating and financial review. Selected information: uranium production activities, principal operations and investments, supplier and contractor relationships and Boss Energy's position within the downstream nuclear fuel cycle.
GRI 2	2-7 Employees	Sustainability Report: Protecting our people and building capability – Workforce participation; Reporting basis – Workforce. Selected information: total direct employees and selected workforce information by gender, work location and employment type.
GRI 2	2-8 Workers who are not employees	Sustainability Report: Protecting our people and building capability – Health and safety; Workforce capability and leadership; Reporting basis – Workforce. Selected information: contractors and other non-employee workers supporting operations are described. Omission: a complete and consistently calculated non-employee worker headcount is not reported.
GRI 2	2-9 Governance structure and composition	Sustainability Report: Operating with integrity – Governance and accountability; Sustainability and climate governance. FY2026 Annual Report: Directors' Report – Directors; Managing risks effectively. FY2026 Corporate Governance Statement. Selected information: governance structure, Board composition, director independence, Board committees, skills and experience, and Board oversight of risk.
GRI 2	2-10 Nomination and selection of the highest governance body	FY2026 Corporate Governance Statement; Board Charter; Human Resources Committee Charter. Selected information: Board nomination and selection arrangements, including independence, skills, experience and diversity considerations.
GRI 2	2-11 Chair of the highest governance body	FY2026 Annual Report: Directors' Report – Directors; Incoming Chair's reflections. FY2026 Corporate Governance Statement; Board Charter. Selected information: identity, independence and executive/non-executive status of the Chair and the announced Chair transition.
GRI 2	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Report: Operating with integrity – Governance and accountability; Sustainability and climate governance. FY2026 Annual Report: Managing risks effectively; Sustainability – Operating with integrity. FY2026 Corporate Governance Statement; Board Charter; relevant corporate policies. Selected information: Board oversight of sustainability, risk, policy commitments and selected environmental, social and climate-related matters.
GRI 2	2-13 Delegation of responsibility for managing impacts	Sustainability Report: management-approach sections across the five sustainability focus areas; Operating with integrity – Governance and accountability; Sustainability and climate governance. FY2026 Annual Report: Sustainability – Operating with integrity. Selected information: executive accountability, operational and functional ownership, specialist support and escalation arrangements.
GRI 2	2-14 Role of the highest governance body in sustainability reporting	Sustainability Report: Operating with integrity – Governance and accountability; Reporting basis – Assurance, review and approval. FY2026 Annual Report: Sustainability – Operating with integrity. Selected information: Board and management oversight of sustainability-related reporting and internal review processes.
GRI 2	2-15 Conflicts of interest	FY2026 Corporate Governance Statement; Board Charter; Code of Conduct; Anti-Bribery and Corruption Policy. Selected information: processes for identifying, disclosing and managing actual or potential conflicts of interest.
GRI 2	2-16 Communication of critical concerns	Sustainability Report: Operating with integrity – Governance and accountability; Ethical conduct and speaking up. Whistleblower Policy and supporting Standard. Selected information: processes for raising, escalating, investigating and reporting material concerns. Omission: the number and nature of critical concerns communicated to the Board during FY2026 are not separately reported.
GRI 2	2-17 Collective knowledge of the highest governance body	Sustainability Report: Operating with integrity – Governance and accountability. FY2026 Annual Report: Directors' Report – Directors. FY2026 Corporate Governance Statement. Selected information: director qualifications, professional experience and relevant sector, operational, financial, legal, governance and people-related expertise.
GRI 2	2-18 Evaluation of the performance of the highest governance body	FY2026 Corporate Governance Statement; Board Charter. Selected information: Board, director and committee performance-evaluation arrangements.
GRI 2	2-19 Remuneration policies	FY2026 Annual Report: Remuneration Report. FY2026 Corporate Governance Statement; Human Resources Committee Charter. Selected information: remuneration philosophy, policy, structure and governance arrangements for directors and key management personnel.
GRI 2	2-20 Process to determine remuneration	FY2026 Annual Report: Remuneration Report. Human Resources Committee Charter. Selected information: remuneration governance and processes used to determine executive and director remuneration, including the roles of the Board and Human Resources Committee.
GRI 2	2-21 Annual total compensation ratio	FY2026 Annual Report: Remuneration Report. Omission: the GRI annual total compensation ratio and associated calculation basis are not reported for FY2026.
GRI 2	2-22 Statement on sustainable development strategy	Sustainability Report: CEO message; About Boss Energy – Our strategy; Our sustainability framework. FY2026 Annual Report: Managing Director and CEO's message; Sustainability – Our sustainability framework; FY2027 priorities. Selected information: Boss Energy's approach to responsible uranium production, sustainability priorities and relationship to long-term value creation.
GRI 2	2-23 Policy commitments	Sustainability Report: Operating with integrity – Our approach; Ethical conduct and speaking up; Human rights and responsible procurement. FY2026 Annual Report: Sustainability – Operating with integrity. Code of Conduct and relevant corporate policies. Selected information: policy commitments covering ethical conduct, human rights, people, health and safety, environment, communities, climate change, anti-bribery and corruption, privacy and speaking up.
GRI 2	2-24 Embedding policy commitments	Sustainability Report: management-approach sections across the five sustainability focus areas; Operating with integrity. FY2026 Annual Report: Sustainability – Operating with integrity; FY2027 priorities. Relevant corporate policies and standards. Selected information: responsibilities, systems, controls, training, communication, monitoring and escalation arrangements supporting implementation of policy commitments.
GRI 2	2-25 Processes to remediate negative impacts	Sustainability Report: Protecting our people and building capability – Health and safety; Environmental stewardship – Environmental and radiological monitoring; Respecting culture and strengthening communities; Operating with integrity – Regulatory compliance and risk management. FY2026 Annual Report: Sustainability – Protecting our people and building capability; Environmental stewardship; Operating with integrity. Honeymoon Annual Compliance Report 2025–26. Selected information: investigation, corrective action, remediation, response and close-out processes.
GRI 2	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report: Our sustainability framework – Stakeholder engagement; Operating with integrity – Ethical conduct and speaking up. Whistleblower Policy; Corporate Standard – Whistleblower; Code of Conduct. Selected information: mechanisms for seeking advice, raising concerns and making confidential or anonymous disclosures.
GRI 2	2-27 Compliance with laws and regulations	Sustainability Report: Operating with integrity – Regulatory compliance and risk management; Environmental stewardship – Environmental and radiological monitoring. FY2026 Annual Report: Sustainability – Environmental stewardship; Sustainability – Operating with integrity; Directors' Report – Environmental regulation; Managing risks effectively – Material business risks and mitigations. Honeymoon Annual Compliance Report 2025–26. Selected information: Honeymoon compliance outcomes, reportable incidents, regulatory notifications, environmental and radiation controls, investigation and corrective-action processes. Omission: a complete disclosure of significant instances of non-compliance, fines and non-monetary sanctions across Boss-operated Australian activities is not reported.

GRI Standard	Disclosure	Location of Boss Energy's response and/or omission
GRI 2	2-28 Membership associations	Boss Energy website – Association memberships.
GRI 2	2-29 Approach to stakeholder engagement	Sustainability Report: Our sustainability framework – Stakeholder engagement; Respecting culture and strengthening communities.
GRI 2	2-30 Collective bargaining agreements	Sustainability Report: Protecting our people and building capability – Workforce participation. Omission: the percentage of employees covered by collective bargaining agreements is not currently reported.
GRI 3	3-1 Process to determine material topics	Sustainability Report: Our sustainability framework – How we reviewed our material sustainability topics. Selected information: Boss Energy reviewed the FY2025 materiality assessment during FY2026; a new materiality assessment was not undertaken.
GRI 3	3-2 List of material topics	Sustainability Report: Our sustainability framework – How we reviewed our material sustainability topics; How material topics are managed.
GRI 3	3-3 Management of material topics – people, safety, radiation and capability	Sustainability Report: Protecting our people and building capability. FY2026 Annual Report: Sustainability – Protecting our people and building capability; FY2027 priorities. Selected information: management approach for people, safety, radiation and workforce capability topics.
GRI 3	3-3 Management of material topics – groundwater, environment, waste and closure	Sustainability Report: Environmental stewardship. FY2026 Annual Report: Sustainability – Environmental stewardship; FY2027 priorities; Managing risks effectively – Environmental performance and groundwater management and rehabilitation. Selected information: management approach for groundwater, environment, waste, land, biodiversity, rehabilitation and closure topics.
GRI 3	3-3 Management of material topics – Traditional Owners, heritage and communities	Sustainability Report: Respecting culture and strengthening communities. FY2026 Annual Report: Sustainability – Respecting culture and strengthening communities; FY2027 priorities. Selected information: management approach for Traditional Owner relationships, cultural heritage, pastoral landholders and communities.
GRI 3	3-3 Management of material topics – responsible growth, energy, emissions and climate	Sustainability Report: Responsible growth and operational resilience. FY2026 Annual Report: Sustainability – Responsible growth and operational resilience; Sustainability – Operating with integrity; FY2027 priorities; Managing risks effectively – Material business risks and mitigations. Selected information: management approach for responsible growth, energy, emissions, climate and operational resilience.
GRI 3	3-3 Management of material topics – governance, integrity, compliance and human rights	Sustainability Report: Operating with integrity. FY2026 Annual Report: Sustainability – Operating with integrity; FY2027 priorities. Code of Conduct and relevant corporate policies. Selected information: management approach for governance, integrity, compliance, human rights and responsible procurement.
GRI 201	201-1 Direct economic value generated and distributed	Sustainability Report: Respecting culture and strengthening communities – Participation and regional value. FY2026 Annual Report: Highlights; Operating and financial review; Financial Report. Selected information: revenue and financial performance, together with supplier, contractor and regional expenditure. Omission: a complete GRI economic value generated and distributed calculation is not presented.
GRI 201	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability Report: Responsible growth and operational resilience – Climate-related risks and disclosure readiness; Operating with integrity – Sustainability and climate governance; Reporting basis – Greenhouse gas emissions. FY2026 Annual Report: Managing risks effectively – Material business risks and mitigations; Sustainability – Operating with integrity. Selected information: climate-related physical and transition risks, governance, risk management and disclosure readiness activities. Omission: quantified climate-related financial effects are not reported for FY2026.
GRI 204	204-1 Proportion of spending on local suppliers	Sustainability Report: Respecting culture and strengthening communities – Participation and regional value. Selected information: expenditure with Australian, South Australian and selected regional suppliers using the geographic classifications described in the report. Omission: the measure is not presented as a complete GRI local-supplier calculation.
GRI 205	205-1 Operations assessed for risks related to corruption	Sustainability Report: Operating with integrity – Ethical conduct and speaking up. Anti-Bribery and Corruption Policy. Omission: the number or percentage of operations assessed for corruption-related risks is not reported for FY2026.
GRI 205	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report: Operating with integrity – Ethical conduct and speaking up. FY2026 Annual Report: Sustainability – Operating with integrity. Anti-Bribery and Corruption Policy; Code of Conduct. Selected information: Boss Energy's anti-bribery and corruption policy framework. Omission: quantified FY2026 communication and training coverage is not reported.
GRI 205	205-3 Confirmed incidents of corruption and actions taken	Sustainability Report: Operating with integrity – Ethical conduct and speaking up.
GRI 206	206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	Sustainability Report: Operating with integrity – Ethical conduct and speaking up; Regulatory compliance and risk management. Code of Conduct; Anti-Bribery and Corruption Policy. Omission: legal actions relating to anti-competitive behaviour, anti-trust and monopoly practices are not separately reported under GRI 206-1 for FY2026.
GRI 101	101-2 Management of biodiversity impacts	Sustainability Report: Environmental stewardship – Land, biodiversity and biosecurity; Progressive rehabilitation, closure and financial assurance. FY2026 Annual Report: Sustainability – Environmental stewardship; Managing risks effectively – Environmental performance and groundwater management and rehabilitation. Selected information: avoidance, authorised vegetation clearance, biodiversity controls, biosecurity, fauna protection and rehabilitation.
GRI 101	101-4 Identification of biodiversity impacts	Sustainability Report: Environmental stewardship – Land, biodiversity and biosecurity. FY2026 Annual Report: Sustainability – Environmental stewardship. Selected information: pre-clearance assessments, ecological surveys, inspections, weed and pest monitoring and fauna interactions used to identify biodiversity-related impacts.
GRI 101	101-6 Direct drivers of biodiversity loss	Sustainability Report: Environmental stewardship – Land, biodiversity and biosecurity. Selected information: direct drivers relevant to Boss Energy, principally land-use change, invasive species and operational fauna interactions.
GRI 302	302-1 Energy consumption within the organisation	Sustainability Report: Responsible growth and operational resilience – Energy and greenhouse gas emissions; Reporting basis.
GRI 302	302-3 Energy intensity	Sustainability Report: Responsible growth and operational resilience – Energy and greenhouse gas emissions.
GRI 303	303-1 Interactions with water as a shared resource	Sustainability Report: Environmental stewardship – Groundwater and hydraulic control. FY2026 Annual Report: Sustainability – Environmental stewardship; Managing risks effectively – Environmental performance and groundwater management and rehabilitation. Selected information: groundwater interaction, monitoring, hydraulic control and relevant statutory-period performance at Honeymoon.
GRI 303	303-2 Management of water discharge-related impacts	Sustainability Report: Environmental stewardship – Groundwater and hydraulic control; Environmental and radiological monitoring. FY2026 Annual Report: Sustainability – Environmental stewardship. Selected information: approved liquid-disposal arrangements, monitoring, modelling, operating controls and response processes.
GRI 303	303-3 Water withdrawal	Sustainability Report: Environmental stewardship – Groundwater and hydraulic control. Selected information: water extraction information. Omission: a complete FY2026 water-withdrawal inventory by GRI source category is not reported.
GRI 303	303-4 Water discharge	Sustainability Report: Environmental stewardship – Groundwater and hydraulic control; Environmental and radiological monitoring. Selected information: approved liquid-disposal volumes and pathways. Omission: the information does not constitute a complete GRI water-discharge inventory.
GRI 303	303-5 Water consumption	Sustainability Report: Environmental stewardship – Groundwater and hydraulic control. Omission: a complete FY2026 water-consumption measure calculated in accordance with GRI 303-5 is not reported.
GRI 305	305-1 Direct (Scope 1) GHG emissions	Sustainability Report: Responsible growth and operational resilience – Energy and greenhouse gas emissions; Reporting basis – Greenhouse gas emissions.
GRI 305	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report: Responsible growth and operational resilience – Energy and greenhouse gas emissions; Reporting basis – Greenhouse gas emissions.
GRI 305	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report: Responsible growth and operational resilience – Energy and greenhouse gas emissions. Omission: a complete Scope 3 greenhouse gas emissions inventory is not currently reported.
GRI 305	305-4 GHG emissions intensity	Sustainability Report: Responsible growth and operational resilience – Energy and greenhouse gas emissions; Reporting basis – Greenhouse gas emissions.
GRI 306	306-1 Waste generation and significant waste-related impacts	Sustainability Report: Environmental stewardship – Waste, resource recovery and residue management; Progressive rehabilitation, closure and financial assurance. FY2026 Annual Report: Sustainability – Environmental stewardship; Managing risks effectively – Environmental performance and groundwater management and rehabilitation. Selected information: process residues, radioactive waste, regulated waste and onsite waste repositories and their principal impacts.

GRI Standard	Disclosure	Location of Boss Energy's response and/or omission
GRI 306	306-2 Management of significant waste-related impacts	Sustainability Report: Environmental stewardship – Waste, resource recovery and residue management; Progressive rehabilitation, closure and financial assurance. FY2026 Annual Report: Sustainability – Environmental stewardship. Selected information: waste classification, segregation, recovery, containment, disposal, repository management and closure arrangements.
GRI 306	306-3 Waste generated	Sustainability Report: Environmental stewardship – Waste, resource recovery and residue management. Selected information: waste and process-residue information. Omission: a complete FY2026 waste inventory by GRI category is not reported.
GRI 306	306-4 Waste diverted from disposal	Sustainability Report: Environmental stewardship – Waste, resource recovery and residue management. Omission: a complete FY2026 quantity of waste diverted from disposal by recovery operation is not reported.
GRI 306	306-5 Waste directed to disposal	Sustainability Report: Environmental stewardship – Waste, resource recovery and residue management; Progressive rehabilitation, closure and financial assurance. Omission: a complete FY2026 quantity of waste directed to disposal by disposal operation is not reported.
GRI 308	308-1 New suppliers screened using environmental criteria	Sustainability Report: Operating with integrity – Human rights and responsible procurement. FY2026 Annual Report: Sustainability – Operating with integrity; FY2027 priorities. Omission: a verified percentage of new suppliers screened using environmental criteria is not currently reported.
GRI 401	401-1 New employee hires and employee turnover	Sustainability Report: Protecting our people and building capability – Workforce participation. Omission: FY2026 employee hires and turnover are not reported using the GRI-required breakdowns and calculation basis.
GRI 403	403-1 Occupational health and safety management system	Sustainability Report: Protecting our people and building capability – Our approach; Health and safety. FY2026 Annual Report: Sustainability – Protecting our people and building capability; Managing risks effectively – Health, safety and wellbeing of team members. Health and Safety Policy. Selected information: health and safety management arrangements and development of an ISO 45001-aligned management system.
GRI 403	403-2 Hazard identification, risk assessment and incident investigation	Sustainability Report: Protecting our people and building capability – Health and safety; Critical controls. FY2026 Annual Report: Sustainability – Protecting our people and building capability; Managing risks effectively – Health, safety and wellbeing of team members.
GRI 403	403-4 Worker participation, consultation and communication on occupational health and safety	Sustainability Report: Protecting our people and building capability – Our approach; Health and safety. Selected information: workforce consultation, participation, hazard reporting and communication arrangements.
GRI 403	403-5 Worker training on occupational health and safety	Sustainability Report: Protecting our people and building capability – Radiation protection; Emergency readiness; Workforce capability and leadership. FY2026 Annual Report: Sustainability – Protecting our people and building capability. Selected information: safety, radiation, emergency response and competency training arrangements.
GRI 403	403-6 Promotion of worker health	Sustainability Report: Protecting our people and building capability – Health and safety; Workforce capability and leadership. Selected information: worker health and wellbeing support, including access to Boss Energy's confidential Employee Assistance Program.
GRI 403	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report: Protecting our people and building capability – Our approach; Health and safety; Critical controls. FY2026 Annual Report: Sustainability – Protecting our people and building capability. Selected information: contractor integration, competency, mobilisation, risk controls and critical-control management.
GRI 403	403-8 Workers covered by an occupational health and safety management system	Sustainability Report: Protecting our people and building capability – Our approach; Health and safety. Omission: the GRI 403-8 workforce coverage measures for the occupational health and safety management system are not currently reported.
GRI 403	403-9 Work-related injuries	Sustainability Report: Protecting our people and building capability – Health and safety; Reporting basis – Safety. Selected information: employee and contractor hours, total recordable injuries and TRIFR.
GRI 403	403-10 Work-related ill health	Sustainability Report: Protecting our people and building capability – Health and safety. Omission: a separate GRI 403-10 measure for work-related ill health is not currently reported.
GRI 404	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report: Protecting our people and building capability – Workforce capability and leadership. FY2026 Annual Report: Sustainability – Protecting our people and building capability. Selected information: skills, competency and workforce-development programs. Omission: transition-assistance programs are not reported.

GRI Standard	Disclosure	Location of Boss Energy's response and/or omission
GRI 405	405-1 Diversity of governance bodies and employees	Sustainability Report: Protecting our people and building capability – Workforce participation; Reporting basis – Workforce. FY2026 Annual Report: Sustainability – FY2026 sustainability highlights and progress; Sustainability – Protecting our people and building capability; Directors' Report – Directors. Selected information: gender representation across the workforce and Board, Aboriginal and Torres Strait Islander participation and selected location-based workforce measures. Omission: age-group information is not reported.
GRI 406	406-1 Incidents of discrimination and corrective actions taken	Sustainability Report: Operating with integrity – Ethical conduct and speaking up. Code of Conduct and relevant people policies. Omission: the GRI 406-1 incident and corrective-action measure is not separately reported for FY2026.
GRI 408	408-1 Operations and suppliers at significant risk for incidents of child labour	Sustainability Report: Operating with integrity – Human rights and responsible procurement. FY2026 Annual Report: Sustainability – Operating with integrity; FY2027 priorities. Human Rights Policy. Omission: a structured FY2026 assessment of operations and suppliers against the GRI child-labour risk disclosure was not undertaken.
GRI 409	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Sustainability Report: Operating with integrity – Human rights and responsible procurement. FY2026 Annual Report: Sustainability – Operating with integrity; FY2027 priorities. Human Rights Policy. Omission: a structured FY2026 assessment of operations and suppliers against the GRI forced or compulsory labour risk disclosure was not undertaken.
GRI 411	411-1 Incidents of violations involving rights of Indigenous Peoples	Sustainability Report: Respecting culture and strengthening communities – Traditional Owner relationships and cultural heritage. Omission: incidents involving violations of the rights of Indigenous Peoples are not separately reported under GRI 411-1 for FY2026.
GRI 413	413-1 Operations with local community engagement, impact assessments and development programs	Sustainability Report: Our sustainability framework – Stakeholder engagement; Respecting culture and strengthening communities. FY2026 Annual Report: Sustainability – Respecting culture and strengthening communities. Selected information: stakeholder and Traditional Owner engagement, cultural heritage assessment and protection, pastoral engagement and selected community initiatives associated with Honeymoon.
GRI 413	413-2 Operations with significant actual and potential negative impacts on local communities	Sustainability Report: Our sustainability framework – Sustainability risks, responsibilities and management approach; Respecting culture and strengthening communities. FY2026 Annual Report: Sustainability – Respecting culture and strengthening communities; Managing risks effectively – Regulatory approvals, land access, cultural heritage and stakeholder relationships. Selected information: potential land access, cultural heritage, pastoral and community impacts and the controls used to manage them.
GRI 414	414-1 New suppliers screened using social criteria	Sustainability Report: Operating with integrity – Human rights and responsible procurement. FY2026 Annual Report: Sustainability – Operating with integrity; FY2027 priorities. Omission: a verified percentage of new suppliers screened using social criteria is not currently reported.

APPENDIX B

Glossary

Term / acronym	Meaning
AASB S2	Australian Sustainability Reporting Standard AASB S2 Climate-related Disclosures, which sets climate-related financial disclosure requirements for entities required to prepare sustainability reports under Chapter 2M of the *Corporations Act 2001* (Cth). This voluntary report is not intended to constitute Boss Energy's mandatory sustainability report or assert compliance with AASB S2.
Adnyamathanha, Ngadjuri and Wilyakali	The Traditional Owner groups whose traditional lands include Boss Energy's South Australian mining and exploration tenure.
Alta Mesa Uranium Project	Producing uranium project in Texas, United States, in which Boss Energy holds a 30% non-operated interest. Alta Mesa is outside Boss Energy's operational control and is excluded from consolidated operational sustainability metrics.
ASX	Australian Securities Exchange, on which Boss Energy is listed. The ASX Listing Rules impose continuous disclosure obligations relevant to information in this report.
The Boss Way	Boss Energy's statement of values and expected behaviours, used to guide decision-making, conduct and performance expectations across the workforce.
CO_2-e	Carbon dioxide equivalent – a common unit expressing the warming effect of different greenhouse gases.
Contractor	A person engaged through a service provider rather than employed directly. Contractor hours are included in injury frequency rates.
Critical control	A control assessed as essential to preventing or limiting the consequences of a material safety, health, radiation or environmental risk, and therefore subject to defined performance requirements and verification.
CY2025	Calendar year ended 31 December 2025. Radiation dose results are reported on a calendar-year basis to align with statutory dose reporting.
Dosimetry	Measurement of individual radiation dose, typically using personal monitoring devices issued to workers in designated areas.
Drawdown	Lowering of the groundwater level caused by extraction, monitored at Honeymoon against the PEPR criterion of 1.5 m from baseline ranges.
EERS	Emissions and Energy Reporting System – the Clean Energy Regulator's online system used to submit reports under the National Greenhouse and Energy Reporting scheme.
Emissions intensity	Greenhouse gas emissions per unit of production – tonnes of CO_2-e per tonne of U_3O_8.
Energy intensity	Energy consumed per unit of production, such as gigajoules per tonne of U_3O_8. Distinct from emissions intensity.
EPA	Environment Protection Authority, the South Australian regulator administering environmental licences and authorisations under the *Environment Protection Act 1993* (SA).
ESG	Environmental, social and governance – the collective term for the non-financial factors used by investors and other stakeholders to assess company performance.
Excursion (groundwater)	Movement of mining solutions during operations beyond tenement boundaries, as defined by criteria in the PEPR.
Financial assurance / bond	Bond and associated security that may be required under the *Mining Act 1971* (SA) to provide assurance that mining-related liabilities and rehabilitation obligations will be satisfied.
GHG (greenhouse gas)	A gas that contributes to warming of the atmosphere. Greenhouse gas emissions are reported in this document as carbon dioxide equivalent (CO_2-e).
GJ (gigajoule)	Unit of energy equal to one billion joules, used where energy consumption or energy intensity is reported.
Gould's Dam	Uranium satellite deposit near Honeymoon held by Boss Energy and being advanced through studies and permitting as additional production resources.
GRI content index	Table mapping the GRI disclosures referenced in this report to the sections where the related information is located.
GRI Standards	Global Reporting Initiative sustainability reporting standards. This report references selected GRI Standards but is not prepared in accordance with them.
Gypsum repository	Engineered onsite facility for dewatering and final disposal of gypsum solids from groundwater treatment.
Human Rights Policy	Boss Energy policy established in FY2026 setting expectations for human rights across operations and the supply chain.
Hydraulic control	Maintaining net inward groundwater flow at a wellfield so process fluids remain within the approved production zone.
Ion-exchange (NIMCIX) column	Vessel containing resin that selectively captures uranium from solution during processing. Honeymoon operates five NIMCIX continuous counter current columns.
ISO 45001	International standard specifying requirements for an occupational health and safety management system, used at Honeymoon as a reference framework rather than as a certification claim.
ISR (in-situ recovery)	Mining method in which solution is circulated through the orebody via injection and production wells to dissolve uranium in place, avoiding conventional excavation.
Jason's Deposit	Uranium satellite deposit near Honeymoon held by Boss Energy and being advanced through studies and permitting alongside Gould's Dam as additional production resources.
JORC Code	Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves (2012 edition), which sets the minimum standards for public reporting of resources and reserves.
Laramide Resources Ltd	Uranium exploration and development company in which Boss Energy holds a 19.9% strategic shareholding. The investment is outside Boss Energy's operated asset base and is excluded from consolidated operational sustainability metrics.
Life-of-mine plan	Long-term plan covering the expected productive life of the operation, including rehabilitation and closure.
Material topic	A sustainability topic assessed as significant to Boss Energy and its stakeholders, identified through the FY2025 materiality assessment and used to structure the performance chapters.
Mineral Resource Estimate	An estimate of the quantity and grade of mineralisation, reported under the JORC Code.
ML (megalitre)	One million litres. Used to report volumes of groundwater extracted from and reinjected into the approved production aquifer.
Modern slavery	Serious exploitation as defined in the *Modern Slavery Act 2018* (Cth), including forced labour, servitude, human trafficking, debt bondage and the worst forms of child labour.
mSv (millisievert)	Millisievert, the unit of effective radiation dose. The occupational limit is 20 mSv per year averaged over five consecutive years, with a maximum of 50 mSv in any single year.
NAIDOC Week	Annual national celebration of Aboriginal and Torres Strait Islander history, culture and achievements.
Native title	Rights and interests of Aboriginal peoples and Torres Strait Islanders in relation to land or waters, arising under traditional laws and customs and recognised by the common law of Australia, as provided for under the *Native Title Act 1993* (Cth).
NAWNTAC	Ngadjuri, Adnyamathanha and Wilyakali Native Title Aboriginal Corporation, through which relevant Traditional Owner interests are represented.
NGER	National Greenhouse and Energy Reporting, the scheme established under the *National Greenhouse and Energy Reporting Act 2007* (Cth) for reporting greenhouse gas emissions, energy production and energy consumption.
Occupational effective dose	The whole-body radiation dose received by a worker from work-related exposure, assessed through dosimetry and monitored against statutory dose limits.
PEPR	Program for Environment Protection and Rehabilitation — the statutory operating program approved under the *Mining Act 1971* (SA) for authorised mining operations, setting out the operations to be undertaken, environmental outcomes, measurable criteria and rehabilitation requirements.
Prepared with reference to	A reporting claim indicating that selected GRI Standards have been used to inform disclosure, without asserting full conformance with the GRI Standards.
Radiation and Radioactive Waste Management Plans	Boss Energy's plans approved under South Australia's radiation protection legislation, governing radiation controls and the handling, storage and disposal of radioactive waste at Honeymoon.
Safety Critical Risk Management Framework	Framework for identifying material safety risks, defining critical controls and verifying their effectiveness.
SafeWork SA	South Australia's work health and safety regulator, administering the *Work Health and Safety Act 2012* (SA), to which notifiable incidents are reported.
Satellite deposit	A deposit near an existing operation that could be developed to feed the established processing facility.
Scope 1, 2 and 3 emissions	Scope 1 – direct emissions from owned or controlled sources; Scope 2 – indirect emissions from purchased electricity; Scope 3 – other value-chain emissions.
SDG	Sustainable Development Goal, one of 17 global goals adopted by United Nations member states in 2015. Selected SDG targets are referenced where the report's material topics and reported evidence connect to them.
Speak Up service	Boss Energy's confidential reporting channel for concerns about misconduct, including disclosures protected under Part 9.4AAA of the *Corporations Act 2001* (Cth).

Term / acronym	Meaning
Total recordable injury	A work-related injury requiring medical treatment beyond first aid, including lost-time injuries and restricted-duty cases.
Traditional Owners	Aboriginal people with recognised traditional connection to, and custodial responsibility for, particular Country.
TRIFR	Total recordable injury frequency rate – total recordable injuries per one million hours worked.
Trunkline	Large-diameter pipeline transferring solution between wellfields and the processing plant, forming part of the containment system subject to integrity monitoring.
TSM (Towards Sustainable Mining)	An industry sustainability performance and assurance framework used by minerals industry associations to assess and publicly report management performance across defined protocols.
U_3O_8	Triuranium octoxide – the uranium oxide concentrate produced at Honeymoon and the standard unit for reporting uranium production.
Wellfield	An array of injection, production and monitoring wells developed over part of the orebody and operated under hydraulic control.

